

CHAPTER.....

AN ACT relating to public employees; establishing the maximum allowed salaries for certain employees in the classified and unclassified service of the State; requiring employees of the State to take a certain number of days of unpaid furlough leave during the 2011-2013 biennium; providing exceptions to the furlough requirement; making appropriations from the State General Fund and State Highway Fund for the salaries of certain employees of the State; and providing other matters properly relating thereto.

THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN
SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

Section 1. The following state officers, employees, and medical and related positions in the unclassified service of the State of Nevada are entitled to receive approximate annual salaries of not more than the maximum amounts set forth following their specified titles or positions:

Title or Position	Approximate Annual Salary
1. State Office of Energy:	
Director, Office of Energy	\$96,912
Deputy Director, Office of Energy.....	65,830
2. High Level Nuclear Waste:	
Executive Director, Nuclear Projects Office.....	\$112,403
Executive Assistant	54,858
Technical Division Administrator.....	102,322
Planner/Researcher.....	81,117
3. Office of the Lieutenant Governor:	
Chief of Staff.....	\$72,508
Assistant to the Lieutenant Governor (each).....	69,055
Administrative Secretary.....	46,612
4. Office of the Secretary of State:	
Chief Deputy	\$114,104
Deputy Secretary of State, Commercial Recordings.....	95,453
Deputy Secretary of State, Southern Nevada.....	95,453
Deputy Secretary of State, Elections.....	104,778
Deputy Secretary of State, Operations.....	95,453
Securities Administrator.....	99,686
Chief, Enforcement	95,150



Title or Position	Approximate Annual Salary
Executive Assistant	\$54,858
Public Information Officer	69,122
Business Portal Administrator.....	95,453
5. Office of the State Treasurer:	
Chief Deputy State Treasurer.....	\$114,104
Senior Deputy State Treasurer (each)	104,778
Chief of Staff.....	114,104
Deputy State Treasurer, Debt Service	95,453
Deputy State Treasurer, Investments	114,104
Deputy State Treasurer, Cash Management.....	95,453
Executive Director, Millennium Scholarship.....	95,453
Executive Assistant	54,858
Deputy State Treasurer, Unclaimed Property	95,453
6. Office of Controller:	
Chief Deputy Controller.....	\$104,778
Assistant Controller.....	85,579
Executive Assistant	54,858
7. Office of the Attorney General:	
(a) Attorney General's Office:	
Assistant Attorney General.....	\$137,145
Attorney General Counsel for Prosecuting	
Attorneys, Executive Director	99,704
Ombudsman for Victims of Domestic Violence.....	58,143
Chief Deputy Attorney General (each).....	115,202
Chief of Staff.....	137,145
Solicitor General	129,285
Senior Deputy Attorney General (each)	104,231
Deputy Attorney General (each).....	93,259
Public Information Officer.....	69,122
Chief Investigator.....	79,544
Investigator (each)	64,302
Division Administrator, Personnel Services	79,544
Executive Assistant.....	54,858
Chief Financial Officer	99,686
Legal Researcher (each).....	44,949
Supervising Legal Researcher (each).....	54,858
Construction Law Counsel.....	129,285
Executive Director, Technological Crimes.....	69,122
Program Specialist, Technological Crimes.....	54,858
Insurance Investigator (each).....	64,302



Title or Position	Approximate Annual Salary
(b) Bureau of Consumer Protection:	
Senior Economist	\$99,704
Senior Engineer	89,037
Senior Legal Researcher	52,974
Legal Researcher	44,949
Senior Regulatory Analyst	83,204
Chief Deputy Attorney General (each)	115,202
Regulatory Manager	89,114
Technical Staff Manager	89,114
Deputy Attorney General (each)	93,259
Engineer	80,281
Administrative Services Officer	72,239
Senior Deputy Attorney General (each)	104,231
8. Commission on Ethics:	
Executive Director	\$95,453
Counsel, Ethics Commission	93,259
Executive Assistant	54,858
Investigator	64,302
Senior Legal Researcher	52,974
9. Supreme Court:	
Supervisory Staff Attorney (each)	\$104,231
Supervisory Staff Attorney, Settlement	104,231
Reporter of Judicial Decisions	115,202
Legal Counsel, Criminal	126,174
Legal Counsel, Civil	126,174
Chief Assistant Clerk	115,202
Chief Clerk	137,145
Chief Deputy Clerk	70,766
Court Administrator	120,688
Deputy Court Administrator (each)	104,231
Staff Attorney (each)	93,259
Law Librarian	98,744
Senior Law Clerk (each)	60,631
10. Commission on Judicial Discipline:	
General Counsel	\$137,145
11. Department of Administration:	
Director	\$124,528
Deputy Director (each)	114,104
Information Systems Specialist	57,740
Division Administrator, Internal Audits	104,778



