

Minutes from the December 15, 2020 County Commission Meeting

December 15, 2020

1:00 p.m.

Esmeralda County Courthouse

Commission Chambers

233 Crook Ave., 2nd Floor

Goldfield, Nevada

1. CALL TO ORDER AND ROLL CALL.

Delon "De" Winsor -	Chairman - Computer
Timothy Hipp -	Vice-Chairman - Phone
Ralph Keyes -	Commissioner - Computer
Robert Glennen -	District Attorney
Cheri Bickham -	Clerk of the Board

2. PUBLIC COMMENT. (Discussion only. Action may not be taken on any matter brought up under this agenda item. It must be placed on an agenda, at a later meeting for action.)

Deven Thackeray said he has been having some issues with the drug testing procedures that are in place for random and pre-employment drug testing. He doesn't know he is not looking to point any fingers but specifically what is going on is that he's been calling and asking when the results are coming back and he's been told we'll get them to you when we get them. He said he's not grasping the whole scheme of things on why it's taking longer than it should. He said he thought about it all night long and thought about what he could do to mitigate this and help his department and other departments.

He said when he first started here, he took the supervisory training course on drug testing through Sinnet Consulting. So, he has a little bit of a rapport with them, and the certificate that he has right there is dated 9/10/19 (couldn't hear what it was for, spoke too fast). So, he called and talked to Steven down there and said we are going through some changes here and he getting results back in a timely manner and he doesn't want to put a burden on other departments by continually calling them. He asked what the guidelines for someone's office calling and checking on the results. Does he have to have special training, does it have to be done through HR or a specific person? He emailed him back and it said just this: "In order to receive drug results, the Esmeralda County Road Department, in this case would need to add a contact to your account that they have with the drug testing facility. When that contact is added to your account, give that person the authorization requested to get drug test results for the company by the testing center. "

Deven said that for his department and his department only, that's a way to mitigate the answers he's been trying to get without bugging other departments. He can call up if he was added to that and get the results. He thinks it would avoid a lot of animosity.

Michelle Garcia came in and told Deven that she has spoken to him not less than 5 times in the last 5 days. She said this is an HR issue. She said there is an issue happening with this particular test and it is an issue that she cannot explain to Deven.

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Commissioner Keyes asked that this item be handled under item number 22 for personnel matters.

Patty Huber-Beth came on and asked about the HSA issue. She is still having a lot of trouble with her HSA account. Danielle Johnson said she has been fighting with Zions about her HSA and she said if anybody needs help you can contact her or if you send the top part of your bank statement, they will take that. You don't have to send the whole statement, just the very top part.

3. ***FOR POSSIBLE ACTION: DISCUSSION/DECISION:** NDOT Director Kristina Swallow would like to present to the county commission to walk through our Annual Work Program and the county concerns and priorities on Tuesday Dec. 15.

The action taken would be:

1. To confirm, modify or change the top two county priorities.
2. To accept the Annual Work Program from NDOT.

Kristina Swallow, Director of NDOT. Kristina went over the presentation. She said that passing lanes are a priority across the state. As a result, NDOT is undergoing a statewide passing lane study.

Kristina said they looked at turn lanes at the visitor center, but there is not enough traffic currently to warrant that right now. She said we can leave it on there and if traffic changes, they can look at that again.

Commissioner Keyes asked what the traffic threshold would be to get turn lanes for the visitor center in Goldfield. Kristina said they look at several aspects. She doesn't have all of the information, but will get back to him with that.

Commissioner Winsor on the US95 passing lane by Coaldale Junction, he thinks the passing lane should go both ways. Also, with the open range, there needs to be more information about that because most people don't understand what that means. Maybe we can spread those out. He also said at 265 and 773, he's asked for this to be done for over 3 years, he thinks the speed limit should go back to 70.

Kristina said regarding the open range signs, they are very limited in the type of signs they are allowed to provide. She said they can't put different open range signage up.

Commissioner Keyes asked what Kristina is looking for, two more or just the top two. Kristina said just the top two.

