

STATE OF NEVADA

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

November 5, 2025

**MINUTES OF THE MEETING OF THE GOVERNMENT
EMPLOYEE-MANAGEMENT RELATIONS BOARD**
(Meeting No. 25-14)

A meeting of the Board sitting *en banc* as well as Panel C of the Government Employee-Management Relations Board, properly noticed and posted pursuant to the Nevada Open Meeting Law, was held on Wednesday, November 5, 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 J. Smith, Vice Chair
- Michael A. Urban, Esq., 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:

- Christopher Cannon, Esq.
- Nancy Ortiz
- Leo Wolpert
- Brandon Kemble, Esq.
- Kristina Gilmore, Esq.
- Brian Reeve, Esq.
- Jessica Coberly, Esq.
- Brandon Sendall
- Alex Velto, Esq.
- Amy Gale

The agenda:

1. Opening Items

The meeting on Wednesday, November 5, 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*

The following item was for consideration by the full board:

3. Approval of the Minutes

Upon motion, the Board approved the minutes for the meeting held October 16, 2025.

Panel C

(Eckersley, Snyder, Keating)

The following item was for consideration by Panel C:

4. Case 2025-006

Reno Police Protective Association v. City of Reno

Panel C deliberated on the Stipulation to Dismiss. Upon motion, Panel C approved the Stipulation to Dismiss as presented.

The Board Sitting *En Banc*

The following 9 items were for consideration by the full board:

5. Case 2025-001

IAFF Local 731 v. City of Sparks

The Board deliberated on the Updated Joint Status Report and the attached Arbitrator's Opinion and Award. The Commissioner informed the Board that the Respondent, City of Sparks, filed a Motion to Defer and Renewed Motion to Dismiss ("Motion") on October 30, 2025, prior to the Board's deliberation on the Updated Joint Status Report. The Board also discussed the due date for the opposition to the Motion, noting that the Motion was filed while the matter remained stayed.

Upon motion, the Board voted to lift the stay in this matter. The Board further ordered that Complainant shall have fourteen (14) days from the date of the notice of entry of the order lifting the stay to file an opposition to the Motion.

6. **Case 2025-013**

Hector Villa v. Henderson Police Officers Association

Upon motion, the Board granted a hearing in the case, which was randomly assigned to Panel E. After discussion with counsel and their representatives, the parties agreed to schedule the hearing for January 20–21, 2026, with January 22, 2026, reserved if necessary.

7. **Setting of Future Board Meeting Dates**

A proposal was made to schedule the January Board meeting for January 20–22, 2026, at 8:30 a.m., and the February Board meeting for February 17–19, 2026. Upon separate motions, the Board approved these dates for the January and February meetings.

8. **Case 2024-041**

Henderson Police Supervisors Association, a Nevada Non-Profit Corporation, and Local Government Employee Organization, and its Named and Unnamed Affected Members v. City of Henderson

The Board deliberated on the City of Henderson's Motion to Defer to Arbitration Decision and Motion to Dismiss Remaining Claims ("Motion"). Upon motion, the Board granted the Motion to Defer and denied the Motion to Dismiss Remaining Claims. The Board further ordered that the parties will have 21 days from the date of the notice of entry of the order on the Motion to file prehearing statements.

9. **Case 2025-017**

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

The Board deliberated on the City of Henderson's Motion to Dismiss and, upon motion, denied the Motion. The Board further ordered, upon a separate motion by Board Member Snyder, to consolidate this matter with Item No. 10, **Case 2025-018, Henderson Police Supervisors Association, a Nevada Non-Profit Corporation, and Local Government Employee Organization, and its Named and Unnamed Affected Members v. City of Henderson**.

The Board inquired of Complainants' counsel, Christopher Cannon, Esq., regarding a potential conflict of interest between the Henderson Police Officers Association and the Henderson Police Supervisors Association, as the matters are now consolidated. Mr. Cannon stated that he did not believe a conflict existed and would obtain written waivers from his clients. Counsel for the City of Henderson, Brian Kemble, Esq., requested to receive copies of the signed waivers.

10. **Case 2025-018**

Henderson Police Supervisors Association, a Nevada Non-Profit Corporation, and Local Government Employee Organization, and its Named and Unnamed Affected Members v. City of Henderson

The Board deliberated on the City of Henderson's Motion to Dismiss and, upon motion,

denied the Motion. The Board further ordered, upon a separate motion by Board Member Snyder, to consolidate this matter with Item No. 9, **Case 2025-017, 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.**

11. Follow-Up to Action Plan Regarding Board Training

The Commissioner presented to the Board a suggested agenda for a Board roundtable/training. After a discussion regarding the various topics, the Board tentatively scheduled the roundtable/training in March 2026, and more definite dates would be decided during the next Board meeting.

12. Additional Period of Public Comment

No public comment.

13. Adjournment

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

Respectfully submitted,



Marisu Romualdez Abellar
EMRB Commissioner