Title or Position	Approximate Annual Salary
Manager, Internal Controls	\$89,114
Chief Assistant Budget Administrator	86,728
Senior Appeals Officer.....	115,202
Appeals Officer, Hearings (each).....	104,231
Hearing Officer (each)	69,122
Deferred Compensation Executive Officer	95,453
Chief Assistant, Planning.....	79,528
Division Administrator, State Motor Pool	79,544
Division Administrator, Administrative Services	95,453
Division Administrator, Risk Management	85,579
Division Administrator, Purchasing.....	95,453
Administrator, Public Works Division.....	120,688
Chief Engineer, Operations	99,424
Deputy Administrator, Professional Services, Public Works Division.....	114,104
Deputy Administrator, Code Compliance and Enforcement, Public Works Division	114,104
Deputy Administrator, Buildings and Grounds, Public Works Division	85,579
Public Works Division, Project Manager III (each).....	104,231
Public Works Division, Project Manager II (each).....	95,453
Chief, Planning, Research, and Grants Management....	86,728
Division Administrator, Human Resource Management.....	104,778
Division Deputy Administrator, Human Resource Management (each).....	85,579
Director, Equal Employment Opportunity	79,544
Executive Assistant	54,858
Division Administrator, State Library and Archives	95,453
Division Administrator, State Chief Information Officer	104,778
Manager, Enterprise Application Services.....	95,453
Manager, Computing.....	95,453
Manager, Communication.....	95,453
Manager, Information Security	95,453
12. Department of Taxation:	
Director	\$124,528
Deputy Director (each).....	104,778
Executive Assistant	54,858



Title or Position	Approximate Annual Salary
Administrative Law Judge (licensed attorney)	\$104,231
Chief Administrative Law Judge (licensed attorney)	115,202
13. Department of Education:	
Superintendent of Public Instruction.....	\$121,785
Deputy Superintendent of Instruction, Research and Evaluative Services	104,778
Deputy Superintendent for Administrative and Fiscal Services	104,231
Executive Assistant	54,858
14. Department of Employment, Training and Rehabilitation:	
Director, Employment, Training and Rehabilitation.....	\$124,528
Chief, Disability Employment Policy	69,122
Division Administrator, Rehabilitation.....	104,778
Chief Auditor	87,772
Deputy Director.....	114,104
Executive Assistant	54,858
Division Administrator, Employment Security.....	114,104
Division Administrator, Equal Rights Commission.....	85,579
Division Administrator, Information Development and Processing	104,778
Hearing Officer (each)	69,122
Senior Attorney	104,231
Assistant to the Director.....	86,725
15. Department of Health and Human Services:	
Director	\$124,528
Deputy Director, Programs	104,778
Deputy Director, Fiscal Services.....	104,778
Deputy Director, Administrative Services	95,453
Governor's Consumer Health Advocate	95,453
Ombudsman for Consumer Health Assistance (each).....	76,118
Statewide Suicide Prevention Coordinator	69,122
Statewide Suicide Prevention Trainer/Networking Facilitator	65,830
Executive Assistant (each)	54,858
Division Administrator, Health Care Financing and Policy	114,104



Title or Position	Approximate Annual Salary
Deputy Division Administrator, Health Care Financing and Policy.....	\$104,778
Division Administrator, Health.....	114,104
State Health Officer.....	157,433
Chief Biostatistician	95,453
State Epidemiologist	95,453
Medical Program Coordinator, Mental Health Program (each).....	184,861
Medical Program Coordinator, Statewide Mental Health Services	198,589
Division Administrator, Mental Health and Developmental Services.....	120,688
Deputy Division Administrator, Mental Health and Developmental Services.....	104,778
Division Administrator, Welfare and Supportive Services	114,104
Division Administrator, Child and Family Services	114,104
Deputy Division Administrator, Child and Family Services (each).....	104,778
Superintendent, Nevada Youth Training Center.....	95,453
Superintendent, Caliente Youth Center.....	95,453
Bureau Chief, Youth Parole Bureau.....	95,453
Division Administrator, Aging and Disability Services	104,778
Deputy Division Administrator, Aging and Disability Services (each)	95,453
Chief, Elder Rights.....	85,579
16. Office of the State Public Defender:	
State Public Defender.....	\$115,202
Supervising Public Defender (office).....	104,231
Supervising Public Defender (trial)	104,231
Supervising Public Defender (appeals).....	104,231
Deputy Public Defender (each).....	93,259
Deputy Public Defender, Appellate	93,259
Investigator (each).....	64,302
17. Department of Business and Industry:	
Director	\$124,528
Deputy Director, Administration	79,544
Deputy Director, Programs	104,778



