



## INFORMATION ABOUT

# Clark County Labor

### Employment

Year	Labor Force	Employment	Unemployment	Unemployment Rate (Local)
May 2008	993,854	935,672	58,182	5.9
2007	964,510	918,046	46,464	4.8
2006	905,204	869,024	36,179	4.0
2005	865,128	830,865	34,263	4.0
2004	847,217	218,094	35,123	4.1

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

### Job Growth Numbers

Las Vegas MSA

Year	Number of Employed	% Job Growth
May 2008	931,800	-0.5
2007	926,800	1.0
2006	917,300	5.2
2005	871,600	7.2
2004	812,700	6.9

Source: Nevada Department of Employment, Training and Rehabilitation

### Gaming vs. Non-Gaming Workforce Information

Year	Total # of Jobs	#of Non-Gaming Jobs	Annual % of Change	# of Gaming Jobs	Annual % of Change	Gaming Jobs to all Jobs Ratio
May 2008	931,800	758,400	0.8	173,400	-0.7	18.6
2007	926,800	752,200	1.8	174,600	-2.1	18.8
2006	917,300	738,900	6.1	178,400	2.0	19.4
2005	871,600	696,700	7.7	174,900	5.5	20.1
2004	812,700	646,900	8.4	165,800	1.3	20.4

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

### Labor Force Information

#### Occupation

Year	Employed Population 16 +	Management/ Professional		Service		Sales/ Office		Farming/ Fishing/ Forestry		Construction		Production/ Transportation	
		#	%	#	%	#	%	#	%	#	%	#	%
2006	872,024	224,447	25.7	233,816	26.8	223,064	25.6	859	0.1	112,332	12.9	77,506	8.9
2005	826,065	196,027	23.8	217,133	26.3	231,097	28.0	488	0.0	109,069	13.2	72,251	8.7
2004	769,119	191,511	24.9	212,277	27.6	206,124	26.8	769	0.1	86,141	11.2	72,297	9.4
2003	729,542	183,115	25.1	196,247	26.9	195,517	26.8	2,189	0.3	91,922	12.6	59,822	8.2
2002	688,351	163,828	23.8	191,362	27.8	183,101	26.6	0	0.0	86,044	12.5	64,017	9.3

Source: U.S. Census Bureau, American Community Survey

#### Class of Worker

Year	Employed Population 16 +	Private		Government		Self-employed		Unpaid Family	
		#	%	#	%	#	%	#	%
2006	872,024	740,244	84.9	88,959	10.2	41,894	4.8	927	0.1
2005	826,065	706,763	85.6	80,238	9.7	37,079	4.5	1,985	0.2
2004	769,119	652,213	84.8	79,988	10.4	36,149	4.7	1,538	0.2
2003	729,542	615,004	84.3	78,061	10.7	35,748	4.9	730	0.1
2002	688,351	583,722	84.8	66,082	9.6	36,483	5.3	1,377	0.2

Source: U.S. Census Bureau, American Community Survey

# Clark County Labor (con't)

## 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.

### Union Information (Las Vegas-Paradise, NV)

Sector	Obs	Employment	Members	Members	%Mem	%Cov
Total	2,097	850,054	135,760	153,667	16.0	18.1
Private	1,888	768,316	111,031	121,173	14.5	15.8
Public	209	81,738	24,729	32,494	30.3	39.8

Union Membership and Coverage Database, 2007

Obs=CPS sample size, Employment=wage and salary employment, Members=employed workers who are union members, Covered=workers covered by a collective bargaining agreement, %Mem=percent of employed workers who are union members, and %Cov=percent of employed workers who are covered by a collective bargaining agreement.

## 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

# Clark 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

### 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.

### 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

# Clark County Labor (con't)

## Commuting Trends

### Commuting To Clark County from other areas

2006 Clark County employment = 863,376 jobs

Area of Residence	Number of Workers	Percentage of Workers
Mohave County, AZ	14,483	1.68
Nye County, NV	3,174	0.37
Los Angeles County, CA	1,532	0.18
Washington County, UT	917	0.11
San Bernardino County, CA	742	0.09
Maricopa County, AZ	667	0.08
Orange County, CA	625	0.07
San Diego County, CA	419	0.05
Washoe County, NV	325	0.04
Salt Lake County, UT	270	0.03
Riverside County, CA	267	0.03
Cook County, IL	172	0.02
Ventura County, CA	148	0.02
Lincoln County, NV	141	0.02
Iron County, UT	136	0.02
Utah County, UT	117	0.01
Coconino County, AZ	108	0.01
Pima County, AZ	105	0.01
Kern County, CA	100	0.01
Harris County, TX	96	0.01
New York County, NY	85	0.01
El Paso County, CO	81	0.009
Sacramento County, CA	76	0.009
Alameda County, CA	72	0.008
Washington County, OR	71	0.008
King County, WA	66	0.008
San Francisco County, CA	62	0.007
Yavapai County, AZ	62	0.007
Bernalillo County, NM	57	0.007

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.

