

**ROUND MOUNTAIN TOWN BOARD
REGULAR MEETING
DONALD L. SIMPSON COMMUNITY CENTER
650 CIVIC DRIVE, HADLEY SUBDIVISION
ROUND MOUNTAIN, NEVADA
rmtownadmin@gmail.com
TUESDAY SEPTMEBER 12, 2017 – 4:30 P.M.**

MINUTES

Members Present: James Swigart, Chair
Roger Morones, Vice Chair
Liandra Dutton, Clerk
Tyfini Brown, Member

Members Absent: Lisa Davila, Member

Also Present: Pearl Olmedo, Town Manager
Rebecca Hansen, Administrative Supervisor
Mitch Mittelstadt, Maintenance Foreman

Citizens Present: Sergio Olmedo
Dustin Grate
Pearlene Nockideneh
Christopher Jim
Aissa Nockideneh

Cory Hansen
David Hendriks
Tracey Hall
Teah Court
Andrew Swazey



Midge Carver
Emily Hendrickson
Anna Berg
Sara Sweeney

CALL MEETING TO ORDER

James Swigart: It's 4:30 p.m. let's go ahead and get started. I'm Jim Swigart, I'm the chairman.

Roger Morones: Roger Morones, vice chair.

Liandra Dutton: Liandra Dutton, clerk.

Tyfini Brown: Tyfini Brown, member.

PLEDGE OF ALLEGIANCE

The pledge of allegiance was recited.

GENERAL PUBLIC COMMENT (FIRST)

David Hendriks: Hi my name is Dave Hendricks I'm the manager at the mine. I just wanted to update you on a couple of things. Next Monday on the 18th of September there will be a press release in the morning discussing things with inside Kinross, one of which will be talking about the Phase W project. So we'll have a public release on that information next Monday morning before the market opens, so it'll be sometime between 5 and 6:30 in the morning. And then on the 18th of October we'll have a Town Hall meeting here. For those of you who attended last year it's pretty similar to last year, we'll be talking about where we are at as a company, what's going on with Phase W and what does that mean for what's going on and obviously an opportunity to ask lots of questions from the community to be able to share with you what our plans are up there. So happy to share that and I'd also like to introduce Emily Hendrickson. That's Hendrickson not Hendriks so there's no

relationship there. As a lot of you know Ranay Guifarro who has been doing the CSR coordinator position for the last couple of years, she is leaving us at the end of this week. She's going to go have a baby and then go down and join her husband where he's working at a mine down in Mexico. So Emily's been with us here about 3 weeks now.

Emily Hendrickson: 4th week.

Hendriks: 4th week here so she's had a lot of crossover. Again we will continue that I will try to attend the first meeting of the month, Emily will be the second one. And we're always available for questions if you guys have questions for us. Thanks very much.

Morones: Thanks Dave.

Swigart: Thanks Dave.

Brown: Thank you.

Swigart: Any other public comment?

Teah Court: Hi I'm Teah Court. I just had a concern about the soccer field. We noticed when we took our daughter for practice and for her game the grass is really too long to play soccer on. We looked it up and it should be $\frac{3}{4}$ "-1" high for soccer to play properly. Also the kids are falling down a lot in it because it is so tall and because there are a lot of divots in there and I don't know who's responsible for that, if it's something that can be taken care of or not. That's it.

Swigart: Ok, thank you. Mitch the mower for that it's a TORRO, that's an adjustable blade right? Darrick does the mowing on that?

Mitch Mittelstadt: Yes he does.

Swigart: So you can talk to him and see if he can hit the inch on the settings?

Mittelstadt: If we go down that low it'll kill the grass.

Morones: Will it kill it at this temperature? So I was talking to Tony, who was help coaching the kids, about it earlier and I told him the same thing if it was under an inch it would probably kill it. Even at this temperature t will?

Mittelstadt: Yeah, it's still growing so.

Morones: Can we? His concern, he didn't know when the last time it'd been cut and that during the soccer games this past weekend the kids were catching their feet. So I don't know if that's something, a safety issue we can look at for the kids and address?

Pearl Olmedo: Yeah we'll look into that.

Mittelstadt: We could make one out in the dirt.

Morones: Nice, just blade it off. I know someone who might have a big blade and a water truck to help out with that.

Swigart: The ball rolls farther on dirt.

Dutton: Yes it does.

Morones: Thanks Mitch.

Swigart: Anyone else?

Morones: Thanks Teah.

APPROVAL OF SEPTEMBER 12, 2017 AGENDA

Olmedo: Request to table item #8 please.

Morones moved to approve the agenda with tabling item #8 dated Tuesday September 12, 2017. Dutton seconded the motion; motion passed 4-0.

**SPENCER INVESTIGATION TO PRESENT THE REPORT PURSUANT TO RESOLUTION 2017-01
ROUND MOUNTAIN TOWN BOARD TO AUTHORIZE A THIRD-PARTY COMPANY TO
PERFORM AN INVESTIGATION ON THE HIRING OF THE RECREATION DIRECTOR**

Dustin Grate: Good Afternoon Board. I'm Dustin Grate. I'm actually with Grate Detections not Spencer Investigations.

Swigart: What is it?

Grate: Grate Detections. G.R.A.T.E, my last name. When we first did the proposal it was Spencer Investigations, after that I sold the company and built a different company. So that's the name change. I do have copies of the report that I don't like to give those out prior to this because you guys tend to pay more attention when someone is talking to you rather than reading and listening. We did make a decision and I didn't hear what the decision was if we want to keep this names off the record, use them as candidate 1 versus Shelly O'Neal.

Swigart: Yes we'll want to keep the names off the record and if we do use names we will go into a closed session, the board, which at that time you can use the names.

Grate: As this was produced to me to come in, so everybody knows, was to come in and review the hiring process of the recreational director for the pool. At first blush it looked like it was going to be something pretty simple to do. The more I dug into it the more information that was out there came to light. And I'll kind of go at this systematically. There were 8 candidates total that applied for the position and during that so what I had done was I had gone through, met with Pearl and Rebecca and they supplied me with all the applications. We did do a release form so that they were able to release the forms to me as an investigator and went through every application and the process of the hiring practice. So a quick little run down of how this was done the easiest way to do it was to do what I considered to be a blind study. So I took all the paperwork not knowing the names, not knowing what their outcome was upon the hiring of the H.R. department. So we took it kind of randomized it all and went through the applications and read through the applications and how it was brought about was there was a Help Wanted ad that was put up that was publicly a public notice type thing that was put out. And it was also spread around town for everybody use. And off of the help wanted there was obviously a close date, I'm not sure, I believe it was February 3rd, it's in the report, of when it had to be in and then there was obviously the interviews to take place from there. The interviews when the candidates came they were required to do an application process. Many of the applicants brought resumes also or letters of intent type

things too. So what I did, the HR department had was called a hiring grid, application screening grid and this grid was made up it was based on knowledge, skills, ability, education, experience, certifications, and written materials and each portion of that grid was assigned a number 1-8 or whatever so if their skill levels matched they got a 2. So at the end of the grid the possible grid was I believe they could get 24 points out of the entire grid as it went down. When I got the grid obviously I didn't get to meet the individuals, talk to them, meet them face to face or see the written materials, so I cut the grid off at a different level. I cut the grid off at 20 because there were 4 points that weren't potential on there because I didn't get a chance to meet them and interview them and I met them and talked to them on the phone, but I didn't see their appearance and that was one of the criteria.

Swigart: Sure.

