



**STATE OF NEVADA
EMPLOYEE-MANAGEMENT COMMITTEE**

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**Meeting Minutes of the Employee-Management Committee
Date: January 30, 2025**

(Subject to Committee Approval)

Held at the Nevada State Library and Archives Building, 100 N. Stewart St., Conference Room 110, Carson City, Nevada, and the Eureka Building, 555 E. Washington Ave., Room 1400, Las Vegas, Nevada, via videoconference.

Committee Members

Ms. Turessa Russell – Interim Chair	X
Mr. Doug Fromm	X
Mr. Sandie Geyer	X
Ms. Mary Gordon	X

Staff Present: Mr. Casey Quinn, EMC Counsel, Deputy Attorney General (DAG)
Ms. Carrie Hughes, Supervisory Human Resource Analyst, DHRM
Ms. Roxanne Hardy, EMC Coordinator
Ms. Nora Johnson, Human Resource Analyst, DHRM

I. TO ORDER, WELCOME, ROLL CALL, ANNOUNCEMENTS

RUSSELL: Call the meeting the order?

UNIDENTIFIED: Yes.

RUSSELL: There must be a delay there. Uh, hey. Good -- good morning, everyone. The Employee Management Committee is being called to order. Today is Thursday, January 30, 2025. We have a start time of 9:54 a.m. according to my watch. The meeting is being video conferenced between NSLA Room 110 in Carson City and

the Eureka Building in Las Vegas, Suite 120. As a reminder, all cell phones and other electronic devices need to be placed silent. Should you need to take a call, please step out of the room away from the door to do so. Those participating -- those participants joining the meeting individually through video conference, please place your mic on mute unless you are speaking. Please make sure all attendees have signed in on the sheet by door. If you have not signed in, please do so now. If the location is required to be evacuated, the meeting will be placed on recess. No discussion will be allowed during this time, whether your location has been evacuated or not. Participants from the north location will follow the EMC Coordinator to the evacuation points. Participants from the south will follow the new DHRM contact to the evacuation point. The EMC coordinator, or the new DHRM contact will ensure that everyone is accounted for at the evaluation point. No one should leave the area unless directed -- direction is received from the coordinator or the department contact. Now for roll call. We will take roll call starting with the members in the south. I'm Turessa Russell, University Nevada Las Vegas.

QUINN: Casey Quinn for the Attorney General's Office.

UNIDENTIFIED: <inaudible>.

RUSSELL: Go to NDOT, please

FROMM: Go ahead, Mary.

GORDON: Mary Gordon, Department of Public Safety.

FROMM: Doug Fromm, NDOT.

GEYER: Sandy Geyer, Attorney General,

RUSSELL: And the EMC support staff?

HARDY: Roxanne Hardy, EMC Coordinator.

HUGHES: Carrie Hughes, a Supervisory HR Analyst with DHRM.

JOHNSON: Nora Johnson, HR Analyst, DHRM.

RUSSELL: That appears to be everyone. Public comment, the Employee Management Committee will call for a public comment at this time. Please note, no vote or action may be taken upon a matter raised during public comment, until the matter itself has been specifically included on an agenda item upon which action may be taken. Comments are limited to 5 minutes per person. Person's commenting will be asked to state their name for the record. Please -- please -- please speak loudly and clearly as the meeting is being recorded for participants to be able to hear. Comment involves the North and the South. Are there any public comments in the north?

HARDY: No, Chair.

RUSSELL: Thank you. Are there any public comments in the South? Does not appear at this time. Based on the EMC Coordinator information and the public comment, there are no changes to the agenda. Therefore, the Employee Management Committee will continue with the agenda in the order provided. Does anyone want to motion agenda -- the adoption of the agenda or --

UNIDENTIFIED: Number three?

RUSSELL: Number three. Is there any updates, instructions --

UNIDENTIFIED: What she want?

UNIDENTIFIED: Can you please repeat that, Chair? I don't think we heard it clearly.

RUSSELL: We've gone through the committee introductions and legal overview. Are there any updates that may be put on the record.

GEYER: Sandy Geyer for the record. I don't believe so.

