



**STATE OF NEVADA  
EMPLOYEE-MANAGEMENT COMMITTEE**

100 N. Stewart Street, Suite 200 | Carson City, Nevada 89701  
Phone: (775) 684-0135 | [www.hr.nv.gov](http://www.hr.nv.gov) | Fax: (775) 684-0118

**Meeting Minutes of the Employee-Management Committee**

**Date: February 01, 2021**

Pursuant to Governor Sisolak's Declaration of Emergency Directives 026 and 029, requirement contained in NRS 241.023(1)(b) that there be a physical location designated for meetings of public bodies where members of the public are permitted to attend and participate, is suspended in order to mitigate the possible exposure or transmission of COVID-19 (Coronavirus). All meetings are held on MS Teams, and recorded.

**Committee Members:**

**Management Representatives Present**

Ms. Pauline Beigel X  
Ms. Jennifer Bauer X

**Employee Representatives**

Mr. Tracy DuPree X  
Ms. Turessa Russell  
Ms. Sherri Thompson X  
Ms. Stephanie Parker X  
Mr. Gwyn Davies X

**Staff Present:**

Mr. Robert Whitney, EMC Counsel, Deputy Attorney General  
Ms. Breece Flores, EMC Coordinator  
Ms. Ivory Wright, EMC Hearing Clerk  
Ms. Denise Woo-Seymour, Supervisory Support DHRM

**1. Call to Order**

Date: February 01, 2021      Time: Approximately at 9:09 a.m.

**2. Public Comment**

Co-Vice-Chair Bauer opened the meeting by asking for any public comment heard or seen.

**3. Committee introductions and meeting overview and/or update - For discussion only.**

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

Co-Vice-Chair Bauer requests to approve the agenda.

**MOTION:** Moved to approve agenda.

**BY:**                Member DuPree

**SECOND:**        Member Thompson

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

**5. Election of Chair..... Action Item**

Co-Vice-Chair Bauer opened the Committee up for discussion. She opened up with discussion for the position of the EMC Chair, listing some of the duties handled by the Chair of the Employee-Management Committee.

Co-Vice-Chair Bauer spoke in substance of some of the responsibilities of the elected Chair. The responsibilities of the Chair and the Co-Vice Chairs would be to determine if a grievance should be heard or agendized for discussion when the grievance hits step 4. The Chair would be responsible for issuance of subpoenas and continuance requests made by both the Agency and/or Grievants. The elected position will chair the majority of the EMC hearings, collaborating with the Co-Vice Chairs.

Co-Vice-Chair Bauer asked if anyone had any questions on the role the Committee was electing for Chair of the EMC. No questions or comments heard.

Co-Vice-Chair Bauer asked for nominations of the Chair.

Member Thompson stated she would like to nominate Pauline Beigel for Chair.

Co-Vice-Chair Bauer stated to repeated the nomination, one nomination for Pauline Beigel for Chair.

Member DuPree stated he would like to nominate Jennifer Bauer for EMC Chair.

Co-Vice-Chair Bauer repeated the nomination, one nomination for Jennifer Bauer for Chair.

Co-Vice-Chair Bauer asked the Committee if there are any other nominations, hearing none, seeing none.

Co-Vice-Chair Bauer stated to Pauline Beigel, do you accept the role to be Chair as you have been nominated.

Co-Vice-Chair Beigel stated, she would accept being Chair for the EMC with the caveat that she will only be until she retires in June 2021.

Co-Vice-Chair Bauer stated the Committee does have two nominations for Chair.

Co-Vice-Chair Bauer asked the members if there were any further nominations.

Co-Vice-Chair Bauer asked if there were any further discussion from the members.

Co-Vice-Chair Beigel asked, does the Committee need to ask you the same question, as you asked the other nominees.

Co-Vice-Chair Bauer stated yes, she would be willing to take on the responsibility of the Chair of the Employee-Management Committee.

Co-Vice-Chair Bauer asked if there are any further nominations or further discussion.

Co-Vice-Chair Bauer hearing none, seeing none she then stated that the members up for election the committee were for Member Pauline Beigel, and Member Jennifer Bauer.

Co-Vice-Chair Bauer asked the committee if someone has a motion.

Member Parker asked Co-Vice-Chair Bauer if it was appropriate to make the motion to accept the nominations and to move forward with the vote.

Co-Vice-Chair Bauer asked Member Parker which choice will be reflecting in your motion.

Mr. Whitney stated it had been a while since the EMC has had elections. It would be appropriate as Member Parker is suggesting making the motion to accept the nominations, then move on to the vote. Whomever heeds the most votes would be the elected EMC Chair.

Member Davies asked Mr. Whitney for clarification of the ballot was a

secret ballot, open vote or should the Committee motion a roll call vote.

