



NEVADA LEGISLATURE
JOINT INTERIM STANDING COMMITTEE ON
COMMERCE AND LABOR
(*Nevada Revised Statutes [NRS] [218E.320](#)*)

MINUTES

August 23, 2022

The sixth and final meeting of the Joint Interim Standing Committee on Commerce and Labor for the 2021–2022 Interim was held on Tuesday, August 23, 2022, at 1 p.m. in Room 4401, Grant Sawyer State Office Building, 555 East Washington Avenue, Las Vegas, Nevada. The meeting was videoconferenced to Room 3138, Legislative Building, 401 South Carson Street, Carson City, Nevada.

The agenda, minutes, meeting materials, and audio or video recording of the meeting are available on the Committee's [meeting page](#). The audio or video recording may also be found at <https://www.leg.state.nv.us/Video/>. Copies of the audio or video record can be obtained through the Publications Office of the Legislative Counsel Bureau (LCB) (publications@lcb.state.nv.us or 775/684-6835).

COMMITTEE MEMBERS PRESENT IN LAS VEGAS:

Assemblywoman Sandra Jauregui, Chair
Senator Patricia (Pat) Spearman, Vice Chair
Senator Roberta Lange
Assemblywoman Beatrice (Bea) Duran
Assemblywoman Heidi Kasama
Assemblywoman Elaine Marzola

COMMITTEE MEMBER PRESENT IN CARSON CITY:

Senator James A. Settelmeyer

COMMITTEE MEMBER ATTENDING VIA REMOTELY:

Assemblywoman Melissa Hardy

LEGISLATIVE COUNSEL BUREAU STAFF PRESENT:

Marjorie Paslov Thomas, Senior Principal Policy Analyst, Research Division

Cesar Melgarejo, Principal Policy Analyst, Research Division

Crystal Rowe, Research Policy Assistant, Research Division

Bryan Fernley, Legislative Counsel, Legal Division

Jaimarie Mangoba, Principal Program Analyst, Fiscal Analysis Division

*Items taken out of sequence during the meeting have been placed in agenda order.
[Indicate a summary of comments.]*

AGENDA ITEM I—OPENING REMARKS

Chair Jauregui:

Welcome to the sixth and final meeting of the Joint Standing Interim Committee on Commerce and Labor.

I want to take a privilege as Chair and start with some personal remarks since this is our last meeting. We usually save these remarks for the end, but by the time we get to the end of the meeting we have lost most of our audience. It has been my honor to chair this newly formed Interim Committee on Commerce and Labor. It is such an important committee because it covers so many issues that touch every single part of our state. It was my goal for this Committee to use the time for education and information. I wanted the members who sit on this Committee to get a deeper understanding of the issues that regularly come before us, gain insight into the bills that might come before the 2023 Legislature, and introduce you to the stakeholders who represent these industries. It is my hope that by starting these conversations during the interim, that we are better prepared to work on this Committee during the next legislative session.

I want to thank the LCB staff here at Grant Sawyer and in Carson City, our Information Technology (IT) team, our Broadcast and Production Services (BPS) team, and the hardworking Commerce and Labor staff. We are a part-time Legislature, which means most of us have full-time professional careers, so the efficiency and the success of this Committee is due to the behind-the-scenes work of all these people. On behalf of the Committee, I would like to thank all our LCB and Committee staff for the work that you did to help us succeed this interim.

And to the Committee members, thank you so much for your thoughtful approach and discussion on this Committee. I think a lot of the ideas that we talked about came from ideas and concerns that Committee members shared. Thank you, everyone, for your participation during this interim.

[Chair Jauregui reviewed meeting protocol and information related to meeting materials and providing public comment.]

AGENDA ITEM II—PUBLIC COMMENT

Chair Jauregui:

Is there anyone in Las Vegas wishing to give public comment? Seeing none. Let us go to Carson City. Is there anyone in Carson City wishing to give public comment? Seeing none, BPS, would you please check the telephone line to see if anyone wishes to provide public comment?

Jeanette Belz, representing the Board of Occupational Therapy:

My name is Jeanette Belz. I apologize that I cannot be there in person today. I am testifying on behalf of the Board of Occupational Therapy regarding Recommendation A on today's work session document (WSD) relating to temporary licensing for members of the military and their spouses. Provision 1 (a)(4) of this proposed bill draft request (BDR) would require professional licensing boards, including occupational therapy, to issue a temporary license

to members of the military and spouses if they meet certain requirements, including being subject to a criminal background check. Please be aware that a background check is not required for licensure by the Board of Occupational Therapy. Background checks are required when occupational therapists are employed by hospitals, nursing homes, school districts, and so on. Requiring a background check at licensure is duplicative, time-consuming, results in licensing delays, and is expensive. In addition, utilization of the National Practitioner Data Bank is available for verification of applicants, licensee criminal and disciplinary history, as well as verifications from out-of-state licensing entities.

We regret to inform you that if your Committee approves this proposed BDR as written, the Board of Occupational Therapy will not be able to comply. We do note however, the Board has a three-day processing time, which helps to assist licensees to get in the workforce quickly when other licensing requirements are met. The Board is proud of the work it has done to encourage and support the licensing of military and veteran occupational therapists and their spouses. *Nevada Revised Statutes* 640A.166 provides for expedited licensing by endorsement for active members of the armed forces, their spouses, veterans, and veterans' surviving spouses, and NRS 640A.190 allows for the collection of half the fee for these licensees.

We want to make you aware that the national Occupational Licensing Therapy Compact (OT Compact) has been established with its first meeting held by the Compact Commission this month. This begins the process of establishing operating rules and fees. The OT Compact will not be operational with the ability to issue Compact privileges for at least 18 to 24 months. The Board supports the Compact concept and will evaluate the requirements for participation when the rules and costs have been determined.

I am happy to answer any questions you may have, and we appreciate the work you are doing to ensure that boards are [inaudible]. Thank you.

BPS:

There are no additional callers at this time.

Chair Jauregui:

We will move to our next agenda item, which is approval of the minutes for the June 30 meeting.

AGENDA ITEM III—APPROVAL OF THE MINUTES FOR THE MEETING ON JUNE 3, 2022

Chair Jauregui:

Are there any questions regarding the minutes? Seeing none, I will entertain a motion to approve the minutes of the Committee meeting on June 30, 2022.

VICE CHAIR SPEARMAN MOVED TO APPROVE THE MINUTES OF THE JUNE 3, 2022, MEETING.

