LANDER COUNTY COMMISSIONERS MEETING
TOWN BOARD OF BATTLE MOUNTAIN & AUSTIN
BOARD OF COUNTY HIGHWAY COMMISSIONERS

June 27, 2019

LANDER COUNTY COURTHOUSE
COMMISSIONERS' CHAMBER
50 STATE ROUTE 305
BATTLE MOUNTAIN, NEVADA

Also Via Teleconference At

AUSTIN COURTHOUSE
COMMISSION OFFICE
122 MAIN STREET
AUSTIN, NEVADA

9:00 A.M Call to Order
Pledge of Allegiance
A Moment of Silence
Lander County Commissioners may break for lunch from 12:00 pm to 1:15 pm.
Any agenda item may be taken out of order, may be combined for consideration by the public body, and items may be pulled or removed from the agenda at any time.
Commissioners Reports on meetings, conferences, and seminars attended.
Staff Reports on meetings, conferences and seminars attended.

Public Comment – For non-agendized items only. *Persons are invited to submit comments in writing and/or attend and make comments on any non-agenda item at the Board meeting if any, and discussion of those comments at the discretion of the Board. All public comment may be limited to three (3) minutes per person, again at the discretion of the Board. Reasonable restrictions may be placed on public comments based upon time, place and manner, but public comment based upon viewpoint may not be restricted.*

CONSENT 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, without extensive discussion. 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. Consent agenda materials are available at the Lander County Clerk's office for viewing and copies are available for a nominal charge.

(1) Approval of June 27, 2019 Agenda Notice
(2) Approval of March 14, 2019 Meeting Minutes
(3) Approval of March 19, 2019 Special Meeting Budget Workshop Minutes
(4) Approval of March 28, 2019 Meeting Minutes
(5) Approval of April 1, 2019 Special Meeting Budget Workshop Minutes
(6) Approval of April 11, 2019 Meeting Minutes
(7) Approval of April 25, 2019 Meeting Minutes
(8) Approval of May 9, 2019 Meeting Minutes
(9) Approval of May 23, 2019 Meeting Minutes
(10) Approval of June 13, 2019 Meeting Minutes
(11) Approval of the Payment of Bills

FINANCE

(1) Discussion and possible action to approve/disapprove Resolution 2019-08, the transfer of the Lander County 2019 Private Activity Bond Volume Cap to the Nevada Rural Housing Authority, and all other matters properly related thereto.

Public Comment

COMMISSIONERS

(2) Discussion and possible action to approve/disapprove or modify the Lease Agreement for the aircraft hangers at the Battle Mountain Airport, and all other matters properly related thereto.

Public Comment

(3) Discussion and possible action to approve/disapprove the following union contracts:

a) General Employees,
b) Lander County Sheriff's Association,
c) Lander County Law Enforcement Employees Association,

and all other matters properly related thereto.

Public Comment

(4) Discussion and possible action to approve/disapprove the temporary road closure permit for the Annual 4th of July Parade hosted by the VFW Post 9165, starting on Forest Street then heading west on Front Street, turning south on Broad Street, and ending at the Elquist Park, and all other matters properly related thereto.

Public Comment

(5) Discussion and possible action regarding appointment to the Lander County Livestock Events Center Advisory Board, which currently has five (5) openings, and to set the terms of the length of the appointment:

a) Deborah Piazza;
b) Adam McKenny;
c) Clayton Slater;

and all other matters properly related thereto.

Public Comment

(6) Discussion and possible action to appoint or reappoint two (2) individuals to serve on the Lander County Economic Development Authority (LEDA) Board of Directors from July 1, 2019 through June 30, 2021 which currently has five (5) openings; two year terms, and to consider all of the following applicant to include:

a) Paula Tomera – currently sitting on the board;
b) Jon Sherve – currently sitting on the board;

and all other matters properly related thereto.

Public Comment

(7) Discussion and possible action to approve/disapprove the exclusive use of and waiving the rental fees at the Battle Mountain Civic Center for a fundraiser on October 25, 2019 for Steve Larsgaard of Agape Hospice, and all other matters properly related thereto.

Public Comment

(8) Update from Ken Brown regarding Western Counties Alliance and Public Lands, and all other matters properly related thereto.

Public Comment

(9) Discussion and possible action to approve/disapprove the annual $2000.00 membership fee for the Western Counties Alliance and Public Lands, and all other matters properly related thereto.

Public Comment

(10) Discussion and possible action to approve/disapprove joining the American Lands Council for one year and to select which membership category with fees ranging from $1,000.00 to $25,000.00, and all other matters properly related thereto.

Public Comment

PLANNING

(11) Discussion and possible action to approve/disapprove a parcel map application for Jay Wintle dba Faded Sage Development LLC Changing Parcel number 010-280-08 and 010-280-12 from two (2) Parcels to four (4) Parcels, located on Faded Sage Drive in Battle Mountain, zoned A-1, and all other matters properly related thereto.

Public Comment

(12) Discussion and possible action to approve/disapprove a parcel map application for Jay Wintle dba Faded Sage Development LLC Changing Parcel number 010-280-13 from one (1) Parcels to four (4) Parcels, located on Faded Sage Drive in Battle Mountain, zoned A-1, and all other matters properly related thereto.

Public Comment

(13) Discussion and possible action to approve/disapprove a parcel map application for Jay Wintle dba Faded Sage Development LLC Changing Parcel number 010-280-07 and 010-280-09 from two (2) Parcels to four (4) Parcels, located on Faded Sage Drive in Battle Mountain, zoned A-1, and all other matters properly related thereto.

Public Comment

PUBLIC WORKS

(14) Discussion and possible action to approve/disapprove developing procedures for hiring and utilization of independent contractors in Lander County, these procedures to include action to be taken should conflicts arise, and all other matters properly related thereto

Public Comment

(15) Discussion and possible action to approve/disapprove an extension of the water main/service 750 Linear feet (LF) down the county right-of-way, providing water service to parcel number 011-110-03, owned by James & Nanette Ancho, with owner to pay all costs of the two inch (2") water line extension, and all other matters properly related thereto

Public Comment

(16) Update from the Public Works Director, and all other properly related thereto.

Public Comment

COMMISSIONERS

(17) Discussion only regarding the needs of the B.M.H.S band in attending the Nevada 150 year celebration in Carson City, and all other matters properly related thereto.

Public Comment

(18) Update from Heidi Gatzke, University of Nevada Reno Cooperative Extension, Northern Area Director, regarding the cooperative extension office located in Battle Mountain, and all other matters properly related thereto.

Public Comment

(19) Discussion and possible action and a presentation from the Bureau of Land Management (BLM) concerning Road Side Fuel Break Projects throughout Lander County, and whether to direct the County Manager to work on getting a Cooperative Agreement between Lander County and the BLM for said Road Side Fuel Break Projects, and all other matters properly related thereto.

Public Comment

(20) Update from the Bureau of Land Management (BLM) regarding the Battle Mountain Air Tanker Base, and all other matters properly related thereto.

Public Comment

(21) Discussion and possible action to approve/disapprove establishing a procedure in which the County may provide access to applicants who wish to utilize the Battle Mountain Moto Cross Track to include the setting of fees, insurance requirements and security issues, and all other matters properly related thereto.

Public Comment

TREASURER

(22) Discussion and possible action to approve/disapprove payment to Lander County Treasurer for payment of taxes held for 2019-20, and all other matters properly related thereto.

Public Comment

(23) Discussion and possible action to approve/disapprove resolution 2019-04 to Levy the 2019-20 tax rates, and all other matters properly related thereto

Public Comment

(24) Discussion and possible action to approve/disapprove a letter on one (1) year delinquent taxes per NRS 361.5648 and NRS 361.565, and to read said letter into the record, and all other matters properly related thereto.

Public Comment

(25) Discussion and possible action to approve/disapprove the transfer of delinquent water/sewer accounts to the 2018-19 secured tax roll as reconciled on June 27, 2019:

a) To transfer the reconciled accounts according to Lander County Code Section 13.04.050(7) (E) Battle Mountain.

b) To transfer the reconciled accounts according to Lander County Code Section 13.08.050 Lander County Combined Sewer and Water District # 2.

and all other matters properly related thereto.

Public Comment

(26) Discussion and possible action to approve/disapprove payment for delinquent water and sewer accounts for 2018-19 and to reconcile them on June 27, 2019:

a) To pay accounts according to Lander County Code Section 13.08.050-Lander County Combined Sewer and Water District # 2.

and all other matters properly related thereto.

(27) Discussion and possible action to approve/disapprove adjustments to the tax roll:

Secure Roll Adjustments:
a) Adjustment to 2016-17 secured roll
b) Adjustment to 2017-18 secured roll
c) Adjustment to 2018-19 secured roll

Unsecured Roll Adjustments:
a) Adjustment to the 2007-08 unsecured roll
b) Adjustment to the 2008-09 unsecured roll
c) Adjustment to the 2009-10 unsecured roll
d) Adjustment to the 2014-15 unsecured roll
e) Adjustment to the 2015-16 unsecured roll
f) Adjustment to the 2016-17 unsecured roll
g) Adjustment to the 2017-18 unsecured roll
h) Adjustment to the 2018-19 unsecured roll

and all other matters properly related thereto

Public Comment

CORRESPONDENCE

(28) Correspondence/reports/potential upcoming agenda items.

Public Comment – For non-agendized items only. *Persons are invited to submit comments in writing and/or attend and make comments on any non-agenda item at the Board meeting if any, and discussion of those comments at the discretion of the Board. All public comment may be limited to three (3) minutes per person, again at the discretion of the Board. Reasonable restrictions may be placed on public comments based upon time, place and manner, but public comment based upon viewpoint may not be restricted.*

ADJOURN

NOTE: TIMES ARE APPROXIMATE

This is the tentative schedule for the meeting. The Board reserves the right to take items out of order to accomplish business in the most efficient manner. The Board may combine two or more agenda items for consideration. The Board may remove an item from the agenda or delay discussion relating to an item on the agenda at any time.

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 County Executive Director in writing at the Courthouse, 50 State Route 305, Battle Mountain, Nevada 89820, or call (775) 635-2885 at least one day in advance of the meeting.

NOTICE: Any member of the public that would like to request any supporting material from the meeting, please contact the clerk's office, 50 State Route 305, Battle Mountain, Nevada 89820 (775) 635-5738.

AFFIDAVIT OF POSTING
State of Nevada)
) ss
County of Lander)

Keith Westengard, Lander County Manager of said Lander County, Nevada, being duly sworn, says, that on the 24th day of June, 2019, he posted a notice, of which the attached is a copy, at the following places: 1) Battle Mountain Civic Center, 2) Battle Mountain Post Office, 3) Lander County Courthouse, 4) Swackhamer's Plaza Bulletin Board, 5) Kingston Community Hall Bulletin Board, and 6) Austin Courthouse in said Lander County, where proceedings are pending.

Keith Westengard, Lander County Manager _____

Subscribed and sworn to before me this 24th day of June, 2019.

Witness Karina Cortes

Name of Agenda: Lander County Commission

Date of Meeting: June 27, 2019

DRAFT

The Honorable Board of Lander County Commissioners met in regular session in the courtroom of the Austin Courthouse at 122 Main St, Austin Nevada, on June 13, 2019 at 10:00 a.m.

PRESENT: PATSY WAITS, CHAIRMAN
KATHLEEN ANCHO, VICE CHAIRMAN
JUDIE ALLAN, COMMISSIONER
BRYAN SPARKS, COMMISSIONER
ART CLARK III, COMMISSIONER
KEITH WESTENGARD, COUNTY MANAGER
THEODORE HERRERA, DISTRICT ATTORNEY
ANNA PENOLA, COUNTY BUILDING OFFICIAL
BURT RAMOS, PUBLIC WORKS DIRECTOR
KYLA BRIGHT, PLANNING COORDINATOR
CINDY BENSON, COUNTY FISCAL OFFICER
TASHA SILL, CLERK'S OFFICE EXECUTIVE SECRETARY
MOLLY GONZALEZ, ASSISTING CLERK
LAKEN SULLIVAN, COUNTY ACCOUNTANT (Via Teleconference)

(*Let the record reflect the presence of a quorum of five commissioners. Let the record reflect the presence of Battle Mountain via teleconference.*)

Chairman Waits called the meeting to order.

Commissioner Clark led the Pledge of Allegiance.

Chairman Waits called for a moment of silence.

COMMISSIONER REPORTS

Commissioners Allan and Sparks had nothing to report, as well as Vice Chairman Ancho. Commissioner Clark stated that he attended the PLUAC meeting and updated the board on a two hour presentation on the use of drones in underground mining and in measuring grasses and shrubs. He also stated that they found gold at the bottom of Grass Valley and the project is projected to be as big as Cortez. Commissioner Clark passed around a plaque with the Second Amendment on it.

Chairman Waits updated the board on advisory board vacancies. She stated that with the loss of Frank Whitman that brings the Austin Airport board to only two members for July and they are also in need of an alternate. Chairman Waits also informed the upcoming NACO conference will be discussing bills and budget info affecting us.

Commissioner Clark had an additional report that the Clark County Sheriff's office signed on with the other counties on the Second Amendment, making that a total of all seventeen counties.

Commissioner Allan asked Commissioner Clark if the 291 Second Red Flag Law had been signed by the Governor. Clark stated that he did not know, Chairman Waits also stated not knowing.

Commissioner Clark lastly commented that there was not any info on the Domestic Well Meters.

STAFF REPORT

Keith Westengard stated that Kingston received the new fire truck this week. They will start spraying for mosquitos in Southern Lander tomorrow and they have a stockpile of Mormon cricket bait if need be.

Chairman Waits asked Mr. Westengard if they had anything in regards to the Austin swimming pool. He stated that they have only gotten one application for the lifeguard position and it was a minor, and that they have advertised four times. Chairman Waits stated that they possibly may need to get someone from Battle Mountain to fill in as it would be a shame if they couldn't open.

PUBLIC COMMENT

Dee Helming apologized regarding a statement she made during the last meeting that she believes was heard.

CONSENT AGENDA

Chairman Waits read through the list of minutes, item numbers 2-8.
There are not any minutes to approve at this time. So item numbers 2-8 were pulled.

Commissioner Allan stated that #1 the Approval of agenda notice should say June 13, 2019.
Commissioner Allan made a motion to approve the agenda notice with the correction.
Commissioner Sparks seconded. Approved.

Chairman Waits pulled Consent Agenda #9 payment of the bills:

Check #203239, for Commissioner Allan. Vice Chairman Ancho motioned, Commissioner Sparks seconded. Commissioner Allan abstained. Voted and carried.
Check #203380, for Chairman Waits' travel expenses. Vice Chairman Ancho motioned, Commissioner Allan seconded. Chairman Waits abstained. Voted and carried.
Check #203383, for Commissioner Sparks. Vice Chairman Ancho motioned, Commissioner Allan seconded. Commissioner Sparks abstained. Voted and carried.
Chairman Waits motioned for the balance of the payment of the bills. Vice Chairman Ancho seconded. Voted and carried.
APPROVED

COMMISSIONERS

(1) Discussion and possible action to approve/disapprove the following union contracts:
1. **General Employees,**
2. **Lander County Sheriff's Association,**
3. **Lander County Law Enforcement Employees Association.**

And all other matters properly related thereto.
10:15 a.m.

Mr. Westengard pulled the item, tabled till next meeting.

PUBLIC COMMENT

No public comment.

(2) Discussion and possible action to approve/disapprove the demolition of and whether to rebuild the Lander County Building previously used by the Austin Youth Center located at 67 Main St. Austin, NV 89310, and all other matters properly related thereto.
10:16 a.m.

Anna Penola updated the board regarding the Austin Youth Center. Penola stated that Mega Crane came and removed the bell and it is being stored at the old Road and Bridge shop. Penola said that the building is not in good shape and it is up to the board to decide what to do.
Chairman Waits asked if the items inside the building have been removed. Penola said no the items are still in there but the bell is stored and safe.
Mr. Westengard stated that the building is in a historical district and there are certain documentation and pictures that will be required if they decide to demolish the building. They will use pictures provided by Dee Helming to make a sign.
Commissioner Allan asked who owns the building, if there is a rental or a nonprofit.
Penola stated that it is owned by Lander County and it is not as a nonprofit.
Commissioner Allan stated that she would like to see the building be rebuilt and wants an estimate.
Chairman Waits stated that there was a community meeting and the community would like to see the building stay. Waits stated that they have had structural inspections and that building should be demolished per the inspection. She reminded that even though they have said to demolish, that is what they stated on the Catholic Church and they were able to rebuild and maybe they could get grants with a 501C3. She would also like to see if they could keep the original façade.
Penola stated that Phil Marshall owns the land next to it and he would donate it if they decide to rebuild.
Vice Chairman Ancho inquired on preserving it as a historical site and to build a youth center somewhere else, as she believes they are two different things. She thinks a youth center needs to be done sooner.

Commissioner Allan stated that she agreed with finding the youth center a home. If they decide to rebuild she would like to use some of the original parts of the building and keep the façade looking the same.
Chairman Waits stated that Austin is limited to where they would be able to put it.
Vice Chairman Ancho stated that they need to get their 501C3 done.
Commissioner Allan reminded the board that the agenda only states the decision on the demolition of the building.
Commissioner Clark asked Bert Ramos if the county has any available land.
District Attorney Herrera informed Clark that they cannot discuss this due to not being agendized.

PUBLIC COMMENT

Ray Williams stated that he would like to see the building preserved and maybe restore it back to the fire house. He would also like to have a recreation or community center.
Chairman Waits stated that they could possibly get another opinion with a historical engineer.
Commissioner Allan agreed that they could try the historical engineer. Allan asked Anna Penola how much they have spent on structural surveys.
Penola stated about $3,000.
Commissioner Sparks stated that he thinks they should try and keep the building but make it cost effective.
Penola stated that the building is unsafe and that the engineers say to rebuild.
Commissioner Clark stated he thinks a new building with the original front but build to code.
Chairman Waits stated maybe rebuild with what they can keep or restore from the original building.
Dee Helming stated that it took them four hours to take down the bell. The structural report said that it was attached by only four bolts but it was hard to get down. She stated that they were yanking and pulling and the building didn't move the whole time and she believes if it was in bad shape it would have fallen.
Penola stated again that the building is very unsafe.
Dee informed the board that they are working on getting the 501C3 and agrees that they should get another engineer to evaluate it.
Ray Williams stated that they ring the bell on certain events and they miss the bell and would like it back.
Commissioner Allan made a motion to contract with a historical engineer to evaluate the building. Commissioner Sparks seconded. All in favor. Voted and carried.
APPROVED

Took a break till 10:48 a.m.
Chairman Waits called the meeting back to order.

(3) Discussion and possible action regarding a presentation to Frank Whitman, and all other matters properly related thereto.
10:48 a.m.

Chairman Waits stated that Frank Whitman is resigning from the PLUAC board.
Commissioner Clark stated that he has worked with Frank for years, and presented him with a plaque of dedication. The board thanked Mr. Whitman for all of his years of service and dedication.
Commissioner Allan stated that Mr. Whitman's leaving will be a loss to the community, and that he does many things for the county, and will be greatly missed.

PUBLIC COMMENT

No public comment.

(4) Discussion and possible action regarding direction to take on the Austin Rodeo Grounds, and all other matters properly related thereto.
10:51 a.m.

Mr. Westengard stated that the current board for the rodeo has been disbanded and he would like to know if the board would like to advertise for a new board or if the county would like to take this over.
Chairman Waits stated that she would like to hear from the community and asked how long it has been disbanded. Mr. Westengard stated five months.
District Attorney Herrera stated that the county had a lease with a committee that had a 501C3 and that this was separate from the advisory board.

PUBLIC COMMENT

Ray Williams updated the board on the history of how the rodeo grounds, clubs, and committee came to be and how it was used. He stated that he thinks they still need to have this.
Mr. Westengard asked how they would like to structure it and what exactly they need.
Mr. Williams stated that the Public Works Department has been maintaining the grounds.
Commissioner Sparks stated that he thinks they should try and get an advisory board.
District Attorney Herrera stated that they need to decide if the county is going to run it or lease it to a committee that has the 501C3.
Commissioner Allan stated that she would like to see the county run it until they can find a 501C3. They can put the word out to Austin and maybe even have one representative from Austin be part of the Battle Mountain Rodeo Grounds board.
Gail Utter asked the board if people are allowed to use it.
Mr. Westengard stated that as of right now the county has the rodeo grounds closed due to liability until further direction of the board. The military has a check point arranged with the county set there this weekend.
Ray Williams stated that the board was suspended due to fees.

Bert Ramos informed the board that all of the animals have been moved out of town and kids here do not have anything to do and would like to see 4H be able to use it.
Mr. Westengard stated that if the board would like the county to oversee it he will get with District Attorney Herrera to come up with an agreement.
Chairman Waits stated that it doesn't seem like there is much other choice than the county to take over so it can be utilized until a 501C3 takes over.
Commissioner Allan stated that if they do allow someone to lease it then they need to make stipulations to allow everyone to use.
Ray Williams stated that Pony Express is coming through this weekend and they have animals and will need water.
Mr. Westengard stated that the county will get the water turned back on and that the reason the water had been turned off was due to a water bill received for $100,000.
Kim Schacht asked what the limit was on how long you can keep animals there.
Chairman Waits asked if they want to put this back on the agenda to discuss this issue and the charges and fees and who will be collecting.
Commissioner Allan stated that she does not agree with the rates in Battle Mountain and would like to discuss the fees and who will be collecting.
Chairman Waits stated that until this gets back on the agenda they should use the rates that were established through the prior third party, and fees are to be collected by Miteshell.
Commissioner Allan made a motion to approve the rates to be used and manner of collecting fees as discussed. Commissioner Sparks seconded. All in favor. Voted and carried.
APPROVED

(8) Discussion and possible action with regard to this boards' prior decision on March 28, 2019 wherein the Lander County Board of County Commissioners deemed it to be in the best interests of Lander County and of the Lander County combined Sewer and Water District #2 that said District be merged, consolidated or dissolved. That the Lander County Board of County Commissioners need to discuss the response from the District to a letter sent on April 4, 2019 by the County Manager and take action on whether to proceed pursuant to NRS 318.490 and enact an ordinance that allows for the merger, consolidation or dissolution of the District after the required procedures are followed or whether to allow the District to continue as such without further action by the Lander County Board of County Commissioners, and all other matters properly related thereto.
11:12 a.m.

Chairman Waits stated that a letter was sent out to the district regarding this issue. Waits read the letter of response on the record. Chairman Waits stated that they would like to keep the board active and suggested a public meeting regarding if they should keep the board or not.
Commissioner Allan stated that she agreed with Waits. Commissioner Sparks agreed as well.
Commissioner Clark asked for public comment on what the water rates currently were. Dee Helming stated the monthly rate was under $60 and the commercial is $70 unless you go over on the sewage then it is more.

Commissioner Allan made a motion to have a community meeting with the residents of the south.
Chairman Waits stated that they could schedule a meeting and inquired on how many commissioners they would need.
District Attorney Herrera stated that as long as not more than two commissioners come they don't need to follow the open meeting law.
Commissioner Allan and Chairman Waits volunteered to conduct the meeting. The meeting with the Austin residents and business owners will be held Monday, June 24, 2019 at 6:00 p.m. with the Austin courthouse as the location.
Commissioner Allan motioned, Vice Chairman Ancho seconded. All in favor. Voted and carried.
APPROVED

PUBLIC COMMENT
No public comment

(6) Discussion and possible action to approve/disapprove a renewal proposal from the Nevada Public Agency Insurance (POOL) and approval of payment in an amount not to exceed ($390,321.06) as presented by Wayne Carlson, and all other matters properly related thereto.
11:27 a.m.

Allen Kalt on behalf of Wayne Carlson, representing the POOL/PACT, addressed the board on the programs they provide to all members, gave a quick overview of the services, and thanked the board for their support.
Chairman Waits stated that he usually has amounts listed on the printout. Kalt stated that the rates went up due to the payroll increase from 154 to 165 employees, and number of autos from 180 to 188. He stated that this renewal's premium is less than the rates were as of 2017.
Commissioner Allan made a motion. Vice Chairman Ancho seconded. All in favor. Voted and carried.
APPROVED

PUBLIC COMMENT
No public comment

Took a break till 11:43 a.m.
Chairman Waits called the meeting back to order.

(7) Presentation from Sean Gephart of the Nevada Department of Agriculture on noxious weeds, and all other matters properly related thereto.
11:43 a.m.

Sean Gephart stated that any weed that is a public nuisance is a noxious weed. Noxious weeds are invasive weeds that need controlled. He stated that there are 11 weed districts and that seven

new species have been added, three from northern Nevada. NRS555150. Mr. Gephart then read through his power point presentation for the record.

PUBLIC COMMENT
No Public comment

(5) Update presented by Summit Engineering on the Austin Realignment Project, and all other matters properly related thereto.
12:04 p.m.

Chairman Waits stated for the board that this is an update for the board only and that any community members that would like to discuss this in further detail can stay after this meeting for a community meeting with Larry Grube and Kyla Bright.
Larry Grube of Summit Engineering stated that on or around April 1, 2019 he sent MRPM parcel map numbers 2-14 to Kyla Bright for comments. He has drafted up to number 24, and gotten the packages for MRPM numbers 2-9 sent out. He will get numbers 10-14 out in the next few weeks. Larry handed out copies of the MRPM maps to the board and offered to anyone in attendance that would like one. Grube updated the board on how these maps were done and how this has been proceeding. Mr. Grube stated that he will go through the comments with Kyla to correct anything.
Chairman Waits asked the estimation date of when Mr. Grube will be through with this.
Larry Grube stated in the next couple of months.

PUBLIC COMMENT
No public comment

PUBLIC WORKS

(9) Discussion and possible action to approve/ disapprove the Austin 2019 micro slurry project in an amount not to exceed $300,000, and all other matters properly related thereto.
12:12 p.m.

Bert Ramos stated they only received one bid from Sierra Nevada Construction in the amount of $239,007.00, which comes in under budget and will seal every paved road in Austin. It goes down really fast and will be done by the end of the budget year.
Chairman Waits asked how long this seal lasts.
Mr. Ramos stated generally three to five years. Typically three years up here in Austin due to snow.
Commissioner Clark made a motion to approve. Commissioner Sparks seconded. All in favor. Voted and carried.
APPROVED

PUBLIC COMMENT
No public comment

FINANCE

(10)Discussion and possible action to approve/disapprove Resolution 2019-06 to Augment FY 18-19 Budget for the Airport Capital Improvement Fund 380, and all other matters properly related thereto.
12:16 p.m.

Commissioner Allan read through Resolution 2019-06 and made a motion to approve. Commissioner Sparks seconded. All in favor. Voted and carried.
APPROVED

PUBLIC COMMENT
No public comment

(11)Discussion and possible action to approve/disapprove Resolution 2019-07 Directing Apportionment of Net Proceeds received in the month of May 2019, and all other matters properly related thereto.
12:17 p.m.

Commissioner Allan read through Resolution 2019-07 and made a motion to approve. Commissioner Sparks seconded. All in favor. Voted and carried.
APPROVED

PUBLIC COMMENT
No public comment

(12)Update from Lander County Fiscal Officer, and all other matters Properly related thereto.
12:21 p.m.

Cindy Benson updated the board on the miscellaneous fees collected and outstanding balances for the 3rd quarter.

PUBLIC COMMENT
No public comment

(13)Correspondence/reports/potential upcoming agenda items.
12:25 p.m.

Keith Westengard stated that he would be bringing the hangar contract for the airport, union contracts, Rodeo Planning Committee, and board vacancies before the next commissioner meeting. He will also re-advertise for any of the board vacancies.

PUBLIC COMMENT

Ray Williams addressed the board regarding the community being concerned about the pool. Chairman Waits informed him that they have only had one applicant so far but they are doing everything they can to get the pool open. They may see if someone from Battle Mountain can come over but they are recently shorthanded also.
Kim Schacht updated the board that they have signed on a new EMT and they are having a pediatric instructor come do some summer CPR classes.

ADJOURNMENT

There being no further business before the Commission at this time, Commissioner Bryan Sparks moved to adjourn the meeting of June 13, 2019. Seconded by Commissioner Judie Allan, the motion was voted and carried. **ADJOURNED.**

_____
CHAIRMAN OR VICE CHAIRMAN OF THE BOARD OF LANDER COUNTY COMMISSIONERS

ATTEST: _____
LANDER COUNTY CLERK

Cindy Benson
Lander County Fiscal Officer

LANDER COUNTY COMMISSION MEETING

June 27, 2019

APPROVE

Check #'s
203445
203446
203453
203481

Cindy Benson
Cindy Benson – Fiscal Officer

50 State Route 305 ⋖ ⋗ Battle Mountain, NV 89820
Phone: (775) 635-2573 ⋖ ⋗ Fax: (775) 635-9256

VENDOR: 207950 ALEX RANGEL

06/14/2019 203445

DATE	INVOICE #	DESCRIPTION	AMOUNT
6/13/2019	6/24/19	PER DIEM MOTEL ROOM VERBAL DE-ESCALATION	395.00

CHECK TOTAL 395.00

PLEASE DETACH AND FILE

BATTLE MOUNTAIN, NEVADA

VENDOR: 208959 ANNA PENOLA

06/14/2019 203446

DATE	INVOICE #	DESCRIPTION	AMOUNT
6/11/2019	JUNE 11, 2019	REIMBURSEMENT MILEAGE - RENO TRAINING	255.20

CHECK TOTAL 255.20

PLEASE DETACH AND FILE

VENDOR: 000624 BUSINESS CARD

06/14/2019 203453

DATE	INVOICE #	DESCRIPTION	AMOUNT
5/24/2019	MAY 2019	4024 4900 0001 2515	5,332.18

CHECK TOTAL 5,332.18

PLEASE DETACH AND FILE

COUNTY OF LANDER
BATTLE MOUNTAIN, NEVADA

203481

VENDOR: 209138 WELLS FARGO PAYMENT CENTER

06/14/2019 203481

DATE	INVOICE #	DESCRIPTION	AMOUNT
6/3/2019	6/3/19	8433 - LANDER COUNTY NEVADA	16,438.74

CHECK TOTAL 16,438.74

PLEASE DETACH AND FILE

Keith Westengard
Lander County Manager

LANDER COUNTY COMMISSION MEETING

June 27, 2019

APPROVE

Check #'s
203496
203510
203511

Keith Westengard 6-24-19

Keith Westengard – County Manager

50 State Route 305 ⋖ ⋗ Battle Mountain, NV 89820
Phone: (775) 635-2573 ⋖ ⋗ Fax: (775) 635-9256

BATTLE MOUNTAIN, NEVADA

VENDOR: 207950 ALEX RANGEL

06/21/2019

203496

DATE	INVOICE #	DESCRIPTION	AMOUNT
6/20/2019	6/24/19 - 2	PER DIEM VERBAL DE-ESCALATION	322.00

CHECK TOTAL 322.00

PLEASE DETACH AND FILE

VENDOR: 210410 SUPERIOR ASPHALT, LC

06/21/2019

203510

DATE	INVOICE #	DESCRIPTION	AMOUNT
2/20/2019	7061	SEAL COUNTY PARKING LOTS FA-47	9,856.00

CHECK TOTAL 9,856.00

PLEASE DETACH AND FILE

BATTLE MOUNTAIN, NEVADA

203511

VENDOR: 209252 TETON SIGNS

06/21/2019

203511

DATE	INVOICE #	DESCRIPTION	AMOUNT
6/17/2019	5290	FIRE TRUCK WRAP/AMBULANCE WRAP/LETTERING/ETC	8,845.00
6/18/2019	5292	CONTROLLER HARNESS TO REPLACE OEM ON GATOR	2,395.00

CHECK TOTAL 11,240.00

Keith Westengard
Lander County Manager

ACKNOWLEDGEMENT OF REVIEW & AUTHORIZATION DATE

Keith Westengard 6-24-19

County Manager

LANDER COUNTY COMMISSION MEETING

June 27, 2019

APPROVE/DISAPPROVE
SUBMITTED EXPENDITURES IN THE AMOUNT OF $301,599.20
From Check #203513 thru #203639

50 State Route 305 ≺ ≻ Battle Mountain, NV 89820
Phone: (775) 635-2573 ≺ ≻ Fax: (775) 635-9256

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Bank Code: AP POOL OPERATING-AP POOL OPERATING						
001392	3D CONCRETE	06/27/2019	Regular	0.00	2,002.52	203513

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number	Account Name	Project Account Key	Item Description	Dist Amount	
113363	Invoice	06/03/2019	1" ROCK	0.00	545.33
002-066-53926	EMERGENCY MAINTENA		1" ROCK	545.33	
113373	Invoice	06/04/2019	1" ROCK	0.00	729.38
002-066-53926	EMERGENCY MAINTENA		1" ROCK	729.38	
113389	Invoice	06/05/2019	1" ROCK	0.00	551.93
002-066-53926	EMERGENCY MAINTENA		1" ROCK	551.93	
113708	Invoice	06/06/2019	1" ROCK	0.00	175.88
002-066-53926	EMERGENCY MAINTENA		1" ROCK	175.88	

000098	ADVANCED DATA SYSTEMS INC	06/27/2019	Regular	0.00	4,863.00	203514

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number	Account Name	Project Account Key	Item Description	Dist Amount	
1904018	Invoice	04/30/2019	DISTRICT COURT	0.00	300.00
001-020-53560	MAINTENANCE/CONTRA		DISTRICT COURT	300.00	
1905017	Invoice	05/31/2019	SOFTWARE	0.00	4,563.00
001-002-53560	MAINTENANCE/CONTRA		CLERK	447.00	
001-003-53260	DUES AND SUBSCRIPTIO		TREASURER	514.00	
001-006-53200	COMPUTER SERVICE		ASSESSOR	1,118.00	
001-007-53560	MAINTENANCE/CONTRA		FISC-OFC	1,874.00	
001-009-53919	SERVICES CONTRACT		BLDG/PLAN	60.00	
001-035-53200	COMPUTER SERVICE		GENERAL SYSTEMS	200.00	
226-000-53920	SERVICE AND SUPPLIES		UTIL MGMT	175.00	
236-000-53920	SERVICE AND SUPPLIES		UTIL MGMT	175.00	

210018	ALERTSENSE, INC.	06/27/2019	Regular	0.00	3,130.00	203515

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number	Account Name	Project Account Key	Item Description	Dist Amount	
16742	Invoice	05/31/2019	ANNUAL SERVICE FEE	0.00	3,130.00
001-012-53560	MAINTENANCE/CONTRA		ANNUAL SERVICE FEE	3,130.00	

209413	ALLISON MACKENZIE, LTD	06/27/2019	Regular	0.00	5,462.50	203516

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number	Account Name	Project Account Key	Item Description	Dist Amount	
185067	Invoice	06/07/2019	PROFESSIONAL SERVICES THROUGH MAY	0.00	5,462.50
001-005-53521	LABOR RELATIONS		PROFESSIONAL SERVICES	5,462.50	

208866	AMPED-OUT-ELECTRICAL, LLC	06/27/2019	Regular	0.00	3,736.64	203517

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number	Account Name	Project Account Key	Item Description	Dist Amount	
3278	Invoice	04/10/2019	COURTHOUSE DRYER/WASHER	0.00	2,943.84
001-009-53919	SERVICES CONTRACT		COURTHOUSE DRYER/WAS	2,943.84	
3315	Invoice	06/13/2019	GOLF COURSE - WALK IN COOLER	0.00	792.80
001-009-53919	SERVICES CONTRACT		GOLF COURSE - WALK IN C	792.80	

002736	ANIMAL CARE EQUIPMENT & SERVI	06/27/2019	Regular	0.00	273.24	203518

Vendor Number | Vendor Name | Payment Date | Payment Type | Discount Amount | Payment Amount | Number
Payable # | Payable Type | Payable Date | Payable Description | Discount Amount | Payable Amount
Account Number | Account Name | Project Account Key | Item Description | Dist Amount

72334 | Invoice | 05/30/2019 | NET / HOOP W/ STORAGE BAG | 0.00 | 273.24
001-014-53920 | SERVICE AND SUPPLIES | NET / HOOP W/ STORAGE | 273.24

000820 | ART CLARK | 06/27/2019 | Regular | 0.00 | 290.00 | 203519
3/12/19 | Invoice | 03/12/2019 | REIMBURSEMENT TRAVEL - LEGISLATURE | 0.00 | 290.00
001-001-53940 | TRAVEL AND TRAINING | REIMBURSEMENT TRAVEL | 290.00

210002 | ASSESSED VALUATION SPECIALISTS | 06/27/2019 | Regular | 0.00 | 1,200.00 | 203520
137 | Invoice | 06/10/2019 | BATTLE MOUNTAIN LAND | 0.00 | 1,200.00
001-006-59205 | PROFESSIONAL SERVICES | BATTLE MOUNTAIN LAND | 1,200.00

208281 | ATLANTIS CASINO RESORT | 06/27/2019 | Regular | 0.00 | 103.21 | 203521
1242374 | Invoice | 06/03/2019 | WESTENGARD, KEITH | 0.00 | 103.21
001-005-53940 | TRAVEL AND TRAINING | WESTENGARD, KEITH | 103.21

210231 | AUTO GLASS AND MORE | 06/27/2019 | Regular | 0.00 | 85.00 | 203522
I004537 | Invoice | 06/10/2019 | INSTALLATION LABOR | 0.00 | 85.00
002-065-53880 | REPAIR & MAINTENANC | INSTALLATION LABOR | 85.00

000218 | B M GENERAL HOSPITAL | 06/27/2019 | Regular | 0.00 | 519.00 | 203523
145C18353 | Invoice | 05/16/2019 | DRUG TEST | 0.00 | 30.00
001-035-53150 | COUNTY PHYSICALS | RAMOS, BARTOLO | 30.00

300C18353 | Invoice | 06/03/2019 | PHYSICALS / DRUG TESTING | 0.00 | 465.00
001-035-53150 | COUNTY PHYSICALS | ALEXANDER, KRISTINE | 115.00
001-035-53150 | COUNTY PHYSICALS | BENGOA, BRANDY | 30.00
001-035-53150 | COUNTY PHYSICALS | CORTES, KARINA | 145.00
001-035-53150 | COUNTY PHYSICALS | GRIFFITH, SAM | 30.00
001-035-53150 | COUNTY PHYSICALS | SILL, NATASHA | 145.00

6/1/19 | Invoice | 06/07/2019 | 51430A18353 - SPECIMEN HANDLING | 0.00 | 24.00
001-013-53720 | PRISONERS MEDICAL | 51430A18353 - SPECIMEN | 24.00

001275 | BLUE MOON PORTABLES | 06/27/2019 | Regular | 0.00 | 330.00 | 203524
20026 | Invoice | 05/31/2019 | LANDFILL / GOLF COURSE | 0.00 | 330.00
011-058-53980 | UTILITIES | LANDFILL / GOLF COURSE | 165.00
052-052-53980 | UTILITIES | LANDFILL / GOLF COURSE | 165.00

208978 | BLUE TARP FINANCIAL, INC. | 06/27/2019 | Regular | 0.00 | 247.89 | 203525
42738096 | Invoice | 06/06/2019 | WEED CONTROL | 0.00 | 247.89
002-065-53372 | WEED CONTROL | WEED CONTROL | 247.89

004018 | BOARD OF REGENTS | 06/27/2019 | Regular | 0.00 | 20.00 | 203526

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
0003897	Invoice	05/22/2019	CLINICAL SERVICES	0.00	20.00	
003-040-53920		SERVICE AND SUPPLIES		CLINICAL SERVICES	20.00	
209859	BOBBY THOMAS	06/27/2019	Regular	0.00	372.11	203527
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
6/12/19	Invoice	06/12/2019	24,000 GAL FUEL TANK & CANOPY - PLAN	0.00	372.11	
001-009-53963		PLAN REVUE		24,000 GAL FUEL TANK & C	372.11	
207153	CARRIE BAUM	06/27/2019	Regular	0.00	25.50	203528
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
6/18/19	Invoice	06/18/2019	POSTAGE FOR AUSTIN MICRO SLURRY PRJ	0.00	25.50	
055-000-54011		PAVING PROJECTS		POSTAGE FOR AUSTIN MIC	25.50	
002315	CASHMAN EQUIPMENT	06/27/2019	Regular	0.00	1,382.10	203529
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
INPS2951233	Invoice	05/23/2019	SIDE MIRRORS FOR TRUCKS	0.00	710.22	
002-065-53880		REPAIR & MAINTENANC		SIDE MIRRORS FOR TRUCK	710.22	
INPS2962194	Invoice	06/13/2019	ELEMENTS / FILTERS	0.00	648.54	
002-066-53880		REPAIR & MAINTENANC		ELEMENTS / FILTERS	648.54	
INPS2962928	Invoice	06/14/2019	BOLTS	0.00	23.34	
002-066-53880		REPAIR & MAINTENANC		BOLTS	23.34	
210407	CASSIDY & ASSOCIATES, INC.	06/27/2019	Regular	0.00	30,000.00	203530
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
3138	Invoice	06/15/2019	PROFESSIONAL SERVICES MAY 2019 - JUN	0.00	30,000.00	
001-005-59205		PROFESSIONAL SERVICES		PROFESSIONAL SERVICES	30,000.00	
210047	CC COMMUNICATIONS	06/27/2019	Regular	0.00	5,357.17	203531
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
3/16/19 - 6/15/1	Invoice	04/15/2019	0000039279 - RF CONSULTING SERVICES	0.00	5,357.17	
001-005-59205		PROFESSIONAL SERVICES		0000039279 - RF CONSULT	5,357.17	
003010	CDW GOVERNMENT, INC.	06/27/2019	Regular	0.00	584.88	203532
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
SLQ1053	Invoice	05/24/2019	TONER CARTRIDGES	0.00	584.88	
001-013-53920		SERVICE AND SUPPLIES		TONER CARTRIDGES	584.88	
207592	CHIP COLPITTS	06/27/2019	Regular	0.00	100.00	203533
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
1906070008	Invoice	06/07/2019	AUSTIN EMS RUN	0.00	50.00	
001-016-51032		VOLUNTEER STIPEND		AUSTIN EMS RUN	50.00	
1906150030	Invoice	06/15/2019	AUSTIN EMS RUN	0.00	50.00	
001-016-51032		VOLUNTEER STIPEND		AUSTIN EMS RUN	50.00	
210406	COARD PSYCHOLOGICAL ASSOCIATE	06/27/2019	Regular	0.00	2,500.00	203534
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
1076	Invoice	05/18/2019	PSYCHOLOGICAL TESTING	0.00	2,500.00	
001-020-53570		MENTAL HEALTH CONTR		PSYCHOLOGICAL TESTING	2,500.00	
207839	D & D PLUMBING, INC.	06/27/2019	Regular	0.00	840.00	203535

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
*905470	Invoice	06/04/2019	SERVICE AGREEMENT	0.00	840.00	
052-055-53920		SERVICE AND SUPPLIES		SERVICE AGREEMENT	840.00	
210401	DAMON SPRING	06/27/2019	Regular	0.00	230.00	203536
6/10/19 - 6/14/1	Invoice	06/18/2019	REIMBURSMENT TRAVEL - FIRE TRAINING	0.00	230.00	
001-005-59373		SAFETY EXPENSES		REIMBURSMENT TRAVEL -	230.00	
000299	DAY ENGINEERING	06/27/2019	Regular	0.00	51,720.00	203537
2407	Invoice	06/07/2019	WHITE KNIFE PROJECT FA-18	0.00	22,930.00	
055-000-53946		WATER PROJECT		WHITE KNIFE PROJECT FA-	22,930.00	
2408	Invoice	06/07/2019	AUSTIN ROAD REPAVE FA-34	0.00	28,620.00	
055-000-54011		PAVING PROJECTS		AUSTIN ROAD REPAVE FA-	28,620.00	
2410	Invoice	06/07/2019	AUSTIN SEWER DESIGN FA-40	0.00	170.00	
055-000-53946		WATER PROJECT		AUSTIN SEWER DESIGN FA	170.00	
209906	DEBORAH CARDOZA	06/27/2019	Regular	0.00	400.00	203538
1904270009	Invoice	04/27/2019	AUSTIN EMS RUN	0.00	100.00	
001-016-51032		VOLUNTEER STIPEND		AUSTIN EMS RUN	100.00	
1905260014	Invoice	05/26/2019	AUSTIN EMS RUN	0.00	100.00	
001-016-51032		VOLUNTEER STIPEND		AUSTIN EMS RUN	100.00	
1906070008	Invoice	06/07/2019	AUSTIN EMS RUN	0.00	100.00	
001-016-51032		VOLUNTEER STIPEND		AUSTIN EMS RUN	100.00	
1906150030	Invoice	06/15/2019	AUSTIN EMS RUN	0.00	100.00	
001-016-51032		VOLUNTEER STIPEND		AUSTIN EMS RUN	100.00	
210338	DELICIA PRIEST	06/27/2019	Regular	0.00	89.00	203539
6/15/19 - 6/17/1	Invoice	06/18/2019	PER DIEM BLS INSTRUCTOR (CPR INSTRUC	0.00	89.00	
001-012-53940		TRAVEL AND TRAINING		PER DIEM BLS INSTRUCTO	89.00	
002074	DELL MARKETING L.P.	06/27/2019	Regular	0.00	8,479.52	203540
10319220075	Invoice	06/03/2019	OPTIPLEX AIO WORKSTATIONS & 27" MO	0.00	8,479.52	
001-014-53991		MINOR EQUIPMENT/FUR		OPTIPLEX AIO WORKSTATI	979.52	
001-020-53991		MINOR EQUIPMENT/FUR		OPTIPLEX AIO WORKSTATI	3,000.00	
001-020-53991		MINOR EQUIPMENT/FUR		OPTIPLEX AIO WORKSTATI	4,500.00	
006037	DENNIS G. LOWE	06/27/2019	Regular	0.00	242.00	203541
7/15/19	Invoice	06/18/2019	CVSA RECERTIFICATION	0.00	242.00	
001-012-53940		TRAVEL AND TRAINING		CVSA RECERTIFICATION	242.00	
207860	DIGITAL DOLPHIN SUPPLIES	06/27/2019	Regular	0.00	129.99	203542
SIN118885	Invoice	06/11/2019	TONER CARTRIDGES FOR DISPATCH	0.00	129.99	
001-012-53920		SERVICE AND SUPPLIES		TONER CARTRIDGES FOR D	129.99	

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
209874	ELKO COUNTY JUVENILE PROBATIOI	06/27/2019	Regular	0.00	300.00	203543

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
4605	Invoice	06/19/2019	DETENTION SERVICES 6/5/19 - 6/6/19 LC-	0.00	300.00
001-022-53275		HUMBOLDT COUNTY CO		DETENTION SERVICES 6/5/	300.00

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
207449	ELKO OVERHEAD DOOR	06/27/2019	Regular	0.00	312.00	203544

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
31864	Invoice	06/13/2019	CABLES / POWER LUBE / LUBRICANT / SER	0.00	312.00
001-009-53919		SERVICES CONTRACT		CABLES / POWER LUBE / L	312.00

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
004467	ETCHEVERRYS FOOD TOWN	06/27/2019	Regular	0.00	1,265.36	203545

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
01-1253723	Invoice	05/01/2019	DONUTS / CAKE / CHOCOLATE BAR	0.00	22.17
052-057-53920		SERVICE AND SUPPLIES		DONUTS / CAKE / CHOCOL	22.17
01-1264879	Invoice	05/17/2019	ROOT BEER / PEPSI / SPRITE	0.00	30.78
052-057-53920		SERVICE AND SUPPLIES		ROOT BEER / PEPSI / SPRIT	30.78
01-1280788	Invoice	06/10/2019	CANOLA OIL	0.00	5.29
226-000-53880		REPAIR & MAINTENANC		CANOLA OIL	5.29
01-1280802	Invoice	06/10/2019	WATER / COLA / SPRITE / FRUIT TRAY / DO	0.00	43.99
001-005-59950		MISCELLANEOUS		WATER / COLA / SPRITE / F	43.99
02-704765	Invoice	05/07/2019	CREAMER / WATER	0.00	18.16
001-023-53940		TRAVEL AND TRAINING		CREAMER / WATER	18.16
02-720303	Invoice	06/13/2019	FRUIT TRAY / DONUTS	0.00	28.21
001-001-53920		SERVICE AND SUPPLIES		FRUIT TRAY / DONUTS	28.21
03-1187112	Invoice	06/10/2019	CANOLA OIL	0.00	17.98
226-000-53880		REPAIR & MAINTENANC		CANOLA OIL	17.98
3-1187858	Invoice	06/11/2019	MEASURING CUPS	0.00	6.97
001-009-59260		JANITORIAL		MEASURING CUPS	6.97
03-1187886	Invoice	06/11/2019	VEGETABLE OIL	0.00	25.17
226-000-53880		REPAIR & MAINTENANC		VEGETABLE OIL	25.17
ACCT #229 - MAY	Invoice	05/31/2019	INMATE MEALS	0.00	1,077.62
001-013-53700		PRISONERS MEALS		INMATE MEALS	1,077.62
ACCT #379 - APRI	Credit Memo	04/30/2019	CREDIT ON ACCOUNT	0.00	-10.98
226-000-53880		REPAIR & MAINTENANC		CREDIT ON ACCOUNT	-10.98

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
207924	FAST GLASS	06/27/2019	Regular	0.00	685.00	203546

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
IFA050596	Invoice	05/31/2019	WINDSHIELD - UNIT 39	0.00	300.00
001-012-53880		REPAIR & MAINTENANC		WINDSHIELD - UNIT 39	300.00
IWI042872	Invoice	06/05/2019	WINDSHIELD - UNIT 22	0.00	185.00
001-012-53880		REPAIR & MAINTENANC		WINDSHIELD - UNIT 22	185.00
IWI042873	Invoice	06/05/2019	WINDSHIELD - UNIT 20	0.00	200.00
001-012-53880		REPAIR & MAINTENANC		WINDSHIELD - UNIT 20	200.00

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
207109	FIRST ADVANTAGE OHS	06/27/2019	Regular	0.00	197.04	203547

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
256791905	Invoice	05/31/2019	DRUG TESTING	0.00	197.04
001-035-53150		COUNTY PHYSICALS		DRUG TESTING	197.04

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
208699	FRANK WHITMAN	06/27/2019	Regular	0.00	104.40	203548

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Payable #	Payable Type	Payable Date	Payable Description			
Account Number		Account Name	Project Account Key	Item Description	Discount Amount	Payable Amount / Dist Amount
6/3/19	Invoice	06/03/2019	TRAVEL REIMBURSMENT PLUAC		0.00	104.40
001-001-53965		ADVANCED BOARD TRA		TRAVEL REIMBURSMENT P		104.40
004463	GEM ST. PAPER & SUPPLY CO	06/27/2019	Regular		0.00	704.47 203549
2001277	Invoice	05/30/2019	PAPER PLATES/BOWLS/WYPALL TOWELS		0.00	202.32
001-012-53920		SERVICE AND SUPPLIES		PAPER PLATES/BOWLS/WY		202.32
2001498	Invoice	06/06/2019	LAUNDRY DETERGENT / HANDLE / URINA		0.00	127.67
001-009-59260		JANITORIAL		LAUNDRY DETERGENT / H		127.67
2001498-01	Invoice	06/14/2019	BIGFOLD TOWELS / MICROFIBER CLOTH		0.00	73.37
001-009-59260		JANITORIAL		BIGFOLD TOWELS / MICRO		73.37
2001499	Invoice	06/06/2019	TRASH BAGS / BLEACH		0.00	96.16
001-009-53560		MAINTENANCE/CONTRA		TRASH BAGS / BLEACH		96.16
2001500	Invoice	06/06/2019	COPY PAPER / FACIAL TISSUE		0.00	144.02
001-006-53920		SERVICE AND SUPPLIES		COPY PAPER / FACIAL TISS		144.02
2001670	Invoice	06/14/2019	TRASH BAGS/TOILET PAPER		0.00	60.93
001-012-53920		SERVICE AND SUPPLIES		TRASH BAGS/TOILET PAPE		60.93
208679	GREAT BASIN INTERNET SERVICES, I	06/27/2019	Regular		0.00	343.48 203550
862686	Invoice	06/02/2019	DOMAIN RENEWAL 2020/08/01		0.00	343.48
001-005-59205		PROFESSIONAL SERVICES		DOMAIN RENEWAL 2020/		343.48
210066	HEIDI THOMSEN	06/27/2019	Regular		0.00	62.64 203551
./3/19	Invoice	06/03/2019	REIMBURSEMENT TRAVEL - WINNEMUCC		0.00	62.64
001-007-53940		TRAVEL AND TRAINING		REIMBURSEMENT TRAVEL		62.64
210250	HOLLAND AUTO PARTS	06/27/2019	Regular		0.00	291.72 203552
15406-6096	Invoice	05/28/2019	PIN		0.00	7.59
236-000-53880		REPAIR & MAINTENANC		PIN		7.59
15406-6209	Invoice	05/30/2019	STARTERS - APPLY 42.25 CREDIT		0.00	4.97
002-065-53880		REPAIR & MAINTENANC		STARTERS - APPLY 42.25 CR		4.97
15406-6213	Invoice	05/30/2019	FLAP DISC		0.00	41.56
052-053-53880		REPAIR & MAINTENANC		FLAP DISC		41.56
15406-6227	Invoice	05/30/2019	DIESEL CAN		0.00	13.95
236-000-53920		SERVICE AND SUPPLIES		DIESEL CAN		13.95
15406-6371	Invoice	06/04/2019	OIL		0.00	199.90
002-066-53360		GAS AND OIL		OIL		199.90
15406-6769	Invoice	06/12/2019	TOGGLESWITCH		0.00	6.79
002-066-53880		REPAIR & MAINTENANC		TOGGLESWITCH		6.79
15406-6770	Invoice	06/12/2019	CABIN AIR FILTER		0.00	7.37
002-066-53880		REPAIR & MAINTENANC		CABIN AIR FILTER		7.37
15406-6827	Invoice	06/13/2019	RATCH WRENCH		0.00	9.59
002-066-53880		REPAIR & MAINTENANC		RATCH WRENCH		9.59
207673	IAPE	06/27/2019	Regular		0.00	375.00 203553

Vendor Number | Vendor Name | Payment Date | Payment Type | Discount Amount | Payment Amount | Number
Payable # | Payable Type | Payable Date | Payable Description | Discount Amount | Payable Amount
Account Number | Account Name | Project Account Key | Item Description | Dist Amount

I656163 | Invoice | 06/04/2019 | PROPERTY/EVIDENCE MNGMNT CLASS NE | 0.00 | 375.00
001-012-53940 | TRAVEL AND TRAINING | PROPERTY/EVIDENCE MN | 375.00

001619 | INLAND SUPPLY CO INC | 06/27/2019 | Regular | 0.00 | 56.03 | 203554
2007955-01 | Invoice | 06/03/2019 | NITRILE GLOVES | 0.00 | 23.03
052-057-59260 | JANITORIAL | NITRILE GLOVES | 23.03
2008131 | Invoice | 06/03/2019 | TOILET PAPER | 0.00 | 33.00
052-053-53920 | SERVICE AND SUPPLIES | TOILET PAPER | 33.00

208477 | INTEGRITY PEST MANAGEMENT | 06/27/2019 | Regular | 0.00 | 1,915.00 | 203555
31549 | Invoice | 06/10/2019 | AUSTIN AIRPORT RD - QUARTERLY PEST S | 0.00 | 110.00
020-000-53920 | SERVICE AND SUPPLIES | AUSTIN AIRPORT RD - QUA | 110.00
31570 | Invoice | 06/10/2019 | 2595 HWY 50 - QUARTERLY PEST SERVICE | 0.00 | 85.00
020-000-53920 | SERVICE AND SUPPLIES | 2595 HWY 50 - QUARTERL | 85.00
31572 | Invoice | 06/10/2019 | 124 MAIN ST. - QUARTERLY PEST SERVICE | 0.00 | 75.00
020-000-53920 | SERVICE AND SUPPLIES | 124 MAIN ST. - QUARTERLY | 75.00
31645 | Invoice | 06/11/2019 | 50 STATE ROUTE 305 - QUARTERLY PEST S | 0.00 | 1,645.00
001-009-53919 | SERVICES CONTRACT | 50 STATE ROUTE 305 - QU | 1,645.00

004486 | INTERWEST SUPPLY CO, INC | 06/27/2019 | Regular | 0.00 | 759.74 | 203556
IN0077036 | Invoice | 05/30/2019 | FLAT BARS / CHANNEL IRON | 0.00 | 759.74
002-065-53900 | ROAD & BRIDGE MATER | FLAT BARS / CHANNEL IRO | 759.74

209850 | IT'S MY COMMUNITY STORE | 06/27/2019 | Regular | 0.00 | 138.29 | 203557
26815 | Invoice | 05/20/2019 | FOLDER PROTECTORS / CUPS / FASTENER | 0.00 | 138.29
001-020-53920 | SERVICE AND SUPPLIES | FOLDER PROTECTORS / CU | 138.29

210108 | JNM MATERIALS TESTING | 06/27/2019 | Regular | 0.00 | 11,000.00 | 203558
54 | Invoice | 06/07/2019 | AUSTIN ROAD REHAB FA-34 | 0.00 | 775.00
055-000-54011 | PAVING PROJECTS | AUSTIN ROAD REHAB FA-3 | 775.00
55 | Invoice | 06/07/2019 | WHITE KNIFE PROJECT FA-18 | 0.00 | 1,275.00
055-000-53946 | WATER PROJECT | WHITE KNIFE PROJECT FA- | 1,275.00
56 | Invoice | 06/14/2019 | AUSTIN ROAD REHAB FA-34 | 0.00 | 7,775.00
055-000-54011 | PAVING PROJECTS | AUSTIN ROAD REHAB FA-3 | 7,775.00
57 | Invoice | 06/14/2019 | WHITE KNIFE PROJECT FA-18 | 0.00 | 1,175.00
055-000-53946 | WATER PROJECT | WHITE KNIFE PROJECT FA- | 1,175.00

