

MINUTES OF THE BOARD OF CHURCHILL COUNTY COMMISSIONERS

155 N. Taylor St., Fallon, NV 89406

December 4, 2025

Call to Order:

The regular meeting of the Board of County Commissioners was called to order at 8:15 AM on December 4, 2025.

PRESENT: Commissioner Myles Getto
Commissioner Eric Blakey
Commissioner Matt Hyde
County Manager Chris Spross
Comptroller Sherry Wideman
District Attorney Arthur Mallory
Clerk/Treasurer Linda Rothery
Deputy Clerk to the Board Pamela D. Moore
Deputy Clerk Tara Adams

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. Clerk/Treasurer Linda Rothery stated that she would like to apologize to everyone, as we are having technical difficulties with our TV. Our techs are on it right now, so they may or may not come on today for the meeting, however, we are getting them repaired. Thank you.

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 25th day of November, 2025, between the hours of 2:00 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- September 17, 2025.

The Minutes of the meeting held on September 17, 2025 are presented for the board's consideration and approval. The completion of Minutes was not done within 30 days and, therefore, the board is asked to find that this is due to the staff shortages in the office over the past six months or more.

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 September 17, 2025 as presented. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

B- October 2, 2025.

The Minutes of the meeting held on October 2, 2025 are presented for the board's consideration and approval. The completion of Minutes was not done within 30 days and, therefore, the board is asked to find that this is due to the staff shortages in the office over the past six months or more.

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 October 2, 2025, as presented. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

Appointments:

A- Consideration and possible action re: Public Administrator's Report through the Third Quarter 2025 and discussion regarding the Public Administrator's Office.

Robert M. Getto, Jr., Churchill County Public Administrator, will make a presentation and seek discussion about the Churchill County Public Administrator's office.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

Bob Getto, Public Administrator, presented a written report and said that I have been the Public Administrator for ten years. Public Administration came from almost nothing ten years ago to an official working and busy office. There are four moving cogs that move all at once, which tend to drive each other, and I want to make sure that we understand what Public Administration is; it is a Constitutional office. The Public Administrator steps in when someone passes away who does not have a will, or does not have a family, or has been abandoned by their family, or any other confusing District Court case in which the District Court Judge asks for professional assistance on processing an estate. Estates can range from zero dollars to millions of dollars, and people do die without a will that have zero to millions of dollars. The

Public Administrator steps in when they are asked to by the mortuary or the Churchill County Sheriff's Department. It is seven days per week, twenty-four hours per day, and it does not stop.

Ideally, the Public Administrator is set up for those that are indigent, those who cannot care for themselves, and those who have to have their remains disposed of in a respectful manner. If it was that simple, I would not be here today, because there are indigent citizens in our county. However, we have non-indigent that need help, that do have assets, but in Nevada, if you do not have a will, and if your family does not live in the State of Nevada, you may not be able to manage your family's estate without some kind of co-administrator who is a Nevada resident, or without the assistance of a Public Administrator. When the deceased have their own funds, the estate pays a complicated percentage on a sliding scale for Public Administration. What people do not know is, Public Administration is an elected office, and the Public Administrator is the only elected person in Nevada that does not get a salary, or PERS, or insurance. I understood, when I read the news, that every Elected Official got a raise this year. The Public Administrator has to scrape by with whatever they can scrape by with. Sometimes, an estate can pay its own way, and sometimes it cannot.

Since the 1920's Public Administration has been struggling across the State of Nevada because, for some reason, a Public Administrator is not paid a regular, reliable salary. Churchill County stepped in ten years ago and said that they are going to fix this, because every Board of County Commissioners is in control of their Public Administrator's office and there is a different variety of how they are handling it. Ten years ago, Churchill County was going to give a stipend to this office so that things can be taken care of. With that stipend, I run it like a business, and try to make it carry its own weight, and even try to eke out a profit, if possible. Businesses need to run at some type of profit, otherwise, they are nonexistent. What we are doing, currently in Churchill County, is the Board of County Commissioners gives my office a stipend of \$40,000.00 per year, which is paid quarterly. I take that \$40,000.00 and apply it to a variety of programs needed to do this job, because there is a lot to Public Administration, and, as times have changed with technology, things are getting more and more complicated. I have specialty software that I use: I have a call center that I utilize because they are on duty 24/7, because I cannot physically answer the phone 24/7. The call center works better than hiring an employee, because it is a flat rate, and I do not want any employees, as that would drive up costs. There are copiers, office expenses, signage that is posted on the property and in various locations because I need clues to help solve complicated cases. A Public Administrator is really a non-licensed Private Investigator, and really, the law sets out where a Public Administrator does not need a Private Investigator's license but has many of the same powers. We also have gas, postage to try to make contact with family members, mileage, fuel, and office rent.

The Public Administrator's pay is complicated, and it takes months to get paid, sometimes a very small amount, as it changes with every case. There are pros and cons with the statewide model at getting paid at this percentage rate. The pros are that the Public Administrator really needs to hustle to get things paid, and the cons are that there is a lot of work involved that you probably won't get paid for. If you were to follow the news regarding Public Administration in Nevada, or the other four or five states that use this model, you will see this role can get sideways very quickly with accounting and bookkeeping, maybe out of desperation, I just do

not know. There is a neighboring county where the Public Administrator made some errors, and the Board of County Commissioners got sued for \$2.1 million for not properly taking care of this situation. If you need details on that later, you can ask Mr. Sanford.

The Public Administrator is sometimes really busy and sometimes it is not. It comes and goes, depending on the calls from the Sheriff's Department, the mortuary, Social Services, and the general public. As you know, Social Services pays for the cremation of those indigent people who cannot pay their own way, which involves an application process.

It is now time to determine what defines an abandoned body; we have indigent people, non-indigent people, and we have this small group of abandoned bodies. This reflects how society has changed in my ten years as Public Administrator. There are people that either run from their family, or vice versa, and these folks have to be taken care of one way or another. When bodies are abandoned, they may not be indigent, or they could be abandoned and indigent, or they may not be. For example, there is a lady that is living with her daughter, and they have had decades of spite and hate for each other, and the daughter is being very wise in stealing this person's social security (money), and does nothing more than provide the lady with a bedroom to sleep in. The lady passes away, they end up at the mortuary, the mortuary works with the daughter to do something, and then maybe days later, the daughter vanishes. The mortuary calls me and says this person has been abandoned, what are we doing to do? I then run an application through Social Services, but the only problem is, this person is not necessarily indigent. She had a bank account with maybe \$1,200.00 in it, but her daughter was smart enough to have her name on the bank account, and when she dies, the money goes to the daughter. The lady had a car valued at \$1,500.00, but the daughter was smart enough to have her name on the title. She is not indigent and we have to do something. This is where Social Services and Public Administration have to work together to take care of this, and it affects Social Services in a negative way, because their indigent funds are regulated by the state, I think. This just started to surface in September, because in past years, the county has been paying our local mortuaries for the cremation of abandoned bodies, but it has become problematic now, in the way we have to do paperwork and how we handle funds. The State of Nevada is conflicting with NRS on who actually pays for it. I have the NRS that says that maybe the county does. My hope today is to get a policy as to what an abandoned body is, and how are we going to handle them efficiently, without a burden to the county, and certainly not a burden to Churchill County Social Services. We will never let anyone in the county be unburied; we will always figure out a way. That is one of those cogs that is spinning slowly, but it is starting to bind with the other cogs.

Regarding consistent processing of estates, the Public Administrator relies on the District Attorney for personal interaction, as far as representation. I use private attorneys to manage these estates and to do our legal documentation to represent us in Court. What happens is, when I work with the multitude of attorneys that I work with, I get different opinions of law, and often their opinions do not match. I told you I am trying to run this as a business, and we have these small estates where the value is \$300.00 to \$500.00, but to try to get control of that amount of money, so maybe I can pay expenses, and anything left over goes to Social Services, especially if they paid for cremation, and then very quickly it costs \$1,000.00 to \$2,000.00 to collect that \$300.00 to \$500.00. So, what has happened with these private attorneys is, they are

saying "Bob, these private, small estates are going to cost the county quite a bit of money, and in our opinion, you need to walk away from those; don't go after the \$300," and that is what I have been doing. With Mr. Sanford, who used to be my connection, we decided in September that that is not quite right. We should probably have an excellent paper trail on every single person that comes through this office. It is called a Public Administrator's Small Affidavit, which is clearly laid out in the NRS. I think we probably should be doing that, as it has been ten years. When we start doing that, however, there will be costs involved, specifically labor, and I am not sure it will feed money back to Social Services. If we are going to do that, then we are going to have to start talking about changing the way the Public Administrator is paid.

I have seen the number of abandoned people increasing, and I do not track abandoned and indigent people, but if we have seven to ten per year, that is probably going to cost maybe \$10,000.00 per year to monitor that and get this paper trail that we believe is so important.

Concerning the \$70.00 hourly fee that I charge, that is for extraordinary services: for managing someone's personal property to sell, or to take care of real estate. As time has gone by, just by factoring in the cost of living and the power of money, my recommendation is to change that to \$90.00 per hour.

What I would like to do is have the board set aside a lump sum of \$10,000.00 per year for me to use directly for abandoned bodies, and not run that through Social Services, so it does not conflict with their indigent funds.

There are three recommendations we need to talk about: increase the yearly stipend to \$47,000.00 to be paid quarterly, increase the hourly wage for extraordinary services to \$92.00 per hour to be paid by the estate, where the estate can carry its own weight, and establish a separate fund that I can manage just to pay for abandoned bodies.

Commissioner Hyde said thank you, that was very thorough. Regarding the recommendation to increase the rate of pay, it is \$70.00 now, and you say that the estate pays it, but if they are indigent, someone else pays it, who is that someone else? Mr. Getto said if it is our full circle paperwork process we are going to do, then with that particular person, the county will be paying that, because that is where I am going to start digging in with an Affidavit, which I will write myself, and the county's civil attorney will review it, then bill directly to the county or take out of this fund; I want to work these details out. All of it kind of boils down to NRS 253.0447, called "Payment for Expenses Incurred in Performance of Duties", where it talks about how the county pays. The District Attorney's Office can provide you with an interpretation of that. We have just never done this, and in ten years, I have never come to the county for any extra money, except last September when I did an audit.

Commissioner Hyde said, would you say, in your opinion, the example you have given, for how the Public Administrator is paid, you get a pretty decent estate, but it seems to me that it takes just as much time to handle the one that you said was a record of \$200,000.00 in debt to handle, as it does this, and you get nothing. Mr. Getto said that his mathematical average is that it takes

about ten months to get through a probate. There is a whole lot where you get nothing, and there is a whole lot where you will get up to \$5,000.00, that is just the nature of it, I guess.

