

MINUTES OF THE BOARD OF CHURCHILL COUNTY COMMISSIONERS

155 N. Taylor St., Fallon, NV 89406

March 5, 2026

Call to Order:

The regular meeting of the Board of County Commissioners was called to order at 8:15 AM on March 5, 2026.

PRESENT: Commissioner Myles Getto
Commissioner Eric Blakey
Commissioner Matt Hyde
County Manager Chris Spross
Comptroller Sherry Wideman
Chief Civil Deputy District Attorney Wade Carner
Clerk/Treasurer Linda Rothery
Deputy Clerk Tara Adams
ABSENT: Clerk to the Boards Pamela D. Moore

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. Mary Sorensen, Communication Director for the Church of Jesus Christ of Latter-Day Saints, said I have met a few of you, and I know some of you. I wanted to officially introduce myself and kind of let you know what we are about, and how much we love Churchill County in our church. We have over 2,000 members of our church within Churchill County, so it is a big chunk, and we love being good members of the community, and we especially love service. I just want to put some things on your radar. A few years ago, our church helped coordinate the sand bagging along the river, our teams did that, and they loved it, and then last year we coordinated with Jorge Guerrero to clean up the leftover sandbags over on Miner's Road. If you ever have service opportunities within the county, please, please, please, please call me. We love to put our youth to work, our little kids, our adults. We do two big events per year. In the spring we have Global Service Day, and that is with the teenagers, and not just our church, but we like to involve kids at the school, all denominations. In the fall we do a 9/11 Service Day, and that is more of a family-oriented event. The other thing I have to say is that I am organizing and have organized in the last two years, an interfaith Easter concert, and I am here to personally invite you to that concert. It is non-denominational, we have it in a neutral location, this year, it is at the Fallon Convention Center. Last year we had five congregations, the Mayor came, so you guys can represent the county, maybe I will make a pie for whoever comes. I am just kidding, but I do like eating pies. Please come, we would love to have you. It is kind of under the umbrella of religious freedom, there is no preaching of any kind, this event is just kind of a moment of unity in the county, and for us to come together as Christians in the spirit of Easter. We just wanted to invite you, and I have really pretty cards for you. Also please, my business card is in the card, so if you can think

of service, if you want to twist anyone's ear, please call me or email me. We love Churchill County, we love to be good community members, and reach out however we can, so just keep us in mind. Thank you.

Verification of the Posting of the Agenda:

It was verified by Tara Adams, Deputy Clerk, that the Agenda for this meeting was posted on the 27th day of February, 2026 between the hours of 1:00 and 5:00 PM. at all of the locations listed on the Agenda, in accordance with NRS 241.

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

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

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

A- January 28, 2026 - Workshop - Attrition and Hiring Policies.

The Minutes of the January 28, 2026 Minutes 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 approve the Minutes from January 28, 2026, as submitted or revised. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

Appointments:

A- Presentation by Brian Buttazoni, Project Manager at Bureau of Land Management, concerning the Greenlink North transmission line project and proposed adjustments for Churchill County.

The presentation today is for informational purposes only. The County has been engaged in this project as a Cooperating Agency since 2023, and has provided two scoping comment letters as well as comments to the Draft Environmental Impact Statement. The County has worked with BLM and NV Energy to avoid potential impacts with the Clan Alpine Wilderness and Recreation and Public Purpose Parcels south of Fallon. The BLM is preparing to issue a Supplemental Environmental Impact Statement (SEIS) on this Project. The SEIS is due in part to a Protest filed to the initial Final EIS by Lander County and several NGO Groups. There will be an opportunity to submit public comments during a 30-day public comment period ending April 13, 2026. In a previous comment letter, dated December 11, 2024, the county had listed the following key considerations in regard to the Greenlink North transmission project:

- Maintaining access to public lands within and surrounding the project and minimizing access disruptions during construction to the maximum extent;
- Developing appropriate Road Maintenance Agreements with the County and minimizing both short-term and long-term impacts to County Roads as part of construction and operations

of the project;

- Coordinating with the US Navy to avoid or minimize impacts to training associated with Naval Air Station Fallon and the Fallon Range Training Complex;
- Coordinating with affected private property owners (including landowners, mining claimants and water rights holders) and grazing permittees to avoid, minimize and mitigate any impacts on the respective properties and permits;
- Requiring monitoring, management and mitigation of noxious and invasive weed species (including cheatgrass and Halogeton) for the duration of the right-of-way grant, and not just during and shortly after construction;
- Requiring and implementing a wildfire protection plan to minimize the potential for fire starts; and,
- Minimizing short-term impacts on groundwater resources during construction.

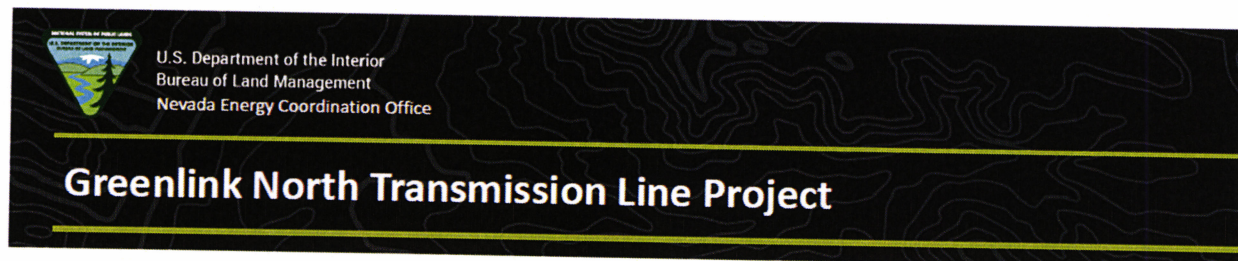
FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: None; Informational Only

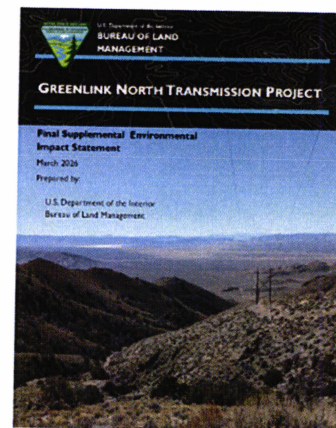
Brian Buttazoni appeared via GoTo Meeting and presented the following:



Project Updates

March 5, 2026

Churchill County Board of Commissioners Meeting



1



U.S. Department of the Interior
Bureau of Land Management

Bureau of Land Management Presenters

Greg Helseth, Branch Chief, Energy Office

Brian Buttazoni, Project Manager



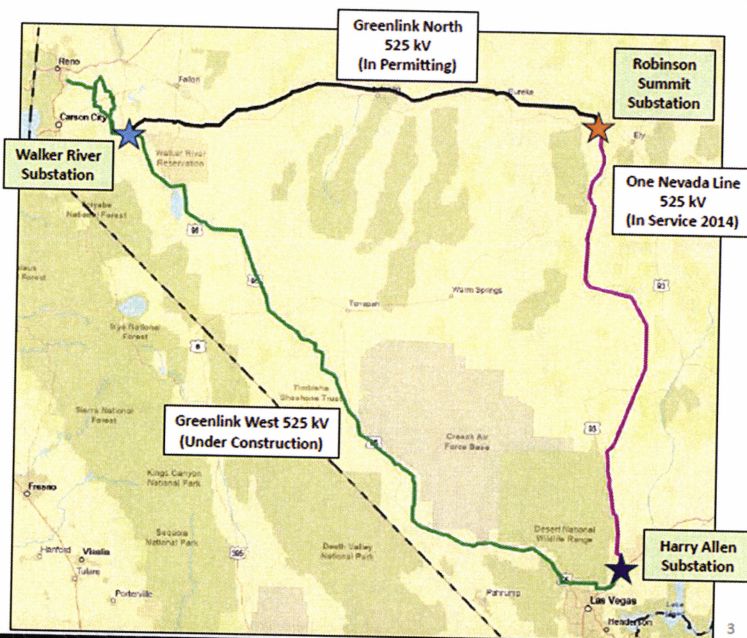
U.S. Department of the Interior
Bureau of Land Management

NV Energy's Need.

Addresses their statewide need for energy transmission:

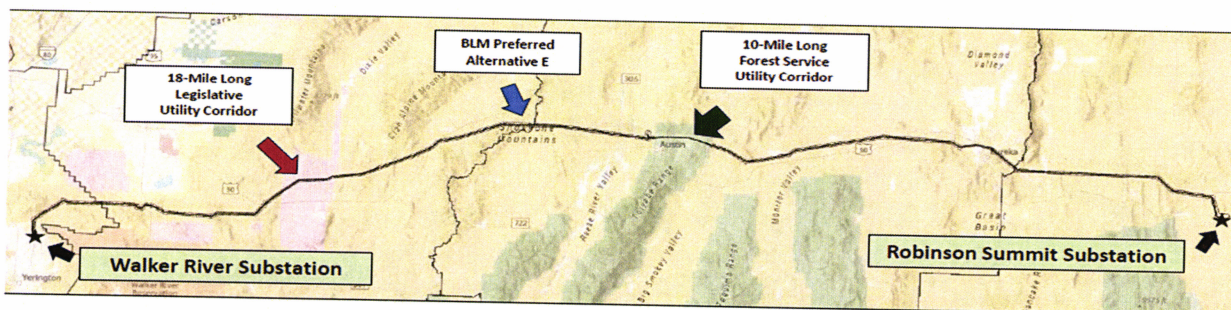
- Redundancy.
- Resiliency.
- Reliability.

Each of these three lines has a capacity of up to 4,000 MW.



U.S. Department of the Interior
Bureau of Land Management

Project Alignment and Corridors.



Approximately 95 percent of the line would be co-located with the existing 230 kV Fort Churchill-Gondor and 345 kV Falcon-Gondor transmission lines.



Alternatives

The Bureau of Land Management considered the following:

Four route adjustments were made in Churchill County:

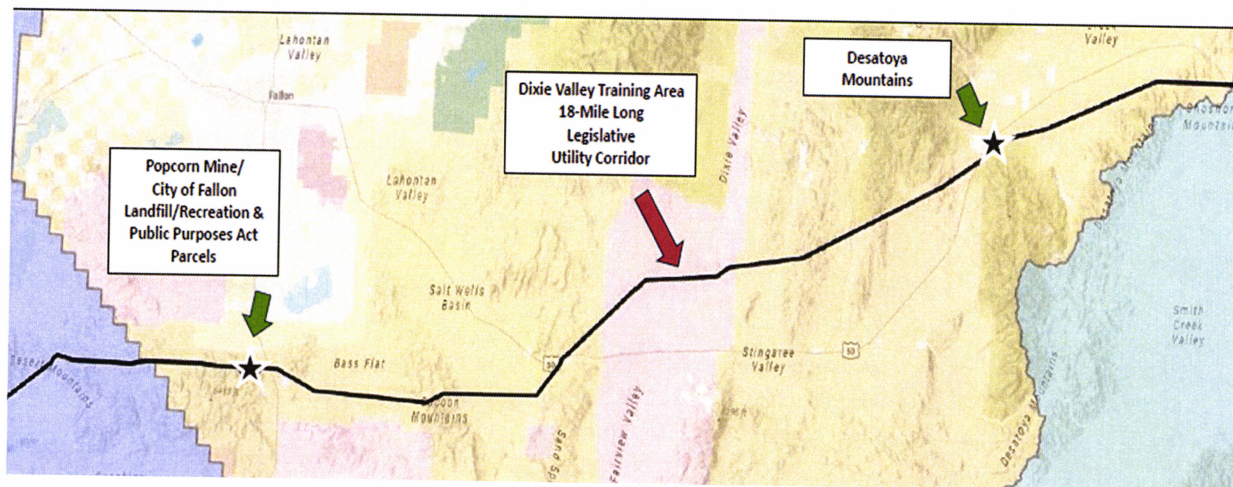
- City of Fallon Landfill.
- Popcorn Mine.
- Desatoya Wilderness Area
- Recreation & Public Purposes Act Parcels.

Twenty alternatives/alternative segments considered but dismissed due to economic, technical and/or greater environmental impact reasons, such as:

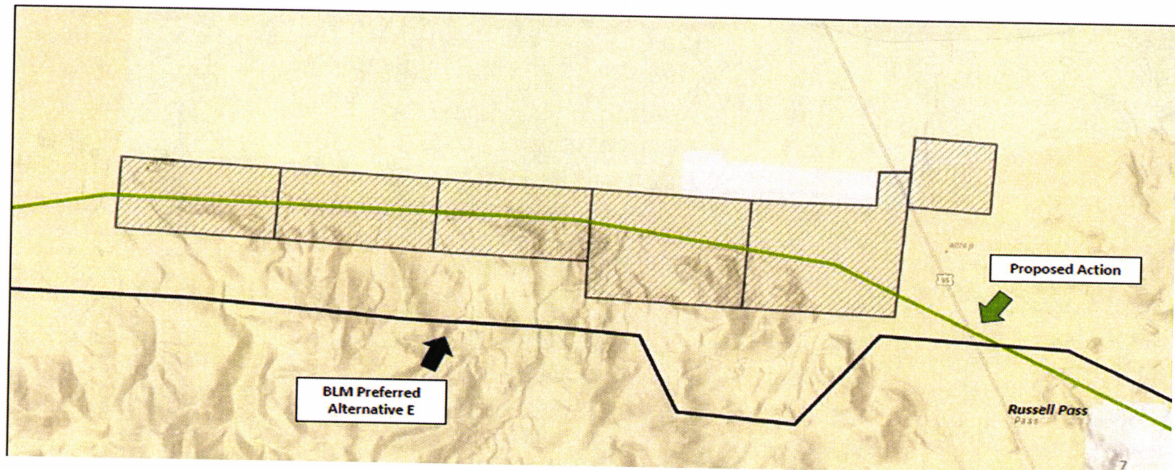
- I-80/Northern alternatives.
- Undergrounding.
- Reduced voltage.



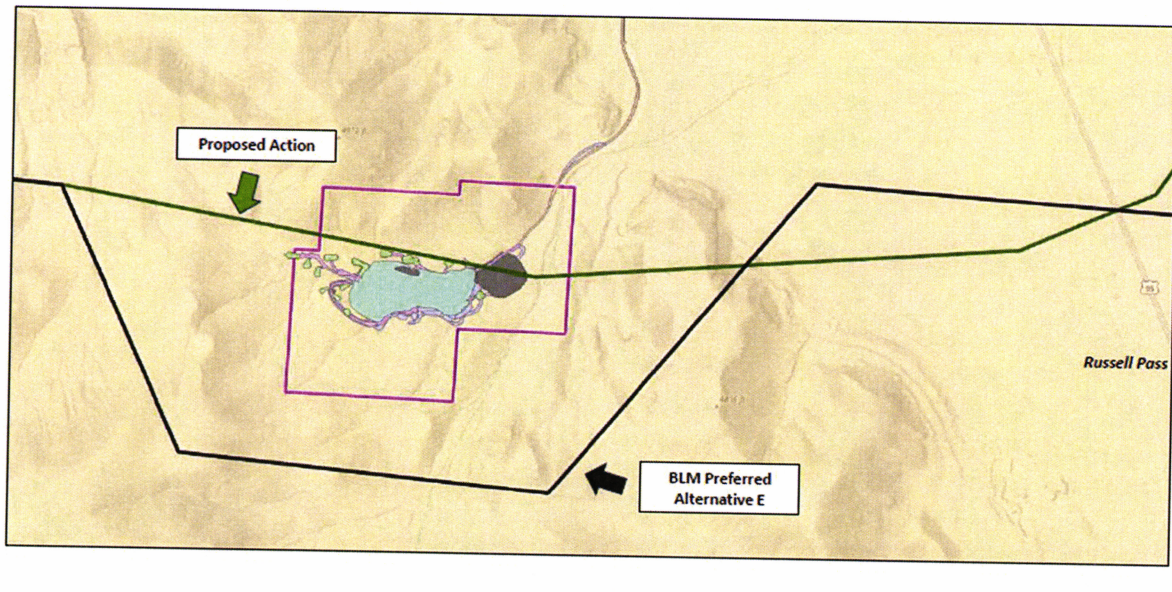
Churchill County Adjustments



Churchill County Adjustments – Recreation & Public Purposes Act Parcels



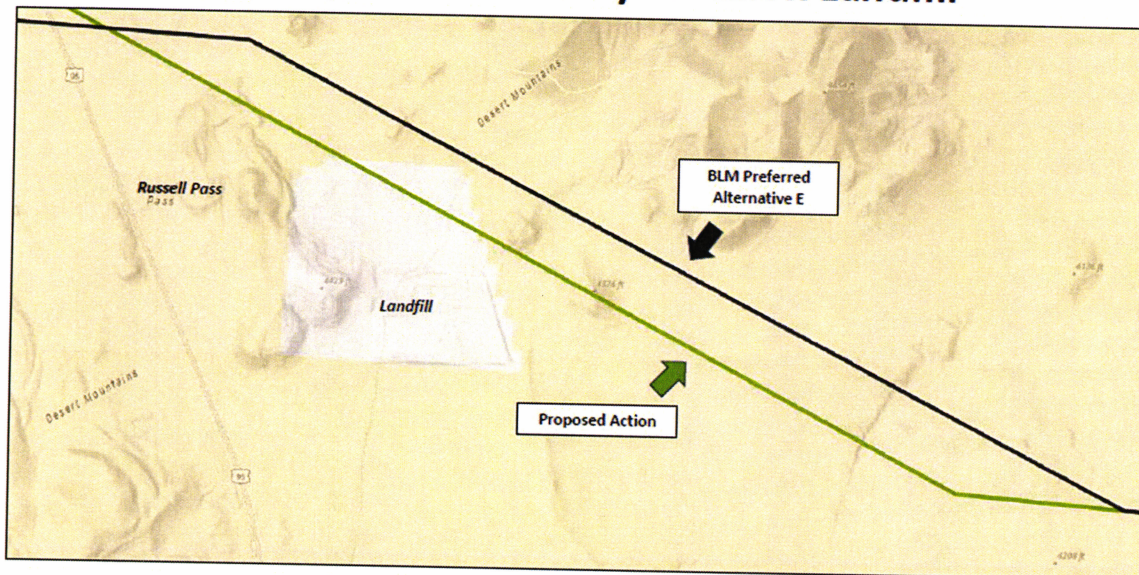
Churchill County Adjustments – Popcorn Mine





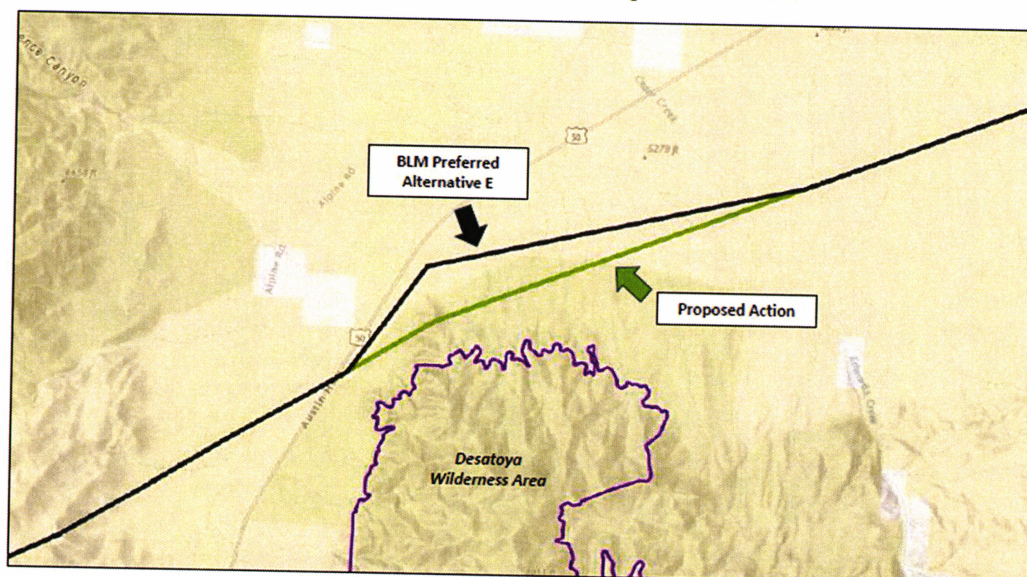
U.S. Department of the Interior
Bureau of Land Management

Churchill County Adjustments – City of Fallon Landfill



U.S. Department of the Interior
Bureau of Land Management

Churchill County Adjustments – Desatoya Wilderness

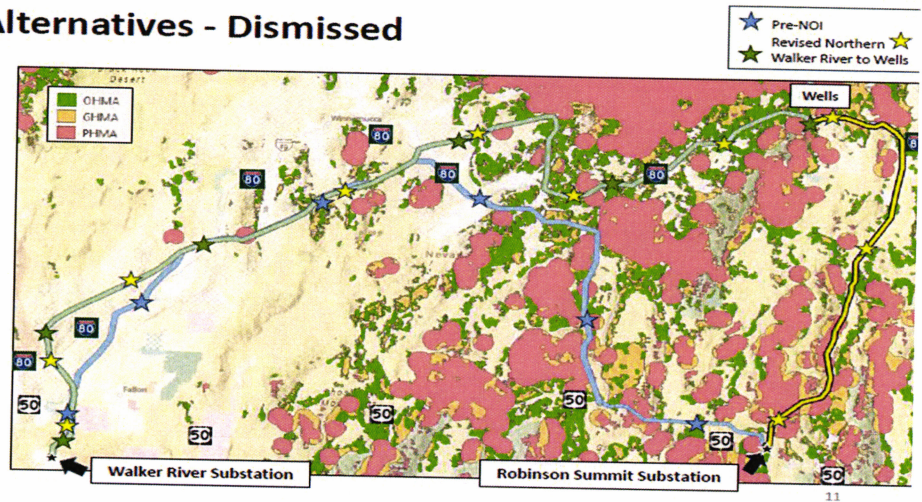


10

I-80/Northern Alternatives - Dismissed

Criteria for reasonable alternatives are:

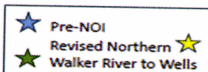
- Economic feasibility.
- Technical feasibility.
- Meets purpose and need and is informed by the goals of the applicant.



I-80/Northern Alternatives - Comparison

Activity	Preferred Alternative - Alternative E	Pre-Notice of Intent	Revised Northern	Walker River to Wells
Estimated Construction Costs	\$832 million	\$1.162 billion	\$1.616 billion	\$1.114 billion
Miles of Transmission Line	235	363	506	348
Number of Structures	1,068	1,653	2,301	1,581
Number of Leks in 4-Mile Study Area*	58	94	78	49
Miles of GHMA/PHMA Crossed	48	70	75	21

* all lek categories.