Title or Position	Approximate Annual Salary
Executive Assistant	\$54,858
Division Administrator, Financial Institutions.....	95,453
Deputy Division Administrator, Financial Institutions.....	79,544
Certified Public Accountant, Financial Institutions	66,011
Division Administrator, Manufactured Housing.....	85,579
Division Administrator, Real Estate	95,453
Deputy Division Administrator, Real Estate.....	79,544
Ombudsman, Real Estate	69,122
Division Administrator, Housing.....	95,453
Deputy Division Administrator, Housing	79,544
Chief Assistant, Housing.....	65,830
Chief Financial Officer, Housing.....	93,259
Division Administrator, Insurance	114,104
Deputy Division Administrator, Insurance (each)	95,453
Deputy Division Administrator, Insurance, Captive Insurers.....	93,259
Lead Actuary, Insurance (each)	122,929
Insurance Counsel/Hearing Officer (each).....	95,453
Division Administrator, Taxicab Authority	95,453
Division Administrator, Transportation Authority	111,393
Chief Transportation Inspector	90,857
Commissioner, Transportation Authority (each)	104,449
Financial Analyst (each)	79,638
Manager, Transportation	93,259
Deputy Division Administrator, Transportation Authority	86,286
Attorney, Transportation Authority	93,259
Division Administrator, Mortgage Lending.....	95,453
Deputy Division Administrator, Mortgage Lending.....	79,544
Certified Public Accountant, Mortgage Lending	66,011
Division Administrator, Industrial Relations	104,778
Deputy Division Administrator, Industrial Relations (each)	85,579
Attorney, Industrial Relations (each)	93,259
Senior Attorney, Industrial Relations.....	104,231
Deputy Division Administrator, Safety Consultation ...	79,544
Deputy Division Administrator, Mine Safety	79,544
Division Administrator, Attorney for Injured Workers.....	115,202



Title or Position	Approximate Annual Salary
Deputy Attorney for Injured Workers (each).....	\$93,259
Senior Deputy Attorney for Injured Workers (each) ..	104,231
Division Administrator, Employee-Management Relations Board.....	85,579
Executive Assistant, Employee-Management Relations Board.....	54,858
Division Administrator, Dairy Commission	85,579
Division Administrator, Office of Labor Commissioner	95,453
Deputy Division Administrator, Office of Labor Commissioner	79,544
Chief Assistant, Office of Labor Commissioner.....	51,191
Division Administrator, Athletic Commission	95,453
Ombudsman of Consumer Affairs for Minorities.....	72,508
18. State Department of Agriculture:	
Director, Agriculture	\$104,778
Division Administrator, Livestock Inspection	79,544
Division Administrator, Veterinary Medical Services	106,938
Senior Veterinary Diagnostician	91,022
Supervisor, Animal Disease Laboratory	94,588
Division Administrator, Measurement Standards	79,544
Division Administrator, Plant Industry	79,544
19. Commission on Mineral Resources:	
Administrator, Minerals	\$102,333
Deputy Administrator, Minerals	81,865
Chief for Dangerous Mines	66,409
Chief for Mine Regulation	73,630
Field Specialist, Minerals (each).....	56,765
Program Manager, Oil, Gas and Geothermal.....	94,226
20. Commission on Economic Development:	
Executive Director	\$114,104
Deputy Director.....	95,453
Senior Associate, Industrial Development (each).....	79,544
Associate, Industrial Development (each)	62,768
Grants Project Analyst	54,497
Director, Film	85,579
Associate, Film (each).....	62,768
Program Specialist	55,257



