

**ROUND MOUNTAIN TOWN BOARD
REGULAR MEETING
DONALD L. SIMPSON COMMUNITY CENTER
650 CIVIC DRIVE, HADLEY SUBDIVISION
ROUND MOUNTAIN, NEVADA
rmtownadmin@gmail.com
TUESDAY, NOVEMBER 22, 2016 – 4:30 P.M.**

MINUTES

Members Present: Lisa Davila, Vice Chair
Wes Hubred, Clerk
Liandra Dutton, Member

Absent Members: James Swigart, Chair
Roger Morones, Member

Also Present: Pearl Olmedo, Town Manager
Tini Mittelstadt, Administrative Aide

Citizens Present: Rebecca Hansen
Sergio Olmedo
Lisa Schwarz
Frank Davila



CALL MEETING TO ORDER

Davila called the meeting to order at approximately 4:30 pm

PLEDGE OF ALLEGIANCE

The pledge of allegiance was recited.

APPROVAL OF NOVEMBER 22, 2016 AGENDA

Olmedo stated that we could put Warriors of the Cross to the end if we need to, if no representative shows up.

ACTION: Hubred motioned to approve the November 22, 2016 agenda. Dutton seconded the motion; the motion passed 3-0.

GENERAL PUBLIC COMMENT (FIRST)

None

READING, CORRECTION, AND APPROVAL OF THE NOVEMBER 8, 2016 MEETING MINUTES

ACTION: Dutton motioned to approve the November 8, 2016 meeting minutes. Hubred seconded the motion; the motion passed 3-0.

THE WARRIORS OF THE CROSS REQUEST TO USE THE DONALD L SIMPSON CENTER – TEEN CENTER ON DECEMBER 10, 2016 FOR THE WRAPPING OF TOYS FOR THE ANNUAL CHRISTMAS TOY RUN FOR FREE

Jennifer McMillian from Warriors of the Cross states that they do the Christmas toy run every year and they are requesting the fee be waived for the use of the Teen Center for the wrapping that they do for all the gifts. All the money that they have comes from donations so there is not a lot, so we are limited on funds and that is why we are requesting that.

Davila stated that she personally doesn't have an issue with waiving the fees, we have done it every year, for how long?

McMillian answered several years.

Davila continued she thinks it is a good way to support the community and thank you for what you do for the kids.

ACTION: Davila motioned to approve The Warriors of the Cross' request to use the Teen Center for free. Dutton seconded the motion; the motion passed 3-0.

SEWER PROJECT UPDATE

Davila asked if we invited our rep to show up.

Olmedo answered that our rep was invited, but he is out sick with an illness this week so he was unable to attend. He apologizes for that. Otherwise everything else is moving along. The original scope of work for the project has been signed off by Lumos and Associates. All of that is good and the state has been notified that the original scope of work has been completed. We are waiting to hear back from everyone. We do have the aerators and everything on site now. We were waiting on a second shipment that came in last week. The HDPE piping from the mine is slowly coming in, so we hope to have everything, if not by tomorrow, by early next week. Everything that RMGC has donated and gotten for us is coming in, so we are waiting for all the pieces of the puzzle to come in, so we can start the phase of putting the MARS aerators in.

Davila replied, I just want to make sure. So I keep asking, we had to get done, we had to move forward because of the time that the contractors had until their job completion and leaving, is that no longer an issue?

Olmedo answered that is all covered, it is not an issue, and they are waiting for us to get back to them, as far as when they can start.

Davila responds, so they are just waiting for our end.

Olmedo answered our end, correct. I don't want them out here until we have all the equipment in, so we are not dragging out their process.

Dutton asked, are we doing electrical first and then the aeration system?

Olmedo answered they will be running concurrently. The other update I have, I was just notified that RMGC will be assisting us with the fusing of the pipes, so we don't have to put the responsibility on the contractors. If

you ever get a chance to speak with Hendriks, Swanson, Ekker or the maintenance crew that are here, give them a thank you, because without their help, I don't know how much more this could have been.

Hubred states that fusing the pipes is expensive as I recall, trying to get someone to fuse pipes.

Olmedo replies from what I understand renting the equipment to fuse pipes itself is pretty costly too, so very thankful to RMGC for assisting us in that part.

