

MINUTES OF THE BOARD OF CHURCHILL COUNTY COMMISSIONERS

155 N. Taylor St., Fallon, NV 89406

November 17, 2021

Call to Order:

The regular meeting of the Board of County Commissioners was called to order at 1:15 PM on November 17, 2021.

PRESENT:

Commissioner H. Peter Olsen, Jr., Chairman
Commissioner Gregory Koenig, Vice-Chairman
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
N/A

ABSENT:

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. Tillio Olcese said I am the owner of Fernandes Disposal. I just wanted to say if there are any issues with Fernandes Disposal, I need to know about them. Thank you very much.

Amber Sanchez said I am here because I would like to ask you why it is that you, so far, have not wanted to declare us a constitutional county. I want to let you know that as far as I am concerned, it doesn't have to be with the CSPOA necessarily, I would be happy if you guys just wrote something and put it in writing. I would be happy. If there is a reason why you don't want to do that, can you please articulate it to me, and to everyone else so that we know why because, when I look at it, that you don't want to do that, it speaks to me in two ways; one is, you either have already done something unconstitutional so you can't declare us a constitutional county or you plan to. Those are the only 2 things I can figure, so if there is some other reason or I imagine there probably is, can you please articulate that in some fashion. I would appreciate that. Thank you. Chairman Olsen said, Amber, we have said to you folks that have come here before what our position is. We have all sworn an oath to the constitution already, both the federal and the state constitution and so there is no need for this because I have already sworn an oath to the constitution. I have to uphold the laws, I have to support the constitution against all enemies, foreign and domestic. Amber Sanchez said I don't think it is. I think it would just further support the fact that, in this day and age, maybe years ago you did not need to do this, but now, with so much that is going on, I would appreciate it, that's all. I am like, what is wrong with it, what would it hurt? Chairman Olsen said because we already do it and I understand the political

frustration that people have today. I get it and this is a way people feel like they can express something with the political frustration that they have that this might be some way of standing up for what they believe is right, but we already swore an oath to the constitution. Amber Sanchez said, and I appreciate that. What about the person who comes behind you or anything else that might go on in the county? Chairman Olsen said they will have to do the same thing. Amber Sanchez said, well okay, but that still doesn't really clear it up for me why you can't go ahead and just put it in writing. Chairman Olsen said we did at one time. Earlier we had somebody that came in for the Library Board and they stood up and swore an oath to the constitution to uphold it, for the Library Board. Every appointed position in the county swears that oath. There are no exceptions that I can think of and I believe we have this covered Amber; I really do. I know there are others that will take exception to that but that is what we have believed and that is why. Amber Sanchez said I just think it would be a great big check mark in your plus column, that is all.

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 10th day of November, 2021, between the hours of 1:00 and 2:00 PM at all of the locations listed on the Agenda, in accordance with NRS 241.

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

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

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

A- September 15, 2021.

The Minutes of the meeting held on September 15, 2021 are presented for the board's consideration and approval.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

Commissioner Gregory Koenig made a motion to approve the Minutes of the meeting held on September 15, 2021 as presented. Commissioner Justin Heath seconded the motion, which carried by unanimous vote.

B- October 20, 2021.

The Minutes of the meeting held on October 20, 2021 are presented for the board's consideration and approval.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

Commissioner Gregory Koenig made a motion to approve the Minutes of the meeting held on October 20, 2021 as presented. Commissioner Justin Heath seconded the motion, which carried by unanimous vote.

Appointments:

A. - Consideration and possible action re: Update of current activities, plans, or actions related to the Bureau of Land Management's Carson City District

Jake Vialpando, Acting Field Manager of the Stillwater Field Office, will provide an update of current activities, plans, or actions related to the Bureau of Land Management's Carson City District.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: None; Informational Only

Ken Collum, District Manager of the Bureau of Land Management, reported that Mr. Vialpando is working on some geothermal issues that have cropped up. To start off with, Dixie Meadows, we are working with the Fish and Wildlife to come up with a path forward on this project.

Comstock Geothermal Exploration is moving along, which is the one 6 miles north of Dixie Meadows. We are about ready to initiate the Environmental Assessment on that. It is exploration, at this point, and not utilization.

Don Campbell, once again, is down in Mineral County just south of Rawhide Mine and they are actively trying to pursue better ways enhance the reservoir, which has been ongoing for a number of years.

Diamond Flat, which is just south of the transfer station right off of 95, we are getting close to initializing an EA on that probably in the spring of 2022. The Walker River Paiute Tribe has asked us to deny that project in a proclamation, but we are going to move ahead with the NEPA process and see where we end up on that. That one is also exploration.

With the Vegas to Reno race, which happened last August, we are getting close to doing our post-race assessment where we drive the entire route and make sure that they cleaned up all the roads and put them back to the way they were. I know that, in Mineral County, they actually pay the county to go out and clean up their county roads and Mineral County seems pretty happy with that.

Regarding Sand Mountain, we had about 2,000 people, which was quite a bit less than last year, which was about 8,000 people. On Halloween, there were the usual accidents but nothing out of the ordinary.

We have a new race application known as Legacy and they are going to use the same route as Vegas to Reno, which would run on the east side of 19 from Rawhide Mine and through Top

Gun and then on into Dayton. It will be the same type of vehicles in that race also.

