



## LINCOLN COUNTY BOARD OF COMMISSIONERS

April 25, 2012  
Commission Chambers  
Lincoln County Courthouse  
181 Main Street  
Pioche, Nevada

### Commissioners

Paul Mathews  
Kevin Phillips  
Tommy Rowe  
Paul Donohue  
Ed Higbee

### **#1-CALL TO ORDER/ROLL CALL/INVOCATION/PLEDGE OF ALLEGIANCE**

Paul Mathews called the meeting to order at 8:16 a.m. Clerk Lisa Lloyd called the roll.

PRESENT: PAUL MATHEWS  
ED HIGBEE  
PAUL DONOHUE

LISA LLOYD, Clerk  
LESLIE BOUCHER, Recorder/Auditor  
DAN MCARTHUR, Auditor

ABSENT: KEVIN PHILLIPS  
TOMMY ROWE

There is a quorum present and the agenda was posted on 4-19-12. The Invocation was offered by Ed and Paul M. led the Pledge of Allegiance.

### **#2-PUBLIC COMMENT**

Paul called for public comment; none offered.

### **#3-FY 2013 BUDGET**

If there is no contract by the first of July, the addendum continues. Whatever the county ends up at through negotiations or arbitration it will be applied retroactively. Dan McArthur, independent auditor, presented the tentative 2012-2013 budget. One of the concerns Dan has is that we are anticipating more inmates at the Detention Center. If that doesn't happen, it will exacerbate the current problem. There are no new revenue sources and this is going to be hard for the next year or two. For the tentative budget, 2011 salary numbers were used plus a 5% cut. The Board discussed **Tracy Lee/Xtreme Technologies**. Tracy stated he is willing to remove whatever the Board deems unnecessary. The only thing Tracy can think of that won't have a negative impact will be the amount of bandwidth for internet; he can turn things off. Paul M. stated that the technology items come from PILT. The other problem that the county is having is due to the pass-down items we got from the state; they will have to be paid from PILT. PILT is okay as of this point. \$28,000 is the amount budgeted for bandwidth right now, and some of the locations can be turned off or reduced. There is heavy connectivity at EOC, which is located in Panaca. If this is turned off, it will save \$1,560. Dan commented that he doesn't see where shutting any of this off would be of benefit. The Board agreed that removing the tape library and phone systems last meeting was sufficient; no other cuts will be made to IT. **Assessor's** budget was discussed. Melanie commented that she hasn't anything to give at this point. All cuts to her budget will be negotiated and worked out. **LC Health Nurse** Jean Lucht is retiring July 5. A new nurse will be hired and Jean requested that any negotiated raise be given to her secretary, Barbara Bailey. Jean believes that the salary costs will reduce with the hiring of a new nurse. **Treasurer** Shawn Frehner commented that the tentative covers her needed budget items. **Clerk** Lisa Lloyd stated that at this point salaries are so far reduced that it will eat into services/supplies. With the current budgeted numbers, Lisa doesn't have enough money to fund statutory requirements. This is the issue that everyone has. Melanie said that the scale has already been reduced by 5%. They weren't knocked down a step, they lost 5%. **Housing Authority** uses their own funding. The Board discussed **Emergency Management**. Funding for EM position comes from three sources, two of which are from outside the county. The county contributes  $\frac{1}{4}$  of salaries and equipment. Funding had been received for a pay raise in the previous years, but that funding has gone away. With the cut Rick took last year there were many meetings he wasn't able to attend. The budget was very restrictive this past year. Paul M. commented that the Board needs to match what the other entities are contributing based on contracts. Rick commented that

