



**STATE OF NEVADA**  
**DEPARTMENT OF ADMINISTRATION**  
***Division of Human Resource Management***  
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**MEMORANDUM**  
**HR#37-19**

July 26, 2019

**TO:** DHRM Listserv Recipients

**FROM:** Peter Long, Administrator  
Division of Human Resource Management

**SUBJECT:** REVISION #3, RULES FOR STATE PERSONNEL ADMINISTRATION

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The Division of Human Resource Management has updated the [Rules for State Personnel Administration](#) publication due to several changes stemming from the 2019 Legislative Session that are currently in effect. Replacement pages for [Revision #3](#) are also available on our website.

**Please Note: It is necessary to use the [Rules for State Personnel Administration](#) publication as a reference to NAC 284 and selected NRS sections because the Law Library on the Nevada Legislature's website does not reflect all regulations that have been approved and are currently in effect.**

The following is a brief explanation the substantive changes:

**Summary of Statute Changes Referenced in Publication**

Assembly Bill 274 – Whistleblower Protections

On an annual basis, the Division of Resource Management distributes to employees a summary of the statutes pertaining to the disclosure of improper governmental action and the associated form, pursuant to NRS 281.611. AB 274 expands on this to require that the Division also receive written confirmation that employees received this summary on an annual basis. The Division is currently working on developing a procedure to comply with the provisions of AB 274 and more detailed information will be forthcoming.

Assembly Bill 181 – Sick Leave

A new section has been added to NRS 613 which prohibits an employer from requiring an employee to be physically present at his or her place of employment to report that the employee is sick or injured and cannot work. In addition, this bill specifically allows an employer to require an

employee to notify the employer that the employee is sick or injured and cannot work. This amendment is now included in the republished [Rules for State Personnel Administration](#) on page I-13.

Senate Bill 242 – Peace Officers

NRS 289.080 is related to rights of peace officers and other law enforcement personnel when they are the subject of an investigation of alleged misconduct. The amendment to NRS 284.080 in SB 242 allows for a representative of a peace officer to inspect physical evidence, audio and video recordings, photographs and statements by or attributed to a peace officer.

**Summary of Additional Statute Changes of Interest**

Senate Bill 135 – Collective Bargaining

SB 135 adds a number of sections to NRS 288 to authorize collective bargaining between the State and certain state employees, including employees of the Executive Department, and establishes bargaining units for occupational groups. This bill also establishes requirements concerning collective bargaining agreements and prohibits certain unfair labor practices in the context of collective bargaining.

Updated pages with the corresponding sections of the rulebook are listed in the chart below:

SECTION	PAGE NO.
Table of Contents	vii – xii
Compensation	C23 – C24
Attendance and Leaves	I13 – I40
Disciplinary Procedures	M3 – M14
Practice Before Division of Human Resource Management	Q1 – Q8
Index	1 – 2, 5 – 10

Please ensure that everyone on your distribution list receives a copy. If you have any questions, please contact Michelle Garton at [mgarton@admin.nv.gov](mailto:mgarton@admin.nv.gov) or (775) 684-0136.

PL:mg