ASSEMBLY BILL NO. 51–COMMITTEE
ON GOVERNMENT AFFAIRS

(ON BEHALF OF THE DIVISION OF HUMAN
RESOURCE MANAGEMENT OF THE
DEPARTMENT OF ADMINISTRATION)

PREFILED NOVEMBER 10, 2026

Referred to Committee on Government Affairs

SUMMARY—Revises provisions governing standards of work performance for state employees. (BDR 23-128)

FISCAL NOTE: Effect on Local Government: No.
Effect on the State: May have Fiscal Impact.
Effect on the State Highway Fund: No.

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EXPLANATION – Matter in ***bolded italics*** is new; matter between brackets **[**~~omitted material~~**]** is material to be omitted.

AN ACT relating to state employees; revising provisions governing the establishment of standards of work performance for state employees; and providing other matters properly relating thereto.

Legislative Counsel's Digest:

Existing law requires the appointing authorities and certain officers of the various state departments, agencies and institutions, after consultation with the Administrator of the Division of Human Resource Management of the Department of Administration, to establish standards of work performance for each class of positions in the classified service. Existing law also requires each appointing authority to provide each employee with a copy of the standards for his or her position. (NRS 284.335) **Section 1** of this bill instead requires: (1) the Administrator to establish standards of work performance for the classified service; and (2) each appointing authority to provide each employee with the specific work duties and responsibilities of his or her position in addition to the standards of work performance.

THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

Section 1. NRS 284.335 is hereby amended to read as follows:

284.335 1. The ~~[appointing authorities and other supervising officers of the various state departments, agencies and institutions, after consultation with the]~~ Administrator ~~[,]~~ shall establish standards of work performance for ~~[each class of positions.]~~ ***the classified service.*** Each appointing authority shall provide each of its employees with a copy of the standards ***, work duties and responsibilities*** for the employee's position.

2. The Administrator shall maintain service records of performance efficiency, character and conduct by a system of service ratings based upon those standards.

3. The Commission shall adopt regulations with respect to service ratings, and prescribe the extent to which service ratings must be considered in determining the advisability of transfers, the promotion of an employee to a higher ~~[class,]~~ ***job title,*** the question of demotion or dismissal of any employee, increases and decreases in salary of an employee within the salary range established under this chapter, and in all other decisions relating to the status of employees.

4. The Commission may, by regulation, further prescribe the extent to which the service ratings, and the reports upon which they are based, are open to inspection.

Sec. 2. This act becomes effective on July 1, 2027.

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