

**LOCAL GOVERNMENT  
FISCAL NOTE**

AGENCY'S ESTIMATES

Date Prepared: April 2, 2017

Agency Submitting: Local Government

| <b>Items of Revenue or<br/>Expense, or Both</b> | <b>Fiscal Year<br/>2016-17</b> | <b>Fiscal Year<br/>2017-18</b> | <b>Fiscal Year<br/>2018-19</b> | <b>Effect on Future<br/>Biennia</b> |
|---|--------------------------------|--------------------------------|--------------------------------|-------------------------------------|
|   |                                |                                |                                |                                     |
| 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. 350 / BDR 23 - 932**

| City/County: <b>City of Las Vegas</b><br>Approved by: Michelle Thackston, Administrative Assistant<br>Comment: No Impact |                   |                   |                   |                       |
|--|-------------------|-------------------|-------------------|-----------------------|
| <b>Impact</b>  | <b>FY 2016-17</b> | <b>FY 2017-18</b> | <b>FY 2018-19</b> | <b>Future Biennia</b> |
| No Impact  | \$0               | \$0               | \$0               | \$0                   |

| City/County: <b>City of Henderson</b><br>Approved by: Mike Cathcart, Business Operations Manager<br>Comment: No impact. |                   |                   |                   |                       |
|---|-------------------|-------------------|-------------------|-----------------------|
| <b>Impact</b>   | <b>FY 2016-17</b> | <b>FY 2017-18</b> | <b>FY 2018-19</b> | <b>Future Biennia</b> |
| No Impact   | \$0               | \$0               | \$0               | \$0                   |

| City/County: <b>City of Sparks</b><br>Approved by: Jeff Cronk, Financial Services Director<br>Comment: No Impact |                   |                   |                   |                       |
|--|-------------------|-------------------|-------------------|-----------------------|
| <b>Impact</b>  | <b>FY 2016-17</b> | <b>FY 2017-18</b> | <b>FY 2018-19</b> | <b>Future Biennia</b> |
| No Impact  | \$0               | \$0               | \$0               | \$0                   |

| City/County: <b>City of Reno</b><br>Approved by: Tillery Williams , Management Analyst<br>Comment: Fiscal impact cannot be determined at this time.<br><br>While the City already provides new employee orientation, there may be some costs associated with having to provide a longer orientation period to comply with the language of the bill. For example, staff time for managing the orientation and staff time for attending the orientation. If the bill mandates certain materials for orientation, there may be additional costs associated with the purchase of those materials. |                   |                   |                   |                       |
|---|-------------------|-------------------|-------------------|-----------------------|
| <b>Impact</b>   | <b>FY 2016-17</b> | <b>FY 2017-18</b> | <b>FY 2018-19</b> | <b>Future Biennia</b> |
| Cannot Be Determined  | \$0               | \$0               | \$0               | \$0                   |

City/County: **Carson City**

Approved by: Nancy Paulson, CFO

Comment: Depends on the union representatives, and if they take advantage of the 30 minutes with each new employee. That would be an extra 30 minutes we'd have to pay an employee during orientation, in which a larger employer would not be required to pay. We believe there would be a financial impact, but it is impossible to estimate.

| <b>Impact</b> | <b>FY 2016-17</b> | <b>FY 2017-18</b> | <b>FY 2018-19</b> | <b>Future Biennia</b> |
|---------------|-------------------|-------------------|-------------------|-----------------------|
| Has Impact    | \$0               | \$0               | \$0               | \$0                   |

City/County: **Churchill County**

Approved by: Eleanor Lockwood, County Manager

Comment: This Bill requires an employer to provide orientation to employees within their first 30 days (Churchill County already does this). It also requires an employer to allow an employee organization which represents the employee to make a 30-minute presentation at the orientation. Issues regarding employee organizations are restricted (for now) to employee organizations who have at least 1,000 so, there would be no fiscal impact to Churchill County, unless this changes.

| <b>Impact</b> | <b>FY 2016-17</b> | <b>FY 2017-18</b> | <b>FY 2018-19</b> | <b>Future Biennia</b> |
|---------------|-------------------|-------------------|-------------------|-----------------------|
| No Impact     | \$0               | \$0               | \$0               | \$0                   |

City/County: **Clark County**

Approved by: David Dobrzynski, Asst Director of Finance

Comment: This bill requires the employer to provide in-person orientation to the employee at their work location within 30 days after the employee's date of hire. This bill also requires union notification of new members within 7 days after the employee's hire date. This bill becomes effective July 1, 2017.

If this bill passes, at least six additional positions are required to provide orientation for all 37 departments at the employee's worksite during the employee's work shift. This fiscal impact would be greatly reduced if Sec 2 (2) removes "at the work location" and become no fiscal impact if "during regular work hours of the employee" were removed. All employees would be paid and efficiency gained if new hires would be allowed to come to one place to receive their orientation. In many instances under this bill, four or five employees would have to travel to orient one new employee.

