

STATE OF NEVADA

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Executive Assistant

DEPARTMENT OF BUSINESS AND INDUSTRY  
GOVERNMENT EMPLOYEE-MANAGEMENT  
RELATIONS BOARD

August 18, 2025

**MINUTES OF THE MEETING OF THE GOVERNMENT  
EMPLOYEE-MANAGEMENT RELATIONS BOARD**  
(Meeting No. 25-11)

A meeting of the Board sitting *en banc* of the Government Employee-Management Relations Board, properly noticed and posted pursuant to the Nevada Open Meeting Law, was held on Monday, August 18, 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 by 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:

- Andrew Regenbaum
- Charles Hedrick
- Brian Reeve, Esq.
- Tom Donaldson, Esq.
- Rebecca Bruch, Esq.
- Steven O. Sorenson, Esq.
- Chris Cannon, Esq.

The agenda:

**1. Opening Items**

The meeting on Monday, August 18, 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.

**The Board Sitting *En Banc***

3. **Approval of the Minutes**  
On separate motions, the Board approved the minutes for the meetings held July 2, 2025, and July 11, 2025.
4. **Case 2024-039**  
**Nye County Support Staff Organization v. Nye County School District**  
The Board reviewed and deliberated on the Joint Status Report, with counsel for Complainant and Respondent present. The Board inquired into the status of the District Court appeal. Tom Donaldson, counsel for Complainant, advised that NCSSO will be filing an appeal. Rebecca Bruch, counsel for Respondent, offered no additional comments. Based on counsels' statements, the Board took no action at this time. The next Joint Status Report is due November 16, 2025, or sooner if the status of the District Court case changes.
5. **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**  
The Board reviewed and deliberated on the Notice of Arbitration Decision and the attached Decision of the arbitrator. Andrew Regenbaum, counsel for Complainant, requested that the Board lift the stay and set the matter for hearing. Brian Reeve, counsel for Respondent, opposed setting the matter for hearing. Upon motion, the Board lifted the stay and directed that Respondent may file a motion to defer and/or a motion to dismiss within 30 days of the entry of the order lifting the stay.
6. **Case 2025-004**  
**Education Support Employees Association v. Clark County School District**  
The Board reviewed and deliberated on the Stipulation and Order to Dismiss. Upon motion, the Board granted the Stipulation and Order to dismiss as presented.
7. **Case 2025-010**  
**Fraternal Order of Police Nevada C.O., Lodge 21 v. State of Nevada**  
The Board reviewed and deliberated on the Stipulation of Parties to Request a Stay. Upon motion, the Board granted the Stipulation of Parties to Request a Stay as presented. The Board further instructed the parties to file a Joint Status Report on November 16, 2025, or sooner if the status of the case changes.

**8. Case 2025-008**

**Shannon Lee Hammond v. Washoe County School District**

The Board deliberated on the following motions: (1) Respondent's Motion to Dismiss; (2) Complainant's Motion to Deny Respondent's Motion to Dismiss; (3) Respondent's Motion to Strike, or in the Alternative, Second Reply in Support of Motion to Dismiss; and (4) Motion for Leave to Submit Late Reply Due to Counsel's Unavailability and Good Faith Misunderstanding Regarding Hearing Status. Upon motion, the Board granted Respondent's Motion to Dismiss with leave to amend for insufficient facts pled and lack of subject matter jurisdiction. The Complainant's Motion to Deny Respondent's Motion to Dismiss, Respondent's Motion to Strike, or in the Alternative, Second Reply in Support of Motion to Dismiss were denied as moot.

**9. Case 2025-012**

**Pasqual Alonzo v. Nevada Service Employees Union, SEIU 1107**

The Board deliberated on the Respondent's Motion to Dismiss, except for Board Member Michael Urban, who recused himself. Upon motion, the Board granted the motion to dismiss. Mr. Urban abstained from voting on the motion.

**10. Report Regarding Assignment of Executive Department Job Classifications to Bargaining Units**

The Commissioner presented a report regarding six Executive Department job classifications previously designated and ordered by the Board in 2019 as belonging to a particular bargaining unit. Tom Donaldson, counsel for Battle Born Fire Fighters Association, presented a stipulation previously filed with the Board concerning three of the six job classifications. The Board determined that these three job classifications are no longer in dispute.

The Board then discussed the remaining three job classifications, which are currently represented by AFSCME. Upon motion, the Board directed the Executive Department and AFSCME to submit a stipulation within 30 days to formalize the unit designation of these three job classifications. If a stipulation is not filed, the Board may order a hearing to show cause why the parties failed to comply with the Board's 2019 order and to determine what remedy, if any, may be necessary.

**11. Report Regarding FY 2026 Annual Assessments**

The Commissioner presented a report on the status of the FY 2026 Annual Assessments, including total payments received, the remaining balance, and the number of local governments with outstanding payments. The report noted a total of 17 outstanding invoices, consisting of 9 charter schools, 6 local governments, and 2 school districts. The Executive Department has an outstanding balance of \$160.00 across 6 budget accounts, and a follow-up will be sent to the Department of Administration through the agency's fiscal unit.

**12. Report Regarding Action Plan**

The Commissioner presented a report on the agency Action Plan, which addresses operational efficiency and high-priority projects. Two key initiatives currently in development include the preparation of Board onboarding materials and the creation of training materials outlining Board roles and responsibilities and procedures for conducting hearings. These materials are intended both to reinforce processes for current members and to serve as a procedural guide for future Board members. The training materials will be presented to the Board during the meeting to be scheduled in October 2025.

**13. Conference Room Chairs**

The Board was presented with five conference room chair options. As there was no preference among the Board members, the Board directed the Commissioner to purchase the chair most suitable for the room.

**14. Setting of Board Meeting Date**

A proposal was presented to schedule the October Board meeting for October 16, 2025. Upon motion, the Board approved October 16, 2025, at 8:30 a.m. as the date and time for the October meeting.

**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