210029 | JOHNSON CONTROLS SECURITY SOL | 06/27/2019 | Regular | 0.00 | 2,368.42 | 203559
32689555 | Invoice | 06/08/2019 | LC COMM DEV - 7/1/19 - 9/30/19 | 0.00 | 2,368.42
001-009-53919 | SERVICES CONTRACT | LC COMM DEV - 7/1/19 - 9 | 2,368.42

208538 | J-U-B ENGINEERS, INC. | 06/27/2019 | Regular | 0.00 | 2,284.93 | 203560

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Payable #	Payable Type	Payable Date	Payable Description			
Account Number		Account Name	Project Account Key	Item Description	Discount Amount	Payable Amount / Dist Amount
0125242	Invoice	05/28/2019	PRJCT NO: 10-18-022 - BM	GENERAL SERV	0.00	440.23
380-000-53947		FAA BATTLE MTN. GRA		PRJCT NO: 10-18-022 - BM		440.23
0125243	Invoice	05/20/2019	PRJCT NO: 10-18-022 - BM	GENERAL SERV	0.00	1,844.70
380-000-53947		FAA BATTLE MTN. GRA		PRJCT NO: 10-18-022 - BM		1,844.70
208718	JUKEBOX PARTY EXPRESS	06/27/2019	Regular		0.00	2,400.00 203561
Payable #	Payable Type	Payable Date	Payable Description			
Account Number		Account Name	Project Account Key	Item Description	Discount Amount	Payable Amount / Dist Amount
14670	Invoice	05/03/2019	WATER SLIDE / FUNHOUSE /	WATER SLIDE	0.00	2,400.00
052-055-53920		SERVICE AND SUPPLIES		WATER SLIDE / FUNHOUSE		2,400.00
210352	KEDDINGTON & CHRISTENSEN L.L.C.	06/27/2019	Regular		0.00	24,915.00 203562
Payable #	Payable Type	Payable Date	Payable Description			
Account Number		Account Name	Project Account Key	Item Description	Discount Amount	Payable Amount / Dist Amount
3352	Invoice	06/19/2019	AUDIT SERVICES FOR APRIL -	MAY 2019	0.00	24,915.00
001-005-59205		PROFESSIONAL SERVICES		AUDIT SERVICES FOR APRI		24,915.00
001096	KEYSTONE VETERINARY HOSPITAL	06/27/2019	Regular		0.00	75.00 203563
Payable #	Payable Type	Payable Date	Payable Description			
Account Number		Account Name	Project Account Key	Item Description	Discount Amount	Payable Amount / Dist Amount
129492	Invoice	05/12/2019	SPAY/NEUTER VOUCHER VC741684 (TWIS		0.00	75.00
001-014-53905		SPAY PROGRAM		SPAY/NEUTER VOUCHER V		75.00
209742	LANDER HARDWARE LLC	06/27/2019	Regular		0.00	631.63 203564
Payable #	Payable Type	Payable Date	Payable Description			
Account Number		Account Name	Project Account Key	Item Description	Discount Amount	Payable Amount / Dist Amount
640536/145600	Invoice	05/01/2019	SPRING SNAPS		0.00	19.92
052-055-59260		JANITORIAL		SPRING SNAPS		19.92
640559/145600	Invoice	05/02/2019	GLOVES / ROLLER FRAME / ROLLER COVE		0.00	209.37
052-055-59260		JANITORIAL		GLOVES / ROLLER FRAME /		209.37
640571/145600	Invoice	05/02/2019	CANDY / PAINT EDGER / PAINTBRUSH / TA		0.00	50.91
052-055-59260		JANITORIAL		CANDY / PAINT EDGER / PA		50.91
640572/145600	Credit Memo	05/02/2019	ROLLER COVER / PAINTBRUSH / TAPE		0.00	-37.74
052-055-59260		JANITORIAL		ROLLER COVER / PAINTBR		-37.74
640778/145600	Invoice	05/08/2019	PAINTBRUSH / PAINT		0.00	13.17
052-053-59246		BATTLE MTN LIVESTOCK		PAINTBRUSH / PAINT		13.17
641005/145600	Invoice	05/14/2019	TAPE / ACE SPRAY		0.00	45.73
052-055-53920		SERVICE AND SUPPLIES		TAPE / ACE SPRAY		45.73
641008/145600	Invoice	05/14/2019	PAINTBRUSH / PAINT THINNER / WOOD G		0.00	51.73
052-053-59246		BATTLE MTN LIVESTOCK		PAINTBRUSH / PAINT THIN		51.73
641036/145600	Invoice	05/15/2019	PAINTBRUSHES		0.00	14.36
052-053-59246		BATTLE MTN LIVESTOCK		PAINTBRUSHES		14.36
641090/145600	Invoice	05/16/2019	PULL UTILITY		0.00	11.98
052-055-59260		JANITORIAL		PULL UTILITY		11.98
641201/145600	Invoice	05/21/2019	WRENCHES		0.00	41.98
052-055-59260		JANITORIAL		WRENCHES		41.98
641405/145500	Invoice	05/30/2019	ADAPTER / NIPPLE / TUBING		0.00	72.43
052-063-53880		REPAIR & MAINTENANC		ADAPTER / NIPPLE / TUBIN		72.43
641408/145500	Invoice	05/30/2019	CLEANER SANDBELT		0.00	16.98
052-053-53880		REPAIR & MAINTENANC		CLEANER SANDBELT		16.98
641416/145500	Credit Memo	05/30/2019	SANDBELT		0.00	-2.00
052-053-53880		REPAIR & MAINTENANC		SANDBELT		-2.00
641537/145500	Invoice	06/03/2019	PEPPER SPRAY		0.00	31.98
011-058-53920		SERVICE AND SUPPLIES		PEPPER SPRAY		31.98

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
641596/145500	Invoice	06/04/2019	BUILDING SUPPLIES	0.00	0.99	
226-000-53880		REPAIR & MAINTENANC	BUILDING SUPPLIES		0.99	
641692/145500	Invoice	06/06/2019	ADAPTER	0.00	10.36	
001-009-59260		JANITORIAL	ADAPTER		10.36	
641711/145500	Invoice	06/07/2019	AIR FILTER / KEY SET	0.00	29.95	
226-000-53880		REPAIR & MAINTENANC	AIR FILTER / KEY SET		29.95	
641803/145500	Invoice	06/10/2019	TRUFUEL	0.00	15.98	
226-000-53360		GAS AND OIL	TRUFUEL		15.98	
641831/145500	Invoice	06/11/2019	FLAGGING TAPE ORANGE	0.00	9.38	
226-000-53880		REPAIR & MAINTENANC	FLAGGING TAPE ORANGE		9.38	
641880/145500	Invoice	06/12/2019	PLASTIC BUCKET	0.00	4.59	
002-066-53920		SERVICE AND SUPPLIES	PLASTIC BUCKET		4.59	
641917/145500	Invoice	06/13/2019	HOOKS	0.00	2.59	
226-000-53920		SERVICE AND SUPPLIES	HOOKS		2.59	
642099/145500	Invoice	06/18/2019	INSECT KILLER	0.00	16.99	
001-009-59260		JANITORIAL	INSECT KILLER		16.99	

	Void	06/27/2019	Regular	0.00	0.00	203565
208729	LEXIPOL LLC	06/27/2019	Regular	0.00	3,669.00	203566

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
29571	Invoice	06/10/2019	ANNUAL SUBSCRIPTION POLICY MANUAL	0.00	3,669.00
001-012-53560		MAINTENANCE/CONTRA		ANNUAL SUBSCRIPTION P	3,669.00

003055	LEXIS-NEXIS	06/27/2019	Regular	0.00	1,863.00	203567

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
3092049657	Invoice	05/31/2019	FEB - MAY 2019	0.00	1,863.00
001-021-53520		LAW LIBRARY		FEB - MAY 2019	1,863.00

208913	LEXISNEXIS RISK SOLUTIONS	06/27/2019	Regular	0.00	119.41	203568

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
1516826-201905	Invoice	05/31/2019	MAY 2019 1 USER	0.00	119.41
001-024-53920		SERVICE AND SUPPLIES		MAY 2019 1 USER	119.41

000210	LOCKIE & MACFARLAN, INC	06/27/2019	Regular	0.00	460.00	203569

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
6/1/19	Invoice	06/01/2019	ST OF NV V. JOY FOSTER / CASE NO. 19-CR	0.00	460.00
001-023-53220		COURT APPOINTED COU		ST OF NV V. JOY FOSTER /	460.00

209569	LONE WOLF COMMERCIAL APPLIAN	06/27/2019	Regular	0.00	1,052.00	203570

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
4657	Invoice	06/06/2019	SENIOR CENTER OVEN THERMOSTAT	0.00	1,052.00
001-009-53919		SERVICES CONTRACT		SENIOR CENTER OVEN THE	1,052.00

210402	MAGA TRUCKING AND REPAIR, INC.	06/27/2019	Regular	0.00	2,050.00	203571

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
54077	Invoice	06/04/2019	AUSTIN YOUTH CENTER REMOVAL OF BEL	0.00	2,050.00
001-005-59205		PROFESSIONAL SERVICES		AUSTIN YOUTH CENTER RE	2,050.00

000502	MAITE NARVAIZA KOVIS	06/27/2019	Regular	0.00	275.00	203572

Vendor Number | Vendor Name | Payment Date | Payment Type | Discount Amount | Payment Amount | Number
Payable # | Payable Type | Payable Date | Payable Description | Discount Amount | Payable Amount
Account Number | Account Name | Project Account Key | Item Description | Dist Amount

1/21/19 - 4/8/1 Invoice 06/18/2019 INTERPRETER SERVICES 0.00 225.00
001-023-53460 INTERPRETERS INTERPRETER SERVICES 225.00

4/11/19 Invoice 04/11/2019 TRANSLATOR FEES 0.00 50.00
001-020-53460 INTERPRETERS TRANSLATOR FEES 50.00

210403 MAVERIK #453 06/27/2019 Regular 0.00 27.00 203573
Payable # Payable Type Payable Date Payable Description Discount Amount Payable Amount
Account Number Account Name Project Account Key Item Description Dist Amount
6/19/19 Invoice 06/19/2019 REFUND CASE JV-1335 0.00 27.00
001-000-31045 REFUNDS REFUND CASE JV-1335 27.00

002500 MIDWAY MARKET 06/27/2019 Regular 0.00 330.36 203574
Payable # Payable Type Payable Date Payable Description Discount Amount Payable Amount
Account Number Account Name Project Account Key Item Description Dist Amount
ACCT #1053 - MA Invoice 05/31/2019 SENIOR CENTER FOOD 0.00 330.36
009-045-59251 RAW FOOD SENIOR CENTER FOOD 198.21
009-047-59251 RAW FOOD SENIOR CENTER FOOD 132.15

002500 MIDWAY MARKET 06/27/2019 Regular 0.00 228.74 203575
Payable # Payable Type Payable Date Payable Description Discount Amount Payable Amount
Account Number Account Name Project Account Key Item Description Dist Amount
ACCT #1261 - MA Invoice 05/31/2019 CIVIC CENTER / REC CENTER - FOOD & DRI 0.00 228.74
052-055-59260 JANITORIAL CIVIC CENTER - FOOD & D 83.42
052-055-59260 JANITORIAL CIVIC CENTER - FOOD & D 49.73
052-055-59260 JANITORIAL CIVIC CENTER - FOOD & D 12.24
052-057-53920 SERVICE AND SUPPLIES CIVIC CENTER - FOOD & D 53.30
052-057-53920 SERVICE AND SUPPLIES CIVIC CENTER - FOOD & D 17.73
052-057-53920 SERVICE AND SUPPLIES CIVIC CENTER - FOOD & D 12.32

J0 MIDWAY MARKET 06/27/2019 Regular 0.00 35.15 203576
Payable # Payable Type Payable Date Payable Description Discount Amount Payable Amount
Account Number Account Name Project Account Key Item Description Dist Amount
ACCT #1134 - MA Invoice 05/31/2019 KITCHEN 0.00 35.15
001-013-53700 PRISONERS MEALS KITCHEN 35.15

209161 MILLER LAW, INC 06/27/2019 Regular 0.00 150.00 203577
Payable # Payable Type Payable Date Payable Description Discount Amount Payable Amount
Account Number Account Name Project Account Key Item Description Dist Amount
2244 Invoice 02/05/2019 ATTORNEY FEES 0.00 150.00
001-020-53220 COURT APPOINTED COU ATTORNEY FEES 150.00

000604 MILLS PHARMACY 06/27/2019 Regular 0.00 218.89 203578
Payable # Payable Type Payable Date Payable Description Discount Amount Payable Amount
Account Number Account Name Project Account Key Item Description Dist Amount
MAY 2019 Invoice 06/03/2019 INMATE MEDICAL 0.00 218.89
001-013-53720 PRISONERS MEDICAL INMATE MEDICAL 218.89

208227 MUNICIPAL CODE CORP. 06/27/2019 Regular 0.00 275.00 203579
Payable # Payable Type Payable Date Payable Description Discount Amount Payable Amount
Account Number Account Name Project Account Key Item Description Dist Amount
00329310 Invoice 06/03/2019 ADMINISTRATIVE SUPPORT FEE 6/1/19 - 5 0.00 275.00
001-005-59205 PROFESSIONAL SERVICES ADMINISTRATIVE SUPPOR 275.00

209979 NAPA AUTO PARTS 06/27/2019 Regular 0.00 6,965.67 203580
Payable # Payable Type Payable Date Payable Description Discount Amount Payable Amount
Account Number Account Name Project Account Key Item Description Dist Amount
360783/52703 Invoice 05/22/2019 WASHER FLUID 0.00 9.15
052-052-53920 SERVICE AND SUPPLIES WASHER FLUID 9.15

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
360786/52388	Invoice	05/22/2019	GLOVES / BATTERIES	0.00	53.26	
001-017-53920		SERVICE AND SUPPLIES	GLOVES / BATTERIES		53.26	
61064/52703	Invoice	05/28/2019	GLOVES / TUBING	0.00	16.81	
002-066-53920		SERVICE AND SUPPLIES	GLOVES / TUBING		16.81	
361191/52703	Credit Memo	05/30/2019	18 GPM KIT	0.00	-62.94	
002-065-53880		REPAIR & MAINTENANC	18 GPM KIT		-62.94	
361511/52703	Invoice	06/04/2019	PETROLEUM SUPPLIES	0.00	6,128.56	
002-065-53360		GAS AND OIL	OIL / TIRE SEALANT SLIME		6,128.56	
361530/52703	Invoice	06/04/2019	FILTERS	0.00	772.24	
002-065-53880		REPAIR & MAINTENANC	FILTERS		772.24	
362206/52703	Invoice	06/13/2019	AIR DOOR ACTUATOR	0.00	48.59	
001-009-59260		JANITORIAL	AIR DOOR ACTUATOR		48.59	

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
009254	NATIONS MEDICAL	06/27/2019	Regular	0.00	355.55	203581

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
105029	Invoice	06/06/2019	ROADS BUILDING	0.00	115.55
001-005-59373		SAFETY EXPENSES		ROADS BUILDING	115.55
105030	Invoice	06/06/2019	GOLF COURSE	0.00	111.60
001-005-59373		SAFETY EXPENSES		GOLF COURSE	111.60
105032	Invoice	06/06/2019	BREAK ROOM / MECHANICAL ROOM	0.00	128.40
001-005-59373		SAFETY EXPENSES		BREAK ROOM / MECHANIC	128.40

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
208840	NMS LABS	06/27/2019	Regular	0.00	113.00	203582

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
1084374	Invoice	05/31/2019	POSTMORTEM BASIC - HEATHMAN, JOHN	0.00	113.00
001-012-53170		CORONERS EXPENSE		POSTMORTEM BASIC - HEA	113.00

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
30	NORCO, INC.	06/27/2019	Regular	0.00	233.18	203583

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
26491527/ATEM	Invoice	05/15/2019	CARBO - CARBON DIOXIDE	0.00	132.10
052-055-53920		SERVICE AND SUPPLIES		CARBO - CARBON DIOXIDE	132.10
26612250/ATEM	Invoice	05/31/2019	CARBOMISER	0.00	80.00
052-055-53920		SERVICE AND SUPPLIES		CARBOMISER	80.00
26612350/U0891	Invoice	05/31/2019	CYLINDER RENTAL	0.00	21.08
002-066-53880		REPAIR & MAINTENANC		CYLINDER RENTAL	21.08

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
000510	NV DISTRICT ATTORNEYS ASSOCIATI	06/27/2019	Regular	0.00	125.00	203584

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
2019	Invoice	06/07/2019	NVDAA 2019 DUES STATEMENT	0.00	125.00
001-021-53260		DUES AND SUBSCRIPTIO		NVDAA 2019 DUES STATE	125.00

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
002708	NV DIVISION OF PUBLIC & BEHAVIO	06/27/2019	Regular	0.00	3,399.25	203585

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
19-12	Invoice	06/01/2019	JUNE 2019	0.00	3,399.25
003-040-53820		PUBLIC HEALTH NURSE		JUNE 2019	3,399.25

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
002819	O.P.I.	06/27/2019	Regular	0.00	8,888.50	203586

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
AR253250/562	Invoice	05/31/2019	DISTRICT ATTORNEY - SHARP MX-4071V D	0.00	8,888.50
300-068-53920		SERVICE AND SUPPLIES		DISTRICT ATTORNEY	8,888.50

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
006	PERFORMANCE COMPUTING	06/27/2019	Regular	0.00	2,124.87	203587

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
1153330	Invoice	06/15/2019	CIVIC CENTER	0.00	839.88	
052-057-53930		TELEPHONE/FAX		CIVIC CENTER	839.88	
1154005	Invoice	06/15/2019	GOLF COURSE	0.00	60.00	
001-005-59205		PROFESSIONAL SERVICES		GOLF COURSE	60.00	
1154006	Invoice	06/15/2019	REC CENTER	0.00	1,059.99	
052-055-53930		TELEPHONE/FAX		REC CENTER	1,059.99	
1154008	Invoice	06/15/2019	HEALTH NURSE	0.00	165.00	
003-040-53930		TELEPHONE/FAX		HEALTH NURSE	165.00	
207363	PHARMCHEM, INC.	06/27/2019	Regular	0.00	856.50	203588
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
428430	Invoice	05/31/2019	SWEAT PATCH ANALYSIS	0.00	856.50	
284-000-53920		SERVICE AND SUPPLIES		SWEAT PATCH ANALYSIS	856.50	
003156	PITNEY BOWES GLOBAL FINANCIAL	06/27/2019	Regular	0.00	451.56	203589
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
3308893286	Invoice	05/30/2019	ACCT #0012708332 - LEASE	0.00	451.56	
001-003-53676		POSTAGE		ACCT #0012708332 - LEAS	451.56	
209822	POINT S BATTLE MTN TIRE & AUTO	06/27/2019	Regular	0.00	2,453.29	203590
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
1044041	Invoice	04/03/2019	UNIT 20	0.00	124.20	
001-012-53880		REPAIR & MAINTENANC		UNIT 20	124.20	
1049435	Invoice	06/05/2019	RESCUE 1 - IDLER PULLEY	0.00	129.38	
001-018-53880		REPAIR & MAINTENANC		RESCUE 1 - IDLER PULLEY	129.38	
1050091	Invoice	05/13/2019	PUMPER #2 - NOZZLE INJECTOR	0.00	423.10	
001-017-53880		REPAIR & MAINTENANC		PUMPER #2 - NOZZLE INJE	423.10	
1050229	Invoice	05/15/2019	NOZZLE - INJECTOR	0.00	546.00	
001-017-53880		REPAIR & MAINTENANC		NOZZLE - INJECTOR	546.00	
1050681	Invoice	05/31/2019	UNIT 38	0.00	45.05	
001-012-53880		REPAIR & MAINTENANC		UNIT 38	45.05	
1050796	Invoice	06/06/2019	TIRES FOR TRUCK #213	0.00	1,185.56	
002-065-53880		REPAIR & MAINTENANC		TIRES FOR TRUCK #213	1,185.56	
004369	POWERPLAN - OIB	06/27/2019	Regular	0.00	2,874.46	203591
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
11514269	Invoice	06/05/2019	LATCH / LOCK	0.00	137.79	
002-066-53880		REPAIR & MAINTENANC		LATCH / LOCK	137.79	
1645287	Invoice	06/06/2019	DIAGNOSE LEAK AT INJECTOR	0.00	1,336.11	
002-065-53880		REPAIR & MAINTENANC		DIAGNOSE LEAK AT INJECT	1,336.11	
1645303	Invoice	06/04/2019	DIAGNOSE CHARGING SYSTEM	0.00	1,400.56	
002-065-53880		REPAIR & MAINTENANC		DIAGNOSE CHARGING SYS	1,400.56	
209366	PROGRESSIVE PEST MANAGEMENT	06/27/2019	Regular	0.00	245.00	203592
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
3375	Invoice	03/18/2019	WEED CONTROL	0.00	125.00	
001-014-53920		SERVICE AND SUPPLIES		WEED CONTROL	125.00	
3428	Invoice	04/01/2019	PEST CONTROL	0.00	120.00	
001-014-53920		SERVICE AND SUPPLIES		PEST CONTROL	120.00	

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
209879	QUEST MEDIA AND SUPPLIES, INC	06/27/2019	Regular	0.00	135.00	203593

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
36199	Invoice	05/31/2019	REIMOTE VOIP, SEC/MOBILITY, VMWARE	0.00	135.00
001-035-53200		COMPUTER SERVICE		REIMOTE VOIP, SEC/MOBIL	135.00

210383	QUILL CORP	06/27/2019	Regular	0.00	617.88	203594

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
7927702/C29375	Invoice	06/07/2019	PORTFOLIOS	0.00	33.38
286-000-59360		JV ADMIN ASSESSMENT		PORTFOLIOS	33.38
7960926/C29375	Invoice	06/07/2019	BINDERS / CALENDARS / BATTERIES / STA	0.00	55.42
286-000-59360		JV ADMIN ASSESSMENT		BINDERS / CALENDARS / B	55.42
7966940/C29375	Invoice	06/11/2019	HP COLOR LASERJET PRO	0.00	164.99
286-000-59360		JV ADMIN ASSESSMENT		HP COLOR LASERJET PRO	164.99
7994788/C29375	Invoice	06/07/2019	NAME PLATE	0.00	14.10
286-000-59360		JV ADMIN ASSESSMENT		NAME PLATE	14.10
8063625/C29375	Invoice	06/11/2019	HP COLOR LASERJET MFP	0.00	349.99
286-000-59360		JV ADMIN ASSESSMENT		HP COLOR LASERJET MFP	349.99

210277	QUILL CORP	06/27/2019	Regular	0.00	115.38	203595

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
7597115/C57275	Invoice	05/21/2019	BINDERS / CLIPS	0.00	26.45
001-002-53920		SERVICE AND SUPPLIES		BINDERS / CLIPS	26.45
7677105/C57275	Invoice	05/21/2019	BINDERS	0.00	47.96
001-002-53920		SERVICE AND SUPPLIES		BINDERS	47.96
7694010/C57275	Invoice	05/21/2019	NAME PLATES	0.00	23.18
001-002-53920		SERVICE AND SUPPLIES		NAME PLATES	23.18
694060/C57275	Invoice	05/30/2019	BASE SIGN	0.00	17.79
001-002-53920		SERVICE AND SUPPLIES		BASE SIGN	17.79

003201	QUILL CORP	06/27/2019	Regular	0.00	497.93	203596

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
7789689/C18194	Invoice	06/03/2019	CALENDAR / PENS / TONER	0.00	148.97
001-007-53920		SERVICE AND SUPPLIES		CALENDAR / PENS / TONE	148.97
9854907/QL1819	Invoice	08/31/2018	TONER / FILE POCKETS	0.00	348.96
001-007-53920		SERVICE AND SUPPLIES		TONER / FILE POCKETS	348.96

210280	QUILL CORP.	06/27/2019	Regular	0.00	79.98	203597

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
7565966/C10492	Invoice	05/22/2019	COPY PAPER	0.00	79.98
001-021-53920		SERVICE AND SUPPLIES		COPY PAPER	79.98

210278	QUILL CORP.	06/27/2019	Regular	0.00	22.29	203598

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
7728520/C81609	Invoice	05/31/2019	STAMP	0.00	22.29
001-006-53920		SERVICE AND SUPPLIES		STAMP	22.29

210304	QUILL CORP.	06/27/2019	Regular	0.00	813.21	203599

Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount
Account Number		Account Name	Project Account Key	Item Description	Dist Amount
7757871/C82422	Invoice	05/31/2019	FOLDING TABLE / COPY PAPER / COFFEE /	0.00	710.11
052-055-53920		SERVICE AND SUPPLIES		FOLDING TABLE / COPY PA	710.11
7791183/C82422	Invoice	05/31/2019	FILE CABINET	0.00	98.78

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
052-055-53920	SERVICE AND SUPPLIES		FILE CABINET		98.78	
7791397/C82422 Invoice	05/31/2019 PENCILS			0.00	4.32	
052-055-53920	SERVICE AND SUPPLIES		PENCILS		4.32	
210292	QUILL CORP.	06/27/2019	Regular	0.00	332.20	203600
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
7598487/C27923	Invoice	05/20/2019	STAMP	0.00	31.28	
001-012-53920		SERVICE AND SUPPLIES		STAMP	31.28	
7624300/C27923	Invoice	05/24/2019	COPY PAPER / MARKERS	0.00	143.96	
001-012-53920		SERVICE AND SUPPLIES		COPY PAPER / MARKERS	143.96	
7625019/C27923	Invoice	05/24/2019	COPY PAPER	0.00	119.97	
001-012-53920		SERVICE AND SUPPLIES		COPY PAPER	119.97	
7759167/C27923	Invoice	06/03/2019	STAMP	0.00	36.99	
001-012-53920		SERVICE AND SUPPLIES		STAMP	36.99	
210279	QUILL CORP.	06/27/2019	Regular	0.00	77.14	203601
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
7990773/C25649	Invoice	06/11/2019	COFFEE / CUPS	0.00	77.14	
001-010-53920		SERVICE AND SUPPLIES		COFFEE / CUPS	77.14	
209282	RENNER EQUIPMENT CO.INC.	06/27/2019	Regular	0.00	636.08	203602
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
F16025	Invoice	05/15/2019	BLADE / NUTS / BOLT	0.00	636.08	
002-066-53880		REPAIR & MAINTENANC		BLADE / NUTS / BOLT	636.08	
209514	RENO HYDRAULIC & REBUILD	06/27/2019	Regular	0.00	365.30	203603
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
63069-C	Invoice	06/05/2019	REBUILD CYLINDERS FOR SNOW PLOWS	0.00	365.30	
002-065-53880		REPAIR & MAINTENANC		REBUILD CYLINDERS FOR S	365.30	
210043	RHP MECHANICAL SYSTEMS	06/27/2019	Regular	0.00	115.00	203604
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
537592	Invoice	05/31/2019	CLEARED ALARMS	0.00	115.00	
001-009-53919		SERVICES CONTRACT		CLEARED ALARMS	115.00	
002041	RITA ROGERS	06/27/2019	Regular	0.00	754.00	203605
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
6/11/19	Invoice	06/11/2019	REIMBURSEMENT CIVIC CENTER SUPPLIES	0.00	754.00	
052-055-53920		SERVICE AND SUPPLIES		REIMBURSEMENT CIVIC CE	113.94	
052-057-53880		REPAIR & MAINTENANC		REIMBURSEMENT CIVIC CE	159.80	
052-057-53880		REPAIR & MAINTENANC		REIMBURSEMENT CIVIC CE	297.29	
052-057-53880		REPAIR & MAINTENANC		REIMBURSEMENT CIVIC CE	168.00	
052-057-53920		SERVICE AND SUPPLIES		REIMBURSEMENT CIVIC CE	14.97	
210411	ROCK-N-RESCUE	06/27/2019	Regular	0.00	594.00	203606
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
INV194606	Invoice	06/05/2019	TALON FOOT BLACK & ADAPTER	0.00	594.00	
001-012-53641		SEARCH AND RESCUE		TALON FOOT BLACK & ADA	594.00	
000981	RON UNGER	06/27/2019	Regular	0.00	64.00	203607

Vendor Number | Vendor Name | Payment Date | Payment Type | Discount Amount | Payment Amount | Number

Payable # | Payable Type | Payable Date | Payable Description | Discount Amount | Payable Amount

Account Number | Account Name | Project Account Key | Item Description | Dist Amount

7/24/19 | Invoice | 06/21/2019 | NVSCA PER DIEM | 0.00 | 64.00

001-012-53940 | TRAVEL AND TRAINING | NVSCA PER DIEM | 64.00

209028 | RR DONNELLEY | 06/27/2019 | Regular | 0.00 | 267.15 | 203608

766450927 | Invoice | 08/02/2017 | SHIPPING | 0.00 | 267.15

001-003-53920 | SERVICE AND SUPPLIES | SHIPPING | 267.15

207835 | S AND G ELECTRIC MOTOR REPAIR | 06/27/2019 | Regular | 0.00 | 11,233.00 | 203609

RI-2697 | Invoice | 05/31/2019 | PUMP | 0.00 | 11,233.00

236-000-53880 | REPAIR & MAINTENANC | PUMP | 11,233.00

208299 | SALT LAKE WHOLESALE SPORTS | 06/27/2019 | Regular | 0.00 | 389.50 | 203610

54242 | Invoice | 06/14/2019 | P.O.S.T. TRAINING SUPPLIES | 0.00 | 389.50

286-000-59360 | JV ADMIN ASSESSMENT | P.O.S.T. TRAINING SUPPLIE | 389.50

210236 | SHAWN D SCHACHT | 06/27/2019 | Regular | 0.00 | 50.00 | 203611

1906130032 | Invoice | 06/13/2019 | AUSTIN EMS RUN | 0.00 | 50.00

001-016-51032 | VOLUNTEER STIPEND | AUSTIN EMS RUN | 50.00

001066 | SIERRA ELECTRONICS | 06/27/2019 | Regular | 0.00 | 13,974.50 | 203612

AR16433/BM03 | Invoice | 04/30/2019 | PAGERS | 0.00 | 1,724.00

001-017-53920 | SERVICE AND SUPPLIES | PAGERS | 1,724.00

AR17061/LC00 | Invoice | 05/30/2019 | MICROWAVE LINK SYSTEM - FA-02 | 0.00 | 12,250.50

001-012-54010 | NEW FIXED ASSETS | MICROWAVE LINK SYSTEM | 12,250.50

003749 | SILVER STATE INTERNATIONAL | 06/27/2019 | Regular | 0.00 | 1,868.05 | 203613

SP515724 | Invoice | 05/30/2019 | DIFF / CORE | 0.00 | 1,461.49

002-065-53880 | REPAIR & MAINTENANC | DIFF / CORE | 1,461.49

SP515727 | Invoice | 05/30/2019 | GASKET / YOKE | 0.00 | 148.38

002-065-53880 | REPAIR & MAINTENANC | GASKET / YOKE | 148.38

SP515816 | Invoice | 05/30/2019 | VALVES | 0.00 | 258.18

002-065-53880 | REPAIR & MAINTENANC | VALVES | 258.18

000385 | SMITH FAMILY FUNERAL HOME | 06/27/2019 | Regular | 0.00 | 250.00 | 203614

5/17/19 | Invoice | 05/30/2019 | MICAH STEPHENSEN - TRANSPORT | 0.00 | 250.00

001-012-53920 | SERVICE AND SUPPLIES | MICAH STEPHENSEN - TRA | 250.00

209490 | SONOMA FUNERAL HOME | 06/27/2019 | Regular | 0.00 | 700.00 | 203615

S19-057 | Invoice | 06/10/2019 | TRANSFER TO ME RANDY ETCHEVERRY | 0.00 | 700.00

001-012-53170 | CORONERS EXPENSE | TRANSFER TO ME RANDY E | 700.00

094 | SOUTH POINT HOTEL & CASINO | 06/27/2019 | Regular | 0.00 | 175.34 | 203616

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
1780818	Invoice	05/23/2019	ALEX RANGEL	0.00	175.34	
001-012-53940		TRAVEL AND TRAINING		ALEX RANGEL	175.34	
001826	SPB UTILITY SERVICE INC	06/27/2019	Regular	0.00	3,389.70	203617
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
19-260	Invoice	06/04/2019	TECH FEES	0.00	3,389.70	
226-000-53995		TECHNOLOGY FEES		TECH FEES	1,694.85	
236-000-53995		TECHNOLOGY FEES		TECH FEES	1,694.85	
000700	ST OF NEVADA DMV & PUBLIC SAFE	06/27/2019	Regular	0.00	43.25	203618
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
6/18/19	Invoice	06/21/2019	TITLE TRANSFER & REGISTRATION - 2019 I	0.00	36.25	
001-005-53920		SERVICE AND SUPPLIES		TITLE TRANSFER & REGIST	36.25	
6/19/19	Invoice	06/19/2019	REGISTRATION 2017 DODGE RAM 5500 FI	0.00	7.00	
001-005-53920		SERVICE AND SUPPLIES		REGISTRATION 2017 DODG	7.00	
207606	STATE OF NEVADA DPS-RCC	06/27/2019	Regular	0.00	330.75	203619
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
50410	Invoice	06/01/2019	FINGER PRINTS - 880205	0.00	257.25	
001-012-53920		SERVICE AND SUPPLIES		FINGER PRINTS - 880205	257.25	
50411	Invoice	06/01/2019	FINGER PRINTS - 880216	0.00	73.50	
001-035-53150		COUNTY PHYSICALS		FINGER PRINTS - 880216	73.50	
003697	STATEFIRE DC SPECIALTIES	06/27/2019	Regular	0.00	105.00	203620
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
NV0000001942	Invoice	05/14/2019	3 MONTHLY MONITORING OF FIRE ALAR	0.00	105.00	
001-009-53919		SERVICES CONTRACT		3 MONTHLY MONITORING	105.00	
210354	STEPHEN C. MOLLATH	06/27/2019	Regular	0.00	3,755.55	203621
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
7893 / 113.01	Invoice	06/01/2019	TOWN OF AUSTIN STREET RECONFIGURAT	0.00	1,350.00	
001-005-59205		PROFESSIONAL SERVICES		TOWN OF AUSTIN STREET	1,350.00	
7894 / 113.00	Invoice	06/01/2019	BM LEVEE PROJECT / CORPS OF ENGINEE	0.00	2,405.55	
001-005-59205		PROFESSIONAL SERVICES		BM LEVEE PROJECT / CORP	2,405.55	
207717	SUMMIT ENGINEERING CORP.	06/27/2019	Regular	0.00	25,161.09	203622
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
45329	Invoice	06/20/2019	PRJCT: 1-29735 TOWN OF AUSTIN SURVE	0.00	7,733.62	
029-000-54010		NEW FIXED ASSETS		PRJCT: 1-29735 TOWN OF	7,733.62	
45407	Invoice	06/20/2019	PRJCT: 1-30697 BM LEVEE - FA-28	0.00	17,277.47	
055-000-54018		BATTLE MTN FLOOD LE	05500054018	PRJCT: 1-30697 BM LEVEE	17,277.47	
45411	Invoice	06/20/2019	PRJCT: 1-30697 BM LEVEE - FA-28	0.00	150.00	
055-000-54018		BATTLE MTN FLOOD LE	05500054018	PRJCT: 1-30697 BM LEVEE	150.00	
210378	THE CENTER FOR CHANGE, LLC	06/27/2019	Regular	0.00	1,033.91	203623
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
195	Invoice	06/12/2019	THERAPY SESSION - WILLIAMS, HAPPY DO	0.00	134.65	
001-013-53720		PRISONERS MEDICAL		THERAPY SESSION - WILLIA	134.65	
0	Invoice	05/31/2019	MENTAL HEALTH - WILLIAMS, HAPPY	0.00	227.32	

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
001-013-53720	PRISONERS MEDICAL		MENTAL HEALTH - WILLIA		227.32	
209 Invoice	06/17/2019	PSYCH EVAL - WILLIAMS, HAPPY DOS 6/13		0.00	273.50	
001-013-53720	PRISONERS MEDICAL		PSYCH EVAL - WILLIAMS, H		273.50	
CF05082019 Invoice	05/08/2019	WELLNESS/RECOVERY SERVICE		0.00	227.32	
001-020-53570	MENTAL HEALTH CONTR		WELLNESS/RECOVERY SER		227.32	
CF05152019 - 2 Invoice	05/15/2019	CRISIS INTERVENTION - CROSS		0.00	171.12	
001-013-53720	PRISONERS MEDICAL		CRISIS INTERVENTION - CR		171.12	
208911 THE SIDWELL COMPANY	06/27/2019	Regular		0.00	1,500.00	203624
Payable # Payable Type	Payable Date	Payable Description		Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description		Dist Amount	
CT00000789 Invoice	05/31/2019	MAPPING SERVICES		0.00	1,500.00	
300-068-53920	SERVICE AND SUPPLIES		MAPPING SERVICES		1,500.00	
208034 TINA MARIE BISIAUX	06/27/2019	Regular		0.00	210.00	203625
Payable # Payable Type	Payable Date	Payable Description		Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description		Dist Amount	
6/1/19 - 6/16/19 Invoice	06/17/2019	DRUG COURT TESTING		0.00	210.00	
284-000-53920	SERVICE AND SUPPLIES		DRUG COURT TESTING		210.00	
210036 TKO COUNSELING SERVICES	06/27/2019	Regular		0.00	200.00	203626
Payable # Payable Type	Payable Date	Payable Description		Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description		Dist Amount	
171969 Invoice	04/25/2019	EVALUATION		0.00	200.00	
001-020-53570	MENTAL HEALTH CONTR		EVALUATION		200.00	
209799 TYLER TECHNOLOGIES, INC.	06/27/2019	Regular		0.00	2,593.75	203627
Payable # Payable Type	Payable Date	Payable Description		Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description		Dist Amount	
025-261229 Invoice	05/29/2019	DATA CONVERSION RECORDING FA-50		0.00	2,500.00	
029-000-53033	COMPUTER PROGRAMS		DATA CONVERSION RECOR		2,500.00	
025-261644 Invoice	06/05/2019	ACCOUNTS RECEIVABLE FA-50		0.00	93.75	
029-000-53033	COMPUTER PROGRAMS		ACCOUNTS RECEIVABLE F		93.75	
210118 VELOCITY TRUCK CENTERS	06/27/2019	Regular		0.00	136.08	203628
Payable # Payable Type	Payable Date	Payable Description		Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description		Dist Amount	
XA261022821:02 Invoice	05/30/2019	OIL SEAL		0.00	136.08	
002-065-53880	REPAIR & MAINTENANC		OIL SEAL		136.08	
210030 VINCENT KEITH PIAZZA	06/27/2019	Regular		0.00	694.00	203629
Payable # Payable Type	Payable Date	Payable Description		Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description		Dist Amount	
6/10/19 - 6/14/1 Invoice	06/17/2019	REIMBURSEMENT TRAVEL - FIRE TRAININ		0.00	694.00	
001-005-59373	SAFETY EXPENSES		REIMBURSEMENT FUEL		464.00	
001-005-59373	SAFETY EXPENSES		REIMBURSEMENT FOOD		230.00	
004466 WASHOE CO. REGIONAL MEDICAL E	06/27/2019	Regular		0.00	5,287.95	203630
Payable # Payable Type	Payable Date	Payable Description		Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description		Dist Amount	
20392 Invoice	05/24/2019	BROUHARD, DONALD		0.00	199.30	
001-012-53170	CORONERS EXPENSE		BROUHARD, DONALD		199.30	
20399 Invoice	06/10/2019	AUTOPSY - HEATHMAN, JOHN / STEPHENS		0.00	5,088.65	
001-012-53170	CORONERS EXPENSE		AUTOPSY - HEATHMAN, JO		5,088.65	
208202 WESTERN COUNTIES ALLIANCE	06/27/2019	Regular		0.00	2,000.00	203631

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description	Dist Amount	
FY 2020	Invoice	06/19/2019	FY 2020 ASSOCIATION FEES	0.00	2,000.00	
001-005-59205		PROFESSIONAL SERVICES		FY 2020 ASSOCIATION FEE	2,000.00	
004473	WESTERN NEVADA SUPPLY CO.	06/27/2019	Regular	0.00	604.41	203632
17825939	Invoice	04/19/2019	VALVES	0.00	330.90	
052-052-53880		REPAIR & MAINTENANC		VALVES	330.90	
87862285	Invoice	05/15/2019	ADAPTERS	0.00	106.81	
052-052-53880		REPAIR & MAINTENANC		ADAPTERS	106.81	
87883753	Invoice	06/04/2019	ADAPTERS	0.00	166.70	
226-000-53880		REPAIR & MAINTENANC		ADAPTERS	166.70	
208877	WESTERN NV KENWORTH, LLC	06/27/2019	Regular	0.00	1,481.37	203633
WN6168	Invoice	05/31/2019	UNIT 212/FUEL PUMP GASKET/POWER ST	0.00	1,481.37	
002-065-53880		REPAIR & MAINTENANC		UNIT 212/FUEL PUMP GAS	1,481.37	
210323	WINNEMUCCA PUBLISHING CO.	06/27/2019	Regular	0.00	2,068.50	203634
5/31/19 - LCTRE	Invoice	05/31/2019	50-DELINQUENT TAX LIST	0.00	2,068.50	
001-000-31200		PENALTIES & INTEREST		50-DELINQUENT TAX LIST	2,068.50	
001343	WINNEMUCCA PUBLISHING CO., IN(	06/27/2019	Regular	0.00	23.10	203635
/31/19 - LCEXEC	Invoice	05/31/2019	SERVICE CHARGE	0.00	23.10	
001-005-53020		ADVERTISING		SERVICE CHARGE	23.10	
210298	WINNEMUCCA PUBLISHING CO., IN(	06/27/2019	Regular	0.00	246.70	203636
3274/100401	Invoice	06/05/2019	2018-2019 BUDGET	0.00	74.10	
001-007-53020		ADVERTISING		2018-2019 BUDGET	74.10	
3275/100401	Invoice	06/05/2019	ANNUAL FISCAL REPORT	0.00	172.60	
001-007-53020		ADVERTISING		ANNUAL FISCAL REPORT	172.60	
210293	WINNEMUCCA PUBLISHING CO., IN(	06/27/2019	Regular	0.00	379.46	203637
3273/LCOCL	Invoice	06/12/2019	ADVISORY BOARD VACANCY 6/5/19 - 6/1	0.00	379.46	
001-002-53020		ADVERTISING		ADVISORY BOARD VACANC	379.46	
210297	WINNEMUCCA PUBLISHING CO., IN(	06/27/2019	Regular	0.00	137.90	203638
5/31/19 - 500059	Invoice	05/31/2019	50-QUARTERLY REPORT	0.00	137.90	
001-007-53020		ADVERTISING		50-QUARTERLY REPORT	137.90	
002722	ZIMMERMAN VETERINARY SERVICE	06/27/2019	Regular	0.00	350.00	203639
3898	Invoice	06/05/2019	SPAY/NEUTER VOUCHER VC746753 (WALL	0.00	75.00	
001-014-53905		SPAY PROGRAM		SPAY/NEUTER VOUCHER V	75.00	
3899	Invoice	06/05/2019	SPAY/NEUTER VOUCHER VC746751 (OTTO	0.00	75.00	

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
001-014-53905	SPAY PROGRAM		SPAY/NEUTER VOUCHER V		75.00	
4004 Invoice		06/11/2019	SPAY.NEUTER VOUCHER VC746771 (MAVI	0.00	50.00	
001-014-53903	FERAL CAT PROGRAM		SPAY.NEUTER VOUCHER VC		50.00	
4055 Invoice		06/07/2019	SPAY/NEUTER VOUCHER V747028 (BENE)	0.00	75.00	
001-014-53905	SPAY PROGRAM		SPAY/NEUTER VOUCHER V		75.00	
4056 Invoice		06/07/2019	SPAY/NEUTER VOUCHER VC747026 (GUN	0.00	75.00	
001-014-53905	SPAY PROGRAM		SPAY/NEUTER VOUCHER V		75.00	

Bank Code AP POOL OPERATING Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	250	126	0.00	301,599.20
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	0	0	0.00	0.00
	250	**127**	**0.00**	**301,599.20**

Fund Summary

Fund	Name	Period	Amount
999	POOLED CASH FUND	6/2019	301,599.20
			301,599.20

Lander County Commissioners Meeting

Agenda Item Number _1__

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Discussion and possible action to approve/disapprove Resolution 2019-08, the transfer of the Lander County 2019 Private Activity Bond Volume Cap to the Nevada Rural Housing Authority, and all other matters properly related thereto.

Public Comment:

Background: Requesting transfer of unused Private Activity Bonds to Nevada Rural Housing Authority to fund the single family program.

Recommended action:

Agenda Request Form
COMMISSION MEETING DATE June 13, 2019

NAME Sherry Wood for Diane Arvizo REPRESENTING Nevada Rural Housing Authority

ADDRESS 3695 Desatoya Drive, Carson City, Nevada 89701

PHONE(H)_____ (W) 775-283-0176 _____ (FAX)_____

WHICH NUMBER SHOULD WE CALL DURING NORMAL BUSINESS HOURS? 775-283-0176

WHO WILL BE ATTENDING THE MEETING? Diane Arvizo and Katie Coleman

JOB TITLE *Director of Homebuyer Services*

SPECIFIC REQUEST TO BE PLACED ON THE AGENDA:

Private Activity Bond Transfer to Nevada Rural Housing Authority

BACKGROUND INFORMATION:

Requesting transfer of unused Private Activity Bonds to Nevada Rural Housing Authority to fund the single family program.

WHAT ACTION WOULD YOU LIKE THE BOARD TO TAKE TO RESOLVE THIS ISSUE? Unanimous vote in Favor of transfer.

ARE THERE ANY COSTS ASSOCIATED WITH YOUR REQUEST? YES____ NO____

AMOUNT:_____

HAS THIS ISSUE BEEN DISCUSSED AT A PRIOR COMMISSION MEETING? YES____ NO____

WHEN?_____

HAS THIS ISSUE BEEN REVIEWED BY AFFECTED DEPT HEADS? YES____ NO____

ALL BACKUP MATERIAL MUST BE PROVIDED WITH AGENDA REQUEST- NOT AT THE MEETING

IS ALL THE BACKUP MATERIAL ATTACHED TO THIS AGENDA REQUEST? YES____ NO X

You will receive the entire packet in the mail. We are asking for a confirmation of being added to the agenda so I can make travel plans for Diane.

IF THE ITEM IS A CONTRACT AND/OR AGREEMENT, OR REQUIRES LEGAL REVIEW, IT MUST BE REVIEWED BY THE DISTRICT ATTORNEY'S OFFICE PRIOR TO AGENDA SETTING OR IT WILL NOT GO ON THE AGENDA.

HAS THE DISTRICT ATTORNEY'S OFFICE PROVIDED REQUIRED REVIEW? YES____ NO X

THE COMMISSION RESERVES THE RIGHT TO REJECT OR RECOMMEND TABLING ALL AGENDA REQUESTS FOR INSUFFICIENT INFORMATION.

ALL INFORMATION STATED IS CORRECT AND TRUE TO MY KNOWLEDGE.

SIGNATURE:_____ DATE:_____

SAFETY COMMITTEE MEETS THE 2ND & 4TH THURSDAY OF EACH MONTH

GETTING YOU HOME
NEVADA RURAL HOUSING AUTHORITY

May 16, 2019

Mr. Keith Westengard
Executive Director, Lander County
50 State Route 305
Battle Mountain, NV 89820

Dear Mr. Westengard:

I would like to thank you for Lander County's partnership with the Nevada Rural Housing Authority (NRHA). Each year, your county has transferred its unused Private Activity Bond Cap (PABC) to NRHA, resulting in our continued success operating the award-winning, single-family housing program, Home At Last and helping to fulfill NRHA's mission to promote, provide and finance affordable housing opportunities for all rural Nevadans.

What does that mean? It means 8,106 families have achieved their dream of affordable homeownership. It means $26.4 million in homeowner tax savings have been invested back into our Nevada communities. It means Sheila and her two children in 2018 were finally able to move into a home of their very own. Home At Last!

The transfer of PABC does not obligate Lander County in any way. It simply gives us the financing tools to ensure we can successfully offer our homeownership programs – like the mortgage credit certificate (the "MCC"), which, in turn, support your community through single-family housing financing and tax credits to homeowners reinvested in your local economy.

Home At Last provides pathways. From comprehensive homebuyer education to the Trio lease-to-own program launching this year, we know homeownership isn't only about getting approved and moving in. It's about building long-term success. It's about putting down roots and becoming engrained in a community – goals I know we share with you and your leadership.

Please accept this letter as our formal request to schedule this action (or consent) item for your June 27, 2019 County Board of Commissioners meeting. To simplify the transfer, a draft resolution and corresponding transfer certificate is attached. Within 5 days of approval, please email a copy of the signed resolution and transfer certificate to Diane@NVRural.org and mail the original documents to:

Attn: Carrie Foley
Nevada Department of Business & Industry
3300 W. Sahara Ave., Suite 425
Las Vegas, NV 89102

If you have any questions about the transfer, please consult your counsel or NRHA's bond counsel, Ryan Bowen at (312) 845-3277.

With Sincere Gratitude,

William L. Brewer
Executive Director

Enclosures: 3
Attachment 1: 2019 Distribution of PABC
Attachment 2: Resolution
Attachment 3: Transfer Certificate

HOME AT LAST

A Program of Nevada Rural Housing Authority

HomeAtLastNV.org

Home At Last™ in Your Community

The Nevada Rural Housing Authority mission is to promote, provide and finance affordable housing opportunities for all rural Nevadans.

Home At Last™ is an integral part of expanding and ensuring homeownership opportunities in rural Nevada, which is a key component to successful economic development throughout the state. We recognize the tremendous value in working with our local communities – your commitment to helping ensure every citizen has a home they can afford is what makes rural Nevada a great place to live and thrive. It's also a cornerstone for building healthy communities.

Total Home At Last™ Program Performance (Since 2006 Launch)

$1.6 BILLION
in Mortgages Provided

8,106 FAMILIES ASSISTED
with Mortgage Credit Certificates and/or Down Payment Assistance

$26.4 MILLION
in tax savings reinvested into local communities

$46.7 MILLION
in Down Payment Assistance



Lander County Impact

- $2.4 Million in PABC Transfers from Lander County to NRHA
- $16,000 in Federal Tax Savings to Homeowners in Lander County
- $423,577 in Down Payment Assistance to Lander County Homebuyers
- 72 Families Assisted in Lander County

$10.8 Million in Loan Volume

This institution is an equal opportunity provider and employer.

EQUAL HOUSING OPPORTUNITY

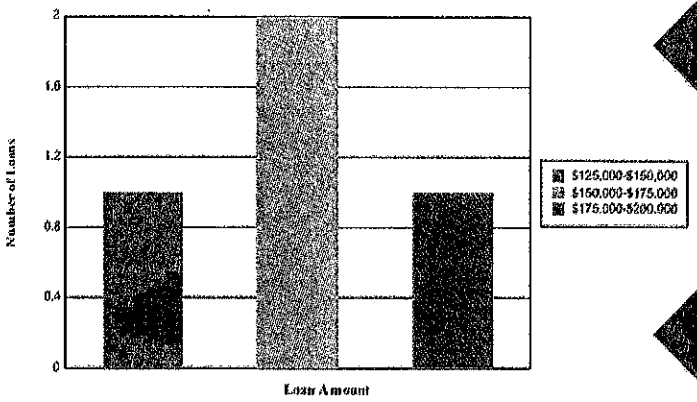
HOME AT LAST NEVADA

A Program of Nevada Rural Housing Authority
HomeAtLastNV.org

Home At Last™ in Lander County

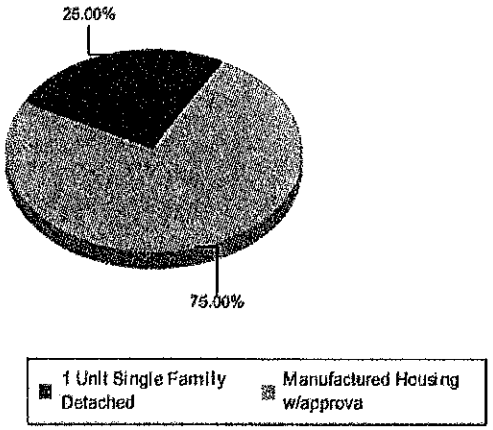
As a national award-winning program, Home At Last™ provides unprecedented access to credit, resulting in doors being opened so that rural Nevadans can afford to own a home of their own. Local government transfer of private activity bond cap supports Nevada Rural Housing Authority's ability to help support your rural community through single-family home financing.

Township	Loan Volume Since 2006	Families Assisted Since 2006
Battle Mountain	$10,545,882	70
Crescent Valley	$118,750	1
Austin	$119,004	1
Total	**$10,783,636**	**72**
Program	**Loan Volume Since 2006**	**Families Assisted Since 2006**
Down Payment Assistance	$10,589,436	71
Mortgage Credit Certificates	$194,200	1
Total	**$10,783,636**	**72**



Average Loan Size in Lander County (2018-2019): $160,830

Average Income in Lander County (2018-2019): $65,310



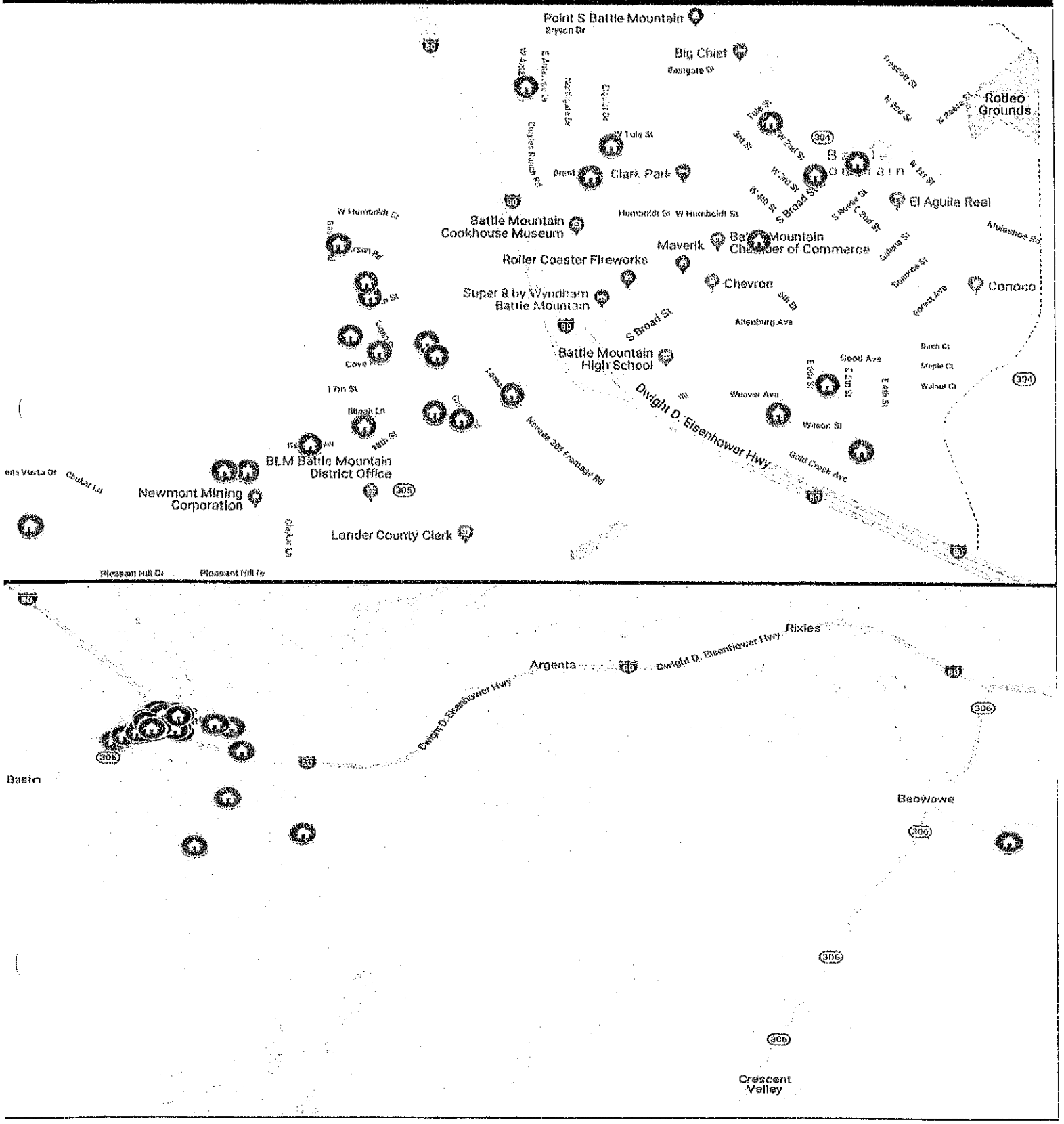
Average Credit Score in Lander County (2018-2019): 676

HOME AT LAST
In Your Home

A Program of
Nevada Rural Housing Authority
HomeAtLastNV.org

Home At Last™ in Lander County 2012 - 2019

As a national award-winning program, Home At Last™ provides unprecedented access to credit, resulting in doors being opened so that rural Nevadans can afford to own a home of their own. Local government transfer of private activity bond cap supports Nevada Rural Housing Authority's ability to help support your rural community through single-family home financing.



