



Government Employee- Management Relations Board

Nevada Department of Business and Industry

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Brent C. Eckersley, Esq., Chair

Michael J. Smith, Vice-Chair

Sandra Masters, Board Member

Tammara M. Williams, Board Member

Michael A. Urban, Esq., Board Member

Staff

Bruce K. Snyder, Commissioner

Marisu Romualdez Abellar,

Board Secretary

Vacant, Administrative Assistant II

Board Sets Rates for Annual Assessment

On May 21st the Board set the rates for the assessment each local government and the State must pay for the invoices to be issued late this June and payable by July 31st.

Local Government Rate

Prior to 2020 the local government rate had ranged from \$6.00 to \$6.75 for each local government employee. In 2020, the Board, because of the pandemic and as a goodwill gesture to the local governments, reduced the rate to \$3.00 per local government employee. This rate has been in existence since. This reduced rate also had the effect of reducing the balance in the Local Government Reserve. The goal is for that reserve to have a 90-day balance at the end of each fiscal year. At one time the reserve had a balance in excess of two years. Currently, the reserve sits at just over eight months.

The Board, on May 21st, unanimously approved to keep the rate at \$3.00 per local government employee. This rate will have the side effect of reducing the balance in the reserve in the upcoming fiscal year.

State Government Rate

In 2019 the State passed a law giving collective bargaining rights to certain State of Nevada executive branch employees. Included in this bill was the requirement for the State to pay an annual assessment to the EMRB and for the EMRB to establish a separate State Government Reserve.

The rate for the State has been \$6.00 per state government employee since the inception of collective bargaining. The goal of the State Government Reserve is two-fold: (1) to have a 90-day balance at the end of each fiscal year and (2) apart from goal one, to have enough monies in the reserve to fund potential elections for yet unrepresented groups. To this end the reserve has built up reserve funds of \$48,000 to fund potential elections for four large bargaining units currently not yet represented by a labor organization.

The Board, on May 21st, after reviewing all the data, voted to reduce the State government rate from \$6.00 per employee to \$4.25 per employee. Doing so would allow both goals to continue to be met.

Future Rates

Page two of this newsletter includes an important article on the projected future of the above two rates.

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List of Panels

Panel A Eckersley, Masters, Williams

Panel B Smith, Masters, Williams

Panel C Smith, Masters, Urban

Panel D Eckersley, Smith, Urban

Panel E Eckersley, Williams, Urban

Note: The first person listed for each panel is the Presiding Officer.

Projected Future of the Assessment Rates

On May 21st the Board not only set the rates for the coming fiscal year but it also reviewed projections for the following five fiscal years. Below are the projections through fiscal year 2030 (i.e., June 2030). The projected rates are in green. The resulting reserve balance, expressed in number of days, is shown in pink.

It must be emphasized that these are only projections based on current data. Changes in the number of covered employees at either the State or local government levels, along with changes in expenses based upon economic conditions may alter these projections. However, the Board believed it was best at this time to show our user community, and particularly the governments that pay the invoices, where the financial projections are headed.

Local Government Reserve

As mentioned in the previous page, the goal of this reserve is to eventually settle in on a 90-day balance. The proposed rates below will accomplish this by 2030. It is expected that the upcoming invoices will be the last invoices issued with the current rate of \$3.00 per local government employee. This low rate, which will have been in effect since 2020, allowed the agency to significantly draw down its reserve balance. Beginning with the invoices issued a year from now the rate will likely jump to \$4.25 per local government employee and eventually settle in at \$4.50 per local government employee.

LOCAL GOVERNMENT RESERVE							
FYE	Beg Bal	Local EE	Rate	Revenues	Expenses	End Bal	# Days
2025	\$ 273,776.00	89,500	3.00	\$ 268,500.00	\$ 379,567.17	\$ 162,708.83	156
2026	\$ 162,708.83	89,500	4.25	\$ 380,375.00	\$ 406,048.60	\$ 137,035.24	123
2027	\$ 137,035.24	89,500	4.25	\$ 380,375.00	\$ 406,048.60	\$ 111,361.64	100
2028	\$ 111,361.64	89,500	4.50	\$ 402,750.00	\$ 406,048.60	\$ 108,063.05	97
2029	\$ 108,063.05	89,500	4.50	\$ 402,750.00	\$ 406,048.60	\$ 104,764.45	94
2030	\$ 104,764.45	89,500	4.50	\$ 402,750.00	\$ 406,048.60	\$ 101,465.86	91

