



STOREY COUNTY BOARD OF COUNTY COMMISSIONERS MEETING

5/21/2024 10:00 AM

26 SOUTH B STREET, VIRGINIA CITY, NEVADA

AGENDA

This meeting will be held in person and the public is welcome to attend.

Storey County Board of County Commissioners are hosting a teleconference meeting this month. Members of the public who wish to attend the meeting remotely may do so by accessing the following meeting on Zoom.com. Public comment may be made by communication through Zoom.

***Join Zoom Meeting:** <https://us02web.zoom.us/j/83946331479> **Meeting ID: 839 4633 1479**

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**For additional information or supporting documents please contact the
Storey County Clerk's Office at 775-847-0969.**

JAY CARMONA
CHAIRMAN

ANNE LANGER
DISTRICT ATTORNEY

CLAY MITCHELL
VICE-CHAIRMAN

LANCE GILMAN
COMMISSIONER

JIM HINDLE
CLERK-TREASURER

Members of the Board of County Commissioners also serve as the Board of Fire Commissioners for the Storey County Fire Protection District, Storey County Brothel License Board, Storey County Water and Sewer System Board, Storey County Highway Board and the Storey County Liquor and Licensing Board and during this meeting may convene as any of those boards as indicated on this or a separately posted agenda. All matters listed under the consent agenda are considered routine and may be acted upon by the Board of County Commissioners with one action, and without an extensive hearing. Any member of the Board or any citizen may request that an item be taken from

the consent agenda, discussed, and acted upon separately during this meeting. Pursuant to NRS 241.020 (2)(d)(6) Items on the agenda may be taken out of order, the public body may combine two or more agenda items for consideration, and the public body may remove an item from the agenda or delay discussion relating to an item on the agenda at any time. The Commission Chair reserves the right to limit the time allotted for each individual to speak. Public comment is limited to 3 minutes.

All items include discussion and possible action to approve, modify, deny, or continue unless marked otherwise.

1. **CALL TO ORDER REGULAR MEETING AT 10:00 A.M.**
2. **CONVENE AS THE STOREY COUNTY BOARD OF COUNTY COMMISSIONERS**
3. **PLEDGE OF ALLEGIANCE**
4. **PUBLIC COMMENT (No Action)**
5. **DISCUSSION/FOR POSSIBLE ACTION:**

Consideration and possible approval of the agenda for the May 21, 2024, meeting.
6. **DISCUSSION/FOR POSSIBLE ACTION:**

Consideration and possible approval of the minutes from the March 19, 2024, meeting.
7. **CONSENT AGENDA FOR POSSIBLE ACTION:**
 - I For possible action, approval of business license first readings:
 - A. Desert Rose Ranch LLC – General / 1035 Hwy 341 ~ Gold Hill, NV
 - B. Envy Concrete LLC – Contractor / 11820 Claim Stake Dr. ~ Reno, NV
 - C. Fast Eddie’s Grill LLC – Food Truck / 1729 Sabatino Dr. ~ Sparks, NV
 - D. Heavy Equipment Movers & Installation LLC – Contractor / 126 Industrial Dr. ~ Maysville, GA
 - E. The Cider House – General / 110 N. C St. Virginia City, NV
 - F. Thomas Hayward Auctioneers LLC – Out of County / 1610 Brightstone Ct. ~ Reno, NV
 - II Approval of claims in the amount of \$2,242,493.42.
8. **DISCUSSION ONLY (No Action - No Public Comment): Committee/Staff Reports**
9. **BOARD COMMENT (No Action - No Public Comment)**
10. **RECESS TO CONVENE AS THE STOREY COUNTY WATER AND SEWER BOARD**

11. **DISCUSSION/FOR POSSIBLE ACTION:**

Review and possible approval of the 2024-2025 Storey County Water and Sewer Final Budget for submission to the Nevada Department of Taxation.

12. **RECESS TO CONVENE AS THE STOREY COUNTY FIRE PROTECTION DISTRICT BOARD**

13. **DISCUSSION/FOR POSSIBLE ACTION:**

Review and possible approval of the 2024-2025 Storey County Fire Protection District Final Budget for submission to the Nevada Department of Taxation.

14. **RECESS TO RECONVENE AS THE STOREY COUNTY BOARD OF COUNTY COMMISSIONERS**

15. **DISCUSSION/FOR POSSIBLE ACTION:**

Consideration and possible approval of the acceptance of the renewal from the Nevada Public Agency Insurance Pool (POOL) for liability and casualty insurance along with the deductible option for FY24-25.

16. **DISCUSSION/FOR POSSIBLE ACTION:**

Consideration and possible approval of the selection of Auditor for fiscal year ending June 30, 2024.

17. **DISCUSSION/FOR POSSIBLE ACTION:**

Review and possible approval of the Storey County 2024-2025 Final Budget for submission to the Nevada Department of Taxation.

18. **DISCUSSION/FOR POSSIBLE ACTION:**

Approval of modification and extension of 2023-2024 Collective Bargaining Agreement between Storey County (Employer) and the Storey County Sheriff's Office Employees' Association/Nevada Association of Police and Sheriff's Officers (NAPSO).

19. **DISCUSSION/FOR POSSIBLE ACTION:**

Consideration and Possible Approval of Grant of Easement File No. 2024-019 to NV Energy for communication and electric facilities within the Venice Drive Right-of-Way, McCarran, Storey County, Nevada.

20. **DISCUSSION/FOR POSSIBLE ACTION:**

Consideration and possible approval to accept Sierra Nevada Construction as the only bidder for the 2024 Road Rehab Project at a bid amount of \$581,007.00.

21. **DISCUSSION/FOR POSSIBLE ACTION:**

Discussion and consideration for approval of the Storey County Strategic Plan for Fiscal Year 2024 and 2025.

22. **DISCUSSION/FOR POSSIBLE ACTION:**

For consideration and possible approval of business license second readings:

- A. A & A Construction Inc. – Contractor / 200 Day Lane ~ Smith, NV
- B. Brush Bros Painting, LLC – Contractor / 304 Rue De La Fauve ~ Sparks, NV
- C. Crazy Calamities – General / 420 S. B St. ~ Virginia City, NV
- D. Desert Valley Landscapes LLC – Contractor / 50 Freeport Blvd. # 18 ~ Sparks, NV
- E. DPR Construction, A General Partnership – Contractor / 1801 J St. Ste 200 ~ Sacramento, CA
- F. Eaton’s Custom Works LLC – Handyman / 127 Deschutes Dr. ~ Dayton, NV
- G. Fulcrum Construction Inc. – Contractor / 441 E. 4th St. ~ Long Beach, CA
- H. Johnnie Gifford – Handyman / 334 7th St. ~ Sparks, NV
- I. La Toxica – Food Truck / 1408 Pinewood Dr. ~ Sparks, NV
- J. Las Vegas Crushing Inc. – Mining / 1030 Wigwam Pkwy. ~ Henderson, NV
- K. Linear Star Construction LLC – Contractor / 216 Lemmon Dr. # 321 ~ Reno, NV
- L. Medic Electric LLC – Contractor / 455 E. McLean Way ~ Sparks, NV
- M. Mountain West Industrial – Contractor / 1095 S. 800 E. ~ Orem, UT
- N. Outdoor Concepts LLC – Contractor / 3608 Cambrian Ct. ~ Reno, NV
- O. Royal Carpet One Floor & Home – Contractor / 780 E. Main St. ~ Fernley, NV
- P. Small Strides 2 Inc. – General / 1140 Venice Way ~ Sparks, NV
- Q. Victory Drywall LLC – Contractor / 2770 Beach River Dr. ~ Reno, NV

23. **PUBLIC COMMENT (No Action)**

24. **ADJOURNMENT OF ALL ACTIVE AND RECESSED BOARDS ON THE AGENDA**

NOTICE:

- Anyone interested may request personal notice of the meetings.
- Agenda items must be received in writing by 12:00 noon on the Monday of the week preceding the regular meeting. For information call (775) 847-0969.
- Items may not necessarily be heard in the order that they appear.
- Public Comment will be allowed at the end of each meeting (this comment should be limited to matters not on the agenda). Public Comment will also be allowed during each item upon which action will be taken on the agenda (this comment should be limited to the item on the agenda). Time limits on Public Comment will be at the discretion of the Chairman of the Board. Please limit your comments to three minutes.
- Storey County recognizes the needs and civil rights of all persons regardless of race, color, religion, gender, disability, family status, or nation origin.
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(1) mail: U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410.

(2) fax: (202) 690-7442; or

(3) email: program.intake@usda.gov.

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Notice to persons with disabilities: Members of the public who are disabled and require special assistance or accommodations at the meeting are requested to notify the Commissioners' Office in writing at PO Box 176, Virginia City, Nevada 89440.

CERTIFICATION OF POSTING

I, Drema Smith, Administrative Assistant to Storey County, do hereby certify that I posted, or caused to be posted, a copy of this agenda at the following locations on or before 5/16/2024; Storey County Courthouse located at 26 S B St, Virginia City, NV, the Virginia City Fire Department located at 145 N C St, Virginia City, NV, the Virginia City Highlands Fire Department located at 2610 Cartwright Rd, VC Highlands, NV and Lockwood Fire Department located at 431 Canyon Way, Lockwood, NV.

This agenda was also posted to the Nevada State website at <https://notice.nv.gov/> and to the Storey County website at:

https://www.storeycounty.org/government/departments/clerk/agendas__minutes/board_of_commissioners.php

By *Drema Smith*

Drema Smith

Administrative Assistant II



Board of Storey County Commissioners Agenda Action Report

Meeting date: 5/21/2024 10:00 AM -
BOCC Meeting

Estimate of Time Required: 1 min

Agenda Item Type: Discussion/Possible Action

- **Title:** Consideration and possible approval of the agenda for the May 21, 2024, meeting.
- **Recommended motion:** Approve or amend as necessary.
- **Prepared by:** Drema Smith

Department: Commissioners

Contact Number: 7758470968

- **Staff Summary:** See attached.
- **Supporting Materials:** No Attachments
- **Fiscal Impact:**
- **Legal review required:** False
- **Reviewed by:**

_____ Department Head

Department Name:

_____ County Manager

Other Agency Review: _____

- **Board Action:**

<input type="checkbox"/> Approved	<input type="checkbox"/> Approved with Modification
<input type="checkbox"/> Denied	<input type="checkbox"/> Continued



Board of Storey County Commissioners Agenda Action Report

Meeting date: 5/21/2024 10:00 AM -
BOCC Meeting

Estimate of Time Required: 5 minutes

Agenda Item Type: Discussion/Possible Action

- **Title:** Consideration and possible approval of the minutes from the March 19, 2024, meeting.
- **Recommended motion:** Approve or amend as necessary.
- **Prepared by:** Jim Hindle

Department: Clerk & Treasurer

Contact Number: 7758470969

- **Staff Summary:** See attached.
- **Supporting Materials:** See Attachments
- **Fiscal Impact:** none
- **Legal review required:** False
- **Reviewed by:**

_____ Department Head

Department Name:

_____ County Manager

Other Agency Review: _____

- **Board Action:**

<input type="checkbox"/> Approved	<input type="checkbox"/> Approved with Modification
<input type="checkbox"/> Denied	<input type="checkbox"/> Continued



STOREY COUNTY BOARD OF COUNTY COMMISSIONERS MEETING

3/19/2024 10:00 AM
26 SOUTH B STREET, VIRGINIA CITY, NV

MEETING MINUTES

JAY CARMONA
CHAIRMAN

CLAY MITCHELL
VICE-CHAIRMAN

LANCE GILMAN
COMMISSIONER

ANNE LANGER
DISTRICT ATTORNEY

JIM HINDLE
CLERK-TREASURER

Roll Call

√ Commission Chairman Jay Carmona, √ Commission Vice-Chair Clay Mitchell,
√ Commissioner Lance Gilman, √ District Attorney Anne Langer, √ Clerk & Treasurer Jim Hindle,
√ County Manager Austin Osborne, √ Deputy District Attorney Brian Brown

☐ Assessor Jana Seddon
☐ Justice of the Peace Eileen Herrington
√ Recorder Dru McPherson
√ Sheriff Mike Cullen
√ County Administrative Officer Honey Coughlin
☐ Fire Chief Jeremy Loncar
√ Comptroller Jennifer McCain
√ Business Development Manager Lara Mather
√ Community Development Director Pete Renaud
√ Emergency Management Director Adam Wilson

√ Human Resources Director Brandie Lopez
√ IT Director James Deane
√ Planning Manager Kathy Canfield
√ Public Works Director Jason Wierzbicki
☐ Operations and Project Manager Mike Northan
√ Senior Center Director Stacy York
√ Tourism Director Todd Tuttle
Other:
√ Storey County School District Superintendent
Todd Hess

Total Attendance: 54

In-Person: 29

Zoom: 25

1. CALL TO ORDER REGULAR MEETING AT 10:00 A.M.

Commissioner Carmona called the meeting to order at 10:04 a.m.

2. PLEDGE OF ALLEGIANCE

3. PUBLIC COMMENT (No Action): Gary Schmidt, who introduced himself as a citizen-advocate, alleged that the Board of Commissioners have historically violated the Open Meeting Law by keeping the Liquor Board meetings as part of the larger Board of Commissioners meetings. He said the Liquor Board is a public body and must have its own meetings and comply with the Open Meeting Law, including a posted agenda, a time certain, and its own provisions for public comment. He said he had a public records request and was encouraged to submit it in writing, and there is no requirement to submit a public records request in writing. and so, such direction is in direct violation of the Open Meeting Law. He wants the county commission to address these issues. He submitted a copy of the Open Meeting Law and said there are provisions in the law that violators could be removed from office.

4. DISCUSSION/FOR POSSIBLE ACTION: Consideration and possible approval of the agenda for the March 19, 2024, meeting.

Commissioner Mitchell asked that Item #21 be continued, but County Manager Austin Osborne said the Governor's Office of Economic Development will act before the next commission meeting, therefore, Commissioner Mitchell withdrew his request.

Public Comment: None

Motion: I, Commissioner Mitchell, move to approve today's agenda as presented. **Seconded by:** Lance Gilman. **Vote:** Motion passed unanimously.

5. DISCUSSION/FOR POSSIBLE ACTION: Consideration and possible approval of the minutes from the February 6, 2024, meeting.

Public Comment: None

Motion: I, Commissioner Mitchell, move to approve the minutes from our Feb. 6, 2024, meeting as presented. **Seconded by:** Lance Gilman. **Vote:** Motion passed unanimously.

6. DISCUSSION/FOR POSSIBLE ACTION: Consideration and possible approval of the minutes from the February 15, 2024, meeting.

Public Comment: None

Motion: I, Commissioner Mitchell, move to approve the minutes from our Feb. 15, 2024, meeting as presented. **Seconded by:** Lance Gilman. **Vote:** Motion passed unanimously.

7. CONSENT AGENDA FOR POSSIBLE ACTION:

I. For possible action, approval of business license first readings:

- A. 775 Electric LLC – Contractor / 130 Alamosa St. ~ Dayton, NV
- B. A Affordable Striping & Sealing – Contractor / 4440 E. Alexander Ste. A ~ Las Vegas, NV
- C. Criterion Construction LLC – Contractor / 2175 Lakeside Dr. ~ Reno, NV
- D. LeafFilter North, LLC – Contractor / 1595 Georgetown Rd ~ Hudson, OH
- E. Legion Solar Power LLC – Contractor / 2645 W. Cheyenne Ave ~ North Las Vegas, NV
- F. LTI Contracting – Contractor / 22631 N. 18th Ave. ~ Phoenix, AZ
- G. MMI Tank Inc. – Contractor / 3240 S. 37th Ave. ~ Phoenix, AZ
- H. Pavers by Porter – Contractor / 645 Tranquil Dr. ~ Sparks, NV
- I. Redline Technical Services LLC – Contractor / 5595 Tarzyn Rd. ~ Fallon, NV
- J. Tahoe Mini Crane Service – Contractor / 213 W. Gardengate Way ~ Carson City, NV

II. Approval of claims in the amount of \$2,557,497.49.

III. Consideration and approval of the Eagleview aerial imagery and software program for a 5-year contract in the amount of \$177,656.38. This is a budgeted item to be paid out of the Assessor's Tech fund.

Public Comment: None

Motion: I, Commissioner Mitchell, move to approve today's Consent agenda as presented.

Seconded by: Lance Gilman. **Vote:** Motion passed unanimously.

8. DISCUSSION ONLY (No Action - No Public Comment): Committee/Staff Reports

Fire District

- New hire firefighter training showed four applicants qualified for two open spots.
- There was a small outdoor fire in Lockwood on Sunday.

Public Works

- The Lousetown Road project is out to bid with nine potential bidders.
- The department is restriping Waltham Way and working on Lockwood projects.

Business Development Office

- Business Development Officer Lara Mather spoke on federal community funding and federal appropriations from Congress. She explained the process from the first step until the final federal budget. For the 2024/2025 federal budget, the Gold Hill Collection Project and the Sheriff's Substation in McCarran made it through, and will provide between \$450,000 to \$800,000 for the substation, and \$2.5 million to \$4 million for the Gold Hill Collection Project.
- The office is working on 2025/2026 appropriations, which are very competitive. Four projects will be submitted: the Divide Water Project, Lockwood Flood Mitigation, a Mobile Emergency Command Center, and Piper's Opera House, which needs the retaining wall repaired and an underground spring diverted.

Emergency Management Department

- An active shooter tabletop exercise will include the school district and county staff.
- Staff will meet on mitigation with the state to identify projects.
- Hazard mitigation plan will be done this year to meet 2025 compliance requirements.

VCTC

- The Mix and Mingle is coming up April 9, at 6 p.m. at Piper's Opera House, and the chamber of commerce will be presented.
- Had a meeting on the Cultural Corridor at Piper's Opera House, which involved Carson City, Carson Valley, and Virginia City.
- Saturday's Oyster Fry festival was a tremendous success, exceeding expectations. There were more saloon crawl participants than ever. Parking had the same bottlenecks, but the Sheriff's Office was credited for assisting. Four major TV stations promoted it, as did radio stations and social media. The St. Patrick's Day Parade was moved closer to C Street with a viewing area, providing for more safety.
- The staff is doing broadcasts for Women's History Month.
- The Father-Daughter Day and Dance. April 13. All three dances are sold out.
- The 53rd Grand Prix will be April 27-28.
- Chili on Comstock will be May 18-19.

Recorder's Office

- Updating the project to make all Recorder's Office Documents searchable online. Personal information has been redacted from all documents the office will begin integrating those images available. US Imaging is also almost finished indexing all deeds and property transfer data back to the early 1860s. To research these documents, go to the Recorder's Office web site. The project is expected to be completed by the end of this fiscal year.

Community Development Department

- Inspectors will be walking C Street to get businesses to clean up the boardwalk.

Senior Center

- Groundbreaking at the Lockwood Community Center will be held on May 1st at 11 a.m.

County Manager

- On March 28 there will be a Master Plan town hall in Mark Twain, along with discussions of fire programs. The school district will participate as well. The event will be at 5:30 at the community center.

Clerk-Treasurer

- As of last Friday, candidate filing for the June primary closed.

9. BOARD COMMENT (No Action - No Public Comment): None

10. DISCUSSION ONLY: Presentation by Storey County School District planned K-8 school facility expansion project.

Storey County School District Superintendent Todd Hess said this important project was to create one campus in Virginia City for all students. He said the need is for safety, not capacity, and he brought this up about seven years ago. This plan would move the Virginia City Middle School and Hugh Gallagher Elementary school to a new facility built next to the Virginia City High School, so all schools will be on a fenced campus. He said the current middle school was built in 1936 and it was good for the time, but after Columbine and subsequent tragedies, more security was needed. Mr. Hess said the second busiest street in town goes right through the middle school campus. He said the district has asked for \$21 million in bonds, to provide 37,000 to 40,000 square feet for a two-story building with the elementary school on one floor and the middle school on another. Mr. Hess showed a PowerPoint presentation to the commission.

Commissioner Mitchell asked about separation of grade levels, and Mr. Hess said there would be separate points of entry, as a separate building would add to the costs.

Public Comment: None

11. DISCUSSION ONLY: Presentation by Foundational Public Health Services (FPHS) Assessment for Storey County stakeholders to guide investment in prevention efforts that will help the United States avoid and/or lessen the disruption of future pandemics and epidemics and focus on chronic issues as well as advance equity.

Amy Hyne-Sutherland, Public Health Coordinator for the Nevada Association of Counties offered a PowerPoint presentation on Public Health and preventing future pandemics.

Public Comment: Gary Schmidt praised the effort but wants another screen for PowerPoints so the audience can see the presentations.

12. DISCUSSION/FOR POSSIBLE ACTION: Consideration of a letter of interest for appointment of a planning commissioner to serve a remaining term representing Precinct 5 (Highlands District) on the Storey County Planning Commission.

Planning Manager Kathy Canfield recommended Carlos Negrete to fill an absence on the Planning Commission.

Public Comment: None

Motion: In accordance with the recommendation by staff, I, Commissioner Mitchell, move to appoint Carlos Negrete to serve Precinct 5 (Highlands District) on the Storey County Planning Commission for the remainder of the current term. **Seconded by:** Lance Gilman. **Vote:** Motion passed unanimously.

13. DISCUSSION/FOR POSSIBLE ACTION: Consideration and possible approval of the draft FY25 Storey County Capital Improvement Plan.

Administrative Officer Honey Coughlin presented a refined project list and a more targeted approach to ensure completion of projects during FY25.

The CIP is a working draft, subject to approval by the final budget. Changes include:

- the removal of Peterbilt Dump Truck Plow Sander, moved to FY27.
- Mark Twain Community Center will have a metal building designed to hold Fire equipment. The design could take six months to a year, so they will be staggered.
- The swimming pool improvements will cost \$10 million, with design costs at 10 percent. Design costs will be split between this and next fiscal year in this draft CIP.
- \$1 million is required to start the design of the new jail.
- The Lousetown Road Project will change under the CIP. The cost is subject to change in relation to how much can be completed over time vs inflation of material and labor.

Commissioner Gilman said he supported the changes and the plan. Commissioner Mitchell agreed, but added he wanted to bring up the parking around the Gold Hill Depot. County Manager Austin reminded the Commissioners that it was just a plan.

Comptroller Jennifer McCain said that there were several rail projects that were removed from the CIP on the advice of the District Attorney's Office.

Public Comment: None

Motion: I, Commissioner Mitchell, move to approve the presented FY25 Storey County Capital Improvement Plan. **Seconded by:** Lance Gilman. **Vote:** Motion passed unanimously.

14. DISCUSSION/FOR POSSIBLE ACTION: Consideration and possible action to acknowledge that the \$250,000.00 liability owed by the Nevada Commission for the Reconstruction of the V & T Railway, a body corporate and politic of the State of Nevada, to the County of Storey, a political subdivision of the State of Nevada, which was created in the V&T Interlocal Agreement of 2010 was eliminated in the superseding V&T Interlocal Agreement of 2020, and to direct staff to remove the liability in the appropriate accounting records.

Deputy District Attorney Brian Brown said this is a financial housekeeping item due to an interlocal agreement between the county and the Commission for the Reconstruction of the

V&T Railway. The Commission had planned to provide \$250,000 to add to the County's \$250,000 to purchase the V&T Freight Depot in 2010, and a new agreement was signed in 2020. The Depot was purchased by the County in 2019. The \$250,000 obligation was not carried over and was eliminated by the 2020 agreement, which superseded the 2010 agreement. The property is solely in the name of Storey County, and the Railway Commission owes no debt to Storey County.

Public Comment: None

Motion: I, Commissioner Mitchell, move to acknowledge that the \$250,000.00 liability owed by the Nevada Commission for the Reconstruction of the V & T Railway, a body corporate and politic of the State of Nevada, to the County of Storey, a political subdivision of the State of Nevada, which was created in the V&T Interlocal Agreement of 2010 was eliminated in the superseding V&T Interlocal Agreement of 2020, direct staff to remove the liability in the appropriate accounting records. Seconded by: Lance Gilman. Vote: Motion passed unanimously.

15. RECESS TO CONVENE AS THE STOREY COUNTY LIQUOR LICENSING BOARD

16. DISCUSSION/FOR POSSIBLE ACTION: For consideration and possible approval of the First Reading On-Sale/Off-Sale Liquor License. The applicant is Arturo Valadez, Bonanza Cantina located at 27 North C Street, Virginia City, Nevada.

The item was postponed until the next commission meeting as requested by Chairman Carmona.

Public Comment: Gary Schmidt spoke in favor of the licensee. He said that other license applications are being expedited, such as business licensing in the industrial park, which he supports, and the practice should apply to other licenses throughout the community, especially in our downtown corridor.

Motion: I, Commissioner Mitchell, move to continue Item #16, to our next regularly scheduled meeting, which will be April 20, 2024, here at the courthouse and on Zoom.
Seconded by: Lance Gilman. **Vote:** Motion passed unanimously.

17. ADJOURN TO RECONVENE AS THE STOREY COUNTY BOARD OF COUNTY COMMISSIONERS

18. DISCUSSION ONLY: Consideration for an additional expenditure of approximately \$885,490.52 for the Lockwood Senior Center Rebuild Project, due to the cost of inflation for goods and services since the initial estimate in January 2023.

Administrative Officer Honey Coughlin said due to a delay accessing portals of Housing and Urban Development, grant funder, costs went up from \$4,759,226.80 (\$559.51 per sf) to \$5,644,717.32 (\$663.62 sf). This is the estimated cost and is expected to rise.

Commissioner Mitchell asked about trends and if HUD portals will be easier for projects in the future. Ms. Coughlin said other entities have had similar issues, and she said she would not seek funding through this agency.

Public Comment: None

- 19. DISCUSSION/FOR POSSIBLE ACTION:** Consideration and possible approval of Memorandum of Understanding (MOU) between Storey County and CC Communications (ongoing operation of Churchill County, Nevada) to deploy and provide rate structures for fiberoptic broadband internet service to residential, commercial, and enterprise customers in Storey County, and other properly related matters.

IT Director James Deane said this effort would bring fiber optic options to Storey County. He said CC Communications would be a new provider. This MOU will allow CC Communications (ongoing operation of Churchill County, Nevada) to deploy and provide broadband internet services in Storey County. Installation and service rates will be charged to subscribing customers in accordance with the rate schedule enclosed herewith. This item will be proceeded by consideration of a Broadband Service Agreement between Storey County and CC Communications for the deployment and maintenance of fiberoptic broadband network infrastructure in Storey County and to provide residential broadband internet, Commercial Broadband Service, and Enterprise Broadband Service.

Public Comment: None

Motion: I, Commissioner Mitchell, move to approve Memorandum of Understanding (MOU) between Storey County and CC Communications (ongoing operation of Churchill County, Nevada) to deploy and provide rate structures for fiberoptic broadband internet service to residential, commercial, and enterprise customers in Storey County. **Seconded by:** Lance Gilman. **Vote:** Motion passed unanimously.

- 20. DISCUSSION/FOR POSSIBLE ACTION:** Consideration and possible approval of Service Provider Agreement between CC Communications (ongoing operation of Churchill County, Nevada) and Storey County for the deployment and maintenance of fiberoptic broadband network infrastructure in Storey County and to provide Residential Broadband Internet, Commercial Broadband Service, and Enterprise Broadband Service for 10 years, with an initial payment of \$1,500,000 made to CC Communications by Storey County, in accordance with the Memorandum of Understanding between the parties approved by the board on or before this agreement, and other properly related matters.

Mr. Deane said this is a budgeted line item for installation that will connect all government buildings. This will support large infrastructure projects in the future and is a long-term investment. He said it was compatible with existing county infrastructure.

Commissioners Gilman and Mitchell supported this item. County Manager Austin Osborne provided additional maps he wanted to be included. He said this is important because it will include broadband services to the residents, not just the government.

Public Comment: None

Motion: I, Commissioner Mitchell, move to approve the Service Provider Agreement between CC Communications (ongoing operation of Churchill County, Nevada) and Storey County for the deployment and maintenance of fiberoptic broadband network infrastructure in Storey County and to provide Residential Broadband Internet, Commercial Broadband Service, and Enterprise Broadband Service for 10 years, with an initial payment of \$1,500,000 made to CC Communications by Storey County, in accordance with the Memorandum of Understanding between the parties approved by the board on or before this agreement. I further move that we incorporate the addendum of maps that were presented at the meeting today, as well as changing the name on the second exhibit to Exhibit B.

Seconded by: Lance Gilman. **Vote:** Motion passed unanimously.

- 21. DISCUSSION/FOR POSSIBLE ACTION:** Discussion and consideration of the board's position responding to the Nevada Governor's Office of Economic Development (GOED) requesting from Storey County a letter of acknowledgement regarding an application to GOED for partial Sales and Use Tax Abatement and Personal Property Tax Abatement for a data center planned to operate in Storey County. There are no real property tax abatements proposed. The tax abatements are subject to GOED approval per NRS 360 as a "standard partial abatement" for expansion and recycling.

Mr. Osborne said that in accordance with the state's abatement policy we are asked to acknowledge a data center company coming into Storey County, offering 98 percent of sales and use tax abatement, real property tax of 0 percent, and 75 percent commercial property tax abatement. Investment is \$150 million and 10 employees.

Commissioners Gilman and Mitchell supported the letter. Commissioner Mitchell said there was a concern about an incorrect name. He suggested noting the discrepancy in the letter or continuing the item. He was also concerned about the time it took to send the letter to Storey County.

Mr. Austin said he would include Mr. Mitchell's concerns in the letter.

Public Comment: None

Motion: I, Commissioner Mitchell, move to direct county staff to submit a letter to GOED acknowledging an application to GOED for the specified Data Center Sales and Use Tax Abatement and Personal Property Tax Abatement for a data center planned to operate in Storey County, to include comments about the concerns discussed here on the record.

Seconded by: Lance Gilman. **Vote:** Motion passed unanimously.

22. DISCUSSION/FOR POSSIBLE ACTION: For consideration and possible approval of business license second readings:

- A. Bonanza Cantina – General / 27 N. C St. ~ Virginia City, NV
- B. FS Solar Nevada LLC – Contractor / 4801 Freidrich Ln. Ste. 100 ~ Austin, TX
- C. Pacific Erectors Inc. – Contractor / 4460 Yankee Hill Rd. ~ Rocklin, CA
- D. The Berg Group LLC – Contractor / 1225 Lakeview Dr. ~ Chaska, MN

Public Comment: Gary Schmidt expressed concerns about conditions imposed on the Bonanza Cantina. He said some say it is harder to open a storefront in Virginia City than it is to start a megaplant in TRIC. He asked that the restaurant owner be refunded for costs he paid to the county.

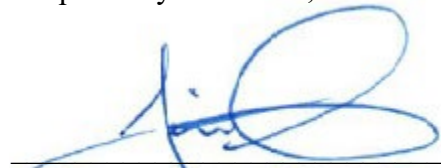
Motion: I, Commissioner Mitchell, move to approve the second readings of business licenses under item #22 listed as A-D. **Seconded by:** Lance Gilman. **Vote:** Motion passed unanimously.

23. PUBLIC COMMENT (No Action): Gary Schmidt said as a candidate for county commissioner, the most important thing is to listen to the people. He said he is proud of Virginia City. He then made a public records request for all policies and procedures and information including educational classes or training. He said violating the open meeting law, required removal from office and any legal advice to the county should be in writing. Mr. Schmidt stated that he was in support of increasing the size of the BoCC to five commissioners.

24. ADJOURNMENT OF ALL ACTIVE AND RECESSED BOARDS ON THE AGENDA

Commissioner Carmona adjourned the meeting at 12:23 p.m.

Respectfully submitted,



Jim Hindle
Clerk & Treasurer

Appendix
to the Minutes of
March 19th, 20924
HANDOUTS IN THE MEETING

CHAPTER 241 - MEETINGS OF STATE AND LOCAL AGENCIES

<u>NRS 241.010</u>	Legislative declaration and intent.
<u>NRS 241.015</u>	Definitions.
<u>NRS 241.016</u>	Application of chapter; exempt meetings and proceedings; specific exceptions; circumvention of chapter.
<u>NRS 241.017</u>	Board of Regents to establish requirements for student governments.
<u>NRS 241.020</u>	Meetings to be open and public; size of facilities; limitations on closure of meetings; notice of meetings; copy of materials; exceptions.
<u>NRS 241.023</u>	Requirements for holding meeting by remote technology system.
<u>NRS 241.025</u>	Designee of member of public body not allowed; exception.
<u>NRS 241.028</u>	Holding closed meeting to engage in certain predecisional and deliberative discussions with federal agency.
<u>NRS 241.030</u>	Holding closed meeting to consider character, misconduct, competence or health of person, to prepare, revise, administer or grade examinations or to consider appeal of results of examination; waiver of closure of meeting by certain persons.
<u>NRS 241.031</u>	Meeting to consider character, misconduct or competence of elected member of public body or certain public officers.
<u>NRS 241.033</u>	Meeting to consider character, misconduct, competence or health of person or to consider appeal of results of examination: Written notice to person required; exception; public body required to allow person whose character, misconduct, competence or health is to be considered to attend with representative and to present evidence; attendance of additional persons; copy of record.
<u>NRS 241.034</u>	Meeting to consider administrative action against person or acquisition of real property by exercise of power of eminent domain: Written notice required; exception.
<u>NRS 241.035</u>	Public meetings: Minutes; aural and visual reproduction; transcripts.
<u>NRS 241.0353</u>	Certain statements and testimony are privileged.
<u>NRS 241.0355</u>	Majority of all members of public body composed solely of elected officials required to take action by vote; abstention not affirmative vote; reduction of quorum.
<u>NRS 241.0357</u>	Authority to delegate decisions regarding litigation.
<u>NRS 241.036</u>	Action taken in violation of chapter void.
<u>NRS 241.0365</u>	Action taken by public body to correct violation of chapter; timeliness of corrective action; effect.
<u>NRS 241.037</u>	Action by Attorney General or person denied right conferred by chapter; limitation on actions.
<u>NRS 241.039</u>	Complaints; enforcement by Attorney General; confidentiality of information compiled during investigation; subpoenas; penalty for failure or refusal to comply with subpoena; exception for public records; completion of investigation.
<u>NRS 241.0395</u>	Inclusion of item acknowledging finding by Attorney General of violation by public body on next agenda of meeting of public body; effect of inclusion.
<u>NRS 241.040</u>	Criminal and civil penalties; members attending meeting in violation of chapter not accomplices; reliance on legal advice.

NRS 241.010 Legislative declaration and intent. In enacting this chapter, the Legislature finds and declares that all public bodies exist to aid in the conduct of the people's business. It is the intent of the law that their actions be taken openly and that their deliberations be conducted openly.

(Added to NRS by 1960, 25; A 1977, 1099; 2013, 727; 2019, 3618)

NRS 241.015 Definitions. As used in this chapter, unless the context otherwise requires:

1. "Action" means:

(a) A decision made by a majority of the members present, whether in person or by means of electronic communication, during a meeting of a public body;

(b) A commitment or promise made by a majority of the members present, whether in person or by means of electronic communication, during a meeting of a public body;

(c) If a public body may have a member who is not an elected official, an affirmative vote taken by a majority of the members present, whether in person or by means of electronic communication, during a meeting of the public body; or

(d) If all the members of a public body must be elected officials, an affirmative vote taken by a majority of all the members of the public body.

2. "Deliberate" means collectively to examine, weigh and reflect upon the reasons for or against the action. The term includes, without limitation, the collective discussion or exchange of facts preliminary to the ultimate decision.

3. "Meeting":

(a) Except as otherwise provided in paragraph (b), means:

(1) The gathering of members of a public body at which a quorum is present, whether in person, by use of a remote technology system or by means of electronic communication, to deliberate toward a decision or to take action on any matter over which the public body has supervision, control, jurisdiction or advisory power.

(2) Any series of gatherings of members of a public body at which:

(I) Less than a quorum is present, whether in person or by means of electronic communication, at any individual gathering;

(II) The members of the public body attending one or more of the gatherings collectively constitute a quorum; and

(III) The series of gatherings was held with the specific intent to avoid the provisions of this chapter.

(b) Does not include a gathering or series of gatherings of members of a public body, as described in paragraph (a), at which a quorum is actually or collectively present, whether in person or by means of electronic communication:

(1) Which occurs at a social function if the members do not deliberate toward a decision or take action on any matter over which the public body has supervision, control, jurisdiction or advisory power.

(2) To receive information from the attorney employed or retained by the public body regarding potential or existing litigation involving a matter over which the public body has supervision, control, jurisdiction or advisory power and to deliberate toward a decision on the matter, or both.

(3) To receive training regarding the legal obligations of the public body, including, without limitation, training conducted by an attorney employed or retained by the public body, the Office of the Attorney General or the Commission on Ethics, if at the gathering the members do not deliberate toward a decision or action on any matter over which the public body has supervision, control, jurisdiction or advisory power.

4. Except as otherwise provided in NRS 241.016, "public body" means:

(a) Any administrative, advisory, executive or legislative body of the State or a local government consisting of at least two persons which expends or disburses or is supported in whole or in part by tax revenue or which advises or makes recommendations to any entity which expends or disburses or is supported in whole or in part by tax revenue, including, but not limited to, any board, commission, committee, subcommittee or other subsidiary thereof and includes a library foundation as defined in NRS 379.0056, an educational foundation as defined in subsection 3 of NRS 388.750 and a university foundation as defined in subsection 3 of NRS 396.405, if the administrative, advisory, executive or legislative body is created by:

(1) The Constitution of this State;

(2) Any statute of this State;

(3) A city charter and any city ordinance which has been filed or recorded as required by the applicable law;

(4) The Nevada Administrative Code;

(5) A resolution or other formal designation by such a body created by a statute of this State or an ordinance of a local government;

(6) An executive order issued by the Governor; or

(7) A resolution or an action by the governing body of a political subdivision of this State;

(b) Any board, commission or committee consisting of at least two persons appointed by:

(1) The Governor or a public officer who is under the direction of the Governor, if the board, commission or committee has at least two members who are not employees of the Executive Department of the State Government;

(2) An entity in the Executive Department of the State Government, if the board, commission or committee otherwise meets the definition of a public body pursuant to this subsection; or

(3) A public officer who is under the direction of an agency or other entity in the Executive Department of the State Government, if the board, commission or committee has at least two members who are not employed by the public officer or entity;

(c) A limited-purpose association that is created for a rural agricultural residential common-interest community as defined in subsection 6 of NRS 116.1201; and

(d) A subcommittee or working group consisting of at least two persons who are appointed by a public body described in paragraph (a), (b) or (c) if:

(1) A majority of the membership of the subcommittee or working group are members or staff members of the public body that appointed the subcommittee; or

(2) The subcommittee or working group is authorized by the public body to make a recommendation to the public body for the public body to take any action.

5. "Quorum" means a simple majority of the membership of a public body or another proportion established by law.

6. "Remote technology system" means any system or other means of communication which uses any electronic, digital or other similar technology to enable a person from a remote location to attend, participate, vote or take any other action in a meeting, even though the person is not physically present at the meeting. The term includes, without limitation, teleconference and videoconference systems.

7. "Supporting material" means material that is provided to at least a quorum of the members of a public body by a member of or staff to the public body and that the members of the public body would reasonably rely on to deliberate or take action on a matter contained in a published agenda. The term includes, without limitation, written records, audio recordings, video recordings, photographs and digital data.

8. "Working day" means every day of the week except Saturday, Sunday and any day declared to be a legal holiday pursuant to NRS 236.015.

(Added to NRS by 1977, 1098; A 1993, 2308, 2624; 1995, 716, 1608; 2001, 1123, 1836; 2009, 2214; 2011, 2384; 2013, 727; 2015, 1054; 2017, 523; 2019, 3619; 2021, 1205)

NRS 241.016 Application of chapter; exempt meetings and proceedings; specific exceptions; circumvention of chapter.

1. The meetings of a public body that are quasi-judicial in nature are subject to the provisions of this chapter.

2. The following are exempt from the requirements of this chapter:

(a) The Legislature of the State of Nevada.

(b) Judicial proceedings, including, without limitation, proceedings before the Commission on Judicial Selection and, except as otherwise provided in NRS 1.4687, the Commission on Judicial Discipline.

(c) Meetings of the State Board of Parole Commissioners when acting to grant, deny, continue or revoke the parole of a prisoner or to establish or modify the terms of the parole of a prisoner.

3. Any provision of law, including, without limitation, NRS 91.270, 219A.210, 228.495, 239C.140, 239C.420, 241.028, 281A.350, 281A.690, 281A.735, 281A.760, 284.3629, 286.150, 287.0415, 287.04345, 287.338, 288.220, 288.590, 289.387, 295.121, 315.98425, 360.247, 388.261, 388.385, 388A.495, 388C.150, 388D.355, 388G.710, 388G.730, 392.147, 392.460, 392.467, 392.4671, 394.1699, 396.1415, 396.3295, 414.270, 422.405, 433.534, 435.610, 442.774, 463.110, 480.545, 622.320, 622.340, 630.311, 630.336, 631.3635, 639.050, 642.518, 642.557, 686B.170, 696B.550, 703.196 and 706.1725, which:

(a) Provides that any meeting, hearing or other proceeding is not subject to the provisions of this chapter; or

(b) Otherwise authorizes or requires a closed meeting, hearing or proceeding.

E prevails over the general provisions of this chapter.

4. The exceptions provided to this chapter, and electronic communication, must not be used to circumvent the spirit or letter of this chapter to deliberate or act, outside of an open and public meeting, upon a matter over which the public body has supervision, control, jurisdiction or advisory powers.

(Added to NRS by 2013, 726; A 2015, 1055; 2017, 57, 990, 1597, 2462, 2510; 2019, 46, 165, 1029, 1076, 1984, 3743, 4025; 2021, 305, 928, 1092, 2337, 3163, 3697)

NRS 241.017 Board of Regents to establish requirements for student governments. The Board of Regents of the University of Nevada shall establish for the student governments within the Nevada System of Higher Education requirements equivalent to those of this chapter and shall provide for their enforcement.

(Added to NRS by 1983, 1013; A 1993, 369)—(Substituted in revision for NRS 241.038)

NRS 241.020 Meetings to be open and public; size of facilities; limitations on closure of meetings; notice of meetings; copy of materials; exceptions.

1. Except as otherwise provided by specific statute, all meetings of public bodies must be open and public, and all persons must be permitted to attend any meeting of these public bodies at a physical location or by means of a remote technology system. A meeting that is closed pursuant to a specific statute may only be closed to the extent specified in the statute allowing the meeting to be closed. All other portions of the meeting must be open and public, and the public body must comply with all other provisions of this chapter to the extent not specifically precluded by the specific statute. Public officers and employees responsible for these meetings shall make reasonable efforts to assist and accommodate persons with physical disabilities desiring to attend.

2. If any portion of a meeting is open to the public, the public officers and employees responsible for the meeting must make reasonable efforts to ensure the facilities for the meeting are large enough to accommodate the anticipated number of attendees. No violation of this chapter occurs if a member of the public is not permitted to attend a public meeting because the facilities for the meeting have reached maximum capacity if reasonable efforts were taken to accommodate the anticipated number of attendees. Nothing in this subsection requires a public body to incur any costs to secure a facility outside the control or jurisdiction of the public body or to upgrade, improve or otherwise modify an existing facility to accommodate the anticipated number of attendees.

3. Except in an emergency, written notice of all meetings must be given at least 3 working days before the meeting. The notice must include:

(a) The time, place and location of the meeting. If the meeting is held using a remote technology system pursuant to NRS 241.023 and has no physical location, the notice must include information on how a member of the public may:

(1) Use the remote technology system to hear and observe the meeting;

(2) Participate in the meeting by telephone; and

(3) Provide live public comment during the meeting and, if authorized by the public body, provide prerecorded public

comment.

(b) A list of the locations where the notice has been posted.

(c) The name, contact information and business address for the person designated by the public body from whom a member of the public may request the supporting material for the meeting described in subsection 7 and:

(1) A list of the locations where the supporting material is available to the public; or

(2) Information about how the supporting material may be found on the Internet website of the public body.

(d) An agenda consisting of:

(1) A clear and complete statement of the topics scheduled to be considered during the meeting.

(2) A list describing the items on which action may be taken and clearly denoting that action may be taken on those items by placing the term "for possible action" next to the appropriate item or, if the item is placed on the agenda pursuant to NRS 241.0365, by placing the term "for possible corrective action" next to the appropriate item.

(3) Periods devoted to comments by the general public, if any, and discussion of those comments. Comments by the general public must be taken:

(I) At the beginning of the meeting before any items on which action may be taken are heard by the public body and again before the adjournment of the meeting; or

(II) After each item on the agenda on which action may be taken is discussed by the public body, but before the public body takes action on the item.

E The provisions of this subparagraph do not prohibit a public body from taking comments by the general public in addition to what is required pursuant to sub-subparagraph (I) or (II). Regardless of whether a public body takes comments from the general public pursuant to sub-subparagraph (I) or (II), the public body must allow the general public to comment on any matter that is not specifically included on the agenda as an action item at some time before adjournment of the meeting. No

action may be taken upon a matter raised during a period devoted to comments by the general public until the matter itself has been specifically included on an agenda as an item upon which action may be taken pursuant to subparagraph (2).

(4) If any portion of the meeting will be closed to consider the character, alleged misconduct or professional competence of a person, the name of the person whose character, alleged misconduct or professional competence will be considered.

(5) If, during any portion of the meeting, the public body will consider whether to take administrative action regarding a person, the name of that person.

(6) Notification that:

(I) Items on the agenda may be taken out of order;

(II) The public body may combine two or more agenda items for consideration; and

(III) The public body may remove an item from the agenda or delay discussion relating to an item on the agenda at any time.

(7) Any restrictions on comments by the general public. Any such restrictions must be reasonable and may restrict the time, place and manner of the comments, but may not restrict comments based upon viewpoint.

4. Minimum public notice is:

(a) Posting a copy of the notice at the principal office of the public body. If the meeting is held using a remote technology system pursuant to NRS 241.023 and has no physical location, the public body must also post the notice to the Internet website of the public body not later than 9 a.m. of the third working day before the meeting is to be held unless the public body is unable to do so because of technical problems relating to the operation or maintenance of the Internet website of the public body.

(b) Posting the notice on the official website of the State pursuant to NRS 232.2175 not later than 9 a.m. of the third working day before the meeting is to be held, unless the public body is unable to do so because of technical problems relating to the operation or maintenance of the official website of the State.

(c) Providing a copy of the notice to any person who has requested notice of the meetings of the public body. A request for notice lapses 6 months after it is made. The public body shall inform the requester of this fact by enclosure with, notation upon or text included within the first notice sent. The notice must be:

(1) Delivered to the postal service used by the public body not later than 9 a.m. of the third working day before the meeting for transmittal to the requester by regular mail; or

(2) Transmitted to the requester by electronic mail sent not later than 9 a.m. of the third working day before the meeting.

5. For each of its meetings, a public body shall document in writing that the public body complied with the minimum public notice required by paragraph (a) of subsection 4. The documentation must be prepared by every person who posted a copy of the public notice and include, without limitation:

(a) The date and time when the person posted the copy of the public notice;

(b) The address of the location where the person posted the copy of the public notice; and

(c) The name, title and signature of the person who posted the copy of the notice.

6. Except as otherwise provided in paragraph (a) of subsection 4, if a public body maintains a website on the Internet or its successor, the public body shall post notice of each of its meetings on its website unless the public body is unable to do so because of technical problems relating to the operation or maintenance of its website. Notice posted pursuant to this subsection is supplemental to and is not a substitute for the minimum public notice required pursuant to subsection 4. The inability of a public body to post notice of a meeting pursuant to this subsection as a result of technical problems with its website shall not be deemed to be a violation of the provisions of this chapter.

7. Upon any request, a public body shall provide, at no charge, at least one copy of:

(a) An agenda for a public meeting;

(b) A proposed ordinance or regulation which will be discussed at the public meeting; and

(c) Subject to the provisions of subsection 8 or 9, as applicable, any other supporting material provided to the members of the public body for an item on the agenda, except materials:

(1) Submitted to the public body pursuant to a nondisclosure or confidentiality agreement which relates to proprietary information;

(2) Pertaining to the closed portion of such a meeting of the public body; or

(3) Declared confidential by law, unless otherwise agreed to by each person whose interest is being protected under the order of confidentiality.

8. The public body shall make at least one copy of the documents described in paragraphs (a), (b) and (c) available to the public at the meeting to which the documents pertain. As used in this subsection, "proprietary information" has the meaning ascribed to it in NRS 332.025.

9. Unless it must be made available at an earlier time pursuant to NRS 288.153, a copy of supporting material required to be provided upon request pursuant to paragraph (c) of subsection 7 must be:

(a) If the supporting material is provided to the members of the public body before the meeting, made available to the requester at the time the material is provided to the members of the public body; or

(b) If the supporting material is provided to the members of the public body at the meeting, made available at the meeting to the requester at the same time the material is provided to the members of the public body.

10. If the requester has agreed to receive the information and material set forth in subsection 7 by electronic mail, the public body shall, if feasible, provide the information and material by electronic mail.

11. Unless the supporting material must be posted at an earlier time pursuant to NRS 288.153, and except as otherwise provided in subsection 11, the governing body of a county or city whose population is 45,000 or more shall post the supporting material described in paragraph (c) of subsection 7 to its website not later than the time the material is provided to the members of the governing body or, if the supporting material is provided to the members of the governing body at a

meeting, not later than 24 hours after the conclusion of the meeting. Such posting is supplemental to the right of the public to request the supporting material pursuant to subsection 7. The inability of the governing body, as a result of technical problems with its website, to post supporting material pursuant to this subsection shall not be deemed to be a violation of the provisions of this chapter.

10. Except as otherwise provided in subsection 11, a public body may provide the public notice, information or supporting material required by this section by electronic mail. Except as otherwise provided in this subsection, if a public body makes such notice, information or supporting material available by electronic mail, the public body shall inquire of a person who requests the notice, information or supporting material if the person will accept receipt by electronic mail. If a public body is required to post the public notice, information or supporting material on its website pursuant to this section, the public body shall inquire of a person who requests the notice, information or supporting material if the person will accept by electronic mail a link to the posting on the website when the documents are made available. The inability of a public body, as a result of technical problems with its electronic mail system, to provide a public notice, information or supporting material or a link to a website required by this section to a person who has agreed to receive such notice, information, supporting material or link by electronic mail shall not be deemed to be a violation of the provisions of this chapter.

11. If a public body holds a meeting using a remote technology system pursuant to NRS 241.023 and has no physical location for the meeting, the public body must:

(a) Have an Internet website; and

(b) Post to its Internet website:

(1) The public notice required by this section; and

(2) Supporting material not later than the time the material is provided to the members of the governing body or, if the supporting material is provided to the members of the governing body at a meeting, not later than 24 hours after the conclusion of the meeting.

È The inability of the governing body, as a result of technical problems with its Internet website, to post supporting material pursuant to this subsection shall not be deemed to be a violation of the provisions of this chapter.

12. As used in this section, "emergency" means an unforeseen circumstance which requires immediate action and includes, but is not limited to:

(a) Disasters caused by fire, flood, earthquake or other natural causes; or

(b) Any impairment of the health and safety of the public.

(Added to NRS by 1960, 25; A 1977, 1099, 1109; 1979, 97; 1989, 570; 1991, 785; 1993, 1356, 2636; 1995, 562, 1608; 2001, 2395; 2003, 488; 2005, 2243; 2007, 1122; 2009, 2288; 2011, 2386, 2838; 2013, 729, 1884; 2015, 329, 1056; 2019, 3621; 2021, 1207)

NRS 241.023 Requirements for holding meeting by remote technology system.

1. Except as otherwise provided in subsection 2, a public body may conduct a meeting by means of a remote technology system if:

(a) A quorum is actually or collectively present, whether in person, by using the remote technology system or by means of electronic communication.

(b) Members of the public are permitted to:

(1) Attend and participate at a physical location designated for the meeting where members of the public are permitted to attend and participate; or

(2) Hear and observe the meeting, participate in the meeting by telephone and provide live public comment during the meeting using the remote technology system. A public body may also allow public comment by means of prerecorded messages.

(c) The public body reasonably ensures that any person who is not a member of the public body or a member of the public but is otherwise required or allowed to participate in the meeting is able to participate in the portion of the meeting that pertains to the person using the remote technology system. The public body shall be deemed to have complied with the requirements of this paragraph if the public body provides the person with a web-based link and a telephone number, in case of technical difficulties, that allows the person in real time to attend and participate in the meeting. Nothing in this paragraph requires a public body to provide a person with technical support to address the person's individual hardware, software or other technical issues.

2. If all members of a public body:

(a) Are required to be elected officials, the public body shall not conduct a meeting by means of a remote technology system without a physical location designated for the meeting where members of the public are permitted to attend and participate.

(b) Are not required to be elected officials, the public body shall not conduct a meeting by means of a remote technology system without a physical location designated for the meeting where members of the public are permitted to attend and participate unless the public body complies with the provisions of subsection 11 of NRS 241.020.

3. If any member of a public body attends a meeting by means of a remote technology system, the chair of the public body, or his or her designee, must make reasonable efforts to ensure that:

(a) Members of the public body and members of the public present at the physical location of the meeting can hear or observe each member attending by a remote technology system; and

(b) Each member of the public body in attendance can participate in the meeting.

(Added to NRS by 2019, 3618; A 2021, 1211)

NRS 241.025 Designee of member of public body not allowed; exception.

1. Unless the designation is expressly authorized by the legal authority pursuant to which a public body was created:

(a) The public body may not designate a person to attend a meeting of the public body in the place of a member of the

public body; and

- (b) A member of the public body may not designate a person to attend a meeting of the public body in his or her place.
 2. Any authorized designation must be made in writing or made on the record at a meeting of the public body.
 3. A person who is designated to attend a meeting of a public body in the place of a member of the public body:
 - (a) Shall be deemed to be a member of the public body for the purposes of determining a quorum at the meeting; and
 - (b) Is entitled to exercise the same powers as the regular members of the public body at the meeting.
- (Added to NRS by 2013, 726; A 2015, 1059)

NRS 241.028 Holding closed meeting to engage in certain predecisional and deliberative discussions with federal agency.

1. A public body that has entered into a memorandum of understanding or other agreement with a federal agency for the purpose of engaging with the federal agency on an action under the National Environmental Policy Act of 1969, 42 U.S.C. §§ 4321 et seq., may hold a closed meeting to engage in predecisional and deliberative discussions on the subject of the memorandum or agreement. Any such discussions in a closed meeting must:

(a) Occur only during the period before the federal agency publicly releases the document addressing the action under the National Environmental Policy Act and begins the corresponding public comment period; and

(b) Be required by the federal agency to be kept confidential under the memorandum of understanding or other agreement.

2. If a public body holds a closed meeting pursuant to subsection 1, the public body shall not include any item in the discussions for the closed meeting other than the subject of the memorandum or agreement entered into with the federal agency.

(Added to NRS by 2021, 3163)

NRS 241.030 Holding closed meeting to consider character, misconduct, competence or health of person, to prepare, revise, administer or grade examinations or to consider appeal of results of examination; waiver of closure of meeting by certain persons.

1. Except as otherwise provided in this section and NRS 241.031 and 241.033, a public body may hold a closed meeting to:

(a) Consider the character, alleged misconduct, professional competence, or physical or mental health of a person.

(b) Prepare, revise, administer or grade examinations that are conducted by or on behalf of the public body.

(c) Consider an appeal by a person of the results of an examination that was conducted by or on behalf of the public body, except that any action on the appeal must be taken in an open meeting and the identity of the appellant must remain confidential.

2. A person whose character, alleged misconduct, professional competence, or physical or mental health will be considered by a public body during a meeting may waive the closure of the meeting and request that the meeting or relevant portion thereof be open to the public. A request described in this subsection:

(a) May be made at any time before or during the meeting; and

(b) Must be honored by the public body unless the consideration of the character, alleged misconduct, professional competence, or physical or mental health of the requester involves the appearance before the public body of another person who does not desire that the meeting or relevant portion thereof be open to the public.

3. A public body may close a meeting pursuant to subsection 1 upon a motion which specifies:

(a) The nature of the business to be considered; and

(b) The statutory authority pursuant to which the public body is authorized to close the meeting.

4. This chapter does not:

(a) Prevent the removal of any person who willfully disrupts a meeting to the extent that its orderly conduct is made impractical.

(b) Prevent the exclusion of witnesses from a public or closed meeting during the examination of another witness.

(c) Require that any meeting be closed to the public.

(d) Permit a closed meeting for the discussion of the appointment of any person to public office or as a member of a public body.

(Added to NRS by 1960, 25; A 1977, 1100; 1983, 331; 1993, 2637; 2005, 977, 2244; 2011, 2384; 2013, 732)

NRS 241.031 Meeting to consider character, misconduct or competence of elected member of public body or certain public officers.

1. Except as otherwise provided in subsection 2, a public body shall not hold a closed meeting to consider the character, alleged misconduct or professional competence of:

(a) An elected member of a public body; or

(b) A person who is an appointed public officer or who serves at the pleasure of a public body as a chief executive or administrative officer or in a comparable position, including, without limitation, a president of a university, state college or community college within the Nevada System of Higher Education, a superintendent of a county school district, a county manager and a city manager.

2. The prohibition set forth in subsection 1 does not apply if the consideration of the character, alleged misconduct or professional competence of the person does not pertain to his or her role as an elected member of a public body or an appointed public officer or other officer described in paragraph (b) of subsection 1, as applicable.

(Added to NRS by 1993, 2636; A 2005, 2245)

NRS 241.033 Meeting to consider character, misconduct, competence or health of person or to consider appeal of

results of examination: Written notice to person required; exception; public body required to allow person whose character, misconduct, competence or health is to be considered to attend with representative and to present evidence; attendance of additional persons; copy of record.

1. Except as otherwise provided in subsection 7, a public body shall not hold a meeting to consider the character, alleged misconduct, professional competence, or physical or mental health of any person or to consider an appeal by a person of the results of an examination conducted by or on behalf of the public body unless it has:

- (a) Given written notice to that person of the time and place of the meeting; and
- (b) Received proof of service of the notice.

2. The written notice required pursuant to subsection 1:

(a) Except as otherwise provided in subsection 3, must be:

- (1) Delivered personally to that person at least 5 working days before the meeting; or
- (2) Sent by certified mail to the last known address of that person at least 21 working days before the meeting.

(b) May, with respect to a meeting to consider the character, alleged misconduct, professional competence, or physical or mental health of a person, include an informational statement setting forth that the public body may, without further notice, take administrative action against the person if the public body determines that such administrative action is warranted after considering the character, alleged misconduct, professional competence, or physical or mental health of the person.

(c) Must include:

(1) A list of the general topics concerning the person that will be considered by the public body during the closed meeting; and

(2) A statement of the provisions of subsection 4, if applicable.

3. The Nevada Athletic Commission is exempt from the requirements of subparagraphs (1) and (2) of paragraph (a) of subsection 2, but must give written notice of the time and place of the meeting and must receive proof of service of the notice before the meeting may be held.

4. If a public body holds a closed meeting or closes a portion of a meeting to consider the character, alleged misconduct, professional competence, or physical or mental health of a person, the public body must allow that person to:

(a) Attend the closed meeting or that portion of the closed meeting during which the character, alleged misconduct, professional competence, or physical or mental health of the person is considered;

(b) Have an attorney or other representative of the person's choosing present with the person during the closed meeting; and

(c) Present written evidence, provide testimony and present witnesses relating to the character, alleged misconduct, professional competence, or physical or mental health of the person to the public body during the closed meeting.

5. Except as otherwise provided in subsection 4, with regard to the attendance of persons other than members of the public body and the person whose character, alleged misconduct, professional competence, physical or mental health or appeal of the results of an examination is considered, the chair of the public body may at any time before or during a closed meeting:

(a) Determine which additional persons, if any, are allowed to attend the closed meeting or portion thereof; or

(b) Allow the members of the public body to determine, by majority vote, which additional persons, if any, are allowed to attend the closed meeting or portion thereof.

6. A public body shall provide a copy of any record of a closed meeting prepared pursuant to NRS 241.035, upon the request of any person who received written notice of the closed meeting pursuant to subsection 1.

7. For the purposes of this section:

(a) A meeting held to consider an applicant for employment is not subject to the notice requirements otherwise imposed by this section.

(b) Casual or tangential references to a person or the name of a person during a meeting do not constitute consideration of the character, alleged misconduct, professional competence, or physical or mental health of the person.

(c) A meeting held to recognize or award positive achievements of a person, including, without limitation, honors, awards, tenure and commendations, is not subject to the notice requirements otherwise imposed by this section.

(Added to NRS by 1993, 2636; A 2005, 977, 2246, 2248; 2011, 2388; 2019, 3624)

NRS 241.034 Meeting to consider administrative action against person or acquisition of real property by exercise of power of eminent domain: Written notice required; exception.

1. Except as otherwise provided in subsection 3:

(a) A public body shall not consider at a meeting whether to:

- (1) Take administrative action against a person; or
- (2) Acquire real property owned by a person by the exercise of the power of eminent domain.

Ê unless the public body has given written notice to that person of the time and place of the meeting.

(b) The written notice required pursuant to paragraph (a) must be:

- (1) Delivered personally to that person at least 5 working days before the meeting; or
- (2) Sent by certified mail to the last known address of that person at least 21 working days before the meeting.

Ê A public body must receive proof of service of the written notice provided to a person pursuant to this section before the public body may consider a matter set forth in paragraph (a) relating to that person at a meeting.

2. The written notice provided in this section is in addition to the notice of the meeting provided pursuant to NRS 241.020.

3. The written notice otherwise required pursuant to this section is not required if:

(a) The public body provided written notice to the person pursuant to NRS 241.033 before holding a meeting to consider the character, alleged misconduct, professional competence, or physical or mental health of the person; and

(b) The written notice provided pursuant to NRS 241.033 included the informational statement described in paragraph (b) of subsection 2 of that section.