Grate: So the problem lays out with the help wanted notice and I'll kind of do it systematically, there's no sense in reading through the whole report, you guys will have a copy of the report. The help wanted ad was put out and it basically it was published "Primary duties include planning, organizing, and coordinating recreational programs for adults and youth; including physical activities, special interest classes, and summer programs to include swim programs; supervises and direct the activities of employees in the department and in the maintenance and operation of facilities; and perform related work as required." And then as it goes on it says requirements "Pool Operator; First Aid Instructor; CPR Instructor; Water Safety Instructor; and Lifeguard Instructor Certifications desired." So you have ambiguity in your help wanted ad, at one point you say it's required and at one point you say it's desired. So that is issue number one that comes up in the whole application process as this came in. Each applicant, there were 8 candidates that applied for this job. Every applicant did not have all the certificates. So each applicant was missing 1 or 6, you'll see it as you break it down. So as this was laid out there were applicants that did not get an interview based on the hiring grid, the screening grid, because they didn't have all the certificates. With that being said, nobody should have got an interview then because if they excluded one, they should have excluded all. Follow me? So there were some people that had one, some people that had 6, and some people that had none. Nobody had all of the requirements or desired certificates depending on how it's read. So that was the first hurdle we had to get over doing the interviews with all of that. So the blind study took place, we went through the full application process. There was no order to the applications, each candidate was randomly picked 1-6 out of 8 reviewed because 8 didn't qualify whatsoever they just didn't have the, they had no knowledge of pools they just randomly put in an application. Ok. Each candidate will be talked through 1-6 as candidate 1 as a C1-C6 for name reasons. I do have it broke down, I can provide you guys the names for when you need that, but I can get everything laid out for you guys. Candidate 1, and I'll just be brief with candidate 1, candidate 1 was not qualified. C1 was not qualified by means of not possessing or ever having or being able to obtain the desired certificates for the recreational director. C1 did not have the background in the area as well as not offered an interview by HR. C1 contacted and interviewed, I contacted and interviewed her or them I should say and the application qualified determined that the minimum qualifications for this position were not met. So this candidate 1 just didn't have the basic recommendations for what they needed for the job. They just didn't have the abilities to do what they were wanting, what the city was wanting or what the board was wanting them to do. C2 was all reviewed, granted, they were granted an interview, C2 was granted an interview. I determined at the investigation, interview C2 did in fact meet the minimum qualifications for the recreation director and had a background in pool environment along with having or had or could obtain the desired certificate description in the help wanted poster. And this is going to be typical through 1-6. They all had certificates or had the ability to get the certificates and I'll go into that a little bit later, but I'll hit on it now since it's up. The question was not asked by HR upon the hiring was first of all do you have the certificates, do you have proof you have the certificates. I've never seen proof of the certificates. I got the entire package from the HR department of here, here's Sally's packet, there were no certificates in it. So I don't know if that person had the certificates, didn't have the certificates, until the interview process. So during the interview process I asked that question. Did you bring them in? The answer was no, until they were hired they didn't have to bring them in. So the question that was not asked by HR upon the hiring was just that. , do you have the certificates, which was part of the

screening grid. But the question was not asked are you able to obtain the certificates by the hiring date, which would have been crucial because that was like 90 days later. So within that almost every applicant said absolutely within an hour or two or a couple of days they would have been able to obtain the certificates they didn't currently possess or had expired like a simple CPR certificate or Water Safety certificate. The hardest one would have been the Pool Operator Certificate, which is obtainable it's a little bit more difficult being in the area we're in, but they could have got it cause there's online courses and stuff they could have taken. Back to C2, C2 was qualified for the position of recreation department or director. C2 like all the other applicants had the same issue. C2 had one or more of the desired certificates, not all, so it goes through that thing. Do you want me to go into the certifications that C2 had or the abilities? Or do you want to leave that for you guys to look at later.

Swigart: Go ahead.

Grate: Either way. Ok C2 had certificates in Lifeguard and Swim instructor with past certificates in First Aid and was an ambulance or paramedic first responder. C2 stated they'd be able to gain full certificate for the desired certificates within only a few hours of retesting and some within two weeks of others. So C2 was clearly a candidate for the position. C2 was interviewed using the screening grid, interview screening grid and the 16 provided questions from HR. So each candidate was asked the same questions that they were asked during the interview process. Without their papers near me I asked the questions, documented their responses, then went off of the responses that they gave to HR just to make a blind study off so I have my own study to go off of my own grid doing the same thing. Were they qualified, had they had the position before, were they able to do what they needed to do as far as what was requirements, were they able to get their certificates, and so on. There's, there's a bunch of questions in there, you know, why do you want this job, why do you think you should be you should have this job, you know and so on. C2 was motivated, willing to take the position as recreation director. C2 has a history and a background provided during the interview process. C2 had a background in assistant counseling, implemented school programs, customer service training backgrounds, taught swim lessons as a lifeguard and maintained, did maintaining of beaches. C2's experience work in pool, lifeguard and performs pool maintenance, testing and cleaning. C2 caught and taught aerobics classes, kid fit classes, other programs, volunteered at high school sports, moms and tots programs, other children, first responder. And obviously you guys probably know who I'm talking about as we go through this because it's a small community and everybody knows each other and everybody knows each other's business, which is another problem we get into later. C2 interviewed well during the questioning sections of the interview. C2 answered all the questions without hesitation, thinking and forthcoming of all questions. Some of the key points C2, wants to be part of the solution not part of the problem, has background in pool setting and teaching, has implemented programs and ran programs, understands confidentiality, has a clear understanding of the position, position needs along with willing to learn and adapt. C2 is a viable candidate for this position recreation director. C2 scored 19 out of 24 points on my grid. Moving on to C3, C3 is an applicant reviewed and gone over and determined they were qualified. The applicant C3 had provided applicant and authority to release information form, that's a standard for every applicant. C3 was not granted an interview due to not meeting the minimum qualifications, background, or other. In the qualifications C3 was not qualified by means of not possessing or ever having or being able to obtain the desired certificates of recreation director. And this is after interviewing this person, so they just didn't meet the minimum qualifications. They've never done this before and they weren't a viable candidate for this position, so it's understandable why C3 was not given an interview. C4, same thing, same qualifications, went through made sure they had the application had their own resume dropped off. C4 was granted an interview, determined to be a viable candidate for the position, met the minimum qualifications, recreation director, background in pool environment, along with having or could obtain the desired certificates. That's a catch all for the next three subjects, they did have or could have or did obtain the certificates over this period. C4 scored in application screening 5 out of a possible 24 by Human Resources, however there was no actual interview conducted at C4 by HR. The investigator follow up with C4 conducted a full 16 question interview and notes. So this subject was not interviewed by Human Resources. They did have an application, they did have a resume, they did have a letter of intent, they were not interviewed.

