

STATE OF NEVADA

**DEPARTMENT OF ADMINISTRATION
DIVISION OF HUMAN RESOURCE MANAGEMENT**

Legislative Counsel Bureau, Room 2135
401 Carson St.
Carson City, Nevada

and

Grant Sawyer Building, Room 4406
Gaming Control Board
555 East Washington Avenue
Las Vegas, Nevada

The sites will be connected by videoconference. The public is invited to attend at either location.

**REGULATIONS WORKSHOP
MINUTES**

Wednesday, November 06, 2013

Speakers Present: Shelley Blotter (Deputy Administrator , DHRM), Carrie Hughes (Personnel Analyst, DHRM).

Present in Carson City: Chuck Allen (NHP), Annette Altman (NDMV), Alys Dobel, Jason Giesler, Jennifer Hawkins, Gennie Hudson, Carrie Hughes (Personnel Analyst, DHRM), Kimberley King, Carrie Lee, Sandra Persson (DPS), Tawny Polito, Christine Ripley, Sarette Wolfe.

Present in Las Vegas: Brian Boughter, Molly Koch.

1. CALL TO ORDER AND WELCOME

Shelley Blotter, Deputy Administrator, (DHRM): Opened the meeting at 1:30 p.m. She stated the purpose of the workshop was to solicit comments on a proposed regulation with regards to military leave. She indicated any one with suggestions and comments should come forward to the microphone and state their name for the record. She stated that prior to adopting the regulation adjustments may be made from the comments. If the regulation is adopted, they will go to the January personnel commission meeting.

2. REVIEW OF PROPOSED CHANGES TO NAC 284

**Regulation Leadline:
Military leave with pay**

Shelley Blotter, Deputy Administrator (DHRM): Stated that she would turn the meeting over to Carrie Hughes to discuss the intention of the regulation and follow-up with comments from a discussion she had with the legislator who sponsored the bill.

Carrie Hughes, Personnel Analyst (DHRM): Discussed the proposed new regulation related to the amendment NRS 281145 in the 2013 Nevada legislative session. She stated that as of October 1 the NRS 281145 provides for up to 15 working days in a calendar year of paid military leave for reservists and National Guard members who are employees with a work schedule that does not include Saturday or Sunday to serve under orders. She added that NRS 281145 now provides for up to 39 working days in a calendar year of paid military leave for reservists and National Guard members who are employees with a work schedule that does include Saturday or Sunday to serve under orders. She stated that the proposed regulation will include an outline for administering the benefit in the case where schedule work is changed to Saturday and Sunday work day for a partial year, and also to define key terms 'work schedule', and 'working day', and based on previous comments and suggestions 'serve under orders' should also be defined.

Shelley Blotter, Deputy Administrator (DHRM): Stated that she spoke with Assemblyman Paul Anderson regarding the intention behind this bill when it was submitted to the legislature. She stated that the bill was to provide paid leave time for employees that work on either a Saturday or a Sunday with regard to reservists and guard members' obligation to serve one weekend a month plus two weeks in the year, but did not consider additional requirements such as special training or deployment. She asked if we define 'serve under orders' should deployment be included. She opened for comments.

Chuck Allen, Highway Patrolman Trooper (NHP): Stated that he was a Nevada Highway Patrol Trooper based in Reno and a Chief Master Sergeant with the Nevada Air National Guard. He brought in examples of orders. He stated a concern with the possible inequity between employees that work on a Saturday or Sunday and those that work a Monday through Friday week.

Shelley Blotter, Deputy Administrator (DHRM): Asked if the regulation was worded so that leave type is limited to the written orders pertaining to weekend duties and two weeks a year and to exclude out training would that correct the inequality.

Sandra Persson, Personnel Officer III (DPS): Stated that in keeping with the intent of two week training and weekend drills it is equitable as long as orders are defined for those military leave statuses and not for the extra active duty for deployment.

Shelley Blotter, Deputy Administrator (DHRM): Asked if there were anymore comments.

Gennie Hudson, Personnel Analyst (Agency HR Services): Stated that she had a background in HR but also served active duty military and reserves. She stated that she has worked with Carrie Hughes on defining 'serve under orders', which should be included on the proposed legislature. She agreed with Sandra Persson that deployment should not be included in order to lessen inequity. She suggested that if a shift changes during the calendar year the days of benefit should be prorated to apply only to the portion of year affected by the schedule change.

Shelley Blotter, Deputy Administrator (DHRM): Asked if there were anymore comments. Summarized that there are some adjustments to be made to the legislation with regards to defining the expression 'serving under orders', and that deployment should not be a part of that definition. She stated that they would like to run the revised definitions by those who have come forward with suggestions.

3. Adjournment

Shelley Blotter, Deputy Administrator, (DHRM): Stated that there were no other comments. She thanked all participants and confirmed that the workshop was adjourned.