



**STATE OF NEVADA**  
**EMPLOYEE-MANAGEMENT COMMITTEE**  
100 N. Stewart Street, Suite 200 | Carson City, Nevada 89701  
Phone: (775) 684-0135 | <http://hr.nv.gov> | Fax: (775) 684-0118

**Meeting Minutes of the Employee-Management Committee**  
**March 17, 2017**

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 and teleconference.

**Committee Members:**

<b>Management Representatives</b>	<b>Present</b>
Ms. Mandy Hagler–Chair	X
Ms. Pauline Beigel	X
Mr. Guy Puglisi	X
Ms. Sandie Ruybalid	X
Mr. Ron Schreckengost	X
Ms. Jennifer Bauer	X
<b>Employee Representatives</b>	
Ms. Stephanie Canter–Co-Vice-Chair	X
Mr. Tracy DuPree	X
Ms. Turessa Russell	X
Ms. Sherri Thompson	X

**Staff Present:**

Mr. Robert Whitney, EMC Counsel, Deputy Attorney General  
Ms. Nora Johnson, EMC Coordinator  
Ms. Jocelyn Zepeda, Hearing Clerk

- 1. Chair Mandy Hagler:** Called the meeting to order at approximately 9:00 a.m.
- 2. Public Comment**

There were no comments from the audience or Committee Members.

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

Chair Hagler requested a motion to adopt the agenda.

**MOTION:** Moved to approve the Agenda.  
**BY:** Co-Vice-Chair Stephanie Canter  
**SECOND:** Committee Member Sherri Thompson  
**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**

Chair Hagler stated that current Co-Vice-Chair Stephanie Canter would not be staying with the Employee-Management Committee and therefore cannot be nominated for a position, but thanked her for her service and commitment.

Chair Hagler stated that in the past, there have been two Co-Vice-Chairs, one in the North and one in the South. Chair Hagler also stated she felt it is appropriate to have two Co-Vice-Chairs, but opened the meeting for discussion as to whether or not the Committee wanted to continue with two Co-Vice-Chairs.

Member Beigel asked if there was less work for the Chair if there are two Co-Vice-Chairs. Chair Hagler responded that is not entirely the case and stated that with the hearings being teleconferenced, that there was no authoritarian person if the hearing was held in Las Vegas but at the time, we didn't have two Deputy Attorneys General (DAGs). Now, the presence of the DAG when we do teleconference has helped. Chair Hagler also stated, the initial reasoning behind having two Co-Vice-Chairs was so we could have someone in the South to chair the hearing. Now that the hearings are done by video conference, having two Co-Vice-Chairs may not have as great of an impact.

Member Beigel stated the hearings were easier with a Co-Vice-Chair at each location. Member Thompson agreed with that statement and added the hearings were more effective with a Chairperson in the South. Chair Hagler asked if that meant by running the hearing or being there as support and Member Thompson replied "by running the hearing".

**MOTION:** Moved to continue to use two Co-Vice-Chairs on the Employee-Management Committee.  
**BY:** Committee Member Pauline Beigel  
**SECOND:** Committee Member Tracy DuPree  
**VOTE:** The vote was unanimous in favor of the motion.

Chair Hagler opened the meeting for nominations for the Chair. Member Thompson nominated Member Puglisi. Member Puglisi stated he was agreeable, but asked if Chair Hagler would be willing to continue as Chair if elected. Chair Hagler stated yes. In light of Chair Hagler agreeing to remain Chair, Member Puglisi nominated Chair Hagler. Chair Hagler asked Member

Puglisi if he was still agreeable for the nomination of Chair or if he was withdrawing. Member Puglisi stated he was withdrawing from the nomination of Chair with the understanding that Chair Hagler will continue, if elected. Chair Hagler closed the nomination and the vote was unanimous in favor of Chair Hagler continuing as the Committee Chair.

Chair Hagler opened the meeting for Co-Vice-Chair nominations. Chair Hagler nominated Member Guy Puglisi for the Co-Vice-Chair in the South. Member Puglisi accepted the nomination. Chair Hagler called for the vote. The vote was unanimous in favor of Member Puglisi as Co-Vice-Chair in the South.

Chair Hagler opened the meeting for nominations for Co-Vice-Chair in the North. Chair Hagler named the potential nominees as Sandie Ruybalid, Ron Schreckengost, Jennifer Bauer, and Tracy DuPree. Member Beigel asked if any of the members were interested in being Co-Chair. Chair Hagler clarified that because this was a formal hearing that new members must be nominated for the Co-Vice-Chair position and that the member must agree to the nomination. Chair Hagler nominated Sandie Ruybalid, who agreed to the nomination. Chair Hagler called for the vote. The vote was unanimous in favor of Member Ruybalid as Co-Vice-Chair in the North.

## **5. Public Comment**

Comment from Michelle Garton was to bring to everyone's awareness that with the two Co-Vice-Chairs that have been elected, that Chair Hagler would have to be responsible for all Department of Health and Human Services grievances because both Co-Vice-Chairs are employed by the Department of Health and Human Services. Member Puglisi stated it would not be necessary to require members to recuse themselves if it's from the Department but would suggest that you do recuse if the grievance is from the agency or division. Chair Hagler agreed due to the vastness of the Departments.

Current Co-Vice-Chair Canter stated the reason for that, is that they have the same director and the director would see and respond to the grievances. The Co-Vice-Chairs could potentially overrule their own director in a hearing. Member Puglisi stated there isn't anything preventing a member from stating there is a perceived or actual conflict of interest should the issue come up.

## **6. Adjournment**

Chair Hagler requested a motion to adjourn.

**MOTION:** Moved to adjourn.

**BY:** Committee Member Tracy DuPree

**SECOND:** Committee Member Sherri Thompson and Committee Member Turessa Russell

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