



**LOCAL GOVERNMENT  
FISCAL NOTE**

AGENCY'S ESTIMATES

Date Prepared: March 14, 2019

Agency Submitting: Local Government

<b>Items of Revenue or Expense, or Both</b>	<b>Fiscal Year 2018-19</b>	<b>Fiscal Year 2019-20</b>	<b>Fiscal Year 2020-21</b>	<b>Effect on Future Biennia</b>
Total	0	0	0	0

Explanation

(Use Additional Sheets of Attachments, if required)

See attached.

Name Michael Nakamoto

Title Deputy Fiscal Analyst

The following responses from local governments were compiled by the Fiscal Analysis Division. The Fiscal Analysis Division can neither verify nor comment on the figures provided by the individual local governments.

Local Government Responses  
**S.B. 153 / BDR 23 - 405**

City/County: <b>Carson City</b> Approved by: Sheri Russell, CFO Comment: Fiscal Impact to Carson City would be more hours spent negotiating with either employee disputes or bargaining units, and we already spend months.				
Impact	FY 2018-19	FY 2019-20	FY 2020-21	Future Biennia
Has Impact	\$0	\$0	\$0	\$0

City/County: <b>Churchill County</b> Approved by: Jim R. Barbee, County Manager Comment: BDR 23-405 impacts collective bargaining negotiations. The main change that may create an impact is repealing recently-enacted legislation that stipulates a bargaining agreement expires at the end of the term stated in the agreement. The repealing of that stipulation removes a negotiating deadline by which an agreement needs to be reached, thus extending negotiations and allowing pay increases to continue after the previous agreement has ended. It also removes the ability to "charge back" negotiation time for the time association employees spend in negotiations. (This has not been an issue for Churchill County in the past, so the impact would be minimal.) The primary impact would be from prolonged negotiations, which would require additional time for the management staff involved in those negotiations. Based on the hourly rate of Churchill County's management staff, if there were four additional sessions lasting five hours each, the estimated cost would be approximately \$3,200.				
Impact	FY 2018-19	FY 2019-20	FY 2020-21	Future Biennia
Has Impact	\$0	\$3,200	\$3,350	\$3,500

City/County: <b>Esmeralda County</b> Approved by: Robert E. Glennen III, Esmeralda District Attorney Comment:				
Impact	FY 2018-19	FY 2019-20	FY 2020-21	Future Biennia
Has Impact	\$0	\$0	\$0	\$0

City/County: <b>Humboldt County</b> Approved by: Gina Rackley, Comptroller Comment:				
Impact	FY 2018-19	FY 2019-20	FY 2020-21	Future Biennia
No Impact	\$0	\$0	\$0	\$0

City/County: **Pershing County**

Approved by: Karen T. Wesner, Admin. Assist./HR Rep.

Comment: Unknown at this time.

<b>Impact</b>	<b>FY 2018-19</b>	<b>FY 2019-20</b>	<b>FY 2020-21</b>	<b>Future Biennia</b>
Cannot Be Determined	\$0	\$0	\$0	\$0

City/County: **Washoe County**

Approved by: Jamie Rodriquez, Government Affairs Manager

Comment: The fiscal impact of this bill is unknown at this time. The biggest change to the County would be that contracts that expire will remain in effect even if a successor agreement is not in place. The biggest issue in this change is that Collective Bargaining units may no longer have any urgency/motivation to settle a new contract as the old contract would just remain in effect. Once a successor agreement is made, it would have implications to retroactive pay which can be costly for the County if a new contract is not settled quickly. Contracts negotiated under different economic conditions could remain in place and make it difficult for entities to deal with changing economic times.

Existing law authorizes any controversy concerning a prohibited practice relating to collective bargaining to be submitted to the Local Government Employee-Management Relations Board. Current law states that the Board must hear not later the 45 days after the Board decides to hear the complaint unless waived by the parties. This bill removes the provision which requires the Board to conduct such a hearing not later than 45 days after the Board decides to hear the complaint. increasing the timeline and delaying the hearing of these complaints can potentially have fiscal and operational impacts to the County.

