

EUREKA COUNTY BOARD OF COMMISSIONERS

May 20, 2016

STATE OF NEVADA)
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COUNTY OF EUREKA)

CALL TO ORDER

The Board of Eureka County Commissioners met pursuant to law on May 20, 2016. Present were Chairman J.J. Goicoechea; Vice Chairman Michael Sharkozy; Commissioner Fred Etchegaray; and Commissioner Clerk, Jackie Berg. District Attorney, Ted Beutel, was absent due to his required presence in District Court. The meeting was called to order at 9:30 a.m. and began with the Pledge of Allegiance. The interactive video conferencing system was connected and utilized between Crescent Valley and Eureka for the entire meeting.

APPROVAL OF AGENDA

Commissioner Sharkozy motioned to approve the agenda as posted; Commissioner Etchegaray seconded the motion; motion carried 3-0.

PUBLIC COMMENT

Chairman Goicoechea opened the floor for public comments. Payroll Specialist, Kim Todd, noted she would not be available for the public hearing later in the meeting, so she voiced her support in modifying policy to reduce holiday pay to eight hours for all non-exempt employees. She added that the Comptroller’s office has received positive feedback related to the proposed change. Additionally, Ms. Todd thanked the Board for reinstating merit increases and for maintaining insurance benefits at the current level for the upcoming fiscal year.

APPROVAL OF MINUTES

May 6, 2016: Commissioner Sharkozy motioned to approve minutes of the May 6, 2016, Commission meeting with some minor revisions providing clarification to the Natural Resources section; Commissioner Etchegaray seconded the motion; motion carried 3-0.

May 16, 2016: The budget minutes were not yet available. Commissioner Sharkozy motioned to table the May 16, 2016, budget minutes; Commissioner Etchegaray seconded the motion; motion carried 3-0.

COUNTY COMPTROLLER

Payment of Expenditures: Expenditures were presented for approval by County Comptroller, Tina Hubbard. Commissioner Etchegaray motioned to approve expenditures in the amount of \$212,295.26 for accounts payable, \$244,411.30 for payroll, and \$95.18 for Yucca Mountain expenses, for a grand total of \$456,801.74. Commissioner Sharkozy seconded the motion. Motion carried 3-0.

Fund Balances Report: The Board reviewed the report outlining current fund balances.

Final Budget for Fiscal Year 2016-2017: The Board reviewed adjustments made from the Tentative to the Final Budget for Fiscal Year 2016-2017. Increases were made to the following departments or funds: D&T (Diagnostic & Treatment) Center, which covers various medical contracts; LEPC (Local Emergency Planning Committee) to account for pass-through grant funding; Natural Resources contract services (minimal increase); Retiree Health Insurance Premium Fund to compensate for a larger retiree pool; Justice Court Administrative Assessment and Facility Fees to account for ending fund balances; and Comptroller salaries/benefits to allow for additional training time for a new employee in advance of a planned retirement. *NOTE: These are not increases over the prior year’s budget, but are changes made between the Tentative Budget and*

the Final Budget for the upcoming fiscal year. In most cases, the final budgeted amounts represent reductions from the previous year.

Commissioner Etchegaray motioned to adopt the Final Budget for Fiscal Year 2016-2017 and to sign the departmental top sheets for submission to the Nevada Department of Taxation; Commissioner Sharkozy seconded the motion; motion carried 3-0. The Board thanked Ms. Hubbard and Payroll Specialist, Kim Todd, for their hard work on budget preparations.

COMMISSIONERS

Update Reports: All Commissioners participated in the Tax Rate & Budget Hearing on May 16th. Commissioner Sharkozy attended the 'Show What Ya Brung' Car Show in Eureka on May 7th; attended a Search & Rescue meeting in Crescent Valley on May 9th; participated in the BLM hosted tour of the McEwen Mining Gold Bar Project on May 17th; and traveled with Crescent Valley seniors to Elko on May 18th to visit the Northeastern Nevada Museum and to enjoy a picnic lunch.

