

# Nevada News

Serving the Retail Community Since 1969

April 2005

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## Bills Start Their Rights of Passage

By Mary Lau

Executive Director, RAN

**T**he Nevada Legislature has passed its first major milestone, which to all concerned was April 16, 2005. This milestone was passage deadline from the committee of origin in the first house.

On pages 5, 8 and 9, you will see a list of the bills that failed to pass out of their original committee. These bills are considered dead, unless of course a bill as a whole or part becomes an amendment into another bill, which brings about new life. Some of the tax bills and expenditure cap legislation will resurface in the form of initiative petitions that will be on the ballot.

This has been a very interesting session so far. The legislators had to use up a considerable amount of time working on a two-year "fix" for the spiking cost of real estate, especially in the Clark County area. Spiking real estate costs have resulted in huge increases in property tax rates. In their efforts to still the outcries from homeowners, legislators affected an eight percent (8%) property tax rate for all parcels in the state; however, they then made a creative interpretation of the severe economic hardship provision contained in our State Constitution and determined that all residential property owners suffered this hardship at any rate above three

percent (3%) and further determined that apartment owners who maintain rental rates at a certain scale (determined to be low-cost housing) also qualified under this severe economic hardship at the three percent (3%) rate.

The interpretation for apartment owners is really stretching our Constitution; however, trust us, there will be lively debate during the interim committee assigned to study this issue and make a more permanent recommendation. RAN and many other lobbying groups, including the Chambers of Commerce and the Nevada Manufacturers along with the Nevada Resort Association, testified against making this a permanent change in our Constitution. The bill was defeated.

***"There were several favorable amendments accepted, and this Association is grateful to the careful consideration given our members by many chairmen and legislators."***

By the time that this temporary fix was in place, the legislature still had hundreds of bills to consider. Most committee chairmen determined that if a bill had too much opposition, it wouldn't pass. Other committee chairs, regardless of opposition, just

*Rights of Passage continued on page 3*

# Seen & Noted

## ***Announcements From First Health Services***

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### ***Attention: All Pharmacy Providers –***

#### ***Date Change for Implementation of Multi-Ingredient Compound & Partial Fill Functionalities***

##### **Implementation of NCPDP Version 5.1 Compound Segment and Partial Fill, per the State of Nevada's Department of Human Resources, Division of Health Care Financing and Policy**

First Health Services and the Nevada Division of Health Care Financing and Policy (DHCFP) have changed the targeted date for implementation of the Multi-Ingredient Compound and Partial Fill Functionalities.

*The original date, April 15, 2005, has been changed to April 29, 2005. Please notify* your software vendor immediately regarding the change in the effective date.

If you have any questions or comments, please contact Shirley Hunting, First Health Services, at 775-784-3983.

### ***Bextra® Sales Suspended –***

Based upon a request by the U.S. Food and Drug Administration (FDA), Pfizer Inc. has announced that it has suspended all sales and marketing of Bextra®. Effective immediately, Nevada Medicaid will deny all claims for Bextra. In addition, any new Prior Authorization (PA) requests for Bextra will be denied. Currently, the only alternative COX II agent available is Celebrex®. A new PA will be required to convert a patient from Bextra to Celebrex.

If you have questions regarding this action, please contact the First Health Services' Clinical Call Center at (800) 505-9185. For further information on the FDA's rationale for this action, please visit the following website <http://www.fda.gov/cder/drug/infopage/cox2>.

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## ***Spam King Agrees to Stop Spam Practice***

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**S**anford Wallace, known as the Spam King, reached a temporary agreement with the Federal Trade Commission (FTC) to stop sending out his unsolicited advertising programs until the FTC's lawsuit filed against him is settled. This comes after he was ordered to stop with a temporary restraining order issued in October.

Wallace comes by the Spam King moniker because of his reputation of flooding consumers' email boxes with as much as 30 million junk emails a day, which would be tagged with spyware. The emails would be accompanied with an offer to sell the spam protection, Spy Wiper and Spy Deleter. The FTC brought suit against his companies charging him with distributing spyware that changed consumers' homepages and search engines, launched pop-up ads and installed additional software including spyware that can cause the computer to crash.

Last summer, Wallace closed his Rochester nightclub, placed his company Seismic Entertainment into bankruptcy and moved to Las Vegas.



