

Silver State Industries 5-Year Report

To the Director of the Legislative Counsel Bureau and the Joint Interim Standing Committee on the Judiciary

State Fiscal Year 2019 - 2023

January 2024

Analysis of existing contracts with private employers for the employment of offenders and the potential impact of those contracts on private industry in Nevada.



This Report covers SFY 2019 (July 1, 2018) – SFY 2023 (June 30, 2023)



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Table of Contents

ABOUT THE REPORT	1
EXECUTIVE SUMMARY	3
STATEMENT FROM DEPUTY DIRECTOR	4
OVERVIEW	5
Highlights SFY 2019 – SFY 2023	8
Challenges SFY 2019 – SFY 2023	10
CONTRACTED OPERATIONS	13
ACTIVE CONTRACTS	14
INACTIVE CONTRACTS	15
Contracts Under Development	16
ANALYSIS OF EXISTING CONTRACTS WITH PRIVATE EMPLOYERS	17
Authority	18
OPERATIONS	20
Offender Labor	23
Minimum Wage.....	26
Offender Pay Range (SFY 23) Per Hour.....	26
Occupational Employment & Wage Data 2022 for Silver State Industries (DETR SFY 2023)	27



APPENDIX 1: AUTHORITY 31

 Summary 31

 Program 31

 Profitability – 209.461 31

 Employment, Space, and Contract 32

 Mandated Reporting 33

 Nevada Revised Statutes (NRS)..... 35

 Administrative Regulations..... 39

 AR 525: Prison Industry Classification..... 39

 AR 854: Prison Industrial Program 39

APPENDIX 2: TRANSPARENCY, OVERSIGHT, AND INTERNAL CONTROLS 40

 State of Nevada 41

 State Assessments or Reviews - NDOC 42

 Oversight Boards and Commissions 42

 Other Review and Assessment Agencies 43

 Internal Controls..... 43

 Federal Partners and Industry Education..... 44

ATTACHMENTS: IMPACT STUDIES.....



ABOUT THE REPORT

This is the second report submitted as mandated by *NRS 209.461, 1., (h)* and covers State Fiscal Year (SFY) 2019 – SFY 2023 (July 1, 2018 – June 30, 2023). This report covers the mandated requirements and additional context for the reporting period. For additional information, reach out to Silver State Industries or the Nevada Department of Corrections.

NRS 209.461

1. The Director shall:

...

(h) On or before January 1, 2014, and every 5 years thereafter, submit a report to the Director of the Legislative Counsel Bureau for distribution to the Joint Interim Standing Committee on the Judiciary. The report must include, without limitation, an analysis of existing contracts with private employers for the employment of offenders and the potential impact of those contracts on private industry in this State.

Contracts with private employers are possible because of Silver State Industries' existing labor force, infrastructure, and industrial operations capacity. Included in this report is the operational timeframe context of Silver State Industries and the required “*analysis of existing contracts with private employers for the employment of offenders and the potential impact of those contracts on private industry in this State.*” A monthly report on Silver State industries operations for offender’s employed, hours worked, and “leavers” is submitted to the executive and legislative branches by the 10th of every month.

New revenue contracts are reviewed and approved by Silver State Industries oversight committee, now the Joint Interim Standing Committee on the Judiciary, the Governor’s Finance Office and Interim Finance Committee, and the Board of Examiners. Prior to submission to these committees, Silver State Industries conducts an internal assessment and requests an impact study from the Department of Employment, Training and Rehabilitation (DETR) Research and Analysis Bureau. This impact study is submitted to the various committees along with the contract, revenue costs and estimates, scope of work, and other required documents. The contract is also reviewed by the Governor’s Office of Economic Development and the Office of Labor.



Mission: To reduce government operating costs, provide offenders the skills necessary to successfully re-enter society, and enhance the safe operation of correctional facilities.

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EXECUTIVE SUMMARY

During this timeframe, several significant events impacted Silver State Industries' operation and the State of Nevada in general. Budgetary shortfalls as a result of COVID-19, along with shutdowns throughout the workforce inside and outside of the institutions hindered production. Silver State Industries adapted to the new reality and filled gaps in services, to include production of items that were in short supply during the pandemic. Prison Industries has since turned its focus to its traditional operations and is in the process of rebounding.

Nevada experienced a budgetary rollercoaster during this timeframe with cuts, mandated sweeps, and influx of federal dollars. During this time period, **\$600,000** was swept from Silver State Industries during the budgetary SFY 2021 crisis. Silver State Industries also contributed over **\$1.27 million dollars** to cost allocations and assessment fees (SWCAP, AG CAP, and Purchasing Assessment), which reduced its retained earnings (cash flow) and compounded subsequent costs. With the reduction in its cash flow, Silver State Industries incurred increased costs for equipment repair, job duplication, loss of jobs, and having to pay higher cost during scarcity months (winter) because the realized funding was not sufficient to purchase needed items in the quantities needed at the start of the fiscal (see [Figure 02\) SSI – State Costs \(AG Cost Allocation, Purchasing Assessment, SWCAP\)](#)), for additional information.

Despite the numerous challenges, Silver State Industries staff truly excelled. While many state agencies transitioned to working from home during the COVID -19 pandemic, this was not possible for the Nevada Department of Corrections (NDOC). Due to the nature of the COVID-19 virus, it was rampant and spread quickly throughout institutional settings even with precautions. Despite this, all NDOC staff, including support staff positions, continued to report to work locations amid health and safety alerts and revised protocols. SSI staff maintained operational readiness and were considered essential during the COVID-19 pandemic. SSI staff pivoted operations to provide personal protective equipment during scarcity throughout the pandemic. Silver State Industries operation supported NDOC and other State Agencies' Covid relief and protection protocols and provided critical "lifesaving" items as needed (plexiglass, barriers, PPE, sanitizer, etc.), continuously pivoting based on Nevada's need as identified at the time. Silver State Industries went on to create medical gowns and masks, and sanitizers (https://doc.nv.gov/uploadedFiles/docnv.gov/content/About/Press_Release/NDOC_SSI_Produces_Gowns_Masks.pdf).

Silver State Industries is managed by its dedicated team of professionals, implementing SSI's operational mission: *To reduce government operating costs, provide offenders the skills necessary to successfully re-enter society, and enhance the safe operation of correctional facilities.* SSI staff provides the administrative, accounting, support, operational and marketing functions across all its Industries and private-sector partnerships. The SSI team offers life-altering opportunities within institutions and the opportunity for success upon release.

Mission: To reduce government operating costs, provide offenders the skills necessary to successfully re-enter society, and enhance the safe operation of correctional facilities.

STATEMENT FROM DEPUTY DIRECTOR

Silver State Industries is dedicated meeting the objectives outlined in the mission statement to “reduce government operating costs, provide inmates the skills necessary to successfully re-enter society and enhance the safe operation of correctional facilities.” We are also committed to meeting our statutory obligation of maintaining profitability.

Challenges over the last five years include supply-chain issues set into motion by COVID-19. The sweeping of retained earnings from Silver State Industries into the State’s General Fund added to the budgetary hardship. Those funds have never been restored, leaving the program vulnerable to financial crisis. The program also struggles with some interest in paying offenders minimum wage, which is not only financially unfeasible, but potentially dangerous. Recruitment and retention of quality staff to run the operations and preserve the long-term success of the program is a consistent challenge.

Despite setbacks, Silver State Industries is focused on expanding our reach in both the government and private sectors. In doing so, we will enhance our community partnerships and supply a wide variety of industries, while reducing costs to city, county and state budgets. Developing and maintaining mutually beneficial relationships is integral to the sustainability of our shops and in developing work skills and certifications that will prepare offenders to be successful upon their release into society.

W. C. “Bill Quenga”
Deputy Director, Nevada Department of Corrections
Silver State Industries

Mission: To reduce government operating costs, provide offenders the skills necessary to successfully re-enter society, and enhance the safe operation of correctional facilities.

OVERVIEW

Silver State Industries (SSI), also known as Prison Industries (PI), is a self-supporting industrial training and production program operating within the Nevada Department of Corrections (NDOC). The program provides meaningful work, job training/skills and certifications for offenders in the production of goods and services at no direct cost to the taxpayer. Its operations consist of shops, contracts, private partnerships, and federal programs. Clients include private individuals; NDOC and other state agencies; federal, state and local governments; local businesses; and non-profit organizations. SSI's priority is production for governmental organizations so as not to compete with private industry.

SSI prioritizes operations to support the State of Nevada and other governmental agencies using its offender labor training program. These goods and services are sold to state agencies and other government entities, providing an economic benefit to the state. In addition to the vocational and economic aspect, industrial programs greatly reduce recidivism of offender participants. SSI's operation covers various costs and duties from its operations that would otherwise be covered from general fund or taxpayer dollar; including offender labor, staff / correctional officer salaries and benefits, utilities and rent, offender population oversight and security, and even returns money to the institutions and general fund.

Silver State Industries has 28 authorized staff positions, 18 currently active positions (5 administrative, 9 operational, and 4 correctional officers) and operates four (4) Budget Accounts:

- **3719 Prison Industries** - Eight (8) vacant positions: (1) PI Supervisor 2, SDCC; (1) Marketing Coordinator; (1) Accountant Technician 1 and (5) correctional officer positions.
- **3727 Prison Ranch** - Two (2) vacant positions: (1) PI Supervisor 1; (1) Prison Milker
- 3728 Prison Industries Capital Improvement Fund
- 3729 Silver State Industries Endowment Fund

During the period SFY 2019 – SFY 2023, approximately 560 offenders worked in Prison Industries programs at any given time, accruing over **3 million hours** and **\$7.3 million** in wages. Upon release, these offenders are routinely placed in quality professions. SSI has operations at Northern Nevada Correctional Center, Southern Desert Correctional Center, Lovelock Correctional Center, and High Desert State Prison. The shops mimic the structure of the outside world and include Print/ Bindery, Furniture, Metal & Paint, Mattress, Ranch, Garment/ Drapery, and Auto/ Upholstery. *See chart 04 for additional information [Table 04 Inmate Hours and Wages Paid by State Fiscal Year \(R&B, CIP, VCF\)](#)*

SSI offender labor operations mimic real-world job experiences, particularly in manufacturing and administrative functions. SSI provides training, certification, and employment to offenders in a variety of industries and job fields, paying a wage and providing opportunities for advancement based on work ethics and job skills. The benefits to offenders, institutional settings and custody, and society at large are immense. These programs reduce idle time and support the custody level function of NDOC. Its operations provide offenders experience and “hard” and “soft” skills, direction and mentoring, real-world environment training, safety and quality control, supply chain experience, process management, constructive outlet, and life purpose, and instill ethics and a sense of pride, all within a correctional setting. Upon release, offenders who

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have been involved in Prison Industries have a lower likelihood of reoffending and greater chance of securing meaningful employment.

The emphasis is on learning, gaining experience and making business community connections. All training expenses are covered by the state and not charged back to the offender. Offenders employed with NDOC and SSI do not have the same expenses as civilian, non-institutionalized workers whose salaries go toward housing, food, transportation, and health care. During incarceration, these expenses are covered by the state or federal government.

Offenders have the opportunity to progress into higher-paying positions as their skills and dependability increase, particularly through the Prison Industry Enhancement Certification Program.

Prison Industry Enhancement Certification Program: Created by Congress in 1979, the Prison Industry Enhancement Certification Program (PIECP) encourages states and local governments to create work opportunities in prisons that emulate real-world jobs. PIECP programs place incarcerated individuals in a realistic work environment, pay them a prevailing wage, and help them acquire marketable skills to increase their potential for meaningful employment upon release.

Offenders taking part in the PIECP program are paid in the 10th percentile of the prevailing wage for the Standard Occupational Classification (SOC), as determined by the Nevada Department of Employment, Training and Rehabilitation (DETR). Silver State Industries has seven (7) total PIECP shops, though only five (5) are active: Mattress, Metal, Bookbinding, Furniture, and Garment/ Drapery and employes about 100 offenders.

NDOC Jobs: Often, people refer to Prison Industries as an umbrella term for all offender jobs inside correctional institutions and the adjacent work camps. This is inaccurate. NDOC Jobs are funded by the Nevada Department of Corrections, through the state's General Fund or federal program dollars. They begin with basic jobs which include Culinary, Yard Labor and Unit Porters.

These jobs are considered a type of proving grounds where offenders are evaluated on their ability to work with others, perform tasks adequately and on time as well as an overall work ethic. After a predetermined amount of time (usually 90 days) in one of these jobs, offenders are eligible to become classified (through their caseworkers) for higher-paying, more technical jobs, including: Laundry, Canteen, Gym, and Law Library.

Prison Industries jobs mirror private sector work environment and all costs with the job are paid by operational profits. When a position becomes available, shop supervisors will review applications and interview qualified candidates for each opening. Applicants must meet several criteria to be considered for Prison Industries positions defined in Administrative Regulation (AR) 525.

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This time period presented Silver State Industries with many unique and operational challenges that are significant as context for the scope of the report, including not limited to: COVID-19; political upheaval and negative law enforcement perceptions; Governor and Director changes; and budgetary issues.

COVID-19 (March 2020 – December 2022) – The COVID-19 pandemic created numerous health and safety and economic impacts. There was a governmental shut down, reduced capacity operational transitions, supply chain and labor shortages, and general upheaval of businesses. During the COVID period, NDOC was unable to function as a work from home office as many other state agencies. Staff continued working at various office facilities and implemented COVID protocols as applicable and required. Supply chain and reduced consumer activities from the COVID Pandemic in its operations continued long after the pandemic’s conclusion.

Governor – This timeframe covers three governors who have priorities for the Executive branch under their leadership: Brian Sandoval, January 2011 – January 2019; Steve Sisolak, January 2019 – January 2023; Joe Lombardo, January 2023 – Present.

Director, Nevada Department of Corrections – This timeframe covers three (3) director changes (two (2) different directors): James Dzurenda, 2016 – July 2019; Charles Daniels, December 2019 – September 2022; James Dzurenda, December 2022 – Present. In addition, organizational changes resulted in two (2) Acting Directors, and several Deputy Directors, who set priorities for the department and operational areas under their leadership.

Budget – This timeframe was a budgetary rollercoaster and started off with a budget crisis and budget cuts for SFY 2020 and 2021. The cuts mandated a budget sweep of Silver State Industries Retained earnings in the amount of **\$600,000** (\$250,000 from its Prison Industry cashflow and \$350,000 from its Prison Ranch cashflow), which resulted in increased costs from reduced cash flow and aging equipment over the next two state fiscal years. Additionally, Silver State contributed over **\$1.27 million** in state assessments, paid to the General Fund, and the following costs covered by its operation and not covered by the General Fund or taxpayer dollars: **\$95,752** paid in utilities, **\$2,064,840** Personnel Costs, **\$192,000** Transferred to NDOC to enhance budget for its operations. These costs further strained SSI’s budgets from an already reduced operational income timeframe during COVID, resulting in lost revenue and increased costs which further depleted its cash flow.

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Highlights SFY 2019 – SFY 2023

- **Staff Salaries \$8,814,346 (Source: HRDW):** Silver State Industries pays out approximately **\$1.8 million** annually (SFY 23) or **\$87,000** per pay period (SFY 2024) from its operation (Non- General Fund). These salaries (Correctional Officers, Free Staff, Administration) are not borne by the institutions or the General Fund, but by Silver State Industries’ generated revenue.

Note: SFY 23 - \$1.8 Million annually, \$69K monthly; SFY 22 - \$1.6 Million annually, \$65K monthly; SFY 21 - \$1.6 Million annually, \$63K monthly

Administrative Costs (Accounting, marketing, leadership)	\$2,749,585 (25.8%)
Correctional Staff (Staff focused on the institution and security side)	\$2,274,734 (31.2%)
Operation Staff (Staff primary focus on the operational side)	\$3,790,026 (43.0%)

SSI’s Correction Officers’ salaries range between **\$368,600 and \$557,376 annually** and are covered by its operational revenue, **not borne by General Fund dollars each year**. SSI Operations covers the supervision of offenders in its shops, reducing this burden for other correctional officer oversight which is routinely in a critical shortage!

- **Offenders (Offender Labor).** *SB 416 changes contributions maximums beginning in SFY 2024*

3,247,914 Offenders work hours
\$7.3 million paid for offender wages
\$1.79 million in Room and Board contribution
\$365,599 to the Victims of Crime Fund

In SFY 2023, Silver State Industries’ offenders worked 549,630 hours, developing work ethics, employable job skills and work experience. These operational training hours are supervised by SSI staff and supported by SSI’s operational earnings, and not covered under General Fund dollars.

- **Over \$38 Million Dollars in Total Revenue:** Silver State Industries’ staff are responsible for approximately **\$21.9 million** from “Sales.” Additional revenue categories include Interest, Reimbursements, Rebates, Rental Income, and Wild Horse Boarding.
- **60 - 80 Wild Horse and Burrow Adoption Annually:** Northern Nevada Correctional Center/Stewart Conservation Camp Saddle Horse and Burro Training Program is a cooperative partnership between the Bureau of Land Management and the Silver State Industries. The NNCC has a holding capacity of up to 2,000 animals and training program utilizing offenders to train wild horses and make available to the public for adoption.
- **1,500 Wild Horses and burros averaged monthly boarding.**

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- **Job employment and Certification Skills:** Offenders in Silver State Industries’ programs learn real world employable job skills, take pride in themselves and their jobs, have purpose, and genuinely look forward to their workdays. This reduced idle time and yard incidences.
 - Certifications in American Welding Society (AWS), American Screen-Printing Association (ASPA), OSHA forklift operations
 - Sense of self-worth; Work ethic; Ability to support selves and family; Develop stronger interpersonal skills; Productive use of time, which reduces violations; Understanding the value of money.
- **Products and Services:** Silver State Industries, while providing job skills and learning opportunities, creates unique products and services which are used by various State of Nevada Offices, published paper products; used by large and small businesses in Nevada and nearby states; vehicles and public safety; worn by offenders and officers; repaired and repurposed products; and trained animals often used in law enforcement agencies nationwide.



Pictured: Furniture, designed and installed for State Government by Silver State Industries, Furniture Shop.

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Challenges SFY 2019 – SFY 2023

- **\$1.27 Million in Cost Allocation and Assessment Contributions (SWCAP, AG CAP, and Purchasing Assessment):** Between SFY 2019 and SFY 2020, SWCAP increased by 160%. These administrative payments reduce SSI Retained Earnings, which is its cash flow. Cash flow and realized funding available is critical to allowing SSI to purchased needed material in sufficient quantities when it is available instead of purchasing at a premium costs point due to state process delays.