4. For the purposes of this section, real property shall be deemed to be owned only by the natural person or entity listed in the records of the county in which the real property is located to whom or which tax bills concerning the real property are sent.

(Added to NRS by 2001, 1835; A 2001 Special Session, 155; 2005, 2247)

NRS 241.035 Public meetings: Minutes; aural and visual reproduction; transcripts.

1. Each public body shall keep written minutes of each of its meetings, including:

(a) The date, time and place of the meeting.

(b) Those members of the public body who were present, whether in person or by means of electronic communication, and those who were absent.

(c) The substance of all matters proposed, discussed or decided and, at the request of any member, a record of each member's vote on any matter decided by vote.

(d) The substance of remarks made by any member of the general public who addresses the public body if the member of the general public requests that the minutes reflect those remarks or, if the member of the general public has prepared written remarks, a copy of the prepared remarks if the member of the general public submits a copy for inclusion.

(e) Any other information which any member of the public body requests to be included or reflected in the minutes.

Unless good cause is shown, a public body shall approve the minutes of a meeting within 45 days after the meeting or at the next meeting of the public body, whichever occurs later.

2. Minutes of public meetings are public records. Minutes or an audio recording of a meeting made in accordance with subsection 4 must be made available for inspection by the public within 30 working days after adjournment of the meeting. A copy of the minutes or audio recording must be made available to a member of the public upon request at no charge. The minutes shall be deemed to have permanent value and must be retained by the public body for at least 5 years. Thereafter, the minutes may be transferred for archival preservation in accordance with NRS 239.080 to 239.125, inclusive. Minutes of meetings closed pursuant to:

(a) Paragraph (a) of subsection 1 of NRS 241.030 become public records when the public body determines that the matters discussed no longer require confidentiality and the person whose character, conduct, competence or health was considered has consented to their disclosure. That person is entitled to a copy of the minutes upon request whether or not they become public records.

(b) Paragraph (b) of subsection 1 of NRS 241.030 become public records when the public body determines that the matters discussed no longer require confidentiality.

(c) Paragraph (c) of subsection 1 of NRS 241.030 become public records when the public body determines that the matters considered no longer require confidentiality and the person who appealed the results of the examination has consented to their disclosure, except that the public body shall remove from the minutes any references to the real name of the person who appealed the results of the examination. That person is entitled to a copy of the minutes upon request whether or not they become public records.

3. All or part of any meeting of a public body may be recorded on audiotape or any other means of sound or video reproduction by a member of the general public if it is a public meeting so long as this in no way interferes with the conduct of the meeting.

4. Except as otherwise provided in subsection 8, a public body shall, for each of its meetings, whether public or closed, record the meeting on audiotape or another means of sound reproduction or cause the meeting to be transcribed by a court reporter who is certified pursuant to chapter 656 of NRS. If a public body makes an audio recording of a meeting or causes a meeting to be transcribed pursuant to this subsection, the audio recording or transcript:

(a) Must be retained by the public body for at least 3 years after the adjournment of the meeting at which it was recorded or transcribed;

(b) Except as otherwise provided in this section, is a public record and must be made available for inspection by the public during the time the recording or transcript is retained; and

(c) Must be made available to the Attorney General upon request.

5. The requirement set forth in subsection 2 that a public body make available a copy of the minutes or audio recording of a meeting to a member of the public upon request at no charge does not prohibit a court reporter who is certified pursuant to chapter 656 of NRS from charging a fee to the public body for any services relating to the transcription of a meeting.

6. A court reporter who transcribes a meeting is not required to provide a copy of any transcript, minutes or audio recording of the meeting prepared by the court reporter directly to a member of the public at no charge.

7. Except as otherwise provided in subsection 8, any portion of a public meeting which is closed must also be recorded or transcribed and the recording or transcript must be retained and made available for inspection pursuant to the provisions of subsection 2 relating to records of closed meetings. Any recording or transcript made pursuant to this subsection must be made available to the Attorney General upon request.

8. If a public body makes a good faith effort to comply with the provisions of subsections 4 and 7 but is prevented from doing so because of factors beyond the public body's reasonable control, including, without limitation, a power outage, a mechanical failure or other unforeseen event, such failure does not constitute a violation of the provisions of this chapter.

(Added to NRS by 1977, 1099; A 1989, 571; 1993, 449, 2638; 2005, 978, 1404; 2013, 323, 733; 2015, 1060; 2019, 3625)

NRS 241.0353 Certain statements and testimony are privileged.

1. Any statement which is made by a member of a public body during the course of a public meeting is absolutely privileged and does not impose liability for defamation or constitute a ground for recovery in any civil action.

2. Subject to a qualified privilege, a witness who is testifying before a public body may publish defamatory matter as part of a public meeting. It is unlawful to misrepresent any fact knowingly when testifying before a public body.

(Added to NRS by 2005, 2242; A 2021, 1212)

NRS 241.0355 Majority of all members of public body composed solely of elected officials required to take action by vote; abstention not affirmative vote; reduction of quorum.

1. A public body that is required to be composed of elected officials only may not take action by vote unless at least a majority of all the members of the public body vote in favor of the action. For purposes of this subsection, a public body may not count an abstention as a vote in favor of an action.

2. In a county whose population is 45,000 or more, the provisions of subsection 5 of NRS 281A.420 do not apply to a public body that is required to be composed of elected officials only, unless before abstaining from the vote, the member of the public body receives and discloses the opinion of the legal counsel authorized by law to provide legal advice to the public body that the abstention is required pursuant to NRS 281A.420. The opinion of counsel must be in writing and set forth with specificity the factual circumstances and analysis leading to that conclusion.

(Added to NRS by 2001, 1123; A 2003, 818; 2011, 1155)

NRS 241.0357 Authority to delegate decisions regarding litigation. A public body may delegate authority to the chair or the executive director of the public body, or an equivalent position, to make any decision regarding litigation concerning any action or proceeding in which the public body or any member or employee of the public body is a party in an official capacity or participates or intervenes in an official capacity.

(Added to NRS by 2019, 3618)

NRS 241.036 Action taken in violation of chapter void. The action of any public body taken in violation of any provision of this chapter is void.

(Added to NRS by 1983, 1012)

NRS 241.0365 Action taken by public body to correct violation of chapter; timeliness of corrective action; effect.

1. Except as otherwise provided in subsection 4, if a public body, after providing the notice described in subsection 2, takes action in conformity with this chapter to correct an alleged violation of this chapter within 30 days after the alleged violation, the Attorney General may decide not to commence prosecution of the alleged violation if the Attorney General determines foregoing prosecution would be in the best interests of the public.

2. Except as otherwise provided in subsection 4, before taking any action to correct an alleged violation of this chapter, the public body must include an item on the agenda posted for the meeting at which the public body intends to take the corrective action in conformity with this chapter. The inclusion of an item on the agenda for a meeting of a public body pursuant to this subsection is not an admission of wrongdoing for the purposes of civil action, criminal prosecution or injunctive relief.

3. For purposes of subsection 1, the period of limitations set forth in subsection 3 of NRS 241.037 by which the Attorney General may bring suit is tolled for 30 days.

4. The provisions of this section do not prohibit a public body from taking action in conformity with this chapter to correct an alleged violation of the provisions of this chapter before the adjournment of the meeting at which the alleged violation occurs.

5. Any action taken by a public body to correct an alleged violation of this chapter by the public body is effective prospectively.

(Added to NRS by 2013, 727)

NRS 241.037 Action by Attorney General or person denied right conferred by chapter; limitation on actions.

1. The Attorney General may sue in any court of competent jurisdiction to have an action taken by a public body declared void or for an injunction against any public body or person to require compliance with or prevent violations of the provisions of this chapter. The injunction:

(a) May be issued without proof of actual damage or other irreparable harm sustained by any person.

(b) Does not relieve any person from criminal prosecution for the same violation.

2. Any person denied a right conferred by this chapter may sue in the district court of the district in which the public body ordinarily holds its meetings or in which the plaintiff resides. A suit may seek to have an action taken by the public body declared void, to require compliance with or prevent violations of this chapter or to determine the applicability of this chapter to discussions or decisions of the public body. The court may order payment of reasonable attorney's fees and court costs to a successful plaintiff in a suit brought under this subsection.

3. Except as otherwise provided in NRS 241.0365:

(a) Any suit brought against a public body pursuant to subsection 1 or 2 to require compliance with the provisions of this chapter must be commenced within 120 days after the action objected to was taken by that public body in violation of this chapter.

(b) Any such suit brought to have an action declared void must be commenced within 60 days after the action objected to was taken.

(Added to NRS by 1983, 1012; A 1985, 147; 2013, 734)

NRS 241.039 Complaints; enforcement by Attorney General; confidentiality of information compiled during investigation; subpoenas; penalty for failure or refusal to comply with subpoena; exception for public records; completion of investigation.

1. A complaint that alleges a violation of this chapter may be filed with the Office of the Attorney General. The Office of the Attorney General shall notify a public body identified in a complaint of the alleged violation not more than 14 days after the complaint is filed.

2. Except as otherwise provided in subsection 3 and NRS 241.0365, the Attorney General:

(a) Shall investigate and prosecute any violation of this chapter alleged in a complaint filed not later than 120 days after the alleged violation with the Office of the Attorney General.

(b) Except as otherwise provided in paragraph (c), shall not investigate and prosecute any violation of this chapter alleged in a complaint filed with the Office of the Attorney General later than 120 days after the alleged violation.

(c) May, at his or her discretion, investigate and prosecute any violation of this chapter alleged in a complaint filed more than 120 days after the alleged violation with the Office of the Attorney General if:

(1) The alleged violation was not discoverable at the time that the alleged violation occurred; and

(2) The complaint is filed not more than 1 year after the alleged violation with the Office of the Attorney General.

3. The Attorney General is not required to investigate or prosecute any alleged violation of this chapter if the Attorney General determines that the interests of the person who filed the complaint are not significantly affected by the action of the public body that is alleged to violate this chapter. For purposes of this subsection, the interests of the person who filed the complaint are not significantly affected by the action of the public body that is alleged to violate this chapter unless:

(a) The person who filed the complaint would have standing to challenge the action of the public body in a court of law; or

(b) The person who filed the complaint:

(1) Is a natural person and resides within the geographic area over which the public body has jurisdiction; or

(2) Is any form of business, a social organization, a labor organization or any other nongovernmental legal entity in this State that has a mission or purpose to foster or protect democratic principles or promote transparency in government.

4. Except as otherwise provided in subsection 7 and NRS 239.0115, all documents and other information compiled as a result of an investigation conducted pursuant to subsection 2 are confidential until the investigation is closed.

5. In any investigation conducted pursuant to subsection 2, the Attorney General may issue subpoenas for the production of any relevant documents, records or materials.

6. A person who willfully fails or refuses to comply with a subpoena issued pursuant to this section is guilty of a misdemeanor.

7. The following are public records:

(a) A complaint filed pursuant to subsection 1.

(b) Every finding of fact or conclusion of law made by the Attorney General relating to a complaint filed pursuant to subsection 1.

(c) Any document or information compiled as a result of an investigation conducted pursuant to subsection 2 that may be requested pursuant to NRS 239.0107 from a governmental entity other than the Office of the Attorney General.

8. Upon completion of an investigation conducted pursuant to subsection 2, the Attorney General shall inform the public body that is the subject of the investigation and issue, as applicable:

(a) A finding that no violation of this chapter occurred; or

(b) A finding that a violation of this chapter occurred, along with findings of fact and conclusions of law that support the finding that a violation of this chapter occurred.

9. A public body or, if authorized by the public body, an attorney employed or retained by the public body, shall submit a response to the Attorney General not later than 30 days after receipt of any finding that the public body violated this chapter. If the Attorney General does not receive a response within 30 days after receipt of the finding, it shall be deemed that the public body disagrees with the finding of the Attorney General.

(Added to NRS by 2011, 2384; A 2013, 734; 2015, 1061; 2019, 3627)

NRS 241.0395 Inclusion of item acknowledging finding by Attorney General of violation by public body on next agenda of meeting of public body; effect of inclusion.

1. If the Attorney General makes findings of fact and conclusions of law that a public body has violated any provision of this chapter, the public body must include an item on the next agenda posted for a meeting of the public body which acknowledges the existence of the findings of fact and conclusions of law. The opinion of the Attorney General must be treated as supporting material for the item on the agenda for the purposes of NRS 241.020.

2. The inclusion of an item on the agenda for a meeting of a public body pursuant to subsection 1 is not an admission of wrongdoing for the purposes of a civil action, criminal prosecution or injunctive relief.

(Added to NRS by 2011, 2384; A 2019, 3628)

NRS 241.040 Criminal and civil penalties; members attending meeting in violation of chapter not accomplices; reliance on legal advice.

1. Except as otherwise provided in subsection 6, each member of a public body who attends a meeting of that public body where any violation of this chapter occurs, has knowledge of the violation and participates in the violation, is guilty of a misdemeanor.

2. Except as otherwise provided in subsection 6, wrongful exclusion of any person or persons from a meeting is a misdemeanor.

3. A member of a public body who attends a meeting of that public body at which a violation of this chapter occurs is not the accomplice of any other member so attending.

4. Except as otherwise provided in subsection 6, in addition to any criminal penalty imposed pursuant to this section, each member of a public body who attends a meeting of that public body where any violation of this chapter occurs and who participates in such violation with knowledge of the violation, is subject to an administrative fine in an amount not to exceed:

(a) For a first offense, \$500;

(b) For a second offense, \$1,000; and

(c) For a third or subsequent offense, \$2,500.

5. The Attorney General may recover the penalty in a civil action brought in the name of the State of Nevada in any

court of competent jurisdiction. Such an action must be commenced within 1 year after the fine is assessed.

6. No criminal penalty or administrative fine may be imposed upon a member of a public body pursuant to this section if a member of a public body violates a provision of this chapter as a result of legal advice provided by an attorney employed or retained by the public body.

(Added to NRS by 1960, 26; A 1977, 1100; 1983, 1013; 2011, 2390; 2019, 3628)

Storey County Capital Improvement Plan - *DRAFT*

Project ID	Short Name	Description	Estimated Total Project Cost	County Fund	Project Location	FTE
FY25 PROJECTS						
P3-01	Courthouse Fence Repair	Mold and foundry	\$50,000	Capital	VC	0.00
P4-07.1	Fairgrounds Upgrade Phase 2 of 2	Fairgrounds construction	\$820,000	25% Capital/75% Grant	VC	0.22
P4-11.1	LW SR Center Phase 2 of 3	LW SR Center construction	\$5,550,000	25% Capital/75% Grant	LW	3.00
P4-12.1	Fire Station 71 Phase 2 of 3	Fire Station 71 construction	\$3,000,000	25% Capital/75% Grant	VC	1.50
P4-13	Fuel Tanks	Construction - Replace double-lined fuel tanks at TRI/PW	\$225,000	75% Capital/ 25%Fire	TRI/VC	0.20
P4-15	MTCC Outdoor Reader Board	Replace message board with freestanding electronic reader board	\$50,000	Capital	MT	0.00
P4-16	VCTC Center Phase 1 of 2	Design phase of pocket park deck at Black & Howell site	\$150,000	VCTC	VC	0.11
P5-03	VC Parcourse Phase 1 of 3	Planning Phase of this Exercise Course	\$10,000	Capital	VC	0.00
P5-04	LAN	Network devices, LANs, storage, communications	\$120,000	Capital	County	0.11
P5-07.1	MT Community Center Phase 2 of 4	Construction Phase of Metal Building - To be Apparatus Bay for FD Dependent on completion of the FY24 design phase	\$600,000	Capital	MT	0.23
P5-07.2	MT Community Center Phase 3 of 4	Design/Plan Phase of Retrofit of Current Facility	\$50,000	Capital	MT	0.00
P5-12.1	VCH Community Center Phase 2 of 2	Construction Phase - Retrofit current Fire Station 72 bays to Community Center Dependent on FY24 design phase completion	\$400,000	Capital	VCH	0.23
P5-15	LW Dog Park Phase 1 of 3	Planning Phase	\$10,000	Capital	LW	0.00
P5-16	TRI Sheriff Substation Phase 1 of 2	PAR/ER/Design/Begin Construct SO Substation retrofit at SC TRI Complex	\$450,000	Capital/Grant	TRI	0.23
P5-17	SMAC Elevator Phase 1 of 2	Design Phase	\$125,000	Capital	VC	0.11
P5-18	SMAC Seismic Phase 1 of 2	Design Phase	\$18,500	Capital	VC	0.00
P5-20.1	SC Complex Restrooms Phase 2 of 2	Construction Phase Retrofit current single stall to Public restrooms	\$225,000	Capital	TRI	0.11
P5-28	Piper's Front Doors	Replace Front Doors	\$50,000	Capital/Grant	VC	0.00
P5-30	Swimming Pool Rehab Phase 1 of 3	Phase 1 of Design to begin January 2025	\$500,000	Capital	VC	0.50
P5-31	IT Expansion Phase 1 of 2	Design Phase	\$100,000	Capital	VC	0.11
P5-32	Countywide Security	Cameras and Key Fobs - continuation of security implementation from FY24	\$110,000	Capital	Countywide	0.11
P5-33	VC Jail Phase 1 of 2	Design Phase	\$1,000,000	Capital	VC	0.50
P5-34	VCH Fire Water Cistern Phase 1 of 3	Replace (6)/Add (2)	\$200,000	Capital	VCH	0.11
FY25 Projects Total			\$13,813,500			
FY25 ROADS						
R4-43.1	Lousetown Road Rehab Phase 2 of 2	New base/repave Lousetown Rd - Beginning now - Cost subject to change dependent upon what work is remaining after June 30, 2024	\$5,000,000	Roads	VCH	2.60

Storey County Capital Improvement Plan - *DRAFT*

Project ID	Short Name	Description	Estimated Total Project Cost	County Fund	Project Location	FTE
R4-44.1	Traffic Signal Milan/Electric Phase 2 of 2	Construction/SC 15% cost, Tesla 85% (Tesla to reimburse - \$1,572,500)	\$1,850,000	Capital	TRI	1.30
R4-45.1	Six Mile Turnaround Phase 2	Construction Phase/Work with Lyon Co	\$300,000	Roads	6 Mile	0.20
R5-40	Countywide Road Projects	Road rehabilitation per DOWL CIP	\$2,000,000	Infra/Roads	County	1.00
R5-43	LW Flood Mitigation Phase 1 of 2	Implement LW Flood Mitigation Study Alt. #3 Rank #2 - Dependent upon award of CPF request (federal funding) in the beginning of calendar year 2025	\$25,000	Roads	LW	0.00
R5-45	Six Mile Flood Mitigation Phase 1 of 2	Implement Six Mile drainage study - culverts - \$36,000 grant award	\$170,000	Grant/Roads	VC/6 Mile	0.11
FY25 Roads Total			\$9,345,000			
FY25 WATER/SEWER						
W5-52	Water Tank Upgrades	Repair/seal water tanks	\$85,000	Infrastructure	VC	0.00
W5-56	Gold Hill Collection System Phase 1 of 2	PAR/ER/Design Phase	\$250,000	25% Infra/75% Grant	GH	0.11
W5-57	Lead Siphon Replacement Phase 1 of 5	PAR/ER/Design Phase (100% principal forgiveness loan)	\$1,150,000	Grant	VC	0.50
FY25 Water/Sewer Total			\$1,485,000			
FY25 EQUIPMENT						
E5-61	Short-Frame Plow	Heavy plow/sander to replace International (#121)	\$350,000	Equipment Acqu.	PW	N/A
E5-62	Peterbuilt Dump Truck/Plow/Sander	For TRI	\$475,000	Equipment Acqu.	PW	N/A
E5-63	Skippy Tractor	John Deere Skippy loader box grader tractor - for drainage work & snow/ice removal	\$150,000	Equipment Acqu.	PW	N/A
E5-65	GMC Water/Sewer	GMC 3/4 ton long-bed gas pickup with shell - to replace current water truck (#103)	\$70,000	Equipment Acqu.	PW	N/A
E5-66	GMC Buildings/Grounds	GMC 4-door diesel w. utility bed - needs to pull weight - to replace (#112)	\$80,000	Equipment Acqu.	PW	N/A
E5-70	Patrol Vehicle Rotation	Per 3-year rotation. Some funds recovered auctioning our replaced vehicle.	\$80,000	Equipment Acqu.	SO	N/A
E5-71	Patrol Vehicle Rotation	Per 3-year rotation. Some funds recovered auctioning our replaced vehicle.	\$80,000	Equipment Acqu.	SO	N/A
E5-72	Patrol Vehicle Rotation	Per 3-year rotation. Some funds recovered auctioning our replaced vehicle.	\$80,000	Equipment Acqu.	SO	N/A
E5-73	Patrol Vehicle Rotation	Per 3-year rotation. Some funds recovered auctioning our replaced vehicle.	\$80,000	Equipment Acqu.	SO	N/A
E5-74	Tesla	Part of GSA with Tesla (Tesla is paying for this.)	\$88,000	Equipment Acqu.	SO	N/A
E5-75	RAM 5500 crew-cab utility	To replace current truck (#130)	\$125,000	Equipment Acqu.	PW	N/A
E5-76	RAM 5500 crew-cab utility	To replace current truck (#126)	\$125,000	Equipment Acqu.	PW	N/A
E5-77	PW Admin SUV	4-door - This is contingent upon possible SO rotation vehicle being available	\$45,000	Equipment Acqu.	PW	N/A
E5-79	Skid Steer Snowblower	Will attach to Skid Steer - for tight corners and hard to maneuver areas	\$9,000	Equipment Acqu.	PW	N/A
E5-80	125' Boom Lift	For IT and PW - to replace current lift	\$275,000	Equipment Acqu.	IT/PW	N/A

Storey County Capital Improvement Plan - *DRAFT*

Project ID	Short Name	Description	Estimated Total Project Cost	County Fund	Project Location	FTE
E5-81	Pickup	Com Dev Code Enforcer Vehicle	\$50,000	Equipment Acqu.	ComDev	N/A
FY25 Equipment Total			\$2,162,000			
*Note: All vehicles being replaced will go to auction for resale.						
FY25 STUDIES/PLANS						
S5-90	TRI Drainage Study	Drainage needs for TRI on County-owned roads and parcels	\$250,000	Planning	TRI	0.11
S5-91	Fairgrounds Traffic Study	Evaluate traffic control needs for upgraded Fairgrounds	\$150,000	?	VC	0.11
FY25 Studies/Plans Total			\$400,000			
FY25 TOTAL			\$27,205,500			



Board of Storey County Commissioners Agenda Action Report

**Meeting date: 5/21/2024 10:00 AM -
BOCC Meeting**

Estimate of Time Required: 0-5

Agenda Item Type: Consent Agenda

- **Title:** For possible action, approval of business license first readings:
 - A. Desert Rose Ranch LLC – General / 1035 Hwy 341 ~ Gold Hill, NV
 - B. Envy Concrete LLC – Contractor / 11820 Claim Stake Dr. ~ Reno, NV
 - C. Fast Eddie’s Grill LLC – Food Truck / 1729 Sabatino Dr. ~ Sparks, NV
 - D. Heavy Equipment Movers & Installation LLC – Contractor / 126 Industrial Dr. ~ Maysville, GA
 - E. The Cider House – General / 110 N. C St. Virginia City, NV
 - F. Thomas Hayward Auctioneers LLC – Out of County / 1610 Brightstone Ct. ~ Reno, NV

- **Recommended motion:** None required (if approved as part of the Consent Agenda) I move to approve all first readings (if removed from consent agenda by request).

- **Prepared by:** Ashley Mead

Department: Community Development

Contact Number: 775-847-0966

- **Staff Summary:** First readings of submitted business license applications are normally approved on the consent agenda. The applications are then submitted at the next Commissioner's meeting for approval.

- **Supporting Materials:** See Attachments

- **Fiscal Impact:** None

- **Legal review required:** False

- **Reviewed by:**

_____ Department Head

Department Name:

_____ County Manager

Other Agency Review: _____

- **Board Action:**

<input type="checkbox"/> Approved	<input type="checkbox"/> Approved with Modification
<input type="checkbox"/> Denied	<input type="checkbox"/> Continued

Storey County Community Development



110 Toll Road ~ Gold Hill Divide
P O Box 526 ~ Virginia City NV 89440

(775) 847-0966 ~ Fax (775) 847-0935
CommunityDevelopment@storeycounty.org

To: Jim Hindle, Clerk's office
Austin Osborne, County Manager

May 13, 2024
Via Email

Fr: Ashley Mead

Please add the following item(s) to the **May 21, 2024**

COMMISSIONERS Consent Agenda:

FIRST READINGS:

- A. Desert Rose Ranch LLC** – General / 1035 Hwy 341 ~ Gold Hill, NV
- B. Envy Concrete LLC** – Contractor / 11820 Claim Stake Dr. ~ Reno, NV
- C. Fast Eddie's Grill LLC** – Food Truck / 1729 Sabatino Dr. ~ Sparks, NV
- D. Heavy Equipment Movers & Installation LLC** – Contractor / 126 Industrial Dr. ~ Maysville, GA
- E. The Cider House** – General / 110 N. C St. Virginia City, NV
- F. Thomas Hayward Auctioneers LLC** – Out of County / 1610 Brightstone Ct. ~ Reno, NV

Ec: Community Development
Commissioner's Office

Planning Department
Comptroller's Office

Sheriff's Office



Board of Storey County Commissioners Agenda Action Report

Meeting date: 5/21/2024 10:00 AM -
BOCC Meeting

Estimate of Time Required: 0 min

Agenda Item Type: Consent Agenda

- **Title:** Approval of claims in the amount of \$2,242,493.42.
- **Recommended motion:** Approval of claims as submitted.
- **Prepared by:** Cory Y Wood

Department: Comptroller

Contact Number: 7758471133

- **Staff Summary:** Please find attached claims.
- **Supporting Materials:** See Attachments
- **Fiscal Impact:** N/A
- **Legal review required:** False
- **Reviewed by:**

_____ Department Head

Department Name:

_____ County Manager

Other Agency Review: _____

- **Board Action:**

<input type="checkbox"/> Approved	<input type="checkbox"/> Approved with Modification
<input type="checkbox"/> Denied	<input type="checkbox"/> Continued



By Vendor Name

Payment Date Range 04/26/2024 - 04/26/2024

⁴ County Commissioners approval is reported in the Board of County Commissioners Meeting Minutes

Processed & Submitted to Treasurer by Comptroller Admin

Date _____

Date _____

Date _____



STOREY COUNTY

Vendor History Report
By Vendor Name

Posting Date Range 04/26/2024 - 04/26/2024
Payment Date Range 04/26/2024 - 04/26/2024

Payable Number	Description	Units	Price	Post Date	1099	Payment Number	Payment Date	Amount	Shipping	Tax	Discount	Net	Payment
Item Description					Account Number		Account Name	Dist Amount					
Vendor Set: 01 - Storey County Vendors													
404300 - INTERNAL REVENUE SERVICE													
INV0018784	Medicare	0.00	0.00	4/26/2024	001-29503-000	DFT0001799	4/26/2024	80,295.10	0.00	0.00	0.00	80,295.10	80,295.10
								11,086.42	0.00	0.00	0.00	11,086.42	11,086.42
								11,086.42					
INV0018785	Social Security	0.00	0.00	4/26/2024	001-29505-000	DFT0001800	4/26/2024	1,541.60	0.00	0.00	0.00	1,541.60	1,541.60
								1,541.60					
INV0018786	Federal Income Tax w/held	0.00	0.00	4/26/2024	001-29501-000	DFT0001801	4/26/2024	36,174.40	0.00	0.00	0.00	36,174.40	36,174.40
								36,174.40					
INV0018801	Medicare	0.00	0.00	4/26/2024	001-29503-000	DFT0001803	4/26/2024	5,741.66	0.00	0.00	0.00	5,741.66	5,741.66
								5,741.66					
INV0018802	Federal Income Tax w/held	0.00	0.00	4/26/2024	001-29501-000	DFT0001804	4/26/2024	25,751.02	0.00	0.00	0.00	25,751.02	25,751.02
								25,751.02					
								25,751.02					
Vendors: (1)								80,295.10	0.00	0.00	0.00	80,295.10	80,295.10
Total 01 - Storey County Vendors:								80,295.10	0.00	0.00	0.00	80,295.10	80,295.10
Vendors: (1)								80,295.10	0.00	0.00	0.00	80,295.10	80,295.10
Report Total:								80,295.10	0.00	0.00	0.00	80,295.10	80,295.10

County Commissioners approval is reported in the
Board of County Commissioners Meeting Minutes

Processed & Submitted to Treasurer by Comptroller Admin

Approved By:

Comptroller
Treasurer



STOREY COUNTY

Payroll Check Register Report Summary

Pay Period: 4/8/2024-4/21/2024

Packet: PRPKT02079 - 2024-04-26 Payroll kc
Payroll Set: Storey County - 01

Type	Count	Amount
Regular Checks	5	6,783.65
Manual Checks	0	0.00
Reversals	0	0.00
Voided Checks	0	0.00
Direct Deposits	174	323,346.65
Total	179	330,130.30

County Commissioners approval is reported in the
Board of County Commissioners Meeting Minutes

Kyle 20240425
Processed & Submitted to Treasurer by Comptroller Admin Date

Approved By:

CMC 4-28-24
Comptroller Date
Danley 4/29/24
Treasurer Deputy Date



STOREY COUNTY

Payroll Check Register Report Summary

Pay Period: 4/8/2024-4/21/2024

Packet: PRPKT02081 - 2024-04-26: FIRE - Payroll tp

Payroll Set: Storey County - 01

Type	Count	Amount
Regular Checks	0	0.00
Manual Checks	0	0.00
Reversals	0	0.00
Voided Checks	0	0.00
Direct Deposits	46	162,154.25
Total	46	162,154.25

* County Commissioners approval is reported in the
Board of County Commissioners Meeting Minutes

Kyle R. 20240425
Processed & Submitted to Treasurer by Comptroller Admin Date

Approved By:

Chris C. 4-25-24
Comptroller Date

Mattie Smith deputy 4/29/24
Treasurer Date



STOREY COUNTY

Check Register

Packet: APPKT06485 - 2024-04-26 PR Payment kc

By Check Number

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Bank Code: AP Bank-AP Bank						
405456	PUBLIC EMPLOYEES RETIREMENT B	04/26/2024	EFT	0.00	135,140.05	10523
404869	SCSO EMPLOYEES ASSOCIATIO	04/26/2024	EFT	0.00	684.00	10524
404639	VOYA INSTITUTIONAL TRUST COMP.	04/26/2024	EFT	0.00	9,264.48	10525
300003	AFLAC	04/26/2024	Regular	0.00	1,205.06	113774
300008	AFSCME LOCAL4041	04/26/2024	Regular	0.00	606.86	113775
405519	CIGNA HEALTH & LIFE INSURANCE C	04/26/2024	Regular	0.00	200,311.22	113776
	Void	04/26/2024	Regular	0.00	0.00	113777
300001	COLONIAL LIFE & ACCIDENT INS CO	04/26/2024	Regular	0.00	103.38	113778
404704	DVM INSURANCE AGENCY	04/26/2024	Regular	0.00	46.54	113779
406598	MICHIGAN STATE DISBURSEMENT L	04/26/2024	Regular	0.00	393.79	113780
300011	NEVADA STATE TREASURER	04/26/2024	Regular	0.00	4.00	113781
406600	NORTHWEST FIRE FIGHTER BENEFIT	04/26/2024	Regular	0.00	2,173.35	113782
103233	PUBLIC EMPLY RETIREMENT SYSTEM	04/26/2024	Regular	0.00	406.17	113783
300010	STATE COLLECTION & DISBURSEMEI	04/26/2024	Regular	0.00	1,124.44	113784
300006	STOREY CO FIRE FIGHTERS ASSOC	04/26/2024	Regular	0.00	1,400.00	113785
300005	WASHINGTON NATIONAL INS	04/26/2024	Regular	0.00	2,022.17	113786

Bank Code AP Bank Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	27	12	0.00	209,796.98
Manual Checks	0	0	0.00	0.00
Voided Checks	0	1	0.00	0.00
Bank Drafts	0	0	0.00	0.00
EFT's	8	3	0.00	145,088.53
	35	16	0.00	354,885.51

County Commissioners approval is reported in the
Board of County Commissioners Meeting Minutes

Kye 20240425
Processed & Submitted to Treasurer by Comptroller Admin Date

Approved By:

JmC 4.25.24
Comptroller Date
Daley 4/29/24
Treasurer Date

Fund Summary

Fund	Name	Period	Amount
999	Pooled Cash Account	4/2024	354,885.51
			<u>354,885.51</u>



STOREY COUNTY

Check Register

Packet: APPKT06486 - 2024-04-26 PERS 715 kc

By Check Number

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Bank Code: AP Bank-AP Bank 405456	PUBLIC EMPLOYEES RETIREMENT B	04/26/2024	EFT	0.00	74,547.41	10526

Bank Code AP Bank Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	0	0	0.00	0.00
Manual Checks	0	0	0.00	0.00
Voided Checks	0	0	0.00	0.00
Bank Drafts	0	0	0.00	0.00
EFT's	2	1	0.00	74,547.41
	2	1	0.00	74,547.41

* County Commissioners approval is reported in the
Board of County Commissioners Meeting Minutes

Kym D. 20240425
Processed & Submitted to Treasurer by Comptroller Admin Date

Approved By:

C. McCa 4-28-24
Comptroller Date
Deputy 4/29/24
Treasurer Date

Fund Summary

Fund	Name	Period	Amount
999	Pooled Cash Account	4/2024	74,547.41
			<u>74,547.41</u>



STOREY COUNTY

Check Register

Packet: APPKT06521 - 2024-05-03 AP Payments cw

By Check Number

Vendor Number	Vendor DBA Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Bank Code: AP Bank-AP Bank						
406777	DOWL LLC	05/03/2024	EFT	0.00	23,152.75	10527
406510	SILVER STATE GOVERNMENT RELAT	05/03/2024	Regular	0.00	4,000.00	113787
403795	ALPINE LOCK INC	05/03/2024	Regular	0.00	363.00	113788
100135	ALSCO INC	05/03/2024	Regular	0.00	265.65	113789
406619	AMAZON BUSINESS	05/03/2024	Regular	0.00	8.71	113790
404394	GTP ACQUISTION PARTNERS II LLC	05/03/2024	Regular	0.00	1,284.77	113791
404980	HIGH SIERRA BUSINESS SYSTEMS IN	05/03/2024	Regular	0.00	4,291.69	113792
403651	ARC HEALTH AND WELLNESS	05/03/2024	Regular	0.00	640.00	113793
406362	ARMAC CONSTRUCTION LLC	05/03/2024	Regular	0.00	5,219.48	113794
406683	SIERRA MEAT CO	05/03/2024	Regular	0.00	885.49	113795
100073	AUTO & TRUCK ELECTRIC,INC	05/03/2024	Regular	0.00	500.00	113796
101605	SIERRA ELECTRONICS	05/03/2024	Regular	0.00	170.00	113797
405077	MACKAY MANSION	05/03/2024	Regular	0.00	192.00	113798
404634	SIX MILE CANYON MINI STORAGE	05/03/2024	Regular	0.00	60.00	113799
406556	BRIAN BROWN MEDIATION, LTD	05/03/2024	Regular	0.00	9,500.00	113800
403671	THE WASHOE CLUB MUSEUM	05/03/2024	Regular	0.00	237.50	113801
99763	CANYON GENERAL IMPROVEMENT I	05/03/2024	Regular	0.00	1,160.00	113802
100475	CAPITAL CITY AUTO PARTS	05/03/2024	Regular	0.00	36.62	113803
404500	CARSON DODGE CHRYSLER INC	05/03/2024	Regular	0.00	1,013.60	113804
404216	CARSON VALLEY OIL CO	05/03/2024	Regular	0.00	13,035.10	113805
100505	CITY OF CARSON TREASURER	05/03/2024	Regular	0.00	60.00	113806
405134	CMC TIRE INC	05/03/2024	Regular	0.00	9,585.06	113807
403822	COLLECTION SERVICE OF NEV	05/03/2024	Regular	0.00	303.06	113808
406406	COMSTOCK PROPANE	05/03/2024	Regular	0.00	2,697.90	113809
403773	COONS CONSTRUCTION LLC	05/03/2024	Regular	0.00	2,219.78	113810
407122	CRF LLC	05/03/2024	Regular	0.00	8.10	113811
103220	ON THE SIDE GRAPHICS & SIGNS	05/03/2024	Regular	0.00	859.04	113812
99652	COMSTOCK CHRONICLE	05/03/2024	Regular	0.00	483.00	113813
406924	FIREWISE CODE CONSULTING	05/03/2024	Regular	0.00	1,080.00	113814
405997	DIVIDE GRAPHICS	05/03/2024	Regular	0.00	375.00	113815
403576	DOMINION VOTING SYSTEMS INC.	05/03/2024	Regular	0.00	238.55	113816
406836	DUNSEATH KEY CO. INC.	05/03/2024	Regular	0.00	295.00	113817
406059	3D CONCRETE LLC	05/03/2024	Regular	0.00	130.85	113818
403835	EWING IRRIGATION PRODUCTS, INC	05/03/2024	Regular	0.00	2,517.12	113819
407011	F. W. CARSON CO	05/03/2024	Regular	0.00	25,975.00	113820
404509	FASTENAL COMPANY	05/03/2024	Regular	0.00	1,888.41	113821
406618	FOOD BANK OF NORTHERN NEVADA	05/03/2024	Regular	0.00	156.00	113822
100826	FOURTH WARD SCHOOL MUSEUM	05/03/2024	Regular	0.00	44.00	113823
407074	GARDA CL SOUTHWEST INC	05/03/2024	Regular	0.00	298.90	113824
103470	GREAT BASIN TERMITE & PEST CON	05/03/2024	Regular	0.00	440.00	113825
406941	BLIZZ INC	05/03/2024	Regular	0.00	3,000.00	113826
407116	HICKS, SARAH	05/03/2024	Regular	0.00	500.00	113827
405293	HIGHLAND ELECTRIC AND LIGHTING	05/03/2024	Regular	0.00	121,130.50	113828
407121	HIGLEY, CHRIS	05/03/2024	Regular	0.00	500.00	113829
406595	APEX SOFTWARE	05/03/2024	Regular	0.00	490.00	113830
100978	INTERSTATE OIL CO	05/03/2024	Regular	0.00	6,484.52	113831
405726	IT1 CONSULTING, LLC	05/03/2024	Regular	0.00	4,851.46	113832
403834	IT1 SOURCE LLC	05/03/2024	Regular	0.00	2,756.70	113833
103317	SILVER STATE INTERNATIONAL TRUC	05/03/2024	Regular	0.00	2,690.64	113834
403269	JET PLUMBING & DRAIN SERVICES	05/03/2024	Regular	0.00	659.20	113835
103032	JOHN DEERE FINANCIAL POWERPLA	05/03/2024	Regular	0.00	76.05	113836
406617	JOHN H BURROWS INC	05/03/2024	Regular	0.00	577.49	113837
406645	JOHN'S SPRING AND SUSPENSION LI	05/03/2024	Regular	0.00	275.00	113838
406964	FIRE APPARATUS SOLUTIONS	05/03/2024	Regular	0.00	52.92	113839

Check Register

Packet: APPKT06521-2024-05-03 AP Payments cw

Vendor Number	Vendor DBA Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
103284	KNECHT, RAQUEL	05/03/2024	Regular	0.00	116.08	113840
101040	L N CURTIS & SONS	05/03/2024	Regular	0.00	662.76	113841
101030	LIFE-ASSIST INC	05/03/2024	Regular	0.00	1,533.13	113842
406650	LIVINGSTON, PAUL	05/03/2024	Regular	0.00	138.00	113843
405548	LUMOS & ASSOCIATES, INC	05/03/2024	Regular	0.00	16,986.00	113844
406484	LAST RESORT DJ SERVICE	05/03/2024	Regular	0.00	250.00	113845
102857	MICHAEL HOHL MOTOR CO	05/03/2024	Regular	0.00	300,000.00	113846
102857	MICHAEL HOHL MOTOR CO	05/03/2024	Regular	0.00	279.63	113847
406758	NAVIANT, INC	05/03/2024	Regular	0.00	29,069.88	113848
101265	NEV EMPLOYMENT SECURITY	05/03/2024	Regular	0.00	6,116.56	113849
101269	NEVADA LEGAL SERVICES INC	05/03/2024	Regular	0.00	820.00	113850
407108	NEVADA WATER RESOURCES ASSOC	05/03/2024	Regular	0.00	500.00	113851
407119	NORRIS, MEGAN	05/03/2024	Regular	0.00	500.00	113852
406600	NORTHWEST FIRE FIGHTER BENEFIT	05/03/2024	Regular	0.00	5,274.09	113853
99806	CONCENTRA MEDICAL CENTERS	05/03/2024	Regular	0.00	799.00	113854
102782	OFFICE DEPOT	05/03/2024	Regular	0.00	3,809.98	113855
405127	O'REILLY AUTO PARTS	05/03/2024	Regular	0.00	4,510.11	113856
	Void	05/03/2024	Regular	0.00	0.00	113857
403895	WAY IT WAS MUSEUM	05/03/2024	Regular	0.00	136.50	113858
404837	PIPER'S OPERA HOUSE	05/03/2024	Regular	0.00	5.00	113859
403329	PROTECTION DEVICES INC	05/03/2024	Regular	0.00	1,134.85	113860
406997	QHIK INDUSTRIES LLC	05/03/2024	Regular	0.00	490.00	113861
404863	REFUSE, INC	05/03/2024	Regular	0.00	715.79	113862
403952	RENO CARSON LUMBER	05/03/2024	Regular	0.00	1,356.72	113863
101520	RENO PAINT MART INC	05/03/2024	Regular	0.00	195.55	113864
407110	ANTHEM BLUE CROSS AND BLUE SH	05/03/2024	Regular	0.00	27,849.64	113865
404911	RON'S REFRIGERATION, INC	05/03/2024	Regular	0.00	190.00	113866
406778	SILVER STATE ANALYTICAL LABORAT	05/03/2024	Regular	0.00	704.00	113867
406367	SHEPHERD SCOTT F.	05/03/2024	Regular	0.00	500.00	113868
404187	SAWDUST TRAILS	05/03/2024	Regular	0.00	17.00	113869
101630	NV ENERGY	05/03/2024	Regular	0.00	43,194.00	113870
101630	NV ENERGY	05/03/2024	Regular	0.00	18,180.37	113871
	Void	05/03/2024	Regular	0.00	0.00	113872
407095	THE SINATRA UNIFORM COMPANY	05/03/2024	Regular	0.00	2,124.94	113873
403234	TAHOE SUPPLY COMPANY LLC	05/03/2024	Regular	0.00	183.40	113874
405989	TSA CUSTOM CAR AND TRUCK	05/03/2024	Regular	0.00	4,772.99	113875
101717	ST CO SCHOOL DISTRICT	05/03/2024	Regular	0.00	54,052.83	113876
101745	ST CO WATER SYSTEM	05/03/2024	Regular	0.00	4,138.26	113877
101229	OFFICE OF THE STATE CONTROLLER	05/03/2024	Regular	0.00	280,767.38	113878
103267	SILVER STATE INDUSTRIES	05/03/2024	Regular	0.00	7,402.00	113879
101335	STATE OF NEVADA, DEPT OF TAXAT	05/03/2024	Regular	0.00	144.12	113880
406494	ROY C STRALLA ATTORNEY AT LAW I	05/03/2024	Regular	0.00	5,000.00	113881
403892	PONDEROSA MINE TOURS	05/03/2024	Regular	0.00	1,105.00	113882
407051	SUNRISE DISTRIBUTING LLC	05/03/2024	Regular	0.00	2,418.90	113883
406676	SWITCH	05/03/2024	Regular	0.00	3,175.37	113884
407068	SYSCO SACRAMENTO INC	05/03/2024	Regular	0.00	1,210.06	113885
407120	TACKETT, JAMES	05/03/2024	Regular	0.00	500.00	113886
407029	THE ABBIE AGENCY	05/03/2024	Regular	0.00	40,770.00	113887
403225	TRI GENERAL IMPROVEMENT	05/03/2024	Regular	0.00	1,136.40	113888
405112	TYLER TECHNOLOGIES, INC	05/03/2024	Regular	0.00	250.00	113889
406738	UBEO BUSINESS SERVICES	05/03/2024	Regular	0.00	52.05	113890
405929	CALNEVA SIGNS	05/03/2024	Regular	0.00	8,934.98	113891
102962	UNIFORMITY	05/03/2024	Regular	0.00	1,444.50	113892
403728	UNITED SITE SERVICES OF NEVADA,	05/03/2024	Regular	0.00	1,673.64	113893
406623	US FOODS INC	05/03/2024	Regular	0.00	13,585.46	113894
405143	U.S. GEOLOGICAL SURVEY	05/03/2024	Regular	0.00	7,832.50	113895
403268	CELLCO PARTNERSHIP	05/03/2024	Regular	0.00	517.48	113896
404147	VIRGINIA CITY GRAND PRIX	05/03/2024	Regular	0.00	2,500.00	113897
403723	VIRGINIA HIGHLANDS VFD	05/03/2024	Regular	0.00	1,050.00	113898
101899	GRAINGER	05/03/2024	Regular	0.00	35.83	113899
405574	WASHOE COUNTY FORENSIC SCIENC	05/03/2024	Regular	0.00	605.00	113900

Check Register

Packet: APPKT06521-2024-05-03 AP Payments cw

Vendor Number	Vendor DBA Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
101920	WESTERN NEVADA SUPPLY CO	05/03/2024	Regular	0.00	2,489.42	113901
405184	UNIFORMS2YOU / RENO UNIFORMS	05/03/2024	Regular	0.00	1,142.84	113902
404295	WELLS ONE COMMERCIAL CARD	05/03/2024	Bank Draft	0.00	48,241.22	DFT0001810

Bank Code AP Bank Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	261	114	0.00	1,153,612.85
Manual Checks	0	0	0.00	0.00
Voided Checks	0	2	0.00	0.00
Bank Drafts	40	1	0.00	48,241.22
EFT's	2	1	0.00	23,152.75
	303	118	0.00	1,225,006.82

* County Commissioners approval is reported in the
Board of County Commissioners Meeting Minutes

C. Wood
Processed & Submitted to Treasurer by Comptroller Admin

5/2/24
Date

Approved By:

[Signature]
Comptroller

5-2-24
Date

[Signature]
Treasurer

5/6/24
Date

Fund Summary

Fund	Name	Period	Amount
999	Pooled Cash Account	5/2024	1,225,006.82
			<u>1,225,006.82</u>



Storey County Water and Sewer Board
Agenda Action Report

Meeting date: 5/21/2024 10:00 AM -
BOCC Meeting

Estimate of Time Required: 10

Agenda Item Type: Discussion/Possible Action

- **Title:** Review and possible approval of the 2024-2025 Storey County Water and Sewer Final Budget for submission to the Nevada Department of Taxation.
- **Recommended motion:** I, Commissioner _____, approve the 2024-2025 Storey County Sewer Final Budget and direct the Storey County Comptroller to submit the final budget to the Department of Taxation.
- **Prepared by:** Jennifer McCain

Department: Comptroller

Contact Number: 7758471133

- **Staff Summary:** Attached is the Storey County Water and Sewer FY25 Final Budget on the Nevada Department of Taxation forms. The documents represent a compilation of the information that has been presented to the Board and the public during the past three Commission meetings.
- **Supporting Materials:** See Attachments
- **Fiscal Impact:** yes
- **Legal review required:** False
- **Reviewed by:**

_____ Department Head

Department Name:

_____ County Manager

Other Agency Review: _____

- **Board Action:**

<input type="checkbox"/> Approved	<input type="checkbox"/> Approved with Modification
<input type="checkbox"/> Denied	<input type="checkbox"/> Continued



STOREY COUNTY COMMISSIONERS' OFFICE

Storey County Courthouse
26 South "B" Street
P.O. Box 176 Virginia City, Nevada 89440
Phone (775) 847-0968 Fax (775) 847-0949

Nevada Department of Taxation
1550 College Parkway, Suite 115
Carson City, NV 89706-7937

Storey County - Virginia Divide Sewer here with submits the (FINAL) budget for the
fiscal year ending June 30, 2024

This budget contains 0 funds, including Debt Service, requiring property tax revenues totaling \$

The property tax rates computed herein are based on preliminary data. If the final state computed revenue limitation permits, the tax rate will be increased by an amount not to exceed 0 If the final computation requires, the tax rate will be lowered.

This budget contains 0 governmental fund types with estimated expenditures of \$ and
1 proprietary funds with estimated expenses of \$455,483

Copies of this budget have been filed for public record and inspection in the offices enumerated in NRS 354.596 (Local Government Budget and Finance Act).

CERTIFICATION

APPROVED BY THE GOVERNING BOARD

I Jennifer McCain
(Print Name)
Storey County Comptroller
(Title)

certify that all applicable funds and financial
operations of this Local Government are
listed herein

Signed: _____

Dated: _____

Jay Carmona, Chairman

Clay Mitchell, Vice-Chairman

Lance Gilman, Commissioner

SCHEDULED PUBLIC HEARING:

Date and Time: May 16, 2023@ 10:00 A.M.

Publication Date: May 5, 2023

Place: Storey County Courthouse, District Courtroom

26 South B Street, Virginia City, NV 89440

**Virginia Divide Sewer
2023-2024**

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FULL TIME EQUIVALENT EMPLOYEES BY FUNCTION

	ACTUAL PRIOR YEAR ENDING 6/30/23	ESTIMATED CURRENT YEAR ENDING 6/30/24	BUDGET YEAR ENDING 6/30/25
General Government			
Judicial			
Public Safety			
Public Works	1	1	1
Sanitation			
Health			
Welfare			
Culture and Recreation			
Community Support			
TOTAL GENERAL GOVERNMENT	1	1	1
Utilities			
Hospitals			
Transit Systems			
Airports			
Other			
TOTAL	1	1	1
POPULATION (AS OF JULY 1)	1515	1515	1515
SOURCE OF POPULATION ESTIMATE*	Sewer Hookups 572 X 2.65		
Assessed Valuation (Secured and Unsecured Only)	33,733,284	38,426,257	42,168,405
Net Proceeds of Mines			
TOTAL ASSESSED VALUE	33,733,284	38,426,257	42,168,405
TAX RATE			
General Fund			
Special Revenue Funds			
Capital Projects Funds			
Debt Service Funds			
Enterprise Fund			
Other			
TOTAL TAX RATE			

*** Use the population certified by the state in March each year. Small districts may use a number developed per the instructions (page 6) or the best information available.**

Virginia Divide Sewer
(Local Government)

SCHEDULE S-2 - STATISTICAL DATA

	(1) ACTUAL PRIOR YEAR ENDING 6/30/2023	(2) ESTIMATED CURRENT YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 6/30/2025	
			TENTATIVE APPROVED	FINAL APPROVED
PROPRIETARY FUND				
OPERATING REVENUE				
Sewer Charges	451,207	453,000	498,000	498,000
Gold Hill Sewer				
Late Charges				
Total Operating Revenue	451,207	453,000	498,000	498,000
OPERATING EXPENSE				
Salaries & Wages	117,237	132,130	143,071	143,071
Benefits	79,158	120,957	120,645	116,812
Services & Supplies	97,844	170,265	195,600	195,600
Capital Outlay				
Depreciation/Amortization	500,015			
Total Operating Expense	794,254	423,352	459,316	455,483
Operating Income or (Loss)	(343,047)	29,648	38,684	42,517
NONOPERATING REVENUES				
Grants/Bonds		0	0	0
Interest Earned	12,069			25,000
Other Income				
Capital Contributions		18,000		
Total Nonoperating Revenues	12,069	18,000	0	25,000
NONOPERATING EXPENSES				
Interest	(118,120)	115,894		
Capital Outlay		143,164		
Total Nonoperating Expenses	(118,120)	259,058	0	-
Net Income before Operating Transfers	(449,098)	(211,410)	38,684	67,517
Transfers (Schedule T)				
In <i>(different budget)</i>	830,000	210,000	210,000	210,000
Out			259,058	259,058
Net Operating Transfers				
CHANGE IN NET POSITION	380,902	(1,410)	38,684	67,517

Virginia Divide Sewer
(Local Government)

SCHEDULE F-1 REVENUES, EXPENSES AND NET POSITION

Fund: Virginia Divide Sewer

	(1)	(2)	(3)	(4)
	ACTUAL PRIOR YEAR ENDING 6/30/2023	ESTIMATED CURRENT YEAR ENDING 6/30/2024	BUDGET YEAR ENDING 6/30/2025 TENTATIVE APPROVED	BUDGET YEAR ENDING 6/30/2025 FINAL APPROVED
PROPRIETARY FUND				
A. CASH FLOWS FROM OPERATING				
Cash Inflows:				
Sewer Charges	449,258	453,000	498,000	498,000
Gold Hill Sewer				
Late Charges				
Cash Outflows:				
Salaries & Wages	-116,721	-132,130	-143,071	-143,071
Benefits	-73,042	-120,957	-120,645	-120,645
Services & Supplies	-100,836	-170,265	-195,600	-195,600
a. Net cash provided by (or used for) operating activities	158,659	29,648	38,684	38,684
B. CASH FLOWS FROM NONCAPITAL FINANCING ACTIVITIES:				
Cash Inflows:				
Bonds/Grants			-	
Cash Outflows:				
Capital Outlay			-	
b. Net cash provided by (or used for) noncapital financing activities	0	-	-	-
C. CASH FLOWS FROM CAPITAL AND RELATED FINANCING ACTIVITIES:				
Cash Inflows:				
Transfer from Funds	830,000	210,000		210,000
Capital Contributed		18,000		
Cash Outflows:				
Debt Service				
Interest	-120,604	-115,894		
Capital Outlay	-138,455	-143,164		
c. Net cash provided by (or used for) capital and related financing activities	570,941	-31,058	0	210,000
D. CASH FLOWS FROM INVESTING ACTIVITIES:				
Cash Inflows:				
Interest Earnings	12,069	40,000		25,000
d. Net cash provided by (or used in) investing activities	12,069	40,000	0	25,000
NET INCREASE (DECREASE) in cash and cash equivalents (a+b+c+d)	741,669	38,590	38,684	273,684
CASH AND CASH EQUIVALENTS AT JULY 1, 20xx	200,352	942,023	980,613	980,613
CASH AND CASH EQUIVALENTS AT JUNE 30, 20xx	942,023	980,613	1,019,297	1,254,297

Virginia Divide Sewer
(Local Government)

SCHEDULE F-2 STATEMENT OF CASH FLOWS

Fund: Virginia Divide Sewer

Page: 4
Schedule F-2

TRANSFERS IN				TRANSFERS OUT		
FUND TYPE	FROM FUND	PAGE	AMOUNT	TO FUND	PAGE	AMOUNT
GENERAL FUND						
SUBTOTAL						
SPECIAL REVENUE FUNDS						
Sewer - 130 to USDA - 135 (different Budget)	Sewer -130	3	259,058	USDA - 135 (different Budget)	28	259,058
Infrastructure - 080 to Sewer - 130 (different Budget)	Infrastructure - 080 (different Budget)	26	210,000	Sewer -130	3	210,000
SUBTOTAL			469,058			469,058

Virginia Divide Sewer
(Local Government)

SCHEDULE T - TRANSFER RECONCILIATION

SCHEDULE OF EXISTING CONTRACTS

Budget Year 2024-2025

Local Government: Virginia Divide Sewer

Contact:

E-mail Address:

Daytime Telephone:

Total Number of Existing Contracts: 0

Line	Vendor	Effective Date of Contract	Termination Date of Contract	Proposed Expenditure FY 2022-23	Proposed Expenditure FY 2023-24	Reason or need for contract:
1	SBP Utility Services	7/1/2024	6/30/2025	\$ 34,200	\$ 42,000.00	Support Plant Operators
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						
16						
17						
18						
19						
20	Total Proposed Expenditures					

Additional Explanations (Reference Line Number and Vendor):

SCHEDULE OF PRIVATIZATION CONTRACTS

Budget Year 2024-2025

Local Government: Virginia Divide Sewer

Contact:

E-mail Address:

Daytime Telephone:

Total Number of Privatization Contracts: 0

Line	Vendor	Effective Date of Contract	Termination Date of Contract	Duration (Months/ Years)	Proposed Expenditure FY 2023-24	Proposed Expenditure FY 2024-25	Position Class or Grade	Number of FTEs employed by Position Class or Grade	Equivalent hourly wage of FTEs by Position Class or Grade	Reason or need for contract:
1	NONE									
2										
3										
4										
5										
6										
7										
8	Total									

Attach additional sheets if necessary.

PROPRIETARY FUND	(1) ACTUAL PRIOR YEAR ENDING 6/30/2023	(2) ESTIMATED CURRENT YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
OPERATING REVENUE				
Water Charges	519,326	583,000	596,106	596,106
Water Study Surcharge	96,735	100,000	100,500	100,500
Permit Fee	9,062	8,000	9,300	9,300
Late Charges	7,904	8,000	9,000	9,000
Total Operating Revenue	633,027	699,000	714,906	714,906
OPERATING EXPENSE				
Salaries & Wages	108,439	115,136	128,629	128,629
Benefits	94,679	101,138	112,923	108,805
Services & Supplies	396,900	439,878	549,300	647,868
Capital Outlay				
Depreciation/Amortization	131,741			
Total Operating Expense	731,759	656,152	790,852	885,302
Operating Income or (Loss)	(98,732)	42,848	(75,946)	(170,396)
NONOPERATING REVENUES				
Capital Contributions				
Interest Earned	18,764	30,000	20,000	55,000
Rents	15,600	12,000	19,800	19,800
USDA WTR Loan				
Miscellaneous	2,444			
Transfer from capital projects funds				
Grants and capital contributions		14,100		
Total Nonoperating Revenues	36,808	56,100	39,800	74,800
NONOPERATING EXPENSES				
Interest Expense				
USDA WTR Loan PYBK	-			
Capital Outlay				
Total Nonoperating Expenses	-	-	-	-
Net Income before Operating Transfers	(61,924)	98,948	(36,146)	(95,596)
Transfers (Schedule T)				
In			98,568	98,568
Out				
Net Operating Transfers				
CHANGE IN NET POSITION	(61,924)	98,948	62,422	2,972

Storey County
(Local Government)

SCHEDULE F-1 REVENUES, EXPENSES AND NET POSITION

Fund: Water

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Schedule F-1

	(1)	(2)	(3)	(4)
	ACTUAL PRIOR YEAR ENDING 6/30/2023	ESTIMATED CURRENT YEAR ENDING 6/30/2024	BUDGET YEAR ENDING 06/30/25 TENTATIVE APPROVED	BUDGET YEAR ENDING 06/30/25 FINAL APPROVED
PROPRIETARY FUND				
A. CASH FLOWS FROM OPERATING				
Cash Inflows:				
Water Charges	636,834	580,000	580,000	580,000
Miscellaneous	2,444			
Cash Outflows:				
Salaries & Wages	-108,646	-115,136	-128,629	-128,629
Benefits	-69,924	-101,138	-112,923	-108,805
Services & Supplies	-413,494	-439,878	-549,300	-647,868
a. Net cash provided by (or used for) operating activities	47,214	-76,152	-210,852	-305,302
B. CASH FLOWS FROM NONCAPITAL FINANCING ACTIVITIES:				
Cash Inflows:				
Customer Deposits	-2,800			
Rents	15,600	12,000	19,800	19,800
USDA Wtr Loan				
Cash Outflows:				
Capital outlay				
b. Net cash provided by (or used for) noncapital financing activities	12,800	12,000	19,800	19,800
C. CASH FLOWS FROM CAPITAL AND RELATED FINANCING ACTIVITIES:				
Cash Inflows:				
Capital Contribution		14,100	16,106	16,106
Debt Service				
Transfer from funds				
Cash Outflows:				
Debt Service	-64,476	-65,113	-65,940	-65,940
Interest		-33,454	-32,627	-32,627
Capital Outlay				
Interfund Transfer				
c. Net cash provided by (or used for) capital and related				
Net Cash (used) by Capital Related Activities	-64,476	-84,467	-82,461	-82,461
D. CASH FLOWS FROM INVESTING ACTIVITIES:				
Cash Inflows:				
Interest Earnings	18,764	30,000	20,000	55,000
d. Net cash provided by (or used in) investing activities	18,764	30,000	20,000	55,000
NET INCREASE (DECREASE) in cash and cash equivalents (a+b+c+d)	14,302	-118,619	-253,513	-312,963
CASH AND CASH EQUIVALENTS AT JULY 1, 20xx	1,537,894	1,552,196	1,433,577	1,433,577
CASH AND CASH EQUIVALENTS AT JUNE 30, 20xx	1,552,196	1,433,577	1,180,064	1,120,614

Storey County
(Local Government)

SCHEDULE F-2 STATEMENT OF CASH FLOWS

Fund: Water



Board of Storey County Fire Commissioners Agenda Action Report

Meeting date: 5/21/2024 10:00 AM -
BOCC Meeting

Estimate of Time Required: 10

Agenda Item Type: Discussion/Possible Action

- **Title:** Review and possible approval of the 2024-2025 Storey County Fire Protection District Final Budget for submission to the Nevada Department of Taxation.
- **Recommended motion:** I, Commissioner _____, approve the 2024-2025 Storey County Fire Protection District Final Budget and direct the Storey County Comptroller to submit the final budget to the Nevada Department of Taxation.
- **Prepared by:** Jennifer McCain

Department: Comptroller

Contact Number: 7758471133

- **Staff Summary:** Attached is the Storey County Fire Protection District Final Budget on the official Nevada Department of Taxation budget forms. These documents represent a compilation of information that has been presented to the Board and the public during the past three Commission meetings.
- **Supporting Materials:** See Attachments
- **Fiscal Impact:**
- **Legal review required:** False
- **Reviewed by:**

_____ Department Head

Department Name:

_____ County Manager

Other Agency Review: _____

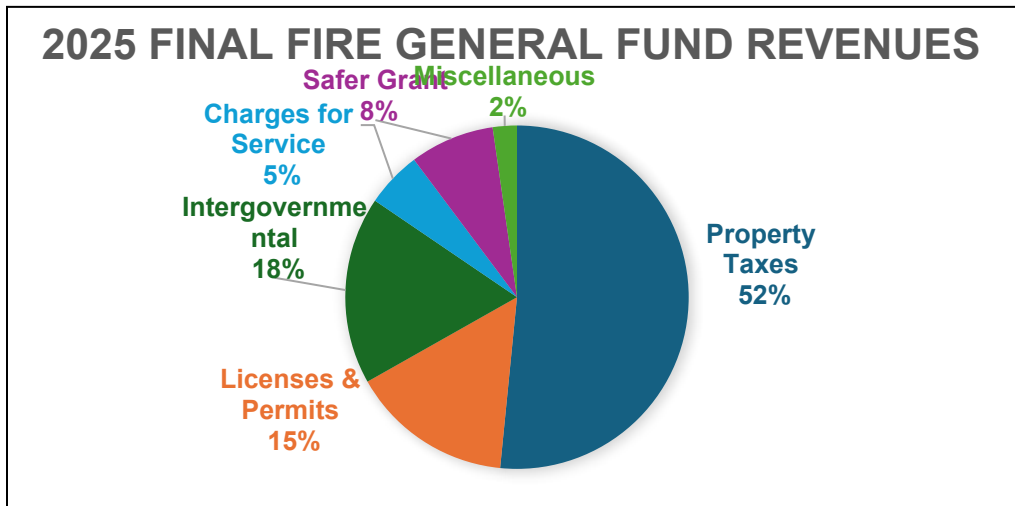
- **Board Action:**

<input type="checkbox"/> Approved	<input type="checkbox"/> Approved with Modification
<input type="checkbox"/> Denied	<input type="checkbox"/> Continued

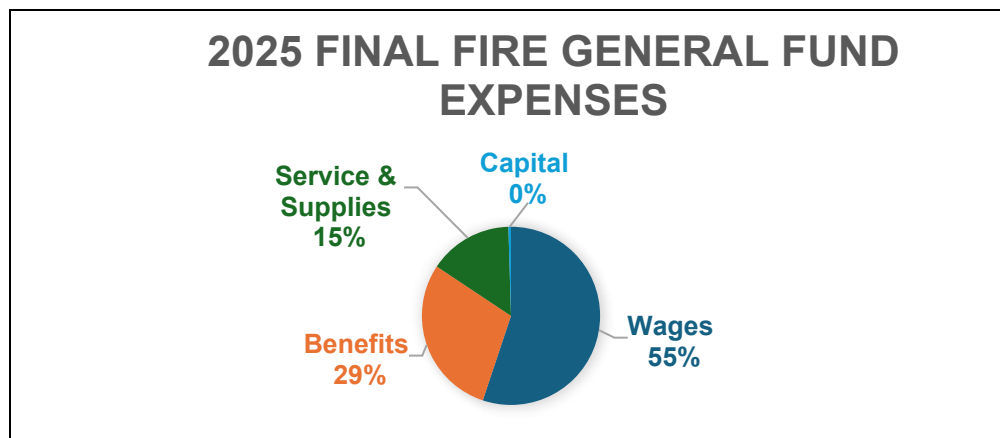
Storey County Fire Protection District FY25 Final Budget

The attached Storey County Fire Protection District Final Budget has no changes from the last update during the May 7 2024, budget review.

