

MINUTES OF THE BOARD OF CHURCHILL COUNTY COMMISSIONERS

**155 N. Taylor St., Fallon, NV 89406
December 17, 2025**

Call to Order

The regular meeting of the Board of County Commissioners was called to order at 1:15 PM on December 17, 2025.

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

ABSENT: Comptroller Sherry Wideman
Deputy Clerk Tara Adams

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. Geoff Knell said the Dominion Voting Machine Contract is up December 25, 2025. Other counties in the area, I know of definitely one, has the Dominion Voting Machine. Because of the trickery of the 2020 and the 2016 election results, I am asking you to eliminate or no longer sign the Contract of Dominion Voting Machines. They are the ones that are causing the trouble, so I am asking you, as the board, to go to a paper ballot and express the concern. Okay? Alright? I will be back.

Chair asked if there was any other public comment and there were none.

Verification of the Posting of the Agenda

It was verified by Pamela D. Moore, Deputy Clerk to the Board, that the Agenda for this meeting was posted on the 11th day of December, 2025, between the hours of 2:00 and 5:00 P.M. 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- October 15, 2025.

The Minutes of the meeting held on October 15, 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 15, 2025, as presented. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

B- November 10, 2025.

The Minutes of the meeting held on November 10, 2025, are presented for the board's consideration and approval.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

Commissioner Eric Blakey made a motion to find that staff shortages in the Clerk/Treasurer's office have caused delays to the completion of Minutes and to approve the Minutes of the meeting held on November 10, 2025, as presented. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

C- November 19, 2025.

The Minutes of the meeting held on November 19, 2025 are presented for the board's consideration and approval.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

Commissioner Eric Blakey made a motion to find that staff shortages in the Clerk/Treasurer's office have caused delays to the completion of Minutes and to approve the Minutes of the meeting held on November 19, 2025, as presented. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

Appointments

1:15 PM A- Presentation of Employee Service Awards for the 4th Quarter of 2025.

Employees receiving service awards during the 4th Quarter of 2025 are:

Employee	Department	Years of Service
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Preston Denney	Public Works, Planning & Building	25
Lacie McAfee	Recorder	20
Marcie Compau	Sheriff	15
Cecilia Sanchez	District Attorney	15
Heather Gomes	Assessor	10
Tara Adams	Clerk/Treasurer	5
Katelin Byington	District Court	5
Jacob Sommer	Public Defender	5
Faviola Gouveia	Justice Court	5
Loreli LeBaron	Public Works, Planning & Building	5
K9 Penny - Brandon Bird	Juvenile Probation Office	5

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: None; Informational Only

The employees were recognized for their years of service to Churchill County, but no action was taken.

A. B- Update of current activities, plans, or actions related to the Bureau of Land Management's Carson City District.

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

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: None; Informational Only

Mark Mazza. Stillwater Field Office, Carson City District, Bureau of Land Management, had a PowerPoint presentation as follows:



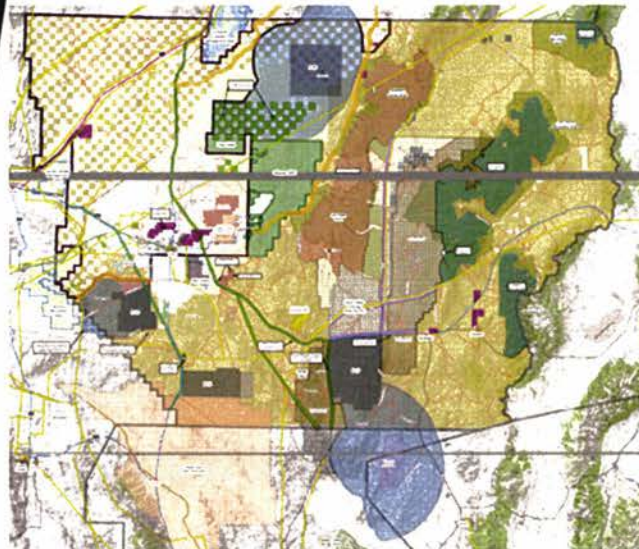
Churchill County Commissioner Updates

December 2025

Presented by Zach Reichold Field Manager
and Mark Mazza, Assistant Field Manager

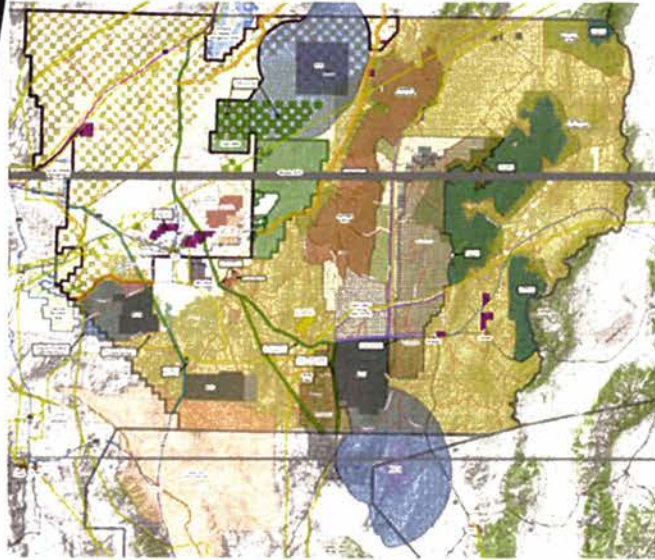
National Defense Authorization Act - BLM

- Sand Canyon road realignment- BLM is the lead agency for NEPA; design & construction being discussed with the BLM, BOR, Navy and County. Contractor continuing to conduct technical baselines studies.
- BLM working with approach on grazing in all bombing ranges. Final permits were mailed out to permittees at the end of the appeal period with new numbers, waiting on signed and returned permits from the permittees prior to turnout
- BLM and BOR developing an Interagency Agreement for the land exchange responsibilities for Section 2907. IAA sent to HQ for approval.
- Prioritizing work on affected B-16 grazing permits. For work on B17 and B20 ranges an Assistance Agreement has been set up to complete some of the more quantitative monitoring with Walker Basin Conservancy. Some of this work has already been completed



National Defense Authorization Act - BLM cont.

