

MINUTES OF THE COALITION FOR SENIOR CITIZENS

155 N. Taylor Street, Fallon, NV 89406

June 11, 2021

Call to Order:

The special meeting of the Coalition for Senior Citizens was called to order at 3:00 PM on June 11, 2021.

Roll Call:

PRESENT: Member Jill Manha, Chair
Member Robbie Lind, Vice-Chair
Member Jamie Hyde, Treasurer
Commissioner Justin Heath
Councilwoman Karla Kent
Member Carol Seitzinger
Director Lisa Erquiaga
Deputy Clerk to the Board Pamela D. Moore

ABSENT: Member Julie Richards

Public Comments:

Chairwoman Manha 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 8th 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.

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

Deputy Clerk Moore reported that item number 6 had been included in error and should be removed. Therefore, the Agenda needs to be revised accordingly.

Member Robbie Lind made a motion to approve the Agenda as revised. Member Jamie Hyde seconded the motion, which carried by unanimous vote.

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

This item was included in error and was withdrawn.

Appointments:

A- Consideration and possible action re: Approval of the Churchill County Restructuring Plan for the provision of services to seniors in the community, including: (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 Churchill County, with an effective date of July 1, 2021.

Churchill County staff presented to the board 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, Churchill County determined that those services will be better provided and managed by bring 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: N/A

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

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

Chairwoman Manha asked if there was any public comment. Norman Noriega said I am a participant at the Senior center. I am one of the persons that will be affected after any changes. I want to find out what has brought this about and why is it being done overnight. As I understand the Constitution, most everything that is done is first discussed. It is brought to whoever is going to be affected and it is voted on by those being affected, not by a handful of servants. We would like to know, and I am speaking as we the participants at the center, what is being done and why? Who is getting what, what is being done, and why is it being done so quickly without participants being requested or information requested from them? We that go to the Senior center for lunch or for whatever reason, activities we have at the Senior center, will be affected.

Why is this being done without any information from us? I believe that the practice in the United States has always been that things are done, whether brought by a group, it is always brought to the voters to vote on it. I was notified today that as of Monday this would become effective. When was I notified? When was I asked if I am in favor? Somebody has taken over the services without us being notified and asking us for our participation as far as voting and knowing what is going on. I don't have much knowledge of your county services or your county procedures, but we would like to know what and why this is being done. What advantage do we have if the county takes over the services that we are now receiving? Now, whether it is from the city, from somebody's pocket, whatever, we want to know why and what advantages will we receive.

Sara Oscapinski said I too go the Senior center. I have lived in a county where the Senior center was run by the Commissioners and believe me, that was not any good. In fact, it was not as good of a Senior center as here. If we wanted to do an activity there was so much run around. It was not worth it. People got so they did not want to join in things because of all the run around. From what I have read, the only thing that I see that is going to be an advantage is for the homebound. As far as putting medical personnel in, I have my doctors. I have a primary care, I have a cancer doctor, I have a pulmonologist, I have a cardiologist, so I don't need someone at the Senior center. I need activities, I need things to do. I noticed in the paper that I got, which apparently came from you guys, it is referred to as a Life Center and this is something that has irritated me for a long time. When the center was being built, the county had a lot of say in it. We were asked by Jamie what we wanted. We stated what we wanted. There used to be quite a bunch of us that had crafts and we did all kinds of things, such as card making, scrapbooking and jewelry making. People would bring in other things they were working on like knitting and crocheting. We wanted a sink in our room. We wanted outlets on the floor because we wanted to start our own senior quilting group where we could have made quilts for seniors. We asked for outlets on the floor and we asked for sinks. The last we heard, everything was going to be as we had asked for but it wasn't. There are no outlets on the floor. The outlets are on the wall. If any of you sew, you would know an outlet at the back of a cabinet is not what is needed. There are 2 sinks in what they call the artist room. We have to go get a container with water in it to clean up. In making cards and scrapbooking, we use glues and we use paints and we have no way of cleaning up. It seems like this is all about the homebound, but what about us that are not homebound? We have not been listened to in the past and, apparently, we really don't matter because we didn't know anything about this until today. I mean, come on, this is supposed to be our Senior center.

Jerry Pace said although we have not been participants at the center for a long time, we have come to realize what those people that serve there have meant to all of us and the dedication that they have provided to each and every one of us. Their hospitality, their friendliness, they are willing to help out in any way at all. This man that is sitting right next to me, we have a lady that used to be our housekeeper and then she went to Meals on Wheels and then she was really having some serious problems and Buster took it upon himself when, she was having a problem with her swamp cooler, he went over there on his own accord and fixed it for her. A very minimal thing that could have cost her a lot of money, but he cared enough to come and take care of that. That is the kind of people that we have at that senior center. Steve, one of the cooks, and Julie; Julie who have been just an immense help with everything that I can think of. These people don't deserve this kind of treatment to all of a sudden say, guess what, it is over with.

They should have been grandfathered in in some way, shape, or form to keep their jobs for which they have just worked very, very hard to do in a very admirable way.