Title or Position	Approximate Annual Salary
21. Department of Tourism and Cultural Affairs:	
Director, Tourism and Cultural Affairs.....	\$114,104
Chief Deputy, Administration.....	95,453
Executive Assistant	54,858
Public Information Officer.....	77,976
Deputy Director, Sales and Industry Partners	75,660
Deputy Director, Marketing and Advertising	75,660
Development Specialist II, Tourism (each)	75,660
Development Specialist, Tourism (each)	71,039
Project Analyst II (each)	63,543
Project Analyst (each)	54,497
Development Specialist, Nevada Magazine (each).....	62,929
Editor Publisher, Nevada Magazine.....	85,961
Managing Editor, Publications.....	66,078
Production Manager	53,264
Art Director (each)	56,280
Advertising Sales Representative.....	57,732
Operations and Finance Manager.....	82,748
Public Relations Specialist.....	71,039
Division Administrator, Museums and History	95,453
Executive Director, Nevada Indian Commission.....	69,122
22. State Gaming Control Board:	
Chairman, Gaming Control Board	\$145,986
Member, Gaming Control Board (each)	135,741
Executive Assistant	57,546
Chief, Investigation	104,203
Chief, Enforcement	104,203
Chief, Audit.....	104,203
Chief, Corporate Securities	104,203
Chief, Tax and License	104,203
Chief, Administration.....	104,203
Chief Deputy, Administration.....	94,730
Executive Secretary, Gaming Control Board.....	94,730
Manager, Electronics Lab	101,762
Chief, Technology.....	111,307
Senior Lab Engineer (each).....	96,915
Electronic Lab Engineer (each).....	92,300
Coordinator, Applicant Services	92,148
Chief Deputy, Enforcement (each)	94,730
Information Service Manager	96,915



Title or Position	Approximate Annual Salary
Senior Network Specialist.....	\$83,137
Network Specialist II.....	76,612
Network Specialist I (each).....	69,384
Data Management Analyst.....	81,987
System Manager.....	91,219
Programming Manager.....	91,219
Programming Supervisor	85,923
Chief Deputy, Audit (each).....	94,730
Chief Deputy, Investigations (each).....	94,730
Chief Deputy, Corporate Securities	94,730
Chief Deputy, Tax and License.....	94,730
Hearings Officer (each).....	91,252
Administrative Coordinator	81,987
Financial Officer	81,987
Supervisor, Investigations (each)	86,118
Supervisor, Enforcement (each).....	86,118
Supervisor, Corporate Securities (each).....	86,118
Supervisor, Audit (each)	86,118
Supervisor, Tax and License (each).....	86,118
Supervisor (each)	86,118
District Office Manager	92,148
Senior Agent, Corporate Securities (each).....	74,562
Senior Agent, Investigations (each)	74,562
Senior Agent, Audit (each)	74,562
Senior Agent, Tax and License (each)	74,562
Senior Research Specialist (each)	91,219
Senior Agent, Enforcement (each).....	74,562
Agent, Corporate Securities (each)	67,785
Agent, Audit (each).....	67,785
Agent, Investigations (each).....	67,785
Agent, Enforcement (each)	67,785
Agent, Tax and License (each).....	67,785
Electronics Technician (each).....	60,404
Senior Program Analyst (each)	77,240
Special Agent (each)	78,290
23. Public Utilities Commission of Nevada:	
Executive Director	\$114,104
Chairman	120,688
Public Utilities Commissioner (each)	114,104
Executive Assistant (each)	54,858



Title or Position	Approximate Annual Salary
Financial Analyst (each)	\$79,638
Chief Attorney (each).....	115,202
Senior Attorney (each)	104,231
Supervisor, Consumer Complaint Resolution.....	79,544
Manager, Safety and Quality Assurance	95,453
Manager, Systems Operation	85,579
Public Education and Statistical Analysis Officer (each).....	65,830
Administrative Attorney (each).....	69,122
Manager, Resource and Market Analysis	95,453
Engineer, Water.....	79,638
Engineer, Electric (each).....	83,690
Senior Gas Pipeline Engineer.....	84,016
Engineer, Gas Pipeline (each).....	79,638
Senior Engineering Analyst	71,364
Manager, Policy Analysis	95,453
Director, Regulatory Operations	114,104
Manager, Consumer Complaint Resolution.....	95,453
Senior Analyst.....	71,364
Rural Consumer Representative.....	64,388
Manager, Tariffs and Compliance.....	95,453
Commission Secretary	95,453
Assistant Commission Secretary.....	85,579
Senior Regulatory Economist	85,475
Regulatory Economist (each).....	85,475
Commission Policy Advisory (each)	87,874
Senior Utility Analyst (each)	71,364
Resource Planning Engineer	79,638
Legal Case Manager.....	55,696
24. Department of Motor Vehicles:	
Director	\$124,528
Deputy Director, Motor Vehicles.....	120,688
Executive Assistant	54,858
Division Administrator, DMV Motor Carrier	95,453
Division Administrator, DMV Management Services	95,453
Division Administrator, DMV Automation	95,453
Division Administrator, DMV Field Services	104,778
Division Administrator, DMV Compliance Enforcement.....	104,778



