

**LOCAL GOVERNMENT
FISCAL NOTE**

AGENCY'S ESTIMATES

Date Prepared: March 28, 2015

Agency Submitting: Local Government

Items of Revenue or Expense, or Both	Fiscal Year 2014-15	Fiscal Year 2015-16	Fiscal Year 2016-17	Effect on Future Biennia
Total	0	0	0	0

Explanation

(Use Additional Sheets of Attachments, if required)

See attached.

Name Michael Nakamoto

Title Deputy Fiscal Analyst

The following responses from local governments were compiled by the Fiscal Analysis Division. The Fiscal Analysis Division can neither verify nor comment on the figures provided by the individual local governments.

Local Government Responses
A.B. 348 / BDR 23 - 1053

City/County: Carson City Approved by: Nickolas A. Providenti, Finance Director Comment: No major fiscal impact to Carson City.				
Impact	FY 2014-15	FY 2015-16	FY 2016-17	Future Biennia
No Impact	\$0	\$0	\$0	\$0

City/County: Churchill County Approved by: Eleanor Lockwood, County Manager Comment: BDR 23-1053 says that the State, a county or a city may not disqualify an applicant based on their criminal history until a conditional offer of employment has been made. If a candidate is disqualified for that reason, the County must notify the candidate about the reason for the disqualification. This BDR is not anticipated to have a significant fiscal impact on Churchill County. It may require a few more steps to follow if an applicant is disqualified for a criminal history, but Churchill County has very few applicants who are disqualified on this basis.				
Impact	FY 2014-15	FY 2015-16	FY 2016-17	Future Biennia
No Impact	\$0	\$0	\$0	\$0

City/County: Clark County Approved by: David Dobrzynski, Assistant Director of Finance Comment: No Fiscal impact.				
Impact	FY 2014-15	FY 2015-16	FY 2016-17	Future Biennia
No Impact	\$0	\$0	\$0	\$0

City/County: Esmeralda County Approved by: Karen Scott, Auditor/Recorder Comment: No Impact				
Impact	FY 2014-15	FY 2015-16	FY 2016-17	Future Biennia
No Impact	\$0	\$0	\$0	\$0

City/County: **Washoe County**

Approved by: Liane Lee , Government Affairs Manager

Comment: In 2014 Washoe County conducted 115 recruitments, received 6,261 applications, certified 233 eligible lists, conducted 92 examinations and 5 physicals/assessments. Additional time impacted in the above activities includes hours associated with evaluating applicant qualifications, scoring exams/assessments, giving physicals, interviews and handling appeals. Addressing criminal convictions at the end of the recruitment and selection process could add an additional hour or more to the process for each individual – and adding between 3 and 5.5 hours on to the recruitment and selection process (as opposed to addressing criminal histories at the beginning of the process). If passage of this legislation increased applicants with criminal histories by 1%, an additional work load of 62 applicants with criminal records could be expected. An average of 263.5 hours (between 186 and 341 hours) could be added to the process over a 12 month period. Employees impacted would be Analysts and Specialists, the cost per hour would average out to approximately \$32.13/hr. (between \$28.40/hr. and \$35.86/hr.). Average cost over 12 months is estimated at \$8,466.00 if there were a 1% increase in applicants with criminal records.

Impact	FY 2014-15	FY 2015-16	FY 2016-17	Future Biennia
Has Impact	\$0	\$4,233	\$8,466	\$9,450

City/County: **White Pine County**

Approved by: Elizabeth Frances, Finance Director

Comment: This requires the County to extend the time it takes to fill vacant positions by not allowing it to narrow the field of candidates prior to the evaluation, interview and selection process. This will require additional time by all department heads. In addition, the County will be forced to pay additional overtime and salaries for temporary hires to cover the labor shortage. Depending on the position, this can become a safety issue to staff or the public. The County is only able to reject or rescind an offer of employment with a written statement that "specifically states the evidence presented and the reasons for the rejection or rescission of the offer." This sounds like a prelude to litigation which has the potential to increase legal costs. A fair estimate of the costs outlined would be \$75,000 annually. The overall impact of this would be an adverse financial impact to the County.

Impact	FY 2014-15	FY 2015-16	FY 2016-17	Future Biennia
Has Impact	\$0	\$75,000	\$77,250	\$161,522

City/County: **City of Henderson**

Approved by: Mike Cathcart, Business Operations Manager

Comment: No identifiable fiscal impact to the City of Henderson.

Impact	FY 2014-15	FY 2015-16	FY 2016-17	Future Biennia
No Impact	\$0	\$0	\$0	\$0

City/County: **City of Las Vegas**

Approved by: Michelle Thackston, Administrative Secretary

Comment: The change proposed by this Bill would require an extra step in our hiring process with fiscal impact. The impact would be staff time to obtain required information and re-engineering our current process in NEO GOV. It would also lengthen the hiring cycle. The City would need more specific information regarding parameters in order to estimate the impact, but a minimum of \$85k per year to fund a technician in Human Resources would be needed.

Impact	FY 2014-15	FY 2015-16	FY 2016-17	Future Biennia
Cannot Be Determined	\$0	\$85,000	\$85,000	\$85,000

City/County: **City of Reno**

Approved by: Ryan High, Budget/Strat. Initiatives Mgr.

Comment: After initial review, there is no fiscal impact to the City of Reno.

Impact	FY 2014-15	FY 2015-16	FY 2016-17	Future Biennia
No Impact	\$0	\$0	\$0	\$0

City/County: **City of Sparks**

Approved by: Jeff Cronk, Financial Services Director

Comment: No Impact

Impact	FY 2014-15	FY 2015-16	FY 2016-17	Future Biennia
No Impact	\$0	\$0	\$0	\$0

City/County: **Las Vegas Metropolitan Police Department**

Approved by: Rich Hoggan, Chief Financial Officer

Comment: LVMPD will continue to engage in the same background investigation process on all its applicants regardless of the outcome of this measure so there is no financial effect. That said, it is crucial we retain the unfettered right to not extend an offer of employment for criminal conduct LVMPD deems unacceptable for a police employee and has serious concerns with the measure with the current language.

Impact	FY 2014-15	FY 2015-16	FY 2016-17	Future Biennia
No Impact	\$0	\$0	\$0	\$0

The following cities and counties did not provide a response: Douglas County, Elko County, Eureka County, Humboldt County, Lander County, Lincoln County, Lyon County, Mineral County, Nye County, Pershing County, Storey County, Boulder City, City of Elko, City of Mesquite, and City of North Las Vegas.