

MINUTES OF THE BOARD OF COUNTY COMMISSIONERS - SPECIAL MEETING

155 N. Taylor St., Fallon, NV 89406

June 10, 2021

Call to Order:

The special meeting of the Board of County Commissioners was called to order at 8:15 AM on June 3, 2021.

PRESENT: Commissioner H. Peter Olsen, Chair
Commissioner Gregory Koenig, Vice-Chair
Commissioner Justin Heath
County Manager Jim R. Barbee
Comptroller Sherry Wideman
Chief Deputy DA Benjamin Shawcroft
Clerk/Treasurer Linda Rothery
Deputy Clerk to the Board Pamela D. Moore
Sheriff Richard Hickox

ABSENT: N/A

Pledge of Allegiance:

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

Public Comment:

Chairman Olsen asked if there was any public comment but there was none.

Verification of the Posting of the Agenda:

It was verified by Pamela D. Moore, Deputy Clerk to the Board, that the Agenda for this meeting was posted on the 7th day of June 2021, between the hours of 8:00 and 9:00 AM at all of the locations listed on the Agenda, in accordance with NRS 241 and the Governor's Directive related to posting during the Pandemic.

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

Commissioner Koenig made a motion to approve the Agenda as submitted. Commissioner Heath seconded the motion, which carried by unanimous vote.

Appointments:

2:00 PM - Consideration and possible action re: Restructuring plan for the services offered to senior citizens which includes (1) transferring all operations of the William N. Pennington Life Center to the Churchill County Social Services Department, (2) terminating the lease with the Coalition for Senior Citizens, (3) transferring all

accompanying budgets, funding, and grants to the county, and (4) authorizing the appointment of interim manager

Staff is presenting to the board for approval a restructuring plan for the services being offered to seniors in the community. Currently, the Coalition for Senior Citizens (a separate non-profit entity) is tasked with providing those related services through the operations being conducted at the county-owned William N. Pennington Life Center. Funding for those services is satisfied through several grants and from a portion of the county's tax rate. Following a lengthy study of the current structure/model, it was determined that those services will be better provided and managed by bringing them in-house, using the Churchill County Social Services Department.

The overall plan includes the following:

1. Terminating the lease of the William N. Pennington Life Center with the Coalition so that the building is managed and used by the county.
2. Staff of the Life Center will be county employees. Existing employees of the Coalition will be invited to apply for those positions. County staff will be reviewing the overall staffing needs for the Life Center as part of this transition.
3. All budgets and grants will be managed by the county, using the services of the Social Services Department and the Comptroller's Office. Any grants which cannot be transferred to the county will remain with the Coalition.
4. The tax rate that is currently being transferred to the Coalition from the county will remain with the county to continue to support those services.
5. The creation of a manager position who will serve under the supervision of the Social Services Director. If approved, staff will begin the recruitment process and will use an interim manager until the new manager is selected.

FISCAL IMPACT: None.

EXPLANATION OF IMPACT: It is anticipated the existing grants and tax revenue will be sufficient to fund operations.

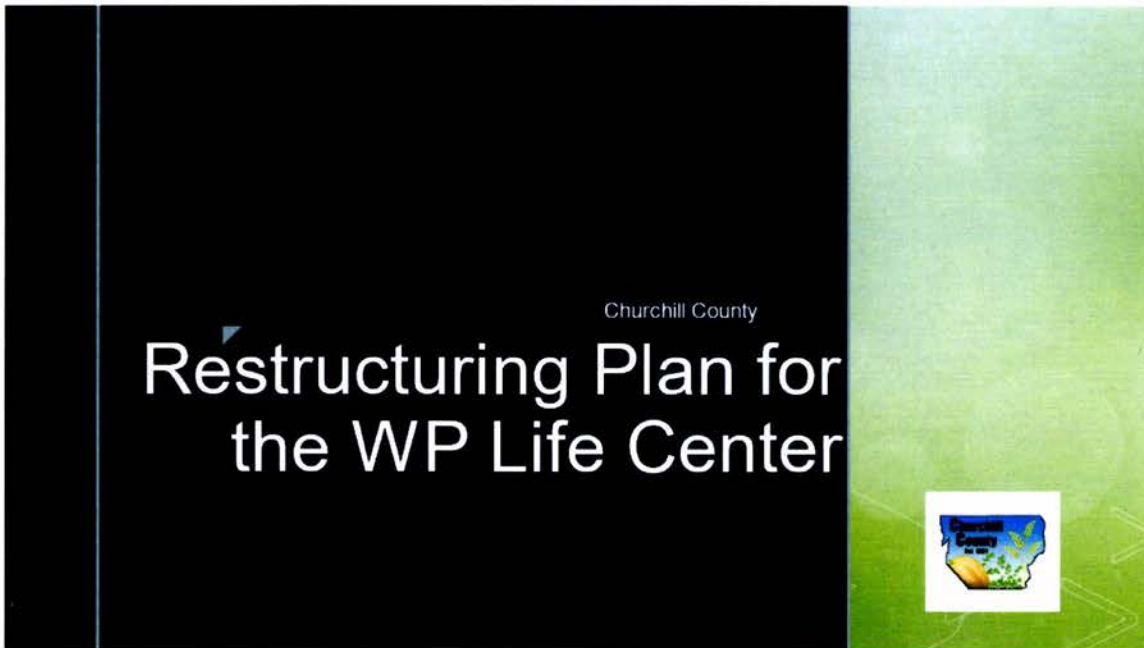
FUNDING SOURCE:

ACTION REQUESTED: Accept

County Manager Barbee said good afternoon Commissioners. I appreciate the opportunity to present. What we are bringing forward to you today, and I will give kind of a quick overview at high elevation, and then Shannon will go into greater detail and then we will be available for questions, obviously. What we are trying to do is expand the opportunities and resources that we have for our seniors in our community. This past year has been really difficult and challenging and has left with some unique opportunities in the county in the resources that have been put forward for the Health and Human Services Division. Those resources are going to give us an opportunity to do things and operate things in a way that we otherwise would not have been able to. We look at this as an opportunity, again, to expand those resources but in addition to work cooperatively with the Senior Coalition, moving forward, albeit in a different manner in terms of how we do that. We would still have the Senior Coalition and they would be working with us under an advisory component and then working to identify private, nonprofit resources that the county might not otherwise be able to access. So that kind of gives you an overview of

what the goal is and why we are here today. In terms of expedience, we are trying to work on this fairly quickly because of the change in Fiscal Year and that would make things much easier in terms of break, in terms of the financial side of things and how that works. Now I will turn it over to Shannon.

Social Services Director Shannon Ernst had a slide presentation as follows:



Proposed Structure

- Churchill County to be the overseeing agency for Senior Services and WP Life Center facility
- Coalition for Seniors to maintain non -profit, be an advisory group to the functions of the Senior Services and work closely to ensure needs are met for the seniors in the community

Increased Services implemented the day of transition

- Resource Liaison(s) services to conduct evaluation and hands on service coordination with follow -up, including services to the homebound population
- Guardianship presence within the Life Center to allow for education and evaluation of needs and coordination with Adult Protective Services to reduce elder exploitation and abuse
- Community Health Nurse office established for vaccines, health monitoring, and education for in-house visits and homebound clients
- Increase telehealth services to homebound through computer placement, education with additional larger monitors throughout the Life Center, complete with video and sounds to allow access to activities, education and other events

Increased Services Continued

- Partnership with Parks and Recreation to increase senior activities, such as yoga, meditation, painting, senior self-defense, etc.
- Coordination with State multi-disciplinary community team to increase coordination of supports and increase access to services to support safe living environments
- Senior Safety Programming with Churchill County Sheriff's Department to educate vulnerable population on safety strategies
- Strengthened partnership with Churchill County Social Services for housing, food security, and other basic needs necessary for independent living

Proposed Services and activities within 90 days

- Homemaker services: evaluating to maintain in house or contract out
- Youth Mentoring Program
- Senior Trip Planning
- Survey of community requests for center, i.e., services, events, and overall functions

Future Concepts to be Evaluated and Considered

- Rep-payee services for the elderly and individuals with disabilities
- Adult Day Center
- Additional opportunities identified during transition

Senior Coalition to County Employee Transition Plan

- Provide internal support for staff to understand the goals and mission of transition
- Schedule time for individual staff meetings to identify and address concerns, overall plan and understanding of programming and ideas for the future
- Provide clear job descriptions, benefits and pay structure under county employment
– Post by June 20, 2021
- Contract with Manpower to provide employment through county hiring process, background checks and fingerprinting