They investigator scored C4 with a 19 out of 24 with the possibility of 3 more points available as a pool operator plus 3. So this person would have been able to gain access to these, the other certifications which would have added more points to the scoring grid as indicated on the application screening grid. C4 scored 21 out of 24 on the interview screening grid, last section 5 points were left off due to not accurately meeting the candidate like I explained to you at the beginning. There was no interview or checklist for provided by HR that was completed. The investigator rated C4 very good on the interview checklist. So there were 3 different things, there was interview screening grid, interview checklist, and then the 16 questionnaire that was gone through. Does that make sense? Qualifications, C4 was qualified for the position of recreation director. C4 like other applicants had the same issue. C4 had one or more of the desired certificates, not all of them, did not possess the certificates at the time of interview, nor did C4 provide the HR upon interview process. Just like all the other applicants that question wasn't asked, they weren't presented the, none of the certificates ever came forward upon anything that I'm aware of, that were ever presented to me in the packages. Certifications, C4 did have but didn't have current certifications at the time of the interview and after reading all of the paperwork and reading the Human Resources paperwork this is why this subject was not given an interview was because they didn't have any of the certifications at the time of application, but had had them and would have been able to obtain them by they were hired for the position. C4 would have been able to gain full certifications to all certifications within a few hours of retesting, some within two weeks of others. C4 was interviewed using the screening grid, the interview screening grid and 16 questions. C4 was highly motivated and willing to take the position of recreation director. C4's history and background provided during, was a viable candidate. C4 has a 12 year background experience in competitive swimming environment, knowledge of coaching and teaching, however C4's resume did not back the experience time except the experience teaching swimming lessons to a variety of ages with focus on special needs individuals, blind, autistic, etc. C4 has knowledge of many outdoor experiences as well. C4 interviewed well during questionnaire section of the interview, answered all questions, however C4 had some delay in thinking of her responses with the questions. Some key points on C4, C4 cares about the community, feels C4 has a lot to give back and has vested interest in the community, experience teaching swimming at all levels and special needs, for the last 2 years there has not been a pool in Round Mountain to be able to provide any other swim options, the ability to negotiate contracts on a large level and small level, very goal oriented and highly driven. The conclusion of C4 wraps up that I scored her at 19 out of 24 on the application screening grid. C4 was not given the opportunity to interview with HR and was provided a letter of skills not desired and more qualified people. C4 was not considered to have minimum qualifications or desired certificates, however C4 possessed at the time of the interview process the same number of certificates that the other candidates provided at the time of the interview. No certificates were provided at the time of interview or at the time of her application. So back to that comes back to the desired or required to where she didn't get an interview because she didn't currently have any or possess any of the certificates, but could have obtained them by the time the hiring process would have been done.

Brown: He or she?

Grate: Correct. C4. Investigator provided an absolute viable candidate for the position, a positive attitude with the minimum qualifications and desired certificates available. Later during the interview C4 secondary applied for the position as a lifeguard at the pool a part time summer position but was denied the position by HR due to it being reserved for the youth. Her words, not mine or C4's words, not mine. C5, moving on, any questions? C5 was granted an interview meeting with the minimum qualifications and background like all the other subjects. Determined after investigator interview C5 did in fact meet the minimum qualifications of recreation director, their background in pool environment along with having or had or could get the desired, same catch all paragraph. C5 was scored on the application grid 19 calculated wrong by HR, it should have been a 21. When you go through their paperwork they actually had it as a 19 which should have actually been a 21 out of 24, it was added wrong at the bottom. Investigator scored C5 a 22 out of 24. Application screening grid a 22 out of 24 and the interview screening grid, last section 5 points left off same thing you guys know why, scored as a very good, same as HR rated her as very good. All the applicants came across as very good on the list. Qualifications, same thing desired, not all but had some of the desired certificates, certifications. C5 was

missing Certificate Pool Operator and Water Safety Instructor. However C5 did have all of the desired certificates and would have been able to obtain the CPO and the WSI, which is the Certified Pool Operator or the Water Safety Instructor, by the time of hire date C5 would have been able to gain full certification, certificates to within only a few hours of testing and some within two weeks, same as the catch all. Most of these certifications are done online or they could have made a trip to wherever to get whatever they needed done. C5's interview, same 16 questions as everybody else, C5's history, background, doing interviews, let's see. C5 was previously the recreational director for Round Mountain and currently the 2017 recreational director of the pool. C5 has interviewed well during the question section of the interview. C5 answered all the questions as they were asked not providing much more detail other than the questions asked. C5 had concerns about the process and knew why this was taking place quote unquote. C5 stated and she gave her resignation after 3 months last year, nothing further was followed up regarding this situation. And that was per your board meeting. C5 was willing to answer all interview questions at time of interview. Some key points on C5, past recreational director of the Round Mountain Pool, knows the job and what the job is about, enjoys people, worked for the school district as a bus driver and coached for the basketball team, has ties to the community and wants to make it better, 30 years in the Smoky Valley area, passionate about the program and the community, has current certificates desired except 2, also has others not desired or not designated I guess. C5 a valid candidate obviously, scored a 22 out of the 24 points. C5 interviewed, follow up interview C5 like other applicants desired certificates, C5 could obtain the desired certificates. So the ones that C5 was missing, they could have obtained. Any questions on 5? Going on to 6. Application was reviewed, determined they were qualified, granted an interview, same as the other candidates could get the desired certificates the ones that they didn't have current, like all the other candidates. Stated the certificates, I may have desired, the desired certificates have lapsed, some of them have lapsed in time, like all the other applicants but they were able to obtain them or get them. Scored 11 but could have been a 21 and the only reason why they scored 11 and not a 21 is because they didn't get credit for the lapsed certificates. Which they should have been given credit for because they could have got them like all the candidates, so the way the screening grid worked it kind of did this float up and down because some had their certificates, weren't proven that they had them, some didn't have the certificates but had them and could have gotten them. So they all should have been eliminated on that screening grid or they all should have been given credit for that screening grid, make sense?

Brown: Mmhmm.

Grate: 21 out of 24 points on the application screening grid. C6 scored 23 out of 24 on the interview screening grid, the last section of 5 points taken off, scored very good. Qualifications, qualified for the position, other applicants had the same issues-desired certificates not all of them, didn't possess the certificates at the time of the interview nor did C6 provide them to HR at the time of the interview process. So like all the other applicants we don't know if these certificates were there or not there, because they were never in the files. C6 has the desired certificate however it had lapsed, could have got it within a few weeks to two weeks. Same catch all with that. And I did do some follow up on that and they were all right as far as the CPR, pool instructor, all that stuff I mean it looked it's just a very easy certificate. It's just a re-cert most of them are online classes or some of them you have to go take a refresher course. C6 screening grid, 16 questions same as everybody else. Interviewed extremely well during the questioning session of the interview, C6 answered all of the questions that were asked, willing to provide much more detail of each question without hesitation. Very motivated, outgoing, had concerns about the process and told the investigator upfront that her sister in law was one of the people interviewing her stating that she knew it made her sister in law uncomfortable during the interview. Some key points C6 provided, cares about community, 17 years of swimming background, swim coach, pool operator, lifeguard and more, able to fulfill all the needs of the director by past jobs, has knowledge and skills associated with willing to learn, wants to make position successful or great, wants to make community better than it is and offer much more to them. C6 is a valid candidate for the position, scored a 21 out of 24. Same catch all, desired certificates would have been able to possess. Before I go into the rest of this that is 1-6 of the applicants that were interviewed, are there any questions on that?

Morones: Real quick question on candidate 5, you seem to have struggled with a small section on that going into the last part of your grids, was there something that caught you a little bit off guard or something that we should be a little bit made more aware of? There was something that you had struggled with towards the end of that C5 candidate. I wasn't sure if was based on the fact that that candidate is already here? But you had a really long pause or stroke.

Grate: Yeah the pause was there and I'll get into that in the conclusion. It'll come full circle and answer that question for you.

Morones: Ok fair enough.

Dutton: And there were 8 applicants total? And you interviewed 6?

Grate: 8 applicants. 6.

Dutton: There were 2 that were not interviewed right?

Grate: 2, we did some follow up with Pearl and Rebecca, asked them to get the information and to my understanding one responded and said they didn't want to and the other one is MIA and has yet to come forward.

Dutton: So you have not seen any of their information, is that right?

Grate: Yeah, not at all.

Dutton: Just making sure.

Grate: Further investigation, went further and interviewed Pearl. Pearl obviously, Olmedo?

P. Olmedo: Olmedo.

Grate: Do you want to be addressed as Pearl or Ms.?

P. Olmedo: You can address me as Pearl, I'm fine with it.

Grate: Thank you. Pearl was interviewed regarding her role in the hiring process of the recreation director. Pearl is the Town manager and extremely forthcoming with information and provided everything needed to conduct the investigation. Pearl provided information about how she and Rebecca, Rebecca or Ms. Hansen?

Rebecca Hansen: Rebecca is fine.

