

B&I 2026-27 BDR Entry Form

Title: EMRB Board Pay Raise

Enter Division Name:

If Budget BDR, Enter Decision Unit:

1. NRS title, chapter and sections, Nevada Constitutional provisions, administrative regulations (NAC affected) [1000 char. max]

NRS 288.100, which reads:

NRS 288.100 Salary and expenses of members.

1. Each member of the Board is entitled to receive a salary of not more than \$80, as fixed by the Board, for each day in which the member is engaged in the business of the Board.

2. While engaged in the business of the Board, each member and employee of the Board is entitled to receive the per diem allowance and travel expenses provided for state officers and employees generally.

2. Describe the problem to be solved and the proposed solution: [2000 char max]:

Board pay has remained low and has not been increased since 1989 (35 years). Although the EMRB does have existing qualified individuals on the Board, the low salary has dissuaded qualified candidates from applying. The proposed solution is to increase the salary to \$80 per day to \$150 per day and then peg increase the salary in future years based upon a consumer price index.

This solution is aligned with the Governor's 3-Year Plan Policy Matrix. Specifically, it aligns with priority 5.1.1: Government Support Services; Recruiting and retaining a talented workforce, while ensuring a positive, respectful work environment; Support State employees with commensurate salaries and benefits.

4. Would this measure, if enacted, create or increase any fiscal liability to state government or decrease any revenue of state government which appears to be in excess of \$2,000 (If Yes, must submit request as a Budget Bill).

Yes **No** **Unknown**

B&I 2026-27 BDR Entry Form

5. Would this measure, if enacted, increase or newly provide for a term of imprisonment in the state prison or make release on parole or probation from the state prison less likely? (If Yes, you must contact the relevant state agencies (i.e. Dept. of Corrections, Dept. of Public Safety, etc.) to determine if this should be submitted as a Budget Bill)

Yes No Unknown

6. Bill Type:

Budget Policy-Substantive Policy-Housekeeping

7. Effective Date:

July 1, 2025 October 1, 2025 Upon Passage and Approval Other

If other, please describe:

B&I 2026-27 BDR Entry Form

8. Concept Comments "Will not transfer to BDR" (4000 char max)

There are six reasons for increasing Board pay: (1) increasing the pay will assist in increasing the pool of qualified candidates for the position; (2) the last increase was in 1989; (3) since then the consumer price index for CPI-U All Cities has increased from 127.4 to 310.326, which would equal \$195 today; (4) many other Boards in the state, particularly those that regulate professions, and which are now overseen by the Department of Business & Industry, earn \$150 per day; (5) without diminishing the work done by other Boards the impact of the EMRB's decisions often affects numerous governments and their employees and sometimes those decisions impact into the millions of dollars, which contrasts with the impact of decisions made by most professional regulatory boards; and (6) the board members function similar to that of arbitrators deciding grievances and arbitrators routinely charge well in excess of \$1000 per day, which is well above the current rate of \$80 and even still well in excess of the recommended \$150 rate.

Additionally, it must be noted that the current pay of \$80 per day is below that of the minimum wage for Nevada.

Below is the recommended language for NRS 288.100:

NRS 288.100 Salary and expenses of members.

1. Each member of the Board is entitled to receive a salary of not more than ~~\$80~~ **\$150**, as fixed by the Board, for each day in which the member is engaged in the business of the Board, **which said maximum salary shall be adjusted to the nearest whole dollar on July 1st of each odd-numbered year based upon the change in the consumer price index for CPI-U All Cities.**

2. While engaged in the business of the Board, each member and employee of the Board is entitled to receive the per diem allowance and travel expenses provided for state officers and employees generally.

B&I 2026-27 BDR Entry Form

9. Budget Account:

Enter in Budget BA1374
Account(s) affected even
if there is no fiscal
impact:

10. Primary Contract:

Name: Bruce Snyder

Title: Commissioner

Mailing Address: 3300 West Sahara Avenue, Suite 490, Las Vegas, NV 89102

Phone: (702)-561-5489

Extension: none

Email: bsnyder@business.nv.gov

Is there a different person for whom the draft should be mailed for review?

Yes No

Is there a different person to be contacted to provide testimony regarding the measure during the legislative session?

Yes No

11. Agency Notes:

a. Are there similar measures from current or previous sessions?

Yes No

If yes, what are they? Include session year and/or statutory citation:

b. Are there federal laws, court cases, or attorney general opinions involved?

Yes No

If yes, please explain:

c. Are there similar statutes in other states?

Yes No

If yes, what are they? Include session year and/or statutory citation.

There are similar boards in many states. Some, like in New Mexico, work for no pay, while others, like in Illinois, are paid the equivalent of a full-time professional employee.

B&I 2026-27 BDR Entry Form

d. What would be the impacts of the BDR if implemented?
It would be easier to attract qualified candidates for the position of board member.
e. If the BDR fails to pass what are the consequences?
Should current board members not want to continue with their role, finding replacements will become more difficult. The number of candidates who have applied for past openings has been rather small.
f. Describe any support for the BDR beyond the requesting agency.
Both labor and management would appear to support a pay increase for board members.
g. Describe any opposition to the BDR
None known. Over the years, casual comments regarding board pay from both labor and management reveal they are surprised by the low pay, followed by comments that the pay should be boosted. Some have even asked if there is anything they can do to assist the process.