Commissioner Etchegaray attended the McEwen Mining Gold Bar Project tour on May 17th, and was at the Opera House on the afternoon of May 17th for interview of an Extension Educator candidate (University of Nevada Cooperative Extension).

Chairman Goicoechea attended the Status Conference (Sadler, Venturacci case) at Nevada Division of Water Resources on May 10th; participated in the Extension Educator interviews at the Opera House on May 17th & 18th; and traveled to Elko on May 18th, along with Clerk & Treasurer, Beverly Conley, to meet with the N1 Grazing Board in relation to the fund balance retained in Eureka.

Sagebrush Ecosystem Program & Nevada Greater Sage-Grouse Conservation Plan: The Sagebrush Ecosystem Council hopes to schedule their next meeting in late June, at which time they will address implementation of the Land Use Plan Amendment for the US Forest Service, which is different than the BLM's LUPA.

Highly qualified candidate, Jennifer Celio, was recently selected as Program Manager of the Sagebrush Ecosystem Team.

AMBULANCE & EMS

Activity Report: EMT 2, Shealene French, reported on activities since the last Coordinator's report on April 20th. Eureka had 11 calls for service (53 year-to-date) and Crescent Valley had five calls for service (24 year-to-date).

Continuing education training is scheduled in Eureka on May 23rd and in Crescent Valley on May 26th. Staff continues training on TripTix CDX, the State's new electronic patient care recordkeeping program, but implementation is being delayed due to issues with the program and an alternative may be sought.

EMS Coordinator, Mike Sullivan, and Ms. French alternated covering Crescent Valley from April 20th through 29th while Cathy Wolf, EMT 2, was on vacation. The Ambulance Service was called to cover the annual drag races at the Eureka Airport on May 6th, but the event was ultimately cancelled due to weather.

PUBLIC WORKS

Projects & Activities: Road Superintendent, Raymond Hodson, provided an update on Public Works projects and activities.

Red Card Training: Wildland Firefighting Red Card Training was held in Pine Valley on May 19th and in Dunphy on May 20th. Mountaintop radio repeater maintenance and frequency updates will begin in June.

Water & Sewer Systems: All water and sewer systems are in good working condition. The Draft Sewer Operation & Maintenance Manual, submitted by Dean Day of Day Engineering, is currently under review.

US Environmental Protection Agency: Construction of the repository on the south side of Ruby Hill Avenue in Eureka is scheduled to begin in about 30 days. The final design is being evaluated.

Medical Clinics: Carpet replacement at the Eureka Medical Clinic will start in June. The new digital x-ray machine has been installed in Crescent Valley and staff is coordinating with Nevada Health Centers on connectivity issues related to NVHC's server.

May Clean Up: May Clean Up is ongoing and, as always, is a beneficial program, especially in the Crescent Valley area.

Firefighting Coordination: Chairman Goicoechea noted that the White Pine County Fire Commission has scheduled a special meeting on May 25th to accept the resignation of Fire Chief, Brett Waters, and to consider appointing William Ward as Interim Fire Chief. This is of interest since Eureka County coordinates with White Pine County Fire Protection District on fires south of Eureka beyond the County line.

CLERK & TREASURER

Treasurer's Report: The Treasurer's Report for April was submitted by Clerk & Treasurer, Beverly Conley. Ending General Fund balance was \$13,452,063.00. Overall ending balance, including encumbered funds, was \$58,104,307.12.

Ms. Conley explained that the Nevada Department of Taxation reported an error in calculation and distribution of the Governmental Services Tax from April 2013 to March 2016, resulting in overpayments to counties. Eureka County received approximately \$6,000.00 in excess tax. The Department does not plan to request reimbursement, but they wanted counties to be aware of the error when using past distributions for forecasting future revenues.

COUNTY FACILITIES & ECONOMIC DEVELOPMENT

Update Report: Cultural, Tourism, & Economic Development Director, Andrea Rossman, reported on activities for the Opera House, Sentinel Museum, and Economic Development. Staff estimates that the Opera House accommodated approximately 1,600 people during the month of April. This number is comprised of tourists, visitors, and people attending various events.

