

Governor Joe Lombardo
Chairman

Tiffany Greenameyer
Clerk of the Board



Attorney General Aaron D. Ford
Member

Secretary of State Francisco V. Aguilar
Member

STATE OF NEVADA BOARD OF EXAMINERS

209 East Musser Street, Room 200 / Carson City, Nevada 89701-4298
Phone: (775) 684-0222 / Fax: (775) 684-0260
<http://budget.nv.gov/Meetings>

MEETING MINUTES

Date and Time: May 23, 2025, 11:30 AM

Location: Nevada Capitol Building
101 North Carson Street, Old Assembly Chambers
Carson City, Nevada 89701

Video Conference Location: The McCarran Center, Nevada Building
1 State of Nevada Way, Governor's Conference
Room
Las Vegas, Nevada 89119

MEMBERS PRESENT:

Governor Joe Lombardo
Secretary of State Francisco V. Aguilar
Attorney General Aaron Ford

STAFF PRESENT:

Tiffany Greenameyer, Clerk of the Board
Rosalie Bordelove, Board Counsel

OTHERS PRESENT:

Craig Newby, Assistant Attorney General

1. Call to Order / Roll Call

Governor: I will call to order the public meeting of the State of Nevada Board of Examiners scheduled for today May 23, 2025 at 11:30 a.m. We'll kick it off with the roll call. Ms. Greenameyer.

Clerk of the Board: Governor Lombardo.

Governor: Here.

Clerk of the Board: Attorney General Ford.

Attorney General: Here.

Clerk of the Board: Secretary Aguilar.

Secretary of State: Here.

Clerk of the Board: Let the record reflect we have a quorum.

2. Public Comment

The first public comment period is limited to comments on items on the agenda. No action may be taken upon a matter raised under this public comment period unless the matter itself has been specifically included on the agenda as an action item. The Chair of the Board has imposed a time limit of three minutes. Public comment may be provided in person or via telephone. To provide public comment on an item on the agenda via telephone, dial 775-321-6111 or 702-329-3435. When prompted to provide the meeting ID, please enter 781 008 936#. When the Chair opens the public comment period, dial *5 to request to be unmuted. To resolve any issues related to dialing in to provide public comment for this meeting, please call (775) 684-0222.

Governor: We will move to the first opportunity for public comment. This first public comment period is limited to comments on items on the agenda. No action may be taken upon a matter raised under the public comment period unless the matter itself has been specifically included on the agenda as an action item. I will impose a three minute time limit during public comment. Public comment may be provided in person or via telephone. To provide public comment on an item on the agenda via the telephone please dial 775-321-6111 and enter the meeting ID number is 781 008 936#.

Do we have any public comment there in Las Vegas?

Craig Newby: No, Governor.

Governor: Do we have any public comment here in Carson City? None. Do we have anyone for public comment on the phone? Hearing none, we will close this first public comment period.

3. Approval of New, Extended, or Modified Collective Bargaining Agreement (For possible action)

- A. Pursuant to NRS 288.555, subsection 1, the Department of Administration, Division of Human Resource Management acting on behalf of the Executive Department of the State of Nevada, requests approval of the new Collective Bargaining Agreement (CBA) with the American Federation of State, County and Municipal Employees (AFSCME), Local 4041 for the 2025-2027 biennium for Bargaining Units A, comprised of Labor, maintenance, custodial and institutional employees; E, comprised of Professional employees who provide health care; and F, comprised of Employees, other than professional, who provide health care and personal care. The estimated fiscal impact of the CBA for the biennium is \$90,209,716.
- B. Pursuant to NRS 288.555, subsection 1, the Department of Administration, Division of Human Resource Management acting on behalf of the Executive Department of the State of Nevada, requests approval of the new Collective Bargaining Agreement (CBA) with the American Federation of State, County and Municipal Employees, Local 4041 for the 2025-2027 biennium for Bargaining Unit C, comprised of technical aides to professional employees. The estimated fiscal impact of the CBA for the biennium is \$57,464,302.
- C. Pursuant to NRS 288.555, subsection 1, the Department of Administration, Division of Human Resource Management acting on behalf of the Executive Department of the State of Nevada, requests approval of the new Collective Bargaining Agreement (CBA) with the Nevada Police Union for the 2025-2027 biennium for Bargaining Unit G, comprised of Category I peace officers. The estimated fiscal impact of the CBA for the biennium is \$28,136,383.
- D. Pursuant to NRS 288.555, subsection 1, the Department of Administration, Division of Human Resource Management acting on behalf of the Executive Department of the State of Nevada, requests approval of the new Collective Bargaining Agreement (CBA) with the Nevada Police Union for the 2025-2027 biennium for Bargaining Unit L, comprised of Category I peace officer supervisors. The estimated fiscal impact of the CBA for the biennium is \$7,410,587.
- E. Pursuant to NRS 288.555, subsection 1, the Department of Administration, Division of Human Resource Management acting on behalf of the Executive Department of the State of Nevada, requests approval of the new Collective Bargaining Agreement (CBA) with the Battle Born Fire Fighters Association, Local 3895 for the 2025-2027 biennium for Bargaining Unit K, comprised of non-supervisory firefighters. The estimated fiscal impact of the CBA for the biennium is \$184,806.
- F. Pursuant to NRS 288.555, subsection 1, the Department of Administration, Division of Human Resource Management acting on behalf of the Executive Department of the State of Nevada, requests approval of the new Collective

Bargaining Agreement (CBA) with the Battle Born Fire Fighters Association, Local 3895 for the 2025-2027 biennium for Bargaining Unit O, comprised of Supervisory Firefighters. The estimated fiscal impact of the CBA for the biennium is \$65,100.