CORRESPONDENCE, AWARDS, AND ANNOUNCEMENTS

Olmedo states that you have 5 on your list for this evening

1. Tonopah Town Board Public Workshop Agenda November 17, 2016
2. Tonopah Town Board and Tonopah Library Board of Trustees Agenda Meeting November 23, 2016
3. Notice of Vacancy Northern Nevada County Hospital District
4. Lumos and Associates Re: Certificate of Completion of the Round Mountain Wastewater Facility Rehabilitation
5. Nye County Agenda Information Form

Olmedo states there is 1 vacancy for the Northern Nevada County Hospital District, if you are interested or know of anyone that it interested, go ahead and have them contact the clerk's office. It is a 2 year term to begin January 2017. We did post this in the Town Hall Office and the Post Office for the Clerk's office.

Hubred asked if this was a volunteer position?

Olmedo answered it is a volunteer position as well. Also the Lumos and Associates Certificate of Completion, it is the original scope of work, saying that it is completed and signed off on it. The Nye County Agenda Form, we are on the agenda for the 20th for the 5 vacancies for the Town of Round Mountain Board, this is all they sent, I don't have any backup.

Hubred asked for the date again.

Olmedo responded December 20th.

Dutton asked if this was an open meeting and if it was in Tonopah?

Olmedo answered that it is an open meeting and it depends, it is in Tonopah they do have an office there or meeting room. I am not sure if the Commissioner's will actually physically be there or if they will teleconference from Pahrump. They switch back and forth from Northern to Southern Nye County. Also, it was brought to my attention we may have problems with our EMS services here in the Round Mountain area. They have a total of 6 people that go on runs to any of the calls that come through. Three of them are in the same family, so if those three happen to take a vacation there is only 3 people volunteers that may or may not respond. I was approached to get the word out there, let you be made aware that we are operating with a depleting volunteer ambulance service. If no one is able to respond in our area, we are dependent on Tonopah EMT's to come out here and that is roughly an hour response time. I want to invite Vance Paine, he is the director for the Nye County EMS, to come out and talk to us and see if Nye County has any ideas or any plans to try to get the situation remedied. Apparently we are not the only location struggling, it is all over Nye County from what I understand. Everyone is losing their EMT's, everyone is over worked or there is just not the interest in there any longer. I am letting you know, brainstorm about it, I don't know, I don't have any options tonight. All I can think of is, you know talk to other Towns, see what their thoughts are, talk to our county commissioners to rally up some permanent fixes for our problems in all our small communities. I didn't know

how much you all were aware, but it is pretty bad from what I understand. The other thing from what I understand, the fire portion of it is ok. It is state mandated that we have a fire department in each location. I don't know if it is true, but I heard it is not state mandated to have emergency personnel, as far as EMTs are concerned, so they are having problems getting grant monies because they are not a state mandated regulated entity. My other thought was to try to rally some support, to get the state involved, to get them recognized by the state so they can find some funding. The ambulance that we have here on location is pretty old from what I understand, the last time our location got an ambulance was back in 2001. It wasn't a brand new ambulance, and it was pretty much a fixer upper from somewhere. Originally it was purchased for Beatty, brought up here and taken back there and turned around and brought back to us, so apparently our ambulances are pretty old.

Hubred states that he is going to speak up, as being a member on the ambulance and I have been on there 3 years. The problem I believe that we are having is what we are having on the ambulance is the transport times. It is a volunteer basis, they are getting paid a minimum wage, like 35 dollars a run and intermediates are getting paid a little bit more per run, and it is taking 8 hours if not more away from the EMT's families. So I am just speaking for myself, I know Lisa is in the audience, and she can speak up if I am wrong, but I believe that the problems lies with that. It is taking too much time away from people's homes and their families, as to where it used to be maybe a 3 hour run to Tonopah, and now it is anywhere from 8 to sometimes 12 hour runs to go all the way to Fallon, because that is where we are transporting. In my opinion that is where the problem is and that is why we are losing EMT's, because it is not lack of interest, it is just that the run times are killing us. I know Lisa just recently resigned and I am going to be resigning pretty soon, because the only days that I can run are on my days off and I am not going to spend all-day going on a run going to Fallon.

Olmedo continued they also let me know that there is an EMT class coming up in January so if you want to get the word out, if anyone is interested there will be a class in January. Hopefully we will get some information to pass along to the Board Members. I do want it on a future agenda to invite some of the EMT folks, some representation from our area to give you some more information on it and if you have questions for them.

Dutton asked what we can do as a Board except to get the word out?

Davila responded, yeah we do not have the authority to do anything else. I think it would behoove everybody, I don't know how much you know about the hospital and what they are currently going through with Renown and with them taking over. Originally there was the whole deal that they didn't take the insurance that was provided through the mine. Now they are saying they will do that, and it would be out of network providers, so the Nye County Commissioners are still trying to do some stuff to work out some more legality so the hospital can run.

