

**ROUND MOUNTAIN TOWN BOARD
REGULAR MEETING
DONALD L. SIMPSON COMMUNITY CENTER
650 CIVIC DRIVE, HADLEY SUBDIVISION
ROUND MOUNTAIN, NEVADA
rmtownadmin@gmail.com
TUESDAY, DECEMBER 13, 2016 – 4:30 P.M.**

MINUTES

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

Absent Member: James Swigart Chair

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

Citizens Present: Rebecca Hansen
Jessica Musselman
Michael Hardy
Sergio Olmedo
Bob Barber Jr.

Vangie Barber
Dave Hendriks
Pearlene Nockideneh
Polly Alstatt
Lorinda Wichman



CALL MEETING TO ORDER

Lisa Davila called the meeting to order at approximately 4:30 p.m.

PLEDGE OF ALLEGIANCE

The pledge of allegiance was recited.

GENERAL PUBLIC COMMENT (FIRST)

Dave Hendriks from the RMGC asked if there are any questions from the Board, he is available for any questions.

Davila asked if there are any updates on the projects that the mine is working on, has there been any change or any news.

Hendriks answered no, the phase W project that we are looking at, we are looking at having a feasibility study in place in September of next year, and that is when the decision will be made to go forward. That will be the next big update. All the work is going on to get that information together, it is the preparation of the documents that end up going to the release to the stock market and everything else, so it will take us that long to have it all prepared.

APPROVAL OF DECEMBER 13, 2016 AGENDA

ACTION: Hubred motioned to approve the December 13, 2016 as read. Morones seconded the motion; the motion passed 4-0.

READING, CORRECTION, AND APPROVAL OF THE NOVEMBER 22, 2016 MEETING MINUTES

Davila asked the Board if they have had a chance to read the minutes. All Board members present said that they have all read the minutes.

ACTION: Morones motioned to approve the November 22, 2016 meeting minutes as written. Dutton seconded the motion; the motion passed 4-0.

SEWER PROJECT UPDATE

Mike Hardy from Lumos & Associates states that the original portion of the project has been completed and that the state was down last month and inspected it, and there were no issues. We submitted record drawings and the inspection report to the state today and we also brought down copies for Pearl and Josh. We also gave Pearl electronic copies so she could archive that, so that component is complete. Right now they are in the middle of the aeration system; it is the same contractor putting the piping in the ground. They have got the slab, and they set the blowers on top right now. They should have 99% of the plumbing done by tomorrow. It looked like the electrical contractor was here and ran some conduit. I was supposed to see him today, but he must have gotten called away, I will give him a call tomorrow and follow up with him. It looked like the conduit came up a little short so they may need to put a little more in the ground. All their equipment was supposed to be in this week so they could finish the installation of the electrical. Once that is done, Triple Point will come in and tie everything together and set the aerators in the ponds. I think we are going to do that in January, initially we were talking about doing it next week, but I talked to Josh and it is going to be a little bit cold next week to be doing this because of the weighted hoses that they use to keep the aeration systems down, they are not very flexible in real cold weather and I think the high is in the 30's next week. So I think we are going to target it right after the holidays.

Davila asked if Hardy thought the weather was going to permit this in January.

Hardy responded that he is not familiar with the weather down here, but that he had talked to Josh, and there are opportunities that come and go throughout the winter down here, is what he was saying. I am not sure what the temperatures are, the hoses have been laid out and ready to put in, they just need a little warmer air to straighten out, they are still a little curled up and that is the concern that they have with it.

Morones asked how this affects the overall schedule of the project.

Hardy responded that technically the project as laid out in the administrative work consent; we met the conditions to that point. The aeration is more associated with the treatment, so Josh would not start discharging anything until he can really treat with aeration.

Morones asked so we are good and completion for this next phase, the aeration?

Hardy answered once Triple Point gets out here and deploys all the aerators in the ponds and plugs them in, we will do a startup test on them, and without any problems we will be rolling, we should be operational.

Dutton asked, and we should be done, are there any more steps after that.

Hardy answered we have discussed the screen system, and I know you are putting out notices so people don't use wipes and things of that nature. These things can plug up just as easy and will be a little more difficult to

clear. You would have to pull them out, unless they put in a screen system. That would be something that should be done. We recommend doing it.

Morones asked if the Board had made a decision on the screen system.

Olmedo answered no, originally the discussion was to push for it, and the consensus was to hold off until the next budget cycle, which will be July. There are a couple factors that Mike has stressed that could impact our brand new system.

Hardy continued, one idea that I brought up to Pearl and that is for the Board to decide, is maybe get the design done and maybe go out to bid, and not start the project until July, instead of starting from the design of project in July. Have the design done and ready to go to bid in July, so that something can be done in the warm months and finalized, because there is going to be concrete that needs to be poured and the installation of everything, but we can talk about that after the aeration is done. I will be back down here after the aeration is in and operational, so you can take some time to think about it.

Hubred asked Pearl, we have mentioned raising the rates, has that been looked into.

Olmedo answered yes, we still have to compile the data, and some of our staff has been away for training. That is something I don't feel I should be doing, we need to teach office staff to pull those reports. Nevada Rural water is working with us, we have a list compiled from them that we found and we will be submitting all of that data to Nevada Rural Water and it is going to be a process. I hope to have something to the Board soon, once we get all the information forwarded.

Davila asked if Pearl foresees a date that it is going to start or be completed.

Olmedo answered originally I wanted to get the process started at the beginning of the fiscal year 2017. That is due to everything that has been going on, the sewer project has taken precedence with us, so now we are at the last end of it so we can start filtering that data where it needs to go.

NYE COUNTY AMBULANCE INFORMATION ANNOUNCEMENT AND DISCUSSION

Jessica Musselman states that she has been a member for our Smoky Valley Ambulance for 17 years. Some things have happened out here this year and I want to make sure everybody is aware. Right now our current situation with the closure of the Tonopah Hospital, we are dealing with an 8 hour transport time round trip when we take our patients into Fallon. All of our personnel on the ambulance service are volunteers; we don't have any paid positions. When we talk about pay the volunteers receive a stipend, when they make a full transport, or if they do a stand by or a rendezvous with an aircraft, those types of things. Depending on the certification level, it is \$30 or \$40. Basically anyone that makes that transport to Fallon and back receives either 30 or 40 dollars for the 8 hours.

Davila asked did you say 8 hours.

Musselman answered yes, 8 hours. Let me explain where the 8 hours comes from. The 8 hours is, we know that it is a 3 hour trip there and a 3 hour trip back. We also have to come back refuel, restock, clean the ambulance, process paperwork, those kinds of things. Thankfully we have the cooperation of a few work places, RMGC being the big one. Some of the other positions like in Tonopah who work for Nye County are also able to take off from their work place and go and do these runs. Which is really, really good, and they still get paid for the rest of their shift. They are not losing out on the money that actually pays the bills at home and that is a good thing and in fact without that, I don't think we would have a service at all. I want to make this really clear from the beginning; this is not a money thing. I did want to throw that out there that none of the people are paid, but

nobody is losing money as far as the work place if they work at the mine when they have to go and do these transports. However, most people that work there work at least a 10 hour day, they are working their normal job and then we are asking them to do an equivalent of another work day, in hours, to do these transports. We are looking at some really extensive time, when we have to go on the rigs we are on there. Some other things as far as our current situation, we have had a detrimental decline to our service this year in 2016. We started out with a full roster that we have enjoyed for a couple of years. For various reasons we have lost a lot of personnel. Right now we are covering a 24-7 schedule with about 7 people that are dedicated and constantly scheduling and showing up. When you consider that not all 7 are here at the same time, some people are on different shifts, we all need time to sleep, those kinds of things, and we never have a pool of that many people to pull from. We are having a hard time fulfilling our schedule. We are having blank spots and when that happens, my husband Richard is the local coordinator, I am a division. The county has divided up into divisions, we are all a division and then we have district within the divisions. Richard is a District Chief here for Round Mountain, and I am a Division Captain. Because of those titles, which we don't get paid for, we feel an added responsibility to be the one to try to fill those empty slots when we have those empty spots. We have been doing this for many years, but it has been really bad this last year. We are scheduling almost all of our weekends, we are not getting our own family time, and we are not getting our own down time. It has gotten to the point where it is getting detrimental to our health, we have things going on with that and it cannot continue. So when that happens, we decided in November, there were some days that it happened. We could not get enough volunteers to fulfill our schedule. Unannounced to the public, we had a couple of days that we had no EMT's on call. That means that the dispatch center in Tonopah, was going to page for an ambulance to come to this area from Tonopah. I don't know about you, but that is kind of a long time, in the heat of an emergency, to wait for assistance. The other piece to that is that the Tonopah Ambulance Service is struggling so hard, even worse than we are to fulfill their schedule. So that is not a guarantee that they will even have the personnel to run the ambulance out here. That is our current situation. I am not one to come and just complain and expect everybody else to figure it out. So, we do have some plans of action that we are currently working on, we are going to cross our fingers and hope it works. Right now we are working on a new EMT class that is going to be in January and end in April. It is going to take some time to get some new people trained as well as get them through the background checks and the paperwork process. The soonest we will see those people is about August, so that is not a quick fix. The other option that we have is we do have a driver program that has been instituted so that we can try to recruit some people who are strictly drivers. They do not have to go through all the EMT training and those kinds of things. All they need to do is go through a CPR class and pass the background check and be able to drive the ambulance. We can utilize them as a, what we call a, driver only. Let me say that when it come to that driver only thing, don't call EMT's drivers it is a derogatory term. It is two totally different things. That would be a great thing for us; we just put our first person through the training and have put them on the schedule. We have a couple other people as well going through the paperwork as well. That does free up those that are EMT'S and Advance EMT certified folks to be able to provide the care to the patients in the back. One of the other things we also try to do, because we are so far away from a hospital and our transport time is so long, we try really hard to run with 2 EMT's in the back with the patient. Most places like the city only run with one EMT, but they don't have a 3 hour transport, we do, a lot can go wrong in a 3 hour time span. If you are working back there by yourself, you are really, really busy. That being said there are days we are running with two, and if our EMT in the back of the ambulance who is providing care should fall ill themselves, several of us, me included, going over the summit if I get too hot back there, I get carsick. It is really, really hard if you are back there getting carsick and also trying to take care of your patient. The biggest thing I want the community to know is that those of us that are here are here, and ultimately we are doing everything that we can to keep us afloat. That being said too, we are killing ourselves to do it. It is the right thing to do to make sure we have emergency services, and it breaks my heart that it may not continue. I think it is only fair and right for the citizens and our communities to ensure that we have this and we have so little when it comes to those kind of health care things. This is not a guarantee that this is going to keep happening. Some things that the community can do to help is spread the word, spread the word. You never know how a friend, a family member or someone out there is willing to sign up and volunteer or be a driver or get in a class any of those kinds of things, so please spread the word. If anybody has any ideas of any other action plans, we are absolutely willing to listen. One of the other

