

**ROUND MOUNTAIN TOWN BOARD
SPECIAL MEETING
DONALD L. SIMPSON COMMUNITY CENTER
650 CIVIC DRIVE, HADLEY SUBDIVISION
ROUND MOUNTAIN, NEVADA
rmtownadmin@gmail.com
TUESDAY, JUNE 20, 2016 – 4:30 P.M.**

MINUTES

Members Present: James Swigart, Chair
Lisa Davila, Vice Chair
Wes Hubred, Clerk
Roger Morones

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

Citizens Present: Ken Eason



CALL MEETING TO ORDER

Swigart called the meeting to order at approximately 4:41 P.M.

PLEDGE OF ALLEGIANCE

The pledge was recited.

GENERAL PUBLIC COMMENT (FIRST)

Swigart informed, on behalf of Dan Sweeney, that the Round Mountain Volunteer Fire Department has donated \$2,000.00 to families in need this week.

RE-ELECTION OF ROUND MOUNTAIN TOWN BOARD OFFICERS DUE TO RESIGNATION OF CHAIRMAN SCHOEN

Davila asked how do we do this? Do we just make a vote for somebody?

Olmedo replied I would nominate Swigart as Chair.

ACTION: Morones nominated James Swigart as Chairperson, now that Greg Schoen is retired from the Board. Davila seconded the nomination. Hubred nominated Davila as Vice Chair. Morones seconded the nomination. Davila nominated Wesley Hubred as Clerk. Swigart seconded the nomination.

Olmedo stated everybody is in favor of those 3 motions, correct?

Davila stated all in favor; nominations passed 4-0.

APPROVAL OF JUNE 20, 2016 AGENDA

Olmedo noted changes, table #7 please to the next regular Board Meeting on June 28, 2016, #9 March 1, March 8, and March 15, 2016 are available.

ACTION: Davila motioned to accept as amended, #7 tabled until June 28, 2016, approving the March 1, 8, and 15 meeting minutes. Hubred seconded the motion; motion passed 4-0.

DISCUSSION AND DECISION ON ANNUAL INSURANCE RENEWAL PROPOSAL FROM NEVADA PUBLIC AGENCY INSURANCE POOL; EASON INSURANCE AGENT

Ken Eason from Eason Insurance explained to the Board how POOL PACT came about and gave a little history. He gave everyone a hand out that outlines some of the coverages. Ken talked about the casualty insurance and what it covers, such as replacement costs, earth quake, flood etc. He informed that the properties are appraised on a normal basis by professional appraisal firms every three years. Ken went over the liabilities and what it consists of, and the coverage. Informed the Town that our premium has gone down this year.

Davila asked this is for discussion and information only, correct?

Olmedo noted it is to accept his proposal.

Morones asked so this is to renewal as of July 1st?

Eason explained that this is put out every year, and how it is bid out every year.

Swigart asked Olmedo what her thoughts were on this insurance.

Olmedo reflected on the price going down from last year and has continued to go down the last two years, three thousand + dollars. She commented on how POOL PACT has helped out any time she's needed them.

Eason goes on to explain, if you go out on your own to find to find the resources that POOL PACT provides, the cost would be much more.

Davila expresses that she had been going over some numbers, after reflecting on Greg Schoen's concern, that in the upcoming years, and cost cutting; that if we keep spending at the rate we are going, there could be some real trouble. So her question is, in terms of competition, have we looked at other companies.

Olmedo replied we haven't, Eason is very diligent in the services, that they put out, they're competitive. And advised the Board, being under the umbrella of Nye County, we get a discount, if we were to branch off – away from Nye County, we could be looking at high premiums.

Eason confirmed that going with someone else would indeed be higher.

Swigart asked if this was something that needed to renew before July 1st?

Olmedo replied yes, or we could bring it back to the next scheduled meeting on June 28, 2016.

Morones asked if it was in the new budget for the insurance?

Swigart commented that everything that is offered, we used it before and we are comfortable, it is in the budget. He stated that his thoughts were, if we were going to do any research, that should be done throughout the year for the following year.

Davila agreed with Mr. Swigart. She also states that we should start researching throughout the year and proceed with

caution. We are looking at a four-year thing, we don't want to jeopardize ourselves and continue what we are doing. We don't want to be spinning our wheel in 2020 trying to figure out what to do? It is something I want to avoid; I want to keep operating on the side of caution.