- G. Pursuant to NRS 288.555, subsection 1, the Department of Administration, Division of Human Resource Management acting on behalf of the Executive Department of the State of Nevada, requests approval of the new Collective Bargaining Agreement (CBA) with the Nevada Peace Officer Association for the 2025-2027 biennium for Bargaining Unit H, comprised of Category II Peace Officers. The estimated fiscal impact of the CBA for the biennium is \$1,812,372.
- H. Pursuant to NRS 288.555, subsection 1, the Department of Administration, Division of Human Resource Management acting on behalf of the Executive Department of the State of Nevada, requests approval of the new Collective Bargaining Agreement (CBA) with the Nevada Peace Officer Association for the 2025-2027 biennium for Bargaining Unit M, comprised of Supervisory Category II Peace Officers. The estimated fiscal impact of the CBA for the biennium is \$122,083.
- I. Pursuant to NRS 288.555, subsection 1, the Department of Administration, Division of Human Resource Management acting on behalf of the Executive Department of the State of Nevada, requests approval of the new Collective Bargaining Agreement (CBA) with the Fraternal Order of Police, Nevada CO, Lodge 21 for the 2025-2027 biennium for Bargaining Unit I, comprised of Category III peace officers. The estimated fiscal impact of the CBA for the biennium is \$138,891,224.

Governor: We will move on to agenda item number three *Approval of New, Extended, or Modified Collective Bargaining Agreement, for Possible Action*. Ms. Greenameyer, we will take these separately.

Clerk of the Board: These items were submitted by the Department of Administration, Division of Human Resource Management. I would note that Item 3.H, with the Nevada Peace Officer Association, Bargaining Unit M, has been withdrawn by the agency and was placed on the May 29, 2025 Special BOE meeting agenda.

Pursuant to NRS 288.555, subsection 1, the department, acting on behalf of the Executive Department of the State of Nevada requests approval of the following new Collective Bargaining Agreements for the 2025-2027 biennium. The combined total estimated fiscal impact of these agreements, calculated by the Governor's Finance Office, for the biennium, excluding Item 3.H, is \$321,163,752.

Item 3.A is with the American Federation of State, County and Municipal Employees (AFSCME), Local 4041 for Bargaining Units A, E, and F. The estimated fiscal impact of this agreement, if approved, is \$90,209,716. Are there any questions on this item?

Governor: Are there any questions of the Board on item 3.A?

Attorney General: None here.

Secretary of State: No, no questions.

Governor: Alright, I'll entertain a motion.

Secretary of State: Motion to approve.

Governor: We have a motion for approval. All those in favor, signify by saying aye.

Attorney General: Aye.

Secretary of State: Aye.

Governor: All those against, signify by saying nay. Nay. I'll make a comment associated with my vote.

It's my responsibility as the Governor of the State of Nevada to be responsible to both the employees of the state and the constituents of the state as the fiscal arbiter, along with the Nevada Legislature, to determine the ability to pay. As a result, via my emissaries, we present a position, as the state, in every collective bargaining agreement, on the ability to pay.

In review of the arbitrators awards, I'm in disagreement with some of the narrative provided and some of the reasoning. So, I can't, in complete confidence, vote as 'yes.' I am in full support of all employees, across the board, but I also want to remind the public and the employees of the State of Nevada that on an average, we received a 23% increase in base pay, across the board, in the last biennium. Subsequently, moving forward, we have the Economic Forum numbers that were presented to the deficit of \$191 million for the 2025-2027 biennium. I, as a fiscal arbitrator, have to take that under consideration when I make a decision here today.

So, we know how the procedure goes forward from this point – depending on the vote that occurs on each one of these items today, subsequently, it will end up in the lap of the State Legislature, and they will make a decision based on ability to pay and services provided.

Unfortunately, in some of the arbitrator awards there was narrative that said the state could reduce services in order to accommodate these collective bargaining agreements. I am in absolute conflict with that statement and I want it to be a matter of record as we move forward through this process.

I will not belabor this forum today with the same comments on each one of these items. Subsequently, I wanted that said in the forward, versus at the conclusion of this. With that, moving forward, we had a motion for approval, it was approved, and we will move subsequently to item 3.B.

Clerk of the Board: Item 3.B is with the American Federation of State, County and Municipal Employees, Local 4041 for Bargaining Unit C. The estimated fiscal impact of this agreement, if approved, is \$57,464,302. Are there any questions on this item?