State Government Reserve

As mentioned on the previous page, the goal of the State Government Reserve is two-fold: (1) to have a 90-day balance at the end of each fiscal year and (2) apart from goal one, to have enough monies in the reserve to fund potential elections for yet unrepresented groups. It is estimated that the cost of these elections, if all were held, would be \$48,000. Also as mentioned on the prior page, the rate assessed against the State, which had been \$6.00 per State government employee, is being reduced to \$4.25 per State government employee. In future years the rates (shown in green) would then march in lockstep to the rates assessed to the local governments. As can be seen from the chart below, although the balance, expressed in the number of days, is above the 90-day target, the actual ending reserve balance remains just above the \$48,000 threshold. If some of these bargaining units obtain representation without elections then the \$48,000 figure could be reduced in future fiscal years.

STATE GOVERNMENT RESERVE							
FYE	Beg Bal	State EE	Rate	Revenues	Expenses	End Bal	# Days
2025	\$ 95,651.00	18,000	4.25	\$ 76,500.00	\$ 108,144.83	\$ 64,006.17	216
2026	\$ 64,006.17	18,000	4.25	\$ 76,500.00	\$ 81,663.40	\$ 58,842.76	263
2027	\$ 58,842.76	18,000	4.25	\$ 76,500.00	\$ 81,663.40	\$ 53,679.36	240
2028	\$ 53,679.36	18,000	4.50	\$ 81,000.00	\$ 81,663.40	\$ 53,015.95	237
2029	\$ 53,015.95	18,000	4.50	\$ 81,000.00	\$ 81,663.40	\$ 52,352.55	234
2030	\$ 52,352.55	18,000	4.50	\$ 81,000.00	\$ 81,663.40	\$ 51,689.14	231

As always, please do not hesitate to contact the EMRB office should you have any questions or comments. Our contact information is listed at the top of this newsletter.

In the Queue...

Once initial pleadings, including prehearing statements, have been filed with the EMRB and after any motions to dismiss or defer have been decided, then a case typically goes into a queue, waiting for the Board to decide whether to grant a hearing in the case or dismiss the complaint. The following cases are scheduled for a hearing:

June 10-11, 2024, In-Person in Las Vegas and via WebEx

Case 2023-033; Nye County v. Nye County Management Employees Association

August 7-9, 2024, In-Person in Las Vegas and via WebEx

Case 2023-036; Edwin Martin v. Truckee Meadows Fire Protection District

September 18-20, 2024, In-Person in Las Vegas and via WebEx

Case 2024-009; Southern Nevada Employees Union v. Southern Nevada Health District

There are two cases waiting in the queue for a hearing date. However, the parties have elected to go to mediation in the interim:

Case 2023-019; AFSCME, Local 4041 v. State of Nevada, Department of Veterans Services, Nevada State Veterans Home

Case 2023-029; AFSCME, Local 4041 v. State of Nevada, Department of Veterans Services, Nevada State Veterans Home

On the Horizon

The next Board meeting will be June 10-11, 2024 at 8:15 a.m. This meeting will be held in the Red Rock Conference Room in Las Vegas. The meeting will also be held virtually using WebEx.

Day one of the meeting will be a hearing in Case 2023-033, Nye County v. Nye County Management Association. This is a petition for declaratory order concerning whether certain employees should be included in or excluded from the bargaining unit. The major affirmative defenses to be raised are the issues of estoppel and that of a prior settlement agreement.

Day two of the hearing will consist of several items, including the appointment of an Administrative Assistant II being recommended by the hiring committee appointed by the Board. The Board will also review and deliberate on five joint status reports, or in lieu thereof, stipulations to dismiss.

The Board will also deliberate on two items for Case 2024-010, Nevada Service Employees Union v. Clark County. The first is a partial motion to dismiss while the second item would be on the petition itself. With respect to the petition itself, the Board could either decide on the petition or else call for a hearing to be held. Other business includes whether to adopt a policy that would delegate the authority of the Board to make decisions on whether the agency should participate certain petitions for judicial review. Finally, the Board will review the proposed timeline for the appointment of a successor Commissioner and review, but not yet approve, the proposed job announcement.

Office Closure

The office will be closed on Monday, June 17th in observance of Juneteenth Day. Any documents filed that day will be date-stamped for that day.

"About the EMRB"

The Government Employee-Management Relations Board (EMRB), a Division of the Department of Business and Industry, fosters the collective bargaining process between governments and their labor and employee organizations (i.e., unions), provides support in the process, and resolves disputes between governments, labor and employee organizations, and individual employees as they arise.