## Property Tax Cap Largest Issue As Legislature Nears Final Month

By Paul Enos

Manager of Government Affairs, RAN

With a little over a month to go before the end of the 73rd Regular Session of the Nevada Legislature, the largest issue addressed by the Legislature has been the skyrocketing property taxes. On April 1, 2005, (insert April Fool's Day joke here) the Legislature passed A.B. 489,

which capped the growth in property taxes on all Nevada land at 8%. In finding a solution to curb the rising property taxes, the Legislature had to comply with Article 10 of the Nevada Constitution, which states the Legislature shall provide for a uniform and equal rate of assessment and taxation for all property, real, personal and possessory; however, there is an exception for mines and mining claims.

At the same time the Legislature implemented the eight percent cap, they used another provision allowed in the Nevada Constitution which states: "The Legislature may provide by law for an abatement of the tax upon or an exemption of part of the assessed value of a single-family

residence occupied by the owner to the extent necessary to avoid severe economic hardship to the owner of the residence." The Legislature then declared a hardship exemption on all single-family owner occupied residences in the state and capped those properties' tax growth rate at three percent.

A.B. 489 passed with almost a unanimous margin. Reno Republican Assemblywoman Sharron Angle cast the lone vote against the bill because she favored a lower rate. Other measures, such as the property tax freeze championed by State Senator Dina Titus that would have kept the taxes at their current levels, failed to emerge from the Senate by one vote.

## Board Discusses Lunch Break Regulation

By Elizabeth MacMenamin

Director of Government Affairs, RAN

The Board of Pharmacy held two workshops at the March and April meetings on the Lunch Break Regulation. This regulation has been pending for two years now. There was a committee appointed to bring language to the Board that all parties could agree upon. This was accomplished after many meetings, phone calls and emails with Louis Ling and Mike Dyer. The agreed-upon language was presented at the Board meeting in March, and we had hoped that it would be adopted at that meeting. It was not. There were still questions presented by Board members and a few very minor changes to the language that did not create any real problem with our members.

The regulation was presented at the workshop again at the last meeting on April 7, and I believe it will be adopted at the June meeting. I will keep you posted on any changes that may occur before adoption. We still have the ability to return to the Labor Commissioner and obtain an industry exemption for the pharmacist should this regulation go sideways at the Board level.

The Board is also in the process of hiring a new Executive Secretary to replace Keith MacDonald who will be retiring in October. Finding a replacement for Keith will not be an easy task, but as I understand it, some very qualified people have applied. We wish them luck in the process.

### Rights of Passage

continued from page 1

moved stuff along with the admonition to interested parties to "handle it on the other side."

But all in all, the chairmen did their job and very few bills, as you can tell from the list included in the newsletter, failed. Business lobbyists have all discussed the exorbitant amount of anti-business bills this session and watched this process carefully. There were several favorable amendments accepted, and this Association is grateful to the careful consideration given our members by many chairmen and legislators. It will be interesting to watch and work the rest of this session to see how the bills proceed and if cooler heads will prevail.



# Accountability is Key Factor in Education Funding

By Elizabeth MacMenamin  
Director of Government Affairs, RAN

Governor Kenny Guinn released the accompanying information on his funding for education through Senate Bill 404. However, some lawmakers are finding that it does not contain enough accountability on the part of the educators. Senator Raggio is concerned that it does not

contain any sanctions on the schools that fail to show any improvement. I guess the taxpayers should trust school administrators and the teachers union to take the money and spend it to benefit the students. We have seen such a fine example of this in the past.

I happen to agree with the lawmakers on the accountability

*“I happen to agree with the lawmakers on the accountability issues and would like to see some guidelines implemented and some type of sanctions put into place for school administrators and teachers who continue to receive a failing grade.”*

issues and would like to see some guidelines implemented and some type of sanctions put into place for school administrators and teachers who continue to receive a failing grade. It is not these people that suffer. It is the young minds that have failed to be challenged that pay the price, and it is no longer a price that we can afford to pay.

I attend a yearly conference regarding implementation of No Child Left Behind and have heard success stories from many different states that decided to quit whining about the federal mandate, rolled up their sleeves and started working on changing a standard that had not been questioned in a very long time. Maybe it is time that Nevada gets serious about changing a process that has not been working.

We salute all the teachers out there

who have dedicated their career to the young mind and understand that teaching is truly hard work that is, and should be, coupled with a certain devotion to the development of the most precious commodity we have, our children. It is unfortunate that they also get caught in the minutiae of the administration. But all involved

should be held accountable for the success or failure of their students.