Edna Christiansen said I only just heard about this meeting. My life is going to be changed if you change this senior center. I am 80 years old. I gave up driving before DMV even asked me to surrender my license because I knew it was not safe for you or me if I continued to drive. I am not stupid because I am 80. Just a few days ago, they put roast chicken on the menu. You know chicken can be pretty tough. Well, the chicken I had from the senior center was so tender you could cut it with a fork. They know how to cook for 80 people that are over 65 or 80 years old. I have already lost 2 teeth just because they fell out of my head; not because there was anything wrong with them. I have slow thinking, as you can see, but I am not stupid. I need the senior center as they are. They are a help to me and they would be more of a help if you leave them alone and let them do their job. Don't change their cooks because they know how to cook for us. Their management runs the place in a way that is best for us and I don't want to leave the senior center because they are my friends and I need them and if you change everything, they won't be friends anymore, they will leave too and then the senior center will be gone. How is that helping us?

Steve Zubieta said I want to thank you guys for showing up to support us. This whole thing, they need to pull the plug on it, it is ridiculous. The gentleman up there yesterday even admitted that it was poorly done, clumsily done and rushed. One of the gentlemen on the board even admitted that. We need to pump the brakes, pull the plug, it is not benefitting anybody but a select few and it should never have happened. I don't have much more to say. It is a travesty; it really is. It is not helping the seniors at all. Like that poor lady said, we know how to cook for the seniors, we try hard to make good meals. We really care about them. These are people we see at Walmart. We love these people. Think about it, please.

Phyllis Dowd said I was at the Commission meeting yesterday, so I got to hear this discussion on this plan for today. I am disappointed they are not here today giving a presentation for the audience here. One thing is the discussion in the Agenda Report mentioned a lengthy study of the current structure and model. I would like to know who did that study and where are the results? It was not included yesterday, nor was it included today. I highly suspect no current senior center staff was involved in that study and I have concerns about it being comprehensive if it is just on one side. I recommend this board get a copy of that study to review.

Also, the plan on point 2, said staff at the Life Center will be employees of the county. The presentation has the employees being hired by a third-party company, Manpower, as an interim and I believe this is a grave disservice your current employees who you just heard are very well thought of individuals. I think what the board should do, what I recommend this board do, is to maintain those employees until they are hired by the county so they maintain their annual leave accrual and all their insurance benefits for those who receive them. I also recommend that any accrued annual leave be paid to any employee at their last paycheck with the Coalition and it be charged to the General Fund, at this point, and they also consider some kind of a severance package for those employees that the county is not hiring. I highly recommend that someone from PERS attend an enrollment meeting so that your staff that are being converted to county

employees, because there are repercussions for an employee who enters PERS later in their career, because it is also a detriment to their Social Security retirement payment.

I also have some points on the grants and how the county is planning to take over some of those grants. There is a September 30th year end on several of the grants from the state, so that is going to be an issue. Also, I have known in the past that it usually is the sub-recipient that closes out the grant and then a new recipient applies for it. I don't think it is going to be such an easy transfer, as indicated yesterday at the meeting. I will come back and speak to the lease point on the next appointment item, but I recommend that you negotiate a new one so that you have space for somebody to do these close out activities.

I do have some questions on your assets as a Coalition. The plan talks about funding and grants and whatnot to be assumed by the county, but it does not talk about the MOW trucks or the current assets.

While I agree the change is probably going to be more efficient for operations, I am appalled at the underhanded method at which the county and possibly others pursued this action. This organization has been in place for decades and having 3 weeks to wrap it up is unreasonable.

Tom Goodson said I am a recipient of the services at the senior center and I also work with the services at the senior center. I volunteer in police services with the Fallon Police Department and we have a program that we are working on for shut-ins and the senior center and is a great help with that. They provide a lot of services for the people that are homebound. I just found out about this 3-4 hours ago. I am sure, like the lady before me, she informed me of a lot of things that I was not aware of. The one thing that I did know is, if it ain't broke, why fix it. This program has been going on for a long time. They work within their budget. They have added programs and they have done a lot of things for the seniors in this county and in this city, including me. I hate to see it all be turned around because of a new bureaucracy. Why, if the budget is being utilized appropriately, why does the county have to assume it? Then when they do that, and I worked for the state for 30 years, so I am familiar with how government works, a lot of times the bureaucracy starts taking money out of a program for something that they feel is more needed and then the seniors lose. I don't want to see that happen. You have a superior dedicated staff here; they work with us and I don't think anything should happen to them. Why introduce a bureaucracy when it doesn't need it.

My daughter works with people with developmental disabilities. They love to go the Senior center because of the staff there. They love the seniors and interacting with them and they might feel left out if this happens. I don't think we should even do this to start with, but, if you are going to do it, take a little bit of time and study this like it is supposed to be. In fact, I don't believe that study even talked to any of the seniors, none of them in here, so I think it should be looked at.

John Donaldson said I use the Senior center quite often. They do a good job as it is now. They have been very helpful with my recently deceased wife and myself. I just heard about it when Buster called and left a message about it and it boils down, in my mind, that this is just a power

grab and that is it, so I personally recommend to leave it alone. Thank you very much.

Ken Brown said several of you people know me. My first thoughts when I heard about this is, 'I am from the government and I am here to help' and everybody knows how that works. The next thing I am thinking about is follow the money. What is this all about? Then, the next thing is here come the feds. They raided the Mustang Ranch; they ran off Joe Conforte. They took over the operation of Mustang Ranch and it took them 3 months to bankrupt the whole house.