Commissioner Blakey said, I assume you have had expenses in the last ten years that have been unrecoverable, is that what I understand? Mr. Getto said, absolutely, to which Commissioner Blakey asked, who has paid those expenses? Mr. Getto replied I squeeze it out of the \$40,000.00 or I talk to people to see if I can get some deleted, but they are not getting paid a lot of the time. Commissioner Blakey stated that you presented an invoice in September for extraordinary services before us, but to my knowledge, we have not seen that. Mr. Getto said that we ended up talking to Social Services, and we had twenty-three cases that need to have attention, and as I went back to study those cases, that is where I started paying attention to these lost hours, and it started to add up quickly. That has caused us to get this far in the conversation this fall. Commissioner Blakey stated, when you are saying that the county wants to have you do an Affidavit, what kind of authority does that give you? Mr. Getto said that authority allows me to go directly to the bank, submit the Affidavit stating I am entitled to what is in that account, but it is a process. Commissioner Blakey asked if you have to compete with someone for funds in a bank account- Mr. Getto stated that it is part of the Affidavit, because before collecting those funds, I have to try to contact family members stating my intentions. By the time you write letters, and they do not respond, then you call them, and meanwhile the clock is ticking, and if they say they will take care of it, and I have never had someone say they would take care of it.

Commissioner Blakey said, talking about your case study, give us an example of an amount you went after and what you think it would cost, just the numbers, not a story. Mr. Getto said here is an example: Ms. A has some furniture in her apartment that may be worth \$200.00, she has a checking account with \$1,500.00, a savings account of \$25.00, making her total assets \$1,725.00. I have to get the \$1,500.00, so first I start with getting the certified letters out, going to the bank which could take up to three hours, then I have to go to the apartment and have it packed up, try to sell the furniture, and after all of that there is a \$800.00 bill that someone has to pay on that particular one, and every case is different. This case study only makes us go in the negative \$320.00. If the furnishings in an apartment are modest, and because it takes time and money to have those things packed and moved, then it takes time and money to advertise their sale. What I do a lot of times with a landlord is just abandon the property to them, then, hopefully, they can take it and cover lost rent. If not handled correctly and thoroughly, the money goes down the drain really fast, and the last thing I want to do is give bills to the county. Commissioner Blakey said when you submitted that invoice in September, is that something new that you are going to start asking the county to reimburse you on a quarterly basis? Mr. Getto said that I do not want to, and I have never had to before. I am hoping this new process alleviates that, without coming to the county.

Commissioner Blakey said what I am gathering is that you have been doing this for ten years, and now you are up to a \$40,000.00 per year stipend, and that is now fully spent, and then some. Mr. Getto said it is fully spent and then some, as evidenced in the packet, to show you where I am spending that \$40,000.00, which goes to the unique software and things I need to make this job save hours. Commissioner Blakey asked if you are going to present a request for

an increase in stipend at the budget presentations for next year's budget, in hopes that the increase will be automatic, so you do not have to come before us every time you get in trouble with the expenses? Mr. Getto said I would say that is probably the proper way to do it, and I would like to work with staff to figure out the best way to accommodate that, I just have not thought about that in detail.

Mr. Getto went on, saying one thing we do need to discuss, and I do not know if now is the time or not, but Public Administration is changing throughout the state, and as you know there are five counties where the Public Administrator is automatically in the District Attorney's Office, and that is a model that can be done, however, it is an expensive one, because that would cause the District Attorney to hire staff to do this. This year, Douglas County has taken Public Administration and brought it in-house with a full-time employee and a Certified Public Accountant (CPA) to assist. That is an expensive route at \$300,000.00 per year. We are operating much lower than that, but here is where I am driving with this: My term ends this year, and I am not tired of it, yet, and I have another four years in me, assuming I get re-elected. There will be a point in time where this board is going to have to decide how we are going to do Public Administration; should it be elected or not, should we bring it in-house, and when are we going to be able to afford to bring it in-house, because it is going to be expensive.

Commissioner Blakey said that I understand your concerns, and I see the numbers. As you present your budget for next year, I recommend you submit it with a new stipend number and how it would automatically increase, base your hourly rate into your budget with an automatic increase with costs, and put a line item in there for abandoned bodies. Then we can see if that will work within the budget perimeters. I do not think you are asking for money at this moment, you are just asking for a good path forward, is that what you are asking? Mr. Getto said I am asking for money, so to be direct, I am asking that, on July 1, 2026, I would like the stipend to be \$47,616.00. Commissioner Blakey said, that is when your budget starts, so you are going to present your budget when it is time. Mr. Getto said he has never presented a budget before. Chair Getto said you came in during budget meetings, to which Mr. Getto said if that was the budget presentation, then yes, I have. Chair Getto stated that we are starting to steer off the path; this is a presentation about what you do and what your department does. We cannot approve any new funds, as that needs to be agendized on an Agenda to have that discussion. You can coordinate with Pam to do that. Mr. Sanford said as to this starting July 1st, that would be part of the budget, and we will have that as part of the Agenda and that will be the rest of the budget, so you will be able to make decisions that include knowledge of what revenues and expenses are likely to be. Things like creating a new fund, creating line items, and changing the budget amount would be done at that time. Manager Spross said that the only thing that is not part of the budget process would be recommendation number three, because there is a request for the \$10,000.00 per year starting July 1, 2026, but creating an initial fund on January 1, 2026, which still part of this year's budget. If that is the case, that would have to be brought on an Agenda item to this board to approve that. The rest of the ask would be part of the budget process going forward into next year. Mr. Getto said that is what he is trying to say, and that is correct. The reason I am asking for January 1st is because I think I have seven abandoned bodies right now, that are cremated, that I have held back since September. Commissioner Blakey said Mr. Chairman, I just want to make sure I was not trying to spend money, I was trying to educate

Mr. Getto on how he can get to these numbers through the budget process, because I feel like he did not really understand.

Mr. Getto said I do want to make sure that Shannon Ernst with Social Services gets the chance to say something, if she wants to, about indigent funds. Mr. Getto asked Ms. Ernst to tell everyone where the indigent funds come from and how they work, and why we have to be careful between indigent and abandoned bodies, and how we have handled that is years past. Ms. Ernst said when you look at the indigent fund, which is NRS 428, it really defines what makes someone indigent. You have to make less than \$343.00. In 2005, Churchill County and many other counties said there isn't anyone that fits that criteria. Most people make at least more than that, so we have aligned with Health and Human Services (HHS) to determine what our indigent amount is. Currently, it is 200% of the poverty level, and that changes on an annual basis. These funds come from our Social Services tax revenue, which is an item that is paid through tax allocations. It is very restricted, and you need to determine that individuals are indigent when you are expending those funds. When developing the overall structure with Mr. Getto, it was really for indigent individuals, and that is what we are paying for. We are creating and paying from Social Services for those indigent bodies that he was not collecting funds for. We also pay for other members of the community as Mr. Getto presented, individuals we find to be indigent, and they cannot afford to pay for the cremation or burial of a body. The reason we do that is because of public health and safety, so bodies are not sitting at funeral homes and are being taken care of properly. We worked out the agreement that in all indigent cases that came from Mr. Getto, we would pay for those. Mr. Getto submits the application to us so that we have it on record. The ultimate goal was that when he processed it through the Court system, we get the final report that goes to the Court, then align it to determine if they are truly indigent or not. We have two conflicts in his NRS and mine. With mine, when you look at burials and cremation, that is the first expense that should be paid. But when you look at Public Administrator, the first expense to be paid is the attorney and the Public Administrator. On those reports, it shows a lot of the time, when his amount comes out, there are no more funds to reimburse back for the indigent case. So, Social Services is not being reimbursed when we show that they are truly not indigent. We did an audit on our system this last year, because our numbers in indigent burial had tripled, and we are trying to figure out why. When we pulled the cases, a lot of them were from the Public Administrator. We had to close out those cases, and we need the Court report to show the final accounting with what happened with that estate so we can say what is indigent and what is not, so we get reimbursed. That is where these twenty-three cases came forward, and it opened up this process this year.

Comptroller Wideman said that for the bank accounts, typically when an account goes dormant, the bank sends the money to unclaimed property in the State, so wouldn't that cover our side, so the people that are relatives could possibly get it? Mr. Getto said yes, by doing absolutely nothing, eventually that money goes to the state, but if I do nothing and it goes to the state, then I do not have the right to go claim that. I would say maybe the county would have more of a right to do that, but how does that work, Mr. Sanford? I have never tried and I do not think I should. Mr. Sanford said generally, money that goes to the state, the county would not have the right to go and collect that, unless you have some sort of clear debt and Court Order saying that

you are owed that debt, which you probably would not have. That would be for whomever the heirs of the estate are.

Mr. Sanford asked that you had mentioned increasing the rate from \$40,000.00 to \$47,000.00, and then potentially having extraordinary expense costs. Was that intended to be the same pot of funds, or was the intention to raise the amount and to charge extraordinary expense costs to the county? Mr. Getto said what happens is, when you have a person that has passed away, it is going to take man-hours to do that. The question is going to be, what is the man-hour rate, whether the county is a customer, or someone else, what is the Public Administrator's rate worth to do hourly research for those extraordinary services, which means dealing with personal property, including bank accounts. Mr. Sanford said, I guess my question is, if you raise the rate from \$40,000.00 to \$47,000.00, does that encompass the additional work that we are talking about, or are you talking about raising it to cover base expense, plus your planning to additionally send hourly bills? Mr. Getto said that \$47,000.00 should take care of anything it takes to deal with the abandoned bodies. Mr. Sanford stated I appreciate that, because I thought that was what we had discussed previously, and I did not want to receive additional individual statements. That is what the base rate is for, and I think that was how our prior contract was structured, was that the stipend was supposed to cover these costs generally, and then if they weren't, you would come back and we would raise that number appropriately, instead of getting a bill for every single case. Mr. Getto said, hopefully, there will not be a bill for every single case, because I think those abandoned bodies are going to fall into that \$7,100.00, but I cannot predict the future, and I do not like how society is handling their loved ones in today's world.

Comptroller Wideman said if we set it up where you have the \$10,000.00 in a fund, we would need quarterly accounting on that, copies of the bank statements and expenditures. Mr. Getto said, if we make a separate fund, yes, that would be sent to you automatically. Technically, the only thing you should see there is \$800.00 charges for cremation, which is only for abandoned people. For abandoned people, we do the same way going through Social Services, as to not impact their funding. I did a standard of practice, but it all boils down to money, unfortunately.

