

State Agency Responses  
**SJR 6 / BDR C - 867**

State Agency: <b>Business and Industry</b> Approved by: Sandi Bailey, ASO III Comment: The agency has reviewed the BDR and has determined there is no fiscal 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

State Agency: <b>Colorado River Commission of Nevada</b> Approved by: Douglas Beatty, Administrative Services Office Comment: The agency has no minimum wage employees; there will be no fiscal 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

State Agency: <b>Commission on Peace Officers' Standards in Training</b> Approved by: T.L. Bunting, Deputy Director Comment: This agency has reviewed this bill and determined it has no fiscal 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

State Agency: <b>Commission on Postsecondary Education</b> Approved by: Kelly D. Wuest, Administrator Comment: The proposed changes of BDR C-867 will not have a fiscal impact on the operations of the Commission on Postsecondary Education.				
<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

State Agency: <b>Administrative Office of the Courts</b> Approved by: Emily Rahmeyer, Manager of Budgets 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

State Agency: **Eighth Judicial District Court**

Approved by: Timothy Andrews, Assistant Court Administrator

Comment: The Eighth Judicial District Court currently has 32 non-benefit part-time employee positions whose pay rates are below \$12.00/hour. The projected fiscal impact to the court over a five-year period beginning January 1, 2022 is \$72,272.84.

<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

State Agency: **Second Judicial District Court**

Approved by: Jacqueline Bryant, Administrator/Clerk of Court

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

State Agency: **Department of Administration**

Approved by: Evan Dale, Administrator

Comment: The agency reviewed the bill and determined there is no fiscal 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

State Agency: **Department of Taxation**

Approved by: Deonne Contine, Executive Director

Comment: The Department currently does not employ any person who is paid less than \$9/hr and thus there is no fiscal 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

State Agency: **Department of Public Safety**

Approved by: James DiBasilio, ASO III

Comment: BDR C-867 proposes to amend the Nevada Constitution to provide for certain increases in the minimum wage for all employers. Currently all DPS state employees earn greater than \$9.00 per hour regardless of the retirement plan selected. DPS agencies may require the use of temporary employment service firms for contracted staff. DPS cannot estimate the number or type of contracted employees that may be required. DPS also cannot predict how the companies under the Master Service Agreement for temporary employment services will react. In addition, the state wage will have to at least equal the federal minimum wage. Therefore, the fiscal impact on the bill as written cannot be determined.

<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

State Agency: **Division of Minerals**

Approved by: Richard Perry, Administrator

Comment: The Division of Minerals would not be affected fiscally by this legislation. The Division employs 6-8 college interns during the summer at classification grade 27-1 and 27-2, which is \$16.13 and \$16.80 per hour, respectively. All other employees of the Division are classified or unclassified employees at higher wage scales than what is proposed in this legislation.

<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

State Agency: **Gaming Control Board**

Approved by: Jaime Black, Senior Research Specialist

Comment: The agency has reviewed the BDR and determined there is no fiscal 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

State Agency: <b>Legislative Counsel Bureau</b> Approved by: Richard S. Combs, Director Comment: No Impact				
Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
No Impact	\$0	\$0	\$0	\$0

State Agency: <b>Nevada Commission on Ethics</b> Approved by: Yvonne M. Nevarez-Goodson, Executive Director Comment: This measure seeks a Constitutional amendment to impose certain increases in the minimum wage paid to employees in private employment in the State of Nevada. The Commission on Ethics is a public employer, subject to the pay scales set forth in the Unclassified Pay Bill for each of its employees. Furthermore, the Ethics Commission regulates public officers and employees for compliance with the Ethics Law and does not regulate activities of private employers. Accordingly, this measure has no fiscal impact on the agency.				
Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
No Impact	\$0	\$0	\$0	\$0

State Agency: <b>Nevada Commission on Judicial Discipline</b> Approved by: Paul C. Deyhle, Executive Director Comment: The agency has reviewed the bill and determined that there is no fiscal impact				
Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
No Impact	\$0	\$0	\$0	\$0

State Agency: <b>Nevada Department of Corrections</b> Approved by: Scott Ewart, Chief of Fiscal Services Comment: The Nevada Department of Corrections (NDOC) has reviewed BDR C-867 which makes proposed revisions to section 16 of Article 15 of the Nevada Constitution related to minimum wage paid to each employee. There are no modifications that affect how NDOC would compensate its employees or NDOC inmate wages operating in Prison Industries. There is no fiscal impact to the agency.				
Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
No Impact	\$0	\$0	\$0	\$0

State Agency: **Nevada Department of Agriculture**

Approved by: Debra Crowley, Fiscal Administrator

Comment: This BDR does not have a fiscal impact. In future biennia the fiscal impact would be minimal if at all.