Dutton asked it is not open, correct, it is just the clinic?

Davila replied no, they are still looking at a lot of things, which I think will address the run times that you were talking about, how long, we don't know, I don't think the commissioners have any idea of how long that is going to be. It is good news to know that they are working on it and that they are doing something.

Hubred suggested when we bring this up we need to ask the commissioners about the hospital, because I have heard that the hospital is never going to be reopened. It would cost them too much for them to do it, because since it is closed it is way out of code. That is the reason I have heard that it cannot open, because it has been closed for so long the coding is not up to state standards.

Davila replied, maybe we can get Lorinda Wichman or someone to come down and give us an update.

Olmedo responded that she will put it out and invite them to the first meeting in December, and hopefully they will be able to come out then. Along with the director for the EMTs.

Davila asked if there was anything else to discuss.

Olmedo commented that we had talked about a Christmas potluck dinner for the Town employees and the Board Members for Dec. 8th, she let the Board know that was not going to work because there would be employees out in training. After some discussion on dates, it was decided that we would forgo it for this year to save some money, the Board and employees were good with that.

PERSONNEL ACTIONS

a). Discussion and decision to advertise to hire for Recreation Director

Olmedo commented that at the last meeting it was requested that this go back on the agenda, I don't know if you want to move forward with the discussion or table it until there is a full Board.

Davila responded, I think, let's see what kind of feedback we get first before we decide if we want to table it until next time. I had called and asked for a job description of currently Lily's job and how it is, to incorporate back onto the recreation director. There has been so much controversy about secretaries, about recreational directors, the role that each of them plays, things of this nature. I was running some numbers and checking out and looking at job descriptions. I think definitely we need to hire a Recreation Director, personally after running and looking and we both have experience having worked there; I don't think it requires a full time position. I think we have a lot in place right now, with our volunteers that we have, for the different programs that we have, I think we need to utilize that, I think we need to look at restructuring it most definitely. I am in 100 percent in agreement, but I think we need to identify some things, Lily is here for a secretarial position, she needs to be here accessible to the public and the rec director needs to utilize the volunteers and other things that are involved in the programs we currently have. I think we have fostered this whole sense of let these parents and all these volunteers do it, and then to have a Recreation Director come back in and kind of kick everybody to the side is not going to behoove anybody. If we come back into the situation that we don't have a rec director and it falls back on the parents, so I think we need to foster a good relationship. Having said that, I don't know if you guys have read this over, what has changed in terms of the last one, and what updates did you make to this, is it just the language.

Olmedo answered it is just the language

Davila asked it is not about responsibilities or anything.

Olmedo continued, it is about getting up to speed with the language and going toward the things that the POOL/PACT has identified and adopted. As you know our job descriptions along with our policy are out of date so we are just trying to reformat into a different format and language for today.

Davila responded ok, so her responsibilities haven't change, it is just the language.

Olmedo answered are you talking the recreation director or facilities.

Davila answered rec director.

Olmedo responded that the recreation director would now incorporate the pool as well, so there is a change on that. The language in the old job description did not really identify the pool. Now that we have the pool being renovated this year, I thought, I don't understand why we don't have any language to incorporate the pool, when before the responsibilities were there, but they were never on paper.

Davila asked, just for clarification, are you looking at maintaining Lily as facilities manager and then hiring a Recreation Director, is that your intent?

Olmedo answered the intent would be to keep the facilities aide, yes, because I agree that there should be a person in the office accessible during business hours. The Rec Director would then of course be running the recreation programs here and running the pool as well.

Hubred asked so in your opinion, you agree with Lisa's opinion or do you think it should be a full time position?

Olmedo answered I believe it should be a full time if we want this pool to operate and try to appropriate some changes there, making it more usable. Whereas before we didn't, it was ok we are open from Memorial weekend to Labor Day and that was it. During business hours the pool is open. I think we can utilize this person to incorporate other things, such as exercise programs, being able to rent the pool out to the public.

Davila stated that she loves to hear that, those are ideas that we have talked about and have always been shot down in the past. My concern is what about the long winter months where there is nothing going on, there is no programs, we have down time, because of the winter months.

Olmedo answered in that aspect we have winter sports, we have basketball, run the basketball program longer, bring back volleyball to the elementary students, they are things that we could do in the winter time. Start teaching the basics fundamentals at the grade school age so that the kids aren't struggling when they get to junior high school. They have no skills, they have no experience in a sport, so essentially the coaches that are getting these kids whether it is junior high or high school level it is like you are starting from ground zero, because you have not had any experience.

