

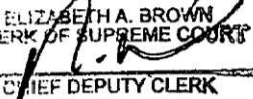
IN THE SUPREME COURT OF THE STATE OF NEVADA

IN THE MATTER OF THE
DESIGNATION OF A CRITICAL
LABOR SHORTAGE WITHIN THE
MARSHAL OFFICE OF THE NEVADA
SUPREME COURT

ADKT 0568

FILED

NOV 23 2022

ELIZABETH A. BROWN
CLERK OF SUPREME COURT
BY 
CHIEF DEPUTY CLERK

ORDER

WHEREAS, the Nevada Supreme Court is constitutionally empowered “to take actions reasonably necessary to administer justice efficiently, fairly, and economically.” *In re Petition to Recall Dunleavy*, 104 Nev. 784, 786, 769 P.2d 1271, 1272 (1988); and

WHEREAS, NRS 286.523(4)(b) requires this court to designate positions in the Judicial Branch for which there are critical labor shortages; and

WHEREAS, NRS 286.523 requires a designating authority who desires to employ a retired public employee to hold an open public meeting in order to make findings to support the designation of the position sought to be filled as one for which there is a critical labor shortage; and

WHEREAS, this court conducted a public hearing on November 22, 2022 at 3:00 p.m., at which time this court considered the requirements for a finding of a critical labor shortage, as enumerated in NRS 286.523(5); and

WHEREAS, the Supreme Court Marshal’s Office (Marshal’s Office) is tasked with maintaining the safety, security, and administration for the Justices, Judges, dignitaries, court employees, and the public; and

WHEREAS, considering the factors in NRS 286.523(5), this court has determined that:

(a) The first Supreme Court Chief Marshal was hired in July 2012. The Marshal's Office was created July 2013 and provides security for the appellate courts in Carson City and Las Vegas. The turnover rates for the Marshal's Office were 12.5% in 2018, 2019, and 2020, 50% in 2021, and 37.5% in 2022; and

(b) During the past 2 years, the Marshal's Office has recruited for 5 positions. In 2021, 12 candidates applied for the Chief Marshal position, 4 of which were interviewed. The Marshal's Office also received 14 applications for 3 Deputy Marshal positions. Two of those applicants were disqualified for not having the required Nevada POST Category I certification. In 2022, 6 candidates applied for 3 Deputy Marshal positions; and

(c) During the past 2 years, positions have been vacant for an average of 60 days; and

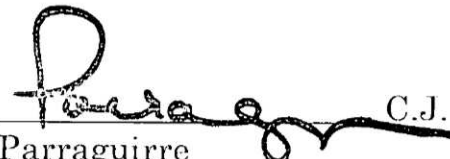
(d) The Marshal's Office continues to struggle with recruiting and retaining willing and capable individuals. This difficulty is due to higher pay and benefits provided by other agencies and the required Nevada POST Category I certification for employment with the court. Currently, 7 of the 8 Marshal's Office positions fall under the critical labor shortage designation; and

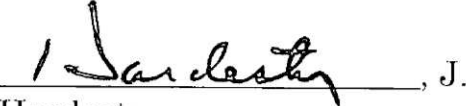
(e) For the most recent recruitment, vacant positions were advertised in NEOGOV, Careersingovernment.com, and LinkedIn.com. The Marshal's Office has enjoyed some recruitment success by verbally sharing job opportunities; accordingly,

IT IS HEREBY ORDERED that there is a critical labor shortage within the Marshal's Office; and

IT IS FURTHER ORDERED that the employment of retired public employees to fill the marshal positions is warranted, based upon the appropriate and necessary delivery of services to the public.

Dated this 23rd day of November, 2022.



Parraguire C.J.


Hardesty, J.


Stiglich, J.


Cadish, J.


Pickering, J.


Herndon, J.

cc: Tina Leiss, CEO, Public Employees Retirement System
Rick Coombs, Director, Legislative Counsel Bureau
Chief James Wright, Chief Marshal, Supreme Court Marshal's Office
Administrative Office of the Courts