Rationale for Supplemental Documents

The documents respond to the following:

1. The June 23, 2025 Governor's Consistency Review response letter which stated, "...the State recommends the BLM **modify or remove the seasonal construction restrictions in greater sage-grouse habitats...**" Alternative E is in response to this letter.
2. On November 19, 2025 the BLM Washington Office (HQ-210) published the BLM Director's Protest Resolution Report and "remanded" several protest issues back to the Nevada State Office for **consideration, clarification, further planning, or other appropriate action to resolve the protest issues.**



Rationale for Supplemental Documents

The documents respond to the following:

3. On December 22, 2025 the Nevada State Director approved the 2025 Greater Sage-Grouse Plan Amendments which **changed the land use allocations for major rights-of-ways** (excluding solar and wind energy projects) as follows:
 - a. **General habitat management areas (GHMA) were re-allocated from "avoidance" to "open".**
 - b. **Priority habitat management areas (PHMA) remain as "avoidance", however when project satisfies one of three avoidance criteria, in this case utilizing a designated utility corridor, PHMA is re-allocated from "avoidance" to "open".**



Director's Protest Resolution Report.

The remanded issues included:

- Alternatives.
- Visual Resources Management.
- Undue or unnecessary degradation.
- Land Use Conformance.





U.S. Department of the Interior
Bureau of Land Management

2025 Greater Sage-Grouse Plan Amendments Approved

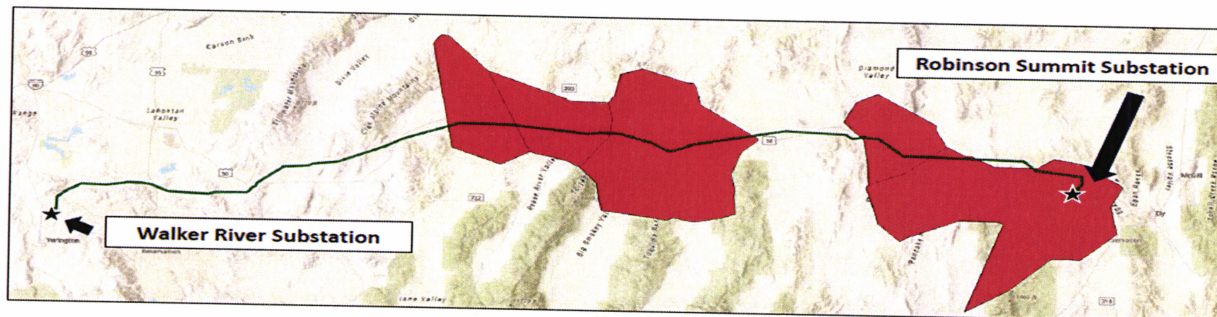
Key management direction changes that affect the Greenlink North Transmission Project:

- Removal of adaptive management “hard triggers”.
- Changes in land use allocations for major rights-of-ways.



U.S. Department of the Interior
Bureau of Land Management

Hard Triggers under the 2015 ARMPA



Approximately 155 miles of the 235 mile line were off-limits to transmission due to adaptive management “hard triggers”, requiring the Bureau of Land Management to evaluate plan amendments, which was announced during scoping in March 2024.

17



U.S. Department of the Interior
Bureau of Land Management

Comparison of Major Habitat Management Area (HMA) Allocation Changes from 2015 to 2025 ARMPAs.

HMA Allocations	Open	Avoidance	Exclusion
GHMA	2025	2015*	
PHMA		2015*, 2025**	

* 2015: land use allocation becomes “exclusion” when outside a utility corridor and “hard trigger” has been hit and is unresolved.

** 2025: If one of the avoidance criteria can be applied, then the land use allocation is “open.”



Major Right-of-Way Avoidance Criteria #1

This criteria states the following:

“RMP designated corridors within PHMA are **open** to consideration of a new major ROW in the category of ROW for which the corridor was designated if the proposed authorization results in impacts similar to those already described in the environmental analysis to establish the corridor, including indirect disturbance to or disruption of adjacent seasonal habitats.”

Since March of 2024 the Bureau of Land Management has undertaken the evaluation of designating a utility corridor on Bureau of Land Management-administered lands between the Walker River and Robinson Summit substations. The Greenlink North Transmission Line Project would meet this criteria.



Significant Changes in Alternative E.

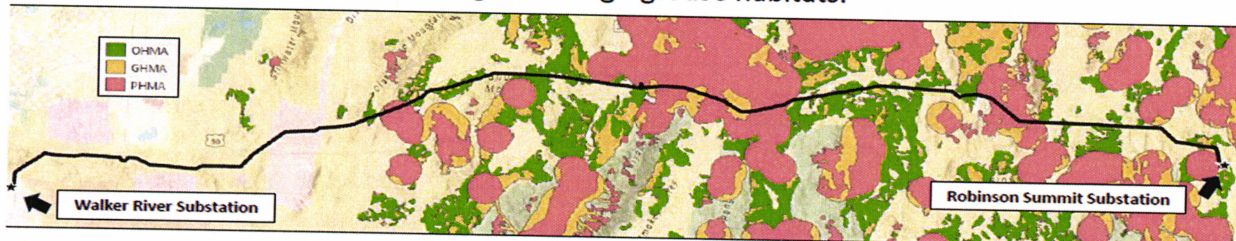
Significant Changes to Management Directions

1. Evaluated the **exemption** of the BLM utility corridor from all seasonal habitat restrictions in GHMA and PHMA (**winter range, breeding, brood-rearing**).
2. Evaluated the **exemption** of the BLM utility corridor from **noise limits** (10 db above ambient noise baseline).



Seasonal Habitat Restrictions Areas.

Under Alternative E, 164 miles out of 235 miles (70 percent) of this project would cross through the various categories of greater sage-grouse habitats.



Without plan amendments, the construction work period would be limited to 45-days (September 16-November 1); Alternatives B-D included a partial exemption for a 5.5 month work period (September 16-February 28); and Alternative E includes a full exemption for a 365 day work period. All in GHMA and PHMA under the 2015 and 2025 ARMPs.

21



Record of Decision

The Authorized Officer will consider comments on the *significant changes* included in Alternative E in making a reasoned choice of the **Selected Alternative and Approved Resource Management Plan Amendments**.

- **Alternative A:** No Action, the right-of-way would not be authorized. The project would not be constructed.
- **Alternatives B-D:** Partial exemption of seasonal habitat restrictions; no exemption from noise restrictions.
- **Alternative E:** Full exemption from seasonal habitat and noise restrictions.



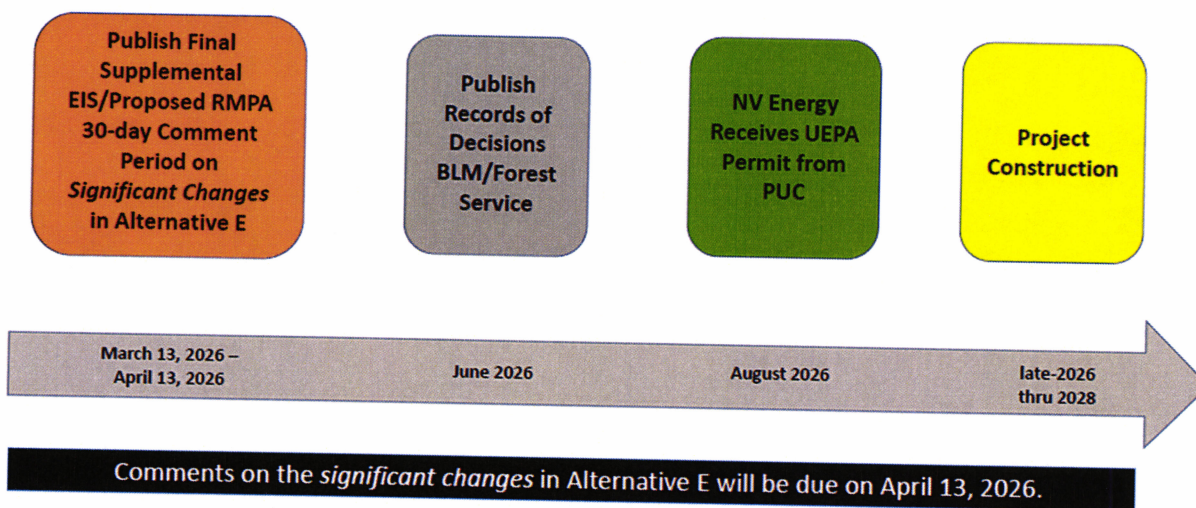
Record of Decision

See Section 1.4 Decision to be Made on the range of choices the Authorized Officer, expected to be the Nevada State Director, can make in the Record of Decision on the alternatives and plan amendments. While Alternative E has been identified as the new **Preferred Alternative**, the Authorized Officer can:

- Select one action alternative, a combination of action alternatives, or modify an action alternative, which becomes the **Selected Alternative** in the Record of Decision.
- Modify the scope of the **Approved Resource Management Plan Amendments** in the Record of Decision.



Permitting Schedule



Questions??

Commissioner Hyde said NV Energy is well aware of our needs for power in Churchill County. I would like to know how much power will be dropped off in Churchill County, if any? If they could give me a response to that at some point, that would be great. Mr. Buttazoni said I will make sure to coordinate with them and provide you with a response. The capacity of the line is up to 4,000 megawatts, but no one has ever explained to me, like a GPS tracking device, where those electrons go exactly. Hopefully we can get you some information directly from NV Energy on where they expect those electrons to be distributed, too.

B- Consideration and possible action re: Update on activities and approval of a funding request, in the amount of \$7,500.00, for the Churchill County Junior Livestock Show for resources and educational opportunities in Fiscal Year 2026.

A copy of the Application for funding submitted by the Churchill County Junior Livestock Show and Sale (CCJLS), in the amount of \$7,500.00 for Fiscal Year 2026, is provided. The event is being held April 23-25, 2026 at the Rafter 3C Arena. The CCJLS is an annual recurring event held each spring and provides an opportunity for personal growth and development of the youth involved in the 4-H and FFA, while teaching responsibility, leadership, and community service. This show allows these hardworking youth to showcase their projects and receive feedback from judges on ways to improve the livestock. Participants also learn about agriculture through their involvement and local residents have the opportunity to purchase locally raised meat.

The Application provided has been reviewed by the County Manager for completion of required materials and the criteria appropriate to warrant county funding. The Application submitted by the CCJLS indicates a request of \$7,500.00 in support from the county. Funding was included in the FY26 Community Support Budget under the CCJLS line item in the amount of \$7,500, therefore, funds have been budgeted and are available to support this request. Furthermore, in September 2022, the Board of County Commissioners adopted Resolution 20-2022 declaring management of the Churchill County Junior Livestock Show and Fair, which demonstrates the board's support and commitment to ensuring a successful event.

FISCAL IMPACT: \$7,500 +/-

EXPLANATION OF IMPACT: The Churchill County Jr. Livestock Show has its own line item within the Community Support Budget

FUNDING SOURCE: Community Support/Churchill County Jr. Livestock Show: 100-401-70301

ACTION REQUESTED: Accept

Karen Bogdanowicz, Vice-President, Churchill County Junior Livestock Show, presented this item as outlined above.

Commissioner Matt Hyde made a motion to disburse \$7,500.00 to the Churchill County Junior Livestock Show. Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

C- Consideration and possible action re: Ratification of a grant subaward amendment between the State of Nevada, Department of Human Services, Grants Management Unit and Social Services to increase the budget to add partial Community Services Block Grant 2026 funding allocation.

Churchill County Social Services received a 2nd quarter CSBG allocation. This requires a formal amendment allocating the additional funds.

FISCAL IMPACT: Total approved budget: \$51,056.00.

EXPLANATION OF IMPACT: Current Budget: Personnel: \$25,784.00; Indirect: \$2,063.00; Amended Adjustments: Personnel: \$21,490.00; Indirect: \$1,719.00; Revised Budget: Personnel: \$47,274.00; Indirect Costs: \$3,782.00.

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 Service Director, presented this item as outlined above.

Commissioner Eric Blakey made a motion to approve increasing the subaward amendment as presented. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

D- Consideration and possible action re: Reversal of the Water Rights Deed, Recorded Document 450522, previously dedicated by Alton L. Green, Jr. and Norma J. Green, for Assessor's Parcel Number 009-271-04, and return of 0.45 acres of water rights.

A building permit for a single-family residence required the dedication of 2.02 acre feet of water. On November 19, 2003, the landowners deeded 0.45 acres of water right to the County, see Document 357051 of the Churchill County Recorder. This deed was subsequently re-recorded as 450522. A letter acknowledging receipt of the water and issuing a service credit for the property was also recorded, see Document 357467. After November 19, 2003, the landowners abandoned the plans to build a home. They request the return of the above noted water since the home was not constructed.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

Dean Patterson, Senior Planner, Public Works, Planning, and Building made this presentation as outlined above.

Commissioner Matt Hyde made a motion to return 0.45 water rights to Alton L. Green, Jr. and Norma J. Green for Assessor's Parcel Number 009-271-04. Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

E- Consideration and possible action re: Selection of Lumos and Associates, Inc. to serve as the project engineer for the Moody Lane to Coleman Road Connector Project.

The Consolidated Appropriations Act, 2023 (Public Law 117-328) appropriates a total of \$3,417,811,613 for Highway Infrastructure Programs (HIP) from the General Fund of the Treasury for fiscal year (FY) 2023. Of such amount, \$1,862,811,613 is set aside for "Community Project Funding / Congressionally Directed Spending." The project descriptions for the 562 projects can be found in the "Community Project Funding / Congressionally Directed Spending" table in the Joint Explanatory Statement incorporated by reference in Division L of the Consolidated Appropriations Act, 2023, and are also included in the attachment to this memo. With this memorandum, FHWA is allocating \$1,851,971,613 for 557 projects to State departments of transportation (DOTs). The Office of Federal Lands Highway (FLH) will distribute funding for five tribal community projects totaling \$10,840,000. These funds are in addition to any other funds, including contract authority, provided in FY 2023. This funding is not subject to any obligation limitation that applies to Federal-aid contract authority.

Churchill County was awarded \$4,000,000.00 for services and construction of the project. The intent of the project is to create a connector road from Rice Road to Coleman Road which ultimately runs along two proposed developments, River Park (north of the Carson River) and River Stone (south of the Carson River).

The county advertised a Request for Statement of Qualifications (RSOQ) in February 2026. Three RSOQs were received and reviewed by the selection committee. Lumos and Associates was selected as the most qualified firm for the project. If approved, Lumos and Associates will prepare a scope of work, project schedule, and design and construction services fee breakdown.

FISCAL IMPACT: TBD

EXPLANATION OF IMPACT: Design services for the Moody Lane to Coleman Road Connector Project.

FUNDING SOURCE: The Consolidated Appropriations Act, 2023 (Public Law 117-328)

ACTION REQUESTED: Accept

Randy Hines, Public Works, Planning, and Building Director, presented this item as outlined above.

Chris Spross added, as Mr. Hines had mentioned, this is a congressional appropriation that the county received back in 2022. This appropriation does have a sunset, and we are fast approaching that sunset; we are currently working with Congressman Amodei's staff, to see if there is anything that can be done to extend the deadline. Based on the information that we received in the RSOQ's, we would not be able to get the design or the bid documents done by deadline, which is the end of September of this year. If we can get the extension, obviously, we will follow through with this; if we cannot get the extension, we will look at other options that

we may have. This is merely now, approving the design engineer to do the design, should we be able to move forward on this project.

Eric Blakey said it was nice to see three qualified candidates to give us a good product, and I am sure that was a tough decision.

Commissioner Eric Blakey made a motion to approve Lumos & Associates as the design firm for the Moody Lane to Coleman Road Connector Project as presented.

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

F- Consideration and possible action re: Adoption of Resolution 3-2026, a resolution adopting a Fee Schedule for all Churchill County Departments.

The Public Works, Planning, and Building Department fees have not been reviewed in ~20 years. Currently, we have permit/application fees that do not cover the hard costs associated with the permit/application. Staff has put together a fee comparison with 5 other agencies. Soft costs (salaries and benefits) have been reviewed for administration processing and planning review. Currently, we have a line item in the department budget for contracted services. We use this to pay for the surveyor's review of maps. Other jurisdictions have this fee within the fees collected for each map. Water dedication fees and in-lieu-of payments need to be updated to match the Churchill County Code. Building Department flat fees have not been updated for ~8 years.

The Board of County Commissioners is authorized to adopt numerous fees under the Churchill County Code and each department frequently has fees set by statute, court rule, or historical practice. Fee schedules are historically managed on a department by department basis, with limited visibility to the public and only sporadic updates. The public is best served by clearly identifiable fees and costs required for the performance of government functions. The county and public are further best served by a clear fee structure that matches the actual costs associated with the governmental services.

This resolution adopts a Master Fee Schedule for fees authorized by Churchill County Code and publicizes the accompanying Fee Schedules for those fees set by Nevada Revised Statute, court rule, or other basis. The new fee schedule is reformatted to look consistent between departments.

FISCAL IMPACT: As outlined.

EXPLANATION OF IMPACT: As outlined.

FUNDING SOURCE: Various funds as outlined.

ACTION REQUESTED: Adopt

Randy Hines, Public Works, Planning, and Building Director, presented this item as outlined above.

Chris Spross said on page 10, under the Development Impact Fees for the Park Impact Fee, I think it needs to be made clear. It says "1% of value or \$1,000.00", and I think it needs to be made clear: is that the greater of the two, or the less of the two, just so that when someone looks

at this, they understand what it is. Mr. Hines said I will check it out, and see, and we can add that I will get that to Clerk Adams prior to it being recorded.

Commissioner Blakey said when you say you review it every year, you will just reach out to every department, and give them the opportunity to update their list? Mr. Hines said yes, so just like we did when we created this one; we populated it, we sent it out, we did get some comments, but most were corrections. There was not anyone that really changed anything, except for the 3C Complex, but yes, that is the intent. Commissioner Blakey said if we approve this today, we are still working on the "In Lieu of Water Rights Dedication", if that changes, then that section will come back? Mr. Hines said yes, we are still working on the study for that, and we will bring that to you once that is complete, and we can touch base on water and sewer connections as discussed in the Workshop. Again, those two items will require code changes, because those are also in code, and ideally, we would like to get the numbers out of code, and put it in this document, and have code reference this document. It is easier to change those as we see fit. Commissioner Blakey said the new format is excellent, and thanked Mr. Hines for his time.

Commissioner Matt Hyde made a motion to adopt Resolution 3-2026 adopting a Fee Schedule for County Departments. Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

G- Consideration and possible action re: Approval of an Agreement with the Churchill County Public Administrator, in the amount of \$50,000.00 annually, to provide administration services to indigent persons in Churchill County.

The Public Administrator has requested additional funds to cover the costs of services he provides to estates in Churchill County that do not cover their own costs. These estates are typically indigent with very limited assets for which the costs of administration outweigh the ability of the estate to pay. These funds would ensure that these estates are properly identified and closed.

FISCAL IMPACT: \$50,000.00

EXPLANATION OF IMPACT: Costs for the provision of administration to indigent persons.

FUNDING SOURCE: Social Services Funds

ACTION REQUESTED: Accept

Bob Getto, Public Administrator, said we are specifically talking about an increase in the amount of the basic yearly stipend to the Public Administrator, to operate the basic necessities of the office, as far as expenses to maintain that office. Currently, we are at \$40,000.00 per year, and we moved that \$50,000.00 per year, with the intent of using that additional \$10,000.00 for the actual labor associated with processing, what I used to call, abandoned bodies, are unclaimed persons. There is labor involved to try to close and finalize those estates. Sometimes that person can pass away with \$200.00 in the bank, or \$300.00 in the bank, but there is labor and expenses involved in trying to close out those accounts.

Joe Sanford, Assistant County Manager/HR Director, said you will look at this agreement as it is presented. The payment of \$50,000.00 is payment to Mr. Getto for, essentially, the

administration of all persons in Churchill County, including those that are indigent or would have, potentially, abandoned bodies, as was discussed here. It is intended to be a flat rate and it is intended to encompass all of the aspects of that administration, so when you look at the further items of extraordinary expenses, etc., this is intended to include those, so we do not have invoices coming middle of the year. There is also the \$15,000.00 portion that is for the necessary expenses related to the administration, specifically, I believe the intent from Mr. Getto, is to do the burial of bodies, whether they are indigent or not, and then we will work on the county's end, to ensure that is paid out of the correct funds.

Mr. Getto added when Mr. Sanford talked about that \$15,000.00, that is outside of that \$50,000.00. That \$15,000.00 is going to be applied directly to the cost of cremation for unclaimed individuals, that at the same time, might not be indigent. Because an unclaimed individual can be unclaimed and indigent, or unclaimed and not indigent, so we do not effect the cost to Social Services for cremation of the unclaimed that are not indigent.

Mr. Sanford said we have already developed a process and a plan with the Comptroller's Office on how that would be taken care of. The intention at this time, is that when the Public Administrator's office identifies has a decedent who needs to be buried at the county's expense, at the time they may not know whether they are indigent or not, they will make that order, get an invoice, sent it to the county, we will identify that that has been paid, Mr. Getto will keep that as a claim against the estate, and then when the estate is complete, a determination will be made if there are funds to repay the county and do that, which would be a non-indigent case. If it is an indigent case, which means there is not sufficient funds to pay back the county, then that will be submitted to the county as well, and Comptroller's office will do a journal entry, I believe, to move the funds to Social Services.

Mr. Getto said with that being said, I think it is important, for the record, to understand where Item G states, that is \$50,000.00 stipend to run the office, but then we also talked about the \$15,000.00 that goes toward the mortuaries, and hopefully we can always stay under that budget. I just do not want people to assume that it is \$50,000.00 plus \$15,000.00, which would be \$65,000.00, to the Public Administrator. That is not true; the \$50,000.00 is for the operation of the office and labor to take care of those folks, and \$15,000.00 will be set aside for use to the mortuaries directly, when someone is unclaimed or abandoned.

Ms. Wideman clarified that this goes into effect in FY 2027 budget.

Chair Getto abstained from voting on this item.

Commissioner Eric Blakey made a motion to approve the Agreement with the Public Administrator as presented. Commissioner Matt Hyde seconded the motion, which carried by majority vote.

H- Consideration and possible action re: Adjustment of the Public Administrator's hourly rate from \$70.00 to \$90.00, under NRS 150.030.

The Public Administrator requests an adjustment of the previously approved hourly rate under NRS 150.030, from \$70.00 to \$90.00.

FISCAL IMPACT: \$20.00 per hour increase.

EXPLANATION OF IMPACT:

FUNDING SOURCE:

ACTION REQUESTED: Accept

Mr. Getto said this specifically talks about an hourly rate, in accordance with NRS 150. This was recently set at \$70.00 per hour back in 2015, when myself and District Attorney Carner put this together. This hourly rate is for extraordinary services that have to deal with an estate, whether it is an insolvent estate, or not. There are extraordinary services that the NRS carves out, such as, the management of personal property, which is not a part of the probate process. The management of real property, the management of a business, the extraordinary services for a complicated case that requires court time; that is an hourly rate set aside. When an estate can carry its own weight, that charge is put to that estate, and claimed through the District Court process, under the supervision of the District Court. However, this rate was set in 2015, and times have changed. This will be our first increase in over ten years, and we want to round that up to an even \$90.00 per hour.

