

MINUTES OF THE BOARD OF CHURCHILL COUNTY COMMISSIONERS

155 N. Taylor St., Fallon, NV 89406

October 15, 2025

Call to Order:

The regular meeting of the Board of County Commissioners was called to order at 1:15 PM on October 15, 2025.

PRESENT: Commissioner Myles Getto
Commissioner Eric Blakey
Commissioner Matt Hyde
County Manager Chris Spross
Comptroller Sherry Wideman
Senior Civil Deputy District Attorney Jeff Weed
Clerk/Treasurer Linda Rothery
Deputy Clerk to the Board Pamela D. Moore

ABSENT: N/A

Pledge of Allegiance:

The Pledge of Allegiance was recited by the board and public.

Public Comment:

Chair Getto asked if there was any public comment but there was none.

Verification of the Posting of the Agenda:

It was verified by Pamela D. Moore, Deputy Clerk to the Board, that the Agenda for this meeting was posted on the 9th day of October, 2025, between the hours of 1:00 and 5:00 PM at all of the locations listed on the Agenda, in accordance with NRS 241.

Consideration and possible action re: Approval of Agenda as submitted or revised:

Commissioner Matt Hyde made a motion to approve the Agenda as submitted.
Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

Consideration and possible action re: Approval of Minutes of the meeting held on:

A- August 20, 2025.

The Minutes of the meeting held on August 20, 2025 are presented for the board's consideration and approval.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

Commissioner Eric Blakey made a motion to find that staff shortages in the Clerk/Treasurer's office have caused delays to the completion of Minutes and to approve the Minutes of the meeting held on August 7, 2025 as presented. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

Appointments:

A. A- Consideration and possible action re: Update of current activities, plans, or actions related to the Bureau of Land Management's Carson City District.

The Bureau of Land Management will provide an update of current activities, plans, or actions related to the Bureau of Land Management's Carson City District.

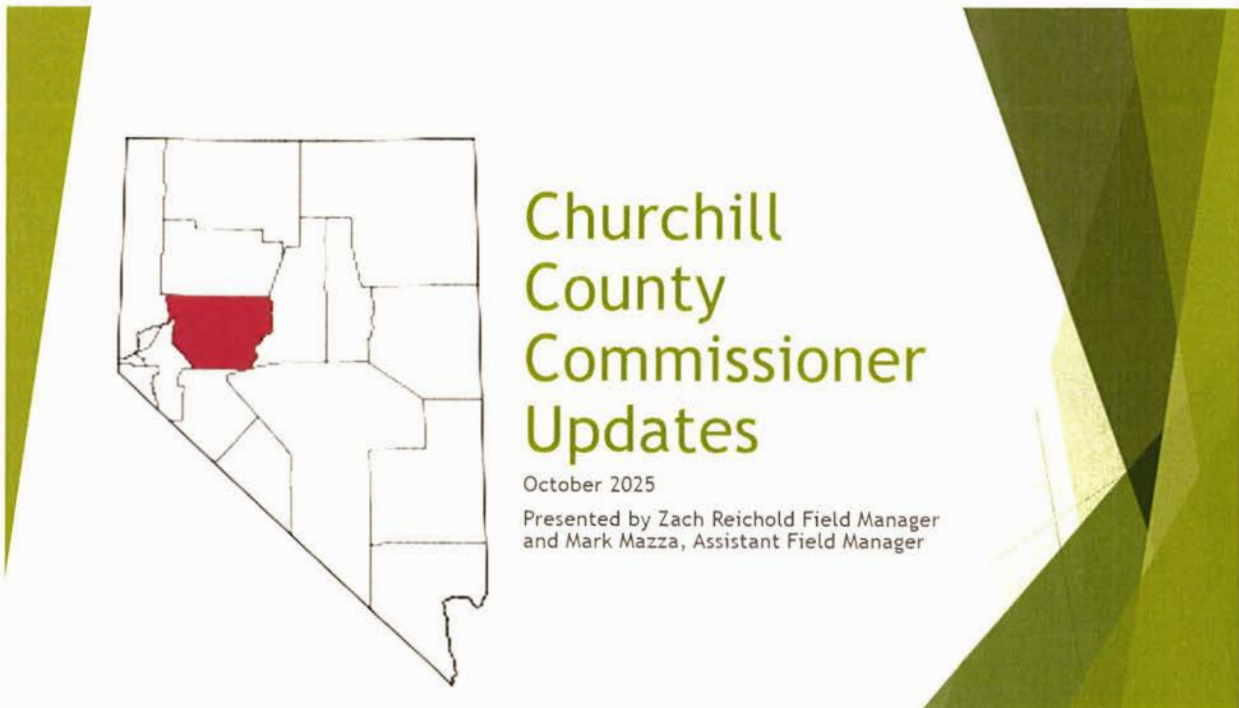
FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: None; Informational Only

Zach Reichold and Mark Mazza, Carson City District of the Bureau of Land Management, were present with the following PowerPoint presentation:

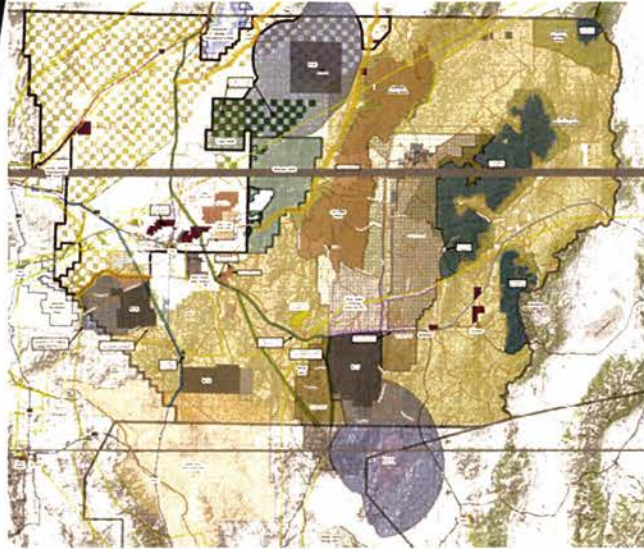


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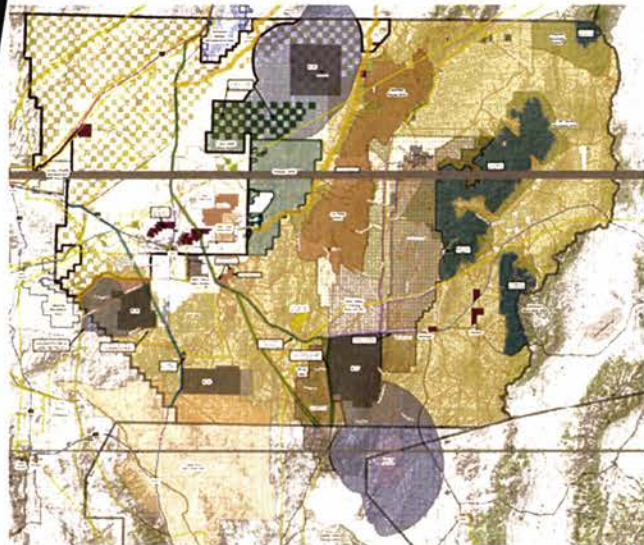
National Defense Authorization Act - BLM

- Sand Canyon road realignment- BLM is the lead agency for NEPA; design & construction being discussed with the BLM, BOR, Navy and County. BLM emailed County 7/31 email with BOR and BLM CFRs. Parties met on 9/12 to discuss paths forward. Contractor continuing to conduct technical baselines studies.
- BLM working with approach on grazing in all bombing ranges. B-16 Final Grazing Decisions mailed 9/3/2025. **In appeal period until Oct 10.**
- BLM and BOR developing an Interagency Agreement for the land exchange responsibilities for Section 2907. IAA sent to HQ for approval.
- Prioritizing work on affected B-16 grazing permits. For work on B17 and B20 ranges an Assistance Agreement has been set up to complete some of the more quantitative monitoring with Walker Basin Conservancy.



National Defense Authorization Act - BLM cont.

- 100% draft of the Churchill County Checkerboard Resolution Implementation Strategy Plan (NDAA bill, Section 2908). Plan anticipated to be shared with County during Sept. 12 Meeting.
- State Route 361- BLM is a cooperating agency. FHWA and NDOT conducting baseline surveys.
- Great Basin pipeline relocation- BLM is a cooperating agency. BLM attends bi-monthly meetings- looking into ROW issuance, property and title rights

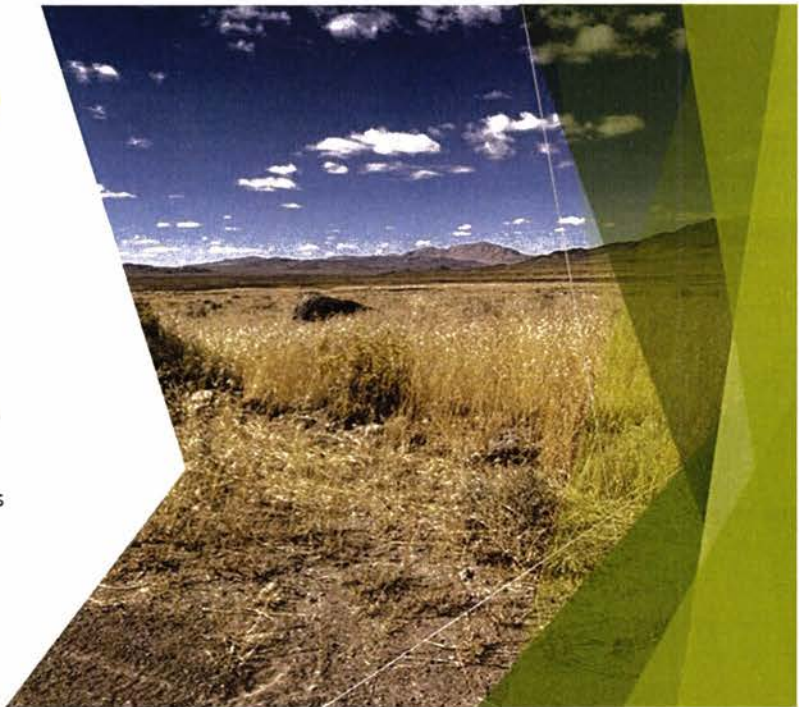


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Grazing and Range Management

- ▶ Working with Pleasant Valley Livestock on a 1st of its kind prescribed grazing project by Eastgate
 - ▶ Expected grazing period on October 1st
 - ▶ High loading of annual grasses (Cheatgrass)
- ▶ Focus for renewals is on the NDAA allotments, monitoring is occurring on all expanded ranges.



Mark Mazza stated the expected grazing period was October 1, 2025. The item that we are waiting on is for a fence which is supposed to be constructed before the grazing period begins. The operator is constructing that right now, and as soon as we hear that he is completed with that, we will be issuing a permit and a letter of authorization to take advantage of the high loading of annual grasses (cheatgrass) and do some fire reduction there.

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Greater Sage Grouse Amendment

- ▶ The Greater Sage-grouse Draft Resource Management Plan (RMP) Amendment and Environmental Impact Statement (EIS), and the feedback received in over 38,000 public comments, BLM has prepared a Proposed RMP Amendment and Final EIS.