Commissioner Blakey asked if the funeral home has the right to turn away a body if they thought there wasn't money to pay for services? Mr. Getto said morally, they do not turn away anyone, ever. What happens is when the Sheriff's Department calls saying they have a citizen that has passed, and the mortuary has accepted the body, the mortuary does not know at that point is if the body is indigent, and they do not question it. I try to find family if the Sheriff's Department cannot. Sometimes, I will get a call from the mortuary some days later saying the family is not responding. Ted Williams, Managing Funeral Director for The Gardens Funeral Home, stated that they do not turn anyone down, and as Mr. Getto mentioned, we transport a body into our care and take it from there. We try very hard to not wait for cremation, as we do not want to wait thirty days to cremate someone. We want to take care of that within a week or two. In this case, I would ask Mr. Getto if this was going to be taken care of, and if not, we sign a cremation authorization, so we can move forward, and are not holding a deceased person for thirty days or more. Then the cremation happens, and if we are unable to get a hold of next of kin, or if they have denied that, after thirty days, we go back to Mr. Getto and see if this person is basically abandoned. According to the NRS rules for funeral service, it states that after

between thirty and sixty days, if family has not responded or have legally washed their hands of taking care of this person, whether it be financially or even signing a cremation authorization, it turns into an indigent case according to NRS rules. Mr. Getto said those would be the ones that we would use out of the fund, because they are truly abandoned in that case. With our new process that Mr. Sanford has helped with, and the new contact in the District Attorney's Office, we are going to document every time with these cases and go through the motions of trying to get money if we can. It is a little bit scary this first year as I do not know what to expect and how it is going to work, and it should work well, but I do not know. Commissioner Blakey asked that you are just assuming this will cover the cost, to which Mr. Getto stated that he is hoping.

Comptroller Wideman said when this was brought up before, we had ordered a credit card, and I thought you were going to use it, but it is still sitting in the Comptroller's Office. Could that possibly be used to pay for these, instead of having a bank account of \$10,000.00? Mr. Getto said I would rather just return that credit card, as I do not want to use it. I prefer to have a separate account that I can run through QuickBooks and not use the credit card.

Commissioner Hyde asked if there is not a timeline or cut-off time to get a hold of family, because that seems like a long time to wait. Is there an NRS that says as long as you have tried for a week and no one responds- is there a timeline? Mr. Williams said it is difficult to set a timeline for that situation, so I think sometimes it will run into thirty days, as far as trying to get a hold of a family member. By law after, I believe it's thirty days, essentially it is turned into an indigent case, therefore we can begin cremation. I have only seen a handful or two of cases that we had to wait and a situation comes up. Most of the time, the cremation is handled within a week. Mr. Getto said that the cremation is handled, and if it is a non-indigent person, they are relying on me to get their house sold, and they get paid up to ten months later. The system is not perfect, the statutes conflict with each other, and now we can create our own system and handle it the way we do it here, and follow the law, and be done.

Commissioner Blakey said I would like to go back to the extra fund that you want. I would encourage you to work with us as we work with you, and if the Comptroller's Office thinks that using that credit card is the most efficient way, then I want you to weigh that to see if that is an option, because it saves you time, and she is already balancing a credit card and now we have to add another account to keep up with and reconcile. So, there is a little bit of labor on her part, so I just want to make sure you come to the table with an open mind to use the credit card, if it is a good option.

Chair Getto asked if you have a case that ends up having half of a million dollars, you get your cut, there is a cut to lawyers, the funeral home, etc., where do the excess funds go? Mr. Getto said if there is no family, it goes to the State of Nevada.

Commissioner Blakey asked Mr. Getto if he has received all the guidance he needs to move forward, and Mr. Getto said he has received the guidance he was looking for today, and I am focusing on the recommendations in whatever professional order it takes to get those three items taken care of. Chair Getto said for the third request, if that needs to be done before

January 1st, we have to put it on the next Agenda in order to get that done in time. Mr. Getto said that it would be nice, because I am holding up to seven bills for the mortuary starting in September. Chair Getto told Mr. Getto to speak with Deputy Clerk of the Boards to get that on the next Agenda.

Chair Getto asked if there was any public comment. Laurie Mookini said I am the retired Chief Deputy Assessor for Churchill County, and ten years ago when I retired, I was lucky enough to become associated with Mr. Getto as a Public Administrator. I got my real estate license back, and I have been able to work with him, and every case has been like a Masterclass, as you have just been witness to in probate, real estate, where the money goes, how the money is spent and the kind of hours that you have to put into it. He works three times as hard on every case than I do, and my broker says I am worth \$75.50 per hour, so if you guys had to pay him by the hour, I think the county would not be as well off as it is now. Mr. Getto is probably one of the best assets that Churchill County has, along with everyone here. So, I am hoping that you are able to work with him, because it doesn't matter what kind of probate we have, whether it is a multi-million dollar property, or as you have just heard, an indigent estate, he has the same passion and drive, and puts in just as many hours on each one. I am really hoping that everyone can work together with him, so that he can take care of the indigent just as well as he takes care of anyone else. We have done numerous probates, and in over 60% of them, because of his business savvy and teachings, like a Masterclass for me, we have been able to sell the properties and make more money than what we have listed, which is also a credit to his abilities. I just wanted to give you a little heads up, and I think he is well worth everything that he has asked for, and I hope you guys can work together and get it accomplished.

Mr. Getto said Laurie, thank you for the kind words, and when you say that we have made more money, we mean that it is for the benefit of the heirs and beneficiaries. We are able to get the properties cleaned up and get more money to the rightful recipients, they are very thankful, and I get a lot of positive feedback, which I am very thankful for.

Commissioner Eric Blakey made a motion to approve the report as provided, except for any funding requests. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

B- Consideration and possible action re: Two parcel maps (PC25-1) filed by Ronald L. & Paula Giovanetti for properties located at 399 Sheckler Cut-Off and 5967 Hooper Place, Assessor's Parcel Numbers 008-572-26 & 008-572-25, in the E-1 Zoning District, whereby the Applicant proposes a series of two parcel maps to create four lots.

Background: This project has had difficulty in proceeding due to NRS complications. The project involves removing/rearranging lines on an existing lot (on Hooper Place) and creating new lots. This is called a merger and re-subdivision and is allowed for existing lots that were created by a map. The difficulty is that it also includes a parcel that was not created by a previous map, but rather was created by deed long ago. Consequently, the project had to be split into 2 maps. The first will do a parcel map on the deeded lot, then the large lot will be included in the merger and re-subdivision parcel map along with the Hooper Place lot.

History: This project has had difficulty in proceeding due to sewer and water limits on lot size. The Applicant previously divided the 1 acre lots along Hooper Place around 1992, back when 1 acre lots were allowed. Most of the lots along Hooper Place are 1 acre.

Around 20 years ago, the Master Plan and Churchill County Code were changed to require lots less than 5 acres to have community sewer and water service, along with some exceptions. This is placed in the sewer and water Master Plan sections and code titles. Unfortunately, the E-1 Zoning District text was NOT updated. So, people reading it may not understand all of the code limits that apply to their project. The county continually gets inquiries into developments of these smaller lots, but they have not been allowed for a long time, except for instances of 1-2 acre cluster development projects.

These changes likely came about due to State of Nevada requirements. The state currently keeps track of septic tank density and can require groundwater studies for new septic systems when densities get high. How this works at the state level is unclear. In addition, with high well densities, the state can impose review and water right requirements on local government Parcel Maps. The county changed its plan and code, which has prevented the state from imposing its own review and approval requirements.

The original submittal came about when the 399 Sheckler Cut-off property came up for sale, and the Applicant purchased it. The project was very different than the current submittal and involved different lands — but the lot size issue was present. Staff brought up the issue, and the project has been postponed until the Applicant decided what to do. Recently the Applicant decided to reconfigure the project and the lands involved. The current proposal is a request to continue to allow the 1-acre lot sizes similar to the 1992 development of the area.

Summary: In the first Parcel Map, the Applicant proposes to create 2 lots from the 4.52-acre parcel at 399 Sheckler Cut-off, creating a 1.20 acre house lot on the river, and a large vacant remainder parcel. The second Parcel Map will merge the large remainder with the lot at 5967 Hooper Place, and then create 3 lots, 2 of which will be 1 acre each, and the remainder will be 2 acres. If the 1 acre lots are allowed again, the remainder will presumably be divided into two more 1 acre lots in the future.

Criteria Review:

Churchill County Code (CCC) 16.04.040(C) Design Standards: Churchill County has adopted development standards, which shall be complied with in all application submittals. The proposed development must conform to the county's Development Code. Conditions of approval will address specific issues.

- Setbacks and Easements: New lot lines will not create setback problems for existing buildings or facilities. An irrigation easement runs through the middle of the proposed lots on Hooper Place, but it leaves adequate land for home construction.
- Lot size and width: The E-1 zone has a 1-acre minimum lot size and dimensional requirements. The proposed lots comply with these standards.
- Access, sewer, and water facilities: With Sheckler and Hooper Place abutting the property, all lots will have access to paved public roads, as required by Churchill County Code. There is no

community water or sewer system. The Applicant proposes private water wells and septic to serve the lots. The house lot on the 1st Parcel Map already has services. See comments under Criterion 4, below, regarding public services and specific road requirements.

- Water rights and community development fees: Community development fees will be due with any home construction on new lots. The exception is that water dedication is required for new lots with the Parcel Map, unless no water rights exist on the property, in which a cash payment-in-lieu in the amount of \$3,276 per lot. The 2 Parcel Maps will need to pay fees for 4 lots before recording, unless they have already satisfied the requirement.

CCC 16.12 provides extensive requirements for submitting land division maps. Staff recommends conditions of approval to address changes for required items.

CCC 16.04.050(A) Conditional Development Approval: The Planning Director, Planning Commission or County Commissioners are authorized to apply conditions to applications for development. Conditions are employed to development projects to ensure:

1. Conformity with the Master Plan. The Master Plan designates the area as Urbanizing and is implemented by the E-1 Zoning District. Most Master Plan policies are not applicable to the issue of a land division. Both GOAL LU 2 and Policy LU 2.1 discuss compatibility issues, which are discussed under criterion 2, below. The Master Plan also includes policies regarding the use of water wells and septic systems on new parcels less than 5 acres in size. Policy PSF 1.14.1: Areas planned for urban or suburban development (residential densities greater than one unit per five acres or comparable non-residential development) will be served by a community water supply system. In accordance with adopted and existing Churchill County policies and ordinances, all new systems and facilities shall be dedicated to Churchill County. Policy PSF 2.2.6: If a new land division development proposes the use of on-site sewage treatment and disposal systems on lot sizes of less than one unit per five acres or smaller, the proposal shall not be approved unless it qualifies for one of the following exceptions:

The listed exceptions include, (a) mergers and boundary line adjustments NOT creating new lots;

(b) Development in the E-1 zone where sewer and water will soon be installed; and (c) infill situations allowed in code. While the code does not yet have the exceptions, the project could be considered to be infill development so lots can be less than 5 acres, but that does not mean all situations should allow 1-acre lots. Staff recommends that since 1-acre lots caused the over-use of septic's and wells and the change to Churchill County Code, a more appropriate size would be larger – 2 acres or more. Staff recommends that the application DOES NOT conform with the Master Plan.

2. Compatibility with existing adjacent properties and uses. The proposal will be similar to and will not significantly change the existing residential use and human activities of the existing site. The project is generally compatible with other existing residential and vacant lands nearby.

3. Protection of the public health, safety, and general welfare. The creation of new lots will not significantly change the existing conditions for public health, safety, and welfare, nor will it overburden police and fire services. The main issue regarding the above-noted Master Plan policies is that continuing 1-acre lots may contribute to degradation of water quality and supply.