it is possible that other offices can take on some of the responsibility for paperwork, if they want to pick it up. Rick missed about six meetings this last year and there is another one coming up the first part of May that Rick has been asked to attend by a Commissioner. The majority of the meetings are in Carson City/Reno. Everyone is having issues, and videoconferencing is being used. However, Rick has to travel to Vegas to participate in the videoconferencing. There are some meetings where actual physical attendance is required. The Board discussed **Commissioners**. Denice advised that services/supplies has been decreased greatly and she doesn't think it will cover the amount necessary for travel. Every time a Commission meeting takes place, Denice vouchers mileage for three Commissioners. Paul M. commented that the Board will have to live within the budgeted amount; once the money's gone they'll just have to stay home. **Recorder/Auditor** Leslie Boucher commented that her concerns are salary related. Services/supplies requests were kept as submitted. Mining claims/maps have increased dramatically. The amount Leslie submitted for services/supplies is what she'll need this year. **Meadow Valley Justice Court** JP Mike Cowley advised that they are doing the best they can to stay under budget. Using Dylan Frehner as the Public Defender has helped reduce court costs greatly. Mike believes that they will come in under budget, but they are one murder away from blowing the budget. Paul D. asked Daniel to make arrangements to meet with the unions on May 9 at 9:00 a.m. Daniel stated that the Board has to meet for negotiations six times. **Grants Administrator** Elaine Zimmerman stated that she's concerned that the salaries category in her budget only includes her salary, not her part time person. Elaine isn't part of the union, but Paul M. stated that he would like to work with her position as well as those in the unions to make things fair. With the admin time billed against the grants, Elaine's salary is covered in the proposed budget. **District Attorney** budget was discussed. Daniel Hooze commented that \$182,000 is the amount included in the budget for salaries. This is based on 2011. Half of the year 2011 there was no deputy. The advertised salary is \$65,000. When Daniel goes out to hire, he tells the individuals that he won't pay them \$65,000 until they get licensed. The salaries included in the tentative budget aren't enough to cover actual salary expenses. Daniel's deputy is earning \$65,000 per year. In the last few years salaries have been reduced from \$200,000 to \$187,000. Daniel advised that he will not be able to pay salaries at the current levels. Dan responded that the 2011 salary has a deputy at \$62,000, secretary at \$30,400, and Daniel's wage, for a total of about \$188,000. This is less than the amount that Daniel will need for 2013. The numbers in the proposed budget are backed in at a 5% cut. If we are going to go to 2011 salaries with a 5% cut no one will be able to pay their wages. Melanie stated that there are several people who are taking more than a 5% cut; one of her deputies will be taking a 10% cut. The cuts will not be fair, regardless of how the Board does it. Melanie advised that the wage on the salary schedule is a certain portion; it doesn't matter where you start on the salary schedule you will get the 5% cut. It's that line that the person starts on plus 5% cut. It's "this is what you would've made, plus a 5% cut". The 5% cut will apply only if the unions agree. Mike commented that in 2011 his department only paid 1/3 of Denice's salary. In 2012, Denice was changed from confidential employee to clerical and 50% of her salary was moved under Mike's budget. Mike stated that the amount budgeted for his services/supplies is sufficient. The Board discussed **Ag Extension**. Holly Gatzke requested that her secretary be moved up to minimum clerical part time clerical wages. The budget Holly submitted is 10% less than last year's. Leslie asked if \$20,000 will be transferred from PILT into Ag Extension this year. Leslie advised that whatever the Board negotiates with the Sheriff's Office will apply to the Juvenile Probation Officer as well. Laura Johnson stated that Juvenile Probation had to be augmented. With higher fuel prices this year the services/supplies may not be enough. Laura advised that when she does a transport she only puts in for rooms, not meals. She does this so that there is money in there. No changes were made to Juvenile Probation. **Airport** was discussed. Airport hasn't paid their loan back yet. **Pioche Town** was discussed. They will not be raising property taxes. \$6.70 per meter will be charged each month. Town expenses reduced by \$520 and water/sewer/power have reduced \$56,000. The money will be accounted for differently for special projects. Salaries for PPU haven't been negotiated for several years; they've been working under an old contract. Cory Lytle discussed **Building/Planning**. The only change in Building is salaries. Cory cited that they are looking at replacing one of the old computers in the amount of \$2,500. Cory's main concern with Planning is that there was no line item for costs incurred by Planning Commission; the stipend of \$7,850 was removed. Dawne Combs commented that the PC stipend was put into the payroll item and that was wiped out completely when salaries were moved back to 2011 with a 5% cut. Cory is looking to cut several costs with Buildings/Grounds. Cory will work on an updated list for pest control. Cory asks for \$4,000 or \$5,000 toward "flood fund". Thompson Opera House, Cory states they are trying to save costs where possible. Not much money available for the Opera House. Revenue source is mainly from rentals for weeding etc., not much money coming in there. Paul wants to put a minimal amount of money to the Opera House in efforts to keep the doors open. Pay it out of Property Management