RESOLUTION NO. 2019-08

RESOLUTION OF THE BOARD OF COMMISSIONERS OF LANDER COUNTY, NEVADA PROVIDING FOR THE TRANSFER OF THE COUNTY'S 2019 PRIVATE ACTIVITY BOND VOLUME CAP TO THE NEVADA RURAL HOUSING AUTHORITY; AND OTHER MATTERS RELATED THERETO

WHEREAS, pursuant to the provisions of Chapter 348A of the Nevada Revised Statutes (*"NRS"*) and Chapter 348A of the Nevada Administrative Code (*"NAC"*), there has been allocated to Lander County, Nevada (the *"County"*), the amount of $315,997.52 in tax-exempt private activity bond volume cap for year 2019 (the *"2019 Bond Cap"*); and

WHEREAS, the Nevada Rural Housing Authority (the *"NRHA"*), has requested that the County transfer its 2019 Bond Cap to the NRHA for the purpose of providing a means of financing the costs of single family residential housing that will provide decent, safe and sanitary dwellings at affordable prices for persons of low and moderate income (*"Single Family Programs"*); and

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

WHEREAS, Section 348A.180 of the NAC provides a procedure whereby the County may, by resolution, transfer to any other local government located within the same county, all or any portion of its 2019 Bond Cap; and

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

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

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

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

Section 2. Transfer of Private Activity Bond Volume Cap. Pursuant to NAC 348A.180, the County hereby transfers 2019 Bond Cap in the amount of $315,997.52 to the NRHA for its Single Family Programs.

Section 3. Use of 2019 Bond Cap. The NRHA will use the 2019 Bond Cap for single family purposes in calendar year 2019 or carry forward any remaining amount according to the Internal Revenue Code of 1986, as amended, for such purposes.

Section 4. Representative of County. Pursuant to NAC 348A.180(1), the Director of the State of Nevada Department of Business and Industry (the "Director") may contact Keith Westengard, regarding this Resolution at (775) 635-2885 or in writing at 50 State Route 305, Battle Mountain, NV 89820.

Section 5. Additional Action. The Chairman of the Board of Commissioners and the Clerk of the County are hereby authorized and directed to take all actions as necessary to effectuate the transfer of the 2019 Bond Cap, and carry out the duties of the County hereunder, including the execution of all certificates pertaining to the transfer as required by NAC 348A.

Section 6. Direction to the NRHA. The NRHA shall notify the Director in writing as soon as practicable of the occurrence or nonoccurrence of any term or condition that would affect the disposition of the 2019 Bond Cap.

Section 7. Representative of the NRHA. Pursuant to NAC 348A.180(3), the Director may contact Diane Arvizo, Director of Homeownership Programs of the NRHA regarding this Resolution at (775) 886-7900 or in writing at Nevada Rural Housing Authority, 3695 Desatoya Drive, Carson City, Nevada 89701.

Section 8. Obligation of the County. This Resolution is not to be construed as a pledge of the faith and credit of or by the County, or of any agency, instrumentality, or subdivision of the County. Nothing in this Resolution obligates or authorizes the County to issue bonds for any project or to grant approvals for a project or constitutes a representation that such bonds will be issued.

Section 9. Enforceability. If any section, paragraph, clause or provision of this Resolution shall for any reason be held to be invalid or unenforceable, the invalidity or unenforceability of such section, paragraph, clause or provision shall not affect any of the remaining provisions of this Resolution. This Resolution shall go into effect immediately upon its passage.

ADOPTED, SIGNED AND APPROVED this_____day of_____, 2019.

COUNTY OF LANDER, NEVADA

By _____
Keith Westengard, Executive Director

ATTEST:

By_____
Sadie Sullivan, County Clerk

CERTIFICATE OF TRANSFER OF VOLUME CAP

I, Sadie Sullivan, am the duly chosen and qualified County Clerk of the County of Lander, Nevada (the *"County"*) and in the performance of my duties as County Clerk do hereby certify to the Office of Business Finance and Planning in accordance with Section 348A.260 of the Nevada Administrative Code (*"NAC"*), that the 2019 private activity bond volume cap allocated to the County in the amount of $315,997.52 has been transferred as follows:

> $315,997.52 has been transferred pursuant to NAC 348A.180 from the County, a local government, located in the State of Nevada to the Nevada Rural Housing Authority, a local government, located within the County for the purpose of providing a means of financing the costs of single family residential housing that will provide decent, safe and sanitary dwellings at affordable prices for persons of low and moderate income.

This certificate is being filed within five (5) days of the transfer being made in accordance with NAC 348.260.

COUNTY OF LANDER, NEVADA

By_____
Sadie Sullivan, County Clerk

cc: Diane Arvizo, Nevada Rural Housing Authority

Lander County Commissioners Meeting

Agenda Item Number _2_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Discussion and possible action to approve/disapprove or modify the Lease Agreement for the aircraft hangers at the Battle Mountain Airport, and all other matters properly related thereto.

Public Comment:

Background:

Recommended action:

MONTH-TO-MONTH
AIRCRAFT HANGAR LEASE AGREEMENT

This Agreement, made this _____ day of _____, 20____, by and between Lander County, a political subdivision of the State of Nevada, hereinafter referred to as ACounty@, and _____, hereinafter referred to as ALessee@.

WITNESSETH:

1. County, for and in consideration of the rents hereinafter reserved, and of the covenants and agreements herein contained on the part of the Lessee to be kept and performed, leased, and does demise and lease, to the Lessee, located in Lander County, State of Nevada, known and described as follows:

> A section of property to house an aircraft hanger, located within S2NW4, Section 35, Township North, Range 45 East, Parcel 11-240-08, Unit Number _____.

Notwithstanding any other provision of this contract, either party may terminate this agreement, with or without cause, upon thirty (30) days notice to the other party.

2. **Lease Agreement:** This Agreement shall be a month-to-month arrangement (tenancy-at-will) beginning on _____ and end at anytime by the County or Lessee providing at least 30 days= written notice to the other party. Hereinafter known as the ALease Term.

3. **Rent:** Lessee shall pay the County in equal monthly installments of $250.00 (US Dollars) hereinafter known as the ARent@. The Rent will be due on the First (1st) of every month and be paid by sending payment to the County=s mailing address.

4. **Late Fee:** If rent is not paid on the due date, there shall be no fee assessed. A notice to pay or quit shall be submitted to the Lessee for the requested payment.

5. **First (1st) Month=s Rent:** First (1st) month=s rent shall be due by the Lessee upon the execution of this Agreement.

6. **Proration Period:** The Lessee will not move into the Premises before the start of the Lease Term.

7. **Possession:** Lessee has examined the condition of the Premises and by taking possession acknowledges that they have accepted the Premises in good order and in its current condition except as herein otherwise stated. Failure of the County to deliver possession of the

Premises at the start of the Lease Term to the Lessee shall terminate this Agreement at the option of the Lessee. Furthermore, under such failure to deliver possession by the County, and if the Lessee cancels this Agreement, the Security Deposit (if any) shall be returned to the Lessee along with any other pre-paid rent, fees, including if the Lessee paid a fee during the application process before the execution of this Agreement.

8. Lessee and County further covenants and agrees that Lessee may use the building for any use permitted within the site=s zoning. Lessee shall maintain said hangar in good repair. Lessee further covenants that in no event shall Lessee do any act, or omit to do any act, which shall result in any lien, or claim being made, or remaining on record, against the land or against County.

9. Notwithstanding any other term and condition of this Lease, it is expressly understood and agreed that the above mentioned building, and any and all other improvements installed upon the real property shown in Exhibit AA@, shall be and remain personal property of the County, and is considered real property affixed to the land.

10. The Lessee hereby expressly assumes full responsibility for all damages and injury which may result to any person, or to adjoining property, maintenance of said building or buildings, and agrees and covenants to hold County harmless from any such claim or claims made at law or in equity; and to that end, said Lessee agrees to take out, or cause to be taken out, liability insurance to comply with the provisions of the laws of the United States, State of Nevada, or Lander County, during the operation, utilization or alteration of any such building or buildings. County shall be named as an additional insured on the liability insurance policy. The policy shall be in the amount of one million dollars ($1,000,000.00). The policy shall also contain a clause that it may not be cancelled unless County receives ninety (90) days prior written notice of the proposed cancellation.

11. The Lessee further agrees and covenants that he will at his own expense, keep and maintain such building and every building which may thereafter be erected and all appurtenances belonging or appertaining thereto, in good and substantial repair and in a clean and sanitary condition, and will always keep and maintain said demised premises, and every building erected during said term in conformity to and in compliance with all law, ordinances, rules and regulations of Federal, State and County authorities having jurisdiction.

The Lessee agrees and covenants that he will not use, commit, permit or suffer any violation of such laws, ordinances, rules and regulations and will protect, indemnify, and forever save and keep harmless County from and against any penalty, fine, damage, expense or charge imposed, assessed or incurred for any violation or breach of any such laws, ordinances, rules and regulations occasioned by the act, neglect or omission of the Lessee, Lessee=s agent, representative or employee, or by any occupant of the premises.

Lessee will also protect and indemnify and forever save and keep harmless County from and against any loss, cost, damage and expense, including reasonable attorney and counsel fees occasioned by or arising out of any breach or default in the performance and observance of any of the provisions, conditions, covenants and stipulations of this Agreement, or occasioned by or arising out of any accident, wrong, or other occurrence causing or inflicting injury or damage to any person whomsoever, or whatsoever, happening or done in or about or upon premises, or due, directly or indirectly, to the use and occupation of said demised premises or the construction of a building or other improvements thereon by the Lessee.

The Lessee further covenants and agrees that County, or its agents may, at all reasonable times, have free access to said demised premises and through any building, or any part thereof, when accompanied by and in the presence of the Lessee or its Agent, for the purpose of examining or inspecting the conditions thereof or of the exercising any right or power reserved to County under the terms and provisions of this Lease. If Lessee denies access or ignores a reasonable request for access, then the County shall have the right to enter and inspect the property after seventy-two (72) hours written notice.

The Lessee further covenants and agrees that he will not do, or permit to be done, in, to or upon said premises, any act or thing which will invalidate any insurance policy to this agreement. The Lessee will not permit any building or improvement to be put, kept or maintained on said premises in such condition or so occupied that the same will not be insurable.

12. The Lessee further covenants and agrees that Lessee will not assign or sublet this Lease, or any interest therein, without first having obtained and written consent of County.

13. County hereby covenants and agrees that upon the Lessee, paying said rent in the manner contained herein and performing the other covenants, terms and conditions of this Lease may and shall have the right, at all times during the term of this Lease, to quietly and peacefully hold, possess, use, occupy, and enjoy said lease land and premises and all improvements which may from time to time be placed thereon under and by virtue of this Lease.

14. In the event the Lessee, his successors or assigns, default in the payment of the rent when due and such default shall continue for thirty (30) days after notice in writing to either the Lessee, his successors or assigns, or if default other than in the payment of said rent shall occur and said default shall continue for thirty (30) days after the written notice thereof to Lessee, his successors or assigns, then and in either of any such events, County may, at its election, declare the said term ended and either with or without process of law, re-enter, and expel, remove and put out, using such force as may be necessary in doing so, to repossess and enjoy as in its first and former estate, without prejudice to any rights or remedies, whether by stature or common law, which might be used for recovering arrears in rent or for breach of any term, covenant or condition of this Lease. Such entry or repossession, or such expulsion or removal, whether by direct act of said County or through the medium of legal proceedings for that purpose instituted, shall terminate this Lease, but will not release the Lessee from any liability for the

payment of any rent stipulated to be paid by this Lease or the performance or fulfillment of any other conditions or covenants herein contained.

15. If, for any reason other than for County convenience, the airport is closed by County, the Lease shall be terminated and the Lessee.

16. The Lessee further covenants that if County, without any fault on its part, shall be made a party to any litigation commenced by or against said Lessee, then the Lessee shall and will pay all costs and reasonable attorney fees incurred by or imposed upon County by or in connection with such litigation; and the Lessee will pay all costs and reasonable attorney fees which may be incurred or paid by County in enforcing the covenants and agreements of this Lease.

17. It is mutually understood and agreed by and between the parties hereto that the various rights and remedies herein contained and reserved to County shall not be considered as exclusive of any other right or remedy, but same shall be construed as cumulative, and shall be in addition to every other remedy now or hereafter existing at law, in equity or by statute. Additionally, the parties agree that this agreement shall be governed by the laws of the State of Nevada with the venue being in Lander County and that neither arbitration nor mediation shall be required hereunder. However, both parties also agree to sit down and negotiate their differences in good faith and in a spirit of friendly cooperation before resorting to litigation of any portion of this agreement B other than eviction for failure to pay rent B unless time does not admit of delay. In the event that any provision of this Agreement shall be held invalid or otherwise unenforceable, the remaining provisions of this Agreement shall be valid and binding on the parties hereto. Neither the County nor Lessee shall hold the other responsible for damages or delay in performance caused by acts of God, strikes, lockouts, accidents, or other events beyond the control of the other or the other's employees and agents.

18. County and Lessee further covenant and agree that each of the expressions, admissions, agreements, requirements, and obligations of this Lease shall extend to and bind or inure to the benefit of not only the parties hereto, but to each and every one of the heirs executors, administrators, representatives, successors and assigns of County and Lessee; and further, that whenever in this Lease reference to either County or Lessee hereto is made, such reference shall be deemed and construed to include, whenever applicable, also a reference to the heirs, executors, administrators, representatives, successors and assigns of such party the same as if in every case expressed, and all of the stipulations, admissions, agreements, conditions and covenants running with the land.

19. The County Manager for Lander County or other designee shall administer this Agreement for the County and _____ shall administer this Agreement for Lessee. Each authorized representative shall have full power to bind the County or Lessee, respectively, on decisions applying to the administration of this Agreement.

All notices or official correspondence relating to this Agreement shall be made personally or by first class mail, certified, return receipt requested to:

FOR COUNTY:

Lander County
c/o County Manager
50 State Route 305
Battle Mountain, Nevada 89820

FOR LESSEE:

_____
_____
_____

The parties may change the place to which notice is to be delivered by giving written notice hereof to the other party. Notices shall be effective unless otherwise stated herein three (3) days after being deposited in the mail as provided above, or when received if delivered personally.

IN WITNESS WHEREOF, the parties hereto have executed this Lease the day and year first above-written.

LANDER COUNTY
LANDER COUNTY MANAGER

By: _____ Date: _____
Keith Westengard, County Manager

LESSEE:

By: _____ Date: _____

_____
(Print Name)

Lander County Commissioners Meeting

Agenda Item Number _3_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Discussion and possible action to approve/disapprove the following union contracts:

a) General Employees,
b) Lander County Sheriff's Association,
c) Lander County Law Enforcement Employees Association,

and all other matters properly related thereto.

Public Comment:

Background:

Recommended action:

~~THE OPERATING ENGINEERS~~
~~LOCAL UNION NO. 3~~

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~~EFFECTIVE JANUARY 1, 2017~~

~~MEMORANDUM OF UNDERSTANDING~~
~~BETWEEN~~
~~THE COUNTY OF LANDER, NEVADA~~
~~AND~~
~~THE OPERATING ENGINEERS LOCAL UNION NO. 3~~

~~The parties agree that Article 8 of the contract between the County of Lander, Nevada and the Operating Engineers Local Union No. 3 be amended and understood as follows:~~

~~Effective January 1, 2017~~

~~A. All bargaining unit employees shall be entitled to annual leave with pay at the following rates:~~

~~Annual Vacation Earning Rate~~

~~Years of Continuous Service~~	~~Hours Earned~~	~~Accrual Rate~~	~~Maximum Accrual~~
~~Less than one (1) year~~	~~80 hours~~	~~6.67 hrs/month~~	~~240 hours~~
~~One (1) through two (2)~~	~~96 hours~~	~~8 hrs/month~~	~~240 hours~~
~~Three (3) but less than seven (7)~~	~~120 hours~~	~~10 hrs/month~~	~~240 hours~~
~~Seven (7) but less than ten (10)~~	~~144 hours~~	~~12 hrs/month~~	~~240 hours~~
~~Ten (10) or more~~	~~168 hours~~	~~14 hrs/month~~	~~240 hours~~
~~Fifteen (15) or more~~	~~192 hours~~	~~16 hrs/month~~	~~240 hours~~
~~Twenty-five or more~~	~~200 hours~~	~~16.67~~	~~240 hours~~

~~Note: All employees hired prior to January 1, 2017 who have a lower accrual rate shall begin accruing at the new applicable rate on January 1, 2017. All employees hired prior to January 1, 2017 who are currently at a higher accrual rate than the new rates shall maintain their current rate until they reach the next applicable step that meets or exceeds their current rate.~~

~~All other language in Article 8 not addressed in this MOU shall remain in place.~~

~~Dated:~~ _____ _____

~~Sean Balder, Chairman~~ ~~Russell Burns, Business Manager~~
~~Lander County Commission~~ ~~Operating Engineers Local #3~~

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~~Scott Fullerton, Business Agent Operating Engineers Local #3~~

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~~MEMORANDUM OF UNDERSTANDING~~
~~BETWEEN~~
~~THE COUNTY OF LANDER, NEVADA~~
~~AND~~
~~THE OPERATING ENGINEERS LOCAL UNION NO. 3~~

~~The parties agree that Article 8 of the contract between the County of Lander, Nevada and the Operating Engineers Local Union No. 3 be amended and understood as follows:~~

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~~A. All appointed employees of Lander County shall be entitled to sick and disability leave with pay at the following rates for each month of service in the employment of Lander County:~~

~~Less than 10 years ——— 10 Hours per month~~
~~10 years or more ——— 12 Hours per month~~

~~These may be cumulative from year to year, not to exceed 720 hours, subject to the following conditions: An employee is entitled to use sick leave and disability leave only when incapacitated to perform the duties of his/her position due to sickness or injury, when quarantined or when receiving medical or dental service or examination. Sick or disability leave exceeding more than three (3) consecutive days shall require written confirmation by the physician or dentist unless otherwise approved by the Board. In the event of a serious illness in an employee's family requiring his attendance, as verified in writing by the treating physician, an employee may use sick leave not to exceed four (4) consecutive days, provided the family member is within the employee's immediate family. Immediate family consists of spouse, children and parents or other relatives where the employee is appointed legal guardian and residing in the household.~~

~~All other language in Article 11 not addressed in this MOU shall remain in place.~~

~~Dated:~~

_____ _____

~~Sean Bakker, Chairman~~ ~~Russell Burns, Business Manager~~
~~Lander County Commission~~ ~~Operating Engineers Local #3~~

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Scott Fullerton, Business
Agent Operating Engineers
Local #3

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AGREEMENT

THE COUNTY OF LANDER, NEVADA

And

OPERATING ENGINEERS, LOCAL 3

of

THE INTERNATIONAL UNION OF OPERATING ENGINEERS

AFL-CIO

July 1, 20196 to June 30, 20192022

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PREAMBLE

The County is engaged in furnishing essential public services vital to the health, safety and welfare of the population of the County;

Both the County and its employees have a high degree of responsibility to the public in so serving the public without interruption of essential services;

Both parties recognize this mutual responsibility. They have entered into this Agreement as an instrument and means of maintaining the existing harmonious relationship between the County and its employees, and with the intention and desire to foster and promote the responsibility of sound, stable and peaceful labor relations between the County and its employees;

The parties recognize that this Agreement is not intended to modify any of the discretionary authority vested in the County by the statutes of the State of Nevada;

The parties have reached an understanding concerning wages, hours and conditions of employment and have caused the understanding to be set out in the Agreement.

ARTICLE 1: RECOGNITION

Lander County, hereafter called County, recognizes the Operating Engineers Local 3, hereafter called Union, as the exclusive representative of all regular employees employed by Lander County, as certified under the provisions of Nevada Revised Statutes, Chapter 288. The following positions will be excluded from the bargaining unit:

Assistant District Attorney

Directors

Probationary Employees

Seasonal Employees

Part Time Employees (working less than 20 hours per week)

Supervisors

Administrative Assistant

Department Heads

Administrative Assistant to the County Manager

Immediate Assistant to each Department Head/Elected Official

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ARTICLE 2: DEFINITIONS

A. TYPES OF COUNTY EMPLOYMENT

1. Temporary: A temporary employee is ~~one~~ an employee who is hired for a period not to exceed six (6) months. If a temporary employee's status is changed to probationary, his or her probationary period shall be retroactive to the date of employment.

2. Regular Intermittent: A regular intermittent employee is ~~one~~ an employee who is filling a budgeted position. The hours the employee is required to work are at the discretion of his or her department head.

3. Probationary: A probationary employee is ~~one~~ an employee who is hired to fill a budgeted position. Such employees will remain in ~~this~~ probationary status for (6) six months of continuous employment and may be terminated at the discretion of the supervisor. The County may extend an employee's probationary period for up to sixty (60) calendar days ~~with~~ by issuing prior written notification to the employee and the Union prior to the end of the six (6) month probationary period. Such terminations shall not be for the purpose of keeping jobs filled with probationary employees.

4. Regular: Except as conditions above, a regular employee is one who has completed a six (6) month probationary period. The term "employee" as used in this Agreement applies to those persons having a regular appointment to the work force of the County, as listed in Appendix A.

B. TRANSFER

Is defined to mean any movement of an employee from one position to another position in the same class or related class with the same salary grade, or the movement of the employee with his or her position or classification to another location.

ARTICLE 3: NONDISCRIMINATION

The provisions of the Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to race, color, religion, sex, age, physical or visual handicap, national origin, sexual orientation or because of political or personal reasons or affiliations. The Union shall share equally with the County the responsibility for applying this provision of the Agreement.

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ARTICLE 4: MANAGEMENT RIGHTS

The County retains the sole right to manage its affairs and direct its work force within the existing framework of the Nevada Revised Statutes, but not limited to the right to plan, direct and control its operations; to determine the location of its facilities; to determine working hours; to decide the types of services to be provided and the manner of providing them; to decide the work to be performed; to decide the method and place of providing its services; to determine the schedules of work; to hire, layoff, assign, transfer and promote employees; to determine the qualifications of employees including qualifications under the layoff procedure; to determine and re-determine job content; to determine the starting and quitting times; to make such reasonable rules and regulations not in conflict with this Agreement, as it may from time to time deem best for the purpose of mundane order, safety and/or effective operations of its facilities; and to require compliance therewith by employees; to discipline and discharge employees for cause. The County shall have all other rights and prerogatives, including those exercised unilaterally in the past, subject to express restrictions on such rights, if any, as are provided in the Agreement or N.R.S. 288.

ARTICLE 5: DISCHARGE AND DISCIPLINARY ACTION

A. The right to maintain discipline and efficiency of employees is vested exclusively in the County. All disciplinary action or measures taken by the County shall be for just cause and may include the following: oral reprimand, written reprimand, suspension with pay, suspension without pay, involuntary demotion, or discharge. Only the following disciplinary actions may be grieved to step 3(arbitration): suspension without pay exceeding three (3) days, involuntary demotion, or discharge ~~may be grieved to step 3 (arbitration)~~. Grievances do not postpone disciplinary action.

B. The County shall have the right to discharge or discipline any employee for cause, but in determining discipline, the County shall not transfer or reassign any employee for disciplinary purposes.

~~B.~~ The term "cause" shall include, but not be limited to the following: ~~-~~ willfully falsifying or withholding material information on personnel questionnaires, personnel records, employment applications, time cards, or any other records or reports; recording on another employees time card; failure to properly record time; performance of work below required standards; suspension or revocation of a driver's license when possession of a valid driver's license is a condition of employment; failure to ~~perfor n~~ perform assigned duties; negligence in the performance of duties likely to cause or actually causing personal injury or property damage; fighting or attempting injury to another employee; insubordination; dishonesty; theft; destroying or willfully damaging the property of another employee or the County; acceptance of a bribe from citizens, vendors, suppliers or others; misuse of County funds; the use or being under the influence of drugs or alcoholic beverages, on the job, during working hours; carrying or possessing firearms while on the job; excessive tardiness or absenteeism; unsatisfactorily explained absences; unauthorized absence without proper notice; abuse of sick leave; malicious communication with false or defamatory oral or written statements directed against a fellow employee, the County or management or the County Commission; sleeping on the job, or failure to comply with County

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safety rules; loss or suspension of license or certification that are a condition of employment; harassment and sexual harassment of other employees or the general public.

C. As determined by the County, the level of severity of the discipline is dependent on the nature of the act and circumstances. When a complaint against an employee does not warrant discharge, the disciplinary action will be based on the severity of the complaint and take the form of: (1) oral reprimand; (2) written reprimand; (3) suspension with pay; (4) suspension without pay; or (5) involuntary demotion. One or more of the actions 1 through 5 may occur prior to discharge. The County shall notify the Union within ten (10) working days after the issuance of a written reprimand, however, this notification shall not extend the time for filing a grievance.

D. The County shall notify the Union of its intent to suspend an employee. When suspension is contemplated, the last phase of the investigation process shall be a meeting where the employee and the Union Representative are informed of the allegations and given the opportunity to respond. The discipline may be postponed to allow for consideration of evidence the employee produced or further investigation of the employee's response.

E. The County may not discharge employees covered by this contract for cause without first giving the employee and the Union written notice prior to the action being taken.

The written notice shall include the following:

1. A statement that discharge is proposed and the specific charges.
2. Copies of any material or documents upon which the proposed action is based.
3. A statement that the employee has a right to meet with the County to discuss the proposed action.
4. The date, time and location of the pre-termination meeting.

The employee and Union representative shall meet with the County to review the charges and be given an opportunity to state their 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 or further investigation of the employee's response. Failure of the employee to attend these scheduled pre-termination meetings constitutes a waiver of the pre-termination meeting.

~~G~~F. 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 operation, the County may immediately place the employee on Administrative leave with pay upon giving the appropriate notice in Sections D and E.

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~~H~~G. Any record of disciplinary action, excluding oral warnings, ~~in order~~ to remain effective, must be placed in the employee's official personnel file.

~~I~~H. Any record of discipline not previously provided to the employee will not be used as a basis for subsequent progressive discipline.

~~J~~I. Involuntary demotions shall be limited to instances of documented substandard performance during and after completion of the probationary period.

~~K~~J Any time limits contained in this Article may be extended by written mutual agreement of the Employee or Union and the County.

~~L~~K. For the purposes of this Article, "County" includes the County Manager, Elected Official, Department Heads and County Commissioners.

~~M~~L. Probationary employees are not covered by this article.

ARTICLE 6: PROCEDURE FOR FILLING VACANCIES

A. All bargaining unit position vacancy announcements shall contain all necessary information regarding the position and shall first be posted on at least one bulletin board in each County courthouse for at least five (5) working days prior to the deadline for applications contained on the vacancy announcement.

B. The Union Steward, designated by the Union and working in the Battle Mountain Courthouse and in Austin shall receive a copy of the announcement.

C. Employees interested in being considered for the position shall submit an application to the County Clerk.

D. All employee applicants for positions shall be considered in ~~detefinining~~ determining who is best qualified for the position. Factors to be considered in making the selection will include County service, appropriate education, training, experience, past performance and the result of an oral interview, if necessary. All other factors being equal, the length of service and the training received within the County will be the deciding factors, and the result of an oral interview with the Department Head, Elected Official, or selection team if necessary.

E. All employee applicants will be advised of the outcome of their applications. The rejection of an applicant shall not be ~~grievable~~ subject to grievance under the grievance procedure.

F. Intra-departmental promotions shall not be governed by the provision herein as to the announcement of vacancies.

G. All County employees that have been promoted or transferred will serve a thirty (30) calendar ~~(30)~~ day probationary period.

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H. Employees that fail to perform the new job requirements to the satisfaction of the County or as determined by the employee may return to the employee's previously held position within fifteen (15) working days after any promotion or transfer pursuant to this article, otherwise the employee will be placed on a County wide recall list as provided by the seniority article of this agreement. Employees filling such previously held positions by initial probationary appointment, promotion or transfer may be automatically demoted, transferred or terminated at the County's sole discretion if the promoted or transferred employee returns to the previously held position pursuant to this section.

I. If a new hire probationary employee resigns or is terminated within six (6) months of initial hire, the County may use the last of eligible applicants to fill the vacancy prior to reposting the vacancy pursuant to paragraph A.

J. Once a month the County will provide the Union Business Representative with a list of new employees hired by the County into the positions listed in Appendix A.

ARTICLE 7: ACCIDENT LEAVE

When an employee is absent from employment by reason of an accident for which benefits are payable and received under County /Self Insured and the employee so elects, the County of Lander shall pay to such appointed employee, during the period of disability, full sick leave benefits and further, at the election of said appointed employee, full annual leave benefits may be drawn during said continuing period of disability, but shall be drawn only to the extent of the difference between his or her salary and ~~SIFS~~ SIIS/workers compensation benefits. The employee may decline use of any part of said sick and annual leave benefits normally payable to him or her while receiving benefits under the State Industrial Insurance System. During such period of time, any employee electing not to receive sick or annual leave benefits shall be considered to be on leave of absence without pay.

ARTICLE 8: ANNUAL LEAVE

A. All bargaining unit employees shall be entitled to annual leave with pay at the following rates" ~~All bargaining unit employees shall be entitled to annual leave with pay at the following~~

~~rates:~~

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~~Years of Service~~	~~Vacation Accrual~~	~~Maximum~~
~~Accrual~~	~~8~~	~~240 hours~~
~~0 completion of 5 years~~	~~hours/month~~ ~~10~~	~~240 hours~~ ~~240 hours~~

Annual Vacation Earning Rate

Years of Continuous Service	Hours Earned	Accrual Rate	Maximum Accrual
~~Less than one (1) year~~	~~80 hours~~	~~6.67 hrs/month~~	~~240 hours~~
~~One (1) Date of hire through two~~ (2)	~~96 hours~~	~~8 hrs/month~~	~~240 hours~~
Three (3) but less than seven (7)	120 hours	10 hrs/month	240 hours
Seven (7) but less than ten (10)	144 hours	12 hrs/month	240 hours
Ten (10) or more	168 hours	14 hrs/month	240 hours
Fifteen (15) or more	192 hours	16 hrs/month	240 hours
Twenty-five or more	200 hours	16.67 hrs/month	240 hours

*Historical Note:

All employees hired prior to January 1, 2017, who had a lower accrual rate prior to January 1, 2017, began accruing at the new applicable rate as set out herein on January 1, 2017. All employees hired prior to January 1, 2017 who are currently at a higher accrual rate than the new rates shall maintain their current rate until they reach the next applicable step that meets or exceeds their current rate.

Total County service, even though interrupted, will be counted if a person returns to County service within two (2) years of his/her date of separation and has worked three (3) continuous years subsequent to reemployment.

An employee will not be allowed to carry more than 240 hours annual leave at any time. The employee will be required to take any leave amount over the maximum accrual within thirty (30) days. If an employee falls sick during approved annual leave, the time he or she is sick cannot be charged to sick leave without a doctor's certificate and the e

approval of the Board of County Commissioners. Annual leave benefits shall be

considered only to be time off with pay. Payment for time accrued in lieu of annual

leave will be not allowed, except as provided below. Leave year is to be construed the

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same as the calendar year (January 1 through December 31).

B. The Commissioners shall have the authority to grant leaves of absence to any employee without prejudice to status, but no vacation or sick leave credits shall accrue during such leave period.

~~C.~~ Employees shall be entitled to compensation not to exceed a maximum of 240 hours for accrued annual leave upon the termination of employment, such compensation to be equal to the number of accrued hours of annual leave multiplied by the hourly wage of

C. such employee at the time of ~~to However~~the termination of his or her employment, this paragraph shall not apply to employees of the County who have been in the employment of the County for less than six (6) consecutive months.

D. If an employee is nearing maximum accrual, (240 hours) and requests annual leave to avoid losing the overage, and such leave is denied by their supervisor, the supervisor will be required to submit written notification of the denied leave hours to the Board of County Commissioners for payment approval for the requested leave hours. Upon approval by the Board of County Commissioners, such employee shall be paid for the requested leave hours on his or her next paycheck.

~~E.~~ During, the first six (6) months of employment of any employee, annual leave shall accrue, but no annual leave shall be taken during such period.

F. No employee shall be absent from employment on annual leave without first obtaining approval from his or her department head.

G. If the employee has filed a written designation of beneficiary, the final payment of compensation due a deceased employee of any county, city, town, township, district or any other political subdivision of the State of Nevada, is not his or her property or that of his or her estate, but shall be released to the designated beneficiary upon the written request of such beneficiary. If the deceased employee has not filed such a designation with his or her employing public entity, the final payment is part of the employee's personal estate. As used in this section, "final payment" means the net amount due the employee after the deduction of all lawfully withheld sums from the employee's gross compensation.

H. Employees intending to retire shall provide written notice to the Human Resources Director upon submission of paperwork to the Public Employees Retirement System, or at a minimum, sixty (60) calendar days prior to their intended retirement date, whichever is greater.

I. Employees shall not be granted annual or compensatory leave within sixty (60) calendar days of retirement or Resignation/termination.

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~~All appointed employees of Lander County shall be entitled to sick and disability leave with pay at the following rates for each month of service in the employment of Lander County:~~

~~Less than 10 years 10 Hours per month~~

~~10 years or more 12 Hours per month~~

~~1. These may be cumulative from year to year not to exceed 720 hours, subject to the following conditions: An employee is entitled to use sick leave and disability leave only when incapacitated to perform the duties of his/her position due to sickness or injury, when quarantined or when receiving medical or dental service or examination. Sick or disability leave exceeding more than three (3) consecutive days shall require written confirmation by the physician or dentist unless otherwise approved by the Board. In the event of a serious illness in an employee's family requiring his attendance, as verified in writing by the treating physician, an employee may use sick leave not to exceed four (4) consecutive days, provided the family member is within the employee's immediate family. Immediate family consists of spouse, children and parents or other relatives where the employee is appointed legal guardian and residing in the household.~~

ARTICLE 9: BEREAVEMENT LEAVE

A. When a death occurs in the immediate family of an employee, said employee shall be entitled to leave of absence of up to two (2) consecutive workdays with pay. The employee shall be entitled to an additional ~~five~~ eight (8~~5~~) days to be chargeable against sick leave to attend the funeral. Employees absent from work, due to the death of a person not related as immediate family, shall have said day charged against the employee's annual leave.

B. When taking Bereavement Leave, the employee shall notify his/her department head or the designee as soon as possible.

C. Verification may be required by the County in order to receive this benefit.

D. Significant other shall be defined as; a person (not necessarily a spouse) with whom an employee cohabits and shares a long-term sexual relationship (greater than one (1) continuous year). The Executive Director may require documentable proof of cohabitation.

E. Immediate family shall be defined as; an employee's spouse, parents (including step), in-laws, grandparents, grandchildren, children (including step), brothers, sisters, aunts, uncles, nieces, nephews, children's spouse or corresponding relation by affinity, significant other and, if living in the employee's household, includes foster children and foster parents.

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ARTICLE 10: MILITARY LEAVE

In the event that an employee is absent due to being called to duty into the military service of the United States or the State of Nevada, he/she will be allowed time off as required by law.

ARTICLE 11: SICK AND MATERNITY LEAVE

A. All employees of Lander County shall be entitled to sick and disability leave with pay at the following rates for each month of service in the employment of Lander County:

Less than 10 years	10 Hours per month
10 years or more	12 Hours per month

These which may be cumulative from year to year, not to exceed seven hundred and twenty (720) hours, subject to the following conditions: An employee is entitled to use sick leave and disability leave only when incapacitated to perform the duties of his/her position due to sickness or injury, when quarantined or when receiving medical or dental service or examination. Sick or disability leave exceeding more than three (3) consecutive days shall require written confirmation by the physician or dentist unless otherwise approved by the Board. In the event of a serious illness in an employee's family requiring his attendance, as verified in writing by the treating physician, an employee may use sick leave not to exceed four (4) consecutive days, provided the family member is within the employee's immediate family. Immediate family consists of spouse, children and parents or other relatives where the employee is appointed legal guardian and residing in the household.

B.

C.B. County employees that have accrued in excess of seven hundred twenty (720) hours of sick leave shall, in recognition of budget economy through keeping sick leave requests to a minimum, receive an additional twenty-four (24) hours of annual leave for each multiple of forty (40) hours in excess of the seven hundred twenty (720) hours maximum. For example, if an employee has accrued seven hundred sixty (760) hours sick leave, that employee shall receive twenty-four (24) hours additional annual leave or vacation leave. However, his/her allowed maximum for sick leave shall be reduced to seven hundred twenty (720) hours. Hours will automatically convert at seven hundred sixty (760) hours.

D.C. The time off work due to pregnancy of an appointed female employee shall be chargeable against sick leave. All sick leave and annual leave must be used before a leave of absence may be granted by the Board of Commissioners.

D. Accrued sick leave will be deducted from any requested and approved FMLA leave.

E. Nevada Public Employment Retirement System (PERS) options

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Upon Nevada Public Employment Retirement System (PERS) retirement, or written notice of intent to retire from the Nevada PERS retirement, by an employee that has served a minimum of fifteen (15) years ~~of continuous~~ service with Lander County, and has been employed by the County for a minimum of five (5) continuous years before he or she seeks to retire, the employee may apply for one (1) of the below benefit options. Notice of retirement documentation must be provided to the satisfaction of the County, including approval by Nevada PERS prior to the County processing any benefit application.

1. Purchase of Public Employee Retirement System credit;

   The employee may request the County make a payment to Nevada PERS towards their Public Employee Retirement System retirement credit subject to the requirements under Nevada law and Nevada PERS Policy including but not limited to Section 6.11 (as amended) requirements and limitations.

   The employee's Sick Leave hours will be converted at the employee's regular hourly rate for every hour accrued in the employee's Sick Leave bank up to a maximum calculated payment of sixteen thousand eight hundred dollars ($16,800). The County will purchase Nevada PERS service credit for the retiree subject to the requirements of Nevada Law, Nevada PERS Policy and approval of Nevada PERS.

   The employee shall provide a minimum of sixty (60) days written notice prior to retirement in order for the County to process the request and make payment to Nevada PERS on behalf of the retiree. Any disapproval by Nevada PERS eliminates this benefit option.

2. Establishment of Retirement Insurance Fund.

   The employee may request the County establish a retirement, medical insurance fund, held and managed by the County.

   Subject to an approved Nevada PERS retirement, the employee's Sick Leave hours will be converted at the employee's current hourly rate for every hour accrued in the employee's Sick Leave bank up to a maximum calculated credit of sixteen thousand eight hundred dollars ($16,800).

   The purpose of the limited fund is to provide the employee with a limited timeframe of EMPLOYEE ONLY medical coverage or EMPLOYEE ONLY supplemental medical coverage after the employee retires from employment with Lander County. The employee may elect to remain on the County's insurance plan, or seek outside insurance coverage.

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If the employee elects to remain on the County insurance plan, the corresponding payment for such plan shall be deducted from the established fund on a monthly basis.

If the employee elects to obtain outside insurance coverage, the County will reimburse the retiree for the monthly premium. The retiree must submit documentation, to the County's satisfaction, of a paid in full monthly premium prior to reimbursement by the County. The County will not make direct payments outside their selected insurance carrier.

Once the retiree's calculated credit in the fund is expended, the retiree's fund account will be closed and no further payment will be provided. Any funds not expended at the time of the retiree's death or upon the fifteenth (15) year after the employee's retirement from Lander County will revert to the County General Fund. The retiree's account will be closed and the benefit will no longer be available.

3. Leave buyout

The employee may request a leave buyout.

Subject to an approved Nevada PERS retirement, the employee's Sick Leave hours will be converted at the employee's current hourly rate for every hour accrued in the employee's Sick Leave bank up to a maximum calculated credit of five thousand dollars ($5000). The retiree shall receive the leave buyout check within 15 days following their last date worked with Lander County and verification of retirement in the Nevada PERS System. Under any of this option, the employee/retiree remains solely liable for any required taxes or deductions. This option is not subject to the provisions of Section 4.

~~4.~~ 4. Under either option 1 or 2, the employee/retiree remains solely liable for any required taxes or deductions. In the event the employee/retiree or Nevada PERS rescinds the employee's/retiree's retirement and/or the employee/retiree remains employed with Lander County or any other Nevada public employer, or re-enters the Nevada Public Employee Retirement System, for any reason, the employee/retiree must repay any amount the County paid based on this section, and the employee/retiree is no longer eligible for the benefits of this section. Any unused funds revert to the County's General Fund. If Lander County is required to commence litigation to recover said monies, then the employee/retiree agrees that any judgment shall also include reasonable attorney's fees and costs incurred by Lander County.

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ARTICLE 12: UNION BUSINESS LEAVE

A. Three (3) members of the Union Negotiation committee may be granted ~~unpaid or annual leave~~paid union leave from duty for all meetings between the County and the Union for the purpose of negotiating the terms of this contract, when such meetings take place at a time during which such members are scheduled to be on duty. After conclusion of all such meetings, the Union Steward will be required to return to duty within their assigned work schedule. ~~Unpaid or annual leave~~Paid union leave granted under this section includes any required travel time from the employee's assigned work location to the location of the meeting between the Union and County. Not more than one (1) member of the Union negotiation committee shall be from a work location outside of Battle Mountain, Nevada.

B. One (1) Union Steward may be granted ~~unpaid or annual~~paid union leave from duty for all meetings between the County and the Union for the purpose of processing grievances, when such meetings take place at a time during which such members are scheduled to be on duty. No employee shall be required to take leave from a regularly scheduled shift for the purposes of processing a grievance or representing an employee for a disciplinary hearing.

C. Whenever conditions permit, two (2) Union Stewards may be granted ~~unpaid or annual~~paid union leave from duty for any reasonable and just cause as may be determined and granted by the County Commissioners. Approval for such leave by the County Commissioners shall not be unreasonably denied.

D. The Union shall notify the County of the designated business representative, who shall be authorized to meet and confer with County employees and department heads concerning the enforcement of the provisions and terms of this Agreement and other working conditions.

E. Not more than one person from a single department may leave, either for the negotiation meetings or for steward business.

F. Union stewards may be allowed reasonable time to contact their non-employee union representative by phone while on duty regarding requests for representation or grievances which require an immediate response. Such contacts must have prior Department Head or designee approval, which will not be withheld unless the contact will have an adverse impact on the operational requirements of the affected County Department.

G. Employees may take ~~unpaid leave or annual~~paid union leave to attend to Union Business under this article if they choose. No employee shall be required to take annual leave to process a grievances, attend negotiations or other business. All Union business shall be handled outside working hours or during breaks. Employees who are the subject of discipline are not subject to the requirement of using unpaid or annual leave.

H. The County shall allow the posting of Union information in the County Administration Building employee break room and other County break rooms and

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other locations authorized by the Executive Director which authorization will not be unreasonably withheld regarding meetings or events which shall not include any derogatory information.

I. Paid union leave will not be granted, and member time will not be compensated by the County, for time spent related to union business when a member of the negotiation committee is not regularly scheduled to work.

ARTICLE 13: MEETING ROOMS AND BULLETIN BOARDS

A. It is the privilege of the Union to use provided space on the County bulletin boards for the posting of information or notices concerning Union business. In addition the County shall allow the Union to post one meeting notice per County bulletin board. A copy of all material to be posted will be sent to the County Commissioners and/or their representatives when posted.

B. Upon prior approval and subject to availability, the County may provide space for Union meetings.

ARTICLE 14: JURY DUTY/COURT APPEARANCE

A. Any employee requested to appear in any court or before the Grand Jury as a juror or witness in a criminal case or a civil case with purpose of giving testimony for the County, shall receive full compensation as though he or she were actually on the job during the time.

B. The employee shall claim any jury, witness, or other fee, except mileage or meals, to which he or she may be entitled by reason of appearance and pay the fee(s) over to the County Treasurer.

C. Employees appearing in court for the above stated reasons on scheduled days off shall retain the use of compensation as may be authorized for that appearance.

D. The employee shall return to work or remain at work as much as possible.

E. Employees will be given time off to dress and/or clean up prior to appearance as necessary.

ARTICLE 15: EDUCATIONAL COURSES

A. It is the policy of the County that tuition fees for approved job related educational and training courses for County employees may be approved, subject to acceptance by the Board of Commissioners.

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F.B. Any employee attending an approved course at the request of the County shall not lose any wages or benefits.

ARTICLE 16: SALARIES

A. SALARY DURING TERM OF AGREEMENT

a. Salary

~~Increase current starting wage levels in effect June 30, 2016 by 2.0% effective first full pay period following July 1, 2016. See attached Appendix A-1.~~

~~Increase current starting wage levels in effect June 30, 2017 by 2.0% effective first full pay period following July 1, 2017. See attached Appendix A-2.~~

~~Increase current starting wage levels in effect June 30, 2018 by 2.0% effective first full pay period following July 1, 2018. See attached Appendix A-3.~~

a. Salary

- FY 2020 (July 1, 2019 – June 30, 2020) Increase the current wage levels in effect on June 30, 2019 by 2.0%.
- FY 2021 (July 1, 2020 – June 30, 2021) Increase the current wage levels in effect on June 30, 2020 by 2.5%.
- FY 2022 (July 1, 2020 – June 30, 2022) Increase the current wage levels in effect on June 30, 20192021 by 2.0%.

b. Merit Increase for the term of the Contract

- Employees will remain eligible to achieve promotion during the term of the contract.
- Employees who receive a promotion or grade increase during a contract year are ineligible to receive a merit increase in the contract year in which they receive the promotion or grade increase. When the employee receives a promotion or grade increase the employee begins at the entry hourly rate for the promotion or grade increase.
- Employees eligible to receive a merit increase during the term of this contract, may receive a merit increase of up to 2.0% per contract year not exceeding the entry of the next higher grade. The amount of the merit increase will be based on the employee's evaluation as determined by the employee's supervisor. The amount of the merit increase will not be subject to grievance. Any merit increases will be

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issued the first full pay period following January 1st of the the employee's evaluation of the contract year in question.

- Should an employee disagree with his or her evaluation, he or she may request a reconsideration of the evaluation to the employee's supervisory elected official, or his or her designee. The supervisory decision is final and binding, and not subject to grievance. Requests for reconsideration must be issued to the employee's supervisor within five (5) business days of the issuance of the evaluation.

- Merit increases as set out in this provision will sunset at the expiration of this contract and will be of no force or effect after June 30, 2022.

~~The above wage increases will also be applied in the same amounts and on the same effective dates to employees who were not paid on the FY 2016 Starting Hourly Wage scale on or before June 30, 2016 and above FY 2017, FY 2018 and FY 2019 Starting Hourly Wage scales due to past effect of Article 16 (F) and/or (G).~~

~~B.~~ B. SALARY RATE UPON INITIAL APPOINTMENT

1. New employees hired into entry level classifications shall be paid at the entry level on Appendix A for each class assigned.

~~C.~~ C. SALARY RATE UPON LATERAL TRANSFER

Upon transfer to a position in the same pay class, the affected employee shall retain his/her same rate of pay.

~~D.~~ D. The following shall not be considered as breaks in qualifying service for salary adjustment and longevity:

1. Authorized military leave, provided that the person is reinstated within ninety (90) days following honorable discharge from the military service.

2. Authorized educational leave.

3. Time during which employee is receiving compensation for injury or disease arising out of, and in the course of, his or her employment.

4. Authorized leaves of absence due to long term illness may be extended beyond ninety (90) days upon written request of the department head and employee to the Board of Commissioners for approval.

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E. NEW JOB CLASSIFICATIONS

The County shall advise the Union of all new job classifications it intends to implement at least ten (10) days prior to said implementation.

F. SALARY RATE ON PROMOTION

Upon promotion to a higher classification the affected employee's wage shall be calculated as follows;

a. 1. If the employee's pre-promotion wage is lower than the promoted wage, the employee's wage will be increase based on contractual scales.

b. 2. If the employee's pre-promotion wage is higher than the promoted wage, the employee's pre-promotion wage will be increased 5%.

~~G. Any employee hired or promoted after March 31 shall not receive the contractual wage increase effective the immediate following July 1. This provision shall have no further effect for employees hired or promoted on and after July 1, 2016.~~

ARTICLE 17: UNION DUES

A. Employees may authorize payroll deductions for the purpose of paying Union dues. Upon written authorization to the County from the employee, the County agrees to deduct, on a monthly basis from the wages of the employee, the amount of the Union dues.

B. The sums deducted shall be forward to the Union after the deduction has been made.

C. The Union agrees to indemnify, defend and hold the County harmless against any and all claims or suits that may arise out of or by reason or action taken by the County in reliance upon any authorization cards submitted by the Union to the County. The Union agrees to refund to the County any amounts paid to it in error, on account of the payroll deduction provision, upon presentation of proper evidence of error or mistake.

D. The County will stop automatic dues deductions any time employee terminates dues deduction in writing.

E. The Union will certify to the County, in writing, the current rate of membership dues. The County will be notified of any change in the rates of membership dues thirty (30) days prior to the effective date of such change.

~~F.~~ F. Upon ~~telinination~~ termination of any employee, the remaining amount of dues for the time worked will be deducted from the~~his or her~~ final paycheck.

G. The employee's earnings must be regularly sufficient, after other legal and required deductions are made, to cover the amount of appropriate union dues when a member in

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good standing of the Union is in a non-pay status during part of the pay period. In this connection, all other legal and required deductions have priority over union dues.

ARTICLE 18: OVERTIME

A. All hours of work officially approved by a department head in excess of an employee's basic work week is considered overtime. Overtime hours can be compensated for in one of two ways at the supervisor's discretion:

1. Compensatory time off ("CTO") figured at one and one-half (1 ½) times the overtime worked; or

2. Overtime pay will be calculated at one and one-half (1 ½) times the employee's base pay.

B. Overtime is subject to the following conditions:

In general, overtime is allowable only in conditions of documental emergency; the period of overtime was necessary and proper and had been properly authorized, in writing, by the appropriate authority. The employee's workweek has been so scheduled to support peak workloads in order to keep requirements for overtime to a minimum.

C. No overtime shall accrue until a minimum of forty (40) hours are actually worked within

one basic workweek, seven consecutive twenty-four (24) hour periods beginning 12:00 a.m. Monday through 11:59 p.m. on the following Sunday.

The County may engage in alternative work schedules / alternative work weeks (four ten-hour shifts for example). Where the County wishes to institute an alternative work week schedule, the County will provide written notice to impacted employees and the Union at least fourteen (14) days prior to the start of the alternative schedule and will discuss the schedule with employees prior to implementation.

D. Employees who are not required by the nature of their job to work holidays will be paid

overtime for hours worked on holidays when properly authorized and approved, in writing, by the department head.

E. Overtime and compensatory time shall be recorded on time and attendance sheets. The

sheet shall be submitted to the Finance Department. All claims for payment of overtime shall be approved by the department head and shall be paid on the next regularly scheduled paycheck. Compensatory time shall not be allowed to accrue beyond forty (40) hours.

F. Hours worked for the purposes of computing overtime shall not include vacation, ~~C.T.~~

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CTO0., sick leave or other paid/unpaid time off but shall include unworked holidays listed in Article 23.

G. Compensatory time off (CeTO) earned must be taken within the next calendar month after calendar month earned. If, for whatever reason, the employee does not take their compensatory time as required, the County shall automatically compensate the employee in the form of straight pay at the next regular payroll for each quarter hour of leave and the number of hours paid shall be deducted from the employee's leave bank.

H. The County has implemented 9/80 work schedule allowed by the Fair Labor Standards Act as an alternative work schedule to the workweek defined in paragraph C. The work period begins at 12:00 p.m. on Friday and ends at 11:59 a.m. on the following Friday. Overtime is paid for any hours actually worked over 40 hours during the above work period. The Union agrees that use of the 9/80 work schedule on and before June 30, 2011 is not a violation of the prior labor agreement(s).

ARTICLE 19: CALL BACK

Any unscheduled work required of an employee for which such employee is required by his/her department head or said department head's designee to return to his or her place of employment shall be considered overtime and to be at least two (2) hours in duration for the purpose of compensation not to exceed seven (2) hour increments within a 24 hour period.

ARTICLE 20: STANDBY PAY

A. Standby is defined as time in which an employee is required by the County to remain available within thirty (30) minutes or less, at the employee's residence to respond to any calls received. An employee may not consume alcoholic beverages while on standby status. An employee placed on standby status shall be compensated at the rate of Three Dollars ($3.00) per hour for all time an employee is placed on standby at the employee's residence or within Battle Mountain or Austin residential limits. Standby shall not apply when the employee is required to carry a beeper/radio/electronic pager furnished by the County where movement within Lander County is not restricted. Standby will end when callback begins.

B. In order to insure equity, standby opportunities shall be rotated among those employees qualified to perform the work.

ARTICLE 21: WORKING OUT OF CLASSIFICATION

Those employees who are ordered to fill a higher classification, due to the absence or incapacitation of the incumbent of the higher classified position, shall be entitled to an increase

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of 2% of the employee's current hourly rate for the actual time acting in such higher classified position.

ARTICLE 22: SENIORITY

A. Seniority is defined as the length of continuous paid employment with the County. Seniority shall be retained, but shall not accrue, during the period of any leave without pay. This section shall refer to regular employees as heretofore defined.

B. Seniority by department and qualifications shall be a principal consideration in cases of layoffs, demotions and recalls. The County shall give written notice fifteen (15) days prior to an employee's layoff or demotion. A County-wide reemployment list shall be established for employees affected by layoffs and/or demotions. Such a list shall take priority over departmental and other reemployment or employment lists in the event of rehiring. If the employee refuses an offer of reemployment in the same classification, wage and hours, the employee shall be removed from the list. A regular full-time employee that has been offered a part-time position may refuse that offer and remain on the recall list. Employees laid off due to lack of work, lack of funds or reorganization may only bump, i.e. replace, less senior bargaining employees in their department for bargaining unit position(s) for which the laid off employee is qualified. Determination of whether the laid off employee is 'qualified' is made at the sole discretion of the affected Department Head. The County reserves the right at the time it notices the layoff to designate critical or key bargaining unit positions which are not subject to this bumping procedure.

C. On reemployment from a layoff list, if returned within one (1) year, the employee shall be reinstated to the classification, wage and hours held at the time of layoff or demotion. If conditions have so changed that it is not possible to reinstate the employee in the same classification, the employee shall be reinstated in the classification, wages, and hours that is most nearly comparable to the employee's original classification and wage as is possible under the circumstances.

D. Upon reemployment, the salary shall be set pursuant to the Salaries Article of this Agreement.

E. If a recalled employee is incapable of completing his reemployment from layoff probationary period, the County may extend said employee's probationary period or return said employee to layoff with recall rights status.

F. Seniority shall be retained and continue to accrue during the period of any leave without pay approved by the Department Head and/or County Commissioners exclusive of any layoff pursuant to this article.

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ARTICLE 23: HOLIDAYS

A. The County and the Union agree that, for the purposes of this Article, holidays are to be recognized as follows:

- January 1 (New Year's Day)
- Third Monday in January (Martin Luther King's Birthday)
- Third Monday in February (President's Day)
- Last Monday in May (Memorial Day)
- July 4th (Independence Day)
- First Monday in September (Labor Day)
- Last Friday in October (Nevada Day)
- November 11 (Veteran's Day)
- Fourth Thursday in November (Thanksgiving)
- The day after Thanksgiving (Family Day)
- December 25, (Christmas Day)

Any other day declared a legal holiday or day of mourning by the President of the United States, Governor of the State of Nevada or the Lander County Commissioners.

B. If January 1, July 4, November 11 or December 25 fall upon a:

1. Sunday, the Monday following must be observed.
2. Saturday, the Friday preceding must be observed.

C. All employees who, by nature of their job, are either required, directed or scheduled by their department heads to work on holidays, in addition to holiday pay, shall be compensated at the time and one half rate of pay for all hours performed on such days.

D. Employees not scheduled or required to work on a holiday will be compensated for said holiday by the County as outlined in section F.

E. In order to be eligible for holiday pay, an employee must be in a paid status both the scheduled work day before and the scheduled work day after the holiday.

F. Employees not assigned to work the holiday will receive compensation based on a ten (10) hour day if the holiday falls on a day during which the employee is assigned to work a ten (10) hour shift.

G. For purposes of this Article, "holiday pay" shall be defined as an increment of pay equal

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to the hours of the employee's regularly assigned shift at an employee's regular, straight time hourly rate.

ARTICLE 24: HEALTH AND WELFARE

1A. Employees hired prior to July 1, 2006:

Effective July 1, 2007 the County and Association agree that County contributions to the Health and Welfare Insurance Plan for full time employees hired to work 35 or more hours per week will be paid at 100% of employee only premium amount for medical plan chosen by employee and 50% of eligible dependent coverage in same plan. Full time employees are required to pay the excess monthly premium biweekly via automatic payroll deduction.

2B. Employees hired after July 1, 2006:

Effective July 1, 2007 the County and Association agree that County contributions to the Health and Welfare Insurance Plan for full time employees hired to work 35 or more hours per week will be paid at 100% of employee only premium amount for medical plan chosen by employee. Dependent coverage will be paid at 100% by employee. Full time employees are required to pay the excess monthly premium biweekly via automatic payroll deduction.

3C. FY 2020 – FY 2022 Insurance Benefit

Effective July 1, 2019, and continuing through the term of this Agreement, the County and Association agree that County contributions to the Medical Insurance Plan for full time employees hired to work 35 or more hours per week will be paid at 100% of employee only premium amount for medical plan chosen by employee. An employee who is eligible to purchase dependent coverage and elects to participate in dependent coverage will be required to pay the first one hundred and twenty dollars ($120.00) of the dependent coverage monthly premium. This payment will be made on a biweekly basis via automatic payroll deduction. For employee's participating in dependent coverage, the County will contribute the remaining premium amount for eligible dependents on a monthly basis.

4D. Article 24(3) shall be effective July 1, 2019 and shall expire on June 30, 2022.

5E. Part Time Employees

Part time employees working 20-35 hours per week will have monthly insurance premiums paid at 75%.

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September 7, 2000 agreement regarding 30-hour employees: Amend September 7, 2000 Agreement to add Gail Utter. All other requirements of September 7, 2000 Agreement remains in full force and effect.

~~A.~~ E. An employee on unpaid leave of absence may continue to carry County health insurance by making the full premium payments by the first day of each month.

~~B.~~ G. The County and the Union agree that the County will continue to pay the premium cost of the employee's life insurance policy, as outlined in Section A above, such policy providing an amount of $20,000 life and $20,000 accidental death.