things we would like to re-instate as well, is the fire department in years past, when we would receive a page they would go as well to assist on scene and those kinds of things. That hasn't happened in probably 8 years or so, we would really like to try to get that back. There are several reasons for that, EMT's are kind of like any other skill and if you don't use it a lot you kind of lose it. The exposure the fire department has for the most part is on fire and car accidents, it is not usually for medical emergencies. If there were an occasion that we had to wait for an ambulance to come from Tonopah, the fire department would at least be able to provide some on scene comfort measures and at least there would be somebody there while they are waiting. I do know their personnel staffing is pretty low right now too for being able to come out, but if that is something the Town is interested in, we are absolutely excited and would love the opportunity to respond together again that would help us a lot. I also feel whether it is the Towns, the county as a whole, the state, whoever, start to develop some plans and figure out what we are going to do if the system fails. It is a huge possibility, and I think the time to create a plan of what to do is right now, before it actually fails and then we are not scrambling so hard. The last thing and Lorinda can attest, myself, my husband and several EMT's anytime we can bend these guys' ear, we are doing so, but we all know this kind of process is slow and after a while, when it is the same people who are constantly complaining about the same thing, nobody wants to listen. If any of you get an opportunity to talk to anyone in the County Emergency Management Section, any of your Commissioners, anybody in state government, anybody that will listen, we need to talk to them and we need to be that squeaky wheel, because we are just not moving forward the way that we want to and we are really, really struggling and need your help. Does anybody have any questions?

Davila replied, first of all I would like to thank you for coming out and coming and talking to the Board. I think it is really important. Secondly I have a question for you. Where do you think that the decline came from? Is it the closing of the hospital and the trip time that it takes?

Musselman answered that is part of it, we had several EMT's that are no longer employed at the mine. We all know when that happens everyone leaves to seek work elsewhere.

Olmedo asked if there was anything else an individual needs to do other than get their basic CPR certification to be a driver. I know the fire department, we require them to get an airbrake endorsement, is that something? I am not sure about the ambulance, do they have airbrake?

Musselman answered, one of our ambulances have airbrakes, there is something and it has been shown to me, forgive me for not being able to tell you exactly what it says right now, I could find it if you would like. Basically it says something to due to the fact of the weight of the ambulance, we are not as heavy as the firetrucks and there was some other thing so that we don't have to go and get the special endorsement on our driver's license in order to drive the ambulance. There are a couple other things they have to do, like finger printing and a background check, there is a 2 ½ to 3 hour class called CEVO Certified Emergency Vehicle Operator, we can put you in front of a video and you learn some stuff and how to drive those big rigs, which is really nothing out here for most people, because of the mine.

Davila asked, you currently have 7 volunteers.

Musselman answered on our roster we have a few more people who are listed as our volunteers but we don't see them, we don't hear from them and they don't schedule. The county is getting on this where they are going to submit letters out to everybody who is in that status, and say thank you, but you are not any help and we need your radios.

Davila asked what number are you looking at to be fully staffed?

Musselman answered, earlier this year, late last year we were carrying a roster of about 20 people. That was fabulous; we were not killing ourselves quite so hard. We could fill our schedule a little bit easier and we weren't lacking entire days like we are now.

Dutton stated she kind of feels like if we had the hospital, it would be easier. I would love to volunteer and be a driver, but with kids and a business and all that kind of stuff, 8 hours is almost impossible.

Musselman responded we hear that a lot, and that is kind of a universal thought for most people. We are asking people to volunteer, like I said an equivalent of an average workday to volunteer for that kind of stuff. Our lives are super busy, I wish it was like Warren and June Cleaver days, when dads came home from work and the rest of the evening was free, but we all have so much stuff going on and nobody has that kind of time. In all honesty, what I think has happened, we have all relied on the volunteer system from the time that it was built in the late 70's basically, and we have outgrown the volunteer model.

Dutton asked if anyone has looked into getting a company to come down.

Musselman answered absolutely, in fact that happened in Tonopah and they came for a while and then left. There is not enough money; we don't have the call volume to justify all the paid personnel. We are kind of stuck in between two things; I think we are between two business models. We need volunteers, but we also need some paid staff to keep all this going. There is the behind the scenes stuff that people don't even realize, to keep this going. It is not just about responding when the pager goes off, who is ensuring that the rigs are up to inspection, who is ensuring that items are ordered, I teach all the classes, all those behind the scenes things have to happen as well. I think what we really do need is kind of a mix. Nobody has any money, the Towns don't have any money, and the County's don't have any money. The Emergency Management Budget, just so you know, right now we don't receive tax dollars, we are completely self-funded. So we don't have the money to pay our staff, which is ultimately what we need.

Hubred asked, I know from experience, when you said the County hired positions for Tonopah, that was a paramedic service. Paramedics are going to charge a lot more than your EMT's. Has it been brought to the County's attention, that maybe they could put a crew on standby, and pay those people to go on any run, instead of a 40 dollar, pay them an hourly rate, like they would pay a paramedic? Instead of paying them all the time to be a 24 hour on call status, just when you are called you get paid. Has that been mentioned to the County at all?

Musselman answered yes, and in fact the Emergency Management just received earlier this year some grant money from the State of Nevada, to do something very similar to that. They have talked about it and it has not happened yet and I am not sure why. They are going to boost the stipend that we receive to include so much per hour while we are on the road. Again, I don't even know if it is minimum wage, but it is because they only got a certain amount. It is kind of what you are saying; they would be paid for the time that they are running, but not being paid while you are on call. That is the other thing most people, I don't think stop and think, when you are on call and scheduled to be on the ambulance, we don't get into anything real heavy at home, because we know that the pager is going to go off at any second. If you have a kitchen project to do or whatever, I can't even bake cookies because it seems every time I try to do that, I get half way through I have to turn them off and leave the house. Those kinds of things are what happens, just anticipating and knowing that you are going to have to leave, really kind of puts a wrench into your regular life.

Hubred asked if the County required having an ambulance.

Musselman answered no, and that is something the public should be aware of, by NRS we are not required to have ambulances in our communities. We are required to have firetrucks, but not ambulances, and the ambulances run a lot more often than the firetrucks, kind of a bad situation all around.

Morones responded, you had mentioned the relationship between the ambulance and the fire service. There is no relationship there; there is no working side by side, other than a fire dispatch? Is that something we can revisit?

Musselman answered, fire and car accidents.

Morones asked that is the only time you two work in conjunction with each other?

Musselman answered that is correct.

Morones asked and that would be a huge help if they were usual calls that you had the extra fire truck that you had EMT service on it.

Musselman stated say that again Roger.

Morones answered, you had mentioned it would be a huge help if you had the fire department.

Musselman answered, yes, sometimes all we need is an extra pair of hands to help us with things and again the biggest thing I am worried about, is we continue to go with the scheduling manor that we are now, and we have to wait for an ambulance to come from Tonopah. Just having done this for so long, I think anybody can understand that you would feel a whole lot better, if a firetruck could at least roll and some of those guys could show up and offer some support and whatever medical that they can. The majority of our firemen are not EMT certified, so they can do limited things. With that, it is somebody that would be there in the heat of your emergency that would be able to help you out until the ambulance got there.

Morones asked if that becomes a cost issue having to call out our fire trucks or some of our services with them on a local basis. I guess I don't know what that disconnect is.

Davila asked what happened with the fire department running with the ambulance.