Grate: Thanks. Are the resource directors for the hiring for the resource directors, were able to set up and conduct the interview position. Applicant process was put together with an announcement of the help wanted, which we talked about, position this was sent out to the community and publicly posted in several locations. The next step was to receive applicants along with the resumes, letters, etc. from all who wanted to apply for the position until close of February 3rd. February 3rd was the close date. This was done, and the application period was closed for interviews. Pearl was asked what the time line was for the time of the interview to the time of hiring of the director. Pearl was unable to give an exact time but recalled that it was a short time depending on the board meeting. Pearl was presented with the application deadline of February 3rd, she then told investigators that it took about a month to hire. Pearl explained that the applicants were asked the same questions from a multiple set of interview questions and sheets. This included the list of predetermined questions, an application

screening grid, an interview screening grid and an interview checklist. Interviews were conducted by Pearl and Rebecca and they were the ones that ultimately made hiring decision of the recreation director. All interviews were conducted on the same day. Pearl was also asked about the minimum requirements listed on the help wanted posting, investigators also asked about the ambiguity of the wording of the position including the statement of requirement versus stating desired. This comes into to play in the hiring process where there 8 candidates and only 4 were granted interviews. This was problematic because the applicants should have been eligible for interviews based on the primary duties and the facts that all of the applications that applied none supplied proof of the desired or required certifications. So basically everybody should have got an interview, that catch all, or nobody should have got an interview. Fair enough? Pearl agreed that it was not worded very well and that it does cause an issue with the screening grid and the hiring process, agreed that the certificates were desired and not required for the application process or the actual job. Was asked if the application provided proof of, if the applicants provided proof of the certificates upon interview, she stated that none of the applicants provided proof of certificates but were asked to provide them upon the hiring date. These were not located, these are my notes, these were not located in the files upon receipt of documents from Pearl, so I never, the subject that was hired I never actually saw the certificates so I don't know if they exist or they don't exist. That is basically where that was going, or any of the applicants for that matter in their packet. This presents an issue to not allowing each applicant to interview based upon either them not having the certificates or not knowing if the applicant was able to obtain the desired certificates. Again this is problematic due to none of the applicants had all of the desired certificates on the listing of the position, however some received interviews and some did not. And we went over the one applicant that didn't get an interview that I interviewed at a later date which would have been a viable candidate for the position. It was brought to the investigator's attention that the board had no say in the hiring process however the board had influence by talking to candidates during the hiring process to include telling candidates that they would like to see the application, quote unquote, or telling applicants that they would most likely have the job prior to hiring. It is suggested that the board had also given advice to the applicants during the hiring process. Suggestions were made that Pearl as a Town Manager do everything to keep any conflict out of the hiring process. This causes conflict of interest between the Board, HR departments and the candidates. Brought to the investigator's attention was the one candidate refused, that one applicant refused to fill out an application upon dropping off the resume. The candidate eventually did fill out an application and fulfill what they needed to do for applying for a job. Moving on, Rebecca was interviewed regarding her role in the hiring process as well. She provided insight as to the process and what took place. Ms. Hansen agreed that the certificates were desired not required to obtain the position. This admission also causes an issue for the application process because some applicants were interviewed and some were not, again we just went over that. Ms. Hansen stated that if quote unquote if the candidate didn't have the certificates they didn't make the screening grid. If this was consistent then none of the applicants should have made the hiring process, we've been over that we've beat the dead horse. Stated the applicants never asked, if it was ever asked to not show proof of the certificates or show proof, so they were never asked to show proof of their certificates and if they could obtain them by the hire date. So that question was not asked if they could obtain them by the time the hiring process came. Ms. Hansen admits it could have changed the hiring process if those questions were asked. It would appear it was based upon most knowledgeable for the job. Ms. Hansen stated the applicants would have had 90 days to obtain certificates. Plenty of time for all the applicants to gain certificates if they need them. Ms. Hansen was asked why some of the applicants didn't receive interviews, Ms. Hansen stated because they didn't meet the minimum requirements. This statement is problematic due to the actuality none of the applicants met the minimum requirements. Fair Enough? In close on this, Ms. Hansen, the board is over stepping its role as members holding person vendettas and having personal agendas as sitting board members. It was suggested that the board asked to see applicant's applications from the HR and from the applicants, the board has nothing to do with the hiring process. Findings and conclusion, any questions on that? Sorry.

Dutton: My only issue is we do not have anything to do with the hiring process so I don't see how there would be a conflict of interest.

Grate: When the board is asking questions to see applicants or applications.

Dutton: No that I understand.

Grate: That's where the conflict comes in.

Morones: Did we?

Dutton: I've never.

Sara Sweeney: Some of them didn't even know who got hired.

Morones: But that's, we'll have to move on. Cause I believe that is something for us to discuss because we were never informed on the process itself as to who they were looking at. But again that's for the board to discuss later.

Grate: Alright. Findings during the investigation the hiring of the recreation director there was several issues noted and followed up on. To date all potential applicants have been interviewed except for the 2 and we just discussed that a little bit ago. During the process investigators spoke with Ms. Hansen and Ms. Olm.

Morones: Pearl.

P. Olmedo: Pearl is fine.

Grate: In attempt to gain access to other candidates. We went over that, they tried to follow up on that, one declined and the other one isn't around. The main issue located during the investigation, the facts that all candidates didn't receive interviews, this was based on the hiring grid and the requirements set forth in the help wanted posting. This being very problematic and unfair to the applicants. The requirements were set up stating requirements Pool Operator; First Aid Instructor; CPR Instructor; Water Safety Instructor; and Lifeguard Instructor Certifications desired. This line caused a problem in the selection process, none of the applicants had all required or desired certificates, however based upon the interviews, hiring grid and HR notes some candidates were not given interviews based on not having their certificates. None of the applicants had all of the certificates so the selection was flawed from the selection process forward. One question not asked by Ms. Hansen or Pearl was if the candidates could obtain the certificates by the hire date. So that was never asked to any of the applicants, possible applicants and none of the certificates were ever produced. At least to me they may have been produced to.

Brown: To the date since you started the investigation there's none?

Grate: That I'm aware of. That doesn't mean they don't exist.

Brown: None in the HR files, none are?

Grate: I don't have them.

Morones: None that have been presented to him.

Grate: Right. It doesn't mean that they don't exist. I don't have them.

Brown: And you had access to all HR files?

Grate: I asked for access for each applicants file to be given a copy of.

Brown: Ok.

Grate: For the HR not to accept applicants or not allow each candidate to participate in the hiring process was a selective mistake on their part. The Board is at fault in this process as well, the board is a board of that that is in charge of financials and policies, not to be involved in the hiring process or applications or to be involved with candidates during the hiring process. It was brought to the investigator's attention that during the hiring and interview process several candidates were told that they either got the position or that the board would like to see applications. Several conflicts of interest were presented to the investigator during the interview process including contact made to candidates by several means of communications. It would also appear that the Board, Human Resources and the Town Manager are having some personality conflicts that are causing rifts among the town which was brought to the attention of investigators during the interview process of all the above candidates listed. It is the opinion of the investigator after conducting this investigation that the hiring process was flawed and was not completed correctly due to several listed issues above in this report. It is also is the investigator's opinion that the investigation is incomplete due to the board not allowing complete investigation of all candidates of recreation director, and I'll go over that in just a second. The incompleteness of the investigation mainly from the board not allowing full investigation of each candidate, there was not a full background, character witness and mainly a follow up with each candidate about the history or work related position in the community of Round Mountain. There were several qualified candidates for the position of recreation direction, interview process was flawed by conflict of interest of candidates, not allowing candidates to be interviewed based upon hiring grid for certificates they did or did not have. Again the main reason candidates were not allowed to interview was based upon certificates, every candidate applied did not have all certificates and all should have been interviewed unless they didn't have the experience. That's what I got.

