

MINUTES OF THE BOARD OF CHURCHILL COUNTY COMMISSIONERS

155 N. Taylor St., Fallon, NV 89406

May 7, 2026

Call to Order:

The regular meeting of the Board of County Commissioners was called to order at 8:15 AM on May 7, 2026.

PRESENT: Commissioner Myles Getto
Commissioner Eric Blakey
Commissioner Matt Hyde
County Manager Chris Spross
Assistant County Manager/HR Director Joe Sanford
Comptroller Sherry Wideman
Chief Civil Deputy District Attorney Wade Carner
Clerk/Treasurer Linda Rothery
Deputy Clerk to the Board Tara Adams

ABSENT: N/A

Pledge of Allegiance:

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

Public Comment:

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

Verification of the Posting of the Agenda:

It was verified by Tara Adams, Deputy Clerk to the Board, that the Agenda for this meeting was posted on the 1st day of May, 2026 between the hours of 10:00 AM and 2:00 PM at all of the locations listed on the Agenda, in accordance with NRS 241.

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

A.- March 5, 2026.

The Minutes of the Board of County Commissioners meeting held on March 5, 2026, 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 Matt Hyde made a motion to approve the Minutes of the Board of County Commissioners meeting held on March 5, 2026, as presented. Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

B.- March 18, 2026.

The Minutes of the Board of County Commissioners meeting held on March 18, 2026, 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 Matt Hyde made a motion to approve the Minutes of the Board of County Commissioners meeting held on March 18, 2026, as presented. Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

C.- April 2, 2026.

The Minutes of the Board of County Commissioners meeting held on April 2, 2026, 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 Matt Hyde made a motion to approve the Minutes of the Board of County Commissioners meeting held on April 2, 2026, as presented. Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

Appointments:

A.- Consideration and possible action re: Approval of the updated Investment Policy for Churchill County.

Churchill County has an Investment Policy, which provides for the investment goals and guidelines for the Clerk/Treasurer to follow. The policy sets forth the objectives: 1) Preservation and safety of capital, liquidity, and maximization of the rate of return; 2) Performance (stay consistent with objectives); 3) Authorized Securities (within NRS 355 Public Investments); 4) Asset Mix Constraints (allocations, durations, average maturities); and 5) Credit criteria.

After reviewing the policy with our Investment Advisors, the attached policy changes are recommended for the board's consideration. There have been small changes made to Chapter 355 of the Nevada Revised Statutes, Public Investment that have occurred over the past few years and it is recommended to make those changes and update our Investment Policy.

FISCAL IMPACT: The changes in the investment policy will provide short and long maturities and possibly higher rates of return on investments to benefit Churchill County.

EXPLANATION OF IMPACT: The goal is to review and update our Investment Policy annually.

FUNDING SOURCE: General Fund

Clerk/Treasurer Rothery presented this item as listed above.

Commissioner Blakey made a motion to approve the revisions to the Churchill County Investment Policy as submitted. Commissioner Hyde seconded the motion, which carried by unanimous vote.

B. Consideration and possible action re: A sending site application, TDR 26-1, filed by Robert A. Doty and Tina M. Doty, Co-Trustees under The Robert and Tina Doty Family Trust Agreement dated February 28, 2026. The properties are located at 9225 Pasture Road and on Norcutt Lane, Assessor's Parcel Numbers 006-111-01 & 006-111-02, consisting of 160.0 acres in the A-10 zoning district. The applicants propose to place a conservation easement on the parcels.

Summary: This application is for approval of a Sending Site and Transfer of Development Rights calculation. The property is 148.5 acres of water-righted, with the remainder being canals, drains, and farm roads.

There are currently no residences on either parcel. The applicant is requesting a potential future home site on APN 006-111-01 in an area that does not have water rights and requests an appraisal with and without that reservation.

Sending Sites have minimum requirements:

- 20-acre minimum parcel size or identified as a special site (CCC 16.14.050).
- Areas removed from irrigation or stripped of vegetation do not pose a dust liability (CCC 16.14.030.D).

Sending Sites must provide a community benefit listed below, by means identified in CCC 16.14.030.B:

- Agricultural preservation and retention of water rights.
- Protection of military operations.
- Protection of water recharge areas.
- Protection of open space.
- Protection of wildlife habitat.
- Providing public access.
- Other special benefits.

This property qualifies for the minimum standards by meeting the acreage requirement and dust control requirement. This property provides community benefit by:

- a) Agricultural preservation with water rights retention on a small part of the parcels.
- b) Protection of military operations.
- c) Protection of water recharge areas.

The Sending Site Committee reviewed the application on February 25, 2026 and determined that these parcels meet the criteria of a sending site and recommends approval of the sending site. The Committee recommended a total of 229 TDRs. The Planning Commission reviewed the application on April 8, 2026 and recommends approval of the sending site application and 229 TDRs.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

Senior Planner Cahalane presented this item as outlined above.

Commissioner Hyde made a motion: a) to approve the Sending Site application for Robert & Tina Doty Family Trust based on providing the community benefits of preserving 160.0 acres of farmland with surface water-rights; protecting nearby military operations and protection of water recharge areas; and b) to approve 229 TDRs for the same property. Commissioner Blakey seconded the motion, which carried by unanimous vote.

C.- Public Hearing: Consideration and possible action re: Bill 2026-B, Ordinance 8, an ordinance making corrections, deletions, additions, and revisions to Churchill County Chapters 2.08 (Fire Board) and 2.12 (Fire Department and Fire Protection) to modernize the code, enhance clarity, and align it with current practices by (1) including gender-neutral terminology throughout all sections; (2) revising duties of the Fire Board and Fire Chief related to budgeting; (3) revising duties of the Fire Board and Fire Chief related to hiring of paid Fire Department members, (4) updating the qualifications and responsibilities of the Fire Marshall, and (5) other matters related thereto.

The proposed revisions to Churchill County Code Chapter 2.08, governing the Fire Board, and Chapter 2.12, governing the Fire Department and Fire Protection, are designed to modernize the code, enhance clarity, and align it with current practices. Concurrently, the City of Fallon is undertaking revisions to its fire ordinances and their proposed changes match the version that is before the Commissioners today. The proposed changes correspond to the FMC, which have been approved by the Mayor of Fallon and his legal team and are also in the process of being changed. The revisions to the Churchill County Codes include grammatical improvements, the adoption of gender-neutral terminology, and the removal of outdated language and obsolete procedural requirements, while accurately reflecting the Fire Board's longstanding operational practices.

The following corrections, deletions, additions, and revisions to Churchill County Chapters 2.08 (Fire Board) and 2.12 (Fire Department and Fire Protection) are as follows:

- **Chapter 2.08 Fire Board; Section 2.08.010, Title: Created; Composition; Terms;** *Corresponding to FMC 2.16.020*; The proposed changes include gender-neutral terminology, changing the name of FVFD to its updated name of FCFD, and changing the president of the fire department shall be the president of the fire board and not appointment by the board.
- **Chapter 2.08 Fire Board; Section 2.08.020, Title: Duties Generally; Recommendations To Commissioners;** *Corresponding to FMC 2.16.030*; Proposed changes include deleting the responsibility of the board to make decisions concerning the hiring of paid fire department members and their duties, deleting the responsibility of preparing and administering the budget, and adding the responsibility of maintenance and "road ready" condition of equipment and to maintain buildings and property.
- **Chapter 2.08 Fire Board; Section 2.08.030, Title: Budgetary And Maintenance Duties;** The proposed changes include removing this section in its entirety. This section is incorporated into the revised Section 2.08.020 and Chapter 2.12, Section 2.12.060(B)(g).

- **Chapter 2.12 Fire Department and Fire Protection; Section 2.12.010, Title: Created;** *Corresponding to FMC 2.16.010*; The proposed changes include changing the name from Churchill County fire department to Fallon/Churchill Fire Department.
- **Chapter 2.12 Fire Department and Fire Protection; Section 2.12.020, Title: Officers And Line Of Command;** *Corresponding to FMC 2.16.040*; The proposed changes include deleting the flow chart illustrating the chain of command. The chain of command is revised in Section 2.08.020.
- **Chapter 2.12 Fire Department and Fire Protection; Section 2.12.030, Title: Appointment And Election Of Officers; Terms;** *Corresponding to FMC 2.16.050*; The proposed changes include removing the requirement that the fire chief, first assistant fire chief, second assistant fire chief and third assistant fire chief that are elected by the fire department by approved by the fire board and instead required be sworn in by the commissioners prior to taking office. The proposed changes include the removal process of the fire chief, first assistant fire chief, second assistant fire chief and third assistant fire chief being done in accordance with the bylaws of the fire department and not by the commissioners, fire board, or the fire department. The proposed changes include changing the list of desirable qualifications of a fire marshal from ten to 5 years of experience, removing the minium of 3 years of command experience, and adding instructional qualifications or certification desired of Fire Inspector I and II, Fire Investigator I. The proposed changes include the requirement to become a resident of Churchill County within 90 days of hiring.
- **Chapter 2.12 Fire Department and Fire Protection; Section 2.12.040, Title: Oath Of Office And Bond;** *Corresponding to FMC 2.16.060*; No proposed changes.
- **Chapter 2.12 Fire Department and Fire Protection; Section 2.12.050, Title: Fire Marshal Duties;** *Corresponding to FMC 2.16.070*; The proposed changes include changing the duty of the fire marshal to report to the fire board instead of the immediate supervisor to paid personnel.
- **Chapter 2.12 Fire Department and Fire Protection; Section 2.12.060, Title: Fire Chief Duties;** *Corresponding to FMC 2.16.080*; The proposed changes include enhanced clarity on budget responsibilities and the budget approval process, namely that the Chief (or his designee) will be responsible for compiling and administrating the annual budget. The Chief shall submit the proposed budget to the fire board and, upon approval by the fire board, present the budget to the county commissioners and the mayor for approval. The proposed changes also include grammatical improvements and the adoption of gender-neutral terminology.
- **Chapter 2.12 Fire Department and Fire Protection; Section: 2.12.070, Title: Emergency Fire Powers;** *Corresponding to FMC 2.16.090*; The proposed changes are grammatical improvements and the adoption of gender-neutral terminology.
- **Chapter 2.12 Fire Department and Fire Protection; Section 2.12.080, Title: Blockades; Power To Employ Police; Compliance;** *Corresponding to FMC 2.16.100*; The proposed changes are grammatical improvements and the adoption of gender-neutral terminology.
- **Chapter 2.12 Fire Department and Fire Protection; Section 2.12.090, Title: Right-Of-Way Of Fire Apparatus;** *Corresponding to FMC 2.16.110*; The proposed changes are grammatical improvements.

- **Chapter 2.12 Fire Department and Fire Protection; Section 2.12.100, Title: Interference With Apparatus Prohibited;** *Corresponding to FMC 2.16.130*; No proposed changes.
- **Chapter 2.12 Fire Department and Fire Protection; Section 2.12.110, Title: Use Of Roadways And Bridges;** The proposed change is that the fire marshal is included as having the authority to make periodic inspections of all private roadways and bridges within the county in order to determine that the standards imposed by this section are complied with.
- **Chapter 2.12 Fire Department and Fire Protection; Section 2.12.120, Title: Transmission Of False Alarm;** No proposed changes.

FISCAL IMPACT: None.

EXPLANATION OF IMPACT: n/a

FUNDING SOURCE: n/a

ACTION REQUESTED: Adopt

Senior Deputy District Attorney Sanford presented the following:



Churchill County
Chapter 2.08 Fire Board, 2.12 Fire Department and Fire Protection
Recommended Changes with Cross References to Fallon Municipal Code (FMC)

2.08.010 Created; Composition; Terms (FMC 2.16.020)

- A. A board is created to be known as the fire board.
- B. The fire board shall consist of one county commissioner and one city ~~councilman~~ councilperson and three members of the county fire department which shall be the immediate past president and one elected by the membership.
- C. The county commissioner on the board shall be selected by the board of county commissioners. ~~The president of the fire department shall be the president of the fire board.~~
- D. The terms of the members, other than the county commissioner and city ~~councilman~~ councilperson, shall be in accordance with the ~~FVFD~~ FCFD bylaws.
- E. There shall be one alternate board member who will be appointed by the president of the fire department from among the membership of the FCFD.
- F. The board shall only vote if there is a quorum of four members present and majority rules.
- G. ~~The board shall appoint its chairman~~ president of the fire department shall be the president of the fire board.