Mr. Sanford said for the board's information, I spoke with Civil District Attorney Carner, and confirmed that, unfortunately, this is an item that is in County Code at present, as it relates to the \$70.00 per hour, so it will need to be amended in the County Code. Our recommendation at this time is that, when that is done, it be removed as a number from Code, similar to the water fees that were discussed, so that this board can adopt it as an individual item. The understanding is that this will be in place by July 1st, so we will work to get that done, if that is the intent of the board.

Ms. Wideman asked if these charges will have to approved by the Court, and Mr. Getto said there are accounting processes done for each case. If it is a difficult case, you can get the accounting process done at one time, but there are many cases where it takes another account process for the Court. What we do, is a complete invoice, then that invoice breaks down the Administrator's fee that the estate must pay, and that is subject to NRS, which is a sliding percentage scale. When you have additional expenses, then there is a separate line item, and then each case must be approved by the District Court Judge, and he will officially say, these fees are correct or not. That has nothing to do with the Board of Commissioners, except they are assigning an official hourly rate that we can use during the Court process.

Art Mallory, District Attorney, said I just want to mention for the information of the Commissioners, we have had a Public Administrators before Mr. Getto, and in the past we have had significant problems with accountability, record keeping, and tracking property, etc. I am not placing blame, it was just a problem because of the lack of expertise of the people in that position. Since Mr. Getto was elected, we have had zero problems of that type. He has done an outstanding job, he works very well with our office, which we appreciate, and he takes somewhat of a burden off of us in our Civil Division. I just want to be sure to recognize that, because often his work goes unnoticed.

Chair Getto abstained from voting on this item.

Commissioner Matt Hyde made a motion to adjust the Public Administrator's hourly rate from \$70.00 to \$90.00, under NRS 150.030. Commissioner Eric Blakey seconded the motion, which carried by majority vote.

Mr. Carner clarified that the motion today is to direct staff effectuate the changes necessary to change the code to reflect the hourly rate increase.

I- Consideration and possible action re: Approval of payment to the Public Administrator for invoices for extraordinary services dated September 7, 2025, and February 23, 2026, in the amounts of \$6,548.00 and \$787.50.

The Public Administrator has provided two invoices for the board's consideration regarding extraordinary services for invoices dated September 7, 2025, and February 23, 2026, in the amounts of \$6,548.00 and \$787.50.

FISCAL IMPACT: \$6,548.00 and \$787.50

EXPLANATION OF IMPACT:

FUNDING SOURCE:

ACTION REQUESTED: Accept

Mr. Getto presented this item as outlined above. Mr. Getto mentioned that these are the first and last invoices the County will see, if the prediction model works.

Chris Spross stated Item G. was just approved for \$50,000.00, but up until July 1st, you are still under that \$40,000.00. Do you anticipate that from now until the end of June, there could be another invoice that would come in front of this board, because that \$50,000.00 is not in play until the next Fiscal Year? Mr. Getto said there is a chance. As recently as yesterday, I received another unclaimed individual. I cannot say yes or no, but I think there might be one or two invoices that may straggle in.

Sherry Wideman noted that the invoice that was submitted is from January 2023 through August 2025, which crosses three Fiscal Years. That is far as we have gotten on this, and the only support that received was what is in the packet.

Chair Getto abstained from voting on this item.

Commissioner Eric Blakey made a motion to approve payment to the Public Administrator for extraordinary services in the amounts of \$6,548.00 and \$787.50. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

J- Consideration and possible action re: Presentation and update on the Churchill County Compensation Study.

Baker Tilly will be presenting the current status of the Churchill County compensation study including the updated pay table and plan. They will additionally provide details regarding the potential implementation strategies and overall grade assignments on the new pay plan.

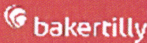
FISCAL IMPACT: \$400,000-1.8 million with a blended pers rate

EXPLANATION OF IMPACT: Based on the implementation plan chosen by the board

FUNDING SOURCE:

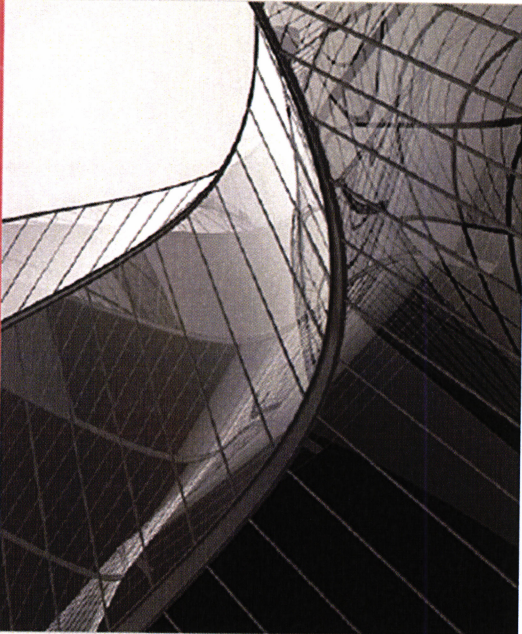
ACTION REQUESTED: Accept

Sarah Towne and Candi Harris with BakerTilly appeared via GoTo Meeting and presented the following:



Classification and Compensation Study



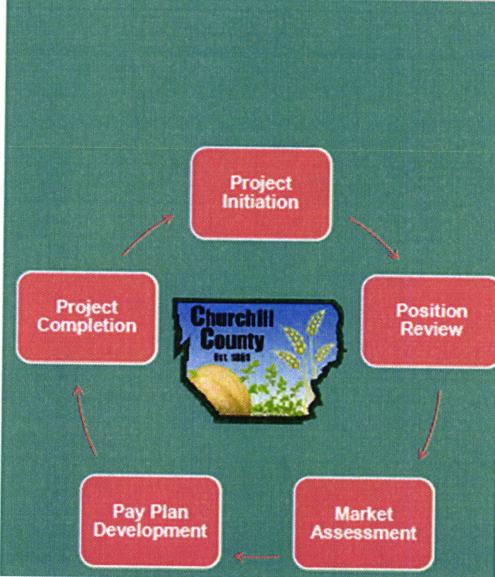


Methodology

Project Overview

Project Initiation

- **Planning meetings** established goals and working relationships
 - Department Director Questionnaire (DDQ)
 - Timeline + Communication
 - Data collection:
 - Pay structures
 - Policy handbook
 - Job descriptions
 - Organization charts
 - Census file (names, salaries, hire dates, etc.)
- **Communication meeting** for department heads and leadership to provide information about the study, answer questions, etc.



```
graph TD; PI[Project Initiation] --> PR[Position Review]; PR --> MA[Market Assessment]; MA --> PP[Pay Plan Development]; PP --> PC[Project Completion]; PC --> PI;
```


Methodology

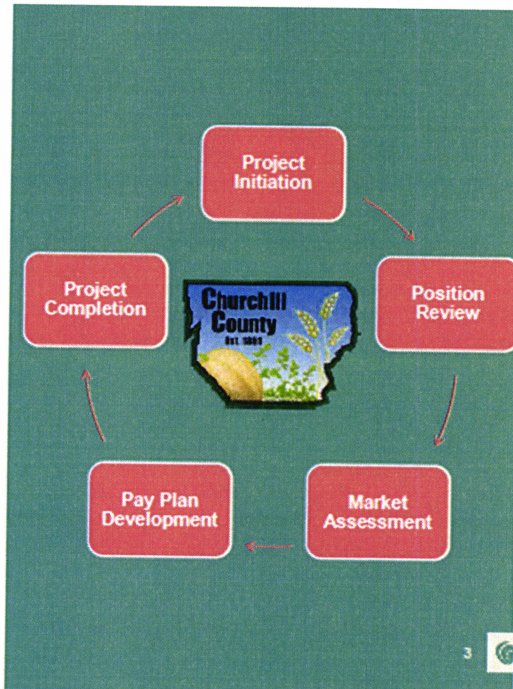
Project Overview

Position Review

- **Title Review:** We used existing job descriptions to review **all titles** and make recommendations for adjustments, as necessary.
- **Job Evaluation:** We conducted job evaluation using our point factor tool, called SAFE*. This process established a hierarchy of jobs within the organization that is reflective of internal equity.
 - *This is a measurement of the position, NOT the person in the position.*
- The 9 compensable factors:

- | | |
|---------------------|--------------------------|
| 1. Education | 6. Working Conditions |
| 2. Experience | 7. Independence to Act |
| 3. Level of Work | 8. Impact of Actions |
| 4. Human Relations | 9. Supervision Exercised |
| 5. Physical Demands | |

- *SAFE is compatible and compliant with federal Equal Pay Act.*

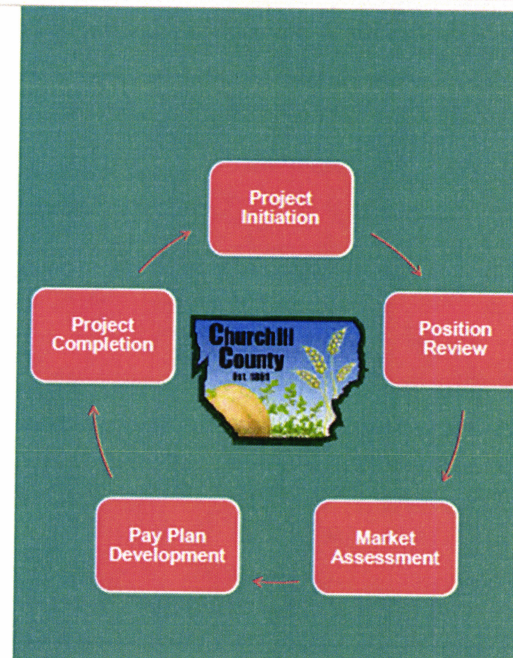


Methodology

Project Overview

Market Assessment

- **Peer Organizations (10):** We partnered with you to identify comparable and competitive peer organizations to include in the study. These are organizations that look like you and work like you relative to size (revenue, population served, or number of employees), service offerings, geography, growth, etc.
 - Published salary survey data will be incorporated as a private sector comparison.
- **Benchmark Positions:** 100 (60%) positions were included as benchmarks in the survey.
- **Market Survey:** a summary of work + minimum qualifications will be included for each benchmark position to assist peers in providing an appropriate match.
- **Adjustment & Quality Control:** Some adjustments were made to collected data to account for differences in work week, fiscal year, and geographic labor cost. *We do not weigh the data.*
 - Results are analyzed for quality control; reports demonstrating market averages and a comparison to the market will be prepared for your review.



Market Assessment: Peer Organizations

- The County identified 10 public peer organizations to be included in the study.
- Data was collected or compiled from all 10 peers shown below.
- Data from 2 **published surveys** included to represent the “private sector”.

1. Carson City, NV	7. Nye County, NV
2. Douglas County, NV	8. Pershing County, NV
3. Elko County, NV	9. Storey County, NV
4. Fallon, NV	10. Washoe County, NV
5. Humboldt County, NV	11. Comp Analyst
6. Lyon County, NV	12. Economic Research Institute

Market Assessment: Cost of Labor Differentials

Where cost of living is a measurement of goods and services in each area, the cost of labor is a measurement of compensation paid.

Cost of labor can be impacted by the cost of living but is mainly influenced by the supply and demand of labor in each area (rate of unemployment and number of qualified laborers).

1.23.26	Peer Name	Public or Private	Cost of Labor	COL Adjust	Locality used
Client	Churchill County, NV	Client	98.6	\$ 68,783.48	Fallon, NV
1	Carson City, NV	Public	98.8	-0.2%	Carson City, NV
2	Douglas County, NV	Public	98.4	0.2%	Minden, NV
3	Elko County, NV	Public	104.6	-8.0%	Elko, NV
4	Fallon, NV	Public	98.6	0.0%	Fallon, NV
5	Humboldt County, NV	Public	104.6	-8.0%	Winnemucca, NV
6	Lyon County, NV	Public	98.4	0.2%	Gardnerville, NV
7	Nye County, NV	Public	99.7	-1.1%	Tonopah, NV
8	Pershing County, NV	Public	98.6	0.0%	Fallon, NV
9	Storey County, NV	Public	98.8	-0.2%	Carson City, NV
10	Washoe County, NV	Public	101.6	-13.0%	Reno, NV
A	Comp Analyst	Published	101.6	-3.0%	Nevada - State Average
B	Economic Research Institute	Published	101.6	-3.0%	Nevada - State Average

Cost of labor differentials collected from Economic Research Institutes Geographic Assessor tool which utilizes figures published by the Bureau of Labor Statistics.

*Washoe County's data was adjusted an additional 10% to level set for a lag compensation philosophy.

Market Assessment: Results

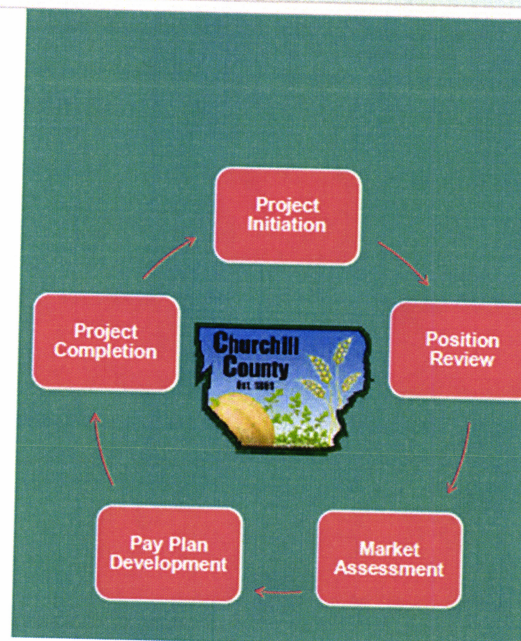
- In total, 100 positions were included in the market survey as benchmark positions.
- Of those, 92 positions had sufficient data (≥ 3 matches).
- Overall, the study yielded market values for 92% of the County's benchmark positions.
- Average minimum, midpoint, and maximum results were prepared for all benchmarks.
 - Benchmarks had 5.9 matches on average.
 - 48% of the benchmarks had 6 or more matches each.
- A comparison of current ranges vs. the market average range was also prepared.
- On average, Churchill County is:
 - 6.1% below market at the minimum
 - 9.0% below market at the midpoint
 - 10.7% below market at the maximum

Lag < 95%	"At Market" 95 - 105%	Lead > 105%
63	21	7
68%	24%	8%

Project Overview

Pay Plan Development

- **Pay Plan:** We have built a new pay plan tailored to the study's results.
- **Grade assignments:** will be based on internal equity (job evaluation), external equity (market), and existing equity (current midpoints and grade groupings) with consideration given to career progressions, supervisor separation, business needs, etc.
 - We are including department heads in a preliminary review of grade assignments.
- **Implementation:** With finalized grade assignments, we will prepare implementation calculations across 3 scenarios that will assist your organization in adopting the new classification and compensation system.



Current General Pay Plan

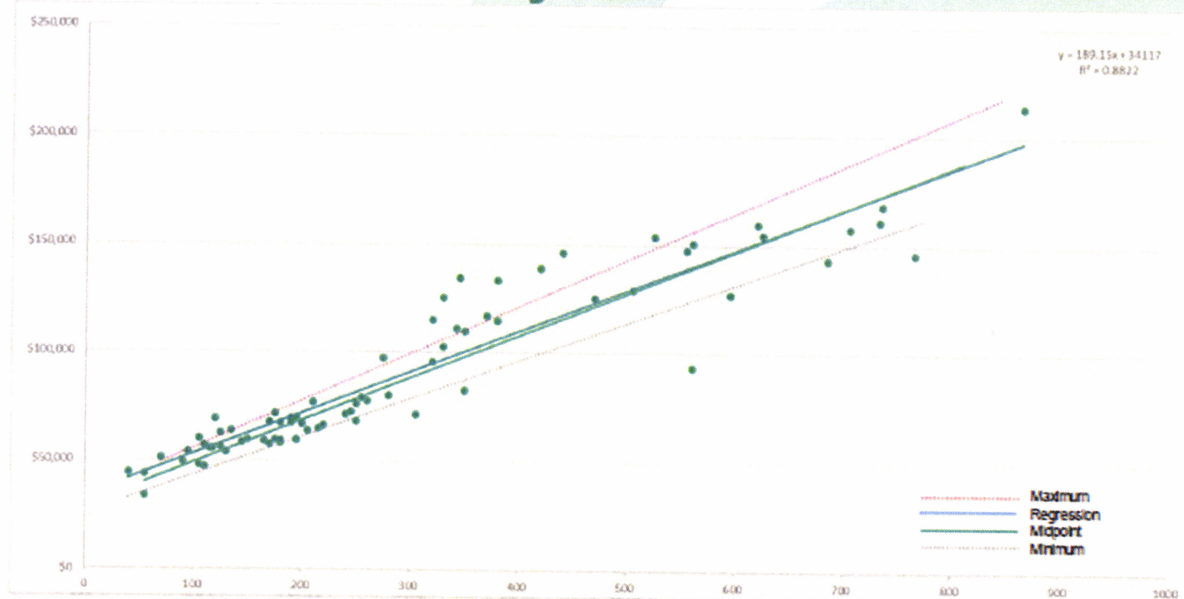
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1	\$ 15,832.00	\$ 16,328.00	\$ 16,744.00	\$ 17,136.00	\$ 17,576.00	\$ 18,033.00	\$ 18,470.40	\$ 18,928.00	\$ 19,427.20	\$ 19,908.00	\$ 20,426.80	\$ 20,924.80	\$ 21,465.60
2	\$ 16,328.00	\$ 16,744.00	\$ 17,136.00	\$ 17,576.00	\$ 18,033.00	\$ 18,470.40	\$ 18,928.00	\$ 19,427.20	\$ 19,908.00	\$ 20,426.80	\$ 20,924.80	\$ 21,465.60	\$ 21,985.60
3	\$ 16,744.00	\$ 17,136.00	\$ 17,576.00	\$ 18,033.00	\$ 18,470.40	\$ 18,928.00	\$ 19,427.20	\$ 19,908.00	\$ 20,426.80	\$ 20,924.80	\$ 21,465.60	\$ 21,985.60	\$ 22,547.20
4	\$ 17,136.00	\$ 17,576.00	\$ 18,033.00	\$ 18,470.40	\$ 18,928.00	\$ 19,427.20	\$ 19,908.00	\$ 20,426.80	\$ 20,924.80	\$ 21,465.60	\$ 21,985.60	\$ 22,547.20	\$ 23,067.20
5	\$ 17,576.00	\$ 18,033.00	\$ 18,470.40	\$ 18,928.00	\$ 19,427.20	\$ 19,908.00	\$ 20,426.80	\$ 20,924.80	\$ 21,465.60	\$ 21,985.60	\$ 22,547.20	\$ 23,067.20	\$ 23,587.20
6	\$ 18,033.00	\$ 18,470.40	\$ 18,928.00	\$ 19,427.20	\$ 19,908.00	\$ 20,426.80	\$ 20,924.80	\$ 21,465.60	\$ 21,985.60	\$ 22,547.20	\$ 23,067.20	\$ 23,587.20	\$ 24,107.20
7	\$ 18,470.40	\$ 18,928.00	\$ 19,427.20	\$ 19,908.00	\$ 20,426.80	\$ 20,924.80	\$ 21,465.60	\$ 21,985.60	\$ 22,547.20	\$ 23,067.20	\$ 23,587.20	\$ 24,107.20	\$ 24,627.20
8	\$ 18,928.00	\$ 19,427.20	\$ 19,908.00	\$ 20,426.80	\$ 20,924.80	\$ 21,465.60	\$ 21,985.60	\$ 22,547.20	\$ 23,067.20	\$ 23,587.20	\$ 24,107.20	\$ 24,627.20	\$ 25,147.20
9	\$ 19,427.20	\$ 19,908.00	\$ 20,426.80	\$ 20,924.80	\$ 21,465.60	\$ 21,985.60	\$ 22,547.20	\$ 23,067.20	\$ 23,587.20	\$ 24,107.20	\$ 24,627.20	\$ 25,147.20	\$ 25,667.20
10	\$ 19,908.00	\$ 20,426.80	\$ 20,924.80	\$ 21,465.60	\$ 21,985.60	\$ 22,547.20	\$ 23,067.20	\$ 23,587.20	\$ 24,107.20	\$ 24,627.20	\$ 25,147.20	\$ 25,667.20	\$ 26,187.20
11	\$ 20,426.80	\$ 20,924.80	\$ 21,465.60	\$ 21,985.60	\$ 22,547.20	\$ 23,067.20	\$ 23,587.20	\$ 24,107.20	\$ 24,627.20	\$ 25,147.20	\$ 25,667.20	\$ 26,187.20	\$ 26,707.20
12	\$ 20,924.80	\$ 21,465.60	\$ 21,985.60	\$ 22,547.20	\$ 23,067.20	\$ 23,587.20	\$ 24,107.20	\$ 24,627.20	\$ 25,147.20	\$ 25,667.20	\$ 26,187.20	\$ 26,707.20	\$ 27,227.20
13	\$ 21,465.60	\$ 21,985.60	\$ 22,547.20	\$ 23,067.20	\$ 23,587.20	\$ 24,107.20	\$ 24,627.20	\$ 25,147.20	\$ 25,667.20	\$ 26,187.20	\$ 26,707.20	\$ 27,227.20	\$ 27,747.20
14	\$ 21,985.60	\$ 22,547.20	\$ 23,067.20	\$ 23,587.20	\$ 24,107.20	\$ 24,627.20	\$ 25,147.20	\$ 25,667.20	\$ 26,187.20	\$ 26,707.20	\$ 27,227.20	\$ 27,747.20	\$ 28,267.20
15	\$ 22,547.20	\$ 23,067.20	\$ 23,587.20	\$ 24,107.20	\$ 24,627.20	\$ 25,147.20	\$ 25,667.20	\$ 26,187.20	\$ 26,707.20	\$ 27,227.20	\$ 27,747.20	\$ 28,267.20	\$ 28,787.20
16	\$ 23,067.20	\$ 23,587.20	\$ 24,107.20	\$ 24,627.20	\$ 25,147.20	\$ 25,667.20	\$ 26,187.20	\$ 26,707.20	\$ 27,227.20	\$ 27,747.20	\$ 28,267.20	\$ 28,787.20	\$ 29,307.20
17	\$ 23,587.20	\$ 24,107.20	\$ 24,627.20	\$ 25,147.20	\$ 25,667.20	\$ 26,187.20	\$ 26,707.20	\$ 27,227.20	\$ 27,747.20	\$ 28,267.20	\$ 28,787.20	\$ 29,307.20	\$ 29,827.20
18	\$ 24,107.20	\$ 24,627.20	\$ 25,147.20	\$ 25,667.20	\$ 26,187.20	\$ 26,707.20	\$ 27,227.20	\$ 27,747.20	\$ 28,267.20	\$ 28,787.20	\$ 29,307.20	\$ 29,827.20	\$ 30,347.20
19	\$ 24,627.20	\$ 25,147.20	\$ 25,667.20	\$ 26,187.20	\$ 26,707.20	\$ 27,227.20	\$ 27,747.20	\$ 28,267.20	\$ 28,787.20	\$ 29,307.20	\$ 29,827.20	\$ 30,347.20	\$ 30,867.20
20	\$ 25,147.20	\$ 25,667.20	\$ 26,187.20	\$ 26,707.20	\$ 27,227.20	\$ 27,747.20	\$ 28,267.20	\$ 28,787.20	\$ 29,307.20	\$ 29,827.20	\$ 30,347.20	\$ 30,867.20	\$ 31,387.20
21	\$ 25,667.20	\$ 26,187.20	\$ 26,707.20	\$ 27,227.20	\$ 27,747.20	\$ 28,267.20	\$ 28,787.20	\$ 29,307.20	\$ 29,827.20	\$ 30,347.20	\$ 30,867.20	\$ 31,387.20	\$ 31,907.20
22	\$ 26,187.20	\$ 26,707.20	\$ 27,227.20	\$ 27,747.20	\$ 28,267.20	\$ 28,787.20	\$ 29,307.20	\$ 29,827.20	\$ 30,347.20	\$ 30,867.20	\$ 31,387.20	\$ 31,907.20	\$ 32,427.20
23	\$ 26,707.20	\$ 27,227.20	\$ 27,747.20	\$ 28,267.20	\$ 28,787.20	\$ 29,307.20	\$ 29,827.20	\$ 30,347.20	\$ 30,867.20	\$ 31,387.20	\$ 31,907.20	\$ 32,427.20	\$ 32,947.20
24	\$ 27,227.20	\$ 27,747.20	\$ 28,267.20	\$ 28,787.20	\$ 29,307.20	\$ 29,827.20	\$ 30,347.20	\$ 30,867.20	\$ 31,387.20	\$ 31,907.20	\$ 32,427.20	\$ 32,947.20	\$ 33,467.20
25	\$ 27,747.20	\$ 28,267.20	\$ 28,787.20	\$ 29,307.20	\$ 29,827.20	\$ 30,347.20	\$ 30,867.20	\$ 31,387.20	\$ 31,907.20	\$ 32,427.20	\$ 32,947.20	\$ 33,467.20	\$ 33,987.20
26	\$ 28,267.20	\$ 28,787.20	\$ 29,307.20	\$ 29,827.20	\$ 30,347.20	\$ 30,867.20	\$ 31,387.20	\$ 31,907.20	\$ 32,427.20	\$ 32,947.20	\$ 33,467.20	\$ 33,987.20	\$ 34,507.20
27	\$ 28,787.20	\$ 29,307.20	\$ 29,827.20	\$ 30,347.20	\$ 30,867.20	\$ 31,387.20	\$ 31,907.20	\$ 32,427.20	\$ 32,947.20	\$ 33,467.20	\$ 33,987.20	\$ 34,507.20	\$ 35,027.20
28	\$ 29,307.20	\$ 29,827.20	\$ 30,347.20	\$ 30,867.20	\$ 31,387.20	\$ 31,907.20	\$ 32,427.20	\$ 32,947.20	\$ 33,467.20	\$ 33,987.20	\$ 34,507.20	\$ 35,027.20	\$ 35,547.20
29	\$ 29,827.20	\$ 30,347.20	\$ 30,867.20	\$ 31,387.20	\$ 31,907.20	\$ 32,427.20	\$ 32,947.20	\$ 33,467.20	\$ 33,987.20	\$ 34,507.20	\$ 35,027.20	\$ 35,547.20	\$ 36,067.20
30	\$ 30,347.20	\$ 30,867.20	\$ 31,387.20	\$ 31,907.20	\$ 32,427.20	\$ 32,947.20	\$ 33,467.20	\$ 33,987.20	\$ 34,507.20	\$ 35,027.20	\$ 35,547.20	\$ 36,067.20	\$ 36,587.20
31	\$ 30,867.20	\$ 31,387.20	\$ 31,907.20	\$ 32,427.20	\$ 32,947.20	\$ 33,467.20	\$ 33,987.20	\$ 34,507.20	\$ 35,027.20	\$ 35,547.20	\$ 36,067.20	\$ 36,587.20	\$ 37,107.20
32	\$ 31,387.20	\$ 31,907.20	\$ 32,427.20	\$ 32,947.20	\$ 33,467.20	\$ 33,987.20	\$ 34,507.20	\$ 35,027.20	\$ 35,547.20	\$ 36,067.20	\$ 36,587.20	\$ 37,107.20	\$ 37,627.20
33	\$ 31,907.20	\$ 32,427.20	\$ 32,947.20	\$ 33,467.20	\$ 33,987.20	\$ 34,507.20	\$ 35,027.20	\$ 35,547.20	\$ 36,067.20	\$ 36,587.20	\$ 37,107.20	\$ 37,627.20	\$ 38,147.20
34	\$ 32,427.20	\$ 32,947.20	\$ 33,467.20	\$ 33,987.20	\$ 34,507.20	\$ 35,027.20	\$ 35,547.20	\$ 36,067.20	\$ 36,587.20	\$ 37,107.20	\$ 37,627.20	\$ 38,147.20	\$ 38,667.20
35	\$ 32,947.20	\$ 33,467.20	\$ 33,987.20	\$ 34,507.20	\$ 35,027.20	\$ 35,547.20	\$ 36,067.20	\$ 36,587.20	\$ 37,107.20	\$ 37,627.20	\$ 38,147.20	\$ 38,667.20	\$ 39,187.20
36	\$ 33,467.20	\$ 33,987.20	\$ 34,507.20	\$ 35,027.20	\$ 35,547.20	\$ 36,067.20	\$ 36,587.20	\$ 37,107.20	\$ 37,627.20	\$ 38,147.20	\$ 38,667.20	\$ 39,187.20	\$ 39,707.20