Commissioner Hipp asked if we had something, we wanted added, but is not on the top two, does that mean that it won't get addressed until it becomes one of the top two? He said he has a minor project – We have a visitor center and it has restrooms and we also have brand-new EV chargers and he would like to have signs on both sides of town, maybe a mile or two out, that says a mile to the visitor center,

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that includes a bathroom sign and also the EV charger sign. Kristina said we could put it on as a priority and they may still get to it before they get to the top two. Commissioner Hipp said he'd like to add that to the list. He said he hopes it's a fairly simple request and that we can address it in the next year. Kristina said she can't commit to when they will address it but if we put it on there, then they will have heard us and then they're able to look at it.

Commissioner Keyes made the motion to accept NDOT's work plan for Esmeralda County and add to the list the discussion that Tim Hipp had about the signage coming in and out of Goldfield regarding the bathrooms and EV chargers. Kristina asked to edit the motion. Commissioner Keyes redid his motion.

Commissioner Keyes made the motion to accept the work plan with priority #1 being the passing lane between US 95 between Blair and Coaldale junctions and priority #2 being Installation of additional speed limit signage at US 95 Goldfield NB entrance. Commissioner Hipp seconded the motion. All in favor: Motion carried.

Kristina said she clearly heard Commissioner Hipp's request about the signage and will add that to the list.

Commissioner Hipp wanted to take a minute to thank the NDOT crew in Tonopah. He said they are very receptive when we call. They are very helpful to the county. He also wanted to thank Chuck Ethro, who has helped with getting our welcome signs approved within a very short amount of time.

3. ***APPROVAL OF EXPENDITURES.**

Pre-App Ck:	\$2,722.46
Batch 1:	\$84,553.59
Batch 2:	\$71,508.68
Insurance:	\$18,315.65
NV St. Cntrl:	\$6,804.33
NV St. Cntrl:	\$6,973.00
Payroll:	\$118,489.17
Total:	\$306,644.42

Commissioner Hipp made the motion to approve the expenditures in the above amounts. Commissioner Keyes seconded the motion. All in favor: Motion carried.

4. ***DISCUSSION/DECISION/APPROVAL:** Rejected Vendor Bills from Auditor's Office.

None.

5. ***TREASURER'S REPORT**

None.

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6. ***AUDITOR'S REPORT**

Vera said her report should be in the commissioners' email. She said she noticed there are a couple of accounts that are over budgeted. One is publications. It is \$6,000 over, currently. That will have to be adjusted. The other is elections. We are not over on that one just yet, but there is only 82% left in that budget. Commissioner Hipp asked Vera what the costs were for publications. Vera said a lot of it was printing in the newspaper for elections.

7. **Update of Current and Future Meetings and Activities of Commissioner's Winsor, Hipp, and Keyes.** (This is only an update. No decisions will be made.)

Commissioner Winsor: Nothing for this month. Had a meeting with LEO over the phone. Just a reminder that the first meeting in January will be Monday, the 4th.

Commissioner Hipp: Commissioner Hipp said he met with Perry from BLM, Kevin Haskew and Mike Anderson this morning. They walked the four corners of the Goldfield township to review, one, how much the fence is down and allowing the burrows to come into town, and two, confirming whether or not the fence line is accurately placed where it is supposed to be. We have a lot of fences down and a lot of the fence line is not where it should be. This is something that we're going to have to address during budgeting time. This is something that should have been done a long, long time ago. He said he will have future agenda items regarding this.

Commissioner Keyes: Mr. Keyes wanted to announce that they have a new AEMT in Fish Lake Valley, Stephanie Miramontes passed her test. They now have 3 in FLV. He said he attended the Central Nevada Regional Water Authority meeting last Friday, in which there was quite a bit of discussion about the water basins in the state and we have a new State Water Engineer, Mr. Adam Sullivan. He said he has a NACO meeting at 9:30 on Friday and the County Commissioners Special meeting at 10:00. His computer died so he is working on his iPad.

8. **Update of current and Future meetings and activities of Elected Officials and Department Supervisors as needed.**

(this is only an update. No decisions will be made.)

Danielle Johnson, Justice of the Peace, said that Governor Sisolak did do another declaration about restrictions. It's all on pause, again.

Robert Glennen, D.A. said we got a letter from Eglet concerning our opioid litigation. Almost everybody has gone into bankruptcy court on the case and the letter discusses us agreeing to a certain pooled fund and then, from there, they'll go to meetings and decide how to split that pooled fund. He will put this on the agenda for the next meeting so we can talk about this.