- **Funding Sweeps - To General Fund:** In SFY 2021, Silver State Industries was mandated (*AB3; 2020 31st Special Session*) to contribute \$250,000 from its Prison Industries and \$350,000 from its Prison Ranch Budgets to the General Fund to assist with the State Budget.

(j) For the work program for Budget Account 525-3727, Department of Corrections - Prison Ranch, by transferring \$350,000 to Category 93, Reserve for Reversion, within that Account.

(k) For the work program for Budget Account 525-3719, Department of Corrections - Prison Industry, by transferring \$250,000 to Category 93, Reserve for Reversion, within that Account. (l) For

Sec. 131.5. 2. If any amount of the money to implement the provisions of sections 131.2, 131.3 and 131.4 of this act is derived from a source other than the State General Fund or the State Highway Fund, such money must not be transferred to Category 93, Reserve for Reversion, and remains authorized for expenditure in the existing budget account of the state agency.

This depletion of cash flow directly contributes to increased costs, further reducing Silver State Industries Operational Cashflow. Examples: Animal feed, hay, purchase in summertime at reduced quantities due to realized funding

In SFY 2010, Silver State Industries was mandated to contribute \$948,000 of its Capital Projects Budget to General Fund to assist with the State Budget. Though this sweep was not within the timeframe of this report, lasting effects such as increased costs and lost revenue continued throughout this timeframe, including:

- Aging Equipment resulting in additional work time, increased supply costs, down time, repair cost, and duplication of work and resources.
 - Opportunity costs: through business decisions and work priority, loss of potential jobs, capacity or capability to modernize operations, fees for contracted services required from aging equipment downtime, training on outdated equipment and not providing modern functional skill sets, and general operational uncertainty and delays.
 - Loss of material and time due to weather and infrastructure related repairs, damaged material from aging equipment or outdated tools, and delays in job functions
 - Infrastructure and Maintenance
- **Continued Need to Upgrade Equipment and Job Skills.** SSI adapts to the job market to ensure the skills and equipment remain current. However, these employable skills are so dynamic, and equipment is continuously needing upgrades to ensure SSI maintains industry standards across its many shops. Offenders trained utilizing outdated equipment and skills will face increased barriers to employment upon release. In addition, outdated and aging equipment creates additional cost matrices for jobs and reduce efficiency and job profitability.

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- **Public Perception:** Prison Industries is often misunderstood, from operations to budgeting processes. PI is a self-funded enterprise and welcomes tours from all entities to better understand the value it provides to both offenders and the public.
- **Business Operations with a State Government Mindset:** Operating a business with state restrictions; policy and process rules; lengthy budget and approval process; and barriers for revenue and employment generating contracts.
- **Profitability: SSI is mandated to be profitable per NRS 209.461 (4).** Budget sweeps reduce SSI's capacity to upgrade job skills, equipment, shop layout, and bring in additional business opportunities. Political, policy, and other mandates reduce SSI's capacity to remain profitable and competitive in its operations.
- **Sprung Building:** a 20,000 sq/ft building purchased by Silver State Industries from the Reno Tahoe Airport Authority in SFY 2001 for \$330,000 and upgraded by Silver State Industries (new metal skin, air conditioning, office space and restroom facilities). SSI invested over \$100,000 to construct the foundation and secure permitting fees. Over the years, Silver State Industries has funded the maintenance of the building, including \$160,000 to re-skin the exterior in 2019. This building is intended to house larger scale Silver State Industries training programs in partnership with private sector contractors. Most recently, the facility was leased by Allwire and later utilized by SDCC Auto shop for large vehicle repairs and as a stable environment for finished products.

Sprung Building was taken over by NDOC to create an Occupation Village partnership with Hope for Prisoners. Due to the partnership, SSI no longer has the space capacity to bring on new business manufacturing partnership for employment within SDCC, nor utilize the enclosed space for the Auto Shop operation. SSI will adjust or defer the Building Insurance cost to the NDOC as it will not be used for SSI Business. The annual insurance cost is \$7,597 per year and \$15,194 for the biennium. SSI cannot justify this expenditure for non-PI business, nor the general wear and tear and depreciation on the building. SSI's investment in the building is not being reimbursed.

- **Collections:** As with any business, some customers do not pay their balance timely. PI staff continuously reach out and collect balances and payment prior to delivery and acceptance of final products. However, there are still instances where balances due are not paid timely, necessitating collection measures. In addition, state process delays result in some state agencies paying balances across fiscal years and well after acceptance of final product (PI provides significant latitude to state and governmental agencies).
- **Staffing:** Some positions are difficult to recruit, with particular temperament and skills set requirements (business-mind, security, oversight, financial, planning, operational, and technical). This is further exasperated by the general difficulty to recruit in Corrections and at correctional facilities. Often, the required skill set is not common skill set for the area or even region of the county, like farm supervisor or shop manager. In addition, skillset requires a correctional mindset for the supervision of offender populations in areas like assertiveness, oversight, creativity, diligence, and a high ethical awareness.

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- **Supply chain/ Shipping and Freight** issues have impacted all aspects of PI (SFY 22 and 23). These challenges resulted in back-ordered items and delays in fulfilling orders. Price increases implemented by suppliers increase operational costs resulting in PI price increases. Increases in shipping and freight continue to impact PI with vendors implementing a "fuel surcharge" for all purchases based on increased gas costs. Orders are occasionally held in customs or port of entry due to back logs and some orders are delays in transit (ocean, land, trucking, train, etc.).



Pictured: Silver State Industry workers in the Garment Factory at Lovelock Correctinal Center sew clothing for offenders throughout the state.

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CONTRACTED OPERATIONS

The below table illustrates contracted employers with Silver State Industries during this reporting period and the status as of June 30, 2023.

Entity	Note	Value	Offenders Employed
Active as of June 2023			
Dayton Valley Turf	Contract Thru June 30, 2025	\$105,600	1+
Erickson Framing NV, LLC	Contract Thru June 30, 2026	\$1,784,256	10+
Game Farm – Formerly RKR and Diamond Mountain Distributors, LLC (DMD)	Active – Pending name and owner change	\$2,706,204	180+
Nevada Organics, LLC (NV Org)	Contract Thru August 31, 2026	\$928,849.50	40+
Inactive as of June 2023			
Allwire WYO, Inc	Inactive, June 2022	\$6,142,052	25+
Sewing Collection Inc, SCI	Inactive, February 2023	\$695,796	60+
JTC Holdings, LLC	Inactive, February 2020	\$2,512,899	20+



Pictured: Bureau of Land Management Wild Horse Program and NV Organics. A partnership processing the manure of the Wild Horse Rehabilitation Program and the Stewart Camp dairy operation to meet EPA regulations. A 40-acre composting facility at the Northern Nevada Correctional Center, one of the largest composting and organic materials recycling centers in Northern Nevada. This facility produces aerobic and static pile composting, turning organic waste such as manure, trees, shrubs, lawn clippings, and municipal solid waste into finished agricultural and compost products in 3-6 months.

Successful model of a prison-based industry to give incarcerated individuals opportunities to learn and grow, employing, on average, 20 inmates working on a daily basis. Since 2004, more than 400 inmates have helped NV Organics in processing the dairy and horse program manure while keeping materials out of the landfill. NV Organics helps inmates learn skills about composting, gardening, agriculture, equipment operations, supply chain management and procurement through bagged product line. Many previous employees use the skills gained to find positions in related industries upon release.

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ACTIVE CONTRACTS

The following are currently active revenue generating contracts.

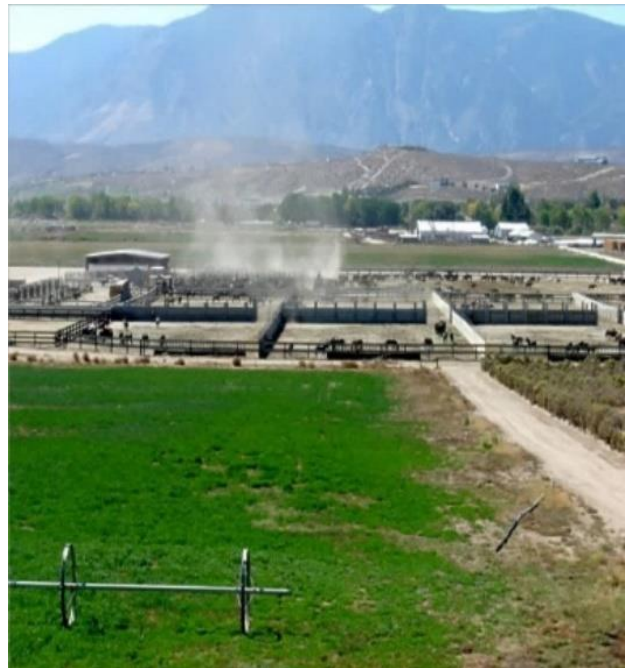
Dayton Valley Turf provides ongoing lease revenue for Dayton Valley Turf's turf/sod operations. Also provides vocational training and employment to offenders.

Erickson Framing NV, LLC: operates in the fabrication and assembly of wooden trusses, wall panels, and doors and trims for the Nevada residential housing market, using offender workers in Reno, Nevada. NDOC provides an offender work force to for the fabrication and assembly of wooden tresses, wall panels, doors, and trims for the Nevada residential housing market.

Game Farm, LLC: Diamond Mountain Distributors, LLC (DMD)/ RKR. DMD changed its name to RKR effective November 1, 2021. RKR resells used playing cards from Las Vegas area casinos. PI workers clip, sort, and repackage decks. The contract was renewed through June 20, 2026, in the amount of \$2,706,204. In August of 2023, RKR was changed to Game Farm, LLC and ownership was transferred and approved in contract 26683 on November 29, 2023.

Nevada Organics, LLC (NV Org), A partnership to process the manure of the Wild Horse Rehabilitation Program and the Stewart Camp dairy operation to meet EPA regulations, Full Nevada EPA State Certification for Composting Protocol and Liability Protection. This facility produces aerobic and static pile composting, turning organic waste such as manure, trees, shrubs, lawn clippings, and municipal solid waste into finished agricultural and compost products in 3-6 months.

Through Silver State Industries' Prison Ranch NV Org utilizes approximately **18.7** acres of land and offender labor from Stewart Conservation Camp. This arrangement is designed to decrease the burden on NV Org and the SSI Prison Ranch to facilitate composting while ensuring that prison operations are not impacted.



Pictured: Northern Nevada Ranch Wild Horse Program Holding Facility.

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INACTIVE CONTRACTS

Allwire WYO, Inc. manufactured poly pipe, cable and wire harness assemblies, printed circuit board assembly, electromechanical assemblies, and related activities at Southern Desert Correctional Center, utilizing offender labor.

Sprung Building: Allwire utilized the Sprung Building during its operation, prompting additional investments by SSI in facility upgrades. Sprung Building was taken over by NDOC to create an “Occupation Village” partnership with *Hope for Prisoners*. Due to the partnership, SSI no longer has the space capacity to bring on any new business manufacturing partnership for employment within SDCC, nor utilize the enclosed space for the Auto Shop operation.

Jacobs Trading repackaged product returns from merchants.

Sewing Collections Inc (SCI) engaged in sorting of used clothing hangers and related activities, utilizing inmate labor.

Contracts Under Development

Sustainable Reform Solutions: is a social enterprise with a focus to make positive changes in the communities they operate, utilizing work training programs to help offenders learn effective job skills. They create environmentally friendly ink and toner cartridges and prepare inmates for future reentry success. Since 2006, they have operated prison programs in various US States, the UK and Spain. The current flagship operation is at the Virginia Department of Corrections where, since 2015, they have built and shipped hundreds of thousands of printer cartridges and employed over 250 offenders, saving the State Government in excess of \$2.5 Million.

Advanced Chemicals: formulates and manufactures a complete line of cleaners, disinfectants, and floor care chemicals. Arrow's technical specialists formulate and manufacture a broad portfolio of cleaning chemical products including matching or custom formulas. Offenders will learn shipping, manufacturing, quality control and other manufacturing skills.

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ANALYSIS OF EXISTING CONTRACTS WITH PRIVATE EMPLOYERS

for the employment of offenders

Prior to setting up any revenue generating contract with a private entity, SSI works with the Nevada Department of Employment, Training, and Rehabilitation (DETR) to conduct an impact assessment (Attachment 1).

Below is the contract section for SSI Internal Controls.

C. Contracts:

1. Materials, operating supplies, and equipment: State Purchasing, upon receipt of an RX document or other contract, makes most of these type contracts.
2. Service or leasing contracts common to other NDOC divisions and/or institutions: NDOC contracts department or Buildings and Grounds make these type contracts. Payments may be made directly by Silver State Industries to the provider or paid by either Silver State Industries or another NDOC division or institution and amounts owed by the other party are collected through a journal voucher.
3. Service contracts pertaining only to Silver State Industries:
 - a The ASO II, (PCN 301) with consultation with the cost center needing the service and the provider, prepares a Request for Contract, Form DOC 555.
 - b The ASO works with NDOC's Certified Contract Manager to provide any information needed for the contract. NDOC's Certified Contract Manager prepares the contract.
 - c Risk Management provides the insurance requirements needed by the provider.
 - d The Deputy Attorney General finalizes the contract form and e-mails it back to the Contract Manager.
 - e NDOC's Contract Manager overwrites the final contract form over the previously prepared draft, enters the insurance requirements (if not received prior to the AG's finalization), and prints the contract.
 - f The Contract Manager sends the contract to the provider for review, initials for independent contractor questions, and the provider's signature.
 - g If the provider is not in agreement with portions of the contract, those differences are told to the Deputy Attorney General and, if approved, the contract is either rewritten and steps f and g are redone or the provider is advised to make pen and ink changes to the contract.
 - h After the contract is received from the provider, the Deputy Director of Support Services signs the contract. (This step may be accomplished prior to sending the contract to the provider).
 - i When appropriate signatures and initials are completed, the Contract Manager:
 - (1) Prepares a Contract Summary form in the Purchasing Division's contract database for all contracts.
 - (2) Prepares a Contract Compliance form.
 - (3) Makes four copies of the contract.
 - (4) Files one copy and sends the contract with three copies, the Contract Summary, and Compliance forms to the Division's Deputy Attorney General (or another Deputy Attorney General if the Division's Attorney General is not available) for her signature on the contract and copies. Any changes made to the contract since it was e-mailed from the Deputy Attorney General to the Contract Manager are identified.
 - j After the Deputy Attorney General initials, the contract and copies as to form, she forwards all documents to the Nevada Department of Administration's appropriate Budget Analyst for processing.
 - k The service requested by the contract is not put in force until after the contract is approved by the Nevada Board of Examiners or their designated representative.
4. Revenue contracts pertaining to Silver State Industries: These type contracts are handled in much the same way as service contracts except the Deputy Attorney General normally is consulted with by the Deputy Director for Industrial Programs or the ASO II earlier in the process.
5. General contract procedures: Prior to entering into a cooperative agreement, inter-local agreement, or independent contract, the ASO II will verify that adequate budgetary authority and funding sources exist to fund the commitment. The individual acting as the agency's certified contract manager will ensure that: 1) informal and formal (RFP) bids are obtained in accordance with SAM 300, 2) appropriate insurance coverage is obtained by the contractor as required by Risk Management, 3) all contract forms used are in accordance with forms provided on State Purchasing's website, 4) all necessary reviews and signatures are obtained, 5) all contracts are complete and include all necessary attachments prior to submission to the Board of Examiners (or its Clerk) pursuant to SAM 300.

After contract approval, the AAI will enter the approved contract amount(s) into the budget tracking spreadsheet and will update the spreadsheet as payments are made against the contract as well as monitor the performance of, and deliverables on, the contract. The ASO II or A/R approves all contract payments (see "Segregation of Duties" section above). NDOC's certified contract manager will verify that the contractor maintains proper insurance coverage continually throughout the term of the contract. Additionally, the Certified Contract Manager will enter the contract data into the Purchasing Division's contract database for all contracts of \$2,000

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and over. When a claim is submitted by the contractor, the Contract Monitor reviews/approves the invoice to ensure that payment is appropriate after considering the work performed, or the deliverables received, by the contractor. The AA III maintains and updates a contracts log for each active contract. The contract log sheet includes the agency name, vendor name, approved budget and category authority, contract beginning and ending dates and the total amount of the contract (including a separate column for tracking travel costs if authorized by the contract) per SAM 343.0. Each payment to the contractor is documented on the contract log when the contractor submits a request for payment. The certified contracts manager also verifies that the contractor is performing tasks and duties, and/or working on deliverables, according to the terms of the contract, and also ensures that the association between the independent contractor and the state does not evolve into a state employee relationship.

- a. Contract Payments: the ASO II approves all contract payments. The contract must be reviewed to determine if the request is within the fiscal restraints of the contract. The vendor's account will be checked for previous payments. If the amount requested, including any previous payments, is more than allowed by the contract, the AAIII will contact the vendor for additional information or a correction.

Authority

NRS 209.4818 Joint Interim Standing Committee on the Judiciary: Duties relating to industrial programs.

1. The Joint Interim Standing Committee on the Judiciary shall:
 - (a) Be informed on issues and developments relating to industrial programs for correctional institutions;
 - (b) Submit a semiannual report to the Interim Finance Committee before July 1 and December 1 of each year on the status of current and proposed industrial programs for correctional institutions;
 - (c) Report to the Legislature on any other matter relating to industrial programs for correctional institutions that it deems appropriate;
 - (d) Recommend three persons to the Director for appointment as the Deputy Director for Industrial Programs whenever a vacancy exists;
 - (e) Before any new industrial program is established by the Director, review the proposed program for compliance with the requirements of subsections 2, 3, 4 and 7 of [NRS 209.461](#) and submit to the Director its recommendations concerning the proposed program; and
 - (f) Review each state-sponsored industry program established pursuant to subsection 2 of [NRS 209.461](#) to determine whether the program is operating profitably. If the Committee determines that a program has incurred a net loss in 3 consecutive fiscal years, the Committee shall report its finding to the Director with a recommendation regarding whether the program should be continued or terminated. If the Director does not accept the recommendation of the Committee, the Director shall submit a written report to the Committee setting forth his or her reasons for rejecting the recommendation.
2. Upon the request of the Joint Interim Standing Committee on the Judiciary, the Director and the Deputy Director for Industrial Programs shall provide to the Committee any information that the Committee determines is relevant to the performance of the duties of the Committee.
3. As used in this section, "state-sponsored industry program" means a program for the vocational training or employment of offenders which does not include a contract of employment with a private employer.

(Added to NRS by [2001, 2391](#); A [2007, 68](#); [2013, 1806](#); [2021, 2522](#))

Mission: To reduce government operating costs, provide offenders the skills necessary to successfully re-enter society, and enhance the safe operation of correctional facilities.