The Fire General Fund Revenues are projected to be \$14,035,871 of which 52% is from property tax, followed by Intergovernmental Funding at 18%.



The Fire General Fund Expenses are projected to be \$13,751,117 of which 55% is wages, 29% is Benefits, and 15% is Service & Supplies.



Revenues for other funds are covering or exceeding expenses. The Capital Projects Fund is projected to have an Ending Fund Balance of approximately \$380,000 if all ordered equipment and vehicles are delivered during the fiscal year, however recent information proves that unlikely As discussed in the May 7th meeting the Fire District is seeking approximately \$1.5 million in grants between State forestry, Federal Fuels control, and equipment upgrade grants.



STOREY COUNTY FIRE PROTECTION DISTRICT

145 North C Street
P.O. Box 603
Virginia City, NV 89440
(775) 847-0954 Phone • (775) 847-0987 Fax

Nevada Department of Taxation
1550 College Parkway, Suite 115
Carson City, NV 89706-7937

Storey County - Fire Protection District (474) _____ herewith submits the (FINAL) budget for the
fiscal year ending June 30, 2024

This budget contains 1 funds, including Debt Service, requiring property tax revenues totaling \$ 7,243,078

The property tax rates computed herein are based on preliminary data. If the final state computed revenue limitation permits,
the tax rate will be increased by an amount not to exceed 0 If the final computation requires, the tax rate will be
lowered.

This budget contains 5 governmental fund types with estimated expenditures of \$ 24,575,566 and
0 proprietary funds with estimated expenses of \$ 0

Copies of this budget have been filed for public record and inspection in the offices enumerated in NRS 354.596 (Local
Government Budget and Finance Act).

CERTIFICATION

I Jennifer McCain
(Print Name)
Storey County Comptroller
(Title)

certify that all applicable funds and financial
operations of this Local Government are
listed herein

Signed _____

Dated: _____

APPROVED BY THE GOVERNING BOARD

Jay Carmona, Chairman

Clay Mitchel, Vice-Chairman

Lance Gilman Commissioner

SCHEDULED PUBLIC HEARING:

Date and Time May 16, 2023 @ 10:00A.M.

Publication Date May 5, 2023

Place: Storey County Courthouse, District Courtroom 26 South "B" Street, Virginia City, Nevada 89440

FIRE DISTRICT 474
2024-2025 INDEX

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STOREY COUNTY FIRE PROTECTION DISTRICT

145 North "C" Street
P.O. Box 603
Virginia City, NV 89440
(775) 847-0954 Phone • (775) 847-0987 Fax

STOREY COUNTY FIRE PROTECTION DISTRICT BUDGET MESSAGE

The following Final Budget for the Storey County Fire Protection District 474 is for the fiscal year beginning July 1, 2024 and ending June 30, 2025.

Previously, the Fire Fund was within the Storey County General. The tax rates associated with the Fire Fund and the Wildland Fire Fund transferred at the current rates to the new Fire Protection District 474 Fund on July 1, 2014 per Resolution 14-395 and Resolution 14-396 along with the audited ending fund balances.

A new Capital Projects Fund was created in the 2016-2017 budget year by Resolution 16-435. The short-term and long-term plan for expenditures from this fund is to utilize the money in the fund to purchase capital assets for the benefit of the firefighting and fire-prevention efforts of the 474 Fire District.

A new Grant Fund was created on April 6, 2021 by Resolution 21-606 and went into operation on July 1, 2021. This fund has been added to the 2021-2022 budget year. The plan for this is fund is to allow for a clear tracking of grant revenue and expenses for the 474 Fire District.

The Storey County Fire Fighters' Association IAFF Local 4227 union contract is effective through June 30, 2026.

FULL TIME EQUIVALENT EMPLOYEES BY FUNCTION

	ACTUAL PRIOR YEAR ENDING 6/30/2023	ESTIMATED CURRENT YEAR ENDING 6/30/2024	BUDGET YEAR ENDING 6/30/2025
General Government			
Judicial			
Public Safety	37	39	39
Public Works			
Sanitation			
Health			
Welfare			
Culture and Recreation			
Community Support			
TOTAL GENERAL GOVERNMENT	37	39	39
Utilities			
Hospitals			
Transit Systems			
Airports			
Other			
TOTAL	37	39	39
POPULATION (AS OF JULY 1)	4,304	4,427	4,454
SOURCE OF POPULATION ESTIMATE*	Revenue Projections NV Dept of Taxation B-1		
Assessed Valuation (Secured and Unsecured Only)	2,957,123,851	2,802,786,720	3,589,095,999
Net Proceeds of Mines			
TOTAL ASSESSED VALUE	2,957,123,851	2,802,786,720	3,589,095,999
TAX RATE			
General Fund	0.5446	0.5446	0.5446
Special Revenue Funds			
Capital Projects Funds			
Debt Service Funds			
Enterprise Fund			
Other			
TOTAL TAX RATE	0.5446	0.5446	0.5446

* Use the population certified by the state in March each year. Small districts may use a number developed per the instructions (page 6) or the best information available.

STOREY COUNTY FIRE PROTECTION DISTRICT 474
(Local Government)

SCHEDULE S-2 - STATISTICAL DATA

PROPERTY TAX RATE AND REVENUE RECONCILIATION

Fiscal Year 2024-2025

	(1) ALLOWED TAX RATE	(2) ASSESSED VALUATION	(3) ALLOWED AD VALOREM REVENUE [(1) X (2)/100]	(4) TAX RATE LEVIED	(5) TOTAL AD VALOREM REVENUE WITH NO CAP [(2, line A)X(4)/100]	(6) AD VALOREM TAX ABATEMENT [(5) - (7)]	(7) AD VALOREM REVENUE WITH CAP
OPERATING RATE:							
A. PROPERTY TAX Subject to Revenue Limitations	0.6007	3,589,095,999	21,559,700	0.5446	143,563,840	126,245,790	17,318,050
B. PROPERTY TAX Outside Revenue Limitations:	0.6007		-	0.5446	XXXXXXXXXXXXXX		
Net Proceeds of Mines			-				
VOTER APPROVED:			-				
C. Voter Approved Overrides			-				
LEGISLATIVE OVERRIDES			-				
D. Accident Indigent (NRS 428.185)			-				
E. Indigent (NRS 428.285)			-				
F. Capital Acquisition (NRS 354.59815)			-				
G. Youth Services Levy (NRS 62B.150, 62B.160)			-				
H. Legislative Overrides			-				
I. SCRT Loss (NRS 354.59813)			-				
J. Other:			-				
K. Other:			-				
L. SUBTOTAL LEGISLATIVE OVERRIDES			-				
M. SUBTOTAL A, C, L	0.6007	3,589,095,999	21,559,700	0.5446	143,563,840	126,245,790	17,318,050
N. Debt							
O. TOTAL M AND N	0.6007	3,589,095,999	21,559,700	0.5446	143,563,840	126,245,790	17,318,050

STOREY COUNTY FIRE PROTECTION DISTRICT 474

SCHEDULE S-3 - PROPERTY TAX RATE AND REVENUE RECONCILIATION

The Allowed Revenue required for column 3 can be obtained from the March 15 Final Revenue Projections or manually calculated.
If an entity chooses to budget for an amount in column 5 which is lower or higher than the amount produced by the formula,
please attach an explanation.

STOREY COUNTY FIRE PROTECTION DISTRICT 474

Page: 3
Schedule A

<u>REVENUES</u>	(1) YEAR ENDING 6/30/2023	(2) ESTIMATED YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
AD VALOREM				
General Government				
Property	4,997,722	4,784,964	7,243,078	7,243,078
				-
				-
				-
SubTotal	4,997,722	4,784,964	7,243,078	7,243,078
Intergovernmental Revenues				
SCCRT	2,592,606	3,144,610	2,483,759	2,483,759
Subtotal	2,592,606	3,144,610	2,483,759	2,483,759
Licenses and Permits				
Non-Business				
License	93,186	10,750	30,000	30,000
Permits	2,411,423	2,161,000	2,112,000	2,112,000
Subtotal	2,504,609	2,171,750	2,142,000	2,142,000
Other Financing Source				
Grants	227,724	1,059,256	-	1,118,034
Subtotal	227,724	1,059,256	-	1,118,034
Charges for Service				
Public Safety				
Fire/Ambulance Fees	418,471	403,000	530,000	530,000
Transport/Accident Recovery	435,560	415,000	190,000	190,000
Special Events	9,610	5,000	10,000	10,000
Other Fees - Tesla	1,311,649	1,110,736	10,000	10,000
Subtotal	2,175,290	1,933,736	740,000	740,000
Miscellaneous				
General Government				
Interest	137,486	35,000	35,000	319,000
Miscellaneous -Other	88,562			
Subtotal	226,048	35,000	35,000	319,000
SubTotal all Revenue Sources	12,723,999	13,129,316	12,643,837	14,045,871

STOREY COUNTY FIRE PROTECTION DISTRICT 474
(Local Government)

SCHEDULE B - GENERAL FUND

AND ACTIVITY	(1)	(2)	(3)	(4)
	YEAR ENDING 6/30/2023	ESTIMATED YEAR ENDING 6/30/2024	BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
FUNCTION SUMMARY				
General Government				
Judicial				
Public Safety	7,363,658	11,151,585	12,489,090	17,832,057
Public Works				
Sanitation				
Health				
Welfare				
Culture and Recreation				
Community Support				
Debt Service				
Intergovernmental Expenditures				
TOTAL EXPENDITURES - ALL FUNCTIONS	7,363,658	11,151,585	12,489,090	17,832,057
OTHER USES:				
CONTINGENCY (Not to exceed 3% of Total Expenditures all Functions)	-	331,887	376,692	376,692
Transfers Out (Schedule T)				
Transfer Capital Projects	700,000	1,000,000	4,000,000	4,000,000
Transfer to Grants			3,000	3,000
Transfers to Fire Emergency		50,000		
Transfers to USDA (<i>diff. budget</i>)	142,640	142,640	142,640	142,640
Transfers to TRI Payback				
SubTotal	842,640	1,524,527	4,522,332	4,522,332
TOTAL EXPENDITURES AND OTHER U	8,206,298	12,676,112	17,011,422	22,354,389
ENDING FUND BALANCE:	9,691,323	10,394,527	6,126,942	2,186,009
TOTAL GENERAL FUND COMMITMENTS AND FUND BALANCE	17,897,621	23,070,639	23,138,364	24,540,398

STOREY COUNTY FIRE PROTECTION DISTRICT 474
(Local Government)

SCHEDULE B - GENERAL FUND

SCHEDULE B SUMMARY - EXPENDITURES, OTHER USES AND FUND BALANCE

USDA is a fund within the Storey County Budget

<u>REVENUES</u>	(1)	(2)	(3) (4) BUDGET YEAR ENDING 06/30/25	
	YEAR ENDING 6/30/2023	ESTIMATED YEAR ENDING 6/30/2024	TENTATIVE APPROVED	FINAL APPROVED
Charges for Services	-	-	-	-
Subtotal		-	-	-
OTHER FINANCING SOURCES:				
Operating Transfers In (Schedule T)		50,000		-
BEGINNING FUND BALANCE	250,000	250,000	100,000	100,000
Prior Period Adjustment(s)				
Residual Equity Transfers				
TOTAL BEGINNING FUND BALANCE	250,000	250,000	100,000	100,000
TOTAL RESOURCES	250,000	300,000	100,000	100,000
<u>EXPENDITURES</u>				
Public Safety				
Fire				
Salaries & Wages	-			
Employee Benefits	-			
Services & Supplies	-	200,000		75,000
Capital Outlay	-		-	-
Subtotal	-	200,000	-	75,000
OTHER USES				
CONTINGENCY (not to exceed 3% of total expenditures)				
Transfers Out (Schedule T)				
ENDING FUND BALANCE	250,000	100,000	100,000	25,000
TOTAL COMMITMENTS & FUND BALANCE	250,000	300,000	100,000	100,000

STOREY COUNTY FIRE PROTECTION DISTRICT 474
(Local Government)

Fund: Fire Emergency

REVENUES	(1)	(2)	(3) (4) BUDGET YEAR ENDING 06/30/25	
	YEAR ENDING 6/30/2023	ESTIMATED YEAR ENDING 6/30/2024	TENTATIVE APPROVED	FINAL APPROVED
Charges for Service				
Other Revenues	639,262	574,635	644,000	644,000
Subtotal	639,262	574,635	644,000	644,000
OTHER FINANCING SOURCES:				
Operating Transfers In (Schedule T)				
BEGINNING FUND BALANCE	990,639	844,157	578,983	578,983
Prior Period Adjustment(s)				
Residual Equity Transfers				
TOTAL BEGINNING FUND BALANCE	990,639	844,157	578,983	578,983
TOTAL RESOURCES	1,629,901	1,418,792	1,222,983	1,222,983
EXPENDITURES				
Public Safety				
Fire				
Salaries & Wages	137,891	355,000	342,000	342,000
Employee Benefits	26,678	39,174	21,446	21,446
Services & Supplies	109,826	195,635	170,040	170,040
Capital Outlay	11,349		10,000	10,000
Subtotal	285,744	589,809	543,486	543,486
OTHER USES				
CONTINGENCY (not to exceed 3% of total expenditures)				
Transfers Out (Schedule T)				
Transfer to Fire General	500,000	250,000	100,000	100,000
Total Expenditures	785,744	839,809	643,486	643,486
ENDING FUND BALANCE	844,157	578,983	579,497	579,497
TOTAL COMMITMENTS & FUND BALANCE	1,129,901	1,418,792	1,222,983	1,222,983

STOREY COUNTY FIRE PROTECTION DISTRICT 474
(Local Government)

Fund: Mutual Aid

<u>REVENUES</u>	(1)	(2)	(3) (4) BUDGET YEAR ENDING 06/30/25	
	YEAR ENDING 6/30/2023	ESTIMATED YEAR ENDING 6/30/2024	TENTATIVE APPROVED	FINAL APPROVED
Fire Capital Projects				
Interest	21,127	10,000	-	44,000
Subtotal	21,127	10,000	-	44,000
OTHER FINANCING SOURCES:				
Operating Transfers In (Schedule T)	700,000	1,000,000	4,000,000	4,000,000
SubTotal Revenue	721,127	1,010,000	4,000,000	4,044,000
BEGINNING FUND BALANCE	659,663	1,349,361	921,361	921,361
Prior Period Adjustment(s)				
Residual Equity Transfers				
TOTAL BEGINNING FUND BALANCE	659,663	1,349,361	921,361	921,361
TOTAL RESOURCES	1,380,790	2,359,361	4,921,361	4,965,361
<u>EXPENDITURES</u>				
Public Safety				
Fire				
Capital Outlay	31,429	1,438,000	4,430,425	4,587,925
Subtotal	31,429	1,438,000	4,430,425	4,587,925
OTHER USES				
CONTINGENCY (not to exceed 3% of total expenditures)				
Transfers Out (Schedule T)				
ENDING FUND BALANCE	1,349,361	921,361	490,936	377,436
TOTAL COMMITMENTS & FUND BALANCE	1,380,790	2,359,361	4,921,361	4,965,361

STOREY COUNTY FIRE PROTECTION DISTRICT 474
(Local Government)

Fund: Capital Projects

<u>REVENUES</u>	(1)	(2)	(3) (4) BUDGET YEAR ENDING 06/30/25	
	YEAR ENDING 6/30/2023	ESTIMATED YEAR ENDING 6/30/2024	TENTATIVE APPROVED	FINAL APPROVED
Intergovernmental				
Grants		-		-
Federal	756,498	606,470	133,207	153,760
State	4,997		367,564	755,064
Subtotal	761,495	606,470	500,771	908,824
OTHER FINANCING SOURCES:				
Other Grants		1,676,306		592,675
Operating Transfers In (Schedule T)				
Transfer from Fire General			3,000	3,000
Subtotal	-	1,676,306	3,000	595,675
SubTotal Revenue	761,495	2,282,776	503,771	1,504,499
BEGINNING FUND BALANCE	8,560	(40,217)	110,237	110,237
Prior Period Adjustment(s)				
Residual Equity Transfers				
TOTAL BEGINNING FUND BALANCE	8,560	(40,217)	110,237	110,237
TOTAL RESOURCES	770,055	2,242,559	614,008	1,614,736
<u>EXPENDITURES</u>				
Salaries & Wages	517,578	659,323	237,000	500,000
Employee Benefits	233,203	325,294	128,423	127,424
Services & Supplies	59,293	847,705	133,028	909,674
Capital Outlay	198	300,000		
Activity Subtotal	810,272	2,132,322	498,451	1,537,098
Subtotal Expenditures	810,272	2,132,322	498,451	1,537,098
ENDING FUND BALANCE	(40,217)	110,237	115,557	77,638
TOTAL COMMITMENTS & FUND BALANCE	770,055	2,242,559	614,008	1,614,736

STOREY COUNTY FIRE PROTECTION DISTRICT 474
(Local Government)

Fund: Grants

LOBBYING EXPENSE ESTIMATE

Pursuant to NRS 354.600 (3), **each** (emphasis added) local government budget must obtain a separate statement of anticipated expenses relating to activities designed to influence the passage or defeat of legislation in an upcoming legislative session.

Nevada Legislature: 80th Session; February 4, 2025 to June 3, 2025

1. Activity:	NONE	
2. Funding Source:		
3. Transportation		\$
4. Lodging and meals		\$
5. Salaries and Wages		\$
6. Compensation to lobbyists		\$
7. Entertainment		\$
8. Supplies, equipment & facilities; other personnel and services spent in Carson City		\$
Total		\$

Entity: STOREY COUNTY FIRE PROTECTION DISTRICT 474

Budget Year 2019-2020

Page: ____14____

Schedule 30

SCHEDULE OF EXISTING CONTRACTS

Budget Year 2024-2025

Local Government: STOREY COUNTY FIRE PROTECTION DISTRICT 474

Contact: _____

E-mail Address: _____

Daytime Telephone: _____

Total Number of Existing Contracts: 0

Line	Vendor	Effective Date of Contract	Termination Date of Contract	Proposed Expenditure FY 2023-24	Proposed Expenditure FY 2024-25	Reason or need for contract:
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						
16						
17						
18						
19						
20	Total Proposed Expenditures			\$ -	\$ -	

Additional Explanations (Reference Line Number and Vendor):

Budget Year 2024-2025

STOREY COUNTY FIRE PROTECTION DISTRICT 474

Local Government:

Contact:

E-mail Address:

Daytime Telephone:

Total Number of Privatization Contracts:

0

[illegible]

Attach additional sheets if necessary.



Board of Storey County Commissioners Agenda Action Report

Meeting date: 5/21/2024 10:00 AM -
BOCC Meeting

Estimate of Time Required: 20

Agenda Item Type: Discussion/Possible Action

- **Title:** Consideration and possible approval of the acceptance of the renewal from the Nevada Public Agency Insurance Pool (POOL) for liability and casualty insurance along with the deductible option for FY24-25.
- **Recommended motion:** : I, Commissioner _____, move to approve the renewal from the Nevada Public Agency Insurance Pool (POOL) for liability and casualty insurance with a deductible of \$ _____, not to exceed \$640,000 for FY24-25.
- **Prepared by:** Jennifer McCain

Department: Comptroller

Contact Number: 7758471133

- **Staff Summary:** Attached is the renewal proposal from LP Insurance detailing the POOL insurance coverage. Currently Storey County carries a \$5000 deductible per loss. Staff recommends a discussion raising this deductible to \$25,000 per loss. Jared Rossi with LP Insurance will be present to review coverages and deductible options ranging from \$5000 -\$25,000.
- **Supporting Materials:** See Attachments
- **Fiscal Impact:** yes
- **Legal review required:** False
- **Reviewed by:**

_____ Department Head

Department Name:

_____ County Manager

Other Agency Review: _____

- **Board Action:**

<input type="checkbox"/> Approved	<input type="checkbox"/> Approved with Modification
<input type="checkbox"/> Denied	<input type="checkbox"/> Continued



NEVADA PUBLIC AGENCY INSURANCE POOL MEMBER COVERAGE SUMMARY

Prepared For:
Storey County

Prepared By:
LP Insurance Services, Inc.

**THANK YOU FOR
YOUR
MEMBERSHIP!**



Dear POOL Member:

Thank you for your continuing leadership commitment to serving your communities by fulfilling your public service mission. The POOL continues to offer programs, services and support for Members' financial security and collaborating with you in support of your mission.

This Member Coverage Summary reflects the successful negotiations with multiple markets to obtain cost-effective terms, conditions and pricing for approval by the POOL Board on behalf of all Members.

As owners of the POOL, you approved the extensive risk management services, such as POOL/PACT HR services including its training courses and ELearning modules on important HR topics. Enrollment in POOL's ELearning programs including Target Solutions Fire/EMS training, KnowBe4 email security training continues to reach an increasing number of employees for convenient and cost-effective learning. Our ongoing focus on law enforcement policies and practices targeted jail and road operations with onsite and virtual assessments and sample policies.

We encourage you to discuss the POOL's services with staff and your agent. We regularly update our website and encourage you to visit www.poolpact.com to utilize a growing base of HR and risk management information in the resource libraries. While there, look for the POOL Coverage documents, board and committee agendas and minutes.

Thanks to all Member volunteers who serve on our boards and committees. These volunteers do a superb job of representing the interests of the Members of your POOL.

Sincerely,

Wayne Carlson
Executive Director
Nevada Public Agency Insurance Pool



NEVADA PUBLIC AGENCY INSURANCE POOL COVERAGE SUMMARY

RENEWAL PROPOSAL	COVERAGE PERIOD	NAMED ASSURED	MAINTENANCE DEDUCTIBLE
	07/01/2024 – 07/01/2025 Standard Time	Storey County	\$5,000

Property Coverage

Coverage	Limit per Loss	
Property	\$300,000,000	Per Schedule of Locations

The following sub-limits apply to Section V. C. Extensions of Property Coverage:

Accounts Receivable	\$5,000,000 per loss
Arson Reward	10% up to \$25,000 per loss
Debris Removal - Mold/ Asbestos	\$100,000
Earthquake	\$150,000,000 aggregate
Flood	\$150,000,000 aggregate \$25,000,000 aggregate - Flood Zone A
Equipment Breakdown	\$100,000,000 per loss
• Loss of Income & Extra Expense	included
• Hazardous Substance Coverage	\$250,000 per loss
• Spoilage Coverage	\$250,000 per loss
• Data Restoration	\$100,000 per loss
• Electrical Risk Improvements	\$10,000
Expediting Expenses	\$25,000 per loss
Unintentional Errors and Omissions	\$5,000,000 per loss
Money and Securities	\$500,000 per loss
Ordinance or Law – LEED Building	\$500,000
Agreed Value Vehicles	Per Attachment D, if applicable



NEVADA PUBLIC AGENCY INSURANCE POOL COVERAGE SUMMARY

Liability Coverage

The Limits of Liability are as *follows*:

Coverage	Limit per Named Assured	Annual Aggregate Limit per Named Assured
Per Event	\$10,000,000	\$10,000,000
<i>All Sublimits are a part of and not in addition to the Limits of Liability.</i>		
<i>Liability Sublimits:</i>		
• Additional Assured (Lessors) (Section I, item 2)	\$2,000,000	
• Weed Spray Property Damage (Section IV, item 3 (B) (2) (ix))	\$250,000	\$250,000
• Emergency Response to Pollution (Section IV, item 3 (B) (2) (v))	\$1,000,000	\$1,000,000
• Criminal Defense Fees and Costs (Section VI, part C, item 4)	\$50,000	\$50,000
• Defense for Regulatory Agency Actions (Section VI, part C, item 16)	\$50,000	
Sexual Abuse Sublimit (Section VI, part C, item 21)	\$2,500,000	\$2,500,000
<i>Retroactive Date</i>		<i>May 1, 1987 except as shown in Attachment C</i>



NEVADA PUBLIC AGENCY INSURANCE POOL COVERAGE SUMMARY

Cyber Risk Coverage Form

CYBER SECURITY RISK COVERAGE			
PART ONE: Terms and Conditions			
SECURITY RISK COVERAGE LIMITS	Limit per Named Assured Per PRIVACY OR SECURITY EVENT	Annual Aggregate Limit Per All Named Assureds	
PART TWO: Privacy or Security Liability Limits	\$1,000,000	\$ 1,000,000 up to \$15,000,000 aggregate all POOL Members combined	
<i>The following sub-limits are a part of and not in addition to the Limits of Liability:</i>			
PART THREE: Security Failure/Privacy Event Management Coverage	\$100,000		
PART FOUR: Network Interruption Coverage	\$250,000		
Proof of Loss Preparation Costs (as defined), (Separate Limit)	\$50,000		
Retroactive Date		July 1, 2013	



NEVADA PUBLIC AGENCY INSURANCE POOL COVERAGE SUMMARY

Environmental Liability Coverage

The Limits of Liability are as follows:

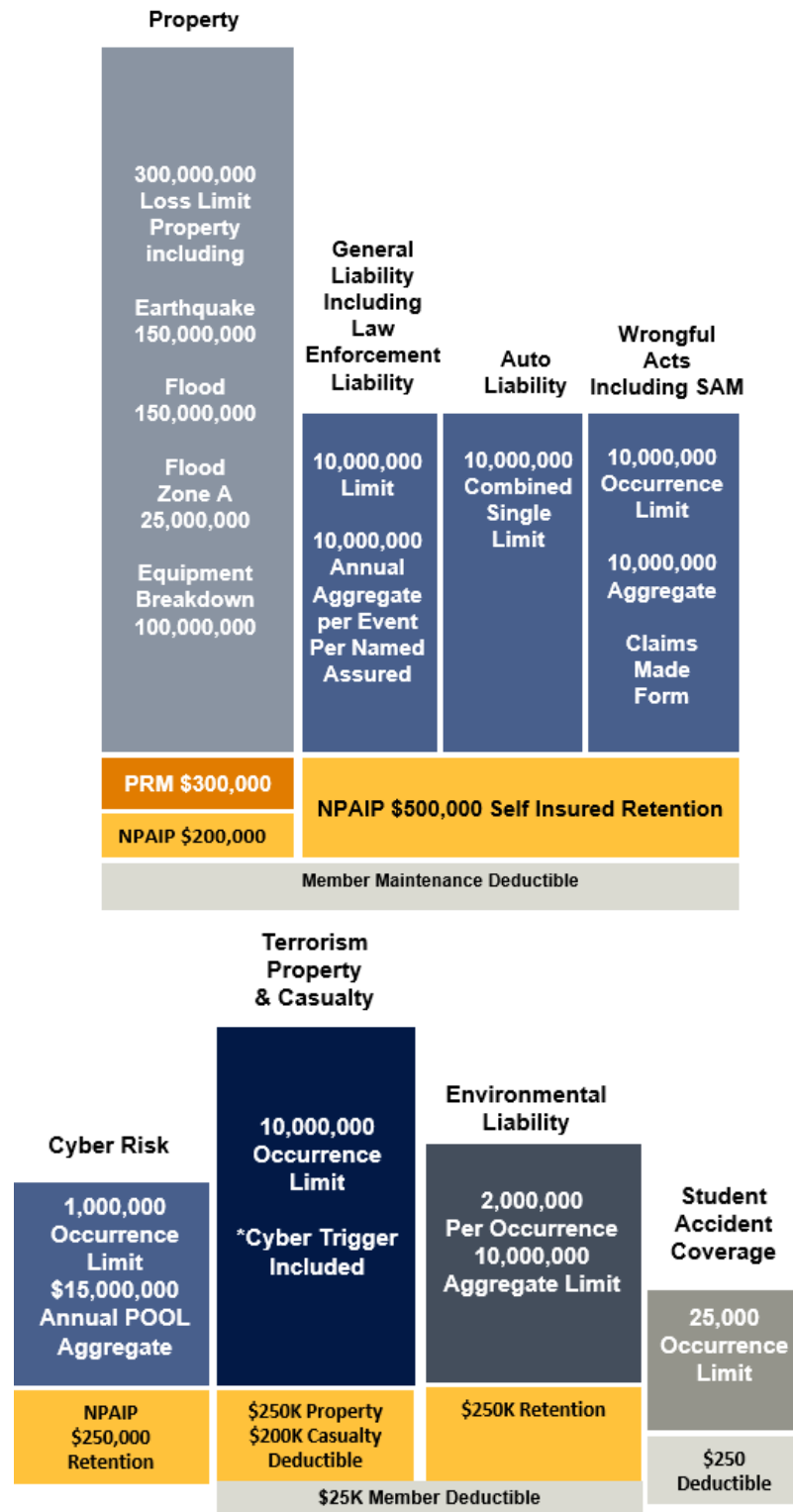
Coverage A	Third Party Claims for Bodily Injury, Property Damage or Remediation Expense
Coverage B	First Party Remediation Expense
Coverage C	Emergency Response Expense
Coverage D	Business Interruption

COVERAGE	DEDUCTIBLE	EACH INCIDENT LIMIT	AGGREGATE LIMIT
A,B,C	\$25,000	\$2,000,000	\$10,000,000

COVERAGE	DEDUCTIBLE	BUSINESS INTERRUPTION LIMIT (Days)	BUSINESS INTERRUPTION LIMIT (\$)
D	3 Days	365	\$2,000,000



NPAIP 2024 - 2025 Program Structure





NEVADA PUBLIC AGENCY INSURANCE POOL COVERAGE SUMMARY

Member Contribution Current \$5,000 Maintenance Deductible:

Total Cost:	\$639,750.28
Agent Compensation:	\$44,774.80
Total Program Cost Including All POOL Services:	\$684,525.08

Optional \$2,500 Maintenance Deductible:

Total Cost:	\$664,818.28
Agent Compensation:	\$46,529.56
Total Program Cost Including All POOL Services:	\$711,347.84

Optional \$10,000 Maintenance Deductible:

Total Cost:	\$610,244.59
Agent Compensation:	\$42,709.40
Total Program Cost Including All POOL Services:	\$652,953.99

Optional \$25,000 Maintenance Deductible:

Total Cost:	\$549,906.57
Agent Compensation:	\$38,485.74
Total Program Cost Including All POOL Services:	\$588,392.31



NEVADA PUBLIC AGENCY INSURANCE POOL COVERAGE SUMMARY

The current market conditions have softened a little over last year and the economic inflation is not as hard felt. With the softening market, contributions are mainly reflecting changes in exposures, such as Total Insured Values, Number of Employees, Amount of Payroll, Number of Law Enforcement, Number of Students, Firefighters, EMT's, and the Number of Vehicles (below is a breakdown of your application exposures year-over-year).

For All Members Property, NPAIP obtained a Flat rate compared to expiring, due to our long-term relationship in the London Market.

Municipality Liability for NPAIP continues to be impacted by adverse loss development related to social inflation, law enforcement and climate change.

The School Liability for NPAIP continues to be impacted by large settlements due to Wrongful Acts including Sexual Abuse and Molestation.

Coverage:

Maintenance Deductible:	\$5,000
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	2023	2024	Percent (%) Change
Program Cost Comparison	\$582,826.91	\$684,525.08	17.45%

Key Exposures:

	2023	2024	Percent (%) Change
Payroll	\$12,339,425	\$13,170,601	6.74%
Total Insured Values	\$95,085,525	\$97,306,119	2.34%
Auto Count	137	159	16.06%
Law Enforcement	24	41	70.83%
Employees	169	193	14.20%
EMT's	38	39	2.63%
Student ADA			0.00%
Teachers	0	0	0.00%



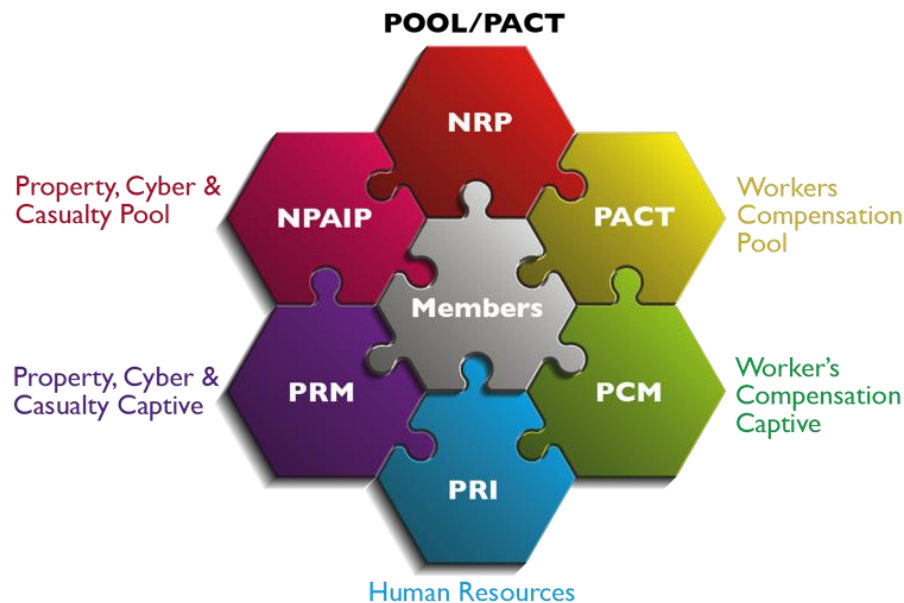
POOL/PACT – HERE FOR YOU

Members Helping Members

In 1987, four Nevada counties formed their own risk sharing pool. Now over thirty years later, the majority of Nevada's public entities remain committed to each other and the mission of their risk pool organization. POOL/PACT continues to excel in providing an unparalleled level of service to our members. Our mission seeks to help members manage their risks so they can serve the public effectively.

The POOL Board is comprised of dedicated, hardworking, and ethical Member leaders focused on public risk management. They continue to do an excellent job of representing the interests of the Member-owners of POOL/PACT.

Our members continue to see great value in being part of POOL/PACT because of extensive services, which keeps membership retention strong. POOL/PACT encourages you to discuss the services we offer with your insurance agent – its valued partner in the POOL program.



POOL Executive Committee

Josh Foli - Chair (Lyon County)
Geof Stark – Director (Churchill County)
Amanda Osborne - Director (Elko County)
Dan Murphy – Vice Chair (Pershing Co.SD)
Gina Rackley – Fiscal Officer (Humboldt Co)
Ann Cyr - Director (Carson City SD)
Scott Lindgren - Director (TDFPD)

PACT Executive Committee

Paul Johnson - Chair (White Pine CSD)
Mike Giles – Vice Chair (City of Lovelock)
Amana Osborne - Trustee (Elko County)
Josh Foli – Fiscal Officer (Lyon County)
Robyn Dunckhorst - Trustee (Humboldt GH)
Paul Sikora - Trustee (Boulder City)
Joe Westerlund – Trustee (Town of Tonopah)



RISK MANAGEMENT BENEFITS AND SERVICES

POOL/PACT LOSS CONTROL COMMITTEE

Develops, administers, and supervises Risk Management policy, procedure, and planning • Supports innovative risk reduction and/or mitigation programs • Develops and administers risk control techniques to reduce the frequency and severity of losses

ENTERPRISE RISK MANAGEMENT EXCELLENCE PROGRAM

A voluntary program developed to assist POOL/PACT members achieve operational excellence in the delivery of public service through effective risk management • Develops understanding of Enterprise Risk Management – that risk management efforts of one department have a direct impact, either positive or negative, on the enterprise as a whole

RISK MANAGEMENT GRANT PROGRAM

Educational Grants supporting risk management education and training opportunities • Risk Management Grants for risk management/mitigation projects or acquisitions • Visit www.poolpact.com/risk-grant.asp for more information

ONLINE SAFETY TRAINING

Active Shooter Response • Asbestos Awareness Training • Aversive Interventions • Back Safety in the Workplace • Bloodborne Pathogens Awareness • The Complex Quadriplex of Lifeguard Blindness • Cybersecurity Awareness • Ransomware Awareness • Defensive Driving • FERPA • GHS - Hazard Communication • Heat-Related Illness • HIPAA Privacy Rule • Lock-Out, Tag-Out • Mandatory Child Abuse Reporting Laws • MRSA Awareness for Correctional Employees • MRSA Awareness in Hospitals • Nevada Ethics in Government Law • Office Ergonomics • Open Meeting Law • OSHA – Rights and Responsibilities • Pool Chemical Safety • Slips, Trips, and Falls • Strip Search Training • Students in Transition • Sub-Administrator Training • Surviving an Active Shooter • Teaching Science Safely • Transporting Students with Special Needs • MSDSonline (SDS management)

LAW ENFORCEMENT AND FIRE PROTECTION

Partnership with Legal Liability Risk Management Institute (LLRMI) to provide Best-practice Road and Detention Operation Policies and Procedures • Detention Facility Assessments and Reports • Team Approach to Address Individual Needs Through Network of Subject Matter Experts in Law Enforcement, Jails/Corrections, Public Safety, and Criminal Justice • TargetSolutions Fire and EMS Training Platform • Mental Health – Fit for Retirement Wellness

SWIMMING POOL SAFETY POLICIES, INSPECTIONS, AND TRAINING

Aquatic Facility Assessment and Report • Annual Aquatic Risk Management Seminar • Best-practice Aquatic Facility Policy and Lifeguard Manual Templates

CYBERSECURITY TRAINING AND POLICIES

Onsite Passive Network Assessments (PNA) • Best-practice Data Security Policy Templates • Quarterly Cybersecurity Hot-Topic Webinars • Annual Cybersecurity Summit • KnowB4 Phishing Awareness Campaigns and Training • KnowB4 Cybersecurity Newsletter • Cyber Incident Response Plan Templates • Individualized Data- and Cybersecurity Advice and Support

SCHOOL DISTRICT EMERGENCY OPERATIONS PLANS, TRAINING, AND POLICIES

NRS-required Emergency Operation Plans (EOP) • Annual EOP updates • Emergency Management and Response Training • School Safety Training based on FEMA Guide for High Quality School Emergency Operations Plans • Hazard and Vulnerability Assessments and Reports

SITE SAFETY INSPECTIONS, TRAININGS, AND AUDITS

Playground & Parks Safety Surveys • Workstation Ergonomic Evaluations • Confined Space Risk Assessments • Facility Surveys • Fire Extinguisher Education • Respirator Fit Testing and Education • CPR/First Aid/AED • Accident Investigation Training • Back Safety and Lifting • Defensive and Distracted Driver Education • Workplace Violence • Personal Protective Equipment • Emergency Preparedness • OSHA Compliance Training • Written Workplace Safety Plan Training • Safety Committee Formation and Operation • Wellness/Health Education and Training

For More Information, Contact:

Marshall Smith, Risk Manager (marshallsmith@poolpact.com) or Jarrod Hickman, Risk Management Specialist (jarrodhickman@poolpact.com); (775) 885-7475; or visit www.poolpact.com.



PROGRAMS AND SERVICES AVAILABLE TO POOL/PACT MEMBERS



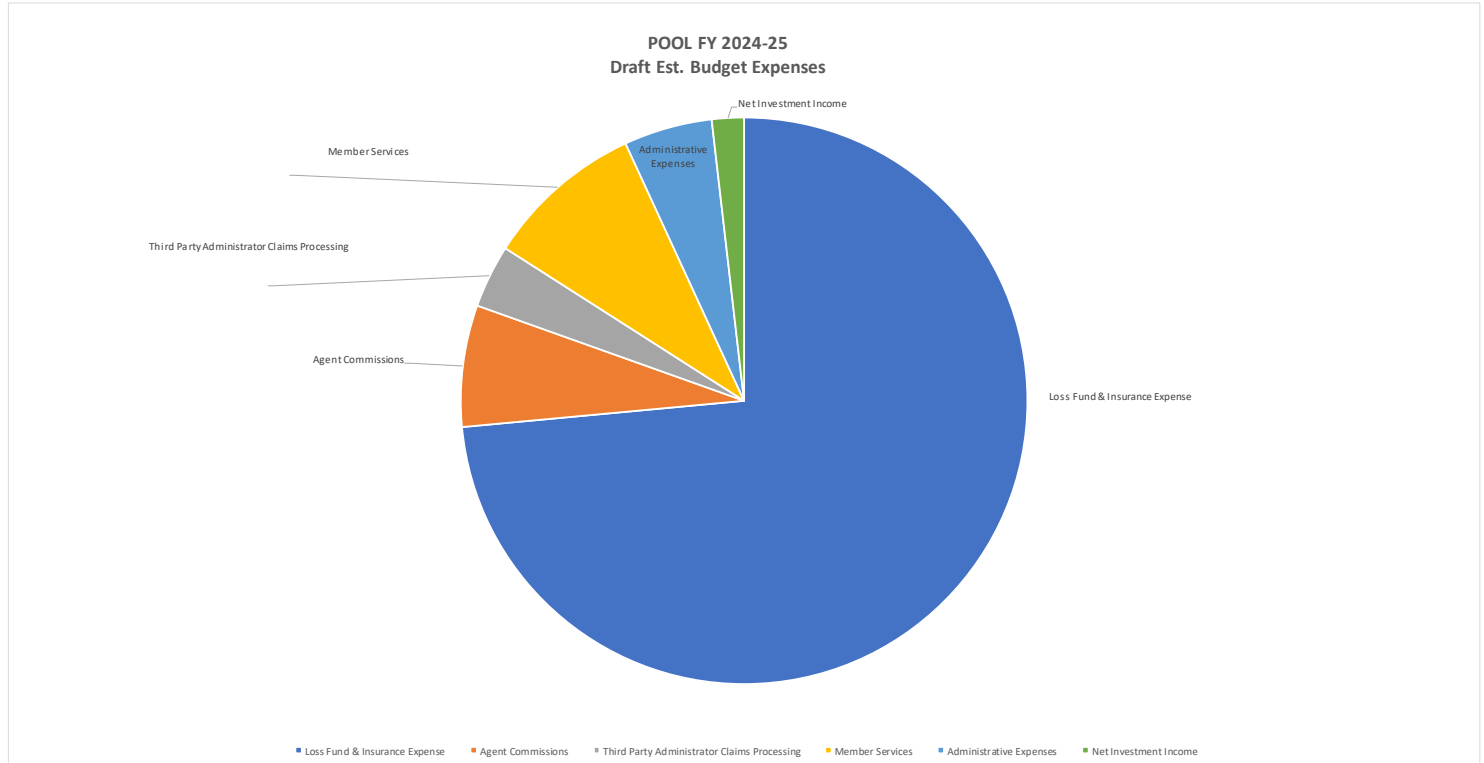
POOL/PACT HUMAN RESOURCES MEMBER SERVICES

A variety of services are offered through POOL/PACT HR. We work with each member individually to address their specific HR-related needs and reduce liability. The basic services include:

- Consultation with members to manage and resolve critical employment-related issues to include identifying options, providing step-by-step guidance, monitoring progress, and answering questions.
- In-person and virtual instructor-led training courses, workshops, and certificate programs.
- eLearning courses available 24/7.
- Webinars on HR-related topics.
- On-site assessments of members' HR practices with recommendations.
- Communication issued as "Alerts" to inform members of significant HR-related law or practice changes.
- On-site HR Briefings tailored to specific needs/requests of members.
- Sample personnel policies which may be adopted for use by members.
- Sample job description templates and numerous HR forms that can be tailored for use by members.
- Salary schedule database available on our website for member reference.
- Summary of HR-related legislation produced each legislative session.
- HR scholarships to assist member HR representatives in attaining nationally recognized HR certifications.
- Annual HR Conference providing HR representatives and CEOs valuable information on communication, leadership, and legal compliance.



POOL 2024-2025 APPROVED BUDGET AND EXPENSES



Pool Budget FY 24-25	Proposed Budget	% Allocation
Loss Fund & Insurance Expense	\$ 22,273,107	78.6%
Agent Commissions	\$ 1,826,871	6.4%
Third Party Administrator Claims Processing	\$ 840,604	3.0%
Member Services	\$ 2,177,451	7.7%
Administrative Expenses	\$ 1,059,471	3.7%
Building Cost	\$ 176,053	0.6%
Total Budget	\$ 28,353,556	100.0%



POOL/PACT CONTACTS

Nevada Risk Pooling (NRP) (775) 885-7475

Wayne Carlson, Executive Director, ext 132
waynecarlson@poolpact.com

Alan Kalt, Chief Financial Officer, ext 128
akalt@poolpact.com

Marshall Smith, Risk Manager, ext 104
marshallsmith@poolpact.com

Jarrold Hickman, Risk Manager, ext 133
jarroldhickman@poolpact.com

Mike Van Houten, eLearning Administrator, ext 101
eLearning@poolpact.com

Stephen Romero, Member Relations Manager, ext 110
stephenromero@poolpact.com

Jennifer Turner, Admin Data Analyst, ext 129
jenniferturner@poolpact.com

Tiffany Garcia, Admin Accounting Technician, ext 125
tiffanygarcia@poolpact.com

Pooling Resources, Inc. (POOL/PACT HR) (775) 887-2240

Stacy Norbeck, General Manager, ext 107
stacynorbeck@poolpact.com

Ashley Creel, Sr. HR Business Partner, ext 105
ashleycreel@poolpact.com

Lessly Monroy, HR Business Partner, ext 108
Lesslymonroy@poolpact.com

Sean Moyle, HR Business Partner, ext 103
seanmoyle@poolpact.com

Kaci KerFeld, HR Business Partner, ext 113
kacikerfeld@poolpact.com

Davies Claims Solutions

Donna Squires, Claims Manager
(775) 329-1181
Donna.squires@Davies-group.com

Margaret Malzahn, WC Claims Supervisor
(775) 329-1181
Margaret.malzahn@Davies-group.com



NPAIP MEMBERSHIP

Counties:

Carson City
Churchill County
Elko County
Esmeralda County
Eureka County
Humboldt County
Lander County
Lincoln County
Lyon County
Mineral County
Pershing County
Storey County
White Pine County

Cities:

Boulder City
City of Caliente
City of Carlin
City of Elko
City of Ely
City of Fernley
City of Lovelock
City of Sparks
City of Wells
City of West Wendover
City of Winnemucca
City of Yerington

Towns:

Town of Gardnerville
Town of Genoa
Town of Minden
Town of Round Mountain
Town of Tonopah

School Districts:

Carson City School District
Churchill County School District
Douglas County School District
Elko County School District
Esmeralda County School District
Eureka County School District
Humboldt County School District
Lander County School District
Lincoln County School District
Lyon County School District
Mineral County School District
Nye County School District
Pershing County School District
Storey County School District
White Pine County School District

Fire Districts:

Moapa Valley Fire Protection District
Mt. Charleston Fire Protection District
North Lake Tahoe Fire Protection District
North Lyon County Fire Protection District
Pahranagat Valley Fire District
Tahoe Douglas Fire Protection District
Washoe County Fire Suppression
White Pine Fire District

Others:

Central Nevada Health District
Central Nevada Historical Society
Central Nevada Regional Water Authority
Community Chest, Inc
Consolidated Agencies of Human Services
County Fiscal Officers Association of Nevada
Douglas County Redevelopment Agency
Eight Judicial District
Elko Central Dispatch
Elko Convention & Visitors Authority
Humboldt River Basin Water Authority
Lincoln County Regional Development
Mineral County Housing Authority
Nevada Association of Counties
Nevada Association of School Superintendents
Nevada Commission for the Reconstruction of the V & T Railway
Nevada League of Cities
Nevada Risk Pooling, Inc.
Nevada Rural Housing Authority
Nevada Volunteers
NevadaWorks
Pooling Resources, Inc.
Regional Transportation Commission of Washoe County
Truckee Meadows Regional Planning Agency
U.S. Board of Water Commissioners
Virginia City Tourism Convention
Western Nevada Regional Youth Center
White Pine County Tourism

Special Districts:

Alamo Water & Sewer District
Amargosa Library District
Baker Water and Sewer
Battle Mountain Hospital
Beatty Library District
Beatty Water & Sanitation District
Canyon General Improvement District
Carson-Truckee Water Conservancy District
Carson Water Subconservancy District
Churchill County Mosquito, Vector and Weed Control District

Special Districts (continue):

Douglas County Mosquito District
Douglas County Sewer
East Fork Swimming Pool District
Elko County Agricultural Association
Elko TV District
Fernley Swimming Pool District
Gardnerville Ranchos General Improvement District
Gerlach General Improvement District
Humboldt General Hospital
Incline Village General Improvement District
Indian Hills General Improvement District
Kingsbury General Improvement District
Lakeridge General Improvement District
Lincoln County Water District
Logan Creek Estates General Improvement District
Lovelock Meadows Water District
Marla Bay General Improvement District
Mason Valley Swimming Pool District
McGill Ruth Sewer and Water
Minden Gardnerville Sanitation District
Moapa Valley Water District
Nevada Association of Conservation Districts
Nevada Association of School Boards
Nevada Association of School Superintendents
Nevada Tahoe Conservation District
Northern Nye County Hospital District
Pahrump Library District
Palomino Valley General Improvement District
Pershing County Water Conservation District
Sierra Estates General Improvement District
Silver Springs General Improvement District
Silver Springs Stagecoach Hospital
Skyland General Improvement District
Smoky Valley Library District
Southern Nevada Area Communication Council
Southern Nevada Health District
Stagecoach General Improvement District
Sun Valley General Improvement District
Tahoe Douglas District
Topaz Ranch General Improvement District
Tahoe Reno Industrial General Improvement District
Tonopah Library District
Truckee Meadows Water Reclamation Facility
Walker Basin Conservancy
Walker River Irrigation District
Washoe County Water Conservation District
West Wendover Recreation District
Western Nevada Development District
White Pine Television District #1
Zephyr Cove General Improvement District
Zephyr Heights General Improvement District

**THANK YOU
FOR YOUR
MEMBERSHIP!**

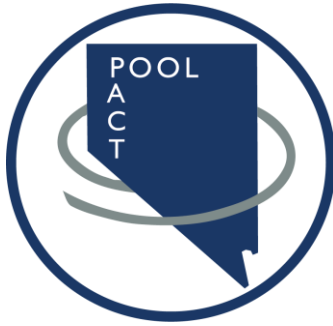
2024-2025 Storey County Deductible Study

Renewal Premium Options	
\$2,500 Deductible	\$711,347.84
\$5,000 Deductible	\$684,525.08
\$10,000 Deductible	\$652,953.99
\$25,000 Deductible	\$588,392.31

Storey County - 2024 Deductible Study - Best/Average/Worst - 10 Year				
	Deductible @2.5K	Deductible @5K	Deductible @10K	Deductible @25K
Best	\$718,847.84	\$699,525.08	\$679,523.99	\$616,571.31
Average	\$728,251.84	\$715,058.08	\$704,383.99	\$673,383.31
Worst	\$741,347.84	\$743,139.08	\$762,228.99	\$780,409.31

Storey County - 2024 Deductible Study - Data						
Year	Claim Count	Total Incurred	Capped @2.5K	Capped @5K	Capped @10K	Capped at 25K
2013	8	\$279,046.65	\$15,700	\$28,970	\$53,970	\$101,137
2014	3	\$28,178.68	\$7,500	\$15,000	\$26,570	\$28,179
2015	7	\$508,774.36	\$15,902	\$30,902	\$58,128	\$123,636
2016	12	\$371,291.97	\$22,856	\$40,871	\$70,871	\$125,895
2017	8	\$115,856.11	\$14,975	\$26,118	\$45,410	\$76,628
2018	14	\$44,695.50	\$18,206	\$32,737	\$44,696	\$44,696
2019	9	\$78,060.02	\$14,373	\$24,080	\$39,080	\$70,226
2020	6	\$33,195.01	\$12,023	\$21,901	\$31,551	\$33,195
2021	8	\$134,781.06	\$18,448	\$31,522	\$51,025	\$96,025
2022	14	\$531,602.55	\$30,000	\$58,614	\$109,275	\$192,017
2023	9	\$43,266.06	\$15,956	\$25,153	\$35,153	\$43,266
Average			\$16,904	\$30,533	\$51,430	\$84,991

Storey County - 2024 Deductible Study - All - 10 Year				
2013	\$727,047.84	\$713,495.08	\$706,923.99	\$689,529.31
2014	\$718,847.84	\$699,525.08	\$679,523.99	\$616,571.31
2015	\$727,249.70	\$715,427.08	\$711,081.99	\$712,028.31
2016	\$734,203.84	\$725,396.08	\$723,824.99	\$714,287.31
2017	\$726,322.84	\$710,643.08	\$698,363.99	\$665,020.31
2018	\$729,553.84	\$717,262.08	\$697,649.99	\$633,088.31
2019	\$725,720.84	\$708,605.08	\$692,033.99	\$658,618.31
2020	\$723,370.84	\$706,426.08	\$684,504.99	\$621,587.31
2021	\$729,795.84	\$716,047.08	\$703,978.99	\$684,417.31
2022	\$741,347.84	\$743,139.08	\$762,228.99	\$780,409.31
2023	\$727,303.84	\$709,678.08	\$688,106.99	\$631,658.31



Nevada Public Agency Insurance Pool
201 S. Roop Street, Suite 102
Carson City, NV 89701-4779
Toll free phone (877) 883-7665
Telephone (775) 885-7475
Facsimile (775) 883-7398

May 1, 2024

Invoice

To: LP Insurance Services, Inc.

For: Storey County

2024-2025 Total Program Costs for Nevada Public Agency Insurance Pool

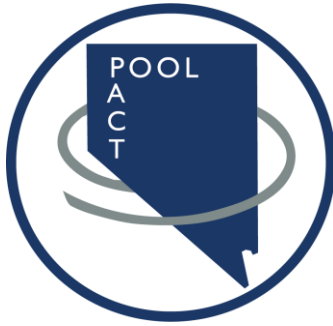
Effective: July 1, 2024 - July 1, 2025

\$684,525.08	Total Program Cost
\$44,774.80	Less Agent Commission
\$639,750.28	<u>Net Due</u>

Make Checks Payable:

Nevada Public Agency Insurance Pool
201 S. Roop Street, Suite 102
Carson City, NV 89701-4779

PLEASE FORWARD PAYMENT TO THE NPAIP OFFICE IN CARSON CITY BY JULY 1, 2024.



Nevada Public Agency Insurance Pool
201 S. Roop Street, Suite 102
Carson City, NV 89701-4779
Toll free phone (877) 883-7665
Telephone (775) 885-7475
Facsimile (775) 883-7398

May 14, 2024

Invoice

To: L/P Insurance Services

For: Storey County

2024-2025 Total Program Costs for Nevada Public Agency Insurance Pool

Effective: July 1, 2024 - July 1, 2025

\$588,392.31	Total Program Cost
\$38,485.74	Less Agent Commission
\$549,906.57	<u>Net Due</u>

Make Checks Payable:

Nevada Public Agency Insurance Pool
201 S. Roop Street, Suite 102
Carson City, NV 89701-4779

PLEASE FORWARD PAYMENT TO THE NPAIP OFFICE IN CARSON CITY BY JULY 1, 2024.



Board of Storey County Commissioners Agenda Action Report

Meeting date: 5/21/2024 10:00 AM -
BOCC Meeting

Estimate of Time Required: 5

Agenda Item Type: Discussion/Possible Action

- **Title:** Consideration and possible approval of the selection of Auditor for fiscal year ending June 30, 2024.
- **Recommended motion:** I, Commissioner _____, approve the selection of DiPietro and Thornton CPA, LTD as the auditor for Storey County for fiscal year ending June 30, 2024.
- **Prepared by:** Jennifer McCain

Department: Comptroller

Contact Number: 7758471133

- **Staff Summary:** DiPietro & Thornton has completed our fiscal audits in a timely and accurate manner for several years. They have provided audit compliance, guidance, and most importantly a clear annual financial statement. It is the Comptroller's opinion that Storey County continue this relationship for another year.
- **Supporting Materials:** No Attachments
- **Fiscal Impact:** no
- **Legal review required:** False
- **Reviewed by:**

_____ Department Head

Department Name:

_____ County Manager

Other Agency Review: _____

- **Board Action:**

<input type="checkbox"/> Approved	<input type="checkbox"/> Approved with Modification
<input type="checkbox"/> Denied	<input type="checkbox"/> Continued



Board of Storey County Commissioners Agenda Action Report

Meeting date: 5/21/2024 10:00 AM -
BOCC Meeting

Estimate of Time Required: 15

Agenda Item Type: Discussion/Possible Action

- **Title:** Review and possible approval of the Storey County 2024-2025 Final Budget for submission to the Nevada Department of Taxation.
- **Recommended motion:** I, Commissioner, _____, approve the Storey County 2024-2025 Final Budget as presented and direct the Storey County Comptroller to submit this budget to the Nevada Department of Taxation.
- **Prepared by:** Jennifer McCain

Department: Comptroller

Contact Number: 7758471133

- **Staff Summary:** Attached is the Storey County FY25 Final Budget on the Nevada Dept. of Taxation budget forms. These documents represent a compilation of information that has been presented to the Board and the public during the past three Storey County Commission meetings.
- **Supporting Materials:** See Attachments
- **Fiscal Impact:** yes
- **Legal review required:** False
- **Reviewed by:**

_____ Department Head

Department Name:

_____ County Manager

Other Agency Review: _____

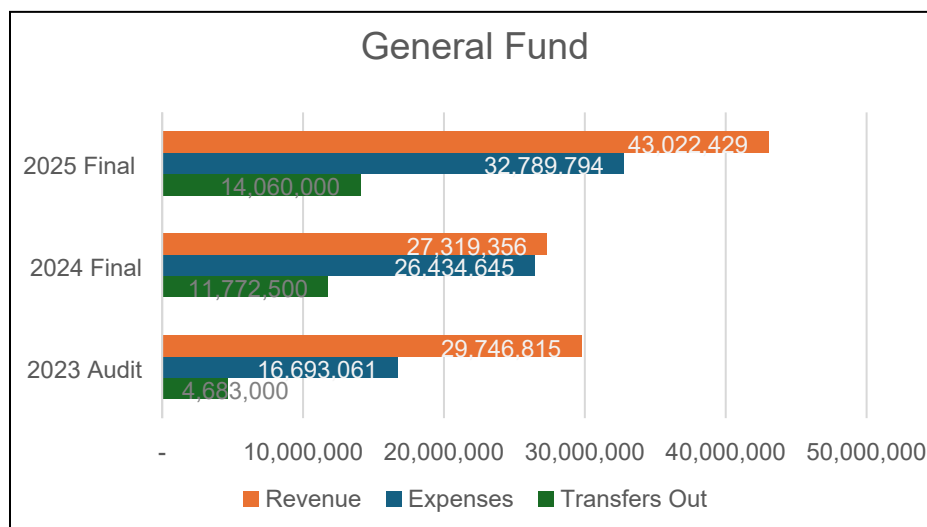
- **Board Action:**

<input type="checkbox"/> Approved	<input type="checkbox"/> Approved with Modification
<input type="checkbox"/> Denied	<input type="checkbox"/> Continued

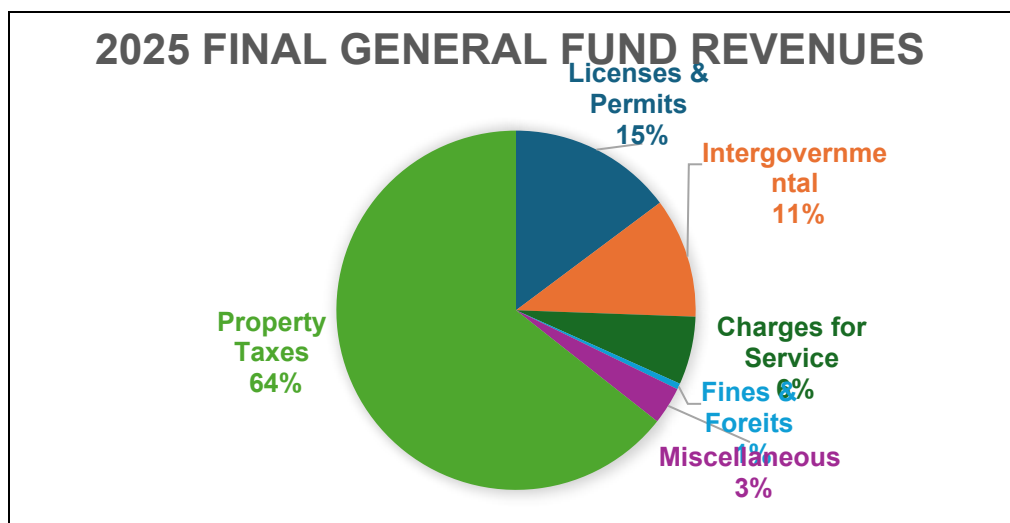
Storey County FY25 Final Budget

The attached Storey County Final Budget has a couple changes from the May 7, 2024, meeting. These include Wage and Benefit increases in the General Fund for the Communications Dept. as it came to our attention that a few of the Trainees will be completing their training and move on to Communication Specialist 1. This change increased expenses by approximately \$80,000 combined. The other update is in Equipment Acquisition; We added 1 Reader Board this year for an increase of \$22,000.