2.08.020 Duties Generally; Recommendations To Commissioners (FMC 2.16.030)

- A. The duties of the fire board shall be to appoint, with the approval of the board of county commissioners, a fire marshal when a vacancy occurs; ~~make decisions concerning the hiring of paid fire department members;~~ establish the duties of the fire marshal and other paid fire department employees; ~~prepare and administer the budget; be responsible for and assure the accessibility~~ maintenance and "road ready" condition of proper equipment; do long and short term preplanning; ~~assure that the equipment is in a "road ready" condition;~~ maintain buildings and property; oversee operations; ~~oversee paid personnel;~~ act as liaison between the city and the county; present its minutes to the fire department; and perform any additional duties as needed.
- B. All recommendations of the fire board shall be made to the board of county commissioners in writing and shall be signed by all members of the board.

2.08.030 Budgetary And Maintenance Duties

~~The fire board shall have the following duties:~~

- ~~A. Preparation and administration of the budget of the county fire department;~~
- ~~B. Approval of purchases of necessary equipment; and~~
- ~~C. Maintenance of buildings and equipment.~~

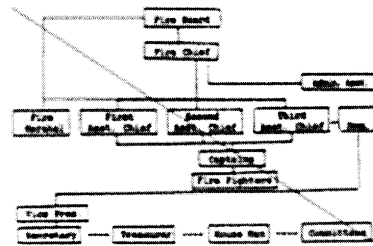
Repealed

2.12.010 Created; Composition (FMC 2.16.010)

The fire department is created for the county to be known as the Fallon/Churchill County Fire Department, which shall consist of such a number as may be determined by rules of the fire department and approved by the board of county commissioners, and every person who shall be appointed a member of the fire department must, at the time of appointment be an able bodied person and possess such other qualifications and pass such examinations as may be required by rules prescribed by the fire department and approved by the commissioners.

2.12.020 Officers And Line Of Command (FMC 2.16.040)

The line officers of the fire department shall consist of one chief, one first assistant chief, one second assistant chief, one third assistant chief; and their authority of command shall be that order. The flow chart illustrating the chain of command is as follows:



See 2.08.020 for reference

2.12.030 Appointment And Election Of Officers; Terms (FMC 2.16.050)

- A. The fire marshal shall be appointed by the fire board with the approval of the board of county commissioners and serve at the will of the commissioners.
- B. The fire chief, first assistant fire chief, second assistant fire chief and third assistant fire chief shall be elected by the fire department and approved by the fire board and sworn in by the board of county commissioners prior to taking office. The term of office for each such officer shall be until they resign, or are removed by the commissioners, fire board, or are removed by the fire department in accordance with the bylaws of the fire department.
- C. A list of desirable qualifications of a fire marshal includes, but is not limited to, the following:
 1. Minimum of at least ten five years of fire service experience;
 2. Fire science degree desirable;
 3. Minimum of three years command experience;
 - 4-3. Instructional qualifications or certification desired: Fire Inspector I and II, Fire Investigator I;
 - 5 4. Must become a resident of Churchill County within ninety (90) days of hiring;
 - 6 5. Should be able to communicate well with people;
 - 7 6. Medical and SIIS investigation;
 - 8 7. Arson investigation experience;
 - 9 8. Should be familiar with commercial and residential construction plans

2.12.050 Fire Marshal Duties (FMC 2.16.070)

A. The fire marshal shall have the following duties:

1. Enforcement of city and county and state fire codes and statutes including the uniform building code and uniform fire code. These enforcement duties shall require the review of plans and business licenses;
2. Establishment of policy and regulations for fire prevention;
3. Approval of plans and enforcing all ordinances of the county as concern subdivisions, trailer parks, private, commercial, industrial, and public buildings;
4. Conduct personnel training in coordination with the fire chief;
5. Fire inspections and representative of the state fire marshal's office;
- ~~6. Immediate supervisor to paid personnel. Report to the Fire Board.~~
 - ~~a) Fire apparatus technician;~~
 - ~~b) Administrative assistant;~~
 - ~~c) Others;~~
7. Public relations (fire safety):
 - a) Schools,
 - b) Law enforcement,
 - c) Business,
 - d) General public,
 - e) Counseling program;
8. Arson investigation.

B. The fire marshal, in cooperation with the fire chief, shall have the further duty of assessing each fire to determine the point or origin and the probable cause of all fires within the county. The fire marshal and such assistants or aides as he they shall designate shall have the right to go on the premises where the fire occurred at any time or times, at his their convenience, to make such assessment.

2.12.060 Fire Chief Duties (FMC 2.16.080)

- A. The chief of the fire department shall have sole and entire command over all officers and members of the department and, during a fire or other emergency, over all apparatus and appurtenances belonging to the same, and he they shall take any measures which he they deems expedient for the extinguishment of fires, protection of life and property, preservation of order and observance of the law of the state, provisions of this chapter and other ordinances of the county and rules and regulations of the department and commissioners.
- B. A list of chief's duties includes, but is not limited to, the following:
1. Duties.
 - a. Chief officer of the ~~FVFD~~ FCFD.
 2. Responsibilities.
 - a. Establish and implement all fire fighting operations with the concurrence of assistant chiefs;
 - b. Ensure that all personnel are properly trained at all times;
 - c. Have sole authority at all fire emergencies;
 - d. Indoctrinate all new members prior to their taking any position on any apparatus;
 - e. Authorize the fire marshal to purchase any equipment or apparatus and submit same to the fire board;
 - f. Any and all other duties assigned by the fire board and ~~FVFD~~ FCFD;
 - ~~g. Be responsible for compiling and administering FVFD annual budget; submitting same to the fire board and presenting the budget to the county commissioners and city council upon approval of the fire board. Shall call meeting of entire department prior to compiling the budget;~~ Be responsible for compiling and administering FCFD annual budget. The Chief shall submit the proposed budget to the fire board and, upon approval by the fire board, present the budget to the county commissioners and the mayor for approval.
 - h. Call meetings of the chiefs and fire marshal no less than bimonthly for the purpose of reviewing and resolving any and all fire department business;
 - i. Have sole authority over all volunteer and paid personnel assigned to the fire department;
 - j. Attend all fire board meetings and report on all activities as directed by the fire board;
 - k. Be responsible for maintaining all equipment and apparatus in a "road ready" condition. Any equipment or apparatus off line for a period of three days or more, the fire chief shall submit a written report to the president of the fire board stating the nature of the problem, the duration of repairs, approximate cost, and any other pertinent information.
- C. The fire chief may approach the commissioners concerning any and all aspects of the operation of the fire department.

2.12.070 Emergency Fire Powers (FMC 2.16.090)

When a fire is in progress, the chief of the department or, in his absence, the officer in command, may, in his judgment he deems it necessary, order any telegraph, telephone or electric wires or pole, or either, in close proximity thereto, to be cut, torn down or otherwise disposed of, and may also order any building or buildings in close proximity thereto be torn down, blown up or otherwise disposed of, for the purpose of checking the conflagration, but neither the chief of the fire department nor any other officer or member of the fire department shall unnecessarily or recklessly destroy or injure any building or other property.

2.12.080 Blockades; Power To Employ Police; Compliance (FMC 2.16.100)

- A. Whenever a fire occurs, it is lawful for the chief or the officer in command to blockade any roadway, street, alley, sidewalk or other place, if in his judgment it is necessary to ensure the efficient working of the men firefighters, hose, engines, or other apparatus under his command, and to protect the hose of the department from injury.
- B. He is authorized to request the sheriff or other officer in charge of the police to detail men sufficient in his judgment therefor, who, for that time, shall act under the instructions of chief of the fire department or officer in command.
- C. It is unlawful for any person to break through or attempt to break through the blockade mentioned in this section, or at any time to run over or attempt to run over the hose of the fire department with any cart, buggy, automobile or other type of vehicle.

2.12.110 Use Of Roadways And Bridges

- A. All private roadways and bridges within the county upon or over which fire department equipment must be operated in order to gain access to or provide fire protection for any property or buildings must be constructed and maintained to withstand a load limit of 70,000 pounds with a minimum width of 34 feet. An existing bridge is considered adequate provided that the usage is not increased as a result of the land division, and provided the county is provided with evidence from a professional engineer licensed in the state of Nevada that the bridge is structurally sound. The chief of the fire department, fire marshal, and the county road supervisor are expressly authorized, empowered and directed to make periodic inspections of all private roadways and bridges within the county in order to determine that the standards imposed by this section are complied with.
- B. If, after examination and inspection of a private roadway or bridge, the fire chief and the county road supervisor determine in their judgment that such roadway or bridge fails to meet the minimum standards established by this chapter, they shall cause written notice of such deficiency to be given to the owner or other person in control of such roadway or bridge. Such written notice shall specify the exact nature and extent of the alleged deficiency and shall direct the owner or other person in control of such roadway or bridge to make necessary repairs or alterations to such roadway or bridge within 90 days of the receipt of such notice.
- C. Any owner or other person in control of a private roadway or bridge who receives notice of a deficiency as specified in this section shall have 30 days from the date of his receipt of such notice in which to appeal the findings of the fire chief or county road supervisor to the board of county commissioners. Notice of such appeal shall be given to the county clerk who shall in turn place the matter on the agenda for hearing at the meeting of the board of county commissioners next following. At the time such appeal is heard by the board of county commissioners, the person bringing such appeal shall furnish the commissioners with adequate proof that:
 - 1. Use of the private roadway or bridge in question is not necessary in order for the fire department to gain access for fire protection purposes, other access being reasonably available, or
 - 2. The private roadway or bridge in question in fact meets the minimum standards imposed by this chapter.Adequate proof that the roadway or bridge meets the minimum standards imposed by this chapter shall require that the owner of such roadway or bridge furnish testimony or other proof by an independent civil engineer in support of such contention.
- D. If, after having received the notice of construction deficiency provided for in this section, the owner or other person in control of a private roadway or bridge fails to successfully appeal the finding of deficiency within 90 days of the receipt of such notice, he shall be liable in money damages to the county for all injury or loss of property and equipment of the fire department caused by the necessary and reasonable use of the roadway or bridge in question by the fire department.

Commissioner Blakey thanked Senior Deputy District Attorney Sanford and the Fire Department for their work on this Bill.

Commissioner Blakey made a motion to adopt B2026-B and make changes to the Churchill County Code. Commissioner Hyde seconded the motion, which carried by unanimous vote.

D.- Consideration and possible action re: Adoption of Resolution 7-2026, a Resolution establishing a capital projects fund known as the SNPLMA Fund and other matters properly relating thereto.

The Board of County Commissioners approved the submittal of projects under the South Nevada Public Lands Management Act, Park, Trails, Natural Areas Fund (SNPLMA), and the grants were awarded. Therefore, a new fund is now needed to account for the expenditures and revenue for these large projects.

FISCAL IMPACT: No additional impact, just an accounting requirement.

EXPLANATION OF IMPACT: As outlined.

FUNDING SOURCE: SNPLMA grant revenue

ACTION REQUESTED: Adopt

Sherry Wideman presented this item as outlined above.

John Morton, resident, said I am hoping to possibly get an exact public record of all the different taxes and what they are going to be used for, for the new programs? I know that some of our other things are struggling, so I just feel like a new taxation for any form of fund would be great to have. Like a very detailed, I guess report, of how it could affect everyone, for some form of new fund like this. I am just hoping for some sort of release with any actual data that would be great for us to review. That's all, thank you so much.

Commissioner Hyde made a motion to adopt Resolution 7-2026 as presented.

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

E.- Consideration and possible action re: Approval of an updated organizational structure for the District Attorney's Office to create an Assistant District Attorney position.

The Churchill County District Attorney's Office is requesting to create an Assistant District Attorney position that acts as the second-in-command for the office and is responsible for the office due to a temporary absence of the District Attorney. This position would have supervision responsibilities for both the criminal and civil portions of the office. This updated job responsibility is included in the job description as provided to Baker Tilly and their current recommendation is based on the performance of these additional duties.

At this time, the District Attorney's Office would intend to fill this position with the Chief Criminal District Attorney, and would not backfill the position without further commission approval. This reclassification is recognized in the proposed Churchill County compensation study and would result in a year one base salary increase of \$3,235.67 and a year two base increase of \$8,612.15. As this position would set the base compensation rate of the District Attorney, it would have additional base salary increases for the District Attorney position of year one \$3,332.74 and year two \$8,870.51. Including benefits and longevity, the total fiscal impact is:

Year one: \$9,893.82

Year two and on: \$26,333.62

FISCAL IMPACT: Costs of base salary + PERS for new ADA and corresponding elected official increase.

Year one: \$9,893.82.

Year two and on: \$26,333.62.

EXPLANATION OF IMPACT: Cost of base salary and PERS benefits in excess of base salary for the existing Criminal Chief Deputy District Attorney pay scale.

FUNDING SOURCE: General Fund

ACTION REQUESTED: Accept

Assistant County Manager/HR Director Sanford presented this item as outlined above.