- ▶ Friday, November 8th, the Proposed RMP Amendment and Final EIS will be available on BLM's National NEPA Register at:

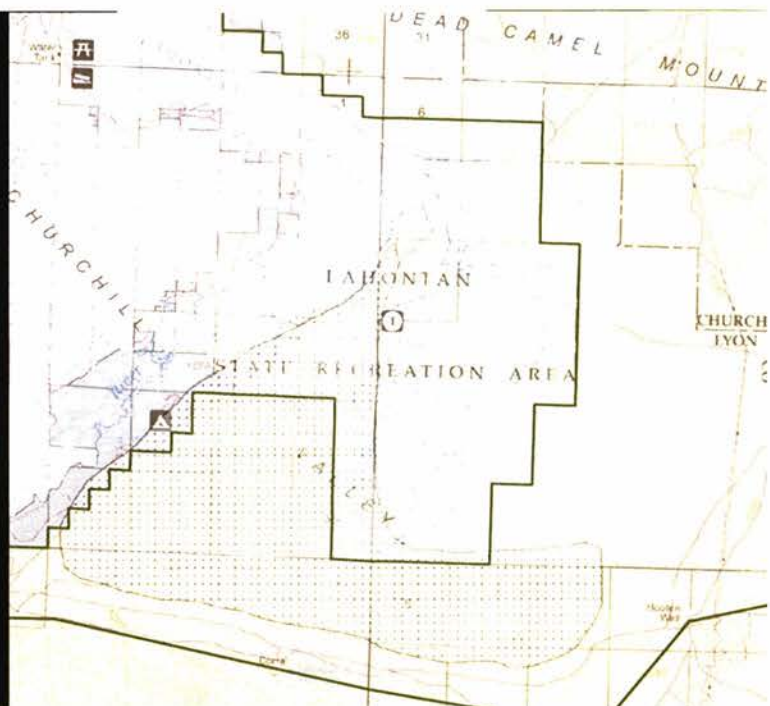
<https://eplanning.blm.gov/eplanning-ui/project/2016719/510>

- ▶ Friday (November 8th), will initiate a 60-day Governor's consistency review that closes on Tuesday, January 7, 2025.
- ▶ The BLM will publish a Notice of Availability for the Proposed RMP Amendment and Final EIS in the Federal Register on Friday, November 15, 2025. The publication of the Notice of Availability in the Federal Register will initiate a 30-day protest period that will close on Monday, December 16, 2024.
- ▶ **A Nevada specific ROD expected to be issued October 2025**

Mark Mazza stated I am leaving this slide on, although there hasn't been a change. The original date was October 2025 for this Nevada-specific Record of Decision regarding another sage grouse land use plan amendment. There are some links that can be followed, so it breaks out the different multiple uses that BLM permits and how those would relate in sage grouse habitat when they are applied for within those habitat types. Hopefully, later this month, we will continue to move forward with that, with the Record of Decision.

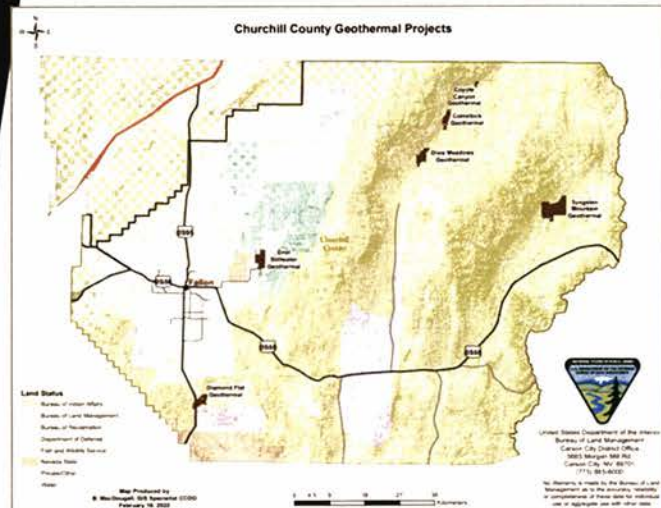
Wild Horse and Burro

- ▶ Census flights completed March 2025. Population estimates (corrected for observer bias) available:
 - ▶ Pilot Mtn Herd (Mineral County): 653 horses
 - ▶ Marrietta Herd (Mineral County): 168 burros, 10 horses
 - ▶ Pine Nut Herd (Douglas, Carson City and Lyon): 283 horses
 - ▶ Garfield Flat Herd (Mineral County): 206 horses
 - ▶ Wassuk Herd (Lyon, Mineral): 128 horses
- ▶ Lahontan Herd Management Area (Churchill County) Gather Plan EA appeal period closed 8/15. One appeal received and currently working through that while awaiting posting of FY26 gather schedule.
- ▶ Second priority is the North Complex (Washoe County) horse gather and HMAP. North Complex would include the Flanigan, Dogskin Mtn & Granite Peak Herd Management Areas. Finalizing management evaluation report and preparing draft HMAP, scoping expected Fall 2025.
- ▶ Next adoption event scheduled for Oct 25 at Northern Nevada Correctional Center. 20 saddle-trained animals will be available.



Geothermal Projects

- ▶ Dixie Meadows: A baseline requirements document has been completed with USFWS, NASF, and BLM and provided to Ormat.
- ▶ Diamond Flat Resource Confirmation - Approved under Alternative Arrangements under emergency permitting on 6/20/25



2025 Geothermal Lease Sale EA

Nine parcels nominated total, 20,293 acres;

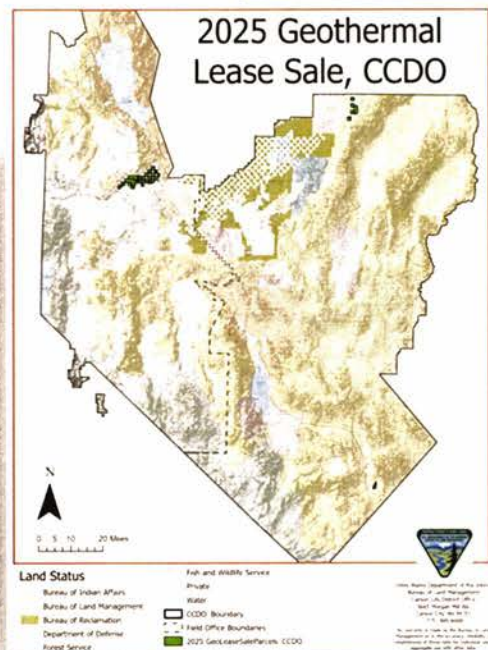
Two parcels in Churchill County, 3,795 acres

8/22/2025
Publishing the final EA and Draft FONSI on the BLM National NEPA Register

10/20/2025
Publishing of the signed FONSI and Decision Record

10/21/2025
Geothermal lease sale date

We are here

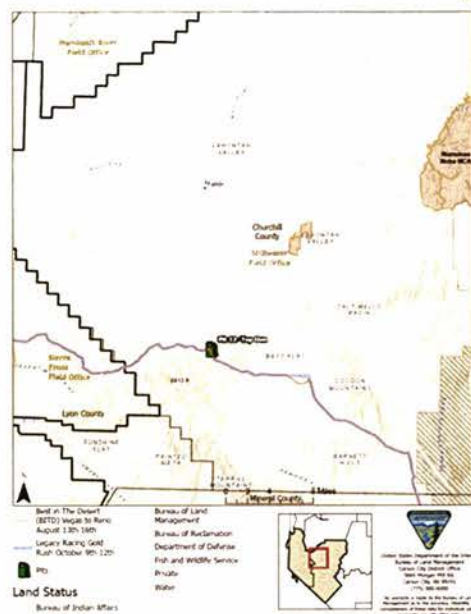


Minerals Projects

- ▶ Cosmo Lithium Exploration. Plan of Operations received in August. This is a lithium exploration project proposed in Dixie Valley.
- ▶ Bell Mountain Mine. Churchill County. Lincoln Resource Group is entering the final design, pre-construction phase for the Bell Mountain Mine. The EA for the project was finalized and Decision Record / FONSI issued March 2020.
- ▶ Cosmo Sagittarius Exploration. Churchill County. Cosmo E&P US., has two Notices for lithium exploration in Dixie Valley. Aquarius, two drill pads and 1,150 feet of constructed road, for a total of 3.47 acres. Sagittarius, one drill pad and 7,060 feet of constructed road, for a total of 4.75 acres.

Special Recreation Permits Updates

- ▶ A district wide project to batch the NEPA analysis for OHV SRPs has been completed and includes the following upcoming events.
- ▶ Legacy Racing: Gold rush October 9th-12th
- ▶ Columbus Day Update from 10/13



Mark Mazza stated Columbus Day out at Sand Mountain had lower than expected attendance numbers, and staff is now preparing for the upcoming Halloween weekend.

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Lands & Realty

Greenlink North

- ▶ Responding to protest resolution. This will involve the BLM HQ office, waiting more information
- ▶ Nevada State Office is the lead on this project

Edwards Creek "War Canyon" ROW EA

- ▶ ROW application for water pipelines within War Canyon, Starr Canyon, and Cherry Creek.
- ▶ IDT specialists are reviewing the project to provide baseline surveys direction.

Questions

Commissioner Blakey asked Mark Mazza, regarding Pleasant Valley, is that because it is the first time it has ever been grazed, that is what makes it special? Mr. Mazza stated that this project is different than our normal grazing permit authorizations in that, normally, there is an existing permit which you can give preference to and then apply under the existing permit. This one is a special permit designed to take advantage of annual cheatgrass, so it has to meet certain

specifications as far as the land type and when it would be grazed, how much fuel is there, and then what fuel load they are going to reduce down to. It just requires a lot of monitoring, and it is a different type of permitting authority than what we normally do under traditional grazing permits.

Commissioner Blakey then asked, regarding Lahontan Herd Management, what is the concern with the appeals? Someone filed an appeal on that. Mr. Mazza stated there were not any appeals, it was that October 10th was the end of the appeal stage. There is an appeal stage for thirty days, which follows the fifteen-day protest period. So, first we do the proposed Decision, which we did receive the Protest from Churchill County on, and then it moves into an appeal stage for thirty days before we can issue the Final Decision and implement the Final Decision and permits.

Chair Getto asked if there was any public comment but there was none. This item was presented for informational purposes only and no action was taken.

B- Consideration and possible action re: Approval of an internal or external compensation study of all regular county employee positions.

Churchill County periodically performs a compensation study of county employees to ensure that salaries remain competitive with other employers in the region, especially focusing on competitive public employers, e.g. similarly sized or situated counties. A comprehensive study was completed in 2015, with smaller supplemental studies completed in 2018 and 2021/2022.

The Commission has expressed a desire to see a compensation study completed for its consideration and implementation in the FY 2027 budget. Human Resources has solicited several competitive quotes and proposals from companies that perform studies and has received only a single response as of the creation of this report. Paypoint HR has submitted a proposal to complete the evaluation by February/March of 2026 at a cost of \$52,750 (see included proposal in the materials). Baker Tilly submitted a secondary proposal for a fixed fee of \$53,000 for the completion of the study. They expect completion by end of February with recommendation and data prepared at the end of January. A copy of their recommendations for Douglas County is included in this packet. Finally, Korn Ferry provided a proposal to complete a full evaluation for \$92,000 with a \$25,000 salary structure review.

