



INFORMATION ABOUT

Churchill County Labor

Employment

Year	Labor Force	Employment	Unemployment	Unemployment Rate (Local)
May 2008	13,960	13,207	753	5.4
2007	13,226	12,600	626	4.7
2006	12,995	12,415	580	4.5
2005	12,100	11,589	511	4.2
2004	9,778	9,288	490	5.0

Source: Nevada Department of Employment, Training and Rehabilitation (DETR)

Labor Relations

Right to Work Laws

Nevada is a Right to Work state. Right to Work law secures the right of employees to decide for themselves whether or not to join or financially support a union. However, employees who work in the railway or airline industries are not protected by a Right to Work law, and employees who work on a federal enclave may not be.

Workman's Compensation Insurance

To assist in defining workman's compensation rates within Nevada, you have several options:

- Use your existing insurance company if they are licensed in Nevada
- You can be self insured in Nevada
- Provide us with the following information and we will furnish estimates of workman's compensation insurance rates currently available from over 200 private insurance companies in Nevada.
 1. Class codes per employee
 2. Payroll by class code - ***Nevada has a PAYROLL CAP whereby wages over \$36,000 per employee are not charged for workman's compensation.***
 3. Loss experience for the last three (3) years
 4. If your company has an Experience Rate Modifier established, it can be applied to your Nevada exposure.
- Call the National Council on Compensation Insurance at 1.800.622.4123 for specific rates for your company.

Nevada Underwriting Environment

- Mandatory use of NCCI loss costs
- Companies set their own loss cost multipliers
- Schedule Rating +/- 25%
- Payroll capped at \$36,000 per employee
- Underwriting Alternatives
 - Guaranteed Cost Plan
 - Retrospective Rating Plan
 - Deductible Program

Nevada Claims Environment

- Pro-Employer State - burden of proof is on the employee
- Medical Control - care must be provided by physicians in Insurer network
- Drug Testing - positive drug test can result in claim denial
- PPD Ratings - based on objective findings
- VOC Rehab - can be addressed through settlement offering

Churchill County Labor (con't)

Healthcare Information

Resources

HC Pro - The Healthcare Compliance Committee - HIPAA Information

HC Pro sponsored website with a wealth of resources related to HIPAA. A must see website if you are interested in issues related to Health Insurance Portability and Accountability Act of 1996(HIPAA).

American Academy of Family Physicians - HIPAA Information

American Academy of Family Physicians sponsored website for Health Insurance Portability and Accountability Act of 1996 with resources for employers.

Nevada Health Partners

Nevada Health Partners was organized in 2002, as a subsidiary non-profit corporation of the Nevada Health Care Coalition ("NHCC"), also a non-profit corporation in Nevada. NHP contracts medical service providers and provider services organizations exclusively on behalf of its employer members. Currently medical providers include physicians, dentists, hospitals, prescription benefit management companies, ancillary service providers, and a large national provider services organization.

Health Plans

St. Mary's Health Plans

St. Mary's offers health plans for small businesses with two to fifty employees.

Hometown Health Providers Insurance Company

Hometown Health is a non profit medical service organization that offers health insurance to small businesses with two to fifty employees. From the Web site: "Hometown Health Plan is northern Nevada's oldest, largest and most experienced health maintenance organization (HMO). Locally-owned, it was established in 1988 and operates as a non-profit organization. Hometown Health Plan provides comprehensive benefits to members solely through employer groups."

Anthem Blue Cross and Blue Shield of Nevada

Anthem offers a variety of products that give you benefit and coverage options to suit your situation and your needs. All of their health plans come with benefits everyone looks for - plus some features you might not expect. For more than three decades, Nevadans have relied on the strength and security of the Blue Cross and Blue Shield names. With coverage from Anthem, you join more than 84 million other Americans who count on Blue Cross and Blue Shield plans for health benefits.

Health Plan of Nevada

As Nevada's oldest, and most experienced health care organization, HPN has provided Nevada with quality health care that is affordable and easy to access, for over 20 years. They are pleased to offer a variety of benefit plans that provide services and solutions designed to match your diverse health care needs. HPN, a subsidiary of Sierra Health Services, Inc., is the largest health maintenance organizations (HMO) in Nevada.

