

STATE OF NEVADA

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Governor

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Director

MARISU ROMUALDEZ ABELLAR
Commissioner

KELLY VALADEZ
Executive Assistant

DEPARTMENT OF BUSINESS AND INDUSTRY
GOVERNMENT EMPLOYEE-MANAGEMENT
RELATIONS BOARD

May 12, 2025

NOTICE OF PUBLIC MEETING
(Meeting No. 25-07)

Pursuant to Nevada's Open Meeting Law, notice is hereby given that the Government Employee-Management Relations Board will hold a meeting of the Board sitting **En Banc, Panel A and of Panel D** on:

Monday, May 19, 2025, at 8:30 a.m., to be held in the Carl Dodge Conference Room located on the fourth floor of the Nevada State Business Center, 3300 W. Sahara Avenue, Las Vegas, NV 89102.

The meeting will also be held virtually using Microsoft Teams. Accordingly, any person planning to participate in the meeting who does not wish to attend in-person must participate by using Teams.

Teams Link

There are two ways to join the meeting to hear, observe and participate using Teams. If you would like to hear, observe and participate in the public meeting online, you may click on the link below. If you received a personal invitation to the public meeting, then you may alternately click on the join meeting button contained within the e-mail you received.

TEAMS MEETING LINK (Click to join)

Meeting ID: 239 113 490 251 0

Passcode: UG7n96Cj

Dial in by phone

+1 775-321-6111,,834316887# United States, Reno

Find a local number

Phone conference ID: 396 093 945#

Chair Eckersley shall be the Presiding Officer of the Board sitting *en banc*, for Panel A and for Panel D.

THE AGENDA

Note: The Board may take possible action on any item on this agenda unless that item is marked as "Information Only." Items marked as "Information Only" may be discussed by the Board after any presentation is made but no action may be taken on that particular item. The Board may take items out of order, may combine two or more agenda items for consideration, may remove items from the agenda or may delay discussion of any item at any time.

The Board Sitting *En Banc*

Opening Items and Public comment will be repeated each day of the meeting.

1. **Opening Items** *Information Only*
Call to Order; Roll Call by Board Secretary; Pledge of Allegiance; and Moment of Silence
2. **Notice of Appointment & Oath of Office** *Information Only*
The Commissioner will announce that Governor Lombardo has appointed Bruce K. Snyder, Esq. to the Board to replace Tammara Williams, for a term beginning May 1, 2025, and expiring June 20, 2026. The ceremonial oath of office will then be given by the Chair to Board Member Snyder.
3. **Public Comment** *Information Only*
The Board welcomes public comment. Public comment must be limited to matters relevant to or within the authority of the Government Employee-Management Relations Board. No subject may be acted upon unless that subject is on the agenda and is scheduled for possible action. If you wish to be heard, please introduce yourself at the appropriate time and the Presiding Officer will recognize you. The amount of discussion on any single subject, as well as the amount of time any single speaker is allowed, may be limited. The Board will not restrict public comment based upon viewpoint. However, the Board may refuse to consider public comment prior to the commencement and/or conclusion of a contested case or a quasi-judicial proceeding that may affect the due process rights of an individual. See NRS 233B.126.
4. **Approval of the Minutes** *For Possible Action*
For possible action on the minutes of the Board meeting held April 30, 2025.
5. **Case 2020-020** *For Possible Action*
AFSCME, Local 4041 & Shari Kassebaum v. State of Nevada et al.
Deliberation and decision on the Joint Status Report.
6. **Consolidated Case 2023-019 (with Case 2023-029)** *For Possible Action*
AFSCME, Local 4041 v. State of Nevada et al.
Deliberation and decision on the Joint Status Report.

7. **Case 2024-039** *For Possible Action*
Nye County Support Staff Organization and Joanne Baumgarten v. Nye County School District
Deliberation and decision on the Joint Status Report.

Panel A
(Eckersley, Masters, Urban)

The following item is for consideration by Panel A:

8. **Case 2024-015** *For Possible Action*
Susan Herron v. Incline Village General Improvement District
Status report by counsel regarding the settlement of the above case. Deliberation and decision on what actions, if any, to take on the above-entitled case.

Panel D
(Eckersley, Smith, Urban)

The following item is for consideration by Panel D:

9. **Case 2024-032** *For Possible Action*
Education Support Employees' Association v. Clark County School District.
The Board in December 2024 granted a hearing in this case and was assigned to Panel D for a hearing in January 2025 but was vacated for Complainant to file an Amended Complaint.