Comptroller Wideman said I just have one comment: if this position goes up a step, that will also effect the District Attorney's pay, due to the schedule of how Elected Officials have to be 3% above their first in command.

District Attorney Mallory said I apologize Mr. Chair, I am somewhat of a simpleton, so let me put it into simple terms. Lane Mills has been functioning in this capacity since 2015, with a job description that reflects that. In my opinion, the only thing we want to change is the title, but the function is the same as has been carried out. We are not creating a new position; that could be a little misleading, but I do not think it is legally insufficient. We are just renaming an old position, and Mr. Sanford makes any adjustments HR needs to make in order to make that fit, which we really appreciate, thank you, Mr. Sanford. That is just a simple way to put it. There is no additional staff or anything like that.

Commissioner Blakey said Mr. Mallory, you said that this was not going to be an impact, or you agree that there will be an impact if we approve this today, in regard to cost. Mr. Mallory said there is no new position being created. Commissioner Blakey said he understands there is no new position, and I understand we are re-titling a position, to where we are not hiring another person, but there is a fiscal impact if we approve this today, because when we move forward, if we approve the comp study as presented, then this position would receive a raise, which then we would have to raise your salary. Are you aware of that, that that is how... Mr. Mallory said I am aware of it, and it is not a concern to me, and if it did not occur, I am not concerned about my salary. I even checked the statute to see if I can waive that, and I can't. It is what it is, but the main thing is to properly reflect what Mr. Mills is doing. He is doing the same functions as the Assistant District Attorney in Clark County or Washoe County is doing. Commissioner Blakey said I understand that. Mr. Mallory said the Comptroller and Mr. Sanford can address whatever monetary concerns there are, but that was not our reasoning behind this. Commissioner Blakey said my biggest concern is the fiscal impact, and if we did approve this, then when we approve the comp study, we would want to look at, instead of leaving that position at the rate that it is, moving it down one position, so there is no fiscal impact. How would you feel about that? Mr. Mallory said that is unfortunate. If whoever was doing that read the job description, they would have been enlightened as to the different functions that this person has, but I take the blame for not having the proper title on the job description, so that is

what I am correcting. The job description is accurate. Commissioner Blakey said I understand the job description is accurate, but I understand you want to re-title, but for there not to be a fiscal impact... Mr. Mallory said we did not do it for the fiscal impact, but if there is one, that is whatever it has to be, because of whatever study was done, but that was never our intent or our purpose. We will leave that to people smarter than me to figure out.

Chair Getto said I agree with Commissioner Blakey. My main concern is just the fiscal impact; we are short quite a bit of money this year, so any savings we can get from a position is much better.

Commissioner Blakey before the motion, I just want to make sure that if we do approve this position, it is highly likely that we will, when we talk about the comp study before we approve it, I would talk about reducing the pay, back to where it is at, to where there will not be an impact. I just want to make that clear. Mr. Mallory said that is totally up to the Commission. Commissioner Blakey said I just want to be sure you know where I am standing. Mr. Mallory said I understand that might happen, but I would like the title to be changed to accurately reflect what Mr. Mills' function is.

Commissioner Blakey made a motion to approve the updated organizational structure for the District Attorney's Office effective July 7, 2026. Commissioner Hyde seconded the motion, which carried by unanimous vote.

F.- Consideration and possible action re: Adoption of an updated organizational structure for the Clerk/Treasurer's Office to reclassify one Deputy Clerk/Treasurer to Deputy Clerk to the Board, create and retitle two Deputy Clerk/Treasurer positions to Treasurer Accounting Specialist positions, and retire the existing Deputy Clerk/Treasurer position.

Churchill County is in the process of a compensation study on all active employee positions. As part of the compensation study, updated job descriptions were provided to Baker Tilly to ensure comparisons were made to match the actual jobs performed. The Clerk/Treasurer's Office in particular made modifications to its treasurer-related position with a focus on the accounting functions performed within its office, including updating the job qualifications of the position to include an associate's degree and or two years of experience in a related area. Baker Tilly reviewed this position with the updated description as comparable to an accounting specialist position and has made its recommendations on this basis.

However, there is an additional Deputy Clerk/Treasurer position that does not primarily perform treasurer-related functions and has been a backup to the Deputy Clerk to the Board position. This position does not fit the updated treasurer's position and would be performing the function of a Deputy Clerk to the Board.

This position was discussed with Baker Tilly with regard to the impact of the job description changes based on their recommendation. Ultimately, the treasurer position would have a reduced internal SAFE score without the adjusted educational requirements. However, the market data aligns with the recommendation of grade 10 as it will be presented in the compensation study item. As there is no comparable recommendation from Baker Tilly for the

position, it would be without the updated requirements. I can only indicate that the difference between a grade 8 (original placement) and grade 10 is about \$6,000 per employee in base salary.

FISCAL IMPACT: indeterminate

EXPLANATION OF IMPACT: Adjusted base salary for three employees

FUNDING SOURCE:

ACTION REQUESTED: Accept

Assistant County Manager/HR Director Sanford presented this item as outlined above.

Clerk/Treasurer Rothery said going through the comp study with all of the changes of the job descriptions, this is where it comes down to, because, they are doing those duties, we are just assigning them the proper job descriptions.

Comptroller Wideman said in the new job description, it references performing advanced accounting and governmental accounting procedures. What procedures do these positions perform that are related to those buzz words? Ms. Rothery said just from the Treasurer's duties and NRS', I do not have them specifically in front of me, but I can bring that to whomever is questioning it.

Commissioner Blakey said by re-titling and changing the job descriptions, will they be able to help each other, or are they only going to be able to do what that title is? Ms. Rothery said the three sections of my office do their specific jobs, they are all different, however, cross-training is done at a minimal level for each of the positions. For example, my Election Technician: anyone can walk up to the windows and ask for voter registration, if they are registered, and when it gets into the weeds of that, they might have to... questions that are further from those high level questions, for cross-training, and any tax question, any board question. Those are pretty high level, however, each of those departments are specific to what they do, and I do not have anyone cross-training, other than the people in those higher-level duties.

Commissioner Blakey said when I read the job descriptions, I felt like there was not enough in there to advise that employee that they have to work across the desk to another section. I would like to see, if we do approve this, that you make changes to the job description that would conform with HR's requirement that would give us latitude, that you are not going to come back and say, well now I need a third accounting position, because they are busy, but the clerks aren't, or something like that. That is what I am after there. The reason for the qualifications: do you find that we are going to have less candidates that would apply, and if that happens, how are you going to address that? Are you going to come back and try to reduce the job description so you can get people to apply, because the qualifications to start out- they're tall. Ms. Rothery said essentially, the job description, the new recommendation is, we went from 2 years of experience, where I am basically asking for 4 years of experience in whatever that field is; whether it is Finance or Board, it is all specified in the job description. It is 4 years of whatever they have, whether it is education or experience. Experience can replace education if they have more experience, so essentially, when we advertise, we advertise what they want. When we get applications, we review all of them, and if they are qualified for the position they are applying

for, and they have that experience at a minimum, then that is who we will interview. So, no, we will not come back to the board and change that, because we would like to have a minimum of 4 years of experience. Commissioner Blakey said I find that our county is small, and we struggle to grow sometimes, and I do not want to restrict a good candidate that is easily trainable, that could pick up quickly, and then they are intimidated by the job description when they look at it, and they do not apply. It is just concerning for me as a small county, because we are limited on who we can pick from.

Commissioner Blakey continued by asking, if we are going to have more skilled people, maybe we can do it with less, is that what your thinking is? That if we do, in fact, find skilled people, then there will never be a need for a lot more people. Ms. Rothery said the staff I have currently are already skilled, and the applications when they came in, they already had over 4 years of experience in the field of what we were hiring for. We have got skilled people in there now, and with all of the new technology, yes, we have implanted quite a bit in the last 5 years, it is not that I cannot get rid of staff, it is the work that we need to do. It is just that we have kind of redistributed it with that technology.

Commissioner Blakey said just to summarize my comments, I would like to make sure those job descriptions are aligned to where they can work across the desk to help someone fully and get cross-trained. I feel like in that office, you need to be able to do everything, but that is just my opinion. I definitely do not want to be dissatisfied if I come up to the window needing something done, and someone says you have to come back after lunch because they are gone. That is not going to set well with me as a citizen. Regarding the Organizational Chart that you provided, I would like to see, and I am sure you will, take the names off, it should just be positions there. A comment that I have made to you many times is, push out hiring that other Deputy Clerk as long as you can, to make sure you really need a second Deputy Clerk. I will just say that one more time, I have probably told you that 10 times. Ms. Rothery said we are in the process in hiring that Deputy Clerk, but I also have another staff that is out of the office for three months, so there will be savings, again, in my office, which I will bring up, because we had savings last year with payroll. Yes, we are having a lag and going through an election on top of that, so being down two people right now, we are rotating everyone, and absorbing things, and that is including myself and my Chief Deputy, because we are the back-up to whomever. To answer your question, we set up our different areas of our office, so that one person cannot be at lunch, so my two Deputy Clerk to the Boards would not be at lunch at the same time, they do not go on vacation at the same time, but I would have one person in the office that can do those functions whole heartedly. It is the same with the Treasurer's functions, as well as the Election functions.

Chair Getto said I will echo kind of what Commissioner Blakey said. In this labor market, I personally find it unusual to add requirements, you just saw what the Fire Marshal did, they just slashed the experience from ten years to five years. That is just the labor market now, it is so hard to find employees, and you know this as well as I do, especially in your office, we had all of those openings, and they were impossible to fill. I do not really love increasing the requirements, but if that is what you want to do for your office, that is what you want to do for your office.

Commissioner Hyde said I would just agree with the comments already made. It sounds to me like the last hiring, we did get people with 4 years' experience, eventually. You can look at it two ways: maybe if the compensation for what we were asking for was a little bit better, maybe it would have happened a little bit sooner. I agree with all the comments made and I am ready to make a motion at this time.

Commissioner Hyde made a motion to approve of the updated organization structure for the Clerk/Treasurer's Office as presented effective July 7, 2026. Commissioner Blakey seconded the motion, which carried by unanimous vote.

Letters Received:

A.- The Nevada Division of Water Resources sent notification that the Report of Conveyance received on February 26, 2026 is confirmed to update ownership for Permit 60756 for water rights.

The Nevada Division of Water Resources sent a letter informing us that the Report of Conveyance received on February 26, 2026 is confirmed to update ownership of Permit 60756 (Certificate 15857). Water Right details have been included which were retrieved from the NDWR website Basic Water Right Search. Confirmation of the Report of Conveyance does not guarantee that the water right is in good standing with the Office of the State Engineer. The confirmation reflects only the information that has been filed with NDWR and may be subject to amendment upon receipt of additional documentation.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: None; Informational Only

Old Business:

A.- Consideration and possible action: Adoption of the Churchill County Compensation Study performed by Baker Tilly, adoption of an updated compensation table, assignment of positions to grades in the compensation table, and adoption of an implementation method for the next fiscal year.

Churchill County selected Baker Tilly to perform a compensation study of all non-bargaining positions in December of 2025. Baker Tilly has performed an evaluation of each position, solicited comments from all department heads and elected officials, and provided a proposed compensation plan and implementation for the Board's consideration.

The system is proposed to be modified to a 29-grade scale with 6% increases across grades and 3% increases across steps. All positions subject to review have been analyzed and placed on the newly proposed table. Baker Tilly will provide a presentation regarding its methodology and be available to answer any questions from the Board.

FISCAL IMPACT: \$875,790.29 in base salary increases, and \$1,226,106.41 in expected total costs.

EXPLANATION OF IMPACT:
FUNDING SOURCE:
ACTION REQUESTED: Accept

Jada Kent with Baker Tilly presented the following:

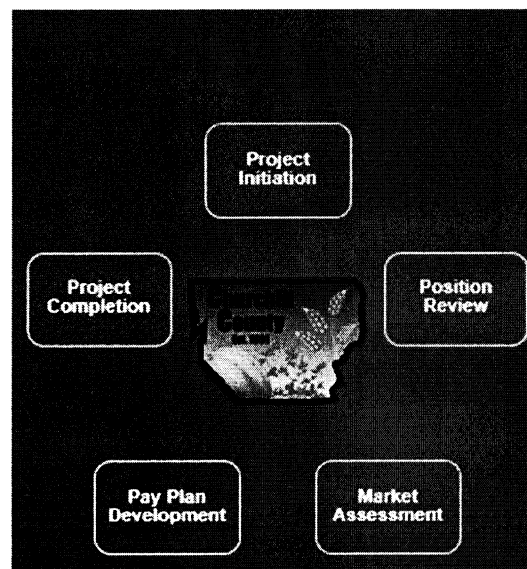


Methodology

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.