Musselman answered many years ago, all of our ambulances were housed down in the Carvers Ambulance Barn. None or very few of our personnel were living down there. We approached Chief Sweeney and asked if we could have a place to put an ambulance here in the firehouse. He granted us a parking spot and we brought an ambulance up here. In doing so, our response time got a lot faster, because our crew was here and our ambulance was here. Previous to that our response time right here in Hadley could be 25 minutes because it took that long to drive down there and drive back. Our response time got a lot faster and the management at the time, for the fire department felt that it was too overwhelming to have that many people respond when we were going in conjunction, so when our response time got faster they decided to stop.

Morones responded I think we are in a circumstance that it has reversed and apparently we need the help or you need the help. I don't know if this is something Pearl or we can visit.

Olmedo replied, I have mentioned it and we have been discussing that, and you know when you went to a roster of 20 EMT's and now are down to what 3 in your family and a handful of others.

Davila asked are we getting that many fire calls that we can't go out and assist the ambulance. How many fire calls do we go out a month?

Hubred asked I don't know, maybe 3 or 4 Sergio? There is no reason why the fire department can't. I am not going to speak for the Chief, but I can speak for myself and I can speak for Sergio, I am pretty sure if you approach the Fire Department and asked Dan, I don't see a problem at all.

Musselman stated to be fair we have not gotten to that point yet. We are going to and that is why it is on the list and we are telling you as a Board. We want to do that and go talk to them.

Davila commented I think I can speak for everyone on this Board, that you will have our support, in that effort to make that happen.

NYE COUNTY COMMISSIONER'S MEETING REPORT

Lorinda Wichman stated I know many people including myself, many days go by and you think nothing is happening, it is impossible. I have tried to keep everybody up to date with what happening with the Emergency Management in Nye County and what is happening with the hospital. Other than social media, I have not found a way to get that done. So, unless you are watching "save Nye Regional" on Facebook or what have you, you are probably not getting the updates, or if you are not getting the newspaper. There are a lot of updates I have to hand deliver directly because I can't put them in print yet. We are working on it; unfortunately, what you are stuck with in Northern Nye County is me. The other four Commissioners are in Pahrump and although they have been extremely supportive, anything I have asked for it has been a 5-0, I haven't had arguments at all. We have a brand new Board of Trustees coming in January 1, 2016. Our last several months, they have spent a lot of time designing their bylaws and everything you have to do to get a Board running and hiring the legal beagles to look at the paperwork. We have all of that out of the way, but in the meantime, what I have been doing personally to get us to a situation to where we have a working Emergency Management System in Nye County, County wide, not just here and a hospital in Tonopah that we can count on. It has been paired down to, Jessica is right, we are not required to provide emergency services in the county. Through the budget cuts for the last several years that we have gone through, we have cut every service that is not mandated by law. There are only two that are still standing, Emergency Services and the Museum; those are the only two we have left. We have cut saving nutrition, all animal funds; we have cut all the fat out of Nye County that could possibly be cut. We have had a few opportunities that have reared their heads in the last month or so and I have taken full advantage of it. Number 1 is Nellis Airforce Base has decided they want to expand their holdings in Nye County. Number two is the Fallon Naval Air Base is going to expand theirs into Nye County as well. Fallon has never been in Nye County before. While the two of them are looking at the plans to expand into Nye County, it removes money from what we call PILT, Payment in Lieu of Taxes that the Federal Government pays us on lands that they have removed from our tax rolls, like BLM land, forest service land, and fish and wildlife refuges. Those pay us PILT, it is pennies on the dollar, but at least we get a stipend for that. Since both Nellis and Fallon and the Department of Energy have all at the same time applied for reserve status on more land in Nye County to be removed from any other economic development that they could possibly squeeze out of it, it gave me an opportunity to start mouthing off. I have met with the Skipper up in Fallon. I have met up with the Lieutenant Colonel out of Nellis. I have met with the Lieutenant Governor. I have met with REMSA. I have had the opportunity to speak to all these individuals, and going into it I knew I was not talking to the right person, because our Department of Defense is handled by the one person that controls all of that. We can go through Congress. What I have been asking for is, just of the top of my head, I was asked to come up with, just what are you asking for, and I said, I need 2 ½ million for EMS and I need 2 ½ million for the hospital. When the figures came out of what we really need for EMS, I needed 1.8, so I did good, I haven't backed off, I am still asking for 2.5. With the Lieutenant Governor, the Department of Defense and the Department of Energy all doing this at the same time, I will be in Washington DC for a week in February talking to our Congressmen and Senators back there, trying to get some of the Department of Defense funds turned over to the communities that host them, that patriotically host them and welcome them into the community. What they don't seem to understand, is all those federal agencies control over 98% of the land mass in Nye County. 2% of us that have property here, live here, work here, provide 100% of all the services for anybody visiting, living, or working here. Somebody has to be able to get that message through to them and there has to be something that comes out of Congress that comes back to Nye County and helps us support those. We have support of the governor's office; I have the support of the Skipper in Fallon and the Lieutenant Colonel out of Nellis to support the request before congress. So that is where I am going in February. I also met with representative from REMSA. Regional Emergency

Medical Services, they have a new business plan that they have been promoting. I met with them, with Renown, REMSA and with the contractor that I have that is helping me with medical stuff for our hospital district here in Tonopah. They are trying to promote a plan that will bring paramedics into the community, and specialized equipment. Basically it would be a beefed up emergency vehicle that would be like a roving emergency room. That is in the works and our contractor is talking to them next week as well. That plan is moving forward, as far as getting the money to pay for this our newly formed hospital district can buy the equipment, but because of state law we can't pay people. The Emergency Management Fund that pays the stipend that they get is an enterprise fund. So if we are able to send out a bill to someone because they took an ambulance ride, and they actually paid the bill, that is the money that the crews get to use, that Jessica is trying to replenish her ambulance with and the stipends come out of. Unfortunately you don't see the problems we see in the rest of the county. Here we have a community that can sustain itself, if you could push the rest of the county away; this community could probably sustain itself. Unfortunately we have a high concentration of veterans, and indigents, and older folks in Tonopah, Gabbs, and outlining areas, so much so that when those bills go in, you may send someone a bill for \$1400.00 for a trip they took in an ambulance. Medicare pays a stipend, \$145-\$150.

Musselman replies it depends on the level of the call that was billed, and the most you are going to get out of that is less than \$200 for the entire call.

Wichman continues whoever is doing their billing for emergency management is not billing them to make a profit. They are billing them for what it cost to run that ambulance and keep it supplied, put fuel in it, and pay the stipend, just the bare expenses, and Medicare is sending back a check for 10 cents on the dollar. So those situations have to be changed. One of the things I am working on changing along with this request to congress, is that the County wide EMS services has to have paid people, not just volunteers. Volunteers are always the heart and soul of your communities and we want to encourage them in every way possible, but there has to be at least one person in each community that gets paid. If we can get people up to a paramedic position that would be fantastic and that is what we are working towards. As far as the hospital, our meeting last week with Renown brought out the point that one of the things, we impressed on them 2 things and we have been pushing these two things since we did the lease with Renown. Number one, we need a local provider of services in Tonopah, a doctor that is there 4 or 5 days a week. The doc in a box is working out fantastic, everybody seems to love it that has used it, but you have to have a hands on person there. When I have asked the question specifically what is the hold up, because I know of at least 4 doctors who have approached Renown about being in that area, the only answer I was getting from Renown is, there are certain standards that have to be met. When I push that point, and say what do you mean, so where are we lacking in standards, it was no no no, it is the money that they are wanting to go stay out there. So I don't have any straight answers yet, but I will have by next week. I will have a straight answer on that question. The other thing we have told them we want is Number 2, we want a standalone emergency room, if we have to have a couple beds associated with it and call it a hospital, I don't care what you call it, but I want a standalone emergency room, so that our volunteers have a place that they can take somebody and be released to go back on another call within a couple hours. So far the state is supporting me in that request. Next week I meet with Renown again, we are providing them with our plan. Our plan is, the provider number 1 and emergency room number 2, number 3 if you can't provide this, open up the facility so that we can lease it out to somebody that can. So we can go out to advertise for someone that can come in and provide the service. With those three things, I think we will get some momentum going finally. Being in politics has taught me to practice patience, there is no one that is going to whine and cry about the lack of momentum more than I do. The volunteers in every community are in the same position as Jessica. We have other small communities in Northern Nye County that don't have any volunteers. People are coming out of Hawthorne and Fallon to serve Gabbs. People are coming out of Lund and Ely to serve Railroad Valley and Currant. We are even having problems in Pahrump and they can take people to the hospital in Pahrump. The volunteer mindset of the nation is being beat on and I don't understand the underlying current, but it is not something that we are alone. That brings no consolation to anybody here knowing that you are not alone, but you are not, it is something that is running rampant through the entire country. Nye Regional Hospital was not the first hospital to close under similar circumstances; it was the 52nd hospital to close in the United States for some of the same

reasons. You are absolutely right emergency services have to be funded; people have to be paid, so that they don't have to worry about that other 10 hour day job. Their job is to take care of the communities, and that is what we are striving for. REMSA has a working plan, but I still haven't seen the details of it yet, but it sounds exciting. The Hospital District is bringing in, hey by the way, like 16 months later; we can have a Hospital District and we can tax you all for it, did you know that. It took 13 months to get the attorney and the legal beagle out of the way to say, ok you are right. I apologize for that, there is no one to blame but the voters. When you go to the ballot box and you are looking at those folks on there, you have got to try to learn about people. I know it is hard, it is really, really hard, but ask questions of people that do know them, because we would have been 13 months ahead of the game if we had not had the wonderful District Attorney that we have now, the one that is supposed to be representing us in Nye County, and listens to anybody and everybody that wants to fight him. I can answer questions for you, I don't know if I covered everything. Did I get you up to where I am at with all of this? I wish I could say next week you would have an answer on something.