- Section 2908- 100% draft of the Churchill County Checkerboard Resolution Implementation Strategy Plan. Plan shared with County 12/3 meeting- a second meeting to be scheduled late January/early Feb. BLM drafting Memorandum of Understanding with County for Section 2908.
- State Route 361- BLM is a cooperating agency. FHWA and NDOT conducting baseline surveys. BLM reviewing baseline reports and draft EA.
- Great Basin pipeline relocation (B-17)- BLM is a cooperating agency. BLM attends bi-monthly meetings. Contractor finishing baseline surveys.



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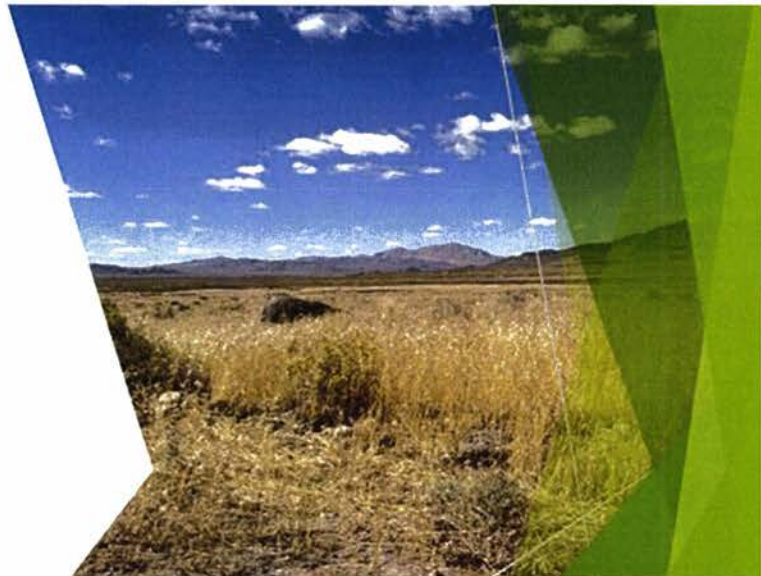
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Grazing and Range Management

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



Greater Sage Grouse Amendment

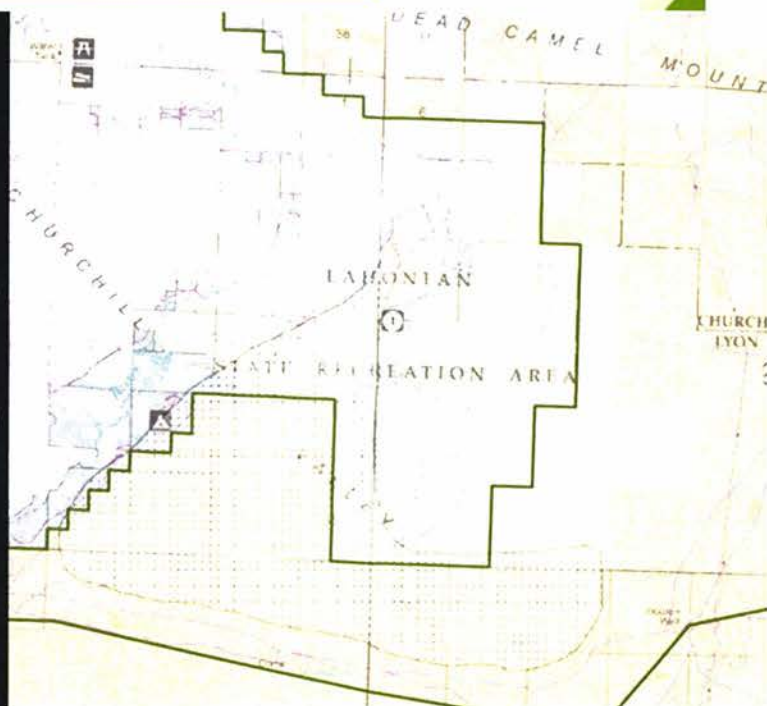
- ▶ The Greater Sage-grouse Draft Resource Management Plan (RMP) Amendment and Environmental Impact Statement (EIS), and the feedback received in over 38,000 public comments, BLM has prepared a Proposed RMP Amendment and Final EIS.
- ▶ Friday, November 8th, the Proposed RMP Amendment and Final EIS will be available on BLM's National NEPA Register at:

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

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

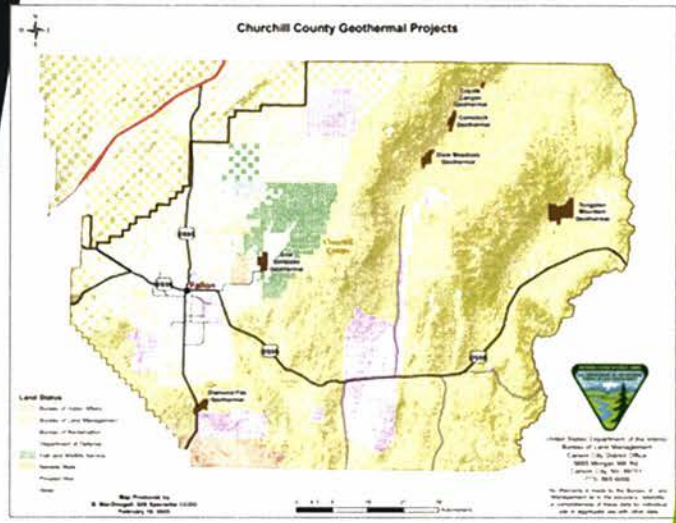
Wild Horse and Burro

- ▶ Census flights completed March 2025. Population estimates (corrected for observer bias) available:
 - ▶ Pilot Mtn Herd (Mineral County): 653 horses
 - ▶ Mamietta Herd (Mineral County): 168 burros, 10 horses
 - ▶ Pine Nut Herd (Douglas, Carson City and Lyon): 283 horses
 - ▶ Garfield Flat Herd (Mineral County): 206 horses
 - ▶ Wassuk Herd (Lyon, Mineral): 128 horses
- ▶ Lahontan Herd Management Area (Churchill County) Gather Plan EA appeal period closed 8/15. One appeal received and currently working through that while awaiting posting of FY26 gather schedule.
- ▶ Second priority is the North Complex (Washoe County) horse gather and HMAP. North Complex would include the Flanigan, Dogskin Mtn & Granite Peak Herd Management Areas. Finalizing management evaluation report and preparing draft HMAP, scoping expected Fall 2025.
- ▶ October 25 adoption event at Northern Nevada Correctional Center adopted 20 saddle-trained animals. Next event has not yet been scheduled.



Geothermal Projects

- ▶ Dixie Meadows EIS: A baseline requirements document has been completed with USFWS, NASF, and BLM and provided to Ormat.
- ▶ Ormat is working in Lyon County on another project called Mason which is geothermal resource confirmation on USFS managed lands where BLM manages geothermal.



Minerals Projects

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

Lands & Realty

Greenlink North

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

Edwards Creek "War Canyon" ROW EA

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

Questions



Mr. Mazzo said I was informed yesterday, and this did not make it onto the slides, but there were some additional geotech boring sites. There were twenty-nine more sites approved for the Greenlink North Project, which comes through Churchill County. Regarding the other two projects, there are no updates regarding the right-of-way application for War Canyon, Starr Canyon, and Cherry Creek. The ID team is waiting for different baselines for that project.

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

C- Consideration and possible action re: Ratification of an Agreement between the State of Nevada, Department of Human Services, and Churchill County Social Services to deliver community services to individuals and families, in the amount of \$27,847.00.

Churchill County Social Services has been awarded partial funding through the Federal Community Services Block Grant funding passed through the State of Nevada. The funds support Community Action activities such as case management, outreach, and public participation in education services. Social Services is eligible for these funds as the nationally designated Community Action Agency.

Due to the Federal Freeze, funds were not awarded on October 1, 2025. The award provided is for three of the twelve months to allow for services to be provided, and the State of Nevada to obtain the full CSBG Federal allocation.

FISCAL IMPACT: \$27,847.00

EXPLANATION OF IMPACT: Personnel: \$25,784.00; Indirect Costs: \$2,063.00.

FUNDING SOURCE: U.S. Department of Health and Human Services, Administration for Children and Families, Community Services Block Grant

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 Matt Hyde made a motion to approve and ratify the Agreement as presented. Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

D- Consideration and possible action re: Approval of Acknowledgment and Declaration of No Rights in Township 22 North, Range 31 East, M.D.B.&M. for Naval Facilities Engineering Systems Command Southwest.

Jonny Mather, a Realty Specialist with the U.S. Department of Navy, contacted Churchill County regarding issues with certain parcels in Churchill County impacted by the FY 23 NDAA Land Expansion. During the Navy's due diligence search of the properties, they found numerous parcels with a reoccurring lease with Churchill County as the Lessor, and the Nevada State Fish and Game Commission (now Nevada Department of Wildlife), as the Lessee from an Agreement dated October 4, 1947. The Navy confirmed with NDOW that they do not have a real estate interest in the disputed parcels, and the Navy will be executing a separate document with NDOW. A review of the Churchill County Assessor's Office records demonstrates that Churchill County has no interest in the parcels, and that the parcels are individually owned. The Navy is now requesting that Churchill County sign the attached Partial Termination of Lease as to the APNs listed in the document, acknowledging that all the interests and rights accrued under the Lease Agreement dated 10/4/1947 between Churchill County and the Nevada State Fish and Game Commission (NDOW) was terminated. This document would clear the exception from title to the land parcels in Churchill County impacted by the FY 23 NDAA Land Expansion. If the Navy cannot obtain a completed Termination of Lease, the interest required will be referred to the Department of Justice to initiate the condemnation process necessary to meet the acquisition requirements of the FY23 NDAA Fallon Range Training Complex Modernization.

FISCAL IMPACT: None.

EXPLANATION OF IMPACT: None.