Methodology

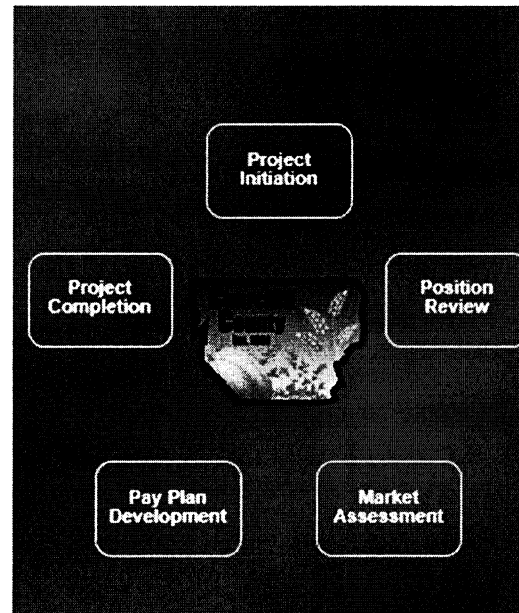
Project Overview

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.*

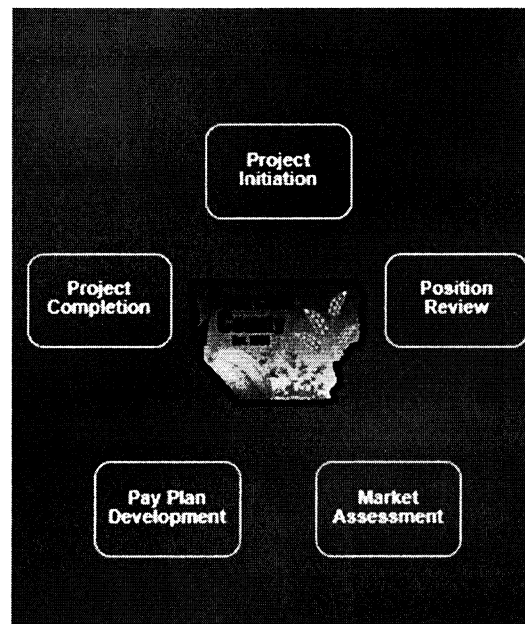


Methodology

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	-6.0%	Elko, NV
4	Fallon, NV	Public	98.6	0.0%	Fallon, NV
5	Humboldt County, NV	Public	104.6	-6.0%	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, 92 positions were included in the market survey as benchmark positions.
- Of those, 86 positions had sufficient data (≥ 3 matches).
- Overall, the study yielded market values for 94% 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:**
 - **6.9% below market at the minimum**
 - **9.7% below market at the midpoint**
 - **11.6% below market at the maximum**

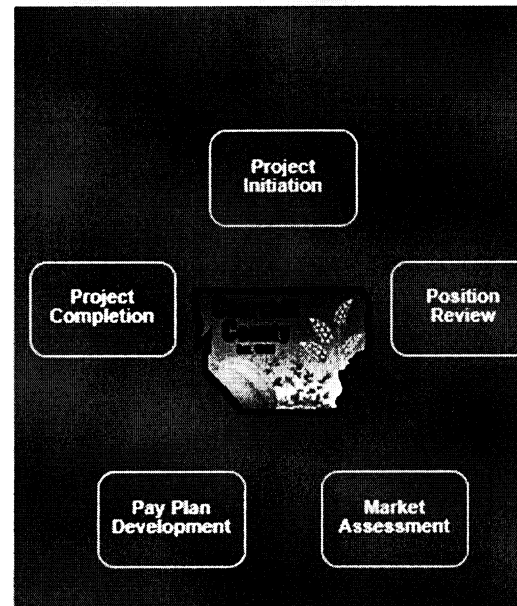
	"At Market" 95 - 105%	
59	20	7
69%	23%	7%

Methodology

Project Overview

Pay Plan Development

- **Pay Plan:** We have built a new pay plan tailored to the study's results.
- **Grade assignments:** were 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 included department heads in a preliminary review of grade assignments.
- **Implementation:** With finalized grade assignments, we prepared implementation calculations across 3 scenarios that will assist the County in adopting the new classification and compensation system.



Pay Plan Design

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	\$15,352.00	\$15,420.00	\$15,488.00	\$15,556.00	\$15,624.00	\$15,692.00	\$15,760.00	\$15,828.00	\$15,896.00	\$15,964.00	\$16,032.00	\$16,100.00	\$16,168.00
2	\$16,324.00	\$16,392.00	\$16,460.00	\$16,528.00	\$16,596.00	\$16,664.00	\$16,732.00	\$16,800.00	\$16,868.00	\$16,936.00	\$17,004.00	\$17,072.00	\$17,140.00
3	\$17,296.00	\$17,364.00	\$17,432.00	\$17,500.00	\$17,568.00	\$17,636.00	\$17,704.00	\$17,772.00	\$17,840.00	\$17,908.00	\$17,976.00	\$18,044.00	\$18,112.00
4	\$18,268.00	\$18,336.00	\$18,404.00	\$18,472.00	\$18,540.00	\$18,608.00	\$18,676.00	\$18,744.00	\$18,812.00	\$18,880.00	\$18,948.00	\$19,016.00	\$19,084.00
5	\$19,240.00	\$19,308.00	\$19,376.00	\$19,444.00	\$19,512.00	\$19,580.00	\$19,648.00	\$19,716.00	\$19,784.00	\$19,852.00	\$19,920.00	\$19,988.00	\$20,056.00
6	\$20,212.00	\$20,280.00	\$20,348.00	\$20,416.00	\$20,484.00	\$20,552.00	\$20,620.00	\$20,688.00	\$20,756.00	\$20,824.00	\$20,892.00	\$20,960.00	\$21,028.00
7	\$21,184.00	\$21,252.00	\$21,320.00	\$21,388.00	\$21,456.00	\$21,524.00	\$21,592.00	\$21,660.00	\$21,728.00	\$21,796.00	\$21,864.00	\$21,932.00	\$22,000.00
8	\$22,156.00	\$22,224.00	\$22,292.00	\$22,360.00	\$22,428.00	\$22,496.00	\$22,564.00	\$22,632.00	\$22,700.00	\$22,768.00	\$22,836.00	\$22,904.00	\$22,972.00
9	\$23,128.00	\$23,196.00	\$23,264.00	\$23,332.00	\$23,400.00	\$23,468.00	\$23,536.00	\$23,604.00	\$23,672.00	\$23,740.00	\$23,808.00	\$23,876.00	\$23,944.00
10	\$24,100.00	\$24,168.00	\$24,236.00	\$24,304.00	\$24,372.00	\$24,440.00	\$24,508.00	\$24,576.00	\$24,644.00	\$24,712.00	\$24,780.00	\$24,848.00	\$24,916.00
11	\$25,072.00	\$25,140.00	\$25,208.00	\$25,276.00	\$25,344.00	\$25,412.00	\$25,480.00	\$25,548.00	\$25,616.00	\$25,684.00	\$25,752.00	\$25,820.00	\$25,888.00
12	\$26,044.00	\$26,112.00	\$26,180.00	\$26,248.00	\$26,316.00	\$26,384.00	\$26,452.00	\$26,520.00	\$26,588.00	\$26,656.00	\$26,724.00	\$26,792.00	\$26,860.00
13	\$27,016.00	\$27,084.00	\$27,152.00	\$27,220.00	\$27,288.00	\$27,356.00	\$27,424.00	\$27,492.00	\$27,560.00	\$27,628.00	\$27,696.00	\$27,764.00	\$27,832.00
14	\$27,988.00	\$28,056.00	\$28,124.00	\$28,192.00	\$28,260.00	\$28,328.00	\$28,396.00	\$28,464.00	\$28,532.00	\$28,600.00	\$28,668.00	\$28,736.00	\$28,804.00
15	\$28,960.00	\$29,028.00	\$29,096.00	\$29,164.00	\$29,232.00	\$29,300.00	\$29,368.00	\$29,436.00	\$29,504.00	\$29,572.00	\$29,640.00	\$29,708.00	\$29,776.00
16	\$29,932.00	\$30,000.00	\$30,068.00	\$30,136.00	\$30,204.00	\$30,272.00	\$30,340.00	\$30,408.00	\$30,476.00	\$30,544.00	\$30,612.00	\$30,680.00	\$30,748.00
17	\$31,004.00	\$31,072.00	\$31,140.00	\$31,208.00	\$31,276.00	\$31,344.00	\$31,412.00	\$31,480.00	\$31,548.00	\$31,616.00	\$31,684.00	\$31,752.00	\$31,820.00
18	\$32,076.00	\$32,144.00	\$32,212.00	\$32,280.00	\$32,348.00	\$32,416.00	\$32,484.00	\$32,552.00	\$32,620.00	\$32,688.00	\$32,756.00	\$32,824.00	\$32,892.00
19	\$33,148.00	\$33,216.00	\$33,284.00	\$33,352.00	\$33,420.00	\$33,488.00	\$33,556.00	\$33,624.00	\$33,692.00	\$33,760.00	\$33,828.00	\$33,896.00	\$33,964.00
20	\$34,220.00	\$34,288.00	\$34,356.00	\$34,424.00	\$34,492.00	\$34,560.00	\$34,628.00	\$34,696.00	\$34,764.00	\$34,832.00	\$34,900.00	\$34,968.00	\$35,036.00
21	\$35,292.00	\$35,360.00	\$35,428.00	\$35,496.00	\$35,564.00	\$35,632.00	\$35,700.00	\$35,768.00	\$35,836.00	\$35,904.00	\$35,972.00	\$36,040.00	\$36,108.00
22	\$36,364.00	\$36,432.00	\$36,500.00	\$36,568.00	\$36,636.00	\$36,704.00	\$36,772.00	\$36,840.00	\$36,908.00	\$36,976.00	\$37,044.00	\$37,112.00	\$37,180.00
23	\$37,436.00	\$37,504.00	\$37,572.00	\$37,640.00	\$37,708.00	\$37,776.00	\$37,844.00	\$37,912.00	\$37,980.00	\$38,048.00	\$38,116.00	\$38,184.00	\$38,252.00
24	\$38,508.00	\$38,576.00	\$38,644.00	\$38,712.00	\$38,780.00	\$38,848.00	\$38,916.00	\$38,984.00	\$39,052.00	\$39,120.00	\$39,188.00	\$39,256.00	\$39,324.00
25	\$39,596.00	\$39,664.00	\$39,732.00	\$39,800.00	\$39,868.00	\$39,936.00	\$40,004.00	\$40,072.00	\$40,140.00	\$40,208.00	\$40,276.00	\$40,344.00	\$40,412.00
26	\$40,984.00	\$41,052.00	\$41,120.00	\$41,188.00	\$41,256.00	\$41,324.00	\$41,392.00	\$41,460.00	\$41,528.00	\$41,596.00	\$41,664.00	\$41,732.00	\$41,800.00
27	\$42,572.00	\$42,640.00	\$42,708.00	\$42,776.00	\$42,844.00	\$42,912.00	\$42,980.00	\$43,048.00	\$43,116.00	\$43,184.00	\$43,252.00	\$43,320.00	\$43,388.00
28	\$44,160.00	\$44,228.00	\$44,296.00	\$44,364.00	\$44,432.00	\$44,500.00	\$44,568.00	\$44,636.00	\$44,704.00	\$44,772.00	\$44,840.00	\$44,908.00	\$44,976.00
29	\$45,748.00	\$45,816.00	\$45,884.00	\$45,952.00	\$46,020.00	\$46,088.00	\$46,156.00	\$46,224.00	\$46,292.00	\$46,360.00	\$46,428.00	\$46,496.00	\$46,564.00
30	\$47,336.00	\$47,404.00	\$47,472.00	\$47,540.00	\$47,608.00	\$47,676.00	\$47,744.00	\$47,812.00	\$47,880.00	\$47,948.00	\$48,016.00	\$48,084.00	\$48,152.00