SENATOR LANGE SECONDED THE MOTION.

THE MOTION PASSED UNANIMOUSLY.

AGENDA ITEM IV—PRESENTATION AND OVERVIEW OF THE STATE CONTRACTORS' BOARD

Chair Jauregui:

The State Contractors' Board regulates licensed contractors in Nevada to protect the health, safety, and welfare of the public. Margi Grein, Executive Officer of the State Contractors' Board, along with Sam Palmer, Deputy Executive Officer, will provide information to the Committee about the Board. Ms. Grein, please begin when you are ready.

Margi A. Grein, Executive Officer, State Contractors' Board:

I have had the pleasure of serving as the Executive Officer for the past 24 years of my 36-year career with the State Contractor's Board. With me today is Sam Palmer, our newly hired Deputy Executive Officer. Sam was an assistant building official for Clark County for the past ten years, and we welcome him onboard.

On behalf of the Contractors' Board, I would like to express our appreciation for the opportunity to provide you with an overview of our Board and address our mission to promote the public confidence and trust in the competence and integrity of our licensees while protecting the health, safety, and welfare of the public. I will walk you through the operations of the Board, touch on some of our recent accomplishments and activities, and provide you with an overview of our data and highlights for Fiscal Year (FY) 2021–2022 ([Agenda Item IV A-1](#)). I provided a one-page document regarding our constituent services ([Agenda Item IV A-2](#)) and our strategic plan for FY 2022–2023 ([Agenda Item IV A-3](#)).

The purpose of Nevada's State Contractors' Board is to carry out the intent of the Legislature, which is generally to regulate the industry in the interest of public protection. The State Contractors' Board was established in 1941 by the Nevada Legislature; it is comprised of seven members, including six licensed contractors and one public representative. Each member is appointed by the governor for a three-year term. Our Board meets monthly to provide staff direction on policy and governance, approve license applications, and hold application denial hearings. In addition, the Board develops a strategic plan every year that outlines its goals and objectives to be achieved during the fiscal year. We have several subcommittees that meet on an ongoing basis, except for the Residential Recovery Fund, which meets every other month and is comprised of three Board members. Our disciplinary hearings are conducted twice monthly by independent administrative law judges (ALJs).

The Board is state-regulated and self-funded by revenues primarily received from licensing fees. We are not part of the State General Fund budget, although we do remain as part of the Executive Branch of government. Our annual budget for FY 2022–2023 is approximately \$7.2 million. Our Board has maintained an operating reserve policy since 1948, which has been modified over the years based on recommendations received by our auditors and to comply with the most current financial statement reporting requirements. Our current operating reserve policy was revised and approved by the Board on October 12, 2010, following audit recommendations received by our certified public accountant (CPA) firm. The current reserve policy requires an annual analysis of the ratio of unrestricted net assets and the Board's operating expenses at fiscal year-end during the annual audit. It further confirms the Board's past practice of maintaining a one-year operating reserve. However, in the event of a measurable decline in revenue, the reserve may be reduced to, but not below, six months of annual operating expense.

The Board's fiscally conservative practices over the past 15 years, which included a major recession and worldwide pandemic, allowed the Board to avoid layoffs and other employee-related hardships despite a decline in revenue. As an example of the Board's prudent fiscal management policies, in 2015, we reduced the Board's General Fund balance by issuing refunds to eligible licensees. The Board authorized monetary refunds of approximately \$2.6 million to 15,000 active and inactive licensees based on their license status.

Returning to the overview of the Board, we employ 54 personnel between our two offices in Reno and Las Vegas and maintain our own benefit and retirement package. The Contractors' Board has never been a part of the Public Employees' Retirement System (PERS) since its inception in 1941. However, we have been an active participant in Social Security since 1952 and offer both a 401(a) employer-funded retirement plan as well as a 457(b) employee-funded retirement plan.

We currently license over 17,000 construction companies in the state of Nevada, including both residential and commercial contractors. Licensees consist of sole proprietors, partnerships, corporations, and limited liability companies (LLCs). Of the current 17,416 active licensees, approximately 35 percent, or 4,976, are from out of state. Each of those licensed entities are directly responsible for the hiring and employment of approximately 101,000 workers in Nevada's construction industry.

Our licensing process includes, among other requirements, a review of the applicant's experience, financial wherewithal, and character. Applicants are required to take and pass any required trade exams, as well as the construction management survey exam, which tests an applicant's understanding of applicable state laws and knowledge of operating a business. The license classifications range from specialty licenses, such as plumbers or electricians, to general contractors. Projects can range from small home repairs to building projects, such as the stadium for the Las Vegas Raiders. To give you an idea of the volume of work performed by our licensing department during the past fiscal year, approximately 5,335 new license and license change applications were received, and just over 7,458 license renewals were processed. Our licensing data often correlates with the economic conditions of the state. We noticed a 3 percent increase in the number of new license applications over FY 2021–2022 as the construction industry continues to welcome new projects in both residential and commercial construction. Making licenses more accessible to those who have an interest in starting a construction business in Nevada is something to which the Board remains committed.

Since 2017, our Board has continued to identify potential barriers to licensure and labor market entry while also seeking opportunities to expand license portability and reciprocal agreements. Over the past several years, we have implemented some strategic initiatives to address these concerns, including: (1) implementing regulations relating to licensure by endorsement, which allows the Board to recognize licensure and exams from other states in consideration of a new application in Nevada; and (2) researching the various trade exams and experience requirements of each state to identify those that are most in line with Nevada. With this information, we were able to produce a state equivalency chart that applicants can use to determine whether they can apply for a waiver of our trade exam or experience requirements. We worked with our exam provider to allow applicants to take Nevada-based exams at any of their approved facilities across the nation. The Board recently initiated rulemaking to create a licensed category for residential remodeling work, which is intended to provide a pathway to licensure for smaller companies that may not have the general building or commercial construction experience. Lastly, we have raised our awareness of our small business assistance and veterans' assistance programs. These

programs provide individualized assistance to veteran applicants and offer monthly seminars to business applicants that provide information concerning requirements and other helpful tips.

In addition to our licensing efforts, our Board maintains a responsibility to ensure that those who we license comply with the statutory requirements under Chapter 624 ("Contractors") of NRS and regulatory requirements under Chapter 624 ("Contractors") of *Nevada Administrative Code* (NAC). Our enforcement department includes three divisions: (1) compliance; (2) criminal; and (3) fraud.