Upcoming events at the Opera House include entertainment by singer/songwriter, Mary Kaye, on May 27th, and a comedy theater by Ghost Light Productions on June 4th.

The 4th quarter installment of the GOED (Governor's Office of Economic Development) grant, received through the Great Basin Regional Development Authority, is expected shortly. GBRDA will meet in Eureka on May 24th to discuss possible dissolution of GBRDA and the option for member counties to join NNRDA (Northeastern Nevada Regional Development Authority).

Museum Manager, Ree Taylor, submitted a written report detailing recent activities at the Sentinel Museum, including exhibit work, research, and receipt of over 40 artifacts during the past month.

NEVADA RURAL HOUSING AUTHORITY

2016 Private Activity Bond Cap: A private activity bond is allocated to the State of Nevada each year and distributed to counties according to population. This bond provides a low income housing tax credit that can be borrowed against for specified programs. Nevada Rural Housing Authority requested transfer of Eureka County's 2016 Private Activity Bond Cap allocation to be utilized for their qualifying home loan programs.

Eureka County has transferred this bond to NRHA in past years and this partnership has directly benefited five families in Eureka County, who were able to achieve home ownership through NRHA's programs.

Commissioner Etchegaray motioned to adopt a resolution providing for transfer of Eureka County's 2016 Private Activity Bond Cap allocation, in the amount of \$97,314.36, to Nevada Rural Housing Authority; Commissioner Sharkozy seconded the motion; motion carried 3-0.

Eureka, Nevada

May 20, 2016

RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS
OF EUREKA COUNTY, NEVADA

PROVIDING FOR THE TRANSFER OF THE COUNTY'S 2016 PRIVATE ACTIVITY BOND VOLUME
CAP TO NEVADA RURAL HOUSING AUTHORITY, AND OTHER MATTERS RELATED THERETO

WHEREAS, pursuant to provisions of Chapter 348A of the Nevada Revised Statutes (NRS) and Chapter 348A of the Nevada Administrative Code (NAC), there has been allocated to Eureka County, Nevada (County), the amount of \$97,314.36 in tax-exempt private activity bond volume cap for year 2016 (2016 Bond Cap); and

WHEREAS, Nevada Rural Housing Authority (NRHA) has requested that the County transfer its 2016 Bond Cap to NRHA for the purpose of providing a means of financing the costs of single family residential housing that will provide decent, safe, and sanitary dwellings at affordable prices for persons of low and moderate income (Single Family Programs); and

WHEREAS, the County is a local government as defined by NAC 348A.070; and

WHEREAS, Section 348A.180 of the NAC provides a procedure whereby the County may, by resolution, transfer to any other local government located within the same county, all or any portion of its 2016 Bond Cap; and

WHEREAS, pursuant to NRS 315.983(1)(a), NRHA is an instrumentality, local government, and political subdivision of the State of Nevada (State); and

WHEREAS, NRHA is located within the County, pursuant to NRS 315.963, which defines NRHA's area of operation as "any area of the State which is not included within the corporate limits of a city or town having a population of 150,000 or more."

NOW THEREFORE, the Board of Eureka County Commissioners does hereby find, resolve, determine, and order as follows:

Section 1. Recitals. The recitals set forth herein above are true and correct in all respects.

Section 2. Transfer of Private Activity Bond Volume Cap. Pursuant to NAC 348A.180, the County hereby transfers 2016 Bond Cap in the amount of \$97,314.36 to NRHA for its Single Family Programs.

Section 3. Use of 2016 Bond Cap. NRHA will use the 2016 Bond Cap for single family purposes in calendar year 2016, or carry forward any remaining amount according to the Internal Revenue Code of 1986, as amended, for such purposes.

ADOPTED this 20th day of May, 2016.