FUNDING SOURCE: None.

ACTION REQUESTED: Accept

Lane Mills, Chief Deputy District Attorney, 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 Acknowledgment and Declaration of No Rights in Township 22 North, Range 31 East, M.D.B.&M. for Naval Facilities Engineering Systems Command Southwest. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

E- Consideration and possible action re: Approval of a Contract with Carahsoft for Verkada Security Equipment for the New Pass House and Day Center, in the amount of \$87,414.31.

Through the Home Means Nevada Initiative funds, the New Pass House and Day Center has begun renovations to support housing and support for the homeless. As part of the award, the security equipment for the facility. These items are being purchased in January due to the

availability of a discount to purchase. The installation of the equipment was included in the construction bid.

FISCAL IMPACT: \$87,414.31.

EXPLANATION OF IMPACT: Cost of purchase for equipment.

FUNDING SOURCE: HMNI

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 Matt Hyde made a motion to approve the Contract and to authorize the Director to complete the purchase. Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

F- Consideration and possible action re: Approval of a proposal from Lumos & Associates to perform engineering services related to the Lone Tree Road Reconstruction Project, in the amount of \$1,317,180.00.

As part of the 2022 Lands Bill, and the Fallon Range Training Complex expansions, it is required to reconstruct Lone Tree Road from U.S. Highway 95 to the intersection of Solias Road. Churchill County will undertake the reconstruction of approximately 3.1 miles of Lone Tree Road.

The county advertised a Request for Statement of Qualifications (RSOQ) in September 2025. Two RSOQs were received and reviewed by the selection committee. Lumos and Associates was selected as the most qualified firm for the project. Lumos and Associates has prepared a scope of work, project schedule, and design and construction services fee breakdown.

FISCAL IMPACT: \$1,317,180.00.

EXPLANATION OF IMPACT: Design and construction administration services for the reconstruction of Lone Tree Road.

FUNDING SOURCE: Federally funded.

ACTION REQUESTED: Accept

Randy Hines, Public Works Director, made this presentation as outlined above.

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

Chair Getto asked, the Navy already has a melcon for this, it just has to go through some channels to get to us, correct? Mr. Spross said the money, as part of the Lands Bill, is from the Navy. The Navy cannot give the county money directly, so it has to give that money to its federal partners, and due to the scope of the work, that is the Federal Highway Administration. The Federal Highway Administration then has to give it to a state partner, which, in this case, is Nevada Department of Transportation (NDOT), and then NDOT gives the money to the county as a reimbursement for the work that is being done.

Commissioner Eric Blakey made a motion to approve the proposal from Lumos &

Associates as presented, and to approve the County Manager to execute a Contract and any change orders for the same. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

G- Consideration and possible action re: Approval of the sale of approximately 20.32 acre feet per annum (AFA) of underground water rights in Hydrographic Basin 101 to Idaho Asphalt Supply, Inc. (Idaho Supply)/Western Emulsions, in the amount of \$228,250.00.

This is a proposed sale of approximately 20.32 acre feet per annum (AFA) of underground water rights in Hydrographic Basin 101 to Idaho Asphalt Supply, Inc. (Idaho Supply)/Western Emulsions. The agreed upon purchase price of \$228,250.00 is based upon an appraisal dated October 23, 2025, performed by Johnson, Perkins, Griffin from certified general appraiser Sarah Fye, NV license A.0207950-CG, for Nevada State Engineer Permit Numbers 76541 and 81506, for a total combined duty of 18.26 acre feet, articulating an underground water right value of \$12,500 per acre-foot. Nevada State Engineer permit numbers 76541 has a duty of 10.32 AFA and 81506 has a duty of 10.00 AFA, for a total combined duty of 20.32

AFA. Permit 76541 originated from an irrigation right, therefore a consumptive use reduction was applied, reducing the usable duty to 8.26 AFA. Therefore, the total useable duty for both permits 76541 and 81506 held by County is 18.26 AFA to be conveyed to Idaho Asphalt Supply, Inc. (Idaho Supply)/Western Emulsions in the total purchased amount of \$228,250.00.

FISCAL IMPACT: Revenue to county in the amount of \$228,250.00.

EXPLANATION OF IMPACT: Revenue from the sale in the amount of \$228,250.00 paid by Idaho Asphalt Supply, Inc. (Idaho Supply) / Western Emulsions to be paid within 30 days of execution of the Agreement.

FUNDING SOURCE:

ACTION REQUESTED: Accept

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

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

Commissioner Matt Hyde made a motion to approve the sale of approximately 20.32 acre feet per annum (AFA) of underground water rights in Hydrographic Basin 101 to Idaho Asphalt Supply, Inc. (Idaho Supply)/Western Emulsions. Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

H- Consideration and possible action re: Approval for the District Attorney's Office to recruit for vacant attorney positions at the District Attorney 1, District Attorney 2, and Senior Deputy District Attorney levels, and to hire any qualified candidate for those positions.

The Churchill County District Attorney's Office is currently significantly short-staffed due to the departure of key personnel in recent months. There is expected to be substantial difficulty in recruiting for these positions. This board has previously authorized the District Attorney to recruit for these positions at advanced seniority levels on a case-by-case basis. Staff recommends that they be authorized to recruit at the D.A. 1, D.A. 2, and Senior Deputy D.A. levels until further action of the board, to ensure these critical positions can be filled as quickly as possible.