Cris McCart said I am the head cook at the Senior center. I wanted to say that it is really hard for us. Do you guys realize how difficult this is for the staff that work here? We really love these people and when Lisa came to me and asked me if I could take over this program, she said 2 things; she said can you please help make the food better and can you get our budget down to where it needs to be. I told her I would do my best. With the help of my staff and all of us there, we have succeeded in that. Many of the people tell us the food is way better. Sometimes the food we get is not always the best quality stuff but we try our best and they tell me the food is good. I feel like I succeeded. My main goal is to make sure these people get something to eat everyday. Especially the homebound people and the people that come in. Sometimes that is the only meal they get. This feels like a big slap in the face to everything we have done and everything we have tried so hard for. This is not about getting rich. We all need to make a living but we like these people and care about them. We love each other, we are a great team and work together. Our staff is amazing. We laugh all day and joke around and we get along. You can ask all these people and they will agree that the place is a good place to go and they are devastated that the staff might be gone and we are devastated to lose our workplace, our livelihoods and our friends. We are like a big family. I would do anything for these people I work with. I just really wish you guys would reconsider this because you don't understand what you are doing. This is a hard, hard blow for all of us. Please reconsider some of this.

Irene Walton said you are talking Social Services, right, and people doing things? I have experienced Social Services being in domestic violence and then taking other people there. The heart is not there. You guys talk about 9-5 or whenever you are going to work. These people don't know 9-5. These people hold us in their arms, we cry. They go above and beyond on their own time. Many times, probably financially or trying on their own to find a way to help us. The 9-5ers are not going to do that. It is not their job. Are they going to get overtime? Not in the county. This is the kind of people we need that care about us old farts and that is what we are sometimes, but we are not dead and we are not dead from the neck up, so don't think you guys are pulling anything over anybody's eyes. Leave it alone is my suggestion only. Do not degrade us as seniors to think that we don't know what is going on with the county and the funding and the grants and let's put it plainly, the money. I thank you for your time.

Director Lisa Erquiaga said I would like to thank all of the people that sit behind me for their quick response in coming and supporting this. Had they known, had this been something that was a group, they would not be here in this fashion. I have some words to read and I would like to complete the entire paper. I don't think I can do it in 3 minutes.

I am sure that we all have better things to do on this Friday afternoon than to attend a last-minute

special meeting for the center to be totally dismantled by a group of individuals, you know who you are, who have, behind the scenes, in total secrecy, planning and conniving to take over the William N. Pennington Life Center to become a Social Services complex. What is going on? Where did this come from? Whose brainchild was this? This is a hostile, underhanded, takeover and, if you can't see that, then we have a real problem. Do you know how unfair this is to my staff and I that this is even being proposed in the fashion that has been rolled out? No collaboration, no conversation, just a Monday morning surprise in the form of another special meeting. This one is for the County Commissioners to end our lease at the Life Center in a mere 3 weeks and a semi elaborate plan to steal the entire program from under the Coalition for Senior Citizens. In the meantime, devastating 20 individuals and their livelihood by announcing they could reapply for their jobs through Manpower and maybe be hired to become county employees if they comply with the process. As the descriptions are developed by the county, it is pretty much a given that they will have an idea who they will hire. Perfect example, Bus Scharmann has been selected to be the Interim Manager. Put yourself in this situation. What would your reaction be and how would you handle it? This group of individuals loves the profession they are doing and we are family here but now we are all being kicked to the curb by empty promises. As the board, the Coalition for Senior Citizens, you are all being dangled a carrot that the county will use the Coalition as an advisory group. I put emphasis on use. This could have been done in a much easier fashion. Commissioner Koenig commented and admitted in yesterday's meeting that this was a rushed and clumsily done operation. Is he basing that from all the people who have been involved in this takeover or was that his discovery at the meeting?

They claim they did a lengthy study. Did they share it with anyone? To my knowledge, this was not something that could happen unless all parties were involved, nor should it have happened this way. Why was this done in secrecy and sprung on everyone, except a few elite? The Social Services Director, with the assistance of others, was a big player in the empire building grudge against myself. So, instead of causing havoc with everyone, she could have found another avenue to have me fired. I have stood up for myself and my ethics to her on several occasions; not well accepted and she has continued to attempt to cause issues, hence these special meetings. She has not shared any of the list of suggested programming ideas that most of are repeats from our current successful programming at the center. She has roadblocked, ignored, patronized, and embarrassed me in public. Chairwoman Manha said Lisa, you are out of time. Lisa said okay I will finish at the next public comment.

Buster Pierce, Senior Services Manager at the William N. Pennington Life Center, said welcome to our family reunion. Until after yesterday, and it was described as icky by some of my staff, one of my really sensitive staff, how was your evening. Let me tell you about ours after yesterday. Several of our ladies cried themselves to sleep, if they could sleep at all. All of us were deeply stressed. Some started looking for work. Myself, I went home, tried to eat dinner, spent a couple hours dry heaving and then tried to get some sleep. Nice, huh? I would imagine, after my statement yesterday, and certainly after today's meeting, that any tiny chance of keeping my position was absorbed by the outright apathy on the Commissioners faces. So now, at their request, I speak for my employees. You are or at least were or still are but might not be, our Board of Directors. Your job was to guide and protect us. You have failed, miserably, I might add. Instead, all but maybe one or two of you absolutely colluded with the county to make

this happen. I am deeply ashamed of you. So, here at the end of things, maybe, we would ask only one thing of you. If this goes through, I was going to ask you to delay it until August. It is a done deal even in August and we all know our lease is up. They are going to pull it. But, after yesterday, it only delays the inevitable. It screws us further. All the staff, or just about every single one of us, after witnessing the sham yesterday, will ask you, indeed, we will beg you, to call another special meeting while you still exist and authorize a mass layoff for those that want it or at least, at the very least, pay out the vacation hours that we have already earned. Truthfully, this fight was lost before the first bell rang because it was done in such a backhanded manner. Our hearts are no longer in it. No one here, none of my staff wants to work for the corrupt cesspool that is the Churchill County Social Services or the 2-headed snake that runs that place.