I would certainly hope that the

legislators will continue discussions on adding accountability and very strict guidelines to SB 404 before the taxpayers are stuck with another large ticket item to fund in the future with no visible benefit to them.

Left Behind law, we have the clearest picture ever of where our students are succeeding – and where we are falling short. Nearly three months ago, when I delivered my State of the State Address, more than 200 of our schools were either on the warning list or about to join the warning list for No Child Left Behind.

In addition to some remarkable success stories, we know many of our schools and the students they serve are failing to meet our standards.

And that’s a failure not just for these students, but also for our entire state. That’s why I announced in my State of the State Address that the surest way to improve our schools is to invest in the best practices, the best methods and the best allocation of resources for our children’s success. To do this, I included in my budget a dedicated fund of \$100 million for our failing schools. Schools are already required to analyze the unique obstacles they face in improving performance, and then provide an action plan to fix these problems. They submit this information in their school improvement plans. It’s time we pull those plans off the shelf, appropriately fund them and bring them to life for the sake of Nevada’s children. One of the most exciting aspects of my proposal, as outlined in SB 404, is that it recognizes one size does not fit all when it comes to education. Each school is different, and more importantly, each group of students is different. From math tutors to all-day kindergarten to bilingual teachers, the obvious solution for one school may not be effective in another.

## Governor Kenny Guinn’s Education Statement

We have made great strides in public education in Nevada. We have set high expectations for teacher certification, curriculum and academic standards, regular assessments and proficiency exams for high school graduation. Because of this work and the provisions of the federal No Child

*Education Statement continued on page 5*



## Education Statement

continued from page 4

I am pleased that a number of groups, including the Superintendent of Public Instruction, Legislators, school district representatives, and the Nevada State Education Association, are working with us to create a successful program. In the coming days, we will be collaborating on ways to provide stricter guidelines on how the program will be carried out and who will make these important decisions. These groups are doing this work with the understanding that the leadership of our schools must be held accountable for the success or failure of their schools. There must be ramifications if a school does not succeed, and, if it is warranted, leadership should change under this new system.



As I mentioned in January, the \$100 million in my budget will give our K-6 schools the tools they need to improve. It gives the school improvement plans meaning, and it is truly the best hope our children have for success. This fund must remain focused on helping our troubled schools, and it should not be carved up for other uses. If we do not earmark this funding for this purpose, I truly believe we will be doing a grave disservice to our public school system. The principals, parents and teachers in our schools know best what they need to succeed, and we have made our expectations clear. Now we must fund the tools they have identified and encourage the innovation that will help all of our students meet the challenges of an increasingly complex and challenging world.

## Legislative Bills With No Further Action Allowed

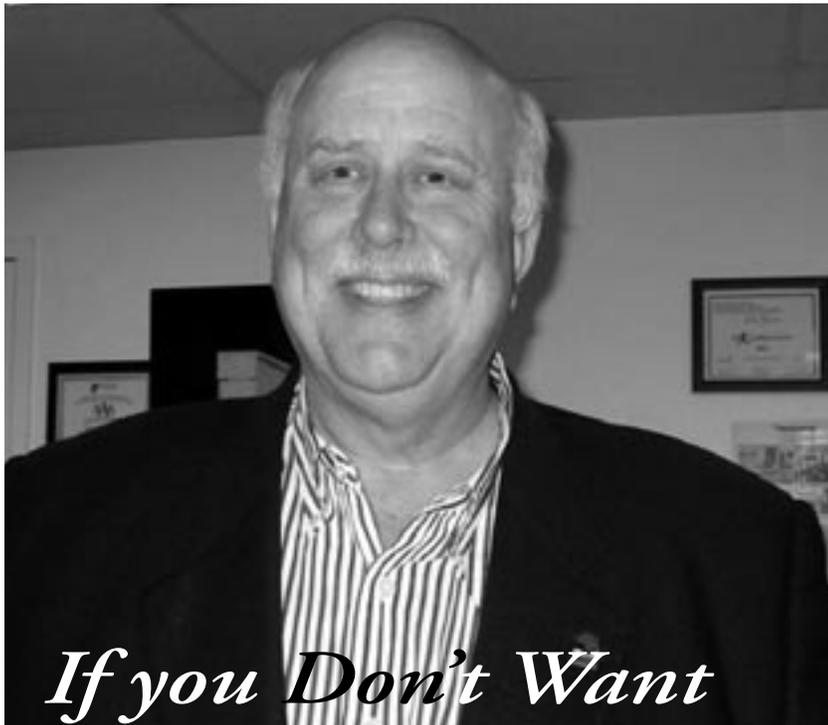
By **Lea Lipscomb**  
Legislative Analyst, RAN