NRS 209.459 Employment of offenders: Report on potential impacts of new program; program for employment in services and manufacturing; submission of contract related to new program for approval.

1. The Director shall:

(a) Submit a report to the Joint Interim Standing Committee on the Judiciary identifying the potential impacts of any new program for the employment of offenders on private employers and labor in this State. In preparing such a report, the Director shall include any information required pursuant to paragraph (b) of subsection 7 of [NRS 209.461](#) and must perform due diligence in obtaining such information from:

- (1) The Department of Employment, Training and Rehabilitation;
- (2) The Department of Business and Industry;
- (3) The Office of Economic Development; and
- (4) Representatives of organized labor in this State.

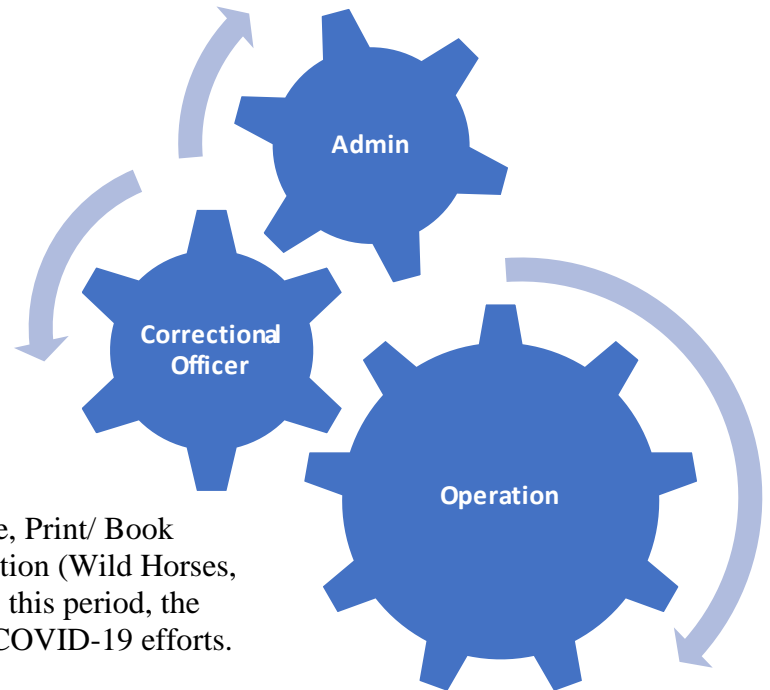
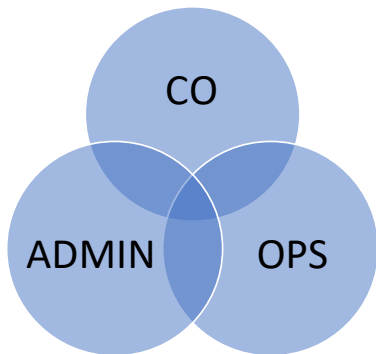
(b) Seek and present the recommendations of the Joint Interim Standing Committee on the Judiciary to the Board of State Prison Commissioners and, with the approval of the Board of State Prison Commissioners, establish and carry out a program for the employment of offenders in services and manufacturing conducted by institutions of the Department or by private employers.

2. Before any new program for the employment of offenders is established pursuant to this section, the Director shall submit any contract related to the employment of such offenders to the State Board of Examiners for approval.

(Added to NRS by [1979, 1381](#); A [1987, 1019](#); [2001, 2392](#); [2013, 1802](#); [2021, 2519](#))

OPERATIONS

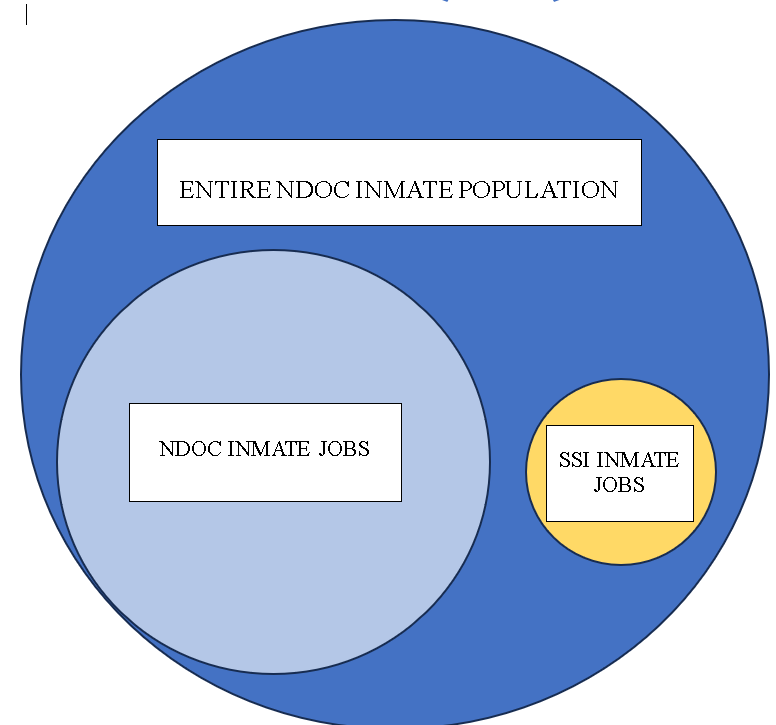
Silver State Industries staff can be broken down into categories: Administration, Correctional Officers, and Operation. Each of these categories works closely together through various checks and balances to ensure an effective operation. In addition, there is a primary Silver State Industries operation and a secondary Nevada Department of Correction which includes all the resources of the department (cert teams, medical, training models, institutional infrastructure, investigation capacity, security, etc.).



Silver State Industries operations include Auto/Upholstery, Mattress, Metal and Paint, Furniture, Print/ Book Bindery, Garment Factory, and its Ranch Operation (Wild Horses, Cattle and Milk Production, and crops). During this period, the Detergent shop was operationalized to support COVID-19 efforts.

NDOC Jobs: Often, people refer to Prison Industries as an umbrella term for all offender jobs inside correctional institutions and the adjacent work camps. NDOC Jobs are funded by the Nevada Department of Corrections, through the state's General Fund. They begin with basic jobs to include: Culinary, Yard Labor and Unit Porters.

These jobs are considered a type of proving grounds where offenders are evaluated on their ability to work with others, perform tasks adequately and on time as well as an overall work ethic. After a predetermined amount of time (usually 90 days) in one of these jobs, offenders are eligible to become classified (through their caseworkers) for higher-paying, more technical jobs, including: Laundry, Canteen, Gym and Law Library.



Mission: To reduce government operating costs, provide offenders the skills necessary to successfully re-enter society, and enhance the safe operation of correctional facilities.

Figure 01) Total Revenue SFY 2019 – 2023

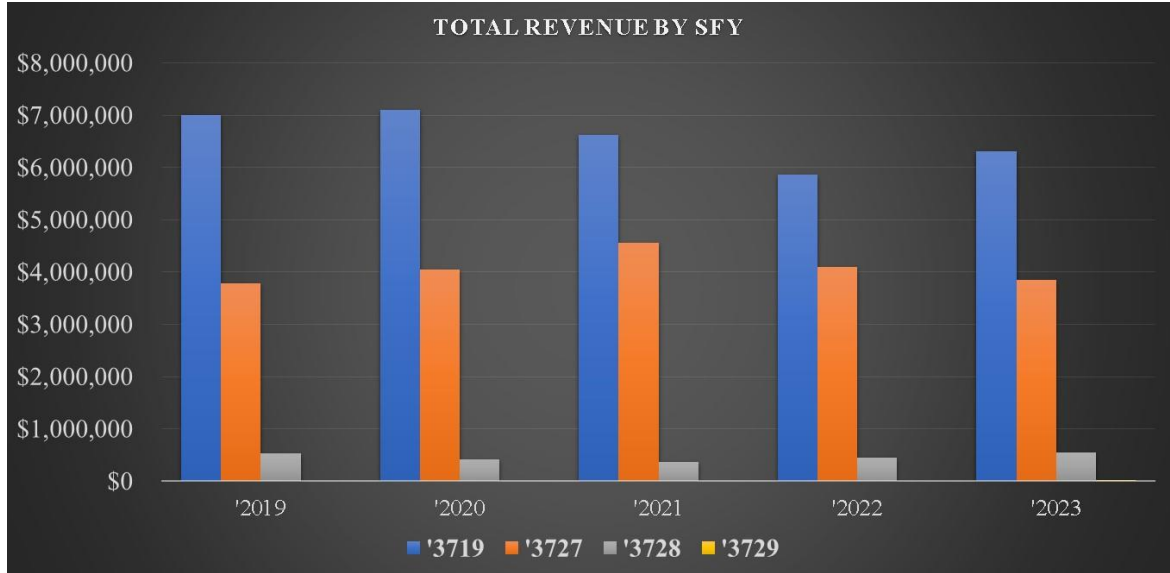


Table 01) Revenue Earned SFY 2019 - 2023

Sum of YTD Actual	Column Labels				Grand Total
Row Labels	'3719	'3727	'3728	'3729	Grand Total
'2019	\$6,997,987.44	\$3,781,617.67	\$526,999.57	\$0.00	\$11,306,604.68
'2020	\$7,097,513.95	\$4,055,194.47	\$421,796.65	\$0.00	\$11,574,505.07
'2021	\$6,630,145.88	\$4,567,888.67	\$375,851.71	\$0.00	\$11,573,886.26
'2022	\$5,861,662.00	\$4,094,436.77	\$445,750.33	\$0.00	\$10,401,849.10
'2023	\$6,308,711.95	\$3,854,267.21	\$549,994.66	\$13,600.00	\$10,726,573.82
Grand Total	\$32,896,021.22	\$20,353,404.79	\$2,320,392.92	\$13,600.00	\$55,583,418.93

Table 02) Revenue Earned SFY 2023

Sum of YTD Actual	Column Labels				Grand Total
Row Labels	'3719	'3727	'3728	'3729	Grand Total
'2023	\$4,680,834.95	\$3,574,016.21	\$0.66	\$0.00	\$8,254,851.82
'BEGINNING CASH	\$1,642,864.00	\$993,845.00	\$445,750.00	\$0.00	\$3,082,459.00
'CREDIT CARD REBATE	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
'ESTRAY SALES - AGRICULTURE	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
'EXCESS PROPERTY SALES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
'FARM SALES	\$0.00	\$801,296.45	\$0.00	\$0.00	\$801,296.45
'LICENSE PLATE CHARGE	\$599,667.75	\$0.00	\$0.00	\$0.00	\$599,667.75
'MISCELLANEOUS SALES	\$3,816,309.36	\$0.00	\$0.00	\$13,600.00	\$3,829,909.36
'REIMBURSEMENT	\$71,232.76	\$0.00	\$0.00	\$0.00	\$71,232.76
'RENTAL INCOME	\$105,800.00	\$42,600.00	\$0.00	\$0.00	\$148,400.00
'REVERSIONS	(\$1,627,877.00)	(\$280,251.00)	(\$549,994.00)	(\$13,600.00)	(\$2,471,722.00)
'TRANS FROM OTHER B/A SAME FUND	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
'TREASURER'S INTEREST DISTRIB	\$57,348.32	\$0.00	\$21,673.89	\$0.00	\$79,022.21
'WAGE ASSESSMENT	\$0.00	\$0.00	\$82,570.77	\$0.00	\$82,570.77
'WILD HORSE BOARDING	\$0.00	\$2,012,448.16	\$0.00	\$0.00	\$2,012,448.16
'TRANSFER IN FED ARPA	\$15,489.76	\$4,077.60	\$0.00	\$0.00	\$19,567.36
'GIFTS AND DONATIONS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Grand Total	\$4,680,834.95	\$3,574,016.21	\$0.66	\$0.00	\$8,254,851.82

Mission: To reduce government operating costs, provide offenders the skills necessary to successfully re-enter society, and enhance the safe operation of correctional facilities.

Figure 02) SSI – State Costs (AG Cost Allocation, Purchasing Assessment, SWCAP)

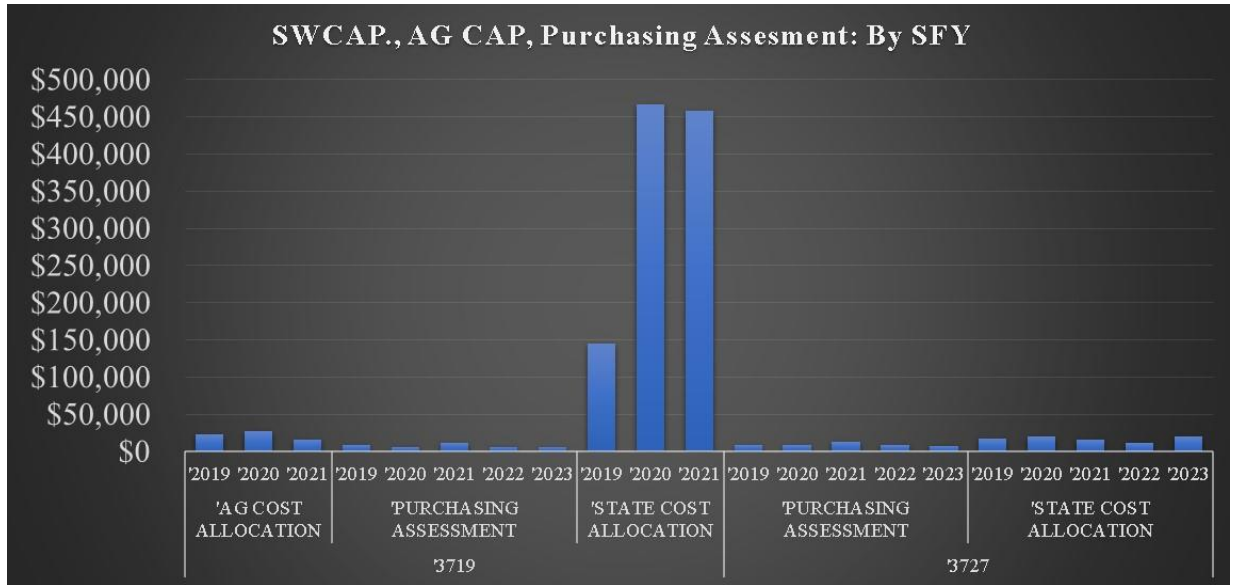


Table 03) SSI – State Costs (AG Cost Allocation, Purchasing Assessment, SWCAP)

Sum of Expended	Column Labels					Grand Total
Row Labels	'2019	'2020	'2021	'2022	'2023	
'3719	\$176,813.00	\$500,675.00	\$484,946.00	\$5,979.00	\$6,341.00	\$1,174,754.00
'AG COST ALLOCATION	\$23,627.00	\$28,021.00	\$15,885.00			\$67,533.00
'PURCHASING ASSESSMENT	\$8,171.00	\$6,472.00	\$11,285.00	\$5,979.00	\$6,341.00	\$38,248.00
'STATE COST ALLOCATION	\$145,015.00	\$466,182.00	\$457,776.00			\$1,068,973.00
'3727	\$26,561.00	\$28,761.00	\$29,126.00	\$19,719.00	\$26,747.00	\$130,914.00
'PURCHASING ASSESSMENT	\$9,167.00	\$8,209.00	\$12,902.00	\$7,984.00	\$6,693.00	\$44,955.00
'STATE COST ALLOCATION	\$17,394.00	\$20,552.00	\$16,224.00	\$11,735.00	\$20,054.00	\$85,959.00
Grand Total	\$203,374.00	\$529,436.00	\$514,072.00	\$25,698.00	\$33,088.00	\$1,305,668.00

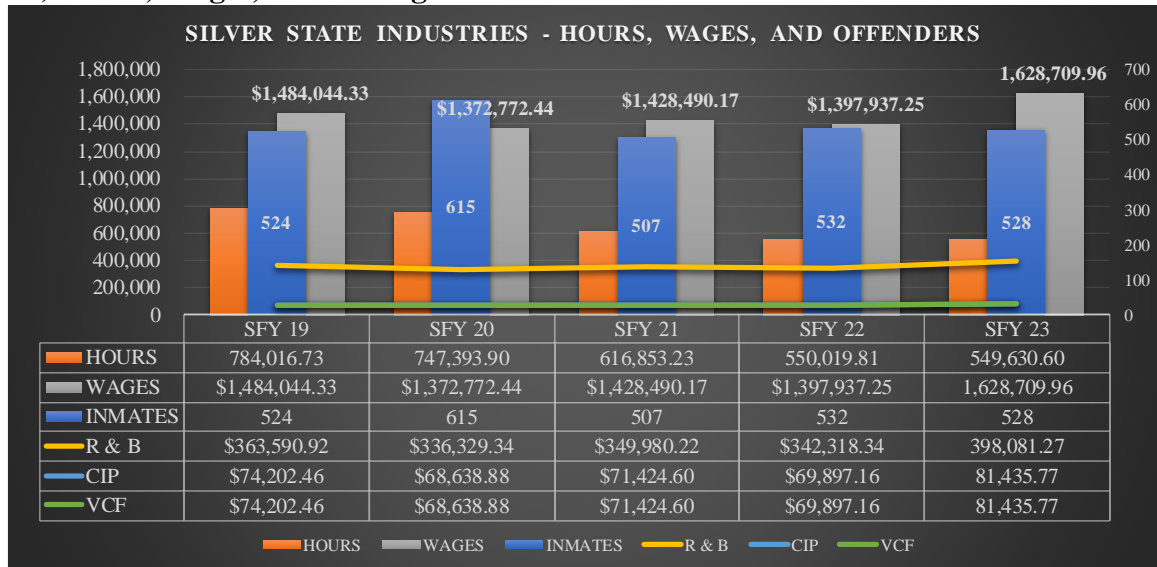
Between SFY 2019 and SFY 2020 SWCAP allocation increased 221%.

Mission: To reduce government operating costs, provide offenders the skills necessary to successfully re-enter society, and enhance the safe operation of correctional facilities.

Offender Labor

During this timeframe, SSI paid over \$19 million dollars in wages for \$8 million hours or work. These wages contributed \$4.8 million dollars toward the cost of incarceration in the form of room and board and \$986,635 to the Victims of Crime Fund. Offenders' wages, during this timeframe, ranged from a low of \$0.30 in SFY 2019 to a high of \$17.22 per hour in SFY 23.

Figure 03) Hours, Wages, and Average Offenders SFY 2019-SFY 2023



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Offender labor is the average number of offenders employed in Prison Industries' programs for the state fiscal year. This number is different from the total offenders employed by Prison Industries which is a point in time count of the total offenders employed over a various timeframe regardless of the time in Prison Industries.