Have you asked why no financial study was done and why they are going through Manpower? We are not dumb. No study was done because they have no intention of paying PERS or benefits to anyone, so the financial impact is minimal. Not to mention some \$800,000 that they will be absorbing our hard earned grants, plus all the equipment, 2 brand new MOW trucks that aren't even here yet and many other incidentals. They actually stand to make out pretty well. We know you are not blind or stupid but you must think we are. That is just not the case, so do the right thing for once and let us leave with our dignity intact not having to apply and compete for positions already earned and a few bucks to show our dedication for so many years. Thank you.

Brenda Moore said I have worked for the Coalition for 5 years. When I first started working here, I took a look at the books and could not figure out how employees were being paid and thought how are we going to pay them? We barely had any income and donations were very low. We had to call and beg for money that the taxpayers were paying for us to provide services to seniors. We have provided services, plus some, as Buster has mentioned. We have built up the income and the services at the center.

Growing up, my father was a construction worker. He worked 40 hours a week. He spent time on boards; he was a union president. My father still had time to go interact with the employees that he was on the board for. Interact, do fundraising, corn cob booths, cook dinners and breakfasts. He was always in the middle, always. I have seen very few of you at fundraisers and I don't understand why. It is great to come in and volunteer, maybe do some projects with the seniors or fundraisers. They are actually a really fun group if you sit down and get to chit chat with them. I am sure what you guys are doing or what Churchill County is doing and what is happening could have been avoided if maybe there could have been talking going on. How you vote today will have an effect on more than just 20 employees' lives. Try more than 500 senior citizens.

We have 4 grants that run from October to September. We have one grant for the purchase of a new Hot Shot vehicle and a homemaker grant that runs from July to June. I would like to suggest we hold off on canceling the current Lease. By all means, if the county wants to work with us; come in, sit down, and talk to us. We have open doors. All you have to do is call me, email me, I am available if you want to talk. Karla does it. I am not a mean person. Anybody could do it. We are a very transparent group and it saddens me that this has happened the way it has happened. Have a good day.

Robbie Lind said I have been to the Life Center and I have participated in a few events and I always found things to be run very well. Our board meetings always seemed positive, however, the county has come up with some additional services that they feel they can offer that would benefit all of the senior citizens in Churchill County. Whether you go in person or whether you are homebound, that list looks very good to us but we are listening to your comments and understanding where you are coming from.

As stated in our current Bylaws, the center should provide services and programs for seniors that help them stay healthy, safe, and secure. That could not be done without the employees currently working there. I think it would be great if all the current employees could get a raise and get on the PERS system because it is a good system, but that is not something the county can guarantee. We want to look at the vacation rate and pay and see what is there. I have not seen the senior citizens study that was done. I don't know who has that information but that would be a good thing to see, as well. The resources that they are saying they can provide through Social Services would be a benefit to the whole community, especially the seniors. Ken Brown started yelling from the audience. Jill Manha said I am going to ask you to refrain while we are having comments up here, please. We are going to show you the slide show so you can have it in your packet but this is the proposal that was presented yesterday by the county to what they plan on proposing for the seniors and the center. We will run through that real quick for you all.

Pam Moore read the presentation as follows:

Strategic Goals:

- Increase access to services for seniors residing in Churchill County.
- More coordination with local and state resources.
- Additional resources within the WP Life Center.
- Enhanced employee structure and support.

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.
- 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.

Jill Manha said I would like to take this time to address one of those items regarding employment. I would like to talk about the Manpower issue. I would like to propose to the board that, if approved, one of the things that we consider is having all employees remain in their positions as is until they can apply and be hired by the county. Does anybody have any thoughts on that? Member Kent said would it be that they would be picked up by the county and if they weren't picked up by the county then we would be able to address the pay as far as the vacation time and what we would do with that? Commissioner Heath said that is something we can discuss later with the vacation thing but we would take Manpower out of it and, then as they are applying for the positions, they would still work for the Coalition and the Coalition would still fund them. It would be up to the Coalition if we pay them vacation. Right now, I think, if the board approves, we can take out Manpower and still have the Coalition pay them.

Member Kent said I respect all of you guys coming down here. I respect those that were brave enough to get up here and speak. We are all in this together, we are all citizens of the community and of this town that is so great and awesome. I believe that this move is a good move. I know change is always hard but we do believe that there are things that will be more efficient or streamlined through the county operation. I think that change is hard and I just hope and I encourage all the current employees to really look at applying with the county and I hope the hard feelings aren't there, as some have mentioned, but that they do look at applying with the county and to be able to get on to a different pay scale that has a lot better benefits than they currently have.