Regarding the Navy LME, we are in the 90-day comment period. We started on October 12th and we have a public meeting on December 9th. That is the mineral withdrawal on top of the proposed military withdrawal that the Navy will try to get in to the NDAA for 2022.

We have a new Fiber Optic project, which goes from Reno to Vegas and through the Fallon area down along Hwy 50 south of Middlegate all the way down to Vegas. That is a high priority for the administration, so Carson City will take on the lead for that. That NEPA will begin next spring also.

We have a bit of rain this month or last month and we had a lot of cooperation with our permittees. We had reduced AUMs. We had delayed turnouts and had pasture rotations that we normally would not do that were within the permits. We were approving water hauling, as needed. As it looks right now, we are at about 200% of normal.

The Carson City District had a total of 34 fires through the season. A total of 46 acres were burned. That is outside of the Tamarack Fire and the Beckwourth Fire, which came down off Floriston onto some BLM acres. The total acreage on those 2 were about 17,000 BLM acres. We have an Emergency Stabilization and Rehabilitation Plan for the Tamarack Fire as it burned one of our campgrounds.

Thoma Tom said I would like to ask the BLM what their standpoint is on the Navy Expansion and then like, with the Commissioners, how you feel about that too because there was a guy there this past Monday and he was talking about flights would not be able to go from Reno to Salt Lake anymore because I guess he was turned away, you know, for flying into the area. I guess the Navy turned him down. He said the Navy didn't need any more land and then, because I have been following it pretty closely. He had some interesting things to say so, you don't have to tell me where you guys are with that but that meeting, I know Jim Barbee was on there and listening to that meeting. I was in the audience. Chairman Olsen said are you talking about the IEC meeting on the 8th? Thoma Tom said yes. There was a guy sitting there by the table and he said how interesting that meeting was and then we had our tribal attorney and they came out and talked to us too, with the tribe. He said something about Walker River selling out and then I did hear that at Walker River, they have to involve their membership and I have been following this since there was that meeting in January over here at the Convention Center is when I first started following it. They had the meeting in January and then I went to that IEC meeting also and they had the tribes around and, you know, it would just affect, I know I think Jim Barbee mentioned something about the roads but I think it is something that ought to be looked at and carefully considered because it is going to affect hunters, you know, and I don't think hunters should, the way things are now, we can go just about anywhere we want and we can go freely, you know, walk freely around the mountains and so it would be nice if it could stay like that. Chairman Olsen said we are constrained a little bit by the open meeting law so what you are talking about is not agendaized today. I think you can ask that question to Ken, but I can't. County Manager Jim Barbee said you can come see me later or another day. Thoma Tom said another day, yes. Chairman Olsen said I was going to suggest that you catch one of us offline and we would be happy to discuss it with you. It has been agendaized in the past and we have discussed it, so there

is plenty to talk about. Thoma Tom said what about the BLM, are they going to take a stance against the Navy. Ken Collum said it is not our position to take a stance one way or another. We have an application from the Navy and we help analyze what the impacts of that expansion would be. It really is up to Congress to decide. We don't have an opinion on it, right now.

Chairman Olsen said any thing on the RMP yet? Ken Collum said there is no word or movement on that. Most likely, there will be a statewide initiative to do a statewide RMP and we would be open to that. The timeline is to finish that statewide effort up by the end of 2020. The only thing it does for us is it gets us a lot further along because we have analyzed a lot of issues but there will be a whole new public forum and public meetings and that is going to be the big difference for us. If there are other issues that were not addressed and the one that we ended up in draft, there will be an opportunity to bring those up again. Chairman Olsen said we appreciate you coming in once a month and giving us an update.

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

B. - Public Hearing - Consideration and possible action re: Bill No. 2021-F, Ordinance No. 7, an ordinance amending sections 3.36.020, 3.36.050, 3.36.080, 3.40.020, and 3.40.040 of Title 3 of the Churchill County Code for those employees under the direct and indirect jurisdiction of the Board of County Commissioners to the extent of the laws permitted by the State of Nevada: 3.36.020 Overtime, 3.36.050 Holidays, 3.36.080 Education Reimbursement and/or Advance, 3.40.020 Sick Leave, and 3.40.040 Bereavement Leave
Staff proposes several small changes and one larger change to Title 3 of the Churchill County Code.

The larger change has to do with the ability of employees to convert excess sick leave into retirement credit. The current policy allows employees with more than 400 hours of sick leave on the books to convert the excess sick leave into PERS retirement credit on an hour-for-hour basis. This allows employees to increase their credit with PERS so that they will receive a slightly higher retirement benefit and they will receive credit as time worked, which affects their eligibility to retire. In July of 2015, PERS regulations were changed. People hired after that date could still purchase PERS service credit, but it would only cause an increase in their "multiplier" for their benefit. It would not count toward hours worked in the PERS system, so they would not have the benefit of being able to retire earlier. This somewhat nullifies the benefit of purchasing retirement credits for employees hired after July 1, 2015. To address this, staff is recommending a change to Title 3 that would allow employees the option to convert the excess leave into their deferred compensation account. The dollar amount that would have been used to purchase PERS credit would be deposited into the employee's deferred compensation account instead. This change would also make the sick leave conversion match the annual leave conversion policy as far as giving the employee the option to receive it as PERS or deferred compensation.