Title or Position	Approximate Annual Salary
Division Administrator, DMV Central Services.....	\$95,453
Division Administrator, DMV Administrative Services.....	95,453
Chief Administrative Law Judge, DMV (licensed attorney).....	115,202
Chief Administrative Law Judge, DMV (other than licensed attorney).....	104,231
DMV Administrative Law Judge (licensed attorney) (each).....	104,231
DMV Administrative Law Judge (other than licensed attorney) (each).....	93,259
25. Department of Public Safety:	
Director	\$124,528
Deputy Director, Public Safety	120,688
Executive Assistant	54,858
Division Administrator, Parole and Probation	120,688
Chairman, State Board of Parole Commissioners.....	104,778
Parole Board Member (each)	85,579
Executive Assistant, Parole Board	54,858
Division Administrator, Records and Technology.....	109,469
Division Administrator, State Fire Marshal.....	104,778
Division Administrator, Capitol Police.....	95,453
Division Administrator, Investigations	114,104
Division Administrator, Highway Safety Planning and Administration.....	79,544
Chief, Nevada Highway Patrol	120,688
Lieutenant Colonel, Nevada Highway Patrol.....	120,688
Division Administrator, Homeland Security.....	114,104
Analyst Supervisor / NAIC Manager	72,241
26. Department of Corrections:	
Director	\$124,528
Executive Assistant	54,858
Medical Director	186,595
Deputy Director, Operations, Northern Region	114,104
Deputy Director, Industrial Programs	114,104
Deputy Director, Operations, Southern Region	114,104
Deputy Director, Support Services	114,104
Division Administrator, EEO and Training	85,579



Title or Position	Approximate Annual Salary
27. Peace Officers' Standards and Training Commission:	
Director	\$95,453
Deputy Director	85,579
Executive Assistant	54,858
Bureau Chief (each)	75,340
Training Specialist (each)	68,770
28. State Department of Conservation and Natural Resources:	
Director	\$124,528
Deputy Director	104,231
Division Administrator, Environmental Protection	120,688
Division Administrator, Water Resources	120,688
Division Administrator, Forestry	104,778
Division Administrator, State Parks	104,778
Division Administrator, State Lands	95,453
District Supervisor, Water Commissioner, Water Resources	69,122
Division Administrator, Natural Heritage	79,544
Division Administrator, Historic Preservation	95,453
29. Department of Wildlife:	
Director	\$114,104
Deputy Director (each)	104,778
Executive Assistant	54,858
Chief Game Warden	95,453
Division Administrator, Conservation Education	85,579
Division Administrator, Fisheries Management	85,579
Division Administrator, Game Management	85,579
Division Administrator, Habitat	85,579
Division Administrator, Wildlife Administration	85,579
Division Administrator, Wildlife Diversity	85,579
30. Department of Transportation:	
Director	\$124,528
Deputy Director (each)	121,785
Executive Assistant	54,858
Division Administrator, Administrative Services	104,778
Division Administrator, Planning and Program Development	104,778
Division Administrator, Engineering	120,688



Title or Position	Approximate Annual Salary
Division Administrator, Operations	\$120,688
Hearings Officer.....	69,122
Administrative Coordinator	81,987
31. Colorado River Commission of Nevada:	
Director	\$128,530
Deputy Director.....	122,207
Special Assistant	85,800
Division Head, Power	116,459
Division Head, Water	116,459
Administrative Services Officer.....	116,459
Office Manager	64,013
Senior Energy Accountant (each)	87,290
Natural Resource Specialist (each)	101,257
Environmental Program Manager.....	104,748
Network Administrator (each)	75,651
Power Supply Manager	107,433
Assistant Director Engineering and Operations.....	116,388
Assistant Director Energy Information Systems.....	104,748
Power Facilities Manager.....	104,748
Power Facilities Communication Technician (each)	81,471
Senior Power Facilities Electrician (each)	81,471
Senior Power Facilities Engineer	100,719
Power Facilities Electrician.....	75,651
Hydropower Program Manager.....	110,569
Assistant Hydropower Program Manager.....	98,929
Manager, Power Planner	104,231
Power Supply Planner	104,778
Assistant Power Supply Planner	90,856
Manager, Power Accounting.....	104,231
Energy Accountant (each).....	76,802
32. Public Employees' Benefits Program:	
Executive Officer	\$120,688
Executive Assistant	54,858
Quality Control Officer	93,259
Operations Officer.....	102,586
Chief Financial Officer	93,259
Chief Information Officer	93,259
Financial Analyst	78,448



