SENATE BILL NO. 66–COMMITTEE ON LEGISLATIVE OPERATIONS AND ELECTIONS

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

PREFILED NOVEMBER 16, 2026

Referred to Committee on Legislative Operations and Elections

SUMMARY—Revises provisions relating to state employment. (BDR 23-234)

FISCAL NOTE: Effect on Local Government: No.
Effect on the State: No.
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 classification of certain positions in the classified service of the State; revising provisions relating to assigning, changing and deleting classifications within bargaining units of certain employees of the Executive Department of State Government; and providing other matters properly relating thereto.

Legislative Counsel's Digest:

Existing law provides for requirements and procedures for collective bargaining between the Executive Department of State Government and certain classified employees of the Executive Department over certain terms and conditions of employment. (NRS 288.400-288.630) One type of classified employee who is not eligible to engage in collective bargaining under existing law is a confidential employee, which is defined as an employee who provides administrative support to an employee who assists in the formulation, determination and effectuation of human resources policies or managerial policies concerning collective bargaining. (NRS 288.420, 288.425) Existing law requires the Government Employee-Management Relations Board to: (1) establish bargaining units for prescribed occupational groups of employees of the Executive Department; and (2) determine the classifications of employees who are eligible to engage in collective bargaining within each bargaining unit. (NRS 288.515) Under existing law, the Administrator of the Division of Human Resource Management of the Department of

Administration is required to prepare, maintain and revise as necessary a master classification plan for all positions in the classified service of the State, based on similarity of duties and responsibilities. (NRS 284.160) **Section 1** of this bill makes an exception to this requirement if positions that have similar duties and responsibilities include positions for confidential employees. In such a case, **section 1** requires the Administrator to create a class in the master classification plan for the positions for confidential employees that is separate from the class for the other positions that have similar duties and responsibilities. **Section 3** of this bill requires the Administrator to revise the master classification plan to comply with **section 1** not later than December 31, 2027.

In state collective bargaining, existing law: (1) authorizes the parties to a collective bargaining agreement to agree to assign a new classification to a bargaining unit based upon the similarity of the new classification to other classifications within the bargaining unit; and (2) if the parties do not agree to the assignment, requires the Board to make the assignment. (NRS 288.515) **Section 2** of this bill authorizes the parties to a collective bargaining agreement to agree to change or delete an existing classification within a bargaining unit. If the parties do not agree to such a change or deletion, **section 2** requires the Board to decide whether to change or delete the existing classification based on certain factors. **Section 2** further provides that the parties are not required to obtain an order of the Board to assign, change or delete a classification if the parties agree in writing to the assignment, change or deletion. **Section 2** additionally requires: (1) the parties to submit any agreement to assign, change or delete a classification within a bargaining unit to the Commissioner of the Board within 10 days after entering into the agreement; and (2) the Commissioner to post any such agreement on the Internet website of the Board within 10 days after receipt of the agreement. Finally, **section 2** clarifies that the classifications that are assigned to, changed within or deleted from a bargaining unit are classifications that are set forth in the master classification plan.

Section 4 of this bill provides that, to the extent of any conflicts with the provisions of a collective bargaining agreement entered into before July 1, 2027, the changes to existing law made by **section 2** do not apply during the current term of the collective bargaining agreement, but apply to any extension or renewal of the agreement and to any agreement entered into on or after July 1, 2027. (NRS 288.505)

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

Section 1. NRS 284.160 is hereby amended to read as follows:

284.160 1. ~~[The]~~ ***Except as otherwise provided in this subsection, the*** Administrator shall prepare, maintain and revise as necessary a master classification plan for all positions in the classified service, based upon similarity of duties and responsibilities, so that the same qualifications may reasonably be required for, and the same schedule of pay may be equitably applied to, all positions in the same class. ***If positions that have similar duties and responsibilities include positions for confidential employees, the Administrator shall create a class in the master classification plan for the positions for confidential employees that***

is separate from the class for the other positions that have similar duties and responsibilities.

2. In determining the qualifications that may be reasonably required for all positions in the same class pursuant to subsection 1, the Administrator shall allow a person to substitute equivalent employment experience obtained in the Federal Government for any employment experience required to be obtained in the government of this State.

3. The Administrator shall review annually the classification plan of each appointing authority using the audit function developed and implemented pursuant to NRS 284.107.

4. Subject to the provisions of subsection 5, with the approval of the Administrator, an appointing authority may make changes in the classification of positions within its agency whenever the appointing authority deems it necessary for the efficiency of the public service.

5. The classification plan and changes therein are subject to approval by the Commission, except that the Administrator, at the request of an appointing authority, may make a change in the classification plan without the prior approval of the Commission if:

(a) The Administrator deems it necessary for the efficiency of the public service;

(b) The change is not proposed in conjunction with an occupational study; and

(c) The Administrator, at least 20 working days before acting upon the proposed change:

(1) Provides written notice of the proposal to each member of the Commission, to all departments and to any head of an employees' organization who requests notice of such proposals; and

(2) Posts a written notice of the proposal in each of the principal offices of the Division.

➥ Any occupational study conducted by the Division in connection with the preparation, maintenance or revision of the classification plan must be approved by the Commission.