9

Proposed General Pay Plan

Grade	1	2	3	4	5	6	7	8	9	10	11	Midpoint Differential	Step Diff	Range Spread
1	\$30,191	\$31,097	\$32,030	\$32,901	\$33,981	\$35,000	\$36,050	\$37,132	\$38,245	\$39,303	\$40,575	6.00%	3.00%	34%
2	\$32,030	\$32,963	\$33,952	\$34,970	\$36,019	\$37,100	\$38,213	\$39,359	\$40,540	\$41,756	\$43,000	6.00%	3.00%	34%
3	\$33,952	\$34,941	\$35,989	\$37,069	\$38,181	\$39,326	\$40,506	\$41,721	\$42,973	\$44,262	\$45,590	6.00%	3.00%	34%
4	\$35,989	\$37,037	\$38,149	\$39,253	\$40,472	\$41,696	\$42,937	\$44,225	\$45,551	\$46,918	\$48,325	6.00%	3.00%	34%
5	\$38,149	\$39,280	\$40,437	\$41,650	\$42,930	\$44,187	\$45,513	\$46,878	\$48,284	\$49,733	\$51,225	6.00%	3.00%	34%
6	\$40,437	\$41,615	\$42,863	\$44,140	\$45,474	\$46,836	\$48,243	\$49,690	\$51,181	\$52,717	\$54,298	6.00%	3.00%	34%
7	\$42,863	\$44,112	\$45,435	\$46,798	\$48,202	\$49,640	\$51,137	\$52,672	\$54,252	\$55,879	\$57,556	6.00%	3.00%	34%
8	\$45,435	\$46,758	\$48,161	\$49,606	\$51,094	\$52,627	\$54,206	\$55,832	\$57,507	\$59,232	\$61,000	6.00%	3.00%	34%
9	\$48,161	\$49,664	\$51,051	\$52,583	\$54,160	\$55,785	\$57,450	\$59,162	\$60,958	\$62,787	\$64,670	6.00%	3.00%	34%
10	\$51,051	\$52,538	\$54,114	\$55,738	\$57,410	\$59,132	\$60,908	\$62,733	\$64,615	\$66,554	\$68,550	6.00%	3.00%	34%
11	\$54,068	\$55,690	\$57,361	\$59,082	\$60,854	\$62,680	\$64,560	\$66,497	\$68,492	\$70,547	\$72,663	6.00%	3.00%	34%
12	\$57,313	\$59,032	\$60,803	\$62,627	\$64,506	\$66,441	\$68,434	\$70,487	\$72,602	\$74,780	\$77,023	6.00%	3.00%	34%
13	\$60,751	\$62,573	\$64,451	\$66,384	\$68,376	\$70,427	\$72,542	\$74,718	\$76,957	\$79,266	\$81,644	6.00%	3.00%	34%
14	\$64,396	\$66,328	\$68,319	\$70,368	\$72,479	\$74,653	\$76,893	\$79,199	\$81,575	\$84,023	\$86,543	6.00%	3.00%	34%
15	\$68,260	\$70,308	\$72,417	\$74,589	\$76,827	\$79,132	\$81,506	\$83,951	\$86,470	\$89,064	\$91,736	6.00%	3.00%	34%
16	\$72,356	\$74,526	\$76,762	\$79,065	\$81,437	\$83,880	\$86,396	\$88,988	\$91,658	\$94,408	\$97,240	6.00%	3.00%	34%
17	\$76,697	\$78,998	\$81,368	\$83,800	\$86,323	\$88,913	\$91,580	\$94,325	\$97,158	\$100,072	\$103,075	6.00%	3.00%	34%
18	\$81,299	\$83,738	\$86,250	\$88,838	\$91,503	\$94,248	\$97,075	\$99,988	\$102,987	\$106,077	\$109,259	6.00%	3.00%	34%
19	\$86,177	\$88,763	\$91,425	\$94,168	\$96,993	\$99,908	\$102,900	\$105,987	\$109,167	\$112,442	\$115,815	6.00%	3.00%	34%
20	\$91,348	\$94,088	\$96,911	\$99,818	\$102,813	\$105,897	\$109,074	\$112,346	\$115,717	\$119,188	\$122,760	6.00%	3.00%	34%
21	\$96,829	\$99,734	\$102,726	\$105,807	\$108,982	\$112,251	\$115,619	\$119,087	\$122,660	\$126,339	\$130,130	6.00%	3.00%	34%
22	\$102,638	\$105,718	\$108,889	\$112,156	\$115,520	\$118,986	\$122,558	\$126,232	\$130,019	\$133,920	\$137,937	6.00%	3.00%	34%
23	\$108,797	\$112,060	\$115,422	\$118,885	\$122,451	\$126,125	\$129,900	\$133,806	\$137,820	\$141,955	\$146,213	6.00%	3.00%	34%
24	\$115,325	\$118,784	\$122,348	\$126,018	\$129,795	\$133,680	\$137,704	\$141,835	\$146,090	\$150,473	\$154,987	6.00%	3.00%	34%
25	\$122,245	\$125,812	\$129,489	\$133,274	\$137,169	\$141,183	\$145,325	\$149,596	\$154,000	\$158,549	\$163,247	6.00%	3.00%	34%
26	\$129,579	\$133,267	\$137,071	\$140,992	\$145,030	\$149,186	\$153,469	\$157,880	\$162,430	\$167,120	\$171,953	6.00%	3.00%	34%
27	\$137,354	\$141,175	\$145,129	\$149,218	\$153,435	\$157,780	\$162,262	\$166,884	\$171,646	\$176,550	\$181,600	6.00%	3.00%	34%
28	\$145,595	\$149,563	\$154,482	\$159,560	\$164,809	\$170,239	\$175,860	\$181,582	\$187,403	\$193,224	\$199,145	6.00%	3.00%	34%
29	\$154,331	\$158,961	\$163,730	\$168,642	\$173,701	\$178,912	\$184,279	\$189,808	\$195,502	\$201,367	\$207,400	6.00%	3.00%	34%

Proposed General Pay Plan



Pay Grade Assignments

Determined based on internal and external results (SAFE® evaluation scores and market midpoints). We used a regression to test the relationship between this information and to identify outliers.

In total, 149 unique positions were classified to a grade in the proposed general pay plan based on Market Average Midpoints. From there, grade assignments were adjusted, as necessary, to account for:

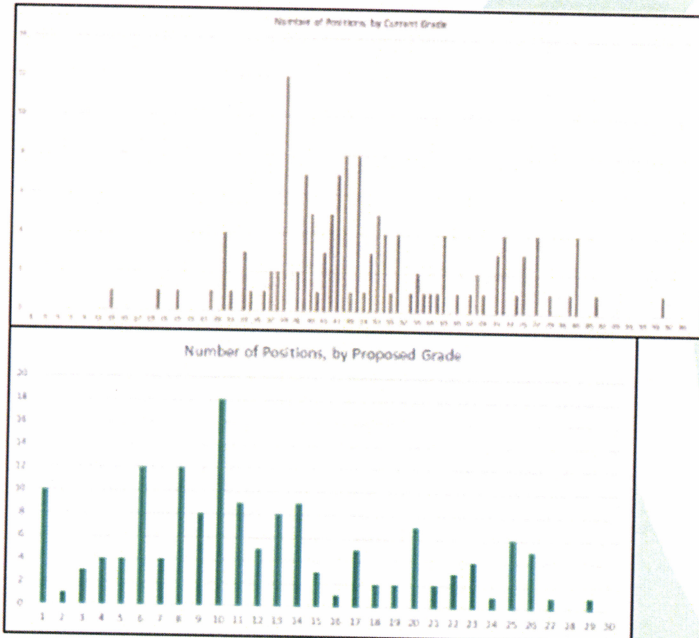
- | | |
|---|-------------------------------------|
| • Existing equity (midpoints & grade groupings) | • Job evaluation (SAFE) scores |
| • Career progressions | • Supervisor-subordinate separation |
| • Grade compression | |

The following information was NOT considered when assigning positions to a grade:

- | | |
|------------------------------|----------------------------|
| • The person in the position | • Performance |
| • Length of service | • Employee existing salary |

Pay Plan Design

Grade Distribution



All 149 unique positions are classified to a grade in the proposed pay plan based on **Market Average Midpoints**.

From there adjustments are based on:

- SAFE evaluation scores
- Existing equity (current midpoints & grade groupings)
- Career progressions
- Supervisor-subordinate separation
- Grade compression

Summary

Next Steps: Leadership Review

Objective of Director Reviews:

- Gather feedback on proposed grade assignments in the new pay plan.
- Focus on **reviewing the position and not the individual** when considering grade changes.
- Emphasize that pay ranges are not final, and discussions should focus on job duties and the nature of work, not on existing salaries.

Key Instructions for Directors:

- Feedback should be **based on the nature and level of work** performed compared to similarly situated positions.
- Avoid basing recommendations on current pay or individual employee compensation.
- **Directors are not asked to provide feedback on their own positions.**

Contact Information



Jada Kent
Director/Practice Leader

P: +1 (972) 748 0514
M: +1 (940) 368 3033
E: jada.kent@bakertilly.com



Sarah Towne
Senior Manager/Project Manager

P: +1 (813) 252 1433
E: sarah.towne@bakertilly.com



Candi Harris
Manager

P: +1 (972) 432 4614
E: candi.harris@bakertilly.com



Baker Tilly US, LLP, trading as Baker Tilly, is a member of the global network of Baker Tilly International Ltd, the members of which are separate and independent legal entities. © 2022 Baker Tilly US, LLP

City of Hometown, MN
Market Comparison (Adjusted)

#	Department	Position Title	Benchmark Title	Matches	Average Minimum	Average Midpoint	Average Maximum	Percent	Current Minimum	Current Midpoint	Current Maximum	% Change
1	JC Event Complex	Events Specialist	Events Specialist	6	47,000.12	55,201.86	63,800.30	30%	40,700.00	47,000.00	53,400.00	-13.4%
2	JC Event Complex	Maintenance Coordinator	Maintenance Coordinator	9	55,632.34	66,158.13	76,800.40	30%	53,400.00	59,700.00	66,000.00	-3.8%
3	JC Event Complex	Parks Maintenance Worker	Parks Maintenance Worker	9	40,785.71	48,000.70	55,201.86	30%	36,812.80	40,700.00	44,600.00	-4.8%
4	Assessor	Chief Deputy Assessor	Chief Deputy Assessor	Insufficient	Insufficient	Insufficient	Insufficient		73,750.00			
5	Assessor	Deed & Title Review Specialist	Deed & Title Review Specialist	Insufficient	Insufficient	Insufficient	Insufficient		47,257.80			
6	Assessor	Property Appraiser	Property Appraiser	Insufficient	Insufficient	Insufficient	Insufficient		54,540.00			
7	Chief Deputy Clerk/Treasurer	Chief Deputy Clerk-Treasurer	Chief Deputy Clerk-Treasurer	30	58,804.44	66,327.22	73,850.00	44%	50,807.00	58,800.00	66,800.00	-3.8%
8	Clerk-Treasurer	Deputy Clerk To The Board	Deputy Clerk To The Board	6	60,827.10	64,327.00	67,826.90	40%	73,750.00	5.0%		
9	Clerk-Treasurer	Deputy Clerk/Treasurer	Deputy Clerk/Treasurer	5	48,005.53	50,514.18	53,022.83	40%	50,807.00	3.7%		
10	Clerk-Treasurer	Election Technician	Election Technician	3	50,791.21	60,208.40	69,625.75	37%	40,700.00	-19.7%		
11	Community Activities	Aquatics Coordinator	Aquatics Coordinator	4	51,210.06	61,200.54	71,191.00	30%	46,801.20	-3.2%		
12	Community Activities	Aquatics Facility Supervisor	Aquatics Facility Supervisor	Insufficient	Insufficient	Insufficient	Insufficient		30,812.80			
13	Community Activities	Community Activities Director	Community Activities Director	Insufficient	Insufficient	Insufficient	Insufficient		50,807.00			
14	Community Activities	Comptroller	Comptroller	4	127,446.70	150,327.54	173,208.38	50%	104,228.00	-18.2%		
15	Community Activities	Facilities Coordinator	Facilities Coordinator	7	38,440.70	43,818.54	49,196.38	40%	35,100.00	-3.4%		
16	Community Activities	Facilities Maintenance Assistant	Facilities Maintenance Assistant	6	57,045.05	66,317.17	75,589.29	40%	42,300.00	-25.0%		
17	Community Activities	Facilities Maintenance Technician	Facilities Maintenance Technician	8	48,875.83	55,515.55	62,155.27	30%	46,134.40	-1.2%		
18	Community Activities	Lifeguard/Chain Instructor I	Lifeguard/Chain Instructor I	11	40,787.11	50,730.35	60,673.59	30%	50,807.00	2.2%		
19	Community Activities	Recreation Aide	Recreation Aide	5	30,140.00	30,912.84	31,685.68	25%	30,000.00	-0.5%		
20	Community Activities	Recreation Coordinator	Recreation Coordinator	5	36,247.51	40,000.42	43,753.33	25%	21,400.00	-42.4%		
21	Community Activities	Recreation Leader I	Recreation Leader I	4	46,860.80	50,264.21	53,667.62	30%	44,800.00	-5.5%		
22	Community Activities	Recreation Supervisor	Recreation Supervisor	3	42,482.30	46,188.10	49,893.90	21%	31,070.00	-26.0%		
23	Community Activities	Accountant I	Accountant I	4	64,138.47	70,947.36	77,756.25	40%	50,000.00	-7.8%		
24	Community Activities	Accounting Specialist I	Accounting Specialist I	6	58,813.36	71,053.15	83,292.94	40%	50,000.00	-6.2%		
25	Community Activities	Comptroller	Comptroller	7	55,822.34	63,078.23	70,334.12	44%	50,807.00	-1.7%		
26	Community Activities	Senior Accountant	Senior Accountant	9	126,248.57	154,507.34	182,766.11	40%	117,400.00	-6.8%		
27	Community Activities	Executive Assistant	Executive Assistant	5	70,008.80	80,518.17	91,027.54	42%	77,400.00	-2.0%		
28	Community Activities	Assistant County Manager/Human Resources Director	Assistant County Manager/Human Resources Director	8	57,732.26	66,317.17	74,902.08	41%	60,400.00	-4.7%		
29	Community Activities	Public Information Officer	Public Information Officer	9	118,826.43	146,033.43	173,240.43	50%	130,230.00	-11.7%		
30	Court Services	Court Services Specialist	Court Services Specialist	5	68,777.43	70,738.63	72,699.83	40%	62,000.00	-9.0%		
31	Court Services	Director of Court Services	Director of Court Services	6	53,131.37	60,738.36	68,345.35	40%	48,404.00	-6.7%		
32	Court Services	Chief Deputy District Attorney	Chief Deputy District Attorney	3	103,881.70	128,866.17	153,850.64	48%	92,144.00	-11.3%		
33	District Attorney	Child Support Caseworker	Child Support Caseworker	9	120,828.30	161,033.37	201,238.45	42%	120,801.20	-0.0%		
34	District Attorney	Child Support Supervisor	Child Support Supervisor	7	48,262.14	50,375.56	52,488.98	42%	46,801.20	3.0%		
35	District Attorney	Court Administrator	Court Administrator	7	80,151.03	92,448.49	104,745.95	41%	57,540.00	-28.9%		
36	District Court	Court Clerk	Court Clerk	5	115,151.03	146,300.07	177,449.12	54%	92,144.00	-20.0%		
37	District Court	Court Clerk	Court Clerk	8	40,803.83	50,530.37	60,256.91	30%	48,404.00	-3.8%		
38	District Court	Court Services Administrator	Court Services Administrator	5	63,805.80	70,806.40	77,807.00	40%	53,400.00	-16.4%		
39	District Attorney	Deputy District Attorney I - Civil	Deputy District Attorney I - Civil	9	87,298.37	110,042.15	132,785.93	40%	60,807.00	-7.8%		
40	District Attorney	Deputy District Attorney II - Criminal	Deputy District Attorney II - Criminal	8	87,298.37	110,042.15	132,785.93	40%	60,807.00	-7.8%		
41	District Attorney	Deputy District Attorney II - Civil	Deputy District Attorney II - Civil	4	115,753.34	136,847.41	157,941.48	40%	99,210.00	-14.3%		
42	District Attorney	Deputy District Attorney II - Criminal	Deputy District Attorney II - Criminal	4	115,753.34	136,847.41	157,941.48	40%	99,210.00	-14.3%		
43	District Attorney	District Attorney Systems Administrator	District Attorney Systems Administrator	4	84,467.16	97,288.01	110,108.86	41%	53,400.00	-35.9%		
44	District Court	Legal Office Services Supervisor	Legal Office Services Supervisor	8	66,436.39	75,025.72	83,615.05	41%	53,400.00	-17.1%		
45	District Attorney	Emergency Manager	Emergency Manager	8	60,322.70	70,345.80	80,368.90	41%	60,000.00	-0.5%		
46	Human Resources	Human Resources Manager	Human Resources Manager	6	85,251.46	102,558.30	119,865.14	41%	66,800.00	-21.0%		
47	Justice Court	Chief Court Clerk	Chief Court Clerk	4	80,153.80	114,018.10	147,882.40	40%	63,401.20	-19.4%		
48	Justice Court	Justice Of The Peace	Justice Of The Peace	6	80,671.50	105,022.72	129,373.94	50%	73,750.00	-23.7%		
49	Juvenile Probation	Chief Juvenile Probation Officer	Chief Juvenile Probation Officer	Insufficient	Insufficient	Insufficient	Insufficient					
50	Juvenile Probation	Deputy Juvenile Probation Officer	Deputy Juvenile Probation Officer	6	117,545.15	147,245.70	176,946.25	50%	101,818.00	-13.7%		
51	Juvenile Probation	Deputy Juvenile Probation Officer	Deputy Juvenile Probation Officer	5	80,530.00	87,268.17	94,006.33	42%	57,670.40	-28.4%		