Secretary of State: No questions motion to approve.

Governor: We have a motion for approval. All those in favor, signify by saying aye.

Attorney General: Aye.

Secretary of State: Aye.

Governor: Any against? Nay. The motion passes.

We will move on to agenda item number 3.C. Ms. Greenameyer.

Clerk of the Board: Item 3.C is with the Nevada Police Union for Bargaining Unit G. I would note that the estimated fiscal impact of this agreement has been updated. The Attorney General's Office has advised that Article 9.1.6 contained in this agreement is carryover language from the current collective bargaining agreement. The agreement proposed in item 3.C does not provide for personal leave in the next biennium. The estimated fiscal impact related to Article 9.1.6 has been removed, and the total estimated fiscal impact, if approved, has been revised from \$28,136,383 to \$25,125,645. Are there any questions on this item?

Governor: Do we have any questions?

Attorney General: None here. I move for approval as amended.

Governor: We have a motion for approval. All those in favor, signify by saying aye.

Attorney General: Aye.

Secretary of State: Aye.

Governor: Those against signify by saying nay. Nay. The motion passes.

We will move on to agenda item number 3.D.

Clerk of the Board: Item 3.D is with the Nevada Police Union for Bargaining Unit L. The estimated fiscal impact of this agreement, if approved, is \$7,410,587. Are there any questions on this item?

Governor: Are there any questions?

Attorney General: None here.

Secretary of State: No questions. Motion to approve.

Governor: We have a motion for approval. All those in favor, signify by saying aye.

Attorney General: Aye.

Secretary of State: Aye.

Governor: Any against signify by saying nay. Nay. The motion passes.

We will move on to agenda item number 3.E.

Clerk of the Board: Item 3.E is with the Battle Born Fire Fighters Association, Local 3895 for Bargaining Unit K. The estimated fiscal impact of this agreement, if approved, is \$184,806. Are there any questions on this item?

Governor: Do we have any questions?

Secretary of State: No questions. Motion to approve.

Governor: We have a motion for approval on item 3.E. All those in favor, signify by saying aye.

Attorney General: Aye.

Governor: Aye.

Secretary of State: Aye.

Governor: The motion passes.

We will move on to agenda item number 3.F.

Clerk of the Board: Item 3.F is with the Battle Born Fire Fighters Association, Local 3895 for Bargaining Unit O. The estimated fiscal impact of this agreement, if approved, is \$65,100. Are there any questions on this item?

Governor: Are there any questions on 3.F?

Secretary of State: No questions. Motion to approve.

Governor: We have a motion for approval. All those in favor, signify by saying aye.

Attorney General: Aye.

Governor: Aye.

Secretary of State: Aye.

Governor: The motion passes.

Moving to agenda item 3.G.

Clerk of the Board: Item 3.G is with the Nevada Peace Officer Association for Bargaining Unit H. The estimated fiscal impact of this agreement, if approved, is \$1,812,372. Are there any questions on this item?

Governor: Do we have any questions? Hearing none, I'll entertain a motion.

Attorney General: Move to approve.

Governor: We have a motion for approval. All those in favor, signify by saying aye.

Attorney General: Aye.

Governor: Aye.

Secretary of State: Aye.

Governor: The motion passes.

We will move on to agenda item 3.I.

Clerk of the Board: Item 3.I is with the Fraternal Order of Police, Nevada CO, Lodge 21 for Bargaining Unit I. The estimated fiscal impact of this agreement, if approved, is \$138,891,224. Are there any questions on this item?

Governor: Do we have any questions on item 3.I?

Attorney General: None here. Move approval.

Governor: We have a motion for approval. All those in favor, signify by saying aye.

Attorney General: Aye.

Secretary of State: Aye.

Governor: Any against, signify by saying nay. Nay. The motion passes.

This completes agenda item number 3.

- 4. Public Comment** This public comment period is for any matter that is within the jurisdiction of the public body. No action may be taken upon a matter raised under this public comment period unless the matter itself has been specifically included on an agenda as an action item. The Chair of the Board has imposed a time limit of three minutes. Public comment may be provided in person or via telephone. To provide public comment on an item on the agenda via telephone, dial 775-321-6111 or 702-329-3435. When prompted to provide the meeting ID, please enter 781 008 936#. When the Chair opens the public comment period, dial *5 to request to be unmuted. To resolve any issues related to dialing in to provide public comment for this meeting, please call (775) 684-0222.

This is the second opportunity for public comment. Do we have any public comment there in Las Vegas?

Craig Newby: Seeing none here, Governor.

Governor: Do we have any public comment here in Carson City? Seeing none. Do we have any public comment on the phone? None. We will close this second opportunity for public comment.

5. Adjournment (For possible action)

I will make a motion for adjournment. All those in favor, signify by saying aye.

Attorney General: Aye.

Governor: Aye.

Secretary of State: Aye.

Governor: The motion passes. Thank you all.