

STATE OF NEVADA

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Commissioner

KELLY VALADEZ
Executive Assistant

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

December 15, 2025

**MINUTES OF THE MEETING OF THE GOVERNMENT
EMPLOYEE-MANAGEMENT RELATIONS BOARD**
(Meeting No. 25-16)

A meeting of the Government Employee-Management Relations Board, sitting *en banc*, as well as Panel A, properly noticed and posted pursuant to the Nevada Open Meeting Law, was held on Monday, December 15, 2025, at 8:30 a.m. The meeting was held in the Carl Dodge Conference Room, located in the EMRB office, Suite 490, 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 A. Urban, Esq., Vice-Chair
- Michael J. Smith, Board Member
- Bruce K. Snyder, Esq., Board Member
- Jerry Keating, 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:

- Andrew Regenbaum
- John Torres
- Kevin Vogt
- Brian Reeve, Esq.
- Najum Anwar, Esq.
- Ron Dreher, Esq.
- Jordan Montet, Esq.
- Susie Shurtz
- Mark Dunagan, Esq.
- Alez Velto, Esq.
- Sheri VanHorsen
- Mark Dunagan, Esq.
- Vince Robles

The agenda:

The Board Sitting *En Banc*

The following three (3) items were considered by the full Board.

1. Opening Items

The meeting on Monday, December 15, 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. The pledge of allegiance was recited, followed by a moment of silence.

2. Public Comment

No public comment.

3. Approval of the Minutes

Upon motion, the Board approved the minutes for the meeting held November 24, 2025.

Panel A
(Eckersley, Urban, Keating)

The following two (2) items were considered by Panel A:

4. Case 2021-005

Las Vegas Police Protective Association v. City of Las Vegas

Panel A deliberated on the Joint Status Report but took no action at this time. The next Joint Status Report will be due in 90 days, or by March 16, 2026.

5. Case 2024-015

Susan Herron v. Incline Village General Improvement District

Panel A deliberated on the Joint Status Report. Jordan Montet, Esq. on behalf of Nick Crosby, Esq. counsel for Respondent, and Alex Velto, Esq. appeared on behalf of Complainant.

Panel A inquired of Mr. Velto regarding the status of his substitution of attorney for Complainant. Mr. Velto stated that he was awaiting one additional signature and would file the substitution shortly.

The Commissioner stated that both counsel were agreeable to resetting the case for February 17–19, 2026. Upon motion, Panel A rescheduled the hearing for February 17–19, 2026.

The Board Sitting *En Banc*

The following six (6) items were considered by the full Board.

6. Case 2025-015

Clark County v. Clark County Defenders Union, et al.

The Board deliberated on the Stipulation and Order to Reset the Hearing Date and Briefing Schedule. Upon motion, the Board approved the Stipulation and Order as presented, rescheduled oral arguments for January 22, 2026, at 8:30 a.m. and extended the deadline for filing amicus briefs to January 8, 2026.

7. Case 2024-041

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

Upon motion, the Board granted a hearing in the case. The matter was randomly assigned to Panel B, consisting of Vice Chair Urban as Presiding Officer and Board Members Smith and Keating. Both counsel for the Appellant and the Respondent agreed that the hearing would require only one day. Accordingly, the hearing was scheduled for May 20, 2026, beginning at 8:00 a.m.

8. Case 2025-020

Reno Police Supervisory and Administrative Employees Association v. City of Reno

The Board deliberated on the Petition for Declaratory Order filed by the Reno Police Supervisory and Administrative Employees Association. Upon motion, the Board ordered that the petition be converted to a complaint, with responsive pleadings due within 21 days of the entry of the order.

9. Status Update on 2025 Annual Report Forms

The Commissioner provided an update on the number of outstanding annual reports for local governments and labor and employee organizations, noting that there were 20 outstanding local governments, 23 outstanding employee organizations, and one (1) outstanding labor organization. Staff have begun contacting the entities by telephone and are confident that all reports will be received by the end of December.

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