<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

State Agency: **Nevada Department of Education**

Approved by: Andrea McCalla, ASO III

Comment: The agency has reviewed the bill and determined that there is no fiscal 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

State Agency: **Nevada Department of Transportation**

Approved by: Guinevere Hobdy, Program Officer III

Comment: NDOT has reviewed the bill and determined that there is no fiscal impact. This provides assurance that the agency has reviewed and is comfortable that the proposed BDR has 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

State Agency: **Nevada Department of Tourism and Cultural Affairs**

Approved by: David C. Peterson, Deputy Director

Comment: The agency has reviewed the bill and determined that there is no fiscal 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

State Agency: **Nevada Department of Veterans Services**

Approved by: Amy L. Garland, ASO3

Comment: The agency has reviewed the bill and determined that there is no fiscal 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

State Agency: <b>Nevada Department of Wildlife</b> Approved by: Liz O'Brien, Deputy Director Comment: The agency has reviewed the bill and determined that there is no fiscal 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

State Agency: <b>Nevada Governor's Office of Economic Development</b> Approved by: Bonnie Long, Director of Administration Comment: There will be no fiscal impact as a result of the proposed changes in BDR C-867.				
<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

State Agency: <b>Nevada System of Higher Education</b> Approved by: Heidi Haartz, Assistant Budget Director Comment: If enacted, it appears that the Joint Resolution would have no immediate fiscal impact on the Nevada System of Higher Education (NSHE) or its institutions, because the amendment would not be effective until January 1, 2022.  It is difficult for NSHE to project the fiscal impact following the January 1, 2022, implementation because NSHE cannot predict the number of employees who may be earning less than \$12 per hour at that point in time.  It does appear, based on the information provided by NSHE institutions, that increases in the minimum wage without additional revenue, either General Fund appropriation, student derived fee revenue, or other sources, would most significantly impact student workers/employees.  Additionally, the future fiscal impact cannot be quantified due to variables such as the need for contract or temporary employment services at the time of implementation.				
<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

State Agency: <b>Office of the Governor</b> Approved by: Evan Dale, Administrator Comment: The agency reviewed the bill and determined there is no fiscal 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

State Agency: <b>Office of the Attorney General</b> Approved by: Christian Schonlau, CFO Comment: The OAG has reviewed this request and finds no impact to the agency.				
<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

State Agency: <b>Office of the Lieutenant Governor</b> Approved by: Ryan Cherry, Chief of Staff 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

State Agency: <b>Office of the Secretary of State</b> Approved by: PAMELA DOVER, ASO 3 Comment: Passage of this bill will have no fiscal impact on the Office of the Secretary of State.				
<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

State Agency: <b>Office of the Military</b> Approved by: C Tyler, ASO II Comment: The agency has reviewed this BDR to increase minimum wage to \$12 starting January 1, 2022 and cannot determine if there will be a fiscal impact to the agency or not. Office of the Military currently has positions with pay grades 21 and 22. If the incumbent chooses employer pay plan, their initial salary will be lower than \$12. Also, this might result to salary stacking, where other pay grades such as 23 and 24 will have similar pay as salary grades that are currently lower.  Another factor is the proposal to increase state employee salaries by 2% each year for the next biennium. If approved, this should resolve the issue for pay grade 22 as adding 4% will increase pay grade 22 to above \$12. However, it will not resolve the issue for pay grades 21 or lower. Agency cannot predict if additional COLA will be approved for future biennium leading to 2022.				
<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

State Agency: **Office of the State Controller**

Approved by: James Smack, Chief Deputy Controller

Comment: The Controller's Office has reviewed the bill and determined that there is no fiscal 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

State Agency: **Office of the State Treasurer**

Approved by: Budd Milazzo, Sr. Deputy Treasurer

Comment: The State Treasurer's Office has reviewed BDR C-867 and determined there is no fiscal impact to our office.

<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

State Agency: **Public Employees' Benefits Program**

Approved by: Celestena Glover, Chief Financial Officer

Comment: The agency has reviewed the BDR and determined there is no fiscal impact to the Public Employees' Benefits Program.

<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

State Agency: **Public Employees' Retirement System**

Approved by: Tina Leiss, Executive Officer

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

State Agency: **Public Utilities Commission of Nevada**

Approved by: Ann Scott, Administrative Analyst

Comment: Fiscal Note BDR C-867 will have no fiscal impact on the Public Utilities Commission.

<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



State Agency: **Silver State Health Insurance Exchange**

Approved by: Ryan High, Chief Operations Officer

Comment: The Silver State Health Insurance Exchange (Exchange) has reviewed the proposed legislation and determined that while there may be a fiscal impact to the Exchange due to a change in numbers of enrollees and changes to potential consumers' eligibility status, the fiscal impact cannot be determined.