PacifiCare

PacifiCare Health Systems serves more than 3 million health plan members and approximately 10 million specialty plan members nationwide with annual revenues of more than \$12 billion. PacifiCare is celebrating its 25th anniversary as one of the nation's largest consumer health organizations, offering individuals, employers and Medicare beneficiaries a variety of consumer-driven health care and insurance products. Specialty operations include behavioral health, dental and vision, life insurance, and complete pharmacy and medical management through its wholly owned subsidiary, Prescription Solutions.

Churchill County Labor (con't)

Healthcare Information (con't)

Health Plans (con't)

UniCare

UniCare is a national organization dedicated to the delivery of quality health care plans and products working together with its customers, consultants, brokers, providers and employers. Providing managed care and specialty health care services throughout the United States, UniCare Life & Health Insurance Company is an operating affiliate of WellPoint

Health Networks Inc. one of the nation's largest publicly traded managed care companies serving the health care needs of more than 13 million members and approximately 42.6 million specialty members. UniCare offers a comprehensive array of health care plans and specialty products that preserve member choice at competitive prices.

Source: Nevada Health Care Coalition

Commuting Trends

Commuting To Churchill County from other areas

2006 Churchill County employment = 12,343 jobs

Area of Residence	Number of Workers	Percentage of Workers
Lyon County, NV	468	3.79
Washoe County, NV	203	1.65
Mineral County, NV	87	0.70
Kings County, CA	79	0.64
San Diego County, CA	77	0.62
Virginia Beach City, VA	76	0.61
Carson City, NV	51	0.41
Pershing County, NV	20	0.16
Nye County, NV	13	0.11
Fulton County, GA	12	0.10
Prince Edward County, VA	12	0.10
Clark County, NV	10	0.08
Riverside County, CA	9	0.07
Island County, WA	7	0.05
Ventura County, CA	7	0.05
Chesapeake City, VA	4	0.04
Skagit County, WA	4	0.04
Eureka County, NV	3	0.03
Glenn County, CA	3	0.03
Storey County, NV	3	0.03
Hudspeth County, TX	2	0.02

The number of workers commuting to this county from other areas is calculated by taking the 2000 % provided by the U.S. Census Bureau and multiplying it by the 2006 county employment provided by the Nevada Department of Employment, Training & Rehabilitation. All numbers are approximate.

Churchill County Labor (con't)

Commuting Trends (con't)

Commuting From Churchill County to other areas

2006 Churchill County population = 27,037

Area of Workplace	Number of People	Percentage of Population
Lyon County, NV	742	2.74
Washoe County, NV	564	2.09
Pershing County, NV	162	0.60
Carson City, NV	106	0.39
Douglas County, NV	72	0.26
Mineral County, NV	59	0.22
Skagit County, WA	21	0.08
Harris County, TX	16	0.06
San Diego County, CA	16	0.06
Nye County, NV	15	0.05
Plumas County, CA	12	0.05
Humboldt County, NV	11	0.04
Duval County, FL	10	0.04
Alameda County, CA	9	0.03
Elko County, NV	9	0.03
St. Louis County, MO	9	0.03
Storey County, NV	9	0.03
Box Elder County, UT	8	0.03
Island County, WA	8	0.03
Santa Clara County, CA	8	0.03
Cumberland County, NC	7	0.02
Gallatin County, MT	6	0.02
Valley County, ID	3	0.01
Clackamas County, OR	1	0.004

The number of people commuting from this county to other areas is calculated by taking the 2000 % provided by the U.S. Census Bureau and multiplying it by the 2006 county population provided by the Nevada Demographer. All numbers are approximate.

Workforce Development and Vocational Training

Academic and Career Services

A joint operation with the University of Nevada, Reno; Academic and Career Services works to connect employers with graduating students. They have several programs such as Placement Plus which allows employers to post position descriptions and search student resumes online.