RUSSELL: Thank you. Adoption of the agenda. Are there any comments or motion in reference to the agenda?

GEYER: Sandy Guyer for the record. I don't believe so, not from the committee in the north.

RUSSELL: Is there a motion, yay or nay on the agenda?

FROMM: Doug Fromm for the record. I motion to a adopt -- adopt the agenda for Thursday, January 30, 2025.

GORDON: Mary Gordon, for the record. I-I agree.

FROMM: Second that.

GORDON: I second that.

RUSSELL: Any additional comments? Hearing none, all in favor of the motion to adopt the agenda, say aye.

MULTIPLE: Aye.

GORDON: I'm sorry.

RUSSELL: Motion is unanimous. The next item on the agenda is approval of the minutes from March 21, 2021. I notice on the copy that I have there are five members listed. However, I only see four members actually speaking.

GORDON: See what I'm talking about?

RUSSELL: And we try to have an even number of members at each hearing. To me it appears that Ms. Ava Case was not in attendance. <inaudible> housekeeping as far as removing Ava from the minutes?

GORDON: Is she talking about the minutes.

FROMM: She wants to remove Ava from the minutes. She's right here. I'm confused.

JOHNSON: Uh, Chair, Nora Johnson.

RUSSELL: Thank you.

JOHNSON: Uh, so for the record, again, Nora Johnson. Historically, when we do the meeting minutes with this front cover page, we list all the committee members that are actually on the committee and the checks -- the X next to their name is just who was in attendance. Is that what you're looking at?

RUSSELL: I also see a check by, uh, Ava Case's name and it's me indicating that she isn't in attendance. It does not appear to be accurate.

JOHNSON: Nora Johnson, for the record. We'll review the minutes and verify the members in attendance, and we'll remove the X from the name of whoever was not there.

RUSSELL: Thank you.

UNIDENTIFIED: You are welcome.

RUSSELL: So do we need to put this off or can we make a motion -- someone make a motion that the minutes be approved, given the correction of the actual members in attendance.

FROMM: Okay. Doug Fromm for the record. Um, for point of clarification, are you -- you want -- we're looking at the March 21, 2024 minutes. Is that correct?

RUSSELL: Yes, that's correct.

FROMM: And you are proposing removing Ava Case from the minutes?

RUSSELL: It says she was in attendance. However, in the minutes she does not appear to have made any comments.

FROMM: I got her right here. Am I looking at the wrong minutes?

RUSSELL: If I'm inaccurate, please let me know.

FROMM: Well, I'm -- I'm -- uh, Doug Fromm for the record. I'm reviewing the March 21, 2024 minutes and I see on the, um -- what do you call it -- trans-

GORDON: Transcription.

FROMM: Transcription, um, Ava was there if I'm looking at it right, and she was speaking.

GEYER: Sandie Geyer for the record. Uh, Member Fromm, can you point out where you see Ava Case speaking?

GEYER: That's Teresa.

GORDON: No.

FROMM: No, right there. Ava. It's right there.

GORDON: Ava.

FROMM: Ava again.

RUSSELL: <inaudible> south.

FROMM: It's on the, uh -- Doug Fromm for the record. If you turn to the second page of the meeting minutes, Page 2, Ava is cited, um, making comments.

GEYER: This is October.

FROMM: Oh, nevermind. I thought we were going in order. Should have read it. Okay.

GEYER: Sandy Geyer for the record. I make a motion that the X be removed for the attendance of Ava Case on the front page of the agenda for the Employee Management Committee meeting of March 21, 1924 --

GORDON: 1924?

FROMM: 2024?

GEYER: Oh, 2024. Sorry, I'm in a different -- I'm in a -- I'm in a different decade these days. My apologies.

GORDON: Mary Gordon for the -- for the record. I second the motion to remove, um, Ava Case from the meeting notes of March 21, 2024.

RUSSELL: Turessa, for the record. My understanding the motion is to remove the attendance of Member Case from the March 21, 2024 minutes. Is that accurate as far as the motion and the second?

FROMM: See it now.

GEYER: Madam Chair, for the record Sandy Geyer. Um, that is correct.