Dutton replied, we can also have adult programs too. That recreation director can help run adult exercise programs, they would be over everything right. They could be creating programs, like finding work, which might be good.

Davila stated yeah, I have to agree with you, that is actually the thing. I am not trying to be the devil's advocate, but one of the things that has been a concern in the past was, once again speaking from experience, we have had a problem were there has been too much time accumulated. They have had, well I have worked 10 hours instead of flexing that time off. That is another concern, this person has to be flexible, if they worked 2 hours the prior day those hours have to be done for, because you know we have had concerns, and financially we don't want to carry that. I would like to see that that is really governed if we are talking about a full time position. Which I agree, I have to agree with you, if we are talking full time, personally and for every person of this town, I would like to see that that position is being utilized to it full capability. Because Pearl, you know how much down time we have had in those winter months, sit in there waiting for someone to come in, literally that has been what it has been about Liandra, there is office time for 8 hours a day, there is no one and nothing going on, that would be my concern.

Olmedo stated on that part I agree, make something happen, bring back some programs. We have an influx of new people coming in, I hear the talk out there. We want programs not only for the kids, which is great, but incorporate the adults, because adults are left out there to fend for themselves. There is nothing for the adults. On that part, this position in my opinion, we can make something happen here. We don't us our facilities to the full potential.

Dutton replies, I also think if we are going to spend so much money in training this person, we need to do everything we can to keep them in the job, and working, creating new programs, they will be in charge of the Easter egg hunt, all that kind of stuff too right.

Olmedo answered yes, that has fallen back on our office you know, and the rec director was in charge of the 4th of July activities, they were in charge of the Easter egg hunt that would go back to this department.

Davila asked why did you guys take it, why was Lily not responsible for it?

Olmedo answered she was helping as well, it is a combination of all us, there are some people with set days, you know things come up, so we all have to help each other. With a Recreation Director in place it would be their job they would be in charge of that. You know how it used to run, the Recreation Director pretty much could not or did not make any plans around those holidays, because they knew ahead of time that they are in charge of these programs, they have to stay in town.

Davila stated her only concern again is that we actually developed and written this position in for Lily and changing her job description, incorporating the fact that we would not be having a Recreation Director. We looked at that and that is how we came up with her particular roll. I don't think it is going to behoove anybody to have Lily on the roll as the facilities aide and a Recreation Director. I think there needs to be a fine line, because personally I don't think Lily should be off the site to be doing something with the rec director, she should be here. I don't see the need to be paying two people for one job, and literally that is what we would be doing, we wrote her job description as doing that.

Dutton asked if we could change her job description back to just the secretary position.

Olmedo answered we could yes, that is another avenue that we could take. We could revert back to the Recreation Director and Secretary Job description.

Davila replied that is what I think; if we are looking at a full time Recreation Director, I think we need that secretary to really identify the roll. Your roll is here, it is to maintain the office hours for people to utilize.

Olmedo asked, so it is agreed then, to table this and bring it back for discussion.

Davila responded what do you guys think, do you think we need it to be tabled.

Dutton asked I just have one question, and that would be under the experience and training, is a bachelor degree mandatory?

Olmedo answered it is not mandatory, does the language say it is mandatory, it should say that, or equivalent. It says any combination of training education and experience.

Davila asked Pearl where she was reading that.

Olmedo answered under experience and training on page three.

Dutton responded that she just doesn't know if we are going to find someone with either a Bachelor's Degree or a two year experience in a Recreational Program. We are kind of limited with what we have out here.

Olmedo replied, you know we have got that there, it would be desirable, but I know what you mean, the scope out here is slim pickin's, but it is also says or a related field and two years of increasing responsible experience supervising recreation programs. So that is the default that we can go back onto without having to require the Bachelor's Degree.

Dutton responds that is not how I am reading it though. I am reading it that you have to have a bachelor's degree with major course work in recreation, physical education or a related field and two years of increasing years of responsibility supervising recreation programs.

Davila replies it is not reading like that Pearl, I agree.

Dutton continued it is not one or the other.

Olmedo answered ok, so we can change the language on here.

Davila ok, because I am reading it like Liandra is reading it, like an additional requirement.

Dutton states other than that, the language just throws me off.

Olmedo states we can change the language.

Hubred replies I have a question on these required certifications and licenses, are we going to have the applicant already have these, or are we going to take an applicant and try to train them?

Olmedo answered it is desirable to have these, but it should say, the position of a valid driver's license of course that is a no brainer we have to have that. The pool operator, we could also incorporate language in there, may be obtained through employment or something like that. We are pretty much going to have to pay for this training we all know that.