The compliance division investigates all complaints received by the Board related to license contractors, which typically fall into one of three categories: (1) workmanship complaints coming from property owners may include, but are not limited to, abandonment of a project, failure to correct, or failure to complete contractual obligations; (2) money-owing complaints involve contractors, subcontractors, vendors, and suppliers; and (3) violations of industry regulations normally consist of violations of law, such as failure to obtain a building permit, hiring or doing business with an unlicensed contractor, or failure to maintain industrial insurance.

Our criminal division investigates all unlicensed contractor complaints and may forward validated cases to local district attorney's offices for criminal prosecution. In addition to investigating complaints, our criminal investigators coordinate unlicensed contractor sting operations and proactively monitor a variety of electronic mediums where construction-related services are being advertised, such as craigslist, Facebook, and other online bulletins.

The Board's fraud unit is charged with taking on significantly complex cases of unlicensed contractors who prey upon unsuspecting homeowners, often senior citizens, by committing felony crimes, including obtaining money under false pretenses, diversion of funds, and property theft, amongst others. The fraud unit also assists licensed contractors who have been victimized by embezzlement through criminal activity, such as theft, diversion of funds, forgery, and misrepresentation. Since many of these cases are often rejected by the courts as a civil matter, the ability for the Contractors' Board to investigate the allegations and prepare criminal charges with enhanced penalties for crimes against seniors has been successful when presenting the cases to a district attorney or the Office of the Attorney General (AG) for prosecution. The efforts of our fraud unit in the prosecution and conviction of multiple criminal fraud cases have resulted in both restitution to the victims and prison time for the offenders.

During FY 2021–2022, our enforcement department received over 2,152 complaints, processed 3,398 fingerprint cards, and performed 230 background investigations. A total of 383 administrative citations were issued. We filed 50 criminal affidavits with the district attorney's offices, issued 287 cease and desist orders to persons operating without a license, and investigated 125 fraudulent activity cases. Additionally, the Board held 100 disciplinary hearings, which resulted in the revocation of 35 contractors' licenses, fines assessed of more than \$261,000, and costs recovered of approximately \$126,000. The money that we receive from disciplinary fines is deposited into the Construction Education Fund and is distributed by the Commission on Construction Education in the form of grants. These grants are awarded to community, educational, and industry-affiliated organizations that want to implement and promote construction education programs in the State of Nevada. Since legislation was passed in 2001 establishing the Commission, over \$4.2 million dollars in grants has been awarded to qualified construction education programs in Nevada.

Additionally, the Residential Recovery Fund Subcommittee considered 85 claims during FY 2021–2022, and awarded over \$767,000 to harmed homeowners, many who have put their life's savings on the line—many were senior citizens taken advantage of or homeowners who had their projects abandoned. The balance of the Recovery Fund as of June 30, 2022, is approximately \$5.5 million. The Recovery Fund is an important protection we afford owners of single-family residences who hire licensed contractors because it allows them to receive financial recourse up to \$40,000 for projects without having to go through civil litigation. Since the first claim was paid in 2001, the Recovery Fund has awarded over \$14 million dollars to harmed homeowners across our state. I can tell you firsthand, there is no greater feeling than helping a homeowner who has been harmed by an unscrupulous contractor.

While much of our work centers on the accountability of our licensees and regulating their abilities to follow the laws of our state, our greater purpose and outcome is measured by the people we protect every day. We have developed several programs, one of which is a senior awareness program that addresses construction-related scams and highlights the free resources that are available by the Board. A home improvement forum brings industry professionals and the Contractors' Board together to highlight the importance of hiring licensed contractors for homeowners of all ages who are looking to engage in home repair or remodel projects. An informational program has been provided to community managers, realtors, and governmental agencies responsible for hiring contractors. We recently formed a statewide interagency task force to combat illegal and unlicensed activities. Members of the task force include the Contractors' Board; the AG's fraud unit; the labor commissioner; the Department of Business and Industry (B&I); the Division of Industrial Relations (DIR), B&I; the Occupational Safety and Health Administration, United States Department of Labor; local law enforcement; and the district attorney's offices. We also meet with various industry associations to share the objectives and activities of the Board, seek their input, and proactively address the concerns of relevance to the Board.

During the fiscal year, we welcome the opportunity to work with the industry in reaching out to high school students to share with them the value of a career in construction. The forums provide an interactive discussion with students and highlight the benefits of a career in construction. Panelists share their own personal story of how they entered the construction field to demonstrate the path they took. Every professional has taken a different path to achieve success—there is no one-size-fits-all. The forums help the students identify and think about current interests and skills and how those traits could relate to a construction-related job. There is a thoughtful question and answer period at the end of each event.

Connecting with people across the state and ensuring that valuable information is provided is the main objective of the Board's outreach efforts. Each forum is an opportunity to reach a new audience. Events cater to seniors, homeowners, minorities, and young families. Additionally, the Board participated in events like Construction Career Day and Consumer Protection Awareness Week. These forums provide an opportunity for the Board to share more in-depth information with state and local representatives and industry professionals about license verification, investigative services, and related resources. We partner with government agencies to promote initiatives, such as fraud protection, and we have developed a series of collateral material and informational videos, which are available to the public on our website and social media platforms.

As noted earlier, the Contractors' Board's vision is to continue to be a model regulatory agency, which is why we engage ourselves in our annual strategic planning session to reflect on environmental changes and recent experiences to continue advancing the services

of the Board. We also have had the pleasure of responding to four audit requests during the past four years—two from the Sunset Subcommittee of the Legislative Commission (NRS 232B.210) and two from the Executive Branch Audit Committee. Both platforms gave our Board the opportunity to share its story and demonstrate the transparency we hold ourselves accountable to regarding the operations of our Board. We are proud of the efforts we make and continue to make to protect the public and promote the integrity of the industry.

Thank you for allowing me to be here today, and I am happy to answer any questions.

Chair Jauregui:

Thank you, Ms. Grein.

I will start with members first and then I have questions.

Senator Lange:

I appreciate this thorough presentation. I want to ask you a couple of questions about the high school careers in construction. Are these seminars done in minority communities? Are they done at universities? At high schools? Have you done any work on apprenticeships or internships? I think there is a disconnect because the kids today are into the career pathway, the pipeline—we give them information and then they have nowhere to go to use it. I think getting the information at these careers in construction is awesome, but how can we get them into the career? Can we give them apprenticeships? Can we give them summer jobs? Do you do anything like that? Have you thought of doing anything like that?