Swigart: do you guys have any questions?

Morones: So I guess the only question I have is during the investigation, the board-full support of the investigation, so comments in there which I would find flawed as you found this whole process flawed, we would have given you full support on any question or anything brought to this board I have no doubt that anyone of us would not have given full support. Because for this town, as you mentioned it's a small town, it's a pretty, pretty big deal.

Grate: Right, and at no time was I restricted in anything I needed. Don't get me wrong on that. I was able to fulfill everything I needed to fulfill and the questions needed asked and the candidates that needed to be interviewed except for the two.

Morones: So what was that incomplete? It's incomplete due to the board members?

Grate: It is incomplete due to the town meeting and the minutes I was restricted on following up on background information of each candidate.

Dutton: Was that money restriction?

Grate: No.

Dutton: That was the only restriction we put in that I know of.

Grate: There was, I don't know if you want me to go into this or not?

Morones: Well unless at this point it warrants a closed meeting if we're getting to.

Brown: I think so.

Morones: Which is on the agenda. But so, we'll at this point continue with nothing more than the investigation. If we do need to move forward a go to closed session to iron this out, I don't know what you would need from us at this time as this investigation is closed. My only question would be on an overall decision you found it flawed. That would be the ultimate final this hiring process was flawed for this position.

Grate: Flawed by purposes of each candidate should have been interviewed, each candidate should have been given the opportunity for interview and each candidate should have been looked at as a whole, not as a we're not giving you an interview because you don't have this certificate. If you didn't qualify for the position like several didn't, you didn't qualify.

Morones: Ok.

Grate: But if you could have obtained or got the certificates by the time of hiring process you should have had an interview and there was one candidate that did not get an interview who was a viable candidate for the position.

Brown: And that was candidate C4, correct?

Grate: Sure.

Brown: You might just make this, we do have, yes candidate C4. Got it.

Grate: They're all running together at this point.

Morones: Per my notes its C4.

Grate: Yes. And I've got a copy for each of you. I've got 5 copies of this and you guys can obviously make more copies. The issues that I saw in the process of doing this was not all candidates got an interview, during the interview process be it board interjection with candidates or telling people that so and so's got the job which it came through in the interview process. It didn't come from the board members, it didn't come from the town manager or the HR, it came from the interviews.

Brown: From candidates?

Grate: From candidates that either A told me that they were told by the board or they were told by this person or the telephone game, you know who knows. But it was implicated that the board had their foot in position that they shouldn't have had it in during the interview process or during the hiring process. Now that could have come blindsided by you guys because you don't know who the candidates are or maybe shouldn't even know who any of the candidates are. I don't know.

Brown: Yeah, I feel like we did not.

Swigart: We didn't even know who was being interviewed.

Brown: Yeah, I feel like because of the like HR standard keeping those candidates private, I don't, I wasn't on the board at the time but I don't feel like, unless it was hearsay which happens a lot around town, you know.

Grate: Absolutely.

Brown: I don't feel like that the board professionally interjected themselves during that hiring process, specifically because of HR, you know it's not. Because I think at that time we were still trying to figure out where the board was.

Swigart: And we don't get into the hiring or the discipline portion of the town and the employees. The board has one employee and that's the town manager.

Grate: Right.

Morones: Any questions? Tyfini any other?

Swigart: I'd recommend that we go to closed session. You guys?

Brown: I do too.

Morones: Yeah. I just have one final one to sum it up. Was this investigation conducted evenly and fairly from beginning to end?

Grate: Oh absolutely, that's why I did a blind study. That's the easiest way to do a fair and.

Morones: For all candidates?

Grate: Fair and impartial. Absolutely and I can explain that in a little more detail to you too as well. That's why I had taken the applications and when I originally had taken the information from HR I didn't want names, candidate 1 through whatever. And then I went through it and then I asked them for the names so I could cross reference everything to make sure I had everything.

Morones: Oh I don't, not your investigation, I understand yours was. Was the process to hire done evenly and fairly for all candidates?

Grate: No.

Brown: I also have one question, you had your own, so HR had their own grid scale?

Grate: Correct.

Brown: And then you had your?

Grate: I took a blank.

Brown: You took a blank.

Grate: Basically a copy of their grid, a copy of everything they did, a blank 16 questionnaire.

Brown: Yeah. So you had your own scoring.

Grate: Did my own scoring all the way down and across the board.

Brown: And most of it didn't seem fluid?

Grate: It was within a couple of points minus a couple of the, and then that's where I was saying some of the scoring system should have even been thrown out.

Brown: Yeah.

Grate: Because of the certificates because the certificates could give somebody like 9 extra points. Which was, if you're going off of best candidate for the job and you're going off a point structure that makes a big difference.

Dutton: So can we go into a closed session with him?

Swigart: Absolutely.

Dutton: Like we can ask who we want in?

Swigart: And that's where we can use the names and stuff.

Morones: We'll probably, in detail questions about the candidates I would guess.

Brown: I do have some, yes.

Swigart: So.

Sergio Olmedo: Can I ask a question?

Swigart: Yes.

S. Olmedo: Sir, if C1 would have got the job pretty much they would have been at fault for hiring that person the same way, right?

Grate: If anybody would have got the job depending on, it doesn't matter who got the job, this in the event we were asked to do this, the outcome would still be the same.

S. Olmedo: Okay.

Grate: I mean whoever's got the job has got the job now. This hasn't impacted you know if they keep their job or have their job is my understanding. We just went through the hiring process and were there mistakes.

Morones: Yes. That is correct.

Dutton: Yeah.

Brown: Yes.

Grate: And that's where we're at. It was an unbiased blind study for lack of a better term.

Swigart: So one more question here. If it would have been required certificates?

Grate: You wouldn't have a director right now.

Swigart: If you were going 5 out of 6 certificates, the ones with the most, the most qualified, the one with the in hand most certificates?

Morones: I think you would have to.

Brown: It doesn't work or matter there's none in hand.

Grate: That's where it began problematic because one person had the lifeguard, one person had the operator, a different person had CPR, every person had a different missing a certain certificate. One person had 1-4, one person had 2-4, one person 1, 2 and 4 and not 3. So each individual had a different certificate that they didn't or didn't have current, but could have obtained to get. So every applicant could have got all the certificates that were required or desired.

Dutton: And we put that in the job description. We even talked about it in a board meeting that they would have 90 days to get whatever certificates they were missing.

Morones: I think from my understanding on that.

Brown: Furnish or get? I mean well get and furnish? Because you'd have to be able to furnish. Yeah.

Morones: You'd have to be able to.

Grate: And that was one of the questions that was never asked, asked to the applicants.

Morones: Can they furnish them.

Brown: Can you furnish.

Grate: Can you furnish, can you get, can you obtain by within 90 days.

Morones: Yeah, I think from the board understanding it was are they able to get them and they have 90 days to do it, because we've been bitten in the past by some others, so.

Dutton: Right.

Brown: And I think that's why.

Morones: Okay. Number 6 Jim?

Swigart: At this time we're going to go to closed meeting pursuant to NRS 241.033(1) discussion to consider the character, alleged misconduct, professional competence, or physical or mental health of any person pursuant to resolution 2017-01 Round Mountain Town Board to authorize a third-party company to perform an investigation on the hiring of the recreation director for discussion only.

Morones: So shall we move to that back room like we did last time?

P. Olmedo: We thought it would be easier to clear the room and stay here.

Morones: Okay, that's fair enough.

Swigart: At this time we'd like everyone but the board members.