Timeline

- June 10, 2021 – Transition Pending Board approval (change will be fiscal year)
- June 14, 2021 – Interim manager to begin work with current Life Center team on transition, application process for county employment and overall support
- June 14, 2021 – Posting of Senior Center Manager Position
- June 20, 2021 – Posting of all remaining positions
- July 1, 2021 – Change is effective (pending Board approval on June 10th)
 - Current team members contract with Manpower to allow for time to complete application and hiring process, conduct background investigation, fingerprinting, etc.
 - Nevada State Aging and Disability Services (ADSD) to provide Churchill County support in transition of existing grant funding
 - Implementation of new programs

County Manager Barbee said we are hoping that the Senior Coalition will partner with us on this transition. We have identified an individual that is willing to serve in that interim capacity, Bus Scharmann, who has a history with the organization, with the staff and knows folks and we feel like could serve in the interim capacity shadowing what is currently happening over at the Senior Coalition if this was approved and if the Senior Coalition approved of the July 1 date, as well as the ability to allow our interim manager to be over there and work with them, as well.

We have communicated with the state and we have a lot of state resources. That is one of the reasons this opportunity exists the way it does is because of those resources that have come to bear since COVID has become a reality. We have a good history working with the state and we feel like that will not be a problem. We have, obviously, communicated with some members of the Senior Coalition Board and with some representatives from the city. I would just sum up the purpose in doing this, for bringing this forward, is to expand the opportunities and resources for our seniors, that viable population within our community.

Chairman Olsen said the way we do this is we would invite the public to come up and comment first and then we, as Commissioners, will confer with staff and arrive at a decision. We want to announce that we are going to hold public comment to 3 minutes in length and we would like people to be civil and respectful. At this time, I will ask whomever would like to be first to come on up to these two tables. The microphone operates by pushing the button and if the light lights up red, your mic is hot, and then you announce who you are and where you are from and then state you comment. We also could have people online, so Pam, if you could do your announcement, please. Pam Moore said if anyone online would like to make public comment, either hit *6 on your telephone to unmute or unmute on your computer screen and speak up.

Chairman Olsen said we would ask those people online first, if they would like to speak up now and while they are speaking up, I would ask whomever would like to be first to come on up. There are 2 seats available. You don't have to be together, just come up and get in the queue to give comments. Is there anyone online that would like to speak Pam? Pam Moore said I am not seeing anyone at this time. Chairman Olsen said we will ask again for online folks. Who would like to be first?

Carl Erquiaga said I am a taxpayer, senior citizen, and a Pennington Life Center patron and donor. I guess the most appropriate thing I can think to say right now is 'et tu brute,' you've taken the knife and now you put it in Bus Scharmann's hands. You people are unbelievable. Welcome to the coup, everyone, that's what's going on here." The Agenda refers to a tax rate used for the William N. Pennington Life Center as being county money. If I remember correctly, because I think I was involved in that, half of that money actually comes from the city side of the ledger. Is the city in on this too? And now then the blood goes farther? No one wants to respond? I have a question for Comptroller Wideman. Would you tell us more about the extensive financial study that has been done on this to make sure that it all flies. Comptroller Wideman was advised not to answer questions during public comment. Mr. Erquiaga said but you will tell us all later, I assume. You will go into all this great detail because it says right on the Agenda that there is no fiscal impact and your name is signed on the Agenda, so I would assume there is no fiscal impact.

So, the specific questions I have are about PERS and health benefits for over 20 employees. I don't know whether that has been taken into account. Even if their salaries stay the same, anyone that works more than a certain number of hours will be eligible for PERS and will receive health insurance benefits many of them do not receive health coverage today. That is about \$529,000 a year. If you add 22% on that, 29.5%, but you net out Social Security for PERS. That would be a substantial increase in salary costs. Well, I would be very happy for these employees, who happen to be mostly my friends. As a taxpayer and senior citizen, I see no way this can result in anything short of spending more of my tax dollars for providing less services for the seniors in our community, yet the report says no financial impact. On that list that Ms. Ernst went through, those are all things that she could do today and the things that have been done. It makes it sound like there is going to be all this great new stuff; not so. As I said, I am happy for the employees who work at the center, except there is no guarantee they will be hired by the county and, if they are hired by the county, there is no security in their jobs. All you have to do is look at the retention rate in Social Services to know there is no job security there. Look specifically at the transition of the Resource Liaisons to county employees. How long do you intend to let this sort of mismanagement go on? Now, with this revolving door, you are going to entrust some of those employees with resident payee responsibility. I don't think so.