4. That adequate public facilities and services are available to the development. There are no

public sewer and water facilities on the site. Other public utilities (power and gas) do exist and can serve the proposed lots. Current county practice is for road easements and property lines to include utility easements. The map complies with the practice. As noted above, the Master Plan indicates that new lots under 5 acres should be served by community sewer and water. The property will be served by Sheckler Cut Off, a state highway, and Hooper Place, a county-maintained road serving about 10 homes. Both are paved and have adequate easements. Residential traffic from the new parcels will marginally increase traffic on Sheckler Cut-off and Hooper Place, and nearby roads, but such roads have adequate capacity. As required by NRS 278.378, offers to grant easements and dedicate land to the county must be accepted or rejected along with approval of the map. The motion of approval needs to include these statements.

5. As a part of the review and analysis of the development request, findings of conformance with the goals and objectives of the code and the Master Plan must be made in order to recommend approval and impose conditions. The conditions imposed by the staff may be modified by the final decision-making body.

Recommended Conditions:

- 1) Changes shall be made for compliance with Churchill County Code, including but not limited to:
 - a) Changes to labels on road easements and improvements shall be made to be consistent with the final decision on offers to grant easements and dedicate land and facilities.
 - b) Changes to the Churchill County Commissioner's Certificate shall be made to be consistent with the final decision on offers to grant easements and dedicate land and facilities.
 - c) Water right requirements must be met prior to recording the map.
- 2) Any final changes required by the County Surveyor shall be made prior to recording.

The Planning Commission considered this as an exception for infill related to the Master Plan, and a copy of the excerpt from the Minutes is provided for the Commissioners' review and decision, along with a copy of the staff report.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

Dean Patterson, Associate Planner, 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 a) to approve the Parcel Map for Ronald and Paula Giovanetti to divide APN 008-572-26 and APN 008-572-25 into 4-lots; b) to accept offer to grant easements identified on the maps; and c) to reject offers to dedicate lands and improvements, subject to recommended conditions in the staff report. Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

C- Consideration and possible action re: A Reversion to Acreage Application (PC25-10) filed by Austin and Amber Hood for properties located at 642 and 660 Peaceful Way,

Assessor's Parcel Numbers 008-391-48 and 008-391-49, whereby the Applicant proposes to merge two lots into one.

Summary: The Applicant is requesting a Reversion to Acreage to combine 2 parcels of land owned by the Applicant into one lot. The merger is to allow for future lot development. Note that the county has very little discretion to deny or require changes to a Reversion to Acreage.

Criteria Review:

Churchill County Code (CCC) 16.04.040(C) Design Standards: Churchill County has adopted development standards, which shall be complied with in all application submittals. The proposed development must conform to Churchill County's Development Code. Conditions of approval will address specific issues.

- Setbacks and Easements: The proposed lot merger will not create setback or easement problems.

- Sewer, water, and utility facilities: The property will use water well and septic systems in the future. Consultation with utility and video service providers is not needed in this case.

- Generally: Outside storage, parking and loading, lighting requirements, landscaping, friction zone buffering, signage, and community development fees are not applicable for lot mergers.

CCC 16.04.050(A) Conditional Development Approval: The Planning Director, Planning Commission or County Commissioners are authorized to apply conditions to applications for development. Conditions are employed to development projects to ensure:

1. Conformity with the Master Plan. The Master Plan establishes the area as Urbanizing Area and is implemented by the E-1 Residential Zoning District. Most Master Plan policies are not applicable to the issue of a lot merger. Both GOAL LU 2 and Policy LU 2.1 discuss compatibility issues that are discussed under criterion 2. The lot merger will take two lots and create a single lot, which still conforms to the Master Plan.

2. Compatibility with existing adjacent properties and uses. Intensity of future development will be reduced by eliminating one of the lots. The proposed lot merger is compatible with the adjacent uses.

3. Protection of the public health, safety and general welfare. The proposed lot merger will not change existing conditions. It may actually enhance these protections by reducing the number of individual lots needing well and septic.

4. That adequate public facilities and services are available to the development. The proposed lot merger will not change existing conditions. It may actually reduce the future demand on public services and roads by reducing the number of individual lots available for development. There are no public sewer and water facilities on the site, though they are nearby at the Onda Verde subdivision. Power, communications, and gas services exist nearby. Future road traffic on the adjacent paved roads may be reduced by reducing the number of lots.

5. As a part of the review and analysis of the development request, findings of conformance with the goals and objectives of the code and the Master Plan must be made in order to recommend approval and impose conditions. The conditions imposed by the staff may be modified by the final decision-making body.

Recommended Conditions:

- 1) Changes shall be made for compliance with Churchill County Code.

2) Any final changes required by the Churchill County Surveyor shall be made prior to recording, including but not limited to any topographical and map errors shall be corrected.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

Dean Patterson, Associate Planner, 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 Reversion to Acreage Map for Austin and Amber Hood to merge Assessor's Parcel Numbers 008-391-49 and 008-391-48 into 1-lot. Commissioner Hyde seconded the motion, which carried by unanimous vote.

D- Consideration and possible action re: A Parcel Map Application (PC25-12) filed by Michael Casey, Casey Family Trust, for property located on Trento Lane, Assessor's Parcel Number 007-121-09, consisting of 80.05 acres in the A-10 Zoning District, whereby the Applicant proposes to split the parcel into four lots that will be more than 20.0 acres each.

Summary: The Applicant proposes to divide 80.05 acre parcel to create 4 lots of approximately 20 acres each. The property is served by Trento Lane, a county-maintained gravel road. Consequently, no road construction will be needed to provide access to the new lots. Note that one consideration in the Staff Report is the proposed lots are very long and narrow, being a ratio of 8:1. Such lots have been denied before, though this situation is different. See the discussion below.

Criteria Review:

Churchill County Code (CCC) 16.04.040(C) Design Standards: Churchill County has adopted development standards, which shall be complied with in all Application submittals. The proposed development must conform to Churchill County's Development Code. Conditions of approval will address specific issues.

- Setbacks and Easements: New lot lines will not create setback problems. Necessary easements exist or will be created. Later development must meet setbacks and avoid applicable easements.

- Lot size and width: The A-10 zone has a 10-acre minimum lot size and dimensional requirements. Minimum lot width of 300'. The proposed lots comply with these standards. All the lots are approximately 323' wide and 2645' long.

These lots are a ½ mile long and result in a length to width ratio of 8.2:1 – making them very long lots. Creating such long lots for homesite development creates obstacles for future development, including the ability to extend roads through that area. It should not be done unless there is a good reason, and the county has denied other lots like these.

In this case, creating long skinny lots is less of a problem, since the lots are very large (20

acres), so they are not cramped. In addition, they are set up for future development by north-south road easements splitting the lots at the mid-point, allowing them to be split into 10 acre lots in the future. There is also a road easement running east-west from Trento Lane to the mid-point road easement. Staff recommends that these provisions overcome the problems with such long and skinny lots.

- Access, sewer, and water facilities: See comments under Criterion 4 below regarding public services and specific road requirements. With the new road and the road easements, all parcels will have access to public roads, as required by Churchill County Code. Their future development will require fire truck accessible driveways to buildings. Water or sewer service will not be needed for the large vacant parcel. Future development will require these services are met.

- Water rights and community development fees: Community development fees will be due with any home construction on new lots. The exception is that water dedication is required for new lots with the Parcel Map, unless no water rights exist on the property, in which a cash payment-in-lieu in the amount of \$3,276 per lot. The Parcel Map will need to pay fees for 4 lots before recording, unless they have already satisfied the requirement.

- Water channel protection: CCC 16.16.010.1(C) and (D) require the protection of water channels using easements. This is mainly for natural stream paths, and water delivery. This property has the Pearl Slough running through the west half of the property in a very sinuous pathway. This is not a natural waterway, but, rather, TCID has historically delivered water into it in flood years to dump water into the desert – in this case to Mustang Pond. It was recently used in 2017 and 2021. Just north of the subject property, a home was built in which it was threatened when the slough was used. Further north, a road was built across it without a water crossing, causing the road to blow out. An inquiry was made to TCID, which indicates that it is used to access the slough, but now they have the new flood weirs to release water. They do not plan to use the slough in the future. No easement is needed on this map.

- Land division road standards: The proposed land division requires legal and physical access. All 4 proposed lots will front on Trento Lane, which is a privately maintained dirt and gravel road that is not constructed to any standard. This road is required to be maintained by the sand mine operating north of the site, so it has received some improvements, but to be used for a land division, the road must be upgraded to a county gravel standard reaching southward to the paved part of Trento Lane. The road may need minimal improvements in some locations, and more in others. Improvements will need to include checking the base thickness, adding base, and adding drainage ditches along the sides. Road standards and road work need to be indicated on the map.

CCC 16.12 provides extensive requirements for submitting land division maps.

CCC 16.04.050(A) Conditional Development Approval: The Planning Director, Planning Commission or County Commissioners are authorized to apply conditions to Applications for development. Conditions are employed to development projects to ensure:

1. Conformity with the Master Plan. The Master Plan designates the area as Urbanizing and is implemented by the E-1 Zoning District. Most Master Plan policies are not applicable to the issue of a land division. Both GOAL LU 2 and Policy LU 2.1 discuss compatibility issues that are discussed under criterion 2, below. The Application conforms with the Master Plan.

2. Compatibility with existing adjacent properties and uses. The proposal will not significantly change the existing residential use and human activities of the existing site. The project is generally compatible with other existing residential and vacant lands nearby.

3. Protection of the public health, safety, and general welfare. The creation of new lots will not significantly change the existing conditions for public health, safety, and welfare, nor will it overburden police and fire services.

4. That adequate public facilities and services are available to the development. There are no public sewer and water facilities on or near the site. No water or sewer services will be needed. Other public utilities (power and gas) do exist and can serve the proposed lots. Current county practice is for roads and property lines to include utility easements. The map complies with the practice.

The property will be served by Trento Lane, which is a privately-maintained road in a 60' road easement. However, creating the 4 lots will marginally increase the residential traffic on Trento Lane and nearby roads but such roads have adequate capacity to handle it. As required by NRS 278.378, offers to grant easements, and dedicate land to the county must be accepted or rejected along with approval of the map. The motion of approval needs to include these statements.

5. As a part of the review and analysis of the development request, findings of conformance with the goals and objectives of the code and the Master Plan must be made in order to recommend approval and impose conditions. The conditions imposed by the staff may be modified by the final decision-making body.

Recommended Conditions:

1) Changes shall be made for compliance with Churchill County Code, including but not limited to:

a) Trento Lane shall be labeled as being upgraded to a county gravel road standard and offered for dedication.

b) Trento Lane shall be upgraded or bonded to a county gravel road standard before recording the map. Improvements must extend from the northernmost lot southward to the county-maintained portion of Trento Lane.

c) Changes to labels on road easements and improvements shall be made to be consistent with the final decision on offers to grant easements and dedicate land and facilities.

d) Changes to the Churchill County Commissioner's Certificate shall be made to be consistent with the final decision on offers to grant easements and dedicate land and facilities.

e) Water right requirements must be met prior to recording the map.