~~C.~~ H. In the event it becomes necessary for the County to obtain a different provider for insurance, it shall attempt to maintain the present level of coverage.

ARTICLE 25: RETIREMENT

A. Subject to statutory requirement, the employer agrees to continue making the total employee contributions to the Nevada State Retirement System on behalf of its employees. Increases in PERS contribution rates during the term of this Agreement will be paid in accordance with the requirements of NRS 286.421.

ARTICLE 26: PERSONNEL FILE

A. Each employee shall have the right, upon written request and at any time, to review the material in his or her own personnel file. Under no circumstances may personnel files be removed or taken from the County premises.

B. A representative chosen by the employee may, at the employee's request, accompany the employee in this review.

~~C.~~ Personnel materials shall be released for the purpose of processing grievances and for County legal documentation and otherwise when written consent is given by the employee or by court order.

C.

D. Derogatory material in the file shall be signed by the employee, the source of material identified and dated. The signing by an employee of derogatory material only verifies the individual has read the material and is not an admission of guilt. Any employee may rebut any derogatory material placed in his/her file.

E. An employee will, on written request to the County, receive copies of all material in his/her personnel file at the prevailing rate charged for copying.

F. Commendations shall be placed into the personnel file and a copy presented to the employee.

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G. Copies of written reprimands shall be removed from the employee's personnel file and shall be returned to the employee at the end of 2 years following the date of the written reprimand if the intervening service has been satisfactory as determined by the employee's annual performance evaluation.

H An employee who has received discipline involving suspension of 2 days or less may request in writing to the County Administrator after 24 months verification that the issue has been corrected or that no other violations of similar nature have occurred. The response shall be attached to the violation.

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ARTICLE 27: GRIEVANCE PROCEDURE

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A. DEFINITION

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A grievance shall be defined as a dispute or disagreement between an employee, a group of employees, or the Union and the County which involves the interpretation or application of any provision of the Agreement.

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The term "days" when used in the Article shall, except where otherwise indicated, mean working days rather than calendar days.

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Both parties agree that these proceedings shall be kept confidential.

All hearings held by the arbitrator shall be closed sessions and no news releases shall be released during sessions without mutual written consent.

B. TIME LIMITS

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The parties agree that the time limitations defined in this Article of the Agreement shall be adhered to. A violation of prescribed time limitation of this Article of the Agreement by the Union will mean the grievance is forfeited by the Union. A violation of prescribed time limitation of this Article of the Agreement by the County shall cause that, in the event of arbitration, the arbitrator will be directed to consider such failure and apply the appropriate weight in rendering a decision. The parties to this Agreement may grant an extension to the requesting party, if said extension request is in written form and approved by the party receiving said request. A request for extension shall include the length of extension being requested.

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C. PROCEDURES FOR FILING

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All grievances will be processed in the following manner:

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~~STEP 1~~ Within ten (10) working days of the event giving rise to a grievance or knowledge thereof, the grieved employee will present the grievance to his/her department head or designee for review in writing on the grievance form (Appendix B).

The grieved employee may request representation by a steward, business representative or Union representative at this hearing. The department head shall make a reasonable effort to review the grievance and, within five (5) working days of hearing said grievance, render a written decision on the grievance.

~~STEP 2~~ Should the grievant be dissatisfied with the Step 1 formal response of the department head, the grievance shall be forwarded, in writing, within ten (10) working days of the Step 1 response to the County Commissioners or their designated representative, by the grieved employee or the Union's designated representative. Grievance hearings shall be conducted in closed session pursuant to NRS 288.220 (contractual disputes) or 241 (personnel matters) depending on the subject matter of the grievance. The County Commissioners or their designated representative shall respond, in writing, to the grievance within fifteen (15) working days of the date said County representative received the grievance. For the purpose of this Step of the grievance procedure, the County will keep the Union notified, in writing, of its designated representative.

STEP 3 The Union may request arbitration of an unresolved grievance. The Union shall notify the County, in writing, of such intent within ten (10) working days of receipt of the Step 2 written response. The parties shall attempt to reach an agreement on an arbitrator. In the event the parties fail to reach an agreement, the parties or Union shall request from the Federal Mediation and Conciliation Services a list of seven (7) arbitrators or, if both parties agree, the Union may request streamlined arbitration from the Nevada Arbitration Association or the American Arbitration Association. Upon receipt of said list, the parties shall alternately strike names until one name remains to serve as arbitrator. The Union shall strike the first name from the list.

D. ARBITRATORS AUTHORITY

The decision of the Arbitrator shall be final and binding. The Arbitrator shall not add to, subtract from, or modify any of the ~~terms~~ terms of this Agreement or any supplementary Agreement. The award of the Arbitrator shall be based exclusively on the evidence presented at the hearing.

E. EXPENSES

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The fees of the Arbitrator shall be borne equally by the parties. Should either party request the services of a court reporter, that party shall be responsible for all associated costs and shall provide a copy of said transcript to the other party. Each party shall be responsible for its own legal, witness and/or preparation fees. The Arbitrator shall not order a court reporter.

F. COMPLIANCE

The parties agree to respond to the Arbitrator's decision within five (5) working days of receipt of said decision. The Arbitrator shall endeavor to render a discharge-related decision within fourteen (14) calendar days of the hearing, all other decisions within thirty (30) calendar days.

G. EXCLUSIVE REMEDY

The sole remedy available for any alleged breach of this contract or an alleged violation of rights hereunder granted shall be pursuant to the foregoing grievance procedure prior to taking any other action.

ARTICLE 28: STRIKES

A. The Union agrees that there shall be no strikes against the County under any circumstances and that all County employees shall continue to work under all circumstances.

B. For the purpose of this Agreement, the meaning of the word "strike" shall include, but not be limited to, any concerted stoppage of work, slowdown, and interruption of the operations of the County by the Union and/or its members.

ARTICLE 29: ASSIGNMENTS REQUIRING MOTOR VEHICLES

A. Whenever it is necessary for an employee to use a motor vehicle in the performance of assigned duties, such vehicle shall be furnished or employee shall be compensated for the use of said employee's personal vehicle at the standard mileage reimbursement rate for which a deduction is allowed for the purposes of Federal income tax that is in effect at the time of the use of the employee's personal vehicle [NRS 281.160 (3)].

B. Except where previously approved by the Executive Director or affected Elected Official in writing, County vehicles may only be used, driven or otherwise operated by authorized and properly licensed County employees.

ARTICLE 30: HEALTH AND SAFETY

A. It is the intent of the County to be in compliance with federal, state, and local health and safety statutes.

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B. The County agrees to act as soon as possible in order to alleviate any health and safety problems.

C. The County will designate all County buildings and passenger cars as nonsmoking.

G. ARTICLE 31: SAVINGS CLAUSE

A. In the event that any provision of this Agreement is rendered invalid by any court of competent jurisdiction, such action shall not invalidate the entire Agreement. It is the express intention of the County and the Union that all other provisions not rendered invalid shall remain in full force and effect, and that the parties shall enter into negotiations to bring the invalid section or sections into compliance.

B. This Article does not preclude informal discussion between the parties or any matter which is not subject to negotiation or contract. Any such informal discussion is exempt from formal requirements of notice or time schedule.

ARTICLE 32: WARRANT OF AUTHORITY

The County and the Union hereby warrant and guarantee that they have the authority to act for, bind, and bargain on behalf of each entity which they represent during the term of this Agreement.

ARTICLE 33: EFFECTIVE DATE AND DURATION

A. This Agreement shall be in full force and effect from July 1, ~~2016~~-2019 to June 30, ~~2019~~2022.

~~B.~~ The County may reopen this agreement during its term to address a "fiscal emergency" in accordance with the requirements of NRS 288.150(4).

ARTICLE 34: DRUG & ALCOHOL TESTING POLICY

Automatic reopener during term of Agreement if County adopts new County wide drug and alcohol testing policy other than the policy in effect as of March 2014, to negotiate over impacts and effects of disciplinary procedures contained in said policy.

IN WITNESS WHEREOF, the County and the Association have caused these presents to be duly executed by their authorized representatives this ___ day of _____, 201~~8~~9.

LANDER COUNTY

OPERATING ENGINEERS, LOCAL 3 of

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BOARD OF COMMISSIONERS

the International Union of Operating Engineers - AFL-CIO

Sean Bakker, Chair

Russell Burns, Business Manager

Doug Mills, Vice Chair

James K. Sullivan, Recording-Corresponding Secretary

Art Clark, Commissioner

Rick Davis, Director, Public Employees Division

Steve Steinmetz, Commissioner

Scott Fullerton, Business Representative

Patsy Waits, Commissioner

LANDER COUNTY

Don Prince, Negotiating Team Member

Lorie Calkins, Negotiating Team Member

Marla Sam, Negotiating Team Member

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LANDER COUNTY BOARD OF COMMISSIONERS

Patsy Watts, Commissioner

Sean Bakker, Commissioner

Art Clark III, Commissioner

Doug Mills, Chair

Judie Allan, Commissioner

OPERATING ENGINEERS, LOCAL 3 of the International Union of Operating Engineers AFL-CIO

ENGINEERS - AFL-CIO

Russ Burns, Business Manager

Jim Sullivan, Recording Corresponding Secretary

Tim Neer, Director, Public Employees Division

Phillip Herring, Business Representative

LANDER COUNTY

Marla Sam, Negotiating Team Member

John Mauldin, Negotiating Team Member

John Prince, Negotiating Team Member

APPENDIX AI

~~EFFECTIVE FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2016~~

LIST OF JOB CLASSIFICATIONS

~~The parties agree to the addition of the following classifications to the Agreement in Appendix A, the base salaries for these positions will be included later, once the revised hourly wage rates are applied in this Appendix:~~

~~1. Lifeguard;~~
~~2. Civil Secretary II;~~
~~3. Senior Deputy Recorder, DMV;~~
~~4. Receptionist;~~
~~5. Mechanic II;~~
~~6. EMS Coordinator;~~
~~7. Planning Coordinator;~~
~~8. Administrative Assistant to Public Works;~~
~~9. Senior Janitor;~~
~~10. Janitor, Maintenance.~~

POSITION	GRADE
Accounting Specialist 1	20
Accounting Specialist 2	22
Accounting Specialist 3	23
Accounting Specialist 4	24

POSITION	GRADE
Admin Asst. to PW 1	20
Admin Asst. to PW 2	21
Admin Asst. to PW 3	22
Admin Asst. to PW 4	24

POSITION	GRADE
Appraiser Tech	17
Appraiser Trainee	20
Appraiser 1	22
Appraiser 2	24
Appraiser 3	25
Appraiser 4	26

POSITION	GRADE
Assistant Site Director 1	17

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Assistant Site Director 2	18
Assistant Site Director 3	19
Assistant Site Director 4	20

POSITION	GRADE
Assistant Cook 1	16
Head Cook 1	17
Head Cook 2	18
Head Cook 3	19

POSITION	GRADE
Civil Secretary 1	20
Civil Secretary 2	22
Civil Secretary 3	24
Civil Secretary 4	25

POSITION	GRADE
Deputy Assessor 1	17
Deputy Assessor 2	18
Deputy Assessor 3	20
Senior Deputy Assessor	23
Senior Deputy Assessor 2	24
Senior Deputy Assessor 3	25

POSITION	GRADE
Deputy Recorder 1	20
Deputy Recorder 2	21
Deputy Recorder 3	22
Deputy Recorder 4	24

POSITION	GRADE
Deputy Treasurer 1	17
Deputy Treasurer 2	19

POSITION	GRADE
EMS Coordinator 1	22

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EMS Coordinator 2	23
EMS Coordinator 3	24
EMS Coordinator 4	26

POSITION	GRADE
DMV Clerk 1	20
DMV Clerk 2	21
DMV Clerk 3	22
DMV Clerk 4	23
Senior Deputy Recorder/DMV Clerk	24

POSITION	GRADE
Executive Secretary Trainee	18
Executive Secretary 1	20
Executive Secretary 2	21
Executive Secretary 3	22
Executive Secretary 4	23

POSITION	GRADE
Gatekeeper 1	18
Gatekeeper 2	19
Gatekeeper 3	20

POSITION	GRADE
Greenskeeper 1	18
Greenskeeper 2	19
Greenskeeper 3	20

POSITION	GRADE
Health Program Assistant 1	20
Health Program Assistant 2	22
Health Program Assistant 3	24
Health Program Assistant 4	25

POSITION	GRADE
Janitor 1	15

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Janitor 2	17
Janitor 3	18
Janitor-Senior	19
Janitor Maintenance	21

POSITION	GRADE
Landfill Equip. Operator 1	21
Landfill Equip. Operator 2	22
Landfill Equip. Operator 3 W/CDL	24

POSITION	GRADE
Leadman 1	26
Leadman 2	27
Leadman 3	28

POSITION	GRADE
Legal Secretary 1	20
Legal Secretary 2	22
Legal Secretary 3	24
Legal Secretary 4	26

POSITION	GRADE
Lifeguard 1	17
Lifeguard 2	18
Lifeguard 3	19
Lead Lifeguard	21

POSITION	GRADE
Maintainer 1	22
Maintainer 2	23
Maintainer 3 W/CDL	25

POSITION	GRADE
Mechanic 1	23
Mechanic 2	24
Mechanic 3	25

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POSITION	GRADE
Planning Coordinator 1	21
Planning Coordinator 2	22
Planning Coordinator 3	23
Planning Coordinator 4	24

POSITION	GRADE
Public Works Field Officer 1	21
Public Works Field Officer 2	22
Public Works Field Officer 3	23
Public Works Field Officer 4	24

POSITION	GRADE
Receptionist 1	17
Receptionist 2	18
Receptionist 3	19
Receptionist 4	20

POSITION	GRADE
Receptionist/ARC Instructor 1	18
Receptionist/ARC Instructor 2	19
Receptionist/ARC Instructor 3	20
Receptionist/ARC Instructor 4	21

POSITION	GRADE
Secretary	17

POSITION	GRADE
Van Driver	15

POSITION	GRADE
Water & Sewer Lead 1	25
Water & Sewer Lead 2	26
Water & Sewer Lead 3	27

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Water & Sewer Lead 4	25

POSITION	GRADE
Water and Sewer Tech 1	21
Water and Sewer Tech 2	22
Water and Sewer Tech 3	23
Water and Sewer Tech 4	24

CLASSIFICATIONS	GRADE	STARTING HOURLY WAGE 2016-2017
JANITOR	14	$14.44
VAN DRIVER	15	$15.01
ASSISTANT COOK	16	$15.62
GATEKEEPER	16	$15.62
SECRETARY	16	$15.62
DEPUTY RECORDER	17	$16.26
APPRAISER TECH	17	$16.26
ASST. SITE DIRECTOR	17	$16.26
GREENSKEEPER 1	17	$16.26
HEAD COOK	17	$16.26
EXECUTIVE SECRETARY	18	$16.89
GREENSKEEPER 2	18	$16.89
DEPUTY RECORDER	19	$17.57
GREENSKEEPER 3	19	$17.57
MAINTAINER 1	20	$18.29
LEGAL SECRETARY 1	20	$18.29
APPRAISER TRAINEE	20	$18.29
ACCOUNTING	20	$18.29
EXECUTIVE SECRETARY	20	$18.29
HEALTH PROGRAM	20	$18.29
MECHANIC 1	21	$19.01
EXECUTIVE SECRETARY	21	$19.01
WATER AND SEWER	21	$19.01
DEPUTY RECORDER	22	$19.78
EXECUTIVE SECRETARY	22	$19.78
MAINTAINER 2	22	$19.78
LEGAL SECRETARY 2	22	$19.78
ACCOUNTING	22	$19.78
APPRAISER 1	22	$19.78
WATER AND SEWER	22	$19.78
LANDFILL EQUIP.	22	$19.78
ACCOUNTING	23	$20.54
CIVIL SECRETARY	23	$20.54
DMV CLERK	23	$20.54
SENIOR DEPUTY	23	$20.54
WATER AND SEWER	23	$20.54
MECHANIC 3	24	$21.38
MAINTAINER 3 W/CDL	24	$21.38

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~~APPRAISER 2~~	~~24~~	~~$21.38~~
~~WATER AND SEWER~~	~~24~~	~~$21.38~~
~~APPRAISER 3~~	~~25~~	~~$23.11~~
~~LEAD PERSON~~	~~25~~	~~$23.11~~
~~WATER AND SEWER~~	~~25~~	~~$23.11~~
~~WATER AND SEWER~~	~~26~~	~~$24.03~~
~~WATER AND SEWER~~	~~27~~	~~$24.99~~
~~WATER AND SEWER~~	~~28~~	~~$25.95~~

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APPENDIX A2

~~EFFECTIVE FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2017~~

~~JOB CLASSIFICATIONS~~

SALARY TABLE 2019, 2020 & 2021

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Accounting Specialist 1	20	19.41	19.90	20.29
Accounting Specialist 2	22	20.99	21.52	21.95
Accounting Specialist 3	23	21.80	22.34	22.79
Accounting Specialist 4	24	22.68	23.25	23.72

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Admin Asst. to PW 1	20	19.41	19.90	20.29
Admin Asst. to PW 2	21	20.18	20.68	21.09
Admin Asst. to PW 3	22	20.99	21.52	21.95
Admin Asst. to PW 4	24	22.68	23.25	23.72

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Appraiser Tech	17	17.26	17.69	18.04
Appraiser Trainee	20	19.41	19.90	20.29
Appraiser 1	22	20.99	21.52	21.95
Appraiser 2	24	22.68	23.25	23.72
Appraiser 3	25	24.53	25.14	25.65
Appraiser 4	26	25.50	26.14	26.66

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Assistant Site Director 1	17	17.26	17.69	18.04
Assistant Site Director 2	18	17.92	18.37	18.74
Assistant Site Director 3	19	18.65	19.11	19.49
Assistant Site Director 4	20	19.41	19.90	20.29

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Assistant Cook 1	16	16.58	16.99	17.33
Head Cook 1	17	17.26	17.69	18.04
Head Cook 2	18	17.92	18.37	18.74
Head Cook 3	19	18.65	19.11	19.49

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POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Civil Secretary 1	20	19.41	19.90	20.29
Civil Secretary 2	22	20.99	21.52	21.95
Civil Secretary 3	24	22.68	23.25	23.72
Civil Secretary 4	26	24.53	25.14	25.65

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Deputy Assessor 1	17	17.26	17.69	18.04
Deputy Assessor 2	18	17.92	18.37	18.74
Deputy Assessor 3	20	19.41	19.90	20.29
Senior Deputy Assessor	23	21.80	22.34	22.79
Senior Deputy Assessor 2	24	22.68	23.25	23.72
Senior Deputy Assessor 3	25	24.53	25.14	25.65

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Deputy Recorder 1	20	19.41	19.90	20.29
Deputy Recorder 2	21	20.18	20.68	21.09
Deputy Recorder 3	22	20.99	21.52	21.95
Deputy Recorder 4	24	21.80	22.34	22.79

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Deputy Treasurer 1	17	17.26	17.69	18.04
Deputy Treasurer 3	19	18.65	19.11	19.49

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
EMS Coordinator 1	22	20.99	21.52	21.95
EMS Coordinator 2	23	21.80	22.34	22.79
EMS Coordinator 3	24	22.68	23.25	23.72
EMS Coordinator 4	26	25.50	26.14	26.66

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
DMV Clerk 1	20	19.41	19.90	20.29
DMV Clerk 2	21	20.18	20.68	21.09
DMV Clerk 3	22	20.99	21.52	21.95

DMV Clerk 4	23	21.80	22.34	22.79
Senior Deputy Recorder/DMV Clerk	24	22.68	23.25	23.72

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Executive Secretary Trainee	18	17.92	18.37	18.74
Executive Secretary 1	20	19.41	19.90	20.29
Executive Secretary 2	21	20.18	20.68	21.09
Executive Secretary 3	22	20.99	21.52	21.95
Executive Secretary 4	23	21.80	22.34	22.79

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Gatekeeper 1	18	17.92	18.37	18.74
Gatekeeper 2	19	18.65	19.11	19.49
Gatekeeper 3	20	19.41	19.90	20.29

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Greenskeeper 1	18	17.92	18.37	18.74
Greenskeeper 2	19	18.65	19.11	19.49
Greenskeeper 3	20	19.41	19.90	20.29

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Health Program Assistant 1	20	19.41	19.90	20.29
Health Program Assistant 2	22	20.99	21.52	21.95
Health Program Assistant 3	24	22.68	23.25	23.72
Health Program Assistant 4	25	24.53	25.14	25.65

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Janitor 1	16	16.58	16.99	17.33
Janitor 2	17	17.26	17.69	18.04
Janitor 3	18	17.92	18.37	18.74
Janitor-Senior	19	18.65	19.11	19.49
Janitor Maintenance	21	20.18	20.68	21.09

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Landfill Equip. Operator 1	21	20.18	20.68	21.09

Landfill Equip. Operator 2	22	20.99	21.52	21.95
Landfill Equip. Operator 3 W/CDL	24	22.68	23.25	23.72

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Leadman 1	26	25.50	26.14	26.66
Leadman 2	27	26.52	27.18	27.73
Leadman 3	28	27.54	28.23	28.79

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Legal Secretary 1	20	19.41	19.90	20.29
Legal Secretary 2	22	20.99	21.52	21.95
Legal Secretary 3	24	22.68	23.25	23.72
Legal Secretary 4	26	25.50	26.14	26.66

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Lifeguard 1	17	17.26	17.69	18.04
Lifeguard 2	18	17.92	18.37	18.74
Lifeguard 3	19	18.65	19.11	19.49
Lead Lifeguard	21	20.18	20.68	21.09

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Maintainer 1	22	20.99	21.52	21.95
Maintainer 2	23	21.80	22.34	22.79
Maintainer 3 W/CDL	25	24.53	25.14	25.65

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Mechanic 1	23	21.80	22.34	22.79
Mechanic 2	24	22.68	23.25	23.72
Mechanic 3	25	24.53	25.14	25.65

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Planning Coordinator 1	21	20.18	20.68	21.09
Planning Coordinator 2	22	20.99	21.52	21.95
Planning Coordinator 3	23	21.80	22.34	22.79
Planning Coordinator 4	24	22.68	23.25	23.72

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Public Works Field Officer 1	21	20.18	20.68	21.09
Public Works Field Officer 2	22	20.99	21.52	21.95
Public Works Field Officer 3	23	21.80	22.34	22.79
Public Works Field Officer 4	24	22.68	23.25	23.72

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Receptionist 1	17	17.26	17.69	18.04
Receptionist 2	18	17.92	18.37	18.74
Receptionist 3	19	18.65	19.11	19.49
Receptionist 4	20	19.41	19.90	20.29

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Receptionist/ARC Instructor 1	18	17.92	18.37	18.74
Receptionist/ARC Instructor 2	19	18.65	19.11	19.49
Receptionist/ARC Instructor 3	20	19.41	19.90	20.29
Receptionist/ARC Instructor 4	21	20.18	20.68	21.09

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Secretary	17	17.26	17.69	18.04

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Van Driver	15	15.93	16.33	16.66

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Water & Sewer Lead 1	25	24.53	25.14	25.65
Water & Sewer Lead 2	26	25.50	26.14	26.66
Water & Sewer Lead 3	27	26.52	27.18	27.73
Water & Sewer Lead 4	28	27.54	28.23	28.79

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Water and Sewer Tech 1	21	20.18	20.68	21.09
Water and Sewer Tech 2	22	20.99	21.52	21.95
Water and Sewer Tech 3	23	21.80	22.34	22.79

Water and Sewer Tech 4	24	22.68	23.25	23.72

~~CLASSIFICATIONS~~	~~GRADE~~	~~STARTING HOURLY WAGE 2017-2018~~
~~JANITOR~~	~~14~~	~~$14.73~~
~~VAN DRIVER~~	~~15~~	~~$15.31~~
~~ASSISTANT COOK~~	~~16~~	~~$15.93~~
~~GATEKEEPER~~	~~16~~	~~$15.93~~
~~SECRETARY~~	~~16~~	~~$15.93~~
~~DEPUTY RECORDER~~	~~17~~	~~$16.58~~
~~APPRAISER TECH~~	~~17~~	~~$16.58~~
~~ASST. SITE DIRECTOR~~	~~17~~	~~$16.58~~
~~GREENSKEEPER 1~~	~~17~~	~~$16.58~~
~~HEAD COOK~~	~~17~~	~~$16.58~~
~~EXECUTIVE SECRETARY~~	~~18~~	~~$17.23~~
~~GREENSKEEPER 2~~	~~18~~	~~$17.23~~
~~DEPUTY RECORDER~~	~~19~~	~~$17.93~~
~~GREENSKEEPER 3~~	~~19~~	~~$17.93~~
~~MAINTAINER 1~~	~~20~~	~~$18.65~~
~~LEGAL SECRETARY 1~~	~~20~~	~~$18.65~~
~~APPRAISER TRAINEE~~	~~20~~	~~$18.65~~
~~ACCOUNTING SPECIALIST 1~~	~~20~~	~~$18.65~~
~~EXECUTIVE SECRETARY 1~~	~~20~~	~~$18.65~~
~~HEALTH PROGRAM~~	~~20~~	~~$18.65~~
~~MECHANIC 1~~	~~21~~	~~$19.39~~
~~EXECUTIVE SECRETARY 2~~	~~21~~	~~$19.39~~
~~WATER AND SEWER TECH 1~~	~~21~~	~~$19.39~~
~~DEPUTY RECORDER~~	~~22~~	~~$20.17~~
~~EXECUTIVE SECRETARY 3~~	~~22~~	~~$20.17~~
~~MAINTAINER 2~~	~~22~~	~~$20.17~~
~~LEGAL SECRETARY 2~~	~~22~~	~~$20.17~~
~~ACCOUNTING SPECIALIST 2~~	~~22~~	~~$20.17~~
~~APPRAISER 1~~	~~22~~	~~$20.17~~
~~WATER AND SEWER TECH 2~~	~~22~~	~~$20.17~~
~~LANDFILL EQUIP. OPER.~~	~~22~~	~~$20.17~~
~~ACCOUNTING SPECIALIST 3~~	~~23~~	~~$20.95~~
~~CIVIL SECRETARY~~	~~23~~	~~$20.95~~
~~DMV CLERK~~	~~23~~	~~$20.95~~
~~SENIOR DEPUTY~~	~~23~~	~~$20.95~~
~~WATER AND SEWER TECH 3~~	~~23~~	~~$20.95~~
~~MECHANIC 2~~	~~24~~	~~$21.81~~
~~MAINTAINER 3 W/CDL~~	~~24~~	~~$21.81~~
~~APPRAISER 2~~	~~24~~	~~$21.81~~
~~WATER AND SEWER TECH 4~~	~~24~~	~~$21.81~~
~~APPRAISER 3~~	~~25~~	~~$22.58~~
~~LEAD PERSON~~	~~25~~	~~$22.58~~
~~WATER & SEWER LEAD 1~~	~~25~~	~~$22.58~~
~~WATER & SEWER LEAD 2~~	~~26~~	~~$24.51~~
~~WATER & SEWER LEAD 3~~	~~27~~	~~$25.49~~
~~WATER & SEWER LEAD 4~~	~~28~~	~~$26.47~~

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~~APPENDIX A3~~

~~EFFECTIVE FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2018~~

~~JOB CLASSIFICATIONS~~

~~CLASSIFICATIONS~~	~~GRADE~~	~~STARTING HOURLY WAGE~~
~~JANITOR~~	~~14~~	~~$15.03~~
~~VAN DRIVER~~	~~15~~	~~$15.62~~
~~ASSISTANT COOK~~	~~16~~	~~$16.25~~
~~GATEKEEPER~~	~~16~~	~~$16.25~~
~~SECRETARY~~	~~16~~	~~$16.25~~
~~DEPUTY RECORDER~~	~~17~~	~~$16.92~~
~~APPRAISER TECH~~	~~17~~	~~$16.92~~
~~ASST. SITE DIRECTOR~~	~~17~~	~~$16.92~~
~~GREENSKEEPER 1~~	~~17~~	~~$16.92~~
~~HEAD COOK~~	~~17~~	~~$16.92~~
~~EXECUTIVE SECRETARY~~	~~18~~	~~$17.57~~
~~GREENSKEEPER 2~~	~~18~~	~~$17.57~~
~~DEPUTY RECORDER~~	~~19~~	~~$18.28~~
~~GREENSKEEPER 3~~	~~19~~	~~$18.28~~
~~MAINTAINER 1~~	~~20~~	~~$19.03~~
~~LEGAL SECRETARY 1~~	~~20~~	~~$19.03~~
~~APPRAISER TRAINEE~~	~~20~~	~~$19.03~~
~~ACCOUNTING SPECIALIST 1~~	~~20~~	~~$19.03~~
~~EXECUTIVE SECRETARY 1~~	~~20~~	~~$19.03~~
~~HEALTH PROGRAM ASSISTANT~~	~~20~~	~~$19.03~~
~~MECHANIC 1~~	~~21~~	~~$19.78~~
~~EXECUTIVE SECRETARY 2~~	~~21~~	~~$19.78~~
~~WATER AND SEWER TECH 1~~	~~21~~	~~$19.78~~
~~DEPUTY RECORDER~~	~~22~~	~~$20.58~~
~~EXECUTIVE SECRETARY 3~~	~~22~~	~~$20.58~~
~~MAINTAINER 2~~	~~22~~	~~$20.58~~
~~LEGAL SECRETARY 2~~	~~22~~	~~$20.58~~
~~ACCOUNTING SPECIALIST 2~~	~~22~~	~~$20.58~~
~~APPRAISER 1~~	~~22~~	~~$20.58~~
~~WATER AND SEWER TECH 2~~	~~22~~	~~$20.58~~
~~LANDFILL EQUIP. OPER.~~	~~22~~	~~$20.58~~
~~ACCOUNTING SPECIALIST 3~~	~~23~~	~~$21.37~~
~~CIVIL SECRETARY~~	~~23~~	~~$21.37~~
~~DMV CLERK~~	~~23~~	~~$21.37~~
~~SENIOR DEPUTY~~	~~23~~	~~$21.37~~
~~WATER AND SEWER TECH 3~~	~~23~~	~~$21.37~~
~~MECHANIC 3~~	~~24~~	~~$22.24~~
~~MAINTAINER 3 W/CDL~~	~~24~~	~~$22.24~~
~~APPRAISER 2~~	~~24~~	~~$22.24~~
~~WATER AND SEWER TECH 4~~	~~24~~	~~$22.24~~
~~APPRAISER 3~~	~~25~~	~~$24.05~~
~~LEAD PERSON~~	~~25~~	~~$24.05~~
~~WATER & SEWER LEAD 1~~	~~25~~	~~$24.05~~
~~WATER & SEWER LEAD 2~~	~~26~~	~~$25.00~~
~~WATER & SEWER LEAD 3~~	~~27~~	~~$26.00~~
~~WATER & SEWER LEAD 4~~	~~28~~	~~$27.00~~

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~~MEMORANDUM OF UNDERSTANDING~~

~~BETWEEN~~

~~THE COUNTY OF LANDER, NEVADA~~

~~AND~~

~~THE OPERATING ENGINEERS LOCAL UNION NO. 3~~

~~The parties agree that Article 8 of the contract between the County of Lander, Nevada and the Operating Engineers Local Union No. 3 be amended and understood as follows:~~

~~Effective January 1, 2017~~

~~A. All bargaining unit employees shall be entitled to annual leave with pay at the following rates:~~

~~Annual Vacation Earning Rate~~

~~Years of Continuous Service~~	~~Hours Earned~~	~~Accrual Rate~~	~~Maximum Accrual~~
~~Less than one (1) year~~	~~80 hours~~	~~6.67 hrs/month~~	~~240 hours~~
~~One (1) through two (2)~~	~~96 hours~~	~~8 hrs/month~~	~~240 hours~~
~~Three (3) but less than seven (7)~~	~~120 hours~~	~~10 hrs/month~~	~~240 hours~~
~~Seven (7) but less than ten (10)~~	~~144 hours~~	~~12 hrs/month~~	~~240 hours~~
~~Ten (10) or more~~	~~168 hours~~	~~14 hrs/month~~	~~240 hours~~
~~Fifteen (15) or more~~	~~192 hours~~	~~16 hrs/month~~	~~240 hours~~
~~Twenty-five or more~~	~~200 hours~~	~~16.67~~	~~240 hours~~

~~Note: All employees hired prior to January 1, 2017 who have a lower accrual rate shall begin accruing at the new applicable rate on January 1, 2017. All employees hired prior to January 1, 2017 who are currently at a higher accrual rate than the new rates shall maintain their current rate until they reach the next applicable step that meets or exceeds their current rate. All other language in Article 8 not addressed in this MOU shall remain in place.~~

~~Dated: 12-22-16~~

~~Sean Bakker, Chairman~~
~~Lander County Commission~~

~~Russell Burns, Business Manager~~
~~Operating Engineers Local #3~~

~~Scott Fullerton, Business Agent Operating Engineers Local #3~~

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~~MEMORANDUM OF UNDERSTANDING~~
~~BETWEEN~~
~~THE COUNTY OF LANDER, NEVADA~~
~~AND~~
~~THE OPERATING ENGINEERS LOCAL UNION NO. 3~~

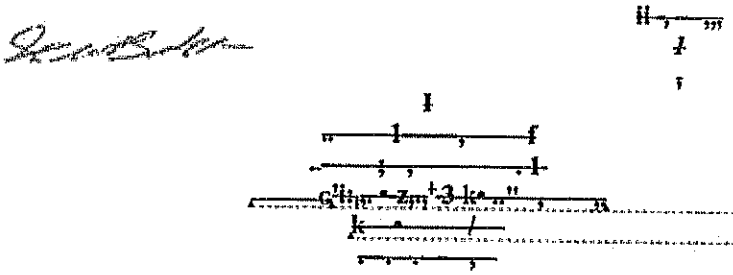
~~The parties agree that Article 8 of the contract between the County of Lander, Nevada and the Operating Engineers Local Union No. 3 be amended and understood as follows:~~

~~A. All appointed employees of Lander County shall be entitled to sick and disability leave with pay at the following rates for each month of service in the employment of Lander County:~~

~~Less than 10 years 10 Hours per month~~
~~10 years or more 12 Hours per month~~

~~These may be cumulative from year to year, not to exceed 720 hours, subject to the following conditions: An employee is entitled to use sick leave and disability leave only when incapacitated to perform the duties of his/her position due to sickness or injury, when quarantined or when receiving medical or dental service or examination. Sick or disability leave exceeding more than three (3) consecutive days shall require written confirmation by the physician or dentist unless otherwise approved by the Board. In the event of a serious illness in an employee's family requiring his attendance, as verified in writing by the treating physician, an employee may use sick leave not to exceed four (4) consecutive days, provided the family member is within the employee's immediate family. Immediate family consists of spouse, children and parents or other relatives where the employee is appointed legal guardian and residing in the household. All other language in Article 11 not addressed in this MOU shall remain in place.~~

~~Dated: \\T~~



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~~Sean Bakker, Chairman~~
~~Lander County Commission~~

~~Russell Burns, Business~~
~~Manager Operating~~
~~Engineers Local #3~~

~~Scott Fullerton, Business~~
~~Agent Operating Engineers~~
~~Local #3~~

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APPENDIX B
GRIEVANCE FORM

To be Completed by the Grievant (Please Print or Type)vne

Department:	Date:
Grievant Name:	Work Telephone Number:
Classification:	Date of Incident Giving Rise to Grievance:

Explanation of Grievance:

The above mentioned action(s) violate(s), misinterpret(s) or misrepresent(s) the Agreement between (circle one) Operating Engineers Local 3 and Lander County.

Specific Violation of Article
Specific Violation of Article
Specific Violation of Article

Remedy Sought:

Employee Signature: Date:

Business Representative/Designee Signature: Date:

TO BE COMPLETED BY THE APPROPRIATE MANAGEMENT REPRESENTATIVE:

	Date Received	Date of Meeting	Date of Grievance Response
Step 1 (Attach copy of written response)			
Step 2 (Attach copy of written response)			
Step 3 (Attach copy of written response)			

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AGREEMENT

between

LANDER COUNTY AND LANDER COUNTY SHERIFF

and

LANDER COUNTY SHERIFF'S ASSOCIATION

July 1, ~~2016~~ 2019 — June 30, ~~2019~~2022

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ARTICLE 1: PREAMBLE

1.1 This Agreement is entered into between the County of Lander, Nevada, hereinafter referred to as the "County", and the Lander County Sheriff's Association, hereinafter referred to as the "Association". It is the intent and purpose of this Agreement to assure sound and mutually beneficial working and economic relationship between parties hereto, to provide an orderly and peaceful means of resolving any misunderstandings or differences which may arise, and to set forth herein, pursuant to the provisions of N.R.S. 288, the basic and full agreement between the parties concerning rates of pay, wages, hours of employment and other conditions of employment.

1.2 For purposes of this Agreement, wherever the Authority of the Sheriff is referenced, his designee will be appropriate for substitutions.

ARTICLE 2: RECOGNITION

2.1 In accordance with the provisions of N.R.S. 288, the County recognizes the Association as the exclusive bargaining representative of those full-time employees in the supervisory bargaining unit as listed below. Recognition of Association representation of probationary employees is limited by the terms of the various articles of this Agreement.

Classifications in the bargaining unit:

2.2 Bargaining Unit A - Post Certified Employees/Law Enforcement Officers*
Deputy Sheriff — Sergeant
Deputy Sheriff — Corporal

*Retains impasse rights under N.R.S. 288.215.

2.3 Bargaining Unit B - Non-Post Certified Employees*
Dispatch — Communications Supervisor
Office Manager

*No impasse rights under N.R.S. 288.215.

The parties recognize that additional classifications may be established and assigned to the bargaining unit. The County shall give written notification to the Association of all new job classifications it intends to implement at least ten (10) days prior to said implementation.

ARTICLE 3: STRIKES AND LOCKOUTS

3.1 The Association agrees that there shall be no strikes against the County under any circumstances and that all County employees shall continue to work under all circumstances.

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3.2 For the purpose of the Agreement, the meaning of the word "strike" shall include, but not be limited to, any concerted stoppage of work, slowdown, and interruption of the operations of the County by the Association and/or its members.

3.3 The County will not lock out any employees during the term of this Agreement as a result of a labor dispute with the Association.

ARTICLE 4: MANAGEMENT RIGHTS

4.1 The County retains the sole right to manage its affairs and direct its work force within the existing framework of the Nevada Revised Statutes, but not limited to the right to plan, direct and control its operations; to determine the location of its facilities; to determine working hours; to decide the types of services to be provided and the manner of providing them; to decide the work to be performed; to decide the method and place of providing its services; to determine the schedules of work; to hire, layoff, assign, transfer and promote employees; to determine the qualifications of employees; to determine and re-determine job content; to determine the starting the quitting times; to make such reasonable rules and regulations not in conflict with this Agreement, as it may from time to time deem best for the purpose of maintaining order, safety and/or effective operations of its facilities; and to require compliance therewith by employees; to discipline and discharge employees for cause. The County shall have all other rights and prerogatives including those exercised unilaterally in the past subject to express restrictions on such rights, if any, as are provided in the Agreement or N.R. S. 288.

ARTICLE 5: ASSOCIATION RIGHTS

5.1 Two (2) members of the Supervisor Association negotiation Committee may be granted leave from duty with pay, for all meetings between the County and the Association for the purpose of negotiating the terms of this Agreement, when such meetings take place at the time during which such members are scheduled to be on duty.

5.2 One (1) Association Steward may be granted leave from duty with pay for all meetings between the County and the Association for the purpose of processing grievances, when such meetings take place at a time during which such members are scheduled to be on duty.

5.3 Whenever conditions permit, two (2) Association Stewards may be granted leave from duty for any reasonable and just cause as may be determined and granted by the Sheriff or his designee. Approval for such leave by the Sheriff shall not be unreasonably denied.

5.4 The Association shall notify the County and the Sheriff of the designated business representative who shall be authorized to meet and confer with County employees and department heads concerning the enforcement of the provisions and terms of this Agreement and other working conditions. A thirty (30) day advance notice must be made to request time off, if possible.

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5.5 The Association shall, within thirty (30) days, of a change in Association Officers, notify the County and the Sheriff in writing of such changes. In any case, the County and Sheriff shall be provided a complete listing of Officers by January of each year.

5.6 In consideration for the County forgoing reimbursement of costs associated to the County for Union Business Leave in this article, the Association agrees to reduce the Educational Allowance for all employees hired on or after July 1, 2016 from an annual ~~bonus~~incentive to a one-time ~~bonus~~incentive.

ARTICLE 6: NON-DISCRIMINATION

6.1 The County will not interfere with or discriminate in respect to any term or condition of employment against any employee covered by this Agreement because of membership in or legitimate activity as required in this Agreement on behalf of the members of a negotiation unit, nor will the County encourage membership in another employee organization.

6.2 The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to race, color, relationship, religion, sex, age, physical or visual handicap, national origin, sexual orientation or because of political or personal reasons or affiliations. The Association shall share equally with the County the responsibility for applying this provision of the Agreement.

ARTICLE 7: WORK HOURS

Scheduling of work shifts and work weeks shall be as directed by the Sheriff. The normal work periods for employees covered by this Agreement will be as follows:

7.1 For POST certified employees Bargaining Unit A, the work period shall consist of fourteen (14) days.

7.2 For non-POST certified employees, Bargaining Unit B, classified as ~~COMMUNICATION~~COMMUNICATION SUPERVISORS, the work schedule shall be forty (40) hours per week, including meal periods.

7.3 For all other non-POST certified employees, Bargaining Unit B, the work schedule shall be forty (40) hours per week excluding meal periods.

7.4 The Sheriff, at his or her discretion, may institute an alternative schedule for Bargaining Unit A and/or B employees. Prior to implementation of any such schedule the Sheriff will issue written notice to the impacted employees. Notice of said action will be issued not less than ten (10) businesses days prior to the date of the Sheriff's implementation of the alternative schedule.

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ARTICLE 8: HOLIDAYS AND HOLIDAY PAY

8.1 For purposes of this Article, "holiday pay" shall be defined as an increment of pay equal to the hours of the employee's regularly assigned shift at an employee's regular, straight time hourly rate.

8.2 Employees eligible for holiday pay shall receive the same for those holidays delineated as follows:

- January 1 (New Year's Day)
- Third Monday in January (Martin Luther King's Birthday)
- Third Monday in February (President's Day)
- Last Monday in May (Memorial Day)
- July 4 (Independence Day)
- First Monday in September (Labor Day)
- Last Friday in October (Nevada Day)
- November 11 (Veteran's Day)
- Fourth Thursday in November (Thanksgiving Day)
- Day after Thanksgiving Day (Family Day)
- December 25 (Christmas Day)

Any other day declared a holiday or day of mourning by the President of the United States, Governor of the State of Nevada or the Lander County Commissioners.

8.3 In order to be eligible for holiday pay, an employee must be in a paid status both the scheduled work day before and the scheduled work day after the holiday.

8.4 When an employee who is eligible for holiday pay is required, by order of the Sheriff, to work during his/her regularly scheduled work hours on a holiday, he/she shall receive in addition to his/her holiday pay;

One and one-half (1-1/2) times his/her regular hourly rate of pay for each hour or major fraction of an hour worked during the calendar holiday.

8.5 When an employee is called in to work on a holiday that falls on a day where the employee is not regularly scheduled to work as part of his/her work schedule, he/she shall receive, in addition to his/her holiday pay, two (2) times his/her regular hourly rate of pay for each hour or major fraction of an hour worked on the holiday.

8.6 For the purposes of Section 8.4 and 8.5, employees shall be paid holiday pay for their entire shift as stipulated in this section. Only those shifts that begin between 2400 hours the day prior to the calendar holiday thru 2359 hours on the calendar holiday shall receive holiday pay. Any shift not beginning between 2400 hours the day prior to the calendar holiday thru 2359 hours on the calendar holiday shall not be eligible for holiday pay regardless of when the shift ends or the amount of shift that falls on the calendar holiday.

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ARTICLE 9: ~~——~~VACATION LEAVE

9.1 Vacation Accrual for Full-time employees~~Employees~~: During the first six (6) months of employment of any employee, annual leave shall accrue, but no annual leave shall be taken during this period. ~~Therefter,~~ eEmployees shall accrue vacation leave credit at a monthly equivalent of the rates established below:

Annual Vacation Earning Rate

Years of Continuous Service	Hours Earned	Maximum Accrual
Date of hire through year two (2)	96 hours	240 hours
Three (3) but less than seven (7)	120 hours	240 hours
Seven (7) but less than ten (10)	144 hours	240 hours
Ten (10) or more	168 hours	240 hours
Fifteen (15) but less than twenty-five (25)	192 hours	240 hours
Twenty-five (25) or more	200 hours	240 hours

~~Annual Vacation Earning Rate~~

~~Years of Continuous Service~~	~~Hours Earned~~	~~Maximum Accrual~~
~~Less than one (1) year~~	~~80 hours~~	~~240 hours~~
~~One (1) through two (2)~~	~~96 hours~~	~~240 hours~~
~~Three (3) but less than seven (7)~~	~~120 hours~~	~~240 hours~~
~~Seven (7) but less than ten (10)~~	~~144 hours~~	~~240 hours~~
~~Ten (10) but less than fifteen (15)~~	~~168 hours~~	~~240 hours~~
~~Fifteen (15) or more~~	~~192 hours~~	~~240 hours~~

For the purpose of computing credit for vacation, each employee shall be considered to work not more than forty (40) hours each week.

Total County service, even though interrupted, will be counted if a person returns to County service within two (2) years of his/her date of separation and ~~has~~ he/she worked for at least three (3) continuous years prior to his or her separation from employment with the County subsequent to reemployment.

9.2 An employee will not be allowed to carry more than 240 hours vacation leave at any time during a calendar year (January 1 through December 31). The employee will be required to take any leave amount over the maximum accrual within six (6) months the credited overage. If an employee, for whatever reason does not take their leave as required, the County shall automatically compensate the employee in the form of straight pay at the next regular payroll for each quarter hour in excess of the maximum accrual amount and the number of hours paid shall be deducted from the employee's leave bank.

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9.3 An employee shall be paid at his regular hourly rate for each hour of vacation leave time taken. Vacation leave shall be charged on the basis of one-quarter (1/4) hour for each one-quarter hour or major portion of one-quarter (1/4) hour of vacation leave taken.

9.4 Vacation leave will be accrued monthly. Vacation leave taken during a pay period shall be charged before vacation leave earned during that pay period is credited.

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9.5 Vacation leave shall not be granted in excess of the vacation credit earned, except under extenuating circumstances, and as approved by the Sheriff.

9.6 Upon separation from service for any cause, an employee shall be paid a lump sum for any unused or accumulated vacation leave earned through the last day worked. If this date is earlier than the last day of the pay period, the vacation credit shall be prorated for that pay period.

9.7 If an employee dies and was entitled to accumulated vacation leave under the provisions of this Article, the heirs of such deceased employee who are given priority to succeed to his/her assets under the laws of interstate succession of this state, or the executor or administrator of his/her estate, upon submitting satisfactory proof to the Board of County Commissioners of their entitlement, shall be paid an amount of money equal to the number of hours earned or accrued vacation leave multiplied by the regular hourly rate of such employee.

9.8 Catastrophic Leave Bank

A catastrophic leave bank is hereby created which shall be comprised of annual and/or sick leave donated by any employee subject to the provisions of the agreement between Lander County and either the Lander County Law Enforcement Employees Association or the Lander County Sheriff's Association. Any such employee may irrevocably donate their accrued annual in a minimum of eight (8) hours or more and their accrued sick leave up to a maximum of twenty (20) hours per year to the catastrophic leave bank. The annual and/or sick leave shall be placed in the bank at a value determined by using the employee's regular hourly rate. An employee may donate annual leave to the catastrophic leave bank only if after doing so such employee would still have a minimum of forty (40) hours of annual leave after the donation. An employee may donate sick leave to the catastrophic leave bank only if after doing so such employee would still have a minimum of five hundred (500) hours of sick leave after the donation. An employee may donate annual and/or sick leave to the catastrophic leave bank once a year only during either January 1st through January 31st, or within thirty (30) days after the approval of an application for catastrophic leave. Annual and/or ~~sick leave~~sick leave donated to the catastrophic leave bank may be used by any person entitled to catastrophic leave. The donating employee may not designate a specific employee for whom it was donated. Catastrophic leave will be paid to a qualifying employee at the rate at which they were earning immediately prior to the approval of the application for catastrophic leave and is subject to any required taxes and other withholding as any other salary. During such time an employee is on catastrophic leave, such employee will accrue annual and sick leave at the rate at which they were accruing such leave immediately prior to their approval for receiving catastrophic leave.

The employee may submit an application for catastrophic leave on a form provided by the County anytime they have a need, or a foreseen need.

In order to qualify for use of catastrophic leave, an employee will have to have exhausted all of their own sick, annual leave, and compensatory leave, have a serious medical condition that prevents the employee from performing the essential functions of the employee's position and have a written verification from their treating physician.

A committee comprised of an individual appointed by and representing the Sheriff or his designee and one person appointed by and representing each Association will review each application and make a recommendation to the Sheriff or his designee who shall issue a decision either approving or denying the application. Prior to the approval of an application for catastrophic leave, the applying employee must submit verification of a serious medical condition by a Nevada licensed medical doctor at the employee's expense. The committee may require that the employee submitting the application to submit a second verification of the serious medical condition by a Nevada licensed medical doctor of the County's choosing and at County expense. An appeal of a denial by the Sheriff may be made by filing a written appeal with the Lander County Commission within five (5) working days of the date of the denial. The decision of the Lander County Commission is final and is not subject to the negotiated grievance procedure.

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An employee approved to utilize catastrophic leave may receive up to sixty (60) days of catastrophic leave so long as the total amount of time for which they do not perform their employment duties does not exceed twelve (12) calendar weeks.

Catastrophic leave is restricted to the employee only. Catastrophic leave may not be utilized by an employee for the purposes of an illness or death of a member of the employee's immediate family.

At any time after the approval of an application for catastrophic leave, the Sheriff or his designee may review the status of the employee receiving catastrophic leave and may determine if the need for catastrophic leave has ended. A decision to terminate an employee's use of catastrophic leave may be appealed by filing a written appeal with the Lander County Commission within five (5) working days of the date of the decision to terminate the use of catastrophic leave. The decision of the Lander County Commission is final and is not subject to the negotiated grievance procedure.

Catastrophic leave denial/termination pending appeal shall not be cause for continuance beyond the denial/termination date. Should the leave denial/termination decision be reversed by the County Commission, payment for such denied days shall be retroactive within the scope of this Article.

9.9 Employees shall provide the Sheriff with a minimum ten (10) working days written notice of

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their intent to terminate their employment. Upon receipt of written notice, the Sheriff, at his sole discretion, may;

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1. Elect to provide the employee with a severance of up to eighty (80) hours of pay at straight time rates.

2. Sever the employee/employer relationship immediately, or at any date within those ten (10) working days, as determined by the Sheriff. The reflected termination date of the employee shall be the last date actually worked.

3. Early separation after proper notice shall not under any circumstances reflect as negative in any way in the employee's personnel file.

9.10 Employees intending to retire shall provide written notice to the Sheriff upon submission of paperwork to the Public Employee Retirement System, or at a minimum, ninety (90) calendar days prior to their intended retirement date, whichever is greater.

9.11 Employees shall not be granted annual leave within ninety (90) calendar days of retirement or resignation/termination unless otherwise approved in writing by the Sheriff or Designee for extenuating circumstances as determined by the Sheriff.

ARTICLE 10: SICK ~~& SHORT-TERM DISABILITY~~ LEAVE

~~10.1 Each employee in the service of the County for less than ten (10) years shall be credited with short-term disability leave at the rate of 10 hours for each month of full-time service, which is cumulative from year to year.~~

~~Each employee in the service of the County for ten (10) or more continuous years of service shall be credited with short-term disability leave at the rate of 12 hours for each month of full-time service, which is cumulative from year to year, to a maximum of seven hundred and twenty (720) hours.~~

~~Each employee in the service of the County for twenty (20) or more continuous years of service shall be credited with short-term disability leave at the rate of sixteen (16) hours for each month of full-time service, which is cumulative from year to year, to a maximum of seven hundred and twenty (720) hours.~~

~~10.2 An employee is entitled to use a maximum of five (5) days each calendar year of sick leave from the short-term disability leave bank only:~~

~~1. When incapacitated to perform the duties of his/her position due to sickness, injury, pregnancy or childbirth;~~

~~2. When quarantined;~~

~~3. When receiving required medical or dental service or examination;~~

~~5. For adoption of a child if the Welfare Division of the Department of Human Resources or any other appropriate public agency requires the employee to~~

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remain at home with the child; or, Upon illness in the employee's immediate family where such illness requires his/her attendance.

6. Short term disability leave debited in accordance with Section 10.3 of this article shall not be debited from sick leave in Section 10.2.

10.3 An employee is entitled to use accrued short term disability leave only:

1. When incapacitated to perform the duties of his/her position due to sickness, injury, pregnancy or childbirth;
   a. When the employee provides written confirmation from the provider of required medical or dental examination and/or treatment, regardless of the number of missed work periods, or;
   b. In excess of three (3) consecutive work periods, or;

2. When quarantined;
   a. When the employee provides written confirmation from the provider of required medical or dental examination and/or treatment, regardless of the number of missed work periods, or;
   b. In excess of three (3) consecutive work periods, or;

3. When receiving required medical or dental service or examination;
   a. When the employee provides written confirmation from the provider of required medical or dental examination and/or treatment, regardless of the number of missed work periods, or;
   b. In excess of three (3) consecutive work periods, or;
   c. When the required medical or dental treatment requires the employee to travel a distance greater than 100 miles in any one direction. Travel distance and attendance certification is required using a County provided form.

4. For adoption of a child if the Welfare Division of the Department of Human Resources or any other appropriate public agency requires the employee to remain at home with the child;
   a. When the employee provides written confirmation from the public agency of required attendance, regardless of the number of missed work periods, or;
   b. In excess of three (3) consecutive work periods, or;

5. Upon illness in the employee's immediate family where such illness requires his/her attendance;
   a. When the employee provides written confirmation from the provider of required medical or dental examination and/or treatment of the immediate family member, regardless of the number of missed work periods, or;
   a. In excess of three (3) consecutive work periods, or;
   b. When the required medical or dental treatment requires the employee to travel a distance greater than 100 miles in any one direction. Travel distance

~~and attendance certification is required using a County provided form.~~

~~In the event of a death in the employee's immediate family, he/she may use accrued short term disability leave not to exceed seven (7) days for each death.~~

10.1 Sick Leave

(A) Accrual of Sick Leave

Each employee in the service of the County for less than ten (10) years shall be credited with sick leave at the rate of 10 hours for each month of full-time service, which is cumulative from year to year.

Each employee in the service of the County for ten (10) or more continuous years of service shall be credited with sick leave at the rate of 12 hours for each month of full-time service, which is cumulative from year to year, to a maximum of seven hundred and twenty (720) hours.

(B) Use of Sick Leave

An employee is entitled to use accrued sick leave only:

1. When incapacitated to perform the duties of his/her position due to sickness, injury, pregnancy or childbirth;

2. When quarantined;

3. When receiving required medical or dental service or examination;

4. For adoption of a child if the Welfare Division of the Department of Human Resources or any other appropriate public agency requires the employee to remain at home with the child; or,

5. Upon illness in the employee's immediate family where such illness requires his/her attendance.

(C) An employee requiring sick leave must, if required, provide the Sheriff with evidence of such need. For absences in excess of three (3) consecutive work periods, or cases of apparent abuse, the Sheriff shall require the employee to submit substantiating evidence, including, but not limited to, a physician's certificate.

(D) If any employee does not have adequate accrued sick leave time, the Sheriff may grant the use of accrued vacation time in lieu thereof. In no case, however, will sick leave be granted in lieu of vacation time.

(E) Sick leave shall be charged on a one-quarter/hour basis for each one-quarter (1/4) hour or major portion of one-quarter hour (1/4) hour of sick leave taken. Holidays

occurring during sick leave periods shall not be counted as sick leave time and the employee will receive only the holiday pay for that period.

(F) As long as an employee is in a paid status, he/she shall earn sick leave and vacation leave during the time he/she is on such leave. If the employee is on leave without pay, he/she shall not earn sick leave or vacation leave during the time he/she is on such leave.

10.2 Attendance Incentive

As an incentive for employees to minimize their use of sick leave, the County shall grant personal paid leave as indicated within the parameters of this article. Personal paid leave shall be granted as follows:

1. Employees who use zero (0) hours to the hours that would equal two (2) full work periods of sick leave as of the last full pay period in a calendar year shall receive one (1) full work period of personal paid leave credit at the end of the first full pay period following January.

2. Employees who use more than the hours that would equal two (2) full work periods of sick leave but less than the hours that would equal three (3) full work periods of sick leave as of the last full pay period in a calendar year shall receive one half (1/2) of one full work period of personal paid leave credit at the end of the first full pay period following January.

The personal leave must be used in the year in which it is credited and if not used will be forfeited. There will be no cash payment for personal leave that is not used. In order to receive this personal leave benefit, an employee must be in a paid status (either working or on paid leave) the entire calendar year.

10.3 Bereavement Leave

In the event of a death in the employee's immediate family, said employee shall be entitled to a leave of absence of up to two (2) consecutive workdays with pay. The employee shall be entitled to an additional eight (8) days to be chargeable against sick leave to attend the funeral. Employees absent from work, due to the death of a person not related as immediate family, shall have said day charged against the employee's annual leave. When taking Bereavement Leave, the employee shall notify the Sheriff or his/her designee as soon as possible. Verification may be required by the Sheriff in order receive this benefit. Employees may request additional leave, the Sheriff, at his or her discretion, may determine whether additional leave will be permitted and the type of leave available to the employee where addition leave is requested for bereavement purposes. Employees must receive written approval from the Sheriff where additional leave is taken.