P. Olmedo: Everybody and those who were involved.

R. Hansen: Anyone who got the letter who was notified.

POSSIBLE CLOSED MEETING PURSUANT TO NRS 241.033(1) DISCUSSION TO CONSIDER THE CHARACTER, ALLEGED MISCONDUCT, PROFESSIONAL COMPETENCE, OR PHYSICAL OR MENTAL HEALTH OF ANY PERSON PURSUANT TO RESOLUTION 2017-01 ROUND MOUNTAIN TOWN BOARD TO AUTHORIZE A THIRD-PARTY COMPANY TO PERFORM AN INVESTIGATION ON THE HIRING OF THE RECREATION DIRECTOR

Reopen meeting at 6:43 p.m.

Swigart: Welcome back general public.

Morones: Thanks for sticking with us.

Swigart: I'm sure there are some questions what came out of the closed session in regards to the hiring of the recreational director, but we will address that on #9 under correspondence awards and announcements and updates.

READING, CORRECTION, AND APPROVAL OF THE AUGUST 8, 2017 AND AUGUST 22, 2017 MEETINGS MINUTES

Morones: I approve the 22nd for sure.

P. Olmedo: It was the 8th that was the quick one. Oh sorry, Roger you were right.

Morones: Say it louder for the record.

R. Hansen: She was confused. She thought the 8th was the cancelled one.

P. Olmedo: I thought the 8th was the cancelled one, but Roger you were right.

Morones: Ok I just want to make sure it was on record.

P. Olmedo: The 22nd was cancelled, the quick meeting.

Morones moved to approve the meeting minutes as presented dated Tuesday August 8th and Tuesday August 22, 2017. Brown seconded the motion; motion passed 4-0.

DISCUSSION, DELIBERATION AND POSSIBLE ACTION TO APPROVE ROUND MOUNTAIN FIRE DEPARTMENT SPENDING PLAN FOR PUBLIC SAFETY SALES TAX FUND – ROUND MOUNTAIN FOR FISCAL YEAR 2017-2018

Item tabled.

CORRESPONDENCE, AWARDS, ANNOUNCEMENTS, AND DEPARTMENT UPDATES

P. Olmedo: Do you want to go first or do you want me to go?

Swigart: Why don't you go ahead.

P. Olmedo: Ok. On your correspondence list for this evening you have 4 items.

1. Tonopah Town Board Meeting Agenda for 8/23/17.
2. Tonopah Library Board of Trustees Meeting Agenda for 8/23/17.
3. Tonopah Town Board Meeting Agenda for 9/13/17.
4. Tonopah Library Board of Trustees Meeting Agenda for 9/13/17.

Just real quickly we are looking to, with the department updates, within Recreation the weight room is the most heavily used facility we have for the town and we are looking to do a face lift. We are not sure when we want to hold off for a winter project, we will be doing painting, cleaning up windows, getting rid of blinds and possibly doing a tinting so that you know it's not so hot.

Brown: You don't get blinded.

P. Olmedo: What's that?

Brown: You don't get blinded.

P. Olmedo: Yeah so you don't get blinded. So look to, we'll let you know as soon as we've got some dates locked down where we'll shut down the weight room to do the face lift. And then we have a piece of equipment that has been removed from there, it's the five station unit and we've upgraded to a new one.

Brown: The pulley system?

P. Olmedo: Yes that big old piece that was.

Brown: In the middle? Thank god.

Anna Berg: They told us they were going to possibly be here within two weeks, but they're coming from Texas.

Brown: So removal of it all together and then possible replace?

Berg: It's removed now. We are getting a new system, but it's pretty much a two week delay because of flooding.

Brown: That was a good decision.

P. Olmedo: So you know look for those days and as soon as we find out I'll let you guys know so you can guys can help us spread the word and of course we'll post it on social media. Regarding soccer on Saturday, heard it was a huge turnout. We had three towns available, Round Mountain, Eureka, Tonopah, so I hope that the three recreation facilitators can continue to work together and make it even better, bigger, funner.

Brown: Did we have any community input on the concessions now that it changed with having, it was PTO correct?

Berg: So I left early because my niece was getting married. When I left they had sold out of several things, but they still had quite a few things left over. I know that homecoming is coming up so they can use it for concessions coming up. It's not like it's not going to be used. But I mean I.

Brown: There was positive feedback on that though? Because I know we had an issue with like there being disgruntled towns and concessions and not you know the issues with other towns.

Berg: Right, no. It was, they were fine with it and they knew ahead of time. It wasn't like they got here and they were like oh boo.

Brown: It was positive though, it was good?

Berg: Yes.

P. Olmedo: The town, the other towns that facilitated in their area, like Anna said they were made aware ahead of time that we were trying get our people that need to do fundraisers involved. We thought that hey let's do something different let's give some of these school organizations especially.

Brown: That's a really good idea. PTO.

P. Olmedo: An opportunity to raise some monies for them and their groups. So positive, I didn't hear any negative.

Berg: I didn't either.

Brown: I was just curious.

P. Olmedo: It was just a good heads up for them that they have to come with money.

Brown: Yeah, it's not all free.

P. Olmedo: And then I haven't laid to rest the issue with the Hadley roads. We are still told, as I said Becca and I went into Tonopah last week and we had the opportunity to meet with a few of the Board of County Commission and along with that group we got to meet the Attorney General and his staff. So it was a good meet and greet, you know we made some contacts and put it out that there that we are trying to resurface and get the roads fixed here in Hadley. It still stands that it is a town problem not a county problem but we were given some really good contacts that I am going after, getting some information. I found out one of the Nye County Regional Transmission will be coming out in the spring to resurface Pablo Canyon Road because Pablo Canyon Round is still their responsibility.

Dutton: It's county.

Brown: That's where it ends? Our responsibility ends at Pablo Canyon?

P. Olmedo: It's Pablo Canyon. Everything from Pablo Canyon into the subdivision is us. So I'm looking for some unique solutions, hopefully getting the Nye County to at least do some of our bad into roads.

Morones: Do we know who maintains the cattle guard?

P. Olmedo: Town of Round Mountain.

Morones: We maintain the cattle guards?

P. Olmedo: We were told that. Most recently within the last few weeks we received a phone call from one of the ranchers giving us the heads up that they're going to be letting loose their cows to graze in our area and we knew of a situation that happened last year where some of the cows came into Hadley subdivision and ended up in the ponds. So they said they reached out to county and said that was town's side so our guys', thank you for maintenance and water department, they got together and repaired it and cleaned it out the best that they could. It looks like we'll have to look into replacing the cattle guards, they're just, the way they were designed it's not easy to lift them out to flush everything out, it's a poor drainage system. It's rebarred into the road itself.

Brown: The far one in the back?

P. Olmedo: Over here? Yeah, back here. So we cleaned it the best that we could and we let the ranchers know we've done the best, keep us in the loop of what's going on. We'll just have to continue to look at it and maintain.

Dutton: I don't see how they can say that that road is County, but the cattle guard is Round Mountain's. That makes no sense.

R. Hansen: The cattle guard is off the road.

Brown: It is off the road so you technically consider, yeah.

Morones: They do not plan on storing or facilitating any product on town land at this point do they?

P. Olmedo: At this time they do not.

Morones: Charge them a toll if they go across that.

P. Olmedo: So like I said I'm trying to look at some unique solutions. They're coming out; we may be looking to pay Nye County Road Department to at least try to repair some of the bad roads within the subdivision. It's going to be a long process so bear with the town while we're looking for solutions. So Spring time.

Brown: We got winter coming, so.

Morones: The snow packs it, we're good. It's pretty smooth when the snow turns to ice.

Brown: 'Til it melts.

Swigart: So the cattle guards they come out? So you might want to reach out to Dave Hendriks and the weld shop and have them, see if they could make a spare for us and then just pull out put one in and they could be reconditioned, the one that needs repair.