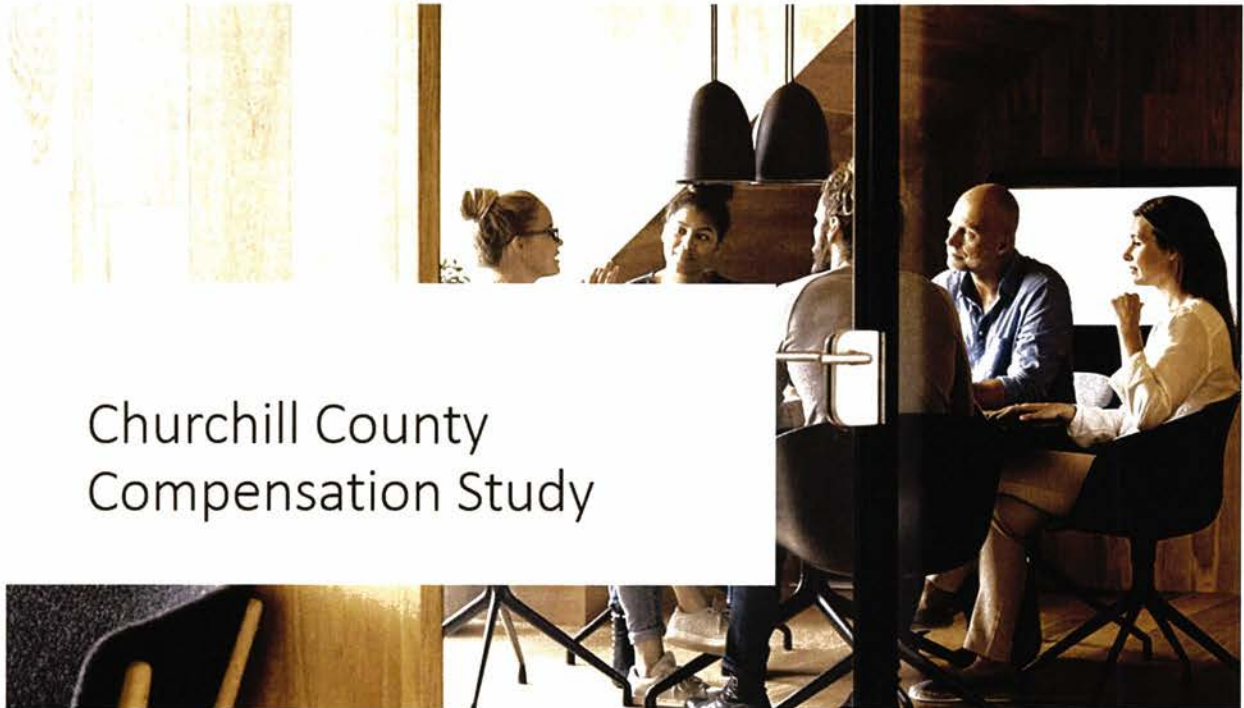
The county has previously used an outside source for the evaluation and been unhappy with the results, requiring a reworking and reanalysis of the positions by HR. To avoid a similar result, HR is available to perform the compensation study utilizing a similar methodology and structure. This plan is outlined in more detail in a presentation that will be made to the board.

FISCAL IMPACT: No hard costs are expected for an internal study. Costs for an external study by Paypoint HR is \$52,750, Baker Tilly \$53,000, or Korn Ferry for \$92,000. Additional options may be presented to the Board as information is received.

EXPLANATION OF IMPACT: As stated above.

FUNDING SOURCE: General Fund.

ACTION REQUESTED: Accept



Churchill County Compensation Study

Agenda

Purpose and Need

External vs. Internal Evaluation

Phase 1 – Data Gathering

Phase 2 – Competitive Comparison

Phase 3 – Validation

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Compensation Study – Recruitment, Retention, Reciprocity

Recruitment

Recruitment: Recruitment of talented, driven, professional employees is always a challenge. A competitive salary is one of the first characteristics that define whether a potential employee takes the next step in the application process.

Potential employees have instant access to competitive positions offered through other private and public employers. Most outside candidates discover our positions through websites such as government jobs, usajobs, indeed, etc. where they can see other positions at the same time.

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Retention

Churchill County is blessed to have an excellent group of diligent, hard-working, and competent employees. The disruption caused by the exodus of more senior employees can cripple the effectiveness of entire departments for weeks or months. While some departures are inevitable, departures for additional compensation damage morale and can cause cascade effects.

Reciprocity

Churchill County, like all municipalities, is a large employer, across incredibly diverse departments and duties. Opportunities for advancement within individual departments are often dependent on factors outside of productivity. Employees may remain at a single position for the majority of their career and must be adequately compensated for that position to avoid negative social/performance issues.

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External v. Internal Study

External Options

A: Paypoint HR

B: Bakertilly

C: Korn Ferry

Cost: \$52,750

Cost: \$53,000

Cost: \$92,000 (\$25,000)
salary structure option

Time to Complete:
February-March

Time to Complete:
End of February
(recommendation end
of January)

Time to Complete: 12
weeks

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Internal Study

Identified Competitors:

County: Douglas County, Nye County, Lyon County, Storey County, Carson City, Humboldt County, Elko County, Washoe County (15% cap)

City: City of Fallon, City of Fernley

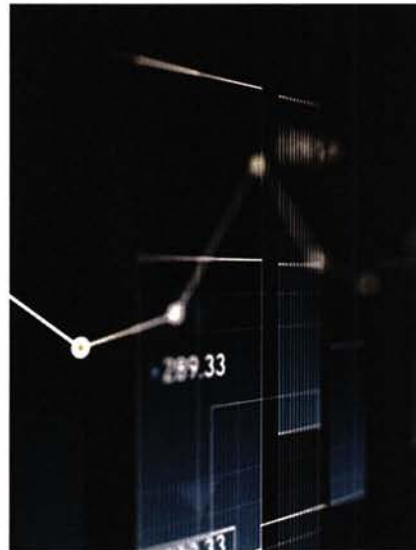
State: State of Nevada

Phase 1 – Data Gathering

Gather Job Descriptions/Pay Tables/Filled Positions from competitors.

Provide current job descriptions for all employees to Department Heads

Compile Organization Charts for all departments and offices



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Phase 2: Competitive Comparison

HR to identify benchmarked positions across the eleven identified competitors and assign a confidence score to each competitor (1-10)

Calculate an average compensation from all benchmarked positions with a confidence greater than 8 or the most confident eight positions



Phase 3 Validation

Completed evaluations will be sent to each department/official including, current position, calculated average, and utilized benchmark positions. Officials may provide comment/input.

Positions with calculated averages greater than 10% deviation from the expected average (average change across all positions) will be reviewed and validated.



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Timeline

Analysis

Phase 1 – Data Gathering (100 hours)

November 1 to December 1

Phase 2 – Comparison (240 hours)

December 1 to January 31

Phase 3 – Validation (40 hours)

January 31 – February 28

Implementation:

Initial calculations utilized in tentative budget preparation

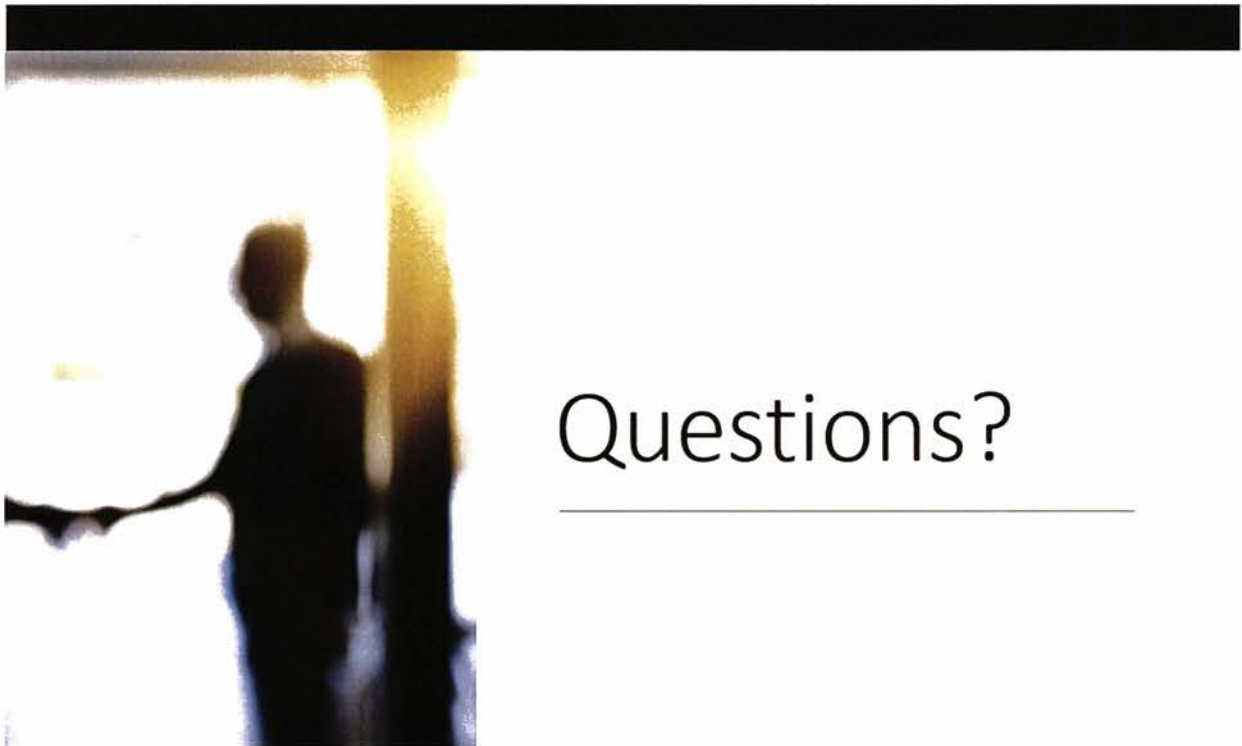
February 15, 2026

Validated numbers completed and included in Final Budget

May 15, 2026

Change in compensation effective

July 1, 2026



Joe Sanford, HR Director/Assistant County Manager, made this presentation as outlined above.

Mr. Sanford stated that Churchill County is a large employer, but we do not have any particular department that is large. We cover a lot of different areas, so employees inside Churchill County have limited ability for advancement, but not always. It is very rarely able to be linked directly to productivity. We are not in a position where we can say “you’ve done a great job this

year, here's a bonus, or here's a path for you to get a promotion." Sometimes there are abilities to do that, but sometimes there are not. So, ensuring that each job is compensated at the amount it needs to be, ensuring we can have those employees continue to work for us as diligently as they do. I want to talk about whether we should do an external or an internal study. I do not want to give any opinion about which one, whichever the board decides is what we will do. We have reached out to each company I know of that has done studies recently in Nevada. PayPoint HR did the study to Elko County and Nye County, Baker Tilly did one for Douglas County, and Korn Ferry did one for Washoe County in the last three years.

