

STATE OF NEVADA

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Commissioner

KELLY VALADEZ
Executive Assistant

DEPARTMENT OF BUSINESS AND INDUSTRY
GOVERNMENT EMPLOYEE-MANAGEMENT
RELATIONS BOARD

December 9, 2025

NOTICE OF PUBLIC MEETING
(Meeting No. 25-16)

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 and of Panel A** on:

Monday, December 15, 2025, at 8:30 a.m. to be held in the Carl Dodge Conference Room, located at the Nevada State Business Center, 3300 W. Sahara Avenue, Suite 490, Las Vegas, Nevada 89102.

The meeting will also be conducted virtually by Microsoft Teams. Any individual intending to participate in the meeting who does not wish to attend in person must join by Teams using the link provided below. Should you require assistance or wish to receive the link by email, please contact us at (702) 486-4505.

TEAMS MEETING LINK (Click to join)

Meeting ID: 262 277 209 399 35

Passcode: nG6Bi2o6

Dial in by phone

+1 775-321-6111,,640070228# United States, Reno

Find a local number

Phone conference ID: 640 070 228#

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

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*

1. **Opening Items** *Information Only*
Call to Order; Roll Call by Board Secretary; Pledge of Allegiance; and Moment of Silence

2. **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 scheduled for possible action.

If you wish to be heard, please introduce yourself at the appropriate time and the Chair or Presiding Officer will recognize you. For those attending virtually or by telephone, please raise your hand to indicate that you wish to speak and take yourself off mute. When recognized, clearly state and spell your first and last name for the record before providing your comments. Each speaker will be limited to three (3) minutes, which can be adjusted at the discretion of the Chair or Presiding Officer, and the amount of discussion on any single subject may also be limited at the discretion of the Chair or Presiding Officer.

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 quasi-judicial proceeding that may affect the due process rights of an individual. See NRS 233B.126.

3. **Approval of the Minutes** *For Possible Action*
Deliberation and possible action on the minutes of the Board meeting held November 24, 2025.

Panel A
(Eckersley, Urban, Keating)

4. **Case 2021-005** *For Possible Action*
Las Vegas Police Protective Association v. City of Las Vegas
Deliberation and decision on the Joint Status Report.

5. **Case 2024-015** *For Possible Action*
Susan Herron v. Incline Village General Improvement District
Deliberation and decision on the Joint Status Report. Possible further deliberation and decision regarding the progress of the case, including, but not limited to, whether to reschedule the matter for hearing. If the Panel determines that the hearing should be rescheduled, hearing dates will be set.

The Board Sitting *En Banc*

6. **Case 2025-015** *For Possible Action*
Clark County v. Clark County Defenders Union, et al.
Deliberation and decision on the Stipulation and Order to Reset the Hearing Date and Briefing Schedule. The Board may also act regarding the rescheduling of oral arguments and the deadline for filing amicus briefs pursuant to the parties' stipulation.
7. **Case 2024-041** *For Possible Action*
Henderson Police Supervisors Association, Inc., a Nevada Non-Profit Corporation and Local Government Employee Organization, and its Named and Unnamed Affected Members v. City of Henderson
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.
8. **Case 2025-020** *For Possible Action*
Reno Police Supervisory and Administrative Employees Association v. City of Reno
Deliberation and decision on the Petition for Declaratory Order. If the Board determines that a hearing is necessary to resolve the petition, the matter may be scheduled for a hearing and randomly assigned to a hearing panel.
9. **Status Update on 2025 Annual Report Forms** *Information Only*
The Commissioner will provide an update on the status of annual report submissions and related follow-up efforts.
10. **Additional Period of Public Comment** *Information Only*
Please refer to agenda item 2 for any rules pertaining to public comment.
11. **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, Nevada State Business Center, 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 Kelly.valadez@emrb.nv.gov or by calling 702-486-4505. The support materials will also be posted three business days prior to the meeting on the agency's website next to the agenda for this meeting.

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:

<u>Panel</u>	<u>Presiding Officer</u>	<u>Member</u>	<u>Member</u>
A	Brent C. Eckersley, Esq.	Michael A. Urban, Esq.	Jerry Keating
B	Michael A. Urban, Esq.	Michael J. Smith	Bruce K. Snyder, Esq.
C	Brent C. Eckersley, Esq.	Bruce K. Snyder, Esq.	Jerry Keating
D	Michael A. Urban, Esq.	Michael J. Smith	Jerry Keating
E	Brent C. Eckersley, Esq.	Michael J. Smith	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.