



**STATE OF NEVADA
EMPLOYEE-MANAGEMENT COMMITTEE
100 N. Stewart Street, Suite 200 | Carson City, Nevada 89701
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**Meeting Minutes of the Employee-Management Committee
Chair Election – March 23, 2023**

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. Sandie Geyer	X
Ms. Michelle Merrill	X
Ms. Ava Case	X

Employee Representatives	
Mr. Tracy DuPree – Chair	X
Ms. Turessa Russell	X
Mr. Doug Fromm	X

Staff Present:

Ms. Lisa Evans, EMC Counsel, Deputy Attorney General (DAG)
Mr. Todd Weiss, EMC Counsel, (DAG)
Ms. Roxanne Hardy, EMC Coordinator

1. Call to Order

Co-Vice-Chair DuPree called the meeting to order at approximately 11:10 am.

2. Public Comment

There was no public comment in the North or in the South.

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

Co-Vice-Chair DuPree stated as Committee introductions had already been done, he was going to skip them.

4. Adoption of the Agenda – Action Item

Co-Vice-Chair DuPree requested a motion to adopt the agenda.

Member Russell motioned to adopt the agenda.

Co-Vice-Chair DuPree seconded and asked if there was any Committee discussion.

There was none.

MOTION: Moved to approve the agenda.

BY: Member Russell

SECOND: Co-Vice-Chair DuPree

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

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

Co-Vice-Chair DuPree asked the Committee for candidates for the Chair position.

Member Case moved to nominate Co-Vice-Chair DuPree for the position of Chair.

Member Russell seconded.

Co-Vice-Chair DuPree asked if there were any other nominations according to Robert's Rules of Order.

There were none, there was no discussion.

The vote was unanimous in favor of Tracy DuPree for Chair.

MOTION: Moved to elect Tracy DuPree as Chair of the EMC.

BY: Member Case

SECOND: Member Russell

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

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

Chair DuPree asked the Committee for candidates for the Co-Vice-Chair position.

Member Case stated she has been on many boards and nominated herself for Co-Vice-Chair.

Chair DuPree asked if there were any other nominations for Co-Vice-Chair for either the North or the South.

Chair DuPree stated as there only half of the Committee vacancies were filled, if the Committee was only voting on one Co-Vice-Chair and asked for clarification.

Ms. Johnson stated the Committee should vote for the two Co-Vice-Chair positions and ideally, DHRM would like one Co-Vice-Chair in the North and one in the South but deferred to the EMC DAGs for the requirement.

DAG Weiss stated there was no specific requirement, but it wouldn't hurt to have a Co-Vice-Chair in both locations.

Chair DuPree nominated Member Russell for the Co-Vice-Chair position in the South.

Member Case seconded the motion.

Chair DuPree asked if there were any other nominations according to Robert's Rules of Order, there were none.

MOTION: Moved to elect Ava Case and Turessa Russell as Co-Vice-Chairs of the EMC.

BY: Chair DuPree and Member Case

SECOND: Member Case

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

7. Adoption of Revised EMC Rules Of Practice presented by The Division of Human Resource Management..... Action Item

Chair DuPree introduced Ms. Nora Johnson, Personnel Analyst, Division of Human Resource Management (DHRM) for the Rules of Practice presentation.

Ms. Johnson stated DHRM did send out a copy of the Rules of Practice dated November of 2018 for reference.

Ms. Johnson stated in accordance with NRS 284.071 section 2 “The Committee shall adopt such rules as it deems necessary for its own management.”

Ms. Johnson stated the last version of the Rules of Practice was approved in 2018 and EMC Administration and Support felt it necessary to update two sections for clarity, consistency and, as we discovered with the pandemic, a clause for emergency procedures.

Ms. Johnson stated the first revision she would like to address is the Chair determinations piece and that the changes to the Rules of Practice would alleviate the concerns for grievances going to hearing without being properly vetted first.

Ms. Johnson stated previously, grievances submitted to step 4 were sent to the Chair and Co-Vice-Chairs for blind determination, with a 2 out of 3 majority rules process. If 2 of the 3 members determined the same disposition i.e., hearing or agendized, that was how the grievance would proceed.

Ms. Johnson stated that DHRM, through consultation with the EMC DAG’s, is initiating a procedure where grievances submitted to step 4 will be placed as an agendized discussion item, allowing the Committee to decide if the grievance should move forward to hearing. This allows for a more consistent application of NRS 284.073 section 2 and allows the Committee as a whole, via quorum, to determine the proper disposition of a grievance.

Ms. Johnson stated the second revision is in response to the pandemic. In times of a designated emergency, the EMC through Administration and Support may need to change or cease certain processes and procedures not designated in regulation or statute. Placing this section in the Rules of Practice will allow DHRM to adjust procedures accordingly. DHRM has drafted an internal emergency contingency plan that may be placed into effect and any changes to the EMC Rules of Practice or procedure will be distributed to the Committee as soon as practical based on the emergency itself.

Ms. Johnson stated she would be happy to answer any questions, there were none.

Chair DuPree asked the Committee for a motion to adopt the changes to the Rules of Practice.

Co-Vice-Chair Russell motioned to adopt, Chair DuPree seconded.

There was no discussion.

MOTION: Moved to adopt the revised Rules of Practice.

BY: Co-Vice-Chair Russell
SECOND: Chair DuPree
VOTE: The vote was unanimous in favor of the motion.

8. Public Comment

There was no public comment in the North or in the South.

DAG Weiss stated before the Committee adjourned, the Committee should do introductions as a matter of public record, the Committee proceeded with introductions.

9. Adjournment

Co-Vice-Chair DuPree adjourned the meeting at approximately 11:23 a.m.