2) Any final changes required by the County Surveyor shall be made prior to recording.

The Planning Commission recommends approval, and a copy of the excerpt from the Minutes is provided for the Commissioners' review and decision, along with a copy of the Staff Report.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

Dean Patterson, Associate Planner, made this presentation as outlined above.

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

Chair Getto reported that he will abstain from all discussion and voting on this matter because the Applicant is his grandfather.

Commissioner Matt Hyde made a motion (A) to approve the Parcel Map for the Casey Family Trust to divide APN: 007-121-09 into 4-lots, subject to the conditions as listed in the Staff Report; (B) to accept the offer to grant easements identified on the maps; and (C) to reject offers to dedicate land and improvements. Commissioner Eric Blakey seconded the motion, which carried by majority vote, with Chair Getto's abstention.

E- Consideration and possible action re: Appointment of Dennis Mills to the Churchill County Planning Commission for a four year term commencing January 1, 2026 through December 31, 2029.

The Churchill County Planning Commission has the authority to issue Special Use Permits, Temporary Use Permits, variances, and provides recommendations to the Board of County Commissioners on all land divisions and Sending Site approvals. The Planning Commission is comprised of seven (7) members appointed by the Board of County Commissioners, who serve four (4) year terms.

Current Planning Commission member Zack Bunyard is serving a term which ends on December 31, 2025. The Notice of Vacancies was advertised and a total of two Applications were received from Dennis Miller and Arthur Johnson. Interviews were conducted by the County Manager and Assistant County Manager. Recommendation is being made to appoint Dennis Mills to a four-year term, beginning January 1, 2026 through December 31, 2029.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

County Manager Spross, County Manager, 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 appoint Dennis Mills to the Churchill County Planning Commission for a four year term, commencing January 1, 2026 through December 31, 2029. Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

F- Consideration and possible action re: Application for continued support funding for Domestic Violence Intervention (DVI), in the amount of \$4,000, for Fiscal Year 2025-26.

Domestic Violence Intervention (DVI) is the only program in Churchill County offering assistance to victims of domestic violence and sexual assault. Much of DVI's funding comes from grant sources. Churchill County has a long history of supporting DVI and has typically provided funding in the amount of \$4,000 per year. The funds sought from the county are used

as matching funds for DVI's grants. Since January 01, 2025, DVI has taken 454 Crisis Calls, assisted with 189 Temporary Orders of Protection, provided 203 hours of direct peer counseling, provided 131 support group sessions, and assisted 29 clients with forensic interviews for sexual assault. DVI is asking for an increase in funding from \$4,000 to \$20,000 this year for repairs to their safe house, their security fence, as well as increased emergency on-scene services for victims. The county approved \$4,000 for this budget line item during the budget process for this Fiscal Year.

FISCAL IMPACT: FY26: ± \$4,000.

EXPLANATION OF IMPACT: The DVI line item within the Community Support Budget has been funded each year with \$4,000, and the funds for FY26 have not yet been requested.

FUNDING SOURCE: Community Support Budget/Grant DVI: 100-401-70220.

ACTION REQUESTED: Accept

Carin Gomes made this presentation as outlined above. She reported that the safe house is in need of repairs, they are hoping to put siding on half of the side of the house, it needs window repairs, it has rotting wood, and other issues. That is why we listed in the letter for the generalized repairs to the safe house that we would need to use, that is not allocated and specified from grant funding. Anything that would be in excess of that would go toward emergency services, such as emergency motel nights.

County Manager Spross said I just want to point out to the board that DVI has a line item within the community support budget, and has been funded each year with \$4,000.00, so this is not outside of what has been budgeted, and not outside of the pot of money that is dedicated to other community benefit services. Ms. Gomes stated DVI has not asked for any increases in funding in a long time, and we have tried to really reduce the cost to the county as much as possible.

Commissioner Hyde asked Ms. Gomes if there is any way to go after the offender if they have been convicted of domestic violence or sexual abuse, to cover some of your costs? Ms. Gomes said if a person has been a victim of a crime, they do have the right to go for restitution with an individual civil case, so that would be the victim pursuing the civil case, not our agency. We support the victim of the crime, but really it would be an individual's right to go after that perpetrator. Commissioner Hyde said it would really be nice if you could go after the expenses that you have incurred to house these people. Ms. Gomes said if you look at the victims of crime money on the federal level, that is where that pot comes from, and it is a little bit difficult right now due to the federal grants being audited, and how they are going to allocate the money to our state. People commit crimes against these victims, it goes into the victims of crime pot, and then the federal government says Nevada gets a certain amount, that amount has been up in the air the last few years, so we will see how that goes. Could be a good thing, or not a good thing, but I would rather have back-up for that if we can.

Alexa Robinson stated that in their letter, they are asking for additional funding of \$20,000.00, but we recommended the \$4,000.00 that has been budgeted in the line item, because that is what was budgeted. Chair Getto said that is the way it is budgeted, and if we want to increase that, in

my opinion, we will have to do that in the next budget cycle. Right now, this is what is budgeted.

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

Commissioner Eric Blakey made a motion to approve funding for Domestic Violence Intervention in the amount of \$4,000 for Fiscal Year 2025-26. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

G- Consideration and possible action re: Approval of a Service Agreement with Empire Power Systems for maintenance of the county-owned and operated generators, in the amount of \$17,230.14.

Over the past several years, Churchill County has utilized vendors to perform the service on the county-owned and operated generators. The \$17,230.14 cost is split equally between the Public Works, Planning, and Building Department (\$8,615.07) for service on the generators at the various lift stations and the backup generators at the Moody Sewer Treatment Plant and Sandcreek Water Treatment Plant and Facilities and Grounds (\$8,615.07) for the various backup generators at the facilities. The scope of work performed by Empire Power Systems is outlined in the proposal. The proposal is an increase of \$1,105.14 (6.5%) over the 2024 Maintenance Agreement.

FISCAL IMPACT: \$17,230.14.

EXPLANATION OF IMPACT: The service being provided is for the maintenance of backup generators for the various systems and buildings should there be a power outage. This service assures that all generators are in peak operating condition so that no service is lost during an outage.

FUNDING SOURCE: County General Fund (Facilities & Grounds) Contracted Services in Water/Wastewater Budget (Public Works, Planning & Zoning).

ACTION REQUESTED: Accept

Chris Spross, County Manager, made this presentation as outlined above.

Commissioner Hyde asked if there was ever an analysis done of what the cost would be to do this in-house, or can we do it in-house? Mr. Spross said I do not think we have the ability to do it in-house, as Fleet Maintenance takes care of fleet, and this is kind of outside of their purview, so we have always used the Caterpillar dealer because they are Caterpillar generators.

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

Commissioner Matt Hyde made a motion to approve the Service Agreement with Empire Power Systems, in the amount of \$17,230.14, for service of the county-owned generators, to be split equally between the Public Works, Planning, and Building Department and Facilities and Grounds. Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

Letters Received:

A- Letter received from Richard and Sandella Reed regarding the William N. Pennington Life Center's Transportation Program.

Letter was received from Richard and Sandella Reed regarding the William N. Pennington Life Center's Transportation Program.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: None; Informational Only

This item was presented for informational purposes only and no action was taken. However, Commissioner Blakey said on behalf of this commission, we thank Mr. and Mrs. Reed for providing the letter and making phone calls, and would like to remind the community that our staff is working hard every day to transition the transportation program and the CART services program to a county operation and when they get everything situated, everyone will be pleased. I encourage everyone to be positive about this issue and give us a little more time.

Old Business:

A- Consideration and possible action re: Review and approval of the Churchill County Social Services transportation program to be called Churchill Area Regional Transportation, and to authorize the hiring of two Transportation Specialists and one Clerical Specialist up to step three due to experience to start January 5, 2026, with one additional Transportation Specialist approved to hire, should it be determined fiscally viable and necessary.

Since October 1, 2025, Social Services has been operating the transportation program, Churchill Area Regional Transportation. Since this time, it has been evaluated as to the staffing needs, developing the new Aging and Disabilities organizational structure under Social Services, and increasing capacity to serve the community.

Aging and Disabilities Services Goals:

1. Ensure meals are available Monday through Friday, excluding approved holidays, but ensuring that frozen meals are available when closed
2. Support the delivery of commodities and fresh produce to Meals on Wheels recipients
3. Increase transportation for medical, social interactions, and other needs at a priority level in the community and to Reno, Carson, and other outer areas as identified
4. Support home-bound populations with in-home support to maintain a safe, healthy, and independent life
5. Support activities for all ages to increase socialization, behavioral, and physical health.

FISCAL IMPACT: Additional Transportation Staff \$173,855.73 January 4, 2026

EXPLANATION OF IMPACT: New:

Transportation Specialist-2 F/T Salary with benefits \$101,886.72 50% County Match
\$50,943.36

Pending: Approval to increase to one additional driver if funding is allowed and the consistent need is met to hire.

Clerical Specialist (Lead) up to a Step 3-1 F/T Salary with benefits \$71,969.04 50% County

Match
\$35,984.52

Transfer from P/T to Full Time

Transportation Specialist 2-Current approved at P/T with benefits: \$53,882.40 Increase to F/T: \$101,886.72 Difference: \$48,004.32 50 hours to 80 hours. 50% of the additional cost \$24,002.16

The goal of alignment with other services allows for staffing to be increased from part-time, up to 50 hours, to an 80-hour work week. The driving schedules will be from 7:00 am to 5:30 pm. Staffing work schedules will be 6:30 am - 6:00 pm, based on scattered start/end times for coverage. Schedule times may be revised in the future to meet needs and based on staffing levels.

The goal today is to obtain approval of the program outline, approve staffing to align with the outline, and proceed with hiring to work for implementation on January 5, 2026.

FUNDING SOURCE: Expanded budget:

NDOT 5311 Operating

ADSD Transportation, out of area

Fund for Health Nevada, gap transportation to be allocated for disabled travel per the State agreement

ACTION REQUESTED: Accept

Shannon Ernst, Social Services 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 structure and personnel as presented and authorize to begin the hiring process. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

New Business:

A- Consideration and possible action re: Setting of an Appeal Hearing concerning the Appeal filed by Eric Madrigal of the Planning Commission's denial of a request for an extension of the Temporary Use Permit (TUP427) that was previously granted to Eric Madrigal on September 11, 2024, for property located at 8893 Helens Way, Assessor's Parcel Number 006-031-10, whereby the Applicant is requesting an extension for the Temporary Use Permit for another year.

The board is asked to set an Appeal Hearing concerning the Appeal filed by Eric Madrigal of the Planning Commission's denial of a request for an extension of the Temporary Use Permit (TUP427) that was previously granted to Eric Madrigal on September 11, 2024, for property located at 8893 Helens Way, Assessor's Parcel Number 006-031-10, whereby the Applicant is requesting an extension for the Temporary Use Permit for another year. The Appeal was filed on November 20, 2025 and must be heard no later than January 20, 2025.

Although the matter could be heard on December 17, 2025, there are Departmental Tours scheduled immediately after the regular board meeting. Staff believes it might be better to schedule the Appeal Hearing for January 6, 2026 because the Departmental Tours are only scheduled in the afternoon, leaving the morning for the hearing.