Commissioner Keyes wanted to congratulate Deven for passing his MSHA test last week. He studied quite a bit and got over that hurdle.

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Commissioner Keyes read the Solid Waste Report as follows:

We're moving forward with the cleanup at all the county transfer sites along with the landfill in goldfield as you may remember I've mentioned for some time now that we were going to be having scrappers come in and scrap the used metal and appliances that we've had stockpiled for some time at the facility I'm happy to report as of reading this report that S&A recycling is on site in goldfield and are scrapping all of our used appliances decommissioned refrigerators and scrap metal as advertised they're flat out taking everything that ain't bolted to the ground! We've been doing a lot of cleanup at the gold field landfill I applied for a smoke permit so that we could have controlled Burns to burn all the excess c&d that had been brought into the facility when the scrappers complete their job along with the controlled Burns and the upgrades that we've done as far as cleanup I'm happy to say the Goldfield landfill will be in really good shape not to mention we should be getting a sizable check from S&A recycling. I want to take some time to mention Rick Bass our newest employee at the landfill I'm really happy with this work he does a great job the safety conscientious and as I'm making my rounds through town every time I look out towards the landfill I see just from equipment moving and that's a good thing Rick's doing a great job and I just wanted to mention that. And last but not least I'm proud to say I finally passed my SWANA exam! I got a hundred out of 128 right for a passing grade of 78% overall

9. ***FOR POSSIBLE ACTION: DISCUSSION/DECISION:** Discuss/decide and approve amending the county policy manual to reflect CDC guidelines for leave. (Commissioners)

Vera Boyer came on and said we are in a pandemic right now and if we amend the policy, are we going to just change it again once it ends? Can't we just do leave or any direction like that under letters of direction? Commissioner Winsor asked D.A. Glennen if we could do that. Vera said even the Governor is doing that now. Mr. Glennen said we could move to temporarily amend the manual or we could agree to order the guidelines for leave by the CDC followed. Commissioner Winsor asked Commissioner Hipp if he had any comments. Commissioner Hipp said he thought we just should keep it simple and not do a policy change. If we can do a letter of direction that would be fine. Commissioner Keyes asked if they could proclaim to follow CDC guidelines until the pandemic is determined to be over. Mr. Glennen said sure.

Vera Boyer said we need to get down on paper exactly what we are going to accept so that there is no grey area, even in payroll, on how we're handling this.

Commissioner Hipp said to keep this item open and come back to it.

10. ***FOR POSSIBLE ACTION: DISCUSSION/DECISION:** Discuss/Decide and approve personnel matters have that arisen because of the COVID-19 restrictions, including hazard pay. (Commissioners)

Vera said she is not aware of any personnel matters; she is not aware of any. As far as hazard pay, its not in the budget. She thinks it is part of the job and there really shouldn't be hazard pay at this point.

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Commissioner Keyes said he didn't know who put this on the agenda. Commissioner Keyes said we just need to keep track of what we've done and maybe we could get reimbursed at some point later, if there's more Covid funds available. Everyone is in the same boat here. He doesn't think we should be paying hazard pay because everybody is just trying to get through this. Michelle said that Maureen is the person who put this on the agenda.

Vera asked that the commissioners open item #12 & #14 so they could talk about both items.

12. ***FOR POSSIBLE ACTION: DISCUSSION/DECISION:** Discuss/Decide and approve personnel matters that have arisen because of the COVID-19 restrictions, including hazardous pay as discussed in closed session. (Commissioners)

14. ***FOR POSSIBLE ACTION: DISCUSSION/DECISION:** Discuss and decide how the commissioners would like Payroll to handle COVID leave. If an employee is out sick with the virus, does Payroll charge the employee's sick leave or charge it as other leave with pay? If an employee has to be off due to the school closing, does Payroll charge the employee's annual leave? If it is decided that we use sick leave, will that go against the Deputy agreement in pay out sick leave? (Vera Boyer)

Maureen said she didn't know why 12 was in there so we can skip #12, and number #10 was put in there as a result of the Health Board meeting. There were questions from the Health Board meeting and she was given the task of putting it on this agenda so she did.