Train Employees Now (TEN)

Nevada offers a state-funded, matching grant program that ensures that new and existing employers have access to a skilled work force. The TEN program operates in conjunction with various state agencies and the Federal Job Training Partnership Act (JTPA). It offers up to 90 days of on-the-job training in which the employer will be reimbursed up to 75% of the total eligible costs. Training is provided only for employees whose average wage is 80% of the statewide average wage. A maximum of \$1,000 per employee is available for customized training. Annual funding is determined by the legislature.

Job Opportunities in Nevada (JOIN)

JOIN offers clients job readiness skills, assists individuals re-entering the workforce by upgrading skills, offers a GED program, and can even provide funding for individuals to take classes or specialized training.

NevadaWorks

NevadaWorks is the northern Nevada Workforce Board, which targets federal and private resources to help employers develop well-trained, productive employees who meet specific skill requirements. Approved service providers for NevadaWorks include Western Nevada College, Truckee Meadows Community College, Community Chest, and ProNet, a networking association for people looking to reenter the job market. These service providers are eligible to receive Workforce Investment Act Title I-B funds for training services to adult and dislocated workers.

Churchill County Labor (con't)

Workforce Development and Vocational Training (con't)

NevadaWorks (con't)

The board also manages the JobConnect Centers in Carson City, Reno, and Sparks. JobConnect is a statewide program that provides access to complete and comprehensive workforce services for employers and individuals in central locations and offers on-site resource centers, access to training resources, job order and job referral services, placement assistance, meeting and interview rooms, training centers for workshops, basic computer and resume writing skills, and other specialized programs as needed.

JobConnect recently added a new service - the Northern Nevada Literacy Council GED On-Line program with internet-based access, registration, and virtual instructors available at the JobConnect Resource Centers.

Truckee Meadows Community College (TMCC)

TMCC provides initial skills training in such areas as: welding, forklift operation and safety, database and word processing, plus customized industry specific programs. TMCC's Technical Institute, Edison Campus houses the Applied Industrial Technology programs and provides students with education and training in one or more career-oriented programs. The Technical Institute also provides advanced training for employed and skilled technicians and craftsmen.

Office of Workforce Development and Continuing Education (WDCE)

WDCE, a one-stop education outlet, that gives you the convenience of one TMCC division where you can pursue your hobbies and personal interests, stay abreast of the latest computer technology, brush up on job skills, train for a new career, create customized training for your employees, take advantage of certification testing, keep up with industrial safety mandates and increase your literacy or grasp of the English language. WDCE offers educational flexibility whether you're seeking a comprehensive two-month long course or a day-long workshop at dozens of Reno/Sparks locations. In addition, we offer hundreds of online courses and can even offer courses at your business.

Programs offered through the WDCE include bilingual office and medical assistant certification, cosmetology, diversity management, Judicial/Court Reporting Program, GED Preparatory Classes, massage training, personal training certification, Silver College (a series of courses for retirees), special events management certification, and translation certification.

Western Nevada College (WNCC)

Through its Employee Training Center, WNCC provides educational programs and training services to businesses in the region. They also serve as a liaison between educators and employers, linking high school students with employment opportunities through the Student Job Board.

Department of Employment, Training and Rehabilitation (DETR)

DETR's primary mission is to operate a no-fee labor exchange which matches qualified workers with available jobs. Their services include advertising, application screening, and placement.

Department of Employment, Training, and Rehabilitation Career Enhancement Program (CEP)

CEP is a statewide program that provides services for unemployed Nevadans by placing them in training and retraining positions with employers across the state. Employers that provide opportunities for CEP clients receive financial reimbursement for training costs.

Technology/Business Assistance

Management Assistance Partnership (MAP)

MAP is the industrial extension program of the Nevada System of Higher Education and its partners. Its primary purpose is to work directly with Nevada companies to strengthen their global competitiveness by providing information, decision support, and implementation assistance in adopting new, more advanced technologies, techniques, and best business practices.