FISCAL IMPACT: An appeal fee of \$250 was paid. However, there are costs associated with an appeal hearing for the notification letters that must be mailed and the legal notice that must be published in the newspaper.

EXPLANATION OF IMPACT: As outlined above.

FUNDING SOURCE: General Fund.

ACTION REQUESTED: Accept

Deputy Clerk to the Board Moore reported that this appeal had been filed and must be heard by the board before January 20, 2026. She suggested setting the hearing for January 6, 2026, during the regular board meeting.

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

Commissioner Matt Hyde made a motion to set the appeal hearing for January 6, 2026 during the regular board meeting. Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

B- Consideration and possible action: Adoption of an updated Hiring Delay and Attrition Policy.

Churchill County implemented a Hiring Delay and Attrition Policy in 2014 to combat the rising costs of personnel during the economic downturn. The policy establishes a Position Review Board (PRB) to consider vacant positions and determine the need for the position and whether a waiver from the policy was warranted. The policy has traditionally required a ninety-day delay before a position was posted for recruitment. In 2024, this policy was amended to address situations in which the board has set a specific target for savings due to attrition and hiring delays.

The 2024 amendment granted additional authorities to the Position Review Board to meet a target for savings and consider reducing the period of vacancy to filling the position within 90 days. However, with no adopted target for FY26, the PRB and various departments have had a disconnect regarding the board's will with respect to the policy.

Staff is recommending adoption of this updated Hiring Delay and Attrition Policy to address these issues. The updated policy allows the board to set savings goals but sets a baseline expectation that positions not be posted for 90 days from the employee's departure. Furthermore, this updated policy addresses the fact that this policy has not resulted in or encouraged any actual attrition of positions. Traditionally, personnel funds and operation funds are separate, so even if a department considered employee alternatives, there were no fiscal resources available for such operations. This updated policy requires the PRB to bring any plan that shows substantial savings to the county by redirecting personnel funds to the board for consideration.

FISCAL IMPACT: Variable.

EXPLANATION OF IMPACT: Fiscal savings are realized by ensuring hiring delays are implemented and actual consideration regarding attritioning employees is implemented.

FUNDING SOURCE: General Fund.

ACTION REQUESTED: Accept

Joseph Sanford, Assistant County Manager/HR Director, made this presentation as outlined. He further stated that he could not find record prior to 2013 of anyone using attrition related to this policy, and we have had attritions related to reorganization throughout departments, but no one has actually found a way to do this better. Mr. Sanford said that he brought updates and changes to the policy today, to encourage and allow for consideration to do some attrition. Specially, one of the prior complaints and difficulties in doing attrition, is the way our budget works. There is money set aside for personnel, if you lose an employee, you cannot just take that money and go buy equipment or technology that you would need to replace that person, as it is part of a separate item. If it is something that you would like to do, it really was not part of the policy. What we would like to do here, is if there is a potential savings of twenty percent or more to the county from a replacement of the position either through job sharing, contract, or equipment, that we would bring that in front of the board, and the board can make the determination to ensure that money gets saved in personnel and then utilized for the department in the manner that would replace that position. We understand that if a department replaces a position with technology, and then maybe it ends up not working out, then that position is needed again, the policy states that you would not be able to replace that position until you have at least achieved the ninety day savings that you would have if you had not replaced a position with a technology option.

In 2024, to consider a particular situation, the policy was adopted and amended to allow this board to set an expected savings relating to money from CC Communications that ended up not coming in that year. This method was decided to ensure that at least that much money was saved on personnel, and the board expected that amount of savings. In that case, there were some amendments that basically stated that instead of making a ninety-day delay for every position, we will do whatever we can do to ensure around \$800,000.00 was saved. That created a list where we kept a certain number of positions open, even if it went past ninety days, so that amount of money could be saved. The recommended change in this case is to create an optional amount of savings that can be made, instead of a requirement to do so. If you choose to set a savings rate, the Position Review Board (PRB) will determine how to ensure that amount of savings is generated over the year, otherwise, it will default to the original ninety-day delay in posting.

Other changes that I wanted to express are that the hiring delay policy has a number of exceptions, and they are generally good, but I would like this board to consider some things that the PRB has generally adopted as a policy, but it is not formally part of the policy, specifically, for number two being grant funded positions. I would like to add the word "majority" to this, as many positions are grant funded to a degree, maybe five or ten percent, and those are not the positions that are intended for this exception. By placing the word majority in that phrase, we ensure that we are talking about those positions that are largely in Social Services, Child

Support, potentially the Juvenile Outreach position, and these are positions that have significant amounts of funding relating to grants, making less of an impact. For number seven, currently Sheriff's Deputies, Detention, and Patrol, as well as Juvenile Probation Officers, and their Detention Specialists, have been given a blanket exception, because we understand that those positions are hard to fill as it is, and creating a hiring delay policy usually ends up adding additional time to that, as well as the public safety aspect. Finally, we have generally had an exception for Department Head level positions, as they are required to ensure that budgets are being met and work is being done, and we do not want to have over-long gaps in that.

Commissioner Blakey asked what the county did prior to 2013 that would fall in line with this type of policy? Mr. Sanford said I do not know, but I think it has always been the desire for every department to consider this, but I do not believe a formal policy existed, previously.

Commissioner Blakey said that, when you talk about this policy being amended in 2024 for the unexpected income of \$800,00.00, which is a whole different conversation, was that for one instance, or did we keep that amendment in the policy? Mr. Sanford said that the amendment was in there, and the intention was for this board to consider adopting a new number every year, which did not happen last year, but it could at any time. There was not a specific number needed, so the amendment still stood. Commissioner Blakey asked, when this policy was adopted, why was the County Commission not put as the Position Review Board? Mr. Spross began to answer why there is not a Commissioner on the board, and Commissioner Blakey clarified his question by saying he wanted to know why the actual board itself is not the PRB, not just one Commissioner, but all three Commissioners would be the PRB. Mr. Sanford said he does not know why. District Attorney Mallory said that he was here when the policy was implemented, and the intention was for the policy to be temporary because of the stressful economic situation the county and the nation was under at that time. That was why the committee was formed the way it was, because it was not going to be a long-lasting thing, it had a significant impact on officers, and nothing was done to change that. However, there is a strong feeling among Elected Officials, to have a board of non-elected people making decisions about who can work in the Elected Officials' office, and what time it takes to fill those positions, is preventing them from doing their Constitutional duties. Therefore, I am personally totally opposed to this policy in any form whatsoever.

Sheriff Hickox said I concur with what Mr. Mallory said in regard to the delay it causes in our office. What Mr. Sanford said on two different points is one, there has been no consistent following of this attrition policy. Our office did evaluate a position, because I feel like that is my job as the elected Sheriff, which is to evaluate positions when they do become open, and if they are necessary right then to fill them. I did have a conversation with Mr. Spross when he was acting HR Director, and told him, at that point, I felt like a clerical position did not need to be filled. We held that position open until recently, when I asked for it to be filled, because I felt like a need had occurred in our office. I feel like that is my job as Sheriff, the Elected Official, and people have elected me to do what I have asked them to do, which is to let me be the Sheriff, the person that is in charge of that office. The other thing I want to clarify is, that while there has been less of me going before the PRB, I have sat in that room with Ms. Wideman, on a number of occasions, and plead my case that I want a deputy position filled, I

need a dispatcher position filled, and I need it now. I have had to wait, and I have been told that I can start to advertise but have to wait. It creates a public safety issue, also hindering my office from doing what we need to do. Then we put people on overtime to fill that position while we are waiting. It is not just a ninety-day attrition policy, if we have to wait ninety days until we can even start to advertise, we are pushing that hire out, potentially, past six months from the time that the employee leaves. I sat in that meeting with Ms. Wideman, the former HR Director, and former County Manager, and have been told no, and there have been other times where they have said go ahead, and there have been other times where they have said go ahead and that they understand the position I am in. When I have been told no, that really hurts, because I cannot do the job that I am elected to do, which provides adequate public safety on the street, and I am putting an extra burden on the deputies that are out there trying to do that job, who are our greatest resource. I would ask, before we move forward with this, that we sit down and talk to some of the Elected Officials about how it is going to affect them, and maybe have a separate level attrition policy where we, as Elected Officials, can have our own attrition policy and answer to the county on that. I ask that this be tabled until further discussions are had.

Commissioner Hyde said when I look at the PRB, which looks to be four people, would it be good to have a Department Head/Elected Official on that board, so those discussions can be had? Chair Getto said that Department Heads are coming to this board, and are at those meetings, so you cannot really have them on the board. Commissioner Hyde asked how this board functions, to which Mr. Spross said if there is a position that is vacated and a Department Head and/or an Elected Official feels that they cannot do without that position, they will submit a waiver request to the PRB and outline, as it is outlined in the Hiring Delay Policy, I cannot do without this position, I already have the same position vacant, there are certain criteria that if it is represented in that waiver, then the board reviews that and makes the decision to say okay, you have met that criteria and you can go ahead and start to advertise. If the criteria has not been met, then the PRB takes the stance that we have been appointed by this Board of Commissioners to make a decision how best to save that money, and if that criterion has not been met, then it falls back into them having to wait ninety days to recruit for that position.

Chair Getto said reading through the policy itself, with the amendments, this is basically a reversion back to prior to 2024, we are kind of going back in that direction. Obviously, there are some minor changes in my eyes, but it is going back to what is used to be, in my opinion. Mr. Sanford said that is correct, this is moving back generally to what it was from 2013 to 2024 with the ninety days before posting, with some additional information as it relates to the attrition function. I think to assist people who are looking at options to ensure that this board is open to hearing those options and doing whatever it can that is going to provide savings. Mr. Spross said for some clarity, the way the currently adopted Attrition and Hiring Delay Policy is written, it requires the board to determine fiscal savings for the year. It says that the board shall do that, so we were doing to have to come in front of this board to either a) say what are the savings that you expect this year, b) and if there are none, then we would need to come in front of this board to say alright, there are no savings, this currently adopted policy does not apply, and we are bringing this back to revert to the original, previous delay policy prior to the list. I can only surmise, as I was not here in 2013, but I feel the reason that those four people are on the PRB is because they represent a broad field throughout the county. It represents labor, in

terms of HR, it represents finance through the Comptroller, it represents legal through the Civil District Attorney's Office, and it represents budget administration through the County Manager's Office. It has a broad outreach that touches the entire county.