Table 04) Inmate Hours and Wages Paid by State Fiscal Year (R&B, CIP, VCF)

PRISON INDUSTRIES - OFFENDER WAGES BY SFY						
SFY	INMATES	HOURS	WAGES	R & B	CIP	VCF
SFY 19	524	784,016.73	\$1,484,044.33	\$363,590.92	\$74,202.46	\$74,202.46
SFY 20	615	747,393.90	\$1,372,772.44	\$336,329.34	\$68,638.88	\$68,638.88
SFY 21	507	616,853.23	\$1,428,490.17	\$349,980.22	\$71,424.60	\$71,424.60
SFY 22	532	550,019.81	\$1,397,937.25	\$342,318.34	\$69,897.16	\$69,897.16
SFY 23	528	549,630.60	\$1,628,709.96	\$398,081.27	\$81,435.77	\$81,435.77
Grand Total		3,247,914.27	7,311,954.15	1,790,300.09	365,598.87	365,598.87

Source: Inmate Wages, Inmate Payrolls Spreadsheets,

Note: Due to the various changes with offenders moving in and out of Prison Industries' programs, offenders' totals are the averaged monthly inmates working in Prison Industries, and not necessarily and unduplicated count.

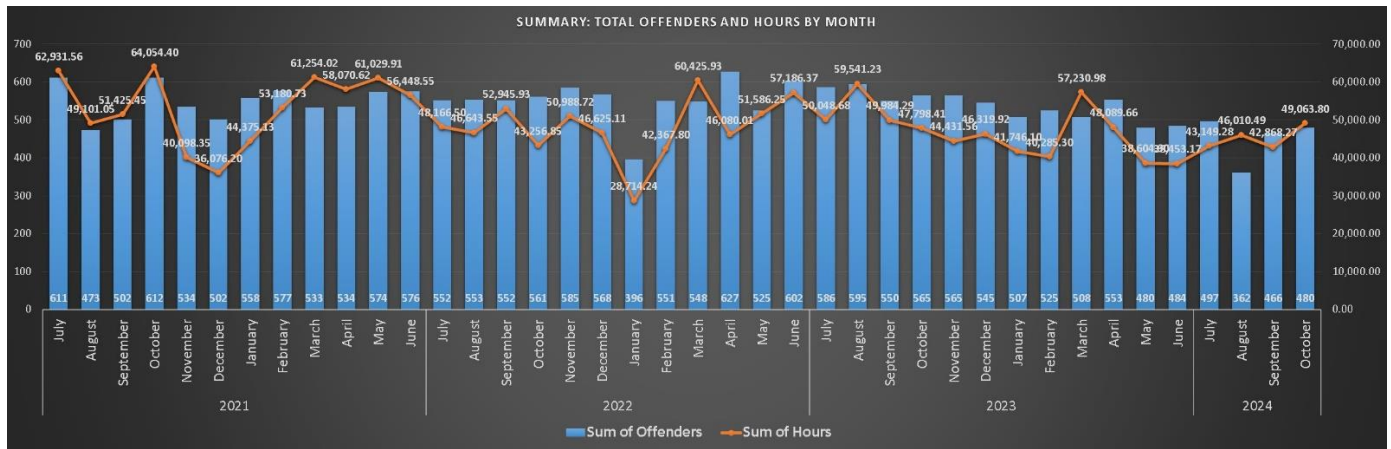
[SB416 Text \(state.nv.us\)](#) was approved in the 82nd Legislative Session.

..., revising provisions relating to the deduction of certain costs from the individual account of an offender; revising provisions relating to the deduction of money from the wages earned by an offender; ...

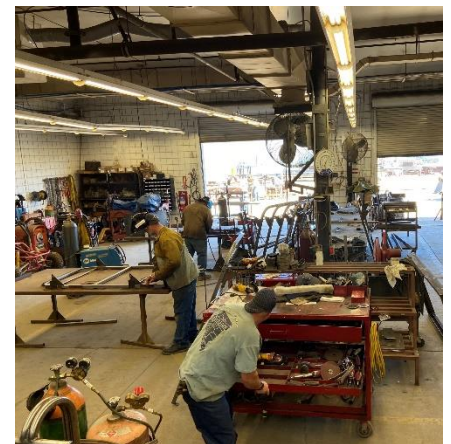
Existing law authorizes the Director to make certain deductions, including, without limitation, deductions for the maintenance of an offender in an institution, from the wages earned by an offender from any source during the incarceration of the offender. (NRS 209.463) Section 8 of this bill prohibits the Director from authorizing such a deduction for the cost for room and board if the hourly wage of the offender is less than the federal minimum wage.

Mission: To reduce government operating costs, provide offenders the skills necessary to successfully re-enter society, and enhance the safe operation of correctional facilities.

Figure 04) Offenders Employed by Month and Hours by Month (SFY 21 - SFY 23)
 Source: Governor's Reported Data (Inmate Payroll, Inmate Wages Spreadsheets (Inmate Banking))



Row Labels	Offenders	Hours
= 2021	6,586	638,045.97
July	611	62,931.56
August	473	49,101.05
September	502	51,425.45
October	612	64,054.40
November	534	40,098.35
December	502	36,076.20
January	558	44,375.13
February	577	53,180.73
March	533	61,254.02
April	534	58,070.62
May	574	61,029.91
June	576	56,448.55
= 2022	6,620	574,987.26
July	552	48,166.50
August	553	46,643.55
September	552	52,945.93
October	561	43,256.85
November	585	50,988.72
December	568	46,625.11
January	396	28,714.24
February	551	42,367.80
March	548	60,425.93
April	627	46,080.01
May	525	51,586.25
June	602	57,186.37
= 2023	6,463	562,534.20
July	586	50,048.68
August	595	59,541.23
September	550	49,984.29
October	565	47,798.41
November	565	44,431.56
December	545	46,319.92
January	507	41,746.10
February	525	40,285.30
March	508	57,230.98
April	553	48,089.66
May	480	38,604.90
June	484	38,453.17
	19,669	1,775,567.43



Pictured: Offenders working and learning valuable work skills in various shops.

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Minimum Wage

Nevada is a two-tier minimum wage system. For SFY 23, minimum wage was \$9.50 for employers who offer employees a qualified health benefit plan and \$10.50 per hour if the employer does not offer a qualified health benefit plan.

As of July 1, 2020, the minimum wage will increase by seventy-five cent increments and will cap at \$11.00 per hour for the lower tier rate and \$12.00 per hour for the higher tier rate, by July 1, 2024. Assembly Bill (AB) 456-2019.

STATE OF NEVADA MINIMUM WAGE 2020 ANNUAL BULLETIN

Effective Date	Lower Tier	Higher Tier
July 1, 2020	\$ 8.00	\$ 9.00
July 1, 2021	\$ 8.75	\$ 9.75
July 1, 2022	\$ 9.50	\$ 10.50
July 1, 2023	\$ 10.25	\$ 11.25
July 1, 2024	\$ 11.00	\$ 12.00

STATE QUESTION NO. 2 - MINIMUM WAGE AMENDMENT

Amends the Nevada Constitution, effective July 1, 2024, to: (1) establish the State's minimum wage that employers must pay to certain employees at a rate of \$12 per hour worked, subject to any applicable increases above that \$12 rate provided by federal law or enacted by the Nevada Legislature; (2) remove the existing provisions setting different rates for the minimum wage based on whether the employer offers certain health benefits to such employees; and (3) remove the existing provisions for adjusting the minimum wage based on applicable increases in the cost of living.

Offender Pay Range (SFY 23) Per Hour

Source: IN Wage PI Spreadsheet, SFY 2023

Auto:	\$1.00 – \$5.00
Furniture:	\$0.60 – \$10.10
Garment/ Drapery	\$5.00 – \$17.46
Mattress:	\$1.05 – \$13.00
Metal and Paint:	\$0.60 – \$17.46
Print:	\$0.50 – \$17.20
Ranch:	\$1.00 – \$5.50

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Created by Congress in 1979, the Prison Industry Enhancement Certification Program (PIECP) encourages states and local governments to create work opportunities in prisons that emulate real-world jobs. PIECP programs place incarcerated individuals in a realistic work environment, pay them the prevailing wage, and help them acquire marketable skills to increase their potential for meaningful employment upon release.

Offenders taking part in the PIECP program are paid in the 10th percentile of the prevailing wage for the Standard Occupational Classification, as determined by the Nevada Department of Employment, Training and Rehabilitation.



Mission: To reduce government operating costs, provide offenders the skills necessary to successfully re-enter society, and enhance the safe operation of correctional facilities.

Occupational Employment & Wage Data 2022 for Silver State Industries

SOC	Title	Total Employment	Mean Hourly Wage	Hourly Wage				
				10th Percentile	25th Percentile	50th Percentile (Median)	75th Percentile	90th Percentile
Occupations for Allwyre Wyo, Inc.								
Location: Las Vegas, Clark County		Las Vegas MSA OES Employment and Wages, 2022						
43-9061	Office Clerks, General	17,140	\$19.84	\$12.46	\$14.92	\$18.55	\$23.44	\$28.95
51-2090	Miscellaneous Assemblers and Fabricators	3,380	\$17.94	\$11.54	\$13.90	\$17.10	\$18.58	\$25.89
51-2028*	Electrical, Electronic, and Electromechanical Assem	1220	\$19.43	\$14.85	\$16.02	\$16.71	\$20.05	\$28.60
Occupations for Mattress Factory								
Location: Carson City, Carson City		Carson City MSA OEWS Employment and Wages, 2022						
43-9061	Office Clerks, General	620	\$20.54	\$13.48	\$15.31	\$19.23	\$23.61	\$29.49
51-9198*	Helpers--Production Workers	1,490	\$18.82	\$9.92	\$13.27	\$21.90	\$24.13	\$24.13
51-6031*	Sewing Machine Operator	860	\$16.87	\$12.74	\$14.37	\$16.99	\$18.00	\$22.09
51-9031***	Cutter & Trimmer Hand	8,250	\$18.19	\$13.00	\$14.65	\$17.37	\$20.17	\$24.98
Occupations for Garment Factory								
Location: Lovelock, Pershing County		Nevada nonmetropolitan area OEWS Wages, 2022						
43-9061	Office Clerks, General	1,960	\$20.25	\$11.96	\$14.88	\$18.96	\$23.52	\$30.14
51-9198*	Helpers--Production Workers	1490	\$18.82	\$9.92	\$13.27	\$21.90	\$24.13	\$24.13
51-6031*	Sewing Machine Operator	860	\$16.87	\$12.74	\$14.37	\$16.99	\$18.00	\$22.09
51-9031***	Cutter & Trimmer Hand	8,250	\$18.19	\$13.00	\$14.65	\$17.37	\$20.17	\$24.98
51-9061	Inspectors, Testers, Sorters, Samplers, and Weigh	700	\$27.48	\$17.46	\$22.91	\$29.51	\$29.58	\$35.96
Occupations for Metal Fabrication								
Location: Carson City, Carson City		Carson City MSA OEWS Employment and Wages, 2022						
43-9061	Office Clerks, General	620	\$20.54	\$13.48	\$15.31	\$19.23	\$23.61	\$29.49
51-4121	Welders, Cutters, Solderers, and Brazers	80	\$24.52	\$17.45	\$19.72	\$22.84	\$27.37	\$32.06
51-9198*	Helpers--Production Workers	1490	\$18.82	\$9.92	\$13.27	\$21.90	\$24.13	\$24.13
Occupations for Print & Bindery								
Location: Carson City, Carson City		Carson City MSA OEWS Employment and Wages, 2022						
43-9061	Office Clerks, General	620	\$20.54	\$13.48	\$15.31	\$19.23	\$23.61	\$29.49
51-5113*	Print Binding and Finishing Workers	180	\$20.18	\$16.92	\$17.84	\$18.82	\$22.48	\$26.97
51-5112*	Printing Press operators	1,370	\$19.28	\$12.15	\$15.46	\$17.78	\$22.00	\$26.95
43-5071	Shipping, Receiving, and Traffic Clerks	210	\$20.02	\$14.08	\$17.19	\$19.00	\$22.46	\$26.71
27-1024*	Graphic Designers	1,220	\$27.99	\$15.86	\$20.00	\$25.62	\$34.09	\$42.06
51-9198*	Helpers--Production Workers	1,490	\$18.82	\$9.92	\$13.27	\$21.90	\$24.13	\$24.13
Occupations for Furniture								
Location: Carson City, Carson City		Carson City MSA OEWS Employment and Wages, 2022						
43-9061	Office Clerks, General	620	\$20.54	\$13.48	\$15.31	\$19.23	\$23.61	\$29.49
51-9198*	Helpers--Production Workers	1490	\$18.82	\$9.92	\$13.27	\$21.90	\$24.13	\$24.13
51-6093*	Upholsterers	240	\$18.77	\$11.11	\$15.00	\$18.02	\$20.97	\$27.66
51-7021*	Furniture Finishers	80	\$19.44	\$16.95	\$17.85	\$19.42	\$20.00	\$24.15
51-9124*	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	540	\$25.59	\$16.56	\$18.70	\$21.72	\$29.78	\$39.08
* Not Available for specified area: shown are state estimates								
** Suppressed								
*** Not Available for specified area: shown are national estimates								
N/A: Not available								

Mission: To reduce government operating costs, provide offenders the skills necessary to successfully re-enter society, and enhance the safe operation of correctional facilities.

Occupational Definitions from O*NET for Occupations Provided

Occupational Definitions from O*NET

Graphic Designers (27-1024)

Design or create graphics to meet specific commercial or promotional needs, such as packaging, displays, or logos. May use a variety of mediums to achieve artistic or decorative effects.

Production, Planning, and Expediting Clerks (43-5061)

Coordinate and expedite the flow of work and materials within or between departments of an establishment according to production schedule. Duties include reviewing and distributing production, work, and shipment schedules; conferring with department supervisors to determine progress of work and completion dates; and compiling reports on progress of work, inventory levels, costs, and production problems.

Shipping, Receiving, and Traffic Clerks (43-5071)

Verify and maintain records on incoming and outgoing shipments. Prepare items for shipment. Duties include assembling, addressing, stamping, and shipping merchandise or material; receiving, unpacking, verifying and recording incoming merchandise or material; and arranging for the transportation of products.

Office Clerks, General (43-9071)

Perform duties too varied and diverse to be classified in any specific office clerical occupation, requiring knowledge of office systems and procedures. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of answering telephones, bookkeeping, typing or word processing, stenography, office machine operation, and filing.

Carpenters (47-2031)

Construct, erect, install, or repair structures and fixtures made of wood, such as concrete forms; building frameworks, including partitions, joists, studding, and rafters; and wood stairways, window and door frames, and hardwood floors. May also install cabinets, siding, drywall and batt or roll insulation. Includes brattice builders who build doors or brattices (ventilation walls or partitions) in underground passageways.

Electrical, Electronic, and Electromechanical Assemblers (51-2028)

Assemble or modify electrical, electromechanical or electronic equipment, such as computers, test equipment telemetering systems, electric motors, ervomechanisms, gyros, dynamometers, magnetic drums, tape drives, brakes, control linkage, actuators, and appliances, and batteries.

Assemblers and Fabricators, All Other (51-2098)

All assemblers and fabricators not listed separately.

Welders, Cutters, Solderers, and Brazers (51-4121)

Use hand-welding, flame-cutting, hand soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products.

Printing Press operators (51-5112)

Set up and operate digital, letterpress, lithographic, flexographic, gravure, or other printing machines. Includes short-run offset printing presses.

Print Binding and Finishing Workers (51-5113)

Bind books and other publications or finish printed products by hand or machine. May set up binding and finishing machines.

Sewing Machine Operator (51-6031)

Operate or tend sewing machines to join, reinforce, decorate, or perform related sewing operations in the manufacture of garment or nongarment products.

Upholsterers (51-6093)

Make, repair, or replace upholstery for household furniture or transportation vehicles.

Furniture Finishers (51-7021)

Shape, finish, and refinish damaged, worn, or used furniture or new high-grade furniture to specified color or finish.

Cutter & Trimmer Hand (51-9031)

Use hand tools or hand-held power tools to cut and trim a variety of manufactured items, such as carpet, fabric, stone, glass, or rubber.

Inspectors, Testers, Sorters, Samplers & Weighers (51-9061)

Inspect, test, sort, sample, or weigh nonagricultural raw materials or processed, machined, fabricated, or assembled parts or products for defects, wear, and deviations from specifications. May use precision measuring instruments and complex test equipment.

Coating, Painting, and Spraying Machine Setters (51-9124)

Set up, operate, or tend machines to coat or paint any of a wide variety of products, including glassware, cloth, ceramics, metal, plastic, paper, or wood, with lacquer, silver, copper, rubber, varnish, glaze, enamel, oil, or rust-proofing materials.

Helpers--Production Workers (51-9198)

Help production workers by performing duties requiring less skill. Duties include supplying or holding materials or tools, and cleaning work area and equipment.

>Detailed descriptions of the skills required for these occupations can be found at <https://www.onetonline.org>

Mission: To reduce government operating costs, provide offenders the skills necessary to successfully re-enter society, and enhance the safe operation of correctional facilities.

BDR 16-39 / SB 140: Offenders Living Wage Heard, No Action

SB 140: AN ACT relating to correctional institutions; requiring offenders who are employed in programs for the employment of offenders to be paid a living wage; creating the Offenders' Release Fund; revising provisions relating to deductions made from the wages of offenders; requiring the placement of offenders in certain programs which facilitate their employment in positions upon their release which utilize skills similar to those employed by the offender while incarcerated; and providing other matters properly relating thereto.

EXECUTIVE AGENCY

FISCAL NOTE

AGENCY'S ESTIMATES

Date Prepared: March 10, 2021

Agency Submitting: Department of Corrections

Items of Revenue or Expense, or Both	Fiscal Year 2020-21	Fiscal Year 2021-22	Fiscal Year 2022-23	Effect on Future Biennia
Inmate Wages (Expense)		\$26,998,140	\$29,120,444	\$58,240,889
Deductions to Revenue (Expense)		\$3,070,216	\$3,070,216	\$6,140,433
Cat 01 New Staff (Expense)		\$49,328	\$61,859	\$123,718
Cat 04 Operating (Expense)		\$88	\$88	\$176
Cat 05 Equipment (Expense)		\$2,454		
Cat 26 Information Services (Expense)		\$2,361	\$451	\$902
Total	0	\$30,122,587	\$32,253,058	\$64,506,118

Explanation

(Use Additional Sheets of Attachments, if required)

Senate Bill 140 (BDR 16-39) amends NRS 209.461 and in Section 6 requires offenders that are employed and paid by the NDOC to be paid a "living wage," which is defined as the State of Nevada minimum wage. Section 7 amends the NRS 209.463 to limit deductions from the wages of employed offenders to 1) an amount determined by the Director to meet the obligations that offenders have to support his or her family, 2) an amount determined by the Director to meet the obligations that offenders have to pay restitution to the victims of his or her crimes, and 3) an amount to be deposited into the individual account of the newly-created Offenders' Release Fund, which is calculated as the difference between the total wages paid and the two deductions for family support and victim restitution. Sections 3-5 amend the law defining the Prisoners' Personal Property Fund to conform to the creation of the Offenders' Release Fund. SB140 therefore requires the NDOC to pay significantly more wages to offenders and eliminate the deduction of Room, Board, and Transportation Charges as a source of Department revenue substituting for General Fund revenue, as well as administering new accounts. NDOC has determined a negative fiscal impact to NDOC in the amount of (\$30,122,587) in SFY22 and (\$32,253,058) in SFY23 with future biennia impact of (\$64,506,118.) Please refer to attached exhibits for details.