BOARD OF EUREKA COUNTY COMMISSIONERS
COUNTY OF EUREKA, STATE OF NEVADA

/s/ J.J. Goicoechea
J.J. Goicoechea, Chairman

ATTEST: /s/ Beverly Conley
Beverly Conley, Eureka County Clerk

CRESCENT VALLEY ACTIVITIES PROGRAM

Crescent Valley 3rd Annual Car Show: Michael Caldwell of Crescent Valley is organizing the Crescent Valley 3rd Annual Car Show scheduled for July 24th. He shared details on preparations to date and plans for the upcoming event. He originally requested \$2,000.00 in funding from the Crescent Valley Activities Program, but indicated he has now been able to secure a DJ to provide music for the event at an additional cost of \$400.00.

Commissioner Etchegaray motioned to deny the original request of \$2,000.00 from Michael Caldwell and motioned to approve \$2,500.00 from the Crescent Valley Activities Fund

for the Crescent Valley 3rd Annual Car Show scheduled for July 24th; Commissioner Sharkozy seconded the motion; motion carried 3-0.

Waive Facility Fees: Commissioner Sharkozy motioned to waive facility fees for the Crescent Valley Arena & Rodeo Grounds for use and activities related to the Crescent Valley 3rd Annual Car Show; Commissioner Etchegaray seconded the motion; motion carried 3-0.

Assistance from Eureka Activities: The Board clarified that Eureka Activities Coordinator, Cindy Beutel, may continue providing advice and remote assistance related to the Car Show, but due to time restrictions as a casual employee, would probably not have time to travel to Crescent Valley for the event.

DIAMOND VALLEY GROUNDWATER STUDIES

Presentation on Groundwater Levels & Data: Consulting Hydrogeologist, Dale Bugenig, presented updated hydrographs and gave an update on Diamond Valley groundwater levels in relation to ongoing data tracking and analysis.

There was originally a network of 12 monitoring wells throughout Diamond Valley. Each well was equipped with a data logger to record daily measurements. Six were installed by Eureka County and six were installed by Diamond Natural Resources Protection & Conservation Association through a grant from Eureka County. One data logger is no longer operational, but the remaining network is in good working condition. As the older data loggers fail, total replacement must be considered since parts are no longer available. Another data logger will become inoperable once the current batteries are depleted, but should last another year.

Mr. Bugenig gave a detailed review of each individual well and the area as a whole. Changes to groundwater levels range from a decline of 3.8 feet in the south end of Diamond Valley, a rise of 5.4 feet in the center of the valley, and then minimal change in the north end of the valley. Some wells that have been experiencing declining water levels over the past several years have leveled out, which is an encouraging trend.

The hydrographs made a direct comparison from April 2015 to April 2016. Mr. Bugenig reminded the Board that the onset of irrigation has an effect on the data. Since 2015 was a dry year, irrigation began earlier. Although the 2015-2016 winter had a lot of precipitation, full recharge may take a while to be realized, as it takes time for the water to get from the surface to the aquifer.

In general, Mr. Bugenig felt the results were positive and expects to see continued improvement as the recharge is further realized. He attributes this positive trend to both the wet season and the concerted effort to reduce irrigation.

NEVADA HEALTH CENTERS, INC.

Update on Contract Negotiations: Walter Davis, CEO of Nevada Health Centers, was in attendance to discuss ongoing efforts to reach an agreement for clinical services that meets both the needs of the County and the needs of NVHC.

Per verbal agreement, NVHC continues operating the medical clinics under the Fiscal Year 2014-2015 contract, at an annual cost of \$778,500.00. Due to the County's desire to reduce the cost of this contract, meetings (both formal and informal) and correspondence between the parties have resulted in several options being proposed.

On May 17th, the Medical Clinics Advisory Committee held a meeting and discussed options with Karl Sundberg, COO for NVHC. Based on their meeting, the Committee suggested several changes to the proposals discussed to date. Chairman Goicoechea reiterated the suggested modifications.

The Committee advocated the following: (a) an annual contract amount of \$640,000.00 to be split between two contracts – one for Eureka and one for Crescent Valley; (b) two providers in Eureka (one physician and one mid-level) and one provider in Crescent Valley (0.6 FTE mid-level); (c) four-day physician coverage in Eureka; (d) no change in days of operation – five clinic

days in Eureka and three clinic days in Crescent Valley; (e) more flexibility in provider service days (allowed absences) by adjusting the penalty phase, with the condition that the clinics remain open on prescribed days; and (f) no 'grace' or 'transition' period.