Commissioner Keyes said that hopefully at our workshop with Dan McArthur, we can get some of these questions answered. Vera said we can't discuss this on the special meeting because it is not on the agenda that way. We keep pushing it off. Commissioner Keyes asked Vera what her thoughts were. Vera said that as commissioners, how do they want to charge leave? If they are out on quarantine, do we leave it at other leave with pay? Commissioner Keyes said we may need a legal opinion on that, but if they're at home because they may have been exposed, then they get paid, regular pay. He's not sure if there is a special pay for that. Judge Johnson said that if we require people to use sick leave, they are just going to come to work sick.

Deven Thackeray came on and wanted to bring something up. He said, as the commissioners know, recently his department got hit pretty hard with that. He had an individual go out and it was in a different department, it was in Solid Waste. He had to fill in from the Road Department to supplement the Solid Waste Department.

Commissioner Hipp said he agreed with what Commissioner Keyes was saying. If we are sending people home it would be leave with pay. He just wanted to say that if you are being sent home during regular work hours you are expected to answer your phone. If you need to check emails; you are expected to work. You're getting paid. If you haven't been confirmed with a positive test, then you need to be working at home, if you're getting paid, at home. If you're home and you are not answering your emails, or whatever, that's not right. With that said, he also thinks we should have used some of

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the money to get some laptops so that when this does happen people have the tools so people can continue to work at home. He said maybe each department can get 1-2 laptops for this.

Sgt. Kirkland came on and asked if someone is sent home because they were around someone with Covid and they don't go get tested and get back to work in three days and decide to stay at home for 14 days, are we still paying them? Or is the county going to require them to get tested once they are sent home and if they come up negative then they come back to work? Judge Johnson said that CDC guidelines require that you be quarantine for 7 days, even after a negative test. With a positive test, it is 10 days.

Commissioner Hipp said we are getting into a legal of if we can require someone to get tested. Mr. Glennen said he would have to look into the CDC guidelines and the federal labor law. Commissioner Hipp said there could be a possibility of people taking advantage of this and being out for 20 days or 30 days and expecting to be paid because we don't have, like Vera is trying to do, to get the guidelines down on paper.

Vera asked about leave. She wanted to know how we handle if an employee has to be off because they don't have childcare. Do we not charge their leave? Michelle said the kids are only going to school one day a week now. Commissioner Hipp said that is not the county's responsibility. He said you can't give someone who has children days off that a person who doesn't have children wouldn't get. Vera said we have to decide on that because we have employees this is going to affect because saying that kids aren't our responsibility is not going to be wise for the county. Commissioner Hipp brought up the fact that when its summer time, are we allowing parents to go home to be with their kids all summer long and pay them? No, we don't. Its' the parents' responsibility to take care of their kids, not the county's. Commissioner Keyes agreed. He said he's not a non-compassionate person, but at some point, it's the parent who is responsible for the children, not the county, like Tim said. Commissioner Keyes asked Vera if she had talked with POOL/PACT, or anybody about this at all. Vera said she has attempted POOL/PACT, but can't get anyone in an office. Commissioner Keyes said maybe he can text Dagne because she has dealt with this for months. Dagne Stapleton is the Deputy Director of the Nevada Association of Counties (NACO).

Commissioner Hipp reiterated that if you are sent home, you would be paid leave with pay, but you would be expected to work, answer your phone, check our emails, and do as much work as you possibly can at home. Commissioner Keyes said he agrees. Commissioner Hipp said he thinks the commissioners can make that decision today. Commissioner Hipp said the next question is we're going to follow the CDC guidelines and if you get to a point where you are still sick; you have gone beyond the 7- or 10-day period, he doesn't know how to address that, adding some kind of time period on there. Vera said, on that one, if you test positive, is it required to test negative before you come back to work, or do you just, after 14 days, come back to work? Commissioner Hipp said he believes it is after 10 days with no symptoms. Judge Johnson said according to the CDC and our Health Board Director, Tony Phillips, who runs the clinic out in Round Mountain, the guidelines are, you test positive, the day you test, you start your 10 days. She said her husband was quarantined a week before he got tested, so he was quarantined for 3 weeks. So, it's 10 days from the date of your positive test, or until

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you no longer have symptoms. Her question and concern, which no one can answer is what symptoms are we more worried about? There are people who have a cough, a fever, etc. Cheri said they were asking if they have to get tested again before they come back to work. Judge Johnson said she's talked to Tony Phillips about this a lot in the last month and what they're starting to see with the test is if you test positive and then re-test, say, in 10 days, you're going to still be positive. It may not be the same for everyone, but she has heard that you only test positive for the antibodies for 22 days.