Hubred responded that some of these certificates they can obtain on their own, without us having to pay for that. CPR instructor certification they can, I doesn't take much to become a CPR instructor, the certified first aide instructor, probably the same thing.

Olmedo commented same thing. We do have someone here that could help, out of the volunteer department.

Hubred replied we have instructors with the ambulance service and the fire department that could help with that, so that would not come out of the cost for the Town.

Olmedo stated it would just be those certificates around the pool that we should pay for.

Davila commented I don't know if you would put it in here or you would put it in a letter of offering the position to somebody. I would definitely like it, that we have some type of clause to say if these certifications are not obtained by a certain amount of time, then you are possible, however the language read according to POOL/PACT, but we need something in there, whether it is in here in the description or in an offer letter stating that this is required for your job, you must obtain it in a reasonable amount of time. Give an expectation.

Olmedo responded I agree, we can look up the legalities on that one, I am thinking a year, because you don't know, there are some things that could come up that is out of our control as far as when the classes are. I do know with the CPO course, in order for them to have a class, they had to generate enough interest, they had to have enough bodies to make it worthwhile.

Dutton asked are we going to run into problems, if they don't get the certificates in time, we won't have lifeguards, we won't have a pool?

Olmedo responded, up to one year is your best bet. What do you guys think?

Davila replied, that is so hard, but we definitely need, I think we are all in agreement that we need something to say this is what you have to obtain, because we can't go on under the assumption that it will be obtained at some point in time. A year. What are your thoughts?

Dutton responded I think it is a little long. What do you think Lisa?

Hubred stated it depends on when they are hired too, I agree with what you are saying, in the winter months right now it is going to be hard to get some of these certificates and some of these classes to go.

Dutton comments we won't have a pool.

Davila comments then we won't have a pool, if we give it a year and the class is only offered once, and that employee can't make that training period, then we are in another situation.

Olmedo talking to Lisa Schwarz, I know you probably have some experience in that.

Schwarz replied, I did have a couple of ideas, out of college many years ago that is what I went into, recreation. I would just like to suggest that there is more than one level, because of where we are, you need someone to wear more than one hat, so I think going toward a Recreation Director is the way to go, because there is such a high requirement. You could hire someone as a Recreation Coordinator, and give them the opportunity so that you pay less until they get the certificates and when they get the certifications up them to Recreation Director when they actually are what you are looking for. Another thought I had, I have paid a lot of attention to the recreation department over the past 15 years. If you had, I am not talking people, but if you had someone in the office answering phones and you only have office hours for public, maybe in the afternoons, and you made that one part time, so that there is someone at the door. The afternoons are when your recreation coordinator is doing their programs. That way maybe the recreation director can do the office work in the mornings and then they need to be able to leave to do the programs in the afternoon. Those are just a couple ways you can cut expenses while you are building up to where you want to go.

Davila stated that it makes sense, part of the concern and you know Lisa, having been involved as you have in capacity that you have done. It is that one of the biggest concerns and we have heard it from the public, is someone physically being there when an issue needs to be addressed. That has been happening historically for way longer before me and I am sure before you Pearl. I think you have addressed it well, there are a couple of concerns, number 1, how do we get someone in here to meet those qualifications and the expectations. I think that definitely needs to be addressed. Especially because summer is approaching and we are going to be out of this cold weather and into enjoying some wonderful weather. I think as a Board we really need to evaluate what it is that we are looking for and be able to find that happy medium where we are serving the public as we should be through this department, and yet looking at how we can cut costs, not have overtime work, someone that can be flexible and say ok, I have to work late tomorrow, I am going to come late. It really has to be a perfect balance, very, very flexible. Personally that is what I will be looking for.

Hubred responded personally with things that I have experienced with what I have done, I would also like to see it worded in here after obtaining these certificates. If we are going to pay for all this, it is pretty expensive, that they are required to stay with the Town, have it written in there that they have to give a year, two years, however many years we decide that they need to stay, or that they reimburse the Town. I would hate to see the Town put all that money into this and then for them to leave and go to a higher.

Davila commented, that could definitely happen, like Lisa said if we are looking at hiring someone and increasing their pay, because of what they have to do and all the sudden they get upset and walk away. It leaves us once again in a situation where we have to re-invest and we have to do things, this is, Sergio I am sure you can attest, this is one of the things they are looking retention at the mine, how do we keep people staying

aboard, because we are spending thousands of dollars on training these people and all of a sudden they leave. It is something that is happening across the board.