### Commuting From Clark County to other areas

2006 Clark County population = 1,892,391

Area of Workplace	Number of People	Percentage of Population
Mohave County, AZ	2,037	0.11
Nye County, NV	1,747	0.09
Los Angeles County, CA	1,662	0.09
Maricopa County, AZ	650	0.03
San Bernardino County, CA	396	0.02
Lincoln County, NV	383	0.02
San Diego County, CA	309	0.02
Orange County, CA	299	0.02
Cook County, IL	243	0.01
Salt Lake County, UT	242	0.01
Washoe County, NV	231	0.01

# Clark County Labor (con't)

## Commuting Trends (con't)

### Commuting From Clark County to other areas (con't)

2006 Clark County population = 1,892,391

Area of Workplace	Number of People	Percentage of Population
Riverside County, CA	227	0.01
Alameda County, CA	204	0.01
San Mateo County, CA	170	0.009
Douglas County, NV	145	0.007
King County, WA	138	0.007
Washington County, UT	134	0.007
White Pine County, NV	123	0.007
Florida County, FL	121	0.006
Santa Clara County, CA	111	0.006
Waye County, MI	107	0.006
Dallas County, TX	100	0.005
Carson City, NV	96	0.005
Elko County, NV	96	0.005
Shelby County, TN	79	0.004
Hennepin County, MN	75	0.004
Delaware County, PA	72	0.004
Fairfax County, VA	66	0.004
Honolulu County, HI	65	0.003
Multnomah County, OR	65	0.003
San Miguel County, NM	65	0.003
Pinal County, AZ	60	0.003

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

### Train Employees Now (TEN)

This program provides short-term, skills based intensive job training to assist new and expanding firms to reach productivity quickly. A customized program is designed covering recruitment, hiring and job training for Nevada residents.

### 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.

### 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.

### Management Assistance Partnership (MAP)

MAP is the industrial extension program of the University and Community College System of Nevada. Their primary purpose is to work directly with Nevada companies to speed the flow of new technology, information and workforce development by providing both direct and referral services to client companies

# Clark County Labor (con't)

## Wages & Availability For Clark County

Job Title	Estimated Employment	Mean Wage	Median Wage
Total All Occupations	906,970	17.49	14.03
Management Occupations	34,710	43.79	37.67
Business and Financial Operations Occupations	26,860	28.36	24.56
Computer and Mathematical Occupations	8,620	29.25	27.57
Architecture and Engineering Occupations	10,400	31.61	29.20
Life, Physical, and Social Science Occupations	4,220	27.21	25.92
Community and Social Services Occupations	4,940	22.60	22.09
Legal Occupations	6,250	41.44	35.59
Education, Training, and Library Occupations	31,810	18.86	17.35
Art, Design, Entertainment, Sports, and Media Occupations	12,370	24.70	21.46
Healthcare Practitioners and Technical Occupations	27,540	32.43	28.59
Healthcare Support Occupations	13,360	14.13	13.08
Protective Service Occupations	27,390	17.15	13.82
Food Preparation and Serving-Related Occupations	126,980	10.38	9.63
Building and Grounds Cleaning and Maintenance Occupations	56,760	12.04	12.13
Personal Care and Service Occupations	56,550	11.35	8.90
Sales and Related Occupations	98,460	15.14	11.17
Office and Administrative Support Occupations	139,010	14.88	14.03
Farming, Fishing, and Forestry Occupations	N/A	9.65	7.50
Construction and Extraction Occupations	88,270	20.61	19.49
Installation, Maintenance, and Repair Occupations	33,890	20.37	19.61
Production Occupations	26,000	14.77	13.01
Transportation and Material Moving Occupations	72,190	13.60	12.12

2007 Wages

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