Ms. Grein:

To answer your first question, our outreach extends through a variety of methods in both northern and southern Nevada. We go to different high schools, trade schools, some at the college level, some at the community college level. We also reach out to minority women's groups. We found that there is a desire for underprivileged females to get into construction—a career they had not thought of before.

Each of the panelists that we have on these forums represents a different walk of life. Sometimes we will have a representative from a union that is interested in apprentice programs. In past years, we used to do a program called Hammers and Hope, and we reached out to hundreds of women throughout the community; different booths were set up where everyone could get information on apprenticeship programs. We are continuing to do more. Of course, I hate to use the Coronavirus Disease of 2019 (COVID-19) as an excuse—it is not—but we are now just getting our programs ramped back up again and part of our fall program is to reach out even more. There is a lot of opportunity for students. Sometimes when I am talking to high school seniors, some of them have never thought about construction, and they are giving it a separate look. Sometimes construction takes on a bad rap for what it is, but there is so much that can be done. I always tell the students, "Drive around the valley and look at some of these big projects. Contractors are building those. It is a great opportunity for you." We are going to continue to do more outreach, and we are trying to partner as much as we can with legislators, government officials, trade schools, community colleges, wherever. We are open for any outreach that anyone wants to provide. We will be there.

Assemblywoman Kasama:

Thank you for the presentation. I am glad to see the additional license—the B-7 for remodeling work. My father was a carpenter; I am proud of the profession, and I am proud of his background. We do not have enough vendors in our communities now, whether they are carpenters, electricians, or plumbers. I think we all know we have a shortage of them, but I hope that opening this up helps with some of the barriers for people to get their license. There is so much remodeling work going on now, which is great for all our communities. I am thrilled to see that the Contractor's Board moved in that direction.

Ms. Grein:

We are excited for that new classification, too. It will be coming before the Legislative Commission (NRS 218E.150) shortly for final approval, so we are looking forward to that.

Vice Chair Spearman:

With housing prices going up and remodeling projects increasing, I have a concern about more unscrupulous folks out there with a truck and a ladder posing as a general contractor. I went on YouTube, and I see the Board has one video that talks about being aware of scammers, but it is four years old. I am not trying to give you any more work, but if you could look at it, maybe there are some other things that you have learned from—especially the 85 cases you prosecuted in 2021 and 2022—that you could post because every year somebody thinks of another way to get around the law.

Regarding your outreach, it seems to me that there is a synthesis between what you do for scammers, especially for seniors, and what AARP does. Do you have any type of linkage with them to help get the word out to their members?

Ms. Grein:

We have not in recent years. I know several years ago we did, but we are happy to look at that again because that is a great suggestion.

Vice Chair Spearman:

Many times, seniors get their information from the faith community. Getting that information out to pastors, rabbis, et cetera, might be a good idea because seniors trust the information they get from faith communities. My concern is whenever money starts flowing, you are always going to have folks who are trying to figure out how they can get their hands on it.

Ms. Grein:

That is also an excellent suggestion that we will follow up on.

Chair Jauregui:

You mentioned that you do two monthly disciplinary hearings. If someone must come in for one, do they get in quickly since there are two every month, or is there a 30-day period?

Ms. Grein:

We must comply with the due process notices of the hearing, et cetera. Usually, those two days—sometimes they are more than that—the ALJ will set his or her calendar and he or she will have anywhere from five to ten cases that day. Of course, the respondent can appear with counsel. The ALJ will hear the matter, and a decision is usually rendered that day. From that point, he or she issues a final decision in order that goes into effect, and then the respondent has appeal rights. There was a bit of a lag in our disciplinary hearings, but we are getting caught up now. We have been having more hearings so that we can get rid of that backlog. Each case depends on the extent of the charges and the witnesses involved. Sometimes they are as quick as 15 minutes; other times they can take four or five hours or multiple days of hearings. Some are very extensive.

Chair Jauregui:

You mentioned the Board is required to have a reserve and that you have audits. If there is too much money in the reserve account, does that money go back to the members and you adjust licensing fees, if it is too successful?

Ms. Grein:

That is what we have done in the past. During the last recession in 2007 and 2008 when the economy and construction industry were really going down, we cut back on our expenditures. That allowed us to build our reserve. Unlike some other state agencies, we do not get to go back to the Legislature and ask for more money. We must operate within our means. So, we built a substantial reserve, and at the end of that five-year period, after doing that analysis, we realized we could give back \$2.6 million dollars to the licensees. So, every year, we look at that; it was just a quick idea, and the Board thought it was a great idea—let us give it back to the people who paid the money. Every year our CPA does an analysis to figure out if we have more than a 12-month reserve and what we have coming down the pike. At that time, we can either reduce fees or do another refund to the licensees, but we make sure that we are within that 12-month operating reserve.

Chair Jauregui:

You said it was \$2.6 million that was returned?

Ms. Grein:

Yes.

Chair Jauregui:

When we were going over the number of licensees in the state, you mentioned that 35 percent of the people licensed here are from out of state. Do you know if that is normal? It seems like a high figure to me. Is that because we do not have enough workers here in the field that people come in from out of state or is that generally pretty common?

Ms. Grein:

That is common. The level has been 30 to 40 percent because a lot of these companies are major corporations. We are not licensing the individual workers; we are licensing the entity. They may have licenses in all states, or they might have some in California where they have

multiple businesses going on. It does seem high, but it has been that way for as long as I can remember.

Chair Jauregui:

I have a question on the B-7 license, but I will save that for the Legislative Commission meeting since that regulation will be there.

I have one last question regarding the Recovery Fund. I know that to access the Recovery Fund, you had to have used a licensed contractor. I do not know if most people know how to find out whether a contractor is licensed. They assume if they see a business card or if a truck pulls up with a license number on the side that they are licensed. Is there a healthy or robust education campaign to inform consumers on how to look up a license, how to look up whether a contractor's license is what they are licensed for, or how to look up if the license number a contractor is presenting is valid? Is there a campaign for consumer education? The reality is, if a homeowner or a constituent gets harmed by a contractor, there is a good possibility that the contractor might be unlicensed. I just want to make sure that everyone is protected.