Olmedo replied, unfortunately, I am hearing you, I get it we have been going through retention rates ourselves. Unfortunately, we can't guarantee.

Davila replied, but if it is part of their offer letter?

Hubred stated we can put it in there, I have seen it before and I know it is legal, that if they are terminated, or they quit on their own prior to that, they are responsible for reimbursement.

Davila asked Sergio, isn't there something like that up there too, if you go to school, your hours can be paid for, but if you don't finish or you don't stay, you can pay so much back.

S. Olmedo shook his head no.

Dutton stated they did that with electrical.

S. Olmedo replied, electrical is the only one.

Davila responded, I thought it was other departments as well.

Dutton commented they have to keep a certain GPA, and if they do not finish the program, it is a four year program, if they don't finish the program with the grades that they are supposed to have; they have to pay back the money. They did the same thing with our moving costs, when we moved down here, the mine paid for us to move and I think Earl had to work for 6 months or a year, and if we left before then, we would have to pay back the moving costs.

Olmedo stated those are all valid points and I will look into them.

S. Olmedo asked how about the steps, you can get hired as step one, and move up, so if a person wanted to get all these qualifications, then once they got the qualifications they could get higher pay. At the same, I can understand if you bring someone in at like \$20.00 versus \$23, at \$23 they don't have much to go, and you are telling them they have to get all these certificates and you are going to pay for it, but at the same time, if you hire them at twenty dollars and pay for the certifications, you can't give them a raise right away, it could be a year later right. That will save you money right away instead of giving them the full amount right away.

Olmedo replied, my thoughts with bringing in the Recreation Director were to start them at the lower pay station. The way I look at it, and jump in if you think my thinking is completely off, obtaining the certifications while you're employed, I pretty much have done this, this and this, so when I am evaluating a year from now regarding your merit increase, you have shown that you have gone above and beyond. When you are doing your employee performance, to me that justifies whether it is a 2, 3, or 4% merit increase for that year. It is an incentive to better yourself, because you want that merit increase.

Davila commented I think that you are right; I think that we do have to have an incentive, but I don't want to be in the position where we could possibly have this all in place, but have nothing in place, and we have had that happen, there was nothing in place if you don't obtain it. I don't think that is in our best interest, because we will just be carrying this problem child as we go throughout. I definitely want to see that language.

Olmedo replied that language, I have to say, we could probably get away with it in the in the offer letter. We have done some things in the offer letter, with that we will address that, if you don't have your certifications in x amount of time, it is your understanding that you could be terminated.

Hansen commented I would definitely say something about having, especially for rec director, since the pool is such a huge deal and if they don't have the certification the pool is not going to open. To have a date, because if you hire somebody in that is hired at a certain rate and has the potential to get a higher rate, and doesn't have motivation, they may think I got hired at this rate, why would I get certifications?

Olmedo suggested, we could easily put it, during your introductory period you will be required to obtain these.

Davila responded, I am with Liandra on this one, the time table, I am really fighting it.

Hubred replied, we could put it down as time as a probationary, you could put some down as probationary and if they don't meet the criteria you could terminate them.

Olmedo responded we would probably have to bring it back down to their probationary period, because the probationary period is 90 days.

Dutton replied, I think that is reasonable, between Reno and Vegas we could probably find a class.

Davila stated that is my concern, the pool will be open this year.

Olmedo states that as far as the Certified Pool Operator portion we are covered there. They don't have to get that right away, it is the water safety instructor that they need to get.

Davila responds I have a problem, there is a time table, I would say to include it in that probationary period.

Olmedo responded we can say that in the offer letter, during the introductive period they have obtain these certifications.

Davila states with what I have heard I think we do need to table this. We need to look at changing with all these job descriptions, re-evaluating her role within the Recreation Department, and changing the language in the Recreation Director, whether that be in the job description or offer letter, but we need to see the language.

ACTION: Tabled for next meeting

DISCUSSION AND TO APPROVE UPDATED RECREATION DIRECTOR JOB DESCRIPTION

ACTION: Tabled

GENERAL PUBLIC COMMENT (SECOND)

Lisa Schwarz stated that she appreciates all that you do, I know if you are not there the money goes to the County. I have a couple things, one thing I know we really want to serve our public, but we are government, we are not a private business, we are not a charity and sometimes we just have to make hard decisions. I know the Library had to close a lot of extra hours and couldn't offer programs, because you have to work within that budget. The other thing I wanted to throw out there, because it was confusing to me when I was running with EMS, when they were working on the clinic and that in Tonopah. To really help the ambulance service, you

need somebody that can take an emergency room, I don't even know if urgent care covers it, and a clinic certainly doesn't cover it, they don't take ambulances. So when you are listening, if you have that in mind, for an ambulance to be able to be helped, they have to have an emergency room.