We reached out to them a couple of weeks ago; some had time to put a full proposal together, while others were only able to give us their cost and timeline. PayPoint HR gave us a quote for \$52,750, they expected to have a timeline of February to March for full completion of the study with usable numbers sometime in February. Baker Tilly gave us a quote for \$53,000, and they were going to be completed in February and would have usable numbers by the end of January. Korn Ferry gave a cost of \$92,000 with a time completion of twelve weeks, and they also gave us a salary structure option of \$25,000, which was not exactly clear from their original proposal. We did ask for updated information and they responded this morning, so that is not in the packet, but that salary structure option was about determining the importance of grades, and if we should still have grades 1-96, and instead move that to be compressed or expanded, and how many steps should be in grades, and things like that. That is not specific to market analysis, it was more about the actual pay structure itself.

Alternatively, we can do an internal study, which would mean that HR would be completing the study. The pros to an external investigation or study is you have people who do this for living, which is always good. It removes any perceived bias that may exist. The cons are the cost, the fact there are some limited ability to have engagement, they are going to have a fixed price, which means they have allocated a certain amount of time to interact with us in getting our input and information. Anything beyond that is not going to be within their fixed fee study. So, whereas, with an internal investigation, we are going to have significantly more control (by "we" I mean you, the board) on the output. If we need more time or input, there is time for that. On the other hand, there is the perceived bias issue, and there is also the fact that, ultimately, HR has other functions. We do job recruitment, job application posting, everything that HR currently does. This would take time away from that. Later, I will have a breakdown of the expected time rate, but it would be about 400 hours, which is my expectation, to have this completed, and that could be time spent on other tasks.

The first thing to do when looking at an internal study and an external study is to identify market competitors. Our most one-to-one examples are counties, so that is why mostly counties have been listed. Douglas County, Nye County, Lyon County, Storey County, Carson City (which is also half a county), Humboldt County, Elko County, and Washoe County. You will see that there is a 15% cap next to Washoe County and the basis for that, we could look at it a lot of ways, Washoe County is not a good comparator to us; they have a significantly larger population, positions that have fiscal responsibilities which have significantly more people to manage, significantly higher budgets, may have significant alternative responsibilities. Historically, we've done some things with Washoe County like, taken a position below whatever the comparable position is and, while I think that may have worked before, frankly I

think it creates some of its own problems. For example, if you have a position that is currently a manager, but there isn't a level below that that is also a manager, if we take a comparable position, we might take significant job responsibilities that our person is doing here but wouldn't be in the comparable position in Washoe. So, the intention that I would have is to set a cap at Washoe County at 15% over what our current salary is. In that position, we would go one-to-one, it would be enough to say that there is a significant difference in these positions up to 15%, that would be included, and if it is more than that, it would be likely due to potential responsibilities that exist by virtue of their size and not by virtue of the duties. Obviously, if we have significant outliers or something in a particular position that we see that does not make sense, we can evaluate it, but that would be my expectation for most positions. Other competitors are the City of Fallon and the City of Fernley; specifically, the City of Fallon is our most appropriate local government competitor. We do not have exactly the same positions, so some positions will not have the exact one-to-one comparators, but they do have our most competition for the same pool of applicants. We also used the State of Nevada, as they are obviously present all across the state and are the largest employer for the public.

Phase one would be data gathering; we would get job descriptions, pay tables, and filled positions from our competitors. The purpose of this is not only do we want job descriptions to compare with our current job descriptions and pay table, but we also want to know how many of those positions are filled, and when those positions were filled. This will let us know, just like us, we have several positions on the books that no one fills and have not been filled for many years. So, those positions may not be true and accurate comparators because no one has been filling those positions for some time. Then we will be providing our current job descriptions for all employees to the current Department Heads. This is the chance for every department to come in and give input and information into what their personnel do. When we do these comparisons in this analysis, we will be going on a job-description-to-job-description basis. So, if your job description does not actually match what your employee does, not only is that bad for general practice, but it would be very hard to find accurate comparisons. We will need current Department Heads to do a good job ensuring that what their employees do matches those job descriptions. Finally, we will be compiling an organizational chart for all departments. We currently have some of this, but having a fully delineated chart to ensure that we capture those positions that are in supervisory positions, that may not otherwise be known as supervisors, or those that do not have supervisor duties, may have it in other areas.

Phase two is our competitive comparison. So, what we will be doing, is finding benchmark positions as compared to our current positions. For example, we might look for an Assessor 1 in Douglas as an Assessor 1 in Churchill County, versus an Assessor 1 in Washoe, etc. We will be looking at each of those job descriptions and ensuring they match and that they have similar duties and similar obligations. Then, the intention is to apply what I am going to call a competent score to each of those, especially for those competitors that do not have exact one-to-one position comparison with us. The intention there is to establish, if we pick the Clerk/Treasurer here versus a Clerk/Treasurer at the City, do they actually have similar duties, are they different, what are those differences and how comparable are they? By assigning say, a competence score, we can say if we have a position or comparison where that may have been the best comparison for the City of Fallon, or Storey County, but it really isn't all that accurate, we will know that perhaps that position is not something we should include in our data. Then

we will be calculating an average compensation for all the benchmark positions, and the intention is to say, every position that has high confidence (8-10) will be included, then if we have a position that we do not have good comparators for, we will just take the top 8 and then do an individual analysis of that position.

Phase 3 is validation. I hope that this is something that I think can set some of the concerns that I have heard about past experiences to rest. When we complete this evaluation, we will be sending each Department Head or an Elected Official the current position, our calculated average, the benchmarks used to determine that evaluation, then we will ask for input and comment. I understand that the people that are with boots on the ground are the people who know their positions the best, and they need to have the ability to provide input to know that this evaluation is being done correctly. I cannot say that we will always agree on what that is, but they will certainly have a chance for input. Positions with a calculated average, say 10% more than what our expected change would be, across the whole County, we move positions 4%, then we would say anything more than 14% or lower than the 6% reduction, we are going to go back through those. We are going to say, look, is this truly being done correctly, does this need a second look to make sure that every aspect of that was considered on whether those benchmarks were the correct benchmarks, and whether or not the current position is being adequately described in the job description, because we may not have enough information or too much information in the job description.

This is the timeline that I would expect to complete: the data gathering phase would be somewhere around a month, to gather all the information from our competitors, as well as from our Department Heads related to job descriptions. I expect that to be about 100 hours. Then we would take approximately two months, or 240 hours, to do all of the actual comparisons between Churchill County and all of the various competitors, establish the averages, and make determinations on what that will look like for our county, and then Phase 3, the validation stage would be roughly a month. I would expect that to have a relatively low number of hours, but obviously that could be increased depending on the amount of validation that needs to be done. This will, hopefully, align with our budget initiatives, so we will have valid information ready to be included in our tentative budget in February, as well as our final budget in May, with the effective date sometime around July 1, 2026.

Commissioner Hyde stated that I think 400 hours is a bold prediction, especially when I look through these and one was 422 hours with a whole team of people that do this all the time. My concern with doing it internally is time. If we look at our website, we have a fair amount of positions open, balancing that, and you brought up the other concerns. When a company comes in, they look at positions that they have no ties to a person in that position, and it is just a little bit human nature to say "oh we go trick-or-treating every year, or we have football parties", it is just human nature. My only concern is how we are going to pay for this. I am all for doing it externally. I think you can tell that, for reasons stated, it is not a bad thing. We are a team in this county, and when you know someone personally, bias may or may not come in. I am not accusing anyone that they will be biased, but it could appear that way. I think we could avoid a lot of issues having it done externally, and that is how I feel about it. How are we going to pay for it? We are going to have to put our heads together to figure that out. Chair Getto agreed.

Commissioner Blakey said my daughter is an employee of Baker Tilly in another state. I have confirmed that she has no financial gain negative or positive to her employment, so that will not affect my decision. I agree with Commissioner Hyde on the external survey. My largest concern of an internal survey is the time. You (HR) still cost something. Your department costs something. I have determined, in my calculations, that your department at 400 hours is \$55,000 of cost. Now we have loss of time of production of the 400 hours that you could be doing your normal duties. Your salary, and you have requirements, so that may not work in your favor. If we have to go backwards and you have to work more hours, there is a value on the extra hours, so now it may cost the county more to do it internally, because of the value of the loss of time and work. I am not sure I like comparing the City of Fallon, the City of Fernley and the state, because they do not really have positions that line up with the county, that is just another concern. Those are the concerns I have doing this internally. Externally, Korn Ferry gave a one-page synopsis of what they want to do, which really does not tell me a lot. Baker Tilly, sort of the same thing, they provided a presentation, and it was readable and understandable, but it was not impressive. Then you have PayPoint, who I thought explained everything so well that we can hold them accountable for almost every action that needs to be taken and put a timeline to that, so that we can accomplish what we want and get what we need. I think, as long as the staff buys in, which I do not know why they wouldn't, as they are the ones who really want this, to get you the information in a timely manner so you can pass it on to the contractor. PayPoint, in their resume, although I didn't really count them, but there are more than 50 municipalities that they have done this for. They have worked for four entities in the State of Nevada since 2021. I reached out to Elko and had a great conversation with them, and they told me I could share this information. I asked them to give me a scale of 1-10 for PayPoint, and they said they would give them an 8 and they were more in depth than any other company they have ever dealt with. I thought that was a plus. Then I was able to reach out to Eureka County, and their scale was a 9+, that they exceeded all expectations they had or could have imagined during their comp study. I could not get in contact with Nye County. I find that their proposal is quite impressive, and I think it is meeting the needs that we need them to meet, and to do what we need to accomplish to move the county forward. That is my take on this, and I hugely recommend an external study.

Chair Getto stated that it sounds like we are all in agreement. Regarding Nye County, I was able to get a hold of a prior Commissioner that dealt with PayPoint, and she had nothing but great things to say about them. I think we are all in agreeance on an external study, so what are everyone's thoughts? I am more leaning toward PayPoint. Commissioner Hyde added that he agrees with Commissioner Blakey; Fallon is a unique community, it is place that you need to want to be. Any of the rurals, you need to want to be here, so comparing us with Washoe County, the State of Nevada, are those really the employees that are going to stay here? If they are comparing just Washoe County versus Churchill County, when I was in Human Resources at the phone company, a lot of times the husband or wife that was looking at a position, typically the husband would be fine with Churchill County, and the wife is a long way from shopping, so they would fall off. They are going to fall off eventually, so do we really want to put the time and effort into that? So, there are some comparisons that I believe, in my own mind, that we could take off of that. I agree with you. I love comparing with Humboldt, Douglas, and similar counties, to get a real feel for where we are at competitively. I agree with PayPoint and have the same thoughts and went through the proposals. Korn Ferry was easy

because it was just a letter and a number they were going to charge, it seemed to me that they were like “hey let’s throw out a big number and if they go with us great”, but that is not going to happen.

Manager Spross stated I feel it is prudent to at least say this, and trust me, aside from probably Joe, there is probably no one in this room that would want this to be external more than me. Having sat in that position, I know what it takes from a day-to-day operational standpoint. To me, it is one way or the other. I just wanted to bring up that when we do this with an external company, the biggest concern I think that most people have is that communication from the external to our departments to get that information. HR is going to be involved in this to some degree anyway if this is going to be external, but I would suggest that with the communication, HR be a facilitator and have those discussions within the departments to get that information and kind of be liaison to get that information back, and kind of be that point of contact in between, so that the departments feel like the communication is taking place and they are being heard, and that information is being exchanged back and forth, so that we don’t solely rely on a flat fee proposal and it kind of is what it is, that we can maintain communication.