Musselman responds, we know this is a slow process. At the same time, when we get to the point where we keep asking and asking, it just takes more of ourselves and a little bit more of ourselves, so we get to the point where I feel like we are hanging by our fingernails and it is absolutely time to make sure the whole world knows. I think sometimes when we just try to take care of our own problems and just fix it and dealing with it ourselves, I think it is time to start asking for help.

Wichman replies and Nye County is asking for help, because one of the things you are asking for, money fixes a lot of things, money can fix all kinds of problems. But if it isn't there, you can reach as deep as you want to into that pocket and can't pull it out. So, these are the things that I am after and what I am looking for is the money, it is the only way I know how to do it, is go find money. I did get another commitment as well, Tonopah Solar, they will put into the hospital district and the emergency services, but the amount I need to know and I have to know what I am asking for before I go to them with the agreement. I just got the business plan and the feasibility study from Vance that tells me what I am asking for. Once they have the soft holes patched up, I will go back and ask again, but right now they have their hands full patching the salt hole. Can I answer any questions for you, any other subjects or topics you want talk about on the county level?

Hubred responded, Nye Regional. It is my understanding that it has been closed for so long that there is no possible way it will ever be opened again, because of the state inspections that would be required, that they would not pass inspection.

Wichman replied that she has heard that as well.

Hubred asked do you know?

Wichman stated that there is no truth to that, however, don't share that, keep talking about the story that the state can't do what the state is doing, because the state is actually sitting on the application from over a year ago, so they are helping us, but we don't want them in trouble for it. You know how that works, you work for the state. They are a great help, everybody at the state level, everybody I talked to, and everybody is doing the same thing. Ok where can we get the money from, and right now our Department of Defense and our Department of Energy. Let me go back to our Department of Energy, I don't care how you guys feel individually about Yucca Mountain, but I am going to tell you two facts. Number one, the Governor signed a piece of paper without any consent from anybody other than his own staff, that allows U233 and U235 to be pulled into that site down there and buried in a 20 foot deep trench. The different between U233 and U235 and nuclear fuel rods, the different is, the stuff they are burying in the 20 foot trench, that is weapons grade, you can make dirty bombs with that, the spent nuclear fuel rods that we have been trying to get approved through a licensing process for approaching 30 years now, doesn't have the ability to do that. You can't do anything with it other than make yourself sick if you go steal some, right. So I don't care how you feel about having a spent nuclear fuel repository in Nye County, at Yucca Mountain, but if you all could get your shoulder behind consent

based approval of having that in Nye County and we were the host of that, you wouldn't have any problems. Along with being the host of that facility also, they provide everything that we need, everything that we ask for, it went downhill 8 years ago, when Reed and Gibbon's decided no no no, not in Nye County. If you can get your talking voices on with your friends and your buddies and the people that you know are dead set against it, because they don't know enough about it, encourage them to learn about it. They give tours there anytime and every time you want to go see it. They will give you a tour, they will show you how they package it, they show you where it goes in the ground, there is a wonderful exhibit at the museum in Pahrump on how it was built and all the testing they have gone through. The one thing we are asking Congress for right now is we want to see the licensing continued, we want to see the science that was put out after 20 years of work, we just want to see the science, they are not letting the American people see it. There is nothing wrong with that facility, I have been through it a number of times, nothing, I don't think anything would work better than that particular facility. I am not afraid of it, it doesn't bother me at all, once I have been down there and seen the whole operation, what scares me is the stuff they are putting in that 20 foot deep trench. Department of Energy has a section between Nellis and the test range, it is not actually area 51, it is like area 5 or something, I am not sure what they would call it. My phone number is on the web page. That was the only campaign promise I made, I would return your phone call and answer your emails

Davila replied and she does return your phone calls.

Olmedo states she does answer her emails.

Davila asked the staffing at our jail, what is going on with that, could you explain it to me? We don't currently have a jail Tonopah?

Wichman answered we don't have a jail in Tonopah anymore because it was supposed to save us 800 thousand dollars a year by only staffing into the holding facility. I heard from folks at the state that is not taking place the way it is supposed to.

Davila replied, that is my concern, do you know anything further about that?

Wichman continued all I can tell you about that, is when I get someone who is willing to send me a statement, and step to the plate with a statement and a signed statement or email that is signed or has their email on it and is not anonymous, then I can take that and ask questions, but until then, it is just all stories. I have only heard a couple of them, there are people there, and folks have been held there, because that is where my grandson was a while back, so I know they are being held there.

Hubred responded, they are being held there and then they are transferred to Pahrump, and then they are transferred back to Tonopah to see the judge.

Wichman replied, the argument was, before she did that, the department with an elected official, the department that they are elected to, the County provides them with the funding; their budget for the year and that is all the control we have over it, so what they do inside their department it is up to them. The argument that we got when she told us what she was doing, was that people that were being held in Tonopah jail were being sent to Pahrump to go to court, and then transported back. I have had people give me those types of stories, I need somebody to put it in writing and send it to me and then I can ask questions.

Wichman asked the Board what seats are up next month.

Davila answered all of ours.

Wichman replied all of them. Now how does that work, aren't we supposed to be staggering?

Davila answered well I think just because of the time period that there was a few people who left mid-term, and then someone came in to fill in for their term, and so they all just came up at the same time.

Wichman asked so you are just filling unexpired terms, is that what is going on.

Davila answered yes, Liandra and.

Olmedo responds, so they all pretty much are all expiring in January 1, 2017. Last year when it was required that those that were currently seated, to file an application with the clerk's office, it didn't happen in March to be on this election, that just happened. So now, instead of staggering, we are going to have to go, I want to say this next 2 year period on the same schedule and then eventually kick back to the staggered if that makes sense.

Wichman replied, well it doesn't, I will tell you what will happen on the 20th when I make that motion, is that you have a five man Board, I will be appointing 2 of you to two year terms, and the other three will be appointed to 4 year terms. So if you have a preference, let me know, send me an email. I guess my follow up questions is, you have a 5 man Board, all five of you are up, have all five of you put in your letters of interest.

Davila replied, Roger Morones has not.

Wichman stated yes he did.

Davila responded you did, thank you sir.

Olmedo states that they all have.

Wichman continued, so between now and the 20th, if you have a moment to send me an email and let me know what you are interested in, a 4 year or a 2 year.

Hubred asked can we just tell you, because I am just going to be honest with you, I have my transfer in to leave and it is probably going happen in a year or two years is what I have been told. I have to wait for a training replacement, because my wife took a position in Fallon. With that being said, I am going to be out of here within a year or two.

Wichman replied so you want a 2 year. What is happening with Jimmy does anybody know? Anyway if you have a preference just let me know.

Morones replied, just put him in for 4, he isn't going anywhere.

Wichman stated the Board that you are working under now is exceptional; it is wonderful I hope you keep it together. Pearl invited me to come here today to get you up to date. If at any time you want an update on any subject give me a call, I would be happy to come.

Dutton asked there was talk I saw on Facebook that they wanted to move the County Seat to Pahrump, has that happened.

Wichman answered no, and it won't. There is one individual, I am not going to mention any names, but his initials are Andy Alberti. He is like a yappy little dog that you can't get rid of, he has been doing this for years and years. His logic is, we have to move the County Seat from Tonopah because all the people are down here. Well, no, you need the County Seat in Tonopah which is the middle of the County, so everybody can access it, within a reasonable amount of time. If he comes to one of your meetings and wants to talk about something, it is a great show; you can sit back and watch.

CORRESPONDENCE, AWARDS, AND ANNOUNCEMENTS

Olmedo reviewed the seven items on this correspondence list.

1. Letter from Nevada Division of Environmental Protection to Michael Hardy RE: P&S Submittal for the Town of Round Mountain WWTP Rehabilitation Project-Discharge Permit #NS0087032, dated 11/23/16
2. Round Mountain Town Board Application – James Swigart received 12/5/16
3. Round Mountain Town Board Application – Elizabeth Davila received 12/5/16
4. Round Mountain Town Board Application – Wesley Hubred received 12/5/16
5. Round Mountain Town Board Application – Liandra Dutton received 12/5/16
6. Round Mountain Town Board Application – Jessica Musselman received 12/5/16
7. Tonopah Town Board & Library Board of Trustees Meeting Agenda for 12/14/16

DISCUSSION TO APPROVE UPDATED RECREATION DIRECTOR JOB DESCRIPTION

Davila asked Pearl, what has been changed in the job description.