Morones agrees with Mr. Swigart, and says Davila makes a good point in moving forward.

ACTION: Swigart motioned to accept the Eason Insurance for the Town of Round Mountain. Morones seconded the motion; motion passed 4-0.

DISCUSSION AND APPROVAL OF DEBT MANAGEMENT POLICY AND FIVE YEAR CAPITAL IMPROVEMENT PLAN

ACTION: Tabled to June 28, 2016 Board Meeting.

ROUND MOUNTAIN PTO REQUESTING TO USE TOWN OF ROUND MOUNTAIN CONCESSION STAND DURING SMOKY VALLEY SOFTBALL ASSOCIATION GAMES

Morones updated the Board, letting them know that they have been able to purchase an enclosed concession trailer, due to the help from the community, and that they have been parking in the parking lot at the baseball fields. He also says they have covered themselves with a food handler's permit, on the basis of selling food for fundraising. However, for convenience, would still like to be able to use the concession stand during softball. He states, it has been great access for people when they bring the kids out, they could feed them, they have a place to get a drink.

Swigart noted that is what they were built for.

ACTION: Davila motioned the Town of Round Mountain allows the usage of the Concession stand to the Round Mountains PTO. Swigart seconded the motion; motion passed 3-0. Morones abstained from the vote.

READING, CORRECTION, AND APPROVAL OF THE MARCH 1, MARCH 8, MARCH 15, MARCH 22, APRIL 12, APRIL 19, AND APRIL 26, 2016 MEETING MINUTES

ACTION: Davila motioned to approve the March 1, March 8 and March 15, 2016 meeting minutes. Hubred seconded the motion; motion passed 4-0.

SEWER PROJECT UPDATE

Olmedo noted Mr. Christensen is not in tonight, did you all get a chance to look at the email I sent last week?

Morones asked in regards to the addition we may possibly accrue? Yes.

Swigart asked the drilling and the monitoring well?

Olmedo went on to say, the monitoring well is on track. The packet that you received that is in color, is the system to the sewer pond that they would like to have us look at. I questioned the cost on it, and it looks to be, that there may be additional costs in going with the modified aeration system. I typed out four questions to Bob Foerster, he is our water operator of record, along with another person with Nevada Rural Water department – they are researching and calling at least ten entities, state wide to see how this system is operating as far as: is it going to be cheaper for us in the long run, if the maintenance cost, if the system goes down, anything you can think of, they will be asking these companies that run this system.

Davila replied my question is, after going through and making sense of what I can make sense of. Why this and Why now? It seems to me that if you bid a job, that you would have insight, especially with their years of experience.

Olmedo stated honestly I can't answer you. I felt the same way, this should have been presented in their original PER.

Davila stated my thing is, we are paying to have this professional services to have this done, and we depended on their knowledge and experience in doing this. I am not particularly happy having seen this.

Morones noted from what I read, is it a suggestion? Or are they stating, if you don't do this, it could void something?

Olmedo replied it is not going to void anything. Until Bob Foerster comes back with a determination, whether it is for or against this; the pros and cons that I have requested of him, my next suggestion would be, and I didn't want to say anything until I spoke to the four of you present. If you want the system, and you feel it is a go. I think they should incur all those costs within that 1 million dollars that we are paying for. I am pretty sure there are cost savings among other line items that they could absorb above the 50 thousand set aside for this.

Davila stated to me, and please tell me if I am wrong. After reading some of the language, it appeared what they were saying, this would suffice, but this would be better. It would behoove us if we took this path, verses what we said. That is where I am having discord with. Why didn't they tell us prior?

Olmedo replied I'm thinking, just guessing. The City of Yerington just put this in, I think they got wind of their project and wanted to go down and see. From what I understand, it would be easier on our water operator in his daily operations of this, but again I don't know. I don't know the proven history of it. Bob Foerster was unaware of any systems in the state of Nevada other than Yerington. There are a lot of unknown variables.

Swigart asked is this something you can talk to them about, and see if they would absorb the costs?

Olmedo recommended to talk to them and wanted to run it by the Board first.