6. If no written objection to the proposed change to the classification plan is received by the Administrator before the date it is scheduled to be acted upon, the Administrator may effect the change. The Administrator shall report to the Commission any change in the classification plan made without its approval at the Commission's next succeeding regular meeting.

7. If a written objection is received before the date the proposed change is scheduled to be acted upon, the Administrator shall place the matter on the agenda of the Commission for consideration at its next succeeding regular meeting.

8. As used in this section, "confidential employee" has the meaning ascribed to it in NRS 288.420.

Sec. 2. NRS 288.515 is hereby amended to read as follows:

288.515 1. Except as otherwise provided in subsection 2, the Board shall establish one bargaining unit for each of the following occupational groups of employees of the Executive Department:

(a) Labor, maintenance, custodial and institutional employees, including, without limitation, employees of penal and correctional institutions who are not responsible for security at those institutions.

(b) Administrative and clerical employees, including, without limitation, legal support staff and employees whose work involves general office work, or keeping or examining records and accounts.

(c) Technical aides to professional employees, including, without limitation, computer programmers, tax examiners, conservation employees and regulatory inspectors.

(d) Professional employees who do not provide health care, including, without limitation, engineers, scientists and accountants.

(e) Professional employees who provide health care, including, without limitation, physical therapists and other employees in medical and other professions related to health.

(f) Employees, other than professional employees, who provide health care and personal care, including, without limitation, employees who provide care for children.

(g) Category I peace officers.

(h) Category II peace officers.

(i) Category III peace officers.

(j) Supervisory employees from all occupational groups other than firefighters and category I, category II or category III peace officers.

(k) Firefighters.

(l) Supervisory employees who are category I peace officers.

(m) Supervisory employees who are category II peace officers.

(n) Supervisory employees who are category III peace officers.

(o) Supervisory employees who are firefighters.

2. Any bargaining unit established for peace officers pursuant to subsection 1 must be composed exclusively of peace officers.

3. The Board shall determine the ***initial*** classifications of employees within each bargaining unit. ~~[The]~~

4. After the Board determines the initial classifications of employees within each bargaining unit pursuant to the subsection 3, the parties to a collective bargaining agreement may ~~[assign]~~ ***, without obtaining an order from the Board, agree in writing to:***

(a) Assign a new classification to a bargaining unit based upon the similarity of the new classification to other classifications within the bargaining unit. If the parties to a collective bargaining

agreement do not agree to the assignment of a new classification to a bargaining unit, the Board ~~[must]~~ ***shall*** assign a new classification to a bargaining unit based upon the similarity of the new classification to other classifications within the bargaining unit.

~~[4.]~~ ***(b) Change or delete an existing classification within a bargaining unit. If the parties to a collective bargaining agreement do not agree to the change or deletion of an existing classification within a bargaining unit, the Board shall decide whether to change or delete the existing classification within a bargaining unit based upon the occupational groups of employees of the Executive Department set forth in subsection 1 and the community of interest among the employees concerned.***

5. The parties shall submit any agreement to assign, change or delete a classification within a bargaining unit that the parties entered into pursuant to subsection 4 to the Commissioner within 10 days after entering into the agreement. The Commissioner shall post any such agreement on the Internet website of the Board within 10 days after receipt of the agreement.

6. As used in this section:

(a) "Category I peace officer" has the meaning ascribed to it in NRS 289.460.

(b) "Category II peace officer" has the meaning ascribed to it in NRS 289.470.

(c) "Category III peace officer" has the meaning ascribed to it in NRS 289.480.

(d) ***"Classification" means a classification that is set forth in the master classification plan maintained pursuant to NRS 284.160.***

(e) "Professional employee" means an employee engaged in work that:

(1) Is predominately intellectual and varied in character as opposed to routine mental, manual, mechanical or physical work;

(2) Involves the consistent exercise of discretion and judgment in its performance;

(3) Is of such a character that the result accomplished or produced cannot be standardized in relation to a given period; and

(4) Requires advanced knowledge in a field of science or learning customarily acquired through a prolonged course of specialized intellectual instruction and study in an institution of higher learning, as distinguished from general academic education, an apprenticeship or training in the performance of routine mental or physical processes.

~~[(e)]~~ ***(f)*** "Supervisory employee" has the meaning ascribed to it in paragraph (a) of subsection 1 of NRS 288.138.

Sec. 3. On or before December 31, 2027, the Administrator of the Division of Human Resource Management of the Department of Administration shall revise the master classification plan maintained pursuant to NRS 284.160 to create classes for positions for confidential employees in the classified service of the State that are separate from the classes for other positions in the classified service that have similar duties or responsibilities to carry out the provisions of subsection 1 of NRS 284.160, as amended by section 1 of this act.

Sec. 4. Insofar as they conflict with the provisions of such an agreement, the amendatory provisions of NRS 288.515, as amended by section 2 of this act, do not apply during the current term of any collective bargaining agreement entered into before July 1, 2027, but do apply to any extension or renewal of such an agreement and to any collective bargaining agreement entered into on or after July 1, 2027. For purposes of this section, the term of a collective bargaining agreement ends on the date provided in the agreement, notwithstanding the provisions of NRS 288.550 or any other provision of the agreement that it remains in effect, in whole or in part, after that date until a successor agreement becomes effective.

Sec. 5. This act becomes effective on July 1, 2027.

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