RUSSELL: For clarification, members have made the motion and second the motion. Do you also want include including these minutes with that change? Or do you wanna,

GORDON: Mary Gordon for the record. Madam Chair, can you -- can you repeat what -- what you were saying?

RUSSELL: I asked the members that made the motion and seconded the motion, if we want to proceed with one motion to remove the attendance of Ava Case and then second motion to approve the minutes, or do we want do one motion with the change <inaudible> as amended through one motion?

FROMM: Sorry, I'm -- I was trying to figure out why I was thinking March and it's because I only have the one from October and I thought it went order, so I apologize.

GEYERS: No worries.

FROMM: It is what it is.

GORDON: I-I just -- I can't --

GEYER: Madam Chair, for the record Sandy Geyer. I make a motion that we have two motions, one motion amending the attendance of Ava case. And then after we have voted on that motion, I am happy to make another motion with regards to the minutes of the agenda for March 21, 2024.

RUSSELL: Thank you for clarification. So the motion on the table is to remove the attendance of Ava Case from the minutes for March 21, 2024. Is there any further

discussion?

GORDON: Mary Gordon for the record. I second that motion.

RUSSELL: Thank you. Any additional discussion? Hearing none, all in favor say aye.

MULTIPLE: Aye.

RUSSELL: Motion is unanimous. We move on to August 8th --

GEYER: Madam Chair? Sorry --

Thank you. I --

GEYER: Sorry, Madam Chair. Madam, um -- Sandy Geyer for the record. I make a motion for the adoption of the minutes for the Employee Management Committee meeting dated for March 21, 2024.

RUSSELL: Thank you for the motion. Is there a second?

GORDON: Mary Gordon for the record. I second that motion.

RUSSELL: Any discussion? Hearing none, all in favor say aye.

MULTIPLE: Aye.

RUSSELL: Motion is unanimous. Thanks for the catch all. I'm moving too swiftly. Now we can move on to minutes for Employee Management Committee dated August 8, 2024. Is there any discussion on these minutes or a motion?

GORDON: Mary Gordon for the record. I motion to adopt the minutes of the Employee Management Committee for August 8, 2024.

RUSSELL: I hear a motion. Is there a second?

GEYER: Sandy Geyer for the record. I second the motion.

RUSSELL: There's a motion and a second on the table to approve or adopt the minutes for August 20 -- August 8, 2024. Any discussion? Hearing none, all in favor say aye.

MULTIPLE: Aye.

RUSSELL: Motion is unanimous. Motion passes. Next item on the agenda is the approval of the minutes for October 17, 2024. Any discussion or motion on the table?

GORDON: Mary Gordon for the record. I don't believe I see it -- there's any discussion for the minutes on October 17, 2024. I'd like to motion that we adopt the minutes of the Employee Management Committee for October 17, 2024.

RUSSELL: Thank you for the motion. But on this end they did not hear which member is making that motion.

FROMM: Repeat yourself.

RUSSELL: I just need member to identify themselves please.

GORDON: Mary Gordon for the record.

RUSSELL: Thank you. Is there a second?

FROMM: Doug Fromm for the record. I second that motion.

RUSSELL: There is a motion and a second on the table to approve the minutes of October 17, 2024. Any discussion? Hearing none, all in favor say aye.

MULTIPLE: Aye.

RUSSELL: With the audio issues I only heard two ayes. Is there a third?

MULTIPLE: Aye.

RUSSELL: All right. The motion is unanimous. Motion carries. Is there any other comment in either the north or the south?

UNIDENTIFIED: Madam chair, for the record I don't believe there's any comment from the north.

RUSSELL: I don't see any down here in the south. Thank you everyone for your participation today. Without any objection -- unless there's object -- objection, this

meeting is adjourned as 10:13 p.m.

GORDON: Do we have to motion for that?

UNIDENTIFIED: Madam chair, no objection from the north.

RUSSELL: Thank you everyone. Have a wonderful day.

MULTIPLE: Thank you.

GEYER: My apologies. I'm so sorry for being late.

*** END OF MEETING ***