10.4 Annual Leave Bonus

County employees who have accrued in excess of seven hundred and twenty (720) hours of ~~short-term disability~~sick leave shall, in recognition of budget economy through keeping short-term disability sick leave requests to a minimum, receive an additional twenty four (24) hours of annual leave for each multiple of forty (40) hours in excess of the seven hundred and twenty (720) hours maximum. For example, if an employee has accrued seven hundred sixty (760) hours short-term disability sick leave, that employee shall receive twenty four (24) hours additional annual leave or vacation leave. However, his/her allowed maximum for short-term disability~~sick leave shall be reduced to seven hundred and twenty (720) hours. Hours will automatically convert at seven hundred sixty (760) hours.

~~10.4~~10.5 Death of Employee

Upon the death of an employee who dies as a result of line of duty action, as determined by the Sheriff, and was entitled to accumulated sick leave under the provisions of this Article, the heirs of such deceased employee who are given priority to succeed to his/her assets under the laws of interstate succession of this state, or the executor or administrator of his/her estate, upon submitting satisfactory proof to the Board of County Commissioners of their entitlement, shall be paid an amount of money equal to the number of hours earned leave multiplied by the regular hourly rate of such employee.

~~10.5~~10.6 Significant Other Defined

Significant other shall be defined as: a person with whom an employee cohabits and shares a long-term sexual relationship (greater than one (1) continuous year). The Sheriff may require documentable proof of such cohabitation or relationship.

~~10.6~~10.7 Immediate Family Defined

Immediate family shall be defined as: an employee's spouse, parents (including step), grandparents, grandchildren, children (including step), brothers, sisters, aunts, uncles, nieces, nephews, children's spouse or corresponding relation by affinity, significant other and, if living in the employee's household, includes foster children and foster parents.

~~10.7~~10.8 Retirement Incentive

Nevada Public Employment Retirement System (PERS) options

Upon Nevada Public Employment Retirement System (PERS) retirement, or written notice of intent to retire from the Nevada PERS retirement, by an employee that has a minimum of fifteen (15) years of service with Lander County, and has been employed by the County for a minimum of five (5) continuous years before he or she seeks to retire, the employee may apply for one (1) of the below benefits options. Notice of retirement

documentation must be provided to the satisfaction of the County, including approval by Nevada PERS prior to the County processing any benefit application.

A. Purchase of Public Employee Retirement System credit.

The employee may request the County make a payment to Nevada PERS towards their Public Employee Retirement System retirement credit subject to the requirements under Nevada Law and Nevada PERS Policy including but not limited to Section 6.11 (as amended) requirements and limitations.

The employee's Sick Leave hours will be converted at the employee's regular hourly rate for every hour accrued in the employee's Sick Leave bank up to maximum calculated payment of sixteen thousand eight hundred dollars ($16,800). The County will purchase Nevada PERS service credit for the retiree subject to the requirements of Nevada Law, Nevada PERS Policy and approval of Nevada PERS.

The employee shall provide a minimum of sixty (60) days written notice prior to retirement in order for the County to process the request and make payment to Nevada PERS on behalf of the retiree. Any disapproval by Nevada PERS eliminates this benefit option.

B. Establishment of Retirement Insurance Fund

The employee may request the County establish a retirement medical insurance fund, held and managed by the County. Subject to an approved Nevada PERS retirement, the employee's Sick Leave hours will be converted at the employee's current hourly rate for every hour accrued in the employee's Sick Leave bank up to a maximum calculated credit of twenty thousand dollars ($20,000). The purpose of the limited fund is to provide the employee with a limited timeframe of EMPLOYEE ONLY medical coverage or EMPLOYEE ONLY supplemental medical coverage after the employee retires from employment with Lander County. The employee may elect to remain on the County's Insurance plan, or seek outside insurance coverage.

If the employee elects to remain on the County Insurance plan, the corresponding payment for such plan shall be deducted from the established fund on a monthly basis.

If the employee elects to obtain outside insurance coverage, the County will reimburse the retiree for the monthly premium. The retiree must submit documentation, to the County's satisfaction, of a paid in full monthly premium prior to reimbursement by the County. The County will not make direct payment outside their selected insurance carrier. ~~Once the retiree's calculated credit in the fund is expended, the retiree's fund account will be closed and no further payment will be provided.~~

~~Any funds not expended at the time of the retiree's death or upon the fifteenth (15) year after the employee's retirement from Lander County will revert to the County General Fund. The retiree's account will be closed and the benefit will no longer be available.~~

Once the retiree's calculated credit in the fund is expended, the retiree's fund account will be closed and no further payment will be provided. Any funds not expended at the time of the retiree's death or upon the fifteenth (15) year after the employee's retirement from Lander County will revert to the County General Fund. The retiree's account will be closed and the benefit will no longer be available.

C. Leave buyout:

The employee may request a leave buyout.

Subject to an approved Nevada PERS retirement, the employee's Sick Leave hours will be converted at the employee's current hourly rate for every hour accrued in the employee's Sick Leave bank up to a maximum calculated credit of five thousand dollars ($5,000). The retiree shall receive the leave buyout check within 15 days following their last date worked with Lander County and Verification of retirement in the Nevada PERS system. Under any of this option, the employee/retiree remains solely liable for any required taxes or deductions. This option is not subject to the provisions of Section D.

D. Under either option A or B, the employee/retiree remains solely liable for any required taxes or deductions. In the event the employee/retiree or Nevada PERS rescinds the employee's/retiree's retirement and/ or the employee retiree remains employed with Lander County or any other Nevada Public employer, or re-enters the Nevada Public Employee Retirement System, for any reason, the employee/retiree must repay any amount the County paid based on this section, and the employee/retiree is no longer eligible for the benefits of this section. Any unused funds revert to the County's General Fund. If Lander County is required to commence litigation to recover said monies, then the employee/retiree agrees that any judgement shall also include reasonable attorney's fees and cost incurred by Lander County

~~10.4 An employee requiring sick or short-term disability leave must, if required, provide the Sheriff with evidence of such need. For absences in excess of three (3) days, or cases of apparent abuse, the Sheriff may require the employee to submit substantiating evidence, including, but not limited to, a physician's certificate.~~

~~10.5 If any employee does not have adequate accrued sick or short-term disability leave time, the Sheriff may grant the use of accrued vacation time in lieu thereof. In no case, however, will sick or short-term disability leave be granted in lieu of vacation time.~~

~~10.6 Sick and short-term disability leave shall be charged on a one-quarterly-hour basis for each one-quarter (1/4) hour or major portion of one-quarter (1/4) hour of sick leave and short-term~~

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disability leave taken. Holidays occurring during sick and short-term disability leave periods shall not be counted as sick and short-term disability leave time and the employee will receive only the holiday pay for that period. Short-term disability leave taken during a pay period shall be charged before short-term disability leave earned that pay period is credited.

10.7 An employee separated from the service shall earn short-term disability leave only through the last working day for which he/she is entitled to pay.

10.8 As long as an employee is in a paid status, he/she shall earn short-term disability and vacation leave during the time he/she is on such leave. If the employee is on leave without pay, he/she shall not earn short-term disability or vacation leave during the time he/she is on such leave.

10.9 As an incentive for employees to minimize their use of sick and short-term disability leave, the County shall grant personal paid leave as indicated within the parameters of this article. Personal paid leave shall be granted as follows:

1. Employees who use zero (0) hours to the hours that would equal two (2) full work periods of sick or short-term disability leave as of the last full pay period in a calendar year shall receive one (1) full work period of personal paid leave credit at the end of the first full pay period following January.

2. Employees who use more than the hours that would equal two (2) full work periods of sick or short-term disability leave but less than the hours that would equal three (3) full work periods of sick or short-term disability leave as of the last full pay period in a calendar year shall receive one half (1/2) of one full work period of personal paid leave credit at the end of the first full pay period following January.

The personal leave must be used in the year in which it is credited and if not used will be forfeited. There will be no cash payment for personal leave that is not used. In order to receive this personal leave benefit, an employee must be in a paid status (either working or on paid leave) the entire calendar year.

10.10 County employees who have accrued in excess of seven hundred and twenty (720) hours of short-term disability leave shall, in recognition of budget economy through keeping short term disability leave requests to a minimum, receive an additional twenty four (24) hours of annual leave for each multiple of forty (40) hours in excess of the seven hundred and twenty (720) hours maximum. For example, if an employee has accrued seven hundred sixty (760) hours short-term disability leave, that employee shall receive twenty four (24) hours additional annual leave or vacation leave. However, his/her allowed maximum for short-term disability leave shall be reduced to seven hundred and twenty (720) hours. Hours will automatically convert at seven hundred sixty (760) hours.

10.11 Upon the death of an employee who dies as a result of line of duty action, as determined by the Sheriff, and was entitled to accumulated sick leave under the provisions of this Article, the heirs of such deceased employee who are given priority to succeed to his/her assets under

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the laws of intestate succession of this state, or the executor or administrator of his/her estate, upon submitting satisfactory proof to the Board of County Commissioners or their entitlement, shall be paid an amount of money equal to the number of hours earned or accrued Short Term Disability leave multiplied by the regular hourly rate of such employee.

10.12 Significant other shall be defined as a person with whom an employee cohabits and shares a long-term sexual relationship (greater than one (1) continuous calendar year). The Sheriff may require documentable proof of such cohabitation or relationship.

10.13 Immediate family shall be defined as an employee's spouse, parents (including step), grandparents, grandchildren, children (including step), brothers, sisters, aunts, uncles, nieces, nephews, children's spouse or corresponding relation by affinity, significant other and, if living in the employee's household, includes foster children and foster parents.

10.14 Nevada Public Employment Retirement System (PERS) options

Upon Nevada Public Employment Retirement System (PERS) retirement, or written notice of intent to retire from the Nevada PERS retirement, by an employee that has served a minimum of fifteen (15) years of continuous service with Lander County, the employee may apply for one (1) of the below benefit options. Notice of retirement documentation must be provided to the satisfaction of the County, including approval by Nevada PERS prior to the County processing any benefit application.

A. Purchase of Public Employee Retirement System credit:

The employee may request the County make a payment to Nevada PERS towards their Public Employee Retirement System retirement credit subject to the requirements under Nevada Law and Nevada PERS Policy including but not limited to Section 6.11 (as amended) requirements and limitations.

The employee's Short Term Disability hours will be converted at the employee's regular hourly rate for every hour accrued in the employee's Short Term Disability leave bank up to maximum calculated payment of sixteen thousand eight hundred dollars ($16,800). The County will purchase Nevada PERS service credit for the retiree subject to the requirements of Nevada Law, Nevada PERS Policy and approval of Nevada PERS.

The employee shall provide a minimum of sixty (60) days written notice prior to retirement in order for the County to process the request and make payment to Nevada PERS on behalf of the retiree. Any disapproval by Nevada PERS eliminates this benefit option.

B. Establishment of Retirement Insurance Fund:

The employee may request the County establish a retirement medical insurance fund,

held and managed by the County.

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Subject to an approved Nevada PERS retirement, the employee's Short Term Disability hours will be converted at the employee's current hourly rate for every hour accrued in the employee's Short Term Disability bank up to a maximum calculated credit of sixteen thousand eight hundred dollars ($16,800).

The purpose of the limited fund is to provide the employee with a limited timeframe of EMPLOYEE ONLY medical coverage or EMPLOYEE ONLY supplemental medical coverage after the employee retires from employment with Lander County. The employee may elect to remain on the County's Insurance plan, or seek outside insurance coverage.

If the employee elects to remain on the County Insurance plan, the corresponding payment for such plan shall be deducted from the established fund on a monthly basis.

If the employee elects to obtain outside insurance coverage, the County will reimburse the retiree for the monthly premium. The retiree must submit documentation, to the County's satisfaction, of a paid in full monthly premium prior to reimbursement by the County. The County will not make direct payment outside their selected insurance carrier.

Once the retiree's calculated credit in the fund is expended, the retiree's fund account will be closed and no further payment will be provided. Any funds not expended at the time of the retiree's death or upon the fifteenth (15) year after the employee's retirement from Lander County will revert to the County General Fund. The retiree's account will be closed and the benefit will no longer be available.

C. Leave buyout:

The employee may request a leave buyout.

Subject to an approved Nevada PERS retirement, the employee's Short Term Disability hours will be converted at the employee's current hourly rate for every hour accrued in the employee's Short Term Disability bank up to a maximum calculated credit of five thousand dollars ($5,000). The retiree shall receive the leave buyout check within 15 days following their last date worked with Lander County and Verification of retirement in the Nevada PERS system. Under any of this option, the employee/retiree remains solely liable for any required taxes or deductions. This option is not subject to the provisions of Section D.

D. Under either option A or B, the employee/retiree remains solely liable for any required taxes or deductions. In the event the employee/retiree or Nevada PERS rescinds the employee's/retiree's retirement and/ or the employee retiree remains employed with Lander County or any other Nevada Public employer, or re-enters the Nevada Public Employee Retirement System, for any reason, the employee/retiree must repay any amount the County paid based on this section, and the employee/retiree is no longer eligible for the benefits of this section. Any unused funds revert to the County's General Fund. If Lander County is required to commence litigation to recover said monies, then the employee/retiree agrees that

any judgement shall also include reasonable attorney's fees and cost incurred by Lander County

ARTICLE 11: JOB CONNECTED INJURIES

11.1 In the event an employee is absent due to a service-connected disability which has been approved by the County's Claims Administrator, for a period not to exceed ninety (90) calendar days, the employee may receive compensation as determined by the County's Claims Administrator plus that amount from the County which would cause the total amount received by the employee from both the County's Claims Administrator and the County to equal his/her salary at the time of his/her disability. During this period, the employee shall not be charged with the use of accrued sick ~~or short term disability leave~~, annual leave or other forms of leave. The County Commission may authorize extension of the ninety (90) calendar day full compensation provision in cases of medical need.

11.2 It is the intent of the County to pay the on-the-job injured employee the difference between his/her full bi-monthly base salary and that provided by the County's Claims Administrator. Therefore, the employee shall return to the County Treasurer all temporary total disability payments made by the County's Claims Administrator covering the period enumerated in Section 11.1 of this Article. No supplemental benefit provided for in Section 11.1 shall be given until after the employee has deposited his/her lost time benefit check with the Treasurer.

Upon the expiration of ninety (90) calendar days and any authorized extensions subsequent to on-the job injury, if the employee is still unable to work, he or she may elect to utilize accrued ~~short term disability~~sick leave during which period the employee shall receive compensation from the County as provided in Nevada Revised Statutes.

11.3 ~~When accrued short term disability leave has expired, if~~If an the employee is ~~still~~, because of disability, unable to work, he/she will be permitted to use his/her accrued vacation leave as short term disability leave. ~~Subsequent to the expiration of the employee's short term disability and vacation leave~~, provided the employee has so elected to use his/her, ~~short term disability and~~ vacation leave, the employee shall receive compensation checks directly from the County's Claims Administrator and he/she shall be considered on a leave of absence without pay from the County.

ARTICLE 12: OVERTIME, CALL-IN AND STANDBY PAY

12.1 Bargaining Unit A: Overtime shall be any hours worked in excess of 84 hours in a fourteen (14) day work period (207 K Exemption). Hours worked shall not include vacation, sick leave, short term disability leave, or other unworked paid/unpaid time off.

Hours worked shall not include unworked holidays unless the following circumstances apply;

1. The employee would normally be scheduled for work if it were not a holiday; and,

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2. By order of the sheriff, the employee was given the holiday off.

Bargaining Unit B: Overtime shall be any hours worked in excess of 40 hours in a seven (7) day work period. Hours worked shall not include vacation, sick leave, short term disability leave, or other unworked paid/unpaid time off.

Hours worked shall not include unworked holidays unless the following circumstances apply;

1. The employee would normally be scheduled for work if it were not a holiday; and,

2. By order of the sheriff, the employee was given the holiday off.

12.2 It is the policy of the County that overtime shall be kept to an absolute minimum consistent with the basic functions and purposes of the Sheriff's Office.

12.3 Except as provided in Section 12.7, overtime pay for employees shall be calculated at one and one-half (1-1/2) times the employee's regular, straight time hourly rate for each hour or major fraction thereof, worked.

12.4 All overtime must have advance authorization of the Sheriff or his designee, except when, due to an emergency, the Sheriff's or his designee's approval cannot be obtained and it appears to the supervisor of the employee that such overtime is necessary.

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~~2.5~~12.5 An employee shall be compensated for overtime work in the following manner: Cash payment computed at the rates established above.

~~In order to compensate employee's that currently carry compensatory time in the bank, effective July 1, 2011, all compensatory bank time shall be converted to pay at the employee's July 1, 2011 wage. Each employee shall be paid out and receive a separate check prior to July 30, 2011. The number of hours paid shall be deducted from the employee's leave bank.~~

12.6 Call-in: Any employee, who is called in to duty during a time when the employee is not regularly scheduled to work, shall be paid at the rate of one and one-half (1-1/2) times for each hour so spent, on duty. Overtime pursuant to this section is not subject to Section 12.1.

** (PERS Rule): Employees hired after July 1, 2008: If called into work within one (1) hour before the beginning of their shift or within one (1) hour of their shift ending, it shall not be call-in and will adhere to Article 12.1 requirements for qualifying overtime.

Call-in is defined as notification, either verbal or written, to the employee that they are needed for work within 36 hours of notification. (**PERS Rule exception)

Call-in shall be a minimum of two (2) hours unless the employee's regularly scheduled workday begins within one (1) hour of the Call-in; in which case, the employee will be paid call-in for the actual time prior to the beginning of the employee's regularly scheduled shift as calculated to the nearest one-quarter (1/4) hour. (**PERS Rule exception)

If an employee is called in and then released within the two (2) hour minimum timeframe, and then called in again within the same two (2) hour timeframe, the employee is not entitled to a second minimum call-in. (For example, if an employee is called in at 0100 hours, released at 0130 hours and then called in again at 0200 hours, the employee is not entitled to another minimum two (2) hour call in). The employee shall receive the continued call-in rate for time after the initial two (2) hour timeframe, i.e. starting at 0300 hours.

The employee's duty time shall start when the employee actually reports for duty and ends when the employee is released from duty. Overtime pursuant to this section is not subject to Section 12.1.

Scheduled Shift: The term "scheduled shift" is defined as follows: (1) Any shift that has been listed, amended, implemented or provided notice to the effected employee in writing, including electronic format, prior to thirty-six (36) hours form the start of the first scheduled shift, or (2) any shift, after the first shift, where the employee was provided written notice, including electronic format, with less than thirty-six (36) hours, and consists of multiple consecutive days.

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12.7 Standby Time: Standby time is defined as any time other than time when the employee is actually working, which has been specifically scheduled and directed by the Sheriff or his designee during which the employee is restricted in order to be immediately available for call to duty. Standby time does not include any time where an employee carries a pager, radio, personal data device or cellular phone to respond to calls when available. Employees on scheduled standby shall be compensated at the rate of one third (1/3) hour pay at the regular hourly rate for each one (1) hour period of standby.

12.8 It is the intent of the County that all overtime worked and recorded on time cards shall be paid on the paycheck issued for the pay period during which such overtime was worked.

12.9 Employees scheduled for overtime during the same pay period as vacation time used may flex their regular days(s) off (or portions thereof) to cover that annual leave on an hour for hour basis. In the event an employee's annual leave accrual is 200 hours or more, the employee may not flex annual leave.

ARTICLE 13: SENIORITY

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13.1 Seniority is defined as the length of continuous paid employment with the County. Seniority shall be retained, but shall not accrue, during the period of any leave without pay. This section shall refer to regular employees as heretofore defined.

13.2 Seniority by qualifications shall be a principal consideration in cases of layoffs, demotions, and recalls. The County shall give written notice thirty (30) days prior to an employee's layoff or demotion. A County wide re-employment list shall be established for employees affected by layoffs and/or demotions. Such a list shall take priority over departmental and other re-employment or employment lists in the event of rehiring. If the employee refuses an offer of re-employment in the same classification wage and hours, the employee shall be removed from the list. A regular full-time employee that has been offered a part-time position may refuse that offer and remain on the recall list. A regular full-time employee that has been offered and accepts a part-time position shall remain on the recall list for a regular full-time position as outlined in this section.

13.3 On re-employment from a layoff list, if returned within one (1) year, the employee shall be reinstated to the classification, wage hours held at the time of layoff or demotion. If conditions have so changed that it is not possible to reinstate the employee in the same classification, the employee shall be reinstated in the classification and wage that is most nearly comparable to the employee's original classification and wage as is possible under the circumstances.

13.4 Upon re-employment, the salary shall be set pursuant to the Compensation Article of this Agreement.

13.5 If a recalled employee is incapable of completing his re-employment from layoff probationary period, the County may extend said employee's probationary period or return said employee to layoff with recall rights status.

ARTICLE 14: MEDICAL EXAMINATIONS

14.1 The County agrees to provide medical examinations required by N.R.S. Chapter 616 and 617 for sworn/law enforcement personnel (Bargaining Unit A).

ARTICLE 15: COMPENSATION

15.1 The following salary schedules are established for Corporals, Sergeants, Communication Supervisor and Office Manager, effective the first full pay period following July 1, 2016.

aA. Salary

- FY 2020 (July 1, 2019 – June 30, 2020) Increase the current wage levels in effect on June 30, 2019 by 2.0%.
- FY 2021 (July 1, 2020 – June 30, 2021) Increase the current wage levels in effect on June 30, 2020 by 2.5%.
- FY 2022 (July 1, 2020 – June 30, 2022) Increase the current wage levels in effect on June 30, 2019 by 2.0%.

bB. Merit Increase for the term of the Contract

- Employees will remain eligible to achieve levels during the term of the contract.
- Employees who receive a promotion or level increase during a contract year, are ineligible to receive a merit increase in the following 12 months.
- Employees will be eligible to receive merit increases during the term of this contract of up to 2.0% per contract year. The amount of the merit increase will be based on the employee's evaluation as determined by the employee's supervisor. The amount of the merit increase will not be subject to grievance. Any merit increases will be issued the first full pay period following January 1st of the contract year in question.
- Merit increases received pursuant to this Article will be maintained when the employee receives a level increase.
- Employees who disagree with their evaluation results may request their evaluation to be reconsidered by a second supervisory employee. The supervisory employee will be selected by the Sheriff. The supervisory

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employee's decision on reconsideration will be final, binding, and not subject to grievance.

- Merit increases as set out in this provision will sunset at the expiration of this contract and will be of no force or effect after June 30, 2022.

~~FY 2017:~~ ~~Increase current wage levels in effect June 30, 2016 by 2% effective first full pay period following July 1, 2016.~~

~~FY 2018:~~ ~~Increase current wage levels in effect June 30, 2017 by 2% effective first full pay period following July 1, 2017.~~

~~FY 2019:~~ ~~Increase current wage levels in effect June 30, 2018 by 2% effective first full pay period following July 1, 2018.~~

PERS: **Increases in PERS contribution rates during the term of this Agreement will be paid in accordance with the requirements of NRS 286.421.**

Commented [JWZ]: This does not represent the County's proposal. However, we do want to specifically discuss the structure of pay applicable to this unit.

See Salary Table Attached as Appendix A

Corporals (Sworn Peace Officers)

Level 1	Entry and promotional probationary;
Level 2	One (1) year continuous service in Corporal's Level 1 plus Intermediate Nevada POST Certificate;
Level 3	Three (3) years continuous service in Corporal's Level 1, 2 plus Supervisor Nevada POST Certificate;
Level 4	Five (5) years continuous service in Corporal's Level 1, 2, 3 plus Advanced Nevada POST Certificate

Sergeants (Sworn Peace Officers)

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Level 1	Entry and promotional probationary;
Level 2	One (1) year continuous service in Sergeant's Level 1 plus Supervisor Nevada POST Certificate;
Level 3	Five (5) years continuous service in Sergeant's Level 1, 2 plus Intermediate Nevada POST Certificate;

Level 4	Seven (7) years continuous service in Sergeant's Level 1, 2, 3 Plus Advanced Nevada POST Certificate

Bargain Unit B (Non-sworn Supervisory Employees)

Office Manager

Level 1	Entry or probationary;
Level 2	Completion of probationary period, or one (1) year of service as an Office Manager if transferred from another Sheriff's Office classification and fifty (50) hours of training excluding FTO or on the job training;
Level 3	Four (4) years of continuous service as an Office Manager and an additional one hundred (100) hours of training. One Hundred fifty (150) total hours excluding FTO
Level 4	Eight (8) years of continuous service as an Office Manager and an additional two hundred (200) hours of training. Three hundred fifty (350) total hours excluding FTO.

Communication Supervisor

Level 1	Entry or probationary
Level 2	Completion of probationary period or one (1) year of Service as a Communications Supervisor if transferred from Another Sheriff's Office classification and additional fifty (50) hours of training excluding FTO;
Level 3	Three (3) years of continuous service as a Communications Supervisor and an additional One Hundred (100) hours of Training. One Hundred Fifty (150) total hours excluding FTO;
Level 4	Six (6) years of continuous service as a Communications Supervisor and an additional Two Hundred (200) hours of training. Three Hundred fifty (350) total hours excluding FTO.

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Sheriff has final determinations of past qualified training hours and courses. Future training hours and courses must have advance written approval by Sheriff.

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Newly hired or promoted employees may be subject to pay at one level below their qualified level, during probationary period subject to a waiver by the Sheriff for continuous service. The Sheriff has the final determination if a waiver will be given and the decision may not be appealed or arbitrated.

Physical Fitness Bonus-Incentive

Bargaining Unit A employees will receive a $250.00 bonus-incentive semi-annually (June and December) for successfully completing the Nevada Physical Ability Test as established by Nevada Post and as scheduled and administered by the Lander County Sheriff or designee. Employees will be required to test prior to each semi-annual payment.

Availability of Certain Training Guaranteed

County guarantees availability of 24 hours of training per year for each category of employment, POST-certified and non-certified. Except where mandated for POST certification or continuing certification, such training shall not be mandatory and employees shall not be paid for attending such training.

Applicable Training

The training listed herein is examples of authorized training courses. Specific courses and training must be reviewed and approved in writing by the Sheriff of their designee for them to be applicable towards satisfying the education requirements of the Level increases. The Sheriff or Designee will make a reasonable effort to ensure that training is available.

ALL EMPLOYEES

CPR Certification
First Aid Certification
First Responder Certification
Instructor Development
Report Writing
Sexual Harassment
Cultural Awareness
Public Relations
HAZMAT Training
ICS/NIMS/FLETC/DHS
Suicide Intervention
Fire System Training
Dealing with Difficult People
Pre-Approved College Courses
Stress Management
Blood borne Pathogens
Effective Courtroom Testimony

Civil Liabilities
Document Identification and Deception
Productivity Training
Time Management Training
Writing Training
Records Management Training
Post-Secondary class in Psychology
Post-Secondary class in Sociology
Post-Secondary class in English (above 101)

COMMUNICATIONS SUPERVISORS

Any Certified Course through the National Communications Institute
Any Certified Course through Power phone
Any Certified Course through APCO International
Emergency Medical dispatcher
Emergency Medical Technician I/II/P
Pre-Approved Field Training Officer/Communication Training Officer
NCIC/NCJIS
Terrorism Training
RMIN Specific Training
Domestic Violence
Caliber Press Street Survival
Vesta System Training
Radio System Training
Pre-approved Computer Training Specific to Dispatching
Community Policing
Interview Techniques
Post-Secondary class in Languages
Post-Secondary class in Speech

Office Manager

Business Etiquette Training
Communication Training
Creativity and Critical Thinking Training
Cross-Cultural Communication Training
Customer Service Training
Diversity Training
Human Resources Training
Leadership Training and Management Training
Records Management Training
Evidence Room Management Training
Presentation Skills Training

Course hours to maintain certification or repeat training with the same general subject matter do not accumulate towards level increase requirements.

Examples of non-credited training:

- Re-Certification in CPR that is required to maintain active certification
- Re-Certification in First Aid that is required to maintain active certification
- Yearly Blood Borne Pathogen training
- Yearly Sexual Harassment training

Examples of credited Continuing Education Unit Courses:

- Diverse CEU courses that relate to subject matter, but do not contain the same general information in the original course
- Police One Communications I
- Police One Communications II

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Mandatory Training

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All hours physically spent in training required by the County will be paid at the employee's regular hourly rate unless Article 12 applies.

Incentive Pay

To compensate those employees that have obtained and frequently utilize specialized training/skills and those employees in specialized assignments, the County shall compensate employees as outlined in this section.

The Sheriff has final determination on what specialized training, skills and/or assignments qualify for Special Duty ~~Bonuses~~Incentive. The Sheriff may limit the number of individuals that qualify for specific Special Duty ~~Bonuses~~Incentive. The Sheriff's decision may not be appealed or arbitrated.

A ~~bonus~~incentive in the amount of ~~$1,500~~2,000 will be paid to each authorized and qualified Field Training Officer employee. Payment will be divided equally and paid bi-annually on the first full pay period in January and July.

A ~~bonus~~incentive in the amount of $2,000 will be paid to each appointed employee that qualifies for each Special Duty ~~Bonus~~Incentive as determined by the Sheriff.

These Special Duty ~~Bonus~~Incentives~~es~~ may be accumulative for multiple qualifications as designated and authorized by the Sheriff for a maximum of $4,000 annually.

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All accumulated bonusincentives shall be divided equally and be paid bi-annually on the first full pay period in January and July.

Special Duty BonusIncentives are limited to available funds budgeted by the County for such bonusincentives.

Bilingual Special BonusIncentive

Bilingual incentive pay is paid to employees certified by the Sheriff or Designee as proficient and bilingual in Spanish for the duration of the employee's certification. This incentive is limited to ~~six~~ nine (~~6~~9) employees agency wide. An bonusincentive in the amount of $2,000 will be paid to each qualified employee (maximum of ~~six~~ nine (96) agency-wide). Payment will be divided equally and paid bi-annually on the first full pay period in January and July.

Educational BonusIncentive

Lander County values continued training and education. The Educational BonusIncentive is intended to encourage permanent, full-time employees to obtain college level graduate and post-graduate degrees that bear a reasonable and rational relationship to the job classification held by the employee as determined in the sole discretion of the Sheriff or Designee. Degrees subject to approval for this

incentive are limited to those from a University approved study course aimed at baccalaureate or graduate level degrees. Application of this incentive and the determination of whether the University is a properly accredited institution of higher learning are within the sole discretion of the Sheriff or Designee.

Employees who meet the criteria set forth in this section and upon approval of the Sheriff or Designee are eligible for an Educational BonusIncentive as follows;

Employees hired prior to July 1, 2016 and that meet the criteria set forth shall be eligible beginning June 2017 for this bonusincentive each year. The bonusincentive will be paid annually on or before June 30 of each year.

Employees hired on or after July 1, 2016 and that meet the criteria set forth shall be eligible for this bonusincentive on a one time basis upon completion of probation. The bonusincentive will be paid on or before June 30 of the year approved.

- Associate Degree: $2,000;
- Bachelor's Degree: $3,000;
- Master or Higher Degree: $4,500

This Bonusincentive shall not be accumulative between degree levels. Only one educational bonusincentive may apply (highest) to each employee regardless of number of degrees.
Educational BonusIncentives are limited to available funds budgeted by the County for such bonusincentives.

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Repayment

For payments in this section that are paid in advance. In the event the employee's employment is ended for any reason within the advance payment time frame of ~~Bonus~~incentives, the advance payment shall be prorated. The balance of the months shall be reimbursed to the County from the employee's final paycheck. If the employee's final paycheck is insufficient to cover the amount to be reimbursed then the employee agrees to repay Lander County any remaining balance not later than 90 calendar days after the effective date of the employee's end of employment. If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgement shall also include reasonable attorney's fees and cost incurred by Lander County.

Moving and Relocating Reimbursement

To assist newly hired uniformed employees in relocating for employment and existing uniformed employees in relocating for permanent duty assignments, the County, upon written request by the employee, will provide the following ~~bonus~~incentives:

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Newly hired uniformed employees required to relocate between 50 and 250 miles from their primary place of residence at the time of employment offer may be eligible for reimbursement of moving expenses up to $500.00. Newly hired employees required to relocate in excess of 250 miles from their primary place of residence at the time of employment offer may be eligible for reimbursement of moving expenses up to $1,000.00.

Existing permanent, uniformed fulltime employees that are required to transfer from one permanent duty station to another and which requires a change in primary permanent residence may receive reimbursement of moving expenses up to $500.00. Voluntary transfers and requested transfers are ineligible for reimbursement.

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In the event the newly hired uniformed, fulltime employee's employment is terminated for any reason within thirty-six (36) months of actual first date of employment, the reimbursement payment total shall be prorated and the remainder of the months equaling thirty-six (36) months from the actual first date of employment. The calculated sum shall be reimbursed to the County from the employee's final paycheck.

In the event the existing permanent, uniformed fulltime employee's employment is terminated for any reason within twenty-four (24) months of relocation, the reimbursement payment total shall be prorated and the remainder of the months equaling twenty-four (24) months from the actual date of the change in permanent duty station. The calculated sum shall be reimbursed to the County from the employee's final paycheck.

In the event the existing permanent, uniformed fulltime relocated employee's permanent duty station is changed within twenty-four (24) months of relocation, at the employee's request, the reimbursement payment total shall be prorated and the remainder of the months equaling twenty-four (24) months from the actual date of the change in permanent duty station shall be repaid to the County in no more than six (6) equal payments. In the event the relocated employee's permanent duty station is changed by order of the Agency within twenty-four (24) months of relocation, repayment of moving expenses shall be waived.

If the employee's final paycheck is insufficient to cover the amount to be reimbursed, then the employee agrees to repay Lander County any remaining balance not later than one hundred twenty (120) calendar days after the effective date of the employee's termination.

If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgment shall also include reasonable attorney's fees and costs incurred by Lander County.

For the purpose of this section, a permanent duty station is defined as one that the employee will be stationed in and actively working for a minimum period of twenty-four (24) months.

This bonusincentive shall not be doubled in the event two employees are married and are hired or relocated at the same time.

The Sheriff or Designee shall determine what is eligible as reimbursable expenses. The Sheriff has the final determination regarding this bonusincentive. The Sheriff's decision is not subject to the contractual grievance and arbitration processes.

Moving and Relocating Reimbursement expenses are limited to available funds budgeted by the County for such reimbursement.

ARTICLE 16: MEDICAL PLAN

16.1 ...

1A. Employees hired prior to July 1, 2006:

Effective July 1, 2007 the County and Association agree that County contributions to the Medical Insurance Plan for full time employees hired to work 35 or more hours per week will be paid at 100% of employee only premium amount for medical plan chosen by employee and 50% of eligible dependent coverage in same plan. Full time employees are required to pay the excess monthly premium biweekly via automatic payroll deduction.

2B. Employees hired after July 1, 2006:

Effective July 1, 2007 the County and Association agree that County contributions to the Medical Plan for full time employees hired to work 35 or more hours per week will be paid at 100% of employee only premium amount for medical plan chosen by employee. Dependent coverage will be paid at 100% by employee. Full time employees are required to pay the excess monthly premium biweekly via automatic payroll deduction.

3C. FY 2020 – FY 2022 Insurance Benefit

Effective July 1, 2019, and continuing through the term of this Agreement, the County and Association agree that County contributions to the Medical Insurance Plan for full time employees hired to work 35 or more hours per week will be paid at 100% of employee only premium amount for medical plan chosen by employee. An employee who is eligible to purchase dependent coverage and elects to participate in dependent coverage will be required to pay the first one hundred and twenty dollars ($120.00) of the dependent coverage monthly premium. This payment will be made on a biweekly basis via automatic payroll deduction. For employee's participating in dependent coverage, the County will contribute the remaining premium amount for eligible dependents on a monthly basis.

4D. Article 16.1(3) shall be effective July 1, 2019 and shall expire on June 30, 2022.

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ARTICLE 17: UNIFORM ALLOWANCE

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17.1 The County shall pay to every uniformed employee a uniform allowance, to be paid bi-annually during the first pay period in January and July as follows:

$650.00 — Uniformed (Bargaining Unit A)

$175.00 — Communication Supervisor (Bargaining Unit B)

The uniform allowance payment shall be paid in a separate check and combined with all other ~~bonus~~incentive payouts in a single check.

Lander County will contribute up to a maximum of $250.00 toward the initial purchase of the initial issue bike helmet and nylon belt which initial issue shall be County property. Repair, maintenance and replacement of this equipment are solely the officer's responsibility.

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To assist newly hired uniformed employees in the purchasing of required equipment and uniform items for duty, newly hired uniformed employees may, upon written request, receive an advance payment of uniform allowance. This payment shall be up to the equivalent of one (1) year of uniform allowance. Advance payment shall be made in a separate check issued by the County on the first pay period following the newly hired employee's date of hire. Upon completion of one (1) year employment, employee will be prorated the monthly allowance on the next bi-annual payment date to coincide with current employees bi-annual schedule. Example: Employee hired April 1 of current year, will be paid nine (9) months of uniform allowance on July 1 of the following year.

In the event the employee's employment is ended for any reason within the advance payment time frame of Uniform allowance, the advance payment shall be prorated. The balance of the months shall be reimbursed to the county from the employee's final paycheck. If the employee's final paycheck is insufficient to cover the amount to be reimbursed, then the employee agrees to repay Lander County any remaining balance not later than 90 calendar days after the effective date of the employee's end of employment. If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgement shall also include reasonable attorney's fees and costs incurred by Lander County.

17.2 The safety and security of Lander County's employees are of utmost concern. To this end, Lander County agrees to purchase or supply each Peace Officer a custom fit bullet/stab resistant vest based on the following criteria:

1. The cost to the County for each vest will not exceed $900.00. Employees may opt to obtain a higher cost vest, but the employee must contribute the difference either directly or through payroll deduction to the County.

2. If a payroll deduction is authorized by the employee, the County will cover the upfront cost of the overage so the employee has no out of pocket expense.

3. Only one (1) vest may be purchased during each five years of continuous employment as a sworn officer with Lander County unless the previous purchased vest indicated a shorter expiration period and the employee obtained a written waiver from the Sheriff prior to purchase. Expiration period requirements are the sole responsibility of the employee prior to the purchase of the vest.

4. Any vest purchased must meet National Institute of Justice Standards for a Level II vest or higher.

5. Each vest purchased in accordance with this Article shall remain the property of Lander County until the expiration of the vest regardless of any contribution to the total cost by the employee.

6. The County shall not be required under any circumstances to reimburse any employee for any portion of personal funds that the employee contributed towards the total cost of the vest.

~~7.~~ Upon an employee's separation from a sworn position for whatever reason, the County will relinquish ownership of the vest to the employee and the cost of the vest will be

7. prorated based on the vest's expiration and County's actual contribution. The prorated amount will become a debit to the County by the employee and shall be reimbursed to the County from the employee's final check.

8. If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgment shall also include reasonable attorney's fees and costs incurred by Lander County.

9. The Sheriff has the sole discretion to waive any or all the requirements and restrictions of the Article section. The Sheriff's decision is final and not subject to appeal or arbitration.

17.3 In the event the employee's final paycheck is not sufficient to cover the reimbursement, the unused months become a debit to the County and subject to the collections and garnishment process. If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgement shall also include reasonable attorney's fees and costs incurred by Lander County.

ARTICLE 18: TUITION REIMBURSEMENT

18.1 Purpose:

The Tuition Reimbursement Program is intended to encourage permanent, full-time employees to enroll in college level graduate and post-graduate courses and/or study majors that bear a reasonable and rational relationship to the job classification held by the employee at the time of such enrollment as determined in the sole discretion of the Sheriff or designee.

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Courses subject to approval for reimbursement are limited to those in a University approved study course aimed at matriculation of a baccalaureate or graduate level degree. Enrollment in the program and the determination of whether the University is a properly accredited institution of higher learning is within the sole discretion of the Sheriff or designee.

18.2 Eligibility:

Permanent, full-time employees in the classified service shall be considered eligible to participate in this program after completing eighteen months of satisfactory county service. Employees eligible for educational reimbursement from federal or state governments shall exhaust all such benefits before being eligible for tuition reimbursement pursuant to this program. Employees may not receive tuition reimbursement under both the Lander County Policies and Procedures and this program.

Additional eligibility requirements for participation in the Tuition Reimbursement Program include:

1. No tuition reimbursement shall be advanced. Reimbursement is contingent upon successful completion of this class as described herein;

2. No employee shall be reimbursed more than $2,000 per fiscal year or $10,000 during the employee's cumulative employment with Lander County;

3. Tuition shall be reimbursed in an amount not to exceed the per unit tuition charged by the Great Basin College System for classes comparable in content to that in which the employee has enrolled or intends to enroll. If the Great Basin College System does not offer a comparable class, then the Sheriff shall make the final determination as to whether or not reimbursement shall be provided, but in no case shall said reimbursement exceed the per unit Great Basin College tuition fee;

4. The precise amount of tuition reimbursement shall be based upon all criteria stated herein, including the grade received by the employee in the class(s) for which reimbursement is sought. If an employee receives a "B" or higher (or its numerical equivalent, then the employee shall be eligible for 100% tuition reimbursement as described above. If the employee receives a grade of "C" (or its numerical equivalent), then the employee shall be eligible for 50% tuition reimbursement as described herein. Courses in which the employee receives a grade lower than a "C" (or its numerical equivalent) will not be reimbursed;

5. Tuition reimbursement is contingent upon employee's submission to the Sheriff of official college transcripts or comparable documentation acceptable to the Sheriff, which verify the employee's grade(s).

6. An employee seeking tuition reimbursement for eligible class (es) shall submit the official transcript documentation to the Sheriff in conjunction with a Lander County provided form for said use. The Sheriff shall cause any necessary investigation to be

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conducted in order to verify the employee's eligibility for tuition reimbursement. The decision of the Sheriff shall be final and binding and is not subject to grievance or judicial appeal.

7. Education under this program is voluntary and is not considered hours worked and any travel expense or expense for books, etc. is not subject to reimbursement under this program.

18.3 Voluntary Resignation:

In the event that an employee voluntarily resigns from County employment one year of less from the date that the tuition reimbursement is approved by the Sheriff, then the employee's final paycheck shall reflect a deduction equivalent to the amount of tuition reimbursement paid within the previous fiscal year. If the employee's final paycheck is insufficient to cover the amount to be reimbursed, then the employee agrees to repay Lander County any remaining balance not later than 90 calendar days after the effective date of the employee's voluntary

resignation.

If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgment shall also include reasonable attorney's fees and costs incurred by Lander County.

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ARTICLE 19: COURT APPEARANCES

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19.1 Employees subpoenaed to appear during their normal working hours, as a witness in a proceeding connected with their official duties, and who are not a party in such proceeding, shall receive their regular pay, providing that all witness fees are applied for and returned to the department. Employees shall return to work when excused.

19.2 Any employee required to appear during an off-duty period, as provided above, will be paid in accordance with Articles 12 and 15 of this agreement providing that all witness fees are applied for and returned to the department. Employees shall make every effort to keep any overtime to a minimum.

19.3 Any employee required to appear, as provided above, shall retain any mileage fee and other per diem paid in connection with such appearance, unless the employee is provided with a County vehicle to travel to and from such proceedings and/or other per diem, in which case, any such County covered expenses shall be applied for and returned to the department.

ARTICLE 20: SHIFT DIFFERENTIAL

20. 1 For Office Manager, Corporal, and Sergeant, and Communications Supervisor: All shift work performed between the hours of 6:00 p.m. and 6:00 a.m. shall be considered night work. Payment for night work, in addition to regular compensation, shall be made at the rate of one dollar and ~~twenty-five~~fifty cents ($1.25) per hour for those hours worked between 6:00 p.m. and 6:00 a.m., ~~except as provided herein.~~ Employees will only receive shift differential pay for hours actually worked during the shift differential period~~If an employee works a shift of which at least fifty per cent (50%) of the hours are between 6:00 p.m. and 6:00 a.m., the employee shall be paid the differential. In any event, the employee's qualifying shift must be a minimum of four (4) hours in length before shift differential pay may apply.~~

~~For Communication Supervisor: All shift work performed between the hours of 4:00 p.m. and 7:00 a.m. shall be considered night work. Payment for night work, in addition to regular compensation, shall be made at the rate of one dollar twenty-five ($1.25) per hour for those hours between 4:00 p.m. and 7:00 a.m., except as provided herein. If an employee works a shift of which at least fifty per cent (50%) of the hours are between 4:00 p.m. and 7:00 a.m., the employee shall be paid the differential. In any event, the employee's qualifying shift must be a minimum of four (4) hours in length before shift differential pay may apply.~~

No night shift differential shall be paid for overtime worked at either the beginning or the end of a shift unless the regular shift hours (minimum of 4 hours) qualify for the night shift differential.

~~20.2~~20.1 It is the intent of the County that the shift differential premium shall be paid in and for the same pay period in which it is worked.

~~20.3 No shift differential shall be paid for call in time unless the call in is immediately preceding regular scheduled shift hours (minimum 4) qualify for the night shift differential.~~

ARTICLE 21: DUES DEDUCTION

21.1 The County shall deduct dues from the salaries of Association members and pay over to the proper officers of the Association, the money so collected. Provided, however, that no deductions shall be made except in accordance with a deduction authorization form, individually and voluntarily executed by the employee for whom the deduction is made. The deduction authorization form shall specify any Association restrictions on the employee's right to terminate his/her dues deduction authorization.

21.2 The Association shall indemnify and hold the County harmless against any and all claims, demands, suits and other forms of liability which shall arise out of or by reason of action taken or not taken by the County at the request of the Association under the provisions of Section 21.1, above.

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21.3 The Association 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, thirty (30) days prior to the effective date of such change.

21.4 The County will continue to honor existing dues deduction authorizations currently on file.

ARTICLE 22: USE OF COUNTY FACILITIES

22.1 The County recognizes the necessity of the Association to hold Association meetings. It is mutually agreed, that upon request to the party under whose control the facilities are placed, the Association shall be permitted to meet in County facilities or buildings if such facilities or buildings are available, under the following conditions:

A). Any such meeting held in or on County property shall be without cost to the Association.

2. No such meeting shall be allowed to interfere with normal County activities.

3. This provision is not a guarantee to the Association that County facilities or buildings will be available to it at any specific time, and such meetings will be scheduled at the convenience of the County, except that the County will not deny access to facilities or buildings merely for the purpose of harassment of the Association.

ARTICLE 23: REMOTE ASSIGNMENT ~~BONUS~~INCENTIVE

23.1 In consideration for being permanently stationed in the remote areas of Austin and Kingston, permanent fulltime employees shall receive an ~~bonus~~incentive. An ~~bonus~~incentive in the amount of ~~$3,500~~6,000 will be paid to each authorized and qualified employee. Payment will be divided equally and paid bi-annually on the first full pay period in January and July.

For the purpose of this section, a permanent duty station is defined as one that the employee will be stationed in and actively working for a minimum period of twenty-four (24) months.

In the event an employee's permanent duty station is changed in the six (6)-month period after payment of this ~~bonus~~incentive, the ~~bonus~~incentive payment total shall be prorated and the remainder of the months equaling six (6) months from the actual date of payment shall be repaid to the County in no more than six (6) equal payments. In the event the employee's permanent duty station is changed by the Agency, this repayment provision may be waived by the Sheriff.

If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgment shall also include reasonable attorney's fees and costs incurred by Lander County.

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ARTICLE 24: AMENDING PROCEDURE

24.1 If either party desires to modify or change this Agreement, it shall, not later than February 1 of any year, give written notice to the other party of amendment, except that no amendments or modifications to this Agreement shall be made except by mutual agreement of the parties or through the provision of Article 27 herein (Savings Clause). Any amendment, whether a proposed amendment or an alternative to a proposed amendment that maybe mutually agreed upon or awarded pursuant to the provision of Chapter 288 of the N.R.S., shall become and be part of this Agreement. Any amendments that may be agreed upon or awarded shall become and be part of this Agreement without modifying or changing any of the other terms of this Agreement.

ARTICLE 25: DISCHARGE AND DISCIPLINARY ACTION

25.1 Maintenance of Disciplinary Action.

The right to maintain discipline and efficiency of employees is vested exclusively in the County. All disciplinary action or measures taken by the County shall be for just cause and may include the following: oral reprimand, written reprimand, suspension with pay, monetary County loss repayment, suspension without pay, involuntary demotion, or discharge. Only monetary County loss repayment, suspensions without pay, exceeding three (3) days involuntary demotion or discharge may be grieved to step (4) (arbitration). Grievances do not postpone disciplinary action.

25.2 The County shall have the right to discharge or discipline any employee for cause, but in determining discipline, the County shall not transfer or reassign any employee for disciplinary purposes. The term cause shall include, but not be limited to the following: willfully falsifying or withholding material information on personnel questionnaires, personnel records, employment applications, time cards, or any other records or reports; recording on another employees time card; failure to properly record time; performance of work below required standards; failure to perform assigned duties; negligence in the performance of duties likely to cause or actually causing personal injury or property damage; fighting or attempting injury to another employee; insubordination; dishonesty; theft; destroying or willfully damaging the property of another employee or the County; acceptance of a bribe from citizens, vendors, suppliers or others; misuse of County funds; the use or being under the influence of drugs or alcoholic beverages, on the job, during working hours; unsatisfactorily explained absences; unauthorized absence without proper notice; abuse of sick leave; malicious communication with false or defamatory oral or written statements directed against a fellow employee, the County or management or the County Commission; sleeping on the job, or failure to comply with County safety rules; loss or suspension of license or certification that are a condition of employment; violation of rules and regulations or general orders issued by the Sheriff.

25.3 As determined by the County, the level of severity of the discipline is dependent on the nature of the act and circumstances. When a complaint against an employee does not warrant discharge, the disciplinary action will be based on the severity of the complaint and

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take the form of: (1) oral reprimand; (2) written reprimand; (3) monetary loss repayment; (4) suspension with pay; (5) suspension without pay; or (6) involuntary demotion. One or more of actions 1 through 6 may occur prior to discharge. The County shall notify the Association within ten (10) working days after the issuance of a written reprimand, however, this notification shall not extend the time for filing a grievance.

25.4 The County shall notify the Association of its intent to require monetary County loss repayment, demote or suspend an employee without pay. When monetary County loss repayment, demotion or suspension without pay is contemplated, the last phase of the investigation process shall be a meeting where the employee and the Association Representative are informed of the allegations and given the opportunity to respond. The discipline may be postponed to allow for consideration of evidence the employee produced or further investigation of the employee's response.

25.5 The County may not discharge employees covered by this contract for cause without first giving the employee and the Association written notice prior to the action being taken unless section 25.14 applies.

The written notice shall include the following:

1. A statement that discharge is proposed and the specific charges.

2. Copies of any material or documents upon which the proposed action is based.

3. A statement that the employee has a right to meet with the County to discuss the proposed action.

4. The date, time and location of the pre-termination meeting. The employee and Association representative shall meet with the County to review the charges and be given an opportunity to state their position as to whether there are true and reasonable grounds for the proposed action. The discipline may be postponed to allow for consideration of evidence the employee produced or further investigation of the employee's response. Failure of the employee to attend these scheduled pre-termination meeting constitutes a waiver of the pre-termination meeting.

25.6 In cases of contemplated discharge, demotion, suspension, or other disciplinary action for misconduct which presents possible harm to persons or property, or pending criminal charges which adversely and directly affect the County or substantially disrupt County operation, the County may immediately place the employee on Administrative leave with pay upon giving the appropriate notice as outlined in Sections 26.4 and 26.5.

25.7 Any record of disciplinary action, excluding oral warnings and reprimands, in order to remain effective, must be placed in the employees official personnel file.

25.8 Any record of discipline not previously provided to the employee will not be used as a basis for subsequent progressive discipline.

25.9 Involuntary demotions shall be limited to instances of documented substandard performance during and after completion of the probationary period.

25.10 Any time limits may be extended by written mutual agreement of the Association and the County.

25.11 For the purposes of this Article, County includes the County Executive Director, Sheriff or designee and County Commissioners.

25.12 Probationary employees are not covered by this article.

25.13 The County will follow the procedures required by Nevada Revised Statutes Chapter 289 (Peace Officers Bill of Rights) where appropriate.

25.14 An employee is considered to have resigned without notice and abandoned their position if they:

1. Fail to report for scheduled duty for three consecutive work periods.
2. Fail to notify the Sheriff or Designee.

The County shall make a single effort to contact the employee by phone at the employee's contact number provided to the Sheriff's Office personnel clerk.

In the event of job abandonment, the Sheriff will send a certified letter to the last known address of the employee giving notice of their employment termination with the County. The notice will contain the dates the employee failed to report for duty and the date and time of the attempted contact by the County.

The employee's permanent personnel file will indicate the reason for termination as "Resignation without Notice — Job Abandonment".

Nothing in this section shall restrict the County from taking disciplinary action with an employee in accordance with this Agreement and Sheriff's Office Policy.

25.15 Maintenance of Disciplinary Action

A. Oral Reprimand, Written Reprimand and Suspension Without Pay of three (3) days or less:

An employee who has received a violation that resulted in an Oral Reprimand, Written Reprimand or a suspension Without Pay of three (3) days or less shall request from the sheriff or Designee, after twelve (12) months from the date of the occurrence of the

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violation, an acknowledgment that the behavior has been corrected or that no other violations of similar nature have occurred. The response shall be in writing and attached to the original violation.

B. Suspension without pay of more than three (3) days: An employee who has received a violation that resulted in a Suspension Without Pay of more than three (3) days shall request from the sheriff or Designee, after twenty-four (24) months from the date of the occurrence of the violation, an acknowledgment that the behavior has been corrected or that no other violations of similar nature have occurred. The response shall be in writing and attached to the original violation.

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ARTICLE 26: GRIEVANCE PROCEDURE

26.1 Definition

A grievance is a dispute or disagreement between an employee, a group of employees, or the Association and the County which involves the interpretation or application of any provision of the Agreement.

The term "days" when used in this Article 26 shall, except where otherwise indicated, means working days rather than calendar days. For the purposes of this Article, "working days" are defined as Monday through Friday excluding contractual Holidays.

Both parties agree that these proceedings shall be kept confidential.

All hearing held by the arbitrator shall be closed sessions and no news releases shall be released during sessions without mutual written consent.

Probationary employees are not covered under this Article.

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26.2 Time Limits

The parties agree that the time limitations defined in this Article of the Agreement shall be adhered to. A violation of prescribed time limitation of this Article of the Agreement by the Association means the grievance is forfeited by the Association. A violation of a prescribed time limitation of this Article of the Agreement by the County shall cause that, in the event of arbitration, the arbitrator will be directed to consider such failure and apply the appropriate weight in rendering a decision. The parties to this Agreement may grant an extension to the requesting party. Said extension request shall be in written form and approved in writing by the party receiving said request. A request for extension shall include the length of extension being requested.

26.3 Procedures for Filing

All grievances will be processed in the following manner:

Step 1 Within five (5) working days of the event giving rise to a grievance or knowledge thereof, the grieved employee will verbally or in writing, request a hearing/meeting to present the grievance to the Sheriff or Designee for review. In any event the hearing/meeting shall be within twenty-one (21) days of the request.

The grieved employee may request representation by a steward or business representative at this hearing/meeting. The Sheriff or Designee shall, within five (5) working days of hearing said grievance, render a verbal or written decision to the grievant.

Step 2 Should the grievant be dissatisfied with the Sheriff or Designee's Step One (1) response, the grievance shall be reduced to written form, and presented to the Sheriff for formal disposition. The grievance shall be advanced to Step Two (2) within five (5) working days of the Sheriff's or Designee's Step One (1) response or lack of response. The grievance shall be signed by the grieved employee, the employee's steward, or business representative. The Sheriff shall render a written response to the grievance within five (5) working days of receiving the formal grievance.

Step 3 Should the grievant be dissatisfied with the Step Two (2) formal response of the Sheriff, the grievance shall be forwarded, in writing, within ten (10) working days of the Step Two (2) response to the County Commissioners or their designated representative, by the grieved employee or the Associations designated representative. A copy of the Step 3 grievance shall be delivered to the Sheriff or his/her Designee by the grieved employee or their representative within 24 hours of delivery to the County Commissioners or their designated representative. The County Commissioners or their designated representative shall respond in writing to the grievance within fifteen (15) working days of the date said County representative received the grievance. For the purpose of this Step of the grievance procedure, the County will keep the Association notified in writing of its designated representative.

Step 4 The Association may request arbitration of an unresolved grievance. The Association shall notify the County in writing of such intent within ten (10) working days of receipt of the Step Three (3) written response. A copy of the Step 4 grievance shall be delivered to the Sheriff or his/her Designee by the grieved employee or their representative within 24 hours of delivery to the County Commissioners or their designated representative. The parties shall attempt to reach an agreement on an arbitrator. In the event the parties fail to reach agreement, the parties or Association shall request from the Federal Mediation and Conciliation Services a list of seven (7) arbitrators. Upon receipt of said list, the parties shall alternately strike names until one name remains to serve as arbitrator. The Association shall strike the first name from the list.

26.4 Arbitrator's Authority

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The decision of the Arbitrator shall be final and binding. The Arbitrator shall not add to, subtract from, or modify any of the terms of this Agreement, or any supplementary Agreement. The award of the Arbitrator shall be based exclusively on the evidence presented at the hearing.

26.5 Expenses

The fees of the Arbitrator shall be borne equally by the parties. Should either party request the services of a court reporter, that party shall be responsible for all associated costs and shall provide a copy of said transcript to the other party. Each party shall be responsible for its own legal, witness, and/or preparation fees. The Arbitrator shall not order a court reporter.

26.6 Compliance

The parties agree to respond to the Arbitrator's decision within five (5) working days of receipt of said decision. The Arbitrator shall endeavor to render a discharge related decision within fourteen (14) calendar days of the hearing, all other decisions within thirty (30) calendar days.

