

STATE OF NEVADA

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Executive Assistant

DEPARTMENT OF BUSINESS AND INDUSTRY
**LOCAL GOVERNMENT EMPLOYEE-MANAGEMENT
RELATIONS BOARD**

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September 12, 2014

**MINUTES OF THE MEETING OF THE LOCAL GOVERNMENT
EMPLOYEE-MANAGEMENT RELATIONS BOARD**

A board meeting of the Local Government Employee-Management Relations Board, properly noticed and posted pursuant to the Nevada Open Meeting Law, was held on **Wednesday, September 10, 2014**, at the hour of 1:00 p.m. and continuing on **Thursday, September 11, 2014** at the **State of Nevada Training Facility, 727 Fairview Dr., Suite C, Carson City, NV 89701**.

The following Board members were present:

Philip E. Larson, Chairman
Sandra Masters, Vice - Chairman
Brent C. Eckersley, Esq., Board Member

Agency staff present:

Bruce K. Snyder, EMRB Commissioner
Scott Davis, Esq., Deputy Attorney General

The Agenda:

- Item 1** The Board meeting was called to order by Philip E. Larson, Chairman, on Wednesday, September 10, 2014.
- Item 2** Public Comment.
No public comment was offered.
- Item 3** Approval of the Minutes.
The Board approved the minutes as presented for the meeting held on August 19 & 20, 2014. The Board also approved the minutes as presented for the telephonic meeting held on August 27, 2014.

Item 4 Hearing.
Consolidated Case No. A1-046105. Douglas County Support Staff Organization v. Douglas County School District. *The hearing on the case was held. The parties are to submit written closing briefs within 15 days upon receipt of the transcript of the hearing. The Board will postpone any deliberations on the case until receipt of the written closing briefs.*

Item 5 Deliberations/Discussions/Pronouncements of Orders.

A. Stipulations.

1. Case No. A1-046124, Joseph DeMonte v. Clark County. *Upon motion, the Board granted the Stipulation and Order Continuing Pre-Hearing Statements, extending the deadline from September 5, 2014 to November 4, 2014.*
2. Case No. A1-046125, North Las Vegas Police Supervisors Association v. City of North Las Vegas. *Upon motion, the Board granted the Stipulation and Order to Extend Time to File Answer, giving Respondent until September 25, 2014 to file its answer.*
3. Consolidated Case No. A1-046126, Truckee Meadows Firefighters Association, International Association of Fire Fighters, Local #3895 v. Truckee Meadows Fire Protection District. *Upon motion, the Board granted the Stipulation and Joint Request to Stay Proceedings for a period of 60 days from the date of the order and to submit a status report within that same 60-day period.*

B. Motions and Other Pleadings.

1. Case No. A1-045929, Timothy Frabbiele v. City of North Las Vegas. *The Board deliberated on the case and came to the following decision: (1) that the claims regarding unilateral change, discrimination based upon personal affiliation and discrimination based upon sex were all timely; (2) that the City of North Las Vegas had unilaterally changed the disciplinary process with respect to the Complainant; (3) that the claim of discrimination based upon personal affiliation had no merit; and (4) that the claim of discrimination based upon sex had no merit. The Board thereupon ordered the Complainant restored to his prior status, which was on paid administrative leave, with back pay and benefits from September 12, 2007 onward, less what the Complainant had earned in the interim. It also ordered removal of all adverse information. The Board also granted reimbursement of reasonable attorney's fees and costs pending a submittal by the Complainant's attorney.*

C. Cases in the Queue for Possible Future Hearing.

1. *The Board reviewed the cases currently pending in the queue and decided to hear the following cases at its January Board meeting: (1) Case No. AI-046106, Michael Turner v. Clark County School District and (2) Case No. AI-046108, Las Vegas City Employees Association and Val Sharp v. City of Las Vegas. It took no action on any of the other cases in the queue and tabled consideration of those cases until a future meeting.*

Item 7 Schedule of Board meetings.

The Board reviewed the proposed schedule for the remainder of the calendar year. It also set Board dates for early 2015 as follows:

January 13-15, 2015 in Las Vegas.

Item 8 Status of Cases and update of legal matters by the Nevada State Attorney General's Office.

Deputy Attorney General Scott Davis gave an oral presentation on the status of the various cases either on judicial review or on appeal at the Nevada Supreme Court.

Item 9 Status of Cases by Commissioner.

Commissioner Snyder reviewed the open case log, which was distributed to the Board members.

Item 10 Agency Personnel, Administrative & Budget Matters.

A. General personnel, administrative matters & budget matters.

There were no administrative matters brought forward at this time.

Item 11 Items for future agendas.

None.

Item 12 Public Comment.

No public comment was offered.

Respectfully submitted,



Bruce K. Snyder
EMRB Commissioner