Ms. Grein:

Yes, letting the citizens know is front and foremost for our education program. We have a mobile application they can use, and we encourage building departments to hand out the information as well. We have a problem with people doing projects—owner-builder—and not hiring a licensed contractor. Then when problems happen, they have no access to the Recovery Fund. It is an ongoing educational program, and we use a variety of different mediums. We have tried public service announcements (PSAs); we do a lot of print material; and we are going to start our town hall meetings again, with hopefully some of you, this fall. It is an ongoing effort for us. Educating consumers is our primary focus, as well as educating students, et cetera, but our primary goal is to educate the consumers on hiring a licensed contractor, why they should do so, and how to do so.

Chair Jauregui:

Perfect. The more educated our consumers are, the better it is for them. That was my last question.

Assemblywoman Marzola:

This is a follow-up to the Chair's question. Is there an exception to the licensed contractor? For example, I sent a constituent to your office, who is a senior and does not use a computer. The contractor showed her a lot of paperwork with business license numbers and such. It turned out that he was not licensed and took all of her money. Is there an exception for that in recovering her money?

Ms. Grein:

We would have to go through the courts; that is the only way she could recover her money. We cannot order restitution by an unlicensed; however, a district attorney who prosecutes such a case can do so, and it does happen on occasion. I am sorry to hear that story, but it is so hard to reach everybody and inform them. People see a business license on a card and think the person is a licensed contractor. It is unfortunate what is happening to our seniors.

Assemblywoman Duran:

You said you had corporations qualifying or applying for licenses. Is there a certain number of people or do they list the people who can utilize that license? How does that work? Some people might say, "I have a license and I can let Assemblywoman Marzola or Chair Jauregui use it." Do they have to have their own license or is there a different type of license for that kind of work or is that not allowed?

Ms. Grein:

We license the entity, and they can hire as many people as they so desire as their employees, not as independent contractors. Sometimes something goes on that is known as a "license loan," where an employee uses an employer's license. We still hold that employer and that license holder responsible for that. I know there are things that happen with embezzlement—that is a different avenue for recourse—but there is no limit to who they can hire as their employees. It is a requirement that they are their employees. I hope that answers your question.

Assemblywoman Duran:

I think it did, but if there is a fraudulent claim against a contractor's license, would it be up to the contractor to investigate that person, or would you be able to investigate? For example, let us say somebody is using my license fraudulently and you hold me accountable. Does fraud investigation exonerate the licensee for somebody using his license illegally?

Ms. Grein:

Often, we will work with local authorities if it is embezzlement, obtaining money under false pretenses, or whatever it might be that constitutes a criminal offense. If the licensee notifies us right away, we can work with and help him or her. Sometimes a licensee does not and then the problems keep building, but we try to work with the licensee to get the full story of what exactly happened. Sometimes it may be a situation where an employee kept a shirt from the company and now, he or she is out on his or her own providing that license number. There are a lot of different phases of that investigation that would take place.

Chair Jauregui:

Thank you for being here. We appreciate the presentation, and we look forward to working with you next legislative session.

Our next agenda item is our work session.

AGENDA ITEM V—WORK SESSION—DISCUSSION AND POSSIBLE ACTION ON RECOMMENDATIONS RELATING TO:

Chair Jauregui:

You should have the WSD, and it is also posted on the Committee's meeting page ([Agenda Item V](#)). The WSD contains a list of proposed recommendations related to:

- Temporary occupational and professional licenses for members of the military and their spouses;

- Eligible in-state educational nursing institutions and the Governor Guinn Millennium Scholarship;
- Credential of a value definition;
- State merit staff for the Wagner-Peyser Act of 1933 Employment Service (ES) Services (P.L. 73-30); and
- The BankOn Nevada Initiative.

I know this is a short work session, but it gives me joy to know that many of the issues that we covered here have been individually picked up by members of this Committee to work on as personal BDRs. It is a perfect example of what I envisioned for this Committee.

I would like to remind the Committee that a vote during this work session is not a vote to pass a bill or in support of a certain issue. A vote in support of a work session item simply means that this item gets the opportunity to come before the Legislature and make its case while it goes through the entire legislative process.

Ms. Thomas, will you please walk us through the WSD?

Ms. Paslov Thomas:

As you noted, everyone should have a physical copy of the WSD, and it has been uploaded to the webpage. The WSD is designed to assist the Committee members in determining which legislative measures it will request for the 2023 Session as well as other actions. The Committee may endorse writing letters or providing statements in its report. The members of the Committee do not necessarily support or oppose the recommendations in this WSD. The staff has compiled and organized the proposals so that the Committee members can review them and decide whether they want to accept, reject, modify, or take no action on the recommendations. The work session has been grouped by topics and they are not preferentially ordered.

A. TEMPORARY OCCUPATIONAL AND PROFESSIONAL LICENSES FOR MEMBERS OF THE MILITARY AND THEIR SPOUSES

The first recommendation is to request legislation to:

- A. Require certain occupational and professional licensing boards under certain circumstances to issue temporary licenses or certificates to members of the military and their spouses who are: (1) licensed in another state or territory of the United States; (2) in good standing in the state or territory of the United States of licensure certification; (3) able to provide adequate proof that the individual or the individual's spouse is on military duty in the state; and (4) subject to a criminal background check. The temporary licensure certificate is valid for one year;
- B. Require occupational and professional licensing boards to issue a temporary license within 30 days of receiving the required paperwork if the results of a criminal background check do not show grounds for denial; and
- C. Require boards and commissions under Title 54 ("Professions, Occupations and Businesses") of NRS to provide military-related policies on their Internet websites and applications.

Under Attachment 1 in the WSD ([Agenda Item V](#)) is a list of proposed occupational professional licensing boards.

Chair Jauregui:

I know this Committee meeting was a long time ago; it was our second committee meeting in February. We had Kelli May Douglas with the U.S. Department of Defense. She is on the line should anyone have questions, but from her presentation and the list of recommendations that she provided us, I selected a few that I thought would be beneficial, not just for military spouses and military members who moved here to Nevada, but also for our State of Nevada where there is a need in our workforce. I selected these three recommendations from the list that Ms. May Douglas provided. I want to note that when we move forward with the recommendation or a motion to approve, the only board that I will be removing under Attachment 1 is the occupational therapists and occupational therapy assistants. I had conversations with the Board of Occupational Therapy and with its lobbyist, Ms. Belz, who you heard during public comment state that some of this does not apply to them. The Board does not run background checks; that is required once they get a job, and this would just require them to do something that is not done by the Board and would further delay the process. It is in the process of joining the OT Compact. So, when we make the motion, it would be to approve the recommendation with all boards included under Attachment 1 with the exception of the occupational therapists and occupational therapy assistants.