Cecil Walton yells from the audience. Jill Manha said, sir, you have to come up and speak. Cecil Walton said I have been a lifetime resident of Fallon. If all these people that you guys are throwing rocks at, and I don't mean you guys, if they just walked out the door tomorrow because they have been insulted and want to quit, is the county going to have a crew to pick up the pieces or what are you going to do? Member Kent said I think we would just have to look at it at that time and the only way I can address this is just from my own personal business and that is what you would have to do. You would have to dig in and find help and get people that are normally working at the senior center to work there until but, hopefully, that is not going to be the case. Cecil Walton said do we have qualified people to pick up the pieces? Member Kent said I do not believe we do at this time.

Sheriff Hickox said in order to keep people from falling, we have a microphone and I can walk around and give it to you, but be patient, I am slow.

Sara Oscapinski said I have seen this before; you apply so you can get hired. When those positions go to the county, anybody can apply and chances are they are not going to get hired. I

have seen it too many times. I have seen it in private business. I have seen it in a county that I worked for. I mean, come on, these people work hard for us. Why do you have to do background checks? Why do you have to do all this when it has probably already been done. I mean come on, I worked in security and my background check ended up being one of the shortest because of my past work history. They picked up from there because they knew I already had a good background check. These people, you are telling them to apply? They should be transitioned. There should be no applying because, once they do, they are throwing their jobs away and they know it.

Norman Noriega said I worked for an airspace company. One of the things we had, because of a union, was seniority, so whenever someone was going to get upgraded, it was through seniority. What will these people that have been working at the center here, what seniority will they have? What guarantee will they have? What upgrades will they have? They will start all new again. All new again making applications to something where they had already been serving. Isn't that something that is a little weird for them to accept? Come on. Thank you.

Sandella Reed said and I go by Sandy. I have been going to the senior center for a long time. Even before the new building was being built. There seems to be a major problem with everybody and that is communication. I have tried to teach my sons, I don't care what kind of relationship you have and what you do but, if you do not communicate, you do not have a relationship. I was only told about this meeting a couple hours ago through friends and that is why we are all here. These people work hard. Yeah, sometimes us seniors, you know, we complain, we bite the dust, blah, blah, blah, blah, blah, but they are always there for us and for the elderly people. I am 73, she is 80. We have had some people who were 90 and those of us that go to the Senior center are always welcome, no matter what. We help with each other. I spent a day or 2 in the emergency room with Edna and her husband because there is nobody else there to take them or to take her and she was not able to drive. I spent more than 6 hours with them until they were released. We didn't get out of there until about 6:00-7:30 at night. We are a community; we are a family and, like I said, the bottom line is communication. I don't think this meeting was fair but was quick. It wasn't publicized. A lot of us don't have internet. I have internet but I seldom get on it. A lot of older people don't have internet; they don't want to be bothered. A lot of us can't afford to buy the paper. There is not that much in it to begin with. It is their lives, it is our lives and I agree with him. Why do they have to reapply for their jobs? They have been doing it for 20 plus years.

I have been in Fallon for 20 years, going on 21. I started going to the old senior center about 2003-04. I volunteered. I was like a taxi service person with my mini motorhome and I would take a senior to the swimming pool. I would do grocery shopping for them. We had classes and I also volunteered at the center and we help each other. We are family. When people are sick, we get cards. We wonder about them and why they have not been there. The staff does checks on them to see if they are okay. With the MOW Program, they don't just drop the food off, because I have seen it when I was a caregiver, if the person is home they walk in and ask them questions. How are you doing today? Are you okay and do you need anything? Do you need help? They have had a call program during COVID to check on people to see how they are doing, do they need anything, do they need any supplies. Chairwoman Manha said I am going to end public

comment at this time. I am going to ask for one last board comment before we go to a motion.

Commissioner Heath said just to remind everybody, the senior center is not going to go away. The services are staying the same and they are going to be enhanced. MOW is staying, it is not going away. We are just changing the operation slightly, but the programs are still going to be there. All the talk that I hear now, everybody is talking that it is going away. I don't know what lies have been told to everybody, but it is staying. Some of the employees may change but hopefully, we can keep everybody that applies and keep the senior center the way it is right now. Chairwoman Manha said I just want to add that with the process, the reason for the reapplication is because it is a county position and that is the protocol of the county, or the city, or state, is that you must apply for the job and go through the appropriate background check, so it is a formality for most. It just can't be converted to a county position any longer. That is from HR.

Director Erquiaga said before you do the vote, I would like to finish my presentation and I don't think that as the Executive Director, if this was a board meeting, I would not be set to 3 minutes. I would like to finish. Jill Manha said go ahead. Director Erquiaga said the last sentence of that paragraph was that she has now obviously found some fellow coworkers and her supervisors to assist in the takeover. I was referring the Social Services Director in that paragraph. Why do you all as board members for the Coalition for Senior Citizens, sit back and let this happen? Do you really understand what is at stake here? For the obvious members who have been involved directly and, you know who you are, this was presented to you and you helped with bits of information to cause this upheaval. For those of you on the board who were totally blindsided Monday morning, as we all were, I hope you are enjoying my staff and me in the devastation of an outstanding set of programming and services and dedicated staff to be flushed down the toilet.