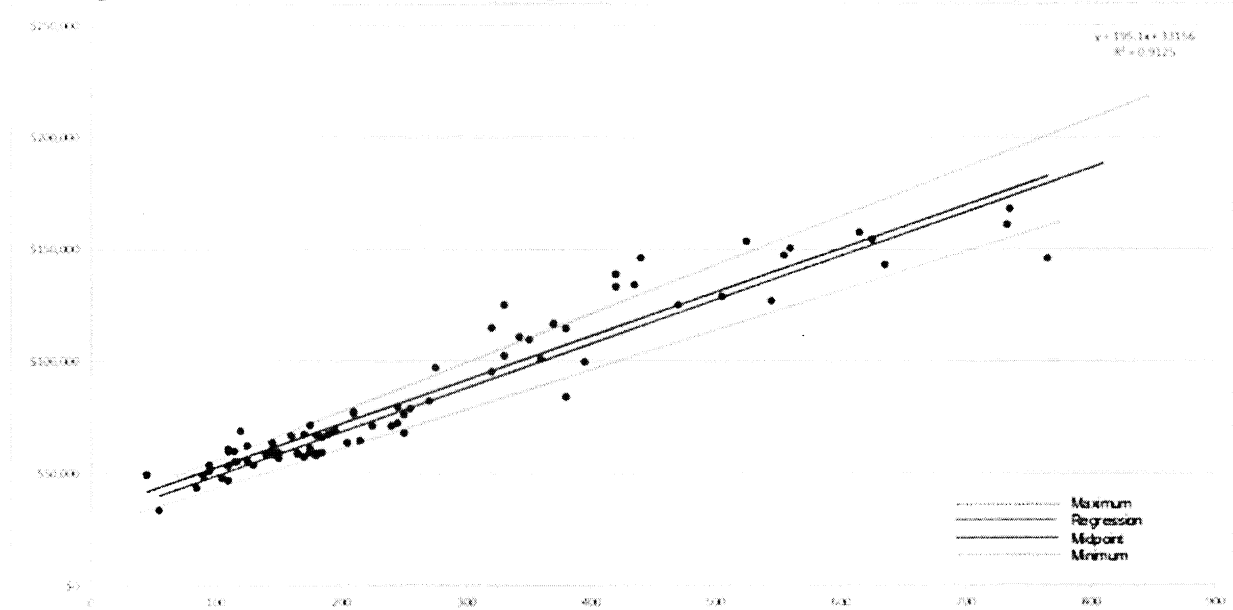
Pay Plan Design

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	\$31,057	\$31,923	\$32,789	\$33,655	\$34,521	\$35,387	\$36,253	\$37,119	\$37,985	\$38,851	\$866	\$866	\$8,666
2	\$32,008	\$32,874	\$33,740	\$34,606	\$35,472	\$36,338	\$37,204	\$38,070	\$38,936	\$39,802	\$40,668	\$866	\$866	\$8,666
3	\$33,825	\$34,691	\$35,557	\$36,423	\$37,289	\$38,155	\$39,021	\$39,887	\$40,753	\$41,619	\$42,485	\$866	\$866	\$8,666
4	\$35,642	\$36,508	\$37,374	\$38,240	\$39,106	\$39,972	\$40,838	\$41,704	\$42,570	\$43,436	\$44,302	\$866	\$866	\$8,666
5	\$37,459	\$38,325	\$39,191	\$40,057	\$40,923	\$41,789	\$42,655	\$43,521	\$44,387	\$45,253	\$46,119	\$866	\$866	\$8,666
6	\$39,276	\$40,142	\$41,008	\$41,874	\$42,740	\$43,606	\$44,472	\$45,338	\$46,204	\$47,070	\$47,936	\$866	\$866	\$8,666
7	\$41,093	\$41,959	\$42,825	\$43,691	\$44,557	\$45,423	\$46,289	\$47,155	\$48,021	\$48,887	\$49,753	\$866	\$866	\$8,666
8	\$42,910	\$43,776	\$44,642	\$45,508	\$46,374	\$47,240	\$48,106	\$48,972	\$49,838	\$50,704	\$51,570	\$866	\$866	\$8,666
9	\$44,727	\$45,593	\$46,459	\$47,325	\$48,191	\$49,057	\$49,923	\$50,789	\$51,655	\$52,521	\$53,387	\$866	\$866	\$8,666
10	\$46,544	\$47,410	\$48,276	\$49,142	\$50,008	\$50,874	\$51,740	\$52,606	\$53,472	\$54,338	\$55,204	\$866	\$866	\$8,666
11	\$48,361	\$49,227	\$50,093	\$50,959	\$51,825	\$52,691	\$53,557	\$54,423	\$55,289	\$56,155	\$57,021	\$866	\$866	\$8,666
12	\$50,178	\$51,044	\$51,910	\$52,776	\$53,642	\$54,508	\$55,374	\$56,240	\$57,106	\$57,972	\$58,838	\$866	\$866	\$8,666
13	\$51,995	\$52,861	\$53,727	\$54,593	\$55,459	\$56,325	\$57,191	\$58,057	\$58,923	\$59,789	\$60,655	\$866	\$866	\$8,666
14	\$53,812	\$54,678	\$55,544	\$56,410	\$57,276	\$58,142	\$59,008	\$59,874	\$60,740	\$61,606	\$62,472	\$866	\$866	\$8,666
15	\$55,629	\$56,495	\$57,361	\$58,227	\$59,093	\$59,959	\$60,825	\$61,691	\$62,557	\$63,423	\$64,289	\$866	\$866	\$8,666
16	\$57,446	\$58,312	\$59,178	\$60,044	\$60,910	\$61,776	\$62,642	\$63,508	\$64,374	\$65,240	\$66,106	\$866	\$866	\$8,666
17	\$59,263	\$60,129	\$60,995	\$61,861	\$62,727	\$63,593	\$64,459	\$65,325	\$66,191	\$67,057	\$67,923	\$866	\$866	\$8,666
18	\$61,080	\$61,946	\$62,812	\$63,678	\$64,544	\$65,410	\$66,276	\$67,142	\$68,008	\$68,874	\$69,740	\$866	\$866	\$8,666
19	\$62,897	\$63,763	\$64,629	\$65,495	\$66,361	\$67,227	\$68,093	\$68,959	\$69,825	\$70,691	\$71,557	\$866	\$866	\$8,666
20	\$64,714	\$65,580	\$66,446	\$67,312	\$68,178	\$69,044	\$69,910	\$70,776	\$71,642	\$72,508	\$73,374	\$866	\$866	\$8,666
21	\$66,531	\$67,397	\$68,263	\$69,129	\$69,995	\$70,861	\$71,727	\$72,593	\$73,459	\$74,325	\$75,191	\$866	\$866	\$8,666
22	\$68,348	\$69,214	\$70,080	\$70,946	\$71,812	\$72,678	\$73,544	\$74,410	\$75,276	\$76,142	\$77,008	\$866	\$866	\$8,666
23	\$70,165	\$71,031	\$71,897	\$72,763	\$73,629	\$74,495	\$75,361	\$76,227	\$77,093	\$77,959	\$78,825	\$866	\$866	\$8,666
24	\$71,982	\$72,848	\$73,714	\$74,580	\$75,446	\$76,312	\$77,178	\$78,044	\$78,910	\$79,776	\$80,642	\$866	\$866	\$8,666
25	\$73,799	\$74,665	\$75,531	\$76,397	\$77,263	\$78,129	\$78,995	\$79,861	\$80,727	\$81,593	\$82,459	\$866	\$866	\$8,666
26	\$75,616	\$76,482	\$77,348	\$78,214	\$79,080	\$79,946	\$80,812	\$81,678	\$82,544	\$83,410	\$84,276	\$866	\$866	\$8,666
27	\$77,433	\$78,299	\$79,165	\$80,031	\$80,897	\$81,763	\$82,629	\$83,495	\$84,361	\$85,227	\$86,093	\$866	\$866	\$8,666
28	\$79,250	\$80,116	\$80,982	\$81,848	\$82,714	\$83,580	\$84,446	\$85,312	\$86,178	\$87,044	\$87,910	\$866	\$866	\$8,666
29	\$81,067	\$81,933	\$82,799	\$83,665	\$84,531	\$85,397	\$86,263	\$87,129	\$87,995	\$88,861	\$89,727	\$866	\$866	\$8,666

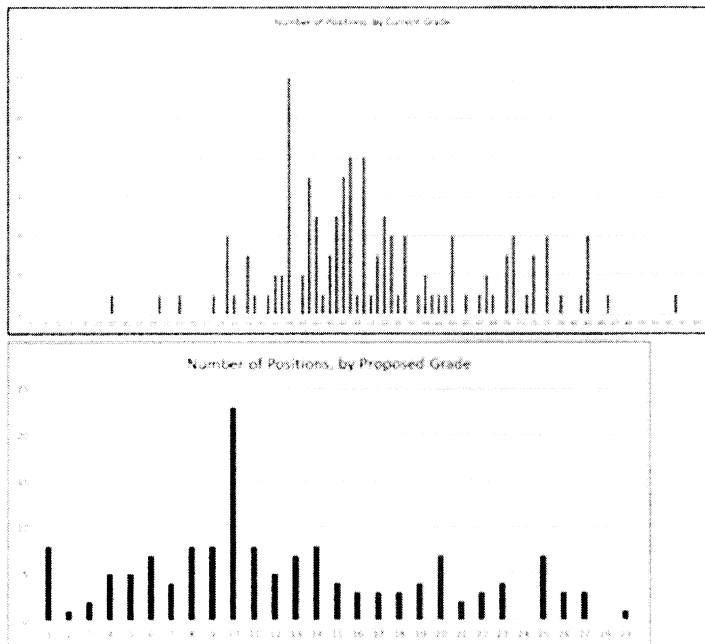
Pay Plan Design

Proposed General Pay Plan



Pay Plan Design

Grade Distribution



All 145 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

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, 145 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)
- Career progressions
- Grade compression
- Job evaluation (SAFE) scores
- Supervisor-subordinate separation

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

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

Implementation Scenarios

Baker Tilly does not recommend a pay decrease for any employee as a result of the study. Calculations reflect base pay only.

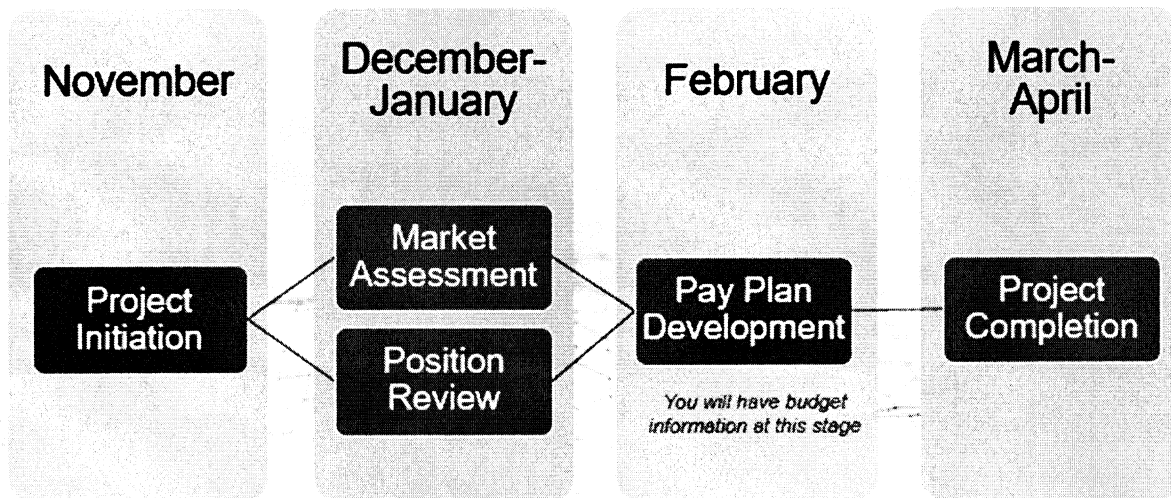
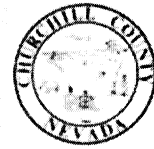
	# of Staff
Totals	258
Employees Below Minimum	132
Employees Within Range	124
Employees Above Maximum	2

Option 1. Closest Step without a Decrease: Employees move to the step nearest their existing salary without a decrease. If an employee's current salary is greater than the proposed maximum in the new pay plan, they will retain their existing salary. Option 1 represents the minimum action required to adopt the proposed pay plan.

Option 2. Steps Based on Years in Position: Employees move to the step based on their years in position, unless it would result in a decrease. For example, if any employee has been in their position for 3 years, they would move to Step 3. If their salary is already greater than that step, they would stay on the step established in Option 1, which moves them to the closest step without a decrease. This option is meant to help combat compression with employees in the same title/rank by moving employees with more experience further into their new range. Please note this is not a calculation based on tenure with the County, but time in position.

Option 3. Stay on the Same Step: Employees move to the same step in the new plan that they currently occupy in the existing structure. For example, an employee at Step 3 in the current plan would move to Step 3 in the new plan. This preserves the employee's current position in the step progression and may be viewed as simplest option administratively for tracking progression.