Commissioner Blakey added that he wanted to make sure HR would be involved in all communications, and that no department, no supervisor, no appointed Department Head or Elected Official is restricted to speaking to these people. I want to make sure they get from the employees’ mouth what they are trying to construe, so we get the most accurate report. Mr. Sanford said absolutely, the intention would be, typically on a contract like this, we will have points of contact on their end and on our end, they will reach out for information and we will send it on to the departments, and if they have additional notes or details or anything, we will send that across exactly as we receive it. The nice thing about email is we always copy people on it, so they know that everything that they’ve requested to be sent, will be sent. Hopefully, as you’ve received from these other Commissions and other departments, if PayPoint is doing as good a job as they have expected to be doing, they will also be open to further communication, if needed.

Manager Spross stated Mr. Chair, I want to make sure there was no misunderstanding with what I was trying to say. I am not saying that HR is the only person that is going to be talking to these people. I wanted to make sure that, if the Department Heads or Elected Officials have a concern, that Joe can meet with them. If they don’t want to, because it is not part of their flat fee, that Joe or Kim can meet with them and get that information back to them so that they are not spending that hourly time as part of their flat fee. By no means am I trying to restrict anyone from talking to this contractor.

District Attorney Arthur Mallory stated, first of all, at the last meeting, I made a comment that this would be dealt with rapidly, and it has been, and that is greatly appreciated. I have before me all the materials attached to this Agenda Item, which was represented to me that all of you had read all of this, which I think is fantastic, if you have. A couple of points I want to make, just to sensitize to you, because we have three people up here, and another five people in the room that this study would not primarily affect, because we are elected and our salaries are set by the Legislature. However, we are concerned for the human beings, the human lives that are affected by how we treat them and how we compensate them for the jobs that they do, and that

is part of what this study is, to say, do we appreciate them as much as people do in other places and other counties, and the competition has become extremely tough, as it has been mentioned. All the factors that have been considered in the past are not necessarily valid today. For instance, we had a survey done a number of years ago, I think it was approximately 2017 or before that, but it was done by an outside firm, and the results appeared to be totally off the mark. They just simply did not comply with the reality that existed at that time. It was determined that they talked to some departments and didn't talk to others, different problems came up, and I know, in talking with Joe, that it might incur additional costs if you have to talk to Department Heads about certain things. Well, maybe that is what we ought to do. We are talking about people's lives and their livelihood, and we ought to think about that. We are responsible to the voters, staff is not. They are responsible to you, or us, but we are responsible to our voters and that includes the people that work for the county. We have to take this very, very seriously and do it right. There are some things that people do with studies that aren't always conscious of what they could be made conscious of, if in fact, they would talk and listen to some of the people that are closest to the public. Most of us who are elected have contact from the public every single day about something they are concerned about, appreciate, or want to complain about. That gives us insight into what is needed to be provided for by the county. I think I can speak on behalf of the other Elected Officials here, and the Sheriff apologizes as he had to go to a training today that he couldn't miss, but all of the other constitutionally Elected Officers are here, and we certainly do not have any objection to an outside firm doing a study, if there is proper feedback and oversight by the Elected Officials. Notice I didn't say all Department Heads, although I am not belittling any of them and they do a great job, but they are responsible to the County Manager and, eventually, to you; but you, and the rest of the other Elected Officials, are responsible to the public, so we know how important it is. The bottom line is the county is providing the best possible services to our people so they can live happy, productive lives in Churchill County, and not just think that someone is doing a great job with the budget. They want to know that they have secure life, a safe life, and a happy life. That is the responsibility of the people sitting up here. Someone said, where will we find the money? Unfortunately, I can tell you that is up to you guys. That is why you were elected, to find the money. You can't ask the Department Head to do that, because we have other jobs we are supposed to be doing. You do what you want to, but that is up to you. At the same time, you cannot neglect the fact that we are losing employees to other jurisdictions because they either seem to be more considerate of their employees, or they think they have more money, or there is some other factor involved. The Elected Officials felt like the last time they did a survey, they might have answered some questions for someone, and they were later totally ignored, and they paid no attention to them. So, all of the Elected Officials I think, and we've met and talked about it, we expect to be included in the decision-making process at least as far as our opinions are concerned. You don't have to do what we say, we are not the boss, but we would appreciate if our opinions were considered in making this process and, if it costs a little more to do that, so be it, because we are speaking on behalf of our employees; we don't have a dog in this fight, as it doesn't affect our salary as it does all the people that work for us. We ask that you please consider moving forward for this process. Yes, an outside firm is fine. Joe has done a tremendous amount of work on all of this, but we don't want it to slip through the cracks, and unfortunately, I hate to draw this analogy, but the big criticism in Washington is that it is run by a bureaucracy, and not the Elected Officials. We certainly don't want to see that here, and I don't think we will; but that is up to you three sitting right there, and up to us as Elected

Officials to give you the proper input that you need in order to do your jobs. Without that, if we just skip it, and say let staff take care of it, then none of us are doing our jobs. We need to be an integral part of the process. I've talked to all the Elected Officials, and they are perfectly willing to participate in any matter that is helpful, but they do want to participate and have a say in how it is done and what conclusions are reached. They don't want someone who's a salaried employee working for you three guys to make a decision that might make the budget look good but hurt the services we provide to the public. I know that sounds awfully harsh, but I think the public does need to have a voice in this, and the best place to hear that is from your Elected Officials, who were elected by the public, as well as yourselves. We have to ask you this, the staff can take care of the details and deal with things, and present you with the problems, but just like we have to make decisions, that is what you have to do now. It is way past time; there is a tremendous amount of quiet uneasiness among our employees because this has not been done sooner. You need to know that. They will all say nice things to you because you're the big boss, and that's good and they should, but the fact is, we just lost a secretary last week who went to another job, and someone stole our Chief Civil Deputy so he could make more money somewhere else, but that is the reality that we face. In my office, we have lost five attorneys to Washoe County alone. We lost one to Washington State and one to Utah. That is because every single one of them is making more money. However, Churchill County has a lot to offer, so we need to survey that, and we don't have all the money in the world, but at least we can be reasonable about balancing our priorities to what is important to the people in the county. People don't move here so they can be at Disney World, they move here so they can have a safe environment for their families, to live and work in, and go to sleep at night, and not worry about something bad happening. That is the truth; if they want to go to Disney World, they can move to Las Vegas, or Chicago or some place, but here, you are responsible for providing that infrastructure that provides people safety, and not just law enforcement safety in the way their taxes are run, that there is no corruption in their government, safety in the way that elections are run, safety in the way their property is taken care of, everything. You are responsible for that. I don't mean to lecture you, but since I am the oldest guy here, I can do that. Please take this very seriously. Your Elected Officials are ready to pitch in and help, they are ready to serve on any kind of oversight committee or committee that you need. They do not want to incur the process, they don't want to make it anymore difficult, but they would like to think that you listen to their input so they can go back to their staff and say, "I am trying for you, and I am doing the best I can." If there is a shortfall or shortcoming, we can all understand it together, but it has to be transparent. It cannot be, for example, the staff decided this so that is what we'll do. I know none of you would ever say that, but we hear it in Washington all the time. Please, I am beseeching you to consider that when you go through this process. An outside company is fine, and Joe did a great job on all this, but consider that when you're going through it, and who you are responsible to. You really are responsible to the taxpayers of Churchill County, and the people that work to make this county a better place to live in.

Chief Deputy District Attorney Lane Mills stated I fully concur with my boss, but we also agree with the vast majority of what Joe talked about and the dynamic of what we need to look at. We have these three outside people, and I don't know when they got the request for bids, but I've look at the Elko County salary study, I've looked at the Douglas County salary study, and this was two different companies. They are products of what the commissioners asked them for, so when you are talking about buying a car, you've talked about spending one or two million

dollars here, you're probably going to want to go out and look at their finished product, read their study, see if it answers the questions that you think should be answered in those studies. Do not take their word for it, because they might have just asked for a basic, "hey let's do this comparison to every other job that is out there and nothing else", and that is what they did and they are happy with it. That is not exactly what you are looking for. When I read these things, I don't know what Elko County asked them to do, but I can see their analysis that is there, and I urge all of you to read that report yourself, and see if it is the kind of analysis that you would be looking for when you are having to do this job of saying, "Yeah, now I see why these people should get more money or not". The same goes for Douglas County. When you read the Douglas County study, and they identified who to look for, and they did a more in-depth analysis of how they go and look at various unfilled positions, and where people jump into the pay range. Is everyone getting hired at step 1, or does everybody get hired at step 10? That study had that kind of analysis. The one from Elko didn't. That doesn't mean that the Elko study is suboptimal, it just might mean that they didn't ask for that. So, those are some things I would urge you, before you go and select somebody, to then go make a million or two million dollar decision, go look at those things and base your decision not on these two page fluff things that people put out, because that is important, and so are the numbers. I did talk to a Nye County Elected Official myself, and they were happy, but some of these things were driven by their County Commissioners, and they directed PayPoint to include Clark County and Washoe County in their analysis. That is your decision, and to know that Nye County is the poorest county in Nevada per capita, according to that official, had to choose Clark and Washoe as their comparables, I think tells you something. It is a labor market analysis, it's not a job-to-job analysis, because we're not competing with Lyon County for people, we're not competing with Elko County for people, we are also competing with the private sector, we're competing with Commissioner Blakey, for secretarial staff, and every other business that is here in town, and they are also the same people that we want to hire. When you look at the Douglas County study, they also have a private sector analysis. The one that did Washoe County, Korn Ferry, they also did a private sector analysis. That is important because we're talking about a labor market analysis, and what the labor market demands are. You can look at other jurisdictions like Lyon County, but you would never compare at least their District Attorney's Office because they have four positions that have been unfilled for years, which tells you that they shouldn't be considered because they are outliers; they are not statically significant. There has to be a lot of thought, and I would submit to you, the Commissioners, about who we pick and how we go about identifying these comparable markets. If you think you can do that on what is submitted here before you, God bless you, but I think there is a lot to think about there and a lot of direction from the board to these institutions. They are going to pump out whatever you tell them to. That is what they have done in the past; they've pumped out whatever we told them to, Sherry has been here and she can tell you that, and it'll just be a mathematical formula. If you want them to look deeper, you need to give them direction on how to look deeper, what kind of analysis to do, what kind of labor market analysis we want to do, what cities we want to compare to, do we want to compare to Lyon County or Washoe County where half their people work from home, or they get three day work weeks and they are salaried, or some of these other places, that not only they get paid, but they have the ability to work on the side. When we look at attorneys in other counties, they work three days a week and are salaried and then have the ability to work two days a week in private practice. Those are things that are not necessarily

measured when we do this, and that is the kind of detailed analysis that the Commission needs to give direction to the company, such as what kind of deep dive do we want to do. Thank you.