CORRESPONDENCE, AWARDS, AND ANNOUNCEMENTS

1. Gmail from Lorinda Wichman Re: NACO workshop on using Social Media, dtd 5/24/16.
2. Tonopah Town Board & Library Board of Trustees Meeting agenda for 6/8/16.
3. Letter from Division of Water Resources – Ken Haffey, P.E., Re: Request to drill three (3) monitoring wells at Round Mountain Water Treatment Facility, within the Big Smokey Valley Hydrographic Basin-Northern Part (137B), Nye County, Nevada, dtd. 6/8/16.
4. Letter from Department of Taxation – Heidi N. Rose, Re: Final Budget – Fiscal Year 2016-17, dtd. 6/3/16.
5. Quotation for Aeration Equipment Supply – Phase II from Triepoint Environment.
6. Unofficial Final Primary Results from Nye County 2016 Primary Election.
7. Tonopah Town Board & Library Board of Trustees meeting agenda for 6/22/16.

Olmedo reviewed the seven items. And noted employee training June 3, 2016 regarding Workplace Violence and Drug and Alcohol in the Workplace. This is the type of training POOL PACT has and also requested that they come down to our facility, and conduct an Open Meeting Law training for the Board members and the employees that attend the Town Board meetings. We would like to set that up late October early November, so if you could look at your calendars and let me know what dates work well for everybody, it is approximately a 4-hour class.

Davila noted having said that, maybe they should come down once a month to do training, we need to get our money's worth. There are a lot of different things that maybe we haven't touched on, there could be question that Wes has or any of us as a group. I think having some training for us would be great, even for Town employees.

NYE COUNTY COMMISSIONER'S REPORT

Olmedo noted that Lorinda Wichman sent an email requesting that I deliver all of you a message:

Pearl;

I'll be in Carson on the 20th so.....

Please deliver this message to your board for item #12..."you still have one, and thank you for all of your support in the effort to keep the seat filled with someone from here."

Lorinda Wichman

Nye County Commissioner

[775-761-1626](tel:775-761-1626)

DISCUSSION AND POSSIBLE DECISION TO UPDATE ADMINISTRATIVE SUPERVISOR JOB DESCRIPTION

ACTION: Agenda item tabled.

PERSONNEL ACTIONS

<u>EMPLOYEE</u>	<u>ACTION REQUESTED</u>	<u>HRLY. RATE</u>	<u>LONG.</u>	<u>EFPEC. DATE</u>
Alstatt, Tucker M.	Request to hire as summer youth worker	\$8.75		06/21/16
Brown, Payton	Request to hire as summer youth worker	\$8.75		06/21/16
Marich, Ariana	Request to hire as summer youth worker	\$8.75		06/21/16
Rodriguez, Jose L.	Request to hire as summer youth worker	\$8.75		06/21/16
Sample, Tia	Request to hire as summer youth Worker	\$8.75		06/21/16
Smith, Howard Chris Maintenance Worker	Terminated on 6/10/16.	\$18.14		06/10/16
Administrative Supervisor	Request to advertise to hire, starting pay dependent upon qualifications	\$19.23 - \$21.20		06/20/16
Maintenance Worker	Request to advertise to hire	\$15.07		06/20/16

Olmedo noted in May I requested to hire 5 summer youths. They all have been former employees of the Town, and I would like to rehire them to assist Building and Maintenance, Recreation, and Administration as needed. They will

mainly be working with Building and Maintenance, assisting in sweeping the streets, pulling weeds in the Town lots, painting curbs and fire hydrants, locating water meters and repainting those lines.

Davila stated as you well know, we had some issues with our summer help last year.

Swigart noted I was not aware of that. What was it?

Davila replied one of the kids were caught in Josh's office hitting golf balls and using the golf cart that Josh uses to go pick up the golf balls. There were a couple other complaints about them not doing what they were hired to do. My concern is, has that been addressed? Sometimes you get busy, and have to leave them to go do something else, I would hate to see that happen again.

Olmedo noted it was addressed this year, I sat down with the Building and Maintenance Supervisor, we went over every concern. It was brought to my attention he hadn't had much training as far as supervisor, so we remedied that. He has gone through the training, he is well aware of how to handle, when it comes dealing with people under him. We addressed the complaints that were brought forth last year. Some of them we questioned, the golf cart that is a little sketchy, I don't know what the explanation is on that. We are going to sit down with all of them and have a meeting, let them know what their responsibilities are, what they can and can't do, and in the event that they are caught doing things that they shouldn't be doing, there will be consequences and it could lead to dismissal.