We survived through a 14-month closure due to COVID-19 but still continued to feed 300 individuals and maintain staff for their duties. This is the end of our 3rd week after reopening and we had 60 people the first day and had about 40 people each day after that. So, bouncing back is obviously slower than was expected. This was without any help or assistance from the county. I continually asked to be in the loop but it did not happen. I attended Board of Health meetings to report on our events and happenings. I was given false promises; if you need any help just let us know. The bullying and pressure began the last 2 months. As you know from the last meeting, I was forced to provide a presentation to the County Commissioners on our plans for reopening and I was made a fool of because no one understood what the purpose was and it was stated when I started my presentation by Pete, Commissioner Pete Olsen, that this is just informational. The next day, at our scheduled board meeting to vote on this, I attempted to explain to you, the Coalition Board exactly what had taken place because some of you even questioned me on what we are doing here what the purpose was. This was the start of the county attempting to take charge. This was extremely disturbing and frustrating to me because none of you on the board offered any comments or anything and we moved on. We are now at this huge dilemma of being ripped from our professions, our livelihood, and our seniors. I am asking that you take the entire big picture and take control of your board member responsibilities and duties and do not let our hard work and successes go away. Do you want what has been established as a generations joined Life Center for the community to go up in smoke? Well, I can guarantee that it is going to

happen if you do not take charge and use the power that you have to at least delay until a July 1 takeover.

I have been the Executive Director for 5 years and, as most of you know, I give it my all. I have continually received praise and thank you for my services and my evaluations have been above reproach. I have done nothing wrong except speak my mind if needed to protect and continue to do my job at the William N. Pennington Life Center for the Coalition for Senior Citizens.

My staff and I take exception to some of the proposed ideas for programming by the county, like those things are not already being implemented. Ponder this: if the county has all this new money that they talk about to do the proposed programs that you just heard about up on the slide show, why wouldn't they have scheduled a meeting with the appropriate players at the table to offer any ideas or a hint of collaboration to work together as community entities? There is so much that has not been done in the preparation of this huge mistake of an endeavor to add to the county empire. No physical discussion or report was developed and I believe it is not known what will be needed. With our recent fundraiser, March for Meals, community people donated to the MOW and, so far, we have received \$8,000. Where does that go now? I propose that we refund everyone's money back. Isn't that only fair because they thought they were giving it to the right place? Maybe there should be a survey, the county should do a survey on this proposed takeover.

Just a reminder that the County Comptroller admits she did not know this until Monday morning also and she is the one that would have had to give them some budget information. So, ask yourself, if she is not involved and there is no financial study, how is this going to work? Obviously, she has been duped herself and has discovered she will be charged with the task of figuring this all out.

There is so much more, like new vehicles to the programs that have all been donated money to the center and our state grantors at ADSD to have allegedly agreed to switch all the grants over to the county is absurd on their part. So that is really wrong behind our backs. Is this really the way that government works?

What happens to the seniors in all this? They are just coming out of their houses and back to safe familiar surroundings of the center to find out that it is going to become a Social Services government setting. That has never been the intent or the wish. Maybe someone should go back to the forefathers and ask them what they meant to happen.

I want you to know that this idea and of its most particulars have come from Lyon County, which was mentioned yesterday. We are not Lyon County. Yes, they have their human services integrated along with their senior programs but that is their choice for their county. Now, it is interesting that the county has chosen a past Commissioner from the Coalition for Senior Citizens to be the Interim Director for this takeover. How can you, as a board that has power to speak up and direct the William N. Pennington Life Center, just fold to the county and give up? You obviously gave them power to make the changes to the Coalition for Senior Citizens Bylaws, and yes, it is the next item, that has been craftily redone to completely separate the

Coalition for Senior Citizens from the William N. Pennington Life Center in one fell swoop. The Bylaw changes should have been done in a Coalition meeting, not by the District Attorney who has developed the Agenda item that we are working off of today. Did any of you assist with this Agenda? Of course, I am pretty sure none of you will be taking that responsibility today. I urge you to use your power as a board member and put a stop to this right now, at this meeting, and take charge of your nonprofit and to protect your extremely dedicated employees and the future of the William N. Pennington Life Center Coalition for Senior Citizens as it is. If you, as a board member, have any reservations or do not have the full story of this takeover, I suggest you speak and do your due diligence that you own the center and the 20 employees, as a whole. There is no reason this takeover has to be implemented July first. If this had been done correctly, with collaboration and with all the players invited and involved, and not in such a devious underhanded, Monday morning surprise we all received with our walking papers attached. Yes, the county owns the building and should never have had any say in taking over and certainly not to redo our Bylaws. To rip its initial intent to supporting and assisting the Coalition in providing services and programming for our community seniors is as low as anyone can get. None of you have been on the board long enough to know the blood, sweat, and tears that we have all poured into this center to this point, and all the new things that we have been working on. Thank you. I hope you can all sleep tonight.

Member Seitzinger said I know I have not been on this board very long but my husband and I have been active participants in the Senior center for maybe 3 years and the center is very important to me, the employees are important to me, and to the seniors. I know how much we need that center and I hope through this that we get to keep everyone. I would not do something that I felt would be harmful to the center. Now that I have lost my husband, I think the center might be my salvation that gets me back together again.

Commissioner Justin Heath made a motion to approve Churchill County's Restructuring Plan as presented, with an effective date of July 1, 2021. Member Karla Kent seconded the motion, which carried by majority vote with Member Lind opposed.

B- Consideration and possible action re: Approval of Churchill County's request to terminate the Lease of the William N. Pennington Life Center, effective July 1, 2021.