Chair Getto said thank you too, and we want you to be a part of this process. At the end of the day, you guys know your departments, what they do, what the function is, all of your tasks, chores, and duties. I can't speak for everyone, but I think we are in agreeance that we want you to be part of this process.

Commissioner Hyde said I did hear, and I wasn't here when the last process happened, I think we paid to have this done and then threw it all out because it wasn't what they wanted. I agree with everything that was said, and I especially agree that this Commission has to be a big part of this, and we need to meet with whoever we select up front, to get exactly what we want out of this. I do not want to pay \$53,000 and be disappointed in what we get, and that is on us. I would like to meet with whoever we select on the front end of this to make sure our expectations are clear, so they can meet those expectations. If we feel like they can't, or they feel like they can't, then we need to regroup.

Chair Getto stated that is completely an option that is within our purview. If we want to select someone today, just express interest, and ask that they come to Churchill County and give us a presentation and talk to us and have a public meeting with all the Department Heads there and have a workshop. Commissioner Hyde said that it is going to be necessary to make this work. Commissioner Blakey stated, just from the proposal that was complete, the way I understood it, we, the customer, can design the criteria for them to work from. I understand Mr. Mills' concern to make sure we have the right report for our county. I think we can take the information that he is talking about and review that and allow that to help us make a better decision, but then have meetings with the Elected Officials, HR, and the County Manager to make sure that the criteria we set forth is exactly what we want. That is the way I understand their proposal. Am I correct? Mr. Sanford stated that it is my understanding and that it is a flat fee proposal, so I am sure they will have a certain amount of time allocated for this purpose. I think at this stage what I am hearing, and what I would want to do, would be to contact whoever, whether it is one person or multiple, to invite them to make presentation to this board about what their study would include and what exactly the ability to have specific desires met is. If they have a different price for additions, they can make that known at that time. That way we can make a full and up-front decision. Commissioner Hyde stated, to be quite honest with you, I thought there would be a representative here from one of the companies, or all of them. I don't disagree, and I agree with looking into the private sector. You're looking at people that can make more money than a Combination Technician that is in charge of keeping a network running, a very skilled position, and you can make more money being a delivery driver. This is totally out of our realm, but it is a comparison that we have to make. We are competing with the Naval Base and Chugach. Every county that I have talked to is in same position that we are in. They are ahead of us on the study, but Eric and I just got here in January, and this is a priority, and we are going to make it work and happen. This Commission is going to put the hours in to make it right. We don't want it to be like last time, from what I heard, and I have spoken to several people.

Commissioner Blakey stated something else we need to consider today is that once we have the finished product, what is our commitment level? Is that something we need to do today or wait until the last minute? Do we need to encourage everyone to prepare next year's budgets? We are doing our job as we promised to get this accomplished, and we are going to make sure it's correct. That's huge and we've said that on the record. Now, we would ask the departments to, start looking at budgets and dial this in, so there isn't back and forth because you won't let go of something that you may or may not need. We only have and will get so much money, so when it's all said and done, if you won't work with us on those things, there has to be give and take. Moving forward, start thinking if you really need something, or do you not really need something, do you spend it or not spend it, in preparation to institute this, because the normal employee is the person that keeps this functioning correctly, more than we would ever know. There are so many employees here that do things that they do not say a word about that is not really their job to do, and they stay twenty minutes late and get the job done. We need to make sure we are in position to make this happen, and that is going to take everyone. Our commitment level, we have to think about that, and do we decide that today, what do you guys think? Chair Getto said I think, Jeff will you help me out here, if we start going into that it's a little too off script for the Agenda, but it is something we can include on the workshop that we're talking about. Deputy Civil Attorney Jeff Weed stated I agree, today this is agendaized just for the approval of internal or external study. There is wiggle room there on how that will look, but as far as commitment levels, what the budget is going to look like, those kinds of things, would be for another day for another Agenda item. Chair Getto stated that it should also be noted, that when you look at the recommended board action on here, it says that we are simply authorizing to actually complete a internal compensation study with no monetary value attached to it, it is just saying contact these companies and see if they want to do a presentation to us, and go from there. That is my understanding, am I correct? Mr. Sanford stated he believes the recommended motion, was if you wanted to approve HR to do it, or there is the alternative one to pick a specific company; but you don't have to do that today. Sounds like, based on what I am hearing from the board, I would say a motion to request that any of our external study proposers to attend a workshop to provide additional information at which point, you would be selecting them. Essentially, today's decision is between the external and the internal study, and it sounds like the intention is to move forward with an external study. You are welcome to pick any of these today, you're welcome to select and say we want to have a meeting with just them to go over our expectations and make sure they can meet those expectations, or to set it up to say we don't want to select a particular person today, but we want to invite everyone to come and give us a full proposal. My only hesitation with saying we aren't going to select anyone today is we are probably going to get more buy-in from somebody if they believe they have the lead and they are just coming to make that final proposal, then if they are just one of one of three, but that again, is up to you. Chair Getto said I think we have a lead person here if we are just going on recommendations of people we've talked to and that would be PayPoint, so I think we have the person. I think we can direct Joe to contact them and see if they want to come down and give a presentation, listen to our Elected Officials, listen to us about what we want done and what we want to see, and see what they come back with. Commissioner Blakey said when we say come in for a workshop, are we going to say in person, or will video work? Chair Getto said I think it could be either one, and I have no problem with Zoom. Manager Spross stated, just a comment, if that is the path we are going to go down, then we will want to make sure we know exactly what we want to get out of this study so that if we have someone here

doing this presentation, it's almost an exchange of that it is a great presentation, this is what we are looking for, and we want this and this and this, so that when they walk away, people on this side of the dais and the people on that side of the dais know exactly what we are going to be getting. There is some prep work that we are going to want to do prior to having them come do the presentation. Chair Getto said, if we're having a workshop, every single Department Head is going to be doing their homework on what they want, what they want to see, what they want done, and what they want out of this. At the end of the day, we are all Churchill County, it is all coming out of one big pot at Churchill County, and we all need to make sure we are getting what we want out of it. Mr. Sanford stated he will take the comments that the board has made, as well as public comment that was received, to make sure and put together the list of factors that they want to be considered and we can get that over to PayPoint when they are considering their presentation so they are ready to give answers to that.

Assessor Denise Felton stated she wanted to suggest that you don't limit this to one. Maybe pick the top two so that way, if you don't like the answers from one, you have a choice. Chair Getto said, yes, we can start off with two, and I was thinking we had to pick just one if they are going to come all the way out here, I don't know where they are coming from. Commissioner Hyde stated, if they are going to Zoom in, there is no problem, and if there's just two of them and they say they don't want to spend the time doing that, then are they really the one we want to deal with anyway? Commissioner Blakey stated that it's good with him and he would be looking at PayPoint and Baker Tilly. Commissioner Hyde and Chair Getto agreed.

Chair Getto asked if there was any public comment but there was none.

Commissioner Matt Hyde made a motion to authorize an external classification and compensation study and to ask PayPoint and Baker Tilly to come to make a presentation at a workshop to reach an agreement for the study. Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

C- Consideration and possible action re: Approval of holiday standby compensation for District Attorneys, Public Defenders, and the Justice of the Peace.

In 2021, the Legislature required all arrested persons to be seen at a bail hearing in no more than 48 hours, including weekends and holidays. This requires that a District Attorney, Public Defender, and Justice of the Peace be available to hold a bail hearing on weekends and holidays. In Churchill County, District Attorneys and Public Defenders review probable cause statements, prepare complaints, review criminal histories, meet with clients, etc. on Saturday and/or Sunday, and an arraignment is held with the Justice of the Peace on Sunday.

In 2022, Churchill County adopted a Policy to pay the Public Defender and District Attorney an additional \$400 per weekend for these duties. No additional compensation could be provided to the Justice of the Peace as an elected official. In 2023, AB 518 established a compensation system for District Attorneys, Public Defenders, and Justices of the Peace in the amount of \$450 per day to be available for the performance of this function. However, Churchill County was identified and funded for a single day instead of two days like many similar counties. The Board of County Commissioners determined that they would continue the \$400 in recognition of the obligation to be available on both days of the weekend, in addition to the \$450 provided state supplement. Notably, no funding was included to cover standby obligations during

holidays.

In 2025, AB 518 lapsed and funding was instead provided to the Department of Indigent Defense Services (DIDS) as a pass-through to the counties to cover these costs. Additional funding was provided to cover holiday costs. A form requesting compensation and delineating expenses was also created by DIDS, which specifically identifies counties that are providing funding beyond the current state budget and requests those quantities be identified. County staff recommends that the additional funding be utilized to pay \$450 per qualified holiday to the DA/PD/JoP. Qualified holidays are those that are not preceded and postceded by a regular working day. In FY 2026, this would be nine holiday days. To ease the accounting and reporting to the state of all standby costs, and to improve the likelihood of additional state funding, a daily rate has been established for standby pay for each of the departments as shown in the provided spreadsheet. This rate is equivalent to the prior payment, excluding PERS, but identified as daily instead of per weekend.

The daily rate would become effective as of October 15, 2025, with one-time payments for July 4th, 2025, and Labor Day, September 1st, 2025, weekend holidays.

FISCAL IMPACT: \$12,500.83 in FY 2026.

EXPLANATION OF IMPACT: These additional costs will be fully covered by the increased funds available from DIDS.

FUNDING SOURCE: General Fund.

ACTION REQUESTED: Accept

Comptroller Sherry Wideman presented this presentation as outlined above.

Commissioner Blakey said I want to make sure, right now they are getting paid so much on Saturday and so much on Sunday, and nothing on a holiday? Ms. Wideman stated they are getting a flat rate for the weekend of \$637, but that DIDs wanted to pay for one day for \$450 and the county was paying, before they approved it, \$400, and then reduced it because it wasn't PERS eligible and then it's been reduced by PERS because they're not covering the PERS portion, so this is just splitting this into a daily rate, so the addition would be for an extra day. Commissioner Blakey asked if it was divided by the money they're already getting, or they are adding money to it? Ms. Wideman stated they are giving us more money to cover the holidays.

Chief Deputy District Attorney Mills stated, just to give credit where credit is due, DIDs did not actually put this in their budget. Our good Governor wanted to make sure that Judges, Public Defenders, and District Attorneys get paid for working holidays. It's not just Monday or Friday; when we have something that comes on a Wednesday or Thursday or Tuesday, however it falls, it's one of those days, too. So, just to give credit, this is due to our Governor looking out for law enforcement. Thank you.

Chair Getto asked if there was any public comment but there was none.

Commissioner Eric Blakey made a motion to approve standby compensation for District Attorneys, Public Defenders, and the Justice of the Peace for working on the weekend and

holidays as presented. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

New Business:

A- Consideration and possible action re: Approval of a Settlement, Mutual Release, and Dedication of Property Agreement between Churchill County and River Homes in Fallon, LLC relating to property identified as APN 008-293-33 and APN 008-391-44.