Employees at the center have hundreds of hours of accrued vacation and sick leave on the books. Do you or the Coalition have any intention of paying that out? It will be lost once they either move to the county or do not get hired. That is a great disservice to those who have worked so hard over the years. It should be the county's responsibility to see that they are paid with severance packages to those who are not hired.

Looking at the job description for the future manager, it now only requires an Associate degree, unlike the last job description which required a Bachelor's degree. So, you have dumbed it down and reduced the manager's responsibility and authority and, yet, the job will have a pay range much higher than the current Director, who along with some staff, was denied a merit or cost of living increase for 3 years by the current Coalition. Sounds like you got a candidate in mind. Maybe they won't mind or they won't mind being paid more when they have less than the current Director has. Just curious if the removal of the Bachelor's degree requirement is so that no one is threatened by someone with a higher education. I think that is all I have.

Buster Pierce said I am the Senior Services Manager, also known as everything-all-the-time at the William N. Pennington Life Center. Many times, over the 10 years I have been employed at the center, have we asked to be integrated into a county entity. So, we have always been very open to the idea and now here it is all tied up with a neat little bow. I don't understand why it was done this way. The way it was done feels more like a hostile takeover than a merger. It feels rushed and it feels punitive. We would have loved to have had the opportunity to have been a part of this process and to have had some input and discussion. I am sure Fallon's senior population would have appreciated the same respect. I truly hope that there is way more to this than just the obvious political motivation. We would all like to see more programs and services that benefit our senior population. We have an amazing staff, from the director on down, always going the extra mile for the seniors. We have done our level best to provide as many services as we could. Limited only by funding and staff numbers. We have more programs than ever. Our financials are better than ever. I could go on at length about our accomplishments but, for the sake of time I will only mention the latest. We closed our building on the afternoon of March 12th at the direction of the County Manager and other officials and reopened June 1, 2021, 14 months later. The day after we closed, we had our drive-thru up and running. There was no interruption in services. The seniors that relied on CART to get here were put on Meals on Wheels (MOW) immediately. During these 14 months, we made thousands of phone calls and many robo calls, as well, checking on our seniors and keeping them informed. We also answered thousands of calls answering questions, keeping them informed, helping register for vaccine appointments and keeping them informed as to when and where the county was providing them. We provided over 80,000 meals and well-checks. We handed out literally, literally, tons of extra food and other items in short supply to our seniors and the community at-large, including the ever-elusive toilet paper, hand sanitizers, masks and many other needed items. Our staff, including the director, and almost to a person, but two in particular, thank you Melanie and Mercedes, who spent many hours in sweltering and freezing weather and everything in between, greeting our seniors with a warm smile and a hot meal, and many games and challenges to keep them engaged and connected. Same thing happened for our MOW and our Homemaker Program. And by the way, our Homemaker Program is up and running and has been for a couple of months. I couldn't begin to tell you how many times I have been thanked and told what a wonderful staff I have and what awesome work we do. I want you to realize what an upheaval this has caused at the center. I have a lot of worried, freaked out staff on my hands at the moment. I have done my level best to reassure them that they will not become collateral damage. At the very least, please don't let me down on that. Please know that you are holding the lives and livelihoods of some hard-working, excellent people in the palms of your hands. Many of them, some are on Zoom, many of them are behind me. Look them in the eye and tell me you are

not going to screw them. None of us are getting rich doing what we do. We do it because, collectively, we believe in our mission and we love our seniors. Many of my staff are like most of the country, living paycheck to paycheck, staying because they love their job and the seniors we serve. They want you to know that they are real people. Not just bodies to be moved like ponds, doing great work and have no wish to start over elsewhere. We hope you all consider these things if the transition takes place. Uncertain futures do nothing for staff morale and retention. I will leave you with this; before I started here or, as I stated before, I have been here 10 years and as soon as I was hired, the former director, Jamie Lee, and myself discovered the embezzlement. Do you realize how hard it was to come back from that? Do you? To build trust and programs back up, well, we did it. Before the pandemic, this was a busy, vibrant senior community center. Chairman Olsen said you said you said you were winding up and you are out of time. Buster Pierce said I am. Can you give me another minute? Otherwise, I will have to come back up. It is up to you. Chairman Olsen said well, you don't get to come back up. You have your 3 minutes. Buster Pierce said will you please let me finish? My life and my livelihood are on the line here. I have about another minute. Chairman Olsen checked with Chief Deputy DA Shawcroft and he said it is up to you Mr. Chairman if you want to give him some extra time. Chairman Olsen said Buster, here is what I will do. I will ask you to sit down now and if there is time at the end, if we have not gone on for hours and hours, we will bring you back up. Commissioner Koenig said if we give him 4 minutes then we have to give everyone else 4 minutes, which we can do that, but we just can't give him 4 minutes and give everyone else 3 minutes. Chairman Olsen said in the interest of everybody having a chance of having to say their peace, I would ask somebody else to come up and get in the queue.