Source: <https://www.leg.state.nv.us/Session/81st2021/FiscalNotes/2372.pdf>

Mission: To reduce government operating costs, provide offenders the skills necessary to successfully re-enter society, and enhance the safe operation of correctional facilities.

APPENDIX 1: AUTHORITY

Summary

NRS 209.151 Deputy directors: Appointment; duties; other employment prohibited.

NRS 209.153 Deputy Director for Industrial Programs: Retirement benefits.

NRS 209.189 Fund for Prison Industries.

*5. If money owed to the Department for the leasing of space, facilities or equipment within the institutions or facilities of the Department or for the purchase of goods or services, which must be deposited into the Fund for Prison Industries pursuant to subsection 1, is not paid on or before the date due, the Department shall charge and collect, **in addition to the money due, interest on the money due at the rate of 1.5 percent per month or fraction thereof from the date on which the money became due until the date of payment.***

NRS 209.192 Fund for New Construction of Facilities for Prison Industries.

NRS 209.194 Silver State Industries Endowment Fund.

NRS 209.461 Duties and powers of Director; requirements for programs for employment of offenders; prohibited types of vocational training, employment and businesses; determination of profit of program of employment; no right of offender to employment or minimum wage.

Program

2. Every program for the employment of offenders established by the Director must:

- (a) Employ the maximum number of offenders possible;***
- (b) Except as otherwise provided in [NRS 209.192](#), provide for the use of money produced by the program to reduce the cost of maintaining the offenders in the institutions;***
- (d) Provide occupational training for offenders.***

Profitability – 209.461

4. Each fiscal year, the cumulative profits and losses, if any, of the programs for the employment of offenders established by the Director must result in a profit for the Department. The following must not be included in determining whether there is a profit for the Department:

(a) Fees credited to the Fund for Prison Industries pursuant to [NRS 482.268](#), any revenue collected by the Department for the leasing of space, facilities or equipment within the institutions or facilities of the Department, and any interest or income earned on the money in the Fund for Prison Industries.

(b) The selling expenses of the Central Administrative Office of the programs for the employment of offenders. As used in this paragraph, “selling expenses” means delivery expenses, salaries of sales personnel and related payroll taxes and costs, the costs of advertising and the costs of display models.

(c) The general and administrative expenses of the Central Administrative Office of the programs for the employment of offenders. As used in this paragraph, “general and administrative expenses” means the salary of the Deputy Director of Industrial Programs and the salaries of any other personnel of the Central Administrative Office and related payroll taxes and costs, the costs of telephone usage, and the costs of office supplies used and postage used.

5. If any state-sponsored program incurs a net loss for 2 consecutive fiscal years, the Director shall appear before the Joint Interim Standing Committee on the Judiciary to explain the reasons for the net loss and provide a plan for the generation of a profit in the next fiscal year. If the program does not generate a profit in the third fiscal year, the Director shall take appropriate steps to resolve the issue.

NRS 209.4818 Joint Interim Standing Committee on the Judiciary: Duties relating to industrial programs. (f) Review each state-sponsored industry program established pursuant to subsection 2 of [NRS 209.461](#) to determine whether the program is operating profitably. If the Committee determines that a program has incurred a net loss in 3 consecutive fiscal years, the Committee shall report its finding to the Director with a recommendation regarding whether the program should be continued or terminated. If the Director does not accept the recommendation of the

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Committee, the Director shall submit a written report to the Committee setting forth his or her reasons for rejecting the recommendation.

Employment, Space, and Contract

6. Except as otherwise provided in subsection 3, the Director may, with the approval of the Board:

(a) Lease spaces and facilities within any institution of the Department to private employers to be used for the vocational training and employment of offenders.

(b) Grant to reliable offenders the privilege of leaving institutions or facilities of the Department at certain times for the purpose of vocational training or employment.

7. Before entering into any contract with a private employer for the employment of offenders pursuant to subsection 1, the Director shall obtain from the private employer:

(a) A personal guarantee to secure an amount fixed by the Director of:

(1) For a contract that does not relate to construction, not less than 25 percent of the prorated annual amount of the contract but not more than 100 percent of the prorated annual amount of the contract, a surety bond made payable to the State of Nevada in an amount fixed by the Director of not less than 25 percent of the prorated annual amount of the contract but not more than 100 percent of the prorated annual amount of the contract and conditioned upon the faithful performance of the contract in accordance with the terms and conditions of the contract; or

(2) For a contract that relates to construction, not less than 100 percent of the prorated annual amount of the contract, a surety bond made payable to the State of Nevada in an amount fixed by the Director of not less than 100 percent of the prorated annual amount of the contract and conditioned upon the faithful performance of the contract in accordance with the terms and conditions of the contract,

↳ or a security agreement to secure any debt, obligation or other liability of the private employer under the contract, including, without limitation, lease payments, wages earned by offenders and compensation earned by personnel of the Department. The Director shall appear before the Joint Interim Standing Committee on the Judiciary to explain the reasons for the amount fixed by the Director for any personal guarantee or surety bond.

(b) A detailed written analysis on the estimated impact of the contract on private industry in this State. The written analysis must include, without limitation:

(1) The number of private companies in this State currently providing the types of products and services offered in the proposed contract.

(2) The number of residents of this State currently employed by such private companies.

(3) The number of offenders that would be employed under the contract.

(4) The skills that the offenders would acquire under the contract.

8. The provisions of this chapter **do not create a right on behalf of the offender to employment or to receive the federal or state minimum wage for any employment and do not establish a basis for any cause of action against the State or its officers or employees for employment of an offender or for payment of the federal or state minimum wage to an offender.**

Mandated Reporting

The following reports are mandated in statute for NDOC, including this report. These reports are submitted and often a public record or discussed in a public hearing or committee.

NRS 209.221 Offenders' Store Fund; statement of offender's financial situation; criminal penalties relating to concealment of assets and provision of false or misleading financial information.

2. The Director shall:

- ...
- (b) Submit reports to the Board relative to money in the Fund as may be required from time to time; and
 - (c) Submit a monthly report to the offenders of the amount of money in the Fund by posting copies of the report at locations accessible to offenders generally or by delivery of copies to the appropriate representatives of the offenders if any are selected.

NRS 209.241 Safekeeping of money and valuables of offenders: Prisoners' Personal Property Fund; duties of Director; withdrawals by offenders; monthly statement; disbursement of interest and income; penalties; exemptions.

3. The Director:

- (a) Shall keep, or cause to be kept, a full and accurate account of the money and valuables, and shall submit reports to the Board relating to the money and valuables as may be required from time to time.

NRS 209.345 Director to establish system to track expenses related to housing youthful offenders; report regarding expenses tracked by system.

1. The Director shall establish a system to track expenses that are directly related to housing youthful offenders in the institutions and facilities of the Department. The system must track all expenses that are directly related to housing youthful offenders, including, without limitation, expenses for:

...

2. On or before July 30 of each year, the Director shall prepare and submit to the Director of the Legislative Counsel Bureau for transmittal to the Joint Interim Standing Committee on the Judiciary a report regarding the expenses that were tracked by the system established pursuant to subsection 1 during the immediately preceding fiscal year.

NRS 209.4244 Report by Director to Legislature. The Director shall provide the following information to the Interim Finance Committee on or before January 31 of each even-numbered year and to the Senate Standing Committee on Finance and the Assembly Standing Committee on Ways and Means at the beginning of each regular session of the Legislature:

1. The number of offenders who are currently participating in programs of treatment for offenders with substance use or co-occurring disorders and programs of aftercare;

2. The number of offenders who have participated in programs of treatment for offenders with substance use or co-occurring disorders and programs of aftercare and the number of those offenders who subsequently have been arrested for other offenses; and

3. The number of offenders who have successfully completed treatment in programs of treatment for offenders with substance use or co-occurring disorders and programs of aftercare and the number of those offenders who subsequently have been arrested for other offenses.

È The Central Repository for Nevada Records of Criminal History shall assist the Director in obtaining all data that is necessary to prepare the information required by subsections 2 and 3.

(Added to NRS by [1997, 2654](#); A [2021, 211](#))

NRS 209.4299 Submission of report concerning probationers participating in program. The Department of Corrections and the Division of Parole and Probation of the Department of Public Safety shall jointly submit a report at least twice annually to the Director of the Legislative Counsel Bureau for transmittal to the Interim Finance Committee. The report must include:

1. The number of probationers participating in the diversion program;

2. The reasons the probationers entered the program;

3. The number of probationers who satisfied the terms and conditions of their participation in the program; and

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4. *The status of the probationers who are in the program at the time the report is prepared.*
(Added to NRS by [2011, 2629](#); A [2015, 1995](#))

NRS 209.459 Employment of offenders: Report on potential impacts of new program; program for employment in services and manufacturing; submission of contract related to new program for approval.

1. *The Director shall:*

(a) *Submit a report to the Joint Interim Standing Committee on the Judiciary identifying the potential impacts of any new program for the employment of offenders on private employers and labor in this State. In preparing such a report, the Director shall include any information required pursuant to paragraph (b) of subsection 7 of [NRS 209.461](#) and must perform due diligence in obtaining such information from:*

- (1) The Department of Employment, Training and Rehabilitation;*
- (2) The Department of Business and Industry;*
- (3) The Office of Economic Development; and*
- (4) Representatives of organized labor in this State.*

(b) *Seek and present the recommendations of the Joint Interim Standing Committee on the Judiciary to the Board of State Prison Commissioners and, with the approval of the Board of State Prison Commissioners, establish and carry out a program for the employment of offenders in services and manufacturing conducted by institutions of the Department or by private employers.*

2. *Before any new program for the employment of offenders is established pursuant to this section, the Director shall submit any contract related to the employment of such offenders to the State Board of Examiners for approval.*

(Added to NRS by [1979, 1381](#); A [1987, 1019](#); [2001, 2392](#); [2013, 1802](#); [2021, 2519](#))

NRS 209.461 Duties and powers of Director; requirements for programs for employment of offenders; prohibited types of vocational training, employment and businesses; determination of profit of program of employment; no right of offender to employment or minimum wage.

1. *The Director shall:*

(a) *To the greatest extent possible, approximate the normal conditions of training and employment in the community.*

...

(h) *On or before January 1, 2014, and every 5 years thereafter, submit a report to the Director of the Legislative Counsel Bureau for distribution to the Joint Interim Standing Committee on the Judiciary. The report must include, without limitation, an analysis of existing contracts with private employers for the employment of offenders and the potential impact of those contracts on private industry in this State.*

(i) *Submit a report to each meeting of the Interim Finance Committee identifying any accounts receivable related to a program for the employment of offenders.*

NRS 209.4818 Joint Interim Standing Committee on the Judiciary: Duties relating to industrial programs.

1. *The Joint Interim Standing Committee on the Judiciary shall:*

- (a) Be informed on issues and developments relating to industrial programs for correctional institutions;*
- (b) Submit a semiannual report to the Interim Finance Committee before July 1 and December 1 of each year on the status of current and proposed industrial programs for correctional institutions;*
- (c) Report to the Legislature on any other matter relating to industrial programs for correctional institutions that it deems appropriate;*

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Nevada Revised Statutes (NRS)

NRS 209.151 Deputy directors: Appointment; duties; other employment prohibited.

1. The Director shall appoint a Deputy Director for Industrial Programs who:
 - (a) Is responsible to the Director for the administration of all industrial, vocational and agricultural programs for the employment of offenders, except conservation camps and centers for the purpose of making restitution; and
 - (b) Shall enforce all policies and regulations of the Department relating to industrial, vocational and agricultural programs.
2. In addition to the Deputy Director appointed pursuant to subsection 1, the Director shall appoint such other deputy directors as are necessary.
3. During any absence of the Director, the Director shall designate a deputy director or a warden to act as Director of the Department without increase in salary.
4. The deputy directors shall carry out such administrative duties as may be assigned to them by the Director and shall not engage in any other gainful employment or occupation.

(Added to NRS by [1977, 846](#); A [1983, 720](#); [1987, 1019](#); [1989, 1884](#); [1991, 216](#); [2007, 65](#))

NRS 209.153 Deputy Director for Industrial Programs: Retirement benefits. The Deputy Director for Industrial Programs appointed pursuant to subsection 1 of [NRS 209.151](#) is entitled to receive the same retirement benefits as police officers and firefighters employed by public employers. For this purpose, the provisions of [chapter 286](#) of NRS governing the retirement benefits of police officers and firefighters apply to the Deputy Director for Industrial Programs.

(Added to NRS by [1987, 1019](#); A [2001 Special Session, 193](#); [2005, 319](#); [2007, 66](#))

NRS 209.189 Fund for Prison Industries.

1. The Fund for Prison Industries is hereby created as an enterprise fund to receive all revenues derived from programs for vocational training and employment of offenders and the operation of the prison farm and to receive all revenues raised by the Department from private employers for the leasing of space, facilities or equipment within the institutions or facilities of the Department.
2. Money in the Fund must be maintained in separate budgetary accounts, including at least one account for industrial programs and one for the prison farm.
3. Subject to the approval of the State Board of Examiners, the Director may expend money deposited in this Fund for the promotion and development of these programs and the prison farm. The Director shall expend money deposited in this Fund to pay the premiums required for coverage of offenders under the modified program of industrial insurance adopted pursuant to [NRS 616B.028](#).
4. The interest and income earned on the money in the Fund, after deducting any applicable charges, must be credited to the Fund.
5. If money owed to the Department for the leasing of space, facilities or equipment within the institutions or facilities of the Department or for the purchase of goods or services, which must be deposited into the Fund for Prison Industries pursuant to subsection 1, is not paid on or before the date due, the Department shall charge and collect, in addition to the money due, interest on the money due at the rate of 1.5 percent per month or fraction thereof from the date on which the money became due until the date of payment.

(Added to NRS by [1979, 888](#); A [1987, 641](#), [1023](#); [1989, 550](#), [733](#); [1991, 1135](#); [1999, 1734](#); [2001 Special Session, 193](#))

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NRS 209.192 Fund for New Construction of Facilities for Prison Industries.

1. There is hereby created in the State Treasury a Fund for New Construction of Facilities for Prison Industries as a capital projects fund. The Director shall deposit in the Fund the deductions made pursuant to subparagraph (3) of paragraph (a) of subsection 3 or subparagraph (2) of paragraph (a) of subsection 4 of [NRS 209.463](#). The money in the Fund must only be expended:

(a) To house new industries or expand existing industries in the industrial program to provide additional employment of offenders;

(b) To relocate, expand, upgrade or modify an existing industry in the industrial program to enhance or improve operations or security or to provide additional employment or training of offenders;

(c) To purchase or lease equipment to be used for the training of offenders or in the operations of prison industries;

(d) To pay or fund the operations of prison industries, including, without limitation, paying the salaries of staff and wages of offenders if the cash balance in the Fund for Prison Industries is below the average monthly expenses for the operation of prison industries;

(e) To advertise and promote the goods produced and services provided by prison industries; or

(f) For any other purpose authorized by the Legislature.

2. Before money in the Fund may be expended:

(a) As described in paragraphs (b) to (e), inclusive, of subsection 1, the Director shall submit a proposal for the expenditure to the Joint Interim Standing Committee on the Judiciary and the State Board of Examiners.

(b) For construction, the Director shall submit a proposal for the expenditure to the State Board of Examiners.

3. Upon making a determination that the proposed expenditure is appropriate and necessary, the State Board of Examiners shall recommend to the Interim Finance Committee, or the Senate Standing Committee on Finance and the Assembly Standing Committee on Ways and Means when the Legislature is in general session, that the expenditure be approved. Upon approval of the appropriate committee or committees, the money may be so expended.

4. If any money in the Fund is used as described in paragraph (d) of subsection 1, the Director shall repay the amount used as soon as sufficient money is available in the Fund for Prison Industries.

5. The interest and income earned on the money in the Fund, after deducting any applicable charges, must be credited to the Fund.

6. As used in this section, "Fund" means Fund for New Construction of Facilities for Prison Industries.

(Added to NRS by [1991, 1586](#); A [1993, 422](#); [1995, 2591](#); [1997, 3177](#); [2001, 2391](#); [2010, 26th Special Session, 5](#); [2015, 398](#); [2021, 1895, 2518](#))

NRS 209.194 Silver State Industries Endowment Fund.

1. The Silver State Industries Endowment Fund is hereby created as a trust fund in the State Treasury.

2. The State Treasurer shall deposit in the Fund:

(a) Any money received from any commercial or correctional activities relating to the use of the modern structures, buildings and other property of the Nevada State Prison; and

(b) Any gifts, grants or donations of money the State Treasurer receives from any person who wishes to contribute to the Fund.

↳ The money described in paragraphs (a) and (b) must be accounted for separately.

3. The interest and income earned on the money in the Fund must be credited to the Fund.

4. The Fund must be administered by the Silver State Industries Division of the Department.

5. Except as otherwise provided in subsection 6, the money in the Fund must only be used for the purposes set forth in this subsection. The Silver State Industries Division may use:

(a) In addition to any interest earned on the principal of the Fund, not more than 75 percent of the money received during a fiscal year from any commercial or correctional activities relating to the use of the modern structures, buildings and other property of the Nevada State Prison for the maintenance of the modern structures, buildings and other property of the Nevada State Prison; and

(b) Not more than 5 percent of the money received during a fiscal year from any commercial or correctional activities relating to the use of the modern structures, buildings and other property of the Nevada State Prison to pay administrative costs.

6. At the end of each fiscal year, the State Treasurer shall transfer from the Silver State Industries Endowment Fund to the Endowment Fund for the Historic Preservation of the Nevada State Prison created by [NRS 381.239](#) 25 percent of all the money received during the fiscal year from any commercial or correctional activities relating to the use of the modern structures, buildings and other property of the Nevada State Prison and deposited into and

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remaining in the Silver State Industries Endowment Fund. The State Treasurer shall not transfer any interest earned on the principal.