<b>Impact</b>	<b>FY 2018-19</b>	<b>FY 2019-20</b>	<b>FY 2020-21</b>	<b>Future Biennia</b>
Cannot Be Determined	\$0	\$0	\$0	\$0

City/County: **White Pine County**

Approved by: Elizabeth Frances, Finance Director

Comment: This will result in potential increased expense for the County. Allowing the increase of compensation beyond the term of an existing agreement diminishes the bargaining capacity of the County and provides benefits to employees that may exceed the final agreement. Additionally, removing the specific date requirement for notice to the County of the intent to bargain may place the County in the situation of being unable to accurately budget pursuant to NRS 354. By providing specific timelines employers can anticipate and budget for potential impacts. Overspending can result without proper lead times to allow for budgeting. The outcome of this proposal will be adverse impact to the County in the form of potential increased expense and violation of NRS 354. Reasonable estimates cannot be made at this time.

<b>Impact</b>	<b>FY 2018-19</b>	<b>FY 2019-20</b>	<b>FY 2020-21</b>	<b>Future Biennia</b>
Has Impact	\$0	\$0	\$0	\$0

City/County: **City of Henderson**

Approved by: Mike Cathcart, Business Operations Manager

Comment: The fiscal impact of this legislation cannot be determined because it would be based solely on a specific situation, with a specific contract, at a future date that is not determined. There are too many unknowns to accurately predict whether there would be a fiscal impact or not.

<b>Impact</b>	<b>FY 2018-19</b>	<b>FY 2019-20</b>	<b>FY 2020-21</b>	<b>Future Biennia</b>
Cannot Be Determined	\$0	\$0	\$0	\$0

City/County: **City of Las Vegas**

Approved by: Nicole Rourke, Deputy Director

Comment: The fiscal impact would vary depending on a number of factors, including: 1) if negotiations on the new contract were settled prior to the expiration of the existing contract; 2) if negotiations weren't completed before expiration, the length of time without an active contract; and 3) types and cost of increases that would have been due during the time period without a contract (ex. number of employee eligible for step increases, longevity increases, allowance payments, etc.).

<b>Impact</b>	<b>FY 2018-19</b>	<b>FY 2019-20</b>	<b>FY 2020-21</b>	<b>Future Biennia</b>
Cannot Be Determined	\$0	\$0	\$0	\$0

City/County: **City of Reno**

Approved by: Amber Drlík, Senior Management Analyst

Comment: No anticipated fiscal impact to the City of Reno.

<b>Impact</b>	<b>FY 2018-19</b>	<b>FY 2019-20</b>	<b>FY 2020-21</b>	<b>Future Biennia</b>
No Impact	\$0	\$0	\$0	\$0

City/County: **City of Sparks**

Approved by: Jeff Cronk, Financial Services Director

Comment: These changes to employee/employer negotiating law will likely have a fiscal impact.....however, each negotiating session is unique, and it's impossible to determine the fiscal impact of these proposed changes.

<b>Impact</b>	<b>FY 2018-19</b>	<b>FY 2019-20</b>	<b>FY 2020-21</b>	<b>Future Biennia</b>
Cannot Be Determined	\$0	\$0	\$0	\$0

School District: **Carson City School District**

Approved by: Andrew J Feuling, Director of Fiscal Services

Comment:

<b>Impact</b>	<b>FY 2018-19</b>	<b>FY 2019-20</b>	<b>FY 2020-21</b>	<b>Future Biennia</b>
No Impact	\$0	\$0	\$0	\$0

School District: **Churchill County School District**

Approved by: Phyllis Dowd, Director of Business Services

Comment: Having no ability to do retroactive pay increases has helped the associations and the district to complete negotiations in a timely fashion. Before the evergreen language was changed we did retro pay increases that went back months (from 4 for 21 months). The estimated costs to the district are calculated on a six month 3% COLA plus an experience step increase for all three associations, plus staff time to calculate the retro pay amount and the reporting time for PERS. PERS is reported by month and a six month retro means the wages have to be reported by month (this is because of the high 36 monthly compensation for retirement benefits). It is not an easy activity to do retro pay increases.

<b>Impact</b>	<b>FY 2018-19</b>	<b>FY 2019-20</b>	<b>FY 2020-21</b>	<b>Future Biennia</b>
Has Impact	\$0	\$908,800	\$908,800	\$1,817,600

School District: **Clark County School District**

Approved by: Dillon Kay, Assistant Budget Director

Comment: Section 1 - By removing the time frame of 45 days, could lengthen the time disagreements are resolve. The 45 days allows concerns to be addressed relatively quickly so that resolution is reached and employee/employer conflicts eliminated.

