

Personnel Commission Meeting
June 25, 2021

FOR INFORMATION ONLY

Division of Human Resource Management Budget

The following are highlights from the Division's Budget:

- Funding of \$10,539,670 for FY22 and \$11,08,553 for FY23 for budget account 1363; technical adjustments may be made to actual funding.
- Funding of \$1,390,363 for FY22 and \$1,272,252 for FY23 for budget account 1360, Agency Human Resource Management.
- Funding of 69.06 FTE positions (a reduction of one vacant Administrative Assistant position).
- Reclassification of the Central Payroll Manager; grade increase from grade 39 to grade 40.
- Establishment of the new Collective Bargaining Assessment (SB 409).

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Division of Human Resource Management Budget

2021 Bills Affecting State Employees

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(This list does not include position specific information. For a full list of bills passed by the 2021 Legislature and approved by the Governor, please visit the Nevada Legislature’s website at: <https://www.leg.state.nv.us/Session/81st2021/>)

Bill #	Brief Description (Please reference the bill for complete information.)	Effective Date
AB 165	Veterans – This bill removes the 5-year limitation on assessing certain tuition charges against honorably discharged veterans.	July 1, 2021
AB 253	Open Meeting Law – This bill sets forth certain requirements for meetings of public bodies that use remote technology systems.	May 31, 2021
AB 304	Law Enforcement – This bill revises provisions governing the standards for programs of continuing education for peace officers to include, without limitation, crisis intervention.	May 29, 2021 and January 1, 2022
AB 315	Public Employees – This bill requires the employer of a police officer, fire fighter or correctional officer to make available certain information and counseling relating to mental health issues to the police officer, fire fighter or correctional officer.	July 1, 2021
AB 336	Peace Officers – This bill establishes standards for an annual behavioral wellness visit for peace officers.	January 1, 2023
AB 365	Workplace Respect, Dignity and Equity – This bill declares the policy of this State that persons employed by the State be afforded respect, dignity and equity in the workplace; requiring the Departments of State Government to prepare and submit a report concerning equity in the workplace annually which includes; (1) a summary of each complaint filed by an employee in the immediately preceding calendar year with alleged conduct which is not unlawful but is against the public policy set for as above and (2) any action taken in response to such a complaint. Requires the Administrator of Division of Human Resource Management of the Department of Administration to evaluate annually the effectiveness of any policy intended to encourage equity in the workforce for persons of color and other persons of marginalized identities (i.e., an identity to mean an identity that causes or has historically caused a person of such an identity to be disproportionately subject to discrimination, harassment or other negative treatment as a result of the identity; and prepare and submit a report to the Governor and the Legislature concerning results of the evaluation; requiring certain regulations adopted by the Personnel Commission of the Division to include requirements for the training of supervisors and managerial employees concerning implicit bias.	June 3, 2021 and July 1, 2021
AB 409	Peace Officers – This bill requires that evaluations conducted during the recruitment and	October 1, 2021

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Bill #	Brief Description (Please reference the bill for complete information.)	Effective Date
	selection of peace officers must identify implicit bias on the part of a peace officer on the basis of race, color, religion, national origin, physical or mental disability, sexual orientation or gender identity or expression.	
AB 493	Employee Pay – This bill establishes the maximum allowed salaries for employees in the classified and unclassified service of the State, making appropriations for the payment of salaries, and grants a 1% COLA increase on July 1, 2022. The bill also establishes additional increases in salary for certain employees who are represented by various bargaining units.	July 1, 2021
SB16	Minority Affairs – This bill transfers the duty to provide staff assistance to the Nevada Commission on Minority Affairs from the Department of Administration to the Department of Business and Industry.	July 1, 2021
SB 21	Background Checks – This bill revises requirements relating to background investigations for certain applicants for employment with, and employees of, certain institutions, agencies and facilities that serve children.	January 1, 2022
SB 45	Victims of Domestic Violence – Revises the name, qualifications and duties of the Ombudsman for Victims of Domestic Violence (Ombudsman for Victims of Domestic Violence, Sexual Assault and Human Trafficking) and the name and duties of the Office of the Ombudsman for Victims of Domestic Violence (Office of Ombudsman for Victims of Domestic Violence, Sexual Assault and Human Trafficking) to expand their scope to include the crimes of sexual assault and human trafficking, changes the composition and duties of the Committee on Domestic Violence and revises the penalty for a battery which constitutes domestic violence against a pregnant person.	October 1, 2021
SB 51	Harassment Policy and Investigations Unit - Enacts policy prohibiting an employee of the Executive Department of the State Government from engaging in sex- or gender-based harassment; and creates investigation unit concerning sex- and gender-based harassment and discrimination against employees of the Executive Department of the State Government.	June 3, 2021
SB 222	Diversity and Inclusion – Requiring state agencies to collaborate with minority groups, provide certain information to minority groups on policies and programs that affect minority groups and ensure that programs and services are accessible and inclusive; require a state agency to	January 1, 2022

