



**STATE OF NEVADA**  
**EMPLOYEE-MANAGEMENT COMMITTEE**  
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**Meeting Minutes of the Employee-Management Committee**  
**October 27, 2015**

Held at the Blasdel Building, 209 E. Musser St., Room 105, Carson City, Nevada, and the Grant Sawyer Building, 555 E. Washington Ave., Room 1400, Las Vegas, Nevada, via videoconference.

**Committee Members:**

<b>Management Representatives</b>	<b>Present</b>
Chair–Vacant	
Ms. Mandy Payette–Co-Vice-Chair	X
Mr. Guy Puglisi	X
Ms. Claudia Stieber	X
Ms. Allison Wall	X
Ms. Michelle Weyland	X
Ms. Pauline Beigel	X
<b>Employee Representatives</b>	
Ms. Stephanie Canter–Co-Vice-Chair	X
Ms. Donya Deleon	X
Mr. Tracy DuPree	X
Mr. David Flickinger	
Ms. Turessa Russell	X
Ms. Sherri Thompson	X

**Staff Present:**

Mr. Greg Ott, EMC Counsel, Deputy Attorney General  
Ms. Carrie Lee, EMC Coordinator  
Ms. Jocelyn Zepeda, Hearing Clerk

- 1. Co-Vice-Chair Mandy Payette:** Called the meeting to order at approximately 1:25 p.m.

**2. Public Comment**

There were no comments from the audience or from the Committee Members.

**3. Adoption of the Agenda – Action Item**

Co-Vice-Chair Payette requested a motion to adopt the agenda.

**MOTION:** Moved to approve the adoption of the agenda.

**BY:** Committee Member Tracy DuPree

**SECOND:** Co-Vice-Chair Stephanie Canter

**VOTE:** The vote was unanimous in favor of the motion.

**4. Election of Chair and as many Co-Vice-Chairs as the Committee deems appropriate – Action Item**

Co-Vice-Chair Payette requested nominations for the position of Chair. Committee Member Allison Wall nominated Co-Vice-Chair Payette. As there were no other nominations, Co-Vice-Chair Payette called for the vote. The vote was unanimous in favor of Co-Vice-Chair Payette.

Chair Payette opened the discussion concerning the position of Co-Vice-Chair. She asked if the Committee wanted to continue having two Co-Vice-Chairs with one being in the south and one in the north, or return to having only one. Chair Payette mentioned that it was helpful to have a Co-Vice-Chair in the south to give a sense of authority at a hearing if the Chair was unavailable to be present.

Committee Member Claudia Stieber stated that hearings ran more smoothly with a Co-Vice-Chair in both the north and the south. Committee Member Wall asked EMC Coordinator Carrie Lee if having Co-Vice-Chairs in both locations assisted in scheduling hearings when the Chair was unavailable. EMC Coordinator Lee answered in the affirmative.

Committee Member Tracy DuPree stated that the Committee should have two Co-Vice-Chairs; Committee Member Sherri Thompson and Co-Vice-Chair Canter agreed.

Chair Payette requested nominations for the position of EMC Co-Vice-Chair in the north. Committee Member Michelle Weyland nominated Committee Member Stieber, who respectfully declined.

Chair Payette nominated Committee Member Wall for the position of EMC Co-Vice-Chair in the north. Committee Member Wall accepted the nomination and asked for clarification of the responsibilities of the position. Chair Payette stated that the Co-Vice-Chair would act as Chair if she were unavailable or conflicted, review grievances, and grant or deny requests for continuance. Co-Vice-Chair Canter suggested that in addition to the Chair, all grievance information should be sent to the Co-Vice-Chairs so in the event the Chair was unavailable, it would not be overwhelming for a Co-Vice-Chair to get up to speed in preparation of a hearing.

Chair Payette stated that if she was unavailable and a Co-Vice-Chair did not feel comfortable hearing a grievance that had been scheduled, the Co-Vice-Chair could continue the hearing. Chair Payette also stated it was not beneficial for anybody to get bogged down, and wanted to ensure that a grievant had the best hearing outcome possible.

Chair Payette closed the nomination and the vote was unanimous in favor for Committee Member Wall. Chair Payette asked for nominations for the position of Co-Vice-Chair for the south. Committee Member Sherri Thompson nominated Co-Vice-Chair Canter.

Co-Vice-Chair Canter asked if there were existing guidelines for agencies concerning allowing committee members to participate in the EMC process. Chair Payette stated that there were no agencies present to answer. Co-Vice-Chair Canter stated that while her boss was extremely supportive, other agencies may frown on allowing an employee to be in the position of Chair or Co-Vice-Chair. Co-Vice-Chair Wall suggested that at a future hearing the Committee could discuss proposing to the Division of Human Resource Management to develop guidelines to send to a new member's agency outlining what to expect when an employee was appointed to the EMC.

Chair Payette stated that committee members volunteered their time to serve, and that there were no statutes that said an agency must allow for time during work hours to attend EMC hearings or read hearing information. Co-Vice-Chair Canter stated that she reviews hearing materials both at work and at home; Chair Payette agreed that all EMC members probably did. Committee Member Turessa Russell noted that the time she has available to participate depended on agency staffing and workload. Committee Member Sherri Thompson stated that it is expected that the materials have been reviewed in advance prior to a hearing. Chair Payette noted that she could close her office door to concentrate on EMC matters but that agency-related work took precedence. Chair Payette also noted that having guidelines would not ensure that an agency would follow them, and that perhaps a letter thanking the agencies for allowing their employee to participate would be more appropriate.

EMC Counsel Greg Ott suggested that for the nomination for Co-Vice-Chair in the south, the Committee should assume matters will continue as they are without change, as the discussion regarding guidelines was speculative.

Chair Payette asked if there were additional nominations for the position of Co-Vice-Chair in the south. Hearing none, Chair Payette closed the nominations and Co-Vice-Chair Canter was reelected by unanimous vote.

## **5. Discussion of Future Agenda Items – Action Item**

Co-Vice-Chair Wall mentioned the idea of the entire Committee getting together for an orientation for new members and a refresher course for continuing members facilitated by the Division of Human Resource Management. Chair Payette voiced her support.

**6. Public Comment**

There were no comments from the audience or Committee Members.

**7. Adjournment**

Chair Payette requested a motion to adjourn.

**MOTION:** Moved to adjourn.

**BY:** Committee Member Tracy DuPree

**SECOND:** Committee Member Allison Wall

**VOTE:** The vote was unanimous in favor of the motion.