Project Timeline



Contact Information



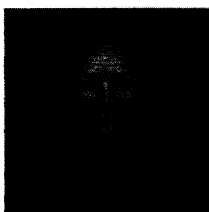
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Assistant County Manager/HR Director Sanford said this board has made couple of recommendations previously, that they are interested in option 2, which is the option that has county employees placed on the new table, and then moved up based on the years of the position that they are in. I think the general effect, as that has been in our county, has been for typically at the higher end of the scale, people who have moved up in their positions over time,

tend to fall back towards the beginning of the range, but the, I guess, incentive is to continue to work with the county longer. Then for the people who are generally just being hired into the county, they will not be impacted, typically, as any different than being on the same step that they are on now. So, that tends to, I guess, balance the current comp study implementation, to have impacts across the entire pay range.

Commissioner Blakey said first I would like to say thank you Baker Tilly, and the excellent work that you have done, the excellent product that you have provided. It is something we can work from in the future. They have given us a model that is very usable, very viable and easy to edit. With that said, I think there are a few things... I would like to take the study now, and tailor it to our community, to where I think it would make us attractive as we can be, and make us competitive with other entities, and I have a few ideas, but I do not know if I can speak to those now, or if others have something to say.

As I have mentioned, we previously approved an Assistant District Attorney position, but in order for it not to have an impact, we need to move that position down one grade. I do not know if that is something that you guys want to entertain, but if you move that position down, then you would need to move down the Chief Deputy Civil District Attorney position, and the Senior Deputy District Attorney position. Each one would go down one grade in order to accommodate that, but there is a concern in the District Attorney's Office, that they are having trouble obtaining new attorneys, so with those coming down, we may want to look at the Attorney II position to move them up one grade, to make that a little bit more attractive. Then on the Attorney I position, move that up to a 21 or 22 (grade) to make it sort of in line to be attractive. I understand that the comp study has done what we asked it to do. Something in my mind also is that a good majority of the counties that we compared to- are their wages compressed already and we just don't know that? That is factoring into my decision a little bit, on how I am getting to some of these thoughts. We have to be attractive, and we are in a very competitive market anymore, so if we look down lower, there is a group listed as 7's, that I would like to see if we could move, and not all the 7's but some of them- move them up to an 8 to make that position to where it is more attractive. I think there is a group of them, because I think they are all within the rights regarding what kind of work they do. Then I found one 8 that might need to move up one position, and I found a 9 that could go up one or two spots to get it competitive. I just feel that we are at the point that we could make a decision on this, with a little bit of tweaks on our thoughts and our concerns today, to get our county moving in the right direction with this product. I will let you guys have some thoughts now, and then I will come back around if I need to.

Commissioner Hyde said I agree with Commissioner Blakey. I guess for me, when I look at this and I look at the way it is scored, and the SAFE Score is in there, and it goes in with the market, I look more at the market for what we are trying to do and stay competitive. I believe that we have to kind of trust our Department Heads with what their people are doing, so I do not have any problems with what Commissioner Blakey has presented. One of the biggest reasons we did this was to stay competitive with the market. I understand the theory, and sometimes theories don't make every case. I am okay with Commissioner Blakey's suggestions, we need to get more specific on which 7's and 8's, and I believe I have an idea of which ones. We will take

and find those and move forward.

Commissioner Getto said I will just echo what Commissioner Hyde said: I really have no problem with your suggestions on what you have there, I don't want to get too crazy with altering this. At the end of the day, Baker Tilly are the professionals at this, and this is the product they gave us. With that, do you want to go over the clarifications on what 7's you want to move to 8's?

Commissioner Blakey said with that said, and I think I am looking at this is, as, yes I don't want to get too far away from Baker Tilly because then we don't have a viable product, but I am looking at this as, how can we get someone that is looking for a career? How can we even appeal to them, as an opportunity to get started? I am really looking at this at the starting wage, and I think that is what people have to look at, especially if they are not here. With that, the 7's that I would like to consider are: Social Services Office Specialist, Sheriff's Office Evidence Civil Specialist, Sheriff's Office Records and Licensing Specialist, Sheriff's Office Evidence Custodian, Road Department Office Specialist, Recorder's Office Recordation Clerk I, Human Resources Specialist, Assessor's Office Operations Specialist. I looked at all of these job descriptions, and they are close enough that I think they would all move together. Mr. Sanford said I want to make one clarification, the Office Specialist position is largely throughout the county, the compensation study took the Road Department and Social Services person, but there are other Office Specialists throughout the county. For confirmation, you intend to do that for the other Office Specialist positions? For example, the Planning Department has one that does business licensing, and I know there are one or two more. Commissioner Blakey said I understand that, but they are already up the ladder there, some, and I am really not making this about an Office Specialist. I just feel like this group of people match what I am trying to achieve there, but I understand your thoughts.

Sherry Wideman said something to consider, is that you have positions that are above that, already. So, if you are moving that one up, what, the other one is going to be equal to it? That is something that would need to be looked at, is the hierarchy of that office as well, when you start looking at just arbitrarily taking certain positions and moving them up.

Commissioner Hyde said I think when you look at the Office Specialists, I don't think we can move one Office Specialist without moving them all. Chair Getto said I am with you there. Commissioner Blakey said I don't disagree with that; I am just having a tough time finding one on this list that says Office Specialist. Mr. Sanford said they are not on the list. We took that one title to mean all of them. It got split for the Road and Social Services Departments, I am not exactly sure why, but typically, we have that one job description across all of our Office Specialists, so I was just looking for clarification on whether you want all of our Office Specialists, or just one? At the current time, that would require us to create a new job description if we were doing it one-by-one, as opposed to doing all Office Specialists. Commissioner Blakey said I concur with Commissioner Hyde to make them all one category, or one grade.

Sherry Wideman said I just want to talk about the Comptroller's Office; we are not getting any increase. Commissioner Blakey said I still have the floor.

Commissioner Blakey continued, saying by doing that, this is where it creates one problem that I have found. In the Recorder's Office, the Clerk II is an 8, so we would have to move that to a 9 in order to do that. Chair Getto said I am in agreeance with that. Commissioner Blakey said the other one I had was down at the Assessor's Office, there is a position there that has to hold certificates, and they are equal to a Permit/Planning Technician, and if not, a little bit more than that, so I would like to at least entertain getting them to an 11, but a 10, I guess, would work. Going back to the District Attorney, the Attorney I position, I would like to see that a 22, just to make it attractive, but at least move it up one, and then move up the Attorney II at least one, and then bring those top three, each one of those would come down one to do the hierarchy with that new position. Chair Getto said I am in agreeance with the Assessor's Office, and I am in agreeance with the two attorney positions and keeping this ball rolling with bumping all this up. Commissioner Blakey said I did also speak with County Manager Spross and he had only mentioned that Ms. Wideman may have made comments about her department, other than that, he did not have any other departments that had comments.

Sherry Wideman said I just want to talk about the Comptroller's Office and give a little history on it. I have a position that is right now pegged at a 10. In 2015 this position was downgraded three steps and it is the only position within the county that has not been increased in the 2021 and 2022 job studies, and now this year it is not being increased as well. If you look at market that was provided by Baker Tilly, we are below market, and this was expressed to Baker Tilly within all the meetings. If I take an example of Lyon County, we are 11% below their lowest position in their Comptroller's Office, 11.5% to be exact. So, I would like my department to be looked at; all my people are being rolled down instead of rolled up, even though the market is higher than what they are getting. So, that is the staffing part of the Comptroller's Office. If you look at the management structure of the county, what is happening here, is we used to have a 12.5% between the management levels, between the highest to the lowest, various management levels. What this study is doing is compressing that, so now there is only 6% between each of the Department Head levels. If you look at Lyon County, they've got between 22% and 12% between all of their management, so in essence, my department is being downgraded because all of the other departments are being moved up to where we are at, and we have not received any kind of grade adjustment in 11 years. Commissioner Blakey said are you talking about your department as a whole, and Ms. Wideman said yes. Commissioner Blakey asked Ms. Wideman if she had any more comments or any more reasoning for why it was 12% and had to be a 12% difference on those kinds of wages. Ms. Wideman said if you look at all of the counties, I went through them, and they do have a larger scale, and it is due to responsibility and requirements. So, I guess they value the safeguarding of the assets and the financial aspects of their county higher than some of the others, due to the educational requirements of the counties. Also, to note, that if you look at... I was told that when I met with Baker Tilly and HR that the SAFE structure was causing my departments to go down, however, I gave different information as to why our department should be scaled up. Our scope of work is county-wide, we touch every department within this county, my staff works with Department Heads down to employees, and the list goes on, I am sure you do not want the whole list, but it is comprehensive. If you look at

the way the management structure is with other counties, their Comptroller is a lot higher than other departments due to the risk factor and responsibilities of keeping the finances of the county solid, and meeting deadlines and compliances. If you go and look at what positions actually changed from the original Baker Tilly suggestion, and what management has done, we've got nine positions within Parks and Rec that were upgraded due to negotiations between HR and Baker Tilly, we've got three County Manager positions that were upgraded, and Public Works went up, and then our Public Works Director is being raised up above the Comptroller's position- I don't see that in any other counties. Our Public Works Department is not over the Road Department, we have our water and sewer which is outsourced, so we are paying an outsourced company to manage our water and sewer, so there's elements that seem like the position title was weighted heavier than perhaps, the actual structure of the departments. Those are some of my concerns.

Chair Getto asked Mr. Sanford to address some of Ms. Wideman's concerns. Mr. Sanford said I want to start with the first, which is, HR and the County Manager's office don't have a negotiation with Baker Tilly to establish grades. Baker Tilly was hired to perform this function to give us their best estimate. My function has been providing them with information from all the Department Heads, from all of our Elected Officials, to ensure that any information they needed, they had. Other than that, I have informed them about the structure of our office, and then addressed concerns related specifically to internal equity, saying these are the types of positions we have. I, under no circumstance, have said I really want this position to be this number, and that we are increasing some or decreasing others based on that fact. I am not sure if they are still on, but Baker Tilly, I'm sure, would be happy to express that their work product is their work product. As far as the, I guess, management structure or design of the county's, I guess I would say that I would expect that if there were significant differences in management pay at other counties, they would have been reflected within the comp study, as it has been evaluated. If they were 20% up, then our market data would have said they were 20% higher, and so I do not know what to say, other than to say, we have Baker Tilly's study that provides the information that it has provided. I do not have any basis to suggest that a different structure is more appropriate than what has been presented.

Denise Felton said I would respectfully request that my Deed and Title person be an 11 versus a 10 because none of the 10 positions are required to have a certification or continuing education, so there is that distinction, otherwise, I lose my incentive to become certified. Thank you.

Tasha Hessey said I respectfully request that the Recorder Clerk II be moved to a 10 based off of the market findings. Thank you.

John Morton, resident, said I wasn't going to talk until the 10:30 meeting, but I have some very important information about what is being talked about. I was QA for a multi-million-dollar company for about ten years, and the question I ask people in their exit interview is, why are you leaving us. We had people that had been with the company for decades, that just walked out the door and wouldn't even bother to give us an exit interview. The number one thing people told me was nobody said, "thank you". I want to severely caution anyone who has any decision-making power in accepting this very human-less report from Baker Tilly. She used a phrase

“we did not even consider the people in this position”, because, and I believe the quote was “let’s face it, they will be gone tomorrow”. The market and the product you all are referring to is us. We are all people here; we are all a part of this market. Ms. Wideman, you shouldn’t even be here. Eleven years without a pay increase? There is a reason you stayed, Miss, and it is not going to be reflected in any soulless report from Baker Tilly, because reports like this focus on number only; we are not numbers, we are humans with desires and reasons to stay in different towns, okay? So, the thing is, when you show a linear curve function graph for walking forward with your duties, you are asking people to gain highway hypnosis and bail, to beg to go find a J-curve job, where they can actually perform, and function, and challenge themselves. I really apologize that my face was giving me away out there, but this report is completely soulless, and if you follow this at all to the letter of how they presented it, you are going to start hemorrhaging humans like there is no tomorrow. And you are going to have to route back and, like Mr. Blakey said, the number that matters is the first number for the introduction. When people bail from an industry and go somewhere lateral, that is the number they are looking at, because they did not get to take their experiences in most cases, right, they have to reperform and regain those. Please, please remember HR stands for Human Resources and when someone like Baker Tilly specifically says we are ignoring the human element of this report, it is critically and inherently flawed, and needs to be thrown out. Thank you.