7. As used in this section, “modern structures, buildings and other property of the Nevada State Prison” means the structures, buildings and other property described in paragraph (a) of subsection 1 of [NRS 321.004](#).

(Added to NRS by [2015, 868](#); A [2021, 2079](#))

NRS 209.461 Duties and powers of Director; requirements for programs for employment of offenders; prohibited types of vocational training, employment and businesses; determination of profit of program of employment; no right of offender to employment or minimum wage.

1. The Director shall:

(a) To the greatest extent possible, approximate the normal conditions of training and employment in the community.

(b) Except as otherwise provided in this section, to the extent practicable, require each offender, except those whose behavior is found by the Director to preclude participation, to spend 40 hours each week in vocational training or employment, unless excused for a medical reason or to attend educational classes in accordance with [NRS 209.396](#). The Director shall require as a condition of employment that an offender sign an authorization for the deductions from his or her wages made pursuant to [NRS 209.463](#). Authorization to make the deductions pursuant to [NRS 209.463](#) is implied from the employment of an offender and a signed authorization from the offender is not required for the Director to make the deductions pursuant to [NRS 209.463](#).

(c) Use the earnings from services and manufacturing conducted by the institutions and the money paid by private employers who employ the offenders to offset the costs of operating the prison system and to provide wages for the offenders being trained or employed.

(d) Provide equipment, space and management for services and manufacturing by offenders.

(e) Employ craftsmen and other personnel to supervise and instruct offenders.

(f) Contract with governmental agencies and private employers for the employment of offenders, including their employment on public works projects under contracts with the State and with local governments.

(g) Contract for the use of offenders’ services and for the sale of goods manufactured by offenders.

(h) On or before January 1, 2014, and every 5 years thereafter, submit a report to the Director of the Legislative Counsel Bureau for distribution to the Joint Interim Standing Committee on the Judiciary. The report must include, without limitation, an analysis of existing contracts with private employers for the employment of offenders and the potential impact of those contracts on private industry in this State.

(i) Submit a report to each meeting of the Interim Finance Committee identifying any accounts receivable related to a program for the employment of offenders.

2. Every program for the employment of offenders established by the Director must:

(a) Employ the maximum number of offenders possible;

(b) Except as otherwise provided in [NRS 209.192](#), provide for the use of money produced by the program to reduce the cost of maintaining the offenders in the institutions;

(c) Have an insignificant effect on the number of jobs available to the residents of this State; and

(d) Provide occupational training for offenders.

3. An offender may not engage in vocational training, employment or a business that requires or permits the offender to:

(a) Telemarket or conduct opinion polls by telephone; or

(b) Acquire, review, use or have control over or access to personal information concerning any person who is not incarcerated.

4. Each fiscal year, the cumulative profits and losses, if any, of the programs for the employment of offenders established by the Director must result in a profit for the Department. The following must not be included in determining whether there is a profit for the Department:

(a) Fees credited to the Fund for Prison Industries pursuant to [NRS 482.268](#), any revenue collected by the Department for the leasing of space, facilities or equipment within the institutions or facilities of the Department, and any interest or income earned on the money in the Fund for Prison Industries.

(b) The selling expenses of the Central Administrative Office of the programs for the employment of offenders. As used in this paragraph, “selling expenses” means delivery expenses, salaries of sales personnel and related payroll taxes and costs, the costs of advertising and the costs of display models.

(c) The general and administrative expenses of the Central Administrative Office of the programs for the employment of offenders. As used in this paragraph, “general and administrative expenses” means the salary of the Deputy Director of Industrial Programs and the salaries of any other personnel of the Central Administrative Office

Mission: To reduce government operating costs, provide offenders the skills necessary to successfully re-enter society, and enhance the safe operation of correctional facilities.

and related payroll taxes and costs, the costs of telephone usage, and the costs of office supplies used and postage used.

5. If any state-sponsored program incurs a net loss for 2 consecutive fiscal years, the Director shall appear before the Joint Interim Standing Committee on the Judiciary to explain the reasons for the net loss and provide a plan for the generation of a profit in the next fiscal year. If the program does not generate a profit in the third fiscal year, the Director shall take appropriate steps to resolve the issue.

6. Except as otherwise provided in subsection 3, the Director may, with the approval of the Board:

(a) Lease spaces and facilities within any institution of the Department to private employers to be used for the vocational training and employment of offenders.

(b) Grant to reliable offenders the privilege of leaving institutions or facilities of the Department at certain times for the purpose of vocational training or employment.

7. Before entering into any contract with a private employer for the employment of offenders pursuant to subsection 1, the Director shall obtain from the private employer:

(a) A personal guarantee to secure an amount fixed by the Director of:

(1) For a contract that does not relate to construction, not less than 25 percent of the prorated annual amount of the contract but not more than 100 percent of the prorated annual amount of the contract, a surety bond made payable to the State of Nevada in an amount fixed by the Director of not less than 25 percent of the prorated annual amount of the contract but not more than 100 percent of the prorated annual amount of the contract and conditioned upon the faithful performance of the contract in accordance with the terms and conditions of the contract; or

(2) For a contract that relates to construction, not less than 100 percent of the prorated annual amount of the contract, a surety bond made payable to the State of Nevada in an amount fixed by the Director of not less than 100 percent of the prorated annual amount of the contract and conditioned upon the faithful performance of the contract in accordance with the terms and conditions of the contract,

↳ or a security agreement to secure any debt, obligation or other liability of the private employer under the contract, including, without limitation, lease payments, wages earned by offenders and compensation earned by personnel of the Department. The Director shall appear before the Joint Interim Standing Committee on the Judiciary to explain the reasons for the amount fixed by the Director for any personal guarantee or surety bond.

(b) A detailed written analysis on the estimated impact of the contract on private industry in this State. The written analysis must include, without limitation:

(1) The number of private companies in this State currently providing the types of products and services offered in the proposed contract.

(2) The number of residents of this State currently employed by such private companies.

(3) The number of offenders that would be employed under the contract.

(4) The skills that the offenders would acquire under the contract.

8. The provisions of this chapter do not create a right on behalf of the offender to employment or to receive the federal or state minimum wage for any employment and do not establish a basis for any cause of action against the State or its officers or employees for employment of an offender or for payment of the federal or state minimum wage to an offender.

9. As used in this section, "state-sponsored program" means a program for the vocational training or employment of offenders which does not include a contract of employment with a private employer.

Mission: To reduce government operating costs, provide offenders the skills necessary to successfully re-enter society, and enhance the safe operation of correctional facilities.

Administrative Regulations

AR 525: Prison Industry Classification

525.01 (1)

- A. High School Diploma Or High School Equivalency, or currently enrolled in high school or High School Equivalency, and
- B. No major disciplinary violations in the previous 6 months, and
- C. Be functioning at an educational level equal to literacy per NRS 209.396, and
- D. A minimum of 12 months remaining on their sentence until eligible for minimum custody.
- E. Must have a valid SSN authenticated through the Federal E-Verify system and must successfully complete the Federal I-9 form.
- F. Inmates with an escape history will be reviewed by a full classification committee on a case-by-case basis.

525.02 Retention: no major disciplinary actions, behavioral issues

AR 854: Prison Industrial Program

Applies to Deputy Director, Warden, All Staff, Inmates, and ASO

Compliance with all Administrative Regulations:

- 100 Series: General Administration
- 200 Series: Fiscal Management
- 300 Series: Human Resources, EEO / Employee Development, Payroll
- 400 Series: Institutional Management
- 500 Series: Classification & Management of Inmates
- 600 Series: Health Care Services
- 700 Series: Inmate Regulations
- 800 Series: Inmate Programs

Mission: To reduce government operating costs, provide offenders the skills necessary to successfully re-enter society, and enhance the safe operation of correctional facilities.

APPENDIX 2: TRANSPARENCY, OVERSIGHT, AND INTERNAL CONTROLS

Numerous reports for employment of offender programs are mandated in statute for NDOC, including this report. These reports are submitted and often a public record or discussed in a public hearing or committee and reviewed by the public, non-profit organizations, and interested community organizations. Silver State Industries is part of the Nevada Department of Corrections and, as such, is mandated to follow NDOC and State of Nevada statute, regulations, policies, and procedures. Established financial processes and expenditure procedures mandated in statute (NRS 209); Administrative Regulations (AR 525 and AR 854), State Administrative Manual (SAM); State of Nevada Accounting Policy and Procedures, Ethical Procedure form the base level of accountability and oversight.

SSI routinely invites Legislators, agencies staff and agency heads, community organizations and leaders, and other individuals to tour its operations as part of its openness and transparency. When individuals see the operation and talk to the shop managers, offender laborers, and correctional officers, they often have a profound change in Correctional attitudes and the work performed throughout Prison Industries. This basic understanding of operations will greatly assist in the dialog during open meetings and bills brought forth, which can take a focus away from Correctional missions and require staff time and resources to continuously address misinformation and provide education. SSI does send out educational flyers and information that could reduce the time lost from these interactions, better utilizing state resources and taxpayer dollars.

As necessitated by its business structure, there is limited oversight on the operation side other than shop managers' code of ethics; Nevada Statutes and Regulations on ethical behaviors (NRS 281A, NAC 281A, and 2014 Ethics Manual); internal peer review; SSI and NDOC chain of command, and NDOC process review. This provides SSI and shop managers with latitude for its business operation as a training program to assess jobs on varying cost levels with a business minded approach for future business relationships.

Mission: To reduce government operating costs, provide offenders the skills necessary to successfully re-enter society, and enhance the safe operation of correctional facilities.

State of Nevada

Similar to all State Agencies, NDOC and SSI are subject to State oversight and transactional audits at varying levels and adherence to its own Internal Controls. State Level oversight includes the following.

NDOC - NDOC internal assessments include fiscal assessments, process review and validation or internal SSI review or adherence to Internal Controls. NDOC fiscal periodically reviews work samples and assessments on NDOC and state policies. They will identify deficiencies and offer solutions.

SSI Accounting staff continuously review processes, procedures, and financial documents and material submitted from operation staff. The accounting team assists shop managers in state process for review and approval for needed items through purchase orders, budget amendments, Capital Improvement Fund Purchases, and budget development. Through quality control and Internal Controls, this minimizes chances for fraud, waste, and abuse. Utilizing an internal Financial System, CYMA, also mitigates chances for fraud, waste, and abuse or missing collection or billing opportunities.

Practices to ensure compliance and adherence to state processes include peer review; accounting team review; shop shared coverage (NNCC and SDCC), marketing review; leadership/chain of command oversight, accountability; and end results. SSI utilizes shared email and shop managers routinely assist each other, providing opportunities for internal peer review, information sharing and oversight, assessment of work environment or work process and workflow.

Each institution has protocols for the security of the facility and safety of offenders and state staff. The Office of the Inspector General investigates, as needed, individuals and operations. SSI works closely with the IG's office as part of its operational security or when there is a potential infringement.

Mission: To reduce government operating costs, provide offenders the skills necessary to successfully re-enter society, and enhance the safe operation of correctional facilities.

State Assessments or Reviews - NDOC

Legislative Counsel Bureau 3/4/2022

[LA22-11 Department of Corrections.pdf \(state.nv.us\)](#)

Governor's Finance Office

[DIA 22-05.pdf \(nv.gov\)](#) 2/22/2022

[DIA 21-03 NDOC Fiscal Processes.pdf \(nv.gov\)](#) 1/28/2021

[NDOC MHS Final Report .pdf \(nv.gov\)](#) 11/7/2019

State Purchasing Division

Direct Purchase Authority Memo, Internal Control Review 5/16/2023

Controller's Office

Advantage review, keyed operations

End of the Year and Transactional Review

Legislative Authority Review

Ethics Commission

Oversight Boards and Commissions

SSI's oversight committee changed from the Committee for Industrial Programs (2015 through June 2021) to the Joint Interim Standing Committee on the Judiciary. Existing Oversight Boards and Commissions with some level of oversight or guidance include:

- Joint Interim Standing Committee on the Judiciary previously the Committee for Industrial Programs; [Joint Interim Standing Committee on Judiciary \(state.nv.us\)](#)
- Board of State Prison Commissioners, [Board of State Prison Commissioners 2023 Meetings \(nv.gov\)](#)
- Interim Finance Committee, [Interim Committees Home \(state.nv.us\)](#)
- Board of Examiners, [2023BOE \(nv.gov\)](#)

Mission: To reduce government operating costs, provide offenders the skills necessary to successfully re-enter society, and enhance the safe operation of correctional facilities.

Other Review and Assessment Agencies

Through its federal contract with the ***Bureau of Land Management***, SSI must complete a Single Audit each year. There are limited organizations that are able to provide an audit for a wild horse program. SSI contracts for this single audit each year. Prior to COVID, this audit was conducted on site however, post COVID, these have been conducted online and electronically.

Additional federal entities will assess and audit SSI at the transactional level and as in in person or electronic review. Examples of other review and assessment agencies include:

- Single Audit Report: Annual Requirement for B/A 3727 Bureau of Land Management Wild Horse Program
- PIECP Certification Audits
- PIECP Assessment (November 2023)
- E-Verify Audit: E-Verify Account Compliance Support

Internal Controls

Silver State Industries, like all State Agencies, is held accountable for adherence to its established Internal Controls. SSI reviews its Internal Controls annually and submits the most current Internal Controls during its annual Bureau of Land Management program single audit. SSI Internal Controls were submitted to State Purchasing Division in SFY 23 for review.

Federal Partners and Industry Education

National Correctional Industries and Associations (NCIA) is an international nonprofit professional association whose members represent federal, state, county, and international Correctional Industry agencies, as well as suppliers and partners in apprenticeship and work programs. Correctional Industries practitioners at all levels use NCIA's wide array of professional development opportunities to network and improve their skills. Through the annual national training conference, regional workshops, a comprehensive website, webinars, and informative publications, NCIA keeps the field up-to-date on reentry strategies, emerging technologies, best practices, as well as the many success stories of incarcerated individuals whose lives have been transformed by Correctional Industries.

Under the Training and Technical Assistance Project of the Private Sector/Prison Industry Enhancement Certification Program (PIECP) for the U.S. Department of Justice, NCIA conducts reviews of PIECP programs and cost accounting centers, compiles and publishes quarterly statistical reports, and provides technical support to PIECP certificate holders via an annual training webinar and online resources.

Source: [About / nationalcia.org](http://nationalcia.org)

The Bureau of Justice Assistance (BJA) was created in 1984 to reduce violent crime, create safer communities, and reform our Nation's criminal justice system. Under the Prison Industry Enhancement Certification Program (PIECP), BJA certifies that local or state prison industry programs meet all the necessary requirements to be exempt from federal restrictions on prisoner-made goods in interstate commerce. The program places offenders in realistic work environments, pays them prevailing wages, and gives them a chance to develop marketable skills that will increase their potential for rehabilitation and meaningful employment on release.

Source:

- [About the Bureau of Justice Assistance / Bureau of Justice Assistance \(ojp.gov\)](http://ojp.gov)
- [Prison Industry Enhancement Certification Program \(PIECP\) / Overview / Bureau of Justice Assistance \(ojp.gov\)](http://ojp.gov)

Mission: To reduce government operating costs, provide offenders the skills necessary to successfully re-enter society, and enhance the safe operation of correctional facilities.

ATTACHMENTS: IMPACT STUDIES

Diane Dastal - RE: impact information needed

From: Marcel Schaerer <marcelfschaerer@business.nv.gov>
To: Diane Dastal <ddastal@doc.nv.gov>
Date: 10/8/2019 8:23 AM
Subject: RE: impact information needed

Good morning Diane,

The Department of Business and Industry cannot provide the impact studies. If you have any additional questions, please let us know.

Best,

 Marcel F. Schaerer
 Deputy Director
 Department of Business & Industry
 3300 W. Sahara Avenue, Suite 425
 Las Vegas, NV 89102
 (702) 486-4492
www.business.nv.gov



From: Diane Dastal <ddastal@doc.nv.gov>
Sent: Tuesday, October 8, 2019 8:17 AM
To: Marcel Schaerer <marcelfschaerer@business.nv.gov>
Subject: Re: impact information needed

Good morning Marcel,
 Would you please confirm that your agency cannot provide the impact studies?

[Click to add a signature](#)

This message, including any attachments, is the property of the Nevada Department of Corrections and is solely for the use of the individual or entity intended to receive it. It may contain confidential and proprietary information and any unauthorized review, use, disclosure or distribution is prohibited. If you are not the intended recipient(s) or if you have received this message in error, please contact the sender by reply email and permanently delete it.

