
SENATE BILL NO. 279—SENATOR SPEARMAN

MARCH 14, 2023

JOINT SPONSOR: ASSEMBLYWOMAN BROWN-MAY

Referred to Committee on Legislative Operations and Elections

SUMMARY—Revises provisions relating to employment.
(BDR 23-882)

FISCAL NOTE: Effect on Local Government: No.
Effect on the State: Yes.

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EXPLANATION – Matter in *bolded italics* is new; matter between brackets ~~omitted material~~ is material to be omitted.

AN ACT relating to disabilities; establishing the State as a Model Employer Program in the Division of Human Resource Management of the Department of Administration; and providing other matters properly relating thereto.

Legislative Counsel’s Digest:

1 Existing law: (1) declares that it is the policy of this State that persons with
2 disabilities must be afforded equal opportunities in employment by the State; and
3 (2) requires full consideration to be given to the employment of a person with a
4 disability for a position if the person is capable of performing the essential
5 functions of the position with or without reasonable accommodations. (NRS
6 284.012, 284.317) **Section 3** of this bill establishes the State as a Model Employer
7 Program in the Division of Human Resource Management of the Department of
8 Administration to ensure that each appointing authority design and proactively
9 implement best, promising and emerging policies, practices and procedures relating
10 to the hiring, promotion and retention of persons with disabilities. **Section 3** further
11 requires the Administrator of the Division, in coordination with the Rehabilitation
12 Division of the Department of Employment, Training and Rehabilitation, to provide
13 technical assistance and training to each appointing authority on such policies,
14 practices and procedures.

15 **Section 2** of this bill provides that the Legislature finds and declares that: (1) it
16 is the policy of this State to be a model for persons with disabilities; and (2) the
17 intent of establishing the Program is to provide agencies in the Executive
18 Department of the State Government a framework for recruiting, hiring, promoting
19 and retaining qualified persons with disabilities.



THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN
SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

1 **Section 1.** Chapter 284 of NRS is hereby amended by adding
2 thereto the provisions set forth as sections 2 and 3 of this act.

3 **Sec. 2.** *The Legislature finds and declares that:*

4 1. *It is the policy of this State to be a model employer for*
5 *persons with disabilities.*

6 2. *The intent of establishing the State as a Model Employer*
7 *Program pursuant to section 3 of this act is to provide agencies in*
8 *the Executive Department of the State Government a framework*
9 *for recruiting, hiring, promoting and retaining qualified persons*
10 *with disabilities.*

11 **Sec. 3.** 1. *The State as a Model Employer Program is*
12 *hereby established in the Division of Human Resource*
13 *Management of the Department of Administration, to be*
14 *administered by the Administrator. The Program must ensure that*
15 *each appointing authority design and proactively implement best,*
16 *promising and emerging policies, practices and procedures*
17 *relating to the hiring, promotion and retention of persons with*
18 *disabilities.*

19 2. *The Administrator shall, in coordination with the*
20 *Rehabilitation Division of the Department of Employment,*
21 *Training and Rehabilitation, provide technical assistance and*
22 *training to each appointing authority on best, promising and*
23 *emerging policies, practices and procedures relating to the hiring,*
24 *promotion and retention of persons with disabilities.*

25 3. *The Commission shall adopt any regulations necessary to*
26 *carry out the Program.*

27 **Sec. 4.** 1. This section becomes effective upon passage and
28 approval.

29 2. Sections 1, 2 and 3 of this act become effective:

30 (a) Upon passage and approval for the purpose of adopting any
31 regulations and performing any other preparatory administrative
32 tasks that are necessary to carry out the provisions of this act; and

33 (b) On January 1, 2024, for all other purposes.