FISCAL IMPACT: Fiscal impacts for hiring at the first step of the range for each position are as follows:

D.A. 1 - \$135,734.97

D.A. 2 - \$148,477.88 (\$12,742.91)

Senior Deputy D.A. - \$162,557.66 (\$26,822.69)

EXPLANATION OF IMPACT: Impacts are annual increased costs created by hiring at the advanced level positions.

FUNDING SOURCE: General Fund

ACTION REQUESTED: Accept

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

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

Commissioner Eric Blakey made a motion to approve the District Attorney's Office to recruit for vacant attorney positions at the D.A. 1, D.A. 2, and Senior Deputy D.A. levels and to hire any qualified candidate for those positions. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

Letters Received

A- Nevada Division of Environmental Protection's request for release/spill information from FedEx Freight for a diesel fuel spill.

The Nevada Division of Environmental Protection requests release/spill information from FedEx for a diesel fuel spill that occurred on November 14, 2025. Approximately 50 gallons of diesel fuel was discharged onto the soil shoulder ditch along the eastbound side of Highway 50 as a result of a traffic accident. Because this release appears to have resulted in contamination and exceeds limits or quantities established by Nevada Administrative Code (NAC) 445A.347 or 445A.3473, FedEx is required to provide an evaluation of the release per NAC 445A.2269 and NAC 445A.227 no later than January 2, 2026, as outlined in the notice.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: None; Informational Only

B- Carson Truckee Water Conservancy District's Audited Financial Statements for the Fiscal Year Ended June 30, 2025.

The Carson Truckee Water Conservancy District provides its audited Financial Statements for the Fiscal Year Ended June 30, 2025.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: None; Informational Only

C- The Carson Water Subconservancy District (CWSD) provides notification of its Audited Financial Statements for the Fiscal Year 2024-2025.

The Carson Water Subconservancy District provides notification of its Audited Financial Statements for Fiscal Year 2024-2025. Please see the report for further details.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: None; Informational Only

D- The Nevada Division of Water Resources provides notification that the Application for Extension of Time for Permits 89925 and 89926 have been granted to July 31, 2026.

The Nevada Division of Water Resources sent a letter informing that the Application for Extension of Time for Permits 89925 and 89926 has been granted to July 31, 2026, with a provision that no further extensions will be granted for filing Proof of Beneficial Use, except for good cause shown, as provided under NRS 533.380, 533.390, and 533.410.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: None; Informational Only

E- The Nevada Division of Water Resources sent notification that the Application for Extension of Time for Permit 81506 has been granted to May 29, 2026.

The Nevada Division of Water Resources sent a letter informing that the Application for Extension of Time for Permit 81506 has been granted to July 31, 2026, with a provision that no further extensions will be granted for filing Proof of Beneficial Use except for good cause shown as provided under NRS 533.380, 533.390, and 533.410.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: None; Informational Only

Old Business:

A- Consideration and possible action re: Update on the status of the personnel Compensation Study and approval of parameters to complete the study.

Baker Tilly is performing the Compensation Study for Churchill County. They have collected data on our job categories, open positions, and departmental feedback and questionnaires. To proceed further with the study, they will be soliciting additional departmental level feedback and input from this board on the competitive peer organizations to be utilized in the study. They generally utilize competitive peer organizations of similar size and geographic area to Churchill County and will be presenting a recommendation to the board. This item will be updated once a firm recommendation is available.

FISCAL IMPACT: None.

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

Joe Sanford, Assistant County Manager/HR Director, said we have been working diligently on

the compensation study, and Sarah Towne with Baker Tilly is here to assist in that. At this point in time, most of the data collection efforts are ongoing and mostly completed. However, to decide how they are going to proceed with the study, there is some input they need from the board on what peer organizations are being considered as our competitors. They have provided a recommendation list, as well as information collected through our departments on who our perceived competitors are.

Sarah Towne, with Baker Tilly, said I do have one correction in the data that has been provided to you. One of the listed peers is from Texas, and that was meant to be a private sector company, so that will not be included as one of the peer organizations.

Ms. Towne said part of the five-based process for an in-market assessment, where we are partnering with you to identify a list of comparable and competitive peer organizations to include in the study. Our goal is to select organizations in terms of that market assessment to look at organizations that are similar in size, similar in scope, population served, revenue budget, diversity of services offered, organizations that are geographically close, but are also just experiencing similar growth or economic circumstances. I often liken the best peer organizations and understanding of movement of employees within the market space, who you are losing talent to and who you are gaining talent from, although, it is to understand a list of these ten peer organizations who best represent the full scope of services offered by the county.

In conducting this, we have already partnered with county leadership in terms of a department director questionnaire, and we identified seventeen public peer organizations to be included in the study, and our goal is to identify which ten of these are going to move forward in the study. The ten public peer organizations are then going to be incorporated with our published surveys. Those are national surveys that we can use for a specific area to understand and represent the private labor market, so if we have positions that are in competition for talent in the private industry, those are going to be incorporated, as well. We are trying to determine which of these ten county public peer organizations best represents the labor market for Churchill County.

Commissioner Blakey said the way I understand it is the ones you have highlighted in green are the ones that you have chosen to be the most relevant to our county? Ms. Towne said the ones in green are the ones I looked specifically at population, those are nine organizations that are similar in size, being the population served by other entities. There are a couple on this list that also have a larger county. The majority of these nine are included in my initial recommendations. You can also see the number of mentions, and those come directly from the departmental questionnaires, so no surprise that Lyon county is one of our strongest overall competitors, and frequently most cited as a peer that most closely relates in terms of population size, and it is a neighboring county, so it makes a lot of sense that it is highly recommended by the staff.

