

STATE OF NEVADA

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Commissioner

KELLY VALADEZ
Executive Assistant

DEPARTMENT OF BUSINESS AND INDUSTRY
GOVERNMENT EMPLOYEE-MANAGEMENT
RELATIONS BOARD

April 29, 2026

**MINUTES OF THE MEETING OF THE GOVERNMENT
EMPLOYEE-MANAGEMENT RELATIONS BOARD**
(Meeting No. 26-04)

A meeting of the Government Employee-Management Relations Board, sitting *en banc*, as well as Panel A, Panel B, and Panel E, properly noticed and posted pursuant to the Nevada Open Meeting Law, was held on Monday, April 27, 2026, at 8:30 a.m.; and continued Wednesday, April 29, 2026, at 8:30 a.m. The meeting was held in the Nevada Conference Room, located on the 4th 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 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
Ashley Kim, Esq., Attorney General's Office

Members of the Public Present: Tracy Manning, Court Reporter
Margaret McLetchie, Esq.
Lisa Rasmussen, Esq.
Hector Villa
Adam Garth, Esq.
Najum Anwar, Esq.
Bandon Kemble, Esq.
Ian Carr, Esq.
Caryn DeBoom
Kristina Gilmore
Liz Draser
Andrew Regenbaum, J.D.

Michael Goodwin
Shawn Thibeault
Laura
Casey Harrison

The agenda:

1. Opening Items

The meeting on Monday, April 27, 2026, was called to order by Chair Brent Eckersley at 8:30 a.m. On roll call, Chair Brent Eckersley, Board Member Michael Smith, and Board Member Bruce Snyder were present, establishing a quorum. The pledge of allegiance was recited, followed by a moment of silence.

2. Public Comment

No public comment.

PANEL E

(Eckersley, Smith, Snyder)

The following item was for consideration by Panel E:

3. Case 2025-013

Hector Villa v. Henderson Police Officer's Association

The hearing was called to order by Presiding Officer Brent Eckersley. Oral arguments were presented regarding the following preliminary motions:

1. Complainant's Request for Judicial Notice;
2. City of Henderson's Motion to Quash Subpoena for a custodian of records and a person most knowledgeable, citing untimeliness, overbreadth, and confidentiality concerns;
3. Public Employees' Retirement System of Nevada's Objections to Subpoena Duces Tecum citing statutory confidentiality of member home addresses;
4. Complainant's submission of supplemental exhibits, explaining that the late submission was due to medical issues and difficulty coordinating with opposing counsel. Respondent objected to late exhibits and certain confidential materials;
5. Complainant's request for continuance of the hearing and for rescheduling one of the hearing days due to medical issues and unresolved subpoena matters. The Union objected to any continuance, citing preparation costs and long-scheduled dates.

All motions were moved to closed session for Board deliberation.

After deliberation, and upon separate motions, the Board granted Complainant's Request for Judicial Notice; granted the Public Employees' Retirement System of Nevada's Objections to Subpoena Duces Tecum and the City of Henderson's Motion to Quash Subpoena as overly broad. The Board also accepted Complainant's supplemental exhibits as timely but were not admitted at this time.

After deliberation and upon motion, the Board granted Complainant's request to continue

the hearing. The hearing was rescheduled for December 9–11, 2026, at 8:30 a.m. Additional subpoenas will be required for several witnesses and ongoing concerns about service issues, especially regarding confidentiality of officers' home addresses.

Board members expressed strong concerns about the lack of civility, cooperation, and unusual difficulties with service, urging the parties to consider settlement and work collaboratively to narrow issues before the December hearing. Parties also discussed reorganizing and renumbering exhibit books for clarity.

The hearing was recessed until December 9, 2026, and participants were encouraged to consider using the following day for mediation if feasible.

The Board Sitting *En Banc*

4. Call to Order the Board *En Banc*

The meeting on Wednesday, April 29, 2026, was called to order by Chair Brent Eckersley at 8:30 a.m. On roll call, all members were present; therefore, a quorum was established.

5. Public Comment

No public comment.

6. Recognition of Law Day – Attorney Oath Reaffirmation

Board Member Keating administered the Attorney Oath to the attorneys who were present in person as well as those attending online.

Panel B

(Urban, Smith, Snyder)

The following item was for consideration by Panel B.

7. Case 2025-020

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

Panel B deliberated on the Stipulation to Dismiss Case with Prejudice. Upon motion, Panel B approved the Stipulation to Dismiss Case with Prejudice as presented.

The Board Sitting *En Banc*

8. Approval of the Minutes

Upon motion, the Board approved the minutes for the meeting held March 30-31, 2026.

9. Case 2026-002

Petition of American Federation of State, County & Municipal Employees, Local 4041

Commissioner Abellar stated that the March 23 Audit Report required the Board to decide whether the eight (8) hourly employees who work for NSHE should be included in the bargaining unit and receive ballots. The Board reviewed a prior order, the list of employees, and NRS 288.425. It was noted that AFSCME did not include these employees in its membership or conversion card submissions but stated it had no objection to their inclusion. Counsel for AFSCME and the Deputy Attorney General for the State Executive Department each commented that there was no statutory exclusion preventing hourly employees from being included in the bargaining unit.

Upon motion, the Board ordered to include the eight hourly employees and issue ballots to be mailed on May 1, 2026.

10. Case 2025-011

Las Vegas Peace Officers Association v. City of Las Vegas

The Board deliberated on the Joint Status Report but took no action at this time. The next Joint Status Report is due July 28, 2026, or within 10 days of receiving an arbitration decision.

11. Setting of Future Board Meeting Dates

The Board scheduled August 4, 2026, for general Board business. The Board scheduled September 22, 23 and 24, 2026, with September 22 reserved for general business.

12. Case 2025-005

Justin Darling, a Local Government Employee v. Las Vegas Valley Water District, a Political Subdivision of the State of Nevada

The Board deliberated on Respondent Las Vegas Valley Water District's Motion to Defer to Arbitrator's Award and Dismiss the Complaint ("Motion to Defer and Dismiss"), and Respondent LVVWD's Motion to Extend Time to File its Reply in Support of its Motion to Defer to Arbitrator's Award and Dismiss the Complaint ("Motion to Extend").

After deliberation and upon motion, the Board granted the Motion to Extend the time to file the reply in support of the Motion to Defer and Dismiss. On separate motion, the Board granted the Motion to Defer and Dismiss.

13. Case 2024-014

Clark County Defenders Union v. Clark County and Related Claims

Vice-Chair Michael Urban recused himself from deliberations.

The Board did not reach a decision at this time and continued the matter to the next regularly scheduled Board meeting.

Panel A
(Eckersley, Urban, Keating)

14. Case 2024-015

Susan Herron v. Incline Village General Improvement District

Panel A deliberated the Complainant's Brief on Compensatory Make-Whole Relief and Respondent's Brief Regarding EMRB's Authority to Award Damages.

After deliberation and upon motion, Panel A voted to deny the Complainant's Brief on Compensatory Make-Whole Relief. Panel A then reduced the previously scheduled June 1–4, 2026, hearing to June 3–4, 2026. Commissioner Abellar informed Nick Crosby, Esq., counsel for Respondent, that the hearing will be held in person in Carson City.

The Board Sitting *En Banc*

15. Additional Period of Public Comment

No Public Comment.

16. Adjournment

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

Respectfully submitted,



Marisu Romualdez Abellar
EMRB Commissioner