Joe Sanford said Mr. Chair, would you like me to go over my understanding of what has been proposed at this point in time? Chair Getto said if you could but go slow. Mr. Sanford said I will start with the positions that are moving from Grade 7 to Grade 8, this would be the Office Specialist position, Recordation Clerk I position, the Assessor Operations Specialist position, the Evidence Custodian position, the Sheriff’s Records and Licensing Specialist position, and the Human Resource Specialist position. I have for the positions changing from Grade 8 to Grade 9, is the Recording Clerk II position and Ms. Hessey has requested that it be changed to 10 but this Commission has not currently given any feedback on that. The Assessor’s Deed and Title Review Specialist has been recommended to move from a Grade 9 to a Grade 10 or 11- Chair Getto said really quick, let’s address some of these that we haven’t discussed. I am fine with the Recorder’s office personally, and I am fine with the Deed and Title Specialist going to an 11, because they have that additional requirement. Commissioner Blakey said I am okay with that, but I want to go back to the 7’s, the Evidence and Civil Specialist at the Sheriff’s office, is that considered an Office Specialist.? Mr. Sanford said yes, that is currently the Evidence and Civil Specialist and the Sheriff’s Record and Licensing Specialist are being combined to be that single position, Sheriff’s Records and Licensing Specialist.

Mr. Sanford continued, saying there has been some discussion about the District Attorney’s Office, I will go from the top down so that I can understand: the Assistant District Attorney is recommended for 26, which would move the Chief Civil Deputy District Attorney to 25, the Senior Deputy District Attorneys to 24. The District Attorney II is currently recommended at 23, and so you had discussed moving that up, but that has- without conflict for the new Seniors- so I would leave it at 23. Then you recommended moving the District Attorney I from 20 to either 21 or 22. Chair Getto said do you guys prefer a 21 or 22 on that and said I would be fine going to a 22. Commissioner Hyde said I think that would help recruiting opportunities. Chair Getto said 22 on that, Mr. Sanford.

Commissioner Blakey said I will speak on the Comptroller's Office. The Comptroller's Accountant II position, the wage market is down, below what we are currently paying. The Account Specialist I is going down from what it is, and I understand the person in the position won't go down, but the position itself is going down, and that is a vital department that we have, so I would like to consider, like the Accounting Specialist I going to an 11, an Accountant II going to a 15, if it doesn't mess with the hierarchy in that department. Chair Getto said I agree with you on that.

Mr. Mills said with respect to the changes to the District Attorney's pay scale, for the Senior and ADA, I would just submit that moving those down, the current ones are below market as it is, and so you are proposing to bring them further below market.

Chair Getto asked if those are the only edits to be made. Commissioner Blakey said if we are going to talk about the Assistant District Attorney, we should probably talk about the Assistant County Manager, Public Defender, Public Works Director, and Comptroller, to make sure we are satisfied where they are. Chair Getto said he is happy with where they are at, and Commissioner Hyde said he is satisfied with that.

Commissioner Blakey asked if the Assistant District Attorney has the same responsibility as a Public Defender, and Mr. Mills said that is a difficult question to answer, just because there are different duties. Obviously, as the Chief Deputy District Attorney, my job is to supervise the entirety of both the Civil and Criminal divisions, part of which encompasses responsibilities to this county, for all parts of the legal operations of this county. Questions that touch on defense of you, defense of the county, defense of our various Elected Officials, also defense of our Public Defenders, where we have to defend them in Court later on for how they do their job. So, I would say, we supervise more people, we have greater responsibilities, quite frankly. The Public Defender, and he can speak to this himself, also has significant duties. He is charged with defending indigent criminals, also with representing people appointed by the Court for child and family welfare cases, guardianship cases, and those are individuals that he is tasked with defending and representing. Also, representing people in Parole Board Hearings as well. It is a difficult task to compare one to the other, so we would have to leave that to you.

Commissioner Blakey said Mr. Sanford, the impact on the new positions is \$27,000.00, and that would be ongoing, of course. Chair Getto asked for that to be rephrased, and Commissioner Blakey said the impact to the Assistant District Attorney, if we left them at the 27, would be a \$27,000.00 impact, on a continuous basis moving forward, because if the compensation study is approved, and we understand right now it is not. Mr. Sanford said yes, the impact to the budget would be as reflected in the prior Agenda Item. For the first year it would be \$9,893.82, including benefits, and then after whatever Mr. Mills' merit date would be, it would from then on \$26,333.62 on an ongoing basis. That is because it isn't just Mr. Mills' salary that changes, it also affects the Elected Official. Mr. Mills asked Mr. Sanford, it is my recollection of the Elected Officials Statute that captures that 3%, that would be effective for the following January based upon the new Elected Official, so that would not actually go into effect for the Elected Official until July of 2027. Mr. Sanford said correct, I do not know Mr. Mills' actual merit date,

and so I do not want to say exactly which dates those will be. Mr. Mills said no, as far as the Elected Official aspect of your analysis, that person, the Elected Official in July of 2027, wouldn't get that 3% until July 1, 2027. Comptroller Wideman we look at the wages, whatever the wages are as of December for the next year. Mr. Sanford said I performed a simplified analysis with a year one and a year two. As it currently goes, if Mr. Mills has a merit date between July and January 1st, then the impact will actually be greater, and if it's between January 1st and July, then it would be less. I have done it for year one and year two for simplification.

Commissioner Hyde said I think there is a lot to consider here. We talk a lot about getting new employees, but when you are talking about the DA's office, and I don't know, because I do not see all the applications, are we getting first year out of law school applicants? What is the majority of our applicants, because you don't want to have a wage where the majority of our applicants are... can you speak to that, please? Mr. Mills said since we hired Ms. Blue as the new Civil Deputy District Attorney, we have also had an opening when Mr. McCormick went to become the Mineral County DA, we have received one application, and that person had an interview scheduled on Tuesday but canceled it because they got a job elsewhere. We have had one application. Chair Getto said what about the other applications you've had prior? Mr. Mills said this has been a continuing saga for us because, as you know, we were here with Ms. Blue asking to put her at Step 12 of the DA 1 pay scale because we were so far behind. She had 20+ years of experience, but again, we had one application for that position, one, and we wound up hiring her. Before that, we had Mr. McCormick, where we had one application. You go back ten years; we used to get 20 applications. Now we get one. We had three applications for the Chief Civil Deputy position, three. Chair Getto asked how many years of experience do those applicants have, and Mr. Mills said for the Civil position, you had to have at least 5 to even apply for it, and then of course, for Mr. McCormick, I think he had been a practicing lawyer since 2020, he had five. The last person we hired fresh out of law school, was 2023, and for that person we had two applicants for that position at that time.

Commissioner Blakey said we got to the discussion of the Assistant District Attorney by having an impact of \$27,000.00, and that might just be an impact that we have to encompass, and hopefully with his budget being short on payroll due to the inability to fill some of the positions, that impact will not be that hard, and we will be able to get that to a normal basis before it really becomes a problem. So, it might be in our best interest to still be attractive, to keep that position, which is labeled as a Chief District Attorney Criminal, at a 27, and then keep the Chief Deputy District Attorney Civil at a 26 and a Senior Deputy District Attorney at a 25. By doing that, we already agreed to move the Attorney I to a 22, and if we keep that the way it is, do we want to talk about the Attorney II position, or are we satisfied with that being at a 23? Chair Getto said I am satisfied with that being at a 23. It kind of creates a hierarchy chain of command. Commissioner Hyde said I agree, and I think you are right, and it brings me to my next point, retention. We do not want people to come here and leave, either, in five years. I believe Baker Tilly did a good job; this is just creating a path moving forward, to keep up in a competitive market, to recruit and retain employees. Everybody knows that this Commission would love to pay a starting salary of \$100,000.00 to everybody, but unfortunately, we rely on tax revenue, and that is an impossibility. I would like to also speak to the sale of our community

when we recruit individuals. Fallon is a community that I love. If you come from a bigger city, you may not love it, but there is a lot to sell with this community. There is a lot of outdoor activity, so if I was recruiting, I would recruit, especially for some of these- and I don't know if you go to job fairs at law schools, I don't know what happens there, it is not my job to tell anybody what to do, but usually small town people love small towns. It is an issue. It is great to have Wade back under the county, and there is a reason for that. There is a lot of selling points to this community, and some comments were made earlier that I didn't appreciate, calling certain departments, what I call a "fence peeker". This county is a team of people that makes the whole thing work, and everyone is important on this team; nobody is less important, and this job study doesn't mean somebody is less important, it's just based on the skill level that each job requires. Baker Tilly are the experts in evaluating that. We are going to make some tweaks and adjustments as we see fit, because we have the authority to do so. These expenses don't end after this year; they go on and on and on. This Commission's focus after this is complete, and I hope it gets a motion today to be complete, is to focus on some revenue generating industry to move into this community, so we can support the community in the way it needs to be supported. Thank you. Chair Getto said very well said, and I couldn't agree more.

Joe Sanford summarized the changes as follows:

Grade 7 to 8 are Office Specialist, Recordation Clerk, Assessor's Operation Specialist, Evidence Custodian, Sheriff's Licensing and Records Specialist, and Human Resource Specialist.

Recordation Clerk II to move from Grade 8 to Grade 10.

Assessor's Deed and Title Review Specialist to move from Grade 9 to Grade 11.

In the Comptroller's Office, to move an Accounting Specialist I from Grade 10 to Grade 11. There is an Accounting Specialist II position, it was not discussed, but I figured you'd want to move that from Grade 11 to Grade 12. Please let me know if you want to change from there. Accounting II from Grade 14 to Grade 15.

At the District Attorney's Office, the current intention is to have the Assistant District Attorney at Grade 27, which is reflected on the current study. The Chief Deputy District Attorney Civil at Grade 26 as reflected. Senior Deputy District Attorney stays at 25. District Attorney II stays at 23. District Attorney I from Grade 20 to Grade 22.

Is there any intention to change the Public Defender's Office, Public Defender I, or do you want to leave it at Grade 20? There is a Deputy Public Defender I, in a similar structure as the District Attorney's Office, so the District Attorney's Office has a District Attorney I and District Attorney II, a Senior position. They have been placed equally, no requirement to do so, you've requested to move the District Attorney I entry level position, but that would not automatically move the Deputy Public Defender position, unless you request it. Public Defender Sommer said those should be the same, and Chair Getto said let's put those the same

then.

Mr. Sanford said I believe that is all the changes I have that have been specified. Commissioner Blakey said the last change was the Deputy Public Defender I, from a 20 to a 22 correct, and Chair Getto said yes. Commissioner Blakey instructed Mr. Sanford to add that to the list of changes. Chair Getto said essentially, just match the Public Defender's Office to match the District Attorney's Office on those similar positions, and Mr. Sanford said correct, I have made the Deputy Public Defender I, that would be the only position that we'd be moving.

Commissioner Eric Blakey made a motion to adopt the Churchill County Compensation Study and adopt the compensation table as written with the revisions that were discussed, assign all positions to grades on the compensation table, and adopt an implementation plan for FY27 as presented. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

B.- Consideration and possible action re: Approval of an Agreement for purchase of a Conservation/Restrictive Use Easement with Jeff Peel, Tami Peel Gormley, Tim Peel and Cheryl Gallio, on Assessor's Parcel Number 006-092-07, totaling 193.9 acres with 155.32 acres of water rights.

The subject property is under the ownership of Jeff Peel, Tami Peel Gormley, Tim Peel and Cheryl Gallio after the passing of Arthur Peel, which is an approved Sending Site. The Sending Site Application includes 193.9 acres of land, with 155.32 acres of water rights being included in this easement. Easement on this property and development rights transferred to designated receiving sites will preserve agricultural and facilitate Naval Air Station Fallon's plan to minimize urban growth on lands surrounding the base. This purchase meets Churchill County Transfer of Development Rights (TDR) Program goals. Churchill County agrees to the purchase for the sum of four hundred and eighty-seven thousand dollars (\$487,000).

FISCAL IMPACT: Estimated Total Cost: County agrees to pay \$487,000.00

EXPLANATION OF IMPACT: For FY26, the county budgeted \$2,000,000.00 for the US Navy and Water Resources fund. There is currently \$1,524,600.00 remaining in the budget line item. If this purchase is approved, the remaining total for the year for that budget will be \$1,037,600.00 with one agreement with C&A also up for approval at this meeting, and two agreements under Trevor deBraga still in process. If C&A is also approved, the remaining fund balance would then be \$813,600.00.

FUNDING SOURCE: U.S. Navy and Water Resources Fund (380-380-76631).

ACTION REQUESTED: Accept

Alexa Robinson, Executive Secretary, County Manager's Office, presented this item as outlined above.

Assessor Felton said right now this property is not in their name, so if it records, it will be erroneous. So, I was wondering if they were going to convey the property to these owners before they finalize? Ms. Robinson said yes, Arthur Peel has passed and his descendants have taken over the management of the property. We just got the Death Certificate, which has been sent to their lawyers, and they are going to do a Title Transfer, so we will not record until that is

done. Ms. Felton said yeah, because it has to be in order. Ms. Robinson said we were hoping to get this recorded before fiscal year end. Comptroller Wideman said it is fine if it doesn't record in this fiscal year because the Navy's fiscal year starts October 1st. Ms. Robinson said we are not recording anything today, this is just an approval for the agreement, not for the Conservation Easement.

