

STATE OF NEVADA

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DEPARTMENT OF BUSINESS AND INDUSTRY  
GOVERNMENT EMPLOYEE-MANAGEMENT  
RELATIONS BOARD

February 28, 2024

**MINUTES OF THE MEETING OF THE GOVERNMENT  
EMPLOYEE-MANAGEMENT RELATIONS BOARD**  
(Meeting No. 24-03)

A meeting of the Board sitting *en banc* of the Government Employee-Management Relations Board, properly noticed and posted pursuant to the Nevada Open Meeting Law, was held on Tuesday, February 27, 2024 at 8:30 a.m. The meeting was held in the Carl Dodge Conference Room, located in the EMRB Office on the fourth floor of the Nevada State Business Center, 3300 W. Sahara Avenue, Las Vegas, NV 89102. The meeting was also held virtually using a remote technology system called WebEx.

The following Board members were present:

Brent C. Eckersley, Esq., Chair  
Sandra Masters, Board Member  
Tammara M. Williams, Board Member  
Michael A. Urban, Board Member

Also present:

Bruce K. Snyder, Commissioner  
Isabel Franco, Administrative Assistant II  
Samuel Taylor, Esq., Attorney General's Office

Members of the Public Present:

Andrew Regenbaum, Esq., NPSO  
Tom Donaldson, Esq., Dyer & Lawrence  
Brandon Price, Washoe Co. District Atty's Office  
Edward Wynder, Esq., So. Nev. Health District  
Ronald J. Dreher, Esq., APTA  
Thomas Bolling, Nye Co. Employee  
Ronald P. Dreher, APTA  
Mary Delorme, WCSD  
Laura Lux, WCSD Employee  
Tony McMillen, WPTA  
Lisa McNeill, Washoe County  
Nicole Moreno, WCSD Employee  
Adriana Publico, WPTA  
Darrin Tuck, NCMEA

The agenda:

**1. Opening Items**

The meeting was called to order on Tuesday, February 27, 2024 by Chair Eckersley at 8:30 a.m.. On roll call all members were present except for Vice-Chair Smith, who was excused.

**2. Public Comment**

Ron Dreher, Esq., asked the Board to intervene on the District Court case mentioned in Item 12 of the agenda.

**3. Approval of the Minutes**

Upon separate motions, the Board approved the minutes of the meetings held January 8-12, 2024, and January 18, 2024.

**4. Case 2020-019**

**Susan Finucan v. City of Las Vegas**

Upon motion, the Board granted the Stipulation and Order to Dismiss, as presented.

**5. Case 2023-016**

**Las Vegas Police Managers and Supervisors Association v. Las Vegas Metropolitan Police Department**

Upon motion, the Board both ordered that the Commissioner hold a settlement conference and also granted a hearing in the case. The case was then randomly assigned to Panel B.

**6. Consolidated Case 2023-015 (with 2023-023)**

**Association of Professional-Technical Administrators v. Washoe County School District and Washoe County School District v. Association of Professional-Technical Administrators**

The Board deliberated on the Motion to Vacate Hearing, and upon motion, granted the motion for reasons to be stated in the order.

**7. Case 2023-033**

**Nye County v. Nye County Management Employees Association**

The Board deliberated on Nye County's Petition for a Declaratory Order Clarifying the Bargaining Unit and also on Petitioner's Request for Hearing on Petition for Declaratory Order Clarifying the Bargaining Unit. Upon motion, the Board granted the Petitioner's request. The case was then randomly assigned to Panel A.

**8. Case 2023-035**

**John Leonard v. Washoe County and Washoe County Sheriff's Office**

The Board deliberated on the Motion to Dismiss First Amended Complaint, and upon motion, granted the motion to dismiss without prejudice.

**9. Case 2023-036**

**Edwin Martin v. Truckee Meadows Fire Protection District**

The Board deliberated on the Motion to Dismiss First Amended Complaint, and upon motion, granted the motion in part and denied the motion in part, granting dismissal of the racial discrimination allegations without prejudice. Complainant may file a new complaint within 10 days of the written order.

**10. Case 2023-022**

**In re: The Assignment of Executive Department Job Classifications To Bargaining Units Pursuant to Senate Bill 166 of the 82<sup>nd</sup> Session of the Nevada Legislature**

The Board deliberated on the hearing previously held, and upon motion, held in favor of the objecting labor organizations with respect to all the job classifications in Units L, M and O that were so contested, finding that the contested job classifications were supervisory and not managerial.

**11. Consolidated Case 2023-024 (with 2023-031)**

**Washoe County School District v. Washoe School Principals' Association and Washoe School Principals' Association v. Washoe County School District**

The Board deliberated on the hearing previously held, and upon motion, held that both parties had committed bad faith bargaining and other prohibited practices, all to be detailed in the written order.

**12. Second Judicial District Court Case CV24-00282**

**Washoe County School District v. Association of Professional & Technical Administrators**

The Board deliberated on what actions, if any, to take on the above-entitled case, and decided to take no action at this time.

**13. Case 2024-001**

**Association of Professional-Technical Administrators v. Washoe County School District**

The Board deliberated on the Motion to Expedite Hearing, and upon motion, granted a hearing, keeping the case before the full Board. The Board further decided to bifurcate the hearing, with the threshold issue as to APTA's status being heard first. The hearing will begin on April 18, 2024 and continue to April 22-24, 2024, if necessary. The parties are to file their prehearing statements within 14 days of the written order.

**14. Reports from the Commissioner**

Commissioner Snyder addressed the Board as to the purpose and content of the Strategic Plan for FY2024-2025 (in the new format); the SWOT Analysis; and the Action Plan. He also read the comments received from Vice Chair Smith, who could not attend the meeting. The general consensus was to submit the documents to the Director and then bring them back one more time to see what changes may be made internally.

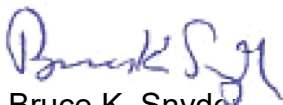
**15. Additional Period of Public Comment**

No public comment was offered.

**16. Adjournment**

There being no additional business to conduct, Chair Eckersley adjourned the meeting.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Bruce K. Snyder".

Bruce K. Snyder,  
EMRB Commissioner