Cost of additional staff (5 positions Schedule 28/29 and one position of Schedule 26) include salary and benefits.

| <b>Impact</b> | <b>FY 2016-17</b> | <b>FY 2017-18</b> | <b>FY 2018-19</b> | <b>Future Biennia</b> |
|---------------|-------------------|-------------------|-------------------|-----------------------|
| Has Impact    | \$0               | \$651,954         | \$678,032         | \$1,350,000           |

City/County: **Esmeralda County**

Approved by: Karen Scott, Auditor/Recorder

Comment: employee orientation is already part of our personnel policy. Just a matter of following procedure

| <b>Impact</b> | <b>FY 2016-17</b> | <b>FY 2017-18</b> | <b>FY 2018-19</b> | <b>Future Biennia</b> |
|---------------|-------------------|-------------------|-------------------|-----------------------|
| No Impact     | \$0               | \$0               | \$0               | \$0                   |

City/County: **Humboldt County**

Approved by: Gina Rackley, Comptroller

Comment: There would be no impact to Humboldt County as we are already implementing many of these practices currently.

| <b>Impact</b> | <b>FY 2016-17</b> | <b>FY 2017-18</b> | <b>FY 2018-19</b> | <b>Future Biennia</b> |
|---------------|-------------------|-------------------|-------------------|-----------------------|
| No Impact     | \$0               | \$0               | \$0               | \$0                   |

City/County: **Washoe County**

Approved by: Jamie Rodriguez , Management Analyst

Comment: Impact of staff time involved in the associated reporting and timelines involved.

| <b>Impact</b> | <b>FY 2016-17</b> | <b>FY 2017-18</b> | <b>FY 2018-19</b> | <b>Future Biennia</b> |
|---------------|-------------------|-------------------|-------------------|-----------------------|
| Has Impact    | \$0               | \$0               | \$0               | \$0                   |

School District: **Carson City School District**

Approved by: Andrew J Feuling, Director of Fiscal Services

Comment: No Impact

| <b>Impact</b> | <b>FY 2016-17</b> | <b>FY 2017-18</b> | <b>FY 2018-19</b> | <b>Future Biennia</b> |
|---------------|-------------------|-------------------|-------------------|-----------------------|
| No Impact     | \$0               | \$0               | \$0               | \$0                   |

School District: **Clark County School District**

Approved by: Rodney Foutz, Budget Coordinator III

Comment: Does not appear to have a material impact on CCSD.

| <b>Impact</b> | <b>FY 2016-17</b> | <b>FY 2017-18</b> | <b>FY 2018-19</b> | <b>Future Biennia</b> |
|---------------|-------------------|-------------------|-------------------|-----------------------|
| No Impact     | \$0               | \$0               | \$0               | \$0                   |

School District: **Douglas County School District**

Approved by: KLewis, Director of Human Resources

Comment: The impact of this bill is difficult to determine, but estimated to be one-half day of orientation with materials for approximately 30 new employees each year.

| <b>Impact</b> | <b>FY 2016-17</b> | <b>FY 2017-18</b> | <b>FY 2018-19</b> | <b>Future Biennia</b> |
|---------------|-------------------|-------------------|-------------------|-----------------------|
| Has Impact    | \$0               | \$3,100           | \$3,100           | \$3,100               |

School District: **Lincoln County School District**

Approved by: Pam Teel, Superintendent

Comment: time to train and training face to face costs

| <b>Impact</b> | <b>FY 2016-17</b> | <b>FY 2017-18</b> | <b>FY 2018-19</b> | <b>Future Biennia</b> |
|---------------|-------------------|-------------------|-------------------|-----------------------|
| Has Impact    | \$0               | \$0               | \$0               | \$0                   |

School District: **Pershing County School District**

Approved by: Russell D. Fecht, Superintendent

Comment: No Impact

| <b>Impact</b> | <b>FY 2016-17</b> | <b>FY 2017-18</b> | <b>FY 2018-19</b> | <b>Future Biennia</b> |
|---------------|-------------------|-------------------|-------------------|-----------------------|
| No Impact     | \$0               | \$0               | \$0               | \$0                   |

School District: **Nye County School District**

Approved by: Kelly Wood, Executive Secretary

Comment: Nye County School District does not have 1000 members per union and we allow our unions to access our buildings. There is no impact unless we had to do individual training and not group training.

| <b>Impact</b> | <b>FY 2016-17</b> | <b>FY 2017-18</b> | <b>FY 2018-19</b> | <b>Future Biennia</b> |
|---------------|-------------------|-------------------|-------------------|-----------------------|
| No Impact     | \$0               | \$0               | \$0               | \$0                   |

School District: **Washoe County School District**

Approved by: Lindsay E. Anderson, Director of Government Affairs

Comment: Washoe County School District estimates 1,781 new hires annually and estimates the cost of paid orientation time to be \$51,106 annually.

| <b>Impact</b> | <b>FY 2016-17</b> | <b>FY 2017-18</b> | <b>FY 2018-19</b> | <b>Future Biennia</b> |
|---------------|-------------------|-------------------|-------------------|-----------------------|
| Has Impact    | \$0               | \$51,106          | \$51,106          | \$51,106              |

School District **White Pine County School District**

Approved by: Paul Johnson, CFO

Comment: Employee orientation can be accomplished during the first teacher work days each year.

| <b>Impact</b> | <b>FY 2016-17</b> | <b>FY 2017-18</b> | <b>FY 2018-19</b> | <b>Future Biennia</b> |
|---------------|-------------------|-------------------|-------------------|-----------------------|
| No Impact     | \$0               | \$0               | \$0               | \$0                   |

**The following cities/counties/school districts did not provide a response:** Boulder City, City of Elko, City of North Las Vegas, City of Mesquite, Douglas County, Elko County, Eureka County, Lander County, Lincoln County, Lyon County, Mineral County, Nye County, Pershing County, Storey County, White Pine County, Churchill County School District, Elko County School District, Esmeralda County School District, Eureka County School District, Humboldt County School District, Lyon County School District, Lander County School District, Mineral County School District, and Storey County School District.