REVIEW AND APPROVE VOUCHERS

Davila asked Pearl, on your charge account there is a charge of \$150.21 for Sirius, what is that?

Olmedo answered that is for the Town car.

Davila asked if that was a monthly charge.

Olmedo answered that is a yearly. That was implemented 3 years ago.

Davila asked what the BLM was?

Olmedo answered it is for our monitoring wells, we lease from BLM.

Davila commented that is annual correct.

Olmedo answered correct.

Davila asked what Harris Computer System is for \$3176.00?

Olmedo answered it is the annual support for our billing systems.

Davila asked what the System Membership renewal with Nevada Rural Water Association \$270.00?

Olmedo answered Nevada Rural Water, we pay into their membership so that they come anytime that we need them to help us out with whatever regarding our public utilities system.

Davila asked if that was monthly?

Olmedo stated no, that is annual.

Davila asked when will we have the final total for Pearson Brothers in terms of everything we spent on the Sewer Project?

Olmedo answered I will tell you.

Davila responded we are not done yet.

Olmedo commented no we are not.

Davila asked where we are now?

Olmedo answered I will tell you, the bid was \$100,116,913.70 and we have added \$360,730.75, this is just for the completion for the original scope of work. The additional for this part that we had to put in is an additional \$29,400, which is not bad considering.

Davila questioned but that is not the electrical?

Olmedo continued so 1.5 and that is not the electrical.

Hubred asked what is the LEPC meeting?

Olmedo answered that is a LEPC meeting down in Pahrump that happens every month. He represents the volunteer fire department. It is a Local Emergency Planning Committee.

Davila asked Pearl if it was in the agreement with Dan that the Town would still pay for meetings that Dan attends.

Olmedo stated yes. Here is a thought for the Board; Dan's contract expires next year as fire chief. You need to think about maintaining somebody on volunteer status or going with paid fire chief.

Dutton asked right now is it volunteer?

Olmedo answered yes, it is volunteer right now.

Davila responded here is my problem, and let me just explain this, because everybody thinks that they have the opinion that Lisa is against the fire department. No, I am not against the fire department. The word that provides me with some constraints is the word "volunteer". Having said that, I am only speaking from experience. Currently I am running a non-profit, Liandra you can speak from experience, we have a five member board, we don't get a penny for nothing. Every dime that we make is because of the efforts of the five of us to do this. That, and please understand, I wish more of the public was here, because that is my concern. If we are going to look at hiring on a fire chief, that changes for me, the whole thing about a volunteer fire department. So are we truly a volunteer fire department or are we a paid volunteer fire department, but let's get it straight, because right now for me there is too many questions. I have a ton of questions. I have never heard and please anybody, I am giving anybody a chance to chime in and tell me what volunteer services get 800 dollars a month. I don't get it. So as a Board member myself I will explain, if we need to look at changing the structure of the fire department, then let's so do it, but if we are going to use the language of volunteer fire department, then please let's go volunteer. If we are going to use it as a paid department, then let's pay. I want it black or white, volunteered or paid.

Hubred stated you asked for people to chime in, it is like the ambulance service, everyone on the ambulance service are volunteers, there is only one paid volunteer and that is through the state. All the volunteers get paid 35 dollars a run as a volunteer, so they are getting paid through the county as a volunteer.

Dutton states the fire department get more money allocated because it is required by the state, correct.

Olmedo answered how the stipend came about, and this was well before any of us, I honestly don't know when it came about. The firemen elected to defer the stipend that the EMT's receive, rather than pay them out individually for let's say 50 dollars per run, per person, they deferred that and said put the money into the volunteer fund and those can be utilized toward equipment and things of that nature. Regarding that stipend, the volunteer fire department did pay back in full the custom ink t-shirts. That was a misunderstanding between their office and our office, they did not want us to pay for that, they were just utilizing our shipping address and we were billed in return, so they did pay us back and they paid us back for one FLIR.