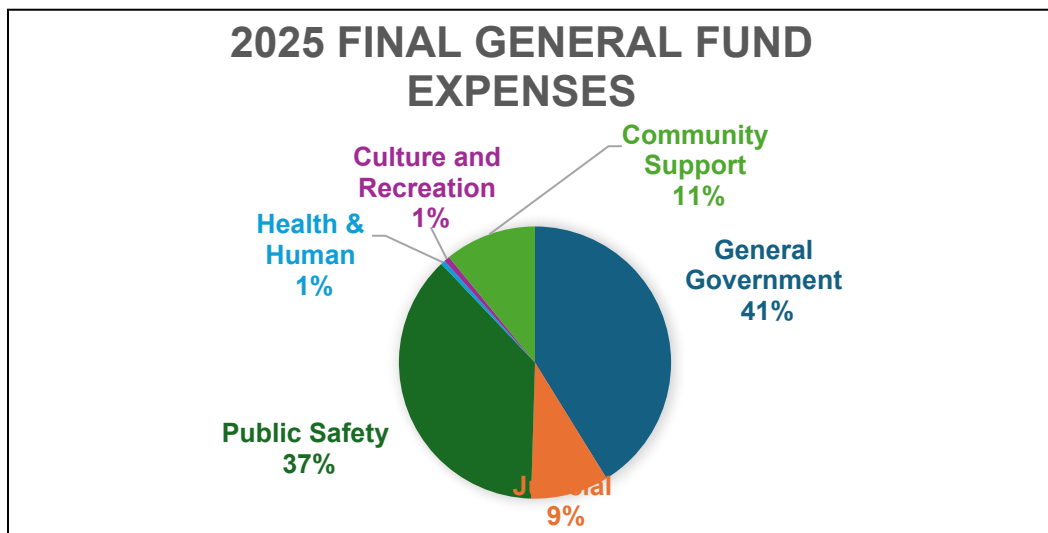
With this FY25 Final budget the General Fund revenues are increasing approximately 57% from the Final budget for FY24, expenses are increasing approximately 24% and transfers out are increasing approximately 19%.



The General Fund Revenues are projected to be \$43,022,429 of which 64% is from property tax, followed by Licenses & Permits at 15%.



The General Fund Expenses are projected to be \$32,789,794 of which 41% is General Government (depts such as Commissioners, Assessor, Clerk/Treasurer, Buildings & Grounds, IT, (Essentially, all departments that perform tasks vital to the operation of the County and other departments with more specific functions), followed by Public Safety Departments such as Sheriff, Communications, Emergency Mgmt., and Community Development) at 37%.



Revenues for other funds are covering or exceeding expenses. The Capital Projects Fund is projected to have an Ending Fund Balance of approximately \$3.5 million which is earmarked for future projects. Equipment Acquisition's Ending Fund balance is projected at \$890,000. This is lower than previous years, however we are purchasing some long-awaited vehicles and equipment.



STOREY COUNTY COMMISSIONERS' OFFICE

Storey County Courthouse
26 South "B" Street
P.O. Box 176 Virginia City, Nevada 89440
Phone (775) 847-0968 Fax (775) 847-0949
commissioners@storeycounty.org

Nevada Department of Taxation
1550 College Parkway, Suite 115
Carson City, NV 89706-7937

Storey County - General Fund _____ herewith submits the (FINAL) budget for the
fiscal year ending June 30, 2025

This budget contains 4 funds, including Debt Service, requiring property tax revenues totaling \$ 28,794,264

The property tax rates computed herein are based on preliminary data. If the final state computed revenue limitation permits,
the tax rate will be increased by an amount not to exceed 0 If the final computation requires, the tax rate will be
lowered.

This budget contains 19 governmental fund types with estimated expenditures of \$ 73,097,967
1 proprietary funds with estimated expenses of \$ 790,852

Copies of this budget have been filed for public record and inspection in the offices enumerated in NRS 354.596 (Local
Government Budget and Finance Act).

CERTIFICATION

I Jennifer McCain
(Printed Name)
Storey County Comptroller
(Title)

certify that all applicable funds and financial
operations of this Local Government are
listed herein

Signed _____

Dated: _____

APPROVED BY THE GOVERNING BOARD

Jay Carmona, Chairman

Clay Mitchel, Vice-Chairman

Lance Gilman, Commissioner

SCHEDULED PUBLIC HEARING:

Date and Time May 16, 2023@ 10:00 A.M.

Publication Date May 5, 2023

Place: Storey County Courthouse, District Courtroom

26 South B Street, Virginia City, NV 89440

**STOREY COUNTY
TENTATIVE BUDGET FISCAL YEAR 2024-2025
BUDGET MESSAGE**

The following Final Budget for Storey County is for the fiscal year beginning July 1, 2024, and ending June 30, 2025.

The tentative budget is based on figures derived from reports and analysis of our Comptroller and Clerk-Treasurer along with the Revenue Projections and Proforma provided by the Nevada Department of Taxation in March 2024. Storey County's tax rate for 2024-2025 remains unchanged at 1.8514.

Storey County General Fund has an estimated revenue increase of approximately 40%; with Ad Valorem being the main driver due to large abatements in the Reno Tahoe Industrial Park expiring. The fuel tax reported in the Revenue Projections is lower than the actual receipts Storey County is experiencing. Therefore, Storey County has opted to use the amount \$600,000 as fuel tax revenue in the Road fund, which is more in line with the actual trends.

The Storey County Sheriff's Office Employee Association union contract expires June 30, 2024; therefore, negotiations are in process at this time. AFSCME Local Union contract is in effect July 1, 2022 – June 30, 2025. This budget reflects seven new deputies and one communication specialist per the General Services Agreement with Tesla. Added to this the County plans on adding seven additional new positions to be filled throughout the fiscal year.

In December 2022 Storey County was approved for three Federal Appropriation grants for a new Lockwood Senior, Fairground upgrades, and a new Fire Station in Virginia City. Storey County began plans for these projects in FY24 with USDA and HUD handling the payout of the funds. Storey County anticipates completion of the Fairground upgrades and the Lockwood Senior Center by end of fiscal year 2025.

The Infrastructure Fund will continue to be used on projects within the County following NRS 377B. FY24 projects include much-needed upgrades to the water and sewer system. The Infrastructure Fund is funded through a ¼% sales tax override. The updated required plan (Ordinance 22-322) was approved on December 20, 2022, by the County Board of Commissioners.

Storey County will continue to transfer funds to the TRI Payback fund from the General Fund and the Equipment Acquisition Fund. As of FY24, the audits for the payments on this debt are up to date and Storey County expects to have regular annual audits and payments moving forward.

Per request from Nevada Department of Taxation, the Storey County Virginia City Tourism Commission is included in the Storey County Budget as a special revenue fund. This special revenue fund was established by resolution number 12-340 on May 1, 2012.

STOREY COUNTY
2024-2025 INDEX

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	GOVERNMENTAL FUND TYPES AND EXPENDABLE TRUST FUNDS				
	ACTUAL PRIOR YEAR 06/30/2023 (1)	ESTIMATED CURRENT YEAR 06/30/2024 (2)	BUDGET YEAR 06/30/2025 (3)	PROPRIETARY FUNDS BUDGET YEAR 06/30/2025 (4)	TOTAL (MEMO ONLY) COLUMNS 3+4 (5)
REVENUES					
Property Taxes	16,585,725	17,118,083	28,794,264		28,794,264
Other Taxes	9,793,539	8,371,622	9,142,301		9,142,301
Licenses and Permits	5,840,672	3,353,840	6,392,350		6,392,350
Intergovernmental Resources	1,424,549	2,623,524	7,436,812		7,436,812
Charges for Services	3,422,768	919,500	772,350	705,606	1,477,956
Fines and Forfeits	299,441	273,300	313,400		313,400
Miscellaneous	1,590,393	10,628,241	3,561,011	0	3,561,011
TOTAL REVENUES	\$ 38,957,086	\$ 43,288,110	\$ 56,412,488	\$ 705,606	\$ 57,118,094
EXPENDITURES-EXPENSES					
General Government	\$ 15,135,119	\$ 42,568,971	\$ 44,038,237		44,038,237
Judicial	\$ 1,554,101	\$ 2,340,669	\$ 3,125,469		3,125,469
Public Safety	\$ 6,191,321	\$ 9,890,249	\$ 12,376,002		12,376,002
Public Works	\$ 1,134,059	\$ 3,422,089	\$ 8,892,014		8,892,014
Health	\$ 115,873	\$ 189,513	\$ 174,508		174,508
Welfare	\$ 146,448	\$ 300,000	\$ 200,000		200,000
Culture and Recreation	\$ 135,204	\$ 201,050	\$ 221,114		221,114
Community Support	\$ 1,970,195	\$ 3,243,937	\$ 3,570,357		3,570,357
Debt Service	\$ 500,266	\$ 500,266	\$ 500,266		500,266
Intergovernmental Expenditures	\$ 1,159,000	\$ 3,712,568		\$ 98,568	98,568
Utility Enterprises				\$ 885,302	885,302
Contingencies	\$ -	\$ 892,958	\$ 980,291		980,291
					-
TOTAL EXPENDITURES-EXPENSES	\$ 28,041,586	\$ 67,262,270	\$ 74,078,258	\$ 983,870	\$ 75,062,128
Excess of Revenues over (under)	\$ 10,915,501	\$ (23,974,160)	\$ (17,665,770)	\$ (278,264)	\$ (17,944,034)
Expenditures-Expenses					

	GOVERNMENTAL FUND TYPES AND EXPENDABLE TRUST FUNDS				
	ACTUAL PRIOR YEAR 06/30/2023 (1)	ESTIMATED CURRENT YEAR 06/30/2024 (2)	BUDGET YEAR 6/30/2025 (3)	PROPRIETARY FUNDS BUDGET YEAR 6/30/2025 (4)	TOTAL (MEMO ONLY) COLUMNS 3+4 (5)
OTHER FINANCING SOURCES (USES):					
Proceeds of Long-term Debt	0	0	0	0	0
Sales of General Fixed Assets	0	0	0	0	0
Operating Transfers (in)	3,712,568	6,777,568	16,765,266		30,967,990
Operating Transfers (out)	3,614,000	6,777,568	16,573,568	98,568	30,722,704
TOTAL OTHER FINANCING SOURCES (USES)					
Excess of Revenues and Other Sources over (under) Expenditures and Other Uses (Net Income)				62,422	XXXXXXXXXXXXXXX
FUND BALANCE JULY 1, BEGINNING OF YEAR		39,391,612	40,365,599	XXXXXXXXXXXXXXX	XXXXXXXXXXXXXXX
Prior Period Adjustments	0	0	0	XXXXXXXXXXXXXXX	XXXXXXXXXXXXXXX
Residual Equity Transfers				XXXXXXXXXXXXXXX	XXXXXXXXXXXXXXX
FUND BALANCE JUNE 30, END OF YEAR	39,391,612	39,391,612	28,150,377	XXXXXXXXXXXXXXX	XXXXXXXXXXXXXXX
TOTAL ENDING FUND BALANCE			28,150,377	XXXXXXXXXXXXXXX	XXXXXXXXXXXXXXX

FULL TIME EQUIVALENT EMPLOYEES BY FUNCTION

	ACTUAL PRIOR YEAR ENDING 06/30/2023	ESTIMATED CURRENT YEAR ENDING 06/30/2024	BUDGET YEAR ENDING 06/30/2025
General Government	50	56	68
Judicial	8	8	8
Public Safety	38	38	42
Public Works	8	10	19
Sanitation			
Health			
Welfare		10	10
Culture and Recreation	6	6	6
Community Support	2	2	2
TOTAL GENERAL GOVERNMENT	112	130	155
Utilities	2	2	3
Hospitals			
Transit Systems			
Airports			
Other			
TOTAL	114	132	158

POPULATION (AS OF JULY 1)	4359	4427	4454
SOURCE OF POPULATION ESTIMATE*	Revenue Projections NV Dept of Taxation B-1		
Assessed Valuation (Secured and Unsecured Only)	2,957,123,851	2,802,786,720	3,589,095,999
Net Proceeds of Mines			
TOTAL ASSESSED VALUE	2,957,123,851	2,802,786,720	3,589,095,999
TAX RATE			
General Fund	1.7719	1.7719	1.7719
Special Revenue Funds	0.0295	0.0295	0.0295
Capital Projects Funds	0.0500	0.0500	0.0500
Debt Service Funds			
Enterprise Fund			
Other			
TOTAL TAX RATE	1.8514	1.8514	1.8514

*** Use the population certified by the state in March each year. Small districts may use a number developed per the instructions (page 6) or the best information available.**

Storey County
(Local Government)

SCHEDULE S-2 - STATISTICAL DATA

PROPERTY TAX RATE AND REVENUE RECONCILIATION

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
	ALLOWED TAX RATE	ASSESSED VALUATION	ALLOWED AD VALOREM REVENUE [(1) X (2)/(100)]	TAX RATE LEVIED	TOTAL AD VALOREM REVENUE WITH NO CAP [(2, line A)X(4)/(100)]	AD VALOREM TAX ABATEMENT [(5) - (7)]	AD VALOREM REVENUE WITH CAP
OPERATING RATE:							
A. PROPERTY TAX Subject to Revenue Limitations	7.3496	3,589,095,999	263,784,200	1.7719	63,595,192	#VALUE!	
B. PROPERTY TAX Outside Revenue Limitations: Net Proceeds of Mines	7.3496		-	1.7719	XXXXXXXXXXXXXXXXXX		
VOTER APPROVED:							
C. Voter Approved Overrides							
LEGISLATIVE OVERRIDES							
D. Accident Indigent (NRS 428.185)	0.0150	3,589,095,999	538,364	0.0150	538,364	165,153	373,212
E. Indigent (NRS 428.285)	0.1000	3,589,095,999	3,589,096	0.0100	358,910	110,102	248,808
F. Capital Acquisition (NRS 354.59815)	0.0500	3,589,095,999	1,794,548	0.0500	1,794,548	552,483	1,242,065
G. Youth Services Levy (NRS 62B.150.62B.160)	0.0502	3,589,095,999	1,801,644	0.0045	161,509	50,928	110,581
H. Legislative Overrides	0.0019	3,589,095,999	54,000				
I. SCERT Loss (NRS 354.59813)	0.9992	3,589,095,999	35,862,049				
J. Other:							
K. Other:							
L. SUBTOTAL LEGISLATIVE OVERRIDES	1.2159	3,589,095,999	43,639,701	0.1095	2,853,331	878,665	1,974,666
M. SUBTOTAL A, C, L	8.5655	3,589,095,999	307,423,901	1.8514	66,448,523	#VALUE!	#VALUE!
N. Debt							
O. TOTAL M AND N	8.5655	3,589,095,999	307,423,901	1.8514	66,448,523	#VALUE!	63,898,903

Storey County

SCHEDULE S-3 - PROPERTY TAX RATE
AND REVENUE RECONCILIATION

SCHEDULE A - ESTIMATED REVENUES & OTHER RESOURCES - GOVERNMENTAL FUND TYPES, EXPENDABLE TRUST FUNDS & TAX SUPPORTED PROPRIETARY FUND TYPES

Budget For Fiscal Year Ending June 30, 2025

Storey County (Local Government)

GOVERNMENTAL FUNDS AND EXPENDABLE TRUST FUNDS FUND NAME	BEGINNING FUND BALANCES (1)	CONSOLIDATED TAX REVENUE (2)	PROPERTY TAX REQUIRED (3)	TAX RATE (4)	OTHER REVENUE (5)	OTHER SOURCES OTHER THAN TRANSFERS IN (6)	OPERATING TRANSFERS IN (7)	TOTAL (8)
County General	25,040,168	4,641,401	27,701,344	1.7764	10,679,684			68,062,597
Indigent Medical	509,895		137,344	0.0100				647,239
Roads	2,933,424	1,825,900			422,000		4,500,000	9,681,324
Emergency Mitigation	166,668				-		200,000	366,668
Equipment Acquisition	1,695,331		763,213	0.0500	178,000			2,636,544
Capital Projects	1,845,419				1,572,500		15,000,000	18,417,919
Infrastructure	1,197,469	1,000,000						2,197,469
Stabilization	800,000							800,000
USDA Bond	29,726						500,266	529,992
Drug Court	30				500			530
Technology	590,127				195,500			785,627
Genetic Marker Testing	87,186				8,000			95,186
Indigent Accident	91,250		192,363	0.0150				283,613
Justic Court Fund	56,402				74,000			130,402
Park Fund	80,596				5,250			85,846
TRI Payback	924,512				607,312		4,925,000	6,456,824
Federal/State Grants	254,237				5,702,000	-		5,956,237
V.C. Rail Project	1,704,746				1,100,000			2,804,746
VCTC	2,329,465	1,675,000			404,100			4,408,565
Pipers Opera House	28,947				164,500		160,000	353,447
DEBT SERVICE								
Subtotal Governmental Fund Types, Expendable Trust Funds	40,365,599	9,142,301	28,794,264	1.8514	21,113,346	-	25,285,266	124,700,776
PROPRIETARY FUNDS								
								XXXXXXXXXXXX
								XXXXXXXXXXXX
								XXXXXXXXXXXX
								XXXXXXXXXXXX
								XXXXXXXXXXXX
Subtotal Proprietary Funds								XXXXXXXXXXXX
TOTAL ALL FUNDS								XXXXXXXXXXXX

REVENUES	(1)	(2)	(3) (4) BUDGET YEAR ENDING 06/30/25	
	ACTUAL PRIOR YEAR ENDING 6/30/2023	ESTIMATED CURRENT YEAR ENDING 6/30/2024	TENTATIVE APPROVED	FINAL APPROVED
Property Taxes				
AD Valorem	14,032,321	14,787,427	25,941,344	25,941,344
Deinquent Taxes	17,473	13,000	10,000	10,000
Centrally Assessed	1,827,335	1,750,000	1,750,000	1,750,000
Youth Services	41,758			
Subtotal	15,918,886	16,550,427	27,701,344	27,701,344
Licenses and Permits				
Business				
Merchandise License	266,449	231,840	231,350	231,350
County Gaming Licenses	4,950	3,000	3,000	3,000
Utility Licenses	1,243,262	700,000	1,500,000	1,500,000
Franchise Tax	508,826	380,000	525,000	525,000
Building Permits	3,776,657	2,002,000	4,102,000	4,102,000
Subtotal	5,800,144	3,316,840	6,361,350	6,361,350
Intergovernmental				
State Shared Revenue				
Federal and State Grants	143,180	-	-	174,738
Payment in Lieu of Taxes	95,546	30,000	50,000	50,000
Cigarette tax	10,982	11,211	10,716	10,716
Liquor Tax	5,802	6,436	5,874	5,874
State Gaming	115,591	100,000	100,000	100,000
BCCRT	1,428,320	1,780,586	1,279,918	1,279,918
SCCRT	1,493,142	1,709,027	1,349,869	1,349,869
Motor Veh Priv Tax	464,431	432,281	442,829	442,829
RPTT	381,198	453,220	1,227,457	1,227,457
Subtotal	4,138,192	4,522,761	4,466,663	4,641,401
Charges for Services				
Clerk Fees	42,087	42,800	43,000	43,000
Recorder Fees	48,610	55,000	55,000	55,000
Assessor Fees/Commission	578,933	300,000	450,000	450,000
Bulding Dept Fee	14,100	10,000	5,000	5,000
Sheriff's Fees	52,482	60,800	62,800	62,800
District Court Fees	6,498	12,000	6,000	6,000
Justice Court Fees	45,374	34,400	46,400	46,400
Park & Pool	21,934	19,000	27,000	27,000
Import Tonnage Fees	949,866	750,000	900,000	900,000
Other Fees- Tesla	630,124	636,628	-	905,723
IT Fees	33,577	32,000	35,000	35,000
BIA Housing				
Senior Center Services	32,229	31,500	31,500	101,500
Subtotal	2,455,814	1,984,128	1,661,700	2,637,423
Page total	28,313,037	26,374,156	40,191,057	41,341,518

Storey County General
(Local Government)
SCHEDULE B - GENERAL FUND

REVENUES	(1) ACTUAL PRIOR YEAR ENDING 6/30/2023	(2) ESTIMATED CURRENT YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
Fines and Foreits				
Fines				
District Court Fines	1,000	-	1,500	1,500
Juvenile Fines/Assmnts	3,388	2,400	2,400	2,400
Chem Anal/Forensic Fees	3,217	2,000	2,000	2,000
Jail Court Fine	224,446	200,000	225,000	225,000
Subtotal	232,051	204,400	230,900	230,900
Miscellaneous				
Interest Earnings	505,249	56,000	-	1,100,000
Rents-Royalties	109,720	83,800	78,000	78,000
Penalties-Taxes	291,435	70,000	70,000	70,000
Penalty - Business License	5,495	2,000	2,000	2,000
Tax Settlement & Sales				
Misc	289,829	529,000	154,000	154,000
Youth Services			46,011	46,011
Subtotal	1,201,728	740,800	350,011	1,450,011
Pg 11 B-9 Subtotal	1,433,780	945,200	580,911	1,680,911
Pg 10 B-8 Subtotal	28,313,037	26,374,156	40,191,057	41,341,518
SUBTOTAL REVENUE ALL SOURCES	29,746,816	27,319,356	40,771,968	43,022,429
OTHER FINANCING SOURCES				
Transfers In (Schedule T)				
Proceeds of Long-term Debt				
Other				
SUBTOTAL OTHER FINANCING SOURCES	29,746,816	27,319,356	40,771,968	43,022,429
BEGINNING FUND BALANCE	28,468,540	36,820,915	25,040,168	25,040,168
Prior Period Adjustments				
Residual Equity Transfers				
TOTAL BEGINNING FUND BALANCE	28,468,540	36,820,915	25,040,168	25,040,168
TOTAL AVAILABLE RESOURCES	58,215,356	64,140,271	65,812,136	68,062,597

Storey County General
(Local Government)
SCHEDULE B - GENERAL FUND

EXPENDITURES BY FUNCTION AND ACTIVITY	(1) ACTUAL PRIOR YEAR ENDING 6/30/2023	(2) ESTIMATED CURRENT YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
Commissioners				
Salaries & Wages	409,703	400,660	545,721	604,394
Employee Benefits	238,031	342,270	435,652	481,088
Services & Supplies	928,114	1,852,373	3,342,728	2,745,870
Capital Outlay	-	-	-	-
Dept Subtotal	1,575,849	2,595,303	4,324,101	3,860,849
Clerk & Treasurer				
Salaries & Wages	217,467	253,467	339,141	339,141
Employee Benefits	140,210	184,858	281,794	273,051
Services & Supplies	171,969	251,910	223,475	268,475
Capital Outlay	-	-	-	-
Dept Subtotal	529,647	690,235	844,410	880,667
Recorder				
Salaries & Wages	150,179	182,550	189,195	189,195
Employee Benefits	91,398	146,887	172,359	166,631
Services & Supplies	36,296	257,000	77,401	60,002
Capital Outlay	-	-	-	-
Dept Subtotal	277,873	586,437	438,955	415,828
Assessor				
Salaries & Wages	211,753	289,668	304,225	304,225
Employee Benefits	118,765	203,394	239,074	232,181
Services & Supplies	66,347	81,870	91,450	91,450
Capital Outlay	-	-	-	-
Dept Subtotal	396,866	574,932	634,749	627,856
Administrative				
Salaries & Wages	173,886	188,525	211,785	211,785
Employee Benefits	279,751	398,917	375,880	371,405
Services & Supplies	124,339	227,350	266,673	313,781
Capital Outlay	-	-	-	-
Dept Subtotal	577,975	814,792	854,338	896,971
Buildings & Grounds				
Salaries & Wages	266,784	378,674	564,973	564,973
Employee Benefits	161,778	336,326	462,633	449,817
Services & Supplies	487,870	902,395	857,550	857,550
Capital Outlay	-	18,000	12,000	19,000
Dept Subtotal	916,433	1,635,395	1,897,156	1,891,340
Service				
Salaries & Wages	312,820	323,936	346,498	346,498
Employee Benefits	163,227	224,091	273,940	265,755
Services & Supplies	72,521	125,224	152,050	152,050
Capital Outlay	12,455	16,000	5,600	5,600
Dept Subtotal	561,023	689,251	778,088	769,903
IT				
Salaries & Wages	367,712	396,917	542,330	542,330
Employee Benefits	213,388	302,070	413,142	401,520
Services & Supplies	455,603	601,095	563,486	563,486
Capital Outlay	75,463	50,000	459,325	459,325
Dept Subtotal	1,112,166	1,350,082	1,978,283	1,966,661
FUNCTION SUBTOTAL	5,947,832	8,936,427	11,750,080	11,310,075

Storey County General
(Local Government)

SCHEDULE B - GENERAL FUND

FUNCTION: General Government

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Schedule B-10

Last Revised 11/30/2018

Last Revised 11/30/2018

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Storey County General
(Local Government)
SCHEDULE B - GENERAL FUND

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Schedule B-10

Last Revised 11/30/2018

	(1) ACTUAL PRIOR YEAR ENDING 6/30/2023	(2) ESTIMATED CURRENT YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
REVENUES				
Property Taxes				
AD Valorem Current	52,801	67,076	102,244	102,244
AD Valorem Assessor	25,665	-	25,000	25,000
Delinquent Pror Yr	110	100	100	100
Delinquent Prior Yr	41	-	-	-
Centrally Assessed	10,313	10,000	10,000	10,000
Misc	-	-	-	-
Subtotal	88,930	77,176	137,344	137,344
OTHER FINANCING SOURCES:				
Operating Transfers In (Schedule T)				
BEGINNING FUND BALANCE	559,983	632,719	509,895	509,895
Prior Period Adjustment(s)				
Residual Equity Transfers				
TOTAL BEGINNING FUND BALANCE	559,983	632,719	509,895	509,895
TOTAL RESOURCES	648,913	709,895	647,239	647,239
EXPENDITURES				
Welfare				
Direct Assistance				
Service & Supplies	16,194	200,000	100,000	100,000
Activity Subtotal				
Subtotal Expenditures	16,194	200,000	100,000	100,000
OTHER USES				
CONTINGENCY (not to exceed 3% of total expenditures)				
Transfers Out (Schedule T)				
ENDING FUND BALANCE	632,719	509,895	547,239	547,239
TOTAL COMMITMENTS & FUND BALANCE	648,913	709,895	647,239	647,239

Storey County General
(Local Government)

Fund: Indigent Medical

	(1) ACTUAL PRIOR YEAR ENDING 6/30/2023	(2) ESTIMATED CURRENT YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
REVENUES				
INTERGOVERNMENTAL				
SCCRT	1,134,788	1,298,861	1,025,900	1,025,900
Fuel Tax	699,245	600,000	600,000	800,000
Traffic Lights	-	48,500	48,500	48,500
Subtotal	1,834,033	1,898,861	1,625,900	1,825,900
CHARGES FOR SERVICE				
Import Tonnage Fees	267,911	250,000	250,000	250,000
Excavation	7,040	3,000	3,000	3,000
Subtotal	274,951	253,000	253,000	253,000
MISCELLANEOUS				
Interest Earnings	40,063	17,000	-	120,500
Miscellaneous	1,171	48,500	48,500	
Equipment Sales				-
Subtotal	41,234	65,500	48,500	169,000
Subtotal Revenue	2,150,218	2,217,361	1,927,400	2,247,900
OTHER FINANCING SOURCES (specify)				
Transfers In (Schedule T)				
Transfer from General	400,000	1,000,000		4,500,000
Subtotal Revenue	2,550,218	3,217,361	1,927,400	6,747,900
BEGINNING FUND BALANCE	1,721,993	3,138,152	2,933,424	2,933,424
	-	-	-	
Prior Period Adjustments				
Residual Equity Transfers				
TOTAL BEGINNING FUND BALANCE	1,721,993	3,138,152	2,933,424	2,933,424
TOTAL AVAILABLE RESOURCES	4,272,211	6,355,513	4,860,824	9,681,324

Storey County
(Local Government)

Fund: Roads

	(1) ACTUAL PRIOR YEAR ENDING 6/30/2023	(2) ESTIMATED CURRENT YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
REVENUES				
Intergovernmental		400,422		-
From General				
Misc				
Claims Reimbursement	-	-	-	-
Subtotal	-	400,422	-	-
OTHER FINANCING SOURCES:				
Operating Transfers In (Schedule T)				
Transfer from General	78,000	100,000	200,000	200,000
Subtotal	78,000	100,000	200,000	200,000
BEGINNING FUND BALANCE	493,269	566,668	166,668	166,668
Prior Period Adjustment(s)				
Residual Equity Transfers				
TOTAL BEGINNING FUND BALANCE	493,269	566,668	166,668	166,668
TOTAL RESOURCES	571,269	1,067,090	366,668	366,668
EXPENDITURES				
Public Safety				
Service & Supplies	4,601	100,000	100,000	100,000
Activity Subtotal	4,601	100,000	100,000	100,000
Subtotal Expenditures	4,601	100,000	100,000	100,000
OTHER USES				
CONTINGENCY (not to exceed 3% of total expenditures)				
Transfers Out (Schedule T)		800,422		
Subtotal Transfers Out		800,422		
ENDING FUND BALANCE	566,668	166,668	266,668	266,668
TOTAL COMMITMENTS & FUND BALANCE	571,269	1,067,090	366,668	366,668

Storey County General
(Local Government)

Fund: Emergency Mitigation

	(1) ACTUAL PRIOR YEAR ENDING 6/30/2023	(2) ESTIMATED CURRENT YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
REVENUES				
Property Taxes				
AD Valorem Current	263,996	335,368	511,213	511,213
AD Valorem Assessor	128,323	-	200,000	200,000
Delinquent	549	500	-	-
Delinquent Prior Yr	206	-	-	-
Centrally Assessed	51,564	40,000	52,000	52,000
Subtotal	444,638	375,868	763,213	763,213
Miscellaneous				
Interest Earnings	31,919	3,000	30,000	65,000
Equipment Sales	61,627	-	-	25,000
Insurance Claims	30,958	-	-	-
Miscellaneous				88,000
Subtotal	124,504	3,000	30,000	178,000
I Transfers In				
Subtotal Revenue	569,141	378,868	793,213	941,213
TOTAL BEGINNING FUND BALANCE	3,380,322	2,910,963	1,695,331	1,695,331
TOTAL RESOURCES	3,949,463	3,289,831	2,488,544	2,636,544
EXPENDITURES				
General Government				
Capital Outlay	538,501	1,094,500	1,742,000	1,513,000
Activity Subtotal	538,501	1,094,500	1,742,000	1,513,000
				-
Subtotal Expenditures	538,501	1,094,500	1,742,000	1,513,000
OTHER USES				
CONTINGENCY (not to exceed 3% of total expenditures)				
Transfers Out (Schedule T)				
Transfers Out				
USDA Bond				
TRI Payback	500,000	500,000	725,000	725,000
ENDING FUND BALANCE	2,910,963	1,695,331	21,544	398,544
TOTAL COMMITMENTS & FUND BALANCE	3,949,463	3,289,831	2,488,544	2,636,544

Storey County General
(Local Government)

Fund: Equipment Acquisition

	(1) ACTUAL PRIOR YEAR ENDING 6/30/2023	(2) ESTIMATED CURRENT YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
REVENUES				
Miscellaneous				
Cap Outlay Reimb	93,732	93,732	-	-
Other	-	2,707,777	1,572,500	1,572,500
Grants	-	6,865,000	-	-
Subtotal	93,732	9,666,509	1,572,500	1,572,500
OTHER FINANCING SOURCES:				
Operating Transfers In (Schedule T)				
From General	2,500,000	8,004,500	11,000,000	15,000,000
From Grants		200,000		
Infrastructure Capital Projects fund		800,000		
From Emergency Mitigation		800,422		
Subtotal	2,500,000	9,804,922	11,000,000	15,000,000
Subtotal Revenue	2,593,732	19,471,431	12,572,500	16,572,500
Prior Period Adjustment(s)				
Residual Equity Transfers				
TOTAL BEGINNING FUND BALANCE	2,761,827	3,743,324	1,845,419	1,845,419
TOTAL RESOURCES	5,355,559	23,214,755	14,417,919	18,417,919
EXPENDITURES				
General Government				
Capital Outlay	1,612,235	21,369,336	14,156,801	14,873,200
Activity Subtotal	1,612,235	21,369,336	14,156,801	
Debt Service				
Principle	-	-	-	-
Activity Subtotal				-
Subtotal Expenditures	1,612,235	21,369,336	14,156,801	14,873,200
OTHER USES				
CONTINGENCY (not to exceed 3% of total expenditures)				
Transfers Out (Schedule T)				
Transfer to Proprietary Funds	-			
Transfer to Water				
ENDING FUND BALANCE	3,743,324	1,845,419	261,118	3,544,719
TOTAL COMMITMENTS & FUND BALANCE	5,355,559	23,214,755	14,417,919	18,417,919

Storey County General
(Local Government)

Fund: Capital Projects

	(1) ACTUAL PRIOR YEAR ENDING 6/30/2023	(2) ESTIMATED CURRENT YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
REVENUES				
Intergovernmental				
Infrastructure Tax	1,157,228	700,000	1,000,000	1,000,000
Subtotal	1,157,228	700,000	1,000,000	1,000,000
Other Revenues				
Interest Income				
Subtotal	-	-	-	-
Total Revenues	1,157,228	700,000	1,000,000	1,000,000
OTHER FINANCING SOURCES:				
Operating Transfers In (Schedule T)				
	-	-	-	
	-	-	-	
BEGINNING FUND BALANCE	2,490,325	2,630,372	1,197,469	1,197,469
Prior Period Adjustment(s)				
Residual Equity Transfers				
TOTAL BEGINNING FUND BALANCE	2,490,325	2,630,372	1,197,469	1,197,469
TOTAL RESOURCES	3,647,553	3,330,372	2,197,469	2,197,469
EXPENDITURES				
Intergovernmental				
Capital Outlay	187,181	1122903	848,674	645,457
			-	
Activity Subtotal	187,181	1,122,903	848,674	645,457
Subtotal Expenditures	187,181	1,122,903	848,674	645,457
OTHER USES				
CONTINGENCY (not to exceed 3% of total expenditures)				
Transfers Out (Schedule T)				
Transfer to Water Fund		800,000		
Transfer to Capital Projects Fund			98,568	98,568
Transfer to Sewer Fund	830,000	210,000	210,000	210,000
<i>(note: separate budget)</i>				
Subtotal Transfers Out	830,000	1,010,000	308,568	308,568
ENDING FUND BALANCE	2,630,372	1,197,469	1,040,227	1,552,012
TOTAL COMMITMENTS & FUND BALANCE	3,647,553	3,330,372	2,197,469	2,197,469

Storey County General
(Local Government)

Fund: Infrastructure

	(1) ACTUAL PRIOR YEAR ENDING 6/30/2023	(2) ESTIMATED CURRENT YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
REVENUES				
Subtotal Revenue	-	-	-	
OTHER FINANCING SOURCES:				
Operating Transfers In (Schedule T)				
BEGINNING FUND BALANCE	1,000,000	1,000,000	800,000	
Prior Period Adjustment(s)				
Residual Equity Transfers				
TOTAL BEGINNING FUND BALANCE	1,000,000	1,000,000	800,000	800,000
TOTAL RESOURCES	1,000,000	1,000,000	800,000	800,000
EXPENDITURES				
General Government				
Capital Outlay	-	200,000	100,000	100,000
Activity Subtotal	-	200,000	100,000	100,000
Subtotal Expenditures	-	200,000	100,000	100,000
OTHER USES				
CONTINGENCY (not to exceed 3% of total expenditures)				
Transfers Out (Schedule T)				
ENDING FUND BALANCE	1,000,000	800,000	700,000	700,000
TOTAL COMMITMENTS & FUND BALANCE	1,000,000	1,000,000	800,000	800,000

Storey County General

Fund: Stabilization

	(1) ACTUAL PRIOR YEAR ENDING 6/30/2023	(2) ESTIMATED CURRENT YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
REVENUES				
Intergovernmental				
Grants	-	-	-	-
Bonds	-	-	-	-
Subtotal	-	-	-	
OTHER FINANCING SOURCES:				
Operating Transfers In (Schedule T)				
Transfer in from Water	98,568	98,568	98,568	98,568
Due from Sewer (different Budget)	259,058	259,058	259,058	259,058
Due from Fire District (different Budget)	142,640	142,640	142,640	142,640
Subtotal	500,266	500,266	500,266	500,266
Total Revenue	500,266	500,266	500,266	500,266
BEGINNING FUND BALANCE	29,726	29,726	29,726	29,726
Prior Period Adjustment(s)				
Residual Equity Transfers				
TOTAL BEGINNING FUND BALANCE	29,726	29,726	29,726	29,726
TOTAL RESOURCES	529,992	529,992	529,992	529,992
EXPENDITURES				
Debt Service				
Principle	296,950	303,295	310,639	310,639
USDA Bond				
Activity Subtotal	296,950	303,295	310,639	310,639
Interest Expense	203,316	196,971	189,627	189,627
USDA Bond				
Activity Subtotal	203,316	196,971	189,627	189,627
USDA Bond	-	-	-	-
Capital Outlay	-	-	-	-
Activity Subtotal	-	-	-	-
Expenditures Total	500,266	500,266	500,266	500,266
OTHER USES				
CONTINGENCY (not to exceed 3% of total expenditures)				
Transfers Out (Schedule T)				
ENDING FUND BALANCE	29,726	29,726	29,726	29,726
TOTAL COMMITMENTS & FUND BALANCE	529,992	529,992	529,992	529,992

Storey County General
(Local Government)

Fund: USDA Bonds

	(1) ACTUAL PRIOR YEAR ENDING 6/30/2023	(2) ESTIMATED CURRENT YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
REVENUES				
Fines and Forfeits				
Drug Court Fees	340	400	500	500
Subtotal Revenue	340	400	500	500
Subtotal				
OTHER FINANCING SOURCES:				
Operating Transfers In (Schedule T)				
BEGINNING FUND BALANCE	30	30	30	30
Prior Period Adjustment(s)				
Residual Equity Transfers				
TOTAL BEGINNING FUND BALANCE	30	30	30	30
TOTAL RESOURCES	370	430	530	530
EXPENDITURES				
Judicial				
Service & Supplies	340	400	500	500
Activity Subtotal	340	400	500	500
Subtotal Expenditures	340	400	500	500
OTHER USES				
CONTINGENCY (not to exceed 3% of total expenditures)				
Transfers Out (Schedule T)				
ENDING FUND BALANCE	30	30	30	30
TOTAL COMMITMENTS & FUND BALANCE	370	430	530	530

Storey County General
(Local Government)

Fund: Drug Court

	(1) ACTUAL PRIOR YEAR ENDING 6/30/2023	(2) ESTIMATED CURRENT YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
REVENUES				
Charges for Services				
Clerk Tech Fees	33,028	9,000	30,000	30,000
Recorder Tech Fees	6,511	5,000	5,500	5,500
Assessor Tech Fees	192,978	80,000	140,000	140,000
GIS	6,046	-	2,000	2,000
Subtotal Revenue	238,563	94,000	177,500	177,500
Miscellaneous			-	
Interest Earnings	7,367	1,000	-	18,000
Subtotal	7,367	1,000	-	18,000
Total Revenue	245,930	95,000	177,500	195,500
OTHER FINANCING SOURCES:				
Operating Transfers In (Schedule T)				
BEGINNING FUND BALANCE	452,820	600,127	590,127	590,127
Prior Period Adjustment(s)				
Residual Equity Transfers				
TOTAL BEGINNING FUND BALANCE	452,820	600,127	590,127	590,127
TOTAL RESOURCES	698,750	695,127	767,627	785,627
EXPENDITURES				
General Governmental				
Legislative				
Service & Supplies	98,623	105,000	105,000	105,000
Activity Subtotal	98,623	105,000	105,000	105,000
Subtotal Expenditures	98,623	105,000	105,000	105,000
OTHER USES				
CONTINGENCY (not to exceed 3% of total expenditures)				
Transfers Out (Schedule T)				
ENDING FUND BALANCE	600,127	590,127	662,627	680,627
TOTAL COMMITMENTS & FUND BALANCE	698,750	695,127	767,627	785,627

Storey County General
(Local Government)

Fund: Technology

	(1) ACTUAL PRIOR YEAR ENDING 6/30/2023	(2) ESTIMATED CURRENT YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
REVENUES				
Fines and Forfeits				
Court Fees	10,084	8,500	8,000	8,000
Subtotal Revenue	10,084	8,500	8,000	8,000
OTHER FINANCING SOURCES:				
Operating Transfers In (Schedule T)				
BEGINNING FUND BALANCE	78,337	84,686	87,186	87,186
Prior Period Adjustment(s)				
Residual Equity Transfers				
TOTAL BEGINNING FUND BALANCE	78,337	84,686	87,186	87,186
TOTAL RESOURCES	88,421	93,186	95,186	95,186
EXPENDITURES				
Judicial				
Service & Supplies	3,735	6,000	8,000	8,000
Activity Subtotal	3,735	6,000	8,000	8,000
Subtotal Expenditures	3,735	6,000	8,000	8,000
OTHER USES				
CONTINGENCY (not to exceed 3% of total expenditures)				
Transfers Out (Schedule T)				
ENDING FUND BALANCE	84,686	87,186	87,186	87,186
TOTAL COMMITMENTS & FUND BALANCE	88,421	93,186	95,186	95,186

Storey County General
(Local Government)

Fund: Genetic Marker Testing

	(1) ACTUAL PRIOR YEAR ENDING 6/30/2023	(2) ESTIMATED CURRENT YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
REVENUES				
Property Taxes				
AD Valorem Current	79,104	100,612	153,363	153,363
AD Valorem Assessor	38,473	-	25,000	25,000
Delinquent Prior Yr	225	-	-	-
Centrally Assessed	15,469	14,000	14,000	14,000
Subtotal	133,271	114,612	192,363	192,363
OTHER FINANCING SOURCES:				
Operating Transfers In (Schedule T)				
BEGINNING FUND BALANCE	73,621	76,638	91,250	91,250
Prior Period Adjustment(s)				
Residual Equity Transfers				
TOTAL BEGINNING FUND BALANCE	73,621	76,638	91,250	91,250
TOTAL RESOURCES	206,892	191,250	283,613	283,613
EXPENDITURES				
Welfare				
Direct Assistance				
Service & Supplies	130,254	100,000	100,000	100,000
Activity Subtotal	130,254	100,000	100,000	100,000
Subtotal Expenditures	130,254	100,000	100,000	100,000
OTHER USES				
CONTINGENCY (not to exceed 3% of total expenditures)				
Transfers Out (Schedule T)				
ENDING FUND BALANCE	76,638	91,250	183,613	183,613
TOTAL COMMITMENTS & FUND BALANCE	206,892	191,250	283,613	283,613

Storey County General
(Local Government)

Fund: Indigent Accident

	(1) ACTUAL PRIOR YEAR ENDING 6/30/2023	(2) ESTIMATED CURRENT YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
REVENUES				
Fines and Forfeit				
Court Fees	56,965	60,000	74,000	74,000
Subtotal	56,965	60,000	74,000	74,000
OTHER FINANCING SOURCES:				
Operating Transfers In (Schedule T)				
BEGINNING FUND BALANCE	46,714	56,402	56,402	56,402
Prior Period Adjustment(s)				
Residual Equity Transfers				
TOTAL BEGINNING FUND BALANCE	46,714	56,402	56,402	56,402
TOTAL RESOURCES	103,679	116,402	130,402	130,402
EXPENDITURES				
Judicial				
Service & Supplies	47,277	60,000	74,000	74,000
Capital Outlay				
Activity Subtotal	47,277	60,000	74,000	74,000
Subtotal Expenditures	47,277	60,000	74,000	74,000
OTHER USES				
CONTINGENCY (not to exceed 3% of total expenditures)				
Transfers Out (Schedule T)				
ENDING FUND BALANCE	56,402	56,402	56,402	56,402
TOTAL COMMITMENTS & FUND BALANCE	103,679	116,402	130,402	130,402

Storey County General
(Local Government)

Fund: Justice Court Fund

	(1) ACTUAL PRIOR YEAR ENDING 6/30/2023	(2) ESTIMATED CURRENT YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
REVENUES				
Charges for Services				
Park Fees	5,644	1,500	2,750	2,750
Subtotal	5,644	1,500	2,750	2,750
Miscellaneous				
Interest	1,209	-	-	2,500
Subtotal	1,209	-	-	2,500
Subtotal Revenue	6,853	1,500	2,750	5,250
OTHER FINANCING SOURCES:				
Operating Transfers In (Schedule T)				
BEGINNING FUND BALANCE	92,243	99,096	80,596	80,596
Prior Period Adjustment(s)				
Residual Equity Transfers				
TOTAL BEGINNING FUND BALANCE	92,243	99,096	80,596	80,596
TOTAL RESOURCES	99,096	100,596	83,346	85,846
EXPENDITURES				
Culture and Recreation				
Parks				
Service & Supplies	-	20,000	20,000	27,000
Capital Outlay				
Activity Subtotal	-	20,000	20,000	27,000
Subtotal Expenditures	-	20,000	20,000	27,000
OTHER USES				
CONTINGENCY (not to exceed 3% of total expenditures)				
Transfers Out (Schedule T)				
ENDING FUND BALANCE	99,096	80,596	63,346	58,846
TOTAL COMMITMENTS & FUND BALANCE	99,096	100,596	83,346	85,846

Storey County General
(Local Government)

Fund: Park Fund

	(1) ACTUAL PRIOR YEAR ENDING 6/30/2023	(2) ESTIMATED CURRENT YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
REVENUES				
Intergovernmental				
Due from Other	246,320	-	-	-
Taxes	672,432	777,326	607,312	607,312
Subtotal	918,752	777,326	607,312	607,312
OTHER FINANCING SOURCES:				
Operating Transfers In (Schedule T)				
Transfer from General	1,500,000	2,500,000	4,200,000	4,200,000
Transfer from Fire				
Transfer from Equipment Acq	500,000	500,000	725,000	725,000
Subtotal	2,000,000	3,000,000	4,925,000	4,925,000
				-
Subtotal Revenue	2,918,752	3,777,326	5,532,312	5,532,312
BEGINNING FUND BALANCE	1,572,402	647,186	924,512	924,512
Prior Period Adjustment(s)				
Residual Equity Transfers				
TOTAL BEGINNING FUND BALANCE	1,572,402	647,186	924,512	924,512
TOTAL RESOURCES	4,491,154	4,424,512	6,456,824	6,456,824
EXPENDITURES				
General Government				
TRI Payback	3,843,967	3,500,000	5,000,000	5,000,000
Capital Outlay				
Activity Subtotal	3,843,967	3,500,000	5,000,000	5,000,000
Subtotal Expenditures	3,843,967	3,500,000	5,000,000	5,000,000
OTHER USES				
CONTINGENCY (not to exceed 3% of total expenditures)				
Transfers Out (Schedule T)				
ENDING FUND BALANCE	647,186	924,512	1,456,824	1,456,824
TOTAL COMMITMENTS & FUND BALANCE	4,491,154	4,424,512	6,456,824	6,456,824

Storey County General
(Local Government)

Fund: TRI Payback

	(1) ACTUAL PRIOR YEAR ENDING 6/30/2023	(2) ESTIMATED CURRENT YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
REVENUES				
Intergovernmental				
Federal	297,312	74,000	3,565,000	4,110,000
State	-	592,500	136,000	1,592,000
Subtotal	297,312	666,500	3,701,000	5,702,000
OTHER FINANCING SOURCES:				
Operating Transfers In (Schedule T)				
From General				
BEGINNING FUND BALANCE	72,059	101,237	254,237	254,237
Prior Period Adjustment(s)				
Residual Equity Transfers				
TOTAL BEGINNING FUND BALANCE	72,059	101,237	254,237	254,237
TOTAL RESOURCES	369,371	767,737	3,955,237	5,956,237
EXPENDITURES				
Service & Supplies	268,134	513,500	3,701,000	5,704,250
Activity Subtotal	268,134	513,500	3,701,000	5,704,250
Transfer Out to Capital Projects				
Subtotal Expenditures	268,134	513,500	3,701,000	5,704,250
ENDING FUND BALANCE	101,237	254,237	254,237	251,987
TOTAL COMMITMENTS & FUND BALANCE	369,371	767,737	3,955,237	5,956,237

Storey County General
(Local Government)

Fund: _____ Federal/State Grants

	(1) ACTUAL PRIOR YEAR ENDING 6/30/2023	(2) ESTIMATED CURRENT YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
REVENUES				
Interest Expense				
Intergovernmental				
Rail Tax	1,152,522	700,000	1,100,000	1,100,000
Subtotal	1,152,522	700,000	1,100,000	1,100,000
Subtotal				
OTHER FINANCING SOURCES:				
Bond Proceeds	-	-	-	-
BEGINNING FUND BALANCE	1,803,708	2,704,746	1,704,746	1,704,746
Prior Period Adjustment(s)				
Residual Equity Transfers				
TOTAL BEGINNING FUND BALANCE	1,803,708	2,704,746	1,704,746	1,704,746
TOTAL RESOURCES	2,956,230	3,404,746	2,804,746	2,804,746
EXPENDITURES				
General Government				
Principle				
Debt Service	-	-	-	-
Activity Subtotal	-	-	-	-
Interest Expense				
Debt Service	-	-	-	-
Activity Subtotal	-	-	-	-
Culture and Recreation				
Service & Supplies	250,000	250,000	250,000	250,000
Activity Subtotal	250,000	250,000	250,000	250,000
Capital Outlay	1,484	1,450,000	-	-
Activity Subtotal	1,484	1,450,000	-	-
Subtotal Expenditures	251,484	1,700,000	250,000	250,000
ENDING FUND BALANCE	2,704,746	1,704,746	2,554,746	2,554,746
TOTAL COMMITMENTS & FUND BALANCE	2,956,230	3,404,746	2,804,746	2,804,746

Storey County General
(Local Government)

Fund: V.C. Rail Project

	(1) ACTUAL PRIOR YEAR ENDING 6/30/2023	(2) ESTIMATED CURRENT YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
REVENUES				
Intergovernmental				
Grants	5,959	6,000	5,000	5,000
Subtotal	5,959	6,000	5,000	5,000
Charges for Services				
Special Events	96,462	119,000	130,000	130,000
Cap Ticket Sales	5,287	4,500	6,000	6,000
Subtotal	101,749	123,500	136,000	136,000
Miscellaneous				
Contributions-Private	-	-	500	500
Rents	20,350	20,000	20,000	20,000
Merchandise Sales	-	3,000	3,000	3,000
Misc		250	250	
Subtotal	20,350	23,250	23,750	23,500
Subtotal Revenue	128,058	152,750	164,750	164,500
OTHER FINANCING SOURCES:				
Transfers In	105,000	100,000	140,000	160,000
BEGINNING FUND BALANCE	108,759	76,366	28,947	28,947
Prior Period Adjustment(s)				
Residual Equity Transfers				
TOTAL BEGINNING FUND BALANCE	108,759	76,366	28,947	28,947
TOTAL RESOURCES	341,817	329,116	333,697	353,447
EXPENDITURES				
General Government				
Salaries & Wages	110,986	128,349	147,626	150,816
Benefits	48,346	81,920	88,811	94,813
Service & Supplies	106,118	89,900	93,320	94,820
Capital Outlay	-	-	-	-
Activity Subtotal	265,451	300,169	329,757	340,449
Subtotal Expenditures	265,451	300,169	329,757	340,449
ENDING FUND BALANCE	76,366	28,947	3,940	12,998
TOTAL COMMITMENTS & FUND BALANCE	341,817	329,116	333,697	353,447

Storey County General
(Local Government)

Fund: Piper's Opera House

	(1) ACTUAL PRIOR YEAR ENDING 6/30/2023	(2) ESTIMATED CURRENT YEAR ENDING 6/30/2024	(3) (4) BUDGET YEAR ENDING 06/30/25	
			TENTATIVE APPROVED	FINAL APPROVED
PROPRIETARY FUND				
OPERATING REVENUE				
Water Charges	519,326	583,000	596,106	596,106
Water Study Surcharge	96,735	100,000	100,500	100,500
Permit Fee	9,062	8,000	9,300	9,300
Late Charges	7,904	8,000	9,000	9,000
Total Operating Revenue	633,027	699,000	714,906	714,906
OPERATING EXPENSE				
Salaries & Wages	108,439	115,136	128,629	128,629
Benefits	94,679	101,138	112,923	108,805
Services & Supplies	396,900	439,878	549,300	647,868
Capital Outlay				
Depreciation/Amortization	131,741			
Total Operating Expense	731,759	656,152	790,852	885,302
Operating Income or (Loss)	(98,732)	42,848	(75,946)	(170,396)
NONOPERATING REVENUES				
Capital Contributions				
Interest Earned	18,764	30,000	20,000	55,000
Rents	15,600	12,000	19,800	19,800
USDA WTR Loan				
Miscellaneous	2,444			
Transfer from capital projects funds				
Grants and capital contributions		14,100		
Total Nonoperating Revenues	36,808	56,100	39,800	74,800
NONOPERATING EXPENSES				
Interest Expense				
USDA WTR Loan PYBK	-			
Capital Outlay				
Total Nonoperating Expenses	-	-	-	-
Net Income before Operating Transfers	(61,924)	98,948	(36,146)	(95,596)
Transfers (Schedule T)				
In			98,568	98,568
Out				
Net Operating Transfers				
CHANGE IN NET POSITION	(61,924)	98,948	62,422	2,972

Storey County
(Local Government)

SCHEDULE F-1 REVENUES, EXPENSES AND NET POSITION

Fund: Water

	(1)	(2)	(3) (4) BUDGET YEAR ENDING 06/30/25	
	ACTUAL PRIOR YEAR ENDING 6/30/2023	ESTIMATED CURRENT YEAR ENDING 6/30/2024	TENTATIVE APPROVED	FINAL APPROVED
PROPRIETARY FUND				
A. CASH FLOWS FROM OPERATING				
Cash Inflows:				
Water Charges	636,834	580,000	580,000	580,000
Miscellaneous	2,444			
Cash Outflows:				
Salaries & Wages	-108,646	-115,136	-128,629	-128,629
Benefits	-69,924	-101,138	-112,923	-108,805
Services & Supplies	-413,494	-439,878	-549,300	-647,868
a. Net cash provided by (or used for) operating activities	47,214	-76,152	-210,852	-305,302
B. CASH FLOWS FROM NONCAPITAL FINANCING ACTIVITIES:				
Cash Inflows:				
Customer Deposits	-2,800			
Rents	15,600	12,000	19,800	19,800
USDA Wtr Loan				
Cash Outflows:				
Capital outlay				
b. Net cash provided by (or used for) noncapital financing activities	12,800	12,000	19,800	19,800
C. CASH FLOWS FROM CAPITAL AND RELATED FINANCING ACTIVITIES:				
Cash Inflows:				
Capital Contribution		14,100	16,106	16,106
Debt Service				
Transfer from funds				
Cash Outflows:				
Debt Service	-64,476	-65,113	-65,940	-65,940
Interest		-33,454	-32,627	-32,627
Capital Outlay				
Interfund Transfer				
c. Net cash provided by (or used for) capital and related				
Net Cash (used) by Capital Related Activities	-64,476	-84,467	-82,461	-82,461
D. CASH FLOWS FROM INVESTING ACTIVITIES:				
Cash Inflows:				
Interest Earnings	18,764	30,000	20,000	55,000
d. Net cash provided by (or used in) investing activities	18,764	30,000	20,000	55,000
NET INCREASE (DECREASE) in cash and cash equivalents (a+b+c+d)	14,302	-118,619	-253,513	-312,963
CASH AND CASH EQUIVALENTS AT JULY 1, 20xx	1,537,894	1,552,196	1,433,577	1,433,577
CASH AND CASH EQUIVALENTS AT JUNE 30, 20xx	1,552,196	1,433,577	1,180,064	1,120,614

Storey County
(Local Government)

SCHEDULE F-2 STATEMENT OF CASH FLOWS

Fund: Water

* - Type	
1 - General Obligation Bonds	
2 - G.O. Revenue Supported Bonds	
3 - G.O. Special Assessment Bonds	
4 - Revenue Bonds	
5 - Medium-Term Financing	
	6 - Medium-Term Financing - Lease Purchase
	7 - Capital Leases
	8 - Special Assessment Bonds
	9 - Mortgages
	10 - Other (Specify Type)
	11 - Proposed (Specify Type)

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)		(10)	(11)
NAME OF BOND OR LOAN List and Subtotal By Fund	*	TERM	ORIGINAL AMOUNT OF ISSUE	ISSUE DATE	FINAL PAYMENT DATE	INTEREST RATE	BEGINNING OUTSTANDING BALANCE 7/1/2024	INTEREST PAYABLE	PRINCIPAL PAYABLE		(9)+(10) TOTAL
USDA 97-06 Engine/Ambulance	10	20	2,000,000	7/17/2014	11/20/2035	3.750	\$1,210,271.29	\$44,008.95	\$98,631.05		\$142,640.00
USDA Water 91-09	4	40	2,126,000	9/9/2020	12/11/2058	1.125	\$1,964,582.32	\$21,874.65	\$44,209.35		\$66,084.00
USDA Water 91-10	4	40	701,000	9/9/2020	9/9/2060	1.125	\$647,767.37	\$7,536.56	\$14,255.44		\$21,792.00
USDA Water 91-14	4	40	344,000	9/9/2020	9/9/2060	1.125	\$317,886.52	\$3,539.53	\$7,151.99		\$10,691.52
USDA 92-07 Wastewater	4	40	4,058,000	12/20/2016	12/20/2056	1.375	\$3,371,845.23	\$46,998.46	\$84,967.70		\$131,966.16
USDA 92-04 Sewer Plant	4	40	3,000,200	5/12/2015	5/1/2055	2.500	\$2,556,340.67	\$63,276.54	\$55,607.46		\$118,884.00
USDA 92-12 GH Sewer Plant	4	40	264,000	9/9/2020	9/9/2060	1.125	\$243,948.40	\$2,716.24	\$5,491.76		\$8,208.00
TOTAL ALL DEBT SERVICE			12,493,200				10,312,642	189,951	310,315		500,266

Storey County

Budget For Fiscal Year 2024-25

(Local Government)

LOBBYING EXPENSE ESTIMATE

Pursuant to NRS 354.600 (3), **each** (emphasis added) local government budget must obtain a separate statement of anticipated expenses relating to activities designed to influence the passage or defeat of legislation in an upcoming legislative session.

