

**LOCAL GOVERNMENT
FISCAL NOTE**

AGENCY'S ESTIMATES

Date Prepared: March 2, 2017

Agency Submitting: Local Government

Items of Revenue or Expense, or Both	Fiscal Year 2016-17	Fiscal Year 2017-18	Fiscal Year 2018-19	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. 178 / BDR 18 - 831

City/County: Carson City Approved by: Nancy Paulson, CFO Comment: No significant fiscal impact to Carson City.				
Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
No Impact	\$0	\$0	\$0	\$0

City/County: Churchill County Approved by: Eleanor Lockwood, County Manager Comment: BDR 18-831 applies to discrimination in employment. It gives employees more time to file a complaint with the Nevada Equal Rights Commission (NERC) and allows NERC to award increased damages, costs, attorney's fees, and punitive damages. It also provides protections to employees if they discuss or disclose wages to other people. If this BDR were to pass, and an employee were to prevail in a discrimination complaint, they would be eligible to receive a higher award through the NERC process. Oftentimes employees will go beyond NERC to the Equal Employment Opportunity Commission (EEOC), which already awards higher levels. Churchill County does not anticipate this BDR will have significant impact.				
Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
No Impact	\$0	\$0	\$0	\$0

City/County: Clark County Approved by: David Dobrzynski, Asst Director of Finance Comment: This bill revises provisions relating to employment discrimination. This bill is proposing to expand the time which a person may seek relief from for an unlawful employment practice; revising remedies that the Commission or court may grant upon finding that an employer has engaged in an unlawful employment practice; and requiring certain defenses to a claim of employment discrimination. No Fiscal Impact on Clark County.				
Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
No Impact	\$0	\$0	\$0	\$0

City/County: Esmeralda County Approved by: Karen Scott, Auditor/Recorder Comment: We have no cases to base cost on; so cannot factor out cost for future.				
Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
Cannot Be Determined	\$0	\$0	\$0	\$0

City/County: **Humboldt County**

Approved by: Gina Rackley, Comptroller

Comment: While this BDR appears to be focused on private business and not government agencies, I do believe there could be significant impact on corporations that do business in our County. This could impact decisions to re-locate to our community, which is a major focus for the County at this time. The time allowed for filing the lawsuit or grievance is outrageous and the damages to be gained are onerous. In addition, there is language that appears to provide a loop hole for illegal employees, I assume that means illegal immigrants that were hired but they would also be protected.

Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
No Impact	\$0	\$0	\$0	\$0

City/County: **Pershing County**

Approved by: Karen Wesner, Admin. Assist.

Comment: It is unknown whether the changes to this bill would have any impact at this time.

Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
Cannot Be Determined	\$0	\$0	\$0	\$0

City/County: **Washoe County**

Approved by: Jamie Rodriguez , Management Analyst

Comment: The BDR has impacts due to Significant increases in the amount of damages available to persons who successfully show they were the victims of an unlawful employment practice such as harassment or discrimination, extension of the time period to file a claim for an unlawful employment practice from 180 days to 2 years, increases in the amount of damages available to persons who claim retaliation by the employer for opposing an unlawful employment practice or participating in an investigation or NERC proceedings. Extends the document retention period for employee wages, benefits and other terms and conditions of employment from 2 years to 5 years and creates a \$5,000 per document penalty for destruction or loss of those documents. • Creates and imposes penalties if an employer fails to provide documents to an employee who requests them within 10 days, including punitive damages and attorney's fees and costs. Damage awards will also be increased. All these changes have fiscal impacts that we cannot quantify at this time.

Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
Has Impact	\$0	\$0	\$0	\$0

City/County: **White Pine County**

Approved by: Elizabeth Frances, Finance Director

Comment: This more than doubles the amount of time an employee has to file a complaint for unlawful discriminatory practices. This has the potential to increase the number of lawsuits filed against the County. It also provides for increased penalties, attorney fees, additional record keeping and longer records retention. The number of these cases experienced by the County are very few. However, that will not exempt the County from incurring the increased expense for additional record keeping and records retention. The result will be adverse financial impact in the form of increased labor and data costs. Additionally, the higher settlements allowed will most likely increase insurance premiums for liability coverage. A reasonable estimate of the costs cannot be made at this time.

Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
Has Impact	\$0	\$0	\$0	\$0

City/County: **City of Henderson**

Approved by: Mike Cathcart, Business Operations Manager

Comment: The fiscal impact of this legislation cannot be calculated. With not exception for governmental entities in regard to punitive damages, lengthening the time in which a complaint can be filed and the increased timeframe for record retention there is potential for additional costs to government employers.

Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
Cannot Be Determined	\$0	\$0	\$0	\$0

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

Approved by: Michelle Thackston, Administrative Assistant

Comment: We cannot determine the exact amount of fiscal impact at this time. This bill has the potential to have a fiscal impact to the City if more claims are filed due to increased categories and filing deadlines, and if the City ends up losing those claims.

Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
Cannot Be Determined	\$0	\$0	\$0	\$0

City/County: **City of Sparks**

Approved by: Jeff Cronk, Financial Services Director

Comment: This potentially could increase the City's exposure to liability from law suits, but it's impossible to determine the fiscal impact from unknown future events.

Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
Cannot Be Determined	\$0	\$0	\$0	\$0

City/County: City of Reno Approved by: Tillery Williams , Management Analyst Comment: No anticipated fiscal impact to the City of Reno				
Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
No Impact	\$0	\$0	\$0	\$0

School District: Carson City School District Approved by: Andrew J Feuling, Director of Fiscal Services Comment: No Impact				
Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
No Impact	\$0	\$0	\$0	\$0

School District: Clark County School District Approved by: Dillon Kay, Assistant Budget Director Comment: Does not appear to have a material impact on the District. If passed, CCSD would adhere to the new requirements. CCSD currently and will always maintain a superior anti-discriminatory practice.				
Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
No Impact	\$0	\$0	\$0	\$0

School District: Douglas County School District Approved by: KLewis, HR Director Comment: No Impact				
Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
No Impact	\$0	\$0	\$0	\$0

School District: Humboldt County School District Approved by: David Jensen, Superintendent Comment: No Impact				
Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
No Impact	\$0	\$0	\$0	\$0

School District: Lincoln County School District Approved by: Pam Teel, Superintendent Comment: Admin time to collect and maintain reporting				
Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
Has Impact	\$5,000	\$5,000	\$5,000	\$5,000

School District: Lyon County School District Approved by: Shawn Heusser, Director of Finance Comment: No Impact				
Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
No Impact	\$0	\$0	\$0	\$0

School District: Pershing County School District Approved by: Russell D. Fecht, Superintendent Comment: No Impact				
Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
No Impact	\$0	\$0	\$0	\$0

School District: Nye County School District Approved by: Kelly Wood, Executive Secretary Comment: This could have a large fiscal impact on Nye County School District if we lose an arbitration for unfair hiring or if an arbitrator feel documents are missing and fines the District \$5,000.00 per document.				
Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
Has Impact	\$0	\$0	\$0	\$0

School District: Washoe County School District Approved by: Lindsay E. Anderson, Director of Government Affairs Comment: No Impact				
Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
No Impact	\$0	\$0	\$0	\$0

School District: White Pine School District Approved by: Paul Johnson, CFO Comment: No Impact				
Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
No Impact	\$0	\$0	\$0	\$0

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