

September 22, 2026 (26-13)

Approval of the Minutes

STATE OF NEVADA

JOE LOMBARDO
Governor

DR. KRISTOPHER SANCHEZ
Director

Members of the Board
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



MARISU ROMUALDEZ ABELLAR
Commissioner

KELLY VALADEZ
Executive Assistant

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

September 22, 2026

**MINUTES OF THE MEETING OF THE GOVERNMENT
EMPLOYEE-MANAGEMENT RELATIONS BOARD**
(Meeting No. 26-13)

A meeting of the Government Employee-Management Relations Board, sitting *en banc and Panel D*, properly noticed and posted pursuant to the Nevada Open Meeting Law, was held on Tuesday, September 22, 2026, at 8:30 a.m. The meeting was held in the Carl Dodge Conference Room, located on the 4th floor of the Nevada State Business Center, 3300 W. Sahara Avenue, Suite 490, 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
Ashley Kim, Esq., Attorney General's Office

Members of the Public Present:

Chelle Wright
Nick Crosby, Esq.
Francis C. Flaherty, Esq.
Sue Matuska
Steven O. Sorensen
Dante Dabaghian, Esq.
Michael English
Hailey Black

The Board Sitting *En Banc*

1. Opening Items

The meeting on Tuesday, September 22, 2026, was called to order at 8:30 a.m. by Chair Brent Eckersley. 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.

Panel D

(Urban, Smith, Keating)

3. Case 2026-006

International Association of Fire Fighters, Local 1908 v. Clark County

Upon motion, Panel D approved the Stipulation and Order for Dismissal with Prejudice as presented.

The Board Sitting *En Banc*

4. Approval of the Minutes

The Board considered approval of three sets of minutes. Upon motion, members of Panel A approved the minutes of July 28, 2026, as drafted. The Board then approved a motion to accept the minutes of August 4, 2026, as drafted. Finally, the Board approved a motion to accept the minutes of August 7, 2026, as drafted.

5. Case 2026-008

Nye County Support Staff Organization v. Nye County School District

Upon motion, the Board approved granting a two-day hearing in the case. A random selection assigned the case to Panel C. The Board reviewed the hearing calendar and identified November 23–24, 2026, as suitable dates. Counsel for both parties confirmed their availability, and the hearing was scheduled for November 23–24, 2026.

6. Case 2026-012

Michael English v. Clark County School District and Clark County Education Association

The Board considered the following motions: (1) Clark County School District's Motion to Dismiss; (2) Clark County Education Association's Motion to Dismiss; and (3) Complainant's Motion for Leave to File Supplemental Declaration in Opposition to Respondents' Motion to Dismiss.

Upon separate Board motions, each motion was voted on. First, the Board denied the Complainant's Motion for Leave to File Supplemental Declaration in Opposition to Respondents' Motion to Dismiss. Second, the Board then granted the Clark County School District's Motion to Dismiss and, upon amendment of the motion, ordered that the dismissal

be with prejudice. And, finally, the Board further granted the Clark County Education Association's Motion to Dismiss and ordered that the dismissal likewise be with prejudice.

7. Case 2025-011

Las Vegas Peace Officers Association v. City of Las Vegas

The Board considered the City of Las Vegas' Motion to Defer. Upon motion, the Board postponed deliberation on the City's Motion to Defer to the next Board meeting on October 13, 2026, for oral argument on the motion.

8. Case 2026-014

Fraternal Order of Police Nevada C.O. Lodge 21 v. Executive Department of the State of Nevada

Upon motion, the Board approved the Stipulation of Parties to Request a Stay.

9. Development of Board Guidance on Order Drafting, Review, and Authorization

Board Member Snyder raised two issues: reinstating discussion sections in final orders and ensuring all voting members review and sign final orders. He explained that historically, final orders included a discussion section outlining the board's reasoning, which helped parties, attorneys, and future boards understand the basis for decisions. Recent orders have omitted this section, likely due to a change in drafting practice.

The Board discussed reinstating two past practices: including a discussion section in final orders and allowing all voting members to review and approve final order drafts. Members agreed that discussion sections help clarify the board's reasoning for parties, attorneys, and future boards. They also agreed that all voting members should have the opportunity to review and sign final orders, with dissenting members able to note their dissent separately. No formal motion was required.

10. Follow-Up Report Regarding FY 2027 Annual Assessments

Staff reported that the State has submitted its remaining \$57.50 balance, leaving no outstanding State assessments. One local government assessment remains outstanding: \$11.50 from the Moapa Valley Fire Department. The agency previously indicated it would submit payment electronically; although it was expected yesterday, the payment has not yet been received. Staff stated they remain confident it will be submitted shortly.

11. Additional Period of Public Comment

No public comment.