P. Olmedo: Ok we'll put in an official request. And then you know you had a great idea where Cold Springs, Silver Springs areas?

Brown: Silver Springs, yeah they've been painted. I'm not sure. I don't ranch so I don't know how efficient they are.

P. Olmedo: We might look into that you know, we don't know. Anything that helps us for the time being.

Brown: Clearly they're there because they do something.

P. Olmedo: Yeah. They're not.

Brown: They're not.

P. Olmedo: I'm talking about the cattle guards themselves. But strips, it is worth a try.

Brown: Oh yeah, the cattle guard itself, yes. I don't know about the paint.

P. Olmedo: So with that, that's pretty much what I got.

Swigart: And the sewer update?

P. Olmedo: They're trucking along. We actually lowered the, so they were running 24-7 just to try and see if we could get some of those nitrate levels to go down. We have seen an increase to our power bill to the sewage project so we had to turn down the amount of time they were operational. So we should expect our Nevada Energy bills to hopefully go down. We're looking to actually turn off a couple because it's going to be a maintenance problem. We don't need all 4 aerators to essentially burn up all at once so we need to stagger their usage.

Morones: I don't know about any of you, but I've noticed the smell way less. That north wind is okay now.

Swigart: So environmental compliance, we meet the standard?

P. Olmedo: So far we have been although we don't have a full year of testing in place.

Brown: When is the full year? What's the full year date?

P. Olmedo: They wanted the full year to end September 30th so we should have, getting the extension. I mean we've been in formal talks and there doesn't seem to be a problem. They understand they know the timeline delays so they've been working pretty well with our water department. So I will make sure you know that it is written, documented so that we're not tasked with not being in compliance come September 30th. You guys have any questions?

Swigart: No questions. So at this time everyone heard Dustin Grate from Grate Detections, his report on the hiring process of our recreational director. At closed session this was discussed in great detail some of you were here and some of you were not. I think that it is the Board's belief that we put this behind us. Was everything done right during the interview process? No. Was there things that could be done different and will be done different in the future? Yes. Was there a huge learning process for everyone here? Absolutely. I think that at this time the Board has agreed that we put this to rest. Do you guys have any?

Morones: A pin drop. No, we, keep in mind we pretty much grilled the investigator during that process which is what took so long. The one thing that stuck out for me and this is pretty important, as much as hearsay happens in a small town we flat out asked were there any violations done in this investigation process. That answer alone or this answer should put this thing to rest. And again as Jim said this Board has made a decision that this will let it lie. The direct answer was there were no violations done in this investigation or during this hiring process. That should be it.

Swigart: Very good Roger, thank you. Liandra?

Dutton: I had to write it down because I thought he said it very well. He said there were flaws in the findings but they weren't fatal flaws so it's nothing that we need to go back and make a bigger stink about. He did a

great job, being very thorough and finding all of the findings he did and we're done. We're not going to bring it up, we should not be bringing it up anymore.

Brown: I agree very much so.

Morones: Tyfini?

Swigart: Tyfini?

Brown: I agree that it should stay at rest here within the Board and the Town.

Swigart: And within a few days this investigation will be made public?

P. Olmedo: Yes.

Brown: With minor corrections.

Morones: Yeah keep in mind we cannot leave in names being listed within this. It's not available to you at this time, but it has to be made public we just have to take out some of the names. Any questions?

Swigart: Pearl would you like to add anything?

P. Olmedo: I would just like to say on the Town's side I would hope that we can work together and communication was out there. We need to foster a more positive environment and it needs to be reflected here and we'll continue to work, build upon that positive working relationship, better communication. And for me personally speaking for the town, we the town will no longer facilitate the hearsay. If there is something that needs to be addressed to the town manager I'll be more than happy to look into it with who's, what's, where's and why's. The Town of Round Mountain from Town manager will no longer facilitate hearsay. That's all I have.

Swigart: And as Board members we should feel the same way.

Brown: Absolutely.

Pearlene Nockideneh: My name is Pearlene Nockideneh, I am Pearl's mom and as for me watching my daughter go through from the time she was hired as Town Manager and seen different faces from that time on, different faces of the town Board. I have seen a lot, although she doesn't tell me a lot, but I can see what she goes through and what she does as your Town Manager, the public included. She does a great job, so as Board Members if you want to apologize and you all know what I'm talking about. She has put up with a lot from you Board members, I have sat here and listened for almost two years and she is right you should work with her. You should be backing her up because she is your employee. You should be building her up to be a good Town Manager. And you past Board members, some of you are still sitting as board members, should not entertain any hearsay from the public. I sit here. I listen. You entertain hearsay.

Morones: Thank you.

P. Nockideneh: And I sit here upset sometimes. I don't say anything, I listen, I watch. So all that I'm asking is you respect her. Respect my daughter as your Town Manager, she respects you guys as her board as her employer. And I do want to thank you because it probably takes a lot to be a board member. It probably does, I don't know, but to sit up there and make these decisions and to help her make these decisions for the good of the town is quite a bit. But I know that she does quite a bit, she does a lot and I'm going to say it again she is a

good Town Manager. I'm not just saying that because she's my daughter, because I know it, and I'm speaking on behalf of some of the community members. Thank you.

Swigart: Thank you. Okay, any other department updates at this time?

Morones: Real quick if he needs to, Dustin I know you are not staying, are there any questions for Dustin? It's late, he's got a long drive. Are we good to excuse Dustin?

Dutton: He's good.

P. Olmedo: Good.

Swigart: Thank you so much.

Dutton: Thank you very much.

Morones: Dustin, thank you, appreciate that.

Grate: Ok, thank you guys.

Swigart: Did the general public get one of Dustin's cards? Thanks for that Roger.

REVIEW AND APPROVE VOUCHERS

Swigart: How much pothole filler stuff did we get? One pallet? One bag? One scoop?

P. Olmedo: No it's a whole pallet, its 48 buckets. And the last time we ordered was July and when we used it we saved a couple buckets in case the ones on Hadley Circle get bad. We input for another bucket, we're trying to get one more pallet secured before winter time.

Brown: Hey Bec, what was this Smoky Valley invoice?

R. Hansen: Internet.

Brown: All of that's internet?

R. Hansen: That's for the whole town, all of our facilities. So that's for every internet in every building.

Dutton: And this was on a credit card?

R. Hansen: Yeah because they auto bill and they only auto bill credit cards.

Brown: I was curious because it also has like. So the pool office was at \$240 a year, \$20. So they're prorating. You weren't kidding about that NV Energy.

R. Hansen: It's this one. It's always high actually. Big Creek Rd that's the sewer plant.

Brown: I was going to say that's pretty high because I was looking at the last approved and that was.

R. Hansen: We were trying to compare it to last year.

Brown: Yeah it was really high.

R. Hansen: Because last year they were actually using the aerators.

Brown: I was going to say because we're in the thousands different.

R. Hansen: No.

Brown: I think we're probably. Well yearly.

R. Hansen: Oh.

Brown: Yearly. I was looking at your quarterly.

Morones: The gym light fixtures were almost \$10,000? What light fixtures are we talking about?

R. Hansen: The LED for the Hi-Bay lights. They were upgrading so it should save us in the long run.

Morones: Okay.

Brown: Hey Bec, is this the new equipment that was purchased for the gym?

Berg: For like \$5000?

Brown: The leg extension. Yes. Did this come with a warranty Anna?

Berg: Yes it does.

Brown: It did?

Berg: Promaxima, it did. We won't get any of that paperwork until they deliver it.

Brown: Ok. And do we have delivery and set up from them?

Berg: They do it all, yeah. All we have to do is open the door.

Brown: Just making sure.

Berg: Turnkey.

Brown: Yes.

Berg: Because we took the old one out and it was a process.

Brown: Well yes. And do we have a repair contract on that like anything?