Davila states just so you all know, when I was researching this, I called every volunteer fire department from Pahrump to Fallon to find out how you run your volunteer fire department. Please make me understand how you do this; there is not one fire department that receives a stipend or anything else from their town. They are

responsible for their own funding, in terms of anything they need as far as equipment, turnouts, and things of that nature. We as a Town, and I must say, we do everything, we pay for their turnouts we give them a stipend. Which for me causes somethings because we are using the language of volunteer fire department and that is why I bring it up, it is such a sensitive matter. It really shouldn't, I don't have an issue, yes we need fire coverage, there's people, there is families in this community, then let's go on a paid thing, let's go out to hire and get who we need in, but if we are using volunteer services, then let's let it be volunteer and understand what that word comes with. I am sure Liandra you understand the work that you have to put in for the Circle of Life, I don't think that there is one member of that volunteer fire department that doesn't understand that they are there voluntarily, so that is just my take on the whole thing.

Hansen responds I think in Fernley they have a fire department and it is paid by the City.

Davila stated that she didn't call Fernley.

Hansen continued, but they still have volunteers on their staff, they volunteer, but the Town or the City pays for everything that they need.

Olmedo replies that she actually spoke to the retired chief out of Fallon, because I knew this was coming up.

Hansen asked Davila if it was the verbiage on the building.

Olmedo asked to continue, she said she spoke with the retired fired chief from Fallon and he essentially said the issue is with your fire chief, you have to figure out if you want a paid fire chief, or a volunteer fire chief. Across the state of Nevada the norm is they are going to volunteer fire chief, but because of the amount of work that person puts in coordinating the training, making sure the equipment is up to par, making sure everything is in place so that when the volunteers come in, we are not sending them out with equipment that has not been maintained. So, we have got to decide, is it worth your while having a paid fire chief on staff full time to do those things for you, or just pay your volunteer a stipend, he said the norm is 500 a month. With that 500 a month you take it or leave it. When the Town demands of you to attend these trainings or you are required to come in to coordinate the trainings for your volunteers, you have to do it, you have to accept that 500 dollars per month. So, we have to decide, do we want a full time or do we want to continue with a volunteer fire chief with a stipend of however much we deem they are going to get paid.

Davila stated for me, it wasn't as much the language in terms of the verbiages the word "volunteer" usage, it was how much money we as a Town filter into our fire department. I will use one locally that anybody can check out, Kingston. In Kingston they have a volunteer fire department consisting of 7 individuals, within that little area and the small Towns that surround them. Within that, they are responsible, and one of their biggest events of the year is a picnic that they hold. In that picnic all funds go to the volunteer fire department, which means it covers any repairs that need to be made on any of the vehicles, the fire trucks, hoses equipment, clothing. They do things throughout the year so that they have the money for them specifically. The language for me is if we are doing all of this for our fire department and it is coming out of our Town budget, then to me, that is not on a volunteer basis, because we are covering them as a Town. They should be doing things like Kingston, if it is a volunteer, let's do this and let's do this together and have some organized events to raise funds. To me it is not as much the word volunteer; it is the method that is going behind it being used. Does that make sense?

Hansen responded yes.

Hubred asked if it would be possible, so that we can get this under wraps, to invite Dan.

Olmedo answered that Dan actually want her to bring it up, and then invite him to the next meeting.

Hubred continued, have Dan come up, I think Swigart might have to excuse himself because he is the assistant chief, and see if maybe we could get maybe some of the lieutenants as well. It is a big issue and I am on the fire department, but listening to you I agree, I would like it as well. I am sided, I am on the fire department and I did a lot with the ambulance service and I am very grateful for what the Town does, we are at that critical point that we need, I agree 100 percent, make a decision whether or not we are going to keep a paid fire chief. So if we could find out exactly what Dan does and what his responsibilities are, because I know he does a lot of work with grants and if we have somebody that is a volunteer, we are not going to get what we have with Dan. Dan has done a lot.

Davila states, he has done amazing and we all agree, but once again we are at the point in the road that we need to make a decision. A financial and responsible decision, to ensure will this be in our best interest.

Olmedo replied I know it is a year out, but this year is going to fly by, and I really think we need figure it out. November 2nd is when the clock starts ticking.

Davila states we don't have a whole lot of time to do it, so I think it needs to be addressed, because I just look at that and think there are so many things we could do. At this point do they have enough to say we are at this point, ok we have 10 dollars and it is enough to last us for however long, and that is a good thing to start off on, it is a good cushion, so let's invite Mr. Sweeney to the next meeting and give him an opportunity to express himself.

Hubred stated we also need to find out if we can maintain our HAZMAT team with a volunteer fire chief. I don't know if we can. We are Nye County's HAZMAT team.

ACTION: Dutton motioned to approve the vouchers. Hubred seconded the motion; the motion passed 3-0.

ADJOURN MEETING

ACTION: Davila motioned to adjourn the meeting at approximately 5:40. Hubred seconded the motion; motion passed 3-0.