The smaller proposed changes are as follows: Comp Time - Covered in the Overtime section of Title 3 (3.36.020), comp time allows employees to receive time off in lieu of being time and a half for overtime. Staff requests an increase in the maximum number of comp time hours to 48 hours (the maximum accrual now sits at 40 hours). This works better for computing comp time for an eight-hour day, since an eight-hour day of overtime results in 12 hours of comp time.

Having the maximum be a multiple of 12 allows greater flexibility of use of comp time. This change would match a change that was made in the Dispatchers' Collective Bargaining Agreement. Holidays - The county has some employees whose schedule results in them normally being off on a holiday. Title 3 currently calls for the employee to receive the holiday as eight hours of leave added to their annual leave balance, so they can take the holiday off on another day. Due to NRS restrictions, new employees are not eligible to use annual leave until they have worked at least six months for the county. Because of this, new employees are not able to use their holiday until they have worked six months for the county. Staff proposes the eight hours be added to the employee's comp time balance instead, enabling employees to access those hours. If their comp time balance is at its maximum level, the hours would then be converted to annual leave. Education Reimbursement/Advance - The county currently allows employees to receive education reimbursements and advances, with a maximum benefit of \$1,000 per calendar year. Staff proposed and was approved in the budget to increase the dollar amount in that fund to cover \$1,200 per calendar year. This change codifies what was approved in the budget process. Staff also proposes an increase in the one-time bonuses paid for obtaining an Associate's Degree or higher. The rates have been the same for many, many years. Bereavement Leave - Staff proposes some language changes to ensure equity provide clarity in the Bereavement Leave policy. The policy currently says employees shall be granted three days off with pay for each death. Some employees work eight-hour days, some work 10-hour days, and some work other schedules. To provide equity, staff requests the language be changed from three days to 24 hours. Additionally, employees are also able to use 24 hours of sick leave for each death, but the wording also says "three days", which could cause confusion. Staff recommends removing the "three days" from that portion of the policy.

Since the First Reading on November 4, 2021, staff has made some changes, which were discussed during the First Reading. The Sick Leave Conversion policy was changed to require an employee to have been employed by the county continuously for five years to be eligible to participate, and employees must convert sick leave in 40-hour increments. Additionally, language was added to paragraph (c) to indicate the purchase occurs in the next calendar year and will count against their annual deferred comp contribution that is allowable by law.

The Bereavement Leave section was modified to clarify that the 24 hours for Bereavement Leave are "working" hours (to differentiate it from "one day"). Language was also added to clarify that part-time, regular employees will receive a prorated amount of leave for bereavement purposes.

If these changes are approved, staff requests an effective date of November 22, 2021, so it would go into effect in time for the Thanksgiving Holiday.

FISCAL IMPACT: Perhaps \$600 per year.

EXPLANATION OF IMPACT: The fiscal impact is based on employees who may put in for the one-time education bonuses. Staff receives maybe one request every four years or so for an education bonus. The change to sick leave conversion does not necessarily have a fiscal impact because most of the same employees could already participate - this just allows them more flexibility with the funds. The changes to comp time and holidays are fiscally neutral - employees would receive the pay at time and a half rather than comp time. The change to holidays may have a minor impact, due to employees being paid out their comp time if they

worked less than six months for the county.

FUNDING SOURCE: General Fund; Compensated Absence Fund for sick leave conversion.

ACTION REQUESTED: Accept

SUMMARY: Bill No. 2021-F, Ordinance No. 7, an ordinance amending sections 3.36.020, 3.36.050, 3.36.080, 3.40.020, and 3.40.040 of Title 3 of the Churchill County Code for those employees under the direct and indirect jurisdiction of the Board of County Commissioners to the extent of the laws permitted by the State of Nevada: 3.36.020 Overtime, 3.36.050 Holidays, 3.36.080 Education Reimbursement and/or Advance, 3.40.020 Sick Leave, and 3.40.040 Bereavement Leave.

TITLE: AMENDMENTS TO PROVISIONS OF TITLE 3

Human Resources Director Geof Stark made the presentation as outlined above.

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

Commissioner Justin Heath made a motion to approve Bill 2021-F, Ordinance 7, as presented, with an effective date of November 22, 2021. Commissioner Gregory Koenig seconded the motion, which carried by unanimous vote.

C. - Consideration and possible action re: Appointment of Paul Picotte to the Planning Commission to fill an unexpired term through September 30, 2024

The Churchill County Planning Commission has the authority to issue Special Use Permits, Temporary Use Permits and Variances, and provides recommendations to the Board of County Commissioners on all land divisions and Sending Site approvals. The Planning Commission is comprised of seven (7) members appointed by the Board of County Commissioners, who serve (4) year terms. Member Charlotte Louis was reappointed to the Planning Commission to serve another term, which expires September 30, 2024. Sadly, Ms. Louis recently passed away. The county is very grateful for her dedication and service for over 17 years on the Planning Commission.

Advertising for the opening was made and four new Applications were received, in addition to one Application on file from the last opening. The County Manager and Public Works Director invited two of the Applicants for an interview. Recommendation is being made to appoint Paul Picotte with careful consideration to ensure the Applicant being recommended represents a diversity of interests and has prior applicable experience.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

County Manager Barbee made the presentation as outlined above.