Chair Getto asked Ms. Towne, what are your top ten recommendations, to which she answered, I have a list of top eight and a couple up for discussion. My new recommendations came from Lyon County, Douglas County, Carson City, Storey County, Elko County, Nye County, Pershing County, and Humboldt County, those were my strong list of “yeses” initially. That is a mix of number of mentions, population served, and also looking at data availability and cost of

living comparisons. That is my list of eight, which leaves the other two as questions in that list. In speaking with some of the Department Heads yesterday, they have a strong desire to include one of the other larger counties, either Washoe or Clark County. Note that those are larger in terms of size and scope and then definitely in terms of cost of labor, and cost of living are just going to be much different than Churchill County. Geographically, I think Washoe makes more sense than Clark, but I will leave that to the board for conversation. The other possible entities that I had were the City of Fallon, and I am cautious of including cities as comparables in county government mainly because of the size and scope of operations. They are just not going to have certain departments represented by those, like for Reno's size and then Fallon and Fernley being within the counties, right there is giving you the county seat and we are wondering if that is just growing cities in the county, that would make a lot of sense to include.

Commissioner Blakey said give me your professional opinion on including a large county. Ms. Towne said I think, when we are balancing this with other rural counties, it makes sense to include one that is in certain competition for the labor market with, whether that is representative of the entire county's market, and we can get a good sense of where that is as we dive into the data, it does make sense to include either Washoe or Clark County in the data. Commissioner Blakey said do you feel that we need to have to compare ten counties, or can we do it with eight counties? Ms. Towne said we can do that with eight counties and one or two cities if that is a desire. I think the city makes a lot of sense than Fallon just being the county seat, overlapping the labor market, it is going to be an important competitor for some of our clerical, technical, operational roles, it is just a direct competition for local talent that is especially relevant for our non-sworn, non-management personnel. Then Fernley, in terms of population growth over the recent decade, they had a 25% increase before 2020, and so I think that is also a great competitor. We can start with the initial list of "yeses". Commissioner Blakey said you feel that it is important to include the two cities, and Ms. Towne said I do think the cities are in competition for talent, that they would make a good mix for the county's labor market.

Chair Getto said, personally, I think the City of Fallon should be on here, as we all hear stories of people leaving the county to go to the City, and leaving the City and going to the County, so it is one of our main competitors, so I do want to see that included.

Commissioner Hyde said I am fine with the City being included, but my problem with including Washoe County is, when they did their compensation study, they went over the hill to get numbers, which is going to completely inflate their numbers. I do not know how much use we will get out of that comparison. Chair Getto said that was my thought as well. I do not know why we are comparing a county that is literally eighteen to twenty times our size. It is close in vicinity, yes, but as we all know, we have all said this before, we do not live in Fallon because we want a big city, we live in Fallon because we love Fallon the way Fallon is. To compare it to something that Fallon is just not, I don't really know if that is a fair indicator, and I think it is going to stick out like a sore thumb if we do include it, and I guess at that point we can go from there. I really do not want to include Washoe County. Maybe we can include the City of Reno, but even then, I think you would have better time comparing to Gardnerville, City of Fernley, Minden, something that is more like Fallon and not the opposite of Fallon. Ms. Towne said the other thing to consider is how many positions that we are carrying to market, as well, we are

taking one hundred positions to market, and being able to find viable data for those positions, we will not calculate anything less than three matches, some of these are going to have those positions in there, but I am very cognizant of some of your Elected Offices, the DA in particular, as you have just mentioned that the DA is having challenges when it comes to recruitment of personnel and the retention of, and so just being mindful of who we are losing talent to on that space. I know Washoe is larger, it is a little more on the suburban/urban side but if it is drawing talent, that means it is an important comparator to include. We are not pulling that data as much as you would think, it is a lot of averages we work on, and what is the average market value for this position, and if we are balancing that with the more rural counties like Humboldt, it might be that good offset.

Commissioner Blakey said, Ms. Towne, have you ever done one of these where they take the highest and the lowest and toss them out at the end of this, and find your medium? Ms. Towne said only if we have compensation study that we are going to try in a certain percentage of titles, which is where we are looking at ranking the peer organizations. I find challenges with doing that in the availability of data. I like more data, and so the more data I have, the more I am confident in saying what the average market value is for a position, as opposed to picking out the top vendor at the bottom, because they are just outliers. If the position is a good match in terms of overlapping duties and responsibilities, it is very similar, it is a good match in our mind.

Commissioner Hyde said, if we do include Washoe County, we can come up with a cap percentage when we get all the final numbers, so our hands as Commissioners are not tied to, this is what has come in, and Chair Getto said if we are going to include Washoe County, that is a must. Commissioner Hyde said that might give us a good idea of where we are at. Ms. Towne said we will also be adjusting all of the data for cost of labor. So, we will be taking geographic differences out of those costs, so if it is a higher cost of living, which it is in Washoe County and Reno, we will adjust the data by those geographic differences anyway as part of our process. Commissioner Hyde said excellent, that is good to know, and now I am little more comfortable.