Mr. Mallory said, once again, I am going to disagree with the entire premise of this. Please consider this carefully. Once you grant a budget to an Elected Official to do their job, they have a responsibility to fulfill that job pursuant to the NRS, and you have given them a budget to do so. Now, in the middle of the year, when they lose personnel, there is a mechanism by which they are prevented from filling that position for ninety days, and in fact, it takes longer when you count advertising and interviewing, so that is an interference in the Elected Officials' ability to do their mandated job by NRS. Therefore, I am totally opposed to this, not that the Commissioners couldn't have a meeting publicly to discuss whether or not someone's budget should be cut, you have the power to do that with the Elected Officials, but to have this intermediary step of non-Elected Officials interfering with the Elected Officials budget and the money that has already been given to them by the Commissioners is, in my mind, a travesty on our system of justice. You are interfering with our system of government between you as Elected Officials, and your other Elected Officials that represent the people of this county. This entire process is offensive to the Elected Officials, who are deemed with the responsibility of running their offices in an efficient manner, and if they do not, the public can tell them, just like they can tell any other Elected Official. To have non-Elected Officials making those decisions really removes it from any public scrutiny, which is totally wrong; we need it all done in the open, so the Commissioners can say you are spending too much money, and you have the power to do that during the year. Not to do it second hand, and then say well, the staff committee decided this, therefore, we are going to do it. I think that in some ways, some people might term that a cop out. I ask you to abolish this, and if you want to apply it to non-elected Department Heads and their people, that is fine, the County Manager can certainly do that, that is within his power. To impose that on Elected Officials, is a direct infringement on their power and authority to do their job. I am not citing any legal precedent for that; I am citing the basic principles of our democracy. Please, please consider that.

Commissioner Blakey said this policy, and I have made this mention to almost everyone in the room, has served its intended purpose for what that was. There are two things right now that have always been in place, and if I am incorrect, I want someone to correct me. Each year, we have a budget process, and we all agree that that department has enough money and the budgeted personnel for a whole year. That is one check mark, and that is done by the County Commissioners. The second check mark is that the County Commissioners have our pulse on the books of this county. When something detrimentally changes, we have the power to hold a meeting and institute a hiring freeze in this county, across the board. Then, you have this policy, and for whatever reason we have granted this, and now we are saying we want to look at it and see if we want to take some back. If I was here then, I would not have agreed to that, because we already agreed to give it to them, so now we are agreeing to take it back from them? There is a lot to be said there. Chair Getto said, add some clarity to that for me. Commissioner Blakey said, we give any department a budget, and then they lose personnel, then we go and we look to see if we can save some money by not hiring that person. Well, we already approved them to be here for a whole year, so let them run that course, then when the next budget cycle comes,

maybe we do not grant them the full amount of money to have that employee and that employee has to be terminated. That is just business. Then to talk about this policy, I do not know that a boilerplate policy, which is what I think this is, works for every department in this county. If you tell me that I have to choose not to hire a Deputy Sheriff, you are asking the wrong guy. If you think you have to ask me to choose to hire someone at Juvenile Probation, you are asking the wrong guy, or a District Attorney. Those three positions are very vital to this community's survival. So, this policy needs to be discussed more, if it is going to continue. Personally, I do not know that we need this policy, and this is my own opinion. I met with five of the Elected Officials, I met with County Manager Spross, and I gathered everyone's opinions. This is my own decision today, not anyone else's, because I am in charge here. Commissioner Getto is in charge here. Commissioner Hyde is in charge here. No one tells us what to do. We are more than happy to speak with you and listen to your side of the story, but do not be confused if you think the County Commissioners are not in charge, because we are and we will be. So, for someone to say we are not in charge, that is disappointing to me. At this moment, unless someone can prove different within this meeting, I do not think we should vote on this policy, and I would entertain abolishing this policy.

Commissioner Hyde said I agree with much of what has been said, and we do have the right to do a hiring freeze. With what is coming, there might be a hiring freeze for everyone. I am not sure we need this, and more discussion could be had. I do not think we need to move forward with this today, I think we can get everyone to the table to see what this looks like. Chair Getto said he is definitely open to that. Commissioner Hyde said ninety days seems like a long time to wait, but let's get everyone to the table. Mr. Spross said I think the ninety days have been put in place for a Department Head or an Elected Official to do the evaluation on whether or not that attrition can happen, whether it can be replaced with part-time, and I think that is why that time frame was selected. Commissioner Hyde said, I will tell you this, these people are elected by the citizens of this county, and every one of them is tasked with being efficient. We have to trust them to be efficient, and if we have questions about their efficiency, which is why I asked if we can have an efficiency study done after the compensation study, we can absolutely do that, that is within this Commission's authority. I do not feel like anyone is trying to be inefficient. I do not want to put it as us against them; this county needs to be a team. I do not want to leave this meeting with any feeling that it was anyone against anyone; this is a team. This is a team that needs to be well-oiled and there needs to be good communication, and if you have that, there will be success. I trust my Elected Officials, and I hope they trust me. None of us are perfect, and we are all going to miss things, things can be brought forward that we did not even think about, but we all need to have a little bit of humble pie too when we come to the table for these things. I agree, let's have more discussions on this, I do not think we need to rush into this today, and let's come to an agreement. That is where I stand, much like Commissioner Blakey.

Chair Getto stated something we have been talking about, and it has been said a couple of times now, is a hiring freeze, and I hate to even speak that into existence. I am kind of indifferent to this policy, and I have no problem meeting and having another town hall meeting. I love having these meetings, talking with you guys, and figuring out all of this stuff, but there is also the aspect of government efficiency, and that is not to say I do not trust my Elected Officials to

handle efficiency, but as a whole, we know in government that there is a lot of fat to trim. That is one of the biggest eye-opening things when I got into this position, and that can be on the federal, state, or local level. You might not know it, but it is there. That is a matter of having policies like this, so we do not have to have a hiring freeze, and that is the way I am thinking from a government efficiency standpoint. I am more than happy to table this, and we can have discussions with everyone at the table and figure it out. Commissioner Hyde said I also agree with that comment, you know, the bigger the government, the more fat there is. We are a local government, and I do not think there is tons of fat to trim, but humans are the biggest part of our budget, so that is where efficiency really has to happen.

Commissioner Blakey said keep in mind that, if we table this, does the Commission dictate who needs to be at that table, so there is no misunderstanding with who is at that table, because we are not only talking about Elected Officials/Department Heads, but Mr. Spross also has several Department Heads that should be part of that conversation. If it is determined that we need this policy, give me just one good reason why the County Commissioners are not the PRB, because I have yet to determine one. Chair Getto asked why do we not all sit on that board?

Commissioner Blakey said why aren't we three on that board? If any Elected Official or Department Head, under the direction of Mr. Spross, he will bring forth that decision before us, and we will determine whether we will keep the position or not. That is something to consider, and I think that takes all of the disgruntled issues off the table. Chair Getto said quite honestly, you know the world is your oyster, and if you want to, we can probably roll that into regularly scheduled meetings, but then that is a whole other subject. Commissioner Blakey said we have to think about those things, so they have the direction of what we are thinking to come back to us with a viable product.

Mr. Spross asked if this item does get tabled, does that mean the currently adopted Attrition and Hiring Delay Policy is in effect? Chair Getto said that is the other kind of challenging part, right now we are still in that 2024 policy, in which I was a part of the Commission when that was approved on there, and in hindsight, I do not think that was best move. We are still on that 2024 policy if we table this, which is fine, and I do not think it is dire, but that still means they have to go through that process still, correct? Mr. Sanford said yes, and I will defer to District Attorney Mallory in terms of how you would ask us to move forward in terms of the existing policy, if there is no action. I believe the existing policy would continue to go into effect, and I would continue to operate under that. I would appreciate direction in terms of, if you would like to have further discussion, currently I do not know if there is anything for me to do other than put it on the Agenda for a workshop or discussion, because if you would like me to talk with staff and bring proposals, I am happy to do that, as well. It sounds like, if the consideration is complete abolishment or not, I do not know that there is a lot of value in any workshop until that decision gets made. I believe, as to the purpose of the policy in terms of having it done at a point of attrition, and if budget gets saved in that place when the position is empty, there is no employee there. If we wait until the budget cycle, and we think we can save money by not funding that position, that means a person is terminated or furloughed or left off. I think that was the intent of doing attrition at the time of a vacancy, but if the intent of the board is just to abolish the policy all together, that seems reasonable too.

Commissioner Blakey said I could not find any other county in Nevada that has an attrition policy that even aligns with ours in any form, and maybe there is one, I just didn't find one. There are mechanisms for attrition, but there was not a policy that comes close to ours, for your information.

Commissioner Hyde said, if we go back to the 2024 policy, it will really force the hand of everyone to get together for a workshop as soon as possible. Chair Getto said that is true. Can we roll this into our compensation study meetings with everyone? Mr. Sanford said absolutely, if that is your desire. Commissioner Blakey asked what that all means, and Chair Getto said that we are going to have our compensation study meetings where pretty much everyone will be there anyway. I would say, let's do that, whenever that meeting is, I am assuming it will be in January sometime. Mr. Sanford said I was not sure if the board was going to be at that meeting, to have it agendized as a public meeting, but if that is the intent of this board to be there for those Department Head discussions with the compensation study people. Commissioner Hyde said if it was not going to be agendized for us to be there, I think we could follow that meeting with a meeting, and agendize it. Commissioner Blakey asked, so that would be two meetings on the same day, is that what you are saying? Chair Getto said that is correct, does that work for you, to which Commissioner Blakey said absolutely.

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

Commissioner Eric Blakey made a motion to table this discussion of the updated Hiring Delay and Attrition Policy. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

C- Consideration and possible action re: Approval of updated job descriptions, updated job titles, and organization structures for Churchill County Departments as it relates to the compensation study.

This board approved the engagement of an outside firm to perform a compensation study on all county positions (minus CBA positions and CNHD positions) at its November 10, 2025 board meeting. Staff requested all departments to provide updated job descriptions to the HR Department for inclusion in the compensation study. The majority of departments have responded with updated job descriptions with minimal changes that have been administratively approved. All job descriptions with substantial alterations have been included in the Agenda Packet.

Multiple departments have also requested to update job titles as part of this process. For example, Recordation Clerk Trainee and Recordation Clerk, Road Sign Maintenance, Road Construction Specialist, Assessor Operations Specialist etc. Further, there have been requests to create additional senior level positions, Appraiser III, Senior Building Inspector, etc.

Staff communicated with the compensation contractor on best practices going into a compensation study on handling these types of requests to ensure the study provides the best results. The contractor indicated that, if the county has a comprehensive retitling plan prepared, it may proceed, but that the study would include recommendations on re-titling and

stratification of seniority levels of positions. HR is concerned that adopting re-titling and creation of new job classifications at the outset will cause inequities between departments when not considered as a whole. Accordingly, we recommend that the requests to update job titles or amend organizational structures to create new seniority positions be denied until after completion of the compensation study.

FISCAL IMPACT: Variable.

EXPLANATION OF IMPACT: Changed position titles could change comparisons for the compensation study or affect the classification of current employees.