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

Commissioner Gregory Koenig made a motion to appoint Paul Picotte to the Planning Commission to fill an unexpired term through September 30, 2024. Commissioner Justin Heath seconded the motion, which carried by unanimous vote.

D. - Consideration and possible action re: Renewal of the Agreement with LP Insurance for insurance consulting services in the amount of \$40,407.55 per year for three years

Churchill County currently contracts with LP Insurance to provide the county with consulting services regarding health, dental, and vision insurance. The current Agreement expires on November 30, 2021. The county continues to be satisfied with the services provided by LP as they have been proactive in providing us much-needed information to assist us in making wise insurance decisions. They have provided advice and consultation services to us that helped us negotiate fair insurance premiums over the years based on our claims history. They have also been very helpful in resolving claims issues.

Typically, insurance brokers charge a commission on premiums in order to pay for their services. Of course, this means that, when the premiums increase, the broker's fees increase accordingly. LP's Agreement with us, however, continues to call for payment based on a set monthly amount, rather than a percentage of premiums. LP has proposed a new three-year Agreement, effective December 1, 2021. The new Agreement proposes no increase (0%) in consulting fees throughout the term of the Agreement. The annual Agreement amount is \$40,407.55 (\$3,367.30 per month). (Typical commissions would cost the county at least double what LP is proposing in the Contract.)

FISCAL IMPACT: None.

EXPLANATION OF IMPACT: The renewal rate of the Contract reflects no increase over what is currently budgeted. LP Insurance is agreeing to a three-year Contract with no increases for the duration of the agreement.

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

Human Resources Director Geof Stark made the presentation as outlined above.

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

Commissioner Justin Heath made a motion to renew the Agreement with LP Insurance Services for a three-year term through November 30, 2024, at an annual rate of \$40,407.55, and authorizing Human Resources Director Geof Stark to sign the Agreement.

Commissioner Gregory Koenig seconded the motion, which carried by unanimous vote.

E. - Consideration and possible action re: Approval for the renaming of the Senior Food Specialist position at the Life Center to Food Services Coordinator and assigning it to Pay Grade 50

The county has had some challenges recruiting for the Senior Food Specialist position at the William N. Pennington Life Center. This position is responsible for coordinating and overseeing the staff and functions in the kitchen at the Life Center. The county has not received Applications from many qualified candidates. The county believes one of the challenges to

recruiting for this position is the level of responsibilities for the position relative to what the position pays.

Staff reviewed the pay for the position and compared it to comparable positions at other public entities. Many of the entities have similar positions, with these positions usually working in correctional facilities. The duties, however, are very similar. The result of the salary review shows the county's position is quite a bit underpaid. The position is currently at Pay Grade 39 (\$17.77 to \$23.90 per hour). The salary data indicates the position should be paid at Grade 50 (\$23.32 to \$31.36 per hour). Staff requests approval to assign the position to Pay Grade 50.

Additionally, in an effort to better market the position and ensure the job title more accurately reflects the duties and responsibilities of the position, staff recommends changing the job title to Food Services Coordinator.

FISCAL IMPACT: Approximately \$15,300 annually.

EXPLANATION OF IMPACT: Fiscal impact includes \$11,600 for wages and \$3,700 for benefits.

FUNDING SOURCE: Life Center Tax Revenue; ADSD Grant Revenue.

ACTION REQUESTED: Accept

Human Resources Director Geof Stark made the presentation as outlined above.

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

Commissioner Gregory Koenig made a motion to approve the change to the class specification for Senior Food Specialist, changing the job title to Food Services Coordinator and to approve the assignment of the position to Pay Grade 50. Commissioner Justin Heath seconded the motion, which carried by unanimous vote.

F. - Consideration and possible action re: Approval of Resolution 20-2021 directing the Churchill County Assessor to take certain actions regarding the Secured Tax Roll for 2022-2023

NRS 361.300(3) requires that, before December 1st of any fiscal year in which an assessment is made, the Board of County Commissioners shall, by Resolution, direct the County Assessor to take certain actions regarding the Secured Tax Roll in Churchill County. This Resolution directs such action to be taken.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

A RESOLUTION DIRECTING THE COUNTY ASSESSOR TO TAKE CERTAIN ACTIONS REGARDING THE SECURED TAX ROLL

Denise Felton, Assessor, made the presentation as outlined above.

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

Commissioner Justin Heath made a motion to approve Resolution 20-2021 directing the County Assessor to take certain actions regarding the Secured Tax Roll for 2022-2023 pursuant to NRS 361.300(3). Commissioner Gregory Koenig seconded the motion, which carried by unanimous vote.

G. - Consideration and possible action re: Renewal of a Contract with Mark Stafford, Commercial Real Estate Appraiser, not to exceed \$7,500, to assist in appraising and defending the appraisals of solar and geothermal properties in Churchill County

In Nevada, geothermal properties are classified as mining properties and, therefore, valued for tax purposes by the Nevada Department of Taxation. Stand-alone solar properties are locally assessed, while solar fields built in conjunction with geothermal plants are centrally assessed by the Department of Taxation.

NAC 361.1177 requires the Assessor to use the Marshall and Swift Valuation Service to value properties using the cost approach. However, costs for solar and geothermal facilities are not found within the Marshall and Swift services. If an appeal of value is received on such properties, the Assessor's office typically is not provided with supporting documentation, such as production reports, nor is there market sales data for such properties. The Assessor's office does not have staff with the special certification or the expertise to determine the market value for utility properties such as these.