Title or Position	Approximate Annual Salary
33. Veterans' Services:	
Executive Director, Veterans' Services	\$93,259
Deputy Director, Veterans' Services.....	79,544
Administrator, Veterans' Home	104,778
34. Office of the Military:	
Adjutant General	\$114,104
35. Medical and Related Positions:	
Senior Physician (Range C) (each)	\$151,733
Senior Psychiatrist (Range C) (each)	172,479
Senior Institutional Dentist (Range A) (each).....	119,646
Senior Institutional Dentist (Range B) (each).....	134,994
Pharmacist 3	117,458
Pharmacist 2 (each)	106,780
Pharmacist 1 (each)	97,074

A Senior Psychiatrist (Range C) is a psychiatrist certified by the American Board of Psychiatry and Neurology.

Sec. 2. 1. If any unclassified position is omitted from this act for the Fiscal Years 2011-2012 and 2012-2013, the Division of Human Resource Management of the Department of Administration shall examine the duties and responsibilities of the position and submit to the Interim Finance Committee a list of those duties and responsibilities and a recommended salary for the position. The Interim Finance Committee shall review the duties and responsibilities of the position and establish the salary for the position.

2. If the Fiscal Analysis Division of the Legislative Counsel Bureau determines that the title or maximum salary for a position set forth in section 1 of this act contains a typographical or other error that misrepresents the maximum salary intended to be set forth in section 1 of this act, the Interim Finance Committee may review the duties and responsibilities of the position and establish the appropriate title and maximum salary for the position pursuant to the intent of the 76th Session of the Nevada Legislature.

3. An employee occupying a position that is currently in the classified service that is moved into the unclassified service pursuant to this act has the option to remain in the classified service at his or her current grade, with all rights afforded classified employees, or move into the unclassified service. If the employee chooses to move into the unclassified service, the employee cannot



at a later date choose to return to the classified service while occupying this position.

4. Once an employee vacates the position moved into the unclassified service pursuant to this act, the employee who is the replacement in the position will be in the unclassified service.

5. If the salary for a position that is currently in the classified service or nonclassified service and that is moved into the unclassified service is reduced pursuant to this act, the salary for the employee currently serving in the position will be retained at its current level and the employee will be subject to unpaid furlough leave pursuant to section 4 of this act. Once the employee serving in the position vacates the position, the unclassified salary is established at the level in section 1 of this act, as adjusted pursuant to section 3 of this act.

6. If the salary for an employee occupying a position in the unclassified service on June 30, 2011, is more than the maximum salary for that position as set forth in section 1 of this act, the salary for that employee must be retained at the level in effect on June 30, 2011, with a reduction of 2.5 percent. Such an employee is subject to unpaid furlough leave pursuant to section 4 of this act. Once an employee vacates a position for which the previous salary is retained pursuant to this section, the maximum salary for that position must be reduced to the amount set forth in section 1 of this act, as adjusted pursuant to section 3 of this act.

Sec. 3. 1. Except as otherwise provided in this section, for the period beginning on July 1, 2011, and ending on June 30, 2013, the salary of each employee of the State must be reduced by 2.5 percent. The maximum amounts of the approximate annual salaries for the unclassified service set forth in section 1 of this act include a reduction of 2.5 percent.

2. Except as otherwise provided in subsections 3 and 4, the provisions of subsection 1 apply to all Departments of State Government and includes the Nevada System of Higher Education, the Public Employees' Retirement System and all other entities of State Government.

3. The Board of Regents of the University of Nevada shall determine and implement the method by which the professional employees of the Nevada System of Higher Education will participate in the requirements of subsection 1.

4. The requirements of subsection 1 do not apply to an employee of the Department of Tourism and Cultural Affairs whose standard workweek is 32 hours.



Sec. 4. 1. Except as otherwise provided in section 6 of this act:

(a) For the period beginning on July 1, 2011, and ending on June 30, 2013, each employee of the State shall:

(1) If he or she is a full-time employee, take 48 hours of unpaid furlough leave each fiscal year.

(2) If he or she is employed less than full time, take a number of hours of unpaid furlough leave each fiscal year which is equal to the average number of hours worked per working day multiplied by 6.

(b) Except as otherwise provided in subsections 3 and 4, the requirements in paragraph (a) apply to all Departments of State Government and includes the Nevada System of Higher Education, the Public Employees' Retirement System and all other entities of State Government.