Commissioner Blakey said when you look at other cities, do you evaluate if they are already overpaid in that city? Ms. Towne said it depends on the compensation philosophy of the city. Some try to look at their labor market and want to be a preferred choice in the area and will set certain compensation philosophy ahead of market. Most organizations that you see, particularly on the municipal side, are trying to match market. So, we are not looking at where their overall salary structures are, but just where they are setting it in terms of an overall compensation philosophy. It is really dependent upon this process here, which is who are they comparing themselves to. If you are in Fallon and you are comparing yourself to Reno, does that make sense, and are they adjusting that data, as well.

Ms. Towne said the only other concerns I have with Fallon and Fernley was the availability of data. The rest of most of these organizations are going to have availability of their collective bargaining agreements, their salary structures, their job descriptions, those are all online. Fernley and Fallon both do not, so we need to do some dedicated outreach to make sure we

obtain that data. Time was of concern for this study, so I am just cognizant of our availability and our ability to actually get that data obtained.

Commissioner Blakey asked what plan is in place if the two cities do not communicate with you? Ms. Towne said we will start with what we call a relentless pursuit of the data, which means I am going to gently harass them until they give it to us, and if, after about seven attempts of reaching out and not getting the data that we need, we can look at swapping another peer into this mix. We would have a list of ten that we would reach out to with one on the bubble, and if one of these cities does not provide us with their information, we can swap out for another entity.

Commissioner Blakey said I did not state my opinion on Washoe County, but if we use Washoe County, we definitely have to have to put heavy parameters on those wages, because if we allow that county to inflate our wages more than we can afford, we have done nothing but spin our wheels. Chair Getto said that is next debate subject here, is do we want to do City of Reno, or Washoe County as a whole? Commissioner Blakey asked, do you feel confident, Ms. Towne, that you have to include one of those larger entities? Ms. Towne said I do feel confident, and I will recommend the county over the city, just in terms of comparables when it comes to Health, Social Services, and Library entities, as those are going to be represented by the County, not the City.

Chair Getto said Ms. Towne has the eight counties and will include the City of Fallon and then Washoe County. Commissioner Blakey asked if they need to approve a bubble entity in case they cannot get the information they need from one of the ones mentioned? Chair Getto said just something I want to throw in, is we all sit on different boards that communicate a lot with all of these counties, and Ms. Towne can reach out to us to see if we can help with the process, and we can throw in some substitutes, we could. Commissioner Blakey asked about the bubble entity again, and they agreed on the City of Fernley in the event that they could not get a hold of the City of Fallon's information.

Assessor Felton asked if Pershing County was left on the list, and Mr. Sanford said I am going to go over the list as I understand it, just so we can confirm. I have Lyon County, Douglas County, Carson City, Storey County, Elko County, Pershing County, Humboldt County, Nye County, Washoe County and the City of Fallon. Ms. Felton said Pershing County is a Tier 2 county under NRS 245, so that is a smaller county. From my understanding, they have hiring issues because their wages are so low. I do not see us losing employees to Pershing County, so I feel that it is at the bottom of the list. Elko is one of the Tier 3 counties that is not included on the list. Mr. Sanford said he has Elko County on his list, and Commissioner Blakey said he does not have it on his list. Chair Getto asked Mr. Sanford to slowly read the list one more time. Ms. Towne shared the list on the screen and said these are the counties that she has selected: Washoe, Fallon, Lyon, Douglas, Carson City, Storey, Elko, Nye, Pershing and Humboldt County. I think that Pershing is smaller, it is on the rural side, as well, and I am not familiar of where they are at in terms of their compensation philosophy, but if they are struggling, it means they are chasing you, and we want to be very aware of organizations that you are chasing but who are also chasing you. I want to make sure we include the relevant size but that is a helpful indication on the Tier 2 versus Tier 3 counties. Chair Getto said we have Washoe, City of

Fallon, Lyon County, Douglas County, Carson City, Storey County, Elko County, Nye County, Pershing County, and Humboldt County.

Geoff Knell said Washoe County is in trouble. They are in cahoots with (inaudible), transgenderism and so forth. Regarding this, if I mention what is to be done, is upsetting when it come to reality that this is a joke. This is government overreach and I just totally eliminate it altogether. I have been to Henderson, I have been to Las Vegas, I have been to Fallon when I was stationed here, Washoe County, Carson City, and so forth. I want you to think for yourself, which is good on that, because I can tell you what to do by the First Amendment that says we are to govern you. So, this is a joke, and it is not. I will make a public comment.

Commissioner Hyde said I just want to reiterate that this is a compensation study, nothing beyond compensation. I just want to make sure that is on the record and clear.

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

Commissioner Matt Hyde made a motion to proceed with the Compensation Study as presented/discussed. Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

Consent Items:

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

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: Recorder's Monthly Apportionment Report for November 2025 totaling \$22,114.25 in revenue.

Churchill County Recorder, Tasha Hessey, provides her Recorder's Monthly Apportionment Report for November 2025 totaling \$22,114.25 in revenue for the month.

FISCAL IMPACT: \$22,114.25 in revenue.

EXPLANATION OF IMPACT: Fees to help offset services provided.

FUNDING SOURCE: General Fund

ACTION REQUESTED: Accept

C- Consideration and possible action re: Central Nevada Health District Service Report for November 2025.

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

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: None; Informational Only

D- Consideration and possible action re: Public Works, Planning & Building Department's Revenue Reports for November 2025, showing a total for Public Works & Planning of \$63,657.92, and a total for Building of \$34,573.26 in revenue for the month.