*As of 04/18/05, the following bills are bills that we are tracking that will have no further action allowed, pursuant to Joint Standing Rule No. 14.3.1.*

### Assembly Bills:

- AB2:** Prohibits issuance of gift card or gift certificate that contains expiration date.
- AB4:** Transfers money to Department of Education from State Distributive School Account to pay for full-day kindergarten in certain schools.
- AB14:** Exempts retail customers who purchase energy from municipal or local governmental utilities from payment of universal energy charge.
- AB24:** Revises provisions concerning parking spaces designated for the handicapped.
- AB57:** Revises provisions concerning nonfederal share of expenses for institutional care of medically indigent persons pursuant to State Plan for Medicaid.
- AB74:** Authorizes governing body of local government to create maintenance districts to pay cost of maintaining and improving certain local improvement projects.
- AB86:** Requires addition of bittering agent to certain antifreeze to render it unpalatable.
- AB119:** Requires certain nonprofit corporations that solicit contributions to register with Secretary of State.
- AB132:** Revises provisions governing provision of safe and respectful learning environment in public schools.
- AB144:** Revises provisions governing distribution of proceeds of certain taxes to local governments.
- AB146:** Excludes from statutory limitation on total ad valorem tax certain ad valorem tax levies imposed by Legislature.
- AB161:** Makes various changes regarding information provided to and provided by school districts and charter schools.
- AB171:** Revises various provisions governing regulation of common and contract motor carriers in this State.
- AB196:** Prohibits control of thrift company by department store.
- AB223:** Revises provisions regarding millennium scholarship program.
- AB245:** Makes various changes to provisions governing taxes on transfer of real property.
- AB247:** Revises provisions governing management of water resources in certain counties.
- AB251:** Authorizes preference for disadvantaged businesses under certain circumstances for certain contracts relating to public works and state and local government purchasing.
- AB252:** Prescribes limit on number of administrators in certain large school districts.
- AB253:** Makes various changes concerning provisions governing water.
- AB264:** Requires notice to be provided to consumers of retail products which have radio frequency identification tags.
- AB269:** Revises provisions related to

Bills continued on page 8



*If you Don't Want*

*Bob Linden, owner of Shred-it in Las Vegas, loves to give you peace of mind. He does it by shredding your "for your eyes only" documents and more....*

*Them to See It...*

# Shred-it!

**I**n 2003, Shred-it Las Vegas saved 42,000 trees. Shred-its around the world saved over 7 million trees. They do this by recycling the tons of personal paper they shred.

Saving trees is one of the very good things that Shred-it does according to Bob Linden, owner of the Las Vegas franchise. Their greatest achievement, though, is providing peace of mind for their over 3,000 customers.

Shred-it is the company that arrives at your business door, on time and on your schedule, in a big white and blue bobtail truck. No, they're not

delivering freight. They're there to shred your most information-sensitive documents, at your doorstep—and you can even watch if you would like.

Shred-it is a mobile shredding and recycling company with franchises around the world. Their goal is two-fold, to provide peace of mind for businesses that are obligated to protect the private information of those people they serve and to be an environmentally friendly service.

Linden bought his Las Vegas franchise in February 1999 after exploring different business

opportunities. He lived in California and managed physician practices across the country, so was very familiar with information-sensitive businesses and had been a customer of Shred-it. When the company he was working for was acquired, he decided it was time to make his move to owning his own business. After exploring a number of opportunities—he even attended the International Franchise Expo—Shred-it just stood out. He says, "I was in the business-to-business sector and decided I wanted to stay there. Shred-



# Shred-it

continued from page 6

it was perfect.”

His next decision was where to go. He looked at Las Vegas and liked what he saw. “ I really liked desert living and Las Vegas’s business friendly climate.” The decision was made, and now he sees his business growing steadily. He just added one more truck to his fleet and now runs a fleet of six that start at 6:30 a.m. until the work is done, Monday to Friday. If you need the service and Monday through Friday doesn’t work, he’ll even schedule weekends.