City of Hermantown, MN
Market Comparison (Adjusted)

53	Juvenile Probation	Juvenile Outreach Specialist	Juvenile Outreach Specialist	4	\$4,263.54	\$4,829.79	74,862.96	36%	\$6,130.30	2.5%
54	Library	Librarian	Librarian	5	\$6,526.96	71,151.18	80,725.46	43%	\$6,130.30	-4.5%
55	Library	Library Assistant	Library Assistant	8	\$6,267.21	67,662.43	\$4,807.65	36%	\$6,798.00	1.0%
56	Library	Library Director	Library Director	7	\$27,517.80	\$26,602.82	\$12,348.35	25%	\$2,144.00	-2.5%
57	Multiple	Administrative Assistant	Administrative Assistant	10	47,280.22	56,566.63	80,809.04	30%	48,891.20	6.5%
58	Multiple	Grant & Fiscal Specialist	Grant & Fiscal Specialist	8	\$6,859.97	67,476.22	70,362.46	38%	\$5,367.00	-10.2%
59	Multiple	Legal Secretary	Legal Secretary	4	49,303.93	60,170.17	70,406.81	41%	45,404.00	-2.8%
60	Multiple	Maintenance Aide	Maintenance Aide	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	35,183.00	
61	Multiple	Office Specialist	Office Specialist	6	\$4,343.37	\$3,480.30	\$5,117.26	36%	40,768.00	-0.1%
62	Museum	Museum Director	Museum Director	3	\$4,793.26	\$6,964.04	70,392.02	44%	46,860.00	-17.3%
63	Museum	Museum Director	Museum Director	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	80,144.00	
64	Public Defender	Deputy Public Defender I	Deputy Public Defender I	5	\$2,466.96	106,565.63	126,875.18	42%	86,887.00	-3.7%
65	Public Defender	Deputy Public Defender II	Deputy Public Defender II	2	\$26,808.30	123,123.20	180,356.01	51%	96,216.00	-6.2%
66	Public Defender	Public Defender	Public Defender	6	136,146.52	166,122.95	200,101.25	42%	125,851.20	-11.2%
67	Public Defender	Senior Deputy Public Defender	Senior Deputy Public Defender	5	123,668.40	153,665.61	183,341.80	48%	106,210.00	-11.7%
68	Public Works/Planning	Building Inspector	Building Inspector	10	58,342.80	67,638.62	70,404.85	38%	57,266.10	-1.8%
69	Public Works/Planning	Building Official	Building Official	5	\$3,576.36	111,014.41	126,452.47	37%	80,144.00	-1.5%
70	Public Works/Planning	Code Compliance Official	Code Compliance Official	7	\$5,651.77	67,277.83	70,700.00	41%	53,487.00	-3.2%
71	Public Works/Planning	S&E Coordinator	S&E Coordinator	7	\$9,210.36	68,273.52	80,238.95	42%	62,026.00	-10.7%
72	Public Works/Planning	Permit Technician	Permit Technician	5	45,851.87	52,824.86	62,018.00	36%	46,891.00	8.9%
73	Public Works/Planning	Public Works Director	Public Works Director	7	127,564.88	155,051.01	186,352.43	48%	104,238.00	-10.0%
74	Public Works/Planning	Senior Planner	Senior Planner	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	75,796.00	
75	Recorder	Recorder Clerk I	Recorder Clerk I	4	44,417.16	52,868.13	62,312.35	42%	44,260.00	1.3%
76	Road	Road Service Mechanic	Road Service Mechanic	10	\$3,025.25	63,827.01	74,388.78	41%	50,200.00	11.4%
77	Road	Road Maintenance Construction Equipment Operator I	Road Maintenance Construction Equipment	4	49,883.80	56,409.71	66,860.53	38%	56,130.00	-12.7%
78	Road	Road Supervisor	Road Supervisor	8	75,886.82	85,227.01	110,467.40	47%	104,238.00	37.2%
79	Sherriff	Captain	Captain	4	114,806.44	136,308.36	152,748.58	54%	96,340.00	-15.5%
80	Sherriff	Detention Specialist	Detention Specialist	5	\$3,446.21	62,551.81	74,805.41	40%	46,891.00	-1.5%
81	Sherriff	Evidence Custodian	Evidence Custodian	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	40,768.00	
82	Juvenile Probation	Juvenile Detention Director	Juvenile Detention Director	3	\$6,860.80	125,022.36	151,144.18	52%	81,432.00	-17.7%
83	Sherriff	Range Master	Range Master	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	45,368.00	
84	Sherriff	Sherriff Records & Licensing Specialist	Sherriff Records & Licensing Specialist	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	40,768.00	
85	Sherriff	Under Sheriff	Under Sheriff	5	118,852.40	164,180.88	191,365.72	52%	112,423.20	-2.4%
86	Social Services	Community Health Nurse	Community Health Nurse	5	76,466.17	82,325.30	126,004.43	41%	73,758.00	-3.6%
87	Social Services	Environmental Health Manager	Environmental Health Manager	4	85,191.71	102,775.96	122,585.21	44%	85,491.00	-2.5%
88	Social Services	Environmental Health Specialist	Environmental Health Specialist	4	55,367.40	66,402.32	75,494.23	38%	52,467.00	-3.4%
89	Social Services	Epidemiologist	Epidemiologist	4	75,103.95	82,375.13	106,821.43	44%	73,758.00	-1.8%
90	Social Services	Family Nurse Practitioner	Family Nurse Practitioner	4	104,773.80	122,558.64	140,405.69	39%	86,887.00	-14.2%
91	Social Services	Food Services Coordinator	Food Services Coordinator	9	46,493.37	56,425.83	66,346.36	42%	55,497.00	8.2%
92	Social Services	Human Services Counselor I	Human Services Counselor I	4	47,880.21	56,181.51	64,883.02	36%	47,257.00	-0.9%
93	Social Services	Human Services Specialist	Human Services Specialist	4	46,363.62	57,646.48	66,896.30	36%	47,257.00	-2.2%
94	Social Services	Laboratory Technician	Laboratory Technician	5	48,863.65	65,021.21	71,146.36	37%	43,568.00	-4.4%
95	Social Services	Office Supervisor	Office Supervisor	7	\$5,561.87	71,155.32	83,718.96	42%	62,566.20	-7.7%
96	Social Services	Public Health Investigator	Public Health Investigator	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	57,266.00	
97	Social Services	Senior & Disability Services Manager	Senior & Disability Services Manager	3	82,888.71	114,740.64	138,582.57	47%	83,491.20	-10.1%
98	Social Services	Social Services Director	Social Services Director	6	117,713.54	140,074.42	180,432.51	49%	104,238.00	-11.5%
99	Social Services	Transportation Specialist	Transportation Specialist	4	42,254.82	51,266.27	60,002.02	41%	32,896.00	-23.2%
100									AVERAGE	-4.2%

City of Hamersburg, MN
Market Competition (Adjusted)

Churchill County, NV			
Current Market	% Market	Current Market	% Market
47,308.00	-13.2%	54,946.00	-14.2%
52,720.40	-5.2%	71,847.20	-5.2%
45,530.00	-5.4%	52,107.20	-5.2%
86,436.40		86,216.00	
55,432.00		82,806.40	
84,323.20	-7.2%	73,706.80	-6.9%
86,436.40	2.8%	86,216.00	0.2%
54,936.00	0.2%	86,472.80	-2.1%
47,308.00	-20.4%	54,946.00	-20.8%
52,720.40	-4.8%	86,216.00	-4.0%
45,530.00		52,107.20	
54,936.00		86,472.80	
122,231.20	-23.4%	140,232.80	-28.8%
41,225.80	-5.8%	47,257.80	-7.2%
52,720.40	-27.2%	57,582.20	-28.2%
54,380.00	-2.8%	62,225.80	-3.8%
56,885.80	0.8%	86,472.80	1.2%
35,258.00	14.1%	41,438.20	
25,157.80	-38.8%	30,946.80	-41.2%
52,720.40	-11.8%	86,402.80	-11.2%
36,400.80	-15.8%	41,708.40	-15.2%
86,243.20	-13.4%	79,435.20	-17.1%
86,243.20	-0.2%	79,435.20	-6.7%
56,251.20	-6.4%	86,472.80	-7.8%
126,288.80	-10.2%	124,520.80	-13.2%
80,854.40	-4.8%	104,228.80	-4.8%
71,846.80	2.0%	81,432.00	0.0%
122,231.20	4.2%	126,288.80	0.0%
72,758.40	-11.8%	82,491.20	-12.1%
56,815.20	-12.2%	85,145.80	-12.4%
106,035.20	-18.2%	122,826.40	-18.2%
141,722.20	-12.2%	162,572.80	-14.1%
56,250.40	0.0%	86,836.80	-2.2%
67,537.80	-6.8%	77,480.00	-8.8%
106,035.20	-26.2%	122,826.40	-26.2%
56,130.00	-4.2%	85,145.80	-5.2%
62,722.40	-12.2%	71,847.20	-22.2%
126,414.40	-11.4%	120,821.20	-11.2%
126,414.40	-11.4%	120,821.20	-11.2%
118,324.00	-12.2%	122,432.00	-17.8%
118,324.00	-12.2%	122,432.00	-17.8%
62,722.40	-12.2%	71,847.20	-21.2%
71,847.20	5.2%	82,491.20	-6.8%
78,353.80	2.8%	86,836.80	0.8%
77,480.00	-24.2%	86,836.80	-25.2%
87,884.00	-14.8%	112,278.40	-17.2%
86,486.40	-20.8%	86,216.00	-25.2%
114,277.80	-11.2%	126,756.20	-21.2%
67,800.00	-20.8%	77,521.80	-22.1%

bakertilly

City of Hamersburg, MN
Market Competition (Adjusted)

85,894.40	2.0%	75,808.20	0.0%
85,894.40	-7.4%	75,808.20	-8.7%
46,823.80	-0.7%	53,467.80	-2.0%
106,035.20	-14.8%	122,826.40	-18.8%
56,250.40	2.2%	86,836.80	-0.1%
54,936.00	-11.2%	86,472.80	-10.2%
56,815.20	-5.8%	85,145.80	-7.8%
41,225.80		47,257.80	
47,308.00	-10.8%	54,946.00	-11.7%
52,720.40	-21.2%	86,402.80	-23.2%
106,035.20		122,826.40	
126,414.40	-3.8%	120,821.20	-6.0%
118,324.00	-12.2%	122,432.00	-18.8%
141,722.20	-12.2%	162,572.80	-13.8%
107,035.80	-17.2%	147,254.00	-18.7%
67,537.80	-0.1%	77,480.00	-1.2%
106,035.20	-2.2%	122,826.40	-2.5%
62,722.40	-8.8%	71,847.20	-8.8%
72,758.40	0.8%	82,491.20	6.1%
56,250.40	8.2%	86,836.80	7.7%
122,231.20	-21.2%	140,232.80	-25.2%
86,486.40		86,216.00	
52,157.20	-3.1%	86,402.80	-4.5%
86,243.20	8.2%	79,435.20	8.1%
85,145.80	8.8%	75,808.20	9.8%
122,231.20	21.1%	140,232.80	26.8%
118,324.00	-15.2%	122,432.00	-15.2%
56,250.40	-6.8%	86,836.80	-10.2%
47,308.00		54,946.00	
86,472.80	-23.8%	126,512.00	-27.2%
51,436.80		56,251.20	
47,308.00		54,946.00	
121,894.80	-18.8%	120,821.20	-17.2%
85,550.40	-7.2%	86,216.00	-8.1%
86,782.40	-8.2%	112,278.40	-8.2%
62,035.80	-6.2%	71,847.20	-9.7%
85,550.40	-7.4%	86,216.00	-8.8%
104,228.80	-12.2%	120,821.20	-15.1%
62,722.40	5.8%	71,847.20	3.7%
55,432.00	-1.2%	82,806.40	-1.7%
55,432.00	-3.8%	82,806.40	-6.0%
71,486.80	-12.8%	86,091.20	-17.0%
67,537.80	-5.1%	77,480.00	-7.5%
86,808.80		77,480.00	
87,884.00	-14.2%	112,278.40	-17.8%
122,231.20	-14.8%	140,232.80	-18.7%
27,887.80	-26.1%	43,802.00	-28.8%
AVERAGE	-8.5%	AVERAGE	-11.2%

City of Hammond, IN
Market Comparison (Adjusted)

#	Department	Position Title	Benchmark Title	Market	Market				
					Minimum	Average Minimum	Average Maximum	Maximum	Current Minimum
1	3C Event Complex	Events Specialist	Events Specialist	6	47,260.12	52,521.89	63,852.30	36%	40,786.00
2	3C Event Complex	Maintenance Coordinator	Maintenance Coordinator	9	55,232.34	66,138.13	76,882.02	26%	53,467.00
3	3C Event Complex	Parks Maintenance Worker	Parks Maintenance Worker	10	40,782.71	45,063.79	52,421.82	26%	36,812.00
4	Assessor	Chief Deputy Assessor	Chief Deputy Assessor		Insufficient	Insufficient	Insufficient		73,758.00
5	Assessor	Deed & Title Review Specialist	Deed & Title Review Specialist		Insufficient	Insufficient	Insufficient		47,257.00
6	Assessor	Property Appraiser	Property Appraiser		Insufficient	Insufficient	Insufficient		54,840.00
7	Chief Deputy Clerk/Treasurer	Chief Deputy Clerk-Treasurer	Chief Deputy Clerk-Treasurer	10	50,804.44	66,327.22	81,826.86	44%	73,758.00
8	Clerk-Treasurer	Deputy Clerk To The Board	Deputy Clerk To The Board	6	60,827.10	64,327.88	66,852.36	42%	50,887.00
9	Clerk-Treasurer	Deputy Clerk/Treasurer	Deputy Clerk/Treasurer	5	49,085.53	59,514.15	66,842.78	42%	50,887.00
10	Clerk-Treasurer	Election Technician	Election Technician	3	50,791.21	60,028.48	66,291.75	37%	40,786.00
11	Community Activities	Aquatics Coordinator	Aquatics Coordinator	4	51,216.38	61,200.54	71,062.86	36%	49,891.00
12	Community Activities	Aquatics Facility Supervisor	Aquatics Facility Supervisor		Insufficient	Insufficient	Insufficient		56,812.00
13	Community Activities	Community Activities Director	Community Activities Director		Insufficient	Insufficient	Insufficient		50,887.00
14	Community Activities	Facilities Coordinator	Facilities Coordinator	4	127,448.70	158,527.84	191,828.86	50%	104,228.00
15	Community Activities	Facilities Maintenance Assistant	Facilities Maintenance Assistant	7	36,446.70	43,013.54	51,182.36	42%	40,306.00
16	Community Activities	Facilities Maintenance Technician	Facilities Maintenance Technician	6	27,042.95	36,207.17	41,388.79	42%	40,306.00
17	Community Activities	Upland/Golf Instructor I	Upland/Golf Instructor I	8	48,875.83	55,515.55	64,322.48	36%	46,154.40
18	Community Activities	Recreation Aide	Recreation Aide	11	48,737.11	56,738.35	67,889.58	38%	50,887.00
19	Community Activities	Recreation Coordinator	Recreation Coordinator	5	30,140.08	36,812.84	37,262.52	24%	30,050.00
20	Community Activities	Recreation Supervisor	Recreation Supervisor	5	36,247.21	45,980.43	48,102.09	25%	21,406.00
21	Community Activities	Recreation Leader I	Recreation Leader I	4	48,560.36	56,364.31	60,467.85	36%	44,860.40
22	Community Activities	Recreation Leader II	Recreation Leader II	3	42,482.32	49,188.13	55,855.84	31%	31,075.20
23	Community Activities	Accountant I	Accountant I	4	64,138.87	79,947.39	85,765.21	46%	56,051.20
24	Community Activities	Accounting Specialist I	Accounting Specialist I	6	58,813.36	71,553.15	84,180.80	42%	58,051.20
25	Community Activities	Comptroller	Comptroller	7	51,803.34	63,079.23	74,354.32	44%	50,887.00
26	Community Activities	Senior Accountant	Senior Accountant	9	126,248.57	154,507.38	182,768.21	42%	117,808.00
27	Community Activities	Executive Assistant	Executive Assistant	5	79,028.80	85,218.17	112,208.74	42%	77,480.00
28	Community Activities	Assistant County Manager/Human Resources Director	Human Resources Director	8	57,732.38	66,507.85	81,440.84	41%	60,402.00
29	Community Activities	Public Information Officer	Public Information Officer	8	116,808.43	145,833.43	175,040.43	50%	130,232.00
30	Court Services	Court Services Specialist	Court Services Specialist	5	65,571.43	82,268.82	96,022.21	45%	60,022.00
31	Court Services	Director of Court Services	Director of Court Services	6	53,131.37	63,728.34	74,327.41	45%	46,484.00
32	Court Services	Chief Deputy District Attorney	Chief Deputy District Attorney	3	123,881.70	128,881.17	133,881.64	48%	82,144.00
33	Court Services	Chief Support Counselor	Chief Support Counselor	9	130,828.38	161,023.37	196,228.45	42%	120,828.38
34	Court Services	Chief Support Supervisor	Chief Support Supervisor	7	48,252.14	58,272.58	68,292.98	42%	48,891.20
35	Court Services	Court Clerk	Court Clerk	7	80,151.35	77,448.49	84,745.42	41%	57,592.30
36	Court Services	Court Systems Administrator	Court Systems Administrator	5	115,151.03	146,260.27	177,426.12	54%	82,144.00
37	Court Services	Court Systems Administrator	Court Systems Administrator	8	49,823.83	58,238.37	67,268.91	35%	48,484.00
38	Court Services	Deputy District Attorney I - Civil	Deputy District Attorney I - Civil	5	83,885.96	78,806.40	86,886.01	42%	53,687.00
39	Court Services	Deputy District Attorney I - Criminal	Deputy District Attorney I - Criminal	8	87,288.37	119,042.15	136,258.48	42%	68,887.00
40	Court Services	Deputy District Attorney II - Civil	Deputy District Attorney II - Civil	8	87,288.37	119,042.15	136,258.48	42%	68,887.00
41	Court Services	Deputy District Attorney II - Criminal	Deputy District Attorney II - Criminal	4	115,258.34	136,547.41	161,836.46	42%	96,216.00
42	Court Services	Deputy District Attorney III - Criminal	Deputy District Attorney III - Criminal	4	115,258.34	136,547.41	161,836.46	42%	96,216.00
43	Court Services	Deputy District Attorney Systems Administrator	Deputy District Attorney Systems Administrator	4	64,487.10	77,585.01	90,672.82	41%	53,487.00
44	Court Services	Legal Office Services Supervisor	Legal Office Services Supervisor	8	66,426.94	75,805.72	81,881.72	38%	62,022.00
45	Emergency Management	Emergency Manager	Emergency Manager	8	83,322.70	78,345.88	86,186.07	41%	66,808.00
46	Human Resources	Human Resources Manager	Human Resources Manager	6	85,251.48	102,258.90	116,388.34	41%	66,808.00
47	Human Resources	Chief Court Clerk	Chief Court Clerk	4	80,153.88	114,018.19	136,048.80	48%	83,481.20
48	Juvenile Probation	Justice Of The Peace	Justice Of The Peace	6	86,871.90	125,022.72	153,272.94	59%	73,758.00
49	Juvenile Probation	Chief Juvenile Probation Officer	Chief Juvenile Probation Officer	6	117,548.15	147,548.78	176,548.37	52%	101,816.00
50	Juvenile Probation	Deputy Juvenile Probation Officer	Deputy Juvenile Probation Officer	5	80,528.28	97,288.17	114,308.28	42%	57,670.40

© Bakertilly

City of Hammond, IN
Market Comparison (Adjusted)

51	Juvenile Probation	Juvenile Outreach Specialist	Juvenile Outreach Specialist	4	54,262.54	64,828.78	74,882.98	38%	56,180.80
52	Library	Librarian	Librarian	5	52,536.30	71,131.19	85,722.46	43%	56,180.80
53	Library	Library Assistant	Library Assistant	8	36,267.21	48,362.43	54,867.85	36%	36,788.00
54	Library	Administrative Assistant	Administrative Assistant	7	101,817.00	126,802.82	152,288.35	55%	82,144.00
55	Library	Grant & Rural Specialist	Grant & Rural Specialist	10	47,040.22	56,988.03	66,936.04	42%	48,891.20
56	Library	Legal Secretary	Legal Secretary	8	58,858.87	67,428.22	76,385.48	38%	50,887.00
57	Library	Maintenance Aide	Maintenance Aide	10	48,803.53	60,170.17	70,436.01	41%	48,484.00
58	Library	Office Specialist	Office Specialist		Insufficient	Insufficient	Insufficient		35,140.80
59	Museum	Museum Curator	Museum Curator	6	44,843.37	53,480.30	62,117.28	36%	40,786.00
60	Museum	Museum Director	Museum Director	3	54,723.25	66,904.54	79,085.83	44%	44,860.40
61	Public Defender	Deputy Public Defender I	Deputy Public Defender I		Insufficient	Insufficient	Insufficient		82,144.00
62	Public Defender	Deputy Public Defender II	Deputy Public Defender II	5	80,498.88	106,282.40	126,875.18	42%	68,887.00
63	Public Defender	Public Defender	Public Defender	3	105,908.80	130,133.30	160,268.81	51%	86,216.00
64	Public Defender	Senior Deputy Public Defender	Senior Deputy Public Defender	6	136,146.52	166,135.55	200,125.58	42%	120,828.38
65	Public Works/Planning	Building Inspector	Building Inspector	5	123,888.43	153,885.91	183,381.80	48%	104,228.00
66	Public Works/Planning	Building Official	Building Official	10	58,842.80	67,828.82	76,814.85	38%	57,592.30
67	Public Works/Planning	Code Compliance Official	Code Compliance Official	5	83,275.86	111,014.41	138,452.47	37%	82,144.00
68	Public Works/Planning	GIS Coordinator	GIS Coordinator	7	65,851.77	67,277.83	70,702.88	41%	53,487.00
69	Public Works/Planning	Permit Technician	Permit Technician	7	58,210.38	66,272.52	80,238.95	42%	62,022.00
70	Public Works/Planning	Public Works Director	Public Works Director	5	45,821.47	53,824.86	62,018.00	36%	46,891.20
71	Public Works/Planning	Senior Planner	Senior Planner	7	127,884.48	155,081.80	186,353.32	48%	104,228.00
72	Recorder	Recorder Clerk I	Recorder Clerk I		Insufficient	Insufficient	Insufficient		73,758.00
73	Road	Road Services Mechanic	Road Services Mechanic	4	44,417.15	53,888.18	63,318.35	42%	44,860.40
74	Road	Road Maintenance Construction Equipment Operator I	Road Maintenance Construction Equipment Operator I	10	53,025.25	63,827.01	74,388.78	41%	56,201.20
75	Road	Road Supervisor	Road Supervisor	8	48,883.80	58,428.71	68,880.53	38%	56,180.80
76	Shwift	Capital	Capital	8	75,888.82	90,227.01	110,457.40	45%	104,228.00
77	Shwift	Detection Specialist	Detection Specialist	4	114,836.44	136,906.38	155,748.06	54%	86,216.00
78	Shwift	Evidence Custodian	Evidence Custodian	5	50,448.21	62,021.81	74,882.41	40%	48,891.20
79	Shwift	Juvenile Detention Director	Juvenile Detention Director		Insufficient	Insufficient	Insufficient		40,786.00
80	Shwift	Range Master	Range Master	4	88,880.80	125,022.72	151,144.18	52%	81,432.00
81	Shwift	Shwift Records & Licensing Specialist	Shwift Records & Licensing Specialist		Insufficient	Insufficient	Insufficient		45,888.00
82	Social Services	Community Health Nurse	Community Health Nurse	5	118,823.40	154,180.58	181,882.77	52%	112,432.00
83	Social Services	Environmental Health Manager	Environmental Health Manager	7	78,466.17	92,251.30	106,024.43	41%	73,758.00
84	Social Services	Environmental Health Specialist	Environmental Health Specialist	4	65,121.71	100,775.86	122,380.37	44%	63,401.20
85	Social Services	Epidemiologist	Epidemiologist	4	50,267.40	65,400.82	75,484.23	38%	53,467.00
86	Social Services	Family Nurse Practitioner	Family Nurse Practitioner	4	75,128.85	92,375.13	109,821.43	48%	73,758.00
87	Social Services	Food Services Coordinator	Food Services Coordinator	4	104,775.80	125,588.64	146,402.89	36%	88,887.00
88	Social Services	Human Services Coordinator I	Human Services Coordinator I	5	45,488.37	55,453.83	65,348.86	42%	53,467.00
89	Social Services	Human Services Specialist	Human Services Specialist	4	47,880.01	56,181.51	64,880.02	36%	47,257.00
90	Social Services	Laboratory Technician	Laboratory Technician	6	45,303.82	57,845.48	66,896.30	36%	47,257.00
91	Social Services	Office Supervisor	Office Supervisor	5	48,888.82	58,021.31	71,148.86	42%	43,888.00
92	Social Services	Public Health Investigator	Public Health Investigator	7	58,251.87	71,152.33	85,718.86	42%	57,592.30
93	Social Services	Senior & Disability Services Manager	Senior & Disability Services Manager		Insufficient	Insufficient	Insufficient		57,592.30
94	Social Services	Social Services Director	Social Services Director	3	82,888.71	114,740.84	136,582.57	47%	83,481.20
95	Social Services	Transportation Specialist	Transportation Specialist	6	117,713.54	145,074.42	180,432.31	42%	104,228.00
96	Social Services	Transportation Specialist	Transportation Specialist	4	42,534.82	51,288.37	60,003.80	41%	33,858.00
									AVERAGE
									-4.2%

