BDR 23-1027
AB 388

EXECUTIVE AGENCY

FISCAL NOTE

AGENCY'S ESTIMATES

Date Prepared: April 1, 2025

Agency Submitting: Department of Business and Industry, Office of the Labor Commissioner

Items of Revenue or Expense, or Both	Fiscal Year 2024-25	Fiscal Year 2025-26	Fiscal Year 2026-27	Effect on Future Biennia
Personnel (Expense)		$179,768	$242,860	$485,720
Operating (Expense)		$8,781	$11,396	$22,792
Equipment (Expense)		$9,969		
Information Services (Expense)		$10,734	$7,199	$14,398
Total	0	$209,252	$261,455	$522,910

Explanation (Use Additional Sheets of Attachments, if required)

The Office of the Labor Commissioner (OLC) reviewed the bill for its enforcement responsibilities and determined it will have a fiscal impact. This bill amends NRS 608 to add Sections 7, 8, 9, and 10, which will increase the OLC's paid leave claims and create new claim types for enforcement. Section 7 tasks the OLC with enforcing "every employer in private employment and every local government employer" with more than 50 employees provide up to 12 weeks of paid family leave to employees after 90 days of employment. This expands current jurisdiction and creates a new claim type in the OLC's case management system. Section 7 further permits the Labor Commissioner to investigate suspected misuses of paid family leave and hold hearings to determine whether to order the employee to return paid family leave funds "to which the employee is not entitled". These new claims would require investigation, and the OLC would require resources to hold more frequent hearings. Sections 8 & 9 create new general complaint claim types, which would increase claim submissions. These new claims require the OLC to investigate employers onsite, research employer websites, review employer procedures, forms, policies, and documents, and issue determinations.

Administering and enforcing paid leave requirements for private and local government employers with more than 50 employees would increase the number of claims filed with the OLC, require the creation of new claim types in the system, and require additional personnel and resources to manage. The increased number of claims will require these additional positions: two (2) Compliance/Audit Investigator I/II (grade 30/33), and one (1) Administrative Assistant II (grade 25).

Name Brett K. Harris

Title Commissioner

GOVERNOR'S OFFICE OF FINANCE COMMENTS

Date Tuesday, March 25, 2025

The agency's response appears reasonable.

Name Tiffany Greenameyer

Title Director - Governor's Finance Office

Line Item Detail & Summary

2025-2027 Biennium (FY26-27)

Section A1: Line Item Detail by GL

Budget Account: 3900 B&I - LABOR COMMISSIONER

Item No	Description	Actual 2023-2024	Work Program 2024-2025	W05 Year 1 2025-2026	W05 Year 2 2026-2027
E161	**LEGISLATIVE BILL**				
EXPENDITURE					
01	**PERSONNEL SERVICES**				
5100	SALARIES	0	0	120,401	166,128
5200	WORKERS COMPENSATION	0	0	4,526	4,162
5300	RETIREMENT	0	0	23,178	31,979
5500	GROUP INSURANCE	0	0	26,757	33,948
5750	RETIRED EMPLOYEES GROUP INSURANCE	0	0	3,119	4,152
5800	UNEMPLOYMENT COMPENSATION	0	0	41	82
5840	MEDICARE	0	0	1,746	2,409
	TOTAL FOR CATEGORY 01	0	0	179,768	242,860
04	**OPERATING**				
7020	OPERATING SUPPLIES	0	0	432	432
7044	PRINTING AND COPYING - C	0	0	108	108
7050	EMPLOYEE BOND INSURANCE	0	0	8	8
7054	AG TORT CLAIM ASSESSMENT	0	0	243	242
705A	NON B&G - PROP. & CONT. INSURANCE	0	0	85	113
7060	CONTRACTS	0	0	72	72
7110	NON-STATE OWNED OFFICE RENT	0	0	5,638	7,687
7255	B & G LEASE ASSESSMENT	0	0	130	173
7285	POSTAGE - STATE MAILROOM	0	0	576	576
7289	EITS PHONE LINE AND VOICEMAIL	0	0	517	689
7291	CELL PHONE/PAGER CHARGES	0	0	972	1,296
	TOTAL FOR CATEGORY 04	0	0	8,781	11,396
05	**EQUIPMENT**				
8241	NEW FURNISHINGS <$5,000 - A	0	0	9,969	0
	TOTAL FOR CATEGORY 05	0	0	9,969	0
26	**INFORMATION SERVICES**				
7073	SOFTWARE LICENSE/MNT CONTRACTS	0	0	1,170	1,560
7547	EITS BUSINESS PRODUCTIVITY SUITE	0	0	1,555	2,074
7554	EITS INFRASTRUCTURE ASSESSMENT	0	0	1,672	1,603
7556	EITS SECURITY ASSESSMENT	0	0	448	447
7771	COMPUTER SOFTWARE <$5,000 - A	0	0	1,515	1,515
8371	COMPUTER HARDWARE <$5,000 - A	0	0	4,374	0
	TOTAL FOR CATEGORY 26	0	0	10,734	7,199
	TOTAL EXPENDITURES FOR DECISION UNIT E161	0	0	209,252	261,455

Item No	Description	Actual 2023-2024	Work Program 2024-2025	W05 Year 1 2025-2026	W05 Year 2 2026-2027
	TOTAL REVENUES FOR BUDGET ACCOUNT 3900	0	0	0	0
	TOTAL EXPENDITURES FOR BUDGET ACCOUNT 3900	0	0	209,252	261,455

State of Nevada - Budget Division
Payroll/Position Detail
2025-2027 Biennium (FY26-27)
W05 BDR 23-2017, AB388

Section A: Position Detail

Budget Account: 3900 B&I - LABOR COMMISSIONER

Type	Description	PCN	Class	Gd Step	Add Gd	Anv Mo	St	End	Ret Cd	FTE Actual	FTE WP	FTE Y1	FTE Y2	MI	2025-2026 Salary	2025-2026 Benefits	2026-2027 Salary	2026-2027 Benefits
E161 LEGISLATIVE BILL																		
G1 DEFAULT GROUP																		
4	ADMIN ASSISTANT 2	000037	02212	25-1	0	10	10-25	6-27	1	0.00	0.00	1.00	1.00	Y SUM	31,855	17,547	43,932	22,908
4	COMPLIANCE/AUDIT INVEST 2	000038	11365	33-1	0	10	10-25	6-27	1	0.00	0.00	1.00	1.00	Y SUM	44,273	20,910	61,098	26,912
4	COMPLIANCE/AUDIT INVEST 2	000039	11365	33-1	0	10	10-25	6-27	1	0.00	0.00	1.00	1.00	Y SUM	44,273	20,910	61,098	26,912
	TOTAL FOR LINE ITEM POSITION GROUP G1									0.00	0.00	3.00	3.00		120,401	59,367	166,128	76,732
	TOTAL FOR DECISION UNIT E161									0.00	0.00	3.00	3.00		120,401	59,367	166,128	76,732
	TOTAL FOR BUDGET ACCOUNT 3900									0.00	0.00	3.00	3.00		120,401	59,367	166,128	76,732