Mr. Whitney stated the election nomination would be an open vote, not a secret ballot, a voice vote might be a challenge since the Committee is holding the meeting on a teleconference call for the meeting.

Member Davies thanked Mr. Whitney and then motioned to accept and hold the roll call.

Member DuPree seconded motion.

Member Parker stated the committee had a motion on the floor to get rid of and to proceed and asked if she should rescind my motion.

Co-Vice-Chair Bauer clarified the discussion was a clear motion.

Member Parker moved to accept nominees and move to the roll call nomination.

Co-Vice-Chair Bauer asked Member Davies if he was willing to make a friendly amendment to said motion.

Member Davies stated yes, he was.

Co-Vice-Chair Bauer stated the motion stands amended and to move forward to accept the two nominations and then proceed with a roll call vote.

Co-Vice-Chair Bauer asked the Committee do we have a second for that amended motion.

Member Thompson stated she seconded the motion.

Co-Vice-Chair Bauer asked if there was any discussion.

Co-Vice-Chair Bauer stated she heard none, saw none. All those in favor of closing the nomination and calling for a roll call nomination for the Employee-Management Committee Chair.

Co-Vice-Chair Bauer stated all those in favor please say I.

Co-Vice-Chair Bauer stated all the Members voted to affirm the motion unanimously.

Co-Vice-Chair Bauer stated the Committee will move on to the roll call vote for the nominated parties for Chair of the Employee-Management Committee.

Co-Vice-Chair Beigel asked to clarify for the voting of the nominations.

Co-Vice-Chair Bauer stated yes for the voting of the nominations. When you give your nomination please state your name and whom your nomination goes to.

Member Thompson stated her nomination was for Pauline Beigel.

Member DuPree stated his nomination was for Jennifer Bauer.

Member Davies stated his nomination was for Pauline Beigel.

Member Parker stated her nomination was for Pauline Beigel.

Co-Vice-Chair Beigel stated her nomination was Pauline beigel.

Co-Vice-Chair Bauer stated her nomination will go to Pauline Beigel.

Co-Vice-Chair Bauer asked Ms. Flores if all nominations had been accounted for.

Ms. Flores stated yes.

Co-Vice-Chair Bauer asked EMC DAG Mr. Robert Whitney, if the Committee needed a motion to vote for or approve the nominated election or a Committee roll call.

Mr. Whitney stated, the motion is on the floor, the Committee has the second, and the Committee has the vote by roll call.

Co-Vice-Chair Bauer read out loud and was 4 to 1 for Pauline Beigel as EMC Chair.

Co-Vice-Chair Bauer stated there is a confirmed election winner of Committee Member Pauline Beigel for the EMC Chair.

**6. Election of Co-Vice-Chair..... Action Item**

Co-Vice-Chair Bauer stated the spot Member Beigel was holding as Co-Vice-Chair is now open and the second Co-Vice-Chair term was up that she held.

Co-Vice-Chair Bauer stated the Committee has historically sought out two Co-Vice-Chairs, and opened the floor for nominations.

Co-Vice-Chair Bauer stated the Co-Vice-Chair position does not have all the responsibilities as the Chair. The Committee has historically sought out two Co-Vice Chairs, one in the North and one in the South.

Co-Vice-Chair Bauer stated the role of the Co-Vice Chairs would assist

the Chair in reviewing each grievance at step 4 that is presented to the EMC and determine if it should be heard or can be decided without a hearing because the Committee heard another case very similar to the grievance being reviewed.

Co-Vice-Chair Bauer stated it was voted on independently between the three Chair's and the majority nomination independently will be the outcome.

Co-Vice-Chair Bauer stated the Co-Vice Chairs may be asked to Chair a meeting based on conflict of the Agency with the Chairs position or firsthand knowledge of the grievant being heard.

Co-Vice-Chair Bauer stated if the Chair has to excuse themselves the Co-Vice-Chairs would lead the hearing.

**MOTION:** Move to accept the nominations for election as Co-Vice-Chair of the EMC and move to roll call count vote.

**BY:** Member Parker

**SECOND:** Member Thompson

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

Co-Vice-Chair Bauer asked if there were any questions or comments. Seeing none, hearing none.

Ms. Woo-Seymour asked to speak with the sitting members.

Co-Vice-Chair Bauer recognized Mrs. Denise Woo-Seymour, Supervisory Personnel Analyst with Division of Human Resource Management.

Mrs. Woo-Seymour speaks from public comment that DHRM has just decided within the last 2 terms by the EMC Board Members to have two Co-Vice-Chairs. One would be in the North, and one would be in the South.

Co-Vice-Chair Bauer stated it was her opinion when the hearings get back into person based on the Governor's Emergency Directive, the EMC Committee would benefit from having one Co-Vice-Chair in the North and one in the South.

Co-Vice-Chair Bauer asked newly elected Chair Beigel what her thoughts were regarding this.