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Bill #	Brief Description (Please reference the bill for complete information.)	Effective Date
	designate a diversity and inclusion liaison and provide the contact information for the designated liaison; requiring the Office of Minority Health and Equity of the Department of Health, the Nevada Commission on Minority Affairs of the Department of Business and Industry and the Office for New Americans in the Office of the Governor to facilitate an annual meeting between diversity and inclusion liaisons and minority groups and submit a report to the Governor and the Legislative Commission.	
SB 237	Minority-Owned, Woman-Owned or Veteran-Owned Business – Existing law provides that a minority-owned business, woman-owned business or veteran-owned business is entitled, at the time of application for issuance or renewal of a state business license, to receive certain information through the state business portal regarding public and private programs to obtain financing for small businesses under state and federal laws and the process for obtaining certification as a disadvantaged business enterprise under federal law. This bill adds LGBTQ-owned businesses to the list of those entitled to receive such information. Existing law requires the Office of Economic Development to develop and carry into effect a program under which a business certified as a small business enterprise, minority-owned business enterprise, woman-owned business enterprise or disadvantaged business enterprise may obtain a loan to finance the expansion of its business in this State. This bill also requires the program to include businesses certified as LGBTQ-owned business enterprises.	June 6, 2021 and January 1, 2022
SB 267	Workplace Diversity – Existing law requires the Secretary of State (SOS) to design and conduct an annual survey of businesses in this State to collect data and information pertaining to issues of gender equality in the workplace; however the provisions relating to the survey are currently only effective through December 31, 2022. This bill authorizes the University of Nevada, Las Vegas (UNLV), to conduct a study concerning diversity and equality in the workplace and to conduct a survey to collect data and information from certain business entities and state and local governmental agencies in this State and revises the prospective expiration of the existing provisions of law relating to the annual survey of businesses conducted by the SOS by making those provisions expire by limitation on December 31, 2021, instead of on December 21, 2022. If UNLV elects to conduct a study concerning diversity and equality in the workplace: (a) UNLV must conduct a survey for the purpose of collecting data and information concerning	June 8, 2021 and January 1, 2022

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Bill #	Brief Description (Please reference the bill for complete information.)	Effective Date
	diversity and equality in the workplace, including, without limitation, data and information specifically relating to women and women of color, from business entities that do business in this State, state governmental agencies and local governmental agencies; and (b) A business entity, state governmental agency or local governmental agency may elect to complete the survey and submit it to UNLV. Also, to assist UNLV in facilitating outreach to business entities that do business in this State and encouraging participation in the survey, the Department of Taxation shall provide to UNLV information business entities. The Department shall not provide to UNLV or to any other person any information relating to a business entity other than the name of the business entity and its contact information. Any information provided by the Department is not public record for the purposes of chapter 239 of NRS. UNLV shall keep confidential any information provided by the Department and shall not release any information provided by the Department to any other person.	
SB 327	Discrimination – This bill revises provisions prohibiting certain types of discrimination relating to race in employment and education; revising provisions governing the authority of the Nevada Equal Rights Commission (NERC) to investigate certain acts of prejudice against a person with regard to employment; revising provisions governing the procedures used by and notices given by the NERC; establishing certain requirements for testing which is used by a county or city for a decision regarding promotion of an employee; revising provision governing the subjects that are subject to negotiation for certain collective bargaining agreements; revision provisions governing the policy for all school districts and schools in this State to provide a safe and respectful learning environment; establishing certain requirements for testing which is used by the school district for a decision regarding promotion of an employee; providing penalties. This bill defines “race” to include traits associated with race, including without limitation, hair texture and protective hairstyles (includes, without limitation, hairstyles such as natural hairstyles, afros, bantu knots, curls, braids, locks and twists). Prohibiting discrimination on the basis of race within the State Personnel System. Revises provisions governing relations with local government employers to prohibit discrimination on the basis of traits associated with race. Revises the restrictions for commercial advertising on a school bus by prohibiting advertising that attacks groups based on traits associated with race, prohibits a dress code or policy that requires pupils to	June 2, 2021 and October 1, 2021

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Bill #	Brief Description (Please reference the bill for complete information.)	Effective Date
	wear school uniforms to discriminate against a pupil based on race, prohibit discrimination based upon traits associate with race for enrollment in a charter school, a university school for profoundly gifted pupils or the Nevada System of Higher Education.	
SB 409	Labor Relations Unit – Requires the Division of Human Resource Management of the Department of Administration to charge an annual fee (assessment) to the Executive Department for each employee position in the Executive Department that falls within a designated bargaining unit to carry out the duties of the Division to support the Executive Department in collective bargaining negotiations.	July 1, 2021
SB 451	Public Employees’ Benefit Program – Establishes for the 2021-2023 biennium the subsidies to be paid to the Public Employees' Benefits Program for insurance for certain active and retired public officers and employees.	July 1, 2021