Olmedo replied, the Administrative Supervisor made the changes to this, after her researching and questioning and what not. Their required certifications and licenses was discussed and in that, just the way the wording was, the concerns were, a bachelor degree was required but that was it. I don't know if you remember that discussion. We changed that to, Possession of or ability to obtain/renew (and maintain) Pool Operator Certificate; First Aid Instructor certificate, CPR Instructor Certification; water Safety Instructor certification; and Lifeguard Instructor Certification. We decided to keep the timeline out of the Job Description but put it in the Offer Letter, so that they know they have an X amount of time to obtain these, but the Job Description states that you have to obtain and maintain these certifications. It covers all the certifications; she also changed the wording on the experience and training, a bachelor's degree from an accredited college or university with major course work in recreation, physical education, or employment in a related field with two years of increasingly responsible experience supervising recreation programs. Those are the two things we addressed.

Davila responded having that component of the time frame in the offer letter, I don't know, I am still stuck on that it should be in the qualifications.

Olmedo replied, when you sign your letter, it is a binding agreement.

Dutton responded, so we have the certifications and the licenses in the job description. It will just be in the offer letter that they have a certain time to get them.

Olmedo responded that they have 30, 60, or 90 days to obtain them.

Morones asked in the event that, that does not happen and going off of some history that we have had issues with licensing not being obtained within a certain amount of time, but they were required to. Is it going to be written or put somewhere in, the ramifications of not having these by that certain time?

Olmedo answered yes, it will be part of their policy, with the offer letter, the way we write it, there are certain stipulations and certain criteria that you have to meet and obtain and it is a binding employment agreement that you are signing. If you don't want it, if you don't foresee yourself saying I can't abide by these, it is from the abilities to show up for your scheduled work hours, whether it is Monday thru Fridays 7 to 3:30 or 8 to 5, that you also could potentially work weekends. All of those things are outlined in your letter and if for some reason you decide that's not ok, I can't work Monday thru Friday, I can't have that job 8 to 5. Then you say I can't meet these requirements, but in the same token, when I am doing an interview on you, you are told what your

potential schedule could be, you are told that you are going to have to have these certain requirements met prior to being offered employment. The letter basically states, these are the things that we require of you, it will be in your employment packet and it will follow you. So if you can't abide by these, then you know...

Dutton asked then there would be termination.

Morones replied, so they accept the position, say it is 90 days, whatever time is required, we'll just say it is 90 days, they haven't completed any of certifications at that time, or within 90 days or whatever it is that they have to have all of these and they haven't. They will understand that, that is termination?

Olmedo answered, termination, and on that part, in the policy it also states within that, you are in a probationary period as well, in 90 days if it doesn't work out or you cannot obtain for some reason, then you are gone.

Davila states she has concerns that we are leaving a lot of it to the offer letter, will it be covered before this job offer is given to anybody, is that letter going to be brought so we can go through it and evaluate it and see if it is.

Olmedo answered, that letter will stay at the Town Hall level, it is at the discretion of the hiring supervisor.

Davila replied, ok, so we just have to depend on your guys' ability to ensure that all bases are covered.

Olmedo answered yes, with that, like I said, in this job description she inserted that you have "to obtain, renew and maintain" these certifications. So it is here and upon hiring, these employees also sign these and it stays in their employee jacket.

Morones asked would we at least be kept up to speed on time to time and how that is progressing in regard to these, I do understand that it is left at the Town Hall level, but it is also a concern knowing that we are creating a position that the Town has agreed upon for the funds, but yet we are not kept up to speed as to the progression of that individual. So that is my concern, would we be brought up to speed as how in 90 days if we ask you, 90 days later, did they get it and you tell us that is not for the Board to decide, I would recommend that we do be kept up to speed, is there a provision for that, I mean will we know?

Olmedo answered, I will update you with, you know it is a catch 22, there are somethings we cannot get the Board involved in, it is at the discretion of the hiring supervisor, not only are we weighing the protection of their privacy. I will tell you what POOL/PACT told me, told our training crew, pretty much the Board, the sitting members of the Board have only one person they oversee, and that is your Town Manager, City Manager and beyond that it is pretty much none of your business, it is what was told in that training. I can give updates and say we are on track and everything is good or it could be one of those, 90 days is up and we are looking to advertise to hire. That would more or less tell you.

Davila asked, historically when an employee was up for their 4% merit increase, it was brought to the Board for our approval for the financial component of it. Is that still happening?

Olmedo answered, on that point that was the other question we had, because we have been told we may be doing a lot of things incorrectly. Like you said, historically that has been our practice, but we could potentially be doing some things wrong. We have another question in to POOL/PACT and in turn we are going to have to forward a lot of things to the Attorney General's office for an opinion, regarding the personnel actions below the Town Manager.

Dutton responded, because we cannot discuss any town employees except for you, without them being notified.

Olmedo answered yes, the hourly employees.

Davila replied yes, we are just supposed to do the financial component, to say is this person, and does the Town have the thing to give this person a 4% increase. That is kind of my concern I think there has been a balance and that balance is best in all of our interest and every member of this community. Do we pay this person, do we not pay this person, it is in our best interest because ultimately yeah, they could come to us and they can say something and we can direct them to Pearl, but at what point, if you do not have a balance with us. We have all these questions, are we doing it right are we not doing it right. I get it and I understand it, but we don't have months to wait for answers, I mean are you aggressively seeking answers to these questions.

Olmedo answered yes, like I said, those questions are in place, regarding hourly employees, now this is hourly, like I said it is just, the way it was explained and told, the financial portion is already approved at the beginning of the year. Whatever the increase is, whether it be at 1% across the board for all employees up for evaluations. It is approved at that point, past that, it is at the discretion of their immediate supervisor.

Davila asked, so we are automatically saying, collectively as the Board, when we are doing our budgeting, that everybody is entitled to a 4% increase.

Dutton responds, we are planning for the 4% increase.

Morones replies, no you are planning for the 4% increase, but again we had the meeting to decide what the max would be, that is just what is budgeted, but separately after the money is in we still decide what the max would be, we could at some point turn back and we could say, we budgeted for, however as a Board we think, as we are strapped or whatever the case may be this year you can only max 2%.

Davila responded, then again, you are not saying that, because you don't know if you can bring that in front of us to say if we can do that or not. So we are saying 4% out the gate every time, I am not comfortable with that.

Olmedo answered at last budget my solution to this was, we could just do a 50 cent increase across the board, completely take out the merit portion. Completely take it out and do a 50 cent increase and we would have been done. There wouldn't be a discussion whether the employee gets the 4%. 4% you know can be pennies to the dollar depending on what position they are in, or it could be dollar for dollar, I don't know, but my suggestion, and I want you to think about it come budget time, is doing a cost of living. It could be as little as 50 cents or 1 dollar if we wanted to splurge and get away from the merit system.

Dutton replied, especially if we don't have any control over it.

Olmedo continued, other towns are pretty much going to that, they got out of the merit system completely, and went with the cost of living.

Davila responded, I would like POOL/PACT to come and give us some clarification.

Morones asked can we get POOL/PACT to come in for questions.

Davila continued, there is way too much happening.

Morones states, I think there is a lot as a Board that we need to wrap our heads around. One of the concerns and only because it is an agenda item, I think we should be notified, within that certain time. If they hadn't received it, if we don't, we have to hold you accountable, and that is why we should know, what is happening with the positions we have created. Whether they have met their criteria or not and what we are doing about it. We had that instance before that I think we have all had a lot of questions, I just want to mitigate that and make sure we

are on the same page with that, because somebody has to be held accountable, if they are not fulfilling the agreement that they signed, but yet they are still employed. I would like to get POOL/PACT out here.

Davila replied I think we need POOL/PACT.

Olmedo responded that what she suggests them to do would be to write down all of their questions, because the training that they hold, they are coming out in January, I want them to come out in January. Some of you have already taken that class. This time around to be a sitting member on the Board which I found out is a requirement. So some of you have met that and some of you have not. I would suggest to write down all of the questions and any concerns and when he comes out to do that training ask. That is what they are there for; in the meantime, if you yourself have other questions prior to a Board meeting, send me an email and I can send it off and get your response. Not in a group message because we do not want to create a quorum. So individually send me an email and I will respond directly to you, so at the next Board meeting you can say, hey, I had a question, I had a thought and I sent it and Pearl what is the status on that. That is also a mechanism for you all to track what I am doing. I shot Pearl and email and I wanted to know what was going on, so Pearl what is the status on that, where are we at? That allows you to talk about it openly in front of your fellow Board members without getting in trouble.

Hubred replied I am just going to throw this out there, everybody has made valid points but, we as a Board, and this is for Pearl. We as a Board elected her as Town Manager, so we have to trust in what she does, and with this being said, there are a lot of concerns that are valid concerns here and I get that, but there are some things and we will have to find out from POOL/PACT whether she can disclose all the things that we are asking, and I think that we need to wait on that and while we wait on that, we have to as a Board have to rely on the trust in our Town Manager until we find out otherwise and I am not saying that we are not, but at the same time, I voted for Pearl to be the Town Manager and one of the reasons we did that is to trust in her to make these decisions that need to be made.

Morones responded sure, but we also need to know our boundaries on holding them accountable as to what we decided.