City of Hiramstown, MD
Market Comparison (Adjusted)

Churchill County, NV			
Current	%	Current	%
Market	Market	Market	Market
47,808.00	-13.2%	54,946.00	-14.2%
52,722.40	-5.2%	71,847.20	-6.2%
45,930.00	-5.4%	52,107.20	-5.8%
86,436.40		86,216.00	
55,432.00		83,806.40	
84,323.20	-7.2%	73,758.00	-4.8%
86,436.40	2.8%	86,216.00	0.3%
58,885.00	0.2%	86,473.80	3.1%
47,808.00	-30.4%	54,946.00	-23.8%
58,250.40	-4.8%	86,306.80	-8.0%
45,930.00		52,107.20	
58,885.00		86,473.80	
122,221.20	-21.4%	140,220.00	-24.3%
41,225.00	-5.2%	47,257.80	-7.7%
50,220.00	-27.2%	57,586.20	-24.2%
54,380.00	-2.2%	82,225.80	-3.8%
58,885.00	1.8%	86,473.80	1.2%
35,256.00	14.1%	40,458.00	
25,157.00	-38.8%	28,346.00	-41.2%
52,722.00	-12.2%	80,482.00	-41.2%
30,420.00	-25.8%	41,706.40	-25.2%
86,243.20	-13.4%	74,435.20	-17.1%
86,243.20	-3.2%	74,435.20	-6.7%
58,251.20	4.4%	84,475.80	-7.8%
136,288.00	-12.2%	154,820.00	-13.2%
80,854.40	-4.9%	124,228.00	-6.9%
72,846.80	2.5%	81,422.00	0.0%
152,881.80	4.2%	175,564.40	0.0%
72,758.40	-11.8%	82,481.20	-12.1%
58,815.20	-12.8%	85,145.80	-12.4%
108,226.20	-18.2%	123,826.40	-18.2%
141,752.00	-12.2%	162,572.80	-14.1%
58,250.40	0.0%	86,306.80	-2.2%
87,537.80	-8.8%	77,480.00	-8.8%
108,226.20	-26.2%	123,826.40	-30.2%
58,130.00	-4.2%	85,145.80	-3.2%
82,722.40	-13.2%	71,847.20	-23.2%
105,414.40	-11.4%	120,821.20	-11.2%
105,414.40	-11.4%	120,821.20	-11.2%
118,324.00	-12.2%	133,432.00	-17.8%
118,324.00	-18.2%	133,432.00	-17.8%
82,722.40	-18.2%	71,847.20	-23.2%
71,847.20	-5.2%	83,481.20	-8.8%
73,352.00	2.8%	86,307.80	0.0%
77,480.00	-24.2%	86,307.80	-25.2%
87,884.80	-14.8%	112,278.40	-17.2%
86,486.40	-30.2%	86,216.00	-35.2%
-		-	
118,277.80	-18.2%	136,726.20	-22.2%
87,880.00	-30.8%	77,521.80	-32.1%

 bakertilly

City of Hiramstown, MD
Market Comparison (Adjusted)

82,884.40	2.0%	75,808.00	0.8%
82,884.40	-7.4%	75,808.00	-4.7%
48,823.80	-8.7%	53,487.80	-3.0%
138,226.20	-14.8%	123,826.40	-18.8%
58,250.40	5.2%	86,306.80	-8.1%
58,885.00	-11.5%	86,473.80	-10.5%
58,815.20	-5.8%	85,145.80	-7.5%
41,225.00		47,257.80	
47,808.00	-12.8%	54,946.00	-11.7%
52,722.00	-21.2%	80,482.00	-23.5%
108,226.20		123,826.40	
105,414.40	-3.8%	120,821.20	-6.0%
118,324.00	-12.8%	133,432.00	-18.8%
141,752.00	-15.7%	162,572.80	-18.8%
127,225.00	-17.2%	147,264.80	-18.7%
87,537.80	-8.1%	77,480.00	-1.2%
108,226.20	-3.7%	123,826.40	-3.0%
82,722.40	-8.8%	71,847.20	-8.8%
72,758.40	8.8%	82,481.20	4.1%
58,250.40	8.2%	86,306.80	7.7%
122,221.20	-21.2%	140,220.00	-25.2%
86,486.40		86,216.00	
52,107.20	-3.1%	80,482.00	-4.5%
86,243.20	8.2%	74,435.20	6.1%
85,145.80	8.8%	75,808.00	9.8%
122,221.20	21.1%	140,220.00	28.8%
118,324.00	-15.2%	133,432.00	-15.2%
58,250.40	-8.8%	86,306.80	-10.5%
47,808.00		54,946.00	
86,472.00	-23.8%	138,712.00	-27.5%
51,486.80		58,251.20	
47,808.00		54,946.00	
121,884.80	-18.8%	120,821.20	-17.0%
85,550.40	-7.2%	86,216.00	-6.1%
86,742.40	-8.7%	112,278.40	-8.2%
82,026.80	-5.2%	71,847.20	-4.7%
85,550.40	-7.4%	86,216.00	-8.2%
104,226.00	-15.7%	120,821.20	-15.1%
82,722.40	8.8%	71,847.20	3.7%
55,432.00	-1.2%	83,806.40	-1.7%
55,432.00	-3.8%	83,806.40	-8.0%
51,486.80	-12.8%	58,251.20	-17.0%
87,537.80	-5.1%	77,480.00	-7.5%
86,306.80		77,480.00	
87,884.80	-14.7%	112,278.40	-17.8%
122,221.20	-14.8%	140,220.00	-18.7%
27,887.80	-28.1%	43,886.00	-24.8%
AVERAGE	-8.3%	AVERAGE	-12.2%

City of Hermantown, MN
Market Comparison (Adjusted)

#	Department	Position Title	Benchmark Title	Matches	Market					Current	Variance
					Average	Average	Average	Average	Average		
					Salary	Step	Step	Step	Step		
1	AC Event Complex	Event Specialist	Event Specialist	6	47,280.00	55,521.00	63,862.00	72,203.00	80,544.00	40,790.00	-13.4%
2	AC Event Complex	Maintenance Coordinator	Maintenance Coordinator	8	55,632.54	66,159.13	76,685.72	87,212.31	97,738.90	53,487.80	-3.8%
3	AC Event Complex	Parks Maintenance Worker	Parks Maintenance Worker	10	45,785.71	48,053.76	50,321.81	52,589.86	54,857.91	58,012.30	-4.8%
4	Assessor	Chief Deputy Assessor	Chief Deputy Assessor	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	73,750.00	
5	Assessor	Deed & Title Review Specialist	Deed & Title Review Specialist	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	47,257.00	
6	Assessor	Property Appraiser	Property Appraiser	10	58,884.44	66,327.22	73,770.00	81,212.78	88,655.56	54,848.00	-3.8%
7	Chief Deputy Clerk/Treasurer	Chief Deputy Clerk-Treasurer	Chief Deputy Clerk-Treasurer	6	68,887.10	64,307.66	60,728.22	57,148.78	53,569.34	73,750.00	5.8%
8	Deputy Clerk To The Board	Deputy Clerk To The Board	Deputy Clerk To The Board	5	48,085.53	56,514.10	64,942.67	73,371.24	81,799.81	50,887.00	3.7%
9	Deputy Clerk-Treasurer	Deputy Clerk-Treasurer	Deputy Clerk-Treasurer	3	50,781.21	60,009.40	69,237.59	78,465.78	87,693.97	40,790.00	-19.7%
10	Deputy Clerk-Treasurer	Deputy Clerk-Treasurer	Deputy Clerk-Treasurer	4	51,216.08	61,200.54	71,185.00	81,169.46	91,153.92	48,891.20	-3.2%
11	Community Activities	Aquatics Coordinator	Aquatics Coordinator	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	50,387.00	
12	Community Activities	Aquatics Facility Supervisor	Aquatics Facility Supervisor	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	50,387.00	
13	Community Activities	Community Activities Director	Community Activities Director	4	137,440.70	156,237.84	175,034.98	193,832.12	212,629.26	104,238.00	-18.2%
14	Community Activities	Custodian	Custodian	7	36,440.70	43,913.54	51,386.38	58,859.22	66,332.06	35,193.00	-3.4%
15	Community Activities	Facilities Coordinator	Facilities Coordinator	7	57,045.00	66,307.17	75,569.34	84,831.51	94,093.68	42,008.40	-25.0%
16	Community Activities	Facilities Maintenance Assistant	Facilities Maintenance Assistant	8	46,875.83	55,515.00	64,154.17	72,793.34	81,432.51	46,134.40	-1.5%
17	Community Activities	Facilities Maintenance Technician	Facilities Maintenance Technician	11	48,787.11	58,738.35	68,689.59	78,640.83	88,592.07	50,887.00	3.2%
18	Community Activities	Life Guard (Swim Instructor I)	Life Guard (Swim Instructor I)	5	30,140.00	30,912.64	31,685.28	32,457.92	33,230.56	30,000.00	-0.0%
19	Community Activities	Recreation Aide	Recreation Aide	5	34,347.51	40,880.42	47,413.33	53,946.24	60,479.15	21,488.00	-45.4%
20	Community Activities	Recreation Coordinator	Recreation Coordinator	4	46,861.96	56,364.31	65,866.66	75,368.91	84,871.26	44,860.40	-8.2%
21	Community Activities	Recreation Leader I	Recreation Leader I	3	42,480.33	46,186.13	49,891.93	53,597.73	57,303.53	31,075.20	-26.9%
22	Community Activities	Recreation Supervisor	Recreation Supervisor	4	64,138.87	75,947.38	87,755.89	99,564.40	111,372.91	58,081.20	-7.8%
23	Community Activities	Accountant I	Accountant I	6	58,913.36	71,553.15	84,192.94	96,832.73	109,472.52	58,081.20	-2.5%
24	Community Activities	Accounting Specialist I	Accounting Specialist I	7	51,802.34	63,075.25	74,348.16	85,621.07	96,893.98	50,387.00	-1.7%
25	Community Activities	Comptroller	Comptroller	9	128,346.57	154,507.30	180,668.03	206,828.76	232,989.49	117,808.00	-6.8%
26	Community Activities	Senior Accountant	Senior Accountant	5	79,008.00	95,513.17	112,018.34	128,523.51	145,028.68	77,480.00	-2.0%
27	Community Activities	Executive Assistant	Executive Assistant	8	57,732.38	68,567.85	79,403.32	90,238.79	101,074.26	60,480.00	4.7%
28	Community Activities	Human Resources Director	Human Resources Director	8	118,826.43	140,833.43	162,840.43	184,847.43	206,854.43	130,238.00	-11.7%
29	Community Activities	Public Information Officer	Public Information Officer	5	88,577.43	102,888.83	117,200.23	131,511.63	145,823.03	82,005.00	-8.8%
30	Community Activities	Court Services Specialist	Court Services Specialist	6	53,131.37	63,739.38	74,347.39	84,955.40	95,563.41	48,484.00	-8.7%
31	Court Services	Director of Court Services	Director of Court Services	3	103,881.70	128,568.17	153,254.64	177,941.11	202,627.58	92,144.00	-11.5%
32	Court Services	Chief Deputy District Attorney	Chief Deputy District Attorney	8	120,838.30	145,033.37	169,228.44	193,423.51	217,618.58	120,801.20	-8.0%
33	Court Services	Chief Support Counselor	Chief Support Counselor	7	48,282.14	58,373.58	68,465.02	78,556.46	88,647.90	48,891.20	3.0%
34	Court Services	Chief Support Supervisor	Chief Support Supervisor	7	86,151.52	103,448.48	120,745.44	138,042.40	155,339.36	82,144.00	-20.0%
35	Court Services	Court Administrator	Court Administrator	5	115,101.03	140,260.07	165,419.11	190,578.15	215,737.19	82,144.00	-20.0%
36	Court Services	Court Clerk	Court Clerk	8	48,803.83	58,536.37	68,268.91	78,001.45	87,733.99	48,484.00	-2.8%
37	Court Services	Court Services Administrator	Court Services Administrator	5	82,885.88	100,800.40	118,714.92	136,630.44	154,545.96	53,487.00	-10.4%
38	Court Services	Deputy District Attorney I - Civil	Deputy District Attorney I - Civil	9	87,288.37	105,042.15	122,795.93	140,549.71	158,303.49	89,887.00	-7.8%
39	Court Services	Deputy District Attorney II - Criminal	Deputy District Attorney II - Criminal	9	87,288.37	105,042.15	122,795.93	140,549.71	158,303.49	89,887.00	-7.8%
40	Court Services	Deputy District Attorney III - Civil	Deputy District Attorney III - Civil	4	115,788.34	138,647.41	161,506.48	184,365.55	207,224.62	99,218.00	-14.3%
41	Court Services	Deputy District Attorney III - Criminal	Deputy District Attorney III - Criminal	4	115,788.34	138,647.41	161,506.48	184,365.55	207,224.62	99,218.00	-14.3%
42	Court Services	Deputy District Attorney System Administrator	Deputy District Attorney System Administrator	4	84,487.10	101,588.01	118,688.92	135,789.83	152,890.74	53,487.00	-17.1%
43	Court Services	Law Clerk	Law Clerk	3	88,438.88	106,525.77	124,612.66	142,699.55	160,786.44	82,144.00	-14.8%
44	Court Services	Legal Office Services Supervisor	Legal Office Services Supervisor	8	83,322.70	101,345.89	119,369.08	137,392.27	155,415.46	82,144.00	-14.8%
45	Court Services	Emergency Manager	Emergency Manager	6	85,351.48	103,555.30	121,759.12	139,962.94	158,166.76	82,144.00	-21.8%
46	Human Resources	Human Resources Manager	Human Resources Manager	4	80,183.88	114,618.18	139,042.48	163,466.78	187,891.08	82,144.00	-10.4%
47	Human Resources	Chief Court Clerk	Chief Court Clerk	6	98,871.50	125,022.72	151,173.94	177,325.16	203,476.38	73,750.00	-23.7%
48	Human Resources	Justice Of The Peace	Justice Of The Peace	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient		
49	Human Resources	Chief Juvenile Probation Officer	Chief Juvenile Probation Officer	6	117,445.15	143,245.78	169,046.41	194,847.04	220,647.67	101,218.00	-13.7%
50	Human Resources	Deputy Juvenile Probation Officer	Deputy Juvenile Probation Officer	5	80,538.08	97,388.17	114,238.26	131,088.35	147,938.44	87,070.40	-26.4%

bakertilly

City of Hermantown, MN
Market Comparison (Adjusted)

51	Juvenile Probation	Juvenile Outreach Specialist	Juvenile Outreach Specialist	4	54,283.54	64,829.76	75,375.98	85,922.20	96,468.42	56,130.00	3.5%
52	Library	Librarian	Librarian	5	58,528.50	71,151.13	83,773.76	96,396.39	109,019.02	56,130.00	-4.0%
53	Library	Library Assistant	Library Assistant	8	38,257.21	45,882.43	53,507.65	61,132.87	68,758.09	36,788.00	1.0%
54	Library	Library Director	Library Director	7	101,217.50	126,862.80	152,508.10	178,153.40	203,798.70	82,144.00	-6.2%
55	Multiple	Administrative Assistant	Administrative Assistant	10	47,280.00	55,521.00	63,862.00	72,203.00	80,544.00	48,891.20	5.5%
56	Multiple	Grant & Fiscal Specialist	Grant & Fiscal Specialist	8	58,355.37	67,475.23	76,595.09	85,714.95	94,834.81	53,487.00	-10.7%
57	Multiple	Legal Secretary	Legal Secretary	10	48,803.53	60,170.17	71,536.81	82,903.45	94,270.09	48,484.00	-3.2%
58	Multiple	Maintenance Aide	Maintenance Aide	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	35,193.00	
59	Multiple	Office Specialist	Office Specialist	6	44,840.37	53,404.34	61,968.31	70,532.28	79,096.25	40,790.00	-8.1%
60	Multiple	Museum Curator	Museum Curator	3	54,725.25	66,364.54	78,003.83	89,643.12	101,282.41	44,860.40	-17.9%
61	Multiple	Museum Director	Museum Director	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	82,144.00	
62	Public Defender	Deputy Public Defender I	Deputy Public Defender I	5	90,490.80	108,585.80	126,680.80	144,775.80	162,870.80	89,887.00	-0.7%
63	Public Defender	Deputy Public Defender II	Deputy Public Defender II	3	105,808.80	123,133.30	140,457.80	157,782.30	175,106.80	99,218.00	-6.2%
64	Public Defender	Public Defender	Public Defender	6	136,146.52	166,125.55	196,104.58	226,083.61	256,062.64	120,801.20	-11.2%
65	Public Defender	Senior Deputy Public Defender	Senior Deputy Public Defender	5	123,898.42	153,885.81	183,873.20	213,860.59	243,847.98	104,238.00	-11.7%
66	Public Works/Planning	Building Inspector	Building Inspector	10	58,842.80	67,008.62	75,174.44	83,340.26	91,506.08	57,303.53	1.2%
67	Public Works/Planning	Building Official	Building Official	5	80,576.80	111,014.41	132,452.02	153,889.63	175,327.24	85,144.00	-1.9%
68	Public Works/Planning	Code Compliance Official	Code Compliance Official	7	55,801.77	67,277.83	78,753.89	90,229.95	101,706.01	53,487.00	-4.2%
69	Public Works/Planning	GIS Coordinator	GIS Coordinator	7	58,210.08	69,773.52	81,336.96	92,899.40	104,461.84	82,005.00	-10.2%
70	Public Works/Planning	Permit Technician	Permit Technician	5	45,801.87	53,824.86	61,847.85	69,870.84	77,893.83	48,891.20	8.8%
71	Public Works/Planning	Public Works Director	Public Works Director	7	127,864.96	155,061.00	182,257.04	209,453.08	236,649.12	104,238.00	-10.0%
72	Public Works/Planning	Senior Planner	Senior Planner	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	73,750.00	
73	Recorder	Recorder Clerk I	Recorder Clerk I	4	44,417.58	53,888.18	63,358.78	72,829.38	82,299.98	44,860.40	1.3%
74	Road	Road Services Mechanic	Road Services Mechanic	10	53,035.35	63,857.01	74,678.67	85,500.33	96,321.99	56,081.20	11.4%
75	Road	Road Maintenance Construction Equipment Operator I	Road Maintenance Construction Equipment Operator I	8	48,880.80	59,438.71	70,000.00	80,561.29	91,122.58	56,130.00	12.2%
76	Road	Road Supervisor	Road Supervisor	8	75,886.82	90,227.01	104,567.20	118,907.39	133,247.58	104,238.00	37.2%
77	Sherriff	Captain	Captain	4	114,806.44	136,808.36	158,810.28	180,812.20	202,814.12	86,540.00	-13.5%
78	Sherriff	Detention Specialist	Detention Specialist	5	50,440.21	60,521.81	70,603.41	80,685.01	90,766.61	48,891.20	-1.5%
79	Sherriff	Patrol Officer	Patrol Officer	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	40,790.00	
80	Juvenile Probation	Juvenile Detention Director	Juvenile Detention Director	4	98,800.80	120,022.38	141,244.88	162,467.38	183,689.88	81,432.00	-17.7%
81	Sherriff	Range Master	Range Master	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	43,880.00	
82	Sherriff	Sherriff Records & Licensing Specialist	Sherriff Records & Licensing Specialist	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	Insufficient	40,790.00	
83	Sherriff	Undersheriff	Undersheriff	5	115,853.42	139,180.58	162,507.74	185,834.90	209,162.06	112,432.00	-6.4%
84	Social Services	Community Health Nurse	Community Health Nurse	5	78,468.17	92,251.30	106,034.43	119,817.56	133,600.69	73,750.00	-3.8%
85	Social Services	Environmental Health Manager	Environmental Health Manager	4	85,191.71	103,729.36	122,267.01	140,804.66	159,342.31	85,144.00	-2.0%
86	Social Services	Environmental Health Specialist	Environmental Health Specialist	4	55,387.40	66,400.82	77,414.24	88,427.66	99,441.08	53,487.00	-3.8%
87	Social Services	Epidemiologist	Epidemiologist	4	75,138.85	90,335.18	105,531.51	120,727.84	135,924.17	73,750.00	-1.9%
88	Social Services	Family Nurse Practitioner	Family Nurse Practitioner	4	104,773.80	125,558.64	146,343.48	167,128.32	187,913.16	86,887.00	-14.2%
89	Social Services	Food Services Coordinator	Food Services Coordinator	8	48,458.37	58,453.83	68,449.29	78,444.75	88,440.21	53,487.00	8.3%</