Churchill County is in the planning phase to construct a bridge over the Carson River and align that bridge with a roadway project identified as the Moody Lane-Coleman Road Connector Project (MLCRC). River Homes in Fallon (RHF) owns real property identified as APN 008-293-33 (131.83 acres) and APN 008-391-44 (23.42 acres), totaling 155.25 acres. The MLCRC Project will require right-of-way through RHF's Property. RHF has stated an intent to obtain zoning necessary for their residential and commercial development of RHF's property. RHF maintains that it has potential legal claims against Churchill County arising from RHF's property and its development. This agreement resolves any and all of RHF's potential claims, provides the right-of-way for the MLCRC Project, and provides for the desired zoning necessary for the development of RHF's property.

FISCAL IMPACT: Abated and waived wastewater O&M fees plus finance charges of \$125,188.30.

EXPLANATION OF IMPACT: Abated O&M fees from March 1, 2025, through February 28, 2030, of \$114,855 and waived wastewater O&M fees and finance charges of \$10,333.30.

FUNDING SOURCE: Building Reserve Fund and Wastewater Fund

ACTION REQUESTED: Accept

Joe Sanford, Assistant County Manager/HR Director, made this presentation as outlined above.

Commissioner Blakey said, can you explain more about the abatement of the fees, and what happens after the five years? Are they building homes within five years, and the ones they cannot build after five years, are they no longer abated? Mr. Sanford stated the way this will be that it is a five-year abatement period. If they build a home in the interim, then that home will pay the regular fees. If they don't build a home, it will continue for the five-year period, and at the end of the five-year period, they will then be assessed the regular fee, as they are now.

Chair Getto asked, on that R-3, I am just looking for clarification here, so it stated in there about the R-3, at the end of the day it's going back to the normal process if someone, for some reason disagrees and it doesn't get approved, then this just nullifies? Mr. Sanford stated that would be correct.

Harvey Whittemore said on behalf of River Homes, at the onset, I would like to thank former County Manager Jim Barbee, present County Manager Chris Spross, and obviously the work of Joe Sanford throughout this process. As he indicated, it was a long negotiation, one that had multiple moving parts, and as you pulled and tugged on one, that created an effect on another, but at the end of the day we think we have a good product that is both fair for the applicant and the owner, in terms of a process that gets us where we need to go. It encourages development with respect to that area, which is in the northwest quadrant, which is where the residential units are planned to go. Joe indicated there was a limitation of 361, the number is 330, but that is the

only correction I have on the record, and I would be happy to answer any questions. Mr. Whittemore said again, my purpose here today is to thank the staff and the efforts of a lot of people who put this together as a recommendation to you, Mr. Chair, and I would be happy to answer any questions.

Chair Getto asked if there was any public comment but there was none.

Commissioner Matt Hyde made a motion to approve the Settlement, Mutual Release, and Dedication of Property Agreement between Churchill County and River Homes in Fallon, LLC, relating to property identified as APN 008-293-33 and APN 008-391-44.

Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

B- Consideration and possible action re: Approval of the Amendment and Restatement of Real Estate Purchase and Sale Agreement between Churchill County and Vertex Fund 3, LLC for the sale of real property identified as APN 008-301-11 and APN 008-301-12, consisting of 26.21 acres and 5.20 acres respectively, to Vertex Fund 3, LLC in the amount of \$600,000.

Churchill County owns two parcels of land identified as APN 008-301-11 (5.20 acres) and APN 008-301-12 (26.21 acres). The county previously entered into a Real Estate Purchase Agreement with Vertex Fund 3, LLC ("Vertex") for the purchase of the two parcels ("property") but the parties wish to amend that agreement to reflect the current needs of the parties and the condition of the property. The purchase price for the property is set at \$600,000. The Amendment and Restatement of Real Purchase and Sale Agreement ("Agreement") provides for an agreement for an easement across the property for public utility and roadway purposes and across another parcel not currently owned by the county located at 2056 Verona Dr., Fallon, NV, (APN 010-611-53).

FISCAL IMPACT: As outlined.

EXPLANATION OF IMPACT: As outlined.

FUNDING SOURCE:

ACTION REQUESTED: Accept

Joe Sanford, Assistant County Manager/HR Director, made this presentation as outlined above.

Commissioner Blakey said I have one more question. With the \$200,000 impact fee, does that go with the property, or does that go with the customer? Mr. Sanford said it will go with the property. If they end up assigning this agreement to somebody else, but only with this property, they can't say I'm assigning my credit to some other property. Mr. Blakey asked, so it stays with the property until it's zero? Mr. Sanford said yes.

Chair Getto asked if there was any public comment but there was none.

Commissioner Matt Hyde made a motion to approve the Amendment and Restatement of Real Estate Purchase and Sale Agreement between Churchill County and Vertex Fund 3, LLC for the sale of real property identified as APN 008-301-11 and APN 008-301-12 to Vertex Fund 3, LLC, in the amount of \$600,000. Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

C- Consideration and possible action re: Approval of an Easement Agreement between Churchill County and Vertex Fund 3, LLC to grant an Access Easement and Utility Easement to Churchill County for the properties identified as APN 008-301-11 and APN 008-301-12.

This Easement Agreement was included as Exhibit C-1 in the Amendment and Restatement of Real Estate Purchase and Sale Agreement between Churchill County and Vertex Fund 3, LLC. In that Agreement, Churchill County agrees to sell two parcels of land identified as APN 008-301-12 (26.21 acres) and APN 008-301-11 (5.20 acres) to Vertex Fund 3, LLC, and Vertex agrees to grant an easement to the county on the two parcels and an easement on one other parcel owned by Churchill Village, LLC. This Easement Agreement provides that Vertex Fund 3, LLC will grant and convey to Churchill County, on APN 008-301-12 and APN 008-301-11, a temporary, non-exclusive easement over, across, along, under and through that portion of the Grantor Property (identified and further described on Exhibit A-1 in the above referenced Amendment and Restatement Agreement) for purposes of the construction and use of a roadway, pedestrian and vehicular access, ingress and egress (the "Access Easement"); and b) a perpetual, non-exclusive easement over, across, along, under and through the Easement Area for purposes of electrical service, community television antennae, telephone poles, wires, cables, conduits, drainage ways, sewers, water mains, sprinkler systems, and other suitable equipment for the conveyance and use of electricity, telephone equipment, gas, sewer, water, storm drainage or other public conveniences or utilities (the "Utility Easement").

FISCAL IMPACT:

EXPLANATION OF IMPACT:

FUNDING SOURCE:

ACTION REQUESTED: Accept

Joe Sanford, Assistant County Manager/HR Director made this presentation as outlined above.

Chair Getto asked if there was any public comment but there was none.

Commissioner Eric Blakey made a motion to approve the Easement Agreement between Churchill County and Vertex Fund 3, LLC to grant an Access Easement and Utility Easement to Churchill County for the properties identified as APN 008-301-11 and APN 008-301-12. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

D- Consideration and possible action re: Approval of an Easement Agreement between Churchill County and Churchill Village, LLC to grant an Access Easement and Utility Easement to Churchill County for the property identified as APN 010-611-53.

This Easement Agreement was included as Exhibit C-2 in the Amendment and Restatement of Real Estate Purchase and Sale Agreement between Churchill County and Vertex Fund 3, LLC. In that Agreement, Churchill County agrees to sell two parcels of land identified as APN 008-301-12 (26.21 acres) and APN 008-301-11 (5.20 acres) to Vertex Fund 3, LLC, and Churchill Village, LLC agrees to grant an easement to the county on property identified as APN 010-611-53. This Easement Agreement provides that Churchill Village, LLC will grant and convey a) a temporary, non-exclusive easement over, across, along, under and through that portion of the Grantor Property (the "Easement Area") for purposes of the construction and use of the Utility

Easement, and pedestrian and vehicular access, ingress and egress in connection therewith (the “Access Easement”); and b) a perpetual, non-exclusive easement over, across, along, under and through the Easement Area for purposes of erecting, maintaining, and using, at Grantee’s sole expense, sewer facilities and water system facilities, and other suitable equipment for the conveyance and use of sewer and water (the “Utility Easement”).

FISCAL IMPACT:

EXPLANATION OF IMPACT:

FUNDING SOURCE:

ACTION REQUESTED: Accept

Joe Sanford, Assistant County Manager/HR Director made this presentation as outlined above.

Chair Getto asked if there was any public comment but there was none.

Commissioner Matt Hyde made a motion to approve the Easement Agreement between Churchill County and Churchill Village, LLC to grant an Access Easement and Utility Easement to Churchill County for the property identified as APN 010-611-53.

Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

E- Consideration and possible action re: Approval of the Final Subdivision Map for Vertex Fund 3, LLC for property located on Coleman Road, Assessor's Parcel Numbers 008-301-11 and 008-301-12, consisting of 26.24 and 5.20 acres respectively in the R-3 Zoning District, whereby the Applicant proposes to create 19 lots within the large apartment complex property referred to as Riverstone Apartments.

History of Site:

These properties have been in county ownership for over 5 years. They were acquired for two reasons. First, they are at the best point of a new river crossing for a new north-south traffic corridor that has been planned for nearly 20 years – being the extension southward of Moody Lane, connecting to Allen Road or other streets into the City of Fallon. Second, the problem of getting builders to provide adequate multi-family development caused the county to find ways to initiate such development on behalf of the community.

During these years, the county has been progressively taking steps to bring these 2 projects to fruition.

- Purchase of the properties.
- Undertaking a recruitment process to entice a developer to undertake a project.
- Undertaking planning and funding efforts for the bridge and utility improvements.
- Extending the utility service area to the site and surrounding lands.
- Establishing a new Zoning District that would support an apartment complex.
- Rezoning the property to the new R-3 Zoning District.
- Working with the project Applicant towards sale of the property and permitting of the project.

The Applications are the end stages of the apartment project, and a step toward the Moody Lane extension. After land use permits, the remaining steps will deal with implementation and construction.

The state subdivision laws specifically establish the Tentative Subdivision Map stage and the Final Subdivision Map stage. After a Tentative Subdivision Map is approved, it is followed by a Final Subdivision Map. As a general rule, the requirement is that the Final Map “substantially complies” with the approved Tentative Map. The Final Map is also reviewed by the Planning Commission, who makes a recommendation to the Board of County Commissioners (BOCC). However, this “Final” stage is not subject to extensive noticing provisions (neighbors and newspaper). Normal public meeting noticing is provided. The “final” approval is to ensure that code requirements and conditions of approval have been met before recording the map.

Summary of Project

The details of the project are found in the submittal materials. A summary of the primary elements are provided below.