Linden says that 99 percent of what they shred is paper, but they shred everything from dice to law enforcement uniforms. According to Linden, Shred-it has the smallest shred size in the industry. And because of the state-of-the-art equipment, every piece of each document that is put through the shredder, even the smallest item like a check, is equally shredded. Linden says they also install upgrades as they become available so that Shred-it has the most efficient, document destroying equipment available.

That he provides peace of mind for thousands of customers is just one of the things he loves about the company. That the company is environmentally and civic minded was also a draw, Linden says. So not only does he run a business for businesses, he participates—actually helps organize and is often the event coordinator—in community shredding. So far, he’s participated in three events, teaming with Channel 8-KLAS-TV in Las Vegas, R.C. Willey and even the Las Vegas Metro Police Department and the Henderson Police

Department to help the general public combat identity theft. At the first event in August 2003, Shred-it destroyed about 29 tons of personal documents for anyone who wanted to show up. They followed up in November 2004, when 24 tons of documents were destroyed, and in February of this year, when they shredded 19-1/2 tons of stuff. You don’t even have to wait for an event for personal shredding. If you want to visit the shop on Placid Street, Linden provides a locked cage on site where people can dump documents that get shredded before the trucks leave for their daily rounds.

Security is the key to the whole business. That’s why it’s simply not that easy to get a job with the company. Linden has nothing but praise for Employer Lynx, a pre-employment screening company based in Carson City, NV, that he uses before hiring anyone. He says, “Our employees need a squeaky clean background, and that’s why I use Employer Lynx. I can’t say enough about them—they do an awesome job.” Shred-it also won the Best Places to Work 2004 award from the Southern Nevada Human Resources Association

Shred-it’s parent company, Securit, has been in business for over 16 years. Shred-it serves over 150,000 clients on five continents.

Now, if you’re still wondering who to call when you want to sleep well each night knowing that you’ve done everything you can to obey the federal, state and local laws and protect your customers’ private information, remember this. The U.S. Secret Service is one of Linden’s clients.

## • Seminars •

### June 2005

#### Internet Retailer 2005 Conference & Exhibition

June 7 - 8, 2005

Chicago, IL

Contact: <http://www.internetretailer.com/IR2005/index.htm>

#### Retailer’s Bakery Association Marketplace 2005

June 16 - 18, 2005

Chicago, IL

Contact: 800-683-0924

### July 2005

#### ASI Chicago

July 12 - 14, 2005

Chicago, IL

Contact: 866-564-6274 or [www.asicentral.com](http://www.asicentral.com)

#### NRHA Annual Convention

July 18 - 20, 2005

Vail, CO

Contact: 317-290-0338 or [www.nrha.org](http://www.nrha.org)

### August 2005

#### NRF Tech – IT Leadership Summit

August 7 - 9, 2005

La Jolla, CA

Contact: 202-783-7971

### September 2005

#### National ERA Convention & Exposition

September 19 - 21, 2005

Las Vegas, NV

Contact: 800-987-6462 or [www.retailing.org](http://www.retailing.org)

#### Abbreviations

- ASI • Advertising Specialty Institute
- ERA • Electronic Retailing Association
- NRHA • National Retail Hardware Association
- NRF • National Retail Federation



## **Bills**

continued from page 5

voting at poll.

- AB270:** Revises provisions governing Transportation Services Authority and Taxicab Authority.
- AB285:** Abolishes Transportation Services Authority and transfers its duties and responsibilities to various governmental entities.
- AB305:** Revises provisions governing eligibility for millennium scholarships.
- AB317:** Provides for imposition of tax on live entertainment provided by all houses of prostitution.
- AB324:** Makes various changes concerning damages awarded in civil actions.
- AB326:** Revises provisions governing changes in rates for certain insurance.
- AB328:** Revises provisions concerning salaries of state officers and employees.
- AB330:** Revises formula for calculating limit for each biennium on certain total proposed expenditures from State General Fund.
- AB344:** Makes various changes relating to homestead exemption.
- AB354:** Provides for certain veterans and surviving spouses to apply their property tax exemption to more than one property under certain circumstances.
- AB387:** Provides for reduction, under certain circumstances, of certain excise taxes imposed on employers.
- AB396:** Requires courts to award attorney's fees and costs against attorneys and parties under certain circumstances.
- AB401:** Makes various changes relating to remedies.
- AB428:** Makes various changes relating to property that is exempt from execution by creditors and revises certain provisions relating to homestead exemption.
- AB433:** Provides for statewide property tax credit for owners and renters.
- AB434:** Makes various changes concerning environmental resources.
- AB441:** Revises provisions governing education.
- AB442:** Revises provisions governing health benefits for officers and employees of local governments.
- AB449:** Repeals business license fee, business tax and tax on financial institutions and re-enacts business activity tax.
- AB450:** Revises provision relating to reporting of campaign contributions and expenditures.
- AB476:** Provides for imposition of certain penalties against public officer who fails to carry out or enforce statute or regulation as required by law.
- AB491:** Revises provisions governing private investigators, private patrolmen, process servers, repossessioners,