From: Marcel Schaerer <marcelfschaerer@business.nv.gov>
To: Diane Dastal <ddastal@doc.nv.gov>
Date: 9/19/2019 7:16 AM

Diamond Mountain Distributors Northern Nevada Input Output Scenario Parameters

Regions

Code	Description
32005	Douglas County, NV
32019	Lyon County, NV
32029	Storey County, NV
32031	Washoe County, NV
32510	Carson City County, NV

Industry Scenario

Code	Description	Change Type	Change Value
423930	Recyclable Material Merchant Wholesalers	Jobs	8

Input-Output Year

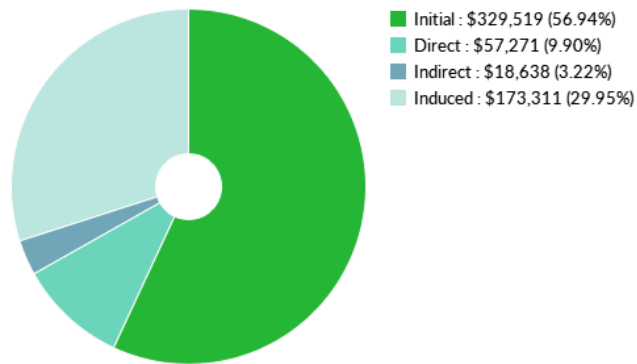
2016

Changes to Recyclable Material Merchant Wholesalers

\$578,739	13	\$171,194
Change in Earnings	Change in Jobs	Change in Taxes on Production and Imports (TPI)
1.76 Multiplier	1.69 Multiplier	

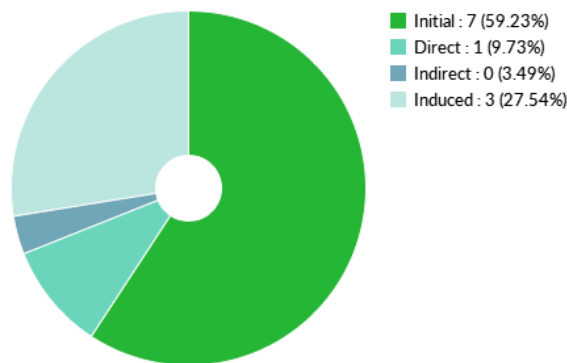
Effect on earnings from adding 8 jobs to Recyclable Material Merchant Wholesalers

\$329,519 Initial 1.00 Multiplier	\$57,271 Direct 0.17 Multiplier	\$18,638 Indirect 0.06 Multiplier	\$173,311 Induced 0.53 Multiplier
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Effect on jobs from adding 8 jobs to Recyclable Material Merchant Wholesalers






8 Initial 1.00 Multiplier	1 Direct 0.16 Multiplier	0 Indirect 0.06 Multiplier	3 Induced 0.46 Multiplier
--	---------------------------------------	---	--









Effect on taxes on production and imports from adding 8 jobs to Recyclable Material Merchant Wholesalers

\$82,875 Local	\$65,814 State	\$22,505 Federal
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Scenario Results - Industry










NAICS	Industry	Change in Jobs
11	Agriculture, Forestry, Fishing and Hunting	0
21	Mining, Quarrying, and Oil and Gas Extraction	0
22	Utilities	0
23	Construction	0
31	Manufacturing	0
42	Wholesale Trade	8 
44	Retail Trade	0
48	Transportation and Warehousing	0
51	Information	0
52	Finance and Insurance	0
53	Real Estate and Rental and Leasing	0
54	Professional, Scientific, and Technical Services	0
55	Management of Companies and Enterprises	0
56	Administrative and Support and Waste Management and Remediation Services	1 
61	Educational Services	0
62	Health Care and Social Assistance	1 
71	Arts, Entertainment, and Recreation	0
72	Accommodation and Food Services	1 
81	Other Services (except Public Administration)	0
90	Government	1 

Scenario Results - Occupation

SOC	Occupation	Change in Jobs
11-0000	Management Occupations	1 
13-0000	Business and Financial Operations Occupations	1 
15-0000	Computer and Mathematical Occupations	0
17-0000	Architecture and Engineering Occupations	0
19-0000	Life, Physical, and Social Science Occupations	0
21-0000	Community and Social Service Occupations	0
23-0000	Legal Occupations	0
25-0000	Education, Training, and Library Occupations	0
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	0
29-0000	Healthcare Practitioners and Technical Occupations	0
31-0000	Healthcare Support Occupations	0
33-0000	Protective Service Occupations	0
35-0000	Food Preparation and Serving Related Occupations	0
37-0000	Building and Grounds Cleaning and Maintenance Occupations	0
39-0000	Personal Care and Service Occupations	0
41-0000	Sales and Related Occupations	2 
43-0000	Office and Administrative Support Occupations	3 
45-0000	Farming, Fishing, and Forestry Occupations	0
47-0000	Construction and Extraction Occupations	0
49-0000	Installation, Maintenance, and Repair Occupations	1 
51-0000	Production Occupations	1 

53-0000	Transportation and Material Moving Occupations	2	
55-0000	Military occupations	0	
99-0000	Unclassified Occupation	0	

Scenario Results - Demographics

Demographics	Change in Jobs
Female 14-18	0
Male 14-18	0
Female 19-21	0
Male 19-21	0
Female 22-24	0
Male 22-24	0
Female 25-34	1 
Male 25-34	1 
Female 35-44	1 
Male 35-44	1 
Female 45-54	1 
Male 45-54	2 
Female 55-64	1 
Male 55-64	2 
Female 65-99	0
Male 65-99	1 

Appendix A - Data Sources and Calculations

Input-Output Data

The input-output model in this report is Emsi's gravitational flows multi-regional social account matrix model (MR-SAM). It is based on data from the Census Bureau's Current Population Survey and American Community Survey; as well as the Bureau of Economic Analysis' National Income and Product Accounts, Input-Output Make and Use Tables, and Gross State Product data. In addition, several Emsi in-house data sets are used, as well as data from Oak Ridge National Labs on the cost of transportation between counties.

State Data Sources

This report uses state data from the following agencies: Nevada Department of Employment, Training and Rehabilitation, Information Development and Processing Division, Research and Analysis Bureau

Diamond Mountain Distributors Southern Nevada Input Output Scenario Parameters

Regions

Code	Description
32003	Clark County, NV

Industry Scenario

Code	Description	Change Type	Change Value
423930	Recyclable Material Merchant Wholesalers	Jobs	95

Input-Output Year

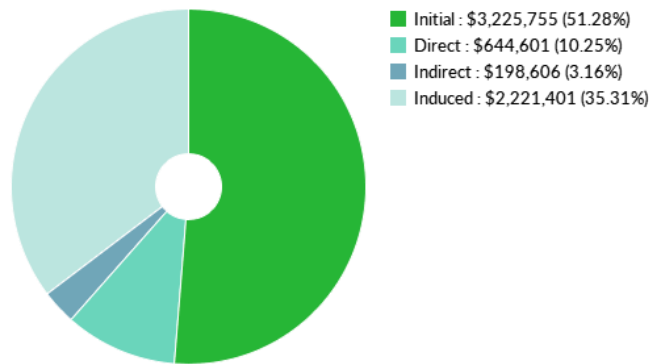
2016

Changes to Recyclable Material Merchant Wholesalers

\$6,290,364	155	\$1,796,973
Change in Earnings	Change in Jobs	Change in Taxes on Production and Imports (TPI)
1.95 Multiplier	1.64 Multiplier	

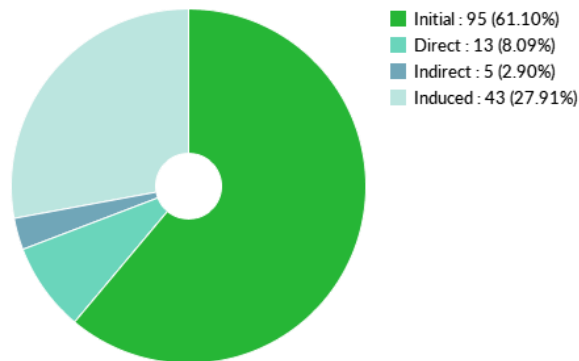
Effect on earnings from adding 95 jobs to Recyclable Material Merchant Wholesalers

\$3.2M Initial 1.00 Multiplier	\$644,601 Direct 0.20 Multiplier	\$198,606 Indirect 0.06 Multiplier	\$2.2M Induced 0.69 Multiplier
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Effect on jobs from adding 95 jobs to Recyclable Material Merchant Wholesalers




















95 Initial 1.00 Multiplier	13 Direct 0.13 Multiplier	5 Indirect 0.05 Multiplier	43 Induced 0.46 Multiplier
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Effect on taxes on production and imports from adding 95 jobs to Recyclable Material Merchant Wholesalers

















\$859,310 Local	\$686,430 State	\$251,233 Federal
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Scenario Results - Occupation

SOC	Occupation	Change in Jobs
11-0000	Management Occupations	10 
13-0000	Business and Financial Operations Occupations	6 
15-0000	Computer and Mathematical Occupations	2 
17-0000	Architecture and Engineering Occupations	1 
19-0000	Life, Physical, and Social Science Occupations	0
21-0000	Community and Social Service Occupations	1 
23-0000	Legal Occupations	1 
25-0000	Education, Training, and Library Occupations	3 
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	4 
29-0000	Healthcare Practitioners and Technical Occupations	3 
31-0000	Healthcare Support Occupations	1 
33-0000	Protective Service Occupations	2 
35-0000	Food Preparation and Serving Related Occupations	5 
37-0000	Building and Grounds Cleaning and Maintenance Occupations	3 
39-0000	Personal Care and Service Occupations	4 
41-0000	Sales and Related Occupations	26 
43-0000	Office and Administrative Support Occupations	30 
45-0000	Farming, Fishing, and Forestry Occupations	0
47-0000	Construction and Extraction Occupations	3 
49-0000	Installation, Maintenance, and Repair Occupations	8 
51-0000	Production Occupations	7 

53-0000	Transportation and Material Moving Occupations	36	
55-0000	Military occupations	0	
99-0000	Unclassified Occupation	0	

Scenario Results - Demographics

Demographics	Change in Jobs
Female 14-18	1 
Male 14-18	1 
Female 19-21	3 
Male 19-21	3 
Female 22-24	3 
Male 22-24	4 
Female 25-34	13 
Male 25-34	18 
Female 35-44	15 
Male 35-44	22 
Female 45-54	16 
Male 45-54	21 
Female 55-64	10 
Male 55-64	14 
Female 65-99	5 
Male 65-99	7 

Appendix A - Data Sources and Calculations

Input-Output Data

The input-output model in this report is Emsi's gravitational flows multi-regional social account matrix model (MR-SAM). It is based on data from the Census Bureau's Current Population Survey and American Community Survey; as well as the Bureau of Economic Analysis' National Income and Product Accounts, Input-Output Make and Use Tables, and Gross State Product data. In addition, several Emsi in-house data sets are used, as well as data from Oak Ridge National Labs on the cost of transportation between counties.

State Data Sources

This report uses state data from the following agencies: Nevada Department of Employment, Training and Rehabilitation, Information Development and Processing Division, Research and Analysis Bureau

Erickson Framing impact studies from Economic Development Parameters

Regions

Code	Description
32031	Washoe County, NV

Industry Scenario

Code	Description	Change Type	Change Value
321214	Truss Manufacturing	Jobs	14

Input-Output Year

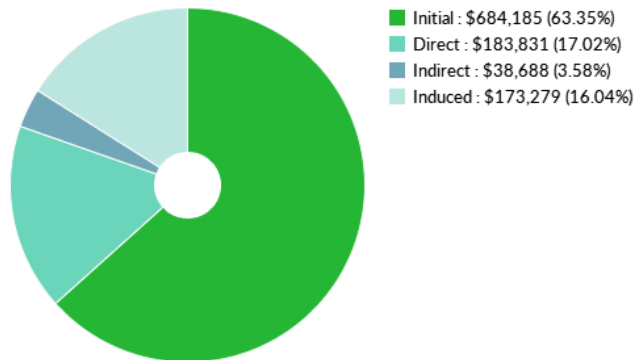
2016

Changes to Truss Manufacturing

\$1,079,983 Change in Earnings 1.58 Multiplier	21 Change in Jobs 1.53 Multiplier	\$116,561 Change in Taxes on Production and Imports (TPI)
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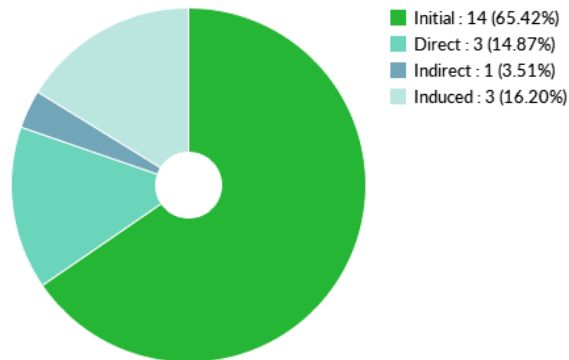
Effect on earnings from adding 14 jobs to Truss Manufacturing

\$684,185 Initial 1.00 Multiplier	\$183,831 Direct 0.27 Multiplier	\$38,688 Indirect 0.06 Multiplier	\$173,279 Induced 0.25 Multiplier
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Effect on jobs from adding 14 jobs to Truss Manufacturing







14 Initial 1.00 Multiplier	3 Direct 0.23 Multiplier	1 Indirect 0.05 Multiplier	3 Induced 0.25 Multiplier
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Effect on taxes on production and imports from adding 14 jobs to Truss Manufacturing


\$53,069 Local	\$46,038 State	\$17,454 Federal
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Scenario Results - Industry













NAICS	Industry	Change in Jobs
11	Crop and Animal Production	0
21	Mining, Quarrying, and Oil and Gas Extraction	0
22	Utilities	0
23	Construction	0
31	Manufacturing	15 
42	Wholesale Trade	1 
44	Retail Trade	0
48	Transportation and Warehousing	1 
51	Information	0
52	Finance and Insurance	0
53	Real Estate and Rental and Leasing	0
54	Professional, Scientific, and Technical Services	1 
55	Management of Companies and Enterprises	0
56	Administrative and Support and Waste Management and Remediation Services	0
61	Educational Services	0
62	Health Care and Social Assistance	1 
71	Arts, Entertainment, and Recreation	0
72	Accommodation and Food Services	0
81	Other Services (except Public Administration)	1 
90	Government	0

Scenario Results - Occupation

SOC	Occupation	Change in Jobs
11-0000	Management Occupations	1 
13-0000	Business and Financial Operations Occupations	1 
15-0000	Computer and Mathematical Occupations	0
17-0000	Architecture and Engineering Occupations	1 
19-0000	Life, Physical, and Social Science Occupations	0
21-0000	Community and Social Service Occupations	0
23-0000	Legal Occupations	0
25-0000	Education, Training, and Library Occupations	0
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	0
29-0000	Healthcare Practitioners and Technical Occupations	0
31-0000	Healthcare Support Occupations	0
33-0000	Protective Service Occupations	0
35-0000	Food Preparation and Serving Related Occupations	0
37-0000	Building and Grounds Cleaning and Maintenance Occupations	0
39-0000	Personal Care and Service Occupations	0
41-0000	Sales and Related Occupations	1 
43-0000	Office and Administrative Support Occupations	2 
45-0000	Farming, Fishing, and Forestry Occupations	0
47-0000	Construction and Extraction Occupations	1 
49-0000	Installation, Maintenance, and Repair Occupations	1 
51-0000	Production Occupations	8 

53-0000	Transportation and Material Moving Occupations	3	
55-0000	Military occupations	0	
99-0000	Unclassified Occupation	0	

Scenario Results - Demographics

Demographics	Change in Jobs
Female 14-18	0
Male 14-18	0
Female 19-21	0
Male 19-21	0
Female 22-24	1 
Male 22-24	1 
Female 25-34	2 
Male 25-34	3 
Female 35-44	2 
Male 35-44	3 
Female 45-54	1 
Male 45-54	3 
Female 55-64	1 
Male 55-64	2 
Female 65-99	1 
Male 65-99	1 

Appendix A - Data Sources and Calculations

Input-Output Data

The input-output model in this report is Emsi's gravitational flows multi-regional social account matrix model (MR-SAM). It is based on data from the Census Bureau's Current Population Survey and American Community Survey; as well as the Bureau of Economic Analysis' National Income and Product Accounts, Input-Output Make and Use Tables, and Gross State Product data. In addition, several Emsi in-house data sets are used, as well as data from Oak Ridge National Labs on the cost of transportation between counties.

State Data Sources

This report uses state data from the following agencies: Nevada Department of Employment, Training and Rehabilitation, Information Development and Processing Division, Research and Analysis Bureau

Occupations for Erickson Framing NV, LLC
 Employment and Wage Estimates for Nevada, May 2016

Industry **238131** Residential Framing Contractors
 Firms in NV **62** Employment **3754**

SOC	Title	Total Employment	Mean Hourly Wage	Hourly Wage				
				10th Percentile	20th Percentile	50th Percentile (Median)	75th Percentile	90th Percentile
47-2031	Carpenters	9,940	\$23.48	\$13.06	\$16.17	\$21.57	\$29.57	\$38.37
47-2061	Construction Laborers	8,730	\$18.90	\$11.61	\$13.63	\$17.15	\$23.74	\$29.51
47-3012	Carpenters - Helpers	330	\$13.87	\$10.04	\$11.01	\$13.08	\$15.65	\$18.63
51-2092	Team Assemblers	4,740	\$13.65	\$9.11	\$10.39	\$12.30	\$15.07	\$20.97
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	60	\$13.78	\$10.49	\$11.93	\$13.36	\$14.84	\$18.29
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	140	100	N/A	N/A	N/A	N/A	N/A

Occupational Definitions from O*NET

Carpenters (47-2031)

Construct, erect, install, or repair structures and fixtures made of wood, such as concrete forms; building frameworks, including partitions, joists, studding, and rafters; and wood stairways, window and door frames, and hardwood floors. May also install cabinets, siding, drywall and batt or roll insulation. Includes brattice builders who build doors or brattices (ventilation walls or partitions) in underground passageways.

Construction Laborers (47-2061)

Perform tasks involving physical labor at construction sites. May operate hand and power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, surveying and measuring equipment, and a variety of other equipment and instruments. May clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, and clean up rubble, debris and other waste materials. May assist other craft workers.

Carpenters – Helpers (47-3012)

Help carpenters by performing duties requiring less skill. Duties include using, supplying or holding materials or tools, and cleaning work area and equipment.

Team Assemblers (51-2092)

Work as part of a team having responsibility for assembling an entire product or component of a product. Team assemblers can perform all tasks conducted by the team in the assembly process and rotate through all or most of them rather than being assigned to a specific task on a permanent basis. May participate in making management decisions affecting the work. Includes team leaders who work as part of the team.

Sawing Machine Setters, Operators, and Tenders, Wood (51-7041)

Set up, operate, or tend wood sawing machines. May operate CNC equipment. Includes lead sawyers.

Woodworking Machine Setters, Operators, and Tenders, Except Sawing (51-7042)

Set up, operate, or tend woodworking machines, such as drill presses, lathes, shapers, routers, sanders, planers, and wood nailing machines. May operate CNC equipment.

Detailed descriptions of the skills required for these occupations can be found at <https://www.onetonline.org>

Occupations for Terra Firma Organics Inc
Employment and Wage Estimates for Nevada, May 2016

Industry 325314
 Firms in NV 9

Fertilizer (Mixing Only) Manufacturing
 Employment 44

Hourly Wage

SOC	Title	Total Employment	Mean Hourly Wage	50th Percentile				
				10th Percentile	20th Percentile	Percentile (Median)	75th Percentile	90th Percentile
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	530	\$16.07	\$8.25	\$10.74	\$16.38	\$18.56	\$23.15
51-9011	Chemical Equipment Operators and Tenders	100	\$23.57	\$15.56	\$17.87	\$25.05	\$28.49	\$30.99
51-9111	Packaging and Filling Machine Operators and Tenders	1,230	\$15.06	\$10.33	\$12.10	\$13.99	\$17.78	\$22.39
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	26,770	\$14.09	\$9.03	\$10.57	\$13.02	\$16.60	\$21.21
51-9199	Production Workers, All Other	630	\$16.40	\$9.37	\$11.12	\$14.17	\$20.64	\$25.17

Occupational Definitions from O*NET

Mixing and Blending Machine Setters, Operators, and Tenders

Set up, operate, or tend machines to mix or blend materials, such as chemicals, tobacco, liquids, color pigments, or explosive ingredients.