Chair Beigel questioned if it would be based on the members on this teleconference call or every member.

Chair Beigel asked Co-Vice-Chair Bauer, how many members of the Committee were there located in the North and in the South.

Co-Vice-Chair Bauer stated for the record Member Davies was in South.

Co-Vice-Chair Bauer asked Member Parker where she was located.

Member Parker stated she was in Northern Nevada.

Chair Beigel stated she agreed with how it was set up with one Chair and two Co-Vice Chairs.

Chair Beigel stated she preferred the Committee continue the way it has been done the last 2 terms she has served on the board. That way there is coverage in the North and South and there is enough duties to spread out fairly. Currently the Committee has been very short on members due to the terms ending and new members being appointed.

Chair Beigel stated when the State goes back to holding meetings in person that would make availability spread out fair for all the Members.

Co-Vice-Chair Bauer stated she agreed and wanted to open up the floor for nominations for the Co-Vice-Chair election, one in the North and one in the South.

Chair Beigel stated she wanted to suggest an amendment to the motion made by Co-Vice-Chair Bauer.

Chair Beigel stated she suggested that the Committee state out loud which members are in the North and the ones in the South. It would then help the members to see it that way.

Co-Vice-Chair Bauer stated in the North there was Members Jennifer Bauer, Tracy DuPree, and Stephanie Parker.

Co-Vice-Chair Bauer stated in the South there was Members Sherri Thompson, Turessa Russell, Gwyn Davies and Pauline Beigel.

Co-Vice-Chair Bauer asked EMC Coordinator Ms. Breece Flores if she could please confirm that is correct.

Ms. Flores stated yes.

Chair Beigel stated that was correct, but the members cannot nominate her for Co-Vice-Chair.

Co-Vice-Chair Bauer stated Chair Beigel was correct, at this time she would like to call for nominations for the Co-Vice-Chairs, one for the North and one for the South, excluding Chair Beigel.

Member Thompson stated she would like to nominate Members

Stephanie Parker for Northern Nevada and Gwyn Davies for Southern Nevada.

Co-Vice-Chair Bauer repeated the nomination, one nomination for Stephanie Parker and one nomination for Gwyn Davies.

Chair Beigel stated she wanted to nominate Jennifer Bauer for the North and Gwyn Davies for the South.

Co-Vice-Chair Bauer repeated the nomination, one nomination for Jennifer Bauer in the North and one nomination for Gwyn Davies for the South.

Co-Vice-Chair Bauer asked the board if there were any other nominations.

Co-Vice-Chair Bauer stated hearing none, seeing none.

Co-Vice-Chair Bauer asked Ms. Flores for the count.

Ms. Flores stated there was one nomination for the North and one nomination for the South.

Co-Vice-Chair Bauer stated Members Stephanie Parker, and Gwyn Davies, the question would then be the same for you. Please acknowledge each stating your name.

Co-Vice-Chair Bauer asked the nominations are you willing to accept the nomination for Co-Vice-Chair.

Member Parker stated yes, she would accept the nomination.

Member Davies stated yes, he would accept the nomination.

Co-Vice-Chair Bauer stated she would accept the nomination for Co-Vice-Chair of the EMC.

Chair Beigel recognized her nomination.

Co-Vice-Chair Bauer asked the committee was there any further discussion or questions for the nominations. Hearing none in the North and none in the South.

Co-Vice-Chair Bauer stated the nomination will proceed in the same manner of taking a nomination for Gwyn Davies as the Co-Vice-Chair in the South, and Members nomination of Stephanie Parker and Jennifer Bauer in the North.

Co-Vice-Chair Bauer asked Ms. Flores if she was ready to take note of



the votes for the Committee.

Ms. Flores confirmed yes.

Member DuPree stated his nomination was for Jennifer Bauer in the North and Gwyn Davies in the South.

Co-Vice-Chair Bauer repeated the nomination, one nomination for Jennifer Bauer and one nomination for Gwyn Davies.

Member Thompson stated her nomination was for Stephanie Parker for Northern Nevada, and Gwyn Davies for Southern Nevada.

Co-Vice-Chair Bauer repeated the nomination, one nomination for Stephanie Parker in the North and one nomination for Gwyn Davies for the South.

Member Parker stated her nomination was for Stephanie Parker for the North and Gwyn Davies for the South.

Co-Vice-Chair Bauer thanked Member Parker for her nomination for Stephanie Parker in the North and Gwyn Davies in the South.

Member Davies stated his vote was for Stephanie Parker, and himself Gwyn Davies for the record.

Co-Vice-Chair Bauer repeated the vote, one vote for Stephanie Parker and one vote for Gwyn Davies.

Chair Beigel stated her vote was for Jennifer Bauer in the North and Gwyn Davies for the South.