dog handlers, security consultants, and polygraphic examiners or interns.

- AB515:** Requires certain employers to grant leave to parents and guardians to participate in certain school conferences and activities.
- AB516:** Provides immunity from civil liability to employers for disclosing certain information concerning current or former employees to school districts and charter schools.
- AB539:** Prohibits unconscionable pricing of consumer goods and services during abnormal disruption of market.
- AB541:** Changes date of primary election.

### ***Senate Bills:***

- SB6:** Grants subpoena power to Attorney General to enforce Open Meeting Law.
- SB7:** Makes certain opt-out provisions in contracts with consumers unenforceable under certain circumstances.
- SB8:** Revises provisions governing fines imposed by Nevada Equal Rights Commission.
- SB11:** Expands circumstances under which certain officers and employees in smaller counties may permissibly acquire interest in property within redevelopment area.
- SB42:** Makes various changes concerning compensation paid to employee or outside salesperson which is based solely on commission.
- SB53:** Requires building officials to review and approve certain certificates pertaining to subdivision of certain buildings.
- SB61:** Revises provisions relating to sale of credit insurance by motor vehicle dealers and their employees.
- SB74:** Prohibits persons who appoint, employ or contract with producers of insurance from requiring certain noncompetition agreements.
- SB140:** Revises provisions governing financial disclosure statements of candidates for certain public offices and certain public officers.
- SB142:** Provides for appointment of additional member to State Board of Pharmacy.
- SB157:** Requires Director of Office for Consumer Health Assistance to establish and maintain Internet website and toll-free telephone number to provide certain information to consumers concerning prescription drugs and pharmaceutical services.
- SB162:** Prohibits public officer or employee from using governmental time, property, equipment or other facility for activities relating to political campaigns and preparation of certain reports.
- SB166:** Limits enrollment of pupils in new public schools