Davila stated that is the point I want to get across. We have a responsibility to teach today's youth some responsibilities. These summer jobs should be doing that. We should be teaching. What are you expected to do? You are getting paid to do this. They need to learn what we as adults learned. If you don't show up to work, there are consequences. I don't want to simply spank, and then they ok, I get to go back next year. I don't want that message being sent, I don't think anything really happened, I don't know if it happened last year. I don't want to keep sending the message, if you work for the Town you can do it every summer, for every summer you are in high school.

Olmedo noted so you know, everything that was brought up was addressed.

Davila replied okay.

Olmedo noted we have had no problems since then. Like I said, this year will be different. I am going to be much more involved in sitting down and saying, these are the rules, there are going to be some repercussions, you are here to learn work ethics, know this is the policy and you can't do this or that.

Swigart asked who will be their supervisor?

Olmedo noted primarily Mitch with help of the staff.

Swigart asked and Mitch, and if he is gone?

Olmedo replied if he is gone, then it would fall under me. There is going to be a variety of all of us, they will be working under myself, Mitch, and Josh, we will be making sure they are being supervised. In the event that Mitch is gone it will fall to Dan Rowland our janitor for daily dealings. They will have some adult supervision.

Swigart stated ok, there is enough work for all of them, that has been defined?

Olmedo replied Mitch has a list.

Swigart asked what would be their end date?

Olmedo replied August 4, 2016, the Thursday before they go back to school on the 8th. It is a very short working summer for them.

Swigart asked what are their hours?

Olmedo replied starting at 8 in the morning and they are not to work more than 6 hours a day Monday thru Thursday.

Swigart noted they need to know that they are representing the Town of Round Mountain, so if anyone sees them goofing off or whatever, it is a direct reflection on all of us.

Hubred asked does anyone know what the minimum wage is in Nevada?

Olmedo replied \$8.25.

Hubred went on, may I ask why we are paying them \$8.75, we are trying to save money.

Olmedo explained when we have return employees, and we had 6 applicants, the last one was a relation to someone that would be directly supervising, so I did not recommend hire for that reason. These 5 here, they are return from past, whether they were summer help, or lifeguard. Every year they return, it is .50 cents on top of it and I over budget in case we have return hires coming back to us.

Davila stated that is a good point Wes, because that is part of my thing, because if we have concerns about their doing work, I don't want to bring them back and give them 50 cents raise something they didn't do.

Davila asking Morones, would you get a 50 cent raise if you weren't doing your job?

Morones stated I would want to work for that company.

Olmedo stated I attest for those kids, they worked hard.

Davila replied they did, they actually did.

Olmedo noted there were a few mishaps and the previous Town Manager was good at working through the concerns that were brought to him. They did all the little things that we don't have time for, painting the curbs and that sort of thing.

Davila responded yeah, and I don't want to take that away from them. I do believe they worked hard. My concern is, is that you can have one of the best workers, but they are not doing their job in its totality, and are being paid from 8 to 5, that is my biggest thing, is that I don't want to bring someone back and give them a 50 cent raise when we had to sit down and talk to them, but I mean that is neither here nor there, that's Lisa's thing about teaching our youth some responsibility.

ACTION: Davila made a motion to approve all the Personnel Action's that was submitted. Morones seconded the motion; motion passed 4-0.

DISCUSSION AND POSSIBLE DECISION TO APPROVE RESOLUTION NO. 2016-03 ESTABLISHING THE SIZE OF MERIT INCREASE TO BE AWARDED FROM JULY 1, 2016 TO JUNE 30, 2017

Olmedo explained this resolution takes place every year as it states, it is pursuant to section 4.11 of the Personnel Policy Manual, to take effect on or before July 1st each year. Historically the awarded increase is 4%, it is completely up to the Board. This is here for you do discuss and decide on.

Davila stated, having said that, let's get something really clear. I don't know if you were here yet Jim or Wes, but last year there was a discussion on a particular employee that the Board was having conflict of giving a 4% increase. We were instructed at that time, this particular component didn't mean about, how do I say this? It had nothing to do with his work thing, was he doing his work, did he do his, did he or she do his job. So I want to make sure that we are all on the same page. This does not mean we have to give, it is our job to say, do you actually meet all the criteria for having that increase, Correct?

Morones noted let me throw this out. This is not performance based?

