



**STATE OF NEVADA**  
**DEPARTMENT OF ADMINISTRATION**  
***Division of Human Resource Management***  
100 N. Stewart Street, Suite 200 | Carson City, Nevada 89701  
Phone: (775) 684-0150 | [www.hr.nv.gov](http://www.hr.nv.gov) | Fax: (775) 684-0124

**MEMORANDUM**  
**HR#48-15**

September 3, 2015

**TO:** Personnel Commissioners  
Department Directors  
Division Administrators  
Agency Personnel Liaisons and Representatives  
Employee Representatives  
Interested Parties

**FROM:** Lee-Ann Easton, Administrator *Lee-Ann Easton*  
Division of Human Resource Management

**SUBJECT:** 2015 Republished Rules for State Personnel Administration

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The Division of Human Resource Management has republished the [Rules for State Personnel Administration](#) to reflect the latest codified version of the Nevada Administrative Code. This edition also includes several recent changes to regulations as outlined below, and reflects amendments to several Nevada Revised Statutes that were passed by the 2015 Legislature, which have not yet been codified.

For your convenience, below is a brief description of the changes to the statutes and regulations in this edition:

**Assembly Bill 388 – Military Service**

NRS 281.145 was amended by AB 388 and updated in this publication. It primarily clarifies that a public officer or employee who is an active member of the National Guard or a reserve component of the Armed Forces of the United States is required to be relieved from his or her duties as a public officer or employee to serve under orders for training and deployment for 15 days in a 12-month period without loss of the employee's State compensation. Additionally, it changed the provisions related to receiving civil

leave with pay for employees whose schedule includes a Saturday and/or Sunday. An eligible employee will be relieved from his or her duties to serve under orders for training that occurs on a Saturday and/or Sunday and if the employee's military pay is less than his or her State pay, the employee will be eligible to receive the difference between his or her State pay and military pay. The changes to this statute also allow the Personnel Commission to determine the 12-month period for which military leave entitlement is calculated.

The emergency amendment to NAC 284.448 is included in this publication in bolded and italicized font, and changes the period State agencies will use to determine eligibility for military leave from 1 calendar year to a 12-month period. The 12-month period is prescribed in the newly numbered NAC 284.5875, which is located in the Attendance and Leaves section of NAC 284. This section is in bolded and italicized font. These regulations are now going through the permanent adoption process.

#### **Assembly Bill 436 - Longevity**

This bill repealed the longevity statutes. Both the statutes and regulations related to longevity have been removed from this publication.

#### **Senate Bill 62 – State Personnel System**

This bill amended NRS 284.305 to allow the Personnel Commission to adopt regulations that provide for filling positions in the classified service without competition by the appointment of current employees with disabilities to certain positions. NRS 284.379 was also amended by this bill, requiring that reassignment as a reasonable accommodation under the ADA be explored prior to an appointing authority considering separation or disability retirement of an employee who is no longer able to perform the essential functions of his or her position.

Also amended by Senate Bill 62 are several statutes related to the medical use of marijuana by employees and applicants who hold a valid registry identification card.

Senate Bill 62 also amended NRS 284.300, requiring the adoption of regulations related to the restoration of an employee who has failed probation to his or her former position unless it has been filled by an employee with greater seniority, in a different position within the class held immediately before the promotion, or in a position in a class equal to or lower than the class held immediately before the promotion, or be placed on a reemployment list.

The Division is currently working with stakeholders to develop regulations regarding these issues.

#### **Senate Bill 84 – Provider of Health Care**

This bill amended NRS 629.031 to include social workers and alcohol, drug abuse and problem gambling counselors in the definition of “provider of health care.” This statute has been updated in this publication.

#### **Senate Bill 406 - Retirement**

NRS 286.510 was amended by this bill, making various changes to the Public Employees' Retirement System. This statute has been updated in this publication.

**Senate Bill 510 – Legislative Branch Employees**

NRS 284.3775 was amended to allow some employees of the Legislative Branch to transfer into any position in the Executive Branch for which they are qualified, not only into positions with similar duties to the position held when employed by the Legislative Branch. This bill also amended NRS 284.295, changing the reference to NRS 284.3775 due to amendments to that statute. Both statutes were updated in this publication.

**Furlough**

NAC 284.531 was removed from this publication, due to the expiration of the requirement effective June 30, 2015.

**Please note that NRS 284 on the Nevada Legislature’s Law Library webpage does not reflect all statutes and regulations that are approved and in effect.**

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