Olmedo replied with that we, our office is brand new, I hate to say it, but sometimes I throw it out there jokingly, I think we were gifted a Town that has been operating on by-laws, and policies and what not, so in the past 20 years a lot of things have progressed differently, and a lot of things have changed. In the office when we are talking about things like this coming up, it is one of those, we need to make sure everything is good, we need to contact other towns, Town of Tonopah is my go to. Their office is the one I pick up the phone and say hey, I have a question, give me your thoughts. This is what I have going on and from there we contact POOL/PACT if we have to, or if one of us are at training we will catch one of them or a phone call is made to them or an email. We have a lot of questions, there is a lot of things that we throw out there, scenarios, and where is the balance between the Town Office and the Board. We are doing what we are supposed to be doing, but also keeping the 5 members out of legal hot water. Just to let you know that is constantly, constantly what our office drives toward is ensuring that the 5 of you are out of the legal hot water. That you are not doing something that we don't know, everything is new to us, we just want to make sure that the 5 of you are not in trouble, the Town of Round Mountain is not in trouble.

Davila responded I understand and I get it, but for me, and I won't speak for anyone else on this Board, I think that there has become, almost, and I will refer to it as a division for the lack of a better word, in trying to establish the roles that you, your expectations from the Board and our expectations as a Board to the Town and to you, to say, because I think right now what I am hearing and what I think I am hearing is in a sense, this is not your concern, this is not your concern, this is not your concern. I am thinking, what is really our role, and it has kind of been pounded in, in the trainings I have attended and to hear you guys have a financial obligation to every member of this community. Well in my opinion when you are giving someone a raise and we are looking

at sewer project or anything that is a financial obligation. To be able to say, don't worry about that, but worry about this, it is like, where's the balance. I don't see one right now, and I don't know why. I can't explain why, I personally don't think there is a good balance.

Morones replied just for purposes for this meeting, we kind of went off and we need bring that around to a full circle.

Davila asked so we are approving to hire a Recreation Director, but we haven't looked at changing anything in the Recreation Department in terms of identifying.

Olmedo answered right now we are just approving the Recreation Director job description. Number 11 is a separate line item for that position. What we were advised to do was, if the job description of Recreation Director was approved tonight, then we could go into the process of analyzing the recreation secretary title, so that way all of that information is sent to POOL/PACT and they review everything, so we are not down grading a person or upgrading a person's job responsibilities and that would be the facilities aide. We also have to consider their salaries; there is a whole lot of play into this. We can approve it tonight and table number 11 or you can trust that we are doing what we have to do with the HR management portion of it.

Davila states I have so much conflict, I don't know what to do. The fact of the matter is, here is my concern, if you guys hire a Recreation Director and you guys internally decide to pay this person \$18.00 an hour, hypothetically, that, and we have no say in that, I personally would like to see, we are trusting that you guys are going to do the right thing for the town in hiring somebody, and we

Dutton replies that is not our position.

Morones states our position is to grant her permission, the ability to do that.

Davila continues the ability to do that and that is what I am saying, yeah that is what I am saying, and that is what I am looking at, the financial piece, not can Pearl do it or not, I am sure that Pearl can do it, I am just saying that the financial piece.

Morones asked the financial piece has already been budgeted right, this is already been done at the beginning of the year.

Olmedo answered yes it has.

Morones continue, I think we discussed this a few meeting ago, this rate is already budgeted for this position, it just has not been created.

Davila responded oh, ok.

Morones continued and that is what we are trying to do is give her the ability to hire this Director at that rate.

Hansen replied, when I was at POOL/PACT last week, I was able to get with them on this particular issue. The concern was you are going to approve the job description; you are going to approve the rate that you want that person hired in at. But then as far as the Facilities Aide and the Recreation Secretary, they were very concerned that you can't take an existing position and then take away duties for that person unless you are looking at pay change. You can't increase duties unless you are looking at pay change.

Morones responded so we are looking at two more positions after this?

Hansen replied no, we are talking about reclassifying.

Davila commented just to make sure we are on the same page. What I am hearing you say is, we can look at decreasing pay for a position.

Hansen responded what they said is we have to look at, if you are decreasing responsibilities, are you decreasing pay? Because if you did, that it is a whole, you can't just reclassify the position.

Dutton asked so when you say we, it is the Town, not us.

Hansen answered yes, we can't just reclassify and say we changed your position and we are changing your pay, sign it. It is a whole process, same if we changed it and upped the responsibilities.

Davila replied I am not worried about that, we are just worried about dollar amount.

Hansen continued what we want to do is reclassify it and hopefully have everything be the same, because that is the easiest.

Olmedo explains we are just making a title change.

Hansen responded that is what we would like to do, just make the change.

ACTION: Dutton motioned to approve the updated Recreation Director Job Description. Morones seconded the motion; the motion passed 4-0.

PERSONNEL ACTIONS A). DISCUSSION AND DECISION TO ADVERTISE TO HIRE FOR RECREATION DIRECTOR

Olmedo states in your packet you will see the money portion of it, I am requesting to advertise to hire at the entry hourly pay for this person at \$19.23 per hour.

Morones replies so over the course of time.

Olmedo continues over the course of time, this is at the very, very beginning, because I am not expecting someone to come in with full blown certifications. So, they are starting at entry level for their class.

Dutton asked if the pool construction started.

Olmedo answered yes, he has been here this week.

Morones asked ok that is entry level; would it be reevaluated after certifications are met?

Olmedo answered no that is it.

Davila responded so we could potentially be hiring someone for \$19 and hour that comes to us with no experience, I mean minimal experience.

Dutton replied and then it is in their letter that they have to get the certification.

Olmedo commented and it will say everything. You have to understand that this person will be in charge of overseeing the Rec not only here at the Community Center, but at the pool as well. They will be overseers.

Morones responded the Rec. Center, the baseball field, the gym.

Pearl continued all of that, and on top, hopefully nothing happens and the pool is opened, certifications are in place, they will be overseeing the life guards. Making sure that they are certified, bringing the swim team back, so \$19.23 an hour to me is peanuts, compared to all the responsibility we are requiring them to take on.

Davila stated we are also paying for that. You guys can make a motion; I am not going for it.

Hubred asked a question, I brought this up last time. Anywhere in this letter of hiring, does it say after obtaining all these certificates that they have to hold this position for the Town of Round Mountain for a specific amount of time, like I mentioned before, because I have a huge problem with the Town providing people with all these certificates and then this person saying ok you know what, I have all these certificates, I am going to Vegas where I can make \$30 an hour. You just paid for all my training, thank you. I know it can be done, because they do it with us.

Olmedo answered the only thing that we could do is put that re-imbursement schedule in the offer letter, with the approval of POOL/PACT of course.

Davila stated well I am sure it is legal they are doing it all over.

Hubred stated I know they do it for us, for example you go to the Highway Patrol Academy, and you get a position for 2 years in Tonopah and you decide, you know what, thank you for the Nevada Post Certificate, I am going to go to work for Vegas, they are looking for the re-imbursement for the cost of the academy. That is all I am asking, try to look and see if POOL/PACT will approve us, if we are going to pay for the expenses for them to get all and maintain all the certificates and then they choose to leave, they have to reimburse the Town.

Olmedo answered yes, we will look into that, I would say probably your best bet would be, you have to be employed, if you make it a year with us, we can't do anything past that, but I would do the steps of the 90 days, as if you were on your probationary period, 90 days you pay X amount of dollars back, if you make it 180 day you pay X, you know a certain criteria back and 6 months you pay half of it back and if you make it a year, you made your year.

Hubred replied I would definitely like to get the advice of POOL/PACT or someone, to see what we can extend that to.

Dutton asked what part about it do you not like Lisa?

Davila answered I just don't like it, I think at \$19.23 and once again we are going to be paying, using Town money to send them, and we could potentially, I am with you Wes, we are going to send them to get all these certifications. I don't like the fact that we are giving them \$19.23 an hour, you don't have the stuff, we are going to send you to school, we are going to pay for this. I don't like it. I have concerns about all of it.

Sergio Olmedo asked so me as a person I work with young kids as a coach, coach soccer, and football, whatever, when you put this person in charge helping with basketball and soccer, that is a lot of responsibility to be handling somebody's kids.

Morones states we aren't looking at someone like a 15 or 16 year old volunteer.

S. Olmedo continued, I am looking at what Kenny used to do and at the pool in terms of all the people, if you drown somebody that is a lot of responsibility.

Morones responds we understand that, what the concern is, somebody with zero and green, bring them in at, that is somebody experienced, I mean if someone with Kenny's experience came back 19.23 would almost seem low for his background experience.

Dutton asked so how did we come up with the \$19.23

Morones replied that is what I was going to ask, when the budget was established was it establish at 19.23 and was there a concern at that, because I wasn't part of that.

Olmedo answered it is the salary schedule for the Town of Round Mountain that has been set.

Davila stated back then they were looking, and you can chime in if I am wrong. They were looking at some different things, the salary schedule, had there been any changes, because there are different steps in it, we were looking at all those types of things when we were originally looking at this whole thing with Lily coming in and what was happening. So there was a lot of different components is what I am trying to say Roger in identifying that, and right now and seeing were it fits. I am just, I come from, I worked with kids for 17 ½ years and I know where you are coming from; I understand that there is a lot of responsibility pertaining to that. There is a ton of responsibility with anybody working with kids, the potential to have a parent be unsatisfied with the care of their child, or a parent that says it is because of you my child got hurt. I fully understand there is a lot there.

Dutton stated I think we also need to be competitive with the mine. We don't want to hire someone for \$12.00 an hour. They can go drive a truck for \$25.00, we could at least get a little closer level.