Patty Huber-Beth said she has spoken with the state nurse and what she specifically said was that the part Judge Johnson was saying about no more symptoms, they're only talking about the fever. If you do not run a fever for 24 hours without anti-fever medication, you can go back to work after the 10 days. Michelle said that some people don't run fevers at all. Judge Johnson said that several people here at the courthouse never ran a fever. She said the CDC is now saying that fever in and of itself is not enough to say whether you do or do not have Covid or if you are contagious. Patty said that's right but they're saying that after 24 hours of no fever they are assuming that you are not going to be spreading it any further. She said, however she will also say that you will have to have the 10 days, whether you are showing a fever or not. They're saying after 10 days you do not have to test again. All you have to do is show up for work again after your 10 days off.

Commissioner Keyes asked if anyone has seen a doctor, as far as getting a doctor's note? Is that an option? Michelle said it hasn't been a requirement. Judge Johnson said Round Mountain Gold isn't requiring it either. Michelle said that most people aren't going to see the doctor, knowing that they have Covid. They get tested, find out they have Covid and they just go home and take care of themselves. They don't go back to the doctor. Judge Johnson said they were told if you cannot breathe, go to the hospital, if not, stay home. Michelle said the doctor specifically told her unless your chest hurts or you're running a fever over 103, don't go to the doctor, they don't want to see you. The clinic here in Tonopah doesn't want to see you unless you are really sick because they are so busy right now. Judge Johnson said that is all three clinics in the area.

Cheri told the commissioners that they are getting off the subject and asked them to get back to the item subject.

Commissioner Hipp made the motion that we direct employees to work from home; that they will continue to get paid leave with pay. We recommend that they get tested. If they test positive, then we no longer expect them to be working from home, we just want them to get better. If they get a negative result, then we expect them to return to work after 10 days and as long as they continue to not have any symptoms or fever. Commissioner Keyes seconded the motion. All in favor: Motion carried.

Commissioner Hipp asked Maureen to put this down on paper and put this out the employees so they are aware of what we decided, so that everyone understands.

Mr. Glennen will get questions for POOL/PACT and will get in contact with them.

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11. ***FOR POSSIBLE ACTION: DISCUSSION/DECISION:** Discuss/Decide and approve Deven Thackeray's raise of \$2000.00 for the completion of his SWANA Certification, which was completed December 4, 2020. (Commissioners)

Vera Boyer wanted to know if this can be discussed in this meeting since this is a Road item. Commissioner Keyes said this is for Solid Waste. Vera said this is not how the budget is. Commissioner Keyes said part of his wages come out of Road, but we have to approve it is Solid Waste. Vera asked if the commissioners wanted his raise to come out of Solid Waste and adjust the Solid Waste budget. Commissioner Keyes said they had originally approved the raise for Deven once he got the certification, so we need to honor that, and we just have to figure out where the money is going to come from.

Commissioner Hipp said we discussed this in the beginning of November and he remembers when Ralph made the motion, he specifically included that he would receive this pay increase after he passed the test and they voted on it. This is a done deal; he doesn't know why we have to go back and vote on everything twice. It's done. We told him he got the raise if he passed the test, he passed the test, he should get the raise, period.

Commissioner Keyes made the motion to authorize Vera to pay the \$2,000 a year, annual, starting on December 6, 2020 forward, from either the Solid Waste or Road Department budget, whichever makes the most sense.

Deven Thackeray came on and said that what Vera is alluding to is that he gets a percentage from Road, he thinks we went back to 100% of the Road this year, and Vera thinks if we pull from Solid Waste it will over-extend my budget, and asked Vera if that was correct. Vera said that's correct. Commissioner Keyes said the \$2,000 raise, with us being almost halfway through the year, it would only be about \$1,000. Vera said it wasn't budgeted, so now you're talking augment. That's all she is trying to tell the commissioners.