Bills continued on page 9



## **Bills**

continued from page 8

- constructed in certain larger school districts.
- SB200:** Revises provisions of Articles 2 and 2A of Uniform Commercial Code.
- SB204:** Requires certain health insurers to contract with providers of health care and certain medical facilities and to include such providers and facilities on list of providers of health care given by insurer to its insureds in certain circumstances.
- SB220:** Revises provisions governing voting by public officers.
- SB222:** Revises various provisions relating to elections.
- SB227:** Requires Secretary of State to prepare supplemental voter guide for general elections.
- SB228:** Revises provisions relating to explanations and condensations of initiatives and referendums.
- SB230:** Revises provisions relating to provisional ballots.
- SB231:** Revises provisions governing authority of certain physicians to possess, prescribe, administer and dispense controlled substances, dangerous drugs and other drugs.
- SB237:** Provides for levy of tax ad valorem to pay costs of prevention and suppression of fires occurring in wild lands or watersheds under certain circumstances.
- SB241:** Provides for school choice, revises provisions governing appointment of Superintendent of Public Instruction and authorizes certain local governments to veto decisions of boards of trustees of school districts.
- SB244:** Makes various changes regarding Open Meeting Law.
- SB249:** Revises provisions governing foreclosure sales of real property and sales of real property under execution.
- SB259:** Provides for postponement of payment of increase in property taxes.
- SB273:** Makes various changes relating to parking by certain persons with disabilities.
- SB277:** Restricts and takes away authority of cities and counties to impose franchise fees and other similar fees upon certain public utilities.
- SB283:** Creates Committee for the Economic Diversification of Nevada.
- SB305:** Limits number of administrators employed by school districts.
- SB324:** Provides for expedited inspection and investigation of gaming devices by State Gaming Control Board.
- SB350:** Prohibits state agencies and local governments from outsourcing purchasing contracts to foreign countries.
- SB351:** Revises provisions governing resort hotels and nonrestricted gaming licenses in certain counties.
- SB385:** Revises provisions relating to campaign finance.
- SB387:** Revises provisions governing appraisal of real property.
- SB407:** Authorizes boards of county commissioners to provide civil penalties in lieu of criminal penalties for violations of ordinances in certain circumstances.
- SB412:** Requires counties and cities to adopt ordinances prohibiting overnight parking in certain parking facilities.
- SB416:** Revises provisions governing violations of Open Meeting Law.
- SB419:** Increases compensation of certain public officers.
- SB425:** Provides for creation of regional district for road maintenance in certain larger county.
- SB427:** Abolishes Dillon's Rule concerning statutory interpretation of powers of counties.
- SB429:** Revises provision prohibiting governmental entity from incurring expense or making expenditure related to supporting or opposing ballot question.
- SB435:** Enacts provisions relating to security of personal information.
- SB437:** Enacts provisions relating to use of compromise agreements and payment of lump-sum awards in resolving claims for industrial injuries and occupational diseases.
- SB447:** Revises definition of "resort hotel" for purposes of certain statutes pertaining to gaming.
- SB448:** Makes various changes to provisions governing mechanics' and materialmen's liens.
- SB451:** Revises provisions governing indemnification of certain persons in civil actions by State and other governmental entities.
- SB465:** Makes various changes regarding meetings of public bodies.
- SB486:** Revises method of determining taxable value of certain property.
- SJR3:** Proposes to amend Nevada Constitution to revise provisions relating to signature requirements for initiative petitions.
- SJR5:** Proposes to amend Nevada Constitution to impose certain limitations on amount that Legislature or governing body of governmental entity may appropriate and authorize for expenditure.
- SJR6:** Proposes to amend Nevada Constitution to provide for limitations on appropriations and authorizations for expenditure and generating, creating or increasing public revenue.
- SJR7:** Proposes to amend Nevada Constitution to provide for a lower rate of property tax for single-family residence occupied by owner.
- SJR9:** Proposes to amend Nevada Constitution to impose certain limitations on amount that Legislature may appropriate or authorize for expenditure.
- SJR11:** Proposes to amend Nevada Constitution to provide that certain orders from courts which command or compel State or its political subdivisions to levy or increase taxes are not binding unless approved by Legislature.



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### **Important information for SIG members**

The NRS governing self insured groups requires notifying members of all new members to the Nevada Retail Network Self Insured Group. New members for NRNSIG from March 9, 2005 to April 25, 2005 are listed below. For a complete member list, please call RAN at 775-882-1700.

- |  |                                    |
|--|------------------------------------|
| \$99 Dollar Guitar Inc.                    | Kiddie Academy                     |
| Affirmative Security                       | Kimberly Nurseries & Gift Shop     |
| AJ's Mini Mart                             | Lake Village Homeowners Assn, Inc. |
| American Pet Hospital                      | Las Vegas Sweets Inc.              |
| Assist Care Inc.                           | Mobil Auto Repair Center           |
| Aurora Marble & Tile                       | Mountain View Assembly of God      |
| Best Choice Installation LLC               | Munari Produce Company             |
| C & W Cleaning                             | Oasis                              |
| Carbide Saw                                | Omar's Cleaning Service            |
| Carson Valley Residential Care Center Inc. | Pet Kingdom USA LLC                |
| Comfort Care in Home Inc.                  | Plastic Media Stripping            |
| Elko General Merchandise Co. Inc.          | Premier Garage of Northern Nevada  |
| Figaro's Italian Pizza                     | Quintus Development LLC            |
| Five Star Home Health Care Inc.            | Rancho Security Services LLC       |
| Frank's Mercedes Service                   | Rent-A-Vette                       |
| Gotchy Family Shoes                        | Sierra Precision Services LLC      |
| Happy Health Services                      | Silver Oak Golf Club               |
| Harrison Insurance Agency                  | Sparkle Cleaners & Laundry         |
| Houdini's Magic Shop Inc.                  | Thin Air Powersports               |
| Interior Design Inc.                       | US Ordnance Inc.                   |
| Jack In The Box 7316                       | Victory City Church Inc.           |
|  | Wheeler's Las Vegas RV             |

**NRNSIG** members who wish to register a negative vote on a new group member, please write NRNSIG at 810 E. Fifth Street, Suite A, Carson City, NV 89701, indicating which member and the reason(s) for the negative vote.