Davila responded we cannot compete with them Liandra. We cannot compete with that. I have to disagree, we are nowhere near.

Olmedo replied, just to let you know this salary schedule is from 2009 we are in 2016, so really our salary schedule is behind the times. If we redid it and looked at it and you wanted me to go out and do a salary rate schedule, which the previous Town Manager and I did, and we opted not to because we are behind and all of these rates would go up. So unfortunately that \$19.23 an hour is not even competitive around the state.

Dutton replied and you are not going to hire someone with no experience.

Davila responded and you know I am not trying to talk you out of it.

Morones replied you are asking for somebody with a bachelor's degree to not make 20 dollars an hour. Given what we just approved, and this is just me looking at it of course, I am not speaking for anybody else. Recreation Director with a college degree at less than 20 dollars an hour that has supervisor experience, starting at this position, looking at the requirements with experience and training. In my mind I am fine with the \$19.23.

Davila replies, if you get that person, correct.

Morones responded, you can't hire if they don't, that is the requirements.

Davila states or it can be in a related field, is what it says.

Morones continues yes, you want a bachelor's degree with a.

Hubred says and or experience.

Dutton states I know that we have at least 3 people out here with prior experience. Some in recreation and programs all of that. So I don't think it is unreasonable to ask \$19.23 an hour.

Hubred asked if it would be unreasonable to ask to look into what it would cost to send someone to a pool operator certificate to get that, water safety instructor certificate, I know the first aid instructor you can do on the internet, CPR you can do that.

Dutton replies we won't know what whoever we hire will already have. I do agree with the whole reimbursement thing. If they are just going to get certification and bail, we shouldn't be footing the bill.

ACTION: Morones moved to table the item; item tabled.

Davila asked if we want to go to General Public comment before the approval of the vouchers

Olmedo replied another thing we learned from POOL/PACT, you have to put your general public comment right before your adjournment of the meeting, because we have to practice transparency with the entire voucher item.

Davila responded ok.

Olmedo stated this is to let the audience know that you all can make a public comment with each and every agenda item; you don't have to wait till the end. We have to practice, if you have an opinion or you have something to share with every agenda item, we can't say, you can't say anything. We have to allow you to speak.

REVIEW AND APPROVE VOUCHERS

Davila asked, what did Mitch go out of town for.

Olmedo replied, Darrick and Mitch went together for the Certified Pool Operator Course.

Hubred asked why is the AT&T bill for the Recreation so high compared to all the rest.

Olmedo replied someone was looking for a number, and rather than getting on the internet and googling it, thue used the 411 information. We tried it ourselves but it didn't finish it off, trying to see if 411 tells you there is a charge when you do that. No they don't tell you there is an extra charge.

Morones asked how much was the 411 charges.

Hansen replied 2.29 per call and .53 a minute.

Morones asked 2.29 just to initiate it.

Hansen answered 2.29 just to provide you the number.

Davila states this is an express call.

Olmedo replied yes, that is 411.

Davila responded this is to Tonopah, for 17 minutes.

Hansen continues they ask if you want them to connect you to that number, and if you say yes, they will charge you .53 a minute.

Morones replies, Lisa listen to this, so the minute you say yes, they are charging you that whole call.

Hansen responds, so if you call and say, what is the phone number to this, they say do you want it and you say yes, they charge you 2.29, if they say, would you like me to connect you to that number and you say yes, they charge you .53 a minute the entire time you are on the call.

Davila asked was this someone in the public using our phone

Olmedo answered, no, not public. The personnel looking for numbers in another town, whether it was for basketball, I don't know.

Dutton replies, yeah, but do we not know how to google.

Olmedo stated so in light of that situation, we had to tell the employee, don't use 411, if you can't find a number call us.

Hubred asked what all the bleach is about.

Olmedo answered for janitorial, next door.

Hubred asked what is this throttle interface, what was that for, fire maintenance, so that was on one of the fire truck.

Olmedo replied yep.

Davila asked what is the Western Nevada supply for \$1,612.96 bill was for.

Olmedo answered we had to send out our handheld to get repaired, and I don't know if you remember, when you were still working, remember we were only operating with one hand gun.

Davila answered yes.

Olmedo continued we finally got the replacement.

Davila stated there are 3 on here.

Olmedo answered yes, there is the wand repair, the handheld repair, and the extension wand to the auto gun.

Hubred replied that is the thing that reads the meters, right.

Olmedo answered yes, so it is the gun itself and the wand is called the extension.

ACTION: Hubred motioned to approve the vouchers as read. Davila seconded the motion; the motion passed 4-0.

GENERAL PUBLIC COMMENT (SECOND)

Polly Alstatt commented. Lisa I noticed you were hesitant about the recreation, some of the positions, licensing and things like that. I wanted to share with you as someone in the community that has a huge interest in the position. Because we don't have an open pool here, you couldn't keep your certificates open unless you had to travel four hours one way, like right now to an indoor pool all the time. So there was no need to keep some of the certifications open and active. Why am I going to do that if the pool is not open? I just want to share with you, some of the people that have an interest in this position, can definitely get those, it is just a matter of getting out there and getting it, once we know the pool is going to be opened or the facility be open. I am going to tell you, to get the lifeguarding certification; you are a month to a month and a half, and now you have to find an indoor pool at this time of year to do so, which is fine, and I wanted to share as well, I went in to the Town a couple of times knowing that the Job description is under way and being looked at, but I went in even before, a year ago, and I believe I got the old one, but I wanted to get the new certifications or be able to get one so I had one waiting so that I could put that on my resume, and I couldn't get one. You have that too, either needed information isn't given or it was closed for a year, year and a half. So for people that are invested in those kinds of things, I don't want you to look at it as a negative thing, that you are just going to get nobody that has these sort of things and cannot do it, because there is definitely people out there that are qualified and can get it done. So I just wanted to ensure you, don't look at it negatively because there are people that are willing to do that.

Davila responded sometimes when we get some feedback it is very important and I thank you for coming here and presenting, and I think some of the things, how long have you lived in this community.

Alstatt answered I have lived here 2 years and just bought a home. I am vested, I have 5 kids.

Davila responded good, you know part of the responsibility that comes along with this and a lot of times, and I won't speak for any of my constituents here, is will just speak personally with what I have contended with in living in this community however many years now especially sitting in this position I currently am. A lot of times we are approached, hey why was this and why was that, and it gets real frustrating, because I am trying to operate from a perspective and take, and I have said this time and again, because I think we start thinking outside of the box and forgetting it, we have been cautioned on several occasions, that as we as a Town continue to spending the way that we are spending, by 2020 we are going to be in a world of hurt. That is a big thing, because this is my home, whether my husband gets terminated, we are vested here. I am president of a non-profit group, this is our home and this will be our home. So a lot of times I am talking on the side of caution, that is I have to be the one to say, let's be a little more reserved you guys, where everybody else is thinking, like I was telling Liandra, we can't compete, not with the mine, there is no way, we are playing ball in two different parks. The Town is in the little league field and the Mine is in the major ball. So that is my thing and that is my reservations come from, not the fact that we have anybody in this community that lacks the ability, I think we have some very talented, gifted people in this community, but we still need to operate on the side of caution.

Alstatt replied, I understand that, I just want to relieve you from there is no way they will be able to get those licenses.

Davila responded and you absolutely did, thank you.

Alstatt stated that she wanted to offer Pearl. I have worked with Boards for a really long time, over 20 years. They are kind of right, they are your support. They are going to back you if there is a legal issue; you need your Board's support. I would say it came off kind of cold of "it was none of your business", you are going to want to share some of the positives even some of the negatives of this position. You have to want to share that willingly, because they will need to hear that they can continue to trust in your decisions and see your expertise and you are rightly continuing to uplift this individual as well. I just wanted to back you in saying that this is a simple offer of sharing and at presentation, and what you may also look at as a Board, in this recreation director's position, is having them make a public statement, comment addressing you, addressing needs, things like that, because they do need to be comfortable. They need to be absolutely comfortable working with the

Board, working with you, working with the community and being able to take those negative and positive thoughts, because it has been a position that has been gone for a little bit, you are going to have both, and it is going to be heavy and they are going to be able to take both sides. So they need to be open for discussion as well and be there, so your Board can feel what you feel when you hire them.

Olmedo responded yes, I know what they are asking for, but on top of that, you know, I worked in both the private sector and the public sector, private you can share anything, it is out there and it is open. The public sector, employees, individuals as an hourly, they are covered and I don't even know why, but in a public, really the employees and I would have to say, they probably have more rights than anyone out there. So coming from a private employee and coming into a public employee, it is like that wall, I don't know how to come over and it is like, ok this is the situation I got going on, they want to know how do we go about it, and it is Pearl you can't disclose some information, we get it, that is a continuous pull, tug of war, with Boards and Towns.

Alstatt asked in daily operations.

Olmedo answered yes, in daily operations. Fortunately they are entrusting their Town Management to handle it. I know that they want certain things answered too, but again it is the protection of the employees, they have more rights than we do.

Alstatt responded I would like to encourage you that you have the right to share and even if it is verbiage and the way you phrase it, there is ways around that, you can share everything with these people, so that they can continue to feel like they are supporting you and have really good strength behind you.