Commissioner Keyes made the motion to authorize Vera to pay the \$2,000 a year, annual, starting on December 6, 2020 forward, from either the Solid Waste or Road Department budget, whichever makes the most sense. Commissioner Hipp said he seconds that Deven gets his raise starting on the date that Ralph stated, because this was already approved over a month ago. All in favor: Motion carried.

13. **FOR DISCUSSION ONLY – NO DECISIONS TO BE MADE:** Discuss housing needs for Goldfield and Fish Lake Valley for incoming business and mines. (Commissioner Hipp)

Commissioner Hipp said he's been talking to Paul Miller and he has reached out to USDA, Laura Chavez. They are going to set this up for a meeting the beginning of January to discuss both the Gemfield mine in Goldfield and the loneer project in Fish Lake Valley. He wants Ralph's input on what his consensus is for the incoming mine and the housing situation. He just wanted to say that where Goldfield is. He said in Goldfield, some people are ok with people coming in, there are supposed to be 150 permanent employees. The reality is, we don't know how many people are going to be staying in

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Tonopah. He would like 50-100 of those people living in Goldfield. In the beginning we might have a lot of people in Tonopah, but as the services improve in Goldfield, maybe more people will shift down from Tonopah to Goldfield.

Commissioner Keyes said it is a lot more expensive to develop properties in Fish Lake Valley. For water, septic and electric can be a minimum of \$35,00-\$50,000. In Goldfield it is a lot cheaper to get water and sewer. Loneer may need 300-350 employees. He thinks we need to work on the master plan. He's been in contact with some people who can help us with out planning. It's going to cost us some money so we need to budget for that next year. Commissioner Hipp asked Commissioner Keyes if he would, or would not want the mine to come in and do a development on their own. Because initially, when Gemfield was looking at Goldfield he had people come up and say that they didn't want them to build any housing, they wanted to be able to sell their lots. Commissioner Keyes said that's where the Esmeralda County Land Use Advisory Committee would be good at determining getting public input. Some people don't want any new development. Some people do because it would help them.

Commissioner Winsor thinks it is all up to the mines. We're not in the business of developing land. He doesn't believe that we have to get involved a whole lot in the county to develop. Commissioner Hipp said he got dropped off after the 2-hour mark.

Commissioner Keyes said De said the county is not in the development business. We should encourage it to a limited degree but it should be done by the private industry, and that is Commissioner Keyes' point. But we do need to plan for it, because we do need to provide services, such as if somebody gets hurt, we need ambulance on the highway, fire protection, police protection. New residents will increase the demand for public services. More people bring more problems.

Commissioner Hipp said he is not saying that we should be developing housing, and he is not saying we should be spending any county money on this, but he thinks we should be facilitating it and he because Goldfield is an historical district, he doesn't want a man camp. We want to do this so that it fits in with Goldfield and it's not an ugly thing. He thinks we should be facilitating it and making it work for us. He thinks if we just step back and say ok it's not my problem, then the mine can do something that is making it for the community. He thinks we need to be involved, he thinks we need to be at the table, and make sure we get what we want out of it, but he doesn't think we should be putting any money in it.

Commissioner Keyes said its part of the development agreement with the mines also to help us with the demand that new people will bring to the county before the mine starts making money. It may take several years for the mine to have enough net proceeds to actually pay to the county. In the meantime, we have to give them support through fire, ambulance, jail, other public needs. It will have an impact, negatively, in the beginning, so, how do we off-set that? We need to talk about this in future workshops.

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Commissioner Hipp said he agreed with everything that Commissioner Keyes just said and said his fear is that, he knows there's been a question of if the mine is coming; he thinks the highway is proof, we know that it will be. He just thinks that we are behind the curve and we need to be a little bit more proactive; he thinks that Tonopah has done a little bit more planning and discussion on this stuff than we have and he just doesn't want to keep kicking this down the road, and make some decisions here.

Commissioner Keyes said the thing is, in Goldfield, the lots are there, the utilities are there, the infrastructure, so if somebody wanted to build a house, they could. It wouldn't take a lot of effort. In Fish Lake Valley, its quite a different story. Goldfield has a leg up on Fish Lake Valley because they don't have the infrastructure.