Centrally assessed properties are appealed directly to the State Board of Equalization. The Civil District Attorney typically files an intervener on behalf of the county per NAC 360.070. Again, without the expertise of an appraiser certified to value such properties, it is difficult for the county to defend its interests in these appeals.

It is our recommendation that Churchill County renew the Contract with Mark Stafford, who is a Commercial Real Estate Appraiser, to put the county in a better position to defend these appraisals. Mr. Stafford's expertise and experience proved effective in reaching a Stipulated Agreement on Enel Stillwater PV Solar II in February 2021. Furthermore, Mr. Stafford is currently working with the Assessor's office on the 2021-2022 assessment of this facility.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: General Fund - Assessor's Department.

ACTION REQUESTED: Accept

Denise Felton, Assessor, made the presentation as outlined above.

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

Commissioner Gregory Koenig made a motion to approve a Contract with Mark Stafford, Commercial Real Estate Appraiser, not to exceed \$7,500, to assist in appraising and defending the appraisals of solar and geothermal properties in Churchill County. Commissioner Justin Heath seconded the motion, which carried by unanimous vote.

H. - Consideration and possible action re: Approval of an upgraded position at Parks and Recreation to replace the budget-approved position of Parks Maintenance Worker with a Facilities Maintenance Technician, with an estimated cost of \$8,200

In the budget for Fiscal Year FY 21-22, the board approved a full-time position of Parks Maintenance Worker to work at the Fairgrounds and at the new Civic Center. Based on a recent assessment of the facilities, Jorge Guerrero (Director of Facilities, Parks, and Recreation) indicates there is a need for an employee with higher skill levels and greater experience than is currently outlined in the job description for Parks Maintenance Worker (which is . This position will require someone with a fabrication and welding background, in addition to the other regular grounds and facility maintenance experience and knowledge. As a result, staff is requesting that the position be upgraded to Facilities Maintenance Technician. This position would be placed at Grade 44 in the currently-approved pay tables.

Originally, the position was budgeted to be hired in January of 2022. Because of budget savings that have been realized from the delayed hiring of a Fairgrounds Operations Deputy, staff requests permission to begin recruitment immediately, in the hopes of hiring someone before the end of 2021.

FISCAL IMPACT: Approximately \$8,200 for the current fiscal year and approximately \$9,000 for a full fiscal year.

EXPLANATION OF IMPACT: The cost for the current fiscal year is determined by comparing the difference in pay and benefits from the budgeted position to the requested position. It also calculates the cost of an additional one month of employment in the new position. Much more savings has been realized by the delayed hiring of a Fairgrounds Operations Deputy, so there actually would not be a negative fiscal impact in the current fiscal year. For future years, the impact for wages and benefits from this change will be about \$9,000 in the first full year.

FUNDING SOURCE: Parks and Recreation Fund

ACTION REQUESTED: Accept

Human Resources Director Geof Stark made the presentation as outlined above.

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

Commissioner Justin Heath made a motion to approve the reclassification of a Facilities Maintenance Technician, to approve an advanced step placement up to step 6, and to begin recruitment immediately. Commissioner Greg Koenig seconded the motion, which carried by unanimous vote.

I. - Consideration and possible action re: Request from the Fallon Churchill Fire Department to pre-approve the addition of a funding item to the 2022-2023 budget in the amount of \$80,000, which will serve as a payment guarantee for the supplier of MSA air-packs and enable the department to purchase items now that are due to receive a price increase prior to the next budget cycle

The Fallon Churchill Fire Department is requesting to earmark \$80,000 in the 2022-23 budget in order to purchase MSA air-packs prior to a scheduled price increase from the supplier. The prices are expected to increase by 8%. The supplier will then be able to deliver all the air-packs at the same time and the department will be able to immediately put them to use. Alex Haffner

will be present to provide additional information.

FISCAL IMPACT: \$80,000. General Fund

EXPLANATION OF IMPACT: Addition of \$80,000 to the 2022-23 budget prior to standard budget review and approval process.

FUNDING SOURCE:

ACTION REQUESTED: Accept

Jared Dooley, Fire Chief, made the presentation as outlined above.

Chairman Olsen asked if there was any public comment but there was none. He said these air-packs are something we have talked about for years and you are switching companies because the company you have had is a lot more expensive than these folks? Chief Dooley said, right now, we use Scott Air-packs and we are switching to MSA Air-packs that are of equal or greater quality to what we already have. The packs per unit are substantially cheaper, so as we look to the next 15 years, which is a typical life cycle for them, maintenance becomes quite a bit cheaper also. Chairman Olsen said will you take the old packs out of service immediately? Chief Dooley said yes, that is another benefit of this is where we would be purchasing these over the next 3 budget cycles and then we would institute the changeover for our air-packs. If we do it in this manner, Alan Curtis has offered that we could have all the air-packs up front and we could change those over prior to February of 2022. Chairman Olsen said is there value still in those and will they be recycled? Chief Dooley said there is value. There is an air tank component to them where we have some life left in our current air tanks and Alan Curtis has volunteered to sell those on the open market to other departments. We don't just want to sell them to the public. We felt that by switching over to a cheaper pack, we will be able to make up that ground easily.