I want to open it up for questions on this recommendation.

Vice Chair Spearman:

Something we need to think about as we move forward into the next session is the housing crisis has hit people very, very hard. In speaking with the commander at Nellis Air Force Base, there are lower enlisted people who are taking the brunt of this. As we make these considerations, I think it is important to always remember that it is not just the civilians who suffer, but it is those who have the uniform on and they are here only because the military sent them here, and if their spouse has a profession and can be licensed under this rubric, I hope that we would do that because the pain is deep. Homeless and veterans should never be mentioned in the same sentence.

Assemblywoman Kasama:

I very much support this because as we know, we need all these individuals, and we need more help with people working. Based on the public comment, would I be correct in saying that should these people apply for these licenses and if there is some issue where it is denied, that each of the boards has a process to have it reviewed? I would imagine each board already has a process in place should someone get a denial and want to appeal it.

Chair Jauregui:

Great question, Assemblywoman Kasama. I cannot speak individually for all the boards, but it is my knowledge from the boards that I have worked with that most of them do have review processes, but I have not gone through every single Title 54 board.

Assemblywoman Kasama:

I just want to acknowledge the public comment that we have processes in place so hopefully they can overcome that. But I am very much in support of this.

Chair Jauregui:

Seeing no other questions, then I would be looking for a motion to approve our first BDR as stated in the WSD with the exception of the board for occupational therapists and occupational therapy assistants.

VICE CHAIR SPEARMAN MOVED TO APPROVE THE RECOMMENDATION TO REQUEST LEGISLATION TO:

- A. REQUIRE CERTAIN OCCUPATIONAL AND PROFESSIONAL LICENSING BOARDS UNDER CERTAIN CIRCUMSTANCES TO ISSUE TEMPORARY LICENSES OR CERTIFICATES TO MEMBERS OF THE MILITARY AND THEIR SPOUSES WHO ARE: (1) LICENSED IN ANOTHER STATE OR TERRITORY OF THE UNITED STATES; (2) IN GOOD STANDING IN THE STATE OR TERRITORY OF THE UNITED STATES OF LICENSURE CERTIFICATION; (3) ABLE TO PROVIDE ADEQUATE PROOF THAT THE INDIVIDUAL OR THE INDIVIDUAL'S SPOUSE IS ON MILITARY DUTY IN THE STATE; AND (4) SUBJECT TO A CRIMINAL BACKGROUND CHECK. THE TEMPORARY LICENSURE CERTIFICATE IS VALID FOR ONE YEAR;
- B. REQUIRE OCCUPATIONAL AND PROFESSIONAL LICENSING BOARDS TO ISSUE A TEMPORARY LICENSE WITHIN 30 DAYS OF RECEIVING THE REQUIRED PAPERWORK IF THE RESULTS OF A CRIMINAL BACKGROUND CHECK DO NOT SHOW GROUNDS FOR DENIAL; AND
- C. REQUIRE BOARDS AND COMMISSIONS UNDER TITLE 54 ("PROFESSIONS, OCCUPATIONS AND BUSINESSES") OF NRS TO PROVIDE MILITARY-RELATED POLICIES ON THEIR INTERNET WEBSITES AND APPLICATIONS, WITH THE EXCEPTION OF THE BOARD OF OCCUPATIONAL THERAPY.

ASSEMBLYWOMAN KASAMA SECONDED THE MOTION.

THE MOTION PASSED UNANIMOUSLY.

Chair Jauregui:

We only have two BDRs that we are going to vote on today, but we have two letters of recommended support. I will go to Ms. Thomas for our second BDR.

B. ELIGIBLE IN-STATE EDUCATIONAL NURSING INSTITUTIONS AND THE GOVERNOR GUINN MILLENNIUM SCHOLARSHIP

Ms. Paslov Thomas:

The second recommendation is to request legislation to expand the list of eligible in-state educational institutions that offer nursing education under the Governor Guinn Millennium Scholarship. The recommendation includes Attachment 2, which provides a list of the eligible in-state educational institutions.

Chair Jauregui:

Members, this was our most recent meeting where we had workforce day in health care. One of the things we heard across the board was that we have a shortage of nurses in our state. We had a lot of recommendations that day, but this one—how to get more people into nursing programs in our state—piqued my interest, and I looked into it further. One of our presenters talked about the lack of nursing schools that were part of the Millennium Scholarship. We looked at a list of other schools that could be part of the Millennium Scholarship, and we found some other nursing schools in our state. I want to let you know that two of the schools that I added to the list—the Mojave Community College and the Nightingale College—would not be eligible under NRS 396.916, which gives the eligibility requirements for schools to participate in the Millennium Scholarship. They must be Nevada-born schools, Nevada-based schools, and both the Mojave and Nightingale colleges were established out of state but have clinical programs here; therefore, they would not be eligible to participate in the Millennium Scholarship.

I would like to note that students who are eligible for the Millennium Scholarship and who are interested in nursing, they are already eligible for the Millennium Scholarship; this opens up the possibility of them getting into a program that they are interested in because it gives them more options to use that Millennium Scholarship. Nursing is a very competitive program. We heard from the deans of some of the nursing schools that those seats fill up quickly. Somebody who might have thought about doing an in-state nursing program might not be able to because they do not have the seats in one of these schools. If we can keep them in state with a scholarship, there is a good possibility that they might stay here and practice in their field.

Does anyone have any questions regarding our second BDR?

Senator Lange:

Does Touro University Nevada not have a nursing program?

Chair Jauregui:

I am going to go to Tessyn Opferman with the Service Employees International Union (SEIU) Local 1107, who worked with us on this list. It might be because they were under NRS 396.916 and do not meet the eligibility requirements. I know they have a doctor of osteopathy (DO) program and a physician's assistant program, and I think they have a nursing program.

Senator Lange:

I toured there last weekend, and it seems like they do.

Chair Jauregui:

I am going to check with Tess Opferman. Do you know why Touro was not part of this list in our initial conversations?

Tessyn Opferman, Lobbyist for SEIU Local 1107:

I would like [inaudible] the list provided by the State Board of Nursing. I do not know exactly why they are not on the list because I know they have a nursing program. I do not know all the specifics, so I would love to get back to the Committee on Touro University.