Nevada Legislature: 81th Session; February 4, 2025 to June 3, 2025

1. Activity:	<u>Lobbying & Monitoring Legislature Committees</u>
2. Funding Source:	<u>Storey County General Fund</u>
3. Transportation	\$ <u> </u>
4. Lodging and meals	\$ <u> </u>
5. Salaries and Wages	\$ <u> </u>
6. Compensation to lobbyists	\$ <u> 195,000</u>
7. Entertainment	\$ <u> </u>
8. Supplies, equipment & facilities; other personnel and services spent in Carson City	\$ <u> </u>
Total	\$ <u> 195,000</u>

Entity: Storey County General

Budget Year 6/30/2023

SCHEDULE OF EXISTING CONTRACTS

Budget Year 2024-2025

Local Government: Storey County General

Contact:

E-mail Address:

Daytime Telephone:

Total Number of Existing Contracts: 6

Line	Vendor	Effective Date of Contract	Termination Date of Contract	Proposed Expenditure FY 2023-24	Proposed Expenditure FY 2024-25	Reason or need for contract:
1	DiPietro & Thorton	6/1/2023	12/31/2023	\$ 47,000	\$ 50,000	Annual Outside Audit of Financial Statements for the Year ended June 30, 2022
2	SPB Utility Services	7/1/2023	6/30/2024	\$ 32,400	\$ 32,400	Assist Water Plant Operators
3	Lumos & Assoc.	7/1/2023	6/30/2024	\$ 15,000	\$ 15,000	Retainer for project support
4	Dowl Engineering	7/1/2022	6/30/2024	\$ 60,000	\$ 60,000	Retainer for GIS & Civil Engineering
5	Walker & Associates	7/1/2022	6/30/2024	\$ 20,000	\$ 20,000	Water Resource Planning
6	JNA Consulting	7/1/2022	6/30/2024	\$ 110,000	\$ 110,000	TIA management & Debt service reports
7						
8						
9						
10						
11						
12						
13						
14						
15						
16						
17						
18						
19						
20	Total Proposed Expenditures			\$ 284,400	\$ 287,400	

Additional Explanations (Reference Line Number and Vendor):

SCHEDULE OF PRIVATIZATION CONTRACTS

Budget Year 2024-2025

Local Government: Storey County General

Contact:

E-mail Address:


Daytime Telephone:

Total Number of Privatization Contracts:

2

Line	Vendor	Effective Date of Contract	Termination Date of Contract	Duration (Months/ Years)	Proposed Expenditure FY 2023-24	Proposed Expenditure FY 2024-25	Position Class or Grade	Number of FTEs employed by	Equivalent hourly wage of FTEs by Position Class or Grade	Reason or need for contract:
1	Walker & Associates	5/4/2021	6/30/2023	24	48,000	48,000				Consulting services for regional matters in connection with legislative issues
2	RCG Economics	7/1/2024	6/30/2025	12		200,000				Housing Study
3										
4										
5										
6										
7										
8	Total				48,000	248,000				

Attach additional sheets if necessary.

	Board of Storey County Commissioners Agenda Action Report	
Meeting date: 5/21/2024 10:00 AM - BOCC Meeting	Estimate of Time Required: 30 mins	
Agenda Item Type: Discussion/Possible Action		

- **Title:** Approval of modification and extension of 2023-2024 Collective Bargaining Agreement between Storey County (Employer) and the Storey County Sheriff's Office Employees' Association/Nevada Association of Police and Sheriff's Officers (NAPSO).
- **Recommended motion:** In accordance with the recommendation by staff and the tentative agreement between Storey County (Employer) and the Storey County Sheriff's Office Employees' Association/Nevada Association of Police and Sheriff's Officers (Union), I [Commissioner] motion to approve the successor 2024-2027 collective bargaining agreement between the parties.
- **Prepared by:** Brandie Lopez

Department: HR

Contact Number: 775-847-0968

- **Staff Summary:** Pursuant to NRS 288 and the bargaining agreements between Storey County (Employer) and the Storey County Sheriff's Office Employees' Association NAPSO Local 9110 (Union), the existing 2023-2024 bargaining agreement is proposed by management to the Board of Commissioners be modified as tentatively agreed between the parties.
- **Supporting Materials:** See Attachments
- **Fiscal Impact:** Yes
- **Legal review required:** TRUE
- **Reviewed by:**

_____ Department Head

Department Name:

_____ County Manager

Other Agency Review: _____

- **Board Action:**

<input type="checkbox"/> Approved	<input type="checkbox"/> Approved with Modification
-----------------------------------	---

<input type="checkbox"/> Denied	<input type="checkbox"/> Continued
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AGREEMENT
BETWEEN
STOREY COUNTY,
NEVADA AND
STOREY COUNTY SHERIFF'S OFFICE EMPLOYEES'
ASSOCIATION/NEVADA ASSOCIATION OF POLICE &
SHERIFF'S OFFICERS (NAPSO)

JULY 1, 2024~~MARCH 27, 2023~~ - JUNE 30, 202~~73~~74

PREAMBLE

This Agreement is made and entered into at Virginia City, Nevada, pursuant to the provisions of the Nevada Revised Statutes, by and between the County of Storey, Nevada, a County government, hereinafter referred to as the Employer or County, and the Storey County Sheriff's Office Employees' Association/Nevada Association of Police & Sheriff's Officers (NAPSO), hereinafter referred to as the Union or Association.

It is the purpose of this Agreement to achieve and maintain harmonious relations between the Employer and the Union, to provide for equitable and peaceful adjustments or differences which may arise and to provide proper standards of wages, hours, and other conditions of employment.

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DEFINITIONS

Anniversary Date: The date in which the employee starts work as indicated in-writing in an offer letter of employment, is reclassified or promoted to a new job classification, or less than part-time ~~or regular~~ ~~part-time~~ employee becomes a full-time employee. The date on which an employee is demoted to a lower pay range, reassigned, or transferred to alternative positions where their talents or skills may be best utilized to their own or the organization's benefit, or where they are better able to perform the job in accordance with required standards, is not an Anniversary Date.

Base Rate of Pay: The amount of pay the Employee is designated to receive within the salary range for the Employee's job classification, excluding any additional types of pay.

Days: Shall mean Storey County working days – Monday through Friday, excluding holidays unless otherwise stated.

Employee: An Employee in the bargaining unit who has successfully completed his/her probationary period or any extended probationary period and has been retained to the employment of Storey County Sheriff's Offices.

Employee's Health File: A separate confidential file which is maintained in the Human Resources Division and which contains only health-related matters, i.e., Workers' Compensation information, physical examination results, etc.

Major Fraction: Fifteen (15) minute intervals of time.

~~**Part Time Employee:** Part-time employees are defined as those who work a minimal of twenty (20) hours but less than forty (40) hours per week on a regularly recurring basis. Part-time employees are eligible for benefits on a pro-rated basis.~~

~~**Probationary Employee:** An employee who is undergoing a working evaluation period during which h/she is required to demonstrate his/her ability to carry out the duties of the position to which hired.~~

- ~~a. The new hire probation period pursuant to this agreement is 12 months.~~
- ~~b. Newly hired probationary employees are employed "at-will" and are excluded from the coverage of this agreement. They may be laid-off or discharged from employment during~~

- ~~this period for any reason with or without cause. After successfully completing the new hire probationary period, the employee shall be deemed to be a regular employee and subject to this agreement and shall acquire seniority from his/her first date of hire.~~
- ~~e. A probationary employee who transfers laterally within the same classification (e.g., Admin. II in one department to Admin. II in another department) must serve the remainder of the new hire probationary period assigned to him/her upon hire.~~
 - ~~d. A regular employee who is promoted to a position in a higher classification shall serve a "trial period" of 12 months in the new position. A probationary employee who is promoted to a position in a higher classification shall serve a "trial period" of 12 months in the new position and must concurrently complete the remainder of his/her new hire probation period. During the "trial period", the regular employee is not considered probationary; however, regular employees and probationary employees completing the remainder of their probationary period must demonstrate satisfactory ability to carry out the duties of the position to which promoted. Unless the promoted employee is dismissed from employment for cause, the employee who failed the "trial period" in the new position will be restored to his/her previous classification or an equivalent classification if the previously position is unavailable.~~
 - ~~e. An employee who is demoted to a lower classification is not required to serve a "trial period" for that position.~~
 - ~~f. An employee who changes from working part-time to regular full-time within the same classification shall have his/her new hire probationary period adjusted to credit actual hours worked over the past 12 months with Storey County in said classification, up to the maximum of 1040 hours (6 months), toward completion of the new hire probation period.~~

Regular Rate of Pay: The Employee's base rate of pay plus other additional pay for which the Employee's specific assignment may entitle him/her.

Regularly Scheduled Shift: The shift created by the department that is the same schedule for at least 30 days.

Seniority: Seniority is determined by the total consecutive time spent in the current job classification. If seniority is otherwise equal, a choice must be made on the total time spent with the Sheriff's Office, second by total time spent with the County, and third by lot. In computing time for purposes of determining seniority, only time spent during current continuous County service will be counted other than a rehire as provided in Article 7. Leave without pay over thirty (30) days is not counted in seniority calculations. Part-time employment must be prorated to its full-time equivalent. Time spent in other County departments or as a County volunteer and/or reserve is specifically excluded in computing time for purposes of determining seniority.

Sheriff: The Sheriff or his/her designee.

ARTICLE 1: EFFECTIVE DATE, PARTIES

1. This Agreement shall be in full-force and effect ~~July 1, 2024~~~~March 27, 2023~~, through June 30, 202~~7~~~~4~~. If either party desires to make a change, the party shall notify the other party in writing of the Article and/or Section or that Article desired to be negotiated.
2. Pursuant to NRS 288.150, this Agreement or any provisions herein may be automatically reopened for negotiations upon written request by the Employer during periods of fiscal emergency.
3. Notification of desire to negotiate shall be done in accordance with NRS 288.

4. The parties shall promptly commence negotiations. If the parties cannot reach agreement either party may submit the dispute to an impartial fact finder at any time for his/her findings in accordance with NRS 288. The fact finder shall make recommendations of the unresolved issues.
5. If the parties have not reached an agreement within ten (10) workdays after the fact finder's report is submitted, all issues remaining in dispute shall be submitted to an arbitrator. The arbitrator shall, within ten (10) workdays after the final offers were submitted, accept one of the written statements, and shall report the decision to the parties.
6. The impartial fact finder and the binding arbitrator shall be from the American Arbitration Association (AAA) and/or the Federal Mediation and Conciliation Services (FMCS). The Union and the County agree to solicit a list of seven (7) professional neutrals with public sector experience from the AAA or FMCS and alternately strike names from such list until one name remains. That remaining person so selected shall serve as the arbitrator. For the first arbitration, the party to strike first shall be determined by lot. Thereafter, the party to strike first shall alternate between the parties. All hearings shall be conducted according to AAA or FMCS rules.
7. In the event that future agreements are not reached prior to July 1 of that year, all awards rendered by the final binding arbitrator shall be retroactive to July 1 of the year in which negotiations commenced.

ARTICLE 2: RECOGNITION

1. The Union is hereby recognized as the sole and exclusive collective bargaining representative for the purpose of establishing wages, hours, and conditions of employment pursuant to the provisions of NRS 288.010 et seq., for all Employees in the bargaining unit covered by this Agreement, which include all full-time~~-or part-time~~ positions in the following classifications:
 - a. Deputy Sheriff
 - b. Corporal
 - c. Sergeant
2. Representatives of the Union and its affiliates will be permitted to transact Union business on County property, provided that this does not disrupt normal work functions. In accordance with NRS 288, the Employer may require Union business to be conducted during non-work time, such as before work and after work, during breaks, and/or lunchtime. Union business may only be conducted in common areas and/or designated Employee break areas. Designated representative of the Union shall be allowed to receive telephone calls or other communicate concerning Union business at any time during working hours. The Union shall have the right to use the interoffice mail for Union business. County email may be used internally to conduct Union business, but shall be limited to all parties to this Agreement and subject to established County policies.
3. The Union may post notices involving Union business in the location(s) and manner(s) as mutually agreed upon. All items to be posted on the bulletin boards are subject to review by the Sheriff.
4. The Union acknowledges and agrees that the Union shall be solely responsible for the opening, closing, and securing of County building used by the Union for Union meetings. The Union acknowledges and agrees that the Union shall indemnify, defend, and hold the Employer harmless for any damages incurred and against any claims made or actions initiated against the Employer as a result of the Union's use of County buildings for Union meetings.

ARTICLE 3: NO STRIKE CLAUSE

1. The Union agrees not to and will not promote, sponsor, or engage in, against County any strike,

slowdown, interruption of operation, work stoppage, absence from work upon any pretext or excuse not founded in fact, or any intentional interruption of the business of the County, regardless of the reason for so doing, and will use all reasonable efforts to induce all Employees covered by this Agreement to comply with this pledge.

ARTICLE 4: RIGHTS OF MANAGEMENT

~~1.~~ County, Sheriff, and Commissioners retain, and do not waive in any respect, all rights conferred upon them, jointly and severally, by NRS Chapter 288, any and all other provisions of the

Nevada Revised Statutes, and relevant case law.

ARTICLE 5: NON-DISCRIMINATION

1. Employer and Union agree to comply with all applicable laws prohibiting discrimination in employment including Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Equal Employment Opportunity Act of 1972, the Immigration Reform and Control Act of 1986, the Americans with Disabilities Act of 1990, as amended, the applicable Nevada Revised Statutes on Equal Employment Opportunity (NRS 613) and any other applicable federal, state, and local statutory provisions.

ARTICLE 6: EMPLOYEE REPRESENTATIVES

1. The County recognizes and agrees to deal with representatives of the Union on all matters within the scope of bargaining and pursuant to the provisions of NRS 288, so long as the subject ~~matter~~ ~~maile~~ does not impinge upon the County's management rights provided by NRS 288.
2. Reasonable release time for Employee representatives shall be limited to (1) attending County meetings, including negotiations, which have a direct impact on the Union; (2) investigating, processing or attending meetings in accordance with the provisions of the grievance-arbitration procedures of the Agreement; or (3) meetings called by the County for information exchange and other conditions designated by the County concerning the interpretation or application of the terms and conditions of this Agreement.
3. If such Union business or representation must be conducted during an Employee representative's regular work shift, the County shall, upon advance approval of the Sheriff or his/her designee, release the Employee to conduct Union affairs on County time.
4. The Sheriff shall not unreasonably withhold approval of requests for release time pursuant to this Article.
5. The County authorized payment as outlined above will be granted at the applicable straight time rate, provided the time spent is a part of the Employee's scheduled workday.

ARTICLE 7: COMPENSATION PRACTICES

Employees will receive Cost of Living Adjustments (COLA) to their base pay on the first full pay period of the fiscal year, to be effective:

0% for the first year of the contract (2024-2025)

3% for the second year of the contract (2025-2026)

2% for the third year of the contract (2026-2027)

These increases will be effective on the first full pay period in July.

If there is a PERS increase during the term of this contract said increase will be shared equally between union eligible employees in accordance with NRS 286.421 (3) (a) (1). The union eligible employee's portion will be covered by reducing agreed upon COLA increase by 50% of the PERS increase.

The pay chart for Corporal and Sergeant is being expanded to address compaction issues as well as to provide competitive pay for comparable positions in local counties. Effective the first full pay period in July 2024, Corporals and Sergeants will move to the step closest to their current pay in the new chart as provided below. Their anniversary date will not change. If the closest step is less than \$1,000 higher than the employee's current pay the employee will move to that step (example 1). If the closest step is \$1,000 or more, above the employees current pay the employee will move to the next lower step. If that step provides pay that is lower than the employee currently receives the employee will be Y-rated at their current pay until their next merit increase (example 2).

For purposes of this contract Y-rate is defined as an employee being paid between steps of the pay chart. The employee will continue to be Y-rated until they move to the next step on their anniversary date.

Example 1: Sergeant is step 09, \$106,615. Sergeant would move to step 6 on new chart at \$107,248.

Example 2: Sergeant is step 10, \$112,479. Sergeant would move to step 7 on new chart, \$112,074 but would have their pay Y-rated at \$112,479 until their merit increase and would then move to step 8 at \$117,118.

1. **Wages:** Biweekly wages: All Employees will be paid on each biweekly Friday, with wages computed through the preceding Sunday.
2. **Wages and Wage Adjustments:** Employees will receive ~~hourly~~ wages and yearly adjustments as shown in Appendix A of this Agreement. Merit increases will be provided as described in this Article.

Merit Increases: A merit increase of one step in the wage range for the Employee's job class will be granted to an Employee upon completion of each year in which the Employee receives a satisfactory evaluation score until the Employee reaches the top of the wage range. If the Employee has not been evaluated within thirty (30) calendar day following his/her Anniversary date, merit will be granted retroactive to the Anniversary date.

Employees who reach step ten (10) of the 202~~40~~-2027~~3~~ Appendix A, are capped and may advance no further.

3. Promotions:

- a. A Deputy who is promoted to Corporal must move to the next closest step from his/her former position, but must receive no less than a 5 percent increase in base pay. A Corporal promoted to Sergeant must move to the next closest step from his/her former position but must receive no less than a 5 percent increase in base pay. A Deputy ~~or Corporal~~ who is promoted to Sergeant will move to the next closest step from his/her former position but must receive no less than a 10 percent increase in base pay. Ensuring that the promoted Employee receives no less than the stated increase in base pay is accomplished by moving him/her to the next nearest step which provides the required increase, provided the employee pay may not exceed step 10 of the pay schedule.
- b. All promotions within the Bargaining Unit shall be filled by candidates who meet the minimum requirements of the position that are established by the Employer.

- c. Notice of promotions to vacant positions within the Bargaining Unit shall be posted on bulletin boards within the Department for a period of not less than ten (10) working days prior to the last date for application or the date scheduled for testing, whichever is earlier. Notice shall contain the following information or indicate where the information may be obtained:
 - i. Title and Job Description of Position;
 - ii. All eligibility requirements including education, employment, training, and experience criteria, and whether equivalent factors will be recognized;
 - iii. If there will be competitive testing and the date, time, and place of such testing;
 - iv. The nature and scope of test subject matter;
 - v. Whether the test will consist of written, oral, and/or physical demonstration components.

4. Salary and Step Upon Hire: Applicants hired into a position represented by this Agreement will be placed at step 1 in the salary range chart. The Sheriff may approve an applicant to be hired up to step 10 if it is determined that the applicant has extensive experience comparable to the duties assigned. Prior to approving an accelerated hiring step, the Sheriff must ensure that there are budgeted funds available and there will be no disparate impact to current employees in the bargaining unit.

5. Rehire: Regular employees, including those serving a trial period, who voluntarily terminate employment may be considered for rehire:

- a) Without undergoing any recruitment or examination (not including probationary period) within 2 years of the effective date of termination.
- b) The rehire must be to a position in the same or comparable class.
- c) The decision to rehire is at the sole discretion of the Sheriff.
- d) The employee may be rehired at the step they held at the time of termination.
- e) Upon rehire, the employee shall be required to serve a new probationary period.
- f) No credit for former employment may be granted in determining eligibility for leave or other benefits.
- a) Seniority may be continued (not counting the period of time the employee was not employed by Storey County) provided the employee is rehired into the same job classification. The employee's new anniversary date shall be the date of rehire.

4. Shift Differential: An Employee shall receive Shift Differential Pay, in addition to Base Pay on all regularly scheduled hours worked in the manner described in subsections (a) and (b) below. Shift Differential Pay will be included in regular rate of pay for the purposes of calculating overtime.

- a. Swing shift – One dollar ~~seventy five fifty~~ cents (~~\$1.50~~ 1.75) per hour for all hours worked on Swing shift.
 - i. Swing Shift is a scheduled regular or scheduled overtime shift which must include the entire hour of 1900-2000 hours.
- b. Graveyard shift – ~~Two dollars One dollar seventy five cents~~ (~~\$2.00~~ \$1.75) per hour for all hours worked on Graveyard shift.
 - i. Graveyard shift is a scheduled regular or scheduled overtime shift which must include the entire hour of 0100-0200 hours.
- c. Overtime worked within shift differential period counts as time worked for determining eligibility pay.

d. No shift differential pay is provided during times the employee is absent from work while taking sick or annual leave, holiday not worked leave or other leave with or without pay, even though the employee during those times may be assigned to a shift that qualifies for the differential. No shift differential will be paid for standby hours.

5. **Acting Pay:** An Employee who is specifically assigned by the Sheriff to work in an acting capacity in a classification with a higher wage range for a period of more than five (5) consecutive days actually worked shall receive a five percent (5%) differential added to his/her hourly wage for time actually worked during the remainder of the assignment.

6. **Leave for Civic Duty:**

Temporary Leave at full wages will be provided to the employee for jury duty, court appearances, and administrative proceedings arising out of the employee's employment with the District County and for selective service examinations. An employee who is subpoenaed or otherwise required to appear in court or at administrative proceedings arising out of his/her employment with the County, and which appearances occur outside his/her regularly scheduled shift, ~~shall be paid one and one-half (1.5) his/her regular rate of pay for the time spent at such appearances.~~ is entitled to a minimum of three (3) hours of overtime if the proceedings are three (3) hours or less in length of time. If the court proceedings last more than three (3) hours, then the employee is entitled to overtime for the actual length of time spent at the proceedings. The employee is only entitled to overtime for the hours of the proceedings which fall outside the employee's normal scheduled work hours. If the subpoena is cancelled or the order to testify is rescinded prior to 1700 hours the day before the court appearance or administrative proceeding, there shall be no entitlement to overtime pursuant to any provision of this agreement. Notice of cancellation may be in writing, by telephone, in person or by message left on the employee's personal phone or other electronic means. In order to be eligible for this benefit, the employee must have called or contacted the Storey County District Attorney's Office twenty- four (24) hours prior to the scheduled court appearance.

In accordance with NRS 6.190. a person summoned to appear for jury duty, the employer and employee, agent or offer to the employer shall not, as a consequence of the person's service as a juror or prospective juror:

1. Require the person to use sick or annual leave; or
2. Require the person to work;
 - a. Within 8 hours before the time at which the person is to appear to jury duty; or
 - b. If the employee's service has lasted for 4 hours or more on the day of his/her appearance in a jury duty, including the person's travel time to and from the place where court is held, between 5:00 p.m. on the day of his/her appearance for jury duty and 3:00 a.m. the following day.

The employee shall claim any jury, witness, or other fee to which s/he may be entitled by reason of the appearances described above and pay such fees, except travel mileage and expense reimbursement that was not covered by the employer, to the Storey County Treasurer within 5 working days receipt, to be deposited by the applicable fund of the County.

Annual leave may be taken by the employee for court appearances or administrative proceedings, not related to employment with the District and not related to jury duty, in which the employee is a party or a witness.

An employee shall not receive pay from the employer for missed work time associated with court appearances in matters to which the employee is a party or is to serve as a witness for a party who has filed an action against an employer. The employee may, however, choose to use his/her annual leave.

7. Standby Status:

a. An Employee is in standby status when s/he is:

- i. Directed to remain available for notification to work during specified hours;
- ii. Prepared to work if the need arises; and
- iii. Able to report to work within forty (40) minutes.

~~b. ——— An Employee is entitled to receive additional pay of \$2.00 for every hour s/he is in Standby status or \$3.00 for every hours/he is in Standby status on a Holiday. Those employees who have been directed by the Sheriff or designee to Standby Duty on other than normal work schedule during a given week shall be entitled to standby pay at the rate of twelve and one half percent (12.5%) hourly pay of the employee's current hourly rate for the actual time on Standby.~~

~~e.~~ When an Employee begins the performance of his/her regular duties after receiving notice to work, s/he ceases to be on Standby status and qualifies for straight time or Overtime pay, whichever is applicable, for the actual time worked. Upon completion of the work, s/he returns to Standby status for the remainder of the time s/he has been directed to be available to work.

8. **Responsibility Pay:** Deputies assigned to a responsibility pay position shall receive an additional five percent (5%) of his/her base pay. An assignment under this section is not a promotion. Any assignment or recission of assignment is solely at the discretion of the Sheriff and is not subject to appeal through the grievance process. Responsibility pay positions include:

- a. School Resource Officer
- b. Joining Forces Manager
- c. Canine (K9) Officer
- d. Investigations Division
- e. Field Training Officer

~~d. **Field Training Officer Pay:** Any Employee who is designated by the Sheriff to perform the duties of a training officer as a Field Training Officer (FTO) shall receive an additional 5 percent of his/her base pay per hour for all hours actually spent functioning as an FTO. The Employee is determined to be functioning as an FTO when s/he is assigned to and actively engaged in training another employee to perform specific duties applicable to the job and is recording the progress of that trainee for reporting to the Sheriff or his/her designee (e.g., completion of a daily observation report). The Sheriff or his/her designee shall have the discretion to make the FTO assignment and to remove someone from such assignment.~~

An employee is only entitled to one +5% for responsibility pay regardless of the number of specialty assignments they may have.

8.9. Incentive Pay:

- a. Employees will be granted incentive pay as follows:

Incentive Category (Paid Annually)	
Degrees:	
Master's Degree -	\$2,000 1,800
Bachelor's Degree -	\$1,600 1,400
Associate degree -	\$1,200 1,000
<u>The degree must benefit the Storey County Sheriff's Office. Acceptable degrees include: Business Administration, Criminal Justice, Public Administration, Psychology, Sociology, Political Science, Administration of Justice or related field approved by the Sheriff.</u>	
POST Certifications:	
Advanced POST (earned prior to October 29, 2013)	- \$1,200 1,100
Advanced POST (earned on or after October 29, 2013)	———— \$500
Intermediate POST (earned prior to October 29, 2013)	- \$600
Intermediate POST (earned on or after October 29, 2013)	———— \$350
Specialized Training:	
\$1,200 for one of the following sub-categories:	
1) Firearms Instructor	
2) Weaponless Defense Instructor	
3) Impact Weapon / Taser Instructor	
4) Drug Recognition Expert*	
5) Bilingual Pay**	
6) Any other specialized training approved by the Sheriff.	
*Drug Recognition Expert and Bilingual Incentive pay shall be granted at the discretion of the Sheriff	
**Fluent Spanish and American Sign Language shall be the only eligible second languages considered for specialized training incentive pay.	
Physical Fitness Test Incentive:	
Annual* - \$1,200 1,000.00	
*For Employees who pass the POST physical fitness test administered annually by the Store County Sheriff's Office	

- b. Employees are eligible to receive incentive pay for all three (3) categories. Employees are eligible to receive pay for only one sub-category within each category. Incentive pay shall not be compounded for those Employees having multiple degrees, POST certifications, or specialized training certifications.
- c. Incentive Pay for degrees, certifications, and specialized training will become effective the first payroll period of the fiscal year and will be paid to the eligible Employee each year thereafter in one lump sum during the first payroll period of the fiscal year.
- d. Employees who become eligible for Incentive Pay shall by December 30 provide written notice to the Sheriff requesting Incentive Pay for the following fiscal year. An Employee who demonstrates valid evidence that s/he will likely be eligible for Incentive Pay by July 1 of the following fiscal year may, with approval of the Sheriff ~~ff~~ also apply for Incentive Pay.

To be eligible for Incentive Pay for earning an Associate's, Bachelor's, or Master's degree, the Employee must have the school of earned degree send sealed Official Transcripts to the Personnel Office. The transcripts must demonstrate that the Employee earned the applicable degree with a Grade Point Average (GPA) of 3.0 or higher at the time which the degree was granted. To be eligible for Incentive Pay, the degree must be earned from an accredited college or university.

Employees who receive Incentive Pay for Specialized Training Instructor shall perform no less than 15 hours of qualified instruction to Sheriff's Office Employee, including full-time, part-time, reserve, and/or volunteer Employees, each year from the pay period that the Incentive Pay is issued to the Employee.

9.10. Specialized Training Instructor Selection. Selection for Specialized Training Instructor incentive categories shall be selected in the following manner:

- a. Notice of Specialized Training Instructor opportunities within the Bargaining Unit shall be posted on bulletin boards within the Sheriff's Office for a period of not less than ten (10) working days prior to the last date for application or the date scheduled for training, whichever is earlier.
- b. Notice shall contain the following information or indicate where the information may be obtained:
 - i. Title and Description of Training;
 - ii. All eligibility requirements including education, employment, training, or experience criteria, and whether equivalent factors will be recognized;
 - iii. If there will be competitive testing and the date, Time, and place of such test;
 - iv. The nature and scope of test subject matter;
 - v. Whether the test will consist of written, oral, and/or physical demonstration components.

10.11. POST Physical Fitness Test Incentive. Post-probationary Employees who meet or exceed POST Category I Physical Fitness Test standards each year shall receive an incentive of \$~~1200000.00~~ for that year, and that payment shall be made in the last payroll of the fiscal year. The non-mandatory fitness test will be supervised by the Sheriff or his/her designee in order to obtain credit for the incentive. Tests will be held twice during the fiscal year at and dates determined by the Sheriff, however, employees are only eligible for one payment.

~~**Salary and Step Upon Hire.** Applicants hired into a position represented by this Agreement will be placed at step 1 in the salary range chart. The Sheriff may approve an applicant to be hired at step 2 or step 3 if it is determined that the applicant has extensive experience comparable to the duties assigned. Prior to approving an accelerated hiring step, the Sheriff must ensure that there are budgeted funds available and there will be no disparate impact to current employees in the bargaining unit.~~

11.12. Years of Service Milestones. Employees shall receive milestone disbursement according to union recognized positions years of service ~~as of July 1, 2023,~~ in the following amounts:

- Five (5) years = \$~~3,000~~2,500
- Ten (10) years = \$~~6,000~~5,000
- Fifteen (15) years = \$~~9,000~~7,500
- Twenty (20) years = \$~~12,000~~10,000

- Twenty-five (25) years = \$15,000
- Thirty (30) years = \$18,000

Payments will be made within 30 days of the employee reaching their specific milestone. To be eligible for milestone pay an employee must be free of discipline at a level of written reprimand or above for the prior twelve (12) months. the first full payroll period of the fiscal year (pay date July 21, 2023). Employees who are in between milestone anniversaries at the beginning of this contract, will receive a one-time payment equal to the anniversary most recently past.

Recruitment Referrals. Existing employees shall receive a bonus of \$1,000 for referred applicant hired and upon the successful completion of the referral's probationary period and post certification to CAT 3.

12. Express Waiver Based on Bona Fide Collective Bargaining Agreement. To the extent that any of the compensation practices described herein or in Articles 8 or 9 require that the Parties explicitly waive their right to any provision of the Nevada Constitution and/or any chapter of the Nevada Revised Statutes, the Parties unambiguously acknowledge such waiver and agree that the terms of these Articles are the result of good faith negotiations and were not unilaterally imposed upon either party.

ARTICLE 8: OVERTIME

1. Overtime pay is defined as additional compensation earned by an Employee who continues working beyond his/her regularly scheduled shift or is required to return to duty at a time that is more than 12 hours after notice is given. The Employee will be compensated at time and one-half (1.5) of his/her regular rate of pay for those extra hours worked.
2. A normal non-alternative work schedule shift shall consist of 8 hours per day and 5 consecutive days over a 7-day period, 10 hours per day for 4 consecutive days in a 7-day period or three (3) twelve hours shifts in a seven-day period followed by four (4) twelve hour shifts in a seven (7) day period totaling eighty-four (84) hours worked per pay period. Eighty (80) hours will be paid at the employee's current pay rate. Four (4) hours will be paid at one and one half (1.5) of the employee's current regular rate. Upon agreement between the Employer and the Union, the parties may implement an alternative work schedule.
3. The assignment of the regular normal shift shall be determined by the Sheriff. Consideration will be given to the preferences of staff; however, the necessity of delivering adequate services to the community will take precedent. Sheriff must provide at least 30 days of written notice to the Employee(s) prior to changing the normal regular shift. During temporary instances, such as during community special events, disasters and emergencies, and unusual staff shortage conditions, changes to the regular normal shift may be made by the Sheriff, effective immediately.
4. Overtime shall not count toward Public Employee Retirement System (PERS) retirement benefits as stated in Nevada Revised Statutes (NRS) 286.481.
- 5. Compensatory-Time ("Comp-Time").** Overtime may be compensated at the rate of one and one-half (1.5) hours of Compensatory-Time for each hour of Overtime worked. Regular scheduled overtime is not eligible to be converted to compensatory time (comp-time). An example of regular scheduled overtime is a regularly scheduled 84-hour work period (14 days) resulting in 4 hours of overtime for the work period (14 days). Overtime earned as shift coverage is eligible to be converted to compensatory time. Employees may not accrue more than ~~two hundred and forty (240)~~ one hundred and sixty (160) hours of Compensatory-Time per ~~calendar~~ year which will run from June 1 through May 31 December 1 through November 30 each calendar year. Comp time balances as of May 31 of the calendar year will be paid-out at the rate it was earned on the last payday in June of the same calendar year. The employee must give at least 30 14 days notice to the Sheriff or designee before taking comp-time off work. Time taken off from work is subject to the approval of the Sheriff or

~~designee. Compensatory Time balances shall be paid-outpaid-out at the rate at which it was earned on the pay day covering the first full pay period in December of each year. as a check or direct deposited payment on the first payroll period in December of each year.~~

5.

6. All Overtime, including Compensatory-Time, must have previous authorization by the Sheriff except when, due to an emergency, the Sheriffs approval cannot be obtained and, accordingly, the Employee's Supervisor authorizes the necessary Overtime.
7. Overtime shall be filled by Bargaining Unit members. For the purposes of Overtime to fill vacancies, an Overtime/Call-Back list shall be developed by the Union and the Sheriff. The list shall consist of all Bargaining Unit members who desire to work Overtime/Call-Back to fill vacancies in staffing. A rotation procedure will be incorporated into the list. The initial eligibility list will be established with the Employee with the most full-time continuous service with the Employer. The Sheriff shall reserve the right to mandate an Employee to work Overtime when no other Employee is available on the rotation eligibility list.
8. Paid Leave shall be considered as worktime for the purposes of calculating overtime.

ARTICLE 9: CALL-BACK PAY

1. Any Employee who is required to return to work by his/her Supervisor in accordance with NRS 286 shall receive a minimum of two (2) hours pay at 1.5 times the regular rate of pay. Time worked in addition to the initial two (2) hours shall be compensated at 1.5 times the regular base rate of pay for all time actually worked. An Employee shall not be eligible for Call-Back pay when receiving Stand-By pay.
2. Phone calls not requiring return to work.
 - a. All off-duty calls to an Employee regarding work-related matters shall be authorized and considered authorized by the Sheriff or his/her designee. Refusals for requests to return to work shall not be subject to Call-Back pay.
 - b. When an off-duty Employee receives a phone call that is work-related, lasts longer than fifteen (15) minutes, and does not result in the Employee being required to return to active duty, the Employee shall receive a minimum of one hour of overtime pay. The fifteen (15) minute period shall be the cumulative time of one or more phone calls within a twenty-four (24) hour period.
 - c. Phone calls subject to this section shall be documented by the Employee receiving the call, and the Sheriff or Employee making the phone call, on a form created and approved by the Personnel Director and/or Comptroller's Office (payroll). The completed form shall include, at a minimum, the involved parties, time and duration of phone call(s), and a summary of the content of the conversation. The completed form shall be submitted by both Employees to the Sheriff for review and/or approval, and to Payroll with both Employees' bi-weekly timesheets.
3. PERS contribution toward Call Back Pay shall comply with NRS 286, including NRS 286.025 for Employees who have an effective date of PERS membership before, and on or after January 1, 2010, and shall apply the definition of an "emergency" accordingly.

ARTICLE 10: HOLIDAYS

1. Holidays, for the purpose of this section, shall be as follows:

- a. January 1 (New Year's Day)
- b. Third Monday in January (Martin Luther King, Jr. Birthday)
- c. Third Monday in February (Washington's Birthday)
- d. Last Monday in May (Memorial Day)
- e. Juneteenth (June 19th)
- f. July 4 (Independence Day)
- g. First Monday in September (Labor Day)
- h. Last Friday in October (Nevada Day)
- i. November 11 (Veterans Day)
- j. Fourth Thursday in November (Thanksgiving Day)
- k. Friday following the fourth Thursday in November (Family Day)
- l. December 25 (Christmas Day)
- m. Floating holiday (Any day agreed upon by Employee and supervisor)
- n. Any day that may be appointed by the Storey County Board of Commissioners as a legal holiday and any day appointed by the Governor of the State of Nevada as a legal holiday on which State offices are to close. Reoccurring holidays under this subsection will be observed through the term of the current Agreement only.

3. 2.—Holiday Pay: Holiday pay shall be equal to the Employee's regularly scheduled shift assignment of eight (8), ten (10), or twelve (12) hours.

4. The employer agrees to compensate each employee in lieu of holiday pay at 1.75 rate of base pay each of the twenty-six (26) pay periods based on shift schedules:

a. Four (4) hours for eight (8) hour shift schedules

b. Five (5) hours for ten (10) hour shift schedules

c. Six (6) hours for twelve (12) hour shift schedules

Any changes to the In Lieu of Holiday hours will occur upon an official permanent schedule change approved by the Sheriff with notification sent to the Comptroller's office. Or if a temporary assignment is expected to last more than 30 days with notification sent to the Comptroller's office.

- ~~3. Holidays Not Worked: Employees who are not required to work on a recognized holiday shall receive Holiday Pay for the shift they normally would have worked.~~
- ~~4. Holidays Worked Regularly Scheduled Day: Employees required to work their regularly scheduled shift on the actual holiday shall receive Holiday Pay plus an additional payment computed at time and one-half (1 ½) the straight time for the hours actually worked.~~
- ~~5. Holidays worked during scheduled day off: Employees required to work on a holiday during their regularly scheduled day off shall receive Holiday Pay plus an additional payment computed at time and one-half (1.5) the straight time for the hours actually worked and shall receive one actual day off with straight pay. The day off shall not be charged against the Employee's accrued Annual Leave, or any other accrued Leave, and shall be taken by the Employee within twelve months (1 year) of the associated holiday worked. The process for requesting the day off shall be the same as for Annual Leave pursuant to Article 11 (3), but not Subsection (4).~~
- ~~6. Holiday During Vacation or Sick: Should a paid holiday fall during an Employee's Vacation or Sick Leave, the Employee will receive Holiday Pay rather than have such day charged against Vacation or Sick Leave pay.~~
- ~~7. Holiday Pay for Part-time Employees: Part-time Employees shall receive Holiday Pay on a prorated basis when they would normally be scheduled and available to work on the holiday in question.~~

ARTICLE 10A: MANDATORY DATES OF WORK:

No employee may take time off on July 4th and the Saturday of Street Vibrations. Employees required to work either of these mandatory shifts during their regularly scheduled days off shall receive one actual day off with straight pay. The day off shall not be charged against the Employee's accrued Annual Leave, or any other accrued Leave, and shall be taken by the Employee by December 31st of the same year. The process for requesting the day off shall be the same as for Annual Leave pursuant to Article 11 (3), but not Subsection (4).

ARTICLE 11: VACATION

1. Accrual: Eligible Employees shall ~~earn eam~~ vacation benefits at the rate of ten (10) hours of Vacation Pay for each calendar month or major fraction thereof. Employees who have completed five (5) or more years of consecutive service shall earn vacation benefits at the rate of thirteen and one-third (13.33) hours of vacation for each calendar month or major fraction thereof. Employees who have completed 10 or more years of consecutive service shall earn vacation benefits at the rate of sixteen and two thirds (16.67) hours of vacation for each calendar month or major fraction thereof. Vacation credits shall accrue for each pay period the Employee is in full pay status or major fraction thereof.
2. Eligibility: An Employee is entitled to take vacation time after six (6) months service with the County. Each Employee shall accrue vacation beginning upon completion of six (6) months of continuous employment as a regular or probationary Employee. Upon completion of six (6) months of County service as a regular or probationary Employee, the Employee shall receive sixty (60) hours of vacation credit.
3. Scheduling:
 - a. Vacation dates shall be granted and scheduled with the approval of the Sheriff or his/her designee. Where practical, in the determination of the Sheriff, vacation dates will be granted on a first-come, first-serve basis quarterly within the job classification.
 - b. An Employee becoming ill while on Annual Leave may have leave charged to Sick Leave upon request and upon presentation of proper documentation.
4. Pay Off at Termination: Upon termination of employment, the County shall compensate an Employee for all accrued vacation time (Up to a maximum of 240 hours).
5. Pay Off for Excessive Annual Leave: On November 1 of every calendar year, if the employee has accrued more than 200 hours of unused annual leave, the employee may submit a written request asking to be paid out for all or part of excess balance above 200 hours. Payment will be at the employees' current rate of pay and will be processed with normal payroll. The written request must be submitted to the Sheriff's Administration during the first pay period of November. If the employee does not request pay out, the balance will remain the same and must not exceed 240 hours at the end of the calendar year.

ARTICLE 12: SICK LEAVE

1. Accrual: Each Employee shall ~~earn eam~~ Sick Leave with pay at the rate of ten (10) hours of Leave for each calendar month or major fraction thereof. A maximum of nine hundred

sixty (960) hours of Sick Leave may be accumulated.

2. Use of Sick Leave: Sick leave with pay may be granted upon approval of the Sheriff in the event of a bona fide illness of an Employee or member of his/her immediate family (within the second degree of consanguinity or affinity).
 - a. If the Sheriff has reason to believe Sick Leave is being abused, the Sheriff may require the Employee taking Sick Leave to submit a physician's statement in accordance with Storey County Policy 603 - Sick Leave.
 - b. After exhausting accumulated Sick Leave, an Employee may take accumulated Vacation Leave if s/he needs additional time off from work. Leave without pay may be granted by the Sheriff at his/her discretion.
3. Parental Leave: The parties agree to abide by all state and/or federal laws applicable to leave for maternity and paternity, which shall include adoption or foster care of a child within 12 months of placement.
4. Bereavement Leave: Bereavement leave shall be granted to any regular full-time-~~or regular part-time~~ employee who must be absent from work upon the death of and/or to attend the funeral of a family member within the third degree of consanguinity or affinity, up to a maximum of 3 scheduled shifts of bereavement leave per each occurrence. Such leave will not be charged to the employee's accumulated sick leave or other accrued leave.

Bereavement leave in excess of 3 scheduled shifts may be charged to accumulated sick leave upon the approval of the Sheriff and ~~Administrative Officer~~/HR Director. The employee may use annual leave after sick leave has been exhausted.

5. Payment for Sick Leave at Termination: Upon an Employee's end of service through PERS retirement or termination from service, other than involuntary termination, with a total accrued hours of three hundred sixty (360) or more, the Employee shall be paid for unused Sick Leave at the following rate:

- a. 10 to 15 years of service shall be paid at a rate of ~~20%- 25%~~ of their base rate of pay for each hour, not to exceed ~~\$3,000-\$6,000~~ cash or ~~\$4,000-\$8,000~~ toward the purchase of PERS.
- b. 15 to 20 years of service shall be paid at a rate of ~~40%- 45%~~ of their base rate of pay for each hour, not to exceed ~~\$4,000-\$8,000~~ cash or ~~\$5,000-\$10,000~~ toward the purchase of PERS.
- c. More than 20 years of service shall be paid at a rate of ~~60%- 65%~~ of their base rate of pay for each hour, not to exceed ~~\$5,000-\$10,000~~ cash or ~~\$6,250-\$12,500~~ toward the purchase of PERS.

6. Sick Leave HSA/Premium Contribution or PERS Contributions: Employees may utilize up to 40 hours of his/her accrued sick leave per calendar year, to be utilized as an HSA or Insurance premium as in Article 13, sections 3c or toward PERS contributions for years purchased. The purchase of PERS years must be initiated by employee to PERS. The employee must have 240 hours of sick leave in their bank at the time of contribution. This election takes place twice annually in the second full pay period in June and December. Signed requests must be submitted before the final day of the pay period. Total annual contributions cannot exceed the limits outlined in law.

ARTICLE 13: GROUP BENEFITS INSURANCE

1. Employee eligibility for health insurance benefits shall commence 60 days after hire~~;~~ and to the first day of the next month.
2. The Employer agrees to pay one hundred percent (100%) of the monthly premiums for health insurance (to include hospitalization, major medical, dental, and vision) for Regular Full- Time Employees. ~~The Employer agrees to pay a prorated percentage of monthly premiums for health insurance based on actual hours scheduled to be worked for Regular Part-Time Employees working at least twenty-one (21) hours but less than thirty (30) hours per workweek. Employees working 30 hours, or more are eligible for benefits equaling that provided to regular full-time employees.~~ Employer agrees to pay \$40,000 in Life and Accidental Death and Dismemberment (AD&D) for the employee for the term of this Agreement.
3. The Employer agrees to pay one hundred percent (100%) of the monthly premiums for health insurance base plan for the Employee's dependents (up to age 26) and one hundred percent (100%) for the Employee's spouse who is not eligible for government-sponsored (e.g., Medicare, Medicaid, Veterans Administration) or employer-sponsored health insurance coverage. Effective May 1, 2012, if the Employee's spouse is eligible for any other government-sponsored or employer-sponsored health insurance coverage, the Employee may choose to cover his/her spouse on Employer's plan for a charge equal to fifty (50%) percent of the cost of the spouse's coverage.
 - ~~a.d.~~ Each Employee shall provide a County-provided affidavit to the Personnel office annual certification stating whether his/her spouse is eligible for any other government-sponsored or employer-sponsored health insurance coverage.
 - ~~b.e.~~ In the event that the AFSCME Comstock Chapter General Employees' Association, and/or any other collective bargaining unit recognized by the Employer negotiates a higher level of spousal and/or dependent coverage than is provided in this Article, or that said level of coverage is offered to any employees excluded from coverage by collective bargaining agreement (with exception of those subject to statutory requirements), the Union under this Agreement may negotiate this Article.
 - c. Sick Leave HSA/Premium Contribution – Employees may utilize up to 40 hours of his/her accrued sick leave per calendar year, to be utilized as an HSA contribution or toward their monthly buy-up option insurance premium provided that the employee has 240 hours of sick leave in their bank at the time of contribution. This election takes place twice annually in the second full pay period in June and December. Signed requests must be submitted with the employee's timecard. Total annual contributions cannot exceed the limits outlined in law.
4. As allowed by law and without federal penalties to the employer, an employee may opt out of Employer-paid health insurance coverage and accordingly may receive fifty percent (50%) of the premium that the Employer would have paid for Employee only base plan coverage. Any employee opting out of health benefits coverage must complete an employer-provided affidavit stating that the employee and his/her tax-family (e.g., spouse and dependents) will maintain minimum essential health coverage, other than coverage purchased in the individual market and Medicare, as required by the Affordable Care Act.

The Employer shall offer Retirees, as defined under NRS Chapter 286, the option to continue coverage as required under NRS Chapter 287. ~~Payment shall be made by the Employer regardless of the insurance provider elected by the Retiree to provide coverage; however, the Employer's responsibility for payment shall be capped at the amount the Employer would be required to pay if the Retiree elected coverage with the insurance provider designated under the Public Employees' Benefits Program (PEBP). Retirees not electing coverage with the insurance provider designated under PEBP shall be responsible for the payment of any excess difference in cost for~~

~~the coverage elected. The county will pay the same portion of the cost of health benefits coverage that the Nevada State Public Employees' Benefits Program (PEBP) at that time pays for retiree persons covered as participants under its state health benefits program. The subsidy is limited to the employee's consecutive years of service with Storey County; no credit will be given for years of service earned at another public employer, except for service with the Storey County Fire Protection District. Any remaining balance of the cost of coverage will be paid to the county by the retiree or qualified beneficiary.~~ Employer contributions to retiree coverage will stop at age 65 or when the Retiree becomes eligible for Medicare Part A and Part B.

5. ~~Legal Liability – NRS Chapter 41 shall apply to represented employees, as appropriate.~~ moved to Article 21

ARTICLE 14: RETIREMENT

1. Eligibility: Employees covered by this Agreement shall be included in the State of Nevada Public Employees' Retirement System (PERS) providing benefits pursuant to NRS Chapter 286.
2. Contributions: The Employer will pay retirement contributions for Employees covered under this agreement as required by NRS 286. No provision of this Article shall be deemed to waive any provision of Chapter 286 of NRS in respect to "Early Retirement".

ARTICLE 15: UNIFORMS

1. Initial Uniforms and Duty Gear: Newly hired employees will be provided the following uniform items:
 - a. Two (2) short sleeved Class B shirts
 - b. Two (2) long sleeved Class B shirts
 - c. Two (2) Class B pants
 - d. One (1) Class A shirt
 - e. One (1) Class A pant
 - f. One (1) Class A tie (black and clip on)
 - g. One (1) Cold Weather Jacket
 - h. One (1) external ballistic vest carrier (Point Blank MC Guardian, Laser Cut, Uniform Pocket, Ranger Green)
 - i. One (1) set ballistic vest panels (Point Blank Vision AXB111A)
 - j. One (1) duty belt
 - k. Four (4) duty belt keepers (black, no brass)
 - l. Two (2) Sheriff's badges
 - m. One (1) double magazine pouch
 - n. One (1) double handcuff case
 - o. One (1) radio holder
 - p. One (1) tourniquet pouch
 - q. One (1) tourniquet
 - r. Two (2) pairs of handcuffs, chain hinge (Peerless or Smith and Wesson)

13. ~~1~~—snowsuit, type to be determined by the Sheriff. A snowsuit will not be issued to the Employee until after s/he submit to the Sheriff in writing that s/he desires a snowsuit.

a.

14.b. Additionally, new hires are allowed \$550.00 one-time reimbursement during the term of this contract for each employee for the purchase of a duty firearm and \$150.00 reimbursement for a level one or higher duty holster. The employee must provide the Sheriff a receipt or other valid documentation of the purchase and use the subject firearm during the line of duty for the duration of this agreement, and the receipt must show that

the firearm was purchased during the term of this agreement. The type, make and model of the firearm must meet the requirements of the Sheriff for duty officers.

2. Uniform Allowance- employees who have completed the initial probationary period will receive an annual uniform allowance of \$150.00. This allowance will be used for cleaning and upkeep of the issued class A uniform.

If the employee is a member of the Sheriff's Office Honor Guard, they will receive an additional \$150.00 to be used for cleaning and upkeep of the issued Honor Guard uniform.

3. Uniform replacement- All issued equipment will be replaced as needed through a Quarter Master system. If the employee has any issued uniform items or other issued equipment that is worn, inoperative or otherwise in need of replacement, the deputy will complete a Uniform/Equipment Replacement form and promptly submit it to his/her immediate supervisor. The supervisor will inspect the item(s) that are noted and (if deemed necessary) provide the employee with a purchase authorization form to replace the item(s).

4. Boots - Employees may receive reimbursement, up to \$200, every year for replacement, rebuilding or resoling of boots. The employee must provide a receipt in order to be eligible for reimbursement. Further, the boots must comply with the Sheriff's Office policy 10-46 in order to be eligible for reimbursement. The eligibility period for reimbursement will be calculated from the date the employee last received boot reimbursement.

~~2.5. Employees currently employed at the time this contract takes effect will be provided the following new uniform items:~~

- a. Two (2) short sleeved Class B shirts
- b. Two (2) long sleeved Class B shirts
- c. Two (2) Class B pants
- d. One (1) Class A shirt
- e. One (1) Class A pant
- f. One (1) Class A tie (black and clip-on)
- g. One (1) Cold Weather Jacket
- h. One (1) external ballistic vest carrier (Point Blank MC Guardian, Laser Cut, Uniform Pocket, Ranger Green)
- i. One (1) double magazine pouch
- j. One (1) double handcuff case
- k. One (1) radio holder
- l. One (1) tourniquet pouch
- m. One (1) tourniquet

~~• Additionally, new hires are allowed \$550.00 one-time reimbursement during the term of this contract for each employee for the purchase of a duty firearm and \$150.00 reimbursement for a level one or higher duty holster. The employee must provide the Sheriff a receipt or other valid documentation of the purchase and use the subject firearm during the line of duty for the duration of this agreement, and the receipt must show that the firearm was purchased during the term of this agreement. The type, make and model of the firearm must meet the requirements of the Sheriff for duty officers. (This item will not be removed but could not get the strikeout removed)~~

- Issued items are the property of the Storey County Sheriff's Office and must be returned if the employee ceases employment with the County.

~~The Sheriff will provide the following item at hire:~~

- a. ~~1 snowsuit, type to be determined by the Sheriff. A snowsuit will not be issued to the Employee until after s/he submit to the Sheriff in writing that s/he desires a snowsuit.~~

~~The Sheriff shall establish and maintain a ballistic vest replacement schedule and shall notify the Employee in writing six months prior that his/her vest will expire. The Employee shall be fully responsible for being fitted for his/her ballistic vest. The employee must be fitted with a ballistic vest from a supplier approved by the Sheriff's Office. The cost of the ballistic vest will be paid directly to the vendor by the County. If the issued ballistic vest becomes damaged in the line of duty, except for damage caused by negligence or misuse, the Employer will replace the ballistic vest at no cost to the employee.~~

~~The vest shall be returned to the Sheriff at the time the Employee for any reason leaves employment with the Sheriff's Office and at the time that the Employee receives his/her new replacement ballistic vest. If the Employee does not return the ballistic vest at the time of leaving employment, the full cost of the ballistic vest shall be deducted from any amount owed to the Employee by the county. If the Employee does not return the expired or damaged ballistic vest within 30 days of receiving the replacement ballistic vest, the Employee shall have the full cost of the ballistic vest deducted from his/her paycheck in fifty percent increments over the next two pay periods.~~

~~The Employee shall be required to wear the issued ballistic vest at all times while on duty. At no time may the Employee while on duty wear a ballistic vest that is expired or that does not otherwise meet NIJ Level III and other standards.~~

- ~~2. Employees will forfeit their Uniform and Duty Gear Allowance for the duration of this current contract.~~
- ~~3. With the Sheriff's validation of a claim, the Employer shall reimburse an employee for the costs of repairing or replacing watches or prescription eyeglasses/contact lenses which are lost or damaged while the employee is in the performance of his/her duties, provided that there is notification by the employee to the Sheriff within 7 business days. Reimbursement amounts shall be limited to the actual replacement value up to \$250.00 per claim for prescription eyewear and \$50.00 per claim for watches. An Employee may only make a claim up to \$300.00 during each fiscal year.~~

ARTICLE 16: LEAVE OF ABSENCE

1. General Provisions-Unpaid Leaves: A leave of absence may be granted to an Employee in accordance with Storey County Policy and Procedure Number 606 - Leave of Absence Without Pay.
2. Investigatory Leaves: Any Employee who is required to discharge a weapon in the line of duty may forthwith be placed on administrative leave with pay pending investigation of the incident by the Sheriff. The Sheriff may assign the Employee to other duties where carrying or use of a weapon is not required until completion of the investigation. If the Sheriff determines that the weapon used was justified, the Employee shall be restored to regular duty. If the investigation indicates that the weapon used was not justified,² the Employee may be placed on paid leave. If an administrative action is taken against the Employee,² the Sheriff shall place the Employee on paid leave pending the pre-disciplinary hearing.
 - a. Any Employee charged with any criminal act may be placed on unpaid leave forthwith pending final disposition of the matter. If the charges are dismissed or the Employee is found not guilty at trial, the Employee shall be restored to regular duty with back pay to the date of suspension if no administrative action is pending. If administrative action is taken against the Employee, restoration of back pay will occur following the pre-disciplinary hearing on the administrative charges. Such restoration shall not include

back pay for any period assessed as discipline.

3. Jury Duty: Any Employee called for jury duty shall be granted a leave of absence with pay. The Employee shall retain any travel pay ordered by the court unless the Employee's travel has been at County expense. but shall pay any other fees received to the County. Such leave shall not be charged against the Employee's vacation credit.
4. Family and Medical Leave: Family and medical leave for Employees shall be governed by the provisions of the federal Family and Medical Leave Act (FMLA) and Storey County Policy and Procedure Number 605 - Family and Medical Leave.
5. Military Leave: Any Employee who is a member of the organized U.S. Army, Navy, Air Force, Coast Guard, Nevada National Guard, or Marine Reserves shall continue to receive paid military leave as prescribed by NRS 281.145, and any benefits as provided by the Uniform Services Employment and Reemployment Rights Act (USERRA) of 1994. Employees may choose to use accrued annual leave before taking leave without pay. The Employer cannot require that annual leave or other personal leave be used. Employees returning from Military Leave are entitled to any benefits determined by seniority that they had when their Leave began and to any benefits which would have accrued had they remained continuously employed. This includes, for example, merit step and seniority. The Employer shall count the years of Military Leave as if they were years of actual work to determine the accrual rate of Annual and Sick Leave and to determine the rate of pay if the rates are based on seniority. Employees do not earn Annual and Sick Leave while on Military Leave unless other Employees, including those outside of the bargaining unit, are allowed to do so.

This Article recognizes that the USERRA and NRS 281.145 governing paid military leave provide hours to the Employee equivalent to 15 working days of paid military leave in a 12-month period beginning January 1 and ending December 31 of each year (i.e., the calendar year). This Article recognizes that 15 days means 15 regularly scheduled shifts regardless of the number of hours in a regular shift. The Employer recognizes that the applicable regulations intend to provide "hours" equivalent to 15 "workdays" and, therefore, fractions of days taken are deducted in hour increments. For example, Employees working regular 10-hour shifts are entitled to an equivalent of 15 working days of paid military leave, and this equates to 150 hours of leave within a 12-month period. Employees working regular 8-hour shifts are also entitled to an equivalent of 15 working days of paid military leave, and this equates to 120 hours of leave in the same period.

An employee must provide the Sheriff with call-to-duty orders within one week of receipt of the order unless the order calls the employee to duty in less time.

ARTICLE 17: LAYOFF PROCEDURE

1. Position to be eliminated: If the County determines the need for a reduction in its work force for lack of work or lack of funds, the Sheriff, County Manager and HR Director (Committee) will determine the positions to be eliminated and the Employees to be laid-off within each affected job class. Written notice of not less than thirty (30) calendar days shall be provided to regular Employees to be laid-off.
2. Order of Layoff:
 - a. Initially the Committee shall consider Employees for layoff in the inverse order of seniority.

- b. When selecting which Employee will be laid-off, the Committee will review the qualifications of the Employee with the least seniority in the affected job class. If the Committee finds an Employee with less seniority has qualifications which are needed by the Sheriff's Office and those qualifications are equal to or greater than those of an Employee with greater seniority, and the documented performance of the Employee with lesser seniority is better than that of the more senior Employee, the County may lay-off the Employee with the higher seniority.
 - c. Qualifications to be considered in determining exceptions to seniority order shall include knowledge, skill, ability, and certificates required for job functions to be assigned to the remaining staff, as well as previous experience in performing the essential functions and job performance. Job performance shall be determined on the basis of the Employee's record of job performance as documented in the Employee's personnel file at least forty-five (45) calendar days prior to the date the County determines a layoff is necessary. This shall not preclude consideration of discipline consisting of a two (2) day suspension or more occurring within this period.
 - ~~d. After consideration of seniority within class, qualifications, and performance, any ties shall be broken by total seniority within the department. Time spent in other County departments or as a County volunteer and/or reserve is specifically excluded in computing time for purposes of determining seniority.~~
 - ~~d.~~
 - e. An Employee who was initially hired by the Sheriff into a class with a lower rank than his/her current class shall have the right to bump an Employee in such lower class if s/he has more seniority in the lower class. Such bumping rights may be exercised subject to the Sheriff's review or performance and qualifications outlined above.
3. Appeal Procedure:
- a. Notice of Appeal: In the event that an Employee who has been laid-off out of seniority order believes the decision based upon performance and/or qualification is incorrect, s/he may request that the Union appeal the Sheriff's determination. If the Union finds there is good reason to believe that the Sheriff has erred in his/her decision, it may appeal through the process set forth in this Article. Such appeal shall be filed within five (5) working days of delivery of the layoff notice to the Employee.
 - b. Appeal Review Committee: When an appeal is filed, the Union shall identify two (2) persons to serve on a review committee at the time of the appeal. The Sheriff shall then appoint two (2) persons to the committee. Each of the persons appointed to the appeal committee shall be familiar with the work of the department and with the job class from which layoff is to be made. The appeal committee shall meet within five (5) days of delivery of the notice of appeal to the County. It shall review the basis for the Sheriff's layoff decision and the reasons the Employee believes the decision is in error. The appeal committee shall then determine whether the Sheriff's decision was reasonable and on that basis either confirm or reject the Sheriff's decision.
 - c. If the appeal committee cannot reach an agreement regarding the Sheriff's decision regarding order of layoff: it shall, within three (3) days of its initial meeting, request the participation of a federal mediator. The services of the mediator will be jointly requested by the County and the Union on an urgent basis. The mediator shall seek to achieve a consensus decision among the appeal committee members. If none is reached, the mediator shall become a voting member of the appeal committee.

- d. The determination of the appeal committee regarding the appropriate order of layoff shall be final and binding and may not be grieved or appealed.
 - e. The fees and expenses of the mediator shall be shared equally by the Union and the County. Each party, however, shall bear the costs of its own presentation, including preparation and post-hearing briefs and legal fees, if any.
4. Recall Rights: Laid-off Employees will have a right to return to a vacancy in the same class and ~~department-department~~ from which they were laid-off. Recall shall be in inverse order of layoff.
- a. Recall List: Employees shall remain on the recall list for one (1) year following the date of layoff: provided, however, laid-off Employees shall be removed from the recall list if:
 - i. They decline appointment to a position in the same department and in a class at the same wage range as the position from which their layoff occurred; or
 - ii. They fail to report for duty within fifteen (15) calendar days of mailing of notice of recall to County employment.
 - b. Recall Notice: Notice of recall or available position may be made in person or by U.S. Mail, return receipt requested. It is the responsibility of each laid off Employee to notify the Sheriff of his/her current address.

