

STATE OF NEVADA

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Executive Assistant

DEPARTMENT OF BUSINESS AND INDUSTRY
GOVERNMENT EMPLOYEE-MANAGEMENT
RELATIONS BOARD

February 10, 2026

NOTICE OF PUBLIC MEETING
(Meeting No. 26-02)

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:

Tuesday, February 17, 2026, at 8:00 a.m., continuing Wednesday, February 18, 2026, at 8:00 a.m., and continuing Thursday, February 19, 2026, at 8:00 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, 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: 217 590 873 929 47
Passcode: XS9Jd9T2

Dial in by phone
[+1 775-321-6111,,390590746#](#) United States, Reno
[Find a local number](#)
Phone conference ID: 390 590 746#

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*

Note: Public Comment will be repeated at the beginning and at the end of 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. 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.

Panel A **(Eckersley, Urban, Keating)**

- 3. Case 2024-015** *For Possible Action*
Susan Herron v. Incline Village General Improvement District
The hearing will be held starting on Tuesday, February 17, 2026, at 8:00 a.m.; and continuing Wednesday, February 18, 2026, at 8:00 a.m., and continuing Thursday, February 19, 2026, at 8:00 a.m. The hearing will be held in the Carl Dodge Conference Room, which is located on the fourth floor of the Nevada State Business Center, 3300 W. Sahara Avenue, Las Vegas, NV 89102. The hearing will also be held virtually using Microsoft Teams.

The attorneys of record, witnesses, court reporter, and one or more of the Panel members will be present via Teams. The remaining Panel members, the Commissioner, and the Deputy Attorney General assigned to the Agency will be present in Las Vegas.

Preliminary motions will be heard at the beginning of the hearing. The Panel may deliberate and take possible action on this case after the hearing has concluded.

**THE BOARD *EN BANC* WILL RECONVENE ON THURSDAY,
FEBRUARY 19, 2026, AT 12:30 P.M., AT WHICH TIME
AGENDA ITEMS 4 THROUGH 13 WILL BE CONSIDERED**

4. **Call To Order the Board *En Banc*** *Information Only*
Roll Call by Board Secretary
5. **Approval of the Minutes** *For Possible Action*
For possible action on the minutes of the Board meeting held January 22, 2026.
6. **Case 2025-017 (consolidated with Case 2025-018)** *For Possible Action*
Henderson Police Officers Association, 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.
7. **Case 2025-020** *For Possible Action*
Reno Police Supervisory and Administrative Employees 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.
8. **Case 2024-014** *For Possible Action*
Clark County Defenders Union v. Clark County and Related Counterclaim
Deliberation and decision on Clark County Defenders Union's Motion to Set for Hearing and Implement the Decision of the District Court Decision on Judicial Review.
9. **Case 2024-019** *For Possible Action*
Clark County Prosecutors Association v. Clark County
Deliberation and decision on Respondent's Motion to Dismiss.

10. **Case 2025-025** *For Possible Action*
Water Reclamation District Employees Association v. Clark County Water Reclamation District and Service Employees International Union, Local #1107
Deliberation and decision on:
1) Petition for Withdrawal of SEIU 1107 as the Exclusive Bargaining Agent for Supervisory Employees of the Clark County Water Reclamation District
2) Respondent SEIU's Motion to Stay or, Alternatively, Motion to Consolidate
11. **Case 2025-028** *For Possible Action*
Nevada Service Employees Union v. Water Reclamation District Employees Association, and Clark County Water Reclamation District
Deliberation and decision on:
1) WRDEA Motion to Dismiss SEIU's Prohibited Practices Complaint
2) Respondent Clark County Water Reclamation District's Motion to Dismiss the Nevada Service Employees Union's Complaint and Request for Attorney's Fees and Expenses
12. **Case 2025-026 (consolidated with Case 2025-027)** *For Possible Action*
City of Reno v. International Association of Firefighters, Local No. 731
Deliberation and decision on the International Association of Fire Fighters, Local 731's Motion for an Expedited Hearing.
13. **Proposed Changes to Administrative Rules** *For Possible Action*
Discussion and possible deliberation regarding draft proposed changes to the agency's administrative rules, including consideration of next steps and the scheduling of an initial workshop.

PANEL A WILL RECONVENE AT THE CONCLUSION OF ITEM 13

Panel A
(Eckersley, Urban, Keating)

14. **Case 2024-015** *For Possible Action*
Susan Herron v. Incline Village General Improvement District
The hearing will continue Thursday, February 19, 2026, at the conclusion of Item 13 above, if necessary. The Panel may deliberate and take possible action in this matter following the conclusion of the hearing.

**THE BOARD *EN BANC* WILL RECONVENE
AT THE CONCLUSION OF ITEM 14**

15. **Additional Period of Public Comment** *Information Only*
Please refer to agenda item 2 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, 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.