I need to go to the State Board of Nursing to find out why they are not included in the list of programs provided by the Board.

Chair Jauregui:

I would like to run this by our legal staff. If we move forward and we have schools on this list that are not eligible for a Millennium Scholarship because they do not meet the requirements under NRS 396.916, do we just simply remove those during the legislative process during the 2023 Session? How could we handle that if we request a BDR with entities that would not be eligible?

Mr. Fernley:

There are a couple of options. It is entirely possible that Touro University is currently eligible. If it has a nursing program, it may, under current law, be an eligible institution that can receive students who are qualified to use a Millennium Scholarship. The current criteria are, it is either within the Nevada System of Higher Education, is established in the state, is tax exempt, and is accredited. It is possible that Touro University already meets the criteria and students who are in the nursing program are already eligible to receive the Millennium Scholarship, so there would not be any need to change the law to make students going to Touro University eligible.

When drafting the bill, if it comes to light that there are additional institutions that need to be added or institutions that may need to be removed, we can certainly work with the chair during the drafting process to make sure that is taken care of before the bill draft is complete. If the bill is completed and then things come out later during the session, then amendments could be done.

Chair Jauregui:

Thank you. It is my goal to include as many nursing programs as possible that meet the Millennium Scholarship criteria. If there are other institutions that would qualify, like Touro, I would love to work with Mr. Fernley during the process to make sure we are as inclusive as we can be of these programs because there is such a need in this area in our state.

Senator Lange:

I want to add that Nevada State College in Henderson has a nursing program.

Chair Jauregui:

Tess, I will check with the State Board of Nursing to make sure we are including all eligible institutions because I think that is important.

Members? Okay, then I would be looking for a motion to approve a BDR for Recommendation B as stated in the WSD except for Mojave Community College and the Nightingale College.

VICE CHAIR SPEARMAN MOVED TO REQUEST LEGISLATION TO EXPAND THE LIST OF ELIGIBLE IN-STATE EDUCATIONAL INSTITUTIONS THAT OFFER NURSING EDUCATION UNDER THE GOVERNOR GUINN MILLENNIUM SCHOLARSHIP PER ATTACHMENT 2 IN THE WORK SESSION DOCUMENT, WITH THE EXCLUSION OF MOJAVE COMMUNITY COLLEGE AND NIGHTINGALE COLLEGE.

ASSEMBLYWOMAN MARZOLA SECONDED THE MOTION.

THE MOTION PASSED UNANIMOUSLY.

Chair Jauregui:

Thank you, Ms. Opferman, for bringing this idea to us.

Members, those were our two BDRS from our interim committee.

C. CREDENTIAL OF VALUE DEFINITION

Chair Jauregui:

I do have two more work session items.

Ms. Paslov Thomas:

The next topic is credential of value definition. The third recommendation would be to include a statement in the Committee's final report encouraging the Department of Employment, Training and Rehabilitation (DETR) and the Governor's Office of Workforce Innovation (GOWINN) to develop a shared definition of a "credential of value" and create resources to help Nevadans find career training or learn a new skill. The Department and GOWINN should collaborate with key stakeholders and engage the community to ensure work on the credential supports inclusion, diversity, equity, and access for all Nevadans.

Chair Jauregui:

Members, this recommendation came from the director of DETR. I reached out to see if this is something that would be helpful to the Department and she said, "Yes," which is why we included this in the WSD. It is a statement encouraging state agencies to create resources that would help Nevadans.

Members, do you have any questions? We have the director with us to answer any questions. Seeing none, I am looking for a motion to approve the statement.

VICE CHAIR SPEARMAN MOVED TO INCLUDE A STATEMENT IN THE COMMITTEE'S FINAL REPORT ENCOURAGING THE DEPARTMENT OF EMPLOYMENT, TRAINING AND REHABILITATION AND THE GOVERNOR'S OFFICE OF WORKFORCE INNOVATION TO DEVELOP A SHARED DEFINITION OF A "CREDENTIAL OF VALUE" AND CREATE RESOURCES TO HELP NEVADANS FIND CAREER TRAINING OR LEARN A NEW SKILL. THE DEPARTMENT AND GOWINN SHOULD COLLABORATE WITH KEY STAKEHOLDERS AND ENGAGE THE COMMUNITY TO ENSURE WORK ON THE CREDENTIAL SUPPORTS INCLUSION, DIVERSITY, EQUITY, AND ACCESS FOR ALL NEVADANS.

ASSEMBLYWOMAN KASAMA SECONDED THE MOTION.

THE MOTION PASSED UNANIMOUSLY.

D. STATE MERIT STAFF FOR THE WAGNER-PEYSER ACT OF 1933 (P.L. 73-30) ES SERVICES

Chair Jauregui:

Our two letters of support are next.

Ms. Paslov Thomas:

The next topic is state merit staff for the Wagner-Peyser Act of 1933 ES services. The recommendation is to send a letter urging Nevada's Congressional Delegation to notify the U.S. Department of Labor that the proposed rulemaking should allow Nevada flexibility to set its own staffing requirements concerning the use of state merit staff for delivery of ES services when Nevada must respond in a timely manner to demand surges.

Chair Jauregui:

Members, this also came from a conversation we had with DETR about unemployment insurance. This recommendation was requested by Assemblywoman Kasama. I thought it was a great idea, and I wanted to include it in our WSD. Again, this is something that would be helpful to DETR in its efforts to do the work and to make sure that Nevadans are getting the best service and timely service when it comes to things like unemployment insurance.

Are there any questions? Seeing none, I am looking for a motion and a second.

VICE CHAIR SPEARMAN MOVED TO APPROVE SENDING A LETTER TO NEVADA'S CONGRESSIONAL DELEGATION URGING THEM TO NOTIFY THE U.S. DEPARTMENT OF LABOR THAT THE PROPOSED RULEMAKING SHOULD ALLOW NEVADA FLEXIBILITY TO SET ITS OWN STAFFING REQUIREMENTS CONCERNING THE USE OF STATE MERIT STAFF FOR DELIVERY OF EMPLOYMENT SERVICE SERVICES WHEN NEVADA MUST RESPOND IN A TIMELY MANNER TO DEMAND SURGES.

ASSEMBLYWOMAN KASAMA SECONDED THE MOTION.

THE MOTION PASSED UNANIMOUSLY.

