

STATE OF NEVADA
PERSONNEL COMMISSION – EMERGENCY REGULATIONS
Carson City at the Gaming Control Board, 1919 College Parkway; and via video conference in
Las Vegas at the Grant Sawyer State Building, Room 2450, 555 East Washington Avenue

MEETING MINUTES
Friday, June 19, 2015

COMMISSIONERS PRESENT

IN CARSON CITY: Ms. Katherine Fox, Chairperson
Mr. David Read, Commissioner

COMMISSIONERS PRESENT

IN LAS VEGAS: Mr. David Sanchez, Commissioner
Mr. Gary Mauger, Commissioner

COMMISSIONER ABSENT

FROM THE MEETING: Mr. Andreas Spurlock, Commissioner

STAFF PRESENT:

Lee-Ann Easton, Administrator, DHRM
Shane Chesney, Sr. Deputy Attorney General
Tawny Polito, Executive Assistant, DHRM
Peter Long, Deputy Administrator, DHRM
Shelley Blotter, Deputy Administrator, DHRM
Carrie Hughes, Personnel Analyst, DHRM

I. CALL TO ORDER, WELCOME, ROLL CALL, ANNOUNCEMENTS

Chairperson Katherine Fox: Opened the meeting. She welcomed everyone and took roll. She noted that Commissioner Spurlock was not present.

II. PUBLIC COMMENT NOTICE: Read into record by **Chairperson Fox:**

No vote or action may be taken upon a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action may be taken under NRS 241.020. Comments will be limited to three minutes per person, and persons making comment will be asked to begin by stating their name for the record and to spell their last name. The Commission chair may elect to allow additional public comment on a specific agenda item when the item is being considered.

Chairperson Fox: Asked if there was any public comment. There was none.

III. DISCUSSION AND APPROVAL OR DENIAL OF PROPOSED EMERGENCY REGULATION CHANGES TO NEVADA ADMINISTRATIVE CODE, CHAPTER 284 - Action Item

- A. LCB File No. R138-13 Military Leave with Pay
- B. NAC 284.448 Time Not Counted Toward Completion of Probationary Period

Carrie Hughes: Stated that DHRM is proposing the amendments listed above as emergency amendments to allow for swift adoption and streamlined procedural requirements. Emergency

amendments are effective only for 120 days, and amendments will be brought back to the Commission to be made permanent. These amendments are intended to bring the regulations into agreement with the statutory change to NRS 281.145 made by Assembly Bill 388 of the 2015 Legislative Session, which was signed into law on June 4.

Effective July 1, NRS 281.145 requires the Personnel Commission to prescribe the 12-month period that state agencies will use to determine the eligibility of employees who are reservists or members of the National Guard to take military leave without loss of regular compensation. LCB File No. R138-13 proposes that all state agencies, with the exception of the Office of the Military, continue to use a calendar year for this purpose. The Office of the Military has requested use of the federal fiscal year due to funding sources. Existing language in LCB File No. 138-13 has been removed as obsolete due to the amendment of NRS 281.145. The amendment to NAC 284.448 references the change in the period used for calculating employees' military leave in NRS 281.145.

Shelley Blotter: Read into the record the Statement of Emergency.

Commissioner Sanchez: Commented on Ms. Blotter's good work.

MOTION: Move to approve changes to the Nevada Administrative Code Chapter 284, specifically military leave with pay, as well as time not counted toward completion of probationary period.

BY: Commissioner Sanchez

SECOND: Commissioner Read

VOTE: Motion passed unanimously.

IV. PUBLIC COMMENT: Read into record by **Chairperson Fox:**

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Chairperson Fox: Asked for any public comment.

Lee-Ann Easton: Provided an update on the budget. All state employees will receive a one percent pay increase effective July 1, 2015, and a two percent increase effective July 1, 2016. This is a cost-of-living adjustment (COLA). Merit salary increases, which were suspended in 2009, were restored in 2014 and will continue. Furloughs were eliminated. Longevity was removed permanently. There was a small increase in PERS.

DHRM had four significant items in the budget, all of which were approved. This included a position in Agency HR Services, a veteran's recruitment position and a climate study position, as well as a technology investment request. Phase three of the technology investment improvements will proceed, will include online employee status maintenance transactions, online service jackets and online payroll projection.

Commissioner Fox: Asked if the intent is to ultimately be paperless. **Ms. Easton:** Confirmed that is the goal and said that ultimately supervisors will be able to create performance appraisals and reviews,

although requirements dictate agency meetings with the employees, and face-to-face conversations are encouraged.

X. ADJOURNMENT

Chairperson Fox: Adjourned the meeting.