Commissioner Heath said do you know how much we will save by purchasing them all now? Chief Dooley said it is hard to say, I can get close. Currently, a Scott unit is about \$8,800 and the MSA units are \$6,600, so that is about \$2,000 each and we buy at about 55 packs right off the bat, so you will get that initial savings of those. If the county is looking at any new fire trucks, those would have to be outfitted with those also.

Commissioner Gregory Koenig made a motion to approve the request and direct the Comptroller to include the \$80,000 request in the 2022-23 budget. Commissioner Justin Heath seconded the motion, which carried by unanimous vote.

J. - Consideration and possible action re: Approval of an Interlocal Agreement between Churchill County and Mineral County for the Provision of Health Related Services

Mineral County and Churchill County have negotiated an Agreement funded through a state grant for Churchill County to assist in the provision of operational support, training, and staff support in the provision of COVID-19-related health services to Mineral County. This Agreement is beneficial for both counties and helps pave the way for future cooperation in the form of a Health District. Churchill County will be providing a part-time equivalent Community Health Nurse and a full-time equivalent Resource Liaison to assist in Mineral County. Churchill County will further be providing some medical equipment and office equipment as part of the grant-funded service. Mineral County will be providing oversight and direction for personnel in their community and office space to work from.

FISCAL IMPACT: Cost of staff and equipment to be paid by the State of Nevada CDC Workforce Grant.

EXPLANATION OF IMPACT: Cost of staff and equipment to be paid by the State of Nevada CDC Workforce Grant.

FUNDING SOURCE: State of Nevada CDC Workforce Grant.

ACTION REQUESTED: Accept

Joe Sanford, Civil Deputy District Attorney, made the presentation as outlined above.

Chairman Olsen asked if there was any public comment but there was none. He said this is an initiative that the county is undertaking with help of the State Health Department and others to stand up a Health District out here in the rurals, which I think is a good thing. This may not be the last time you are here. They will have to adjust these things and I am expecting that as we find out what the right size is for different things, different activities, and different support outside these other counties. DA Sanford said this is sort of the first step towards the district without actually having a district in place. There is some need for some legislative action and preparation to get in place and this helps provide some of the groundwork of how an operation and our cooperation is going to go in the future.

Commissioner Justin Heath made a motion to approve the Interlocal Agreement and to direct the Chair to sign said Agreement. Commissioner Gregory Koenig seconded the motion, which carried by unanimous vote.

K. - Consideration and possible action re: Approval of a Revised Agreement between Churchill County and the UNR School of Medicine for consultation to develop a Health District

In September 2021, the Churchill County Board of County Commissioners approved and executed an agreement with UNR School of Medicine for a term of one year totaling \$100,000 for services to evaluate and implement a Health District. It was identified after the fact that the funding was for a two-year period totaling \$200,000. UNR has requested that the agreement be amended to the full term of two years, totaling \$200,000.

FISCAL IMPACT: \$200,000 GRANTS / NO MATCH REQUIRED

EXPLANATION OF IMPACT: \$200,000 State of Nevada Grant funding: \$100,000 CDC Workforce Grant \$100,000 Immunize Nevada Grant

FUNDING SOURCE: State of Nevada Grant funding: \$100,000 CDC Workforce Grant \$100,000 Immunize Nevada Grant

ACTION REQUESTED: Accept

Social Services Director Shannon Ernst made the presentation as outlined above.

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

Commissioner Gregory Koenig made a motion to approve the Revised Agreement as presented Commissioner Justin Heath seconded the motion, which carried by unanimous vote.

L. - Consideration and possible action re: Ratification of Notice of Subaward between Churchill County Social Services and the State of Nevada Department of Health and Human Services Aging and Disability Services, totaling \$8,776.67 for equipment purchase

Churchill County Social Services has received funding on behalf of the WN Pennington Life Center from ADSD to purchase replacement equipment. The equipment includes a Water/Ice Dispenser for the dining room beverage bar, in the amount of \$6,559.16, and a commercial meat slicer for the kitchen, in the amount of \$1,801.92. The funds also pay for the freight of the ice maker in the amount of \$415.59.

Churchill County will be responsible for the cost of the ice maker/water dispenser installation. Churchill County is working on a contract with a commercial equipment maintenance company to regularly service equipment to prolong the life of all equipment.

FISCAL IMPACT: \$8,776.67 - ADSD Funding

EXPLANATION OF IMPACT: Equipment grant-funded and the installation is the county's match.

FUNDING SOURCE: ADSD Title 111-C

ACTION REQUESTED: Accept

Social Services Director Shannon Ernst made the presentation as outlined above.

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

Commissioner Justin Heath made a motion to approve the funding as presented and authorize the Director of Social Services to purchase the equipment as outlined. Commissioner Gregory Koenig seconded the motion, which carried by unanimous vote.

Letters Received:

A- Nevada Division of Environmental Protection's Notice of Decision for a Water Pollution Control Permit for Bell Mountain Exploration Corp.'s mining project.

The Nevada Division of Environmental Protection provides Notice of Decision for a Water Pollution Control Permit for Bell Mountain Exploration Corp.'s mining project. This permit authorizes the construction, operation, and closure of approved mining facilities in Churchill County, Nevada. The Division has been provided with sufficient information to assure that the waters of the state will not be degraded by this operation and that public safety and health will be protected.