ARTICLE 18: CHANGE OF ASSIGNMENT AND JOB VACANCIES

- 1. An Employee whose regular assignment is changed shall be given thirty (30) days of notice of the reassignment. Notice is not required when change is required to serve the public in an emergency, when an employee is placed on administrative leave or is under official investigation.
- 2. During the first week of January and July of each year, Employees will be permitted to notify the Sheriff of their preference for work shifts. The Sheriff will consider staff preferences in order of job assignment seniority (i.e., patrol, jail, investigation); but shall retain full authority to make such assignments. Employees will be permitted to trade shifts or days off with the proper approval of their respective supervisor.
- ~~3. For purposes of this Article, seniority is determined by the total consecutive time spent in the current job assignment (patrol, detention, investigations). If seniority is otherwise equal, a choice must be made on the total time spent with the Sheriff's Office second by total time spent with the County. And third by lot. In computing time for purposes of determining seniority, only time spent during current continuous County service will be counted. Leave without pay over thirty (30) days is not counted. Part-time employment must be prorated to its full-time equivalent. Time spent in other County departments or as a County volunteer and/or reserve is specifically excluded in computing time for purposes of determining seniority.~~

ARTICLE 19. DISCIPLINARY ACTION

1. General Policy: Discipline shall be administered or imposed on a basis of progressive punishment. No discipline shall be imposed except for cause. All discipline shall be accompanied by counseling which may assist the Employee in correcting past performance deficiencies or behavior. Authorized discipline shall range from Documented Verbal Warning up to and including Termination of employment with the County. The initial form of discipline and punishment shall be appropriate to the seriousness of the initial offense or condition.

2. Forms of Discipline:

- a. Documented Verbal Warning: Whenever Employee performance or job-related behavior falls below the acceptable level, the Employee's supervisor shall inform the Employee of the deficiencies using Storey County Policy and Procedure Form 1001F1. Documented Verbal Warnings shall remain in the Employee's master personnel file for twelve (12) months. After which it shall be removed from the Employee's record upon the written request of the Employee directly to the Sheriff and approval of the HR Director. The HR Director will provide written confirmation to the Employee of the action taken.
- b. Written Reprimand: In situations where a Documented Verbal Warning has not resulted in correction of the condition. Or where more severe initial action is warranted, the Employee's supervisor shall inform the Employee of the deficiencies using Storey County Policy and Procedure Form 1001F1. A Written Reprimand shall remain in the Employee's master personnel file for eighteen (18) months, after which the Written Reprimand shall be removed from the Employee's record upon the written request of the Employee directly to the Sheriff and approval of the HR Director. The HR Director will provide written confirmation to the Employee of the action taken.
- c. Suspension: If the Written Reprimand is not effective, or in those cases where the seriousness of the offense or condition warrants, an Employee may be Suspended without pay by the Sheriff for a period not to exceed forty-five (45) working days.

Documentation supporting the Suspension shall remain in the Employee's master personnel file for twenty-four (24) months, after which the documentation shall be removed from the Employee's record upon the written request of the Employee directly to the Sheriff and approval of the HR Director. The HR Director will provide written confirmation to the Employee of the action taken.

- d. Pay Reduction: If other forms of disciplinary or corrective action have proven ineffective, or when the seriousness of the offense or condition warrants, the Sheriff may reduce pay by no more than one Merit Step in the Employee's current pay Grade. The date that the Employee's pay reduction takes effect shall establish a new Anniversary Date. Documentation establishing the cause for the pay reduction shall remain in the Employee's master personnel file for twenty-four (24) months, after which the supporting documentation shall be removed from the Employee's record upon the written request of the Employee directly to the Sheriff and approval of the HR Director. The HR Director will provide written confirmation to the Employee of the action taken.
- e. ~~Involuntary Demotion~~: When other forms of disciplinary or corrective action have proven ineffective, or when the seriousness of the offense or condition warrants, the Sheriff

may demote the Employee. Rejection on probation following promotion is not discipline. Documentation establishing the cause for the Involuntary Demotion shall remain in the Employee's master personnel file for twenty-four (24) months. After which the supporting documentation shall be removed from the Employee's record upon the written request of the Employee directly to the Sheriff and approval of the HR Director. The HR Director will provide written confirmation to the Employee of the action taken.

f. Termination: As a final disciplinary measure when other forms of discipline or corrective action have proven ineffective. Or when the seriousness of the offense or condition warrants. The Sheriff may Terminate an Employee.

g. Suspensions of 1 to 3 days: Suspensions of one (1) to three (3) days may be appealed to Level 1 of the Grievance Procedure (Article 20). If the Grievant is not satisfied with the decision rendered by the Sheriff, the Grievant may within ten (10) working days of that decision request to the HR Director that the Grievance is advanced to mediation. Within ten (10) working days of the HR Director receiving the Grievant's request that the matter is advance to mediation, the parties shall request a mediator through the Federal Mediation and Conciliation Services (FMCS) to hear the Grievance. The parties shall attempt to hold a mediation session within twenty (20) days after contact with the FMCS. This timeline shall be extended based on the schedule of the mediator or by mutual consent of the parties. In the event a mediated decision cannot be reached, the Mediator shall, considering the evidence presented, issue a bench decision that the parties agree to implement, and which shall be final and binding.

3. Notice of Suspension, Involuntary Demotion, or Dismissal: All notices of Suspension, Involuntary Demotion, or Dismissal shall be given to the Employee in-writing, specifying the action to be taken, the grounds upon which the action is based, including specification of standards, rules, regulations, or policies violated, if applicable, and the date of action taken. The specification of charges shall include a statement of facts constituting conduct for which discipline is to be imposed, together with a statement of specification of standards, specific rules, regulations, ordinances, laws, policies or performance standards, if applicable, which the Employee is alleged to have violated. The notice shall include a statement that the Employee has five (5) working days to meet with the Sheriff to discuss the proposed action. The specification of charges shall be signed by the Sheriff or his/her designee. The Sheriff shall not suspend, involuntarily demote, or dismiss an Employee without giving ten (10) working days of notice prior to the action being taken.

a. The Sheriff may serve notice upon an Employee by mail or personal service. If mailed, notice shall be mailed to the Employee at his/her last known address by USPS Certified Mail Return Receipt Requested. Receipt shall be deemed the date of first attempt of delivery as indicated on the Return Receipt. Should notice be returned to sender, receipt shall be deemed to be on the third day after the date of mailing of the notice.

b. The Employee, who may be accompanied by a Union representative, shall be allowed to meet with the Sheriff to review the charges. The Employee shall be given an opportunity to state his/her position as to whether there are true and reasonable grounds for the proposed action. The discipline may be postponed to allow for the consideration of evidence the Employee produced and/or for further investigation of the Employee's response.

4. Administrative Leave During Disciplinary Proceeding: In cases of contemplated Discharge or Suspension concerning misconduct which presents possible harm to persons

or property or pending criminal charges which adversely and directly affect the County or substantially disrupt County operations. The Sheriff may place an Employee on Administrative Leave with pay, pending an investigation prior to or during a disciplinary proceeding, or during the review of the Employee's response to a proposed disciplinary action. The Employee will be notified in-writing of the decision to place him/her on Administrative Leave. The notice will include a statement that the Administrative Leave is not a disciplinary action.

5. Appeals of Disciplinary Actions: Within ten (10) days of the date that disciplinary action of Suspension without pay of four (4) days or longer, Pay Reduction, Involuntary Demotion, or Dismissal are implemented by the Sheriff. The Union may Appeal said disciplinary action to Arbitration.
 - a. The Appeal must be submitted in-writing to the Sheriff and HR Director and state the basis of the Appeal. The Union and the Sheriff shall mutually select a disinterested third-party to serve as the Arbitrator. In the event an agreement cannot be reached to select a neutral Arbitrator, the parties agree to solicit a list of seven (7) professional neutrals with public sector experience from the Federal Mediation and Conciliation Services (FMCS), and alternately strike names from such list until one (1) name remains. That remaining person so selected shall serve as the Arbitrator. The party to strike first shall be determined by lot. Both parties shall make every effort to mutually set forth the issue(s) to be arbitrated in advance of the Arbitration hearing date. The fees and expenses of the Arbitrator shall be shared equally by the Union and the County. Each party, however, shall bear the costs of its own presentation, including preparation and post-hearing briefs, and legal fees, if any. The Arbitrator's decision shall be final and binding upon both parties.

ARTICLE 20. GRIEVANCE/ARBITRATION PROCEDURES

1. Definitions:

- a. **Grievance:** A Grievance is claimed violation, misapplication, or misinterpretation of this Agreement or rules, regulations, and policies of the Employer governing matters within the scope of mandatory bargaining pursuant to NRS 288. Informal discussions and attempts to resolve the matter prior to filing a formal grievance are excluded.
- b. **Grievant:** A grievant is an Employee or group of Employees who are covered by the provisions of this Agreement and who believe they have been adversely affected by an act or formal decision of the Employer occasioning the grievance, and who file a grievance. The Union may be the grievant if an act or formal decision of the Employer which is alleged to be a grievance directly relates to a Union activity or privilege addressed in this Agreement.
- c. **Day:** Day shall mean a weekday, Monday through Friday, excluding holidays.
- d. The Grievance Screening Committee shall consist of any three (3) current members of the Board of Directors of the Storey County Sheriff's Office Employee Association.

2. **Rights of Representation:** With the consent of the aggrieved Employee(s), one (1) Union representative shall be present for any meeting, hearing, appeal, or other proceeding between

the Employer and the grievant relating to a grievance that has been filed pursuant to this Article.

- a. If, in the judgment of the Union, a grievance affects a group of Employees or the Union, the Union may initiate and file such grievance with the HR Director and the processing of such grievance shall commence at Level II. The Union may process such a grievance through all levels of the procedure.
3. **Individual Rights:** Nothing contained herein shall be construed as limiting the right of any Employee having a complaint to discuss the matter with the appropriate supervisor(s), and to have the matter resolved without the intervention of the Union, as long as the Union has had, at the request of the Employee, the opportunity to be present at such discussions.
4. **Informal Resolution:** Within fifteen (15) working days from the event giving rise to a grievance or from the date the Employee(s) could reasonably have been expected to have had knowledge of such event, the Employee shall orally discuss the grievance with his/her immediate supervisor. A supervisor shall have ten (10) working days to provide a decision to the Employee.
 - a. The Unions Grievance Screening Committee shall convene within ten (10) working days from the date the Supervisor provides or should provide a decision to the Employee. The Grievance Screening Committee shall screen grievances to determine if there is valid cause to proceed to a Formal Level Grievance.
 - b. Should the Grievance Screening Committee determine there is no valid cause to proceed to a Formal Level Grievance, the Grievant shall still have the right to proceed: however, they will not have the support of the Union.
5. **Formal Levels:**
 - a. **Level I:** If a Grievant is not satisfied with the resolution proposed at the informal level, s/he may, within ten (10) working days of the receipt of such decision, file a formal written Grievance with the Sheriff, describing the Grievance, the specific section(s) of this Agreement, ~~or~~ County or Sheriff's Office rules, regulations, and/or policies allegedly violated, and the remedy requested. The Sheriff may have a meeting with the Grievant, and within ten (10) working days of receiving the Grievance provide a written decision to the Grievant.
 - i. If the Sheriff fails to respond within ten (10) working days of receiving the Grievance, the Grievance, if non-monetary, shall be granted in the Grievant's favor. If the Grievance contains a request for a monetary remedy, the Grievance shall automatically advance to Level II.
 - b. **Level II.** If the Grievant is not satisfied with the resolution proposed at the informal level, or the grievance includes a request of monetary related correction, s/he may, within ten (10) working days of the receipt of such decision, file a written appeal to the HR Director. Within ten (10) working days of receipt of the written appeal, the HR Director shall respond with a decision to the grievance or with a recommendation to proceed or not proceed to Level III.
 - c. **Level III:** If the Grievant is not satisfied with the decision rendered by the Sheriff. The Grievant may within ten (10) working days of that decision request to the HR Director that the Grievance is advanced to mediation. Within ten (10) working days of the HR Director receiving the Grievant's request that the matter is advanced to mediation, the parties shall request a mediator through the Federal Mediation and Conciliation Services (FMCS) to hear the Grievance. The

parties shall attempt to hold the mediation session within twenty (20) days after contact with the FMCS. This timeline shall be extended based on the schedule of the mediator or by mutual consent of the parties. If the parties cannot reach a mediated resolution, either or both parties may request a recommendation from the mediator. Nothing occurring in mediation may be referred to or introduced during Arbitration.

- d. **Level IV:** In the event that the parties cannot reach a mediated resolution at Level III, the Grievance may be submitted to Arbitration for resolution. The Grievant or the Union shall exercise the right to Arbitration by giving the HR Director written notice of intent to arbitrate within ten (10) working days from the date of receipt of the mediator's recommendation(s). If any question arises as to the ability to arbitrate the grievance, and the Grievant or the Union has decided to proceed, the following apply:
1. If the grievance is a claimed violation, ~~M~~misapplication, ~~O~~or misinterpretation of this Agreement or rules, regulations, or policies as defined in Section 1 (a) of this Article not resulting in a verbal warning, written reprimand, or suspension of 1 to 3 days, such question shall first be ruled upon by the Arbitrator selected to hear the dispute.
 2. If the grievance is a claimed violation, misapplication, or misinterpretation of this Agreement or rules, regulations, or policies as defined in Section 1 (a) of this Article resulting in a verbal warning, written reprimand, or suspension of 1 to 3 days, a mediator through the FMCS shall consider the evidence presented by both parties regarding the claimed violation, ~~M~~misapplication, or misinterpretation and make a recommendation that the parties will accept as final and binding.
 3. A decision that is final and binding for the parties to proceed or not proceed to Arbitration.
 - ii. Within ten (10) working days after the HR Director receives the written notice of intent to Arbitrate. The Employer and the Grievant, or the Union, will attempt to agree upon a mutually acceptable Arbitrator, and to obtain a commitment from such Arbitrator to serve. If the parties are unable to agree upon an Arbitrator, or to obtain a commitment to serve from the agreed-upon Arbitrator within the ten (10) working day period, a request for a list of seven (7) arbitrators may be made by either party to the FMCS. Within five (5) working days of receipt of the list. Each party shall alternately strike names from the list, ~~A~~and the name remaining shall be the Arbitrator. The party to strike first shall be determined by a toss of the coin. The parties shall be bound by the rules and procedures of the American Arbitration Association in the selection of an Arbitrator.
 - iii. The Arbitrator shall thereafter confer promptly with the parties, shall set, and hold hearings, ~~A~~and shall issue a written decision setting forth the Arbitrator's findings of fact, conclusions of law, and decision within thirty (30) working days from the date of the conclusion of all hearings on the matter arbitrated. The Arbitrator's written decision shall be consistent with the law and the terms of this Agreement and shall be final and binding upon the parties. The Arbitrator's authority shall be limited to the application and interpretation of the provisions of this Agreement and any related rules, regulations, and policies of the Employer, and no arbitrator shall have the

power to modify, amend or alter any terms or conditions of this Agreement.

6. **Arbitration Costs:** The fees and expenses of the Arbitrator shall be shared equally by the Employer and the Union. Each party shall bear the costs of its own presentation including~~,--B~~but not limited to, witness fees and expenses, preparation, pre- and post--hearing briefs, and legal fees, if any.
7. If a court reporter is requested by either party, the requesting party shall pay the costs of the reporter. If the record is transcribed, the requesting party will pay the transcription costs unless the parties mutually agree to share the cost. Any party desiring a copy of the transcription will pay the costs for the copy. If the Arbitrator requires a reporter and transcript, the parties will share the cost equally.
8. **Jurisdiction of the Arbitrator:** The arbitrator shall decide all substantive and procedural issues~~,--U~~upon request of either party~~--A~~and in the discretion of the Arbitrator, the merits of a grievance and the substantive and procedural issues arising in connection with the grievance shall be consolidated for hearing. The decision of the Arbitrator may be enforced in any court of competent jurisdiction.
9. **General Provisions:**
 - a. If the Grievant fails to carry his/her grievance forward to the next level within the prescribed time period, the grievance shall be considered settled based upon the decision rendered at the most recent step utilized.
 - b. The Grievant may be represented by a person of his/her choice at any level of this procedure.
 - c. Nothing contained herein shall preclude an Employee, with or without representation~~,--F~~from bringing a matter not addressed herein through the chain of command to the Personnel Director.
 - d. Proof of service shall be accomplished by Certified Mail or personal service evidenced by a notarized affidavit of service.
10. **Exceptions to Time Limits:** The time limits set forth in this Article shall be strictly observed, unless extended by written agreement of the Union and the Employer or otherwise excused for just cause.
 - a. A Grievance alleging errors in wages which are ongoing shall be deemed continuing and all subsequent errors shall relate back to and be incorporated within the Grievance alleging the errors in the first instance.
 - b. Notwithstanding the expiration of this Agreement, any grievance filed prior to expiration may be processed through the grievance procedure to resolution.

11. Proof of service shall be accomplished by certified mail or personal service.

ARTICLE 21: MISCELLANEOUS

1. **Safety:** The County shall make every reasonable effort to provide all safety equipment and maintain safe conditions of employment. Employees shall be alert to unsafe practices, ~~equipment or conditions and report same to their immediate supervisor in writing. The supervisor will provide an initial response to all such reports within three (3) days of receiving the Employee's written notice. A written response will be provided within ten (10) days. The County agrees to pay for a standard testing procedure to test for HIV/AIDS for an Employee who, within the scope of the Employee's normal duties, has been exposed to HIV/AIDS and could reasonably be viewed as posing a legitimate threat. The County agrees to pay for Hepatitis B vaccinations for all Employees covered by this Agreement who consent to the vaccination and who make an affirmative request for the vaccination.~~
2. **Communicable Disease:** In the event an officer covered under this Agreement or his/her supervisor suspects that, ~~As a result of the course of duty, s/he has been exposed to or is the carrier of a serious communicable disease, the deputy may be relieved of duty without the loss of any pay or sick leave and shall be taken to a local emergency hospital for diagnosis and treatment. It shall be the responsibility of the supervisor to determine if or when the deputy is permitted to leave duty for this purpose.~~
 - a. The deputy shall be provided with preventive measures designed to protect the deputy against communicable diseases. These measures shall include, but are not limited to, vaccines and blood tests; medical equipment such as gloves, masks, and other products; and equipment and procedures that are intended to detect, prevent, or impede communicable disease. Participation in any medical procedures, such as vaccination and testing, shall be at the discretion of the deputy. The Storey County Sheriff's office shall not be held responsible for any consequences to the officer as a result of the deputy having or not having received any vaccinations or test.
2. **Personnel Files:** The Employer will maintain a master personnel file on each Employee. The Employer shall maintain only one (1) set of files on each Employee; the Personnel Office shall maintain said files. Any Employee has the right to review his/her master personnel file upon request to the Personnel Office. Reasonable advance notice will be provided. This right is limited to the individual Employee to review his/her own personnel file. However, an Employee may, with proper release forms, permit his/her personnel file to be reviewed by a party so authorized, upon presentation of properly executed forms to the Personnel Office, which form shall be developed by the Personnel Office. Except as provided herein, only those authorized persons working in the Personnel Office, the Employee's Supervisor, and the Sheriff shall have access to an Employee's master personnel file. In addition, the Employer's authorized attorney(s) shall have the right to access an Employee's ~~files~~ for legitimate personnel purposes related to discipline, complaints, grievances, arbitrations, and lawsuits involving the Employee.
3. **Rights of Peace Officers:** The County expressly recognizes the provisions of NRS Chapter 289 "Rights of Peace Officers."
4. ~~**Personal Property:** Subject to the approval of the Sheriff. The County will pay one-half (1/2) the cost of replacing an employee's prescription eyeglasses/contact lenses damaged in the line of duty to the extent not covered by insurance.~~

5.4. Participative Management Committee: A Committee of the Management and the Union, not to exceed three (3) representatives each. Shall meet semi-annually or more frequently when mutually agreed. The meetings will be held on mutually agreed dates and times for the purpose of:

- a. Discussing the administration of this Agreement;
- b. Exchanging general information of interest to the parties;
- c. Giving the bargaining unit representatives the opportunity to share views of their members and/or make suggestions on subjects to their members;
- d. Review and analyze replacement and new equipment for quality, safety, and functionality of future equipment purchases.

6.5. Education and Development: An Employee will be reimbursed for educational training courses taken after written approval from the Sheriff.

- a. The training must be related to the required skills or education for the Employee's current position or to a logical career path with the Employer.
- b. Only a bargaining unit Employee will be eligible for reimbursement for course work after successful completion of the Employee's probationary period. Further eligibility may be determined by the Sheriff in accordance with the departmental training program.
- c. No Employee will be reimbursed more than Two Thousand Dollars (\$2,000.00) per fiscal year. There will be no reimbursement if the cost is assumed by any other institution, scholarship, ~~or~~ grant-in-aid.
- d. Reimbursable expenses shall be restricted to tuition and course fees. While courses shall be normally taken on the Employee's own time. Exception may be granted by the Sheriff, in which case hours from work will cause no adverse impacts to his/her duties and other Employees in the workplace, and which hours from work must be deducted from earned Vacation or be recorded as an unpaid excused absence.
- e. To obtain reimbursement the course must be taken from a recognized and accredited college. University, ~~or~~ training institution. The Employee shall provide valid evidence that s/he completed the course with a minimum grade of "B" eighty percent. If the course is of a nature that no grade is given (i.e., pass or fail), the Employee must provide to the Employer a certificate of completion or other valid documentation showing satisfactory passage of the courses.
- f. The employee shall receive the regular rate of pay during training and education which takes place during the employee's regular schedule shift period and otherwise as required by the federal Fair Labor Standards Act (FLSA).

7.6. Shift Trades: Represented Employees may request to trade shifts in the event that it does not interfere with the operation of the Sheriff's Office. Employees who trade shifts

must occupy the same job assignment and otherwise be qualified to perform the duties of the job assignment.

- a. No obligation, ~~financial~~ or otherwise of any nature, ~~shall~~ accrue to the Employer on account of such shift trades. Therefore, hours worked by an Employee working a shift as the result of a shift trade shall be excluded from any overtime calculation. However, the regularly scheduled Employee shall be compensated as if s/he had worked his/her normal schedule for the traded shift.
- b. Where Overtime is required as the result of an Employee's inability ~~to fulfill~~ a shift trade, ~~the~~ Employee failing to fill a shift shall have his/her Annual Leave balance reduced up to twelve (12) hours or up to eighteen (18) hours if Overtime payment is required.
- c. Three-way shift trades are prohibited except under emergency conditions, ~~as~~ determined by a supervisor.
- d. A maximum of one hundred twenty (120) hours of shift trades per calendar year, ~~per~~ Employee will be permitted. Shift trades shall not interfere with the operation, ~~administration~~, ~~or~~ safety of the Sheriff's Office.
- e. Nothing herein shall be construed to diminish the Employer's management rights under NRS 288 or the Management Rights clause hereof.

Legal Liability – NRS Chapter 41 shall apply to represented employees, as appropriate.

ARTICLE 22: CATASTROPHIC LEAVE

1. **Definitions:** Catastrophe means the Employee is unable to perform the duties of his/her position including a reasonable modified duty assignment because of a serious illness or injury to the Employee and/or an immediate family member (within the First degree of consanguinity or affinity) which is life ~~threatening~~ threatening, or which will require a lengthy convalescence. Lengthy convalescence means a period of disability that an attending physician expects to exceed ten (10) weeks.
2. **Establishing the Catastrophic Leave Account:** The Sheriff's Office may establish an account for Catastrophic Leave for Sheriff's Office Employees. All Employees of the Sheriff's Office who are eligible to use Sick Leave, whether or not the positions they occupy are part of the bargaining unit of this Agreement, may use the Leave from the Catastrophic Leave account and/or donate to this account. Donations to and withdrawals from this account are restricted to Employees of the Sheriff's Office.
 - a. An Employee may request, in writing, that a specified number of hours of his/her accrued Annual or Sick Leave be transferred from his/her account to the Catastrophic Leave account.
 - b. Sick and Annual Leave will be transferred at the rate of one hour for one hour credit donated consistent with the provisions of NRS 245. Donated time will be converted to a dollar amount based upon the donating Employee's current base hourly rate of pay. When an Employee is given Leave, the Catastrophic Leave account will be reduced by an amount determined by multiplying the receiving Employee's current base rate of pay by

the number of hours received.

- c. The minimum number of hours which may be transferred is eight (8) hours. An Employee may not transfer Sick Leave to the Catastrophic Leave account if the balance of his/her account after the transfer is less than two hundred forty (240) hours. Leave will be placed in a pool; however, the Employee may transfer hours to the catastrophic leave account for use by a particular Employee who has been determined to be eligible to receive the Leave.
 - d. Any hours of Annual or Sick Leave which are transferred from any Employee's account to the Catastrophic Leave account may not be returned or restored to that Employee. This subsection does not prevent the Employee from receiving Leave pursuant to section 4 of this Article.
3. **Request for Catastrophic Leave:** An Employee who is himself/herself affected by a catastrophe or an immediate family member (within the first degree of consanguinity) affected by a catastrophe as defined in paragraph (I) may request to the Sheriff or HR Director, in-writing, that a specified number of hours of Leave be transferred from the Catastrophic Leave account to his/her account.
- a. The request must include:
 - i. The Employee's name, title, and classification; and
 - ii. A physician's statement of the limitations which prevent the Employee from being available for work and the expected duration of the limitations.
 - b. An Employee may not receive any Leave from the Catastrophic Leave account until s/he has used all his/her accrued Annual, Sick, and other paid Leave. If an Employee has requested leave from the Catastrophic Leave account within the previous three (3) years, the Employee may not receive any leave from the Catastrophic Leave account until s/he has been off work for forty (40) consecutive hours and has used all his/her accrued Sick, Annual, and other paid Leave.
 - c. An Employee who receives Leave from the Catastrophic Leave account is entitled to payment for that leave at a rate no greater than his/her own rate of pay.
 - ~~e.d.~~ The request form will be made available at the Human Resources office and must be completed by the employee, except in cases where an employee is unable to do so.
 - e. The maximum number of hours that may be granted to an employee shall be 480 hours per rolling calendar year. Any requests for an exception to this limit must be approved by the Sheriff and the Administrative Officer/HR Director.
 - ~~d.f.~~ The decision of the Sheriff or HR Director concerning the approval of Leave is final and is not subject to the Grievance procedure, judicial review, or review by the Board of County Commissioners
4. **Approval of Transferring the Catastrophic Leave:** ~~The Sheriff may approve the transfer of a specified number of hours of Leave from the Catastrophic Leave account to the account of any Employee who is eligible to receive such Leave.~~
- a. ~~The decision of the Sheriff concerning the approval of Leave is final and is not subject~~

~~to the Grievance procedure, judicial review, or review by the Board of County Commissioners.~~

5. **Review of Status of Catastrophe; Termination of Leave; Disposition of Hours Not Used:** The Sheriff or HR Director shall review the status of the limitations of the Employee and determine when the limitations no longer exist. This determination is final and not subject to the Grievance procedure, judicial review, or review by the Board of County Commissioners.

a. The Sheriff or the HR Director shall not grant any hours of Leave from the Catastrophic Leave account after:

- i. The limitations cease to exist; or
- ii. The Employee who is receiving the Leave resigns or his/her employment with the County is terminated.

~~b. b.~~ Any Leave which is received from the Catastrophic Leave account which was not used at the time the limitations cease to exist or upon the resignation or termination of the employment of the Employee must be returned to the Catastrophic Leave account.

~~6. Maintenance of Records on Catastrophic Leave: The Sheriff Records will be maintained by the Payroll Dept. under the direction of the Comptroller. The Union may request in writing information concerning the use of the Catastrophic Leave account provided that any request for medical information be accompanied by a written release signed by the affected employee(s). shall maintain the records and report to the Union any information concerning the use of a Catastrophic Leave account.~~

~~6.~~

~~7. Substantiation of Limitations: The Sheriff or his/her designee may require written substantiation of the limitations and expected duration by a physician of his/her choosing. The cost of such written substantiation shall be borne by the Sheriff's Office. The Sheriff and/or HR Director or his/hers designee shall require written substantiation of the catastrophe and expected duration by a physician of his or her choosing. The physician shall be of equal or greater qualification as the treating physician. The cost of such written substantiation shall be borne by the employer. Visits to the physician shall be on County time.~~

Employee to Employee Donations: An employee who fails to qualify for catastrophic leave pursuant to the requirements set forth in subsection (f) above may receive Catastrophic Leave if eligible employees independently contribute a designated number of hours in eight (8) hour increments to the non-qualifying employee's specific Catastrophic event. The receipt of such Catastrophic Leave shall be subject to the remaining requirements set forth in this Article.

Annual and Sick Leave will be transferred at the rate of one (1) hour for one (1) hour credit donated consistent with the provisions of NRS 245.

7.

8.

ARTICLE 23: SERVICE-CONNECTED DISABILITY

All eligible members shall be covered by a workers compensation program of the county's

choice that conforms with the provisions of the Nevada Industrial Insurance Act (NRS 616) and the Nevada Occupational Disease Act (NRS 617) and that provides for payment of industrial accident benefits and compensation for partial and total disability arising from industrial injuries and occupational diseases.

1. In the event an employee is absent from work due to a service-connected disability, approved pursuant to NRS 616 or 617, a supplemental amount from the county will be provided which would cause the total amount received by the employee from the service-connected disability and the county to equal his/her wages at the time of his/her disability.

The supplemental compensation will start from the first day of absence or illness but shall not exceed 60 calendar days for the same incident. During this period, the employee shall not forfeit any accrued sick leave. Successful completion of the probationary period is required in order to qualify for the supplemental compensation from the county.

2. It is the intent of the County to pay on-the-job injured employees (as outlined in this section) the difference between full biweekly wages and that provided pursuant to NRS 616 and 617 covering the period enumerated in Section I of this Article. No supplemental benefits shall be paid until after the employee's lost-time benefit check has been deposited with the County Treasurer.
3. If an employee who is entitled to disability compensation has not completed his/her probationary period, or if an employee who has received supplemental compensation for the maximum 60 calendar days is unable to return to work, s/he may elect to utilize accrued sick leave, during which period the employee shall receive compensation from the county as provided by NRS 281.390. If the employee is receiving no compensation for time missed from work though the workers' compensation program, the employee must use leave benefits to fully account for any absence.
4. When accrued sick leave has expired, if the employee is still unable to work and the employee is receiving compensation for time missed from work though the workers'-compensation program, s/he will be permitted to use his/her accrued annual leave as sick leave. Subsequent to the expiration of both the employee's sick and annual leave, provided that the employee has so elected to use his/her annual leave as sick leave, the employee's compensation will be limited to that provided by NRS 616 or 617 and the employee will be placed in a leave without pay status. However, through written justification to the HR Director, exceptions to this Article may be approved by the county manager.
5. As a result of a licensed physician's evaluation and prognosis, ~~it~~ ^{if} it appears that the employee will not return to his/her regular county job within a 12-month period, the county may require a medical separation. Medical separation appeals of employees covered by this Agreement shall be handled in accordance with the procedures set forth in Article ~~204~~ ²⁰⁴⁵ Grievance Procedures.

ARTICLE 24: PAYROLL DEDUCTION

1. The County shall deduct dues from the salaries of Union members and pay over to the proper officer of the Union the money so collected on a monthly basis. All payroll deductions for dues shall only be made in accordance with a voluntary deduction authorization form individually executed by the Employee for whom the deduction will be made.
2. The Union shall indemnify, defend, and hold the County harmless against any and all

claims, demands, suits, and all other forms of liability, which might arise out of or by reason of action taken under the provisions of this Article.

3. The Union shall certify to the County, in writing, the current rate of membership dues. The County will be notified of any change in the rate of membership dues, in writing, thirty (30) days prior to the effective date of such change.

ARTICLE 25: PERSONNEL PRACTICES

1. Date of hire is the first day actually worked.
2. Initial Probationary Period: Probationary periods are considered a continuation of the selection process and apply to all initial appointments. All classifications covered by this Agreement shall undergo a probationary period of one year from the date of hire.
 - a. Time which elapses between an offer of employment and the date the employee begins working, ~~Un~~unpaid leave, or other separations shall not be considered working time.
 3. **Probationary Employee: An employee who is undergoing a working evaluation period during which h/she is required to demonstrate his/her ability to carry out the duties of the position to which hired.**
 - a. The new hire probation period pursuant to this agreement is 12 months. The probation may be extended up to 18 months if more time is needed to evaluate the employee's ability to carry out the duties of the position. The extension of probation is at the sole discretion of the Sheriff.
 - b. Newly hired probationary employees are employed "at-will" and are excluded from the coverage of this agreement. They may be laid-off or discharged from employment during this period for any reason with or without cause. After successfully completing the new hire probationary period, the employee shall be deemed to be a regular employee and subject to this agreement and shall acquire seniority from his/her first date of hire.
 - c. A probationary employee who transfers laterally within the same classification (e.g., Admin. II in one department to Admin. II in another department) must serve the remainder of the new-hire probationary period assigned to him/her upon hire.
 - d. A regular employee who is promoted to a position in a higher classification shall serve a "trial period" of 12 months in the new position. A probationary employee who is promoted to a position in a higher classification shall serve a "trial period" of 12 months in the new position and must concurrently complete the remainder of his/her new hire probation period. During the "trial period", the regular employee is not considered probationary; however, regular employees and probationary employees completing the remainder of their probationary period must demonstrate satisfactory ability to carry out the duties of the position to which promoted. Unless the promoted employee is dismissed from employment for cause, the employee who failed the "trial period" in the new position will be restored to his/her previous classification or an equivalent classification if the previous position is unavailable.
 - e. An employee who is demoted to a lower classification is not required to serve a "trial period" for that position.
 - f. An employee who changes from working part-time to regular full-time within the same classification shall have his/her new hire probationary period adjusted to credit actual hours

worked over the past 12 months with Storey County in said classification, up to the maximum of 1040 hours (6 months), toward completion of the new hire probation period.

a.

3.4. Rejection During Initial Probation: The Sheriff may terminate (reject) a probationary Employee at any time during the probationary period without the right of appeal in any manner and without recourse to the grievance procedure of this Agreement; except when the Employee alleges and substantiates in writing that the termination was due to discrimination on the basis of race, religion, color, national origin, sex, sexual orientation, age, disability, pregnancy, ancestry, veteran's status, domestic partnership, genetic information, gender identity or expression, political affiliation, membership in Nevada National Guard, or union affiliation. Grievances based on allegations of discrimination shall be processed pursuant to Article 20 of this Agreement and filed directly at Level 2 with the Sheriff within ten (10) days of the notice of termination.

4.5. The Sheriff shall notify the Employee in writing that s/he is rejected during probation. No reasons for the action are necessary.

ARTICLE 26: DRUG AND ALCOHOL-FREE WORKPLACE

1. Drug and Alcohol-Free Workplace & Reasonable Suspicion Drug Testing: Employees agree to abide by Storey County Policy and Procedure Number 206 - Drug and Alcohol-Free Workplace.
2. Reasonable Suspicion Drug and Alcohol Testing will be conducted in accordance with Storey County Policy and Procedure Number 206 - Drug and Alcohol-Free Workplace and Storey County Policy and Procedure Number 206A - Vehicle Operators Drug and Alcohol Policy, as appropriate.
3. Weapons / Use of Deadly Force Incident: Each Employee who accidentally discharges a firearm while on duty or applies deadly force against a human being will be tested for drugs and alcohol as soon as possible after the incident.
 - a. An Employee who is subject to a post-accident/incident test must remain readily available for testing. An Employee who leaves the scene before the test is administered or who does not make him/herself readily available may be deemed to have refused to be tested, and such refusal shall be treated as a positive test. Further, the Employee, subject to a post-accident/incident test, must refrain from consuming alcohol for eight (8) hours following the accident/incident or until the Employee submits to an alcohol test, whichever comes first. An Employee who consumes alcohol within eight (8) hours following the accident/incident or before submitting to an alcohol test, whichever comes first, shall be subject to discipline, up to and including termination.

ARTICLE 27: SAVINGS CLAUSE

It is not the intent of either party hereto to violate any laws, rulings or regulations of any governmental authority or agency having jurisdiction of the subject matter of this Agreement. The parties agree that, in the event that any provision(s) of this Agreement are finally held or determined to be illegal or void as being in contravention of such laws, rulings or regulations, nevertheless the remainder of the Agreement shall remain in full force and effect unless the provision(s) so found to be void cannot be separated from the provision(s) of this Agreement held to be legal. Upon such finding of illegality and nullity, the parties shall promptly meet to enter into lawful negotiations concerning the substance of the provision(s) found to be illegal and void.

ARTICLE 28: ADOPTION AND AMENDMENT PROCEDURE

This Agreement shall be deemed adopted and binding upon execution by authorized representatives of the Union and the County. The provisions of this Agreement shall not be altered, amended, or added to except by the mutual written agreement of the County and the Union. Either party may request to the other to consider changes in provisions of the Agreement: such request shall be in writing.

ARTICLE 29: REOPENER

Both the union and the County have an option for a reopener, limited to one article each, for the third year of the contract 2026/2027. The party(s) requesting the reopener must notify the other party of the request no later than February 1, 2026.

STOREY COUNTY**STOREY COUNTY SHERIFF'S OFFICE
EMPLOYEES' ASSOCIATION**

Clay Mitchell
Storey County Commission

Christopher ~~Hamblin~~Hamblin, President
SCSO Employees' Association

Jay Carmona
Storey County Commission

Mike Simons, Vice President
SCSO Employees' Association

Lance Gilman
Storey County Commission

Stan Glowniak, Secretary SCSO
Employers Association

Joseph Welch, Treasurer SCSO
Employer's Association

Approved as to from:

Anne Langer, District Attorney

APPENDIX A: WAGE AND STEP SCHEDULE
(2023-2024 Collective Bargaining Agreement Between SCSOEA & Storey County)

Article 7 Compensation.

Wage and Step Schedule										
Class & Year	<i>Merit Steps General</i>									
-	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>	<i>Step 8</i>	<i>Step 9</i>	<i>Step 10</i>
Deputy	55,952	59,029	62,276	65,701	69,315	73,127	77,149	81,392	85,869	90,592
Corporal	57,869	61,052	64,410	67,953	71,690	75,633	79,793	84,181	88,811	93,696
Sergeant	62,416	65,849	69,471	73,291	77,322	81,575	86,062	80,795	95,798	101,057

Possible N	ew Chart - Less compression between positions														
	July 2024	Drop 4 steps Corporal and Sergeant 4.5% between Steps													
		Deputy stays at 5.5%													
	Step 1	Hourly	Step 2	Hourly	Step 3	Hourly	Step 4	Hourly	Step 5	Hourly	Step 6	Hourly	Step 7	Hourly	Step 8
Deputy	62,275.97	29.94	65,701.15	31.59	69,314.72	33.32	73,127.03	35.16	77,149.01	37.09	81,392.21	39.13	85,868.78	41.28	90,592.00
	Step 1	Hourly	Step 2	Hourly	Step 3	Hourly	Step 4	Hourly	Step 5	Hourly	Step 6	Hourly	Step 7	Hourly	Step 8
Corporal	79,792.25	38.36	83,382.91	40.09	87,135.14	41.89	91,056.22	43.78	95,153.75	45.75	99,435.67	47.81	103,910.27	49.96	108,899.00
Sergeant	86,061.85	41.38	89,934.64	43.24	93,981.69	45.18	98,210.87	47.22	102,630.36	49.34	107,248.73	51.56	112,074.92	53.88	117,199.00

Possible N	ew Chart - Less compression between positions														
	July 2025	Possible 3% increase w/o PERS increase													
	Step 1	Hourly	Step 2	Hourly	Step 3	Hourly	Step 4	Hourly	Step 5	Hourly	Step 6	Hourly	Step 7	Hourly	Step 8
Deputy	64,144.25	30.84	67,672.19	32.53	71,394.16	34.32	75,320.84	36.21	79,463.48	38.20	83,833.97	40.30	88,444.84	42.52	93,309.00
Corporal	82,186.02	39.51	85,884.39	41.29	89,749.19	43.15	93,787.90	45.09	98,008.36	47.12	102,418.74	49.24	107,027.58	51.46	111,949.00
Sergeant	88,643.71	42.62	92,632.68	44.53	96,801.15	46.54	101,157.20	48.63	105,709.27	50.82	110,466.19	53.11	115,437.17	55.50	120,774.00

Possible N	ew Chart - Less compression between positions														
	July 2026	2% increase													
	Step 1	Hourly	Step 2	Hourly	Step 3	Hourly	Step 4	Hourly	Step 5	Hourly	Step 6	Hourly	Step 7	Hourly	Step 8
Deputy	65,427.14	31.46	69,025.63	33.19	72,822.04	35.01	76,827.25	36.94	81,052.75	38.97	85,510.65	41.11	90,213.74	43.37	95,169.00
Corporal	83,829.74	40.30	87,602.08	42.12	91,544.17	44.01	95,663.66	45.99	99,968.53	48.06	104,467.11	50.22	109,168.13	52.48	114,179.00
Sergeant	90,416.58	43.47	94,485.33	45.43	98,737.17	47.47	103,180.34	49.61	107,823.46	51.84	112,675.51	54.17	117,745.91	56.61	123,099.00

AGREEMENT
BETWEEN
STOREY COUNTY,
NEVADA AND
STOREY COUNTY SHERIFF'S OFFICE EMPLOYEES'
ASSOCIATION/NEVADA ASSOCIATION OF POLICE &
SHERIFF'S OFFICERS (NAPSO)

JULY 1, 2024 - JUNE 30, 2027

PREAMBLE

This Agreement is made and entered into at Virginia City, Nevada, pursuant to the provisions of the Nevada Revised Statutes, by and between the County of Storey, Nevada, a County government, hereinafter referred to as the Employer or County, and the Storey County Sheriff's Office Employees' Association/Nevada Association of Police & Sheriff's Officers (NAPSO), hereinafter referred to as the Union or Association.

It is the purpose of this Agreement to achieve and maintain harmonious relations between the Employer and the Union, to provide for equitable and peaceful adjustments or differences which may arise and to provide proper standards of wages, hours, and other conditions of employment.

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DEFINITIONS

Anniversary Date: The date in which the employee starts work as indicated in-writing in an offer letter of employment, is reclassified or promoted to a new job classification, or less than part-time employee becomes a full-time employee. The date on which an employee is demoted to a lower pay range, reassigned, or transferred to alternative positions where their talents or skills may be best utilized to their own or the organization's benefit, or where they are better able to perform the job in accordance with required standards, is not an Anniversary Date.

Base Rate of Pay: The amount of pay the Employee is designated to receive within the salary range for the Employee's job classification, excluding any additional types of pay.

Days: Shall mean Storey County working days – Monday through Friday, excluding holidays unless otherwise stated.

Employee: An Employee in the bargaining unit who has successfully completed his/her probationary period or any extended probationary period and has been retained to the employment of Storey County Sheriff's Offices.

Employee's Health File: A separate confidential file which is maintained in the Human Resources Office, and which contains only health-related matters, i.e., Workers' Compensation information, physical examination results, etc.

Major Fraction: Fifteen (15) minute intervals of time.

Regular Rate of Pay: The Employee's base rate of pay plus other additional pay for which the Employee's specific assignment may entitle him/her.

Regularly Scheduled Shift: The shift created by the department that is the same schedule for at least 30 days.

Seniority: Seniority is determined by the total consecutive time spent in the current job classification. If seniority is otherwise equal, a choice must be made on the total time spent with the Sheriff's Office, second by total time spent with the County, and third by lot. In computing time for purposes of determining seniority, only time spent during current continuous County service will be counted other than a rehire as provided in Article 7. Leave without pay over thirty (30) days is not counted in seniority calculations. Part-time employment must be prorated to its full-time equivalent. Time spent in other County Departments or as a County Volunteer and/or reserve is specifically excluded in computing time for purposes of determining seniority.

Sheriff: The Sheriff or his/her designee.

ARTICLE 1: EFFECTIVE DATE, PARTIES

1. This Agreement shall be in full-force and effect July 1, 2024, through June 30, 2027. If either party desires to make a change, the party shall notify the other party in writing of the Article and/or Section or that Article desired to be negotiated.
2. Pursuant to NRS 288.150, this Agreement or any provisions herein may be automatically reopened for negotiations upon written request by the Employer during periods of fiscal emergency.
3. Notification of desire to negotiate shall be done in accordance with NRS 288.

4. The parties shall promptly commence negotiations. If the parties cannot reach agreement either party may submit the dispute to an impartial fact finder at any time for his/her findings in accordance with NRS 288. The fact finder shall make recommendations of the unresolved issues.
5. If the parties have not reached an agreement within ten (10) workdays after the fact finder's report is submitted, all issues remaining in dispute shall be submitted to an arbitrator. The arbitrator shall, within ten (10) workdays after the final offers were submitted, accept one of the written statements, and shall report the decision to the parties.
6. The impartial fact finder and the binding arbitrator shall be from the American Arbitration Association (AAA) and/or the Federal Mediation and Conciliation Services (FMCS). The Union and the County agree to solicit a list of seven (7) professional neutrals with public sector experience from the AAA or FMCS and alternately strike names from such list until one name remains. That remaining person so selected shall serve as the arbitrator. For the first arbitration, the party to strike first shall be determined by lot. Thereafter, the party to strike first shall alternate between the parties. All hearings shall be conducted according to AAA or FMCS rules.
7. In the event that future agreements are not reached prior to July 1 of that year, all awards rendered by the final binding arbitrator shall be retroactive to July 1 of the year in which negotiations commenced.

ARTICLE 2: RECOGNITION

1. The Union is hereby recognized as the sole and exclusive collective bargaining representative for the purpose of establishing wages, hours, and conditions of employment pursuant to the provisions of NRS 288.010 et seq., for all Employees in the bargaining unit covered by this Agreement, which include all full-time positions in the following classifications:
 - a. Deputy Sheriff
 - b. Corporal
 - c. Sergeant
2. Representatives of the Union and its affiliates will be permitted to transact Union business on County property, provided that this does not disrupt normal work functions. In accordance with NRS 288, the Employer may require Union business to be conducted during non-work time, such as before work and after work, during breaks, and/or lunchtime. Union business may only be conducted in common areas and/or designated Employee break areas. The designated representative of the Union shall be allowed to receive telephone calls or other communicate concerning Union business at any time during working hours. The Union shall have the right to use the interoffice mail for Union business. County email may be used internally to conduct Union business but shall be limited to all parties to this Agreement and subject to established County policies.
3. The Union may post notices involving Union business in the location(s) and manner(s) as mutually agreed upon. All items to be posted on the bulletin boards are subject to review by the Sheriff.
4. The Union acknowledges and agrees that the Union shall be solely responsible for the opening, closing, and securing of County buildings used by the Union for Union meetings. The Union acknowledges and agrees that the Union shall indemnify, defend, and hold the Employer harmless for any damages incurred and against any claims made or actions initiated against the Employer as a result of the Union's use of County buildings for Union meetings.

ARTICLE 3: NO STRIKE CLAUSE

The Union agrees not to and will not promote, sponsor, or engage in, against County any strike, slowdown, interruption of operation, work stoppage, absence from work upon any pretext or excuse not founded in fact, or any intentional interruption of the business of the County, regardless of the reason for so doing, and will use all reasonable efforts to induce all Employees covered by this Agreement to comply with this pledge.

ARTICLE 4: RIGHTS OF MANAGEMENT

County, Sheriff, and Commissioners retain, and do not waive in any respect, all rights conferred upon them, jointly and severally, by NRS Chapter 288, any and all other provisions of the Nevada Revised Statutes, and relevant case law.

ARTICLE 5: NON-DISCRIMINATION

Employer and Union agree to comply with all applicable laws prohibiting discrimination in employment including Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Equal Employment Opportunity Act of 1972, the Immigration Reform and Control Act of 1986, the Americans with Disabilities Act of 1990, as amended, the applicable Nevada Revised Statutes on Equal Employment Opportunity (NRS 613) and any other applicable federal, state, and local statutory provisions.

ARTICLE 6: EMPLOYEE REPRESENTATIVES

1. The County recognizes and agrees to deal with representatives of the Union on all matters within the scope of bargaining and pursuant to the provisions of NRS 288, so long as the subject matter does not impinge upon the County's management rights provided by NRS 288.
2. Reasonable release time for Employee representatives shall be limited to (1) attending County meetings, including negotiations, which have a direct impact on the Union; (2) investigating, processing or attending meetings in accordance with the provisions of the grievance-arbitration procedures of the Agreement; or (3) meetings called by the County for information exchange and other conditions designated by the County concerning the interpretation or application of the terms and conditions of this Agreement.
3. If such Union business or representation must be conducted during an Employee representative's regular work shift, the County shall, upon advance approval of the Sheriff or his/her designee, release the Employee to conduct Union affairs on County time.
4. The Sheriff shall not unreasonably withhold approval of requests for release time pursuant to this Article.
5. The County authorized payment as outlined above will be granted at the applicable straight time rate, provided the time spent is a part of the Employee's scheduled workday.

ARTICLE 7: COMPENSATION PRACTICES

Employees will receive Cost of Living Adjustments (COLA) to their base pay on the first full pay period of the fiscal year, to be effective:

0% for the first year of the contract (2024-2025)

3% for the second year of the contract (2025-2026)

2% for the third year of the contract (2026-2027)

These increases will be effective during the first full pay period in July.

If there is a PERS increase during the term of this contract, the said increase will be shared equally between union eligible employees in accordance with NRS 286.421 (3) (a) (1). The union eligible employee's portion will be covered by reducing agreed upon COLA increase by 50% of the PERS increase.

The pay chart for Corporal and Sergeant is being expanded to address compaction issues as well as to provide competitive pay for comparable positions in local counties. Effective the first full pay period in July 2024, Corporals and Sergeants will move to the step closest to their current pay in the new chart as provided below. Their anniversary date will not change. If the closest step is less than \$1,000 higher than the employee's current rate of pay the employee will move to that step (example 1). If the closest step is \$1,000 or more, above the employee's current pay the employee will move to the next lower step. If that step provides pay that is lower than the employee currently receives the employee will be Y-rated at their current pay until their next merit increase (example 2).

For the purposes of this contract Y-rate is defined as an employee being paid between steps of the pay chart. The employee will continue to be Y-rated until they move to the next step on their anniversary date.

Example 1: Sergeant is step 09, \$106,615. Sergeant would move to step 6 on new chart at \$107,248.

Example 2: Sergeant is step 10, \$112,479. Sergeant would move to step 7 on new chart, \$112,074 but would have their pay Y-rated at \$112,479 until their merit increase and would then move to step 8 at \$117,118.

1. **Wages:** Biweekly wages: All Employees will be paid on each biweekly Friday, with wages computed through the preceding Sunday.
2. **Wages and Wage Adjustments:** Employees will receive wages and yearly adjustments as shown in Appendix A of this Agreement. Merit increases will be provided as described in this Article.

Merit Increases: A merit increase of one step in the wage range for the Employee's job class will be granted to an Employee upon completion of each year in which the Employee receives a satisfactory evaluation score until the Employee reaches the top of the wage range. If the Employee has not been evaluated within thirty (30) calendar day following his/her Anniversary date, merit will be granted retroactive to the Anniversary date.

Employees who reach step ten (10) of the 2024-2027 Appendix A, are capped and may advance no further.

3. Promotions:

- a. A Deputy who is promoted to Corporal must move to the next closest step from his/her former position but must receive no less than a five (5) percent increase in base pay. A Corporal promoted to Sergeant must move to the next closest step from his/her former position but must receive no less than a five (5)

percent increase in base pay. A Deputy who is promoted to Sergeant will move to the next closest step from his/her former position but must receive no less than a ten (10) percent increase in base pay. Ensuring that the promoted Employee receives no less than the stated increase in base pay is accomplished by moving him/her to the next nearest step which provides the required increase, provided the employee pay may not exceed step 10 of the pay schedule.

- b. All promotions within the Bargaining Unit shall be filled by candidates who meet the minimum requirements of the position that are established by the Employer.
- c. Notice of promotions to vacant positions within the Bargaining Unit shall be posted on bulletin boards within the Department for a period of not less than ten (10) working days prior to the last date for application or the date scheduled for testing, whichever is earlier. Notice shall contain the following information or indicate where the information may be obtained:
 - i. Title and Job Description of Position;
 - ii. All eligibility requirements including education, employment, training, and experience criteria. and whether equivalent factors will be recognized;
 - iii. If there will be competitive testing and the date, time, and place of such testing;
 - iv. The nature and scope of test subject matter;
 - v. Whether the test will consist of written, oral, and/or physical demonstration components.
- 4. **Salary and Step Upon Hire:** Applicants hired into a position represented by this Agreement will be placed at step 1 in the salary range chart. The Sheriff may approve an applicant to be hired up to step 10 if it is determined that the applicant has extensive experience comparable to the duties assigned. Prior to approving an accelerated hiring step, the Sheriff must ensure that there are budgeted funds available and there will be no disparate impact to current employees in the bargaining unit.
- 5. **Rehire:** Regular employees, including those serving a trial period, who voluntarily terminate employment may be considered for rehire:
 - a) Without undergoing any recruitment or examination (not including probationary period) within 2 years of the effective date of termination.
 - b) The rehire must be to a position in the same or comparable class.
 - c) The decision to rehire is at the sole discretion of the Sheriff.
 - d) The employee may be rehired at the step they held at the time of termination.
 - e) Upon rehire, the employee shall be required to serve a new probationary period.
 - f) No credit for former employment may be granted in determining eligibility for leave or other benefits.
 - g) Seniority may be continued (not counting the period of time the employee was not employed by Storey County) provided the employee is rehired into the same job classification. The employee's new anniversary date shall be the date of rehire.

6. **Shift Differential:** An Employee shall receive Shift Differential Pay, in addition to Base Pay on all regularly scheduled hours worked in the manner described in subsections (a) and (b) below. Shift Differential Pay will be included in the regular rate of pay for the purposes of calculating overtime.
- a. Swing shift – One dollar seventy-five cents (\$ 1.75) per hour for all hours worked on Swing shift.
 - i. Swing Shift is a scheduled regular or scheduled overtime shift which must include the entire hour of 1900-2000 hours.
 - b. Graveyard shift –Two dollars (\$2.00) per hour for all hours worked on Graveyard shift.
 - i. Graveyard shift is a scheduled regular or scheduled overtime shift which must include the entire hour of 0100-0200 hours.
 - c. Overtime worked within shift differential period counts as time worked for determining eligibility pay.
 - d. No shift differential pay is provided during times the employee is absent from work while taking sick or annual leave, holiday not worked leave or other leave with or without pay, even though the employee during those times may be assigned to a shift that qualifies for the differential. No shift differential will be paid for standby hours.
7. **Acting Pay:** An Employee who is specifically assigned by the Sheriff to work in an acting capacity in a classification with a higher wage range for a period of more than five (5) consecutive days actually worked shall receive a five percent (5%) differential added to his/her hourly wage for time actually worked during the remainder of the assignment.
8. **Leave for Civic Duty:** Temporary Leave at full wages will be provided to the employee for jury duty, court appearances, and administrative proceedings arising out of the employee's employment with the County and for selective service examinations. An employee who is subpoenaed or otherwise required to appear in court or at administrative proceedings arising out of his/her employment with the County, and which appearances occur outside his/her regularly scheduled shift, is entitled to a minimum of three (3) hours of overtime if the proceedings are three (3) hours or less in length of time. If the court proceedings last more than three (3) hours, then the employee is entitled to overtime for the actual length of time spent at the proceedings. The employee is only entitled to overtime for the hours of the proceedings which fall outside the employee's normal scheduled work hours. If the subpoena is cancelled or the order to testify is rescinded prior to 1700 hours the day before the court appearance or administrative proceeding, there shall be no entitlement to overtime pursuant to any provision of this agreement. Notice of cancellation may be in writing, by telephone, in person or by message left on the employee's personal phone or other electronic means. In order to be eligible for this benefit, the employee must have called or contacted the Storey County District Attorney's Office twenty- four (24) hours prior to the scheduled court appearance.

In accordance with NRS 6.190. a person summoned to appear for jury duty, the employer and employee, agent or offer to the employer shall not, as a consequence of the person's service as a juror or prospective juror:

- 1. Require the person to use sick or annual leave; or
- 2. Require the person to work;
 - a. Within 8 hours before the time at which the person is to appear to jury duty; or
 - b. If the employee's service has lasted for 4 hours or more on the day of his/her

appearance in a jury duty, including the person's travel time to and from the place where court is held, between 5:00 p.m. on the day of his/her appearance for jury duty and 3:00 a.m. the following day.

The employee shall claim any jury, witness, or other fee to which s/he may be entitled by reason of the appearances described above and pay such fees, except travel mileage and expense reimbursement that was not covered by the employer, to the Storey County Treasurer within 5 working days receipt, to be deposited by the applicable fund of the County.

Annual leave may be taken by the employee for court appearances or administrative proceedings, not related to employment with the county and not related to jury duty, in which the employee is a party or a witness.

An employee shall not receive pay from the employer for missed work time associated with court appearances in matters to which the employee is a party or is to serve as a witness for a party who has filed an action against an employer. The employee may, however, choose to use his/her annual leave.

9. Standby Status:

- a. An Employee is in standby status when s/he is:
 - i. Directed to remain available for notification to work during specified hours;
 - ii. Prepared to work if the need arises; and
 - iii. Able to report to work within forty (40) minutes.

Those employees who have been directed by the Sheriff or designee to Standby Duty on other than normal work schedule during a given week shall be entitled to standby pay at the rate of twelve- and one-half percent (12.5%) hourly pay of the employee's current hourly rate for the actual time on Standby. When an Employee begins the performance of his/her regular duties after receiving notice to work, s/he ceases to be on Standby status and qualifies for straight time or Overtime pay, whichever is applicable, for the actual time worked. Upon completion of the work, s/he returns to Standby status for the remainder of the time s/he has been directed to be available to work.

10. **Responsibility Pay:** Deputies assigned to a responsibility pay position shall receive an additional five percent (5%) of his/her base pay. An assignment under this section is not a promotion. Any assignment or recission of assignment is solely at the discretion of the Sheriff and is not subject to appeal through the grievance process. Responsibility pay positions include:

- a. School Resource Officer
- b. Joining Forces Manager
- c. Canine (K9) Officer
- d. Investigations Division
- e. Field Training Officer

An employee is only entitled to one +5% for responsibility pay regardless of the number of specialty assignments they may have.

11. Incentive Pay:

- a. Employees will be granted incentive pay as follows:

Incentive Category (Paid Annually)	
Degrees:	
Master's Degree	- \$2,000
Bachelor's Degree	- \$1,600
Associate degree	- \$1,200
The degree must benefit the Storey County Sheriff's Office. Acceptable degrees include: Business Administration, Criminal Justice, Public Administration, Psychology, Sociology, Political Science, Administration of Justice or related field approved by the Sheriff.	
POST Certifications:	
Advanced POST	- \$1,200
Intermediate POST	- \$600
Specialized Training:	
\$1,200 for one of the following sub-categories:	
1)	Firearms Instructor
2)	Weaponless Defense Instructor
3)	Impact Weapon / Taser Instructor
4)	Drug Recognition Expert*
5)	Bilingual Pay**
6)	Any other specialized training approved by the Sheriff.
*Drug Recognition Expert and Bilingual Incentive pay shall be granted at the discretion of the Sheriff	
**Fluent Spanish and American Sign Language shall be the only eligible second languages considered for specialized training incentive pay.	
Physical Fitness Test Incentive:	
Annual* - \$1,200	
*For Employees who pass the POST physical fitness test administered annually by the Store County Sheriff's Office	

- b. Employees are eligible to receive incentive pay for all three (3) categories. Employees are eligible to receive pay for only one sub-category within each category. Incentive pay shall not be compounded for those Employees having multiple degrees, POST certifications, or specialized training certifications.
- c. Incentive Pay for degrees, certifications, and specialized training will become effective the first payroll period of the fiscal year and will be paid to the eligible Employee each year thereafter in one lump sum during the first payroll period of the fiscal year.
- d. Employees who become eligible for Incentive Pay shall by December 30 provide written notice to the Sheriff requesting Incentive Pay for the following fiscal year. An Employee who demonstrates valid evidence that s/he will likely be eligible for Incentive Pay by July 1 of the following fiscal year may, with approval of the Sheriff also apply for Incentive Pay.

To be eligible for Incentive Pay for earning an Associate's, Bachelor's, or Master's degree, the Employee must have the school of earned degree send sealed Official Transcripts to the Personnel Office. The transcripts must demonstrate that the Employee earned the applicable degree with a Grade Point Average (GPA) of 3.0 or higher at the time which the degree was granted. To be eligible for Incentive Pay, the degree must be earned from an accredited college or university.

Employees who receive Incentive Pay for Specialized Training Instructor shall perform no less than 15 hours of qualified instruction to Sheriff's Office Employee, including full-time, part-time, reserve, and/or volunteer Employees, each year from the pay period that the Incentive Pay is issued to the Employee.

12. **Specialized Training Instructor Selection.** Selection for Specialized Training Instructor incentive categories shall be selected in the following manner:

- a. Notice of Specialized Training Instructor opportunities within the Bargaining Unit shall be posted on bulletin boards within the Sheriff's Office for a period of not less than ten (10) working days prior to the last date for application or the date scheduled for training, whichever is earlier.
- b. Notice shall contain the following information or indicate where the information may be obtained:
 - i. Title and Description of Training;
 - ii. All eligibility requirements including education, employment, training, or experience criteria, and whether equivalent factors will be recognized;
 - iii. If there will be competitive testing and the date, Time, and place of such test;
 - iv. The nature and scope of test subject matter;
 - v. Whether the test will consist of written, oral, and/or physical demonstration components.

13. **POST Physical Fitness Test Incentive.** Post-probationary Employees who meet or exceed POST Category I Physical Fitness Test standards each year shall receive an incentive of \$1200 for that year, and that payment shall be made in the last payroll of the fiscal year. The non-mandatory fitness test will be supervised by the Sheriff or his/her designee in order to obtain credit for the incentive. Tests will be held twice during the fiscal year at dates determined by the Sheriff, however, employees are only eligible for one payment.

14. **Years of Service Milestones.** Employees shall receive milestone disbursement according to union recognized positions years of service in the following amounts:

- Five (5) years = \$3,000
- Ten (10) years = \$6,000
- Fifteen (15) years = \$9,000
- Twenty (20) years = \$12,000
- Twenty-five (25) years = \$15,000
- Thirty (30) years = \$18,000

Payments will be made within 30 days of the employee reaching their specific milestone.