E. RELIANCE ON ALTERNATIVE FINANCIAL PRODUCTS AND THE USE OF CERTIFIED FINANCIAL PRODUCTS

Ms. Paslov Thomas:

This topic is about the reliance on alternative financial products and the use of certified financial products. The fifth recommendation is to send a letter encouraging the Nevada Commission on Minority Affairs with B&I to facilitate the implementation of a BankOn Nevada initiative to increase the use of certified financial products and reduce reliance on

alternative financial products. The Commission should assign the staff member to promote the BankOn Nevada initiative with key stakeholders such as financial institutions, community organizations, and local and county agencies and encourage the adoption of programs supported by the [Cities for Financial Empowerment \(CFE\) Fund](#), which may reduce the number of unbanked and underbanked communities in Nevada.

Chair Jauregui:

Members, this was one of my favorite hearings where we talked about financial institutions in Nevada. We heard from the director of the Division of Financial Institutions (FID), B&I, about various programs to help protect seniors. We also heard from Nic Steele, Executive Director, Access Community Development Financial Institutions (CDFI), regarding the BankOn Nevada program that helps communities that are unbanked and underbanked get banked. This letter of support will go a long way if we can encourage the Commission on Minority Affairs to take interest in this and establish a website to get information out to these communities. Mr. Steele is here to answer any questions. Members?

Vice Chair Spearman:

Perhaps Mr. Steele can answer this. During the last session we passed Senate Bill 145 (2021) that requires the banks that are licensed in Nevada to reach out and work with community organizations, as a part of the Community Reinvestment Act (Pub. L. 95-128, 91 Stat 1147 [1977]). Is this something that would further fortify that? It is really timely because we are noticing that as more and more people have been affected by job loss during the pandemic, there are more and more people who are unbanked and that presents some precarious problems for families. Is the recommendation something that would enhance SB 145, and if not, what do we need to do to make that happen?

Nic Steele, Executive Director, Access CDFI:

I am excited to join the Committee and speak about this again. I think what you are mentioning is insightful. We have been working since the last time I appeared here with the FID as well as the Nevada Bankers Association on figuring out the best path of working together and what this initiative does. Specifically, the BankOn Nevada initiative, as you partner with the American Bankers Association and thus the Nevada Bankers Association, brings in financial institutions along with CDFIs and other organizations that can spread the word about the accounts that are set up to essentially make it easier for individuals across the State of Nevada to participate in the banking system. And this is just the first step. I think this letter of support allows us to bring in capital to help promote those initiatives. Through the CFE Fund we can bring in federal dollars to help fund staffing, marketing, and initiatives without going to the Legislature to ask for expenditures.

Chair Jauregui:

Any other questions? Thank you for being here, Mr. Steele. I am looking for a motion and a second.

VICE CHAIR SPEARMAN MOVED TO SEND A LETTER ENCOURAGING THE NEVADA COMMISSION ON MINORITY AFFAIRS WITH THE DEPARTMENT OF BUSINESS AND INDUSTRY TO FACILITATE THE IMPLEMENTATION OF A BANKON NEVADA INITIATIVE TO INCREASE THE USE OF CERTIFIED FINANCIAL PRODUCTS AND REDUCE RELIANCE ON ALTERNATIVE FINANCIAL PRODUCTS. THE COMMISSION SHOULD ASSIGN THE STAFF MEMBER TO PROMOTE THE BANKON NEVADA INITIATIVE WITH KEY STAKEHOLDERS

SUCH AS FINANCIAL INSTITUTIONS, COMMUNITY ORGANIZATIONS, AND LOCAL AND COUNTY AGENCIES AND ENCOURAGE THE ADOPTION OF PROGRAMS SUPPORTED BY THE [CITIES FOR FINANCIAL EMPOWERMENT FUND](#), WHICH MAY REDUCE THE NUMBER OF UNBANKED AND UNDERBANKED COMMUNITIES IN NEVADA.

ASSEMBLYWOMAN MARZOLA SECONDED THE MOTION.

THE MOTION PASSED UNANIMOUSLY.

AGENDA ITEM VI—PUBLIC COMMENT

Chair Jauregui:

Members, our last agenda item is public comment. I will go to Las Vegas first, then I will move to Carson City, and then we will check the phone line. I would like to remind everyone that public comment is limited to three minutes per speaker. Is there anyone in Las Vegas wishing to give public comment? Is there anyone in Carson City wishing to give public comment? Broadcast and Production, could we please check the telephone line for anyone wishing to provide public comment?

BPS:

Chair, the line is open and working; however, there are no callers at this time.

Chair Jauregui:

Members, this brings us to Agenda Item VI, which is adjournment.

I made these remarks at the beginning of the meeting, but I want to give a big thank you to the Committee members for participating this interim. Most of us sat on Commerce and Labor together during the last session; it is great for us to sit here and know that we are all going back to Commerce and Labor during the upcoming session, and we get to carry all this knowledge with us.

Again, I want to give a big thank you to the LCB staff in both Las Vegas and Carson City, and a special thank you to our IT and BPS staff who make all forms of participation possible. And thank you to the Committee staff, without whom I could not have run this Committee. Thank you, everyone, and I want to open it up to members for any remarks.

Vice Chair Spearman:

It has been a pleasure and a delight working with you. We had an opportunity to work intrahouse during the legislative session, and I have appreciated your leadership. I have also appreciated the comments and questions of all the members on this Committee, and I look forward to what is next. So, thank you all.

Chair Jauregui:

Committee members, we are adjourned.

AGENDA ITEM VII—ADJOURNMENT

There being no further business to come before the Committee, the meeting was adjourned at 2:11 p.m.

Respectfully submitted,

Crystal Rowe
Research Policy Assistant

Marjorie Paslov Thomas
Senior Principal Policy Analyst

APPROVED BY:

Assemblywoman Sandra Jauregui, Chair

Date: _____

MEETING MATERIALS

AGENDA ITEM	PRESENTER/ENTITY	DESCRIPTION
Agenda Item IV A-1	Margi A. Grein, Executive Officer, State Contractors' Board	Overview of the State Contractors' Board
Agenda Item IV A-2	Margi A. Grein, Executive Officer, State Contractors' Board	Constituent services handout for the State Contractors' Board
Agenda Item IV A-3	Margi A. Grein, Executive Officer, State Contractors' Board	2022-2023 Strategic Plan for the State Contractors' Board
Agenda Item V	Marjorie Paslov Thomas, Senior Principal Policy Analyst, Research Division, Legislative Counsel Bureau	Work Session Document

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