Churchill County Labor (con't)

Technology/Business Assistance (con't)

Management Assistance Partnership (MAP) (con't)

Specifically designed for Nevada manufacturing, construction, and mining companies, MAP provides assessments and evaluations, direct consultations, employee development programs, specialized worker, supervisory and managerial training, technology development, business systems improvement, and field engineers.

Regional Technical Institute (RTI)

RTI is a high school in Washoe County for advanced career and technical training education that prepares students to enter directly into the workforce. Students attend part of the day at their regular high school campus and part of the day at RTI, or they can earn a diploma from RTI.

Programs include: Junior and Senior Academic Block, Agriculture, Plant Science, Vet Medicine, Building Trades, Computer-Aided Drafting and Design, 3D Design, Imaging and Animation, Health Occupations, Sports Medicine, Emergency Medical Service, Hotel and Hospitality Management, Video and Broadcast Production Technology, Business Computer Systems, PC Servicing and Networking Fundamentals, Welding Fabrication Technology, Advanced Culinary Art, Early Childhood Education, Machine Tool Manufacturing, and Graphic Arts.

Through a partnership with International Game Technology (IGT), TMCC has developed the Applied Technology Center, a branch of RTI which provides students with education and training opportunities in industrial technologies, including automotive, construction, diesel, electronic, environmental control technology and welding.

Bureau of Business & Economic Research

The bureau provides assistance with economic impact studies, cost/benefits analysis, research & analysis, forecasting trends in economic development, analyzing and tabulating data and designing, implementing and summarizing survey results.

Nevada Technology Council (NTC)

NTC is a nonprofit corporation formed to establish and maintain an active organization of persons from business, government and academia, who are interested in advancing economic development and diversification through innovative technology and entrepreneurship.

Nevada Small Business Development Center (NSBDC)

The NSBDC is an economic development resource with a network of facilities throughout the State providing the expertise, knowledge and innovative training necessary to help startup and ongoing business succeed.

Geographic Information Systems (GIS)

Assistance in mapping and information needs, demographic estimates, retail sales analysis, census reports, market & growth analysis, traffic patterns, site location analysis and tract maps.

Business Environmental Program

This program provides free assistance to help minimize waste and comply with State and federal hazardous waste and air regulations.

Technology Transfer

In a cooperative effort with USC ETTC NASA's Far West Regional Technology Transfer, the center assists inventors and entrepreneurs applying for SBIR funding through the Federal government and identification of other possible loan sources.

Churchill County Labor (con't)

Wages & Availability For Churchill County

Job Title	Est. Employment	Mean Wage	Median Wage
Total All Occupations	9,490	17.53	15.23
Management Occupations	380	37.58	32.97
Business and Financial Operations Occupations	200	25.20	25.03
Computer and Mathematical Occupations	150	28.54	29.20
Architecture and Engineering Occupations	260	29.18	28.48
Life, Physical, and Social Science Occupations	30	27.50	28.03
Community and Social Services Occupations	N/A	20.30	17.58
Legal Occupations	40	23.42	20.93
Education, Training, and Library Occupations	N/A	N/A	N/A
Art, Design, Entertainment, Sports, and Media Occupations	60	16.06	13.96
Healthcare Practitioners and Technical Occupations	N/A	N/A	N/A
Healthcare Support Occupations	160	12.71	12.44
Protective Service Occupations	N/A	21.59	21.91
Food Preparation and Serving-Related Occupations	1,250	8.13	7.35
Building and Grounds Cleaning and Maintenance Occupations	N/A	11.07	9.72
Personal Care and Service Occupations	140	8.29	7.96
Sales and Related Occupations	730	13.34	10.70
Office and Administrative Support Occupations	1,580	14.46	13.64
Farming, Fishing, and Forestry Occupations	30	8.79	8.33
Construction and Extraction Occupations	1,260	18.59	17.03
Installation, Maintenance, and Repair Occupations	770	20.52	21.67
Production Occupations	N/A	19.06	17.90
Transportation and Material Moving Occupations	540	15.30	14.45

2007 Wages

Source: Department of Training, Rehabilitation and Employment (DETR)