Commissioner Matt Hyde made a motion to approve purchase of a Conservation Easement and 252 Transferable Development Rights from the approved Sending Site, Assessor's Parcel Number 006-092-07 Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

C.- Consideration and possible action re: Approval of an Agreement for purchase of a Conservation/Restrictive Use Easement with C&A Rentals, LLC, on Assessor's Parcel Number 006-092-16, totaling 72.53 acres with 58.27 acres of water rights.

The subject property is under the ownership of C&A Rentals, LLC, which is an approved Sending Site. The Sending Site Application includes 72.53 acres of land, with 58.27 acres of water rights being included in this easement. Easement on this property and development rights transferred to designated receiving sites will preserve agricultural and facilitate Naval Air Station Fallon's plan to minimize urban growth on lands surrounding the base. This purchase meets Churchill County Transfer of Development Rights (TDR) Program goals. Churchill County agrees to the purchase for the sum of two hundred and twenty-four thousand dollars (\$224,000.00).

FISCAL IMPACT: Estimated Total Cost: County agrees to pay \$224,000.00.

EXPLANATION OF IMPACT: For FY26 the county budgeted \$2,000,000.00 for the US Navy and Water Resources fund. There is currently \$1,524,600 remaining in the budget line item. If this purchase is approved, the remaining total for the year for that budget will be \$1,300,600 with one agreement with the Peel family also up for approval at this meeting, and two agreements under Trevor deBraga still in process. If the Peel family parcel is also approved today, the remaining fund balance would then be \$813,600.00.

FUNDING SOURCE: U.S. Navy and Water Resources Fund (380-380-76631).

ACTION REQUESTED: Accept

Alexa Robinson, Executive Secretary, County Manager's Office presented this item as outlined above.

Commissioner Eric Blakey made a motion to approve the purchase of a Conservation Easement and 88 Transferable Development Rights from the approved Sending Site, Assessor's Parcel Number 006-092-16. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

New Business:

A.- WITHDRAWN Consideration and possible action re: Approval of the Churchill County Board of County Commissioners Rules of Procedure.

The proposed Board of County Commissioners Rules of Procedure will provide, if adopted, a parliamentary authority and will establish supplemental rules of procedure for the conduct of Churchill County Board of County Commissioners meetings. These rules will serve as

instructional guidelines to assist departments and the public with the board process. It will also help enforce the rules to ensure timely submissions of agendas and materials and avoid open meeting law violations.

Many counties within the State have a version of this document, and it is considered best practice to adopt a set of rules of procedures.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

This item was withdrawn on record.

B.- Consideration and possible action re: Approval of health insurance renewal for employees and retirees of Churchill County, at an estimated additional cost of \$189,553.20.

Each Fiscal Year, the Insurance Advisory Committee (IAC) is charged with making a recommendation to the Board of County Commissioners regarding the insurance program for employees in the upcoming Fiscal Year (FY). Through the past 12 months (insurance claims through March 2026), the county's paid loss ratio (PLR) was 105%. This means that during our plan year, the insurance company paid out approximately \$1.05 in claims for every \$1.00 the county paid for premiums. The committee received the initial offer from Cigna to renew at a 31.85% increase. The committee determined with the experience and expertise of LP Insurance to send our account to market for offers. The committee received several offers back. All offers were with several plan design changes. The committee believed this would happen with the high loss ratio and trends for continued claims. The committee was reviewing plans with Anthem and requested LP insurance have Anthem blend out the increase in premium so that the burden of increase was less on the dependent coverage, and further requested Cigna review their offer side by side with Anthem's plan to make us a better offer. Cigna returned with an offer of 5.7% increase, while Anthem returned with a 2.6% increase on the base plans. While both plans were very comparable, the committee reviewed the dependent coverage costs and this is where Anthem fell short for the committee. Anthem was offering the base plan employee-only rate reduced by 2.86%, however dependent coverage was at an increase of 22.8%/spouse, 17.35%/children, 35.04%/family. Whereas, Cigna offered an increase of 5.62% across all coverage on the base plan. We did have to make small plan design changes, such as increasing deductibles, co-pay went up slightly, an increase in outpatient surgeries and an added fourth tier for prescription cost share, however we were able to reduce the out-of-pocket maximums on all plans offered. Therefore, this committee is recommending the Board accept the offer made by Cigna insurance with an increase of 5.62%.

The committee reviewed the dental market returns and determined to make a recommendation to the board to switch coverage to Kansas City Life, who additionally offered coverage in the DDS network, allowing all employees to seek any dental treatment at any dentist in Fallon. Additionally, there is an added benefit of 0% copay, and better coverage for fillings. We proposed continuing to offer the buy-up dental plan to include ortho coverage for

children. Kansas City Life offered the county a 4.1% decrease with a rate guarantee until 7/1/2028.

The committee reviewed the vision market returns and determined to make a recommendation to the board to switch coverage to Kansas City Life, who offered the VSP Network, with better benefits overall. Kansas City Life offered the county a 5% decrease with a rate guarantee until 7/1/2029.

It should be noted that this committee reviewed several other offers for dental and vision coverage. However, the ultimate decision was based on the proposal and a great working relationship with Kansas City Life. Kansas City Life was the only carrier that was willing to provide the county with a quote last year when it was determined to add Life Insurance Benefit offerings to county employees.

After totaling all the increase and decrease rates, there is a blended increase of 5.38% overall in this recommendation.

Last year, the Commissioners approved a contribution of \$177 a month into a Health Savings Account (HSA) for employees who chose the high-deductible health plan. With the difference between the HSA plan and the Base PPO plan being \$99.28/month, the Insurance Advisory Committee requests that the monthly contribution from the county to the HSA be adjusted to \$99.28/month.

Upon approval of the renewal, the county will hold open enrollment in May with a July 1, 2026, effective date. During this time, the Insurance Advisory Committee will also be taking time with employees to explain rising costs, how to set up MD Live, and how they can help the plan overall in reducing costs without a reduction in care or benefits.

FISCAL IMPACT: An increase in medical insurance of \$206,058.96, a decrease in dental insurance (\$15,776.64), a decrease in vision insurance of (\$814.32). The total increase for insurance is \$172,962.24.

EXPLANATION OF IMPACT: The current combined cost is \$3,523,361.52 for the plan year, with a 5.38% increase, the new renewal rate cost is \$3,696,323.76, creating an increase of \$172,962.24.

FUNDING SOURCE: General Fund

ACTION REQUESTED: Accept

Shannon Perez, Insurance Advisory Committee Chair, and Lacie McAfee, Insurance Advisory Committee Vice-Chair, as outlined above.

HANDOUTS - UPDATE DOLLAR AMOUNT.

Commissioner Matt Hyde made a motion to accept the revised recommendation from the Insurance Advisory Committee for employee and retiree health, dental, and vision insurance for FY 2026-27 at an estimated additional cost of \$206,058.96. With a 5.7% increase on medical insurance with Cigna, a 6.8% decrease on dental insurance with new provider Kansas City Life, and a 5% decrease for vision insurance with new provider

Kansas City Life; and, further, to accept the recommendation to modify the contribution to \$99.28/month to an employee's Health Savings Account (HSA) for those employees enrolled in the high-deductible health plan (HDHP). 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 March 2026 totaling \$7,409.00.

The Sheriff's Office provides its Civil Report for February 2026 for the board's review and acceptance. A total of \$7,409.00 was received as revenue for the month.

FISCAL IMPACT: \$7,409.00.

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: Treasurer's Report for March 2026 showing a balance of \$68,294,496.84 in the account.

Clerk/Treasurer Linda Rothery provides the Treasurer's Monthly Report for March 2026 showing a balance of \$68,294,496.84 in the account. This report is provided for the board's consideration and acceptance.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

D.- Consideration and possible action re: Carson Water Subconservancy District's Tentative Budget for Fiscal Year 2026-2027.

The Carson Water Subconservancy District provides a copy of its Tentative Budget for Fiscal Year 2026-2027 for public information.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

E.- Consideration and possible action re: Churchill County's Quarterly Report to the Department of Taxation regarding Churchill County's Economic Condition for the quarter ending March 31, 2026.

FISCAL IMPACT:

EXPLANATION OF IMPACT:

FUNDING SOURCE:

ACTION REQUESTED: Accept

F.- Consideration and possible action re: The 2026-2027 Report of Assessment Ratio Study presented to the Nevada Tax Commission on May 6, 2026.

FISCAL IMPACT:

EXPLANATION OF IMPACT:

FUNDING SOURCE:

ACTION REQUESTED: Other

G.- Consideration and possible action re: Transfer of funds to the Churchill County Road Department for payment of FY 2026 road and bridge projects for the 3rd Quarter, in the amount of \$300,000.00.

The Churchill County Road Department is requesting a transfer of funds, in the amount of \$300,000.00, for payment of the FY 2026 road and bridge projects for the 3rd quarter. The transfer is to be split 50/50 between the Regional Transportation Fund 280 and the Public Transit Fund 395.

FISCAL IMPACT: \$150,000.00 from the Regional Transportation Fund 280-631-85300 and \$150,000.00 from the Public Transit Fund 395-881-85300.

EXPLANATION OF IMPACT: as outlined

FUNDING SOURCE: \$150,000.00 from the Regional Transportation Fund 280-631-85300 and \$150,000.00 from the Public Transit Fund 395-881-85300

ACTION REQUESTED: Accept

H.- Consideration and possible action re: Carson City District Office of the Bureau of Land Management's (BLM) request for the county's desire to remain on the interested public list for grazing allotments and herd management.

The Bureau of Land Management (BLM) requests notification of Churchill County's desire to remain on the interested public list for grazing allotment or herd management areas. BLM is in the process of updating their interested public list. Therefore, in an effort to create a more accurate mailing list and reduce unnecessary mailings, they are asking that the board notify them of its desire to be considered as an interested public for livestock grazing management on lands administered by the BLM. The form included allows the board to identify a specific allotment or allotments in which the board is interested, rather than a blanket assertion that it is interested in "all" allotments. Jeremy Drew of Respurce Concept Inc. (RCI) has been consulted, and his recommended selections have been included for the board to review. Responses received will be utilized by BLM beginning June 1, 2026 as their new public interest list. Old interested party lists will no longer be used after that date. Should the consent agenda item be approved, that form will be mailed out with our selection of allotments to remain on the interested public list.

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 Consent Agenda as submitted. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

Consider Future Agenda Items:

No items were brought forward.

Commissioner and Management Staff Reports:

Commissioner Hyde: Attended CNHD, Social Services, Fallon Youth Club meetings, Baseball player Zack Adams Taft College signing, and the Memorial for Sheriff Hickox.

Chair Getto reported: Attended Library Board of Trustees, CWSD, NACo, America 250 meetings.

Commissioner Blakey: Thank you to staff regarding the Compensation Study. Attended DIDs, CEDA, Federal Policy, Museum, CEDA meetings, travelled to DC on behalf of CC Communications in regards to support rural broadband, NACo Workshop on unclaimed property (Churchill County has unclaimed property), and the Memorial for Sheriff Hickox whom will be greatly missed.

Comptroller Wideman had nothing to report.

Chief Civil Deputy DA Carner had nothing to report.

Assistant County Manager/HR Director Sanford: working on unclaimed property, thank you to staff for their hard work regarding the Compensation Study, will be finalizing the Compensation Study, will provide Commission will an updated position list.

Clerk/Treasurer Rothery: March investment interest over \$246,000.00, April property taxes \$335,000.00, mailed 1,000 delinquent letters and of those publishing 467 delinquent parcels, mail ballots sent out.

District Attorney Mallory had nothing to report.

Assessor Felton: Thank you for the hard work on the Compensation Study, and thank you to the Insurance Committee who worked to get the rates down. Attended the Assessor's Conference and spoke to a representative from GOED about the impacts of Abatements which may come up during the next Legislative session. The Ratio Study in the Consent Agenda had no recommendations or findings- she gave kudos to staff for that.

Recorder Hessey: Thank you to the board for their hard work and listening ears during the Compensation Study.

Sheriff Orozco: Thank you for the work during the Compensation Study, thank you to residents and all who attended Sheriff Hickox's Memorial, especially the Governor and other agencies.

Claims and Payroll Transmittals:

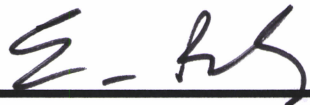
Public Comment:

Anne McMillan reminder regarding the Fire Department's Street Dance on May 15th.

Adjournment:

This meeting was adjourned at 10:09 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