26.7 Exclusive Remedy

The sole remedy available for any alleged breach of this contract or an alleged violation of rights hereunder granted shall be pursuant to the foregoing grievance procedure prior to taking any other action.

ARTICLE 27: SAVINGS CLAUSE

27.1 In the event that any provision of this Agreement is rendered invalid by any court of competent jurisdiction, such action shall not invalidate the entire Agreement. It is the express intention of the County and the Association that all other provisions not rendered invalid shall remain in full force and effect, and that the parties shall enter into negotiations to bring the invalid section or sections into compliance.

27.2 This Article does not preclude informal discussion between the parties of any matter which is not subject to negotiations or contract. Any such informal discussion is exempt from all requirement of notice or time schedule.

ARTICLE 28: WARRANT OF AUTHORITY

28.1 The County and the Association hereby warrant and guarantee that they have the authority to act for, bind, and bargain on behalf of each entity which they represent, during the term of this Agreement.

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ARTICLE 29: EFFECTIVE DATE AND DURATION

29.1 This agreement shall be in full force and effect from July 1, ~~2016~~ 2019 to June 30, ~~2019~~ 2022.

29.2 The County may reopen this agreement during its term to address a "fiscal emergency" in accordance with the requirements of NRS 288.150 (4).

ARTICLE 30: DRUG & ALCOHOL TESTING POLICY

30.1 Alcohol and Drug Testing will be conducted in accordance Lander County Sheriff's Office Policy.

31.7 This provision expires and is no longer in effect after June 30, 2016 unless the parties agree in writing to continue this benefit in a successor labor contract.

IN WITNESS WHEREOF, the County and the Association have caused these presents to be duly executed by their authorized representatives this _____ day of _____ , 20196.

LANDER COUNTY BOARD OF COMMISSIONERS

Patsy Watts, Commissioner

Sean Bakker, Commissioner

Art Clark III, Commissioner

Doug Mills, Chair

Judie Allan, Commissioner

LANDER COUNTY SHERIFF

Ron Unger, Sheriff

LANDER COUNTY SHERIFF'S ASSOCIATION

Gary Campbell, President

Tommy Burden, Negotiating Team Member

Meshell Young, Negotiating Team Member

John Rochester, Negotiation Team Member

OPERATING ENGINEERS, LOCAL 3 of the International Union of Operating Engineers AFL-CIO

Russ Burns, Business Manager

Jim Sullivan, Recording Corresponding Secretary

Tim Neeb, Director, Public Employees Division

Phillip Herring, Business Agent

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APPENDIX A
SALARY TABLE

The parties agree that the salary schedules for Corporals, Sergeants, Bargaining Unit B, and the Communications Supervisor will be revised as part of the MOU process for FY 2018. The parties further agree that those revised schedules will be used to prepare a revised salary schedule which will remove the disparity between Level 4 Corporal Pay and the Sergeant Pay Scale for the purpose of encouraging promotion.

The parties further agree that the following language will appear as part of the new salary schedule:

Employees with a minimum of two (2) years' experience as a Corporal for Lander County who promote to Sergeant may move to Level 3 as a Sergeant after the completion of two (2) years as a Sargent for Lander County. Employees who promote internally from Corporal to Sergeant may achieve Level 4 after four (4) years as a Sergeant for Lander County. Employees who promote from Corporal to Sergeant must still serve a one (1) year probationary period and will be placed at the entry level position as a Sergeant.

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~~CORPORALS 2016-2017 2017-2018 2018-2019~~

~~1~~	~~$31.35~~	~~$31.98~~	~~$32.62~~
~~2~~	~~$32.94~~	~~$33.60~~	~~$34.27~~
~~3~~	~~$34.59~~	~~$35.28~~	~~$35.99~~
~~4~~	~~$37.02~~	~~$37.76~~	~~$38.52~~

~~SERGEANTS 2016-2017 2017-2018 2018-2019~~

~~1~~	~~$32.14~~	~~$32.78~~	~~$33.44~~
~~2~~	~~$33.75~~	~~$34.43~~	~~$35.11~~
~~3~~	~~$35.44~~	~~$36.15~~	~~$36.87~~
~~4~~	~~$37.92~~	~~$38.68~~	~~$39.45~~

~~BARGAINING UNIT B (NON-SWORN SUPERVISOR)~~

~~1~~	~~$23.20~~	~~$23.66~~	~~$24.14~~
~~2~~	~~$24.36~~	~~$24.85~~	~~$25.34~~
~~3~~	~~$25.57~~	~~$26.08~~	~~$26.60~~
~~4~~	~~$27.36~~	~~$27.91~~	~~$28.47~~

~~COMMUNICATION SUPERVISOR~~

~~1~~	~~$23.20~~	~~$23.66~~	~~$24.14~~
~~2~~	~~$24.36~~	~~$24.85~~	~~$25.34~~
~~3~~	~~$25.57~~	~~$26.08~~	~~$26.60~~
~~4~~	~~$27.36~~	~~$27.91~~	~~$28.47~~

POSITION	2% Jul-19 CPI	2½% Jul-20 CPI	2% Jul-21 CPI
Bargain Unit B 1 (non sworn supervisor)	24.62	25.24	25.74
Bargain Unit B 2 (non sworn supervisor)	25.85	26.49	27.02
Bargain Unit B 3 (non sworn supervisor)	27.13	27.81	28.37
Bargain Unit B 4 (non sworn supervisor)	29.04	29.77	30.36

POSITION	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Communication Supervisor 1	24.62	25.24	25.74
Communication Supervisor 2	25.85	26.49	27.02
Communication Supervisor 3	27.13	27.81	28.37
Communication Supervisor 4	29.04	29.77	30.36

POSITION	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Corporal 1	33.27	34.10	34.79
Corporal 2	34.96	35.83	36.55
Corporal 3	36.71	37.63	38.38
Corporal 4	39.29	40.27	41.08

POSITION	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Sergeant 1	41.25	42.29	43.13
Sergeant 2	43.27	44.35	45.24
Sergeant 3	45.37	46.50	47.43
Sergeant 4	48.44	49.65	50.64

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AGREEMENT

between

LANDER COUNTY AND LANDER COUNTY SHERIFF

and

LANDER COUNTY LAW ENFORCEMENT EMPLOYEES ASSOCIATION

July 1, ~~2016~~ 2019~~—~~ June 30, 2022~~2019

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ARTICLE 1: PREAMBLE

1.1 This Agreement is entered into between the County of Lander, Nevada, hereinafter referred to as the "County", and the Lander County Law Enforcement Employees' Association, hereinafter referred to as the "Association". It is the intent and purpose of this Agreement to assure sound and mutually beneficial working and economic relationship between parties hereto, to provide an orderly and peaceful means of resolving any misunderstandings or differences which may arise, and to set forth herein, pursuant to the provisions of N.R.S. 288, the basic and full agreement between the parties concerning rates of pay, wages, hours of employment and other conditions of employment.

1.2 For purposes of this Agreement, wherever the Authority of the Sheriff is referenced, his designee will be appropriate for substitutions.

ARTICLE 2: RECOGNITION

2.1 In accordance with the provisions of N.R.S. 288, the County recognizes the Association as the exclusive bargaining representative of those full-time employees in the non-supervisory bargaining unit as listed below. Recognition of Association representation of probationary employees is limited by the terms of the various articles of this Agreement.

Classifications in the bargaining unit:

2.2 Bargaining Unit A - Post Certified Employees/Law Enforcement Officers*

Deputy Sheriff - Patrol
Deputy Sheriff - Jail
*Retains impasse rights under N.R.S. 288.215.

2.3 Bargaining Unit B - Non-Post Certified Employees*

Animal Control Officer
~~Dispatcher~~Communications Officer
Administrative Assistant
Food Services ~~Director~~
*No impasse rights under N.R.S. 288.215.

The parties recognize that additional classifications may be established and assigned to the bargaining unit. The County shall give written notification to the Association of all new job classifications it intends to implement at least ten (10) days prior to said implementation.

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ARTICLE 3: STRIKES AND LOCKOUTS

3.1 The Association agrees that there shall be no strikes against the County under any circumstances and that all County employees shall continue to work under all circumstances.

3.2 For the purpose of the Agreement, the meaning of the word "strike" shall include, but not be limited to, any concerted stoppage of work, slowdown, interruption of the operations of the County by the Association and/or its members.

3.3 The County will not lock out any employees during the term of this Agreement as a result of a labor dispute with the Association.

ARTICLE 4: MANAGEMENT RIGHTS

4.1 The County retains the sole right to manage its affairs and direct its work force within the existing framework of the Nevada Revised Statutes, but not limited to the right to plan, direct and control its operations; to determine the location of its facilities; to determine working hours; to decide the types of services to be provided and the manner of providing them; to decide the work to be performed; to decide the method and place of providing its services; to determine the schedules of work; to hire, layoff; assign, transfer and promote employees; to determine the qualifications of employees; to determine and re-determine job content; to determine the starting the quitting times; to make such reasonable rules and regulations not in conflict with this Agreement, as it may from time to time deem best for the purpose of maintaining order, safety and/or effective operations of its facilities; and to require compliance therewith by employees; to discipline and discharge employees for cause. The County shall have all other rights and prerogatives including those exercised unilaterally in the past subject to express restrictions on such rights, if any, as are provided in the Agreement or N.R.S. 288.

ARTICLE 5: ASSOCIATION RIGHTS

5.1 Two (2) members of the Non-Supervisor Association negotiation Committee may be granted leave from duty with pay, for all meetings between the County and the Association for the purpose of negotiating the terms of this Agreement, when such meetings take place at the time during which such members are scheduled to be on duty.

5.2 One (1) Association Steward may be granted leave from duty with pay for all meetings between the County and the Association for the purpose of processing grievances, when such meetings take place at a time during which such members are scheduled to be on duty.

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5.3 Whenever conditions permit, two (2) Association Stewards may be granted leave from duty for any reasonable and just cause as may be determined and granted by the Sheriff or his designee. Approval for such leave by the Sheriff shall not be unreasonably denied.

5.4.1 The Association shall notify the County and the Sheriff of the designated business representative who shall be authorized to meet and confer with County employees and department heads concerning the enforcement of the provisions and terms of this agreement and other working conditions. A thirty (30) day advance notice must be made to request time off, if possible.

5.4.2 The Association shall, within thirty (30) days, of a change in Officers, notify the County and the Sheriff in writing of such changes. In any case, the County and Sheriff shall be provided a complete listing of Officers by January of each year.

5.4.3 In consideration for the County forgoing reimbursement of costs associated to the County for Union Business Leave in this Article, the Association agrees to reduce the Educational Allowance for all employees hired on or after July 1, 2016 from an annual ~~bonus~~ incentive to a one-time ~~bonus~~incentive.

ARTICLE 6: NON-DISCRIMINATION

6.1 The County will not interfere with or discriminate in respect to any term or condition of employment against any employee covered by this Agreement because of membership in or legitimate activity as required in this Agreement on behalf of the members of a negotiation unit, nor will the County encourage membership in another employee organization.

6.2 The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to race, color, relationship, religion, sex, age, physical or visual handicap, national origin, sexual orientation or because of political or personal reasons or affiliations. The Association shall share equally with the County the responsibility for applying this provision of the Agreement.

ARTICLE 7: WORK HOURS

Scheduling of work shifts and work weeks shall be as directed by the Sheriff. The normal work periods for employees covered by this Agreement will be as follows:

7.1 For POST certified employees Bargaining Unit A, the work period shall consist of fourteen (14) days.

7.2 For non-POST certified employees, Bargaining Unit B, classified as ~~COMMUNICATION~~COMMUNICATION OFFICERS, the work schedule shall be forty (40) hours per week, including meal periods.

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7.3 For all other non-POST certified employees, Bargaining Unit B, the work schedule shall be forty (40) hours per week excluding meal periods.

7.4 Except during emergency situations, employees shall be permitted to take two (2) fifteen (15) minute coffee breaks or rest periods during each work day. At the employee's request and approval of the Sheriff or Designee, these breaks may be combined with the employee's meal period.

7.5 The Sheriff, at his or her discretion, may institute an alternative schedule for Bargaining Unit A and/or B employees. Prior to implementation of any such schedule the Sheriff will issue written notice to the impacted employees. Notice of said action will be issued not less than ten (10) businesses days prior to the date of the Sheriff's implementation of the alternative schedule.

ARTICLE 8: HOLIDAYS AND HOLIDAY PAY

8.1 For purposes of this Article, "holiday pay" shall be defined as an increment of pay equal to the hours of the employee's regularly assigned shift at an employee's regular, straight time hourly rate.

8.2 Employees eligible for holiday pay shall receive the same for those holidays delineated as follows:

- January 1 (New Year's Day)
- Third Monday in January (Martin Luther King's Birthday)
- Third Monday in February (President's Day)
- Last Monday in May (Memorial Day)
- July 4 (Independence Day)
- First Monday in September (Labor Day)
- Last Friday in October (Nevada Day)
- November 11 (Veteran's Day)
- Fourth Thursday in November (Thanksgiving Day)
- Day after Thanksgiving Day (Family Day)
- December 25 (Christmas Day)

Any other day declared a holiday or day of mourning by the President of the United States, Governor of the State of Nevada or the Lander County Commissioners.

8.3 In order to be eligible for holiday pay, an employee must be in a paid status both the scheduled work day before and the scheduled work day after the holiday.

8.4 When an employee who is eligible for holiday pay is required, by order of the Sheriff, to work during his/her regularly scheduled work hours on a holiday, he/she shall receive, in addition to his/her holiday pay:

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~~One~~one and one-half (1-1/2) times his/her regular hourly rate of pay for each hour or major fraction worked during the calendar holiday.

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8.5 When an employee is called in to work on a holiday that falls on a day not regularly as part of his/her work schedule, he/she shall receive in addition to his/her holiday pay, two (2) times his/her regular hourly rate of pay for each hour or major fraction worked.

8.6 For the purposes of Section 8.4 and 8.5, employees shall be paid holiday pay for their entire shift as stipulated in this section. Only those shifts that begin between 2400 hours the day prior to the calendar holiday thru 2359 hours on the calendar holiday shall receive holiday pay. Any shift not beginning between 2400 hours the day prior to the calendar holiday thru 2359 hours on the calendar holiday shall not be eligible for holiday pay regardless of when the shift ends or the amount of shift that falls on the calendar holiday.

ARTICLE 9: VACATION LEAVE

9.1 Vacation Accrual for Full-Time Employees: During the first six (6) months of employment of any employee, annual leave shall accrue, but no annual leave shall be taken during this period. ~~Hereafter, E~~Employees shall accrue vacation leave credit at a monthly equivalent of the rates established below:

Annual Vacation Earning Rate

Years of Continuous Service	Hours Earned	Maximum Accrual
~~Less than one (1) year~~	~~80 hours~~	~~240 hours~~
~~One (1) through~~ Date of hire through year two (2)	96 hours	240 hours
Three (3) but less than seven (7)	120 hours	240 hours
Seven (7) but less than ten (10)	144 hours	240 hours
Ten (10) or more	168 hours	240 hours
Fifteen (15) but less than twenty-five (25)	192 hours	240 hours
Twenty-five (25) or more	200 hours	240 hours

For the purpose of computing credit for vacation, each employee shall be considered to work not more than forty (40) hours each week.

Total County service, even though interrupted, will be counted if a person returns to County service within two (2) years of his/her date of separation and he/she has worked for at least three (3) continuous years prior to his or her separation from employment with the County subsequent to reemployment.

9.2 An employee will not be allowed to carry more than 240 hours vacation leave at any time during a calendar year, (January 1 through December 31). The employee will be required to take any leave amount over the maximum accrual within six (6) months the credited overage. If an employee, for whatever reason does not take their leave as required, the County shall automatically compensate the employee in the form of straight pay at the next

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regular payroll for each quarter hour in excess of the maximum accrual amount and the number of hours paid shall be deducted from the employee's leave bank.

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9.3 An employee shall be paid at his regular hourly rate for each hour of vacation leave time taken. Vacation leave shall be charged on the basis of one-quarter (1/4) hour for each one-quarter (1/4) hour or major portion of one-quarter (1/4) hour of vacation leave taken.

9.4 Vacation leave will be accrued monthly. Vacation leave taken during a pay period shall be charged before vacation leave earned during that pay period is credited.

9.5 Vacation leave shall not be granted in excess of the vacation credit earned, except under extenuating circumstances, and as approved by the Sheriff.

9.6 Upon separation from service for any cause, an employee shall be paid a lump sum for any unused or accumulated vacation leave earned through the last day worked. If this date is earlier than the last day of the pay period, the vacation credit shall be prorated for that pay period.

9.7 If an employee dies and was entitled to accumulated vacation leave under the provisions of this Article, the heirs of such deceased employee who are given priority to succeed to his/her assets under the laws of interstate succession of this state, or the executor or administrator of his/her estate, upon submitting satisfactory proof to the Board of County Commissioners of their entitlement, shall be paid an amount of money equal to the number of hours earned or accrued vacation leave multiplied by the regular hourly rate of such employee.

9.8 Catastrophic Leave Bank

A catastrophic leave bank is hereby created which shall be comprised of annual and/or sick leave donated by any employee subject to the provisions of the agreement between Lander County and either the Lander County Law Enforcement Employees Association or the Lander County Sheriff's Association. Any such employee may irrevocably donate their accrued annual in a minimum of eight (8) hours or more and their accrued sick leave up to a maximum of twenty (20) hours per year to the catastrophic leave bank. The annual and/or sick leave shall be placed in the bank at a value determined by using the employee's regular hourly rate. An employee may donate annual leave to the catastrophic leave bank only if after doing so such employee would still have a minimum of forty (40) hours of annual leave after the donation. An employee may donate sick leave to the catastrophic leave bank only if after doing so such employee would still have a minimum of five hundred (500) hours of sick leave after the donation. An employee may donate annual and/or sick leave to the catastrophic leave bank once a year only during January 1st through January 31st, or within thirty (30) days after the approval of an application for catastrophic leave. Annual and/or sick leave donated to the catastrophic leave bank may be used by any person entitled to catastrophic leave. The donating employee may not designate a specific employee for whom it was donated. Catastrophic leave will be paid to a qualifying employee at the rate at which they were earning immediately prior to the approval of the application for catastrophic leave and is subject to any required taxes and other withholding as any other salary. During such time an employee is on catastrophic leave, such employee

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will accrue annual and sick leave at the rate at which they were accruing such leave immediately prior to their approval for receiving catastrophic leave.

The employee may submit an application for catastrophic leave on a form provided by the County anytime they have a need, or a foreseen need.

In order to qualify for the use of catastrophic leave, an employee will have to have exhausted all their own sick and, annual, ~~and compensatory leave~~, have a serious medical condition that prevents the employee from performing the essential functions of the employee's position and have a written verification from their treating physician.

A committee comprised of an individual appointed by and representing the Sheriff or his designee and one person appointed by and representing each Association will review each application and make a recommendation to the Sheriff or his designee who shall issue a decision either approving or denying the application. Prior to the approval of an application for catastrophic leave, the applying employee must submit verification of a serious medical condition by a Nevada licensed medical doctor at the employee's expense. The committee may require that the employee submitting the application to submit a second verification of the serious medical condition by a Nevada licensed medical doctor of the County's choosing and at County expense. An appeal of a denial by the Sheriff may be made by filing a written appeal with the Lander County Commission within five (5) working days of the date of the denial. The decision of the Lander County Commission is final and is not subject to the negotiated grievance procedure.

An employee approved to utilize catastrophic leave may receive up to sixty (60) days of catastrophic leave so long as the total amount of time for which they do not perform their employment duties does not exceed twelve (12) calendar weeks.

Catastrophic leave is restricted to the employee only. Catastrophic leave may not be utilized by an employee for the purposes of an illness or death of a member of the employee's immediate family.

At any time after the approval of an application for catastrophic leave, the Sheriff or his designee may review the status of the employee receiving catastrophic leave and may determine if the need for catastrophic leave has ended. A decision to terminate an employee's use of catastrophic leave may be appealed by filing a written appeal with the Lander County Commission within five (5) working days of the date of the decision to terminate the use of catastrophic leave. The decision of the Lander County Commission is final and is not subject to the negotiated grievance procedure.

Catastrophic leave denial/termination pending appeal shall not be cause for continuance beyond the denial/termination date. Should the leave denial/termination decision be reversed by the County Commission, payment for such denied days shall be retroactive within the scope of this Article.

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9.9 Employees shall provide the Sheriff with a minimum ten (10) working days written notice of their intent to terminate their employment. Upon receipt of written notice, the Sheriff, at his sole discretion, may;

- Elect to provide the employee with a severance of up to eighty (80) hours of pay at straight time rates.
- Sever the employee/employer relationship immediately, or at any date within those ten (10) working days, as determined by the Sheriff. The reflected termination date of the employee shall be the last date actually worked.
- Early separation after proper notice, shall not under any circumstances reflect as negative in any way in the employee's personnel file.

9.10 Employees intending to retire shall provide written notice to the Sheriff upon submission of paperwork to the Public Employee Retirement System, or at a minimum, sixty (60) calendar days prior to their intended retirement date, whichever is greater.

9.11 Employees shall not be granted annual leave within ninety (90) calendar days of retirement or resignation/termination unless otherwise approved in writing by the Sheriff or Designee for extenuating circumstances as determined by the Sheriff.

ARTICLE 10: ~~SICK & SHORT TERM DISABILITY~~SICK LEAVE

LEAVES

10.1 Sick Leave

~~(A)~~ Accrual of Sick Leave

Each employee in the service of the County for less than ten (10) years shall be credited with sick leave at the rate of 10 hours for each month of full-time service, which is cumulative from year to year.

Each employee in the service of the County for ten (10) or more continuous years of service shall be credited with sick leave at the rate of 12 hours for each month of full-time service, which is cumulative from year to year, to a maximum of seven hundred and twenty (720) hours.

~~(B)~~ Use of Sick Leave

An employee is entitled to use accrued sick leave only:

1. When incapacitated to perform the duties of his/her position due to sickness, injury, pregnancy or childbirth;

2. When quarantined;

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3. When receiving required medical or dental service or examination;

4. For adoption of a child if the Welfare Division of the Department of Human Resources or any other appropriate public agency requires the employee to remain at home with the child; or,

5. Upon illness in the employee's immediate family where such illness requires his/her attendance.

(C.) An employee requiring sick leave must, if required, provide the Sheriff with evidence of such need. For absences in excess of three (3) consecutive work periods, or cases of apparent abuse, the Sheriff shall require the employee to submit substantiating evidence, including, but not limited to, a physician's certificate.

(D.) If any employee does not have adequate accrued sick leave time, the Sheriff may grant the use of accrued vacation time in lieu thereof. In no case, however, will sick leave be granted in lieu of vacation time.

(E.) Sick leave shall be charged on a one-quarterly hour basis for each one-quarter (1/4) hour or major portion of one-quarter hour (1/4) hour of sick leave taken. Holidays occurring during sick leave periods shall not be counted as sick leave time and the employee will receive only the holiday pay for that period.

(F.) As long as an employee is in a paid status, he/she shall earn sick leave and vacation leave during the time he/she is on such leave. If the employee is on leave without pay, he/she shall not earn sick leave or vacation leave during the time he/she is on such leave.

10.2 Attendance Incentive

As an incentive for employees to minimize their use of sick leave, the County shall grant personal paid leave as indicated within the parameters of this article. Personal paid leave shall be granted as follows:

1. Employees who use zero (0) hours to the hours that would equal two (2) full work periods of sick leave as of the last full pay period in a calendar year shall receive one (1) full work period of personal paid leave credit at the end of the first full pay period following January.

2. Employees who use more than the hours that would equal two (2) full work periods of sick leave but less than the hours that would equal three (3) full work periods of sick leave as of the last full pay period in a calendar year shall receive one half (1/2) of one full work period of personal paid leave credit at the end of the first full pay period following January.

The personal leave must be used in the year in which it is credited and if not used will be forfeited. There will be no cash payment for personal leave that is not used. In order to

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receive this personal leave benefit, an employee must be in a paid status (either working or on said leave) the entire calendar year.

10.3 Bereavement Leave

In the event of a death in the employee's immediate family, said employee shall be entitled to a leave of absence of up to two (2) consecutive workdays with pay. The employee shall be entitled to an additional eight (8) days to be chargeable against sick leave to attend the funeral. Employees absent from work, due to the death of a person not related as immediate family, shall have said day charged against the employee's annual leave. When taking Bereavement Leave, the employee shall notify the Sheriff or his/her designee as soon as possible. Verification may be required by the Sheriff in order receive this benefit. Employees may request additional leave; the Sheriff, at his or her discretion, may determine whether additional leave will be permitted and the type of leave available to the employee where addition leave is requested for bereavement purposes. Employees must receive written approval from the Sheriff where additional leave is taken.

10.4 Annual Leave Bonus

County employees who have accrued in excess of seven hundred and twenty (720) hours of sick leave shall, in recognition of budget economy through keeping sick leave requests to a minimum, receive an additional twenty four (24) hours of annual leave for each multiple of forty (40) hours in excess of the seven hundred and twenty (720) hours maximum. For example, if an employee has accrued seven hundred sixty (760) hours sick leave, that employee shall receive twenty four (24) hours additional annual leave or vacation leave. However, his/her allowed maximum for sick leave shall be reduced to seven hundred and twenty (720) hours. Hours will automatically convert at seven hundred sixty (760) hours.

~~10.4~~10.5 Death of Employee

Upon the death of an employee who dies as a result of line of duty action, as determined by the Sheriff, and was entitled to accumulated sick leave under the provisions of this Article, the heirs of such deceased employee who are given priority to succeed to his/her assets under the laws of interstate succession of this state, or the executor or administrator of his/her estate, upon submitting satisfactory proof to the Board of County Commissioners of their entitlement, shall be paid an amount of money equal to the number of hours earned leave multiplied by the regular hourly rate of such employee.

~~10.5~~10.6 Significant Other Defined

Significant other shall be defined as: a person with whom an employee cohabits and shares a long-term sexual relationship (greater than one (1) continuous year). The Sheriff may require documentable proof of such cohabitation or relationship.

~~10.6~~10.7 Immediate Family Defined

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Immediate family shall be defined as: an employee's spouse, parents (including step), grandparents, grandchildren, children (including step), brothers, sisters, aunts, uncles, nieces, nephews, children's spouse or corresponding relation by affinity, significant other and, if living in the employee's household, includes foster children and foster parents.

~~10.710.5~~ Retirement Incentive

Nevada Public Employment Retirement System (PERS) options

Upon Nevada Public Employment Retirement System (PERS) retirement, or written notice of intent to retire from the Nevada PERS retirement, by an employee that has a minimum of fifteen (15) years of service with Lander County, and has been employed by the County for a minimum of five (5) continuous years before he or she seeks to retire, the employee may apply for one (1) of the below benefits options. Notice of retirement documentation must be provided to the satisfaction of the County, including approval by Nevada PERS prior to the County processing any benefit application.

A. Purchase of Public Employee Retirement System credit:

The employee may request the County make a payment to Nevada PERS towards their Public Employee Retirement System retirement credit subject to the requirements under Nevada Law and Nevada PERS Policy including but not limited to Section 6.11 (as amended) requirements and limitations.

The employee's Sick Leave hours will be converted at the employee's regular hourly rate for every hour accrued in the employee's Sick Leave leave bank up to maximum calculated payment of sixteen thousand eight hundred dollars ($16,800). The County will purchase Nevada PERS service credit for the retiree subject to the requirements of Nevada Law, Nevada PERS Policy and approval of Nevada PERS.

The employee shall provide a minimum of sixty (60) days written notice prior to retirement in order for the County to process the request and make payment to Nevada PERS on behalf of the retiree. Any disapproval by Nevada PERS eliminates this benefit option.

B. Establishment of Retirement Insurance Fund

The employee may request the County establish a retirement medical insurance fund, held and managed by the County. Subject to an approved Nevada PERS retirement, the employee's Sick Leave hours will be converted at the employee's current hourly rate for every hour accrued in the employee's Sick Leave bank up to a maximum calculated credit of sixteen thousand eight hundred dollars ($16,800). The purpose of the limited fund is to provide the employee with a limited timeframe of EMPLOYEE ONLY medical coverage or EMPLOYEE ONLY supplemental medical coverage after the

employee retires from employment with Lander County. The employee may elect to remain on the County's insurance plan, or seek outside insurance coverage.

If the employee elects to remain on the County insurance plan, the corresponding payment for such plan shall be deducted from the established fund on a monthly basis.

If the employee elects to obtain outside insurance coverage, the County will reimburse the retiree for the monthly premium. The retiree must submit documentation, to the County's satisfaction, of a paid in full monthly premium prior to reimbursement by the County. The County will not make direct payment outside their selected insurance carrier.

~~Once the retiree's calculated credit in the fund is expended, the retiree's fund account will be closed and no further payment will be provided. Any funds not expended at the time of the retiree's death or upon the fifteenth (15) year after the employee's retirement from Lander County will revert to the County General Fund. The retiree's account will be closed and the benefit will no longer be available.~~

Once the retiree's calculated credit in the fund is expended, the retiree's fund account will be closed and no further payment will be provided. Any funds not expended at the time of the retiree's death or upon the fifteenth (15) year after the employee's retirement from Lander County will revert to the County General Fund. The retiree's account will be closed and the benefit will no longer be available.

C. Leave buyout:

The employee may request a leave buyout.

Subject to an approved Nevada PERS retirement, the employee's Sick Leave hours will be converted at the employee's current hourly rate for every hour accrued in the employee's Sick Leave bank up to a maximum calculated credit of five thousand dollars ($5,000). The retiree shall receive the leave buyout check within 15 days following their last date worked with Lander County and Verification of retirement in the Nevada PERS system. Under any of this option, the employee/retiree remains solely liable for any required taxes or deductions. This option is not subject to the provisions of Section D.

D. Under either option A or B, the employee/retiree remains solely liable for any required taxes or deductions. In the event the employee/retiree or Nevada PERS rescinds the employee's/retiree's retirement and/ or the employee retiree remains employed with Lander County or any other Nevada Public employer, or re-enters the Nevada Public Employee

Retirement System, for any reason, the employee/retiree must repay any amount the County paid based on this section, and the employee/retiree is no longer eligible for the benefits of this section. Any unused funds revert to the County's General Fund. If Lander County is required to commence litigation to recover said monies, then the employee/retiree agrees that any judgement shall also include reasonable attorney's fees and cost incurred by Lander County

~~10.1 Each employee in the service of the County for less than ten (10) years shall be credited with short-term disability~~Sick Leave ~~leave at the rate of 10 hours for each month of full-time service, which is cumulative from year to year.~~

~~Each employee in the service of the County for ten (10) or more continuous years of service shall be credited with short-term disability~~Sick Leave ~~leave at the rate of 12 hours for each month of full-time service, which is cumulative from year to year, to a maximum of seven hundred and twenty (720) hours.~~

~~10.2 An employee is entitled to use a maximum of five (5) days each six month period (July 1 – December 31 ; January 1 – June 30 of sick leave from the short-term disability~~Sick Leave ~~leave bank which does not carry forward to the next six (6) month period only:~~

~~1. When incapacitated to perform the duties of his/her position due to sickness, injury, pregnancy or childbirth;~~

~~2. When quarantined;~~

~~3. When receiving required medical or dental service or examination;~~

~~4. For adoption of a child if the Welfare Division of the Department of Human Resources or any other appropriate public agency requires the employee to remain at home with the child; or;~~

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5. Upon illness in the employee's immediate family where such illness requires his/her attendance.

6. Short-term disabilitySick Leave leave debited in accordance with Section 10.3 of this article shall not be debited from sick leave in Section 10.2.

10.3 An employee is entitled to use accrued short-term disabilitySick Leave leave only:

1. When incapacitated to perform the duties of his/her position due to sickness, injury, pregnancy or childbirth:

   a. When the employee provides written confirmation from the provider of required medical or dental examination and/or treatment, regardless of the number of missed work periods, or;

   b. In excess of three (3) consecutive work periods; or;

2. When quarantined;

   a. When the employee provides written confirmation from the provider of required medical or dental examination and/or treatment, regardless of the number of missed work periods; or;

   b. In excess of three (3) consecutive work periods; or;

3. When receiving required medical or dental service or examination;

   a. When the employee provides written confirmation from the provider of required medical or dental examination and/or treatment, regardless of the number of missed work periods; or;

   b. In excess of three (3) consecutive work periods; or;

   c. When the required medical or dental treatment requires the employee to travel a distance greater than 100 miles in any one direction. Travel distance and attendance certification is required using a County provided form.

4. For adoption of a child if the Welfare Division of the Department of Human Resources or any other appropriate public agency requires the employee to remain at home with the child;

   a. When the employee provides written confirmation from the public agency of required attendance regardless of the number of missed work periods; or;

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~~b. In excess of three (3) consecutive work periods; or,~~

~~5. Upon illness in the employee's immediate family where such illness requires his/her attendance;~~

~~a. When the employee provides written confirmation from the provider of required medical or dental examination and/or treatment of the immediate family member, regardless of the number of missed work periods; or,~~

~~b. In excess of three (3) consecutive work periods; or,~~

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c. When the required medical or dental treatment requires the employee to travel a distance greater than 100 miles in any one direction. Travel distance and attendance certification is required using a County provided form.

In the event of a death in the employee's immediate family, he/she may use accrued short-term disabilitySick Leave leave not to exceed seven (7) days for each death

10.4 An employee requiring sick or short-term disabilitySick Leave leave must, if required, provide the Sheriff with evidence of such need. For absences in excess of three (3) consecutive work periods, or cases of apparent abuse, the Sheriff shall require the employee to submit substantiating evidence, including, but not limited to, a physician's certificate.

10.5 If any employee does not have adequate accrued sick or short term disabilitySick Leave leave time, the Sheriff may grant the use of accrued vacation time in lieu thereof. In no case, however, will sick or short-term disabilitySick Leave leave be granted in lieu of vacation time.

10.6 Sick and short-term disabilitySick Leave leave shall be charged on a one-quarterly-hour basis for each one-quarter (1/4) hour or major portion of one quarter hour (1/4) hour of sick and short-term disabilitySick Leave leave taken. Holidays occurring during sick and short-term disabilitySick Leave leave periods shall not be counted as sick and short-term disabilitySick Leave leave time and the employee will receive only the holiday pay for that period. Short-term disabilitySick Leave leave taken during a pay period shall be charged before short-term disabilitySick Leave leave earned that pay period is credited.

10.7 An employee separated from the service shall earn short-term disabilitySick Leave leave only through the last working day for which he/she is entitled to pay.

10.8 As long as an employee is in a paid status, he/she shall earn short-term disabilitySick Leave and vacation leave during the time he/she is on such leave. If the employee is on leave without pay, he/she shall not earn short-term disabilitySick Leave or vacation leave during the time he/she is on such leave.

10.9 As an incentive for employees to minimize their use of sick and short-term disabilitySick Leave leave, the County shall grant personal paid leave as indicated within the parameters of this article. Personal paid leave shall be granted as follows:

1. Employees who use zero (0) hours to the hours that would equal two (2) full work periods of sick or short-term disabilitySick Leave leave as of the last full pay period in a calendar year shall receive one (1) full work period of personal paid leave credit at the end of the first full pay period following January.

2. Employees who use more than the hours that would equal two (2) full work periods of sick or short-term disabilitySick Leave leave but less than the hours that would equal three (3) full work periods of sick or short term disabilitySick Leave leave as of the last

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full pay period in a calendar year shall receive one half (1/2) of one full work period of personal paid leave credit at the

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end of the first full pay period following January.

The personal leave must be used in the year in which it is credited and if not used will be forfeited. There will be no cash payment for personal leave that is not used. In order to receive this personal leave benefit, an employee must be in a paid status (either working or on paid leave) the entire calendar year.

~~10.10 County employees who have accrued in excess of seven hundred and twenty (720) hours of short term disability leave shall, in recognition of budget economy through keeping short term disability leave requests to a minimum, receive an additional twenty four (24) hours of annual leave for each multiple of forty (40) hours in excess of the seven hundred and twenty (720) hours maximum. For example, if an employee has accrued seven hundred sixty (760) hours short term disability leave, that employee shall receive twenty four (24) hours additional annual leave or vacation leave. However, his/her allowed maximum for short term disability leave shall be reduced to seven hundred and twenty (720) hours. Hours will automatically convert at seven hundred sixty (760) hours.~~

~~10.11~~10.9 Upon the death of an employee who dies as a result of line of duty action, as determined by the Sheriff, and was entitled to accumulated sick leave under the provisions of this Article, the heirs of such deceased employee who are given priority to succeed to his/her assets under the laws of interstate succession of this state, or the executor or administrator of his/her estate, upon submitting satisfactory proof to the Board of County Commissioners of their entitlement, shall be paid an amount of money equal to the number of hours earned or accrued Short Term Disability~~Sick Leave~~ leave ~~multiplied by the regular hourly rate of such employee.~~

~~10.12 Significant other shall be defined as a person with whom an employee cohabits and shares a long term sexual relationship (greater than one (1) continuous year). The Sheriff may require documentable proof of such cohabitation or relationship.~~

~~10.13 Immediate family shall be defined as an employee's spouse, parents (including step), grandparents, grandchildren, children (including step), brothers, sisters, aunts, uncles, nieces, nephews, children's spouse or corresponding relation by affinity, significant other and, if living in the employee's household, includes foster children and foster parents.~~

~~10.14 Nevada Public Employment Retirement System (PERS) options~~

~~Upon Nevada Public Employment Retirement System (PERS) retirement, or written notice of intent to retire from the Nevada PERS retirement, by an employee that has served a minimum of fifteen (15) years of continuous service with Lander County, the employee may apply for one (1) of the below benefits options. Notice of retirement documentation must be provided to the satisfaction of the County, including approval by Nevada PERS prior to the County processing any benefit application.~~

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~~Purchase of Public Employee Retirement System credit.~~

~~The employee may request the County make a payment to Nevada PERS towards their Public Employee Retirement System retirement credit subject to the requirements under Nevada Law and Nevada PERS Policy including but not limited to Section 0.11 (as amended) requirements and limitations.~~

~~The employee's Short Term Disability~~Sick Leave hours will be converted at the employee's regular hourly rate for every hour accrued in the employee's Short Term ~~Disability~~Sick Leave leave bank up to maximum calculated payment of sixteen thousand eight hundred dollars ($16,800). The County will purchase Nevada PERS service credit for the retiree subject to the requirements of Nevada Law, Nevada PERS Policy and approval of Nevada PERS.

~~The employee shall provide a minimum of sixty (60) days written notice prior to retirement in order for the County to process the request and make payment to Nevada PERS on behalf of the retiree. Any disapproval by Nevada PERS eliminates this benefit option.~~

~~Establishment of Retirement Insurance Fund.~~

~~The employee may request the County establish a retirement medical~~

~~insurance fund, held and managed by the County.~~

~~Subject to an approved Nevada PERS retirement, the employee's Short Term Disability~~Sick Leave hours will be converted at the employee's current hourly rate for every hour accrued in the employee's Short Term Disability~~Sick Leave~~ bank up to a maximum calculated credit of sixteen thousand eight hundred dollars ($16,800).

~~The purpose of the limited fund is to provide the employee with a limited timeframe of EMPLOYEE ONLY medical coverage or EMPLOYEE ONLY supplemental medical coverage after the employee retires from employment with Lander County. The employee may elect to remain on the County's insurance plan, or seek outside insurance coverage.~~

~~If the employee elects to remain on the County insurance plan, the corresponding payment for such plan shall be deducted from the established fund on a monthly basis.~~

~~If the employee elects to obtain outside insurance coverage, the County will reimburse the retiree for the monthly premium. The retiree must submit documentation, to the County's satisfaction, of a paid in full monthly premium prior to reimbursement by the County. The County will not make direct payment outside their selected insurance carrier.~~

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~~Once the retiree's calculated credit in the fund is expended, the retiree's fund account will be closed and no further payment will be provided. Any funds not expended at the time of the retiree's death or upon the fifteenth (15) year after the employee's retirement from Lander County will revert to the County General Fund. The retiree's account will be closed and the benefit will no longer be available.~~

~~C. Leave buyout:~~

~~The employee may request a leave buyout.~~

~~Subject to an approved Nevada PERS retirement, the employee's Short Term Disability~~Sick Leave ~~hours will be converted at the employee's current hourly rate for every hour accrued in the employee's Short Term Disability~~Sick Leave ~~bank up to a maximum calculated credit of five thousand dollars ($5,000). The retiree shall receive the leave buyout check within 15 days following their last date worked with Lander County and Verification of retirement in the Nevada PERS system. Under any of this option, the employee/retiree remains solely liable for any required taxes or deductions. This option is not subject to the provisions of Section D.~~

~~D. Under either option A or B, the employee/retiree remains solely liable for any required taxes or deductions. In the event the employee/retiree or Nevada PERS rescinds the employee's retiree's retirement and/ or the employee retiree remains employed with Lander County or any other Nevada Public employer, or re-enters the Nevada Public Employee Retirement System, for any reason, the employee/retiree must repay any amount the County paid based on this section, and the employee/retiree is no longer eligible for the benefits of this section. Any unused funds revert to the County's General Fund. If Lander County is required to commence litigation to recover said monies, then the employee/retiree agrees that any judgement shall also include reasonable attorney's fees and cost incurred by Lander County~~

ARTICLE 11: JOB CONNECTED INJURIES

11.1 In the event an employee is absent due to a service-connected disability which has been approved by the County's Claims Administrator, for a period not to exceed ninety (90) calendar days, the employee may receive compensation as determined by the County's Claims Administrator plus that amount from the County which would cause the total amount received by the employee from both the County's Claims Administrator and the County to equal his/her salary at the time of his/her disability. During this period, the employee shall not be charged with the use of accrued sick ~~or short term disability~~Sick Leave ~~leave~~, annual leave or other forms of leave. The County Commission may authorize extension of the ninety (90) calendar day full compensation provision in cases of medical need.

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11.2 It is the intent of the County to pay the on-the-job injured employee the difference between his/her full bi-monthly base salary and that provided by the County's Claims Administrator. Therefore, the employee shall return to the County Treasurer all temporary total disability payments made by the County's Claims Administrator covering the period enumerated in Section 11.1 of this Article. No supplemental benefit provided for in Section 11.1 shall be given until after the employee has deposited his/her lost time benefit check with the Treasurer.

Upon the expiration of ninety (90) calendar days and any authorized extensions subsequent to on-the job injury, if the employee is still unable to work, he or she may elect to utilize accrued ~~short-term disability~~Sick Leave ~~leave during which period the employee shall receive compensation from the County as provided in Nevada Revised Statutes.~~

11.3 When accrued ~~short-term disability~~Sick Leave leave have expired, if the employee is still, because of disability, unable to work, he/she will be permitted to use his/her accrued vacation leave ~~as short-term disability~~Sick Leave ~~leave~~. Subsequent to the expiration of the employee's ~~short-term disability~~Sick Leave ~~and~~ vacation leave, provided the employee has so elected to use his/her sick ~~, short-term disability~~Sick Leave and vacation leave, the employee shall receive compensation checks directly from the County's Claims Administrator and he/she shall be considered on a leave of absence without pay from the County.

ARTICLE 12: OVERTIME, CALL-IN AND STANDBY PAY

12.1 Bargaining Unit A: Overtime shall be any hours worked in excess of 84 hours in a fourteen (14) day work period (207 K Exemption. Hours worked shall not include vacation, sick leave, ~~short-term disability~~Sick Leave leave, ~~compensatory time off~~ or other unworked paid/unpaid time off.

Hours worked shall not include unworked holidays unless the following circumstances apply;

- The employee would normally be scheduled for work if it were not a holiday; and,
- By order of the sheriff, the employee was given the holiday off.

Bargaining Unit B: Overtime shall be any hours worked in excess of 40 hours in a seven (7) day work period. Hours worked shall not include vacation, sick leave, ~~short-term disability~~Sick Leave leave, ~~compensatory time off~~ or other unworked paid/unpaid time off.

Hours worked shall not include unworked holidays unless the following circumstances apply;

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- The employee would normally be scheduled for work if it were not a holiday; and,
- By order of the sheriff, the employee was given the holiday off.

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12.2 It is the policy of the County that overtime shall be kept to an absolute minimum consistent with the basic functions and purposes of the Sheriff's Office.

12.3 Except as provided in Section 12.7, overtime pay for employees shall be calculated at one and one-half (1-1/2) times the employee's regular, straight time hourly rate for each hour or major fraction thereof, worked.

12.4 All overtime must have advance authorization of the Sheriff or his designee, except when, due to an emergency, the Sheriff's or his designee's approval cannot be obtained and it appears to the supervisor of the employee that such overtime is necessary.

12.5 An employee shall be compensated for overtime work in the following manner:

Cash payment computed at the rates established above.

12.6 Call-in: Any employee, who is called in to duty during a time when the employee is not regularly scheduled to work, shall be paid at the rate of one and one-half (1-1/2) times for each hour so spent, on duty. Overtime pursuant to this section is not subject to Section 12.1

** (PERS Rule): Employees hired after July 1, 2008: If called into work within one (1) hour before the beginning of their shift or within one (1) hour of their shift ending, it shall

not be call-in and will adhere to Article 12.1 requirements for qualifying overtime.

Call-in is defined as notification, either verbal or written, to the employee that they are needed for work within 36 hours of notification. (**PERS Rule exception)

Call-in shall be a minimum of two (2) hours unless the employee's regularly scheduled workday begins within one (1) hour of the Call-in; in which case, the employee will be

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paid call-in for the actual time prior to the beginning of the employee's regularly scheduled shift as calculated to the nearest one-quarter (1/4) hour. (**PERS Rule exception)

If an employee is called in and then released within the two (2) hour minimum timeframe, and then called in again within the same two (2) hour timeframe, the employee is not entitled to a second minimum call-in. (For example, if an employee is called in at 0100 hours, released at 0130 hours and then called in again at 0200 hours, the employee is not entitled to another minimum two (2) hour call in). The employee shall receive the continued call-in rate for time after the initial two (2) hour timeframe, i.e. starting at 0300 hours.

Scheduled Shift. The term "scheduled shift" is defined as follows: (1) Any shift that has been listed, amended, implemented or provided notice to the effected employee in writing, including electronic format, prior to thirty-six (36) hours form the start of the first scheduled shift, or (2) any shift, after the first shift, where the employee was provided written notice, including electronic format, with less than thirty-six (36) hours, and consists of multiple consecutive days.

12.7 Standby Time: Standby time is defined as any time other than time when the employee is actually working, which has been specifically scheduled and directed by the Sheriff or his designee during which the employee is restricted in order to be immediately available for call to duty. Standby time does not include any time where an employee carries a pager, radio, pda or cellular telephone to respond to calls when available. Employees on scheduled standby shall be compensated at the rate of one third (1/3) hour pay at the regular hourly rate for each one hour period of standby.

12.8 It is the intent of the County that all overtime worked and recorded on time cards shall be paid on the paycheck issued for the pay period during which such overtime was worked.

12.9 Employees scheduled for overtime during the same pay period (Bargaining Unit A or during the 7 day work period for Bargaining Unit B) as vacation time used may flex their regular day(s) off (or portions thereof) to cover the annual ~~and compensatory~~ leave on an hour for ——hour basis. In the event an employee's annual leave accrual is 200 hours or more, the employee may not flex annual leave.

ARTICLE 13: SENIORITY

13.1 Seniority is defined as the length of continuous paid employment with the County. Seniority shall be retained, but shall not accrue, during the period of any leave without pay. This section shall refer to regular employees as heretofore defined.

13.2 Seniority by qualifications shall be a principal consideration in cases of layoffs, demotions, and recalls. The County shall give written notice thirty (30) days prior to an employee's layoff or demotion. A County wide re-employment list shall be established for employees affected by layoffs and/or demotions. Such a list shall take priority over departmental and other re-employment or employment lists in the event of rehiring. If the

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employee refuses an offer of re-employment in the same classification wage and hours, the employee shall be removed from the list. A regular full-time employee that has been offered a part-time position may refuse that offer and remain on the recall list. A regular full-time employee that has been offered and accepts a part-time position shall remain on the recall list for a regular full- time position as outlined in this section.

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13.3 On re-employment from a layoff list, if returned within one (1) year, the employee shall be reinstated to the classification, wage hours held at the time of layoff or demotion. If conditions have so changed that it is not possible to reinstate the employee in the same classification, the employee shall be reinstated in the classification and wage that is most nearly comparable to the employee's original classification and wage as is possible under the circumstances.

13.4 Upon re-employment, the salary shall be set pursuant to the Compensation Article of this Agreement.

13.5 If a recalled employee is incapable of completing his re-employment from layoff probationary period, the County may extend said employee's probationary period or return said employee to layoff with recall rights status.

ARTICLE 14: MEDICAL EXAMINATIONS

14.1 The County agrees to provide medical examinations required by N.R.S. Chapter 616 and 617 for sworn/law enforcement personnel (Bargaining Unit A).

ARTICLE 15: COMPENSATION

15.1 The following Salary Schedules are established to Deputy Sheriff, Administrative Assistant, Animal Control Officer, Food Services and Communication Officer effective the first full pay period following July 1, 2016. See Appendix A attached hereto.

A. Salary

- FY 2020 (July 1, 2019 – June 30, 2020) Increase the current wage levels in effect on June 30, 2019 by 2.0%.
- FY 2021 (July 1, 2020 – June 30, 2021) Increase the current wage levels in effect on June 30, 2020 by 2.5%.
- FY 2022 (July 1, 2020 – June 30, 2022) Increase the current wage levels in effect on June 30, ~~2019~~2021 by 2.0%.

B. Merit Increase for the term of the Contract

- Employees will remain eligible to achieve levels during the term of the contract.
- Employees who receive a promotion or level increase during a contract year are ineligible to receive a merit increase in the following 12 months.

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- Employees will be eligible to receive merit increases during the term of this contract of up to 2.0% per contract year. The amount of the merit increase will be based on the employee's evaluation as determined by the employee's supervisor. The amount of the merit increase will not be subject to grievance. Any merit increases will issued the first full pay period following January 1st of the contract year in question.

- Employees who disagree with their evaluation results may request their evaluation to be reconsidered by the Undersheriff or the Sheriff, the Sheriff's will have the discretion to assign the matter to himself or the Undersheriff. The decision by the Sheriff or Undersheriff on reconsideration will be final, binding, and not subject to grievance.

- Merit increases received pursuant to this Article will be maintained when the employee receives a level increase.

- Merit increases as set out in this provision will sunset at the expiration of this contract and will be of no force or effect after June 30, 2022.

~~FY 2017: Increase current wage levels in effect June 30, 2016 by 2.0%, effective first full pay period following July 1, 2016.~~

~~FY 2018: Increase current wage levels in effect June 30, 2017 by 2.0%, effective first full pay period following July 1, 2017.~~

~~FY 2019: Increase current wage levels in effect June 30, 2018 by 2.0%, effective first full pay period following July 1, 2018.~~

PERS: **Increases in PERS contribution rates during the term of this Agreement will be paid in accordance with the requirements of NRS 286.421.**

Bargaining Unit A (Sworn Peace Officers — Non-Supervisory)

Deputy Sheriff

Level 1 **Entry w/o Category I or III Nevada Post:**

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Level 2	Probationary w/Category I or III Nevada POST Certificate or completion of probation and Category III Nevada POST Certificate:
Level 3	Category I Nevada POST Certificate (Basic) and Completion of probationary period as determined by the Sheriff;
Level 4	Intermediate Nevada POST Certificate plus five (5) years of continuous service as Category I; or seven (7) years of continuous service as a Category I AND three hundred (300) hours of training as approved by the Sheriff;
Level 5	Advanced Nevada POST Certificate plus six (6) years continuous service as Category I; or ten (10) years of continuous service as Category I AND five hundred (500) hours of training as approved by the Sheriff

New hires from outside the Department with Nevada Category I service with another Nevada law enforcement agency ~~with an Intermediate or Advanced Nevada POST Certificate~~ may satisfy the above ~~5 and 63 and 5~~ years of service requirement with an Intermediate or Advanced Nevada POST CertificatCertificaiton and/or 7 and 10 years of service subject to being paid one level below the level the new hire is qualified for during the probationary period.

Bargaining Unit B (Non-Sworn Sheriff's Employees — Non-Supervisory)

Animal Control Officer

Level 1	Entry level enter probationary
Level 2	Completion of probationary period, or one (1) year of Service as an Animal Control Officer if transferred from another Sheriff's Office classification and certification as a Nevada Veterinary Board Euthanasia Technician and fifty (50) hours of training excluding Euthanasia Technician, FTO or on the job training.
Level 3	Four (4) years of continuous service as an Animal Control Officer and an additional one hundred (100) hours of training One hundred fifty (150) total hours excluding FTO or on the job training.
Level 4	Eight (8) years of continuous service as an Animal Control Officer and an additional two hundred (200) hours of training. Three hundred and fifty (350) total hours excluding

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FTO or on the job training

Administrative Assistant

~~Level 1~~ ~~Entry level on probationary;~~

~~Level 2~~ ~~Completion of probationary period, or one (1) year of Service as an Animal Control Officer if transferred from another Sheriff's Office classification and certification as a Nevada Veterinary Board Euthanasia Technician and fifty (50) hours of training excluding Euthanasia Technician, FTO or on the job training;~~

~~Four (4) years of continuous service as an Animal Control Officer and an additional one hundred (100) hours of training One hundred fifty (150) total hours excluding FTO or on the job~~

~~Level 3~~

Entry level on probationary;

Level 1

Completion of probationary period, or one (1) year of Service as an Administrative Assistant if transferred from another Sheriff's Office classification and fifty (50) hours of training excluding FTO or on the job training;

Level 2

Four (4) years of continuance service as an Administrative Assistant and an additional one hundred (100) hours of training, One hundred fifty (150) total hours excluding FTO or on the job training.

Level 3

Eight (8) years of continuous service as an Administrative Assistant and an additional two hundred (200) hours of training. Three hundred and fifty (350) total hours excluding FTO or on the job training.

Level 4

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Level 4

~~Eight (8) years of continuous service as an Animal Control Officer and an additional two hundred (200) hours of training. Three hundred and fifty (350) total hours excluding FTO or on the job training.~~

~~Entry or probationary;~~

Administrative Assistant

~~Completion of probationary period, or one (1) year of service as an Administrative Assistant if transferred from another Sheriff's Office classification and fifty~~ Level 1 ~~(50) hours of training excluding FTO or on the job training;~~

~~Four~~ Level 2 ~~(4) years of continuance service as an Administrative Assistant and an additional one~~ hundred ~~(100) hours of training. One hundred fifty (150) total hours excluding FTO or on the job training;~~

~~Eight (8) years of continuous service as an Administrative Assistant and an additional two hundred (200) hours of training. Three hundred and fifty (350) total hours excluding FTO or on the job~~ Level 3 ~~training.~~

Food Service

Level 1		Entry Level or of probationary;
~~Level 1~~	Level 2	Completion of probationary period, or one (1) year of Service as a Food Service Director if transferred from Another Sheriff's Office classification and fifty (50) ~~H~~hours of training excluding FTO or on the job training;
Level 3		Four (4) years of continuous service as a Food Service and an additional one hundred (100) hours of training. One hundred fifty (150) total hours excluding FTO or on the job training;
Level 4		Eight (8) years of continuous service as a Food Service and an additional two hundred (200) hours of training. Three hundred and fifty (350) total hours excluding FTO or on the job training.

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Communication Officer

Level 1	Entry or probationary;
Level 2	Completion of probationary period of one (1) year of Service as a Communications Officer if transferred from another Sheriff's Office classification and an Additional fifty (50) hours of training excluding FTO training;
Level 3	Three (3) years of continuous service as a Communications Officer and an additional one hundred (100) hours training. One hundred fifty (150) total hours excluding FTO;
Level 4	Six (6) years of continuous service as a Communications Officer and an additional two hundred (200) hours training. Three hundred and fifty (350) total hours excluding FTO.

~~New hires from outside the Department with Nevada Category 3 service with another Nevada law enforcement agency with an appropriate amount of accepted training may satisfy the above 3 and 5 years of service requirement subject to being paid one level below the level the new hire is qualified for during the probationary period.~~

Sheriff has final determination of past qualified training hours and courses. Future training hours and courses must have advance written approval by the Sheriff.

~~15.2~~ New Employees With Special Qualifications

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Any new employee who at the time of employment possesses the qualifications for an advanced level shall be employed in probationary status but shall be paid at one level below qualifications during probation.

~~15.3~~ Availability of Certain Training Guaranteed

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County guarantees availability of 24 hours of training per year for each category of employment, POST-certified and non-certified. Except where mandated for POST certification or continuing certification, such training shall not be mandatory and employees shall not be paid for attending such training.

Applicable Training

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The training listed herein is examples of authorized training courses. Specific courses and training must be reviewed and approved in writing by the Sheriff or their designee for them to be applicable toward satisfying the education requirements of the Level increase. The Sheriff or Designee will make a reasonable effort to ensure that training is available.