Churchill County has presented a Restructuring Plan for the services being offered to seniors in the community and has requested termination of the Lease of the building with the Coalition so that the building is managed and used by the county.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

Chairwoman Manha asked if there was any public comment. Phyllys Dowd said regarding terminating the Lease you have, the current Lease expires June 30, 2022, and it has an early release clause of a 60-day period. Obviously, yesterday the Commissioners voting to terminate that lease would not be effective unless you approve it yourselves for July 1, 2021. I recommend that you actually use that 60-day clause so that you can continue and wrap up your operations so

that you have access to that building to do that. I wanted to point out that Churchill County Museum is in the same situation that you are facing today. They have a county-owned building and county-paid employees, but their nonprofit organization owns all the assets within the organization and the exhibits and they pay for the utilities at the museum itself. I think it is pertinent for you to also negotiate for yourself, space in the Life Center so that you can continue doing the work of the Coalition, especially since the county is expecting the Coalition to stay in existence to apply for grants that the county, as a government, is excluded from. Those are my recommendations to you on that one. Member Lind said what does the 60-day early termination clause entail? Phyllis Dowd said Clause 20 of the Lease Agreement is early termination. "In addition to termination that was otherwise provided in the Lease, either party may terminate this Lease Agreement for any reason upon providing the other party with 60-days written notice of their intent to terminate this Lease." Until you have received written notice from Churchill County, the 60-days would not begin until you receive that document. That is my interpretation, but I am an accountant, not an attorney.

Member Carol Seitzinger made a motion to approve Churchill County's request to terminate the Lease, effective July 1, 2021. Commissioner Justin Heath seconded the motion, which carried by majority vote, with Member Lind opposed.

C- Consideration and possible action re: Approval of Amended Bylaws, which removes the position of Director and makes related changes based upon the Restructuring Plan of Churchill County for the provision of services to seniors.

In light of Churchill County's presentation of a Restructuring Plan for the services being offered to seniors in the community, if approved, the Bylaws would need to be amended. The Amended Bylaws are presented for the board's consideration.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

Chairwoman Manha asked if there was any public comment. Chairwoman Manha said I would like to make a couple of amendments to the Bylaws that are not marked up. One is that I would like to suggest this board maintain 7 board members instead of reducing it to 5, at this time. I would like to also put in the Bylaws that the Coalition will have participation for any management applications and will be participants in the interview process for replacing the Manager.

Member Lind said I like those 2 additions. I also have a question on the Bylaws. It says that the Coalition for Senior Citizens is a nonprofit corporation, however, they are removing the Open Meeting Law. Do we know how that works or do we care about the Open Meeting Law for the Coalition, going forward? Chairwoman Manha said would all of you like to table the bylaws for further discussion or do you want to move forward to approve? I think we are going to go ahead and table the approval of the Bylaws and create another special meeting for the board to decide on the Bylaws.

Public Comment:

Chairwoman Manha asked if there was any public comment. Buster Pierce said in the case of everything being approved and being a done deal, I would like you to consider my request and my employees request, along with your special meeting, to approve a mass layoff and pay us out what we deserve. Let us leave with our dignity. None of us want to work for the county. We don't care about PERS, we don't care about pay raises. We care about our seniors. You don't get that, do you? Oh my God. Please give us this last request because none of are staying. I don't know how to get through to you.

Sara Oscapinski said I mentioned before that I lived in a county where Social Services was involved with the senior center. I just heard Lisa mention that you guys are following what Lyon County has done. Well, let me tell you, if this ends up the train wreck that they are, yes, people go to the senior center there. I know people that go to two of their senior centers and there are a lot of complaints. You guys are supposed to be the Coalition for Senior Citizens for the seniors. Am I correct? Then why don't you put us first? Social Services doesn't need to be in our lives. Everything the seniors needed to do there, they had to make an appointment with Social Services. It didn't matter what our income was or anything else. If we wanted to be involved with Social Services, we could go right over here on Industrial and go to Social Services. We could go right over here to your window and go to Social Services. This is not about the seniors. This is about other things. This is about a government takeover of something that was good. Like I said, I lived in a county with this. When I found out you were following Lyon County, I became very angry because I know the unhappiness there. I lived there for two years. I have friends that go to the Fernley Senior center and the Senior center in Silver Springs. They don't have the activities like you do here. Oh, they had a bingo, but it was open to the public. It was for profit. Crafts, oh no, they didn't have that. They didn't have what we have here at our center that is for the seniors by the seniors. I am ashamed to sit here and look at all of you and you tell me you are the Coalition for Senior Citizens. None of you talked to any of us. None of you gave us any input, a choice. You decided on your own to sell us out. We don't need Social Services running our Senior center. We need people like Lisa and Buster. I don't think any of you have any idea what those two have done. I know a lot of what Buster has done because I have interacted with him on a number of things. He is an amazing man when it comes to seniors. He is dedicated to us and I don't blame him for feeling the way he does. Your three-minute limits, no, you definitely don't care about any of us. I would be ashamed to call yourself Coalition for Seniors.

Andrea McNair said I am really disappointed in how fast this was moving and with no notice and all of that. I would like a couple of clarifications. You are saying that the employees of the center will more than likely be eligible for PERS. I think that is just a carrot that you are dangling out there. I don't know if you have that in writing or if you can promise that to these employees or not. I would also like clarification on Manpower. Someone said that maybe Manpower would not have to be involved and these people would not have to reapply for their positions. That is what I would like. Chairwoman Manha said PERS comes with being a county employee. Andrea McNair said I have 26 years in with PERS so I understand PERS and it is a wonderful benefit but I don't like it that you might just be hanging that out there so these people

will think that they are, you know, and then have that rug pulled out from under them. Chairwoman Manha said I will say that speaking for myself, that I want to see all employees retain their positions and I think all of us do. We agree with all the comments that everyone has done a wonderful job and things have run extremely well. We want the employees to maintain their positions.