The Public Works and Building Department submits the November 2025 revenue reports for the board's consideration and acceptance. Public Works and Planning reported total revenues of \$63,657.92, and a total for Building of \$37,573.26 in revenue for the month.

FISCAL IMPACT: Public Works Planning, \$63,657.92 Building, \$37,573.26.

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

FUNDING SOURCE: General Fund.

ACTION REQUESTED: Accept

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

Provided for the board's review is the report showing 35 buildings issued in the month of November 2025. Included in the 35 permits are 1 single-family-dwelling permits, 5 commercial permits, and 0 industrial permits. Additionally, 2 manufactured home permits and 2 septic permits were issued.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

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

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

Consider Future Agenda Items:

The following items were suggested as a future Agenda item:

Attrition Policy workshop, Intergovernmental Executive Committee (IEC) update with Navy expansion and roads, and Proclamation for National Radon Month in January.

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Commissioner and Management Staff Reports:

Chair Getto reported on the following topics:

- IEC meeting
- Lahontan Valley Conservation District meeting.
- NACo meeting. The Executive Director wants us to put a Proclamation for National Radon Month, which is January.
- Fallon Range Training Complex Meeting
- Carson Water Subconservancy District Meeting. Ed James is retiring, and interviews for that position will be January 5th.

Commissioner Blakey reported on the following topics:

- Attended the Christmas Tree Lighting. Thank you to the City of Fallon for always doing that for our community. It is always well attended.
- Attended a Local Emergency Planning Committee meeting.
- Attended a Fire Board meeting.
- Attended a Banner Churchill Community Hospital meeting. They are getting ready to open an Orthopedic Clinic in January.
- Attended the County Christmas dinner. Thank you to everyone that helped and all those that came.
- Attended the First Responder's dinner.
- Attended a Museum Board meeting.
- Merry Christmas and Happy New Year to everyone.

Commissioner Hyde reported on the following topics:

- Tentative CART meeting on December 23rd and it may be the last one.
- Fallon Youth Club will be looking at doing more fundraisers. If you have any great ideas let me know.
- Had a great County Christmas dinner which was well attended. I appreciate all those who prepared and put that on.

- Happy Holidays and a bright New Year to everyone.

County Manager Spross reported on the following topics:

- IEC meeting. I will give an update at the second meeting in January.
- Attended the Comprehensive Local Needs Assessment for the career and technical programs at the school. Working on coming up with ideas for programs to better prepare our kids for the workplace.

DA Mallory reported on the following topics:

- Our new Civil Deputy, Wade Carner, has been with us since Monday, and we are glad to have him.

Clerk/Treasurer Rothery reported on the following topics:

- Third installment for property taxes are due January 5th.
- Judicial candidate filing is January 5th -16th for District Court Judge.
- We are mailing out over 1,000 delinquent letters.

Clerk to the Boards Moore reported on the following topics:

- The schedule of meetings and due dates will be placed in your mailboxes and emailed. I would like you to look at your calendars regarding November 13, 2026 because we have to canvass the votes of the election. I would like to set it for 8:00 am that day, but we can do it any other time. All Commissioners agreed to that date and time.
- We are struggling to find meeting locations due to early voting.

Recorder Hessey reported on the following topics:

- PacState has completed the Cat 6 wiring through the office.
- Continue to have issues with the mail machine, there is a tech here today, and we will continue to work on that.
- I look forward to seeing you all at the Museum in a few hours.

Assessor Felton reported on the following topics:

- The Assessor's office is busy helping tax payers with inquiries on their Assessment Notices and Unsecured Tax Bills.

Sheriff Hickox reported on the following topics:

- Attended a Nevada Detention Administrator's working group meeting. There was information about the requirements that are forthcoming from the feds regarding jails and costs of those requirements.
- The power was out for a couple of days, but the power and heat are back on.
- Attended the County Christmas dinner and the Law Enforcement's Christmas dinner.
- Meetings going over budget items and grants.

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. Geoff Knell said I met you all briefly and I do not hate you. What challenge you have. I come here almost every day, except for I had a stroke, but understand it is different. The table here, the District Attorney, the District Attorney branch, Recorder's, this and that. Wow! I am quite impressed. What I would like to talk about is Dominion Machines, and that they are nothing but control. Washoe County, Clark County, Henderson, Las Vegas, Minden, Gardnerville, Carson, it is just amazing how corrupt the communist and the socialist want to nail you and put laws in place. I just found out about the traffic law, now it is all civil, there is no criminalization. Well, very little. (inaudible) Talk to people and to get people to stop going through the stop signs. Ya know, what we have seen is corruption at this time, and we need to enforce it. Mr. Hyde, you are a representative of my constituency, and I want you to look at me and understand that (inaudible) and I want you to behave and stop for three seconds. Just do the right thing, okay? Put Jesus Christ first please, in Jesus' name I pray, amen.

Adjournment:

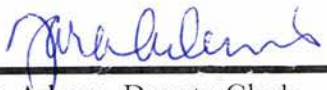
The meeting was adjourned at 2:14 PM.

Approved: 
Myles Getto, Chairman

Approved: 
Eric Blakey, Vice-Chairman

Approved: 
Matt Hyde, Commissioner

ATTEST:
Linda Rothery, Clerk/Treasurer


Tara Adams, Deputy Clerk