Commissioner Hipp asked Commissioner Keyes about the master plan. He asked if someone could go in front of the commissioners and request an adjustment to that, or if you would have to change the whole master plan. If the mine wanted to come in and purchase a big chunk of land and develop some housing, should they come before the commissioners and request that, or do we have to change the whole master plan? Commissioner Keyes said just do a developer agreement. We can do that as part of the mast plan, as long as it goes with the master plan.

15. ***FOR POSSIBLE ACTION: DISCUSSION/DECISION:** Get approval to pay Bishop Welding, and Rebel Oil bills for Silver Peak Ambulance. I have been unable to reach Art Merrill, the Silver Peak Ambulance Coordinator and Fire Chief. Some of these bills are almost a year old. (Vera Boyer)

Vera said that since she put this on, she also has a letter that Mr. Merrill has stepped down. She said she needs to find out who, in the interim, can approve these bills; is it the commissioners' secretary, or is it De because it is in his district? Commissioner Keyes said that when the park board needs something to be paid, he reviews it and then submits it to be paid.

Commissioner Keyes made the motion to pay these bills for Silver Peak Fire and Silver Peak Ambulance for a total of \$786.22. Commissioner Hipp seconded the motion. All in favor: Motion carried.

16. ***FOR POSSIBLE ACTION: DISCUSSION/DECISION:** Discuss the update from Gold Point. (Robert Glennen)

No update at this time. Mr. Glennen said that he hasn't had people answering his phones. He has not had one response. He said he pledges to do a follow-up and a phone call to those he has phone numbers for to see if we can get things going with these waivers. Commissioner Hipp asked if the letter required a response. Mr. Glennen said he believed the letter asked them to either return it within two weeks or contact him and he hasn't received any of them.

Commissioner Hipp said that Kevin Haskew, the surveyor working on Gold Point, was down today and he asked him where we are with Gold Point and he said the town parcel numbers are there but the 5 acre increments on the outskirts have not been numbered yet, but he is going to get with Ruth Lee to have her do the parcel numbers on the 5-acre sections. He said the next thing that is kind of holding

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everything back is basically just Wiley Road so if we can get Wiley Road figured out, he can get the parceling done, then he can do what he needs to do and submit the final plans. Commissioner Hipp said he asked him if we would be ready to go auction off these lots in August and he said yes. So, if we can get Wiley Road completed, we can move forward. Mr. Glennen said understood and agreed.

17. ***FOR POSSIBLE ACTION: DISCUSSION/DECISION:** Discuss/Decide and approve changing all pay dates in 2021 to every other Monday, regardless of holidays the previous week. (Michelle Garcia – Human Resources)

Michelle said that several times this year, when there was a holiday during the week, the following week we would get paid on Tuesday and one day we got paid on Wednesday. She said it was totally unnecessary because we get the payroll either Wednesday or Thursday at the very latest, so her office can get payroll out with no problem Thursday or Friday at the latest. Vera said that only 2 pay days in 2021 will be on Tuesdays and that is because of a holiday on Monday. She said May 31 is a holiday so we would be paid on June 1 and then September 6 is a holiday so we would be paid on Tuesday, September 7. Those would be the only days we would not be paid on the Monday. She said she's asking the commissioners to not change any paydays for the next year because she has already reported everything to all state and local offices that need this information for our payroll. It would be a nightmare for us to change.

Item cancelled.

18. ***FOR POSSIBLE ACTION: DISCUSSION/DECISION:** Discuss/Decide and approve making Thursday, December 24th and Thursday, December 31st, 2020 as paid holidays for employees. (Michelle Garcia/Maureen Glennen)

There was a discussion and Vera said that the President signed an executive order declaring that December 24 is a federal holiday this year. She said she doesn't think we need to have that off. She said our employees have been off a lot this year, in general anyway and she knows that is something they cannot control, but she thinks they should be in the office if they can be in the office.

Commissioner Keyes said Friday is the first so they already have a 3-day weekend. He said we've had a weird year and budget-wise we're going to be hammered pretty bad and we needed everybody to work to try to do some catch-up. He said December 24 sounds good to him and for December 31, our budgets are going to be stretched, we gotten a lot of overtime. He would approve of the 24th, but the 31st; you know, we have to save some money here and there.

Mr. Glennen said he is not convinced that the federal declaration is binding so the commissioners might want to make a motion anyway.