Deliberation and decision on the status and progress of the case, including, but not limited to, dismissal of the case, whether to stay the case pursuant to the limited deferral doctrine, and/or whether to order a settlement conference for the case. If the Panel decides that the rescheduling of the hearing is warranted, order the case for a hearing. Hearing dates will be scheduled during the next Board meeting.

The Board Sitting *En Banc*

The following 7 items are for consideration by the full Board:

10. **Case 2025-006** *For Possible Action*
Reno Police Protective Association v. City of Reno
Deliberation and decision on the status and progress of the case, including, but not limited to, dismissal of the case, the granting of a hearing for the case, whether to stay the case pursuant to the limited deferral doctrine, and/or whether to order a settlement conference for the case. If a hearing is granted, the case will be randomly assigned to a hearing panel and hearing dates will be scheduled during the next Board meeting.

11. **Case 2025-001** *For Possible Action*
International Association of Firefighters Local No. 731 v. City of Sparks
Deliberation and decision on:
(1) Complainant International Association of Firefighters Local No. 731's Motion to Dismiss Pursuant to NRS 288.375; and
(2) City of Sparks' Motion to Dismiss.
12. **Case 2025-005** *For Possible Action*
Justin Darling, a Local Government Employee v. Las Vegas Valley Water District, a Political Subdivision of the State of Nevada
Deliberation and decision on:
(1) Respondent LVVWD's Motion to Extend Time to File its Reply in Support of its Partial Motion to Dismiss Untimely Claims Outside of the Statute of Limitations and Motion for Stay and Full or Partial Deferral; and
(2) Respondent Las Vegas Valley Water District's Partial Motion to Strike and Partial Motion to Dismiss Untimely Claims Outside of the Statute of Limitations and Motion for Stay and Full or Partial Deferral.
13. **Commissioner's Report** *For Information Only*
The Commissioner will report on the agency's FY26-27 budget recently approved by the legislature.
14. **Setting of the Annual Assessment Rates** *For Possible Action*
Deliberation and decision on setting assessment rates for the local governments and the State of Nevada Executive Department for FY2026. Also, deliberation and decision on what rate guidance, if any, to give to the governments for FY2027.
15. **Additional Period of Public Comment** *For Information Only*
Please refer to agenda item 3 for any rules pertaining to public comment.
16. **Adjournment** *For Possible Action*

Posting

This meeting has been posted at the following locations and websites at least three days prior to the scheduled date of this meeting, in accordance with NRS 241.020(2):

Government Employee-Management Relations Board, 3300 W. Sahara Avenue, Suite 490, Las Vegas, Nevada
Department of Business & Industry, 3300 W. Sahara Avenue, First Floor, Las Vegas, Nevada
Department of Administration Public Meeting Notice Web Site: <http://notice.nv.gov/>
Government Employee-Management Relations Board Web Site: <http://emrb.nv.gov>

Inquiries and Supporting Materials

You may obtain copies of any supporting materials by contacting the Board Secretary, Kelly Valadez, at the address at the top of page one of this document or by calling 702-486-4505. A link to the supporting materials may also be found on the agency's website next to the agenda for the meeting, which will be posted three business days before the hearing.

Special Accommodations

Members of the public who are disabled and require special accommodations or assistance at the meeting are requested to notify the EMRB at the address or telephone number above. Please notify us as soon as possible to allow time to secure any necessary equipment or provisions prior to the meeting.

Board and Panel

All references to the term “Board” shall also mean “Panel” when certain Board members are meeting as a panel in lieu of the Board members meeting *en banc*.

Members Assigned to Panels

The following members have been assigned to each panel pursuant to the agency’s administrative rules:

Panel	Presiding Officer	Member	Member
A	Brent C. Eckersley, Esq.	Sandra Masters	Michael A. Urban, Esq.
B	Michael J. Smith	Michael A. Urban, Esq.	Bruce K. Snyder, Esq.
C	Brent C. Eckersley, Esq.	Sandra Masters	Bruce K. Snyder, Esq.
D	Brent C. Eckersley, Esq.	Michael J. Smith	Michael A. Urban, Esq.
E	Michael J. Smith	Sandra Masters	Bruce K. Snyder, Esq.

Closed Session

The Board or Panel may go into closed session pursuant to NRS 288.220 or NRS 288.590 for consideration/discussion of any complaint, petition or appeal herein noticed. Any motion to go into closed session may include one or more items on the agenda in the motion. The Board or Panel will return to open session for final adjudication.