- Two properties: The two adjacent properties total 31.4 acres. These two properties have lot lines and utility easements that are intended to go away. State law allows this through the Merger and Resubdivision provisions, without going through additional processes.
- No Phasing Plan: The project’s entire infrastructure will be implemented in one phase and then the lots will be created. After that, the developer can build apartment buildings and a common facility at their desired pace. Note that if the apartments and common facility are not constructed in a timely manner or are only partially built, the Special Use Permit could expire and need to be resubmitted.
- Apartments are proposed at the maximum density in the R-3 zone of 16 units per acre. The submittal plans for 444 units. There are 17 apartment buildings, mostly 3 stories in height, each proposed on its own lot using a zero-lot-line development approach. There is also a clubhouse on its own lot, and a rental office on its own lot, resulting in a total of 19 building lots and additional open space lots.
- Multi-family development is subject to specific requirements in the CCC 16.16.020.8(I).
 - o The Applicant proposes the maximum density in the R-3 zone of 16 units per acre, though the final number may have to be adjusted.
 - o 20% of the site must be in landscaped open space. The submittal appears to meet this standard, though submittal materials use the wrong calculation in a table.
 - o Open Space Amenities must also be provided and can be placed in the open space, as is proposed in the submittal. These include trails, picnic areas, childrens areas, clubhouse, etc. The open space landscaping and common areas are proposed to be maintained by the HOA.
 - o Livability facilities such as a patio/balcony, laundry, and trash collection are proposed.
 - o Adequate parking must be provided, and the submittal indicates at least 1.5 parking spaces per unit (666 spaces) will be provided in a non-assigned parking environment.
- County River Takeout Park: For a long time, there have been park plans to establish river floating facilities on the Carson River. The upstream “put-in” was obtained long ago near Sheckler Road, but the “take-out” has been difficult to make happen. One of the elements of the sales agreement was to implement a river takeout point at the future bridge location for Moody Lane. The submittal shows the conceptual plan for this facility, which will be located next to and under the Moody Bridge.

There has been discussion between the applicant and the county regarding specific facilities to be included in the park site. However, the submittal materials are somewhat vague. Staff

recommends the following specific items for clear expectations of the constructed facility: (a) approximately 2/3 acre of land dedicated to the county that includes the park and bridge areas, (b) an all weather restroom building with 2 restroom spaces and connections to community sewer, water, and power services, (c) a paved parking area for approximately 20 spaces, with accessible spaces and security lighting included, (d) an ADA accessible pathway from the water line of the Carson River to the parking lot, and (f) slope stability treatment where needed. The park would be transferred to county ownership after construction.

- Traffic and Access

- o Primary Access and Major Roads: There has been extensive discussion with the Applicant regarding road improvements. The project has performed a Traffic Study. It and the proposed road improvements can be found in the submittal. It recommends: (1) Construction of the Moody Lane segment south of the river extending from Coleman Road to near the bridge location. This road will also be used to access the internal loop road. (2) 3 auxiliary lanes for turning movements at the Moody Lane/Coleman Road intersection. These are located to place the extra needed road width along the property frontage. (3) A pedestrian bridge crossing over the Coleman Road canal to Regan Place.

- o Minor Access: The interior of the apartment complex will be served by a minor access loop road with two points of access on Moody Lane. In addition, there will be access easements for parking lot driveways throughout the project.

- o Pedestrian Access: Pedestrian facilities are proposed throughout the project and on adjacent streets (including trails). None are proposed off-site.

- Water and Sewer Service: The project site is east of the Onda Verde subdivision, the nearest point of water and sewer service. The county's water and sewer system mains in Verona Drive are about 1000' from the project boundary and the developer proposes to extend the system to the project site. Service mains will extend throughout the site, and will be extended north on Moody Lane for future extension across the river.

- Stormwater: The Applicant has provided a drainage report for dealing with stormwater. The concept is to mainly use surface drainage, though subsurface pipes may sometimes be needed. This would include sheet flow, street gutters, landscape swales, and roadside ditches for routing water to detention basins placed along the north and south edges of the site. The Applicant proposes to design and landscape them to contribute to the open space.

Prior to recording the final subdivision map, all items in the legal closing documents and requirements of the final map shall be addressed.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

Joe Sanford, Assistant County Manager/HR Director, made this presentation as outlined above.

Commissioner Blakey said, out of those items, on Item E, it says in the Agenda Report that the submittal materials are vague for the Park Site and staff has made recommendations to go with the approval. Are these recommendations agreed to? If we approve the map, are those recommendations being approved also, or are they still not going to be approved? Mr. Sanford said I did not follow the question fully, so maybe you can restate it for me. Commissioner

Blakey said it says in there, the part about the Parks, it says in the Agenda Report that the submitted material is vague for the Park Site and the staff had made recommendations. So, if we approve this do the recommendations go with the approval? Chair Getto said are you talking about the twenty percent of the site must be landscaped open space, the submittal appears to meet the standard, although some submittal materials use the wrong calculation in the table? Commissioner Blakey said no. County Manager Spross said, Joe, is this the outtake structure that was talked about a long time ago up along the river, or no? Mr. Sanford said I am considering whether this may have been from the Tentative Map that has actually now been addressed in the Final Map. Commissioner Blakey said it's going to be on the third page of the Agenda Report and the new paragraph there. It says, "there has been discussion between the applicant and the county regarding specific facilities to be included in a Park Site, however, the submittal material are somewhat vague. Staff recommends the following specific items for clear expectation of the constructed facility: A, B, C, D & F." It's right before the paragraph of "traffic and access". Chris, you are correct, it is part of the County River Takeout Park. Randy Hines, Director of Public Works, Planning and Building, said, in the Agenda Report, we took information from the Tentative Map. Everything that is from the Tentative Map has been included into the improvement plans and the Final Map. So again, this was just background data in the Agenda Report for the Tentative Map. Mr. Sanford said so these comments have been addressed, which was answered affirmatively.

Steven Tuck, representative for the Vertex Fund 3, said I just wanted to make it clear that it has always been our intent to move forward and it is difficult to distill into a brief statement the amount of moving parts that go into this development. Not the least of which is the financing, and we need the opportunity to tell this story to Commissioner Hyde's point. Fallon is a place you have to want to live. We've spent a lot of money and taken the risk because we believe in this community, and we want this to move forward, but we have not yet had the opportunity to sit down with our financiers because underwriting will not look at this without an approved Final Map. We felt like we were at the one-yard line but now we are here. If we can get this approved today, we are one step closer to getting what everybody here is looking for, which is more housing that is affordable in a community that needs it. That is our goal, and I wanted to make that as clear as possible that our intent and our ability has not changed.

Chair Getto asked if there was any public comment but there was none.

Commissioner Eric Blakey made a motion to approve the Final Subdivision Map for the Riverstone Apartments on APNs 008-301-11 & 008-301-12, subject to conditions as listed in the Agenda Report and the Staff Report. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

Consent Items:

A- Consideration and possible action re: Report of the condition of each fund in the treasury and the statements of receipts and expenditures pursuant to NRS 251.030 and NRS 354.290.

A Fund Balance Report is attached indicating the beginning balance, receipts, disbursements, and the ending balance of each fund for Churchill County as required by NRS 251.030 and NRS 354.290.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

B- Consideration and possible action re: Central Nevada Health District service update report for September 2025.

The report provides service and investigation data for September 2025 for Churchill County / City of Fallon, specifically, and the district as a whole.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: None; Informational Only

C- Consideration and possible action re: Recorder's Monthly Apportionment Report for September 2025 totaling \$19,146.40 in revenue.

Churchill County Recorder, Tasha Hessey, provides her Recorder's Monthly Apportionment Report for September 2025 totaling \$19,146.40 in revenue for the month.

FISCAL IMPACT: \$19,146.40 in revenue

EXPLANATION OF IMPACT: Fees to help off-set services provided.

FUNDING SOURCE: General Fund.

ACTION REQUESTED: Accept

D- Consideration and possible action re: Recorder's 1st Fiscal Quarter Mining Claim Filing Fees Report for the period July - September 2025.

Recorder, Tasha Hessey, provides her 1st Fiscal Quarter Mining Claim Filing Fee Report for the period July - September 2025 required by NRS 517.185. Details can be obtained from reviewing the report.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

E- Consideration and possible action re: Recorder's 1st Fiscal Quarter Real Property Transfer Tax (RPTT) Report for the period of July - September 2025.

Recorder, Tasha Hessey, provides her 1st Fiscal Quarter Real Property Transfer Tax (RPTT) for July - September 2025. Further details can be obtained by reviewing the report.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

F- Consideration and possible action re: Public Works, Planning & Building Department's Revenue Report for September 2025 showing a total for Public Works Planning of \$17,965.74 and a total for Building of \$44,897.84 in revenue for the month.

The Public Works, Planning and Building Department submits its September 2025 revenue report for the board's consideration and acceptance. Public Works and Planning reported total revenues of \$17,965.74 , while the Building Department reported \$44,897.84 for the month.

FISCAL IMPACT: Public Works Planning, \$17,965.74 Building, \$44,897.84

EXPLANATION OF IMPACT: Fees are collected for the issuance of building permits, plan reviews, inspections, etc.

FUNDING SOURCE: General Fund

ACTION REQUESTED: Accept

G- Consideration and possible action re: Approval of the Building Permit Activity Report for September 2025.

Provided for the board's review is the report showing 30 Building issued in the month of September 2025. Included in the 38 permits are 2 single-family-dwelling permits, 5 commercial permits and 0 industrial permits. Additionally, 1 manufactured home permit and 5 septic permits were issued.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

H- Consideration and possible action re: Sheriff's Third Quarter 2025 Death in Custody Report showing no deaths at the Churchill County Law Enforcement Facility for the quarter.

Nevada Revised Statutes require the Sheriff to provide a quarterly Death in Custody Report. Sheriff Hickox provides his 3rd Quarter 2025 Death in Custody Report showing no deaths at the Churchill County Law Enforcement Facility for the period of July - September 2025.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

Chair Getto asked if there was any public comment but there was none.

Commissioner Eric Blakey made a motion to approve the Consent Agenda as submitted. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

Consider Future Agenda Items:

Commissioner Blakey suggested that we consider having Elected Officials alternate making a report to the board regarding their office on a quarterly basis.

Commissioner and Management Staff Reports:

Commissioner Hyde had nothing to report.

Chair Getto reported on the following topics:

- I went to a CNRWA meeting.
- I went to an RTC meeting.

Commissioner Blakey reported on the following topics:

- I went to a Fire Board meeting.

County Manager Spross had nothing to report.

Comptroller Wideman had nothing to report.

Senior Civil Deputy DA Weed had nothing to report.

Clerk/Treasurer Rothery reported on the following topics:

- I am happy and thankful that we have two new employees, and I should be fully staffed by the end of the month. Commissioner Hyde stated he had a chance to meet the new employees and heard very good things. Linda said they are amazing.

Deputy Clerk to the Board Pam Moore reported on the following topics:

- The meeting set on January 1, 2026, is a Holiday. Commissioners agreed to reschedule the meeting to January 6, 2026.

Assistant County Manager/HR Director Sanford had nothing to report.

Assessor Denise Felton reported on the following topics:

- Staff is on schedule to finish re-appraisal areas, then we will be doing a new construction sweep so assessment notices will go out in December.
- We are finishing up the unsecured declarations so we can bill around the first part of December, when we get money transmittals from the state.

Recorder Tasha Hessey had nothing to report.

Chief Deputy District Attorney Lane Mills reported on the following topics:

- Linda did hire some wonderful people.

Sheriff Hickox had nothing to report.

Claims and Payroll Transmittals:

The Claims and Payroll Transmittals were submitted for the board's consideration and approval.

Public Comment:

Chair Getto asked if there was any public comment but there was none.

Adjournment:

The meeting was adjourned at 3:02 PM.

Approved: 
Myles Getto, Chairman

Approved: 
Eric Blakey, Vice-Chairman

Approved: 
Matt Hyde, Commissioner

ATTEST:

Linda Rothery, Clerk/Treasurer


Tara Adams, Deputy Clerk