2. Furlough leave pursuant to this section must be scheduled and approved in the same manner as other leave. Notwithstanding any statute or regulation to the contrary and except as otherwise provided by regulation adopted pursuant to this section by the Personnel Commission, an employee who is on furlough leave is considered to have worked that day or portion of a day, as applicable, for all purposes except payment of salary and determination of overtime, including without limitation:

(a) Accrual of sick and annual leave;

(b) Determining the employee's pay progression date;

(c) Continuity of service and years of service for the purposes of payments pursuant to the plan to encourage continuity of service;

(d) The duration of a probationary period;

(e) Determining eligibility for holiday pay if the shift immediately precedes a holiday;

(f) Seniority for all purposes, including layoffs;

(g) The Public Employees' Benefits Program; and

(h) The Public Employees' Retirement System, including for the purposes of contributions to the System, subject to the requirements of sections 5 and 6 of this act.

3. The Board of Regents of the University of Nevada shall determine and implement the method by which the professional employees of the Nevada System of Higher Education will participate in the requirements pertaining to furlough leave pursuant to this section.

4. The requirements of this section do not apply to employees of the Department of Tourism and Cultural Affairs whose standard workweek is 32 hours.



5. Except as otherwise provided in subsection 3, the Personnel Commission shall adopt regulations to carry out the provisions of this section.

Sec. 5. 1. It is the intent of the Legislature to establish a program whereby employees of the State and other participating employers who take furlough leave due to extreme fiscal need, including employees required to take furlough leave pursuant to section 4 of this act, be held harmless in the accumulation of retirement service credit and reported salary pursuant to chapter 286 of NRS.

2. Except as otherwise required as a result of NRS 286.537 and notwithstanding the provisions of NRS 286.481, an employee is entitled to receive full service credit for time taken as furlough leave pursuant to the program established pursuant to section 4 of this act if:

(a) The employee does not take more than 48 hours of furlough leave in a fiscal year; and

(b) The public employer certifies to the System that the employer is participating in the furlough program established pursuant to section 4 of this act and that the furlough leave which is reported for the employee is taken in accordance with the requirements of section 4 of this act.

3. In any month in which a day, or a portion of a day, of furlough leave is taken, an employee is entitled to receive full-time service credit for the furlough leave in accordance with the normal workday for the employee. An employee who is less than full time is entitled to service credit in the same manner and to the same extent as though the employee had worked the hours taken as furlough leave.

4. When a member is on furlough leave pursuant to the program certified by the public employer in accordance with this section, the public employer must:

(a) Include all information required by the System on the public employer's regular monthly retirement report as provided in NRS 286.460; and

(b) Pay all required employer and employee contributions to the System based on the compensation that would have been paid to the member but for the member's participation in the program. The public employer may recover from the employee the amount of the employee contributions set forth in NRS 286.410.

5. Service credit under the program established pursuant to this section must be computed according to the fiscal year.

6. As used in this section:



(a) “Member” has the meaning ascribed to it in NRS 286.050.

(b) “Public employer” has the meaning ascribed to it in NRS 286.070.

(c) “System” means the Public Employees’ Retirement System.

Sec. 6. 1. It is the intent of the Legislature to limit exceptions to the requirement of furlough leave for employees of the State pursuant to section 4 of this act to identified areas of critical need. If an employer, including the State, participating in the program established pursuant to section 4 of this act determines that a position cannot be subject to furlough leave because of the need to provide appropriate services that are necessary to the protection of public health, safety and welfare, the governing body of the agency must make findings on the record in a public meeting that:

(a) The position is necessary to the protection of public health, safety, or welfare;

(b) The public health, safety or welfare will be significantly diminished if mandatory furlough leave is implemented for employees in these positions; and

(c) No alternatives exist to provide for the protection of public health, safety or welfare.

2. For the purposes of subsection 1:

(a) Except as otherwise provided in this subsection, the State Board of Examiners shall determine positions within the Executive Branch of State Government that cannot be subject to furlough leave.

(b) The Board of Regents shall determine positions within the Nevada System of Higher Education that cannot be subject to furlough leave.

(c) The Public Employees’ Retirement Board shall determine positions within the Public Employees’ Retirement System that cannot be subject to furlough leave.

(d) The Supreme Court shall determine positions within the Judicial Branch of State Government that cannot be subject to furlough leave.

(e) The Legislative Commission shall determine positions within the Legislative Branch of State Government that cannot be subject to furlough leave.

3. The entities described in subsection 2 shall report to the Interim Finance Committee on a quarterly basis all positions that have been determined not to be subject to furlough leave pursuant to this section and the reasons for such determinations.