COMMUNICATION OFFICER

Any Certified Course through the National Communications Institute
Any Certified Course through Power phone
Any Certified Course through APCO International
CPR Certification
Emergency Medical Dispatcher
Emergency Medical Technician I / II / P
Pre-Approved Field Training Officer /Communication Training Officer
First Aid Certification
First Responder Certification
Instructor Development
Report Writing
Sexual Harassment Training
Cultural Awareness Training
Public Relations Training
HAZMAT Training
NCIC/NCJIS
Terrorism Training
RMIN Specific Training
Domestic Violence
ICS / NIMS
Caliber Press Street Survival
Vesta System Training
Radio System Training
Suicide Intervention
Fire System Training
Dealing with Difficult People
Pre-approved Computer Training Specific to Dispatching
Pre-Approved College Courses
Stress Management Training
Blood borne Pathogens
Community Policing
Effective courtroom Testimony
Interview Techniques
Civil Liabilities
Document Identification and Deception
Post-Secondary class in Psychology

Post-Secondary class in Sociology
Post-Secondary class in Languages
Post-Secondary class in Speech
Post-Secondary class in English (above 101)

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ANIMAL CONTROL

Animal Diseases/Zoonosis/Basic Clean
Animal Identification
Animal Injury Identification and First Aid
Basic Investigation
Basic Law Overview (Constitutional Law/Civil Liability)
Capture Techniques
Case Report/Evidence Collection/Citation Preparation
Crises Intervention/Officer Safety
Companion Animal Behavior
Courteous Presentation and Testimony
Ethics and Professionalism
Euthanasia Overview
Rabies/Quarantine Issues
Shelter Operations
Animal Cruelty Investigations (Companion/Exotic/Agriculture)
Blood Sports (Dog and Cock Fighting)
Crime Scene Photographs
Handling of Exotic, Wildlife and Agricultural Animals
Media Relations
Methamphetamine Identification and Animal Decontamination
Officer Safety 9Defensive Tactics (Classroom and Practical)
Public Speaking
Search and Seizure
Stress Management/Compassion Fatigue
Commercial Investigations — Pet Stores/Exhibits/Working Animals
Advances Evident Collection
Interview and Interrogation
Mass Animal Impoundment
Emergency Animal Sheltering
Animal Hoarding
Agricultural Cruelty Investigations
Breeders and Puppy Mills
Chemical Immunizations

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ADMINISTRATIVE ASSISTANT

Business Etiquette Training
Communication Training
Creativity and Critical Thinking Training
Cross Cultural Communication Training
Customer Service Training
Diversity Training
Human Resources Training
Leadership Training and Management Training
Records Management Training
Evidence Room Management Training
Presentation Skills Training
Productivity Training
Time Management Training
Writing Training

FOOD SERVICES

Communication Training
Creativity and Critical Thinking Training
Cross Cultural Communication Training
Customer Service Training
Diversity Training
Leadership Training
Records Management Training
Productivity Training
Time Management Training
Writing Training

15.4 Mandatory Training

All hours physically spent in training required by the County will be paid at the employee's regular hourly rate unless Article 12 applies.

15.5 Incentive Pay

To compensate those employees that have obtained and frequently utilize specialized training/skills and those employees in specialized assignments, the County shall compensate employees as outlined in this section. This section excludes assignments covered under 15.9 and 15.10 of this Article.

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The Sheriff has final determination on what specialized training, skills and/or assignments qualify for Special Duty ~~Bonus~~Incentives. The Sheriff may limit the number of individuals that qualify for specific Special Duty ~~Bonus~~Incentives. The Sheriff's decision may not be appealed or arbitrated.

An ~~inventive bonus~~ in the amount of $2,000 will be paid to each authorized and qualified Field Training Officer employee. Payment will be divided equally and paid bi-annually on the first full pay period in January and July.

These Special Duty ~~Bonuses~~ Incentives may be accumulative for multiple qualifications as designated and authorized by the Sheriff for a maximum of $4,000 annually.

All accumulated ~~bonuses~~ incentives shall be divided equally and be paid bi-annually on the first full pay period in January and July.

Special Duty ~~Bonuses~~ Incentives are limited to available funds budgeted by the County for such ~~bonus~~incentives.

Bilingual Special BonusIncentives

Bilingual incentive pay is paid to employees certified by the Sheriff or Designee as proficient and bilingual in Spanish for the duration of the employee's certification. This incentive is limited to ~~6~~ nine (~~six~~9) employees agency wide. A ~~bonus~~incentive in the amount of $2,000 will be paid to each qualified employee (maximum ~~six~~ nine (~~6~~9) agency-wide). Payment will be divided equally and paid bi-annually on the first full pay period in January and July.

~~15.6~~ Physical Fitness BonusIncentive

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Bargaining Unit A employees will receive a $250.00 ~~bonus~~incentive semi-annually (June and December) for successfully completing the Nevada Physical Ability Test as established by Nevada POST and as scheduled and administered by the Lander County Sheriff or designee. Employees will be required to test prior to each semi-annual payment.

~~15.7~~ Educational BonusIncentive

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Lander County values continued training and education. The Educational ~~Bonus~~ Incentive is intended to encourage permanent, full-time employees to obtain college level graduate and post-graduate degrees that bear a reasonable and rational relationship to the job classification held by the employee as determined in the sole discretion of the Sheriff or Designee. Degrees subject to approval for this incentive are limited to those from a University approved study course aimed at baccalaureate or graduate level degrees. Application of this incentive and the determination of whether the University is a properly accredited institution of higher learning are within the sole discretion of the Sheriff or Designee.

Employees who meet the criteria set forth in this section and upon approval of the Sheriff or Designee are eligible for an Educational BonusIncentive as follows:

Employees hired prior to July 1, 2016 and that meet the criteria set forth shall be eligible beginning June 2017 for this ~~bonus~~incentive each year. The ~~bonus~~incentive will be paid annually on or before June 30 of each year.

Employees hired on or after July 1, 2016 and that meet the criteria set forth shall be eligible for this ~~bonus~~incentive on a one-time basis upon completion of probation. The ~~bonus~~incentive will be paid on or before June 30 of the year approved.

- Associate Degree: $2,000;
- Bachelor's Degree; $3,000;
- Master or Higher Degree; $4,500

This ~~Bonus~~ incentive pay shall not be accumulative between degree levels. Only one educational ~~bonus~~ incentive may apply (highest) to each employee regardless of number of degrees.

Educational ~~Bonuses~~ Incentives are limited to available funds budgeted by the County for such ~~bonuses~~incentives.

15.8 Moving and Relocating Reimbursement

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To assist newly hired uniformed employees in relocating for employment and existing uniformed employees in relocating for permanent duty assignments, the County upon written request by the employee, will provide the following ~~bonus~~incentives;

Newly hired uniformed employees required to relocate between 50 and 250 miles from their primary place of residence at the time of employment offer may be eligible for reimbursement of moving expenses up to $500.00. Newly hired employees required to relocate in excess of 250 miles from their primary place of residence at the time of employment offer may be eligible for reimbursement of moving expenses up to $1000.00.

Existing permanent, uniformed fulltime employees that are required to transfer from one permanent duty station to another and which requires a change in primary permanent residence may receive reimbursement of moving expenses up to $500.00. Voluntary transfers and requested transfers are ineligible for reimbursement.

In the event the newly hired uniformed, fulltime employee's employment is terminated for any reason within thirty-six (36) months of actual first date of employment, the reimbursement payment total shall be prorated and the remainder of the months equaling thirty-six (36) months from the actual first date of employment. The calculated sum shall be reimbursed to the County from the employee's ~~final~~ final paycheck.

In the event the existing permanent, uniformed fulltime employee's employment is terminated for any reason within twenty-four (24) months of relocation, the reimbursement payment total shall be prorated and the remainder of the months equaling twenty-four (24) months from the actual

date of the change in permanent duty station. The calculated sum shall be reimbursed to the County from the employee's final paycheck.

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In the event the existing permanent, uniformed fulltime relocated employee's permanent duty station is changed within twenty four (24) months of relocation, at the employee's request, the reimbursement payment total shall be prorated and the remainder of the months equaling twenty four (24) months from the actual date of the change in permanent duty station shall be repaid to the County in no more than six (6) equal payments. In the event the relocated employee's permanent duty station is changed by order of the Agency within twenty-four (24) months or relocation, repayment of moving expenses shall be waived.

If the employee's final paycheck is insufficient to cover the amount to be reimbursed, then the employee agrees to repay Lander County any remaining balance not later than one hundred twenty (120) calendar days after the effective date of the employee's termination.

If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgment shall also include reasonable attorney's fees and costs incurred by Lander County.

For the purpose of this section, a permanent duty station is defined as one that the employee will be stationed in and actively working for a minimum period of twenty-four (24) months.

This ~~bonus~~ incentive shall not be doubled in the event two employees are married and are hired or relocated at the same time.

The Sheriff or Designee shall determine what is eligible as reimbursable expenses. The Sheriff has the final determination regarding this ~~bonus~~incentive. The Sheriff's decision is not subject to the contractual grievance and arbitration processes.

Moving and Relocating Reimbursement expenses are limited to available funds budgeted by the County for such reimbursement.

15.9 Canine Handler Stipend

The County realizes the sacrifice and commitment a canine handler accepts when assigned in a canine team. Those deputies assigned as canine handlers will receive a K-9 stipend in the amount of $3,000 annually. Payment will be divided equally and paid bi-annually on the first full pay period in January and July.

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This stipend is to compensate the handler as incentive pay and for time related to the normal off duty day-to-day care of the canine.

In the event the employee becomes unable or unwilling to perform their assigned duties as a handler, the stipend will be prorated and the remaining advanced months will be reimbursed to the County within ninety (90) days.

15.10 Detective/Investigator Stipend

This stipend is to compensate the employee as incentive pay for assignment as a Detective/Investigator.

Those employees assigned to perform duties as Detectives or Investigators shall receive a flat rate stipend of $2.00 for each hour worked. This flat rate does not change based on wage or overtime rate of the employee.

The Sheriff has the sole discretion in determining what assignment qualifies for this stipend.

15.11 Repayment

For payments in this section that are paid in advance. In the event the employee's employment is ended for any reason within the advance payment time frame of ~~bonus~~incentives, the advance payment shall be prorated. The balance of the months shall be reimbursed to the County from the employee's final paycheck. If the employee's final paycheck is insufficient to cover the amount to be reimbursed, then the employee agrees to pay Lander County any remaining balance not later than 90 calendar days after the effective date of the employee's end of employment. If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgement shall also include reasonable attorney's fees and costs incurred by Lander County.

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ARTICLE 16: MEDICAL PLAN

16.1

1. Employees hired prior to July 1, 2006:

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Effective July 1, 2007 the County and Association agree that County contributions to the Medical Insurance Plan for full time employees hired to work 35 or more hours per week will be paid at 100% of employee only premium amount for medical plan chosen by employee and 50% of eligible dependent coverage in same plan. Full time employees are required to pay the excess monthly premium biweekly via automatic payroll deduction.

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2. Employees hired after July 1, 2006:

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Effective July 1, 2007 the County and Association agree that County contributions to the Medical Insurance Plan for full time employees hired to work 35 or more hours per week will be paid at 100% of employee only premium amount for medical plan chosen by employee. Dependent coverage will be paid 100% by employee. Full time employees are required to pay the excess monthly premium biweekly via automatic payroll deduction.

3. FY 2020 - FY 2022 Insurance Benefit

Effective July 1, 2019, and continuing through the term of this Agreement, the County and Association agree that County contributions to the Medical Insurance Plan for full time employees hired to work 35 or more hours per week will be paid at 100% of employee only premium amount for medical plan chosen by employee. An employee who is eligible to purchase dependent coverage and elects to participate in dependent coverage will be required to pay the first one hundred and twenty dollars ($120.00) of the dependent coverage monthly premium. This payment will be made on a biweekly basis via automatic payroll deduction. For employee's participating in dependent coverage, the County will contribute the remaining premium amount for eligible dependents on a monthly basis.

4. Article 16.1(3) shall be effective July 1, 2019 and shall expire on June 30, 2022.

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ARTICLE 17: UNIFORM ALLOWANCE

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17.1 The County shall pay to every uniformed employee a uniform allowance, to be paid bi-annually during the first pay period in January and July as follows:

$650.00 - Uniformed (Bargaining Unit A)
$175.00 — Dispatcher (Bargaining Unit B)
$300.00 — Animal Control (Bargaining Unit B)

The uniform allowance payment shall be paid in a separate check and combined with all other bonus/incentive payouts in a single check.

Lander County will contribute up to a maximum of $250.00 toward the initial purchase of the initial issue bike helmet and nylon belt which initial issue shall be County property. Repair, maintenance and replacement of this equipment is solely the officer's responsibility.

To assist newly hired uniformed employees in the purchasing of required equipment and uniform items for duty, newly hired uniformed employees may, upon written request, receive an advance payment of uniform allowance. This payment shall be up to the equivalent of one (1) year of uniform allowance. Advance payment shall be made in a separate check issued by the County on the first pay period following the newly hired employee's date of hire. Upon completion of one (1) year employment, employee will be prorated the monthly allowance on the next bi-annual payment date to coincide with current employees bi-annual schedule. Example: employee hired April 1 of current year, will be paid nine (9) months of uniform allowance on July 1 of the following year.

In the event the employee's employment is ended for any reason within the advance payment time frame of Uniform Allowance, the advance payment shall be prorated. The balance of the months shall be reimbursed to the County from the employee's final paycheck. If the employee's final paycheck is not sufficient to cover the reimbursement, then the employee agrees to repay Lander County any remaining balance not later than 90 calendar days after the effective date of the employee's end of employment. If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgement shall also include reasonable attorney's fees and costs incurred by Lander County.

17.2 The safety and security of Lander County's employees are of utmost concern. To this end, Lander County agrees to purchase or supply each Peace Officer and Animal Control Officer a custom fit bullet/stab resistant vest based on the following criteria;

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a. The cost to the County for each vest will not exceed $900.00 dollars. Employees may opt to obtain a higher cost vest, but the employee must contribute the difference either directly or through payroll deduction to the County.

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b. If a payroll deduction is authorized by the employee, the County will cover the upfront cost of the overage so the employee has no out of pocket expense.

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c. Only one (1) vest may be purchased during each five years of continuous employment as a sworn officer with Lander County unless the previous purchased vest indicated a shorter expiration period and the employee obtained a written waiver from the Sheriff prior to purchase. Expiration period requirements are the sole responsibility of the employee prior to the purchase of the vest.

d. Any vest purchased must meet National Institute of Justice Standards for a Level IIIA vest or higher.

e. Each vest purchased in accordance with this Article shall remain the property of Lander County until the expiration of the vest regardless of any contribution to the total cost by the employee.

f. The County shall not be required under any circumstances to reimburse any employee for any portion of personal funds that the employee contributed towards the total cost of the vest.

g. Upon an employee's separation from a sworn position for whatever reason, the County will relinquish ownership of the vest to the employee and the cost of the vest will be prorated based on the vest's expiration and County's actual contribution. The prorated amount will become a debit to the County by the employee and shall be reimbursed to the County from the employee's final check.

h. If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgment shall also include reasonable attorney's fees and costs incurred by Lander County.

i. The Sheriff has the sole discretion to waive any or all the requirements and restrictions of the Article section. The Sheriff's decision is final and not subject to appeal or arbitration.

17.3 In the event the employee's final paycheck is not sufficient to cover the reimbursement, the unused months become a debit to the County and subject to the collections and garnishment process. If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgement shall also include reasonable attorney's fees and cost incurred by Lander County.

ARTICLE 18: TUITION REIMBURSEMENT

18.1 Purpose:

The Tuition Reimbursement Program is intended to encourage permanent, full-time employees to enroll in college level graduate and post-graduate courses and/or study majors that bear a reasonable and rational relationship to the job classification held by the employee at the time of such enrollment as determined in the sole discretion of the Sheriff or designee. Courses subject

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to approval for reimbursement are limited to those in a University approved study course aimed at matriculation of a baccalaureate or graduate level degree. Enrollment in the program and the determination of whether the University is a properly accredited institution of higher learning is within the sole discretion of the Sheriff or designee.

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18.2 Eligibility:

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Permanent, full-time employees in the classified service shall be considered eligible to participate in this program after completing eighteen months of satisfactory county service. Employees eligible for educational reimbursement from federal or state governments shall exhaust all such benefits before being eligible for tuition reimbursement pursuant to this program. Employees may not receive tuition reimbursement under both the Lander County Policies and Procedures and this program.

Additional eligibility requirements for participation in the Tuition Reimbursement Program include:

1. No tuition reimbursement shall be advanced. Reimbursement is contingent upon successful completion of this class as described herein;

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2. No employee shall be reimbursed more than $2,000 per fiscal year or $10,000 during the employee's cumulative employment with Lander County;

3. Tuition shall be reimbursed in an amount not to exceed the per unit tuition charged by the Great Basin College System for classes comparable in content to that in which the employee has enrolled or intends to enroll. If the Great Basin College System does not offer a comparable class, then the Sheriff shall make the final determination as to whether or not reimbursement shall be provided, but in no case shall said reimbursement exceed the per unit Great Basin College tuition fee;

4. The precise amount of tuition reimbursement shall be based upon all criteria stated herein, including the grade received by the employee in the class(es) for which reimbursement is sought. If an employee receives a "B" or higher (or its numerical equivalent, then the employee shall be eligible for 100% tuition reimbursement as described above. If the employee receives a grade of "C" (or its numerical equivalent), then the employee shall be eligible for 50% tuition reimbursement as described herein. Courses in which the employee receives a grade lower than a "C" (or its numerical equivalent) will not be reimbursed;

5. Tuition reimbursement is contingent upon employee's submission to the Sheriff of official college transcripts or comparable documentation acceptable to the Sheriff, which verify the employee's grade(s).

6. An employee seeking tuition reimbursement for eligible class(es) shall submit the official transcript documentation to the Sheriff in conjunction with a Lander County provided form for said use. The Sheriff shall cause any necessary investigation to be conducted in order to verify the employee's eligibility for tuition reimbursement. The decision of the Sheriff shall be final and binding and is not subject to grievance or judicial appeal.

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7. Education under this program is voluntary and is not considered hours worked and any travel expense or expense for books, etc. is not subject to reimbursement under this program.

18.3 Voluntary Resignation:

In the event that an employee voluntarily resigns from County employment one year or less from the date that the tuition reimbursement is approved by the Sheriff, then the employee's final paycheck shall reflect a deduction equivalent to the amount of tuition reimbursement paid within the previous fiscal year. If the employee's final paycheck is insufficient to cover the amount to be reimbursed, then the employee agrees to repay Lander County any remaining balance not later than 90 calendar days after the effective date of the employee's voluntary resignation. If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgment shall also include reasonable attorney's fees and costs incurred by Lander County.

ARTICLE 19: COURT APPEARANCES

19.1 Employees subpoenaed to appear during their normal working hours, as a witness in a proceeding connected with their official duties, and who are not a party in such proceeding, shall receive their regular pay, providing that all witness fees are applied for and returned to the department. Employees shall return to work when excused.

19.2 Any employee required to appear during an off-duty period, as provided above, will be paid in accordance with Articles 12 and 15 of this agreement providing that all witness fees are applied for and returned to the department. Employees shall make every effort to keep any overtime to a minimum.

19.3 Any employee required to appear, as provided above, shall retain any mileage fee and other per diem paid in connection with such appearance, unless the employee is provided with a County vehicle to travel to and from such proceedings and/or other per diem, in which case, any such County covered expenses shall be applied for and returned to the department.

ARTICLE 20: SHIFT DIFFERENTIAL

20.1 All shift work performed between the hours of 6:00 p.m. and 6:00 a.m. shall be considered night work. Payment for night work, in addition to regular compensation, shall be made at the rate of one dollar and fifty cents ($1.50) per hour for those hours worked between 6:00 p.m. and 6:00 a.m. Employees will only receive shift differential pay for hours actually worked during the shift differential period ~~except as provided herein. If an employee works a shift of which at least fifty per cent (50%) of the hours are between 6:00 p.m. and 6:00 a.m., the employee shall be paid the differential. In any~~

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~~event, the employee's qualifying shift must be a minimum of four (4) hours in length before shift differential pay may apply.~~

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~~No night shift differential shall be paid for overtime worked at either the beginning or the end of a shift unless the regular shift hours (minimum of four (4) hours) qualify for the night shift differential.~~

20.2 It is the intent of the County that the shift differential premium shall be paid in and for the same pay period in which it is worked.

~~20.3 No shift differential shall be paid for call in time unless the call in is immediately preceding regular scheduled shift hours (minimum 4) qualify for the night shift differential.~~

ARTICLE 21: DUES DEDUCTION

21.1 The County shall deduct dues from the salaries of Association members and pay over to the proper officers of the Association, the money so collected. Provided, however, that no deductions shall be made except in accordance with a deduction authorization form, individually and voluntarily executed by the employee for whom the deduction is made. The deduction authorization form shall specify any Association restrictions on the employee's right to terminate his/her dues deduction authorization.

21.2 The Association shall indemnify and hold the County harmless against any and all claims, demands, suits and other forms of liability which shall arise out of or by reason of action taken or not taken by the County at the request of the Association under the provisions of Section 21.1, above.

21.3 The Association 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, thirty (30) days prior to the effective date of such change.

21.4 The County will continue to honor existing dues deduction authorizations currently on file.

ARTICLE 22: USE OF COUNTY FACILITIES

22.1 The County recognizes the necessity of the Association to hold Association meetings. It is mutually agreed, that upon request to the party under whose control the facilities are placed, the Association shall be permitted to meet in County facilities or buildings if such facilities or buildings are available, under the following conditions:

A. Any such meeting held in or on County property shall be without cost to the Association.

B. No such meeting shall be allowed to interfere with normal County activities.

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C. This provision is not a guarantee to the Association that County facilities or buildings will be available to it at any specific time, and such meetings will be

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scheduled at the convenience of the County, except that the County will not deny access to facilities or buildings merely for the purpose of harassment of the Association.

ARTICLE 23: REMOTE DEPUTY PAY

23.1 In consideration for being permanently stationed in the remote areas of Austin and Kingston, permanent fulltime employees shall receive a ~~bonus~~incentive. An incentive bonus in the amount of six thousand dollars ($6,000) will be paid to each authorized and qualified employee. Payment will be divided equally and paid bi-annually on the first full pay period in January and July.

For the purpose of this section, a permanent duty station is defined as one that the employee will be stationed in and actively working for a minimum period of twelve (12) months.

In the event an employee's permanent duty station is changed in the six (6) month period after payment of this ~~bonus~~incentive, the ~~bonus~~incentive payment total shall be prorated and the remainder of the months equaling six (6) months from the actual date of payment shall be repaid to the County in no more than six (6) equal payments. In the event the employee's permanent duty station is changed by the Agency, this repayment provision may be waived by the Sheriff.

If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgment shall also include reasonable attorney's fees and costs incurred by Lander County.

ARTICLE 24: AMENDING PROCEDURE

24.1 If either party desires to modify or change this Agreement, it shall, not later than February 1 of any year, give written notice to the other party of amendment, except that no amendments or modifications to this Agreement shall be made except by mutual agreement of the parties or through the provision of Article 27 herein (Savings Clause). Any amendment, whether a proposed amendment or an alternative to a proposed amendment that may be mutually agreed upon or awarded pursuant to the provision of Chapter 288 of the N.R.S., shall become and be part of this Agreement. Any amendments that may be agreed upon or awarded shall become and be part of this Agreement without modifying or changing any of the other terms of this Agreement.

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ARTICLE 25: DISCHARGE AND DISCIPLINARY ACTION

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25.1 The right to maintain discipline and efficiency of employees is vested exclusively in the County. All disciplinary action or measures taken by the County shall be for just cause and may include the following: oral reprimand, written reprimand, suspension with pay, suspension without pay, involuntary demotion or discharge. Only suspensions without pay, exceeding three (3) days, involuntary demotion or discharge may be grieved to step (4) (arbitration). Grievances do not postpone disciplinary action.

25.2 The County shall have the right to discharge or discipline any employee for cause, but in determining discipline, the County shall not transfer or reassign any employee for disciplinary purposes. The term cause shall include, but not be limited to the following: willfully falsifying or withholding material information on personnel questionnaires, personnel records, employment applications, time cards, or any other records or reports; recording on another employees time card; failure to properly record time; performance of work below required standards; failure to perform assigned duties; negligence in the performance of duties likely to cause or actually causing personal injury or property damage; fighting or attempting injury to another employee; insubordination; dishonesty; theft; destroying or willfully damaging the property of another employee or the County; acceptance of a bribe from citizens, vendors, suppliers or others; misuse of County funds; the use or being under the influence of drugs or alcoholic beverages, on the job, during working hours; unsatisfactorily explained absences; unauthorized absence without proper notice; abuse of sick leave; malicious communication with false or defamatory oral or written statements directed against a fellow employee, the County or management or the County Commission; sleeping on the job, or failure to comply with County safety rules; loss or suspension of license or certification that are a condition of employment; violation of rules and regulations or general orders issued by the Sheriff.

25.3 As determined by the County, the level of severity of the discipline is dependent on the nature of the act and circumstances. When a complaint against an employee does not warrant discharge, the disciplinary action will be based on the severity of the complaint and take the form of: (1) oral reprimand; (2) written reprimand; (3) suspension with pay; (4) suspension without pay; or (5) involuntary demotion. One or more of actions 1 through 5 may occur prior to discharge. The County shall notify the Association within ten (10) working days after the issuance of a written reprimand, however, this notification shall not extend the time for filing a grievance.

25.4 The County shall notify the Association of its intent to demote or suspend an employee without pay. When demotion or suspension without pay is contemplated, the last phase of the investigation process shall be a meeting where the employee and the Association Representative are informed of the allegations and given the opportunity to respond. The discipline may be postponed to allow for consideration of evidence the employee produced or further investigation of the employee's response.

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25.5 The County may not discharge employees covered by this contract for cause without first giving the employee and the Association written notice prior to the action being taken unless section 25.14 applies.

The written notice shall include the following:

1. A statement that discharge is proposed and the specific charges.
2. Copies of any material or documents upon which the proposed action is based.
3. A statement that the employee has a right to meet with the County to discuss the proposed action.
4. The date, time and location of the pre-termination meeting. The employee and Association representative shall meet with the County to review the charges and be given an opportunity to state their position as to whether there are true and reasonable grounds for the proposed action. The discipline may be postponed to allow for consideration of evidence the employee produced or further investigation of the employee's response. Failure of the employee to attend these scheduled pre-termination meeting constitutes a waiver of the pre-termination meeting.

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25.6 In cases of contemplated discharge, demotion, suspension or other disciplinary action for misconduct which presents possible harm to persons or property or pending criminal charges which adversely and directly affect the County or substantially disrupt County operation, the County may immediately place the employee on Administrative leave with pay upon giving the appropriate notice as outlined in Sections 26.4 and 26.5.

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25.7 Any record of disciplinary action, excluding oral warnings and reprimands, in order to remain effective, must be placed in the employees official personnel file.

25.8 Any record of discipline not previously provided to the employee will not be used as a basis for subsequent progressive discipline.

25.9 Involuntary demotions shall be limited to instances of documented substandard performance during and after completion of the probationary period.

25.10 Any time limits may be extended by written mutual agreement of the Association and the County.

25.11 For the purposes of this Article, County includes the County Executive Director, Sheriff or designee and County Commissioners.

25.12 Probationary employees are not covered by this article.

25.13 The County will follow the procedures required by Nevada Revised Statutes Chapter 289 (Peace Officers Bill of Rights) where appropriate.

25.14 An employee is considered to have resigned without notice and abandoned their position if they;

A. Fail to report for scheduled duty for three consecutive work periods.

B. Fail to notify the Sheriff or Designee.

The County shall make a reasonable effort to contact the employee by phone at the employee's contact number provided to the Sheriff's Office personnel clerk.

In the event of job abandonment, the Sheriff will send a certified letter to the last known address of the employee giving notice of their employment termination with the County. The notice will contain the dates the employee failed to report for duty and the date and time of the attempted contact by the County.

The employee's permanent personnel file will indicate the reason for termination as "Resignation without Notice — Job Abandonment".

Nothing in this section shall restrict the County from taking disciplinary action with an employee in accordance with this Agreement and Sheriffs Office Policy.

25.15 Maintenance of Disciplinary Action

A. Oral Reprimand, Written Reprimand and suspension Without Pay of three (3) days or less:

An employee who has received a violation that resulted in an Oral Reprimand, Written Reprimand or a Suspension Without Pay of three (3) days or less shall request from the Sheriff or Designee, after twelve (12) months from the date of occurrence of the violation, an acknowledgment that the behavior has been corrected or that no other violations of similar nature have occurred. The response shall be in writing and attached to the original violation.

B. Suspension Without Pay of more than three (3) days:

An employee who has received a violation that resulted in a Suspension Without Pay of more than three (3) days shall request from the Sheriff or Designee, after twenty-four (24) months from the date of the occurrence of the violation, an acknowledgment that the behavior has been corrected or that no other violations of similar nature have occurred. The response shall be in writing and attached to the original violation.

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ARTICLE 26: GRIEVANCE PROCEDURE

26.1 Definition

A grievance is a dispute or disagreement between an employee, a group of employees, or the Association and the County which involves the interpretation or application of any provision of the Agreement.

The term "days" when used in this Article 26 shall, except where otherwise indicated, means working days rather than calendar days. For the purposes of this Article, "working days" are defined as Monday through Friday excluding contractual Holidays.

Both parties agree that these proceedings shall be kept confidential.

All hearing held by the arbitrator shall be closed sessions and no news releases shall be released during sessions without mutual written consent.

Probationary employees are not covered under this Article.

26.2 Time Limits

The parties agree that the time limitations defined in this Article of the Agreement shall be adhered to. A violation of prescribed time limitation of this Article of the Agreement by the Association means the grievance is forfeited by the Association. A violation of a prescribed time limitation of this Article of the Agreement by the County shall cause that, in the event of arbitration, the arbitrator will be directed to consider such failure and apply the appropriate weight in rendering a decision. The parties to this Agreement may grant an extension to the requesting party. Said extension request shall be in written form and approved in writing by the party receiving said request. A request for extension shall include the length of extension being requested.

26.3 Procedures for Filing

All grievances will be processed in the following manner:

Step 1 Within five (5) working days of the event giving rise to a grievance or knowledge thereof, the grieved employee will verbally or in writing, request a hearing/meeting to present the grievance to the Sheriff or Designee for review. In any event the hearing/meeting shall be within twenty one (21) days of the request.

The grieved employee may request representation by a steward or business representative at this hearing/meeting. The Sheriff or Designee shall, within five

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(5) working days of hearing said grievance, render a verbal or written decision to the grievant.

Step 2 Should the grievant be dissatisfied with the Sheriff or Designee's Step One (1) response, the grievance shall be reduced to written form, and presented to the Sheriff for formal disposition. The grievance shall be advanced to Step Two (2) within five (5) working days of the Sheriffs or Designee's Step One (1) response or lack of response. The grievance shall be signed by the grieved employee, the employee's steward, or business representative. The Sheriff shall render a written response to the grievance within five (5) working days of receiving the formal grievance.

Step 3 Should the grievant be dissatisfied with the Step Two (2) formal response of the Sheriff, the grievance shall be forwarded, in writing, within ten (10) working days of the Step Two (2) response to the County Commissioners or their designated representative, by the grieved employee or the Associations designated representative. A copy of the Step 3 grievance shall be delivered to the Sheriff or his/her Designee by the grieved employee or their representative within 24 hours of delivery to the County Commissioners or their designated representative. The County Commissioners or their designated representative shall respond in writing to the grievance within fifteen (15) working days of the date said County representative received the grievance. For the purpose of this Step of the grievance procedure, the County will keep the Association notified in writing of its designated representative.

Step 4 The Association may request arbitration of an unresolved grievance. The Association shall notify the County in writing of such intent within ten (10) working days of receipt of the Step Three (3) written response. A copy of the Step 3 grievance shall be delivered to the Sheriff or his/her Designee by the grieved employee or their representative within 24 hours of delivery to the County Commissioners or their designated representative. The parties shall attempt to reach an agreement on an arbitrator. In the event the parties fail to reach agreement, the parties or Association shall request from the Federal Mediation and Conciliation Services a list of seven (7) arbitrators. Upon receipt of said list, the parties shall alternately strike names until one name remains to serve as arbitrator. The Association shall strike the first name from the list.

26.4 Arbitrator's Authority

The decision of the Arbitrator shall be final and binding. The Arbitrator shall not add to, subtract from, or modify any of the terms of this Agreement, or any supplementary Agreement. The award of the Arbitrator shall be based exclusively on the evidence presented at the hearing.

26.5 Expenses

The fees of the Arbitrator shall be borne equally by the parties. Should either party request the services of a court reporter, that party shall be responsible for all associated costs and

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shall provide a copy of said transcript to the other party. Each party shall be responsible for its own legal, witness, and/or preparation fees. The Arbitrator shall not order a court reporter.

26.6 Compliance

The parties agree to respond to the Arbitrator's decision within five (5) working days of receipt of said decision. The Arbitrator shall endeavor to render a discharge related decision within fourteen (14) calendar days of the hearing, all other decisions within thirty (30) calendar days.

26.7 Exclusive Remedy

The sole remedy available for any alleged breach of this contract or an alleged violation of rights hereunder granted shall be pursuant to the foregoing grievance procedure prior to taking any other action.

ARTICLE 27: SAVINGS CLAUSE

27.1 In the event that any provision of this Agreement is rendered invalid by any court of competent jurisdiction, such action shall not invalidate the entire Agreement. It is the express intention of the County and the Association that all other provisions not rendered invalid shall remain in full force and effect, and that the parties shall enter into negotiations to bring the invalid section or sections into compliance.

27.2 This Article does not preclude informal discussion between the parties of any matter which is not subject to negotiations or contract. Any such informal discussion is exempt from all requirement of notice or time schedule.

ARTICLE 28: WARRANT OF AUTHORITY

28.1 The County and the Association hereby warrant and guarantee that they have the authority to act for, bind, and bargain on behalf of each entity which they represent, during the term of this Agreement.

ARTICLE 29: EFFECTIVE DATE AND DURATION

29.1 This Agreement shall be in full force and effect from July 1, ~~2016~~-2019 to June 30, ~~2019~~2022.

29.2 The County may reopen this agreement during its term to address a "fiscal emergency" in

accordance with the requirements of NRS 288.150(4)

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ARTICLE 30: DRUG & ALCOHOL TESTING POLICY

30.1 Alcohol and Drug Testing will be conducted in accordance Lander County Sheriff's Office Policy.

IN WITNESS WHEREOF, the County and the Association have caused these presents to be duly executed by their authorized representatives this _____ day of _____, 2019.

LANDER COUNTY BOARD OF COMMISSIONERS	LANDER COUNTY LAW ENFORCEMENT EMPLOYEES ASSOCIATION	OPERATING ENGINEERS, 3 of the International Union of Operating Engineers AFL-CIO
Patsy Watts, Commissioner	Steven Smith, President	Russ Burns, Business Manager
Sean Bakker, Commissioner	Alex Rangel, Vice President	Jim Sullivan, Recording Corresponding Secretary
Art Clark III, Commissioner	Stephen Priest, Member	Tim Neeb, Director, Public Employees Division
Doug Mills, Chair		Phillip Herring, Business Agent
Judie Allan, Commissioner		
LANDER COUNTY SHERIFF		
Ron Unger, Sheriff		

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~~LANDER COUNTY~~ ~~LANDER COUNTY SHERIFF'S ASSOCIATION~~ ~~BOARD OF COMMISSIONERS~~

Sean [illegible]

Steven Smith, Negotiating Team Member

Doug Mills, Vice-Chair

Alividad Camacho, Negotiating Team Member

~~Scott Fullerton, Business Representative~~

Steven Stienmetz, Commissioner

Alex Range, Negotiating Member

Patsy Wiits, Commissioner

OPERATING ENGINEERS, LOCAL 3 of the International Union of Operating Engineers AFL-CIO

Arthur Clark III, Commissioner

Russell Burns, Business Manager

LANDER COUNTY SHERIFF

James K. Sullivan, Recording Correspondilig

Ron Unger, Lander County Sheriff

Rick Davis, Director, Public Employee Division

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APPENDIX A

~~DEPUTY SHERIFF~~

~~LEVEL~~	~~2016-2017~~	~~2017-2018~~	~~2018-2019~~

~~ANIMAL CONTROL~~

~~ADMINISTRATIVE ASSISTANT~~

~~FOOD SERVICE~~

~~COMMUNICATION OFFICER~~

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~~41 (These Provisions are Subject to Revision based on the Update of the Salary Tables)~~

		2%	2½%	25	
		Jul-19	Jul-20	Jul-21	
4832-8293-	POSITION	CPI	CPI	CPI	9800, v. 1
	Administrative Assistant 1	19.86	20.36	20.76	
	Administrative Assistant 2	20.86	21.38	21.81	
	Administrative Assistant 3	21.92	22.47	22.92	
	Administrative Assistant 4	23.44	24.03	24.51	

	Jul-19	Jul-20	Jul-21
POSITION	CPI	CPI	CPI
Animal Control Officer 1	19.41	19.90	20.29
Animal Control Officer 2	20.38	20.89	21.31
Animal Control Officer 3	21.40	21.93	22.37
Animal Control Officer 4	22.90	23.47	23.94

	Jul-19	Jul-20	Jul-21
POSITION	CPI	CPI	CPI
Communication Officer 1	19.86	20.36	20.76
Communication Officer 2	20.86	21.38	21.81
Communication Officer 3	21.92	22.47	22.92
Communication Officer 4	23.44	24.03	24.51

	Jul-19	Jul-20	Jul-21
POSITION	CPI	CPI	CPI
Deputy Sheriff 1	21.66	22.21	22.65
Deputy Sheriff 2	26.86	27.53	28.08
Deputy Sheriff 3	28.18	28.89	29.46
Deputy Sheriff 4	29.61	30.35	30.96
Deputy Sheriff 5	31.69	32.48	33.13

	Jul-19	Jul-20	Jul-21
POSITION	CPI	CPI	CPI
Food Service 1	19.41	19.90	20.29
Food Service 2	20.38	20.89	21.31
Food Service 3	21.40	21.93	22.37
Food Service 4	22.90	23.47	23.94

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AGREEMENT

THE COUNTY OF LANDER, NEVADA

And

OPERATING ENGINEERS, LOCAL 3

of

THE INTERNATIONAL UNION OF OPERATING ENGINEERS

AFL-CIO

July 1, 2019 to June 30, 2022

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PREAMBLE

The County is engaged in furnishing essential public services vital to the health, safety and welfare of the population of the County;

Both the County and its employees have a high degree of responsibility to the public in so serving the public without interruption of essential services;

Both parties recognize this mutual responsibility. They have entered into this Agreement as an instrument and means of maintaining the existing harmonious relationship between the County and its employees, and with the intention and desire to foster and promote the responsibility of sound, stable and peaceful labor relations between the County and its employees;

The parties recognize that this Agreement is not intended to modify any of the discretionary authority vested in the County by the statutes of the State of Nevada;

The parties have reached an understanding concerning wages, hours and conditions of employment and have caused the understanding to be set out in the Agreement.

ARTICLE 1: RECOGNITION

Lander County, hereafter called County, recognizes the Operating Engineers Local 3, hereafter called Union, as the exclusive representative of all regular employees employed by Lander County, as certified under the provisions of Nevada Revised Statutes, Chapter 288. The following positions will be excluded from the bargaining unit:

Assistant District Attorney

Directors

Probationary Employees

Seasonal Employees

Part Time Employees (working less than 20 hours per week)

Supervisors

Administrative Assistant

Department Heads

Administrative Assistant to the County Manager

Immediate Assistant to each Department Head/Elected Official

ARTICLE 2: DEFINITIONS

A. TYPES OF COUNTY EMPLOYMENT

1. Temporary: A temporary employee is an employee who is hired for a period not to exceed six (6) months. If a temporary employee's status is changed to probationary, his or her probationary period shall be retroactive to the date of employment.

2. Regular Intermittent: A regular intermittent employee is an employee who is filling a budgeted position. The hours the employee is required to work are at the discretion of his or her department head.

3. Probationary: A probationary employee is an employee who is hired to fill a budgeted position. Such employees will remain in probationary status for (6) six months of continuous employment and may be terminated at the discretion of the supervisor. The County may extend an employee's probationary period for up to sixty (60) calendar days by issuing prior written notification to the employee and the Union prior to the end of the six (6) month probationary period. Such terminations shall not be for the purpose of keeping jobs filled with probationary employees.

4. Regular: Except as conditions above, a regular employee is one who has completed a six (6) month probationary period. The term "employee" as used in this Agreement applies to those persons having a regular appointment to the work force of the County, as listed in Appendix A.

B. TRANSFER

Is defined to mean any movement of an employee from one position to another position in the same class or related class with the same salary grade, or the movement of the employee with his or her position or classification to another location.

ARTICLE 3: NONDISCRIMINATION

The provisions of the Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to race, color, religion, sex, age, physical or visual handicap, national origin, sexual orientation or because of political or personal reasons or affiliations. The Union shall share equally with the County the responsibility for applying this provision of the Agreement.

ARTICLE 4: MANAGEMENT RIGHTS

The County retains the sole right to manage its affairs and direct its work force within the existing framework of the Nevada Revised Statutes, but not limited to the right to plan, direct and control its operations; to determine the location of its facilities; to determine working hours; to decide the types of services to be provided and the manner of providing them; to decide the work to be performed; to decide the method and place of providing its services; to determine the schedules of work; to hire, layoff, assign, transfer and promote employees; to determine the qualifications of employees including qualifications under the layoff procedure; to determine and re-determine job content; to determine the starting and quitting times; to make such reasonable rules and regulations not in conflict with this Agreement, as it may from time to time deem best for the purpose of mundane order, safety and/or effective operations of its facilities; and to require compliance therewith by employees; to discipline and discharge employees for cause. The County shall have all other rights and prerogatives, including those exercised unilaterally in the past, subject to express restrictions on such rights, if any, as are provided in the Agreement or N.R.S. 288.

ARTICLE 5: DISCHARGE AND DISCIPLINARY ACTION

A. The right to maintain discipline and efficiency of employees is vested exclusively in the County. All disciplinary action or measures taken by the County shall be for just cause and may include the following: oral reprimand, written reprimand, suspension with pay, suspension without pay, involuntary demotion, or discharge. Only the following disciplinary actions may be grieved to step 3(arbitration): suspension without pay exceeding three (3) days, involuntary demotion, or discharge. Grievances do not postpone disciplinary action.

B. The County shall have the right to discharge or discipline any employee for cause, but in determining discipline, the County shall not transfer or reassign any employee for disciplinary purposes.

The term "cause" shall include, but not be limited to the following: willfully falsifying or withholding material information on personnel questionnaires, personnel records, employment applications, time cards, or any other records or reports; recording on another employees time card; failure to properly record time; performance of work below required standards; suspension or revocation of a driver's license when possession of a valid driver's license is a condition of employment; failure to perform assigned duties; negligence in the performance of duties likely to cause or actually causing personal injury or property damage; fighting or attempting injury to another employee; insubordination; dishonesty; theft; destroying or willfully damaging the property of another employee or the County; acceptance of a bribe from citizens, vendors, suppliers or others; misuse of County funds; the use or being under the influence of drugs or alcoholic beverages, on the job, during working hours; carrying or possessing firearms while on the job; excessive tardiness or absenteeism; unsatisfactorily explained absences; unauthorized absence without proper notice; abuse of sick leave; malicious communication with false or defamatory oral or written statements directed against a fellow employee, the County or management or the County Commission; sleeping on the job, or failure to comply with County safety rules; loss or suspension of license or certification that are a condition of employment; harassment and sexual harassment of other employees or the general public.

C. As determined by the County, the level of severity of the discipline is dependent on the nature of the act and circumstances. When a complaint against an employee does not warrant discharge, the disciplinary action will be based on the severity of the complaint and take the form of: (1) oral reprimand; (2) written reprimand; (3) suspension with pay; (4) suspension without pay; or (5) involuntary demotion. One or more of the actions 1 through 5 may occur prior to discharge. The County shall notify the Union within ten (10) working days after the issuance of a written reprimand, however, this notification shall not extend the time for filing a grievance.

D. The County shall notify the Union of its intent to suspend an employee. When suspension is contemplated, the last phase of the investigation process shall be a meeting where the employee and the Union Representative are informed of the allegations and given the opportunity to respond. The discipline may be postponed to allow for consideration of evidence the employee produced or further investigation of the employee's response.

E. The County may not discharge employees covered by this contract for cause without first giving the employee and the Union written notice prior to the action being taken.

The written notice shall include the following:

1. A statement that discharge is proposed and the specific charges.

2. Copies of any material or documents upon which the proposed action is based.

3. A statement that the employee has a right to meet with the County to discuss the proposed action.

4. The date, time and location of the pre-termination meeting.

The employee and Union representative shall meet with the County to review the charges and be given an opportunity to state their 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 or further investigation of the employee's response. Failure of the employee to attend these scheduled pre-termination meetings constitutes a waiver of the pre-termination meeting.

F. 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 operation, the County may immediately place the employee on Administrative leave with pay upon giving the appropriate notice in Sections D and E.

G. Any record of disciplinary action, excluding oral warnings, to remain effective, must be placed in the employee's official personnel file.

H. Any record of discipline not previously provided to the employee will not be used as a basis for subsequent progressive discipline.

I. Involuntary demotions shall be limited to instances of documented substandard performance during and after completion of the probationary period.

J. Any time limits contained in this Article may be extended by written mutual agreement of the Employee or Union and the County.

K. For the purposes of this Article, "County" includes the County Manager, Elected Official, Department Heads and County Commissioners.

L. Probationary employees are not covered by this article.

ARTICLE 6: PROCEDURE FOR FILLING VACANCIES

A. All bargaining unit position vacancy announcements shall contain all necessary information regarding the position and shall first be posted on at least one bulletin board in each County courthouse for at least five (5) working days prior to the deadline for applications contained on the vacancy announcement.

B. The Union Steward, designated by the Union and working in the Battle Mountain Courthouse and in Austin shall receive a copy of the announcement.

C. Employees interested in being considered for the position shall submit an application to the County Clerk.

D. All employee applicants for positions shall be considered in determining who is best qualified for the position. Factors to be considered in making the selection will include County service, appropriate education, training, experience, past performance and the result of an oral interview, if necessary. All other factors being equal, the length of service and the training received within the County will be the deciding factors, and the result of an oral interview with the Department Head, Elected Official, or selection team if necessary.

E. All employee applicants will be advised of the outcome of their applications. The rejection of an applicant shall not be subject to grievance under the grievance procedure.

F. Intra-departmental promotions shall not be governed by the provision herein as to the announcement of vacancies.

G. All County employees that have been promoted or transferred will serve a thirty (30) calendar day probationary period.

H. Employees that fail to perform the new job requirements to the satisfaction of the County or as determined by the employee may return to the employee's previously held position within fifteen (15) working days after any promotion or transfer pursuant to this article,

otherwise the employee will be placed on a County wide recall list as provided by the seniority article of this agreement. Employees filling such previously held positions by initial probationary appointment, promotion or transfer may be automatically demoted, transferred or terminated at the County's sole discretion if the promoted or transferred employee returns to the previously held position pursuant to this section.

I. If a new hire probationary employee resigns or is terminated within six (6) months of initial hire, the County may use the last of eligible applicants to fill the vacancy prior to reposting the vacancy pursuant to paragraph A.

J. Once a month the County will provide the Union Business Representative with a list of new employees hired by the County into the positions listed in Appendix A.

ARTICLE 7: ACCIDENT LEAVE

When an employee is absent from employment by reason of an accident for which benefits are payable and received under County /Self Insured and the employee so elects, the County of Lander shall pay to such appointed employee, during the period of disability, full sick leave benefits and further, at the election of said appointed employee, full annual leave benefits may be drawn during said continuing period of disability, but shall be drawn only to the extent of the difference between his or her salary and SIIS/workers compensation benefits. The employee may decline use of any part of said sick and annual leave benefits normally payable to him or her while receiving benefits under the State Industrial Insurance System. During such period of time, any employee electing not to receive sick or annual leave benefits shall be considered to be on leave of absence without pay.

ARTICLE 8: ANNUAL LEAVE

A. All bargaining unit employees shall be entitled to annual leave with pay at the following rates:

Annual Vacation Earning Rate

Years of Continuous Service	Hours Earned	Accrual Rate	Maximum Accrual

Date of hire through two (2)	96 hours	8 hrs/month	240 hours
Three (3) but less than seven (7)	120 hours	10 hrs/month	240 hours
Seven (7) but less than ten (10)	144 hours	12 hrs/month	240 hours
Ten (10) or more	168 hours	14 hrs/month	240 hours
Fifteen (15) or more	192 hours	16 hrs/month	240 hours
Twenty-five or more	200 hours	16.67 hrs/month	240 hours

*Historical Note:

All employees hired prior to January 1, 2017, who had a lower accrual rate prior to January 1, 2017, began accruing at the new applicable rate as set out herein on January 1, 2017. All employees hired prior to January 1, 2017 who are currently at a higher accrual rate than the new rates shall maintain their current rate until they reach the next applicable step that meets or exceeds their current rate. Total County service, even though interrupted, will be counted if a person returns to County service within two (2) years of his/her date of separation and has worked three (3) continuous years subsequent to reemployment.

An employee will not be allowed to carry more than 240 hours annual leave at any time. The employee will be required to take any leave amount over the maximum accrual within thirty (30) days. If an employee falls sick during approved annual leave, the time he or she is sick cannot be charged to sick leave without a doctor's certificate and the approval of the Board of County Commissioners. Annual leave benefits shall be considered only to be time off with pay. Payment for time accrued in lieu of annual leave will be not allowed, except as provided below. Leave year is to be construed the same as the calendar year (January 1 through December 31).

B. The Commissioners shall have the authority to grant leaves of absence to any employee without prejudice to status, but no vacation or sick leave credits shall accrue during such leave period.

C. Employees shall be entitled to compensation not to exceed a maximum of 240 hours for accrued annual leave upon the termination of employment, such compensation to be equal to the number of accrued hours of annual leave multiplied by the hourly wage of such employee at the time of the termination of his or her employment, this paragraph shall not apply to employees of the County who have been in the employment of the County for less than six (6) consecutive months.

D. If an employee is nearing maximum accrual, (240 hours) and requests annual leave to avoid losing the overage, and such leave is denied by their supervisor, the supervisor will be required to submit written notification of the denied leave hours to the Board of County Commissioners for payment approval for the requested leave hours. Upon approval by the Board of County Commissioners, such employee shall be paid for the requested leave hours on his or her next paycheck.

F. During, the first six (6) months of employment of any employee, annual leave shall accrue, but no annual leave shall be taken during such period.No employee shall be absent from employment on annual leave without first obtaining approval from his or her department head.

G. If the employee has filed a written designation of beneficiary, the final payment of compensation due a deceased employee of any county, city, town, township, district or any other political subdivision of the State of Nevada, is not his or her property or that of his or her estate, but shall be released to the designated beneficiary upon the written request of such beneficiary. If the deceased employee has not filed such a designation with his or her employing public entity, the final payment is part of the employee's personal estate. As used in this section, "final payment" means the net amount due the employee after the deduction of all lawfully withheld sums from the employee's gross compensation.

H. Employees intending to retire shall provide written notice to the Human Resources Director upon submission of paperwork to the Public Employees Retirement System, or at a minimum, sixty (60) calendar days prior to their intended retirement date, whichever is greater.

I. Employees shall not be granted annual or compensatory leave within sixty (60) calendar days of retirement or Resignation/termination.

ARTICLE 9: BEREAVEMENT LEAVE

A. When a death occurs in the immediate family of an employee, said employee shall be entitled to leave of absence of up to two (2) consecutive workdays with pay. The employee shall be entitled to an additional eight (8) days to be chargeable against sick leave to attend the funeral. Employees absent from work, due

to the death of a person not related as immediate family, shall have said day charged against the employee's annual leave.

B. When taking Bereavement Leave, the employee shall notify his/her department head or the designee as soon as possible.

C. Verification may be required by the County in order to receive this benefit.

D. Significant other shall be defined as; a person (not necessarily a spouse) with whom an employee cohabits and shares a long-term sexual relationship (greater than one (1) continuous year). The Executive Director may require documentable proof of cohabitation.

E. Immediate family shall be defined as; an employee's spouse, parents (including step), in-laws, grandparents, grandchildren, children (including step), brothers, sisters, aunts, uncles, nieces, nephews, children's spouse or corresponding relation by affinity, significant other and, if living in the employee's household, includes foster children and foster parents.

ARTICLE 10: MILITARY LEAVE

In the event that an employee is absent due to being called to duty into the military service of the United States or the State of Nevada, he/she will be allowed time off as required by law.

ARTICLE 11: SICK AND MATERNITY LEAVE

A. All employees shall be entitled to sick leave with pay at the following rates for each month of service in the employment of Lander County:

Less than 10 years	10 Hours per month
10 years or more	12 Hours per month

These may be cumulative from year to year, not to exceed seven hundred and twenty (720) hours, subject to the following conditions: An employee is entitled to use sick leave only when incapacitated to perform the duties of his/her position due to sickness or injury, when quarantined or when receiving medical or dental service or examination. Sick leave exceeding more than three (3) consecutive days shall require written confirmation by the physician or dentist unless otherwise approved by the Board. In the event of a serious illness in an employee's family requiring his attendance, as

verified in writing by the treating physician, an employee may use sick leave not to exceed four (4) consecutive days, provided the family member is within the employee's immediate family. Immediate family consists of spouse, children and parents or other relatives where the employee is appointed legal guardian and residing in the household.

B. County employees that have accrued in excess of seven hundred twenty (720) hours of sick leave shall, in recognition of budget economy through keeping sick leave requests to a minimum, receive an additional twenty-four (24) hours of annual leave for each multiple of forty (40) hours in excess of the seven hundred twenty (720) hours maximum. For example, if an employee has accrued seven hundred sixty (760) hours sick leave, that employee shall receive twenty-four (24) hours additional annual leave or vacation leave. However, his/her allowed maximum for sick leave shall be reduced to seven hundred twenty (720) hours. Hours will automatically convert at seven hundred sixty (760) hours.

C. The time off work due to pregnancy of an appointed female employee shall be chargeable against sick leave. All sick leave and annual leave must be used before a leave of absence may be granted by the Board of Commissioners.

D. Accrued sick leave will be deducted from any requested and approved FMLA leave.

E. Nevada Public Employment Retirement System (PERS) options

Upon Nevada Public Employment Retirement System (PERS) retirement, or written notice of intent to retire from the Nevada PERS retirement, by an employee that has served a minimum of fifteen (15) years service with Lander County, and has been employed by the County for a minimum of five (5) continuous years before he or she seeks to retire, the employee may apply for one (1) of the below benefit options. Notice of retirement documentation must be provided to the satisfaction of the County, including approval by Nevada PERS prior to the County processing any benefit application.

1. Purchase of Public Employee Retirement System credit;

The employee may request the County make a payment to Nevada PERS towards their Public Employee Retirement System retirement credit subject to the requirements under Nevada law and Nevada PERS Policy including but not

limited to Section 6.11 (as amended) requirements and limitations.

The employee's Sick Leave hours will be converted at the employee's regular hourly rate for every hour accrued in the employee's Sick Leave bank up to a maximum calculated payment of sixteen thousand eight hundred dollars ($16,800). The County will purchase Nevada PERS service credit for the retiree subject to the requirements of Nevada Law, Nevada PERS Policy and approval of Nevada PERS.

The employee shall provide a minimum of sixty (60) days written notice prior to retirement in order for the County to process the request and make payment to Nevada PERS on behalf of the retiree. Any disapproval by Nevada PERS eliminates this benefit option.

2. Establishment of Retirement Insurance Fund.

The employee may request the County establish a retirement medical insurance fund, held and managed by the County.

Subject to an approved Nevada PERS retirement, the employee's Sick Leave hours will be converted at the employee's current hourly rate for every hour accrued in the employee's Sick Leave bank up to a maximum calculated credit of sixteen thousand eight hundred dollars ($16,800).

The purpose of the limited fund is to provide the employee with a limited timeframe of EMPLOYEE ONLY medical coverage or EMPLOYEE ONLY supplemental medical coverage after the employee retires from employment with Lander County. The employee may elect to remain on the County's Insurance plan, or seek outside insurance coverage.

If the employee elects to remain on the County insurance plan, the corresponding payment for such plan shall be deducted from the established fund on a monthly basis.

If the employee elects to obtain outside insurance coverage, the County will reimburse the retiree for the monthly premium. The retiree must submit documentation, to the County's satisfaction, of a paid in full monthly premium prior to reimbursement by the County. The County will not make direct payments outside their selected insurance carrier.

Once the retiree's calculated credit in the fund is expended, the retiree's fund account will be closed and no further payment will be provided. Any funds not expended at the time of the retiree's death or upon the fifteenth (15) year after the employee's retirement from Lander County will revert to the County General Fund. The retiree's account will be closed and the benefit will no longer be available.

3. Leave buyout

   The employee may request a leave buyout.

   Subject to an approved Nevada PERS retirement, the employee's Sick Leave hours will be converted at the employee's current hourly rate for every hour accrued in the employee's Sick Leave bank up to a maximum calculated credit of five thousand dollars ($5000). The retiree shall receive the leave buyout check within 15 days following their last date worked with Lander County and verification of retirement in the Nevada PERS System. Under any of this option, the employee/retiree remains solely liable for any required taxes or deductions. This option is not subject to the provisions of Section 4.

4. Under either option 1 or 2, the employee/retiree remains solely liable for any required taxes or deductions. In the event the employee/retiree or Nevada PERS rescinds the employee's/retiree's retirement and/or the employee/retiree remains employed with Lander County or any other Nevada public employer, or re-enters the Nevada Public Employee Retirement System, for any reason, the employee/retiree must repay any amount the County paid based on this section, and the employee/retiree is no longer eligible for the benefits of this section. Any unused funds revert to the County's General Fund. If Lander County is required to commence litigation to recover said monies, then the employee/retiree agrees that any judgment shall also include reasonable attorney's fees and costs incurred by Lander County.

ARTICLE 12: UNION BUSINESS LEAVE

A. Three (3) members of the Union Negotiation committee may be granted paid union leave from duty for all meetings between the County and the Union for the purpose of negotiating the terms of this contract, when such meetings take place at a time during which such members are scheduled to be on duty. After conclusion of all such meetings, the Union Steward will be required to return to duty within their assigned work schedule. Paid union leave granted under this

section includes any required travel time from the employee's assigned work location to the location of the meeting between the Union and County. Not more than one (1) member of the Union negotiation committee shall be from a work location outside of Battle Mountain, Nevada.