Phyllis Dowd said I am a resident of Churchill County. I will disclose to you that I have a current Contract with the Coalition for doing consulting to the Senior Center, so I do have a financial stake in this. Although I recognize there are operational benefits for moving this to the county, and I recognize that my Contract will go away, which I am fine with that, because I believe that there will be more efficiency for the center and the county and can be for HR, grants management and the accounting processes. Take that into the staff that are currently done by county employees. My heartburn is the speed in which this happening. I looked back over your agendas for the 18 months and you had several emergency or special meetings. Two were due to COVID and the actions you needed to take for that and three were for awarding construction contracts. Totally understandable. Those are usually the emergency ones to focus on COVID and I recognize that was urgent. The construction contracts, based on my experience at the school district, I comprehend the awarding of contracts to get work done. I don't understand the rush today. I disagree with the County Manager's assessment that we need to move quickly because of the end of the fiscal year. I did speak with the Comptroller and was told she has not done a financial study on this and so that, as an accountant, is a very big concern to me. If you haven't done your analysis, how can you make these decisions to move forward today. I would recommend a plan where there is a transition of 180 days or whatever you feel is beneficial but let the Coalition exist as is and move forward with a transition of its staff without going to a third party employment company, having those transitioned employees brunt the differences in their employment status over this period. I would also like to see the lengthy study that was referred to in the Agenda item because I don't think it is here. If it was a lengthy study, I get the impression that none of the staff was involved in that study, nor are the results shared today, other than the

summary by Ms. Ernst and Mr. Barbee. Also, for your information, the county has a Lease with the Coalition with an early release clause that your action proposed today would violate. The 60-day clause is in that lease. I definitely support what was stated by Buster Pierce earlier. These people should have known about it before your Agenda was posted but they were not and I think that is a very bad disservice to those employees who dedicate their work to the seniors of our county.

Karla Kent, City Councilwoman, said I just wanted to let you know that Mayor Tedford could not be here today and he wanted me to let you know that he is in support of this restructure.

Commissioner Olsen asked if there was any other public comment but there was none. He said, Buster, come on up and we will let you finish but let's get this person first.

Melanie Keener, Coalition for Senior Citizens, said I have been there for 1½ years now and I come from a law enforcement background of 20 years and, in all of those years, I have seen many people that have been dedicated to their position and their mission. In the last year and a half, I have seen more dedication out of the employees, all of them, every single one of them at the Senior Center, than I have seen in all of my 20 years in law enforcement. This is an amazing group of people. They work very well together and have the seniors at the forefront of their minds. That is the reason why we do what we do. That is the reason why we endured the weather to serve meals outside. That is the reason why we give up time with family and whatnot to make sure that we are there all the time, to be able to take care of the senior population. I have to agree with Phyllis Dowd in that we had no heads up on this. I am out of state right now at my son's wedding in Montana and I am hearing about this but there was no warning whatsoever. I completely disagree with this entire process. I love my job and would love to keep it but the way that I see this and how this came upon so quickly, gives me extreme doubt that the county has any inclination to maintain the current staff. That hurts my heart and you are going to have some very angry senior citizens, voters, and taxpayers because of this. I am disappointed and I have lived in Churchill County the majority of my life. I voted for many of you that sit up there. To find out that you are taking from my family, you are taking from my seniors, my grandmother included, and you are taking from my co-workers, who are my friends and who are wonderful people and have families of their own. You say that it is for fiscal benefit, but I know how these things work. I have seen this. I worked for 20 years for the county. Not this county, obviously. I disagree and I believe that you are blowing smoke over the community.

