

ASSEMBLY BILL NO. 391—ASSEMBLYMAN ELLISON

MARCH 21, 2019

Referred to Committee on Ways and Means

SUMMARY—Revises provisions governing the salaries of certain state employees. (BDR 23-654)

FISCAL NOTE: Effect on Local Government: No.  
Effect on the State: Yes.

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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; prescribing a minimum annual base salary for certain employees of the Department of Public Safety; and providing other matters properly relating thereto.

**Legislative Counsel’s Digest:**

1 Existing law requires the Administrator of the Division of Human Resource  
2 Management of the Department of Administration to prepare a pay plan for all  
3 employees in the classified service of the Executive Department of the State  
4 Government. Under existing law, each employee in the classified service is  
5 required to be paid at the rates set forth in the pay plan for the class of position in  
6 which the employee is employed and when necessary money is available for the  
7 payment. (NRS 284.175) Existing law confers the powers of a peace officer on  
8 certain employees of the Department of Public Safety. (NRS 289.270) **Section 1** of  
9 this bill prescribes a minimum annual base salary for the classified employees of  
10 the Department of Public Safety who are peace officers, which must be at least  
11 equal to the fifth highest annual base salary for a comparable position among the  
12 five largest local law enforcement agencies in Nevada. **Section 2** of this bill  
13 requires that the pay plan for classified employees include those annual base  
14 salaries for the classified employees of the Department who are peace officers.

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

1 **Section 1.** Chapter 284 of NRS is hereby amended by adding  
2 thereto a new section to read as follows:

- 3 ***1. The Legislature hereby finds and declares that:***
- 4 ***(a) The State of Nevada makes a significant investment in the***
- 5 ***recruitment and training of state law enforcement officers.***



1 (b) Retention of the officers who are recruited and trained by  
2 the State is difficult because of the higher salaries offered by local  
3 law enforcement agencies.

4 (c) As a result of the loss of well-trained state law enforcement  
5 officers to local law enforcement agencies, there are more  
6 vacancies and less experienced personnel in the state law  
7 enforcement workforce, which impacts the safety of the public on  
8 the highways of this State.

9 2. The annual base salary of a classified employee of the  
10 Department of Public Safety who has the powers of a peace officer  
11 pursuant to NRS 289.270 must be in an amount that is at least  
12 equal to the fifth highest annual base salary for a comparable  
13 position among the five local law enforcement agencies that  
14 employ the largest number of peace officers in this State.

15 3. As used in this section, "local law enforcement agency"  
16 means:

17 (a) The sheriff's office of a county;

18 (b) A metropolitan police department; or

19 (c) A police department of an incorporated city.

20 **Sec. 2.** NRS 284.175 is hereby amended to read as follows:

21 284.175 1. After consultation with appointing authorities and  
22 state fiscal officers, the Administrator shall prepare a pay plan for  
23 all employees in the classified service.

24 2. The pay plan and its amendments become effective only  
25 after approval by the Governor.

26 3. The pay plan must include, without limitation, ranges for  
27 each class, grade or group of positions in the classified service ~~and~~  
28 *and the annual base salaries prescribed pursuant to subsection 2*  
29 *of section 1 of this act.* Each employee in the classified service must  
30 be paid at one of the rates set forth in the pay plan for the class of  
31 position in which the employee is employed and at such time as  
32 necessary money is made available for the payment.

33 4. The Commission shall adopt regulations to carry out the pay  
34 plan.

35 5. The Administrator may make recommendations to the  
36 Legislature during regular legislative sessions concerning salaries  
37 for the classified service of the State. In making such  
38 recommendations, the Administrator shall consider factors such as:

39 (a) Surveys of salaries of comparable jobs in government and  
40 private industry within the State of Nevada and western states,  
41 where appropriate;

42 (b) Changes in the cost of living;

43 (c) The rate of turnover and difficulty of recruitment for  
44 particular positions; and

45 (d) Maintaining an equitable relationship among classifications.



1     **Sec. 3.** This act becomes effective upon passage and approval  
2 for the purpose of performing any preparatory administrative tasks  
3 necessary to carry out the provisions of this act and on July 1, 2019,  
4 for all other purposes.