15. **Recruitment Referrals.** Existing employees shall receive a bonus of \$1,000 for the referred applicant hired and upon the successful completion of the referral's probationary period and post certification to CAT 3.

- 16. Express Waiver Based on Bona Fide Collective Bargaining Agreement.** To the extent that any of the compensation practices described herein on in Articles 8 or 9 require that the Parties explicitly waive their right to any provision of the Nevada Constitution and/or any chapter of the Nevada Revised Statutes, the Parties unambiguously acknowledge such waiver and agree that the terms of these Articles are the result of good faith negotiations and were not unilaterally imposed upon either party.

ARTICLE 8: OVERTIME

1. Overtime pay is defined as additional compensation earned by an Employee who continues working beyond his/her regularly scheduled shift or is required to return to duty at a time that is more than 12 hours after notice is given. The Employee will be compensated at time and one-half (1.5) of his/her regular rate of pay for those extra hours worked.
2. A normal non-alternative work schedule shift shall consist of 8 hours per day and 5 consecutive days over a 7-day period, 10 hours per day for 4 consecutive days in a 7-day period or three (3) twelve hours shifts in a seven-day period followed by four (4) twelve-hour shifts in a seven (7) day period totaling eighty-four (84) hours worked per pay period. Eighty (80) hours will be paid at the employee's current pay rate. Four (4) hours will be paid at one and one half (1.5) of the employee's current regular rate. Upon agreement between the Employer and the Union, the parties may implement an alternative work schedule.
3. The assignment of the regular normal shift shall be determined by the Sheriff. Consideration will be given to the preferences of staff; however, the necessity of delivering adequate services to the community will take precedent. The Sheriff must provide at least 30 days of written notice to the Employee(s) prior to changing the normal regular shift. During temporary instances, such as during community special events, disasters and emergencies, and unusual staff shortage conditions, changes to the regular normal shift may be made by the Sheriff, effective immediately.
4. Overtime shall not count toward Public Employee Retirement System (PERS) retirement benefits as stated in Nevada Revised Statutes (NRS) 286.481.
5. Compensatory-Time ("Comp-Time"). Overtime may be compensated at the rate of one and one-half (1.5) hours of Compensatory-Time for each hour of Overtime worked. Regular scheduled overtime is not eligible to be converted to compensatory time (comp-time). An example of regular scheduled overtime is a regularly scheduled 84-hour work period (14 days) resulting in 4 hours of overtime for the work period (14 days). Overtime earned as shift coverage is eligible to be converted to compensatory time. Employees may not accrue more than one hundred and sixty (160) hours of Compensatory- Time per year which will run from June 1 through May 31 each calendar year. Comp time balances as of May 31 of the calendar year will be paid-out at the rate it was earned on the last payday in June of the same calendar year. The employee must give at least 14 days of notice to the Sheriff or designee before taking comp-time off work. Time taken off from work is subject to the approval of the Sheriff or designee.
6. All Overtime, including Compensatory-Time, must have previous authorization by the Sheriff except when. due to an emergency, the Sheriffs approval cannot be obtained and, accordingly, the Employee's Supervisor authorizes the necessary Overtime.
7. Overtime shall be filled by Bargaining Unit members. For the purposes of Overtime to fill vacancies, an Overtime/Call-Back list shall be developed by the Union and the Sheriff. The list shall consist of all Bargaining Unit members who desire to work Overtime/Call-Back to

fill vacancies in staffing. A rotation procedure will be incorporated into the list. The initial eligibility list will be established with the Employee with the most full-time continuous service with the Employer. The Sheriff shall reserve the right to mandate an Employee to work Overtime when no other Employee is available on the rotation eligibility list.

8. Paid Leave shall be considered as worktime for the purposes of calculating overtime.

ARTICLE 9: CALL-BACK PAY

1. Any Employee who is required to return to work by his/her Supervisor in accordance with NRS 286 shall receive a minimum of two (2) hours pay at 1.5 times the regular rate of pay. Time worked in addition to the initial two (2) hours shall be compensated at 1.5 times the regular base rate of pay for all time actually worked. An Employee shall not be eligible for Call-Back pay when receiving Stand-By pay.
2. Phone calls not requiring return to work.
 - a. All off-duty calls to an Employee regarding work-related matters shall be authorized and considered authorized by the Sheriff or his/her designee. Refusals for requests to return to work shall not be subject to Call-Back pay.
 - b. When an off-duty Employee receives a phone call that is work-related, lasts longer than fifteen (15) minutes, and does not result in the Employee being required to return to active duty, the Employee shall receive a minimum of one hour of overtime pay. The fifteen (15) minute period shall be the cumulative time of one or more phone calls within a twenty-four (24) hour period.
 - c. Phone calls subject to this section shall be documented by the Employee receiving the call, and the Sheriff or Employee making the phone call, on a form created and approved by the Personnel Director and/or Comptroller's Office (payroll). The completed form shall include, at a minimum, the involved parties, time and duration of phone call(s), and a summary of the content of the conversation. The completed form shall be submitted by both Employees to the Sheriff for review and/or approval, and to Payroll with both Employees' bi-weekly timesheets.
3. PERS contribution toward Call Back Pay shall comply with NRS 286, including NRS 286.025 for Employees who have an effective date of PERS membership before, and on or after January 1, 2010, and shall apply the definition of an "emergency" accordingly.

ARTICLE 10: HOLIDAYS

1. Holidays, for the purpose of this section, shall be as follows:
 - a. January 1 (New Year's Day)
 - b. Third Monday in January (Martin Luther King, Jr. Birthday)
 - c. Third Monday in February (Washington's Birthday)
 - d. Last Monday in May (Memorial Day)
 - e. Juneteenth (June 19th)
 - f. July 4 (Independence Day)
 - g. First Monday in September (Labor Day)
 - h. Last Friday in October (Nevada Day)
 - i. November 11 (Veterans Day)
 - j. Fourth Thursday in November (Thanksgiving Day)
 - k. Friday following the fourth Thursday in November (Family Day)
 - l. December 25 (Christmas Day)

- m. Floating holiday (Any day agreed upon by Employee and supervisor)
 - n. Any day that may be appointed by the Storey County Board of Commissioners as a legal holiday and any day appointed by the Governor of the State of Nevada as a legal holiday on which State offices are to close. Reoccurring holidays under this subsection will be observed through the term of the current Agreement only.
2. Holiday Pay: Holiday pay shall be equal to the Employee's regularly scheduled shift assignment of eight (8), ten (10), or twelve (12) hours.
 3. The employer agrees to compensate each employee in lieu of holiday pay at 1.75 rate of base pay each of the twenty-six (26) pay periods based on shift schedules:
 - a. Four (4) hours for eight (8) hour shift schedules
 - b. Five (5) hours for ten (10) hour shift schedules
 - c. Six (6) hours for twelve (12) hour shift schedules

Any changes to the In Lieu of Holiday hours will occur upon an official permanent schedule change approved by the Sheriff with notification sent to the Comptroller's office. Or if a temporary assignment is expected to last more than 30 days with notification sent to the Comptroller's office.

ARTICLE 10A: MANDATORY DATES OF WORK:

No employee may take time off on July 4th and the Saturday of Street Vibrations. Employees required to work either of these mandatory shifts during their regularly scheduled days off shall receive one actual day off with straight pay. The day off shall not be charged against the Employee's accrued Annual Leave, or any other accrued Leave, and shall be taken by the Employee by December 31st of the same year. The process for requesting the day off shall be the same as for Annual Leave pursuant to Article 11 (3), but not Subsection (4).

ARTICLE 11: VACATION

1. Accrual: Eligible Employees shall earn vacation benefits at the rate of ten (10) hours of Vacation Pay for each calendar month or major fraction thereof. Employees who have completed five (5) or more years of consecutive service shall earn vacation benefits at the rate of thirteen and one-third (13.33) hours of vacation for each calendar month or major fraction thereof. Employees who have completed 10 or more years of consecutive service shall earn vacation benefits at the rate of sixteen and two thirds (16.67) hours of vacation for each calendar month or major fraction thereof. Vacation credits shall accrue for each pay period the Employee is in full pay status or major fraction thereof.
2. Eligibility: An Employee is entitled to take vacation time after six (6) months service with the County. Each Employee shall accrue vacation beginning upon completion of six (6) months of continuous employment as a regular or probationary Employee. Upon completion of six (6) months of County service as a regular or probationary Employee, the Employee shall receive sixty (60) hours of vacation credit.
3. Scheduling:
 - a. Vacation dates shall be granted and scheduled with the approval of the Sheriff or his/her designee. Where practical, in the determination of the Sheriff, vacation dates will be granted on a first-come, first-serve basis quarterly within the job classification.
 - b. An Employee becoming ill while on Annual Leave may have leave charged to Sick Leave upon request and upon presentation of proper documentation.

4. **Pay Off at Termination:** Upon termination of employment, the County shall compensate an Employee for all accrued vacation time (Up to a maximum of 240 hours).
5. **Pay Off for Excessive Annual Leave:** On November 1 of every calendar year, if the employee has accrued more than 200 hours of unused annual leave, the employee may submit a written request asking to be paid out for all or part of excess balance above 200 hours. Payment will be at the employees' current rate of pay and will be processed with normal payroll. The written request must be submitted to the Sheriff's Administration during the first pay period of November. If the employee does not request pay out, the balance will remain the same and must not exceed 240 hours at the end of the calendar year.

ARTICLE 12: SICK LEAVE

1. **Accrual:** Each Employee shall earn Sick Leave with pay at the rate of ten (10) hours of Leave for each calendar month or major fraction thereof. A maximum of nine hundred sixty (960) hours of Sick Leave may be accumulated.
2. **Use of Sick Leave:** Sick leave with pay may be granted upon approval of the Sheriff in the event of a bona fide illness of an Employee or member of his/her immediate family (within the second degree of consanguinity or affinity).
 - a. If the Sheriff has reason to believe Sick Leave is being abused, the Sheriff may require the Employee taking Sick Leave to submit a physician's statement in accordance with Storey County Policy 603 - Sick Leave.
 - b. After exhausting accumulated Sick Leave, an Employee may take accumulated Vacation Leave if s/he needs additional time off from work. Leave without pay may be granted by the Sheriff at his/her discretion.
3. **Parental Leave:** The parties agree to abide by all state and/or federal laws applicable to leave for maternity and paternity, which shall include adoption or foster care of a child within 12 months of placement.
4. **Bereavement Leave:** Bereavement leave shall be granted to any regular full-time employee who must be absent from work upon the death of and/or to attend the funeral of a family member within the third degree of consanguinity or affinity, up to a maximum of 3 scheduled shifts of bereavement leave per each occurrence. Such leave will not be charged to the employee's accumulated sick leave or other accrued leave.

Bereavement leave in excess of 3 scheduled shifts may be charged to accumulated sick leave upon the approval of the Sheriff and HR Director. The employee may use annual leave after sick leave has been exhausted.

5. **Payment for Sick Leave at Termination:** Upon an Employee's end of service through PERS retirement or termination from service, other than involuntary termination, with a total accrued hours of three hundred sixty (360) or more, the Employee shall be paid for unused Sick Leave at the following rate:
 - a. 10 to 15 years of service shall be paid at a rate of 25% of their base rate of pay for each hour, not to exceed \$6,000 cash or \$8,000 toward the purchase of PERS.
 - b. 15 to 20 years of service shall be paid at a rate of 45% of their base rate of pay for each hour, not to exceed \$8,000 cash or \$10,000 toward the purchase of PERS.

- c. More than 20 years of service shall be paid at a rate of 65% of their base rate of pay for each hour, not to exceed \$10,000 cash or \$12,500 toward the purchase of PERS.
- 6. Sick Leave HSA/Premium Contribution or PERS Contributions: Employees may utilize up to 40 hours of his/her accrued sick leave per calendar year, to be utilized as an HSA or Insurance premium as in Article 13, sections 3c or toward PERS contributions for years purchased. The purchase of PERS years must be initiated by employee to PERS. The employee must have 240 hours of sick leave in their bank at the time of contribution. This election takes place twice annually in the second full pay period in June and December. Signed requests must be submitted before the final day of the pay period. Total annual contributions cannot exceed the limits outlined in law.

ARTICLE 13: GROUP BENEFITS INSURANCE

- 1. Employee eligibility for health insurance benefits shall commence 60 days after hire, and to the first day of the next month.
- 2. The Employer agrees to pay one hundred percent (100%) of the monthly premiums for health insurance (to include hospitalization, major medical, dental, and vision) for Regular Full- Time Employees. Employer agrees to pay \$40,000 in Life and Accidental Death and Dismemberment (AD&D) for the employee for the term of this Agreement.
- 3. The Employer agrees to pay one hundred percent (100%) of the monthly premiums for health insurance base plan for the Employee's dependents (up to age 26) and one hundred percent (100%) for the Employee's spouse who is not eligible for government-sponsored (e.g., Medicare, Medicaid, Veterans Administration) or employer-sponsored health insurance coverage. Effective May 1, 2012, if the Employee's spouse is eligible for any other government-sponsored or employer-sponsored health insurance coverage, the Employee may choose to cover his/her spouse on Employer's plan for a charge equal to fifty (50%) percent of the cost of the spouse's coverage.
 - d. Each Employee shall provide a County-provided affidavit to the Personnel office annual certification stating whether his/her spouse is eligible for any other government-sponsored or employer-sponsored health insurance coverage.
 - e. In the event that the AFSCME Comstock Chapter General Employees' Association, and/or any other collective bargaining unit recognized by the Employer negotiates a higher level of spousal and/or dependent coverage than is provided in this Article, or that said level of coverage is offered to any employees excluded from coverage by collective bargaining agreement (with exception of those subject to statutory requirements), the Union under this Agreement may negotiate this Article.
- c. Sick Leave HSA/Premium Contribution – Employees may utilize up to 40 hours of his/her accrued sick leave per calendar year, to be utilized as an HSA contribution or toward their monthly buy-up option insurance premium provided that the employee has 240 hours of sick leave in their bank at the time of contribution. This election takes place twice annually in the second full pay period in June and December. Signed requests must be submitted with the employee's timecard. Total annual contributions cannot exceed the limits outlined in law.
- 4. As allowed by law and without federal penalties to the employer, an employee may opt out of Employer-paid health insurance coverage and accordingly may receive fifty percent (50%) of the premium that the Employer would have paid for Employee only base plan coverage. Any employee opting out of health benefits coverage must complete an employer-provided affidavit stating that the employee and his/her tax-family (e.g., spouse and dependents) will maintain minimum essential health coverage, other than coverage purchased in the individual market and

Medicare, as required by the Affordable Care Act.

The Employer shall offer Retirees, as defined under NRS Chapter 286, the option to continue coverage as required under NRS Chapter 287. The county will pay the same portion of the cost of health benefits coverage that the Nevada State Public Employees' Benefits Program (PEBP) at that time pays for retired persons covered as participants under its state health benefits program. The subsidy is limited to the employee's consecutive years of service with Storey County; no credit will be given for years of service earned at another public employer, except for service with the Storey County Fire Protection District. Any remaining balance of the cost of coverage will be paid to the county by the retiree or qualified beneficiary. Employer contributions to retiree coverage will stop at age 65 or when the Retiree becomes eligible for Medicare Part A and Part B.

ARTICLE 14: RETIREMENT

1. Eligibility: Employees covered by this Agreement shall be included in the State of Nevada Public Employees' Retirement System (PERS) providing benefits pursuant to NRS Chapter 286.
2. Contributions: The Employer will pay retirement contributions for Employees covered under this agreement as required by NRS 286. No provision of this Article shall be deemed to waive any provision of Chapter 286 of NRS in respect to "Early Retirement".

ARTICLE 15: UNIFORMS

1. Initial Uniforms and Duty Gear: Newly hired employees will be provided the following uniform items:
 - a. Two (2) short sleeved Class B shirts
 - b. Two (2) long sleeved Class B shirts
 - c. Two (2) Class B pants
 - d. One (1) Class A shirt
 - e. One (1) Class A pant
 - f. One (1) Class A tie (black and clip on)
 - g. One (1) Cold Weather Jacket
 - h. One (1) external ballistic vest carrier (Point Blank MC Guardian, Laser Cut, Uniform Pocket, Ranger Green)
 - i. One (1) set ballistic vest panels (Point Blank Vision AXB111A)
 - j. One (1) duty belt
 - k. Four (4) duty belt keepers (black, no brass)
 - l. Two (2) Sheriff's badges
 - m. One (1) double magazine pouch
 - n. One (1) double handcuff case
 - o. One (1) radio holder
 - p. One (1) tourniquet pouch
 - q. One (1) tourniquet
 - r. Two (2) pairs of handcuffs, chain hinge (Peerless or Smith and Wesson)

One (1) snowsuit, type to be determined by the Sheriff. A snowsuit will not be issued to the employee until after s/he submits to the Sheriff in writing that s/he desires a snowsuit.

Additionally, new hires are allowed \$550.00 one-time reimbursement during the term of this contract for each employee for the purchase of a duty firearm and \$150.00 reimbursement for a level one or higher duty holster. The employee must provide the Sheriff a receipt or other valid documentation of the purchase and use the subject firearm during the line of duty for the duration of this agreement, and the receipt must show that the

firearm was purchased during the term of this agreement. The type, make and model of the firearm must meet the requirements of the Sheriff for duty officers.

Issued items are the property of the Storey County Sheriff's Office and must be returned if the employee ceases employment with the County.

2. **Uniform Allowance:** Employees who have completed the initial probationary period will receive an annual uniform allowance of \$150.00. This allowance will be used for cleaning and upkeep of the issued class A uniform. If the employee is a member of the Sheriff's Office Honor Guard, they will receive an additional \$150.00 to be used for cleaning and upkeep of the issued Honor Guard uniform.
3. **Uniform replacement-** All issued equipment will be replaced as needed through a Quarter Master system. If the employee has any issued uniform items or other issued equipment that is worn, inoperative or otherwise in need of replacement, the deputy will complete a Uniform/Equipment Replacement form and promptly submit it to his/her immediate supervisor. The supervisor will inspect the item(s) that are noted and (if deemed necessary) provide the employee with a purchase authorization form to replace the item(s).
4. **Boots -** Employees may receive reimbursement, up to \$200, every year for replacement, rebuilding or resoling of boots. The employee must provide a receipt in order to be eligible for reimbursement. Further, the boots must comply with the Sheriff's Office policy 10-46 in order to be eligible for reimbursement. The eligibility period for reimbursement will be calculated from the date the employee last received boot reimbursement.
5. With the Sheriff's validation of a claim, the employer shall reimburse an employee for the costs of repairing or replacing watches or prescription eyeglasses/contact lenses which are lost or damaged while the employee is in the performance of his/her duties, provided that there is notification by the employee to the Sheriff within seven (7) business days. Reimbursement amounts shall be limited to the actual replacement value up to \$250 per claim for prescription eyewear and \$50 per claim for watches. An employee may only make a claim up to \$300 during each fiscal year.

ARTICLE 16: LEAVE OF ABSENCE

1. **General Provisions-Unpaid Leaves:** A leave of absence may be granted to an Employee in accordance with Storey County Policy and Procedure Number 606 - Leave of Absence Without Pay.
2. **Investigatory Leaves:** Any Employee who is required to discharge a weapon in the line of duty may forthwith be placed on administrative leave with pay pending investigation of the incident by the Sheriff. The Sheriff may assign the Employee to other duties where carrying or use of a weapon is not required until completion of the investigation. If the Sheriff determines that the weapon used was justified, the Employee shall be restored to regular duty. If the investigation indicates that the weapon used was not justified, the Employee may be placed on paid leave. If an administrative action is taken against the Employee, the Sheriff shall place the Employee on paid leave pending the pre-disciplinary hearing.
 - a. Any Employee charged with any criminal act may be placed on unpaid leave forthwith pending final disposition of the matter. If the charges are dismissed or the Employee is found not guilty at trial, the Employee shall be restored to regular duty with back pay to the date of suspension if no administrative action is pending. If administrative action is taken against the Employee, restoration of back pay will occur following the pre-disciplinary hearing on the administrative charges. Such restoration shall not include

back pay for any period assessed as discipline.

3. Jury Duty: Any Employee called for jury duty shall be granted a leave of absence with pay. The Employee shall retain any travel pay ordered by the court unless the Employee's travel has been at County expense. but shall pay any other fees received to the County. Such leave shall not be charged against the Employee's vacation credit.
4. Family and Medical Leave: Family and medical leave for Employees shall be governed by the provisions of the federal Family and Medical Leave Act (FMLA) and Storey County Policy and Procedure Number 605 - Family and Medical Leave.
5. Military Leave: Any Employee who is a member of the organized U.S. Army, Navy, Air Force, Coast Guard, Nevada National Guard, or Marine Reserves shall continue to receive paid military leave as prescribed by NRS 281.145, and any benefits as provided by the Uniform Services Employment and Reemployment Rights Act (USERRA) of 1994. Employees may choose to use accrued annual leave before taking leave without pay. The Employer cannot require that annual leave or other personal leave be used. Employees returning from Military Leave are entitled to any benefits determined by seniority that they had when their Leave began and to any benefits which would have accrued had they remained continuously employed. This includes, for example, merit step and seniority. The Employer shall count the years of Military Leave as if they were years of actual work to determine the accrual rate of Annual and Sick Leave and to determine the rate of pay if the rates are based on seniority. Employees do not earn Annual and Sick Leave while on Military Leave unless other Employees, including those outside of the bargaining unit, are allowed to do so.

This Article recognizes that the USERRA and NRS 281.145 governing paid military leave provide hours to the Employee equivalent to 15 working days of paid military leave in a 12-month period beginning January 1 and ending December 31 of each year (i.e., the calendar year). This Article recognizes that 15 days means 15 regularly scheduled shifts regardless of the number of hours in a regular shift. The Employer recognizes that the applicable regulations intend to provide "hours" equivalent to 15 "workdays" and, therefore, fractions of days taken are deducted in hour increments. For example, Employees working regular 10-hour shifts are entitled to an equivalent of 15 working days of paid military leave, and this equates to 150 hours of leave within a 12-month period. Employees working regular 8-hour shifts are also entitled to an equivalent of 15 working days of paid military leave, and this equates to 120 hours of leave in the same period.

An employee must provide the Sheriff with call-to-duty orders within one week of receipt of the order unless the order calls the employee to duty in less time.

ARTICLE 17: LAYOFF PROCEDURE

1. Position to be eliminated: If the County determines the need for a reduction in its work force for lack of work or lack of funds, the Sheriff, County Manager and HR Director (Committee) will determine the positions to be eliminated and the Employees to be laid-off within each affected job class. Written notice of not less than thirty (30) calendar days shall be provided to regular Employees to be laid-off.
2. Order of Layoff:
 - a. Initially the Committee shall consider Employees for layoff in the inverse order of seniority.
 - b. When selecting which Employee will be laid-off, the Committee will review the

qualifications of the Employee with the least seniority in the affected job class. If the Committee finds an Employee with less seniority has qualifications which are needed by the Sheriff's Office and those qualifications are equal to or greater than those of an Employee with greater seniority, and the documented performance of the Employee with lesser seniority is better than that of the more senior Employee, the County may lay-off the Employee with the higher seniority.

- c. Qualifications to be considered in determining exceptions to seniority order shall include knowledge, skill, ability, and certificates required for job functions to be assigned to the remaining staff, as well as previous experience in performing the essential functions and job performance. Job performance shall be determined on the basis of the Employee's record of job performance as documented in the Employee's personnel file at least forty-five (45) calendar days prior to the date the County determines a layoff is necessary. This shall not preclude consideration of discipline consisting of a two (2) day suspension or more occurring within this period.
- d. After consideration of seniority within class, qualifications, and performance, any ties shall be broken by total seniority within the department.
- e. An Employee who was initially hired by the Sheriff into a class with a lower rank than his/her current class shall have the right to bump an Employee in such lower class if s/he has more seniority in the lower class. Such bumping rights may be exercised subject to the Sheriff's review or performance and qualifications outlined above.

3. Appeal Procedure:

- a. Notice of Appeal: In the event that an Employee who has been laid-off out of seniority order believes the decision based upon performance and/or qualification is incorrect, s/he may request that the Union appeal the Sheriff's determination. If the Union finds there is good reason to believe that the Sheriff has erred in his/her decision, it may appeal through the process set forth in this Article. Such appeal shall be filed within five (5) working days of delivery of the layoff notice to the Employee.
- b. Appeal Review Committee: When an appeal is filed, the Union shall identify two (2) persons to serve on a review committee at the time of the appeal. The Sheriff shall then appoint two (2) persons to the committee. Each of the persons appointed to the appeal committee shall be familiar with the work of the department and with the job class from which layoff is to be made. The appeal committee shall meet within five (5) days of delivery of the notice of appeal to the County. It shall review the basis for the Sheriff's layoff decision and the reasons the Employee believes the decision is in error. The appeal committee shall then determine whether the Sheriff's decision was reasonable and, on that basis, either confirm or reject the Sheriff's decision.
- c. If the appeal committee cannot reach an agreement regarding the Sheriff's decision regarding order of layoff: it shall, within three (3) days of its initial meeting, request the participation of a federal mediator. The services of the mediator will be jointly requested by the County and the Union on an urgent basis. The mediator shall seek to achieve a consensus decision among the appeal committee members. If none is reached, the mediator shall become a voting member of the appeal committee.
- d. The determination of the appeal committee regarding the appropriate order of layoff shall be final and binding and may not be grieved or appealed.

- e. The fees and expenses of the mediator shall be shared equally by the Union and the County. Each party, however, shall bear the costs of its own presentation, including preparation and post-hearing briefs and legal fees, if any.
4. Recall Rights: Laid-off Employees will have a right to return to a vacancy in the same class and department from which they were laid-off. Recall shall be in inverse order of layoff.
- a. Recall List: Employees shall remain on the recall list for one (1) year following the date of layoff: provided, however, laid-off Employees shall be removed from the recall list if:
 - i. They decline appointment to a position in the same department and in a class at the same wage range as the position from which their layoff occurred; or
 - ii. They fail to report for duty within fifteen (15) calendar days of mailing of notice of recall to County employment.
 - b. Recall Notice: Notice of recall or available position may be made in person or by U.S. Mail, return receipt requested. It is the responsibility of each laid off Employee to notify the Sheriff of his/her current address.

ARTICLE 18: CHANGE OF ASSIGNMENT AND JOB VACANCIES

- 1. An Employee whose regular assignment is changed shall be given thirty (30) days of notice of the reassignment. Notice is not required when change is required to serve the public in an emergency, when an employee is placed on administrative leave or is under official investigation.
- 2. During the first week of January and July of each year, Employees will be permitted to notify the Sheriff of their preference for work shifts. The Sheriff will consider staff preferences in order of job assignment seniority (i.e., patrol, jail, investigation) but shall retain full authority to make such assignments. Employees will be permitted to trade shifts or days off with the proper approval of their respective supervisor.

ARTICLE 19. DISCIPLINARY ACTION

- 1. General Policy: Discipline shall be administered or imposed on a basis of progressive punishment. No discipline shall be imposed except for cause. All discipline shall be accompanied by counseling which may assist the Employee in correcting past performance deficiencies or behavior. Authorized discipline shall range from Documented Verbal Warning up to and including Termination of employment with the County. The initial form of discipline and punishment shall be appropriate to the seriousness of the initial offense or condition.
- 2. Forms of Discipline:
 - a. Documented Verbal Warning: Whenever Employee performance or job-related behavior falls below the acceptable level, the Employee's supervisor shall inform the Employee of the deficiencies using Storey County Policy and Procedure Form 1001F1. Documented Verbal Warnings shall remain in the Employee's master personnel file for twelve (12) months. After which it shall be removed from the Employee's record upon the written request of the Employee directly to the Sheriff and approval of the HR Director. The HR Director will provide written confirmation to the Employee of the action taken.

- b. **Written Reprimand:** In situations where a Documented Verbal Warning has not resulted in correction of the condition. Or where more severe initial action is warranted, the Employee's supervisor shall inform the Employee of the deficiencies using Storey County Policy and Procedure Form1001F1. A Written Reprimand shall remain in the Employee's master personnel file for eighteen (18) months, after which the Written Reprimand shall be removed from the Employee's record upon the written request of the Employee directly to the Sheriff and approval of the HR Director. The HR Director will provide written confirmation to the Employee of the action taken.
- c. **Suspension:** If the Written Reprimand is not effective, or in those cases where the seriousness of the offense or condition warrants, an Employee may be Suspended without pay by the Sheriff for a period not to exceed forty-five (45) working days. Documentation supporting the Suspension shall remain in the Employee's master personnel file for twenty-four (24) months, after which the documentation shall be removed from the Employee's record upon the written request of the Employee directly to the Sheriff and approval of the HR Director. The HR Director will provide written confirmation to the Employee of the action taken.
- d. **Pay Reduction:** If other forms of disciplinary or corrective action have proven ineffective, or when the seriousness of the offense or condition warrants, the Sheriff may reduce pay by no more than one Merit Step in the Employee's current pay Grade. The date that the Employee's pay reduction takes effect shall establish a new Anniversary Date. Documentation establishing the cause for the pay reduction shall remain in the Employee's master personnel file for twenty-four (24) months, after which the supporting documentation shall be removed from the Employee's record upon the written request of the Employee directly to the Sheriff and approval of the HR Director. The HR Director will provide written confirmation to the Employee of the action taken.
- e. **Involuntary Demotion:** When other forms of disciplinary or corrective action have proven ineffective, or when the seriousness of the offense or condition warrants, the Sheriff may demote the Employee. Rejection on probation following promotion is not discipline. Documentation establishing the cause for the Involuntary Demotion shall remain in the Employee's master personnel tile for twenty-four (24) months. After which the supporting documentation shall be removed from the Employee's record upon the written request of the Employee directly to the Sheriff and approval of the HR Director. The HR Director will provide written confirmation to the Employee of the action taken.
- f. **Termination:** As a final disciplinary measure when other forms of discipline or corrective action have proven ineffective. Or when the seriousness of the offense or condition warrants. The Sheriff may Terminate an Employee.
- g. **Suspensions of 1 to 3 days:** Suspensions of one (1) to three (3) days may be appealed to Level 1 of the Grievance Procedure (Article 20). If the Grievant is not satisfied with the decision rendered by the Sheriff, the Grievant may within ten (10) working days of that decision request to the HR Director that the Grievance is advanced to mediation. Within ten (10) working days of the HR Director receiving the Grievant's request that the matter is advance to mediation, the parties shall request a mediator through the Federal Mediation and Conciliation Services (FMCS) to hear the Grievance. The parties shall attempt to hold a mediation session within twenty (20) days after contact with the FMCS. This timeline shall be extended based on the schedule of the mediator or by mutual consent of the parties. In the event a mediated decision cannot be reached, the Mediator shall, considering the evidence presented, issue a bench

decision that the parties agree to implement, and which shall be final and binding.

3. Notice of Suspension. Involuntary Demotion, or Dismissal: All notices of Suspension, Involuntary Demotion, or Dismissal shall be given to the Employee in-writing, specifying the action to be taken, the grounds upon which the action is based, including specification of standards, rules, regulations, or policies violated, if applicable, and the date of action taken. The specification of charges shall include a statement of facts constituting conduct for which discipline is to be imposed, together with a statement of specification of standards, specific rules, regulations, ordinances, laws, policies or performance standards, if applicable, which the Employee is alleged to have violated. The notice shall include a statement that the Employee has five (5) working days to meet with the Sheriff to discuss the proposed action. The specification of charges shall be signed by the Sheriff or his/her designee. The Sheriff shall not suspend, involuntarily demote, or dismiss an Employee without giving ten (10) working days of notice prior to the action being taken.
 - a. The Sheriff may serve notice upon an Employee by mail or personal service. If mailed, notice shall be mailed to the Employee at his/her last known address by USPS Certified Mail Return Receipt Requested. Receipt shall be deemed the date of first attempt of delivery as indicated on the Return Receipt. Should notice be returned to sender, receipt shall be deemed to be on the third day after the date of mailing of the notice.
 - b. The Employee, who may be accompanied by a Union representative, shall be allowed to meet with the Sheriff to review the charges. The Employee shall be given an opportunity to state his/her position as to whether there are true and reasonable grounds for the proposed action. The discipline may be postponed to allow for the consideration of evidence the Employee produced and/or for further investigation of the Employee's response.
4. Administrative Leave During Disciplinary Proceeding: In cases of contemplated Discharge or Suspension concerning misconduct which presents possible harm to persons or property or pending criminal charges which adversely and directly affect the County or substantially disrupt County operations. The Sheriff may place an Employee on Administrative Leave with pay, pending an investigation prior to or during a disciplinary proceeding, or during the review of the Employee's response to a proposed disciplinary action. The Employee will be notified in writing of the decision to place him/her on Administrative Leave. The notice will include a statement that Administrative Leave is not a disciplinary action.
5. Appeals of Disciplinary Actions: Within ten (10) days of the date that disciplinary action of Suspension without pay of four (4) days or longer, Pay Reduction, Involuntary Demotion, or Dismissal are implemented by the Sheriff. The Union may Appeal said disciplinary action to Arbitration.
 - a. The Appeal must be submitted in-writing to the Sheriff and HR Director and state the basis of the Appeal. The Union and the Sheriff shall mutually select a disinterested third-party to serve as the Arbitrator. In the event an agreement cannot be reached to select a neutral Arbitrator, the parties agree to solicit a list of seven (7) professional neutrals with public sector experience from the Federal Mediation and Conciliation Services (FMCS), and alternately strike names from such list until one (1) name remains. That remaining person so selected shall serve as the Arbitrator. The party to strike first shall be determined by lot. Both parties shall make every effort to mutually set forth the issue(s) to be arbitrated in advance of the Arbitration

hearing date. The fees and expenses of the Arbitrator shall be shared equally by the Union and the County. Each party, however, shall bear the costs of its own presentation, including preparation and post-hearing briefs, and legal fees, if any. The Arbitrator's decision shall be final and binding upon both parties.

ARTICLE 20. GRIEVANCE/ARBITRATION PROCEDURES

1. Definitions:

- a. **Grievance:** A Grievance is claimed violation, misapplication, or misinterpretation of this Agreement or rules, regulations, and policies of the Employer governing matters within the scope of mandatory bargaining pursuant to NRS 288. Informal discussions and attempts to resolve the matter prior to filing a formal grievance are excluded.
 - b. **Grievant:** A grievant is an Employee or group of Employees who are covered by the provisions of this Agreement and who believe they have been adversely affected by an act or formal decision of the Employer occasioning the grievance, and who file a grievance. The Union may be the grievant if an act or formal decision of the Employer which is alleged to be a grievance directly relates to a Union activity or privilege addressed in this Agreement.
 - c. **Day:** Day shall mean a weekday, Monday through Friday, excluding holidays.
 - d. The Grievance Screening Committee shall consist of any three (3) current members of the Board of Directors of the Storey County Sheriff's Office Employee Association.
2. **Rights of Representation:** With the consent of the aggrieved Employee(s), one (1) Union representative shall be present for any meeting, hearing, appeal, or other proceeding between the Employer and the grievant relating to a grievance that has been filed pursuant to this Article.
- a. If, in the judgment of the Union, a grievance affects a group of Employees or the Union, the Union may initiate and file such grievance with the HR Director and the processing of such grievance shall commence at Level II. The Union may process such a grievance through all levels of the procedure.
3. **Individual Rights:** Nothing contained herein shall be construed as limiting the right of any Employee having a complaint to discuss the matter with the appropriate supervisor(s), and to have the matter resolved without the intervention of the Union, as long as the Union has had, at the request of the Employee, the opportunity to be present at such discussions.
4. **Informal Resolution:** Within fifteen (15) working days from the event giving rise to a grievance or from the date the Employee(s) could reasonably have been expected to have had knowledge of such event, the Employee shall orally discuss the grievance with his/her immediate supervisor. A supervisor shall have ten (10) working days to provide a decision to the Employee.
- a. The Unions Grievance Screening Committee shall convene within ten (10) working days from the date the Supervisor provides or should provide a decision to the Employee. The Grievance Screening Committee shall screen grievances to determine if there is valid cause to proceed to a Formal Level Grievance.
 - b. Should the Grievance Screening Committee determine there is no valid cause to proceed to a Formal Level Grievance, the Grievant shall still have the right to proceed: however, they will not have the support of the Union.

5. Formal Levels:

- a. **Level I:** If a Grievant is not satisfied with the resolution proposed at the informal level, s/he may, within ten (10) working days of the receipt of such decision, file a formal written Grievance with the Sheriff, describing the Grievance, the specific section(s) of this Agreement, or County or Sheriff's Office rules, regulations, and/or policies allegedly violated, and the remedy requested. The Sheriff may have a meeting with the Grievant, and within ten (10) working days of receiving the Grievance provide a written decision to the Grievant.
 - i. If the Sheriff fails to respond within ten (10) working days of receiving the Grievance, the Grievance, if non-monetary, shall be granted in the Grievant's favor. If the Grievance contains a request for a monetary remedy, the Grievance shall automatically advance to Level II.
- b. **Level II.** If the Grievant is not satisfied with the resolution proposed at the informal level, or the grievance includes a request of monetary related correction, s/he may, within ten (10) working days of the receipt of such decision, file a written appeal to the HR Director. Within ten (10) working days of receipt of the written appeal, the HR Director shall respond with a decision to the grievance or with a recommendation to proceed or not proceed to Level III.
- c. **Level III:** If the Grievant is not satisfied with the decision rendered by the Sheriff. The Grievant may within ten (10) working days of that decision request to the HR Director that the Grievance is advanced to mediation. Within ten (10) working days of the HR Director receiving the Grievant's request that the matter is advanced to mediation, the parties shall request a mediator through the Federal Mediation and Conciliation Services (FMCS) to hear the Grievance. The parties shall attempt to hold the mediation session within twenty (20) days after contact with the FMCS. This timeline shall be extended based on the schedule of the mediator or by mutual consent of the parties. If the parties cannot reach a mediated resolution, either or both parties may request a recommendation from the mediator. Nothing occurring in mediation may be referred to or introduced during Arbitration.
- d. **Level IV:** In the event that the parties cannot reach a mediated resolution at Level III, the Grievance may be submitted to Arbitration for resolution. The Grievant or the Union shall exercise the right to Arbitration by giving the HR Director written notice of intent to arbitrate within ten (10) working days from the date of receipt of the mediator's recommendation(s). If any question arises as to the ability to arbitrate the grievance, and the Grievant or the Union has decided to proceed, the following apply:
 1. If the grievance is a claimed violation, misapplication, or misinterpretation of this Agreement or rules, regulations, or policies as defined in Section 1 (a) of this Article not resulting in a verbal warning, written reprimand, or suspension of 1 to 3 days, such question shall first be ruled upon by the Arbitrator selected to hear the dispute.
 2. If the grievance is a claimed violation, misapplication, or misinterpretation of this Agreement or rules, regulations, or policies as defined in Section 1 (a) of this Article resulting in a verbal warning, written reprimand, or suspension of 1 to 3 days, a mediator through the FMCS shall consider the evidence presented by both parties regarding the claimed violation, misapplication, or misinterpretation and make a recommendation that the parties will accept as final and binding.
 3. A decision that is final and binding for the parties to proceed or not proceed to Arbitration.

1. Within ten (10) working days after the HR Director receives the written notice of intent to Arbitrate. The Employer and the Grievant, or the Union, will attempt to agree upon a mutually acceptable Arbitrator, and to obtain a commitment from such Arbitrator to serve. If the parties are unable to agree upon an Arbitrator, or to obtain a commitment to serve from the agreed-upon Arbitrator within the ten (10) working day period, a request for a list of seven (7) arbitrators may be made by either party to the FMCS. Within five (5) working days of receipt of the list. Each party shall alternately strike names from the list, and the name remaining shall be the Arbitrator. The party to strike first shall be determined by a toss of the coin. The parties shall be bound by the rules and procedures of the American Arbitration Association in the selection of an Arbitrator.
2. The Arbitrator shall thereafter confer promptly with the parties, shall set, and hold hearings, and shall issue a written decision setting forth the Arbitrator's findings of fact, conclusions of law, and decision within thirty (30) working days from the date of the conclusion of all hearings on the matter arbitrated. The Arbitrator's written decision shall be consistent with the law and the terms of this Agreement and shall be final and binding upon the parties. The Arbitrator's authority shall be limited to the application and interpretation of the provisions of this Agreement and any related rules, regulations, and policies of the Employer, and no arbitrator shall have the power to modify, amend or alter any terms or conditions of this Agreement.
6. **Arbitration Costs:** The fees and expenses of the Arbitrator shall be shared equally by the Employer and the Union. Each party shall bear the costs of its own presentation including, but not limited to, witness fees and expenses, preparation, pre- and post-hearing briefs, and legal fees, if any.
7. If a court reporter is requested by either party, the requesting party shall pay the costs of the reporter. If the record is transcribed, the requesting party will pay the transcription costs unless the parties mutually agree to share the cost. Any party desiring a copy of the transcription will pay the costs for the copy. If the Arbitrator requires a reporter and transcript, the parties will share the cost equally.
8. **Jurisdiction of the Arbitrator:** The arbitrator shall decide all substantive and procedural issues, upon request of either party and in the discretion of the Arbitrator, the merits of a grievance and the substantive and procedural issues arising in connection with the grievance shall be consolidated for hearing. The decision of the Arbitrator may be enforced in any court of competent jurisdiction.
9. **General Provisions:**
 - a. If the Grievant fails to carry his/her grievance forward to the next level within the prescribed time period, the grievance shall be considered settled based upon the decision rendered at the most recent step utilized.
 - b. The Grievant may be represented by a person of his/her choice at any level of this procedure.
 - c. Nothing contained herein shall preclude an Employee, with or without representation, from bringing a matter not addressed herein through the chain of command to the Personnel Director.

- d. Proof of service shall be accomplished by Certified Mail or personal service evidenced by a notarized affidavit of service.
10. **Exceptions to Time Limits:** The time limits set forth in this Article shall be strictly observed, unless extended by written agreement of the Union and the Employer or otherwise excused for just cause.
- a. A Grievance alleging errors in wages which are ongoing shall be deemed continuing and all subsequent errors shall relate back to and be incorporated within the Grievance alleging the errors in the first instance.
 - b. Notwithstanding the expiration of this Agreement, any grievance filed prior to expiration may be processed through the grievance procedure to resolution.
11. Proof of service shall be accomplished by certified mail or personal service.

ARTICLE 21: MISCELLANEOUS

1. **Safety:** The County shall make every reasonable effort to provide all safety equipment and maintain safe conditions of employment. Employees shall be alert to unsafe practices, equipment or conditions and report same to their immediate supervisor in writing. The supervisor will provide an initial response to all such reports within three (3) days of receiving the Employee's written notice. A written response will be provided within ten (10) days. The County agrees to pay for a standard testing procedure to test for HIV/AIDS for an Employee who, within the scope of the Employee's normal duties, has been exposed to HIV/AIDS and could reasonably be viewed as posing a legitimate threat. The County agrees to pay for Hepatitis B vaccinations for all Employees covered by this Agreement who consent to the vaccination and who make an affirmative request for the vaccination.
2. **Communicable Disease:** In the event an officer covered under this Agreement or his/her supervisor suspects that, as a result of the course of duty s/he has been exposed to or is the carrier of a serious communicable disease, the deputy may be relieved of duty without the loss of any pay or sick leave and shall be taken to a local emergency hospital for diagnosis and treatment. It shall be the responsibility of the supervisor to determine if or when the deputy is permitted to leave duty for this purpose.
- a. The deputy shall be provided with preventive measures designed to protect the deputy against communicable diseases. These measures shall include, but are not limited to, vaccines and blood tests; medical equipment such as gloves, masks, and other products; and equipment and procedures that are intended to detect, prevent, or impede communicable disease. Participation in any medical procedures, such as vaccination and testing, shall be at the discretion of the deputy. The Storey County Sheriff's office shall not be held responsible for any consequences to the officer as a result of the deputy having or not having received any vaccinations or test.
3. **Personnel Files:** The Employer will maintain a master personnel file on each Employee. The Employer shall maintain only one (1) set of files on each Employee; the Personnel Office shall maintain said files. Any Employee has the right to review his/her master personnel file upon request to the Personnel Office. Reasonable advance notice will be provided. This right is limited to the individual Employee to review his/her own personnel file. However, an Employee may, with proper release forms, permit his/her personnel file to be reviewed by a party so authorized, upon presentation of properly executed forms to the Personnel Office, which form shall be developed by the Personnel Office. Except

as provided herein, only those authorized persons working in the Personnel Office, the Employee's Supervisor, and the Sheriff shall have access to an Employee's master personnel file. In addition, the Employer's authorized attorney(s) shall have the right to access an Employee's files for legitimate personnel purposes related to discipline, complaints, grievances, arbitrations, and lawsuits involving the Employee.

4. **Rights of Peace Officers:** The County expressly recognizes the provisions of NRS Chapter 289 "Rights of Peace Officers."
5. **Participative Management Committee:** A Committee of the Management and the Union, not to exceed three (3) representatives each. Shall meet semi-annually or more frequently when mutually agreed. The meetings will be held on mutually agreed dates and times for the purpose of:
 - a. Discussing the administration of this Agreement;
 - b. Exchanging general information of interest to the parties;
 - c. Giving the bargaining unit representatives the opportunity to share views of their members and/or make suggestions on subjects to their members;
 - d. Review and analyze replacement and new equipment for quality, safety, and functionality of future equipment purchases.
6. **Education and Development:** An Employee will be reimbursed for educational training courses taken after written approval from the Sheriff.
 - a. The training must be related to the required skills or education for the Employee's current position or to a logical career path with the Employer.
 - b. Only a bargaining unit Employee will be eligible for reimbursement for course work after successful completion of the Employee's probationary period. Further eligibility may be determined by the Sheriff in accordance with the departmental training program.
 - c. No Employee will be reimbursed more than Two Thousand Dollars (\$2,000.00) per fiscal year. There will be no reimbursement if the cost is assumed by any other institution, scholarship, or grant-in-aid.
 - d. Reimbursable expenses shall be restricted to tuition and course fees. While courses shall be normally taken on the Employee's own time. Exception may be granted by the Sheriff, in which case hours from work will cause no adverse impacts to his/her duties and other Employees in the workplace, and which hours from work must be deducted from earned Vacation or be recorded as an unpaid excused absence.
 - e. To obtain reimbursement the course must be taken from a recognized and accredited college, University, or training institution. The Employee shall provide valid evidence that s/he completed the course with a minimum grade of "B" eighty percent. If the course is of a nature that no grade is given (i.e., pass or fail), the Employee must provide the Employer a certificate of completion or other valid documentation showing satisfactory passage of the courses.
 - f. The employee shall receive the regular rate of pay during training and education which takes place during the employee's regular schedule shift period and otherwise as required by the federal Fair Labor Standards Act (FLSA).

7. **Shift Trades:** Represented Employees may request to trade shifts in the event that it does not interfere with the operation of the Sheriff's Office. Employees who trade shifts must occupy the same job assignment and otherwise be qualified to perform the duties of the job assignment.
- a. No obligation, financial or otherwise of any nature, shall accrue to the Employer on account of such shift trades. Therefore, hours worked by an Employee working a shift as the result of a shift trade shall be excluded from any overtime calculation. However, the regularly scheduled Employee shall be compensated as if s/he had worked his/her normal schedule for the traded shift.
 - b. Where Overtime is required as the result of an Employee's inability to fulfill a shift trade, the Employee failing to fill a shift shall have his/her Annual Leave balance reduced up to twelve (12) hours or up to eighteen (18) hours if Overtime payment is required.
 - c. Three-way shift trades are prohibited except under emergency conditions, as determined by a supervisor.
 - d. A maximum of one hundred twenty (120) hours of shift trades per calendar year, per Employee will be permitted. Shift trades shall not interfere with the operation, administration, or safety of the Sheriff's Office.
 - e. Nothing herein shall be construed to diminish the Employer's management rights under NRS 288 or the Management Rights clause hereof.

Legal Liability – NRS Chapter 41 shall apply to represented employees, as appropriate.

ARTICLE 22: CATASTROPHIC LEAVE

1. **Definitions:** Catastrophe means the Employee is unable to perform the duties of his/her position including a reasonable modified duty assignment because of a serious illness or injury to the Employee and/or an immediate family member (within the First degree of consanguinity or affinity) which is life threatening, or which will require a lengthy convalescence. Lengthy convalescence means a period of disability that an attending physician expects to exceed ten (10) weeks.
2. **Establishing the Catastrophic Leave Account:** The Sheriff's Office may establish an account for Catastrophic Leave for Sheriff's Office Employees. All Employees of the Sheriff's Office who are eligible to use Sick Leave, whether or not the positions they occupy are part of the bargaining unit of this Agreement, may use the Leave from the Catastrophic Leave account and/or donate to this account. Donations to and withdrawals from this account are restricted to Employees of the Sheriff's Office.
 - a. An Employee may request, in writing, that a specified number of hours of his/her accrued Annual or Sick Leave be transferred from his/her account to the Catastrophic Leave account.
 - b. Sick and Annual Leave will be transferred at the rate of one hour for one hour credit donated consistent with the provisions of NRS 245. Donated time will be converted to a dollar amount based upon the donating Employee's current base hourly rate of pay. When an Employee is given Leave, the Catastrophic Leave account will be reduced by an amount determined by multiplying the receiving Employee's current base rate of pay by the number of hours received.

- c. The minimum number of hours which may be transferred is eight (8) hours. An Employee may not transfer Sick Leave to the Catastrophic Leave account if the balance of his/her account after the transfer is less than two hundred forty (240) hours. Leave will be placed in a pool; however, the Employee may transfer hours to the catastrophic leave account for use by a particular Employee who has been determined to be eligible to receive the Leave.
 - d. Any hours of Annual or Sick Leave which are transferred from any Employee's account to the Catastrophic Leave account may not be returned or restored to that Employee. This subsection does not prevent the Employee from receiving Leave pursuant to section 4 of this Article.
3. **Request for Catastrophic Leave:** An Employee who is himself/herself affected by a catastrophe or an immediate family member (within the first degree of consanguinity) affected by a catastrophe as defined in paragraph (I) may request to the Sheriff or HR Director, in-writing, that a specified number of hours of Leave be transferred from the Catastrophic Leave account to his/her account.
- a. The request must include:
 - i. The Employee's name, title, and classification; and
 - ii. A physician's statement of the limitations which prevent the Employee from being available for work and the expected duration of the limitations.
 - b. An Employee may not receive any Leave from the Catastrophic Leave account until s/he has used all his/her accrued Annual, Sick, and other paid Leave. If an Employee has requested leave from the Catastrophic Leave account within the previous three (3) years, the Employee may not receive any leave from the Catastrophic Leave account until s/he has been off work for forty (40) consecutive hours and has used all his/her accrued Sick, Annual, and other paid Leave.
 - c. An Employee who receives Leave from the Catastrophic Leave account is entitled to payment for that leave at a rate no greater than his/her own rate of pay.
 - d. The request form will be made available at the Human Resources office and must be completed by the employee, except in cases where an employee is unable to do so.
 - e. The maximum number of hours that may be granted to an employee shall be 480 hours per rolling calendar year. Any requests for an exception to this limit must be approved by the Sheriff and the Administrative Officer/HR Director.
 - f. The decision of the Sheriff or HR Director concerning the approval of Leave is final and is not subject to the Grievance procedure, judicial review, or review by the Board of County Commissioners
4. **Review of Status of Catastrophe; Termination of Leave; Disposition of Hours Not Used:** The Sheriff or HR Director shall review the status of the limitations of the Employee and determine when the limitations no longer exist. This determination is final and not subject to the Grievance procedure, judicial review, or review by the Board of County Commissioners.
- a. The Sheriff or the HR Director shall not grant any hours of Leave from the Catastrophic Leave account after:
 - i. The limitations cease to exist; or

- ii. The Employee who is receiving the Leave resigns or his/her employment with the County is terminated.
 - b. Any Leave which is received from the Catastrophic Leave account which was not used at the time the limitations ceased to exist or upon the resignation or termination of the employment of the Employee must be returned to the Catastrophic Leave account.
- 5. **Maintenance of Records on Catastrophic Leave:** Records will be maintained by the Payroll Dept. under the direction of the Comptroller. The Union may request in writing information concerning the use of the Catastrophic Leave account provided that any request for medical information be accompanied by a written release signed by the affected employee(s).
- 6. **Substantiation of Limitations:** The Sheriff and/or HR Director or his/her designee shall require written substantiation of the catastrophe and expected duration by a physician of his or her choosing. The physician shall be of equal or greater qualification as the treating physician. The cost of such written substantiation shall be borne by the employer. Visits to the physician shall be on County time.
- 7. **Employee to Employee Donations:** An employee who fails to qualify for catastrophic leave pursuant to the requirements set forth in subsection (f) above may receive Catastrophic Leave if eligible employees independently contribute a designated number of hours in eight (8) hour increments to the non-qualifying employee's specific Catastrophic event. The receipt of such Catastrophic Leave shall be subject to the remaining requirements set forth in this Article.

Annual and Sick Leave will be transferred at the rate of one (1) hour for one (1) hour credit donated consistent with the provisions of NRS 245.

ARTICLE 23: SERVICE-CONNECTED DISABILITY

All eligible members shall be covered by a workers compensation program of the county's choice that conforms with the provisions of the Nevada Industrial Insurance Act (NRS 616) and the Nevada Occupational Disease Act (NRS 617) and that provides for payment of industrial accident benefits and compensation for partial and total disability arising from industrial injuries and occupational diseases.

1. In the event an employee is absent from work due to a service-connected disability, approved pursuant to NRS 616 or 617, a supplemental amount from the county will be provided which would cause the total amount received by the employee from the service-connected disability and the county to equal his/her wages at the time of his/her disability.

The supplemental compensation will start from the first day of absence or illness but shall not exceed 60 calendar days for the same incident. During this period, the employee shall not forfeit any accrued sick leave. Successful completion of the probationary period is required in order to qualify for the supplemental compensation from the county.

2. It is the intent of the County to pay on-the-job injured employees (as outlined in this section) the difference between full biweekly wages and that provided pursuant to NRS 616 and 617 covering the period enumerated in Section I of this Article. No supplemental benefits shall be paid until after the employee's lost-time benefit check has been deposited with the County Treasurer.
3. If an employee who is entitled to disability compensation has not completed his/her

probationary period, or if an employee who has received supplemental compensation for the maximum 60 calendar days is unable to return to work, s/he may elect to utilize accrued sick leave, during which period the employee shall receive compensation from the county as provided by NRS 281.390. If the employee is receiving no compensation for time missed from work through the workers' compensation program, the employee must use leave benefits to fully account for any absence.

4. When accrued sick leave has expired, if the employee is still unable to work and the employee is receiving compensation for time missed from work through the workers compensation program, s/he will be permitted to use his/her accrued annual leave as sick leave. Subsequent to the expiration of both the employee's sick and annual leave, provided that the employee has so elected to use his/her annual leave as sick leave, the employee's compensation will be limited to that provided by NRS 617 or 617 and the employee will be placed in a leave without pay status. However, through written justification to the HR Director, exceptions to this Article may be approved by the county manager.
5. As a result of a licensed physician's evaluation and prognosis, it appears that the employee will not return to his/her regular county job within a 12-month period, the county may require a medical separation. Medical separation appeals of employees covered by this Agreement shall be handled in accordance with the procedures set forth in Article 20 Grievance Procedures.

ARTICLE 24: PAYROLL DEDUCTION

1. The County shall deduct dues from the salaries of Union members and pay over to the proper officer of the Union the money so collected on a monthly basis. All payroll deductions for dues shall only be made in accordance with a voluntary deduction authorization form individually executed by the Employee for whom the deduction will be made.
2. The Union shall indemnify, defend, and hold the County harmless against any and all claims, demands, suits, and all other forms of liability, which might arise out of or by reason of action taken under the provisions of this Article.
3. The Union shall certify to the County, in writing, the current rate of membership dues. The County will be notified of any change in the rate of membership dues, in writing, thirty (30) days prior to the effective date of such change.

ARTICLE 25: PERSONNEL PRACTICES

1. Date of hire is the first day actually worked.
2. **Initial Probationary Period:** Probationary periods are considered a continuation of the selection process and apply to all initial appointments. All classifications covered by this Agreement shall undergo a probationary period of one year from the date of hire.
 - a. Time which elapses between an offer of employment and the date the employee begins working, unpaid leave, or other separations shall not be considered working time.
3. **Probationary Employee:** An employee who is undergoing a working evaluation period during which h/she is required to demonstrate his/her ability to carry out the duties of the position to which hired.
 - a. The new hire probation period pursuant to this agreement is 12 months. The probation may be extended up to 18 months if more time is needed to evaluate the employee's ability to

- carry out the duties of the position. The extension of probation is at the sole discretion of the Sheriff.
- b. Newly hired probationary employees are employed “at-will” and are excluded from the coverage of this agreement. They may be laid-off or discharged from employment during this period for any reason with or without cause. After successfully completing the new hire probationary period, the employee shall be deemed to be a regular employee and subject to this agreement and shall acquire seniority from his/her first date of hire.
 - c. A probationary employee who transfers laterally within the same classification (e.g., Admin. II in one department to Admin. II in another department) must serve the remainder of the new-hire probationary period assigned to him/her upon hire.
 - d. A regular employee who is promoted to a position in a higher classification shall serve a “trial period” of 12 months in the new position. A probationary employee who is promoted to a position in a higher classification shall serve a “trial period” of 12 months in the new position and must concurrently complete the remainder of his/her new hire probation period. During the “trial period”, the regular employee is not considered probationary; however, regular employees and probationary employees completing the remainder of their probationary period must demonstrate satisfactory ability to carry out the duties of the position to which promoted. Unless the promoted employee is dismissed from employment for cause, the employee who failed the “trial period” in the new position will be restored to his/her previous classification or an equivalent classification if the previous position is unavailable.
 - e. An employee who is demoted to a lower classification is not required to serve a “trial period” for that position.
 - f. An employee who changes from working part-time to regular full-time within the same classification shall have his/her new hire probationary period adjusted to credit actual hours worked over the past 12 months with Storey County in said classification, up to the maximum of 1040 hours (6 months), toward completion of the new hire probation period.
4. Rejection During Initial Probation: The Sheriff may terminate (reject) a probationary Employee at any time during the probationary period without the right of appeal in any manner and without recourse to the grievance procedure of this Agreement; except when the Employee alleges and substantiates in writing that the termination was due to discrimination on the basis of race, religion, color, national origin, sex, sexual orientation, age, disability, pregnancy, ancestry, veteran's status, domestic partnership, genetic information, gender identity or expression, political affiliation, membership in Nevada National Guard, or union affiliation. Grievances based on allegations of discrimination shall be processed pursuant to Article 20 of this Agreement and filed directly at Level 2 with the Sheriff within ten (10) days of the notice of termination.
5. The Sheriff shall notify the Employee in writing that s/he is rejected during probation. No reasons for the action are necessary.

ARTICLE 26: DRUG AND ALCOHOL-FREE WORKPLACE

1. Drug and Alcohol-Free Workplace & Reasonable Suspicion Drug Testing: Employees agree to abide by Storey County Policy and Procedure Number 206 - Drug and Alcohol-Free Workplace.

2. Reasonable Suspicion Drug and Alcohol Testing will be conducted in accordance with Storey County Policy and Procedure Number 206 - Drug and Alcohol-Free Workplace and Storey County Policy and Procedure Number 206A - Vehicle Operators Drug and Alcohol Policy, as appropriate.
3. Weapons / Use of Deadly Force Incident: Each Employee who accidentally discharges a firearm while on duty or applies deadly force against a human being will be tested for drugs and alcohol as soon as possible after the incident.
 - a. An Employee who is subject to a post-accident/incident test must remain readily available for testing. An Employee who leaves the scene before the test is administered or who does not make him/herself readily available may be deemed to have refused to be tested, and such refusal shall be treated as a positive test. Further, the Employee, subject to a post-accident/incident test, must refrain from consuming alcohol for eight (8) hours following the accident/incident or until the Employee submits to an alcohol test, whichever comes first. An Employee who consumes alcohol within eight (8) hours following the accident/incident or before submitting to an alcohol test, whichever comes first, shall be subject to discipline, up to and including termination.

ARTICLE 27: SAVINGS CLAUSE

It is not the intent of either party hereto to violate any laws, rulings or regulations of any governmental authority or agency having jurisdiction of the subject matter of this Agreement. The parties agree that, in the event that any provision(s) of this Agreement are finally held or determined to be illegal or void as being in contravention of such laws, rulings or regulations, nevertheless the remainder of the Agreement shall remain in full force and effect unless the provision(s) so found to be void cannot be separated from the provision(s) of this Agreement held to be legal. Upon such finding of illegality and nullity, the parties shall promptly meet to enter into lawful negotiations concerning the substance of the provision(s) found to be illegal and void.

ARTICLE 28: ADOPTION AND AMENDMENT PROCEDURE

This Agreement shall be deemed adopted and binding upon execution by authorized representatives of the Union and the County. The provisions of this Agreement shall not be altered, amended, or added to except by the mutual written agreement of the County and the Union. Either party may request to the other to consider changes in provisions of the Agreement: such request shall be in writing.

ARTICLE 29: REOPENER

Both the union and the County have an option for a reopener, limited to one article each, for the third year of the contract 2026/2027. The party(s) requesting the reopener must notify the other party of the request no later than February 1, 2026.