Mr. Davis wasn't sure that these requirements were achievable at the proposed annual amount, but agreed to consider the options and provide a response. Chairman Goicoechea indicated that although \$640,000.00 was budgeted for the upcoming year, there was a small margin for adjustment if the parties could reach an agreement. Mr. Davis expects to have a response to the Commissioners before their next meeting.

NATURAL RESOURCES

Report on Activities: Natural Resources Manager, Jake Tibbitts, gave an update on recent activities and natural resources issues affecting Eureka County.

Meetings: Mr. Tibbitts attended the **State Land Use Planning Advisory Council** meeting in Tonopah on May 13th. The Council is preparing comments on the BLM's proposed Planning 2.0 (an attempt to update regulations related to the Federal Land Policy Management Act). The Governor's office is putting together a packet from the State of Nevada regarding Planning 2.0 and the SLUPAC letter will be included as a part of the State's packet.

The **Groundwater Management Plan Advisory Board** met on May 16th and compiled their recommendations, which will be considered at the upcoming Diamond Valley Groundwater Management Plan workshop on May 23rd.

The BLM hosted a site visit and **tour of the McEwen Mining Gold Bar Project** on May 17th. Mr. Tibbitts noted that the BLM distributed maps at the beginning of the tour, which specifically labeled County roads as having no existing rights-of-way. This is very concerning, since the County has dealt with the Battle Mountain District BLM on this very issue in relation to other recent projects, yet the BLM appears to still be challenging the County's existing and historic rights.

University of Nevada Cooperative Extension hosted **Extension Educator interviews** on May 17th and 18th at the Eureka Opera House.

Upcoming Meetings or Events: As mentioned, the next **Diamond Valley Groundwater Management Plan workshop** is scheduled for May 23rd in the Commissioners' Chambers at the County Courthouse.

The **Central Nevada Elko Plan Coordination & Oversight Team** (a subcommittee of the Nevada Board of Wildlife Commissioners) will meet at the Opera House on May 23rd. They have an agenda item concerning status of rangeland monitoring in relation to elk, which should include a conversation about the pioneering of elk into Diamond Valley.

Weed Spraying: The weed spraying contractor began on May 9th and is spraying and treating weeds between the recurring rainshowers. There are two men on the crew and they have treated 107 acres over the last two weeks. One has been working in Diamond Valley and the other is in Eureka with the goal of containing Whitetop within the townsite in order to prevent spread into Diamond Valley.

Sage Grouse Issues: In regards to sage grouse litigation (in which Eureka County is a co-plaintiff along with several counties and other groups), the United States Department of Justice filed their MOTION AND MEMORANDUM IN SUPPORT OF DEFENDANTS' MOTION FOR SUMMARY JUDGMENT AND OPPOSITION TO PLAINTIFFS' MOTION FOR SUMMARY JUDGMENT in US District Court in Reno. Nothing new was argued in this lengthy document. The Department of Justice continues to claim that the counties cannot show any harm as a result of adoption of the Land Use Plan Amendments.

BLM Planning 2.0: Mr. Tibbitts reviewed a letter he prepared on behalf of the Commission to US Department of the Interior, BLM, addressed to Director Neil Kornze, providing input on BLM Planning 2.0. (The BLM's proposed Resource Management Planning rule, also known as Planning 2.0, is the agency's attempt to update regulations related to the

Federal Land Policy Management Act). There is a concerted effort, led by National Association of Counties, for all western counties and states that have BLM lands to weigh in on this issue.

Mr. Tibbitts explained that the letter highlights primary issues that will have a substantial impact on Eureka County if the proposed rule is adopted. Eureka County is composed of large tracts of federally administered land (81%) and our economic and social stability is primarily driven by mining and agriculture, industries dependent on this land.

Commissioner Sharkozy motioned to approve sending the letter concerning BLM Planning 2.0 to the US Department of the Interior, Bureau of Land Management, and authorized the Chairman to sign the letter outside of the meeting; Commissioner Etchegaray seconded the motion; motion carried 3-0.