This permit will become effective November 12, 2021. The final determination of the Administrator may be appealed to the State Environmental Commission by November 7, 2021.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: None; Informational Only

New Business:

A- Consideration and possible action re: Compensation Study for non-represented county positions, implementation costs not to exceed \$500,000 (surveyed and impacted positions can be found at www.churchillcountynv.gov/compstudy2021)

In 2014, the county contracted with an outside contractor to provide a classification and compensation study. In 2015, the county implemented the compensation study to ensure county employees were being paid equitably relative to other public agencies. When that study was approved and implemented, the board indicated a desire for the county to conduct compensation studies internally every five years to ensure the county's pay practices continued to be equitable. That five-year period ended in 2020. At the time, staff was working on the study but the pandemic put a stop to that work.

The county's Human Resources Department has now completed the study and is presenting it to the board for consideration. Human Resources Director Geof Stark will present the study data and recommendations at the board meeting. The purpose of the study was not to perform a classification study whereby all jobs and job descriptions are re-evaluated. The assignment was, essentially, to refresh the compensation data from the 2015 study with updated data representing 2021 numbers.

The Agenda Report contains an attachment showing the market data that was obtained for the study. There is also an attachment showing the positions which were studied, including the costs of implementation for each position that is proposed to receive an increase (which can also be found at www.churchillcountynv.gov/compstudy).

FISCAL IMPACT: Approximately \$460,000.

EXPLANATION OF IMPACT: The impact reflects an adjustment in wages for 79 employees, and includes approximately \$350,000 in wages and \$110,000 in benefits (primarily PERS).

FUNDING SOURCE: General Fund; Road Fund

ACTION REQUESTED: Accept

Human Resources Director Geof Stark made the presentation as outlined above.

Chairman Olsen asked if there was any public comment but there was none. Commissioner Koenig said I am not quite sure I 100% agree with the premise to compare us with Washoe County. I think we need to look at cost of living in that. I looked at your average price of a home and it is significantly higher in that county. Your average cost of living in that county is higher than Churchill County. It makes sense to compare us with the Class 3 counties because they are fairly close with our numbers. The Washoe County numbers skewed us away. We had to pump everything up to match them, yet I am all for paying people what they deserve to be paid but coming up with those numbers and including Washoe County where your average cost of living in that county is higher than Churchill County, I think we need to somehow look at that too.

Director Geof Stark said my only comment at this time is what we were going for is what we have done in the past and so we followed that rational. There are times where I have talked only doing Class 3 counties and that is something we can do if we want to. We can go review the data or we can do it on a go-forward basis. I would say if we were going to do Class 3, we do Class 3 only, so we would take out things like the State of Nevada, as well.

County Manager Barbee said I would just add to that as you look through all of these, boy is it a joy. Over the last several weeks, as we have been looking, as much as you might find Washoe at the high end, you will equally find those state positions offset that, which is also another direct competitor. We hire people that are commuting from Reno and we have folks in our community that are leaving for Reno and Carson City. We have state positions here, so I will say that, as you look at the data, those two create a wash on most of them that I have looked at anyway. We are willing to go whatever direction. We were tasked with the same process that was done previously and so that is what we did.

Commissioner Koenig said I just want to maybe look at that moving forward. I am not going to make you go back and do it again but I think, in the future, we might want to look at something along those lines to consider the cost of living index or something.

Chairman Olsen asked if there was any public comment but there was none. He said it is a difficult job market right now and doing this now is timely. It is difficult to hire people. We have had multiple times here where we had to change job classifications and raise pay grades because we can't attract people on some of the new positions that we have. We have a lot of folks that have worked for us for a long time and we have to try and keep pace. These things are never fun, so I am glad Geof got this done internally, I prefer that and it saved the county on hiring a consultant to do the same work.

Chairman Olsen asked if there was any public comment but there was none. He said I don't remember what Pontifex charged us for the study. Director Stark said it was usually around \$50,000 or \$60,000.

Commissioner Gregory Koenig made a motion to approve the recommendations of the internal compensation study as submitted, with an effective date of 11/29/2021.

Commissioner Justin Heath seconded the motion, which carried by unanimous vote.

Consent Items:

A- Consideration and possible action re: Report of the condition of each fund in the treasury and the statements of receipts and expenditures pursuant to NRS 251.030 and NRS 354.290.

A fund balance report is attached indicating the beginning balance, receipts, disbursements, and the ending balance of each fund for Churchill County as required by NRS 251.030 and NRS 354.290.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

B- Consideration and possible action re: Justice Court's Quarterly Reports for the period of April - September 2021, showing a total revenue in the sum of \$229,841.21 to the county and \$171,793.20 to the state.

Justice Court's Quarterly Report for the period of April - September 2021 shows a total revenue

in the sum of \$229,841.21 to the county and \$171,793.20 to the state. Further details can be found by reviewing the report provided for the board's consideration and acceptance.

FISCAL IMPACT: \$229,841.21.

EXPLANATION OF IMPACT: Fees help to offset the costs of providing the services.

FUNDING SOURCE: General Fund..

ACTION REQUESTED: Accept

C- Consideration and possible action re: Building Department's Revenue Report for October 2021 totaling \$41,742.30 in revenue for the month.

The Building Department provides its Revenue Report for October 2021 for the board's consideration and acceptance. A total of \$41,742.30 was received for the month.