Davila replied thank you so much, thank you.

Hubred asked, we are almost at the winter months where we are going to be seeing a lot of snow, how are we equipped for snow removal.

Olmedo answered we are at bare minimum, I am going to be honest with you. Our equipment is so old, we have been operating with patching things. The invoices, what you question on Mitch's Bank of America statement.

Davila responded, but we got that figured out since that has been spent, right, that we can plow properly.

Olmedo answered yes, with his small vehicle, it is not the big one, it is his small vehicle. We still have issues with the big plow. I will be relying heavily on any assistance that Nye County can give us. So if you want to pass the word out that we will try to do everything in our power to get the road cleared up, but with the little vehicle it is going to be tough.

Hubred replied, with that being said, I have been noticing and I am sure you have noticed too, we have allowed our road, the pot holes, oh my god, the pot holes, and they are going to get worse when we put our snow plows on them, who?

Davila responded Nye County.

Hubred continued, Nye County is responsible to maintain those, we need to get on them.

Dutton asked even the roads in Hadley?

Davila answered yes, inside Hadley, Nye County.

Hubred continued need to get on them, these roads.

Morones asked have you ever submitted a pothole on Nye County website?

Hubred answered I have never have.

Morones stated you should, it works, it notifies them and they come out and fix those pot holes.

Dutton responds but it doesn't last long.

Morones replied then they come out again and they do get fixed. I talked to Dan Sweeney too, and that is the best avenue to get them out here to fix pot holes. That is just a suggestion, but yes they are getting really, really bad.

Hubred asked that Morones state again for the public where to go to report pot holes.

Morones stated that he will post the site on Facebook again also.

Hubred asked as a Town can we look into grants, to try to get used equipment. Have we ever looked into that, I know there are grants out there.

Mittelstadt responded I don't know about grants, but the last time they got used equipment, remember that whole thing, sight unseen, they didn't see it and it was really bad.

Hubred continued, I do know the military has things, they don't really auction, but they grant out. I think Dan would be a good person to talk to, look at all the firetrucks that he has got off of grants.

Morones replied, I think he is a good grant writer.

Hubred responded yes, huge grants and we got awesome equipment.

Alstatt stated she just has a comment on that, and I don't know who the grant writer is, but I know there is a huge system out there that you have to put it in, also if you contact Toyota, they will probably donate what you need because you are so rural. All it takes is doing a little research, looking and being consistent in your search.

Olmedo replied, we also have to be careful, as a Town, we cannot accept gifts. I am aware of all the grants out there.

Alstatt asked you can't accept gifts? It is not a gift if it is given to a public community, because you will have to go through a process of writing a grant, which then is no longer a gift.

Olmedo responded with that I am aware of that site; it is actually The State of Nevada that I am familiar with, because they are geared towards local government like us.

Alstatt replied, but you don't have to stay local, don't limit yourself, because there is money all across the country waiting for small business.

Olmedo responded, I am aware of that, this is the State of Nevada, and it is also country wide. There is State Government, County Government and Federal Funding and that is the only ones I am limited to, so if Toyota is not in the Federal Funding list, I am going to operate on the side of caution and not solicit unless I get approval from our District Attorney and our Auditor to ensure that we are not going against NRS that states that we cannot accept gifts of any sort.

Alstatt replied yes, I encourage you to look into that, I think you got some misinformation on that. I would encourage you to look into that and don't limit yourself, because if you are limiting yourself, you are limiting the community.

Olmedo stated unfortunately we are limited to statutes?

Dutton stated that it has been brought to her attention that the cable in the treadmill room, doesn't have all the channels it used to have, and I was asked if people from Carvers can come to our Town Meetings.

Olmedo answered I would encourage them, and we should post recreations phone number next door. I think that would help get things squared away a lot quicker.

Dutton stated there are a lot of treadmills that have been broken for a while. I am not sure where we are with that, there is maybe one or two that work.

Olmedo stated we will look into that.

Hubred asked the POOL/PACT meetings that you go to, are the Town Board members if available, can they go?

Davila answered yes.

Hansen answered, the ones I am going to are for specific things, like essential management, usually when I grab a POOL/PACT representative, it is our representative and we talk outside that meeting, that training.

Davila asked but what he is saying, we can go; they are not going to say no we can attend.

Hansen answered, I guess if you pay the enrollment fee. They offer all kinds of classes.

Hubred asked so it is not open to the public.

Hansen answered believe you have to be a member.

Hubred replied as a Town Board member, I am going to be honest with you. I accepted the position and I tried rely on Lisa and Jim because they have been here the longest, and we are relying on stuff that has happened from 2010-2015 up to now and I don't know, I want to make sure as a Town Board member we are getting and knowing.

Davila responded and I think we need to push as a Board, is that POOL/PACT is here and it is not just here for staff, it is here for us and we need to start utilizing it throughout the year and getting them to come down to do specific trainings for us, I am sure Liandra still has questions, I know I do and I have been doing this for 2 years. I think we need to utilize our resources and we are not.

Olmedo replied my opinion only, I think this Board needs a set of bylaws written and followed. I have never come across any bylaw's for the Town of Round Mountain. Have you Lisa in our your years of digging back there?

Davila answered no, I and I filed a lot of stuff back there and I didn't see it, you know, just to let the Board and the rest know, if I have a question instead of calling you and sending out an email and accidentally creating a quorum, I do research. I call different Towns, how do you handle this. I have not found one Board that handles things the same as another Board. There are Towns that deal with raises and merit increase, they are involved

with POOL/PACT the same as us, it is ok for one Board but not another, I don't get it. They can do it this way, but our Board can't, to me, it makes no sense, because I haven't found anything that is straight across the board. I encourage you guys to call and ask, you will not find in any town that you ask, that this is how it is done.

Hubred asked who our POOL/PACT representative.

Hansen answered Marshall Smith.

Olmedo replied with that we are also finding out that we are not the only ones running across things that shouldn't be done. We call other towns as well, other HR representatives and see how they are doing, and we are all across the state of Nevada finding out that we are operating how we are not supposed to be operating. I will tell you, things change when we have a new Attorney General comes in, the last Attorney General would have thought, yes you aren't doing anything wrong and a new one comes in and they are like, oh no, NRS, Lorinda mentioned that the Attorney General that we have now, it was my impression was that the DA is not working for Nye County, is that what I read? She reads her bylaws, Nye County Codes completely different than our previous DA.

Davila responded, to me, if we are paying as much money as we are to POOL/PACT for their services, and POOL/PACT is involved as you hear when they came and did their presentation, involved in all these towns, then I think it should be straight across the board. I think we should be given an answer when called and I have personally contacted and I have the emails to prove it, to ask a simple question to give me a yes or no answer. To this day I have not gotten a yes or no answer to the questions I have asked. I am just saying it just alerts me.

Olmedo replies I will explain that one. POOL/PACT is designed to be in touch with a representative. Our representative for the Town of Round Mountain in HR responsibilities falls on the Administrative Supervisor that is your go to person.

Davila responded that is not what POOL/PACT is saying Pearl, because POOL/PACT is saying our go to person is the Chairman, so I don't understand, I would like to see POOL/PACT here for some training and I do have questions for them, direct questions that I want answers to.

Hubred asked you said POOL/PACT will be here in January correct.

Olmedo answered yes, I would like to invite them in January once the new Board is appointed. Once I who is appointed for sure, I don't want to schedule something ahead of time and then have to take it back, because when I put in my phone call to have a representative come down, they are committed and they are telling other towns no, that they can't come there.

Hubred replied, regardless of who is on the Town Board, someone has to attend.

Olmedo continued, so I am thinking the first Thursday, before the first Town Board Meeting in January is when I would like them to come out here to do that training that we went through, The Open Meeting Law, the Ethics, if there is anything else out there that you need let us know so that we can incorporate that. With that the class for the Open Meeting Law and Ethics is designed to be 4 hours long, so if you want other sessions it will be an 8 hour class. Once we do it, you are going to have to commit to me for 8 hours on that Thursday.

Davila asked you are looking at January 5th.

Olmedo answered yes January the 5th.

Davila asked Liandra how is your schedule for 8 hour on January the 5th?

Liandra answered it looks good right now.

Davila asked Roger?

Morones answered said he has a trip planned I don't know yet.

Davila asked Wesley?

Hubred answered Thursday's I'm off.

Davila replied the 5th looks good for all of us, let's make that a date.

Olmedo stated that the Library notified us to let us know about that pot hole, we are aware of that sinking portion and our maintenance supervisor is trying to work with the county road department to patch it.

Davila asked let me get something straight, because here is another confusion. When we had contacted them to do the car show for the Library last year, we were told, because we did call about the pot hole again, we were told that, that is Town Property and that is Town responsibility. That parking lot is Town property and it is our responsibility, because we were going to call Nye County and they said that Nye County cannot come out and work on that because it is Town Property.

Olmedo answered no, we are asking if we could utilize some of their fill, we just want to us some of it and reimburse them. We are aware of that and we are not ignoring the problem, we are trying to fix it, until it gets warmer to get someone here to repair that parking lot because we know that it has been in a fix it mode for the last 5 years.

ADJOURN MEETING

Davila motioned to adjourn the meeting at approximately 6:45 p.m. Dutton seconded the motion; motion passed 4-0.