FUNDING SOURCE: General Fund

ACTION REQUESTED: Accept

Joseph Sanford, Assistant County Manager/HR Director, said we want to ensure every employee is evaluated on the actual functions of their position. We have received a great deal of response from all Department Heads and Elected Officials and taking a large amount of their time to go through every single one of their positions. Almost everyone has provided comments, and I received some from the Sheriff this morning that I have not had time to review yet. I want to make sure that we provide the correct material to the Baker Tilly folks. When we are considering the compensation study, originally there were some questions about how to handle proposed organizational changes, proposed creations of positions that do not exist currently, that we may want to be considered in front of the compensation folks. At that time, the discussion was to bring that in front of the Commission and talk about it then. Now that Baker Tilly is on board, I had a conversation with them about how other communities handled this, and what is the best way for us to talk about potential positions that do not exist yet, or do not have a person in them, and how to handle this across the county. They said that this is part of the compensation study, including retitling, organizational structure in terms of how many positions should be in each department for a level of seniority, and creating internal equity throughout the county. That is just to make sure that if we have say, a level one and a level two of the Court Clerk position, we have the same levels throughout the county. That is something that they would be providing as part of the compensation study, but if we want to give them very specific direction instead, they can take that into account otherwise. My recommendation, based on the fact that this is part of their compensation study, how we should organize and potentially consider retitling for various positions, that we table the organizational changes until later, that I will take every piece of the job descriptions that have been updated for duties and tasks, and provide those to Baker Tilly so that they can make sure those duties and tasks are being evaluated. Their model is based off of duties and tasks, and title is generally fungible to them and changes across every organization, so that is not the basis of their decision anyway. I will be providing all of the recommended organizational changes so that they can understand from each department who gave them to us, and what exactly they believe is appropriate. They have already sent out a questionnaire, which most people have also responded to, as to what they see in their department and what changes they would like to see made, and this would sort of be an attachment to that questionnaire as to what each department is looking at, and what they think is appropriate for their department and what would fit their needs. I am happy to go through all of the requested changes if you would like to see those, it is quite lengthy; half of the departments have requested some form of retitle or reclassification, we could go through that now, or you can wait for the compensation study to be completed.

Commissioner Blakey said you did not put any of that information in the packet, and Mr. Sanford said I did not. I have been getting them since Monday and Tuesday, and so I just kind of put it together yesterday. It was meant to go on the screen today during this discussion.

Commissioner Blakey said you are asking us to approve updated job descriptions, but then deny the title, so are they giving you the job description with a new title, and you want us to approve the description and not the title? Mr. Sanford said for example, the Assessor's Office has requested to retitle their Operations Specialist and Deed and Title Review Specialist into a combined class of the Appraisal Technician 1 and 2, and then to assign the Operation Specialist to an Appraisal Technician 1 and the Deed and Title Review Specialist to an Appraisal Technician 2, to retitle the Property Appraiser Trainee and Property Appraiser to Property Appraiser 1 and 2 respectively, to also create a Property Appraiser 3 position and reclassify any qualified people that are currently in that position to that new title. For example, Court Services wants the creation of the Senior Court Services Specialist position as was discussed on the Department Tour. The Public Works and Planning Department would like to have the creation of a Permit or License Technician position and a reclassification of the Office Specialist to that position, the creation of a Building Inspector 3 or Senior Building Inspector position to allow for promotion within that role. The Recorder's office is requesting the Recording Clerk Trainee and Recording Clerk be retitled as Recordation Clerk 1 and Recordation Clerk 2.

The Clerk/Treasurer has similar requests, and I guess I would lump most of these requests in the form of creating further senior level positions to have promotional opportunities for longer-term employees. Commissioner Blakey asked, are you asking them to give you new job descriptions, then let the compensation study people create the title? Mr. Sanford said the intention is that the departments have provided job descriptions with updated titles with their job functions outlined. My recommendation is to give Baker Tilly those job functions and say this is what these departments believe this person actually does. Here are recommendations on how we think they should be titled, please consider those, but this is what they actually do. When you are doing your compensation study, use these functions to determine what they should be compensated at. That is the data that has been provided. I want to wait on the title portion until we get the compensation study results so that we can make sure that it is equitable across the county, and not just one department creating three because the Department Head happened to ask for it. I just want to make sure that we have a uniform plan across the county, and that would be done after the compensation study. The duties and functions will be transmitted now, and that is what you are approving now. Commissioner Blakey said once we get the study, we as a whole can agree on the title that each person wants and why they want it a certain way. Mr. Sanford said absolutely, and Commissioner Blakey continued, saying I am looking at it as we need to get this thing to where it is easy to renew. If we make it crazy right now, then we are just killing ourselves here. Does everyone understand it now? I do.

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

Mr. Sanford said one correction on the motion for clarity, is I think I said approve the job descriptions, and I do not want to say we are approving the job description currently for those employees, because then we have to do a lot of paperwork to change their current job

description, but approving the job descriptions for transmission to our compensation study. Commissioner Hyde said updated job descriptions, and Mr. Sanford agreed.

Commissioner Matt Hyde made a motion to approve updated job descriptions for transmission to Baker Tilly to be used in the compensation study and to deny the creation of updated job titles until after completion of the Compensation Study. Commissioner Eric Blakey 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: Review of the State of Nevada, Child and Protective Services 1st Quarter Report for State Fiscal Year 2026.

Churchill County is required to pay a quarterly assessment for child neglect and abuse cases reported to the State of Nevada, Child Protective Services. Per the Interlocal Agreement, a quarterly update on cases referred for investigation and the findings is reported.

July - September 2025

108 Total reports

14 screened in for investigation

94 screened out and screened

5 cases substantiated for neglect.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: None; Informational Only

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:

There were no future Agenda items suggested.

Commissioner and Management Staff Reports:

Commissioner Hyde reported on the following topics:

- I want to thank the community for their support and attendance at the State Championship football game. One of the security guards said there were more people that day to come through the gate than at a UNR football game this year. Fallon really showed up, and that is why I love this community. This is a community, it is not just off the I-80, it is a rural community, and there is something to be said for that.
- The Fallon Youth Club is looking to probably put together more fundraising, so look for that.
- There are a lot of Christmas parties going on, and I would love to make each one, but I have never been invited to so many parties, I will try to make as many as I can. If I do not make yours, don't feel slighted.
- I want to thank everyone for having open conversations in these meetings, and I think communication is already improving. That is really going to help us move forward as a county, and I appreciate everyone.

Chair Getto reported on the following topics:

- Congratulations to the Greenwave.
- I had a Library Board meeting. The new Director is moving full steam ahead and doing a great job.
- I had a meeting with the Carson Water Subconservancy District about the hiring process for the new General Manager for that organization, so Monday we will interview all the candidates.

Commissioner Blakey reported on the following topics:

- Attended the Nevada Rural Health Day, where they recognized our local doctor, Dr. McDonald, for his continued service to this county, which we thank him for. Reach out to him if you see him to thank him.
- Attended the Stillwater Conservation meeting. They have to replace a tractor, but the tractor program is in full swing.
- The Christmas tree lighting is this Friday, and I hope everyone can make it.
- I want to congratulate the Greenwave on the State Championship, and I thank Commissioner Hyde for his dedication as Assistant Coach.

County Manager Spross reported on the following topics:

- Reminder that a week from Friday is the holiday Employee Appreciation Dinner, and I hope to see everyone there.

Comptroller Wideman reported on the following topics:

- Just to let you know, we had to file an extension on the audit due to the federal government shutdown and the single audit directions not being approved at the Federal level, however, they were approved the day before Thanksgiving, so the audit that you will get on the 17th, hopefully, will be final, but it could still be a draft.

DA Mallory reported on the following topics:

- We are still functioning with 2/3 of the attorneys allocated, so we are trying to get those positions filled as quickly as possible. Unfortunately, they are both in the Civil Division, so our Criminal Deputy Attorneys are covering all the work, which I greatly appreciated. We will keep you updated.

Clerk/Treasurer Rothery reported on the following topics:

- The office is busy catching up on things diligently. We are working on Delinquent Property Tax processes all year, however, right now we are working with the next tax sale coming up. That will come to the board within the next meeting or two.
- Candidate filing for Judicial starts in January, and we are also working on election stuff.

Sheriff Hickox reported on the following topics:

- Our Christmas cards will also be going out next week.
- Had POST graduation with Deputy Burger and she is now back at our facility, which we are happy about.
- Testing is being done with the next candidate that is going to POST, making sure he is ready to go, and working with the other local agency to make sure their candidate is also ready.
- We received an odd request in my opinion, from NDOW, that any time we call out a Game Warden, that we pay their wages, and my initial response is no; I did not hire them and if they want to come work for me, I will hire them and pay their wages that way. We called them out for a game-related incident, so that means they (the state) should be paying for them. My opinion is, if they want me to pay their wages, I will hire them. We can have a meeting on that if needed.

- We conducted a multi- agency active assailant training on the base. We utilized our trainers, one from the Fallon PD, and Naval security.
- We got our new canine, Jiggs, and she and her handler are in Carson City doing some preliminary training. The response from the trainers is that we have a great handler and a great team. We are working with Washoe County to put a class on there for a three-week class, and when that dog and the handler are certified, we would be happy to put on a demonstration for this board, so they can see the dog in action. We are also working with Gary's team (Fleet Services) to get their vehicle outfitted, so they will be ready to go when it is time.
- We are wrapping up end-of-the-year training and physicals. We had a couple of people that missed the physicals when they were down here because of vacation, illness or injury, so we are working to get that completed to be in compliance with the state.
- We had the E-911 board meeting yesterday and it was approved to purchase the new servers, so we sent off that paperwork to move forward with that purchase.

Assessor Felton reported on the following topics:

- The 2026-2027 Secured Assessment Roll is now open for review, and Christmas cards will be going out in the mail next week.

Recorder Hessey reported on the following topics:

- The Recorder's office recorded 158 new mining claims in November, which is exciting.

Assistant County Manager/HR Director Sanford reported on the following topics:

- I again wanted to thank the Elected Officials and Department Heads for getting responses back so quickly regarding the compensation study. That will be a lot of work for this December so we can move things forward.
- Now that the shutdown is over, we have had some communication with our SNPLMA folks, so that project is also moving forward at federal pace.

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 10:44 AM.

Quarterly Jail Inspection:

A- Pursuant to N.R.S. 211.020, the Commissioners will conduct the Quarterly Jail Inspection at the Churchill County Jail upon the close of meeting to inquire into the security of the jail and treatment and condition of the prisoners.

Pursuant to N.R.S. 211.020, the Commissioners will conduct the Quarterly Jail Inspection at the Churchill County Jail upon the close of meeting to inquire into the security of the jail and treatment and condition of the prisoners. A report of the inspection will be prepared and recorded.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

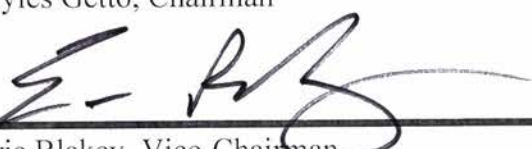
ACTION REQUESTED: None; Informational Only

The quarterly jail inspection was conducted, and a separate report of that inspection will be recorded.

Approved: _____


Myles Getto, Chairman

Approved: _____


Eric Blakey, Vice-Chairman

Approved: _____


Matt Hyde, Commissioner

ATTEST:

Linda Rothery, Clerk/Treasurer


Tara Adams, Deputy Clerk