City of Hermantown, MN
Market Comparison (Adjusted)

Churchill County, NV			
Current Market	% Market	Current Market	% Market
47,808.00	-13.8%	54,948.00	-14.2%
62,722.40	-6.2%	71,847.20	-6.2%
45,500.00	-6.4%	52,187.20	-6.8%
88,438.40		88,218.00	
85,432.00		83,808.40	
84,320.20	-7.2%	73,708.80	-6.8%
88,438.40	2.8%	88,218.00	0.2%
58,885.80	0.2%	88,475.80	-3.1%
47,808.00	-30.4%	54,948.00	-30.8%
58,250.40	-4.8%	88,808.80	-6.0%
45,500.00		52,187.20	
58,885.80		88,475.80	
122,221.20	-23.4%	140,232.80	-28.8%
47,225.80	-6.8%	47,257.80	-7.2%
52,200.80	-27.2%	57,565.20	-34.2%
54,580.00	-3.8%	62,525.80	-3.8%
58,885.80	1.8%	88,475.80	1.2%
58,250.00	14.1%	40,458.00	1.2%
25,157.80	-38.8%	38,848.00	-41.2%
25,758.00	-11.8%	88,488.00	-11.2%
38,400.80	-25.8%	41,788.40	-25.2%
88,240.20	-13.4%	78,488.20	-17.1%
88,240.20	-0.2%	78,488.20	-6.7%
58,251.20	4.8%	88,475.80	-7.8%
138,298.80	-10.2%	158,822.80	-13.2%
88,854.40	-4.8%	104,228.80	6.8%
78,848.80	2.2%	81,422.00	0.8%
152,887.80	4.2%	158,584.40	0.8%
73,758.40	-11.8%	83,481.20	-13.1%
58,815.20	-10.8%	88,148.80	-10.4%
108,038.20	-18.2%	128,828.40	-18.2%
147,752.00	-12.8%	182,572.80	-14.1%
58,250.40	0.2%	88,808.80	-2.2%
87,537.80	6.8%	77,482.00	-6.8%
108,038.20	-28.2%	128,828.40	-30.2%
58,188.80	-4.2%	88,148.80	-3.2%
88,722.40	-18.2%	71,847.20	-20.2%
128,414.40	-11.4%	128,821.20	-11.2%
128,414.40	-11.4%	128,821.20	-11.2%
118,334.00	-18.2%	128,422.00	-17.8%
118,334.00	-18.2%	128,422.00	-17.8%
62,722.40	-18.2%	71,847.20	-33.2%
71,847.20	6.2%	83,481.20	4.8%
78,322.80	2.8%	88,807.80	0.8%
77,482.00	-24.2%	88,807.80	-24.2%
87,884.80	-14.8%	112,278.40	-17.2%
88,488.40	-38.2%	88,218.00	-35.2%
-		-	
118,277.80	-18.2%	138,758.20	-21.2%
87,880.00	-38.8%	77,421.80	-32.1%

© bakertilly

City of Hermantown, MN
Market Comparison (Adjusted)

88,854.40	2.2%	78,808.00	0.8%
88,854.40	-7.4%	78,808.00	-6.2%
48,832.80	-0.7%	53,487.80	-2.8%
108,038.20	-14.8%	128,828.40	-18.8%
58,250.40	2.2%	88,808.80	-0.1%
58,885.80	-11.2%	88,475.80	-10.2%
58,815.20	-6.8%	88,148.80	-7.8%
47,225.80		47,257.80	
47,808.00	-10.8%	54,948.00	-11.2%
52,200.80	-27.2%	57,565.20	-34.2%
108,038.20		128,828.40	
128,414.40	-0.8%	128,821.20	-0.8%
118,334.00	-10.8%	128,422.00	-10.8%
147,752.00	-12.8%	182,572.80	-14.1%
127,038.80	-17.2%	147,384.80	-18.2%
87,537.80	-0.1%	77,482.00	-1.2%
108,038.20	-2.7%	128,828.40	-3.5%
62,722.40	-6.8%	71,847.20	-6.8%
73,758.40	8.8%	83,481.20	6.1%
58,250.40	8.2%	88,808.80	7.7%
122,221.20	-21.2%	140,232.80	-25.2%
88,488.40		88,218.00	
52,187.20	-5.1%	88,488.00	-4.5%
88,240.20	8.2%	78,488.20	8.1%
88,148.80	8.8%	78,808.00	8.8%
122,221.20	21.1%	140,232.80	26.8%
118,388.40	-15.2%	128,422.00	-15.2%
58,250.40	-6.8%	88,808.80	-10.2%
47,808.00		54,948.00	
88,475.80	-23.8%	138,512.00	-27.8%
52,187.20		52,187.20	
47,808.00		54,948.00	
138,884.80	-18.8%	158,888.40	-17.2%
88,550.40	-7.2%	88,218.00	-6.1%
88,712.40	-6.2%	112,278.40	-4.2%
62,025.80	-6.2%	71,847.20	-4.7%
88,550.40	-7.4%	88,218.00	-6.5%
104,228.80	-15.7%	128,821.20	-15.1%
62,722.40	5.8%	71,847.20	3.1%
88,432.00	-1.3%	83,808.40	-1.7%
88,432.00	-3.8%	83,808.40	-6.8%
51,488.80	-12.8%	88,807.80	-17.0%
87,537.80	-6.1%	77,482.00	-7.5%
88,808.80		77,482.00	
87,884.80	-14.7%	112,278.40	-17.2%
122,221.20	-14.8%	140,232.80	-18.7%
27,587.80	-28.1%	43,888.00	-28.8%
AVERAGE	-6.2%	AVERAGE	-11.2%

Sarah Towne said once this is complete, we will be able to finalize the implementation scenarios, but we do have the implementation scenarios right now for consideration. We have gone through the process of plugging people back into the conversation. We have done three implementation scenarios.

Baker Tilly does not recommend a pay decrease for any employee as a result of this study. In some places, we do have six employees that have a current salary that is above their proposed maximum. We are not taking money away from those six employees and make them fit within this pay structure; we essentially hold them where they are until the pay structure catches up. These calculation reflect base pay only; they are not inclusive of anything else like supplemental pay practices or benefits.

The employee will move to the step that is closest to their existing salary without a decrease. The function of a step grade system is that each step represents a year in a role. Option 2 is moving employees into this system based on their time and position. It is an adjustment based on time and position, not tenure with the county.

Making adjustments to the number of steps, we do not have too much in terms of reduction, going from a 13 step system into an 11 step system. This option 3 is just maintaining where employees are at and how far they have progressed in the current grading system. Employees would move to the same step in this new system that they currently occupy. If an employee is currently at Step 3, they would move to Step 3.

Those are our current recommendations for the implementation, as I mentioned, we are in the process of finalizing and updating information from Directors on where the positions are, and then we will finalize these implementation scenarios.

Mr. Sanford said I will talk about the implementation scenario, just so people understand. There was a discussion on Option 2, of putting a cap on the years in position, I think, of 9 out of the 11. If there is feedback about that decision, I think that would be helpful.

Matt Hyde said the cost of labor adjustment, is that typical of how that worked out for us, is that typical of what you have done for other entities? Ms. Towne said the cost of labor is something that we do for every single client we work with. We focus on cost of labor adjustments, taking the geographic differences out of the equation. Where your question may be stemming is from this additional adjustment for Washoe County. Typically, I do that with municipalities that are surrounding larger metropolitan areas. In this case, it kind of made sense from a geographical standpoint from a county in relation to a much larger entity. We have done it in similar circumstances; it is just an application that we did. It's stating that you do not plan on matching Washoe 100%, but you are going to try to get at least 90% of the way.

Mr. Mallory said there are some comments from some of the Department Heads and Elected Officials, Mr. Chairman. I would just like to say on my behalf, that this is a work in progress. There are still some things we need to address and I think we are working on that. It is certainly not a done deal at this point. I will defer, if I may, to the other Elected Officials if they want to

address you with additional comments.

Tasha Hessey, Recorder, said I think that the product that we have received, and that we went through yesterday, was a little alarming. There is a lot of discrepancies, a lot of things, if you look at, for example, Grade 8. If you go there, tons of those went to market, but they did not apply market to where they recommended those steps go. It is hard for me to believe that if a 14 is the midpoint on a 29 Scale; how Churchill County titles, 67 of them, fell in the 8 to 14 range, which is below the mid. How are we so below, still? They did not apply market, they applied their safe evaluation and moved market down, and not part of it, so I do think there's some major discrepancies, and things we need to look at as a whole.

Sheriff Hickox said I would agree. During yesterday's meeting, I was fairly vocal because I have questions, and I have not had any answers. They [Baker Tilly] stated that they have met with department leadership, but I have not had any direct contact with them, other than through emails that I have sent. In addition to that, there was a comment made about not having anyone come in at a lower rate on wages. If you look at one of my positions that is currently rated as a 6, market value puts them at an 11, they leave them at a 6, and the starting wage is lower than what it currently is, and the ending wage is lower than what it currently is. So, while that person might make more if transferred to the exact same step, overall, they will be losing money when they look at their top end salary. That are some concerns that I have, and I did voice those questions. Those were supposed to be evaluated, I asked if we would be part of that evaluation, that was not confirmed. I have some concerns so I would ask that we not vote to agree to this today, and allow us to continue to work on this process.

Commissioner Hyde said this is not going to be voted on today, and I would just like to make a statement: I said when we started this process, there may be some people that aren't 100% happy with where they fall in this, and that is the risk. We decided to go with an outside firm to get experts so there is no bias, so it is fair. I stated specifically, when we pay to do this, this has been done before and we threw it out the window. I agree with Mr. Mallory, that this is a work in progress, we are not voting on this today. You have to understand that market value is market value for position, not people. I just do not want to get that confused, and I knew this was going to happen. No matter who you do it with; if we would have done it internally, it is a double-edged sword – someone is not going to fall where they think they should fall.

Sheriff Hickox said I understand that, sir, and I appreciate that. My question is, just so I can explain it to them, where that fell into, I am just looking for a little transparency, so I can explain it to my people, where that's at. We understand that risk.

Tasha Hessey said respectfully, I understand what you are saying as well, but 67 titles falling under midpoint in Churchill County. When you look at their market data that they have on there, it doesn't even line with market, that is a concern. Commissioner Hyde said those are questions that are going to be answered as we move forward.

Mr. Sanford asked Ms. Towne, I know we discussed it specifically with the County Manager, who obviously isn't going to provide any information on his own, and I will not be because I

am his subordinate, but this board would be the people to make, I think, the presentation to. Your proposed table not include that position on the table, which is why it ends at Grade 29, would you give the board an update on what your intentions are related to that? Ms. Towne said at the request of the project team, we have market data for County Manager position, and I am happy to provide that information as it informs but will not be part of our recommendations for a position on the pay scale. That is up to this body's discretion to make that salary recommendation, so it is not part of the 167 positions that we looked at for recommendations, though we did have market data, just hopefully that informs what you are looking at.

Commissioner Blakey said I just want to make sure that during this process everyone that you wanted to communicate with has communicated with you. Ms. Towne said we have some follow up conversations planned, so yesterday was the first time of hearing a lot of the feedback from Department Heads, so when I say when we met with department leadership, that occurred yesterday. There was not any additional breakouts that happened; we engaged with leadership in the beginning with our Department Director Questionnaire in our first kick-off presentation with them, yesterday was the first conversation where they had an opportunity to provide us with their input. There are still some follow-up conversations that Baker Tilly will conduct to make sure that we have a good explanation. We want everyone in the county to be able to explain the results to the employees, and this does get rolled out.

Eric Blakey said thank you for that, and I just want to make sure everyone knows, this is a work in progress. I think some people are getting too deep too early. Some of your concerns need to be flushed out, I get that, that is why email is the easiest way to ask a question, and if they don't respond today, that is fine, you have record that you sent the email, and we can make sure that email gets addressed before we close this process out. Let's not get too excited too early, and I think it is still early. A goal that I have today, is to get us in the ballpark of what it is going to cost, so we can move forward with our budget. I made that very clear to several people, and we still have time to get all the details worked out. Personally, I think that Churchill County's current pay schedule is just another tool of comparison. So, those of you who are comparing what you think the new wage is going to be, to what the old wage is... you can't do that, because it is two different products. The old pay schedule may be wrong; it may be low, or high, it may mean nothing. When you say your employees are going to be less, or whatever, they could be wrong to begin with. When we put out for a certain position, you spoke to some of the positions didn't move the line... if we are getting fifteen to twenty applications for that position, I do not know that that wage is wrong, because you are getting enough applicants for the position, so that is something to think about. I think it is a little too early to say that you do not agree with what this company is doing. This company does this professionally; they do it across the United States. We are not an isolated community, we are a rural community. That is something people keep in mind. Our model is rural community, and we do not compare to Reno or Washoe County. Their pay model is going to be different than our rural community. They do not have what we have. If you think the wages are going to be the same as they are in Reno, I think you are lying to yourself. I want to make sure that everyone doesn't get too excited too early, and be assured, as we promised you early on, that we want a compensation study, and we want our employees to be paid correctly, but we do not even know if where we started is correct. We have to get it corrected first, so we can move forward to the future. We want to get

a plan in place that is easy to update, as often as it needs to be, to make sure we have done everything we can to entertain you, or any other citizen, to be employed in Churchill County, by Churchill County.

Commissioner Hyde said I want to make sure the communication is still open, because if the Department Heads, elected or otherwise have concerns with the information that was inputted, that is where the discrepancy may be coming from. Communication needs to still be open, we are still in the midst of this thing, and it is by no means complete. I just want to be sure that communication is still happening from this. There are concerns, I get it Ms. Hessey, but that open communication still needs to be happening.

Commissioner Blakey said we will get this flushed out and approve the most correct method. As Commissioner Hyde has spoken before, not everyone is happy, and some will be happy. That is an example that not everyone is happy on Christmas morning, that is just how it is. Make sure you know that we are here for you, we are going to do the best job we can, we have entrusted a great company to do this, and they will provide us with an excellent result. Commissioner Hyde said I do not want to get happy confused with fair. We want it to be fair and equitable, and that is what we are looking for. We want our employees here to be taken care of fairly; that is our goal through this. Sheriff Hickox said thank you, that is ours as well.

Commissioner Blakey said some of the direction that the board may want to give today is to continue the communication. Mr. Sanford, you may need to step up the communication between the Department Heads, Baker Tilly and yourself, and maybe it is time to enact that approval we gave you to get them on site. Evaluate that with everyone and make that will be more valuable than trying to do that over the phone or video. The direction I would like to see today is to do what I just said, then get a little bit closer each week to a final product. Commissioner Hyde added, speaking for myself, if we have to pay that fee for them to come back out, I am fine with doing that, because I feel like when you come face-to-face, I think things get flushed out a little better. If that is the better route, I am fine with doing that. Chair Getto agreed with Commissioner Hyde.

Chris Spross said that being said, if that is the position you want to take, do you want to have a rolling Agenda Item where this gets discussed at every meeting, or do you want a rolling Agenda Item where this gets discussed at the first meeting of the month; how do you want to proceed with that, so we can get that scheduled not only with our folks here, but also with Baker Tilly. Chair Getto said personally, I would like to see probably just a rolling Agenda Item on each meeting, and if there is not an update, there is not an update, but that at least gives an opportunity for anyone to state their opinions. Commissioner Hyde said yes, and I do not think we will be able to hear anything new until some things get resolved.

Lane Mills, Deputy Chief District Attorney, said one of the things that I did not see, and maybe it just wasn't included in this phase, is one of the things we had initially brought up, which is Standby Pay for those low-level employees. I don't know if that got communicated to the Leadership Team, but from our perspective, that comes across a number of departments. I didn't know if you wanted to address that. Mr. Sanford said it is not in our current study, but I

will discuss with Baker Tilly if there is something that can be addressed, and I am happy to take additional direction. Sarah Towne said we did add a question to that on the survey, so if we do have the completed survey from these peer agencies, we may be able to get that information together and aggregate it, and maybe get some comparisons, but we are focused on the base pay right now, and we can look at supplementals after.

Chair Getto asked Mr. Sanford if he needed more guidance, and Mr. Sanford said he did not believe he needed additional information and would provide updates as things come. Commissioner Blakey said step up the communication a notch to higher staff. Please reach out to them if they are not reaching out you, let them tell you no, do not wait for them to call you. That way we have checked all the boxes.

Comptroller Wideman said there was a lot of questions at the meeting. When can Department Heads expect to get some responses to those questions? Ms. Towne said we are hoping by the end of the week for those initial responses that we have received ahead of yesterday's conversation, and follow-up conversations are looking toward next week.

K- Consideration and possible action re: Update and recommendations regarding the FY27 Churchill County Budget.

The Churchill County Budget for FY 27 is under consideration by the Board. This is a standing item for the Board of County Commissioners to provide input and direction to staff in preparing the FY27 budget.

FISCAL IMPACT:

EXPLANATION OF IMPACT:

FUNDING SOURCE:

ACTION REQUESTED: Accept

Comptroller Wideman said this is just an update on the budget. This is just showing everything that we saw, and that you approved in the Budget Hearings. The question is: is there anything on there that you see that you didn't approve, or a misunderstanding on our part? We need to get the Tentative Budget to the Department Heads by the 9th, and at this point, due to the job study not being all that concrete yet, we are not planning on putting the job study in the Tentative Budget; it will be an adjustment to the Final Budget, it that is okay with you guys.

Mr. Sanford said I would like to have at least some discussion, specifically on the Personnel Requests. Some the items specifically related to Parks and Recreation, and the division of that department into essentially two departments with the 3C Complex and Community Activities. If you look at the Personnel Requests, first quarter of the way down the page, there is a Facilities position, that is actually the removal of the Facilities Coordinator position, with movement to the 3C Center. Later down the page, Parks and Recreation, Department 301, the removal of the Office Specialist, Grade 39 Step 1, that would be part of the move to the 3C Department. There is a reclassification of the Deputy Director to a Director position. There would be a change of the Facilities Coordinator to an Administrative Assistant level position, as well as, the change of a Maintenance Aide, which is a seasonal position, to a full time position. The sum total of those changes is actually a small savings to the county, but it is what would be needed to

recalibrate the departments as two separate departments. If the board does not wish to proceed with separating the departments, then no action would be needed, but obviously, we wouldn't be separating the departments. There are some things in Parks and Recreation that are not part of the split, specifically, the removal of the intern, and then reclassing a leader to make it a PERS position. Obviously, that is a request, but it is not part of the separation itself. There are other options: if you choose to do a split but you would like us to not hire a position, and make additional savings, or to create a position that is lower, I am happy to entertain that, but this is the recommendation at this time.

Chair Getto said thank you, I am fine with doing the facility position, Parks and Recreation, Department 301, and the reclassification. Comptroller Wideman asked if the board is approving the Parks and Recreation changes, and removal of the facilities position which is in the General Fund. Commissioner Blakey said I think we need to include the County Manager line since it is a credit. Comptroller Wideman said that is included anyway, and Commissioner Blakey said it is not highlighted. Comptroller Wideman said I wanted to give what you were actually increasing, so that is why it wasn't highlighted, so those were done.

Commissioner Blakey said I want to circle back to the Personnel Requests and talk about the Planning position. Mr. Hines has been asking for that for two or three years, and he always strives to keep his budget pretty flat. I have been in the office and have seen what he is trying to get done, which is pretty important. If we could reconsider that for a moment, to see if we can move that along, that would be helpful for that department. Chair Getto and Commissioner Hyde agreed to include that intern position.

Commissioner Hyde asked Sheriff Hickox what the mileage is on the K-9 unit, and Sheriff Hickox said that unit is in excess of 125,000 miles. It was over 121,000 miles when we made the proposal, and I know that they have been called out a couple of times. I believe, based on conversations with Mr. Fowkes, it is one of our highest usage vehicles, as far as the number of miles that it incurs. By the end of the fiscal year, it will have amassed a lot more miles. Commissioner Hyde said I would like to consider adding that to our budget. Comptroller Wideman said it would be in the Capital fund, and there was four vehicles there, so we were just looking at one. Commissioner Hyde said my main concern is the K-9 unit. I did not have a chance to meet with Sheriff. Sheriff Hickox said absolutely, if we were to only get one, I would beg for that one, because if it breaks down, we have a dog in it. Commissioner Hyde said I feel like Mr. Fowkes is on the same page. Chair Getto said that's fine since there is such high mileage on the current one. Commissioner Hyde said I feel like we have to start somewhere with some of this stuff, because if we keep kicking the can down the road, then we've got all of these vehicles with 130,000 miles on them, we are just going to get buried.

Commissioner Blakey said I would like to circle back to the Museum. The first email that the Director sent was February 3, 2023 that the roof was leaking, and the roof is still not fixed. I know that it is not going to effect the current budget, because we can draw from the reserves of Extraordinary Repairs, or the Building Reserve Account, so I want to make sure we give good direction that that is going to happen. Since that has been going on for so long, and the air

conditioner issue has been going on for almost a year, I want to see if we can draw from the reserve for that. Chair Getto and Commissioner Hyde stated they are in agreeance of that.

Commissioner Blakey stated he would like to have another workshop to discuss the budget, and wait as long as we can, until we get better numbers for the Compensation Study, and anything else County Manager Spross has. Mr. Spross said he would suggest that if we are having a rolling Agenda Item for the Compensation Study, maybe it would benefit us to have a rolling Agenda Item for this, but then you had just mentioned that you would rather wait until we are a little further down the road. We made some changes today, and I think it is important that we stay abreast of where we are dollar-wise, and that would be my suggestion. Commissioner Hyde said I think between now and when we get better numbers from the Compensation Study, we can use the numbers we have, and then we will be able to adjust. I am comfortable doing that, and I agree with both of you, but I think we can have some discussions about the budget using those numbers and knowing that those might change a bit. Commissioners Blakey said to Comptroller Wideman, you said you are moving forward with the Tentative Budget without the numbers from the Compensation Study, and Comptroller Wideman said that is correct, because they are not solid and it would be a waste of time to try get these under various departments. Right now, we were going to pass out March 9th budgets to the Department Heads, the Tentative, and then they are supposed to be able to meet with the County Manager if they have any questions from March 12th to March 13th, and then we would bring the Tentative Budget back to you on April 2, because it cannot be a moving target, it has to be able to be put into State forms by April 15th which takes time. Commissioner Blakey said I understand that. I guess my concern is, and if I am wrong tell me, you are not putting that number in the budget at all. Ms. Wideman said that is correct. Commissioner Blakey said I would like to use one of your favorite phrases, I would like to have a place holder, and use the numbers that we talked about a little bit, or maybe get with Mr. Sanford if he has a new number, to build that into the budget, so we sort of know, and we do not have a huge surprise and have to make unnecessary discussion or action. Comptroller Wideman said I can put it in there, in the Contingency Fund and the General Fund, it just would not be allocated out to the departments that do not have a Contingency in those special revenue funds. Commissioner Blakey said, but you see what I am saying? Chair Getto said I get what you are saying, I want some sort of number in there so we know. Mr. Sanford said I will get you the best number that we have, as the board gave its early indications of what it would like in terms of an implantation plan, so I can get you that number.

