

**PROPOSED REGULATION OF THE
HUMAN RESOURCES COMMISSION**

LCB FILE NO. R023-26I

**The following document is the initial draft regulation proposed
by the agency submitted on 02/05/2026**

Explanation of Proposed Change: The following amendment, proposed by the Division of Human Resource Management (DHRM), will require an employee appealing the removal of a grievance to notify the Division with the request of appeal in the manner prescribed, within a reasonable and established timeframe, absent unusual circumstances. The intent of this amendment is to establish a timeframe to request an appeal, rather than leaving the timeframe open-ended.

NAC 284.693 Removal of ineligible request for adjustment of grievance or complaint from procedure; notice; appeal. (NRS 281.755, 284.065, 284.155, 284.384)

1. Except as otherwise provided in NAC 284.458, if the Division of Human Resource Management determines that a request for the adjustment of:

(a) A grievance is not eligible for the procedure set forth in NAC 284.658 to 284.6957, inclusive, because the person who submitted the request is not a person described in subsection 2 of NAC 284.658 or because a hearing is provided for the grievance pursuant to federal law or NRS 284.165, 284.245, 284.3629, 284.376 or 284.390; or

(b) A complaint is not eligible for the procedure set forth in NAC 284.658 to 284.6957, inclusive, because the person who submitted the request is not a person described in paragraph (a) of subsection 4 of NRS 281.755,

the Division must take the actions described in subsection 2.

2. Except as otherwise provided in NAC 284.458, upon making a determination pursuant to subsection 1 that a request for the adjustment of a grievance or complaint is not eligible for the procedure set forth in NAC 284.658 to 284.6957, inclusive, the Division must, as soon as practicable:

(a) Remove the request from the procedure for the adjustment of grievances or complaints set forth in NAC 284.658 to 284.6957, inclusive; and

(b) Provide to the person who submitted the request and the agency in which the grievance or complaint arose:

(1) Notice that the Division has determined that the request is not eligible for the procedure for the adjustment of grievances or complaints set forth in NAC 284.658 to 284.6957, inclusive, and an explanation for that determination;

(2) Notice that the Division has removed the request from the procedure for the adjustment of grievances or complaints set forth in NAC 284.658 to 284.6957, inclusive;

(3) If applicable, information relating to the appropriate procedure for resolving the person's concern; and

(4) Information relating to the person's right to appeal the determination to the Committee.

3. If the Division of Human Resource Management determines that a request for the adjustment of a grievance or complaint is not eligible for the procedure for the adjustment of grievances or complaints set forth in NAC 284.658 to 284.6957, inclusive, the person who submitted the request may appeal the determination to the Committee. *Absent any extenuating circumstances, the employee shall notify the Division of Human Resource Management of his or her request, in writing, to appeal the determination within 10 working days of receipt of the Division of Human Resource Management's response to the agency's request for removal of grievance.*

(Added to NAC by Personnel Comm'n by R076-15, eff. 4-4-2016; A by R033-17, 10-31-2017; R098-17, 6-26-2018)