Commissioner Hipp said the 24th definitely, but the 31st, he doesn't understand why you would need the day before new years. Commissioner Keyes said we used to give out little bonuses at the end of the year and then we stopped doing that, and started doing this instead, so, its at our discretion. So,

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December 31 is a Thursday, and the First is a Friday, so they do get a 3-day weekend. He said he thinks the 24th is fine with him.

Commissioner Hipp made the motion to approve Thursday, December 24 as a paid holiday. Commissioner Keyes seconded the motion. All in favor: Motion carried.

Vera asked how that pays for Sheriff's and Dispatch. If a person works, they would get paid appropriately.

19. *FOR POSSIBLE ACTION: DISCUSSION/DECISION: Discuss/Decide, approve and accept Tony Moreno's resignation and approve the posting of his position. (Maureen Glennen)

Commissioner Keyes said he wants a copy of his resignation. Mr. Glennen said he sent it to him. Commissioner Keyes said he didn't want to get paid for what he did and Commissioner Keyes wanted that publicly known since it is not in the backup. Mr. Moreno said he did not want to be compensated for his time.

Commissioner Hipp said this position should be posted. Commissioner Winsor said Susan Dudley needs to be compensated for the work she has been doing in the interim. Michelle suggested that maybe Maureen could put that on the next agenda. Susan Dudley came on and suggested that when they post it, she helps with the wording. She said there was some confusion on Tony's part as to what he was being hired for. It needs to be more of a project administrator than a grant writer. Unless that is what the commissioners want. She thinks the commissioners need to decide what they want in this person. Do they want someone to write grants and have county employees administer it, or do they want a grant administrator and a grant writer? She said Tony didn't realize the volume of work administering a grant after it was awarded. Commissioner Hipp said he thought that was a great idea.

Commissioner Keyes said that we have sent many of our administrative assistants to grant writing school and spent thousands of dollars sending them to school just to have them leave and take that knowledge with them. So, it doesn't seem to work out when you have an in-house administrator or grant writer so it may be better to have somebody from outside. Susan said when you go to just a general grant writing school, that doesn't really help when you have to know the particulars of the funding agency.

Commissioner Hipp also suggested that we put the ad in the Pahrump, Hawthorne, Fallon papers. Just cover farther out. Cheri Bickham also suggested posting online as people are going online more and more for job listings.

Commissioner Hipp made the motion to approve and accept Tony Moreno's resignation and approve the posting of his position and having Maureen work with Susan on the wording and that we expand that posting to online. Commissioner Keyes seconded the motion. All in favor: Motion carried.

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Commissioner Keyes made the motion to recess to the Esmeralda County Highway Commission. Commissioner Hipp seconded the motion. All in favor: Motion carried.
Back to Order.

21. ***FOR POSSIBLE ACTION** – Closure of meeting, pursuant to NRS 288.220 for purposes of conducting labor negotiations, conferring regarding labor negotiations, issues and other personnel matters.
None.

22. ***FOR POSSIBLE ACTION** – Discussion, deliberation, and possible decision on labor negotiations, issues, and other personnel matters.
N/A

26. **PUBLIC COMMENT.** (Discussion only. Action may not be taken on any matter brought up under this agenda item. It must be placed on an agenda, at a later meeting for action.)

Natalie Colunga just wanted to let the commissioners know that they are working on a time capsule for Esmeralda County and will be doing the burial on either the 30th or the 31st. They hope that everyone from Fish Lake and Silver Peak will participate in this, to be opened in 30 years.

23. ***FOR POSSIBLE ACTION** – Recess meeting, pursuant to NRS 241.015(2)(b)(2) for purposes of conferring with legal counsel regarding potential or current litigation.

Commissioner Keyes made the motion to close the meeting. Commissioner Hipp seconded the motion. All in favor: Motion carried.

Commissioner Keyes made the motion to go back into open session. Commissioner Hipp seconded the motion. All in favor: Motion carried.

24. ***FOR POSSIBLE ACTION** – Discussion, deliberation and possible decision on conference with legal counsel regarding potential or current litigation presented in recessed meeting.

There were legal issues with drug testing.

25. **CORRESPONDENCE:**
None.

27. ***ADJOURNMENT:**

Commissioner Keyes made the motion to adjourn. Commissioner Hipp seconded the motion. All in favor: Motion carried.