Manpower was suggested by the county to basically be interim employment. We, as the Coalition, would like to delete that and have that approved so employees can retain their positions. They have to reapply as an HR formality with the county. That is unavoidable but it is an application and then the hiring process begins. I can't think of anybody more qualified than these people to have these positions. Andrea McNair said that is just an extra step to me. I don't understand that. Why can't you grandfather them in? Chairwoman Manha said it is not allowed through the county program to be a county employee.

Edna Christensen said I am 80 years old and, judging from how you look, each one of you, I hope you see your 80s and I hope you have a good life like we had at the senior center because when you reach 80 and beyond, you need people, especially when your whole family is dead and you have no family anymore. You don't ask. At the senior citizens you don't have to ask 'can I join because I am 80. Can I join because I don't drive anymore, can I join because I have no idea how much longer I have to live and I don't want to die alone.' You think about that when you make your decisions. Think about how you are going to be when you are 80 years old and beyond and you have to face those questions yourself.

Carl Erquiaga said I got bumped off earlier and I believe what I wanted to comment on, ask a question on, was on the bylaws deal if you will allow me to make a couple of comments. You may want to reconsider your actions if you pass that. Chairwoman Manha said we did table that for a special meeting with the board. Carl Erquiaga said I just wanted to tell you my concerns. My concerns are, as I understand it, in there you are exempting yourself from the Open Meeting Law and I don't believe you can do that. You have assets and many of those assets were acquired with tax dollars. The county is talking about using you to apply for grants that they are not eligible for that are tax dollars and I think that is a criteria on whether or not you can be exempt from the Open Meeting Law. Mr. Shawcroft is online and maybe he would like to answer that question, but I sincerely doubt it. The other question on the Open Meeting Law, you are talking about instead of going through Manpower, allowing the people to remain as employees until they can apply to the county. If you approve your Bylaws changes, it eliminates the position of Director, so I don't know how you would work around that. That is all. Thank you.

Chairwoman Manha asked if there was any further public comment. John Dalton said I have an interesting question. Much of the funding to put the new senior center in came from the Pennington Foundation and it was designed directly for the Coalition and the seniors. What are the chances of the Pennington Foundation wanting their money back now that you folks have seized the assets and the building that was funded by the Pennington Foundation? Chairwoman Manha said thank you for your question. We will address that if it occurs.

Lisa Erquiaga said I just can't believe what each and everyone of you have decided to do and you should be ashamed because, and you are not, this isn't the end of hearing from all these lovely people out here. There are a lot more people that are going to be knocking your door down so, you know what, you better answer it, you better answer them and you better answer the phone because they are going to have plenty to say because this is an absolute travesty and you should be ashamed of yourselves for taking part. Whoever's brainchild this was, because no one is going to answer it, but like some of these other people, I am not stupid. I can figure out and connect the dots on what is going on. So, guess what, I know exactly how these things work and you guys are out of hand and the county is out of hand and it is just is a travesty. That is all I can say and all these people back here agree with me so, you know, it is not over yet.

Jerry Pace said I was just wondering if I could address that question for Commissioner Heath. When you mentioned about the different programs that are going to be enhanced, does that include the home cleaning program that they have going on too? Commissioner Heath said it may. I think that was initially done because of COVID at the time. Jerry Pace said it is open now. Commissioner Heath said that is still going to continue. Director Erquiaga said that program started back up 2 months ago. We have been in the process of hiring. We hired some housekeepers because it was down for a number of months and we have started it back up 3 weeks ago but we had a COVID breakout and so we had to shut it back down. We started it back up and it is my understanding that one of the things they might be talking about is contracting it out, so you are not going to get the services out there that you got from us.

Buster Pierce said so what happens to our benefits that we have already earned if we do not apply at the county? Do we get a payout? We have earned those. Chairwoman Manha said we are going to meet as a board and figure all that out. Buster Pierce said I hope so because nobody wants to work for the county. You have gone ahead like you just didn't hear what I said. My whole staff. Ask them. Talk to them.

Chairwoman Manha said, at this time, I am going to adjourn the meeting.

Adjournment:

The meeting was adjourned at 4:42 PM.

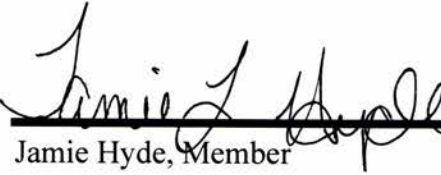
Approved:


Jill Manha, Chair

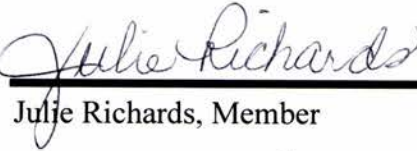
Approved:


Roberta Lind, Vice-Chair

Approved:


Jamie Hyde, Member

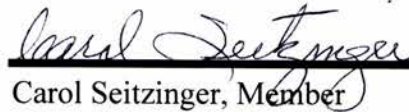
Approved:


Julie Richards, Member

Approved:


Karla Kent, Member

Approved:


Carol Seitzinger, Member

ATTEST:
Linda Rothery, Clerk/Treasurer


Renae Paholke, Deputy Clerk