

STATE OF NEVADA

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*Executive Assistant*

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

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March 21, 2023

**MINUTES OF THE MEETING OF THE GOVERNMENT  
EMPLOYEE-MANAGEMENT RELATIONS BOARD**  
**(Meeting No. 23-02)**

A meeting of the Board sitting *en banc*, plus Panel D, of the Government Employee-Management Relations Board, properly noticed and posted pursuant to the Nevada Open Meeting Law, was held on Tuesday, March 21, 2023, at 8:15 a.m. The meeting was held in the Tahoe Room, located on the fourth floor of the Nevada State Business Center, 3300 West Sahara Avenue, Las Vegas, Nevada 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, Vice-Chair  
Michael J. Smith, Board Member  
Tammara M. Williams, Board Member

Also present:

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

Members of the Public Present:

Shantell Williams  
Jeffrey Allen, Esq., for LVCEA, IAFF Local 1285  
et al.  
Morgan Davis, Esq., City of Las Vegas  
Nechole Garcia, Esq., City of Las Vegas  
Lisa Evans, Esq., Attorney General's Office  
Scott Davis, Esq., Clark Co. District Attorney's  
Office  
Nicholas Wieczorek, Clark Hill PLC  
Jennifer Scharn, Clark Co. Dept. of Aviation

Jason Leshar, Washoe Co. Sheriff's Deputies  
Assoc.  
Charles Pierson, Int'l Union of Elevator  
Constructors Local 18  
Deandre Caruthers, Sr., LVCEA  
Jason Lupiani, LVCEA  
Stephen (last name unknown)

The agenda:

**The Board Sitting *En Banc***  
Presiding Officer Brent C. Eckersley, Esq.

The following 9 items were for consideration by the full Board:

1. **Call to Order & Roll Call**  
The meeting was called to order by Chair Brent C. Eckersley, Esq. at 8:15 .m. On roll call all members were present except for Michael Urban, who it was later learned was unable to connect to WebEx. Accordingly, a quorum was present.
2. **Pledge of Allegiance**  
The pledge of allegiance was recited by the Board, staff and members of the public present.
3. **Notice of Appointment & Oath of Office**  
The Board Secretary administered the ceremonial oath of office to Tammara M. Williams.
4. **Public Comment**  
No public comment was offered.
5. **Case 2021-002**  
**Nevada Association of Public Safety Officers v. Las Vegas Metropolitan Police Department & Las Vegas Police Protective Association**  
The Board deliberated on the Joint Status Report and decided to lift the stay at this time. The parties will be given 14 days to file any supplemental documents pertaining to the pending motion to dismiss.
6. **Case 2022-010**  
**FOP Nevada C.O. Lodge 21 v. State of Nevada, Department of Corrections, NDOC Director Charles Daniels**  
Upon motion, the Board granted the Stipulation to Dismiss Complaint Without Prejudice, as presented.

7. **Case 2022-011**

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

Upon motion, the Board granted the Stipulation and Order for Dismissal With Prejudice, as presented.

8. **Case 2021-008; 2021-012; 2021-013; 2021-015**

**Las Vegas City Employees' Association & Julie Terry v. City of Las Vegas; Las Vegas City Employees' Association & Jody Glead v. City of Las Vegas; Las Vegas City Employees' Association & Marc Brooks v. City of Las Vegas; and International Association of Fire Fighters, Local 1285 v. City of Las Vegas**

The parties presented oral argument on the City of Las Vegas' Motion to Dismiss for Failure to Exhaust Contractual Remedies and Motion to Defer to Arbitration Proceedings. Chair Eckersley mentioned that any deliberations would be postponed until a future meeting.