Berg: I don't think that there's a repair contract.

Brown: Usually it's like in the insurance where they will come out and like let's say we set something up and it's completely faulty or it was installed incorrectly.

Berg: Right, a certain number of days are there for us to make sure if there's any problems.

Brown: Got it. Okay.

Berg: I'll see that as soon as they bring that stuff back to us.

Dutton moved to approve the invoices as read. Morones seconded the motion; motion passed 4-0.

GENERAL PUBLIC COMMENT (SECOND)

Berg: My name is Anna Berg and I just want to put this out there to the public, if you have any questions for recreation for anything that we are doing can you send them to us? Because we are open, when I'm here the door is always open. I'm willing to answer any questions. You can call me for anything. I'm here available. The grass could have come to me because it was long. We were talking about it ourselves when we were out there. And I'm like it's hard to run, you know.

Morones: I just heard about it today or I would have said something.

Berg: Yes, it is, but it grows fast. He only is able to mow like one day a week to keep up with everything and then by the time he gets back around it's that tall again. So, we try to address that. Just that if you guys hear of people that have questions, send them my way. I'm more than happy to answer questions.

P. Olmedo: Just to clarify member Davila did contact our office and state that she would not be here tonight. That wasn't reflected on item #1.

Swigart: Ok.

Dutton: I did have a couple of ideas. Looking in Tonopah's Town Board agenda they have an outstanding citizen award. I think that would be something pretty cool for us to come up with.

P. Olmedo: Outstanding Citizen award, I think employee recognition as far as longevity with the town. I think it just.

Morones: I think the citizen.

Dutton: Just someone who is going above and beyond in our community. Just a way to kind of recognize.

Brown: Acknowledge.

Morones: And it might get a name out there for us, right? Hey its. It would be unsuspecting.

Dutton: It might get more people.

Swigart: And if you open it up to the public to the nominations. Nominate someone today.

Morones: To Pearl.

Swigart: And have them come into the town and have us review all the. Something like that.

P. Olmedo: I think if any of you, name that comes across the board give them a certificate, give them some acknowledgement. I don't think there should be any.

Brown: I think the acknowledgement itself would be.

P. Olmedo: I don't think anybody should be you know not take a part. I don't think we should vote. I think that you know you give a statement as to why they're going above and beyond and I think that we should collectively get a group of them bring it to the town board meeting and say hey we're going to give you a recognition and we're going to give you a certificate, picture with the chair to put in the Valley View.

Swigart: Let's not do that.

Morones: We need to give them a win somewhere.

Berg: Dinner with the chair would be fun.

Dutton: I was also looking, this is when I have too much time on my hands, what if we were to have like a town beautification program. We could even donate like a gift certificate or something.

Brown: Don't they come in a white van with a green stripe?

Dutton: Like if there were just some kind of a way we could, I don't know, encourage people to take pride in their home, in their lot, and pull their freaking weeds, I don't know.

P. Olmedo: I actually do have an idea with that. I think we should do a monthly town clean up where, it's going to cost money, bring out the bins like the mine used to. And maybe look into if you are not able to, let's say because we have some seniors out here that.

Brown: The trash bins is a mine thing? When they come and bring the?

Swigart: Yeah.

Brown: That's a mine thing.

P. Olmedo: I think we should look into helping the mine and doing it for, you know, sponsor the town once a month. If you need help let us know, I mean we don't have a whole lot of man power but maybe we can dedicate 4 hours on a Friday to send maintenance to at least clean up our egress, our 4 foot right away on each property.

Dutton: Right.

R. Hansen: You also have a lot of high school and middle school kids who have community service required hours.

Swigart: It used to be that.

Brown: Sports does that as well, right?

P. Olmedo: The football.

Brown: Football.

Swigart: There's an ordinance that you keep your.

P. Olmedo: That is the declarations.

Swigart: And you can only have so many cars that you can have.

Brown: Is that like a really rough CC&R?

Morones: That's an ordinance. Absolutely it's a town ordinance. It needs to be enforced.

Swigart: There are that you can't have weeds and.

Brown: So here's my question, who enforces those town ordinances?

Swigart: Well, the town manager did it one time.

P. Olmedo: No, no, no.

Swigart: One time he said no you can't do it.

P. Olmedo: It is not, it is actually not the town it is actually an ordinance in place by the gold mine and property owners. And from what I understand it follows with everybody with the deed it is attached to the real property. So I don't know if you want to mention it, I don't know.

Morones: Can we create ordinances for the town because that would be a huge.

Brown: On many levels not just on that one.

Morones: Not just on cars, I'm talking on many levels.

Brown: That's my question who enforces anything at this point?

R. Hansen: We were told if you had a complaint on the declarations you need to take that to the Sheriff's Office.

Morones: If we do an ordinance, we could when the public comes to us, we fine them. We tell them to fix it and if not. That's how our CC&R's were.

Brown: Ok, I'm just going to go ahead and state this. But this goes hand in hand with fowl, there are a lot of people here in town who have chickens. And who, and a lot, most of the community has come at me and they're like what are you going to about it? Who enforces it? And I'm not able to answer that question because I don't know.

P. Olmedo: It's Declarations & Reservations set in place, there's an expiration date and I will forward that to you. It was by the gold mine and property owners. And we did, we've bounced that questions around because we get the complaints. We try to as much as we can, fire hazard. I can go after them as fire hazard but a lot of them are wanting more, everything. So with that if you are willing to submit a Sheriff report and they in turn take it to the county.

Brown: That's the process?

Swigart: So this is a county ordinance then?

P. Olmedo: No, no, no. The county will enforce, say hey fined by the D.A.

Morones: They can't fix the roads, but they're going to enforce that for a town that doesn't fall under them.

Brown: Over something as far as weeds and chickens and that kind of stuff, we have to request the county?

Morones: As a Town Board can we not put together a set of ordinances for this town similar to a CC&R with fines and give them, if there's a complaint, give them a 90 day period to.

Brown: To correct the situation. Exactly.

Morones: To fix that, a grace period you come and if not you get fined.

P. Olmedo: We can most definitely look into it.

Morones: And if not the fines continue grow.

R. Hansen: You'll have to figure out because how do you collect if someone just doesn't pay it.

Morones: Turn their water off.

Dutton: You can put a lien on their property.

Morones: You can lien their property.

Brown: You can lien their property because we have water.

Swigart: But if they're paying their water bill.

Morones: You can lien their property if they neglect an ordinance by the town. Same thing as a CC&R they can absolutely lien the property. I don't know man.

Brown: Honestly it's more than just the yards, you know. I go to pick my kids up and people get heated about chickens right now.

Swigart: Well, I mean some of them it's a fire hazard.

Brown: They're like what are they going to do about it and I'm like honestly I don't have an answer for you. I have no idea at this point like who would enforce so you know it could be a wildfire at some point.

Berg: And now as a town board member it's like they believe that you have all.

Brown: Have all the answers? Yes, I know. I'm not sure if I was going to bring this up here, I'm sorry guys I know it's late, but there was an issue with the soccer program and I talked to Pearl and then I forwarded the email to you too. Tons of parents.

Swigart: Let's put this on the agenda for the next board meeting.

Brown: Yes, soccer.

Morones: Town ordinances? Wholly moly.

Swigart: Let's think about it. Let's see what we can gather. Let's see what other towns are doing. And let's put it on the agenda for the next meeting. Okay?

Brown: Thanks.

Swigart: Because you're three minutes are up.

Brown: My three minutes?

Swigart: Pearl's three minutes.

R. Hansen: You only get three minutes in public comment.

Brown: That was less than three minutes.

ADJOURN MEETING

Dutton motioned to adjourn the meeting at 7:22 p.m. Morones seconded the motion; motion passed 4-0.