Chemical Equipment Operators and Tenders

Operate or tend equipment to control chemical changes or reactions in the processing of industrial or consumer products. Equipment used includes devulcanizers, steam-jacketed kettles, and reactor vessels.

Packaging and Filling Machine Operators and Tenders

Operate or tend machines to prepare industrial or consumer products for storage or shipment. Includes cannery workers who pack food products.

Laborers and Freight, Stock, and Material Movers, Hand

Manually move freight, stock, or other materials or perform other general labor. Includes all manual laborers not elsewhere classified.

Production Workers, All Other

All production workers not included separately. Includes recycling and reclamation workers (51-9199.01). Detailed employment and wage information is not available for recycling and reclamation workers in Nevada.

Detailed descriptions of the skills required for these occupations can be found at <https://www.onetonline.org>

Occupations for Sewing Collections Inc
Employment and Wage Estimates for Nevada, May 2016

Industry **423930 Recyclable Merchant Wholesalers**
 Firms in NV **58 Employment** **763**

SOC	Title	Total Employment	Hourly Wage						
			Mean Hourly Wage	10th Percentile	20th Percentile	50th Percentile (Median)	75th Percentile	90th Percentile	
43-5061	Production, Planning, and Expediting Clerks	1550	\$22.16	\$15.09	\$17.14	\$20.55	\$26.70	\$31.76	
43-9061	Office Clerks, General	27320	\$17.16	\$10.08	\$12.30	\$16.46	\$21.15	\$25.33	
51-9061	Inspectors, Testers, Sorters, Samplers & Weighers	2550	\$19.04	\$10.50	\$12.80	\$16.88	\$23.22	\$32.47	
51-9198	Helpers--Production Workers	1280	\$12.49	\$8.59	\$9.92	\$11.56	\$15.02	\$18.20	
51-9199	Production Workers, All Other	630	\$16.40	\$9.37	\$11.12	\$14.17	\$20.64	\$25.17	
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	26770	\$14.09	\$9.03	\$10.57	\$13.02	\$16.60	\$21.21	
53-7064	Packers and Packers, Hand	4190	\$10.68	\$7.92	\$8.54	\$9.68	\$11.78	\$14.55	

Occupational Definitions from O*NET
Production, Planning, and Expediting Clerks (43-5061)

Coordinate and expedite the flow of work and materials within or between departments of an establishment according to production schedule. Duties include reviewing and distributing production, work, and shipment schedules; conferring with department supervisors to determine progress of work and completion dates; and compiling reports on progress of work, inventory levels, costs, and production problems.

Office Clerks, General (43-5071)

Perform duties too varied and diverse to be classified in any specific office clerical occupation, requiring knowledge of office systems and procedures. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of answering telephones, bookkeeping, typing or word processing, stenography, office machine operation, and filing.

Inspectors, Testers, Sorters, Samplers & Weighers (51-9061)

Inspect, test, sort, sample, or weigh nonagricultural raw materials or processed, machined, fabricated, or assembled parts or products for defects, wear, and deviations from specifications. May use precision measuring instruments and complex test equipment.

Helpers--Production Workers (51-9198)

Help production workers by performing duties requiring less skill. Duties include supplying or holding materials or tools, and cleaning work area and equipment.

Production Workers, All Other (51-9199)

All production workers not listed separately.

Laborers and Freight, Stock, and Material Movers, Hand (53-7062)

Manually move freight, stock, or other materials or perform other general labor. Includes all manual laborers not elsewhere classified.

Packers and Packers, Hand (53-7064)

Pack or package by hand a wide variety of products and materials.

Detailed descriptions of the skills required for these occupations can be found at <https://www.onetonline.org>

JTC Holdings, LLC Input Output Scenario Parameters

Regions

Code	Description
32003	Clark County, NV

Industry Scenario

Code	Description	Change Type	Change Value
423930	Recyclable Material Merchant Wholesalers	Jobs	20

Input-Output Year

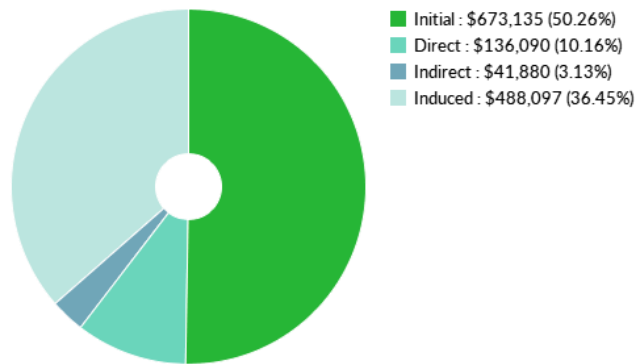
2017

Changes to Recyclable Material Merchant Wholesalers

\$1,339,202	33	\$362,245
Change in Earnings	Change in Jobs	Change in Taxes on Production and Imports (TPI)
1.99 Multiplier	1.66 Multiplier	

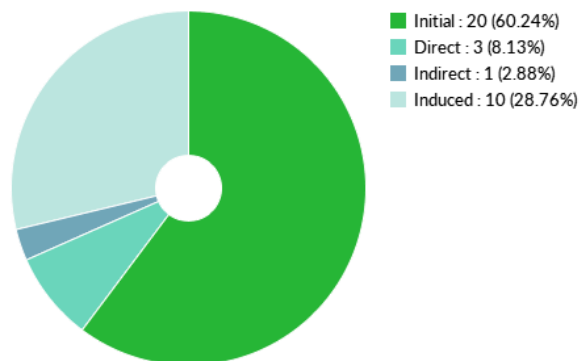
Effect on earnings from adding 20 jobs to Recyclable Material Merchant Wholesalers

\$673,135 Initial 1.00 Multiplier	\$136,090 Direct 0.20 Multiplier	\$41,880 Indirect 0.06 Multiplier	\$488,097 Induced 0.73 Multiplier
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Effect on jobs from adding 20 jobs to Recyclable Material Merchant Wholesalers
















20 Initial 1.00 Multiplier	3 Direct 0.13 Multiplier	1 Indirect 0.05 Multiplier	10 Induced 0.48 Multiplier
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Effect on taxes on production and imports from adding 20 jobs to Recyclable Material Merchant Wholesalers

\$172,803 Local	\$138,742 State	\$50,700 Federal
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Scenario Results - Occupation

SOC	Occupation	Change in Jobs
11-0000	Management Occupations	2 
13-0000	Business and Financial Operations Occupations	1 
15-0000	Computer and Mathematical Occupations	1 
17-0000	Architecture and Engineering Occupations	0
19-0000	Life, Physical, and Social Science Occupations	0
21-0000	Community and Social Service Occupations	0
23-0000	Legal Occupations	0
25-0000	Education, Training, and Library Occupations	1 
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	1 
29-0000	Healthcare Practitioners and Technical Occupations	1 
31-0000	Healthcare Support Occupations	0
33-0000	Protective Service Occupations	0
35-0000	Food Preparation and Serving Related Occupations	1 
37-0000	Building and Grounds Cleaning and Maintenance Occupations	1 
39-0000	Personal Care and Service Occupations	1 
41-0000	Sales and Related Occupations	7 
43-0000	Office and Administrative Support Occupations	6 
45-0000	Farming, Fishing, and Forestry Occupations	0
47-0000	Construction and Extraction Occupations	1 
49-0000	Installation, Maintenance, and Repair Occupations	1 
51-0000	Production Occupations	1 
53-0000	Transportation and Material Moving Occupations	6 
55-0000	Military-only occupations	0
99-0000	Unclassified Occupation	0

Scenario Results - Demographics

Demographics	Change in Jobs
Female 14-18	0
Male 14-18	0
Female 19-21	0
Male 19-21	1 
Female 22-24	1 
Male 22-24	1 
Female 25-34	3 
Male 25-34	4 
Female 35-44	3 
Male 35-44	5 
Female 45-54	3 
Male 45-54	4 
Female 55-64	2 
Male 55-64	3 
Female 65-99	1 
Male 65-99	2 

Appendix A - Data Sources and Calculations

Input-Output Data

The input-output model in this report is Emsi's gravitational flows multi-regional social account matrix model (MR-SAM). It is based on data from the Census Bureau's Current Population Survey and American Community Survey; as well as the Bureau of Economic Analysis' National Income and Product Accounts, Input-Output Make and Use Tables, and Gross State Product data. In addition, several Emsi in-house data sets are used, as well as data from Oak Ridge National Labs on the cost of transportation between counties.

State Data Sources

This report uses state data from the following agencies: Nevada Department of Employment, Training and Rehabilitation, Information Development and Processing Division, Research and Analysis Bureau

Nevada Organics Impact Study Parameters

Regions

Code	Description
16180	Carson City, NV

Industry Scenario

Code	Description	Change Type	Change Value
325314	Fertilizer (Mixing Only) Manufacturing	Jobs	10

Input-Output Year

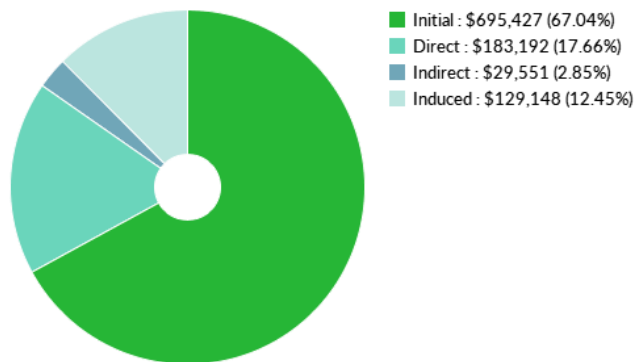
2016

Changes to Fertilizer (Mixing Only) Manufacturing

\$1,037,319 Change in Earnings 1.49 Multiplier	16 Change in Jobs 1.63 Multiplier	\$237,388 Change in Taxes on Production and Imports (TPI)
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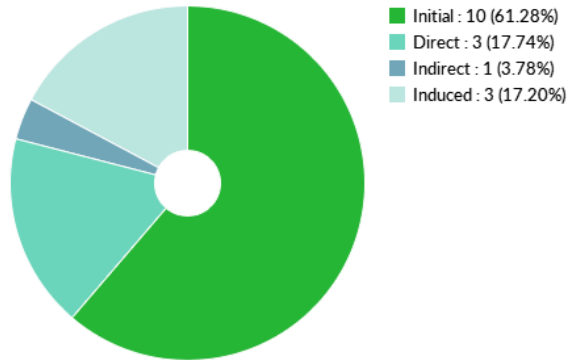
Effect on earnings from adding 10 jobs to Fertilizer (Mixing Only) Manufacturing

\$695,427 Initial 1.00 Multiplier	\$183,192 Direct 0.26 Multiplier	\$29,551 Indirect 0.04 Multiplier	\$129,148 Induced 0.19 Multiplier
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Effect on jobs from adding 10 jobs to Fertilizer (Mixing Only) Manufacturing





10 Initial 1.00 Multiplier	3 Direct 0.29 Multiplier	1 Indirect 0.06 Multiplier	3 Induced 0.28 Multiplier
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Effect on taxes on production and imports from adding 10 jobs to Fertilizer (Mixing Only) Manufacturing



\$109,660 Local	\$94,744 State	\$32,984 Federal
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Scenario Results - Industry










NAICS	Industry	Change in Jobs
11	Crop and Animal Production	0
21	Mining, Quarrying, and Oil and Gas Extraction	0
22	Utilities	0
23	Construction	0
31	Manufacturing	10 
42	Wholesale Trade	1 
44	Retail Trade	0
48	Transportation and Warehousing	0
51	Information	0
52	Finance and Insurance	0
53	Real Estate and Rental and Leasing	0
54	Professional, Scientific, and Technical Services	1 
55	Management of Companies and Enterprises	0
56	Administrative and Support and Waste Management and Remediation Services	0
61	Educational Services	0
62	Health Care and Social Assistance	1 
71	Arts, Entertainment, and Recreation	0
72	Accommodation and Food Services	0
81	Other Services (except Public Administration)	0
90	Government	0

Scenario Results - Occupation

SOC	Occupation	Change in Jobs
11-0000	Management Occupations	1 
13-0000	Business and Financial Operations Occupations	1 
15-0000	Computer and Mathematical Occupations	0
17-0000	Architecture and Engineering Occupations	1 
19-0000	Life, Physical, and Social Science Occupations	0
21-0000	Community and Social Service Occupations	0
23-0000	Legal Occupations	0
25-0000	Education, Training, and Library Occupations	0
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	0
29-0000	Healthcare Practitioners and Technical Occupations	0
31-0000	Healthcare Support Occupations	0
33-0000	Protective Service Occupations	0
35-0000	Food Preparation and Serving Related Occupations	0
37-0000	Building and Grounds Cleaning and Maintenance Occupations	0
39-0000	Personal Care and Service Occupations	0
41-0000	Sales and Related Occupations	1 
43-0000	Office and Administrative Support Occupations	2 
45-0000	Farming, Fishing, and Forestry Occupations	0
47-0000	Construction and Extraction Occupations	0
49-0000	Installation, Maintenance, and Repair Occupations	1 
51-0000	Production Occupations	3 

53-0000	Transportation and Material Moving Occupations	2	
55-0000	Military occupations	0	
99-0000	Unclassified Occupation	1	

Scenario Results - Demographics

Demographics	Change in Jobs
Female 14-18	0
Male 14-18	0
Female 19-21	0
Male 19-21	0
Female 22-24	0
Male 22-24	0
Female 25-34	1 
Male 25-34	2 
Female 35-44	1 
Male 35-44	2 
Female 45-54	1 
Male 45-54	3 
Female 55-64	1 
Male 55-64	3 
Female 65-99	0
Male 65-99	1 

Appendix A - Data Sources and Calculations

Input-Output Data

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Nevada Organics Impact Study Parameters

Regions

Code	Description
16180	Carson City, NV

Industry Scenario

Code	Description	Change Type	Change Value
325314	Fertilizer (Mixing Only) Manufacturing	Jobs	10

Input-Output Year

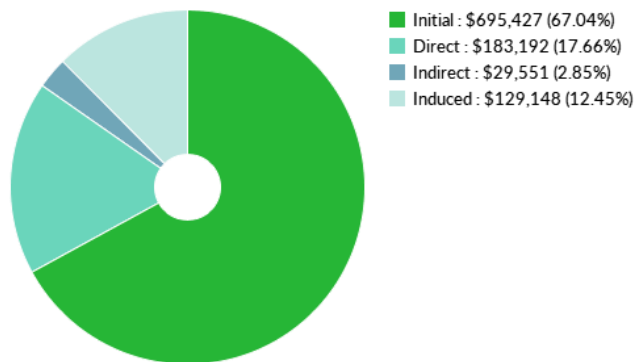
2016

Changes to Fertilizer (Mixing Only) Manufacturing

\$1,037,319 Change in Earnings 1.49 Multiplier	16 Change in Jobs 1.63 Multiplier	\$237,388 Change in Taxes on Production and Imports (TPI)
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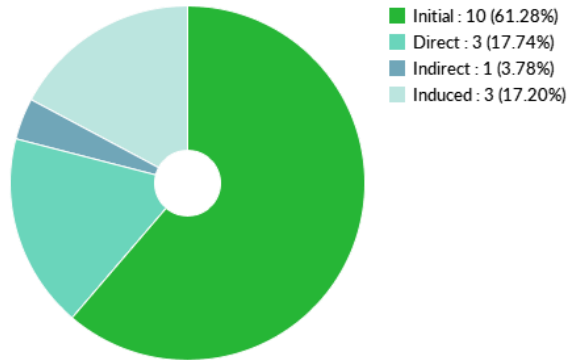
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\$695,427 Initial 1.00 Multiplier	\$183,192 Direct 0.26 Multiplier	\$29,551 Indirect 0.04 Multiplier	\$129,148 Induced 0.19 Multiplier
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Effect on jobs from adding 10 jobs to Fertilizer (Mixing Only) Manufacturing





10 Initial 1.00 Multiplier	3 Direct 0.29 Multiplier	1 Indirect 0.06 Multiplier	3 Induced 0.28 Multiplier
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Effect on taxes on production and imports from adding 10 jobs to Fertilizer (Mixing Only) Manufacturing



\$109,660 Local	\$94,744 State	\$32,984 Federal
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Scenario Results - Industry










NAICS	Industry	Change in Jobs
11	Crop and Animal Production	0
21	Mining, Quarrying, and Oil and Gas Extraction	0
22	Utilities	0
23	Construction	0
31	Manufacturing	10 
42	Wholesale Trade	1 
44	Retail Trade	0
48	Transportation and Warehousing	0
51	Information	0
52	Finance and Insurance	0
53	Real Estate and Rental and Leasing	0
54	Professional, Scientific, and Technical Services	1 
55	Management of Companies and Enterprises	0
56	Administrative and Support and Waste Management and Remediation Services	0
61	Educational Services	0
62	Health Care and Social Assistance	1 
71	Arts, Entertainment, and Recreation	0
72	Accommodation and Food Services	0
81	Other Services (except Public Administration)	0
90	Government	0

Scenario Results - Occupation

SOC	Occupation	Change in Jobs
11-0000	Management Occupations	1 
13-0000	Business and Financial Operations Occupations	1 
15-0000	Computer and Mathematical Occupations	0
17-0000	Architecture and Engineering Occupations	1 
19-0000	Life, Physical, and Social Science Occupations	0
21-0000	Community and Social Service Occupations	0
23-0000	Legal Occupations	0
25-0000	Education, Training, and Library Occupations	0
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	0
29-0000	Healthcare Practitioners and Technical Occupations	0
31-0000	Healthcare Support Occupations	0
33-0000	Protective Service Occupations	0
35-0000	Food Preparation and Serving Related Occupations	0
37-0000	Building and Grounds Cleaning and Maintenance Occupations	0
39-0000	Personal Care and Service Occupations	0
41-0000	Sales and Related Occupations	1 
43-0000	Office and Administrative Support Occupations	2 
45-0000	Farming, Fishing, and Forestry Occupations	0
47-0000	Construction and Extraction Occupations	0
49-0000	Installation, Maintenance, and Repair Occupations	1 
51-0000	Production Occupations	3 

53-0000	Transportation and Material Moving Occupations	2	
55-0000	Military occupations	0	
99-0000	Unclassified Occupation	1	

Scenario Results - Demographics

Demographics	Change in Jobs
Female 14-18	0
Male 14-18	0
Female 19-21	0
Male 19-21	0
Female 22-24	0
Male 22-24	0
Female 25-34	1 
Male 25-34	2 
Female 35-44	1 
Male 35-44	2 
Female 45-54	1 
Male 45-54	3 
Female 55-64	1 
Male 55-64	3 
Female 65-99	0
Male 65-99	1 

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