Fund. **Tri County Weed Control (Paula Day)** Projected revenue \$846,000. Weed control will hire 2 applicators this year and 2 people to do inventory, without benefits. Paula asks the board to assess the Weed Control. Paul M. suggests sending a set dollar amount a month. Paula will work with Leslie and Shawn to get some money rolling in. Ronda proffered the minutes forming the Flood Control District. Paul D. asked how the Board should go about negotiating with the non-contract employees. Dawne responded that it's time that someone goes around to the offices to discuss what the Board's plan is so they in turn can discuss it with their employees. There is some question as to whether or not negotiating with non-contract employees has to be done in open meeting. Paul D. commented that there is no need for a public meeting; if the union and associations are told that it's 2011 minus 5% as far as wages/benefits then there is no need for meetings. After that, Paul D. said that the Board will have to decide whether or not the county can afford certain entities. Dawne further commented that all they ask for is what's fair across the board and that layoffs apply to both union and non-union. Daniel stated that if they are negotiating individually it has to be done in open meeting. Daniel stated that his employees are in a different situation and he doesn't believe that the cuts can be fair across the board. Cuts would be fair if done so across the board if everyone started at the same place. Daniel commented that there is a person in his office that he's done a salary survey on. Based on our zip code, we end up on a bell curve. One employee was at the middle of the top of the bell curve and the other was at the bottom. The one on the bottom gets freezes just like everyone else. If everyone is going to be the same, then surveys need to be done to find out what the position is worth. Some people might be overpaid, some underpaid. Some might deserve raises and some might deserve cuts. Melanie commented on the people who pay union dues every month; elected officials don't pay the dues but get the insurance as well. Everyone rides on the backs of those who pay union dues. If you don't keep 55% members in the union then the union is gone, the insurance will be lost. On the clerical side, not everyone has the opportunity to belong to the union. Ed advised that the Board has to live under certain constraints, these can't be changed. It isn't possible to compare ourselves to other counties, especially when things like revenue come into play. Classifications are the main consideration, not dollars. The Board agreed that classifications and a scale are something that will take time to create, but it needs to be done. The short range goal is to balance the budget, and to make it as painless as possible. Policies need to be put in place so the Board doesn't have to recreate the wheel every time. There was some discussion about configuring a public works department. Public works department should be created if a savings can be derived. Other things to consider are Museum, Libraries, Seniors, and Planning. Dan assumes right now that these programs aren't on the table. Paul D. stated that everything is still on the table if cuts aren't derived through salaries alone; these items are a last resort. Paul M. said that the first one on the list would be to move Senior Nutrition back to four days per week. Discussion has centered around a complete policy change for the county. The Board discussed **Senior Nutrition/Transportation/Human Services**. It isn't possible to cut minimum wage employees. Toni has spoken to her employees; they are willing to go to four days per week. Toni stated she can no longer use Three Square food in the food program since they ask for donations, it's considered revenue. Toni can still use Three Square for the food bank. There is discussion about forming a non-profit organization for Senior Nutrition within the county. This would allow SN to take donations, and the funding coming in from the county would be considered a donation. Paul M. asked Toni to present documentation at the next meeting concerning the pros/cons of cutting back to four days per week. Homemaker and Transportation budgets are fine. Paul M. is working on priorities for the special funds; he feels it is negligent to not plan to use those for the long term betterment of the county. The next budget hearing will be May 10 at 8 a.m., then again on May 14 at 8 a.m. No action was taken.

#### #4-PUBLIC COMMENT

Paul M. called for public comment. None offered

#### #5-ADJOURN

There being no further business for the Board to attend to, Paul M. adjourned the meeting at 11:54 a.m.

Attest: \_\_\_\_\_ Approve: \_\_\_\_\_