Olmedo explained this has to do with his job, 365 days a year, throughout the whole year. It is not specifically to a license, it is whether he did his job, whether he or she did their job overall throughout the year. We as supervisors, track what everybody does and then we put forth a recommendation to you, the Board. We have an employment performance evaluation form that we fill out, and depending on what the notes are, we do a scale. This person did a 3 in overall performance of their duties. This person is new, so they are not going to get a 5 grade on knowing policy and procedure and enforcing them because they are fairly new. We might rate that person at a 2, so after we do that scale it comes out as an overall, whether it is going to be a 1%, 2%, 3% or 4%, does that make sense?

Swigart asked 4% being the ceiling?

Olmedo replied yes.

Morones asked you ran that this year, because you said you usually come up with a recommendation?

Olmedo noted I have not, myself yet, for any employees, because July 1st we start over with this. There is one person that I have to perform an evaluation for, within this last week, for how he performed this whole last year. So I know what you are getting at, I don't think that a person needing a qualification should jeopardize what the overall scope of work is, if that make sense.

Hubred noted I think we need to research this and be careful, because in my experience with any job I have ever had, if you do a merit increase, you cannot discriminate against people. A merit increase is just that, a merit increase. So I don't think you can say one person is non deserving than another.

Swigart stated unless you have it documented, right, if it is attendance issues or quality of work, quantity of work, whether they get along with others, right? If you have it, you have it documented on a monthly basis. Is that what you do, evaluate on a monthly basis?

Olmedo replied you are supposed to evaluate the person, not just remember the good but also the bad. It plays hand in hand, so as a supervisor, you should keep notes in their files. Keep track of everything, if it is kudos, if it is something you need to work on. It is a work in progress.

Swigart noted you need to review this, it should be no surprise at the end of the year whether he is going to get a poor merit, he knows if he was outstanding.

Davila stated see that is just it. I don't want the Board coming in here and just say here is you 4%, based on ok, you did, you performed very well for 300 days of the year, but for 65 of those days, you didn't do what you needed to do, but those 300 far outweigh those 65 days. I personally, I am not speaking for every member of this Board. I don't believe that is an ok thing. We have established, we have job duties, we have descriptions, there are different things that we need. I mean being part of a Board totally opposite of this one, I have expectations, I am sure; does your boss have expectations of you? I don't want us sitting, me personally, as a Board saying, yay you get your 4%, because well done for 300 days a year. So if we need to look at how this is happening, then this is the time to do it, if it needs address. If it doesn't then everybody can say Lisa we need to move on and don't worry about it, but that is just my thought.

Swigart noted I think the Town Manager that is there responsibility.

Davila stated absolutely.

Morones noted we are deciding on two separate issues, and that is my concern here. We are talking about a merit increase across the board, what you are evaluating is performance based. What are we doing? We need to identify, we need to go back through and identify whether it is month to month basis on performance, or are we talking about a merit increase in regards to how a cost of living is these days. What is this merit increase supposed to entail?

Hubred noted that is where I was confused.

Davila stated to me they should be working hand in hand, and right now I don't think they are.

Morones noted and if it is performance based, it should be on the individual not as a whole.

Olmedo noted another suggestion I had, would be to do away with the merit language and maybe a cost of living across the board. It doesn't have to be 4%, that was going to be my suggestion to get away with the merit evaluation, so there are somethings to think about, and I have to agree, we have to keep an eye on the budget.

Swigart stated I like the idea of the merit increase based on job performance. Because the guy that goes out there and he goes above and beyond every day, he is early for work, he does his job, he gets along with everyone, he is honest right, his quality and quantity are exceptional, and then you have another individual who doesn't do those things, merit should be based on their performance.

Morones stated which again are two separate issues.

Swigart noted one guy gets 4%, the lower guy gets 0 maybe.

Morones replied can we, going off history 4% is cap. I am just going to throughout generalities, I don't know how much is involved for you Pearl and what would be discussed in performance, because we don't know, she knows the performance base. How many employees are we talking about here, I mean total.

Olmedo noted 8 employees when we are fully staffed.

Morones replied just a thought, can we not break it down into two sections, based on a 4% cap, 1% across the board for a yearly cost of living increase, and based on their performance, not to exceed a total 4% increase, based on the individual, not as a whole. Does that constitute more work, is it more difficult to do, can you sit down based on these guys, I can't go over 4%, this guy deserves a 2% plus the 1% for the year, this one deserves a 3% plus the 1%.