FISCAL IMPACT: \$41,742.30

EXPLANATION OF IMPACT: Fees collected help offset services provided.

FUNDING SOURCE: General Fund

ACTION REQUESTED: Accept

D- Consideration and possible action re: Recorder's Monthly Apportionment Report for October 2021 totaling \$22,877.60 in revenue for the month.

Churchill County Recorder, Tasha Hessey, provides her Recorder's Monthly Apportionment Report for October 2021, which shows a total of \$22,877.60 in revenue for the month. Further details can be found in the report. This report is provided for the board's consideration and approval.

FISCAL IMPACT:

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

FUNDING SOURCE: General Fund

ACTION REQUESTED: Accept

E- Consideration and possible action re: Building Permit Activity Report for October 2021

Provided for the board's review is the attached report showing 61 permits issued in the month of October 2021. Included in the 61 permits are 4 single-family-dwellings, 3 commercial permits, 0 industrial permits, 4 manufactured home permits and 5 septic permits.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Accept

F- Consideration and possible action re: Public Works, Planning & Zoning Department's Revenue Report for October 2021 showing a total of \$196,770.93 in revenue for the month.

The Public Works, Planning & Zoning Department submits its Revenue Report for the month of October 2021 showing a total of \$196,770.93 in revenue. This report is provided for the Commissioners' review and acceptance.

FISCAL IMPACT: \$196,770.93 in revenue for the month.

EXPLANATION OF IMPACT: Fees to off-set services provided by the department.

FUNDING SOURCE: General Fund.

ACTION REQUESTED: Accept

G- Consideration and possible action re: Sheriff's Civil Report for October 2021 showing a total of \$23,875 in revenue for the month.

Sheriff Richard Hickox provides his Civil Report for the month of October 2021 showing a total of \$23,875.00 collected as revenue for the month. This report is provided for the board's consideration and acceptance.

FISCAL IMPACT: \$23,875.00.

EXPLANATION OF IMPACT: Fees collected help to off-set the costs for providing the services.

FUNDING SOURCE: General Fund.

ACTION REQUESTED: Accept

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

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

Consider Future Agenda Items:

There were no future Agenda items suggested.

Commissioner and Management Staff Reports:

Chairman Olsen reported on the following topics:

- Lem Mackedon died yesterday, which is a sad loss to our community. He was chair of the youth board for years and served as the City Attorney and was my personal attorney.
- Jim and I had a city/county meeting with Mayor Tedford and Bob Erickson.
- We had a CTWCD meeting.

Commissioner Koenig reported on the following topics:

- We had a Fallon Youth Club Board meeting. Lem will definitely be missed there.
- We have been on vacation.
- We had a whole lot of other meetings I went to.

Commissioner Health reported on the following topics:

- The Senior Coalition had a retreat on 12th, which I missed as I was racing with boys.

County Manager Barbee reported on the following topics:

- I met with Secretary of Navy with Pete and Jeremy Drew. We are hopeful, with new leadership, we can come to a consensus.
- I represented Pete at the IEC meeting.

- I would also invite Commissioners or others to see the C3 building. There has been quite a bit of advancement in the last few weeks. I appreciate Chris Spross and his work with that building.
- I want to commend Geof on putting together the Compensation Study.

Sheriff Hickox reported on the following topics:

- We have been busy for last couple of weeks.
- We had staff attend an NDOT winter planning meeting. They talked about maintenance with the light at Sheckler and Roberson. We would like to see it synchronized to allow trucks to stop.
- I attended a conference in Las Vegas last week on leadership.
- We are in the process of swapping inmate communications systems.
- We are having some issues working with Logically as we have had no movement there.
- We have had some interest in hosting Sheriffs/Chiefs meeting here instead of Las Vegas.

Comptroller Wideman reported on the following topics:

- We are working on the audit.
- We sent out annual leave conversions.
- We are working with the Sheriff's office on the inmate communication system.
- We are getting ready for the year end.

Civil Deputy DA Shawcroft reported on the following topics:/had nothing to report.

- We released the RFP for developers for Coleman Road property.

Clerk/Treasurer Rothery reported on the following topics:

- We are as usual busy. Pam is working on the code review.
- We are prepping the trust properties for the tax sale.
- We are working on our delinquent taxes.
- We are working with the state on redistricting.

Claims and Payroll Transmittals:

The Claims and Payroll Transmittals were submitted for the board's consideration and approval.

Public Comment:

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

Departmental Tour:

A- The Churchill County Board of Commissioners will conduct Departmental Tour following the close of the meeting as follows:

Department
Road Department

This Departmental Tour is for information-gathering purposes only and no action will be taken.

The board will conduct a tour of the Road Department following the close of the regular meeting. No action will be taken as this tour is conducted for information-gathering purposes only.

FISCAL IMPACT: N/A

EXPLANATION OF IMPACT: N/A

FUNDING SOURCE: N/A

ACTION REQUESTED: Other

The tour of the Road Department was conducted following the adjournment of the regular meeting.

Adjournment:

Approved:


H. Peter Olsen, Jr., Chairman

Approved:


Greg Koenig, Vice-Chairman

Approved:


Justin Heath, Commissioner

ATTEST:
Linda Rothery, Clerk/Treasurer


Renae Paholke, Deputy Clerk