9. **Resetting of Panel Membership**

Commissioner Snyder reviewed NRS 288.090(3), which provides that when less than a full complement of Board members are present at a meeting, then no more than two members may be of the same political party. He explained that due to the two most recent appointments to the Board Panel C does not meet this requirement of law. He thus suggested that Vice-Chair Masters and Board Member Williams switch from Panel C and Panel E, noting that neither panel has any outstanding cases in which there are no current substitutions. He also explained that when the Board meets *en banc* and either Chair Eckersley or Vice-Chair Masters is absent, but the other three Board members are present, then the Board would not meet the requirement and in such an instance either the Board would need to cancel the meeting or else have one of the other three Board members absent themselves. Upon motion, the Board agreed to the recommendation of switching Vice-Chair Masters and Board Member Williams as previously mentioned.

**Panel D**

Presiding Officer Brent C. Eckersley, Esq.

The following 1 item was for consideration by Panel D:

10. **Case 2018-017**

**Las Vegas Metropolitan Police Department v. Las Vegas Police Protective Association**

Pursuant to NAC 288.271(2)(c) the Commissioner had previously randomly selected Vice-Chair Sandra Masters to fill the vacancy on the panel. Upon motion, the Panel granted the Stipulation and Order for Dismissal With Prejudice, as presented.

**The Board Sitting *En Banc***  
Presiding Officer Brent C. Eckersley, Esq.

The following 10 items were for consideration by the full Board:

11. **Case 2023-003**  
**Nevada Police Union v. Joe Lombardo & Aaron Ford**  
Upon motion, the Board granted the Order Dismissing Case Without Prejudice.
12. **Case 2022-018**  
**International Union of Elevator Constructors Local 18 v. Clark County and Counterclaim of Clark County v. International Union of Elevator Constructors Local 18**  
The Board deliberated on the matter, and upon motion, granted a hearing for the case. The Board also ordered that a settlement conference be held. The case was then randomly assigned to Panel C, with the understanding that should Board Member Urban recuse himself then the case was instead randomly assigned to Panel B as the backup panel.
13. **Case 2020-031**  
**Henderson Police Supervisors Association v. City of Henderson et al.**  
The Board deliberated on the Motion for Leave to File Second Amended Complaint and for Withdrawal of Stay and Resetting for Hearing, and upon motion, lifted the stay and gave the Complainant 14 days to file a second amended complaint.
14. **Approval of the Minutes**  
Upon motion, the Board approved the minutes of the meeting held February 14-16, 2023, as presented.
15. **Move to Suite 490**  
Commissioner Snyder gave a recap of the move from Suite 260 to Suite 490.
16. **Revisit on the Issue of a Moment of Silence**  
Commissioner Snyder mentioned that Board Member Smith had previously proposed a moment of silence near the beginning of each meeting but that the Board had tabled the issue until such time as it had a full complement of Board members, given that there were two vacancies at the time. Board Member Smith then explained his rationale for making the recommendation. Upon motion, the proposal was approved.
17. **Report Related to Executive Order 2023-003**  
Commissioner Snyder stated that Executive Order 2023-003 requires each agency to submit a list of 10 regulations for possible elimination and also to submit proposed changes that can be streamlined, clarified, reduced, or otherwise improved to ensure that the regulations provide for the general welfare of the State without unnecessarily inhibiting economic growth. He also mentioned that prior to submittal of the list he thought it prudent to first pass the list by the Board for its input. He further mentioned

that once the list is ultimately reviewed by the Governor's Office, and either agreed to or changed, then the normal process for amending the agency's regulations will need to be undertaken, including the holding of a workshop and public hearing, followed by Board approval, all before submittal of the proposed changes to the Legislative Commission. The Board approved the report as drafted.

**18. Legislative Update**

Commissioner Snyder reviewed the list of pending legislation affecting the EMRB and/or public sector collective bargaining. He also reviewed the status of the agency's budget. Vice-Chair Masters then explained efforts she has undertaken with respect to raising the rate of pay for the Board. Commissioner Snyder further stated he was aware of efforts by labor to also broach the subject.

**19. Additional Period of Public Comment**

No public comment was offered.

**20. Adjournment**

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

Respectfully submitted,

  
Bruce K. Snyder,  
EMRB Commissioner