

Joe Lombardo
Governor



Tracy DuPree
Chair

Ava Case
Co-Vice-Chair

Turessa Russell
Co-Vice-Chair

Lisa Evans
Deputy Attorney General

Todd Weiss
Deputy Attorney General

STATE OF NEVADA
EMPLOYEE-MANAGEMENT COMMITTEE
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Meeting Minutes of the Employee-Management Committee
February 10, 2022

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

Committee Members:

Management Representatives	Present
Ms. Mary Jo Scott	X
Ms. Jennifer Bauer	X
Ms. Mechelle Merrill	
Ms. Christina Leathers	
Ms. Sandie Geyer	X

Employee Representatives	
Ms. Stephanie Parker – Chair	X
Mr. Gwyn Davies	X
Mr. Tracy DuPree	
Ms. Sherri Thompson	
Ms. Turessa Russell	X
Ms. Sonja Whitten	

Staff Present:

Mr. Todd Weiss, EMC Counsel, Deputy Attorney General
Ms. Susan Edgar, EMC Coordinator
Ms. Ivory Wright, EMC Hearing Clerk

1. Call to Order

Chair Parker called the meeting to order at approximately 9:00 am.

2. Public Comment

There were no comments from the audience or Committee Members.

3. Committee introductions, meeting overview and/or updates - For discussion only.

Chair Parker opened the meeting with Committee introductions.

4. EMC Support Staff introductions and updates.

Chair Parker opened the floor for Ms. Kristen Anderson, Supervisory Personnel Analyst for the Division of Human Resource Management (DHRM), Consultation and Accountability Unit.

Ms. Anderson stated now that she has transitioned completely into the position, she wanted to formally introduce herself, as the Supervisory Personnel Analyst for DHRM-Consultation and Accountability a position previously held by Denise Woo-Seymour.

Ms. Anderson stated she would like to take the opportunity to introduce Susan Edgar, Administrative Assistant for C&A who will be performing the role of EMC Coordinator among her other duties.

Ms. Anderson stated, alongside the shutdown due to the pandemic, C&A also experienced staffing shortages. Although current C&A staff did their best to cover the high volume and demands of EMC duties alongside their own position duties, a processing backlog ultimately took place.

Ms. Anderson stated C&A staff, with the assistance of Breece Flores, worked diligently to prepare for this meeting and began rectifying backlogged items which will be more apparent during upcoming meetings.

Ms. Anderson stated with the rectification of backlogged items, current staff should be able to maintain the processes and procedures to keep up with the demands of the EMC.

Ms. Anderson stated training of back-up support staff has taken place which will allow processes to continue should the main support staff

suddenly become unavailable. Ms. Anderson also stated the hope is that back-up transition would be seamless without major interruptions going forward.

Ms. Anderson stated as the Supervisory Personnel Analyst, it was her responsibility to identify deficiencies, present solutions to management and implement positive modifications to streamline internal processes. With this responsibility, EMC has been marked as a priority and reviewing of internal processes has already begun.

Ms. Anderson stated she, along with the C&A staff would continue to rectify the backlog, open lines of communication and present transparency going forward.

Ms. Anderson stated she would be happy to address and questions and thanked the Committee for their time.

5. Adoption of the Agenda – Action Item

Chair Parker requested a motion to adopt the agenda.

MOTION: Moved to approve the agenda.
BY: Member Davies
SECOND: Member Russell
VOTE: The vote was unanimous in favor of the motion.

6. Discussion and possible action related to Grievance #8257 of Robert Plant, Department of Public Safety – Action Item

Chair Parker opened the Committee for discussion.

Chair Parker stated she was conflicted with the issues in the grievance and stated the grievance should be moved to hearing.

Member Bauer stated she agreed the grievance should be moved to hearing.

There was no other Committee discussion.

MOTION: Motion to move grievance #8257 to hearing.
BY: Member Bauer
SECOND: Member Russell
VOTE: The vote was unanimous in favor of the motion.

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7. Discussion and possible action related to Grievance #8306 of Paula Diem, Department of Transportation – Action Item

Chair Parker opened the committee for discussion.

Member Bauer stated the grievance should go forward; the Committee should hear it.

Chair Parker stated she agreed.

Member Geyer stated she also agreed the grievance should go to hearing.

Member Davies stated he concurred.

There was no other Committee discussion.

MOTION: Motion to move grievance #8309 to hearing.

BY: Member Russell

SECOND: Member Scott

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

8. Discussion and possible action related to Grievance #8456 of Rosa Mendez, Department of Employment, Training and Rehabilitation – Action Item

Chair Parker opened the committee for discussion.

Chair Parker stated the grievance should go to hearing in order for the Committee to have more information.

There was no other Committee discussion.

MOTION: Motion to move grievance #8456 to hearing.

BY: Member Russell

SECOND: Member Davies

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

9. Discussion and possible action related to Grievance #8489 of Scott Davis, Department of Corrections – Action Item

Chair Parker opened the committee for discussion.

Member Bauer asked if the Committee had previously heard issues regarding the denial of a religious consideration.

Member Geyer stated she did not think the EMC had jurisdiction and the employee would have to file a complaint in another venue.

Member Davies stated that who, if not a man of the cloth, would qualify for a religious consideration.

Member Bauer motioned to deny a hearing for grievance #8489 based on lack of jurisdiction.

Member Geyer stated the motion should include the standard language regarding finding relief in another venue; Member Bauer agreed.

There was no other Committee discussion.

MOTION: Moved to deny hearing for grievance #8489 based on lack of jurisdiction; relief may be provided in another venue.

BY: Member Bauer

SECOND: Member Scott

VOTE: The vote was 5 to 1 in favor of the motion with Member Davies voting “nay”.

10. Discussion and possible action related to Grievance #8514 of Anthony Vaccaro, Department of Corrections – Action Item

Chair Parker opened the committee for discussion.

Member Bauer stated the written reprimand was not attached and for the Committee to ensure agency compliance, the grievance should be moved to hearing.

Member Davies agreed and stated he would like to see the written reprimand.

There was no other Committee discussion.

MOTION: Moved to grant hearing for grievance #8514.

BY: Member Davies

SECOND: Member Russell

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

11. Public Comment

There were no comments in the North or in the South.

12. Adjournment

Chair Parker adjourned the meeting at approximately 10:05 am.