Legislative Commission Subcommittee to Study Water: Mr. Tibbitts has been invited to attend and participate in the next meeting (June 7th in Dyer) of the Legislative Commission Subcommittee to Study Water. Mr. Tibbitts will address two issues during this meeting.

First, he will discuss Diamond Valley water issues and the basin’s recent designation as a Critical Management Area. He will provide the history and outline the current process of working towards a Groundwater Management Plan. Mr. Tibbitts will assure the Subcommittee that the process is being facilitated by local interests who are safeguarding that all decisions made are in the best interest of Diamond Valley and the local water users.

Second, Mr. Tibbitts will comment on the State Engineer’s efforts to encourage the Subcommittee to support legislation that allows mitigation of potential conflicts, thereby permitting full development of water resources in the State. Eureka County is a strong advocate of 3M Plans (water monitoring, management, and mitigation) and believes mitigation must remain part of the equation in managing Nevada’s scarce water resources. But the State Engineer is basically proposing that water projects move forward, even when a known impact exists, and that the appropriator simply be given the ability to mitigate conflicts rather than resolve conflicts up front.

PUBLIC HEARING

Notice of Public Hearing: Notice was given that the Eureka County Board of Commissioners would hold a hearing on May 20th to hear public comments and take action on a resolution to augment the Fiscal Year 2015-2016 budget of the Retiree Health Insurance Premium Fund in order to accommodate expenses incurred due to unexpected employee retirements.

Budget Augmentation Resolution: Chairman Goicoechea opened the public hearing and invited comments and input. No comments were forthcoming. Commissioner Sharkozy motioned to adopt a resolution to augment the Retiree Health Insurance Premium Fund for Fiscal Year 2015-2016 by augmenting the budget with excess proceeds from the ending fund balance in the amount of \$23,428.00; Commissioner Etchegaray seconded the motion; motion carried 3-0.

BUDGET AUGMENTATION RESOLUTION				
RESOLUTION FOR AUGMENTATION OF THE 2015-2016 BUDGET OF EUREKA COUNTY				
WHEREAS, the revenues of the RETIREE HEALTH INSURANCE PREMIUM FUND were budgeted to be \$3,422,293;				
WHEREAS, said RETIREE HEALTH INSURANCE PREMIUM FUND sources are as follows:				
<u>Source of Revenue</u>	<u>Original Budget</u>	<u>Available YTD</u>	<u>Excess Revenues</u>	<u>Augment Amount</u>
Beginning Fund Balance	\$3,422,293	\$3,445,721		
Totals	\$3,422,293	\$3,445,721	\$23,428	\$23,428
WHEREAS, there is a need to apply these unanticipated proceeds in the Retiree Health Insurance Premium Fund to accommodate expenses incurred due to unexpected employee retirements; and				

NOW THEREFORE, IT IS HEREBY RESOLVED, that Eureka County shall augment the FY 2016 expenditure budget for the Retiree Health Insurance Premium Fund; and

THEREBY increasing appropriations from \$3,422,293 to \$3,445,721; and

IT IS FURTHER RESOLVED, that the Comptroller shall forward the necessary documents to the Department of Taxation, State of Nevada.

PASSED, ADOPTED, and APPROVED the 20th day of May, 2016.