L- Consideration and possible action re: Application to PERS to renew the certification of the Emergency Manager position for Churchill County as a Critical Labor Shortage Position.

The county has the part-time (19 hours per week) regular position of Emergency Manager in its inventory of positions. This position is currently filled by Richard Ingram, who is a PERS retiree in Nevada. Because he is a PERS retiree, he is normally limited by PERS regulations to working no more than 1,039 hours in a fiscal year and he is not allowed to earn more than \$34,063.50 in a fiscal year from a public employer.

PERS regulations include a provision in NRS 286.523 which allows a public employer to designate specific positions as qualifying for a Critical Labor Shortage (CLS). If a position is approved as a CLS position, the employer may employ a previously retired PERS retiree into

the position and exempt him/her from the PERS limitations. This can be done for a position which is already filled. The designation lasts for two years.

In May of 2020, to help address the additional hours of work required of the position due to the COVID-19 outbreak, the board approved the position to be designated as a Critical Labor Shortage position by PERS. Such a declaration, which was effective retroactively at the time to April 6, 2020, expired after two years unless it was renewed. The board renewed the designation in March of 2024, again due to additional hours that were needed to address emergency situations that arose. Staff is requesting a renewal of the declaration by the board for another two years in anticipation that the hours limit will be exceeded if emergency operations are needed again in the future.

If approved, the position would continue to be exempt from PERS contributions. The county and employee would continue to make contributions to Social Security.

Pursuant to PERS regulations, the Commissioners are required to take the following points under consideration:

- * The rate of turnover for the position.
- * The number of openings we have had for that position and the number of qualified candidates for those openings.
- * The length of time the position has been vacant.
- * The difficulty in filling the position due to special circumstances.
- * The history and success of the efforts to recruit for the position.

That information is included as part of the Agenda Packet.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: Staff is not seeking to increase the Emergency Manager's hours any more than they have been for the past two years.

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

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

Commissioner Matt Hyde made a motion to designate the Emergency Manager position as a Critical Labor Shortage (CLS) pursuant to NRS 286.523, in accordance with PERS criteria, effective April 6, 2026. Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

Letters Received:

A- Nevada Division of Emergency Management's notification that Churchill County meets the requirement for an annual submission of an Emergency Operations Plan or a certificate recognizing the Emergency Operations Plan has been reviewed, deemed current, and sufficient to meet the needs of the jurisdiction during an emergency or disaster.

Nevada Division of Emergency Management's notification that Churchill County meets the requirement for an annual submission of an Emergency Operations Plan or a certificate recognizing the EOP has been reviewed, deemed current, and sufficient to meet the needs of the jurisdiction during an emergency or disaster.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: None; Informational Only

B- Bureau of Land Management's notification of its issuance of the Final Environmental Assessment and Herd Management Area Plan for the Callaghan Wild Horse Complex, and a Finding of No Significant Impact and a Decision Record has been prepared.

On February 17, 2026, the Bureau of Land Management issued the Final Environmental Assessment and Herd Management Area Plan for the Callaghan Wild Horse Complex, and a Finding of No Significant Impact and a Decision Record has been prepared.

The Callaghan Complex included the Bald Mountain, Callaghan, Hickison Summit (north of US Highway 50) and South Shoshone Herd Management Areas, in Lander County, Nevada.

Long term management goals for the Callaghan Complex include the management of a healthy population of wild horses through the achievement and maintenance of the established ALM range and continued implementation of population growth suppression. Helicopter gathers would occur as needed to continue the population growth control protocols, remove excess wild horses and to achieve or maintain the established AML.

Removals of excess wild horses could be implemented through the life of the plan to achieve the management targets, to relieve resource concerns and/or remove concentrated groups of excess wild horses both inside and outside the Callaghan Complex boundaries.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: None; Informational Only

C- Letter of gratitude from the Churchill County Junior Livestock Show for contributions made last fiscal year to the Churchill County Junior Livestock Show and Sale.

Each year through a line item in the Community Support budget, Churchill County allocates and disperses funds to the Churchill County Junior Livestock Show in support of the annual show and sale, as well as the continued opportunity for personal growth and development provided to Churchill County youth. The County received a letter of gratitude from the President of Churchill County Junior Livestock for the Commissioners, and by extension, the County's continued support for the CCJLS program. This was a thank you for the funds received in the prior fiscal year.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: None; Informational Only

D- Churchill County School District's Annual Comprehensive Financial Statements for Fiscal Year Ended June 30, 2025.

The Churchill County School District (CCSD) submitted its Annual Comprehensive Financial Report for the fiscal year ended June 30, 2025. The Nevada Revised Statutes (NRS) 354.624 requires CCSD to issue an annual report on its financial position and activities and that this report be audited by an independent certified public accounting firm. The financial statements included in this report have been prepared in accordance with generally accepted accounting principles as promulgated or adopted by the Governmental Accounting Standards Board (GASB). The financial statements present fairly the financial position of CCSD and the disclosures enable the reader to gain an understanding of our financial activity.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: None; Informational Only

E- Great Basin Gas Transmission Company's notification of their public open houses related to their proposed 2028 Expansion Project in Churchill, Humboldt, Lyon, Pershing, Storey, and Washoe counties.

Great Basin Gas Transmission Company provides notification regarding the proposed 2028 Expansion Project that includes approximately 212 miles of new pipeline and a new compressor station to serve the requested incremental capacity and meet growing natural gas demand in Northern Nevada, with facilities to be constructed in Churchill, Humboldt, Lyon, Pershing, Storey, and Washoe counties.

Great Basin will host public open houses to share information about this project and engage in community questions at the following locations:

Winnemucca	March	Winnemucca	50 West
Humboldt	2,	Convention	Winnemucca
County	2026	Center	Blvd.,
	6:00-		Winnemucca,
	8:00		NV 89445
	PM		
Lovelock	March	Best	1420 Cornell
Pershing	3,	Western	Ave.,
County	2026	Sure Stay	Lovelock, NV
	6:00-		89419
	8:00		
	PM		
Fernley,	March	Fernley	515 Silver
Lyon County	4,	Branch	Lace Blvd,
	2026	Library	Fernley, NV
	6:00-		89408

8:00
PM
Reno, March Aloft Hotel 2015 Terminal
Washoe 5, Reno Way, Reno,
County 2026 NV 89502
6:00-
8:00
PM

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: None; Informational Only

F- Notification from the Department of Human Services of the Child Protective Services Costs State Fiscal Year 2025.

Churchill County Social Services has been notified of the fiscal assessment for FY27 in the amount of \$446,548.05 for Child Protective Services investigations. This is an increase of \$4,640.19 from FY26.

The FY27 tentative budget will need to be adjusted for account 220-430-5240 to reflect the notified amount.

FISCAL IMPACT: SFY 2025 Actual Cost: \$400,519; Approved Assessment SFY 2026: \$441,907.86; Approved Assessment SFY 2027: \$446,548.05

EXPLANATION OF IMPACT: Personnel Services: \$302,032.34; In State Travel: \$10,408.79; Operating: \$35,265.77; Maintenance: \$536.20; Placement Prevention: \$259.61; Transportation: \$1,594.07; Temporary Contract Staffing: \$2,678.91; Information Services: \$3,156.31; Training: \$121.80; Caregiving Testing & Evaluation: \$721.86; Utilities: \$419.78; Transfer to DHHS Data Analytics: \$3,626.17; Purchasing Assessment: \$87.82; State Cost Allocation: \$7,973.30; AG Cost Allocation: \$31,636.29.

FUNDING SOURCE: As outlined.

ACTION REQUESTED: None; Informational Only

Old Business:

A- Consideration and possible action re: Approval of the request to advertise for bids for the proposed civil improvements for the employee parking lot, located at 270 S. Maine Street, whereby the estimated cost for the project is \$256,500.00.

Churchill County has relocated several departments to South Maine Street. The new buildings have limited parking for staff, with parking up front generally reserved for visitors and the public. To ensure adequate long-term parking solutions, the county has negotiated with the Elks Lodge for the use of their parking facilities during the daytime period. In return, the county will construct and maintain an asphalt surface over the parking lot. This Cooperative Agreement enhances parking facilities for the county during regular business hours, while enhancing parking facilities for the Elks Lodge during their regular operations.

A conceptual plan and opinion of probable construction cost was presented to the BOCC showing the new parking lot and the cost to install the improvements. The BOCC approved the Cooperative Agreement between the County and the Elks Lodge. Lumos and Associates have finalized their design and provided an opinion of probable construction cost (attached to this agenda). Due to the unsuitable soils encountered during the geotechnical investigation, Lumos provided two (2) pavement sections, one section with an over-excavation of ~4', placement of 3' of structural fill, 8" type 2 aggregate base and 4" of pavement. The second option would consist of a geogrid fabric placed between the subgrade and the 8" type 2 aggregate base with 4" of pavement.

FISCAL IMPACT: ~\$256,500.00 to construct the parking lot and ~\$16,000.00 for construction services.

EXPLANATION OF IMPACT: Construction and testing costs to construct the parking lot.

FUNDING SOURCE:

ACTION REQUESTED: Accept

Randy Hines, Director of Public Works, Planning, and Building, said if you recall, we brought this to you in November with an Engineer's Estimate of \$256,00.00. It was decided to table that and to see if we can come up with ways to value engineer that, and get that reduced. We had two options: we considered the Road Department to do the work, and decided that it is not really a road project, so we scrapped that idea. We also went to the City of Fallon to talk about draining of the parking lot and whether that drains to the road or the alley. Unfortunately, there is significant improvements to their drainage system, a curb gutter sidewalk that needed to be done, and that would not come as a cost savings either. Today, we feel that this, draining in on itself, and what if proposed on these plans, is the best option we have, and we ask that we go can go out to bid, to see what we get for bids.

Commissioner Eric Blakey made a motion to approve the request to advertise the project to bid for the proposed civil improvements for the employee parking lot, located at 270 S. Maine Street. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

New Business:

A- Presentation of Liberty Vote, USA Voting Machine and Ballot Marking Device.

We have transitioned from a traditional VVPAT (Voter Verified Paper Audit Trail) to a ballot-printing device.

The ImageCast X Ballot Marking Device features Liberty Vote's Uniform Ballot output. No bar codes or QR codes. Before printing, voters are prompted to review and confirm their selections, ensuring accuracy. After the ballot is printed, voters can further inspect their choices on the paper ballot before casting it for tabulation. This process guarantees a transparent and reliable voting experience.

We have two voting machines set up for the Board and any public to test out after the meeting.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: None; Informational Only

Clerk/Treasurer Linda Rothery presented the following:

////

////

////

////

IMAGECAST® X



The advertisement features a large touchscreen monitor on the left displaying a hand using a stylus to mark a ballot. To the right is a white HP printer. A red speech bubble above the printer contains the text: "IDEAL SOLUTION FOR VOTE CENTERS, EARLY VOTING & ELECTION DAY." Below these images is a dark blue banner with four white icons and their corresponding features: a wheelchair icon for "ACCESSIBLE", a three-way arrow icon for "FLEXIBLE", a lightbulb icon for "SIMPLE", and a megaphone icon for "INTEGRATED".

IDEAL SOLUTION FOR VOTE CENTERS, EARLY VOTING & ELECTION DAY.

ACCESSIBLE
All voters use the same device to vote privately and independently.

FLEXIBLE
Leverages commercially available hardware, making it cost-effective and versatile.

SIMPLE
Intuitive touchscreen interface for easy use by poll workers and voters.

INTEGRATED
Driven by Democracy Suite® EMS software, with flexible configurations.

ACCESSIBLE VOTING



The ImageCast X is designed to offer a highly tailored voting experience for all users, with customizable settings such as:

- Visual and Audio and Audio only voting
- Screen contrast adjustment to enhance visibility.
- Font size modification to suit individual preferences.
- Audio playback speed control to accommodate different listening needs.
- Volume settings to cater to varying hearing abilities.

Compatible with a range of accessibility devices:

- Audio Tactile Interface for a multi-sensory voting experience.
- Sip and Puff devices for those with limited mobility.
- Paddles for voters requiring alternative input methods.

This comprehensive approach ensures that voting is accessible and user-friendly for everyone.



FEATURES & BENEFITS

Streamline In-person Voting

- No guessing ballot quantities or pre-printing ballots.
- Plug and play set up and easy operation.

Universal Voting Technology

- Optional integrated accessibility components that are fully ADA compliant.
- All voters use the same device to vote privately and independently.

Versatile Printing and Paper

- Paper ballots are universally scannable on all ImageCast® tabulators
- Optional paper extension tray allows printing double-sided Uniform Ballots ranging from 8.5 x 11 inches up to 8.5 x 22 inches.
- Optional IR Security paper for enhanced anti-fraud and tamper-proof measures.

Integration with Democracy Suite®

- All voting channels and results tabulation take place out of a single, unified database.
- Reduces complexity for election officials.

Modern Voter Experience

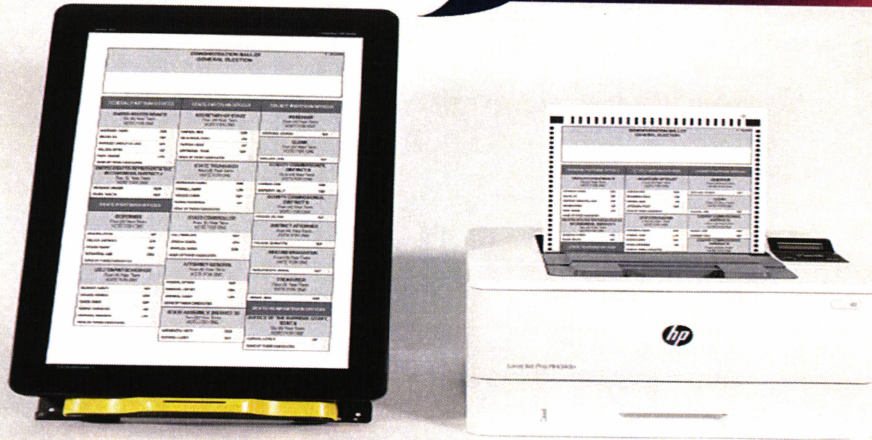
- Variety of on-screen ballot layout options.
- Multi-language support.
- Intuitive ballot navigation using modern touchscreen.

Compact and Scalable

- Meets the needs of large and small jurisdictions using commercially available technologies.
- Lightweight with a small footprint, the ImageCast® X needs little space to setup and requires a small amount of storage space.

UNIFORM BALLOT

BALLOT MARKING DEVICE
PRINTS UNIFORM BALLOT



The ImageCast X Ballot Marking Device features Liberty Vote's Uniform Ballot output. No bar codes or QR codes. Before printing, voters are prompted to review and confirm their selections, ensuring accuracy. After the ballot is printed, voters can further inspect their choices on the paper ballot before casting it for tabulation. This process guarantees a transparent and reliable voting experience.

Get in touch
1. 866. 654. VOTE (8683)
sales@libertyvote.com
www.libertyvote.com



Voting System Overview & Demonstration

Ballot Marking Devices



IMAGECAST ICX



ADA-compliant accessible
voting features

ImageCast ICX



- Compact laser printer, familiar COTS technology
- Voter marks their ballot on the touchscreen, and the system prints a paper ballot with their vote selections
- Paper ballots can be scanned on any ImageCast tabulator in the voting location or central office



Large 21"
touchscreen with
integrated battery
back-up



Leverages commercially
available hardware -
versatile and flexible



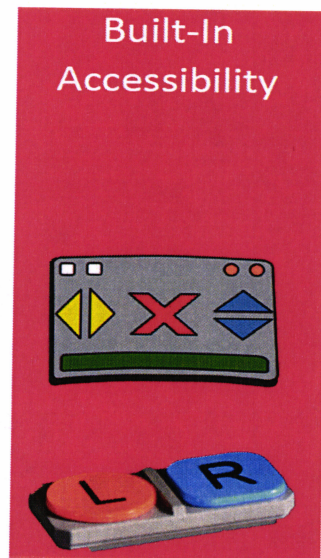
Lightweight and
compact - will require
less storage space



Easy to set up and
operate by poll
workers



Easily maintained
with or without
vendor support



- Liberty Vote systems have been designed to provide the highest level of accessibility, enabling all voters – regardless of ability – to vote independently in a secure and confidential manner.
- The ImageCast X BMD offers options such as Visual Mode, Audio Mode, and Visual & Audio mode, ensuring voters can vote comfortably and securely, regardless of what disabilities they have. The system is compatible with a hand-held controller called the Audio-Tactile Interface (ATI), sip and puff device, or paddle device.

B- Consideration and possible action re: Reappointment of Alan Kalt and Gary Fowkes to each serve a two-year term on the Board of Directors of the Fallon Golf Course, Inc.

Fallon Golf Course, Inc. is a non-profit 501(c)(3) tax-exempt organization that leases and operates the Fallon Golf Course. This organization has its own Board of Directors appointed by the Churchill County Board of County Commissioners to ensure strong ties with its mission to provide a high-quality course to the citizenship of Churchill County.

The corporation was initially formed in 2017 by the County to take over management operations of the golf course after the departure of the previous management company. The course had an initial set of Directors with strong ties to the golf course and significant experience with golf operations. They selected Marty Davis as the superintendent of the course and have operated in the black for several years. The Bylaws of the corporation call for director appointments to be made by the Board of County Commissioners for two-year terms, with a potential extension of two years by vote of the other directors.

In July of 2023, it was recommended and approved by the County Commissioners that Alan Kalt and Gary Fowkes serve initial terms, in which each expired on December 31, 2023. They were subsequently re-appointed from January 2024 to December 2025 by a vote of the other directors of the corporation. The Bylaws do not allow for further extension by vote and so it is recommended that the Board of County Commissioners re-appoint Alan Kalt and Gary Fowkes for additional two-year terms, ending December 31, 2027.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

Chris Spross, County Manager, presented this item as outlined above.

////

Commissioner Eric Blakey made a motion to re-appoint Alan Kalt and Gary Fowkes to the Board of Directors of Fallon Golf Course, Inc., with terms expiring on December 31, 2027. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

C- Consideration and possible action re: Revocation of Appointment and Official Oaths for people who are no longer serving in the capacity of that position or have a more recent Official Oath on file.

When board/committee members, staff, or elected officials take office or assume an official position, they are administered an Official Oath. When that person is no longer serving in such a capacity, then a revocation of the old Official Oath should be recorded. Additionally, elected officials and some appointed deputies renew their oath upon the re-election of the official. In these cases, the revocation of the prior Official Oath should be recorded.

It has been some time since a revocation was done. Staff has gone through the Official Oaths and determined those that should be revoked. Staff is asking that the board approve the Revocation of Appointment and Official Oaths as presented. The following is a list of those for revocation:

NAME	POSITION	DOCUMENT NUMBER
Jim Barbee	Central Nevada Health District Board	499418 & 510868
Eric Blakey	Churchill County Planning Commission	499731
Zach Bunyard	Churchill County Planning Commission	482340
Justin Heath	Central Nevada Health District Board	499425
Larry Rackley	Central Nevada Health District Board	499420
Jeffrey H. Weed	Senior Civil Deputy District Attorney	499726

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

Deputy Clerk Tara Adams presented this item as outlined above.

Commissioner Matt Hyde made a motion to approve the Revocation of Appointment and Official Oaths for the people listed on the document who are no longer serving in that capacity or have a more recent Official Oath on file. 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: Sheriff's Civil Report for the month of January 2026 totaling \$2,668.00.

The Sheriff's Office provides its Civil Report for January 2026 for the board's review and acceptance. A total of \$2,668.00 was received as revenue for the month.

FISCAL IMPACT: \$2,668.00.

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

FUNDING SOURCE: General Fund.

ACTION REQUESTED: Accept

C- Consideration and possible action re: Notification of Indigent Burial Application and subsequent approval for Client #4298D8CC3.

Per NRS 428, Social Services received an Indigent Burial Application for Client #4298D8CC3, which was subsequently approved on February 19, 2026.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: Cost of Service.

FUNDING SOURCE: Social Services Indigent Burial Fund.

ACTION REQUESTED: Accept

**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:

Budget and Compensation Study updates.

Commissioner and Management Staff Reports:

County Manager Spross reported on the following topics:

- * DC Trip
- * Not selected to the Rural Health Transformation Committee.

Commissioner Hyde reported on the following topics:

- * Parks & Recreation meeting where flag football, The Bull Sale, recent wrestling tournament, aquatic center promotional flyer, transit rate raised to \$20.00 for stall fees, was discussed.
- * DC trip to continue working on the base expansion, realignment of Sand Canyon, and other meetings.
- * Fallon Youth Club meeting where the Director and other staff resigned.

Chair Getto reported on the following topics:

- * DC Trip.
- * NACO meeting.

Commissioner Blakey reported on the following topics:

- * Telecom Conference CCComm.
- * DC Trip.
- * CCHS Girls Basketball team State Champions.

Comptroller Wideman had nothing to report.

Civil DA Carner reported on the following topics:

- * Introduction of Cecelia Blue, new Civil Deputy DA.

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

District Attorney Mallory reported on the following topics:

- * New Civil Deputy DA Cecelia Blue.

Clerk/Treasurer Rothery reported on the following topics:

- * Property Tax payments due for 4th installment.
- * Investments for January returns were over \$243,000.00.
- * Finished a mock election.
- * Candidate filing started for non-judicial offices.

Assessor Felton reported on the following topics:

- * Conclusion of BOE Appeal Hearings.
- * Tax Cap Claim Forms were mailed out.

Recorder Hessey had nothing to report.

Sheriff Hickox reported on the following topics:

- * Trainings on leadership and train the trainer.
- * Met with POST to continue to resolve some issues with the treatment of cadets, and use of time.
- * Attended the Western State Sheriff's Conference.
- * Seeking grants, working with City of Fallon and Emergency Management office.
- * Attended High School Career Fair.
- * Meeting with Base to review concerns with Iran.

Claims and Payroll Transmittals:

Public Comment:

Chair Getto asked if there was any public comment. Clerk/Treasurer Rothery encouraged everyone to out the voting machines that were on display.

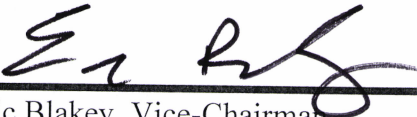
Adjournment:

The meeting was adjourned at 10:33 AM.

Approved: _____


Myles Getto, Chairman

Approved: _____

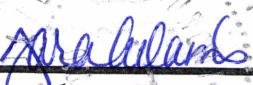

Eric Blakey, Vice-Chairman

Approved: _____


Matt Hyde, Commissioner

ATTEST:

Linda Rothery, Clerk/Treasurer


Tara Adams, Deputy Clerk to the Board