Co-Vice-Chair Bauer repeated the vote, one vote for Jennifer Bauer in the North and one vote for Gwyn Davies in the South.

Co-Vice-Chair Bauer stated her vote was for herself Jennifer Bauer for Co-Vice-Chair in the North and Gwyn Davies for the South.

Co-Vice-Chair Bauer asked Ms. Flores to repeat the votes for the record of the tally so far.

Ms. Flores stated the total nominations tallied for the EMC Committee were Stephanie Parker in the North has three votes, Gwyn Davies in the South has six votes, and Jennifer Bauer in the North has three votes.

Co-Vice-Chair Bauer referred to Mr. Whitney in the case of a tie; could he advise the committee how the board will move forward with the nomination.

Mr. Whitney stated it would be permissible to ask the board members to reconsider their votes, and if it still remains the same tally then it is possible to reset the nomination for a later date.

Mr. Whitney asked Ms. Flores if she knew when Member Russell who was not present for the nominations will be returning and would be available to reset hearing her vote.

Ms. Flores stated it was uncertain how much time Member Russell would be out.

Mr. Whitney stated the Committee would then have to reset with the same members together again to revote.

Mr. Whitney suggested the first action should be to ask the members who cast their nomination if there was any reconsideration of their nomination.

Chair Beigel asked if she could speak on the reasoning, she voted the way she did, and it might help others to reconsider.

Co-Vice-Chair Bauer stated yes.

Chair Beigel stated she was looking for continuity from then until she retires in June.

Chair Beigel stated this nomination will have to be heard again when she leaves State Service in June for retirement.

Chair Beigel stated It has been helpful in the past to have someone who has been around for a while to be able to testify and give advice on how the EMC has determined decision in the past.

Chair Beigel stated that was her reasoning for choosing Jennifer Bauer as her nomination for Co-Vice-Chair, she has been around for a few terms, and has served as the Co-Vice-Chair which she holds now.

Chair Beigel stated Member Parker seemed to know the best practices that were set for serving on the board well.

Chair Beigel stated she appreciated that and working with the continuity, there are a lot of moving parts that Member DuPree or Member Thompson can tell you, they have heard this type of grievance before and have the history.

Co-Vice-Chair Bauer stated she appreciated the discussion and wanted to know if anyone else wanted to make a comment.

Member Parker stated she appreciated what Chair Beigel stated and that

she wanted to let the members know she had experience with serving on Boards, Commissions and serving as Chair as the Governors appointee.

Member Parker then stated she understood there was a database with the previous decisions in them to review when needed and her experience was in researching and with her background as a researcher would be beneficial for the committee.

Co-Vice-Chair Bauer stated she appreciated her sharing that experience she is bringing to the EMC Committee.

Co-Vice-Chair Bauer asked the members if there was any further discussion on the nominations, or members elected. Hearing none, seeing none.

Co-Vice-Chair Bauer stated in the interest of the committee and keeping us moving forward so the Committee did not have a lingering nomination out there, she was withdrawing her vote for herself for Co-Vice-Chair, and wanted to recast her vote to be for Member Stephanie Parker in the North.

Co-Vice-Chair Bauer asked Ms. Flores if now that her nomination has changed did it demonstrate a majority vote for Member Stephanie Parker as the new Co-Vice-Chair in the North for the EMC.

Ms. Flores stated yes.

Co-Vice-Chair Bauer stated she wanted to congratulate Stephanie Parker as the new Co-Vice-Chair in the North and Gwyn Davies in the South.

Co-Vice-Chair Bauer moved to public comment.

Ms. Woo-Seymour stated she wanted to congratulate the new Chair Pauline Beigel and to the EMC Co-Vice-Chairs, Stephanie Parker, and Gwyn Davies. She stated she thanked Co-Vice Chair Jennifer Bauer for all her enthusiasm and professionalism in chairing this meeting for the EMC Elections.

Ms. Woo-Seymour wanted to encourage everyone to follow Jennifer's path as far as she has been trying to recruit some more committee members as far as the Management side of the EMC. She stated there the Committee re still several openings on the Management side of the committee. She urged all members once the nominations the Committee re complete, you will see how much fun the Committee have. She stated Ms. Breece Flores, Ms. Ivory Wright, and myself are available at anytime to offer support and help to the Committee with any questions that arise.

Co-Vice-Chair Bauer stated was there any further public comment.

Co-Vice-Chair Bauer solicited the members please actively seek out quality Management candidates for the EMC Committee.

Co-Vice-Chair Bauer asked if there was any further public comments or discussion. Hearing none, seeing none.

Member DuPree motioned for adjournment and Co-Vice Chair Davies seconded the motion. The vote was unanimous.

**8. Adjournment**

Co-Vice-Chair Bauer concludes the meeting at: Time: 9:47 a.m.