12. Adjournment

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

Respectfully submitted,

Marisu Romualdez Abellar
EMRB Commissioner

September 22, 2026 (26-14)

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

September 22, 2026

**MINUTES OF THE MEETING OF THE GOVERNMENT
EMPLOYEE-MANAGEMENT RELATIONS BOARD**
(Meeting No. 26-14)

A meeting of the Government Employee-Management Relations Board, sitting *en banc* properly noticed and posted pursuant to the Nevada Open Meeting Law, was held on Tuesday, September 22, 2026, at 10:00 a.m. The meeting was held in the Carl Dodge Conference Room, located on the 4th floor of the Nevada State Business Center, 3300 W. Sahara Avenue, Suite 490, 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
Ashley Kim, Esq., Attorney General's Office

Members of the Public Present:

Dominika Batten
Hailey Black

The Board Sitting *En Banc*

1. Opening Items

The meeting on Tuesday, September 22, 2026, was called to order at 10:00 a.m. by Chair Brent Eckersley. On roll call, all members were present. Thus, a quorum was present.

2. Public Comment

No public comment.

3. Public Hearing on Proposed Regulation R135-26

Dominika Batten, Esq. of Snell & Wilmer appeared and offered comments on Section 8 of LCB R135-26 on behalf of the Las Vegas Metropolitan Police Department. She noted that the Department submitted written comments on September 17 and stands by those comments, and she was available to answer any questions from the Board. In response to staff questions, she confirmed that the Department did not propose specific regulatory language but raised concerns regarding the proposed amendments to NAC 288.340(3) and (4), including how abstentions might create deadlock, the cross-references to NRS 241.0355 and NRS 281A.420, and whether explanations for abstentions or provisions related to elected officials would apply. She also sought clarification regarding whether oral dissents would be transcribed or attached to final decisions. Staff acknowledged receipt of LVMPD's comments as well as written comments submitted by Francis Flaherty, Esq. on the same issues. No additional comments were offered.

4. Consideration of Comments on Proposed Regulation R135-26

The Board discussed the written and oral comments received regarding the proposed changes to NAC 288.340. Members agreed that the concerns raised by both management and labor were valid and should be addressed to avoid the risk of the Legislative Commission rejecting the entire regulatory package. The Board noted that failure to revise the language could result in all proposed regulations being disapproved, as they must be considered as one package.

Discussion: Abstentions

The Board held an extended discussion regarding abstentions under the proposed amendments to NAC 288.340. Members acknowledged the concerns raised in public comments about how abstentions could result in deadlock in a panel of two remaining members if a third member abstains. The Board noted that abstentions typically arise from conflicts of interest or similar statutory reasons and generally should be disclosed as early as reasonably possible in the proceeding. Members agreed that abstention standards should align with existing law, specifically the four statutory bases for abstention outlined in NRS 281A.420. The Board determined that referencing this statute would clarify that abstentions must be supported by one of the recognized legal grounds and must include an explanation. Members further agreed that early disclosure allows parties to consider postponing the matter or substituting another board member to avoid a split decision. The Board concluded that revising subsection 4 to reflect these principles should resolve the concerns identified by both management and labor representatives.

Discussion: Oral Dissents

The Board separately discussed the proposed language concerning oral dissents. Members reaffirmed that when a split decision occurs, the dissenting member may orally state their dissent at the time the vote is taken. The Board agreed that oral dissents should be included in the minutes of the meeting, ensuring an adequate record without requiring additional written documentation. Members emphasized that written dissents should remain entirely optional, only to be submitted if the dissenting member chooses to do so, particularly when the Board later issues a written order. The Board noted that hearings are transcribed when held before a court reporter, but general Board business meeting votes

and post-hearing decisions may not have transcripts, making accurate minutes especially important. The Board concurred that this approach maintains transparency, avoids unnecessary procedural steps, and aligns with historical Board practice. Public commenters confirmed that this clarification would satisfy their concerns regarding how dissents would be recorded.

The representative from LVMPD indicated the proposed approach would satisfy their concerns and agreed to submit a follow-up letter when the revised language is issued. Staff then clarified procedural requirements for resubmitting revised language to the Legislative Counsel Bureau (LCB) and scheduling a subsequent hearing, which would require three days' notice once the updated draft is received.

5. Possible Final Adoption of Proposed Regulation R135-26

The Board moved to incorporate revisions based on public comments and resubmit the amended regulation for LCB drafting. The Board will resubmit the amended language to the LCB for redrafting. Final adoption of the regulatory package will be deferred to the next available public hearing after the LCB completes its revisions and returns updated language for Board consideration.

6. Additional Period of Public Comment

No public comment.

7. Adjournment

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

Respectfully submitted,

Marisu Romualdez Abellar
EMRB Commissioner