AYES: Chairman Goicoechea
Vice Chairman Sharkozy
Commissioner Etchegaray

NAYS: None

By: /s/ J.J. Goicoechea, DVM
Julian J. Goicoechea, Chairman of the Board

ATTEST: /s/ Beverly Conley
Beverly Conley, Clerk

CORRESPONDENCE

Correspondence was received from: District Attorney, Ted Beutel; Natural Resources, Jake Tibbitts; Commissioner Clerk, Jackie Berg (2); Natural Resources Advisory Commission; employee letters regarding proposed changes to holiday pay benefit; BFE Screen Printing & Embroidery (2); Crescent Valley Town Advisory Board; Crescent Valley Car Show flyer; Michael Caldwell; Nevada Assoc. of Counties (3); Great Basin Regional Development Authority; White Pine County Commission; Washoe County Recorder; University of Nevada Cooperative Extension; Nevada POOL/PACT; Nevada Rural Housing Authority; Nevada Dept. of Business & Industry (2); Nevada Cattlemen's Assoc.; Nevada Div. of Environmental Protection; Nevada Dept. of Motor Vehicles; Nevada Dept. of Taxation; Nevada Humanities; Nevada State Clearinghouse (2); Bret Whipple, CPA; US Congressman, Joe Heck; USDA Forest Service, Humboldt-Toiyabe National Forest; and Clayton Homes.

RECESS FOR LUNCH

The Board recessed for lunch from 11:48 a.m. to 1:00 p.m.

PUBLIC HEARING

Notice of Public Hearing: Notice was given that the Eureka County Board of Commissioners would hold a hearing on May 20th to invite public and employee comments and consider action to amend the 2010 Eureka County Personnel Policy by amending Section 4.A.200 to eliminate the additional two hours of holiday time for non-exempt employees on a 5/8 work schedule per each paid holiday, and to modify the policy regarding hours of holiday pay for non-exempt employees on a 4/10 work schedule. A draft resolution outlining the proposed changes was reviewed by the Board on April 6th. The draft resolution was distributed to all employees and a copy has been on file with the County Clerk for public examination.

Current Policy: Current policy was implemented in 2010 and provides 10 hours of holiday pay for non-exempt employees. Persons working a 10-hour shift receive 10 hours of pay and employees working an 8-hour shift receive eight hours of pay on the holiday and an additional two hours that must be used within 30 days.

Proposed Change to Holiday Pay Policy: The proposed change to holiday pay was an attempt to reduce employee costs (by about \$30,000.00 annually), while maintaining a fair benefit for all non-exempt employees. Chairman Goicoechea opened the public hearing and invited comments.

During an earlier public comment period, Payroll Specialist, Kim Todd, noted her support for the policy change.

Several letters were received, signed by a total of 16 employees, who were against the proposal, but would favor returning to the holiday pay schedule that was in place before the current system was implemented in March 2010. The letters described how the modification would require 10-hour employees to use other paid leave to compensate for the two additional hours each holiday.

Comptroller, Tina Hubbard, explained that the policy was changed in 2010 to create an equitable benefit, since 8-hour employees were receiving 88 hours of holiday pay each year, while 10-hour employees were receiving 110 hours of holiday pay.

Road Department employee, Jeb Rowley, was not in favor of the proposed change, but felt that if all benefits were considered, this reduction was preferable to cuts in other areas.

The Commissioners discussed the options available. Chairman Goicoechea stated that he was unaware of the negative impact this would have on certain employees and that was never the intent. He added that the Board will continue to look at employee costs during each budget cycle, but future decisions won't be influenced by whether holiday pay is adjusted or not.

The Commissioners ultimately agreed that the fairest solution was to retain the existing policy. Commissioner Sharkozy motioned to deny the draft resolution proposing an amendment to the holiday pay benefit and to retain, as currently written, Section 4.A.200 of the Eureka County Personnel Policy; Commissioner Etchegaray seconded the motion; motion carried 3-0.

PUBLIC COMMENT

Chairman Goicoechea opened the floor for public comments; there were none.

ADJOURNMENT

The meeting was adjourned at 1:11 p.m.

Approved by vote of the Board this 6th day of June, 2016.

/s/ J.J. Goicoechea

J.J. Goicoechea, Chairman

I, Jackie Berg, Commissioner Clerk, attest that these are a true, correct, and duly approved minutes of the May 20, 2016, meeting of the Board of Eureka County Commissioners.

/s/ Jackie Berg

Jackie Berg, Commissioner Clerk

I, Beverly Conley, Clerk & Treasurer of Eureka County, acknowledge and accept the attached minutes as approved by the Board of Eureka County Commissioners and attested to by the Commissioner Clerk.

/s/ Beverly Conley

Beverly Conley, Clerk & Treasurer