Buster Pierce said thank you for letting me finish. You want to take us over, fine. But take us over lock, stock, barrel and employees and staff. Down the road a bit, if we are not doing our jobs, get rid of us. By all means replace us. If you want to bring in more programs, awesome, bring them. We are up to the task. To make dedicated loyal people have to apply for jobs they have already more than earned is a slap in the face. I have staff that have been with me up to 8 years, all loyal and dedicated. For example, grant funding does not allow for overtime. I don't know how many hours we have all spent on our own time doing fundraisers, special events and all that kind of stuff to support the Senior Center. We know what is going on. We are not stupid. There are better way to go about it than the way you are doing it, that don't put livelihoods at risk. You want to take over, great. There are most likely more pros than cons. Let's talk about it,

let's plan it, let's make it happen and, if this costs me my job, so be it. I don't want to lose 10 years of my life. I was planning on retiring here. I have put my heart and soul into this center. Buckets and buckets of blood, sweat and tears but I will be fine. I have over 20 years' experience in this field and will have no problem finding someone who will value my expertise, but leave my staff out of this. This was done behind the scenes in a backhanded sneaky manner and it stinks to high heaven. We absolutely do not deserve to be treated this way. Nothing about how this is being done speaks of integrity or of doing the right things for the right reasons. Shame on you. Thank you for listening.

Mary Beth Chamberlain, Executive Director, Churchill Community Coalition, said I can't speak of anything other than the fact that I oversaw the Resource Liaison Program when we had them at the Coalition and we handed them over to the county because they just grew too much beyond our capacity. With the knowledge of the challenges that the elder individuals have, as far as services being provided to them, care, and what not. Looking at this, and this is the first I have seen of this, as it is for everyone else to view, I think it is amazing and would be very supportive for seniors in our community. I think that it would be ideal for people who work there now that love working with the older population to be able to keep their jobs. However things roll out, I hope the best for everyone, but I would completely support this program.

Chairman Olsen asked if there was any more public comment but there was none. He said the Senior Coalition has been operating for many years providing services to seniors in our community with the financial and staff help with the county and the city. It has been a long and successful partnership. Times have changed and the situation regards to a range of services available to seniors of our community expanded greatly. It is my desire to provide these expanded services in a more efficient relationship with the Senior Coalition. This necessitates the county taking a larger role as has been past practice. If the proposed changes are approved, I envision a continued significant role for the Senior Coalition in creating this expansion of services, working in concert with the county and the city. I think this could be a good change. There will be time, while we are making the transition, but change is always hard. It always is; it is difficult, but I think we are going to do our level best to make it as good a transition as we can, if this is approved.

Chairman Koenig said it does feel a little rushed and maybe a little bit clumsy. It potentially should have gotten a little bit more input from the people at the Senior Center. I sure hope that the county's intention is to retain all the employees or as many of them that want to stay on. I am pretty sure that is our intention and once we get down to the nitty gritty, I would strongly recommend and advise that, because I hear good things from over there. I hope the county would retain the employees that want to stay. Yes, there might be a little paperwork in reapplying and we need to do it, but our intent is to retain and the employees that want to stay on and to make this change with us. I see benefits from it happening and I think, in the long run, it will be good. It is scary when things change, especially when the rumors get going and you hear that you are all going to get fired and not have jobs but that is really not the intent of the county.

Commissioner Heath said I agree with this change and we are going to do our best to make sure that everybody keeps their job. MOW is not going to stop; it will continue. The seniors need

their food and we will continue with it. I think this just a better way to go. Other counties do it the same way; Lyon County, Washoe County all do it within the county itself, so I think this is the best way.

County Manager Barbee said the action that you could potentially take today does not guarantee that the Senior Coalition will agree to the early termination, which would be July 1, in which case that would mean a 60-day termination for the Lease, which is like the 10th or whatever of August, however that count would work. Then again, the Senior Coalition would have to agree to allow an interim manager to basically enter the facility early. We are proposing next Monday the 14th to be able to take a look at the positions and have a better understanding and clarity of the positions that exist there, which is why we are not bringing forward today, a long list of positions because we want to make sure we make the right decisions and have somebody that is at the table that can represent the county in coming up with that plan, moving forward. But we will move swiftly. Although we cannot guarantee anyone any positions, the intent, is that the interim manager representing the county would be working with those staff members to ensure that they understand, have access to the application process, and we are aligning the realities of the jobs that they are currently doing with the positions that are being created, which we will bring to you in a week, I believe, if this were to be approved. That is the whole point, so I want to reassure the commissioners, as well as the staff, that it is absolutely our intent. We cannot guarantee anyone employment. We are not allowed to do that, no matter if I wanted to or not, legally, but we will be there to work with them to get them through the process and they will all be eligible to apply for the positions that we would bring forward to take over, either effective July 1, or if the Senior Coalition does not agree, whatever that date in August would be.