Olmedo replied would be more work not only for myself. Once we were to start separating the two, if we were to try to incorporate a cost of living and a merit increase, I think it is more work on the County to input the two separately.

Morones noted so we have to do a straight across.

Olmedo noted I would say, after reading this, it should be increase of "up to" 4%.

Davila stated we don't have to give it to them.

Morones noted you are right we can say no, but if you do that, you start to demoralize the individual and they go what are we working for.

Morones and Davila both responded that is not what we want.

Davila noted that is not my goal. My goal is to say we definitely, and I think I am speaking for all of us here; we want to say kudos to you and good job.

Morones stated absolutely.

Davila went on, but as a Board we're also responsible to say, you failed to do this and what is the repercussion for having done that. I don't think necessarily that has been in play. I think we have always just thrown it on to the Town Manager, taken his particular word for it and just gone on, and historically that is true. Once again, like Greg says, and especially with you being new at the position. We have to be guarded. Are we doing the right thing for our employees? We have to be accountable, because at any time, somebody can come up and say, what was your decision? Why did you vote like that Roger? At any time, it could happen to anyone of us, so that is all I am saying. I think we need to revisit the language used in this particular piece.

Morones noted seeing that we are removed from these individuals. I think the big play would be Pearl and her recommendation based off what she has witnessed, what she has experienced as a group. If it doesn't fall in the realm of the 3% or 4 %, then it would be up to their supervisor to explain to them, look you might have done great, but this is collective. It is going to have to be collective.

Olmedo noted everybody has an understanding, I may not be guaranteed a 4%, I know that as an individual. I can't speak for the rest of the employees, I say historically we were given a 4%, it doesn't mean, everybody across the board. Four years ago, there was an employee that only got a 2%.

Morones asked can we do that; can we break it up per employee?

Olmedo noted yes you can. This is based on each individual, let's say she excels, doesn't mean maybe the next person is not there. It doesn't mean that just because she is going to get 4% that the other person is owed 4%.

Morones asked so we will have one of these per employee is that what we are saying?

Olmedo replied yes, this is saying we are going to get maybe up to 4%. I think after reading this.

Morones noted then the language does have to change to say up to.

Davila stated I am going to go back to this because I think it is important, especially with your efforts to try get that personnel policy procedure. I think each and every one of these Board Members should know and understand the language and any job description given. Because, Jim can you tell me what our water operator is responsible for?

Swigart replied no.

Davila stated yeah.

Swigart noted it is the Town Managers duties to know what those are, right?

Davila stated yeah, but having said that, I think you need to have a clear understanding of what it is, so that when she does have a recommendation, cause this came in last year, oh, they are responsible for doing that. As a Board Member, you should have a working knowledge of what your employee, what the Town is doing. Agreed, I mean I don't think that that not just Pearl, I think we should all have a working concept of what they are doing. Especially if it is coming up to us to say, here's your, you know, ok, this is what he is required to do and Pearl our Town Manager, who we are depending on, saying he is doing it, ok there you go.

Swigart stated I think you are talking specifically the cost that we incur monthly from the lack of licensing from our water person at this time?

Davila replied no I am just talking in general, I am talking about anybody in general. If Roger was like on Tini's job, I have a clear understanding of what Tini's has to do, only because I have done it before. If Pearl were to come in and say, oh yeah she has done this and done that, it would be like click, I get it, so...

Olmedo interrupting, we have to be very careful about what we talk about, I agree with him, it's the Town Management's position to bring forth a recommendation whether it is a 2%, 3%, 4% or whatever you guys decide tonight, up to. It is a recommendation we bring forth. If you want to question why employee A got 4% and you are feeling (I don't think that is right), again, we have to be very careful what we say. We have to, unfortunately it falls back on, we have to depend of the supervisor's recommendation.

Davila stated I totally agree with that, and I am not trying to get away from that.

Swigart stated I don't think we need to know the job descriptions, do I care who mows the lawn or takes care of what park or who goes and cleans the bathrooms and stuff. I don't think as Board Members. If somebody comes with complaint that is what we need to address, right?