<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

State Agency: **State Department of Conservation and Natural Resources**

Approved by: Kelly M. Williams, ASO IV

Comment: The agency has reviewed BDR C-867 and determined that there is no fiscal 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

State Agency: **Department of Motor Vehicles, Management Services and Programs Division**

Approved by: Cyndie Munoz, Administrator

Comment: BDR C-867 increases the minimum wage to \$9 per hour, and increases the rate by \$0.75 annually beginning January 1, 2022 until the minimum wage is \$12. The Department's entry-level positions are currently above \$12 per hour. As this BDR proposes incremental increases to minimum wage there would be no impact on the Department until a future biennia.

<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

State Agency: **Business and Industry, Athletic Commission**

Approved by: Bob Bennett, Executive Director

Comment: The agency has reviewed the BDR and determined that there is no fiscal 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

State Agency: <b>Business and Industry, Division of Industrial Relations</b> Approved by: Joseph Decker, Division Administrator Comment: The agency has reviewed the bill and determined that there is no fiscal 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

State Agency: <b>Business and Industry, Division of Insurance</b> Approved by: Laurie Squartsoff, Chief Deputy Commissioner Comment: The agency has reviewed the BDR and determined that there is no fiscal 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

State Agency: <b>Business and Industry, Employee Management Relations Board</b> Approved by: Bruce K. Snyder, EMRB Commissioner Comment: The agency has reviewed the bill and determined that there is no fiscal 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

State Agency: <b>Business and Industry, Financial Institutions Division</b> Approved by: George E. Burns, FID Commissioner Comment: The Financial Institutions Division has reviewed the BDR and determined that there is no fiscal impact to the agency.				
<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

State Agency: <b>Business and Industry, Manufactured Housing Division</b> Approved by: Steve Aichroth, Administrator Comment: The agency has reviewed the BDR and determined that there is no fiscal 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

State Agency: <b>Business and Industry, Mortgage Lending Division</b> Approved by: Cathy Sheehy, Commissioner Comment: The agency has reviewed the bill and determined that there is no fiscal 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

State Agency: <b>Business and Industry, Nevada Attorney for Injured Workers</b> Approved by: Evan Beavers, Administrator Comment: The agency has reviewed the BDR and has determined there is no fiscal 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

State Agency: <b>Business and Industry, Nevada Housing Division</b> Approved by: CJ Manthe, Administrator Comment: The agency has reviewed the BDR and determined that there is no fiscal 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

State Agency: <b>Business and Industry, Nevada Transportation Authority</b> Approved by: Alaina Burtenshaw, Chairman Comment: The Nevada Transportation Authority has reviewed the BDR and has determined there is no fiscal 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

State Agency: <b>Business and Industry, Office of Labor Commission</b> Approved by: Shannon M. Chambers, Labor Commissioner Comment: The agency has reviewed the BDR and determined that there is no fiscal 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

State Agency: <b>Business and Industry, Real Estate Division</b> Approved by: Sharath Chandra, Administrator Comment: The agency has reviewed the BDR and determined that there is no fiscal 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

State Agency: <b>Business and Industry, Taxicab Authority</b> Approved by: Ron Grogan , Administrator Comment: The agency has reviewed the BDR and determined that there is no fiscal 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

State Agency: <b>Department of Health and Human Services, Aging and Disability Services</b> Approved by: Todd Myler, ASO 4 Comment: The agency has reviewed this bill and determined there is no fiscal 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

State Agency: <b>Department of Health and Human Services, Child and Family Services</b> Approved by: Danette Kluever, Deputy Administrator Comment: The Agency has reviewed this BDR and determined there is no fiscal impact to DCFS.				
<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

State Agency: <b>Department of Health and Human Services, Health Care Financing and Policy</b> Approved by: Karen Salm, ASO IV Comment: This bill proposes to amend the Nevada Constitution to provide for increases to the state minimum wage to \$9.00 per hour with an increase by \$0.75 each year until the minimum wage totals \$12 per hour or the federal minimum wage whichever is higher. Initial impact to eligibility for the upcoming biennium appears negligible; however, the division cannot determine the impact of future biennia at this time. In addition, Medicaid pays agency reimbursement rates that may not cover the agency costs if they must increase the amount they pay their employees, so there will be an impact to Medicaid rates to maintain access to care, however the division cannot determine the impact at this time.				
<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

State Agency: <b>Department of Health and Human Services, Public and Behavioral Health</b> Approved by: Mark Winebarger, ASO IV Comment: Increasing the minimum wage will not have an impact on the division's personnel or contract wage costs; however, the impact to the division based on possible changes to behavioral health clients' Medicaid eligibility cannot be determined.				
<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

State Agency: **Department of Health and Human Services, Welfare and Supportive Services**

Approved by: Brenda Berry, ASO 4

Comment: This bill proposes to amend the Nevada Constitution to provide for increases to the state minimum wage to \$9.00 per hour with an increase by \$0.75 each year until the minimum wage totals \$12 per hour or the federal minimum wage whichever is higher. Initial impact to eligibility for the upcoming biennium appears negligible; however, the division cannot determine the impact of future biennia at this time.

<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