4. In addition to any other salary reduction required pursuant to this act, if the position of an employee is determined not to be



subject to furlough leave pursuant to this section, the salary of the employee must be reduced by 2.3 percent for the portion of the period beginning on July 1, 2011, and ending on June 30, 2013, during which the position is not subject to furlough leave.

Sec. 7. 1. There is hereby appropriated from the State General Fund to the State Board of Examiners the sum of \$5,946,647 for the purpose of meeting any deficiencies for the fiscal year beginning on July 1, 2011, and ending on June 30, 2012, and the sum of \$6,005,007 for the purpose of meeting any deficiencies for the fiscal year beginning on July 1, 2012, and ending June 30, 2013, which may be created between the appropriated money of the respective departments, commissions and agencies of the State of Nevada, as fixed by the 76th Session of the Legislature, and the actual salary net of requirements for unpaid furlough leave of the personnel of those departments, commissions and agencies, to hold those personnel harmless in the accumulation of retirement service credit under section 5 of this act, to become effective on July 1, 2011.

2. The State Board of Examiners, upon the recommendation of the Director of the Department of Administration, may allocate and disburse to various departments, commissions and agencies of the State of Nevada, out of the money appropriated by this section such sums of money as may from time to time be required, which when added to the money otherwise appropriated or available equal the amount of money required to pay the salaries of the employees of the respective departments, commissions and agencies under the adjusted pay plan.

Sec. 8. 1. There is hereby appropriated from the State Highway Fund to the State Board of Examiners the sum of \$1,378,750 for the purpose of meeting any deficiencies for the fiscal year beginning on July 1, 2011, and ending on June 30, 2012, and the fiscal year beginning on July 1, 2012, and ending June 30, 2013, which may exist between the appropriated money of the Department of Motor Vehicles, Department of Public Safety and Nevada Transportation Authority, as fixed by the 76th Session of the Legislature, and actual salaries net of the requirements for unpaid furlough leave of personnel of the Department of Motor Vehicles, Department of Public Safety and Nevada Transportation Authority to hold those personnel harmless in the accumulation of retirement service credit under section 5 of this act, to become effective on July 1, 2011.

2. The State Board of Examiners, upon the recommendation of the Director of the Department of Administration, may allocate and



disburse to the Department of Motor Vehicles, the Department of Public Safety and the Nevada Transportation Authority out of the money appropriated by this section such sums of money as may from time to time be required, which when added to the money otherwise appropriated or available equal the amount of money required to meet and pay the salaries of the employees of the Department of Motor Vehicles, Department of Public Safety and Nevada Transportation Authority under the adjusted pay plan.

Sec. 9. The Department of Health and Human Services and the Department of Corrections may adopt a plan to authorize additional payments of up to \$60 for a specified period on a weeknight and of up to \$100 for a specified period on a weekend day for unclassified employees, who are Senior Psychiatrists, Senior Physicians or Pharmacists to perform on-call responsibilities to ensure 24-hour coverage in psychiatric treatment facilities, and correctional facilities and institutions. On-call responsibilities for Senior Psychiatrists and Senior Physicians include, without limitation, attending to clinical emergencies, evaluation of patients subject to seclusion and restraint, and completing rounds during weekends. On-call responsibilities for pharmacists, include, without limitation, consultation with medical personnel and first dosage reviews.

Sec. 10. The State Gaming Control Board may adopt a plan to authorize additional payments of up to \$5,000 annually for unclassified employees who possess a current Nevada certified public accountant certificate, a license to practice law in the State of Nevada or any other state, or are in a qualifying position as an electronic laboratory engineer and possess a bachelor of science or higher degree in engineering, electronic engineering or computer science and utilize, in the opinion of the Board, the skills evidenced by these qualifications to further enhance the performance of their job duties and responsibilities.

Sec. 11. Any remaining balance of the appropriation made by sections 7 or 8 of this act must not be committed for expenditure after June 30, 2013, by the entity to which the appropriation is made or any entity to which money from the appropriation is granted or otherwise transferred in any manner, and any portion of the appropriated money remaining must not be spent for any purpose after September 20, 2013, by either the entity to which the money was appropriated or the entity to which the money was subsequently granted or transferred, and must be reverted to the fund from which it was appropriated on or before September 20, 2013.

Sec. 12. When determining the allocations of the money appropriated in sections 7 and 8 of this act, the Board of Examiners



must not distribute money to an account beyond the maximum salary need amount determined for the account. Appropriations established for an account within a department, agency or commission must not be distributed to another account within the department, agency or commission if that action results in the distribution of money beyond the maximum salary need amount determined for the account.

Sec. 13. This act becomes effective on July 1, 2011.

