

STATE OF NEVADA

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Executive Assistant

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

September 24, 2025

**MINUTES OF THE MEETING OF THE GOVERNMENT
EMPLOYEE-MANAGEMENT RELATIONS BOARD**
(Meeting No. 25-12)

A meeting of the Government Employee-Management Relations Board, sitting en banc, as well as Panel A and Panel D, duly noticed and posted pursuant to the Nevada Open Meeting Law, was convened on Monday, September 22, 2025, at 8:30 a.m., and continued Tuesday, September 23, 2025, at 8:30 a.m., and on Wednesday, September 24, 2025, at 8:30 a.m. The meeting was held in the Nevada Conference Room, located on the fourth floor of the Nevada State Business Center, 3300 W. Sahara Avenue, Las Vegas, NV 89102. The meeting was also held virtually via Teams.

The following Board members were present:

Brent C. Eckersley, Esq., Chair
Michael J. Smith, Vice Chair
Sandra Masters, Board Member
Michael A. Urban, Esq., Board Member
Bruce K. Snyder, Esq., Board Member

Also present:

Marisu Romualdez Abellar, Commissioner
Kelly Valadez, Executive Assistant
Cathy Zamora, Administrative Assistant II
Jessica Guerra, Esq., Attorney General's Office

Members of the Public Present:

Paul Cotsonis, Esq.
Crystal Pugh, Esq.
Betty Foley, Esq.
Anthony LaVelle
Zachary Salazar
James Schreiber
John Ortega
Douglas Diaz, Jr.
Roy Marshall, Jr.
Andy Quintana
Maria Gallo
Leo Wolpert

Hector Villa
Steven Sorensen, Deputy Attorney General
Maggie McLetchie, Esq.

The agenda:

1. Opening Items

The meeting on Monday, September 22, 2025, was called to order by Chair Eckersley at 8:30 a.m. On roll call, the three members of Panel D were present: Chair Eckersley, Vice-Chair Smith, and Board Member Urban. Thus, a quorum was present. The pledge of allegiance was recited, followed by a moment of silence.

The meeting on Tuesday, September 23, 2025, was called to order by Chair Eckersley at 8:30 a.m. On roll call, the three members of Panel D were present: Chair Eckersley, Vice Chair Smith, and Board Member Urban. Thus, a quorum was present.

2. Public Comment

No public comments were offered during the three days of the meeting.

Panel D
(Eckersley, Urban, Smith)

3. Case 2024-032

Education Support Employees' Association v. Clark County School District

A hearing on the case was duly held. Upon conclusion of the hearing, Panel D deliberated on the matter. Upon motion, and based on the facts and evidence presented, the Board found in favor of Respondent, Clark County School District. The Board's findings and reasoning will be set forth in a forthcoming written order.

The Board Sitting *En Banc*

4. Opening Items

The meeting on Wednesday, September 24, 2025, was called to order by Chair Eckersley at 8:30 a.m. On roll call, all members were present. Thus, a quorum was present.

5. Approval of the Minutes

Upon motion, the Board approved the minutes for the meeting held August 18, 2025.

Panel A
(Eckersley, Masters, Urban)

The following 1 item was for consideration by Panel A:

6. Case 2021-005

Las Vegas Police Protective Association v. City of Las Vegas

The Board deliberated on the Joint Status Report and took no action at this time. The parties are directed to file the next Joint Status Report on or before December 22, 2025.

The Board Sitting *En Banc*

The following 5 items were for consideration by the full Board:

7. Follow-Up to Report Regarding Assignment of Executive Department Job Classifications to Bargaining Units

The Board deliberated on the Stipulation submitted by the State of Nevada and AFSCME. As the Stipulation was submitted without association to a pending case, the Commissioner requested that it be filed under Case 2019-017, *In re: Assignment of Executive Department Job Classifications to Bargaining Units Pursuant to Senate Bill 135 of the 80th Session of the Nevada Legislature*. Upon motion, the Board ordered that the Stipulation be filed under Case 2019-017 and approved the Stipulation as drafted.

**8. Case 2025-011
Las Vegas Peace Officers Association v. City of Las Vegas**

The Board deliberated on Respondent's Motion to Dismiss Complaint or, in the Alternative, to Defer the Complaint. Upon motion, the Board denied the request to dismiss and granted the request to defer under the limited deferral doctrine. The parties are directed to file a Joint Status Report on or before December 22, 2025.

**9. Case 2025-013
Hector Villa v. Henderson Police Officers Association**

The Board deliberated on Respondent's Motion to Dismiss. Board Member Snyder disclosed that, more than twenty years ago, he had served as counsel in a case referenced by Respondent in its reply. He further stated that such prior work would not affect his vote in the present matter. Upon motion, the Board denied the Motion to Dismiss. The parties are directed to file their prehearing statements within twenty-one (21) days of the entry of the order on the Motion to Dismiss.

10. Additional Period of Public Comment
No public comment.

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

Respectfully submitted,



Marisu Romualdez Abellar
EMRB Commissioner