**Membership Information**

Find out more about RAN's self insured group.  
Call Willie Kerschner, 775-720-8125,  
or the RAN office at 775-882-1700  
(Toll-free in Nevada – 800-690-5959).  
Don't forget to check out our website, [www.RANNV.org](http://www.RANNV.org).

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## Turnover & Performance

*Links Between Turnover & Performance – How to Influence Both*

**M** meet Jack. He works in a small town bank using his accounting degree to fill many roles. He also coaches the town's little league baseball team using his experience as a star on the state university's baseball team. The bank president who hired Jack is well pleased with this community volunteer work. He believes it will help draw customers into the bank.

Next, meet Sarah. She is an engineer in a large, diversified industrial firm, and soon after taking her position, she was assigned to a special project team. Her work on this team was in addition to her other duties.

In her first meeting, Sarah found herself with a diverse group of people representing specialties from all over the firm, but she was the only engineer. A vice president chaired this meeting, and after introductions, he announced the group's assigned goal: to discover, develop, and bring to market a new product for the company to sell. He added that they were free to organize themselves however they wished, and they were expected to submit progress reports as frequently as they deemed necessary. He then excused himself and left the room.

Now, answer three questions about Jack and Sarah. First, who is more likely to take work home at the end of the day? Second, who is more likely to bring off-the-job work to the place of employment (like baseball schedules)? Finally, who is more likely to seek employment elsewhere?

This situation illustrates a recent development that links employee turnover with performance. According to this new understanding, people form social networks both off and on the job, and it is the strength and complexity of these networks that determine if people decide to stay in their jobs and if they decide to exert the effort required to perform well.

Jack has extensive off-the-job social contacts. His becoming a critical member of this social web has created a feeling of obligation among the parents of his team

members. They could be expected to come to the bank. Jack would also be unlikely to quit, since he'd probably have to move to replace his job, and that would be the end of baseball. But Jack has no special reason to exert effort on this job.

Sarah will be developing extensive on-the-job social contacts, and every helpful comment and action offered to help her fulfill her role on this special committee incurs an obligation on her part to return the favor. Sarah's social network will amplify her effectiveness, and she, in turn, will contribute to others' effectiveness as well. But Sarah's life will probably get out of balance, and her minimal off-the-job social networks will soon make her feel something is wrong, so moving on will begin to look attractive to her.

Thomas Lee, from the University of Washington at Seattle, is the most recent researcher to explore the social network theory of turnover and performance. He examined a large sample of employees and found that his measures of off-the-job social networks predicted both turnover and absences from work. The stronger and more complex these social networks, the lower the turnover and absences. His on-the-job measures predicted both job performance and extra-role work behaviors like helping out a co-worker without being asked. The stronger and more complex these on-the-job social networks, the more effective the performance.

Lee's findings were striking and led him to an unusual conclusion. He feels it's time for managers and supervisors to encourage the social network building process, both on and off the job, and he offers these suggestions: 1) create long-term projects and assign diverse teams of people to complete them; 2) increase rewards according to tenure; 3) match unique qualifications of employees with special assignments; and 4) provide information about the community surrounding the workplace and provide support for local activities and events.

Lee believes these activities will be very beneficial for the firms that implement them.

Reference: Lee, Thomas, Terence Mitchell, Chris Sablynski, James Burton, and Brooks Holtom (2004) "The Effects of Job Embeddedness on Organizational Citizenship, Job Performance, Volitional Absences, and Voluntary Turnover." *Academy of Management Journal*, 47(5), 711-722.

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# Capital Watch



## **Small Businesses May Get Some Relief for Health Insurance Plans**

Several bills have been introduced in Congress to aid small businesses in providing health insurance for their employees.

A Senate Bill, introduced by Senator Olympia Snowe, R-Maine, would allow trade associations to establish Association Health Plans (AHP). A companion bill, H.R. 525, has been introduced in the House.

AHPs would allow small businesses to band together to purchase health insurance. Many of America's

uninsured are employees of small businesses that can't afford to provide coverage for their workers, a problem that AHP creation could help overcome.

Senate Budget Committee Chairman Judd Gregg, R- New Hampshire, is looking at an alternative plan that would allow the offering of standardized health insurance products and processes across state lines.

*Source: National Retail Federation*

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# Nevada News

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