Chairman Olsen asked if there was any further public comment but there was none.

Commissioner Justin Heath made a motion to approve the restructuring plan, authorize the issuance of the notice to terminate the lease with the Coalition for Senior Citizens with a request to terminate early (July 1st), direct the Comptroller to take all necessary action to provide for the transition of the finances, budgets, and grants to Churchill County, with an effective date of July 1, 2021, and to authorize the County Manager to appoint an interim manager. Commissioner Gregory Koenig seconded the motion, which carried by unanimous vote.

2:05 PM - Consideration and possible action re: Approval of job description and pay grade (recommended Grade 60: \$60,700 - \$81,700) for new position of Senior Center Manager.

As part of the transition plan for senior citizen services, it is recommended that the county create a new position called Senior Center Manager. This position will be responsible for supervising operations, activities, volunteers, and staff of a senior center, and to ensure provision of home-delivered and congregate meals and transportation for seniors in the community. The position will serve under the supervision of the Social Services Director. Please see proposed job description for details.

This position will be salaried but will not have the at-will status. It is recommended that the

position be assigned a pay grade of 60, which is \$60,700 - \$81,700. This pay grade is equitable to similar positions in neighboring counties.

FISCAL IMPACT: None.

EXPLANATION OF IMPACT: It is anticipated that the existing budget and funding source will be sufficient to fund this new position.

FUNDING SOURCE:

ACTION REQUESTED: Accept

Human Resources Director Stark made this presentation as outlined in the Agenda Report and stated above.

Chairman Olsen asked if there was any public comment. Melanie Keener said I have a question regarding the pay scale that you said was comparable to Lyon County. I am curious if the qualifications are, as well. HR Director Stark said I believe they are but off the top of my head, I do not have Lyon County's job description in front of me, but I believe those are similar qualifications. Melanie Keener said I would think that similar qualifications would have to involve not only education, but experience, to be able to match that pay grade. This is just observation, no argument.

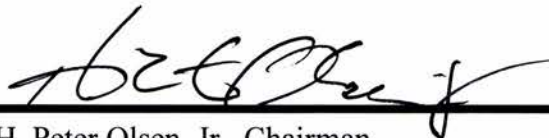
Commissioner Gregory Koenig made a motion to approve the job description for Senior Center Manager and to assign it to pay grade 60 and authorize the recruitment and hiring of this position, with the discretion to set the pay grade 3 steps higher based on qualifications and experience. Commissioner Justin Heath seconded the motion, which carried by unanimous vote.

Public Comment:

Chairman Olsen asked if there was any public comment. Chief Deputy DA Shawcroft said Mr. Chairman we could probably say anything, even if it was on the Agenda, as well. Carl Erquiaga said thank you, I was going to say that. We have been in error on that for a long time. This coup is the most egregious thing I have ever seen this board do and I have seen some things in the 12 years that I served on this board. Of course, you waited for myself to leave before you did this. I have witnessed this Commission, since I got off the board, and County Manager and Social Services Director even go out of their way to be rude and abusive and hostile to the current director. So, this is all just a grand plan. When I was Commissioner, I didn't ask for a \$5M bridge to be built for my business. I thought I had seen it all when 2 out of 3 members voted to hand a retiring employee \$55,000 as a going away present. I watched this county, at the hands of some people who are still here, and in this room, in fact, run roughshod over the former Road Department Supervisor on her way to retirement. A now retired county employee told me many times over the years that this county is corrupt, but I chose not to believe it. I am embarrassed to say they may be right. I am embarrassed mostly for the truly honest Commissioners and administrators before you.

Adjournment:

The meeting was adjourned at 2:48 PM.

Approved: 
H. Peter Olsen, Jr., Chairman

Approved: 
Greg Koenig, Vice-Chairman

Approved: 
Justin Heath, Commissioner

ATTEST:
Linda Rothery, Clerk/Treasurer


Renae Paholke, Deputy Clerk