Olmedo noted I have heard out there, speaking of people in general; What do you guys do at the Town Hall, because when I walk in you are just sitting over there in the corner or over here. No joke. We are very busy, there is a moment when we have to push away from the computer and take a break because, three hours before you showed up and saw us taking a break we were crunching numbers, punching in things that is very tedious.

Davila noted and that is why I am an advocate for knowledge, knowledge, knowledge, but I do think we need to change the language in here before we go on to say yay or nay

Morones asked what the max would be.

Olmedo noted that is what we are here to discuss tonight. What the max would be, what you guys would decide and I agree with the language. Change "to", "shall be awarded an increase of up to". So that there is no confusion that they are owed that.

Morones noted I see, and every employee.

Olmedo replied every employee on a yearly basis, on their anniversary date is given their performance evaluation form. There are comments provided by their supervisor at what they have excelled at, what they may need to work at, they see the scoring of what their supervisor gave them, like I said, it is ranging from 1 to 4.

Morones noted it is the verbiage that got me, I get it, I am still focused on the "shall be, every employee shall be" but it is not. Every employee has the opportunity of up to. Ok, I got it.

Swigart noted based on their job performance.

Morones replied yes, based on her (Pearls) recommendation per employee, got it. Sound right?

Davila stated the only one that we evaluate is Pearl.

Morones asked and what she is allowed to give up to the percentage.

Davila noted so do we need to change the language until you change the language until next week?

Morones noted or do you want us to decide on a percentage now?

Olmedo replied either or, you can decide now, give me a percentage and I will come back with the wording to; an increase of up to.

Morones asked if it doesn't happen by July 1st, and say we carry on another week, is it retro?

Olmedo replied it retros.

ACTION: Agenda item tabled.

GENERAL PUBLIC COMMENT (SECOND)

Swigart noted I would like to bring up one thing. I spent a day in Elko, and I was looking at their little flyer – the City of Elko, and I was looking in the back and there was a website for the Town of Carlin, a website for the Town of Wells. I was thinking that a lot of the information that we have been talking about, getting out to the community or having the community contact us, I am not that good with websites, but I know some people that are, and I think it is something that we should look into or at least discuss. There is a lot of stuff that we could put on there that would be beneficial if we don't have one now. We are not asking anyone on the Board that has that knowledge, but there are companies and people out there that do this kind of thing, start up websites for a fee.

Morones noted every one of those towns that are sanctioned have the opportunity to through the County which they are registered. For example, this would be Town of Round Mountain.co.nye.us or something similar I imagine.

Olmedo noted we looked into it, and the reason why we have not done it, when Lisa and I looked into it 3 years ago, it was quite a bit of money to have our website.

Davila noted because the County was pushing for it.

Olmedo noted we are not a part of the Nye County, we just benefit from some of their benefits. I want to say, correct me if I am wrong Lisa, I want to say it was 13 thousand a year for the website.

Davila replied yes.

Morones asked how is that possible?

Swigart noted that seems high.

Morones stated I don't know of anybody paying that much.

Olmedo replied if you know of any companies...

Morones asked is that to maintain or host it, or the domain? There are 2 different entities.

Olmedo stated to buy it and for us to host it through them.

Morones asked through their own server?

Swigart noted maybe Roger can look into it.

Morones replied Lisa could do it, they have a back ground.

Swigart asked can we contact Battle Mountain; they even have their own?

Olmedo noted that is where we got the information from, was other county districts and town districts, and they all go with Civic Plus.

Morones stated I bet you tomorrow I can go register Town of Round Mountain.com for fairly cheaply and own it.

Olmedo noted the Library went that route. They went through go-daddy.

Morones replied that is very inexpensive, and that is what people want. You can build a website with one of those companies and own it for around \$50.00 a year.

Swigart asked you could pay someone to manage it?

Morones replied they do, or upload content on your own, they will build you a generic page.

Olmedo asked and you just maintain it on your own?

Morones replied yes.

Olmedo noted if you could send me a link, I can look into again. I have no problem maintaining it or delegating that to somebody. I just need a company, there are so many out there on the web I wasn't comfortable going with just any one because I am not that savvy with the stuff.

REVIEW AND APPROVE VOUCHERS

ACTION: Morones motioned to approve the vouchers for the June 20, 2016 meeting. Davila seconded the motion; motion passed 4-0.

ADJOURN MEETING

Meeting adjourned at approximately 6:01 P.M.