Section 3 - Would once again put the burden back on the School District to be on the hook for increased compensation prior to a successor-negotiated agreement is agreed upon. This was the previous practice several years ago which caused the District to implement compensation increases without having sufficient funding. At this time, CCSD is not adequately funded to facility this practice. The annual increment/step cost is estimated at \$36 million.

Section 4 -Currently, Clark County Association of School Administrators and Professional-Technical Employees (CCASAPE) union has members who supervise one another. For example, principals supervise assistant principals and assistant principals supervise Deans. This would be prohibited by statute. The District would probably end up negotiating with "new" groups that would likely be formed to represent different administrators.

<b>Impact</b>	<b>FY 2018-19</b>	<b>FY 2019-20</b>	<b>FY 2020-21</b>	<b>Future Biennia</b>
Has Impact	\$0	\$36,000,000	\$36,000,000	\$72,000,000

School District: **Douglas County School District**

Approved by: Teri White, Superintendent

Comment: The fiscal impact of the changes proposed in this bill would be for the payment of Association Leave.

<b>Impact</b>	<b>FY 2018-19</b>	<b>FY 2019-20</b>	<b>FY 2020-21</b>	<b>Future Biennia</b>
Has Impact	\$11,100	\$11,100	\$11,100	\$11,100

School District: **Eureka County School District**

Approved by: Dan Wold, Superintendent

Comment:

<b>Impact</b>	<b>FY 2018-19</b>	<b>FY 2019-20</b>	<b>FY 2020-21</b>	<b>Future Biennia</b>
No Impact	\$0	\$0	\$0	\$0

School District: **Humboldt County School District**

Approved by: David Jensen, Superintendent

Comment:

<b>Impact</b>	<b>FY 2018-19</b>	<b>FY 2019-20</b>	<b>FY 2020-21</b>	<b>Future Biennia</b>
No Impact	\$0	\$0	\$0	\$0

School District: **Lincoln County School District**

Approved by: Pam Teel, Superintendent

Comment: Unclear on impact

<b>Impact</b>	<b>FY 2018-19</b>	<b>FY 2019-20</b>	<b>FY 2020-21</b>	<b>Future Biennia</b>
Cannot Be Determined	\$0	\$0	\$0	\$0

School District: **Mineral County School District**

Approved by: Karen S. Watson, Superintendent

Comment: This bill has no financial impact to Mineral County School District with the exception of the number of days before calling arbitration which could have an impact depending on the arbitrator and the reasons for arbitration. Dropping the number of days to four would be the negative impact in this bill.

<b>Impact</b>	<b>FY 2018-19</b>	<b>FY 2019-20</b>	<b>FY 2020-21</b>	<b>Future Biennia</b>
Cannot Be Determined	\$0	\$0	\$0	\$0

School District: <b>Nye County School District</b> Approved by: Kelly Wood, Executive Secretary Comment:				
<b>Impact</b>	<b>FY 2018-19</b>	<b>FY 2019-20</b>	<b>FY 2020-21</b>	<b>Future Biennia</b>
No Impact	\$0	\$0	\$0	\$0

School District: <b>Pershing County School District</b> Approved by: Russell D. Fecht, Superintendent Comment:				
<b>Impact</b>	<b>FY 2018-19</b>	<b>FY 2019-20</b>	<b>FY 2020-21</b>	<b>Future Biennia</b>
No Impact	\$0	\$0	\$0	\$0

School District: <b>Storey County School District</b> Approved by: Kristen Chandler, Business Manager Comment:				
<b>Impact</b>	<b>FY 2018-19</b>	<b>FY 2019-20</b>	<b>FY 2020-21</b>	<b>Future Biennia</b>
No Impact	\$0	\$0	\$0	\$0

School District: <b>Washoe County School District</b> Approved by: Lindsay Anderson, Government Affairs Director Comment: Washoe County School District expects this legislation would increase the likelihood of arbitration with our five bargaining units, leading to a cost of \$25,000 per unit for a total of \$125,000.				
<b>Impact</b>	<b>FY 2018-19</b>	<b>FY 2019-20</b>	<b>FY 2020-21</b>	<b>Future Biennia</b>
Has Impact	\$0	\$125,000	\$125,000	\$0

**The following cities, counties and school districts did not provide a response:** Douglas County, Elko County, Eureka County, Lander County, Lincoln County, Lyon County, Mineral County, Nye County, Storey County, Boulder City, City of Elko, City of North Las Vegas, Elko County School District, Esmeralda County School District, Lander County School District, and Lyon County School District.