



**STATE OF NEVADA  
EMPLOYEE-MANAGEMENT COMMITTEE**

100 N. Stewart Street, Suite 200 | Carson City, Nevada 89701  
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**Minutes of the Employee-Management Committee  
March 6, 2014**

(Subject to Committee Approval)

Held at the Bryan Building, 901 S. Stewart Street, Tahoe Conference Room, 2nd Floor, Carson City, Nevada, and at the Nevada Division of EPA, 2030 E. Flamingo Road, #230, Red Rock Conference Room, Las Vegas, Nevada, via videoconference.

**Committee Members:**

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

**Staff Present:**

Ms. Carrie L. Parker, 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 9:00 a.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 Mandy Payette requested a motion to adopt the agenda.

**MOTION:** Moved to approve the adoption of the agenda.  
**BY:** Committee Member Turessa Russell  
**SECOND:** Committee Member Michelle Weyland  
**VOTE:** The vote was unanimous in favor of the motion.

4. **Approval of Minutes for December 12, 2013 – Action Item**

**MOTION:** Moved to approve the adoption of the minutes of December 12, 2013.  
**BY:** Co-Vice-Chair Mandy Payette  
**SECOND:** Committee Member Michelle Weyland  
**VOTE:** The vote was unanimous in favor of the motion.

5. **Approval of Minutes for January 7, 2014 – Action Item**

**MOTION:** Moved to approve the adoption of the minutes of January 7, 2014.  
**BY:** Committee Member Turessa Russell  
**SECOND:** Committee Member Michelle Weyland  
**VOTE:** The vote was unanimous in favor of the motion.

6. **Adjustment of Grievance of Clint Felton – Action Item**

Clint Felton was present in proper person. Kimberley King, Personnel Officer III, was present on behalf of the agency employer Nevada Department of Transportation (“NDOT” or “Employer”), which was represented by Deputy Attorney General David R. Keene, II.

The exhibits submitted to the Employee-Management Committee (“EMC”) prior to the hearing were marked (see Grievant’s Exhibits 1-6 and Employer’s Exhibits A-F). NDOT objected to Exhibit 1 as not being relevant, and the objection was sustained. All other exhibits were admitted without objection. Clint Felton, Kimberley King and several other witnesses were duly sworn and appeared at the hearing.

During the hearing, Mr. Felton stated that he was improperly denied a promotion to the Maintenance Worker IV position.

NDOT responded that it had selected the most qualified individual for the position at that time, and all recruitment regulations and procedures were followed.

Several witnesses were questioned by Mr. Felton and NDOT.

Co-Vice-Chair Mandy Payette heard closing arguments and then opened up the grievance to the Committee for discussion and deliberation.

Co-Vice-Chair Stephanie Canter understood Mr. Felton's frustration, but the information in his packet was unsubstantiated. Committee Member Turessa Russell agreed with Co-Vice-Chair Canter and stated that NDOT was not limited to reviewing employment history with the State of Nevada. Agreeing, Committee Member Michelle Weyland said they were there to determine if the interview process was followed and it seemed as if NDOT complied. Co-Vice-Chair Mandy Payette also agreed, told Mr. Felton that he was a dedicated employee and encouraged him to apply for promotions. She then asked for a motion.

**MOTION:** Moved to deny the grievance because Grievant failed to establish that NDOT abused its discretion or violated any statute or regulation in making its selection for the Maintenance Worker IV position.  
**BY:** Co-Vice-Chair Stephanie Canter  
**SECOND:** Committee Member Turessa Russell  
**VOTE:** The vote was unanimous in favor of the motion.

**7. Public Comment**

There were no comments from the audience or Committee members.

**8. Adjournment**

There being no further business, the meeting was adjourned.