

STATE OF NEVADA

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Executive Assistant

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

May 19, 2025

**MINUTES OF THE MEETING OF THE GOVERNMENT
EMPLOYEE-MANAGEMENT RELATIONS BOARD**
(Meeting No. 25-07)

A meeting of the Board sitting *en banc* as well as Panel A and Panel D of the Government Employee-Management Relations Board, properly noticed and posted pursuant to the Nevada Open Meeting Law, was held on Monday, May 19, 2025, at 8:30 a.m. The meeting was held in the Carl Dodge Conference Room, which is 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 J. Smith, Vice Chair
Sandra Masters, Board Member
Michael Urban, Esq., Board Member
Bruce K. Snyder, 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:

Nick Crosby, Esq.
Jason Guinasso, Esq.
Betty Foley, Esq.
Rebecca Bruch, Esq.
Jackson Wong, Esq.
Ron Dreher, Esq.
Laura Bautista

The agenda:

1. Opening Items

The meeting on Monday, May 19, 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. Notice of Appointment & Oath of Office

Chair Eckersley administered the ceremonial oath office to Bruce Snyder.

3. Public Comment

No Public Comment.

The Board Sitting *En Banc*

The following 4 items were considered by the full Board:

4. Approval of the Minutes

Upon motion, the Board approved the minutes for the meeting held April 30, 2025.

5. Case 2020-020

AFSCME, Local 4041 & Shari Kassebaum v. State of Nevada et al.

The Board deliberated on the Joint Status Report and took no action at this time. The next report will be due July 31, 2025, or earlier as soon as the administrative hearing is held and a decision is issued or if the hearing is postponed. If the hearing is postponed, the parties are to provide an explanation why the hearing was postponed.

6. Consolidated Case 2023-019 (with Case 2023-029)

AFSCME, Local 4041 v. State of Nevada et al.

The Board deliberated on the Joint Status Report and took no action at this time. The next report will be due July 31, 2025, or earlier as soon as the arbitration decision is issued.

7. Case 2024-039

Nye County Support Staff Organization and Joanne Baumgarten v. Nye County School District

The Board deliberated on the Joint Status Report. Counsel for Respondent further reported to the Board that the District Court order was resubmitted, but that the Court had not issued the order. The Board took no action at this time. The next report will be due July 31, 2025, or earlier as soon as the parties receive entry of the Court's order in Nye County District Court Case CV24-0330Z.

Panel A

(Eckersley, Masters, Urban)

The following item was considered by Panel A:

8. Case 2024-015

Susan Herron v. Incline Village General Improvement District

Counsel for Complainant Herron and Respondent Incline Village General Improvement District appeared before Panel A to report on the status of settlement. The parties reported that the parties have been constantly engaged in settlement negotiations; however, a settlement still has not been reached. The parties requested the case be

placed back on the Board's calendar for a hearing in August, which will be scheduled at the next Board meeting on June 16, 2025. Presiding Officer Eckersley also suggested to the parties if a settlement conference with the Commissioner would be beneficial, and the parties agreed. Upon motion, the Panel ordered that a settlement conference be held.

Panel D
(Eckersley, Smith, Urban)

The following item was considered by Panel D:

9. **Case 2024-032**
Education Support Employees' Association v. Clark County School District
As this case was already previously set for a hearing, Panel D granted this case for a hearing. Hearing dates will be scheduled during the June 16, 2025, Board meeting.

The Board Sitting *En Banc*

The following 7 items were considered by the full board:

10. **Case 2025-006**
Reno Police Protective Association v. City of Reno
Upon motion, the Board granted a hearing for the case, which was then randomly assigned to Panel C. Hearing dates will be scheduled during the June 16, 2025, Board meeting.
11. **Case 2025-001**
International Association of Firefighters Local No. 731 v. City of Sparks
The Board deliberated on Complainant International Association of Firefighters Local No. 731's Motion to Dismiss Pursuant to NRS 288.375 and the City of Sparks' Motion to Dismiss. Upon motion the Board denied Local 731's Motion to Dismiss and denied the City of Sparks' Motion to Dismiss. The Board additionally ordered the parties to file prehearing statements 21 days after the date of the entry of the order.
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 LVVWD's Motion to Extend Time to File its Reply in Support of its Partial Motion to Dismiss Untimely Claims Outside of the Statute of Limitations and Motion for Stay and Full or Partial Deferral. Upon motion the Board granted LVVWD's Motion to Extend. The Board additionally ordered to stay the case pending conclusion of the grievance arbitration. The Board additionally deferred Respondent's Partial Motion to Strike and Partial Motion to Dismiss Untimely Claims Outside of the Statute of Limitations pending the conclusion of the grievance arbitration. The parties are to file a Joint Status Report on June 30, 2025, regarding the status of the grievance arbitration.

13. Commissioner's Report

Commissioner Abellar presented a report on the FY26-27 budget as preliminarily approved by the Legislature. A short summary of the budget, pending final passage, was presented to the Board to highlight the projected expenses and reserves, how the formula for allocating expenses works between the two reserves, and how this will affect the assessment rates for FY26 and 27.

14. Setting of the Annual Assessment Rates

Upon motion, the Board ordered to set the assessment rate for both Local Governments and the State Government for FY2026 at \$5.00 per employee. The Board further authorized the Commissioner to advise the stakeholders of the FY2026 rates and of the potential future rates may be for FY2027.

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