STOREY COUNTY

**STOREY COUNTY SHERIFF'S OFFICE
EMPLOYEES' ASSOCIATION**

Clay Mitchell
Storey County Commission

Christopher Hamblin, President
SCSO Employees' Association

Jay Carmona
Storey County Commission

Mike Simons, Vice President
SCSO Employees' Association

Lance Gilman
Storey County Commission

Stan Glowniak, Secretary SCSO
Employers Association

Joseph Welch, Treasurer SCSO
Employer's Association

Approved as to from:

Anne Langer, District Attorney

APPENDIX A: WAGE AND STEP SCHEDULE

New Chart - Less compression between positions

	July 2024		Drop 4 steps Corporal and Sergeant 4.5% between Steps Deputy stays at 5.5%																	
	Step 1	Hourly	Step 2	Hourly	Step 3	Hourly	Step 4	Hourly	Step 5	Hourly	Step 6	Hourly	Step 7	Hourly	Step 8	Hourly	Step 9	Hourly	Step 10	Hourly
Deputy	62,275.97	29.94	65,701.15	31.59	69,314.72	33.32	73,127.03	35.16	77,149.01	37.09	81,392.21	39.13	85,868.78	41.28	90,591.56	43.55	95,574.10	45.95	100,830.67	48.48
	Step 1	Hourly	Step 2	Hourly	Step 3	Hourly	Step 4	Hourly	Step 5	Hourly	Step 6	Hourly	Step 7	Hourly	Step 8	Hourly	Step 9	Hourly	Step 10	Hourly
Corporal	79,792.25	38.36	83,382.91	40.09	87,135.14	41.89	91,056.22	43.78	95,153.75	45.75	99,435.67	47.81	103,910.27	49.96	108,586.23	52.20	113,472.61	54.55	118,578.88	57.01
Sergeant	86,061.85	41.38	89,934.64	43.24	93,981.69	45.18	98,210.87	47.22	102,630.36	49.34	107,248.73	51.56	112,074.92	53.88	117,118.29	56.31	122,388.61	58.84	127,896.10	61.49

New Chart - Less compression between positions

	July 2025		Possible 3% increase w/o PERS increase																	
	Step 1	Hourly	Step 2	Hourly	Step 3	Hourly	Step 4	Hourly	Step 5	Hourly	Step 6	Hourly	Step 7	Hourly	Step 8	Hourly	Step 9	Hourly	Step 10	Hourly
Deputy	64,144.25	30.84	67,672.19	32.53	71,394.16	34.32	75,320.84	36.21	79,463.48	38.20	83,833.97	40.30	88,444.84	42.52	93,309.31	44.86	98,441.32	47.33	103,855.59	49.93
Corporal	82,186.02	39.51	85,884.39	41.29	89,749.19	43.15	93,787.90	45.09	98,008.36	47.12	102,418.74	49.24	107,027.58	51.46	111,843.82	53.77	116,876.79	56.19	122,136.25	58.72
Sergeant	88,643.71	42.62	92,632.68	44.53	96,801.15	46.54	101,157.20	48.63	105,709.27	50.82	110,466.19	53.11	115,437.17	55.50	120,631.84	58.00	126,060.27	60.61	131,732.98	63.33

New Chart - Less compression between positions

	July 2026		2% increase																	
	Step 1	Hourly	Step 2	Hourly	Step 3	Hourly	Step 4	Hourly	Step 5	Hourly	Step 6	Hourly	Step 7	Hourly	Step 8	Hourly	Step 9	Hourly	Step 10	Hourly
Deputy	65,427.14	31.46	69,025.63	33.19	72,822.04	35.01	76,827.25	36.94	81,052.75	38.97	85,510.65	41.11	90,213.74	43.37	95,175.50	45.76	100,410.15	48.27	105,932.71	50.93
Corporal	83,829.74	40.30	87,602.08	42.12	91,544.17	44.01	95,663.66	45.99	99,968.53	48.06	104,467.11	50.22	109,168.13	52.48	114,080.70	54.85	119,214.33	57.31	124,578.97	59.89
Sergeant	90,416.58	43.47	94,485.33	45.43	98,737.17	47.47	103,180.34	49.61	107,823.46	51.84	112,675.51	54.17	117,745.91	56.61	123,044.48	59.16	128,581.48	61.82	134,367.64	64.60

Sheriff Union CBA
(7/24-6/25)Year 1 cost of CBA

Fully Staffed - No Tesla GSA Employees				Standby			Shiff Diff			Specialty Pay			Incentives		
<u>Wages/Benefits</u>				Currently \$2 per hour \$3 per holiday hour			Current Swg 1.50 Grave 1.75			Current FTO 5% hr worked in FTO			Current Phys Fitness \$1000		
Based on current estimated budget				Proposed 12.5% per hour			Proposed Swg 1.75 Grave 2.00			Proposed 5% entire period while assigned			\$1000, B \$1400, M \$1800		
Proposal 0% Increase allows for SGT/Corp decomp chart				\$30 hrly employee \$3.75						Proposed add additional specialties			Propose Phys Fitness \$1200		
													2.5%, B 5%, M 5.5%		
													Degrees A		

<u>Milestone Bonus</u>			<u>Holiday Pay</u>			<u>Boot allowance</u>		
Proposed increase \$500 each milestone			Currently paid on holidays worked accordingly Proposed Pay Biweekly rate of 1.75 per# of hrs approx 8% of hours are HL Taken or 6.5% of \$ Should employees take AL since getting pd HL			Current \$0.00 Proposed \$200.00		
<u>Current</u>	<u>Proposed</u>	<u>Increased</u>	<u>Current</u> <u>Estimated</u>	<u>Proposed</u>	<u>Increased</u>	<u>Current</u>	<u>Proposed</u>	<u>Increased</u> <u>Cost</u>
32,500	6,000	(26,500)	252,844	253,317	473	-	-	-
8 employees	1 employee					32 employees @ \$200	23-24 staff	
		(26,500)			473			-

<u>Longevity Bonus</u>			<u>Holiday Pay</u>			<u>Uniforms -Boots</u>		
			3% increase as wages					
<u>Current</u>	<u>Proposed</u>	<u>Increased</u>	<u>Previous Year</u>	<u>Proposed</u>	<u>Increased</u>	<u>Previous Year</u>	<u>Proposed</u>	<u>Increased</u> <u>Cost</u>
6,000.00	18,000	12,000	253,317	260,916	7,600	-	-	-
	3 employees					23-24 staff		
		12,000			7,600			-

<u>Longevity Bonus</u>			<u>Holiday Pay</u>			<u>Uniforms -Boots</u>		
			2% increase as wages					
<u>Current</u>	<u>Proposed</u>	<u>Increased</u>	<u>Previous Year</u>	<u>Proposed</u>	<u>Increased</u>	<u>Previous Year</u>	<u>Proposed</u>	<u>Increased</u> <u>Cost</u>
18,000	24,000	6,000	260,916	266,135	5,218	-	-	-
	5 employees					23-24 staff		
		6,000			5,218			-



Board of Storey County Commissioners Agenda Action Report

Meeting date: 5/21/2024 10:00 AM -
BOCC Meeting

Estimate of Time Required: 5

Agenda Item Type: Discussion/Possible Action

- **Title:** Consideration and Possible Approval of Grant of Easement File No. 2024-019 to NV Energy for communication and electric facilities within the Venice Drive Right-of-Way, McCarran, Storey County, Nevada.
- **Recommended motion:** In accordance with the recommendation by staff, I [commissioner] move to approve a Grant of Easement (2024-019) to NV Energy for communication and electric facilities within the Venice Drive Right-of-Way, McCarran, Storey County, Nevada.
- **Prepared by:** Kathy Canfield

Department: Planning

Contact Number: 775-847-1144

- **Staff Summary:** See Easement Deed and Legal Description.
- **Supporting Materials:** See Attachments
- **Fiscal Impact:** None
- **Legal review required:** False
- **Reviewed by:**

_____ Department Head

Department Name:

_____ County Manager

Other Agency Review: _____

- **Board Action:**

<input type="checkbox"/> Approved	<input type="checkbox"/> Approved with Modification
<input type="checkbox"/> Denied	<input type="checkbox"/> Continued

Location: VENICE DRIVE

The undersigned hereby affirms that
this document, including any exhibits
hereby submitted for recording does
not contain the personal information
of any person or persons (Per NRS 239B.030)

**RECORDING REQUESTED BY:
WHEN RECORDED MAIL TO:**

Land Resources
NV Energy
P.O. Box 10100 MS S4B20
Reno, NV 89520

GRANT OF EASEMENT

STOREY COUNTY, a political subdivision of the State of Nevada, ("**Grantor**"), for One Dollar (\$1.00) and other good and valuable consideration, receipt of which is hereby acknowledged, and on behalf of itself and its successors and assigns, grants and conveys to Sierra Pacific Power Company, a Nevada corporation, d/b/a NV Energy ("**Grantee**") and its successors and assigns a perpetual right and easement:

1. To construct, operate, add to, modify, maintain, replace and remove communication facilities and electric line systems for the distribution and transmission of electricity above ground and underground, consisting of poles, other structures, wires, cables, bollards, pole-mounted transformers, anchors, guys and other equipment, fixture, apparatus, and improvements ("**Utility Facilities**"), and service boxes/meter panels, cabinets, bollards and other equipment, fixtures, apparatus, and improvements ("**Additional Utility Facilities**") upon, over, under and through the property legally described in Exhibit A attached hereto and by this reference made a part of this Grant of Easement ("Easement Area");

Location: VENICE DRIVE
RW# 0481-2024
Proj. #3011864249
Project Name: E-EPL ITALY DRIVE PHASE 2-FP-COMM DATA CENTER-ELLIS
GOE_DESIGN_OH_UG

2. For ingress and egress to, from, over and across the Easement Area for the allowed purposes defined in numbered paragraph 1 above and for all other activities permitted by this agreement;
3. To remove, clear, cut or trim any obstruction or material (including trees, other vegetation and structures) from the surface or subsurface of the Easement Area as Grantee may deem necessary or advisable for the safe and proper use and maintenance of the Utility Facilities or the Additional Utility Facilities within the Easement Area.

Grantee will be responsible for any damages, proximately caused by Grantee negligently construction, operating, adding to, maintain, or removing the Utility Facilities and/or the Additional Utility Facilities, to any tangible, personally property or improvements owned by Grantor and located on the Easement Area on the date Grantor signs the Grant of Easement. However, this paragraph does not apply to and Grantee is not responsible for, any damages caused when Grantee exercises its rights under numbered paragraph 3 above so long as it exercises its rights in a prudent and non-negligent manner.

Grantee shall bear the entire cost and expense of installing and maintaining said Utility Facilities and Additional Utility Facilities in said Easement Area.

Grantee shall, at its expense, comply with all applicable laws, regulations, rules and orders regardless of when they become or became effective, including, without limitation, those relating to health, safety, noise, environmental protection, waste disposal, and water and air quality.

Grantee shall coordinate initial construction and/or maintenance with any existing lessees/occupants of the real property and shall use its best efforts not to unreasonably interfere with use/access of such lessees/occupants in the course of its construction and/or maintenance.

Grantee agrees that no assessments will be levied against the property of Grantor to defray any part of the expense incurred in connection with any construction in the Easement Area.

Grantee agrees to investigate, release, defend, indemnify and hold harmless Grantor, its officers, employees, agents, successors and assigns from all claims, liability, cost and expense, howsoever same may be caused, including reasonable attorney's fees, for loss of or damage to property for injuries to or death of persons

Location: VENICE DRIVE

RW# 0481-2024

Proj. #3011864249

Project Name: E-EPL ITALY DRIVE PHASE 2-FP-COMM DATA CENTER-ELLIS

GOE DESIGN OH UG

arising out of the construction, reconstruction, maintenance, presence in, or use of the Easement Area by Grantee, its employees, agents, licensees, invitees, successors or assigns.

Grantee shall fully pay for all materials installed in the Easement Area and shall pay in full all persons who perform labor thereupon. Grantee shall not permit any mechanics' or materialmen's liens of any kind or nature to be enforced against the property for any work done or materials furnished thereon at Grantee's request.

Grantor covenants for the benefit of Grantee, its successors and assigns, that no building, structure or other real property improvements will be constructed or placed on or within the Easement Area without the prior written consent of Grantee, such structures and improvements to include, but not be limited to, drainage, trees, bridges, signage, roads, fencing, storage facilities, parking canopies, and other covered facilities. Grantee and Grantor must document Grantee's consent by both signing Grantee's standard, recordable use agreement. Grantor retains, for its benefit, the right to maintain, use and otherwise landscape the Easement Area for its own purposes; provided, however, that all such purposes and uses do not interfere with Grantee's rights herein, Grantee's electrical practices, and the National Electrical Safety Code. Grantee may use this easement to provide service to any of its customers.

(signatures on next page)

Location: VENICE DRIVE

RW# 0481-2024

Proj. #3011864249

Project Name: E-EPL ITALY DRIVE PHASE 2-FP-COMM DATA CENTER-ELLIS

GOE_DESIGN_OH_UG

IN WITNESS WHEREOF, Grantor has caused these presents duly to be executed the day and year first above written.

GRANTOR:

**Accepted for the County of Storey,
by the Board of County Commissioners**

By: _____

Name: _____

Title: _____

Date: _____

GRANTEE:

**Sierra Pacific Power Company dba
NV Energy**

By: _____

Name: William Kruger

Title: Manager, Land Resources

Date: _____

(acknowledgements on next page)

Location: VENICE DRIVE

RW# 0481-2024

Proj. #3011864249

Project Name: E-EPL ITALY DRIVE PHASE 2-FP-COMM DATA CENTER-ELLIS

GOE_DESIGN_OH_UG



W.O. 3011864249

Storey County

Venice Drive

EXHIBIT "A"

EASEMENT

A portion of the North half of Section 1, Township 19 North, Range 22 East, M.D.M., Storey County, Nevada; situated within that Parcel of land described as Venice Drive in the Quitclaim Deed of Dedication, recorded as File Number 0114262 on December 7, 2010, Official Records of Storey County, Nevada.

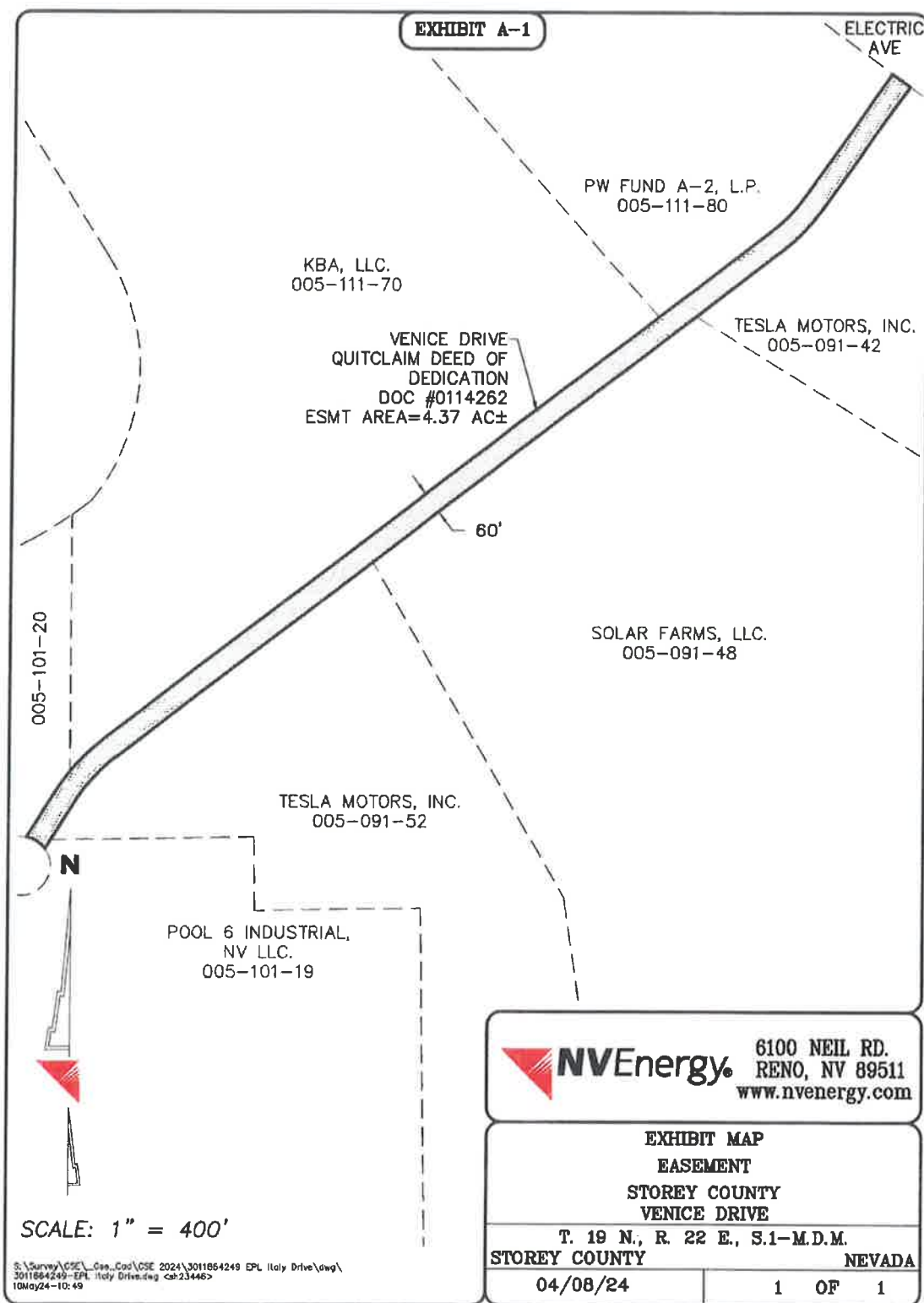
An easement being all of said Quitclaim Deed of Dedication.

Said Easement contains 4.37 acres of land more or less.


See Exhibit "A-1" attached hereto and made a part thereof.

Prepared by William Kruger, P.L.S.





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6100 NEIL RD.
RENO, NV 89511
www.nvenergy.com

EXHIBIT MAP
EASEMENT
STOREY COUNTY
VENICE DRIVE

T. 19 N., R. 22 E., S.1-M.D.M.
STOREY COUNTYNEVADA

04/08/241 OF 1

	Board of Storey County Commissioners Agenda Action Report	
Meeting date: 5/21/2024 10:00 AM - BOCC Meeting	Estimate of Time Required: 10	
Agenda Item Type: Discussion/Possible Action		

- **Title:** Consideration and possible approval to accept Sierra Nevada Construction as the only bidder for the 2024 Road Rehab Project at a bid amount of \$581,007.00.
- **Recommended motion:** I (Commissioner) move to approve the Public Works Director to sign the contract with Sierra Nevada Construction in the amount of \$581,007.00 for the 2024 Road Rehab Project.
- **Prepared by:** Jason Wierzbicki

Department: Public Works

Contact Number: 7758470958

- **Staff Summary:** On Tuesday May 7th DOWL Engineering held an electronic bid opening on our behalf for the 2024 Road Rehab Project. Sierra Nevada Construction was the only bidder, and that amount was \$581,007.00. This project consists of a full reconstruct on Summit Street, addition of drainage improvements and a chip seal on Wildhorse, London, and Ireland.
- **Supporting Materials:** No Attachments
- **Fiscal Impact:** Yes, Budget Available
- **Legal review required:** False
- **Reviewed by:**

_____ Department Head

Department Name:

_____ County Manager

Other Agency Review: _____

- **Board Action:**

<input type="checkbox"/> Approved	<input type="checkbox"/> Approved with Modification
<input type="checkbox"/> Denied	<input type="checkbox"/> Continued



Board of Storey County Commissioners Agenda Action Report

Meeting date: 5/21/2024 10:00 AM -
BOCC Meeting

Estimate of Time Required: 30 min.

Agenda Item Type: Discussion/Possible Action

- **Title:** Discussion and consideration for approval of the Storey County Strategic Plan for Fiscal Year 2024 and 2025.
- **Recommended motion:** I (commissioner) motion to approve the FY 2024 through 2025 Storey County Strategic Plan.
- **Prepared by:** Austin Osborne

Department: Commissioners

Contact Number: 775.847.0968

- **Staff Summary:** County officials and consultant Linda Ritter have worked together to develop a near-complete preliminary draft strategic plan for the board and public to review and consider. Following a series of workshops and public board meetings, the enclosed strategic plan is proposed for approval.
- **Supporting Materials:** See Attachments
- **Fiscal Impact:** Yes
- **Legal review required:** TRUE
- **Reviewed by:**

_____ Department Head

Department Name:

_____ County Manager

Other Agency Review: _____

- **Board Action:**

<input type="checkbox"/> Approved	<input type="checkbox"/> Approved with Modification
<input type="checkbox"/> Denied	<input type="checkbox"/> Continued



Storey County Strategic Plan

FY 2024 / 25

Adopted by the Storey
County Board of County
Commissioners
[Date]

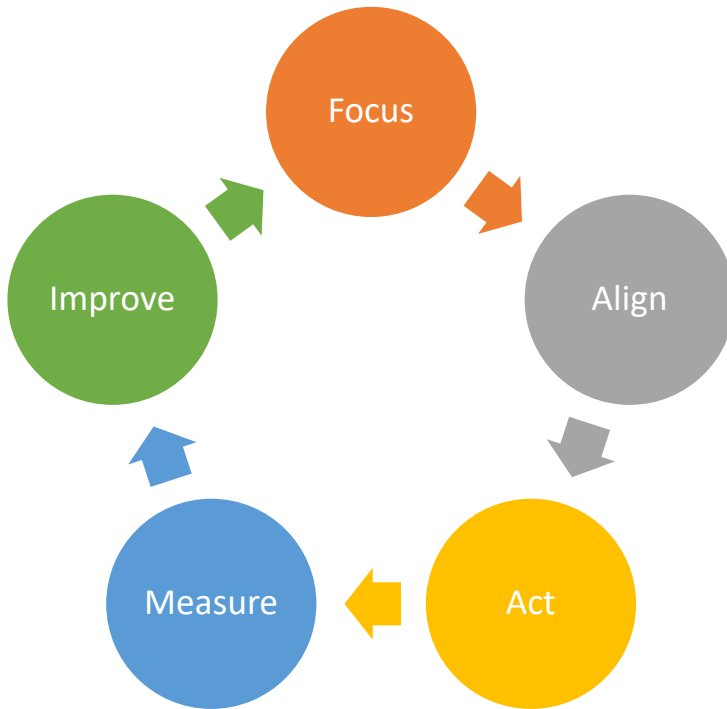
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Introduction

This Strategic Plan provides a road map for the future of Storey County. The Board of County Commissioners has identified goals important to the County - its residents, businesses, and visitors – and identified actions required to achieve these goals.

This is a living document. The goals set in this plan reflect what each community determined will enhance their unique quality of life. The goals are not likely to change from year to year, however, conditions around and within each community will change. Storey County government must be ready to adapt to take advantage of opportunities as they develop and make quick adjustments to address future threats on the horizon. Storey County's strategic planning process involves 5 key components:

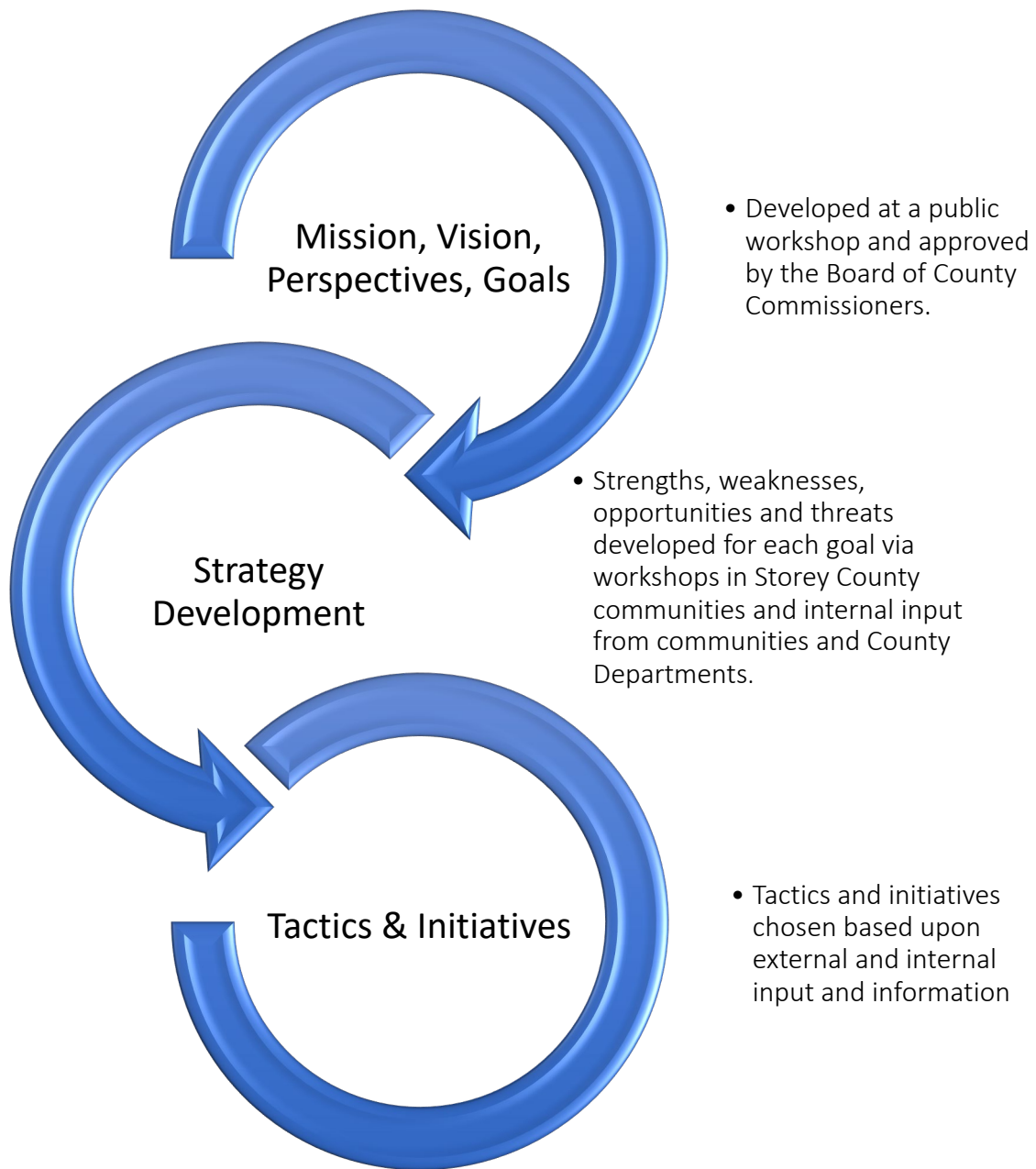


- Focus Establish goals that support the long-term success of Storey County and the communities we serve.
- Align Coordinate resources throughout the organization in pursuit of the goals.
- Act Evaluate current conditions and identify tactics and initiatives that support current objectives.

• Measure Develop analytics and other tools that can indicate the impact of our efforts.

- Improve Make changes in tactics and initiatives as necessary to enhance impact to our stated goals.

I. The Planning Process



II. Storey County Strategic Plan – Vision, Mission, Perspectives, and Goals

Vision

Storey County is a place where independence is valued, the rural Nevada lifestyle and rich history is treasured, and businesses, large and small, thrive.

Mission

We strive to provide excellent, efficient, and predictable services; be accessible and transparent; preserve our past and embrace our future; and provide safe and welcoming places for our residents, businesses, and stakeholders.

Perspective		Goal	
1	Support the safety of our communities.	1.1	Keep communities safe from crime.
		1.2	Support and coordinate efforts with the Storey County Fire Protection District.
		1.3	Provide quick response to calls for emergency services.
		1.4	Have plans ready to prepare, respond, and recover from emergencies.
		1.5	Provide safe roadways, pedestrian ways, and drainages.
2	Support the health and resiliency of our communities.	2.1	Create a safe and appealing built environment.
		2.2	Support the senior population through nutrition and other programming that creates holistic social and physical well-being.
		2.3	Support organizations and programs that contribute to the health and welfare of the general population.
		2.4	Provide safe and adequate drinking water.
		2.5	Provide for safe and adequate wastewater treatment and waste disposal.

Perspective		Goal	
		2.6	Operate recreational facilities for safe and optimum use by the public.
3	Respect and promote the distinct character and heritage of our communities.	3.1	Encourage public participation in setting the future direction of each unique community.
		3.2	Support infrastructure that enhances the character and heritage of our communities.
		3.3	Support historic preservation in the Virginia city and Gold Hill areas.
4	Attract, retain, and grow businesses that will support long-term sustainability.	4.1	Provide an environment that supports and promotes quality business growth and development.
		4.2	Support the tourism development efforts of the Virginia City Tourism Commission.
5	Storey County governance is accessible and transparent.	5.1	Encourage public participation in all aspects of governance.
		5.2	Provide accurate and timely information to every community.
6	Provide excellent, predictable, and efficient service to all our communities.	6.1	Anticipate, evaluate, and plan for public service needs.
		6.2	Maximize the efficient use of County resources.

Perspective 1 Support the safety of our communities.

Goal 1.1 Keep communities safe from crime.			
Objective		Strategy	Tactic
Improve awareness and access to information in all county communities.		Include communications related to Sheriff's services and tips for staying safe.	Explore public outreach app.
			Include SO comments in e-blasts and appropriate PR communications.
Enhance law enforcement presence in each community.		Improve facilities and equipment.	Build TRI-Center Sheriff's Substation at Station 75.
			Replace and purchase vehicles.
			Add evidence storage facility at TRI-Center.
			Explore options and federal funding to improve detention facilities.

Goal 1.2 Support and coordinate efforts with the Storey County Fire Protection District			
Objective		Strategy	Tactic
Update the Storey County Master Plan.		Develop goals and policies that enhance building and fire safety.	Update goals and policies related to fire access, development standards, and infrastructure.
Enhance water systems for fire suppression.		Enhance Fire Water Cisterns for the Highlands (Phase 1 of 3).	Budget to replace 3 fire cisterns.
Share services between county and district to maximize resources.		Update interlocal agreement between the county and the Fire District for shared services.	Include HR, Comptroller, payroll, vehicle service, and administrative functions in agreement.

Goal 1.3 Provide quick response to calls for emergency services.			
Objective		Strategy	Tactic
Maintain inter-agency coordination.		Cooperate and meet regularly to share resources and information.	Maintain monthly e-board meetings coordinating Fire, Sheriff, EM communications, and IT technology support.
Improve equipment.		Integrate MBT terminals into Fire and Sheriff programs.	Purchase and install MBT terminals in Fire and SO vehicles.
			Provide IT resources needed to administer MBT onboarding and maintenance.

Goal 1.4 Have plans ready to prepare, respond and recover from emergencies.			
Objective		Strategy	Tactic
Improve awareness and access to information in all County communities.		Educate the public at community events and in field exercises about emergency preparedness.	Expand use of themed social media pushes and apps.
			Transition to Rave mass notification system.
			Coordinate with the Sheriff's Office and Fire District on joint preparedness town halls, public events, and evacuation and other drills.
			Improve branding for recognition through logo-wear, signage, vehicle decals, etc.).
			Distribute preparedness education handouts and other materials at community events.
			Implement 5-year Integrated Preparedness Plan with annually themed trainings and exercises to bolster community preparedness.
		Establish consistent and uniform emergency/urgent	Apply county seal, tagline, and colors in website and social media.

Goal 1.4 Have plans ready to prepare, respond and recover from emergencies.			
Objective		Strategy	Tactic
		messaging throughout the county.	Develop PIO and communications plan between SO, Fire, EM, and other offices.
		Inform the public where to obtain emergency response information during an event.	Provide resources and links on website, social media, at community events.

Goal 1.5 Provide safe roadways, pedestrian ways, and drainages.			
Objective		Strategy	Tactic
Enhance public outreach about road conditions.		Utilize online resources to provide information to the public.	Utilize social media and website to notify the public of snow and road closures.
			Explore mobile apps that facilitates direct public outreach.
Repair and improve existing county roads.		Update countywide road rehabilitation plan for Fiscal Year 2025.	Align plan update with actual local road conditions.
		Monitor FY25 revenues and accelerate the road repair schedule if funds allow.	Add failing FY26 roads to FY25 projects spring if revenues exceed expectations.
		Repair major collector roads identified in road rehabilitation plan as needing immediate attention.	Bid out and reconstruct Lousetown Road.
			Correct poor drainage and grading on west portion of Peri Ranch Road.
Improve drainage infrastructure serving county roads.		Implement the goals and policies of the Storey County Master Plan.	Implement Lockwood Flood Mitigation Study, Alternative #3, Rank #2.
			Continue Mark Twain/ Dayton Valley Area Drainage Master Plan Phase 1 study.

Goal 1.5 Provide safe roadways, pedestrian ways, and drainages.			
Objective		Strategy	Tactic
			Install drainage culverts along Six Mile Canyon Road.
			Implement Six Mile Drainage Study (Phase 1 of 2)
		Prepare drainage study for County roads and parcels at the TRI-Center.	Prepare a Request for Qualifications (RFQ) for a TRI-Center drainage study.
Enhance vehicle and pedestrian safety on county roads.		Slow down traffic and increase driver awareness on I and L Streets.	Install lane restrictor devices, signage, and other traffic calming devices on I and L Streets.
		Design a proper vehicle rail crossing at Fairgrounds Road and F Street (Phase 1 of 2, design).	Design a realignment of Fairgrounds Road to the north of the rail crossing, install proper signage and street markings.
		Manage increasing cross traffic at the Milan Drive and Electric Avenue intersection.	Install a traffic signal at Milan and USA Parkway in the TRI-Center (85% paid by Tesla GSA).
		Prevent semi-tractor-trailers from driving up Six Mile Canyon Road.	Design and develop turnaround infrastructure near the Lyon-Storey County line.
			Execute inter-local agreement with Lyon County to install Storey County signage and infrastructure on Six Mile Canyon Rd.
		Prevent semi-tractor trailers from driving on Peri Ranch Road at the LCC community.	Coordinate Sheriff presence on Peri Ranch Road, especially during I-80 closures.
Improve and expand road construction support facilities.		Facilitate a secure place to store Public Works equipment at project locations.	Purchase portable fence and trailer for countywide Public Works equipment storage.
		Enhance reliability of vehicle fueling stations.	Replace double-lines fuel tanks at TRI-Center Public Works yard.
Update the Storey County Master Plan.		Review plan to ensure that it aligns with changes to roads and	Modify goals and policies to match current conditions.

Goal 1.5 Provide safe roadways, pedestrian ways, and drainages.			
Objective		Strategy	Tactic
		pedestrian ways since 2016.	
Establish and maintain private-public partnerships.		Coordinate with Chamber of Commerce to implement “Main Streets” program in Virginia City to explore boardwalk resolutions.	Liaise with Virginia City Tourism Commission, Chamber of Commerce, and business community to explore potential boardwalk maintenance programs under “Main Streets” program.
			Include the Chamber of Commerce in Master Plan update workshops.

Perspective 2 Support the health and resiliency of our communities.

Goal 2.1 Create a safe and appealing built environment.			
Objective		Strategy	Tactic
Improve awareness and access to information in all county communities.		Provide resources for prospective real estate buyers on zoning, development codes, Storey County Master Plan, and building limitations.	Update online property databases to reflect current zoning.
			Educate the public about zoning and mater plan designations during town halls and other public meetings.
			Hold Master Plan update workshops in each community of the county.
		Educate new residents about rural living and challenges unique to Storey County.	Develop and distribute fliers to owner-builders and permittees about challenges and limitations of building and living in rural Storey County.
			Create a website providing resources about mine claims, clouded title, water rights and issues, historic district designation, local zoning and land uses, ZIP Codes, local wildlife and

Goal 2.1 Create a safe and appealing built environment.			
Objective		Strategy	Tactic
			climate, and level of government services.
Implement the Storey County Master Plan.		Implement and conform to the policies of the Storey County Master Plan for each community.	Monitor plan policies to ensure alignment with current conditions and trends.
Improve vehicle circulation and parking in Virginia City.		Conduct a Virginia City vehicle parking and circulation study.	Review and update the 1992 Virginia City Parking Study to meet current conditions and trends.
			Engage the Sheriff's Office, Fire District, and Virginia City Tourism Commission as key stakeholders in the plan update.
Support and maintain sustainable private-public partnerships.		Continue implementing the terms of the TRI-Center Development Agreement.	Review the TRI-Center Development Agreement before making decisions on subject infrastructure.
		Review and consider private-public partnership proposals.	Review and consider proposed development agreements, special assessment districts, and other programs supporting development that minimize impacts to existing County taxpayers.
			Evaluate potential county and regional economic and other benefits of proposals.
		Consider cost-effective government services agreements that offset infrastructure impacts of Nevada Revised Statute mandated tax abatements.	Retain special counsel to guide negotiations and prepare legal and fiscal documents.

Goal 2.1 Create a safe and appealing built environment.			
Objective		Strategy	Tactic
		Evaluate potential financial assistance to assist small businesses with building and façade repairs.	Explore potential benefits of C-PACE financing programs.
			Coordinate with Chamber of Commerce to implement “Main Streets” program in Virginia City.
Clean up Storey County communities of solid waste, unregistered vehicles, noxious weeds, fire fuels, and potential hazards.		Enforce county nuisance and building codes efficiently, accurately, and consistently.	Review development codes for consistency and accuracy.
			Recruit a full-time code enforcement officer.
			Efficiently and consistently enforce building and fire codes countywide.
		Provide resources and assistance to help residents conform to nuisance and building codes.	Promote free-dump vouchers countywide.
			Promote “You Call, We Haul” fire fuels reduction trailer program.
			Coordinate free roll-off dumpsters and seek volunteer efforts to assist residents in-need with property cleanup.

Goal 2.2 Support senior population through nutrition and other programming that creates holistic social and physical wellbeing.			
Objective		Strategy	Tactic
Provide cost-effective social and health services to seniors in each community.		Maintain interlocal agreement with Community Chest, Inc.	Fund health and social service programs provided to the county by Community Chest, Inc. in the FY25 budget.
Provide facilities that adequately serve the needs of all communities.		Replace and repair facilities to provide site-cooked meals, social	Replace Lockwood Senior and Community Center with new facility.

Goal 2.2 Support senior population through nutrition and other programming that creates holistic social and physical wellbeing.			
Objective		Strategy	Tactic
		activities, recreation, and other support to seniors in each community.	Design and construct metal outbuilding to store fire apparatus at Mark Twain Community Center.
			Retrofit current Mark Twain Community Center and fire apparatus bays for new community center needs.
			Evaluate future growth and needs of VC Senior Center and explore potential opportunities at other potential facilities.

Goal 2.3 Support organization and programs that support the health and welfare of the general population.			
Objective		Strategy	Tactic
Provide indigent services in conformance with the Nevada Revised Statutes.		Evaluate and update indigent policies and programs as needed.	Evaluate county indigent program policies to ensure conformance with NRS.
		Maintain interlocal agreements with Nevada State agencies providing youth, health, and other indigent services outside of the county's capacity.	Fund necessary indigent services in the FY25 budget.
			Renew indigent program interlocal agreements with the State of Nevada.
Expand broadband internet infrastructure and services countywide.		Implement MOU and agreement with CC Communications for broadband access to all communities in Storey County.	Begin phase 1 Virginia City and Gold Hill of the MOU with CC Communications.
Provide cost-effective social and health		Provide health and social services through	Provide health and social services through an interlocal agreement with the Community Chest.

Goal 2.3 Support organization and programs that support the health and welfare of the general population.			
Objective		Strategy	Tactic
services to each community.		interlocal agreements with qualified agencies.	Provide health services through an interlocal agreement with the Quad-Counties Health Coalition.
Facilitate opportunities for affordable housing.		Explore methods that the county may apply toward facilitating infrastructure supporting housing development and rehabilitation.	Reach out to surrounding communities and agencies to ensure that the county is aware of all available programs that aid in the expansion of housing and residential development.
			Evaluate county-owned land for potential affordable housing trusts and other programs.
		Update the Storey County Master Plan to consider additional potential housing opportunities.	Develop goals and policies that expand responsible housing opportunities.
Facilitate qualified workforce for businesses in the county.		Connect businesses with regional workforce development resources.	Connect businesses to local resources for employees, professional development, and related programs.

Goal 2.4 Provide safe and adequate water.			
Objective		Strategy	Tactic
Improve water fund sustainability without impacting existing rate payers.		Increase water connection fees for new construction.	Evaluate possible methods of using variable connection fee schedules to promote specific housing types.
			Draft and approve ordinance increasing water connection fees for new residential construction.
		Fund improvements through grants and federal appropriations.	Seek federal and state grants and other means of funding to repair water systems.
Attract and retain qualified water distribution and treatment employees		Explore incentive programs to attract and retain certified and qualified water personnel.	Update classification and compensation plan in accordance with policy and employee agreements.
Improve water system infrastructure.		Design Silver City water transmission line	Utilize design engineering to secure federal appropriations.

Goal 2.4 Provide safe and adequate water.			
Objective		Strategy	Tactic
		replacement, phase 1 of 2.	
		Design and environmental preliminary architectural reporting for Lead siphon replacement project, phase 1 of 5.	Utilize design engineering to secure federal appropriations.
Maintain safe and reliable water systems.		Repair and upgrade water storage and treatment systems.	Repair and seal water tanks over several years.
			Replace water filter media in water treatment system.
			Improve water treatment recirculation – replace open bodies with tank.
		Maintain appropriate water and system security.	Upgrade video monitoring FY25.
Ensure sufficient and affordable raw water to the Storey County Water System.		Maintain engagement with the State of Nevada.	Negotiate a cost-effective successor Marlette Water Agreement with the State of Nevada.

Goal 2.5 Provide for safe and adequate wastewater treatment and waste disposal.			
Objective		Strategy	Tactic
Improve wastewater fund sustainability without impacting existing rate payers.		Increase wastewater connection fees for new construction.	Evaluate possible methods of using variable connection fee schedules to promote specific housing types.
			Draft and approve ordinance increasing wastewater connection fees for new residential construction.
		Fund improvements through grants and federal appropriations.	Seek federal and state grants and other means of funding to repair wastewater systems.
Attract and retain qualified wastewater distribution and treatment employees		Explore incentive programs to attract and retain certified and	Update classification and compensation plan in accordance with policy and employee agreements.

Goal 2.5 Provide for safe and adequate wastewater treatment and waste disposal.			
Objective		Strategy	Tactic
		qualified wastewater personnel.	
Maintain safe and reliable wastewater systems.		Repair and upgrade wastewater collection and treatment systems.	Rehabilitate the Gold Hill Collection System, phase 1 of 2 design.
Improve operations and efficiency of the wastewater treatment plant.		Add generator to Gold Hill wastewater treatment plant.	

Goal 2.6 Operate recreational facilities for safe and optimum use by the public.			
Objective		Strategy	Tactic
Expand parks and recreation facilities in each community in the county.		Seek community input, design, and implement parks and recreation equipment improvements and expansions in the county.	Engage public to discuss potential Mark Twain Park expansions and integration with Community Center upgrades.
			Determine location and design of par-course in Virginia City per community request, phase 1 of 3.
			Determine location and design of Lockwood dog park to determine the feasibility of using the location as a viable replacement property for the existing Land and Water Conservation Fund conversion, phase 1 of 3.
Provide safe, secure, and functional park facilities in each community in the county.		Design and implement upgrades and repairs to existing park facilities.	Replace swing set at Highlands Pinion Park.
			Begin reconstruction of 1964 Storey County Swimming Pool, phase 1 of 2 design.
Manage Off Highway Vehicle (OHV) use in lands surrounding communities.		Divert OHV uses away from private properties, homeowners' association areas, and other unpermitted areas.	Work with residents to identify viable off highway vehicle (OHV) areas for future designation.
			Engage in OHV forum/club outreach to properly align OHV maps to public OHV trails and away from private communities.

Goal 2.6 Operate recreational facilities for safe and optimum use by the public.			
Objective		Strategy	Tactic
			Support Sheriff's OHV programs through grants.
			Demonstrate private properties and BLM land to Google Maps, Apples Maps, and other online mapping software providers.

Perspective 3 **Respect and promote the distinct character and heritage of our communities.**

Goal 3.1 Encourage public participation in setting the future direction of each unique community.			
Objective		Strategy	Tactic
Facilitate public awareness and involvement in community affairs.		Utilize online and other resources to provide information to the public.	Explore the potential use of mobile apps.
			Install electronic message board at Mark Twain Community Center to better inform the public about meetings and events, phase 1.
		Facilitate public participation in the Storey County Master Plan update.	Hold multiple Master Plan update workshops in each community and by Zoom.

Goal 3.2 Support infrastructure that enhances the character and heritage of our communities.			
Objective		Strategy	Tactic
Protect Lagomarsino Petroglyphs.		Coordinate with adjacent landowners and applicable agencies to minimize roads and other development potentially impacting petroglyphs.	Educate area landowners and developers about the existence and value of the Petroglyphs.
			Encourage development alternatives that minimize impacts to the Petroglyphs.
			As a Cooperating Agency with the BLM on the Green-link project, cause major power transmission line alignment away from the Petroglyphs.
		Provide security and public enjoyment at the Petroglyphs.	Seek funding opportunities to facilitate 24/7 ranger station or onsite security.
			Seek funding opportunities to facilitate supervised public access.

Goal 3.2 Support infrastructure that enhances the character and heritage of our communities.			
Objective		Strategy	Tactic
Reflect community pride and identity in public facilities.		Maintaining clean and well-managed building exteriors that complement the surrounding community.	Include xeriscaping (low/no water) to the Sheriff's Lockwood Substation.
			Repair north wrought iron fence of Courthouse.
			Add informative sign to Highlands Community Center.
			Paint and update interior space of Highlands Community Center.
			Include xeriscaping (no/low water) to the Mark Twain Community Center upgrade project design, phase 1.
			Maintain Mark Twain Veterans' Memorial.
			Install flagpole at the Justice Court.
			Maintain orderly parking lots and equipment maintenance yards.
			Maintain or install "dark skies" conforming light fixtures on all county facilities.
Develop and maintain roads and infrastructure that is compatible with the built environment in each community.		Repair road and pedestrian infrastructure.	Repair roads in accordance with annual Roads Capital Improvement Plan for each community.
			Replace broken streetlamps on B and C Streets in Virginia City.

Goal 3.2 Support infrastructure that enhances the character and heritage of our communities.			
Objective		Strategy	Tactic
			Conform to the transportation infrastructure goals and policies of the Storey County Master Plan in each community.
			Coordinate potential boardwalk repairs and upgrades with the Chamber of Commerce and Main Streets America program.
			Cooperate with the Virginia City Tourism Commission on potential public transportation support systems.
Provide a community center in the Highlands, Lockwood, Mark Twain, and Virginia City.		Modify existing facilities and construct new facilities to provide community center services.	Begin phase 2 of Highlands Community Center upgrade, design (restrooms and warming kitchen.)
			Develop Lockwood Community Center, phase 2 construction.
			Build fire apparatus bay at Mark Twain and retrofit current bays when vacated to serve as additional community center space.
			Explore potential community center facility expansion at Hugh Gallagher Elementary School if vacated by the school district.

Goal 3.3 Support historic preservation in the Virginia City and Gold Hill areas.			
Objective		Strategy	Tactic
Improve and maintain county-owned historic structures with assistance of qualified non-profit organizations.		Designate and assist qualified non-profit organizations to maintain historic county-owned structures.	Assist non-profit with grant efforts to install an elevator at Saint Mary's Art Center, phase 1 of 2 design.
			Assist non-profit with seismic retrofit of Saint Mary's Art Center, phase 1 of 2 design.
			Evaluate and consider preservation and management

Goal 3.3 Support historic preservation in the Virginia City and Gold Hill areas.			
Objective		Strategy	Tactic
			methods for Piper’s Opera House.
			Restore front doors at Piper’s Opera House.
			Repairs to west retaining wall at Piper’s Opera House.
Make necessary upgrades to the Storey County Courthouse to ensure its future as a public service facility.		Seek fiscal resources to improve structural integrity of the Courthouse.	Seek grant funding for seismic retrofits to the Courthouse.
			Explore methods to retrofit Courthouse to meet modern security and use needs.

Perspective 4 **Attract, retain, and grow businesses that will support long-term sustainability.**

Goal 4.1 Provide an environment that supports and promotes quality business growth and development.			
Objective		Strategy	Tactic
Provide high-speed broadband internet services to all residents and businesses in Storey County.		Utilize the expertise and resources of a qualified broadband service provider to develop infrastructure and provide affordable internet services.	Implement an MOU and agreement with CC Communications for broadband access to all communities in Storey County, phase 1 will be Virginia City.
Maintain Storey County’s competitive business environment in Nevada and provide distinguished services to business stakeholders in Storey County.		Reduce bureaucracy and foster a business-friendly and customer-oriented government.	Explore opportunities to consolidate or co-locate administrative County functions.
			Review current ordinances, procedures, and fees to reduce or eliminate where possible.
			Consider potential adverse impacts that new ordinances and fees may have on businesses prior to considering new regulations and fees.
			Evaluate the purpose of all ordinances and fees. Reduce regulations and fees that provide little or no value to the

Goal 4.1 Provide an environment that supports and promotes quality business growth and development.			
Objective		Strategy	Tactic
			county, stakeholders, community, or environment.
		Provide current, fair, and efficient business regulations.	Maintain streamlined and customer-oriented procedures and policies.
			Seek professional services to review, update, and align Storey County Codes with Virginia City Tourism Commission Codes.
		Respond quickly and accurately to customer questions and demands.	Respond to resident, business, and prospective business calls and inquiries promptly and accurately.
			Utilize social media and explore use of app to communicate directly to residents and businesses.
			Minimize phone-tree menus where possible.
Provide needed assistance for business growth and development.		Study areas of needed and address known deficiencies.	Conduct a comprehensive housing needs assessment.
			Seek and provide funding and programs that help small businesses with workforce, housing, and business needs.
Provide safe, clean, and professional facilities for businesses and prospective business clients.		Improve facilities to enhance business attraction and development	Renovate restroom at TRI-Center to provide a better experience for prospective business clients.
			Repaint and apply Storey County decals to van.

Goal 4.1 Provide an environment that supports and promotes quality business growth and development.			
Objective		Strategy	Tactic
Provide and coordinate resources to small businesses and entrepreneurs in Storey County.		Develop and coordinate programs that support small businesses and entrepreneurship in Storey County.	Coordinate with Chamber of Commerce and business development agencies to identify startup and operations grants, small business administrative (SBA) loans, and other financial support to better support businesses within the county.
			Seek potential assistance for workforce development and retention, childcare options, fringe benefits, and other support for small businesses.
			Research programs to ensure that they are not duplicative to those already provided, especially those provided by State and other agencies at no-cost to stakeholders.

Goal 4.2 Support the tourism development efforts of the Virginia City Tourism Commission.			
Objective		Strategy	Tactic
Plan and facilitate infrastructure needed to implement successful tourism programs and facilities.		Facilitate infrastructure upgrades and provide plans to support events and recreation facilities.	Complete Fairgrounds water and electrical upgrade, phase 2 of 2.
			Provide regulatory and policy support to VCTC's pocket park deck at the Black & Howell site, phase 1 of 2 design.
			Conduct the Virginia City vehicle parking and circulation study.
			Evaluate the possibility of a small convention center in Virginia City. Consider this project when performing the

Goal 4.2 Support the tourism development efforts of the Virginia City Tourism Commission.			
Objective		Strategy	Tactic
			Facility Study for current and future county structures.
			Conduct vehicle egress and circulation study on B, C, D, E Streets.
Update the Storey County Master Plan		Include key stakeholders in discussions and decisions of the Storey County Master Plan update.	Consider the needs of tourism when updating the Storey County Master Plan, with special attention to Fairgrounds and area impacts.
			Involve the Virginia City Tourism Commission in the Master Plan update.
Share services to maximize resources.		Maintain interlocal agreement between the County and the Virginia City Tourism Commission to share and minimize duplicated services.	Collaboratively review the existing interlocal agreement and amend as needed.

Perspective 5 Governance by Storey County is accessible and transparent.

Goal 5.1 Encourage public participation in all aspects of governance.			
Objective		Strategy	Tactic
Effectively inform and provide opportunities and encourage resident, business, and stakeholder engagement with Storey County government.		Utilize technology and online resources to reach and involve stakeholders in government meetings and decisions.	Upload board meeting audio/video recordings to website.
			Better utilize social media and possible new app to inform residents of town halls and workshops.
			Increase available public records on county website.
			Return to Civic Plus website platform, improve auto-alerts function.
			Quarterly audit and update website for accuracy.
			Audit and update website annually.
		Utilize traditional means to reach and involve stakeholders, including those who do not use the internet, in government meetings and decisions.	Post items of immediate community concern on County website for the public.
			Hold Planning Commission meetings periodically in each community, especially if proposed land use impacts a particular community.
			Utilize telephone, mail, fliers, and other non-electronic means of communication where feasible.

Goal 5.2 Provide accurate and timely information to every community.			
Objective		Strategy	Tactic
Provide accurate and accessible information and public records.		Utilize technology and online resources to enhance awareness and provide information to stakeholders.	Create an easily recognizable and memorable organization-wide brand for Storey County.
			Evaluate effectiveness and ease of use of the current email notification system.
			Utilize social media and possible app to communicate directly to businesses and residents.
		Utilize traditional means to reach and involve stakeholders, including those who do not use the internet, in government meetings and decisions.	Utilize local community groups and forums, and media to disseminate information.
			Routinely hold open-discussion town halls in each community.
		Enhance the Storey County Website	Increase available public records on county website.
			Return to Civic Plus website platform, improve auto-alerts function.
			Quarterly audit and update website for accuracy.
			Audit and update website annually.
			Post items of immediate community concern on County website for the public.
		Utilize existing public records management programs.	Evaluate records response systems for effectiveness.
			Restructure training of new records response systems.

Perspective 6 Provide excellent, predictable, and efficient services to all our communities.

Goal 6.1 Anticipate, evaluate, and plan for public service needs.			
Objective		Strategy	Tactic
Establish standard service levels for various county services.		Evaluate types and methods of services in other counties.	Conduct a comparable study of area counties where Storey County services need improvement.
Improve awareness and access to information in all county communities.		Develop improved communication strategies that provide advanced information on services service levels.	
Maintain efficient buildings and facilities use and expansions.			Prepare a facilities master plan providing cost-benefit analyses of current and prospective facilities to meet current and future needs within fiscal limitations.
Seek and secure grants and funding assistance that enhance county services.		Seek grants and financial assistance that benefit the County without undue burden.	Evaluate cost-benefit of each grant and financial assistance opportunities to minimize unforeseen impacts on organization.
			Do not apply for grants that cause undue burden on county resources.
		Monitor federal activities, remain current on trends, and respond appropriately.	Maintain membership and remain actively involved with federal government affairs organization.
			Maintain and update as needed local and state government affairs lobbying work plan.
		Monitor state and local activities, and remain current on trends, and respond appropriately.	Monitor upcoming bills, regional discussions, media, and other communications for proposals potentially affecting Storey County.

Goal 6.1 Anticipate, evaluate, and plan for public service needs.			
Objective		Strategy	Tactic
			Participate in community forums, Regional Development Authorities, regional development agencies, associations, lobbyist groups, and government affairs organizations.
		Maintain communication with area leaders and agencies.	Create an easily recognizable and memorable organization-wide brand and apply it to published reports and data.
			Maintain cooperative relationships with other government agencies, media, and organizations.
			Distribute the Storey County Regional Benefits Report to legislatures, agencies, and area leaders as needed.
Improve function, safety, and accessibility of public facilities.		Assess buildings for needed functional, security, and accessibility upgrades, implement upgrades to buildings within available funds.	Install internet network link at the Mark Twain Community Center.
			Upgrade network devices, Local Area Networks, storage and communications infrastructure for the Information Technology (IT) Department.
			Expand IT office to accommodate additional staff and equipment.
			Expand, pave, and secure Justice Court parking lot.
			Install a generator at the Justice Court /IT facility.
			Install film on Courthouse windows for safety and security.
			Install additional lighting at the B Street Courthouse parking lot.

Goal 6.1 Anticipate, evaluate, and plan for public service needs.			
Objective		Strategy	Tactic
			Add generator and/or battery backup to serve Community Development and network system.
			Add bollards and bumpers to the Community Development parking lot.
			Add mudroom/cold air entry to main entrance to Community Development office.
			Upgrade electrical and Heating, Ventilation, Air Conditioning (HVAC) systems at the Emergency Management office.
			Implement a key fob entrance security system at TRI-Center office complex and at Public Works in Virginia City.

Goal 6.2 Maximize the efficient use of County resources.			
Objective		Strategy	Tactic
		Utilize existing professional services contracts and technology programs to maximum potential.	Maintain existing professional services contract for roads, water, and infrastructure project management.
			Evaluate existing Tyler Systems capabilities before considering new software systems and vendors.
Meet growing project demands through in-house and contracted services.		Utilize professional services contracts and technology programs to additional applications not able to be fulfilled with current staffing resources.	Conduct a request for proposal to execute a professional services contract for buildings and grounds project management.
			Bid out professional service contracts for services related

Goal 6.2 Maximize the efficient use of County resources.			
Objective		Strategy	Tactic
			to technical engineering services as appropriate.
Maintain strategic plan alignment.		Review the strategic plan annually and update it as necessary to match current and projected resources.	Annually review and align department level and county level strategic plans.
			Annually review and update the strategic plan with the board.
			Annually review and align the capital improvement plan with the strategic plan.
			Annually assess that the strategic plan does not conflict with the Storey County Master Plan.
Maintain effective and statutory compliant public services, and cooperate with outside agencies to complete projects.		Utilize interlocal agreements and Memorandums of Understanding to maximize efficiency minimizing duplication.	Update interlocal agreement to include the transfer of Fire Station 71 from the county to the fire district and to share services to minimize duplication.
			Update interlocal agreement between county and fire district to share services and minimize duplication.
			Maintain interlocal agreement between county and Virginia City Tourism Commission to share services and minimize duplication.
			Maintain memorandum of understanding with Comstock Cemetery Foundation to operate and enhance county cemeteries.
			Maintain interlocal agreements with the State of Nevada and other agencies for indigent, health, natural resources, law enforcement, and other services.

Goal 6.2 Maximize the efficient use of County resources.			
Objective		Strategy	Tactic
Ensure effective, consistent, and appropriate use of county funds and resources.		Maintain responsible and current administrative policies and procedures.	Review administrative policies that are not related to human resources, and update or expand as necessary.



Board of Storey County Commissioners Agenda Action Report

**Meeting date: 5/21/2024 10:00 AM -
BOCC Meeting**

Estimate of Time Required: 0-5

Agenda Item Type: Discussion/Possible Action

- **Title:** For consideration and possible approval of business license second readings:
- A. A & A Construction Inc. – Contractor / 200 Day Lane ~ Smith, NV
- B. Brush Bros Painting, LLC – Contractor / 304 Rue De La Fauve ~ Sparks, NV
- C. Crazy Calamities – General / 420 S. B St. ~ Virginia City, NV
- D. Desert Valley Landscapes LLC – Contractor / 50 Freeport Blvd. # 18 ~ Sparks, NV
- E. DPR Construction, A General Partnership – Contractor / 1801 J St. Ste 200 ~ Sacramento, CA
- F. Eaton’s Custom Works LLC – Handyman / 127 Deschutes Dr. ~ Dayton, NV
- G. Fulcrum Construction Inc. – Contractor / 441 E. 4th St. ~ Long Beach, CA
- H. Johnnie Gifford – Handyman / 334 7th St. ~ Sparks, NV
- I. La Toxica – Food Truck / 1408 Pinewood Dr. ~ Sparks, NV
- J. Las Vegas Crushing Inc. – Mining / 1030 Wigwam Pkwy. ~ Henderson, NV
- K. Linear Star Construction LLC – Contractor / 216 Lemmon Dr. # 321 ~ Reno, NV
- L. Medic Electric LLC – Contractor / 455 E. McLean Way ~ Sparks, NV
- M. Mountain West Industrial – Contractor / 1095 S. 800 E. ~ Orem, UT
- N. Outdoor Concepts LLC – Contractor / 3608 Cambrian Ct. ~ Reno, NV
- O. Royal Carpet One Floor & Home – Contractor / 780 E. Main St. ~ Fernley, NV
- P. Small Strides 2 Inc. – General / 1140 Venice Way ~ Sparks, NV
- Q. Victory Drywall LLC – Contractor / 2770 Beach River Dr. ~ Reno, NV
- **Recommended motion:** Approval.
- **Prepared by:** Ashley Mead

Department: Community Development

Contact Number: 775-847-0966

- **Staff Summary:** Second readings of submitted business license applications are normally approved unless, for various reasons, requested to be continued to the next meeting. A follow-up letter noting those to be continued or approved will be submitted prior to the Commission Meeting. The business licenses are then printed and mailed to the new business license holder.
- **Supporting Materials:** See Attachments
- **Fiscal Impact:** None

- **Legal review required:** False

- **Reviewed by:**

_____ Department Head

Department Name:

_____ County Manager

Other Agency Review: _____

- **Board Action:**

<input type="checkbox"/> Approved	<input type="checkbox"/> Approved with Modification
<input type="checkbox"/> Denied	<input type="checkbox"/> Continued

Storey County Community Development



110 Toll Road ~ Gold Hill Divide
P O Box 526 ~ Virginia City NV 89440

(775) 847-0966 ~ Fax (775) 847-0935
CommunityDevelopment@storeycounty.org

To: Jim Hindle, Clerk's office
Austin Osborne, County Manager

May 13, 2024
Via Email

Fr: Ashley Mead

Please add the following item(s) to the **May 21, 2024**

COMMISSIONERS Consent Agenda:

SECOND READINGS:

- A. A & A Construction Inc.** – Contractor / 200 Day Lane ~ Smith, NV
- B. Brush Bros Painting, LLC** – Contractor / 304 Rue De La Fauve ~ Sparks, NV
- C. Crazy Calamities** – General / 420 S. B St. ~ Virginia City, NV
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Ec: Community Development
Commissioner's Office

Planning Department
Comptroller's Office

Sheriff's Office