B. One (1) Union Steward may be granted paid union leave from duty for all meetings between the County and the Union for the purpose of processing grievances, when such meetings take place at a time during which such members are scheduled to be on duty. No employee shall be required to take leave from a regularly scheduled shift for the purposes of processing a grievance or representing an employee for a disciplinary hearing.

C. Whenever conditions permit, two (2) Union Stewards may be granted paid union leave from duty for any reasonable and just cause as may be determined and granted by the County Commissioners. Approval for such leave by the County Commissioners shall not be unreasonably denied.

D. The Union shall notify the County of the designated business representative, who shall be authorized to meet and confer with County employees and department heads concerning the enforcement of the provisions and terms of this Agreement and other working conditions.

E. Not more than one person from a single department may leave, either for the negotiation meetings or for steward business.

F. Union stewards may be allowed reasonable time to contact their non-employee union representative by phone while on duty regarding requests for representation or grievances which require an immediate response. Such contacts must have prior Department Head or designee approval, which will not be withheld unless the contact will have an adverse impact on the operational requirements of the affected County Department.

G. Employees may take paid union leave to attend to Union Business under this article if they choose. No employee shall be required to take annual leave to process a grievances, attend negotiations or other business. All Union business shall be handled outside working hours or during breaks. Employees who are the subject of discipline are not subject to the requirement of using unpaid or annual leave.

H. The County shall allow the posting of Union information in the County Administration Building employee break room and

other County break rooms and other locations authorized by the Executive Director which authorization will not be unreasonably withheld regarding meetings or events which shall not include any derogatory information.

I. Paid union leave will not be granted, and member time will not be compensated by the County, for time spent related to union business when a member of the negotiation committee is not regularly scheduled to work.

ARTICLE 13: MEETING ROOMS AND BULLETIN BOARDS

A. It is the privilege of the Union to use provided space on the County bulletin boards for the posting of information or notices concerning Union business. In addition the County shall allow the Union to post one meeting notice per County bulletin board. A copy of all material to be posted will be sent to the County Commissioners and/or their representatives when posted.

B. Upon prior approval and subject to availability, the County may provide space for Union meetings.

ARTICLE 14: JURY DUTY/COURT APPEARANCE

A. Any employee requested to appear in any court or before the Grand Jury as a juror or witness in a criminal case or a civil case with purpose of giving testimony for the County, shall receive full compensation as though he or she were actually on the job during the time.

B. The employee shall claim any jury, witness, or other fee, except mileage or meals, to which he or she may be entitled by reason of appearance and pay the fee(s) over to the County Treasurer.

C. Employees appearing in court for the above stated reasons on scheduled days off shall retain the use of compensation as may be authorized for that appearance.

D. The employee shall return to work or remain at work as much as possible.

E. Employees will be given time off to dress and/or clean up prior to appearance as necessary.

ARTICLE 15: EDUCATIONAL COURSES

A. It is the policy of the County that tuition fees for approved job related educational and training courses for County employees may be approved, subject to acceptance by the Board of Commissioners.

B. Any employee attending an approved course at the request of the County shall not lose any wages or benefits.

ARTICLE 16: SALARIES

A. SALARY DURING TERM OF AGREEMENT

a. Salary

- FY 2020 (July 1, 2019 – June 30, 2020) Increase the current wage levels in effect on June 30, 2019 by 2.0%.

- FY 2021 (July 1, 2020 – June 30, 2021) Increase the current wage levels in effect on June 30, 2020 by 2.5%.

- FY 2022 (July 1, 2020 – June 30, 2022) Increase the current wage levels in effect on June 30, 2021 by 2.0%.

b. Merit Increase for the term of the Contract

- Employees will remain eligible to achieve promotion during the term of the contract.

- Employees who receive a promotion or grade increase during a contract year are ineligible to receive a merit increase in the contract year in which they receive the promotion or grade increase. When the employee receives a promotion or grade increase the employee begins at the entry hourly rate for the promotion or grade increase.

- Employees eligible to receive a merit increase during the term of this contract, may receive a merit increase of up to 2.0% per contract year not exceeding the entry of the next higher grade. The amount of the merit increase will be based on the employee's evaluation as determined by

the employee's supervisor. The amount of the merit increase will not be subject to grievance. Any merit increases will be issued the first full pay period following the employee's evaluation of the contract year in question.

- Should an employee disagree with his or her evaluation, he or she may request a reconsideration of the evaluation to the employee's supervisory elected official, or his or her designee. The supervisory decision is final and binding, and not subject to grievance. Requests for reconsideration must be issued to the employee's supervisor within five (5) business days of the issuance of the evaluation.

- Merit increases as set out in this provision will sunset at the expiration of this contract and will be of no force or effect after June 30, 2022.

B. SALARY RATE UPON INITIAL APPOINTMENT

1. New employees hired into entry level classifications shall be paid at the entry level on Appendix A for each class assigned.

C. SALARY RATE UPON LATERAL TRANSFER

Upon transfer to a position in the same pay class, the affected employee shall retain his/her same rate of pay.

D. The following shall not be considered as breaks in qualifying service for salary adjustment and longevity:

1. Authorized military leave, provided that the person is reinstated within ninety (90) days following honorable discharge from the military service.

2. Authorized educational leave.

3. Time during which employee is receiving compensation for injury or disease arising out of, and in the course of, his or her employment.

4. Authorized leaves of absence due to long term illness may be extended beyond ninety (90) days upon written

request of the department head and employee to the Board of Commissioners for approval.

E. NEW JOB CLASSIFICATIONS

The County shall advise the Union of all new job classifications it intends to implement at least ten (10) days prior to said implementation.

F. SALARY RATE ON PROMOTION

Upon promotion to a higher classification the affected employee's wage shall be calculated as follows;

1. If the employee's pre-promotion wage is lower than the promoted wage, the employee's wage will be increase based on contractual scales.

2. If the employee's pre-promotion wage is higher than the promoted wage, the employee's pre-promotion wage will be increased 5%.

ARTICLE 17: UNION DUES

A. Employees may authorize payroll deductions for the purpose of paying Union dues. Upon written authorization to the County from the employee, the County agrees to deduct, on a monthly basis from the wages of the employee, the amount of the Union dues.

B. The sums deducted shall be forward to the Union after the deduction has been made.

C. The Union agrees to indemnify, defend and hold the County harmless against any and all claims or suits that may arise out of or by reason or action taken by the County in reliance upon any authorization cards submitted by the Union to the County. The Union agrees to refund to the County any amounts paid to it in error, on account of the payroll deduction provision, upon presentation of proper evidence of error or mistake.

D. The County will stop automatic dues deductions any time employee terminates dues deduction in writing.

E. The Union will certify to the County, in writing, the current rate of membership dues. The County will be notified of any change in the rates of membership dues thirty (30) days prior to the effective date of such change.

F. Upon termination of any employee, the remaining amount of dues for the time worked will be deducted from his or her final paycheck.

G. The employee's earnings must be regularly sufficient, after other legal and required deductions are made, to cover the amount of appropriate union dues when a member in good standing of the Union is in a non-pay status during part of the pay period. In this connection, all other legal and required deductions have priority over union dues.

ARTICLE 18: OVERTIME

A. All hours of work officially approved by a department head in excess of an employee's basic work week is considered overtime. Overtime hours can be compensated for in one of two ways at the supervisor's discretion:

1. Compensatory time off ("CTO") figured at one and one-half (1 $^{1}/_{2}$) times the overtime worked; or

2. Overtime pay will be calculated at one and one-half (1 $^{1}/_{2}$) times the employee's base pay.

B. Overtime is subject to the following conditions:

In general, overtime is allowable only in conditions of documental emergency; the period of overtime was necessary and proper and had been properly authorized, in writing, by the appropriate authority. The employee's workweek has been so scheduled to support peak workloads in order to keep requirements for overtime to a minimum.

C. No overtime shall accrue until a minimum of forty (40) hours are actually worked within one basic workweek, seven consecutive twenty-four (24) hour periods beginning 12:00 a.m. Monday through 11:59 p.m. on the following Sunday.

The County may engage in alternative work schedules / alternative work weeks (four ten-hour shifts for example). Where the County wishes to institute an alternative work week schedule, the County will provide written notice to impacted employees and the Union at least fourteen (14) days prior to the start of the alternative schedule and will discuss the schedule with employees prior to implementation.

D. Employees who are not required by the nature of their job to work holidays will be paid overtime for hours worked on holidays when properly authorized and approved, in writing, by the department head.

E. Overtime and compensatory time shall be recorded on time and attendance sheets. The sheet shall be submitted to the Finance Department. All claims for payment of overtime shall be approved by the department head and shall be paid on the next regularly scheduled paycheck. Compensatory time shall not be allowed to accrue beyond forty (40) hours.

F. Hours worked for the purposes of computing overtime shall not include vacation, CTO., sick leave or other paid/unpaid time off but shall include unworked holidays listed in Article 23.

G. Compensatory time off (CTO) earned must be taken within the next calendar month after calendar month earned. If, for whatever reason, the employee does not take their compensatory time as required, the County shall automatically compensate the employee in the form of straight pay at the next regular payroll for each quarter hour of leave and the number of hours paid shall be deducted from the employee's leave bank.

H. The County has implemented 9/80 work schedule allowed by the Fair Labor Standards Act as an alternative work schedule to the workweek defined in paragraph C. The work period begins at 12:00 p.m. on Friday and ends at 11:59 a.m. on the following Friday. Overtime is paid for any hours actually worked over 40 hours during the above work period. The Union agrees that use of the 9/80 work schedule on and before June 30, 2011 is not a violation of the prior labor agreement(s).

ARTICLE 19: CALL BACK

Any unscheduled work required of an employee for which such employee is required by his/her department head or said department head's designee to return to his or her place of employment shall be considered overtime and to be at least two (2) hours in duration for the purpose of compensation not to exceed seven (2) hour increments within a 24 hour period.

ARTICLE 20: STANDBY PAY

A. Standby is defined as time in which an employee is required by the County to remain available within thirty (30) minutes or less, at the

employee's residence to respond to any calls received. An employee may not consume alcoholic beverages while on standby status. An employee placed on standby status shall be compensated at the rate of Three Dollars ($3.00) per hour for all time an employee is placed on standby at the employee's residence or within Battle Mountain or Austin residential limits. Standby shall not apply when the employee is required to carry a beeper/radio/electronic pager furnished by the County where movement within Lander County is not restricted. Standby will end when callback begins.

B. In order to insure equity, standby opportunities shall be rotated among those employees qualified to perform the work.

ARTICLE 21: WORKING OUT OF CLASSIFICATION

Those employees who are ordered to fill a higher classification, due to the absence or incapacitation of the incumbent of the higher classified position, shall be entitled to an increase of 2% of the employee's current hourly rate for the actual time acting in such higher classified position.

ARTICLE 22: SENIORITY

A. Seniority is defined as the length of continuous paid employment with the County. Seniority shall be retained, but shall not accrue, during the period of any leave without pay. This section shall refer to regular employees as heretofore defined.

B. Seniority by department and qualifications shall be a principal consideration in cases of layoffs, demotions and recalls. The County shall give written notice fifteen (15) days prior to an employee's layoff or demotion. A County-wide reemployment list shall be established for employees affected by layoffs and/or demotions. Such a list shall take priority over departmental and other reemployment or employment lists in the event of rehiring. If the employee refuses an offer of reemployment in the same classification, wage and hours, the employee shall be removed from the list. A regular full-time employee that has been offered a part-time position may refuse that offer and remain on the recall list. Employees laid off due to lack of work, lack of funds or reorganization may only bump, i.e. replace, less senior bargaining employees in their department for bargaining unit position(s) for which the laid off employee is qualified. Determination of whether the laid off employee is 'qualified' is made at the sole discretion of the affected Department Head. The County reserves the right at the time it notices the layoff to designate critical or

key bargaining unit positions which are not subject to this bumping procedure.

C. On reemployment from a layoff list, if returned within one (1) year, the employee shall be reinstated to the classification, wage and hours held at the time of layoff or demotion. If conditions have so changed that it is not possible to reinstate the employee in the same classification, the employee shall be reinstated in the classification, wages, and hours that is most nearly comparable to the employee's original classification and wage as is possible under the circumstances.

D. Upon reemployment, the salary shall be set pursuant to the Salaries Article of this Agreement.

E. If a recalled employee is incapable of completing his reemployment from layoff probationary period, the County may extend said employee's probationary period or return said employee to layoff with recall rights status.

F. Seniority shall be retained and continue to accrue during the period of any leave without pay approved by the Department Head and/or County Commissioners exclusive of any layoff pursuant to this article.

ARTICLE 23: HOLIDAYS

A. The County and the Union agree that, for the purposes of this Article, holidays are to be recognized as follows:

- January 1 (New Year's Day)
- Third Monday in January (Martin Luther King's Birthday)
- Third Monday in February (President's Day)
- Last Monday in May (Memorial Day)
- July 4th (Independence Day)
- First Monday in September (Labor Day)
- Last Friday in October (Nevada Day)
- November 11 (Veteran's Day)
- Fourth Thursday in November (Thanksgiving)
- The day after Thanksgiving (Family Day)
- December 25, (Christmas Day)

Any other day declared a legal holiday or day of mourning by the President of the United States, Governor of the State of Nevada or the Lander County Commissioners.

B. If January 1, July 4, November 11 or December 25 fall upon a:

1. Sunday, the Monday following must be observed.

2. Saturday, the Friday preceding must be observed.

C. All employees who, by nature of their job, are either required, directed or scheduled by their department heads to work on holidays, in addition to holiday pay, shall be compensated at the time and one half rate of pay for all hours performed on such days.

D. Employees not scheduled or required to work on a holiday will be compensated for said holiday by the County as outlined in section F.

E. In order to be eligible for holiday pay, an employee must be in a paid status both the scheduled work day before and the scheduled work day after the holiday.

F. Employees not assigned to work the holiday will receive compensation based on a ten (10) hour day if the holiday falls on a day during which the employee is assigned to work a ten (10) hour shift.

G. For purposes of this Article, "holiday pay" shall be defined as an increment of pay equal to the hours of the employee's regularly assigned shift at an employee's regular, straight time hourly rate.

ARTICLE 24: HEALTH AND WELFARE

A. Employees hired prior to July 1, 2006:

Effective July 1, 2007 the County and Association agree that County contributions to the Health and Welfare Insurance Plan for full time employees hired to work 35 or more hours per week will be paid at 100% of employee only premium amount for medical plan chosen by employee and 50% of eligible dependent coverage in same plan. Full time employees are required to pay the excess monthly premium biweekly via automatic payroll deduction.

B. Employees hired after July 1, 2006:

Effective July 1, 2007 the County and Association agree that County contributions to the Health and Welfare Insurance Plan for full time employees hired to work 35 or more hours per week will be paid at 100% of employee only premium amount for medical plan chosen by employee. Dependent coverage will be paid at

100% by employee. Full time employees are required to pay the excess monthly premium biweekly via automatic payroll deduction.

C. FY 2020 – FY 2022 Insurance Benefit

Effective July 1, 2019, and continuing through the term of this Agreement, the County and Association agree that County contributions to the Medical Insurance Plan for full time employees hired to work 35 or more hours per week will be paid at 100% of employee only premium amount for medical plan chosen by employee. An employee who is eligible to purchase dependent coverage and elects to participate in dependent coverage will be required to pay the first one hundred and twenty dollars ($120.00) of the dependent coverage monthly premium. This payment will be made on a biweekly basis via automatic payroll deduction. For employee's participating in dependent coverage, the County will contribute the remaining premium amount for eligible dependents on a monthly basis.

D. Article 24(3) shall be effective July 1, 2019 and shall expire on June 30, 2022.

E. Part Time Employees

Part time employees working 20-35 hours per week will have monthly insurance premiums paid at 75%.

September 7, 2000 agreement regarding 30-hour employees: Amend September 7, 2000 Agreement to add Gail Utter. All other requirements of September 7, 2000 Agreement remains in full force and effect.

F. An employee on unpaid leave of absence may continue to carry County health insurance by making the full premium payments by the first day of each month.

G. The County and the Union agree that the County will continue to pay the premium cost of the employee's life insurance policy, as outlined in Section A above, such policy providing an amount of $20,000 life and $20,000 accidental death.

H. In the event it becomes necessary for the County to obtain a different provider for insurance, it shall attempt to maintain the present level of coverage.

ARTICLE 25: RETIREMENT

A. Subject to statutory requirement, the employer agrees to continue making the total employee contributions to the Nevada State Retirement System on behalf of its employees. Increases in PERS contribution rates during the term of this Agreement will be paid in accordance with the requirements of NRS 286.421.

ARTICLE 26: PERSONNEL FILE

A. Each employee shall have the right, upon written request and at any time, to review the material in his or her own personnel file. Under no circumstances may personnel files be removed or taken from the County premises.

B. A representative chosen by the employee may, at the employee's request, accompany the employee in this review.

C. Personnel materials shall be released for the purpose of processing grievances and for County legal documentation and otherwise when written consent is given by the employee or by court order.

D. Derogatory material in the file shall be signed by the employee, the source of material identified and dated. The signing by an employee of derogatory material only verifies the individual has read the material and is not an admission of guilt. Any employee may rebut any derogatory material placed in his/her file.

E. An employee will, on written request to the County, receive copies of all material in his/her personnel file at the prevailing rate charged for copying.

F. Commendations shall be placed into the personnel file and a copy presented to the employee.

G. Copies of written reprimands shall be removed from the employee's personnel file and shall be returned to the employee at the end of 2 years following the date of the written reprimand if the intervening service has been satisfactory as determined by the employee's annual performance evaluation.

H An employee who has received discipline involving suspension of 2 days or less may request in writing to the County Administrator after 24 months verification that the issue has been corrected or that no other violations of similar nature have occurred. The response shall be attached to the violation.

ARTICLE 27: GRIEVANCE PROCEDURE

A. DEFINITION

A grievance shall be defined as a dispute or disagreement between an employee, a group of employees, or the Union and the County which involves the interpretation or application of any provision of the Agreement.

The term "days" when used in the Article shall, except where otherwise indicated, mean working days rather than calendar days.

Both parties agree that these proceedings shall be kept confidential.

All hearings held by the arbitrator shall be closed sessions and no news releases shall be released during sessions without mutual written consent.

B. TIME LIMITS

The parties agree that the time limitations defined in this Article of the Agreement shall be adhered to. A violation of prescribed time limitation of this Article of the Agreement by the Union will mean the grievance is forfeited by the Union. A violation of prescribed time limitation of this Article of the Agreement by the County shall cause that, in the event of arbitration, the arbitrator will be directed to consider such failure and apply the appropriate weight in rendering a decision. The parties to this Agreement may grant an extension to the requesting party, if said extension request is in written form and approved by the party receiving said request. A request for extension shall include the length of extension being requested.

C. PROCEDURES FOR FILING

All grievances will be processed in the following manner:

STEP 1 Within ten (10) working days of the event giving rise to a grievance or knowledge thereof, the grieved employee will present the grievance to his/her department head or designee for review in writing on the grievance form (Appendix B).

The grieved employee may request representation by a steward, business representative or Union representative at this hearing. The department head shall make a reasonable effort to review the grievance and, within five (5) working days of hearing said grievance, render a written decision to the grievant.

STEP 2 Should the grievant be dissatisfied with the Step 1 formal response of the department head, the grievance shall be forwarded, in writing, within ten (10) working days of the Step 1 response to the County Commissioners or their designated representative, by the grieved employee or the Union's designated representative. Grievance hearings shall be conducted in closed session pursuant to NRS 288.220 (contractual disputes) or 241 (personnel matters) depending on the subject matter of the grievance. The County Commissioners or their designated representative shall respond, in writing, to the grievance within fifteen (15) working days of the date said County representative received the grievance. For the purpose of this Step of the grievance procedure, the County will keep the Union notified, in writing, of its designated representative.

STEP 3 The Union may request arbitration of an unresolved grievance. The Union shall notify the County, in writing, of such intent within ten (10) working days of receipt of the Step 2 written response. The parties shall attempt to reach an agreement on an arbitrator. In the event the parties fail to reach an agreement, the parties or Union shall request from the Federal Mediation and Conciliation Services a list of seven (7) arbitrators or, if both parties agree, the Union may request streamlined arbitration from the Nevada Arbitration Association or the American Arbitration Association. Upon receipt of said list, the parties shall alternately strike names until one name remains to serve as arbitrator. The Union shall strike the first name from the list.

D. ARBITRATORS AUTHORITY

The decision of the Arbitrator shall be final and binding. The Arbitrator shall not add to, subtract from, or modify any of the terms of this Agreement or any supplementary Agreement. The award of the Arbitrator shall be based exclusively on the evidence presented at the hearing.

E. EXPENSES

The fees of the Arbitrator shall be borne equally by the parties. Should either party request the services of a court reporter, that

party shall be responsible for all associated costs and shall provide a copy of said transcript to the other party. Each party shall be responsible for its own legal, witness and/or preparation fees. The Arbitrator shall not order a court reporter.

F. COMPLIANCE

The parties agree to respond to the Arbitrator's decision within five (5) working days of receipt of said decision. The Arbitrator shall endeavor to render a discharge-related decision within fourteen (14) calendar days of the hearing, all other decisions within thirty (30) calendar days.

G. EXCLUSIVE REMEDY

The sole remedy available for any alleged breach of this contract or an alleged violation of rights hereunder granted shall be pursuant to the foregoing grievance procedure prior to taking any other action.

ARTICLE 28: STRIKES

A. The Union agrees that there shall be no strikes against the County under any circumstances and that all County employees shall continue to work under all circumstances.

B. For the purpose of this Agreement, the meaning of the word "strike" shall include, but not be limited to, any concerted stoppage of work, slowdown, and interruption of the operations of the County by the Union and/or its members.

ARTICLE 29: ASSIGNMENTS REQUIRING MOTOR VEHICLES

A. Whenever it is necessary for an employee to use a motor vehicle in the performance of assigned duties, such vehicle shall be furnished or employee shall be compensated for the use of said employee's personal vehicle at the standard mileage reimbursement rate for which a deduction is allowed for the purposes of Federal income tax that is in effect at the time of the use of the employee's personal vehicle [NRS 281.160 (3)].

B. Except where previously approved by the Executive Director or affected Elected Official in writing, County vehicles may only be used, driven or otherwise operated by authorized and properly licensed County employees.

ARTICLE 30: HEALTH AND SAFETY

A. It is the intent of the County to be in compliance with federal, state, and local health and safety statutes.

B. The County agrees to act as soon as possible in order to alleviate any health and safety problems.

C. The County will designate all County buildings and passenger cars as nonsmoking.

ARTICLE 31: SAVINGS CLAUSE

A. In the event that any provision of this Agreement is rendered invalid by any court of competent jurisdiction, such action shall not invalidate the entire Agreement. It is the express intention of the County and the Union that all other provisions not rendered invalid shall remain in full force and effect, and that the parties shall enter into negotiations to bring the invalid section or sections into compliance.

B. This Article does not preclude informal discussion between the parties or any matter which is not subject to negotiation or contract. Any such informal discussion is exempt from formal requirements of notice or time schedule.

ARTICLE 32: WARRANT OF AUTHORITY

The County and the Union hereby warrant and guarantee that they have the authority to act for, bind, and bargain on behalf of each entity which they represent during the term of this Agreement.

ARTICLE 33: EFFECTIVE DATE AND DURATION

A. This Agreement shall be in full force and effect from July 1, 2019 to June 30, 2022.

The County may reopen this agreement during its term to address a "fiscal emergency" in accordance with the requirements of NRS 288.150(4).

ARTICLE 34: DRUG & ALCOHOL TESTING POLICY

Automatic reopener during term of Agreement if County adopts new County wide drug and alcohol testing policy other than the policy in effect

as of March 2014, to negotiate over impacts and effects of disciplinary procedures contained in said policy.

IN WITNESS WHEREOF, the County and the Association have caused these presents to be duly executed by their authorized representatives this__day of _____, 2019.

LANDER COUNTY BOARD OF COMMISSIONERS

Patsy Waits, Commissioner/ Chair

Kathleen Ancho, Commissioner

Art Clark III, Commissioner

Bryan Sparks, Commissioner

Judie Allan, Commissioner

OPERATING ENGINEERS, LOCAL 3 of the International Union of Operating Engineers AFL-CIO

ENGINEERS – AFL-CIO

Russ Burns, Business Manager

Jim Sullivan, Recording Corresponding Secretary

Tim Neep, Director, Public Employees Division

Phillip Herring, Business Representative

LANDER COUNTY

Marla Sam, Negotiating Team Member

John Mauldin, Negotiating Team Member

Don Prince, Negotiating Team Member

APPENDIX A1
LIST OF JOB CLASSIFICATIONS

POSITION	GRADE
Accounting Specialist 1	20
Accounting Specialist 2	22
Accounting Specialist 3	23
Accounting Specialist 4	24

POSITION	GRADE
Admin Asst. to PW 1	20
Admin Asst. to PW 2	21
Admin Asst. to PW 3	22
Admin Asst. to PW 4	24

POSITION	GRADE
Appraiser Tech	17
Appraiser Trainee	20
Appraiser 1	22
Appraiser 2	24
Appraiser 3	25
Appraiser 4	26

POSITION	GRADE
Assistant Site Director 1	17
Assistant Site Director 2	18
Assistant Site Director 3	19
Assistant Site Director 4	20

POSITION	GRADE
Assistant Cook 1	16
Head Cook 1	17
Head Cook 2	18
Head Cook 3	19

POSITION	GRADE
Civil Secretary 1	20
Civil Secretary 2	22
Civil Secretary 3	24
Civil Secretary 4	25

POSITION	GRADE
Deputy Assessor 1	17
Deputy Assessor 2	18
Deputy Assessor 3	20
Senior Deputy Assessor	23
Senior Deputy Assessor 2	24
Senior Deputy Assessor 3	25

POSITION	GRADE
Deputy Recorder 1	20
Deputy Recorder 2	21
Deputy Recorder 3	22
Deputy Recorder 4	24

POSITION	GRADE
Deputy Treasurer 1	17
Deputy Treasurer 2	19

POSITION	GRADE
EMS Coordinator 1	22
EMS Coordinator 2	23
EMS Coordinator 3	24
EMS Coordinator 4	26

POSITION	GRADE
DMV Clerk 1	20
DMV Clerk 2	21
DMV Clerk 3	22
DMV Clerk 4	23
Senior Deputy Recorder/DMV Clerk	24

POSITION	GRADE
Executive Secretary Trainee	18
Executive Secretary 1	20
Executive Secretary 2	21
Executive Secretary 3	22
Executive Secretary 4	23

POSITION	GRADE
Gatekeeper 1	18
Gatekeeper 2	19
Gatekeeper 3	20

POSITION	GRADE
Greenskeeper 1	18
Greenskeeper 2	19
Greenskeeper 3	20

POSITION	GRADE
Health Program Assistant 1	20
Health Program Assistant 2	22
Health Program Assistant 3	24
Health Program Assistant 4	25

POSITION	GRADE
Janitor 1	16
Janitor 2	17
Janitor 3	18
Janitor-Senior	19
Janitor Maintenance	21

POSITION	GRADE
Landfill Equip. Operator 1	21
Landfill Equip. Operator 2	22
Landfill Equip. Operator 3 W/CDL	24

POSITION	GRADE
Leadman 1	26
Leadman 2	27
Leadman 3	28

POSITION	GRADE
Legal Secretary 1	20
Legal Secretary 2	22
Legal Secretary 3	24
Legal Secretary 4	26

POSITION	GRADE
Lifeguard 1	17
Lifeguard 2	18
Lifeguard 3	19
Lead Lifeguard	21

POSITION	GRADE
Maintainer 1	22
Maintainer 2	23
Maintainer 3 W/CDL	25

POSITION	GRADE
Mechanic 1	23
Mechanic 2	24
Mechanic 3	25

POSITION	GRADE
Planning Coordinator 1	21
Planning Coordinator 2	22
Planning Coordinator 3	23
Planning Coordinator 4	24

POSITION	GRADE
Public Works Field Officer 1	21
Public Works Field Officer 2	22

Public Works Field Officer 3	23
Public Works Field Officer 4	24

POSITION	GRADE
Receptionist 1	17
Receptionist 2	18
Receptionist 3	19
Receptionist 4	20

POSITION	GRADE
Receptionist/ARC Instructor 1	18
Receptionist/ARC Instructor 2	19
Receptionist/ARC Instructor 3	20
Receptionist/ARC Instructor 4	21

POSITION	GRADE
Secretary	17

POSITION	GRADE
Van Driver	15

POSITION	GRADE
Water & Sewer Lead 1	25
Water & Sewer Lead 2	26
Water & Sewer Lead 3	27
Water & Sewer Lead 4	28

POSITION	GRADE
Water and Sewer Tech 1	21
Water and Sewer Tech 2	22
Water and Sewer Tech 3	23
Water and Sewer Tech 4	24

APPENDIX A2
SALARY TABLE 2019, 2020 & 2021

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Accounting Specialist 1	20	19.41	19.90	20.29
Accounting Specialist 2	22	20.99	21.52	21.95
Accounting Specialist 3	23	21.80	22.34	22.79
Accounting Specialist 4	24	22.68	23.25	23.72

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Admin Asst. to PW 1	20	19.41	19.90	20.29
Admin Asst. to PW 2	21	20.18	20.68	21.09
Admin Asst. to PW 3	22	20.99	21.52	21.95
Admin Asst. to PW 4	24	22.68	23.25	23.72

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Appraiser Tech	17	17.26	17.69	18.04
Appraiser Trainee	20	19.41	19.90	20.29
Appraiser 1	22	20.99	21.52	21.95
Appraiser 2	24	22.68	23.25	23.72
Appraiser 3	25	24.53	25.14	25.65
Appraiser 4	26	25.50	26.14	26.66

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Assistant Site Director 1	17	17.26	17.69	18.04
Assistant Site Director 2	18	17.92	18.37	18.74
Assistant Site Director 3	19	18.65	19.11	19.49
Assistant Site Director 4	20	19.41	19.90	20.29

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Assistant Cook 1	16	16.58	16.99	17.33
Head Cook 1	17	17.26	17.69	18.04
Head Cook 2	18	17.92	18.37	18.74
Head Cook 3	19	18.65	19.11	19.49

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Civil Secretary 1	20	19.41	19.90	20.29
Civil Secretary 2	22	20.99	21.52	21.95
Civil Secretary 3	24	22.68	23.25	23.72
Civil Secretary 4	25	24.53	25.14	25.65

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Deputy Assessor 1	17	17.26	17.69	18.04
Deputy Assessor 2	18	17.92	18.37	18.74
Deputy Assessor 3	20	19.41	19.90	20.29
Senior Deputy Assessor	23	21.80	22.34	22.79
Senior Deputy Assessor 2	24	22.68	23.25	23.72
Senior Deputy Assessor 3	25	24.53	25.14	25.65

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Deputy Recorder 1	20	19.41	19.90	20.29
Deputy Recorder 2	21	20.18	20.68	21.09
Deputy Recorder 3	22	20.99	21.52	21.95
Deputy Recorder 4	24	21.80	22.34	22.79

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Deputy Treasurer 1	17	17.26	17.69	18.04
Deputy Treasurer 2	19	18.65	19.11	19.49

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
EMS Coordinator 1	22	20.99	21.52	21.95
EMS Coordinator 2	23	21.80	22.34	22.79
EMS Coordinator 3	24	22.68	23.25	23.72
EMS Coordinator 4	26	25.50	26.14	26.66

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
DMV Clerk 1	20	19.41	19.90	20.29
DMV Clerk 2	21	20.18	20.68	21.09
DMV Clerk 3	22	20.99	21.52	21.95
DMV Clerk 4	23	21.80	22.34	22.79

Senior Deputy Recorder/DMV Clerk	24	22.68	23.25	23.72

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Executive Secretary Trainee	18	17.92	18.37	18.74
Executive Secretary 1	20	19.41	19.90	20.29
Executive Secretary 2	21	20.18	20.68	21.09
Executive Secretary 3	22	20.99	21.52	21.95
Executive Secretary 4	23	21.80	22.34	22.79

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Gatekeeper 1	18	17.92	18.37	18.74
Gatekeeper 2	19	18.65	19.11	19.49
Gatekeeper 3	20	19.41	19.90	20.29

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Greenskeeper 1	18	17.92	18.37	18.74
Greenskeeper 2	19	18.65	19.11	19.49
Greenskeeper 3	20	19.41	19.90	20.29

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Health Program Assistant 1	20	19.41	19.90	20.29
Health Program Assistant 2	22	20.99	21.52	21.95
Health Program Assistant 3	24	22.68	23.25	23.72
Health Program Assistant 4	25	24.53	25.14	25.65

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Janitor 1	16	16.58	16.99	17.33
Janitor 2	17	17.26	17.69	18.04
Janitor 3	18	17.92	18.37	18.74
Janitor-Senior	19	18.65	19.11	19.49
Janitor Maintenance	21	20.18	20.68	21.09

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Landfill Equip. Operator 1	21	20.18	20.68	21.09
Landfill Equip. Operator 2	22	20.99	21.52	21.95
Landfill Equip. Operator 3 W/CDL	24	22.68	23.25	23.72

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Leadman 1	26	25.50	26.14	26.66
Leadman 2	27	26.52	27.18	27.73
Leadman 3	28	27.54	28.23	28.79

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Legal Secretary 1	20	19.41	19.90	20.29
Legal Secretary 2	22	20.99	21.52	21.95
Legal Secretary 3	24	22.68	23.25	23.72
Legal Secretary 4	26	25.50	26.14	26.66

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Lifeguard 1	17	17.26	17.69	18.04
Lifeguard 2	18	17.92	18.37	18.74
Lifeguard 3	19	18.65	19.11	19.49
Lead Lifeguard	21	20.18	20.68	21.09

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Maintainer 1	22	20.99	21.52	21.95
Maintainer 2	23	21.80	22.34	22.79
Maintainer 3 W/CDL	25	24.53	25.14	25.65

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Mechanic 1	23	21.80	22.34	22.79
Mechanic 2	24	22.68	23.25	23.72
Mechanic 3	25	24.53	25.14	25.65

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Planning Coordinator 1	21	20.18	20.68	21.09
Planning Coordinator 2	22	20.99	21.52	21.95
Planning Coordinator 3	23	21.80	22.34	22.79
Planning Coordinator 4	24	22.68	23.25	23.72

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Public Works Field Officer 1	21	20.18	20.68	21.09

Public Works Field Officer 2	22	20.99	21.52	21.95
Public Works Field Officer 3	23	21.80	22.34	22.79
Public Works Field Officer 4	24	22.68	23.25	23.72

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Receptionist 1	17	17.26	17.69	18.04
Receptionist 2	18	17.92	18.37	18.74
Receptionist 3	19	18.65	19.11	19.49
Receptionist 4	20	19.41	19.90	20.29

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Receptionist/ARC Instructor 1	18	17.92	18.37	18.74
Receptionist/ARC Instructor 2	19	18.65	19.11	19.49
Receptionist/ARC Instructor 3	20	19.41	19.90	20.29
Receptionist/ARC Instructor 4	21	20.18	20.68	21.09

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Secretary	17	17.26	17.69	18.04

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Van Driver	15	15.93	16.33	16.66

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Water & Sewer Lead 1	25	24.53	25.14	25.65
Water & Sewer Lead 2	26	25.50	26.14	26.66
Water & Sewer Lead 3	27	26.52	27.18	27.73
Water & Sewer Lead 4	28	27.54	28.23	28.79

POSITION	GRADE	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Water and Sewer Tech 1	21	20.18	20.68	21.09
Water and Sewer Tech 2	22	20.99	21.52	21.95
Water and Sewer Tech 3	23	21.80	22.34	22.79
Water and Sewer Tech 4	24	22.68	23.25	23.72

APPENDIX B
GRIEVANCE FORM

To be Completed by the Grievant (Please Print or Type)

Department:	Date:
Grievant Name:	Work Telephone Number:
Classification:	Date of Incident Giving Rise to Grievance:
Explanation of Grievance:	
The above mentioned action(s) violate(s), misinterpret(s) or misrepresent(s) the Agreement between (circle one) Operating Engineers Local 3 and Lander County. Specific Violation of Article Specific Violation of Article Specific Violation of Article	
Remedy Sought:	
Employee Signature:	Date:
Business Representative/Designee Signature:	Date:
TO BE COMPLETED BY THE APPROPRIATE MANAGEMENT REPRESENTATIVE: Date Received / Date of Meeting / Date of Grievance Response	
Step 1 (Attach copy of written response)	
Step 2 (Attach copy of written response)	
Step 3 (Attach copy of written response)	

AGREEMENT

between

LANDER COUNTY AND LANDER COUNTY SHERIFF

and

LANDER COUNTY SHERIFF'S ASSOCIATION

July 1, 2019 — June 30, 2022

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ARTICLE 1: PREAMBLE

1.1 This Agreement is entered into between the County of Lander, Nevada, hereinafter referred to as the "County", and the Lander County Sheriff's Association, hereinafter referred to as the "Association". It is the intent and purpose of this Agreement to assure sound and mutually beneficial working and economic relationship between parties hereto, to provide an orderly and peaceful means of resolving any misunderstandings or differences which may arise, and to set forth herein, pursuant to the provisions of N.R.S. 288, the basic and full agreement between the parties concerning rates of pay, wages, hours of employment and other conditions of employment.

1.2 For purposes of this Agreement, wherever the Authority of the Sheriff is referenced, his designee will be appropriate for substitutions.

ARTICLE 2: RECOGNITION

2.1 In accordance with the provisions of N.R.S. 288, the County recognizes the Association as the exclusive bargaining representative of those full-time employees in the supervisory bargaining unit as listed below. Recognition of Association representation of probationary employees is limited by the terms of the various articles of this Agreement.

Classifications in the bargaining unit:

2.2 Bargaining Unit A - Post Certified Employees/Law Enforcement Officers*
Deputy Sheriff — Sergeant
Deputy Sheriff — Corporal

*Retains impasse rights under N.R.S. 288.215.

2.3 Bargaining Unit B - Non-Post Certified Employees*
Dispatch — Communications Supervisor
Office Manager

*No impasse rights under N.R.S. 288.215.

The parties recognize that additional classifications may be established and assigned to the bargaining unit. The County shall give written notification to the Association of all new job classifications it intends to implement at least ten (10) days prior to said implementation.

ARTICLE 3: STRIKES AND LOCKOUTS

3.1 The Association agrees that there shall be no strikes against the County under any circumstances and that all County employees shall continue to work under all circumstances.

3.2 For the purpose of the Agreement, the meaning of the word "strike" shall include, but not be limited to, any concerted stoppage of work, slowdown, and interruption of the operations of the County by the Association and/or its members.

3.3 The County will not lock out any employees during the term of this Agreement as a result of a labor dispute with the Association.

ARTICLE 4: MANAGEMENT RIGHTS

4.1 The County retains the sole right to manage its affairs and direct its work force within the existing framework of the Nevada Revised Statutes, but not limited to the right to plan, direct and control its operations; to determine the location of its facilities; to determine working hours; to decide the types of services to be provided and the manner of providing them; to decide the work to be performed; to decide the method and place of providing its services; to determine the schedules of work; to hire, layoff, assign, transfer and promote employees; to determine the qualifications of employees; to determine and re-determine job content; to determine the starting the quitting times; to make such reasonable rules and regulations not in conflict with this Agreement, as it may from time to time deem best for the purpose of maintaining order, safety and/or effective operations of its facilities; and to require compliance therewith by employees; to discipline and discharge employees for cause. The County shall have all other rights and prerogatives including those exercised unilaterally in the past subject to express restrictions on such rights, if any, as are provided in the Agreement or N.R. S. 288.

ARTICLE 5: ASSOCIATION RIGHTS

5.1 Two (2) members of the Supervisor Association negotiation Committee may be granted leave from duty with pay, for all meetings between the County and the Association for the purpose of negotiating the terms of this Agreement, when such meetings take place at the time during which such members are scheduled to be on duty.

5.2 One (1) Association Steward may be granted leave from duty with pay for all meetings between the County and the Association for the purpose of processing grievances, when such meetings take place at a time during which such members are scheduled to be on duty.

5.3 Whenever conditions permit, two (2) Association Stewards may be granted leave from duty for any reasonable and just cause as may be determined and granted by the Sheriff or his
designee. Approval for such leave by the Sheriff shall not be unreasonably denied.

5.4 The Association shall notify the County and the Sheriff of the designated business representative who shall be authorized to meet and confer with County employees and department heads concerning the enforcement of the provisions and terms of this Agreement and other working conditions. A thirty (30) day advance notice must be made to request time off, if possible.

5.5 The Association shall, within thirty (30) days, of a change in Association Officers, notify the County and the Sheriff in writing of such changes. In any case, the County and Sheriff shall be provided a complete listing of Officers by January of each year.

5.6 In consideration for the County forgoing reimbursement of costs associated to the County for Union Business Leave in this article, the Association agrees to reduce the Educational Allowance for all employees hired on or after July 1, 2016 from an annual incentive to a one-time incentive.

ARTICLE 6: NON-DISCRIMINATION

6.1 The County will not interfere with or discriminate in respect to any term or condition of employment against any employee covered by this Agreement because of membership in or legitimate activity as required in this Agreement on behalf of the members of a negotiation unit, nor will the County encourage membership in another employee organization.

6.2 The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to race, color, relationship, religion, sex, age, physical or visual handicap, national origin, sexual orientation or because of political or personal reasons or affiliations. The Association shall share equally with the County the responsibility for applying this provision of the Agreement.

ARTICLE 7: WORK HOURS

Scheduling of work shifts and work weeks shall be as directed by the Sheriff. The normal work periods for employees covered by this Agreement will be as follows:

7.1 For POST certified employees Bargaining Unit A, the work period shall consist of fourteen (14) days.

7.2 For non-POST certified employees, Bargaining Unit B, classified as COMMUNICATION SUPERVISORS, the work schedule shall be forty (40) hours per week, including meal periods.

7.3 For all other non-POST certified employees, Bargaining Unit B, the work schedule shall be forty (40) hours per week excluding meal periods.

7.4 The Sheriff, at his or her discretion, may institute an alternative schedule for Bargaining Unit A and/or B employees. Prior to implementation of any such schedule the Sheriff will issue written notice to the impacted employees. Notice of said action will be issued not less than ten (10) businesses days prior to the date of the Sheriff's implementation of the alternative schedule.

ARTICLE 8: HOLIDAYS AND HOLIDAY PAY

8.1 For purposes of this Article, "holiday pay" shall be defined as an increment of pay equal to the hours of the employee's regularly assigned shift at an employee's regular, straight time hourly rate.

8.2 Employees eligible for holiday pay shall receive the same for those holidays delineated as follows:

- January 1 (New Year's Day)
- Third Monday in January (Martin Luther King's Birthday)
- Third Monday in February (President's Day)
- Last Monday in May (Memorial Day)
- July 4 (Independence Day)
- First Monday in September (Labor Day)
- Last Friday in October (Nevada Day)
- November 11 (Veteran's Day)
- Fourth Thursday in November (Thanksgiving Day)
- Day after Thanksgiving Day (Family Day)
- December 25 (Christmas Day)

Any other day declared a holiday or day of mourning by the President of the United States, Governor of the State of Nevada or the Lander County Commissioners.

8.3 In order to be eligible for holiday pay, an employee must be in a paid status both the scheduled workday before and the scheduled work day after the holiday.

8.4 When an employee who is eligible for holiday pay is required, by order of the Sheriff, to work during his/her regularly scheduled work hours on a holiday, he/she shall receive in addition to his/her holiday pay; One and one-half (1-1/2) times his/her regular hourly rate of pay for each hour or major fraction of an hour worked during the calendar holiday.

8.5 When an employee is called into work on a holiday that falls on a day where the employee is not regularly scheduled to work as part of his/her work schedule, he/she shall receive, in addition to his/her holiday pay, two (2) times his/her regular hourly rate of pay for each hour or major fraction of an hour worked on the holiday.

8.6 For the purposes of Section 8.4 and 8.5, employees shall be paid holiday pay for their entire shift as stipulated in this section. Only those shifts that begin between 2400 hours the day prior to the calendar holiday thru 2359 hours on the calendar holiday shall receive holiday pay. Any shift not beginning between 2400 hours the day prior to the calendar holiday thru 2359 hours on the calendar holiday shall not be eligible for holiday pay regardless of when the shift ends or the amount of shift that falls on the calendar holiday.

ARTICLE 9: VACATION LEAVE

9.1 Vacation Accrual for Full-time Employees: During the first six (6) months of employment of any employee, annual leave shall accrue, but no annual leave shall be taken during this period. Employees shall accrue vacation leave credit at a monthly equivalent of the rates established below:

Annual Vacation Earning Rate

Years of Continuous Service	Hours Earned	Maximum Accrual
Date of hire through year two (2)	96 hours	240 hours
Three (3) but less than seven (7)	120 hours	240 hours
Seven (7) but less than ten (10)	144 hours	240 hours
Ten (10) or more	168 hours	240 hours
Fifteen (15) but less than twenty-five (25)	192 hours	240 hours
Twenty-five (25) or more	200 hours	240 hours

For the purpose of computing credit for vacation, each employee shall be considered to work not more than forty (40) hours each week.

Total County service, even though interrupted, will be counted if a person returns to County service within two (2) years of his/her date of separation and he/she worked for at least three (3) continuous years prior to his or her separation from employment with the County subsequent to reemployment.

9.2 An employee will not be allowed to carry more than 240 hours vacation leave at any time during a calendar year (January 1 through December 31). The employee will be required to take any leave amount over the maximum accrual within six (6) months the credited overage. If an employee, for whatever reason does not take their leave as required, the County shall automatically compensate the employee in the form of straight pay at the next regular payroll for each quarter hour in excess of the maximum

accrual amount and the number of hours paid shall be deducted from the employee's leave bank.

9.3 An employee shall be paid at his regular hourly rate for each hour of vacation leave time taken. Vacation leave shall be charged on the basis of one-quarter (1/4) hour for each one-quarter hour or major portion of one-quarter (1/4) hour of vacation leave taken.

9.4 Vacation leave will be accrued monthly. Vacation leave taken during a pay period shall be charged before vacation leave earned during that pay period is credited.

9.5 Vacation leave shall not be granted in excess of the vacation credit earned, except under extenuating circumstances, and as approved by the Sheriff.

9.6 Upon separation from service for any cause, an employee shall be paid a lump sum for any unused or accumulated vacation leave earned through the last day worked. If this date is earlier than the last day of the pay period, the vacation credit shall be prorated for that pay period.

9.7 If an employee dies and was entitled to accumulated vacation leave under the provisions of this Article, the heirs of such deceased employee who are given priority to succeed to his/her assets under the laws of interstate succession of this state, or the executor or administrator of his/her estate, upon submitting satisfactory proof to the Board of County Commissioners of their entitlement, shall be paid an amount of money equal to the number of hours earned or accrued vacation leave multiplied by the regular hourly rate of such employee.

9.8 Catastrophic Leave Bank

A catastrophic leave bank is hereby created which shall be comprised of annual and/or sick leave donated by any employee subject to the provisions of the agreement between Lander County and either the Lander County Law Enforcement Employees Association or the Lander County Sheriff's Association. Any such employee may irrevocably donate their accrued annual in a minimum of eight (8) hours or more and their accrued sick leave up to a maximum of twenty (20) hours per year to the catastrophic leave bank. The annual and/or sick leave shall be placed in the bank at a value determined by using the employee's regular hourly rate. An employee may donate annual leave to the catastrophic leave bank only if after doing so such employee would still have a minimum of forty (40) hours of annual leave after the donation. An employee may donate sick leave to the catastrophic leave bank only if after doing so such employee would still have a minimum of five hundred (500) hours of sick leave after the donation. An employee may donate annual and/or sick leave to the catastrophic leave bank once a year only during either January 1st through January 31st, or within thirty (30) days after the approval of an application for catastrophic leave. Annual and/or sick leave donated to the catastrophic leave bank may be used by any person entitled to catastrophic leave. The donating employee may not designate a

specific employee for whom it was donated. Catastrophic leave will be paid to a qualifying employee at the rate at which they were earning immediately prior to the approval of the application for catastrophic leave and is subject to any required taxes and other withholding as any other salary. During such time an employee is on catastrophic leave, such employee will accrue annual and sick leave at the rate at which they were accruing such leave immediately prior to their approval for receiving catastrophic leave.

The employee may submit an application for catastrophic leave on a form provided by the County anytime they have a need, or a foreseen need.

In order to qualify for use of catastrophic leave, an employee will have to have exhausted all of their own sick, annual leave, and compensatory leave, have a serious medical condition that prevents the employee from performing the essential functions of the employee's position and have a written verification from their treating physician.

A committee comprised of an individual appointed by and representing the Sheriff or his designee and one person appointed by and representing each Association will review each application and make a recommendation to the Sheriff or his designee who shall issue a decision either approving or denying the application. Prior to the approval of an application for catastrophic leave, the applying employee must submit verification of a serious medical condition by a Nevada licensed medical doctor at the employee's expense. The committee may require that the employee submitting the application to submit a second verification of the serious medical condition by a Nevada licensed medical doctor of the County's choosing and at County expense. An appeal of a denial by the Sheriff may be made by filing a written appeal with the Lander County Commission within five (5) working days of the date of the denial. The decision of the Lander County Commission is final and is not subject to the negotiated grievance procedure.

An employee approved to utilize catastrophic leave may receive up to sixty (60) days of catastrophic leave so long as the total amount of time for which they do not perform their employment duties does not exceed twelve (12) calendar weeks.

Catastrophic leave is restricted to the employee only. Catastrophic leave may not be utilized by an employee for the purposes of an illness or death of a member of the employee's immediate family.

At any time after the approval of an application for catastrophic leave, the Sheriff or his designee may review the status of the employee receiving catastrophic leave and may determine if the need for catastrophic leave has ended. A decision to terminate an employee's use of catastrophic leave may be appealed by filing a written appeal with the Lander County Commission within five (5) working days of the date of the decision to terminate the use of catastrophic leave. The decision of the Lander County Commission is final and is not subject to the negotiated grievance procedure.

Catastrophic leave denial/termination pending appeal shall not be cause for continuance beyond the denial/termination date. Should the leave denial/termination decision be reversed by the County Commission, payment for such denied days shall be retroactive within the scope of this Article.

9.9 Employees shall provide the Sheriff with a minimum ten (10) working days written notice of their intent to terminate their employment. Upon receipt of written notice, the Sheriff, at his sole discretion, may;

1. Elect to provide the employee with a severance of up to eighty (80) hours of pay at straight time rates.

2. Sever the employee/employer relationship immediately, or at any date within those ten (10) working days, as determined by the Sheriff. The reflected termination date of the employee shall be the last date actually worked.

3. Early separation after proper notice shall not under any circumstances reflect as negative in any way in the employee's personnel file.

9.10 Employees intending to retire shall provide written notice to the Sheriff upon submission of paperwork to the Public Employee Retirement System, or at a minimum, ninety (90) calendar days prior to their intended retirement date, whichever is greater.

9.11 Employees shall not be granted annual leave within ninety (90) calendar days of retirement or resignation/termination unless otherwise approved in writing by the Sheriff or Designee for extenuating circumstances as determined by the Sheriff.

ARTICLE 10: SICK LEAVE

10.1 Sick Leave

A. Accrual of Sick Leave

Each employee in the service of the County for less than ten (10) years shall be credited with sick leave at the rate of 10 hours for each month of full-time service, which is cumulative from year to year.

Each employee in the service of the County for ten (10) or more continuous years of service shall be credited with sick leave at the rate of 12 hours for each month of full-time service, which is cumulative from year to year, to a maximum of seven hundred and twenty (720) hours.

B. Use of Sick Leave

An employee is entitled to use accrued sick leave only:

1. When incapacitated to perform the duties of his/her position due to sickness, injury, pregnancy or childbirth;

2. When quarantined;

3. When receiving required medical or dental service or examination;

4. For adoption of a child if the Welfare Division of the Department of Human Resources or any other appropriate public agency requires the employee to remain at home with the child; or,

5. Upon illness in the employee's immediate family where such illness requires his/her attendance.

C. An employee requiring sick leave must, if required, provide the Sheriff with evidence of such need. For absences in excess of three (3) consecutive work periods, or cases of apparent abuse, the Sheriff shall require the employee to submit substantiating evidence, including, but not limited to, a physician's certificate.

D. If any employee does not have adequate accrued sick leave time, the Sheriff may grant the use of accrued vacation time in lieu thereof. In no case, however, will sick leave be granted in lieu of vacation time.

E. Sick leave shall be charged on a one-quarterly hour basis for each one-quarter (1/4) hour or major portion of one-quarter hour (1/4) hour of sick leave taken. Holidays occurring during sick leave periods shall not be counted as sick leave time and the employee will receive only the holiday pay for that period.

F. As long as an employee is in a paid status, he/she shall earn sick leave and vacation leave during the time he/she is on such leave. If the employee is on leave without pay, he/she shall not earn sick leave or vacation leave during the time he/she is on such leave.

G. An employee separated from the service shall earn sick leave only through the last working day for which he/she is entitled to pay.

10.2 Attendance Incentive

As an incentive for employees to minimize their use of sick leave, the County shall grant personal paid leave as indicated within the parameters of this article. Personal paid leave shall be granted as follows:

1. Employees who use zero (0) hours to the hours that would equal two (2) full work periods of sick leave as of the last full pay period in a calendar year shall receive one (1) full work period of personal paid leave credit at the end of the first full pay period following January.

2. Employees who use more than the hours that would equal two (2) full work periods of sick leave but less than the hours that would equal three (3) full work periods of sick leave as of the last full pay period in a calendar year shall receive one half (1/2) of one full work period of personal paid leave credit at the end of the first full pay period following January.

The personal leave must be used in the year in which it is credited and if not used will be forfeited. There will be no cash payment for personal leave that is not used. In order to receive this personal leave benefit, an employee must be in a paid status (either working or on paid leave) the entire calendar year.

10.3 Bereavement Leave

In the event of a death in the employee's immediate family, said employee shall be entitled to a leave of absence of up to two (2) consecutive workdays with pay. The employee shall be entitled to an additional eight (8) days to be chargeable against sick leave to attend the funeral. Employees absent from work, due to the death of a person not related as immediate family, shall have said day charged against the employee's annual leave. When taking Bereavement Leave, the employee shall notify the Sheriff or his/her designee as soon as possible. Verification may be required by the Sheriff in order receive this benefit. Employees may request additional leave, the Sheriff, at his or her discretion, may determine whether additional leave will be permitted and the type of leave available to the employee where addition leave is requested for bereavement purposes. Employees must receive written approval from the Sheriff where additional leave is taken.

10.4 Annual Leave Bonus

County employees who have accrued in excess of seven hundred and twenty (720) hours of sick leave shall, in recognition of budget economy through keeping sick leave requests to a minimum, receive an additional twenty four (24) hours of annual leave for each multiple of forty (40) hours in excess of the seven hundred and twenty (720) hours maximum. For example, if an employee has accrued seven hundred sixty (760) hours sick leave, that employee shall receive twenty four (24) hours additional annual leave or vacation leave. However, his/her allowed maximum for sick leave shall be reduced to seven hundred and twenty (720) hours. Hours will automatically convert at seven hundred sixty (760) hours.

10.5 Death of Employee

Upon the death of an employee who dies as a result of line of duty action, as determined by the Sheriff, and was entitled to accumulated sick leave under the provisions of this Article, the heirs of such deceased employee who are given priority to succeed to his/her assets under the laws of interstate succession of this state, or the executor or administrator of his/her estate, upon submitting satisfactory proof to the Board of County Commissioners of their entitlement, shall be paid an amount of money equal to the number of hours earned leave multiplied by the regular hourly rate of such employee.

10.6 Significant Other Defined

Significant other shall be defined as; a person with whom an employee cohabits and shares a long-term sexual relationship (greater than one (1) continuous year). The Sheriff may require documentable proof of such cohabitation or relationship.

10.7 Immediate Family Defined

Immediate family shall be defined as; an employee's spouse, parents (including step), grandparents, grandchildren, children (including step), brothers, sisters, aunts, uncles, nieces, nephews, children's spouse or corresponding relation by affinity, significant other and, if living in the employee's household, includes foster children and foster parents.

10.8 Retirement Incentive

Nevada Public Employment Retirement System (PERS) options

Upon Nevada Public Employment Retirement System (PERS) retirement, or written notice of intent to retire from the Nevada PERS retirement, by an employee that has a minimum of fifteen (15) years of service with Lander County, and has been employed by the County for a minimum of five (5) continuous years before he or she seeks to retire, the employee may apply for one (1) of the below benefits options. Notice of retirement documentation must be provided to the satisfaction of the County, including approval by Nevada PERS prior to the County processing any benefit application.

A. Purchase of Public Employee Retirement System credit:

The employee may request the County make a payment to Nevada PERS towards their Public Employee Retirement System retirement credit subject to the requirements under Nevada Law and Nevada PERS Policy including but not limited to Section 6.11 (as amended) requirements and limitations.

The employee's Sick Leave hours will be converted at the employee's regular hourly rate for every hour accrued in the employee's Sick Leave bank up to maximum calculated payment of sixteen thousand eight hundred dollars ($16,800). The County will purchase Nevada PERS service credit for the retiree subject to the requirements of Nevada Law, Nevada PERS Policy and approval of Nevada PERS.

The employee shall provide a minimum of sixty (60) days written notice prior to retirement in order for the County to process the request and make payment to Nevada PERS on behalf of the retiree. Any disapproval by Nevada PERS eliminates this benefit option.

B. Establishment of Retirement Insurance Fund

The employee may request the County establish a retirement medical insurance fund, held and managed by the County. Subject to an approved Nevada PERS retirement, the employee's Sick Leave hours will be converted at the employee's current hourly rate for every hour accrued in the employee's Sick Leave bank up to a maximum calculated credit of twenty thousand dollars ($20,000). The purpose of the limited fund is to provide the employee with a limited timeframe of EMPLOYEE ONLY medical coverage or EMPLOYEE ONLY supplemental medical coverage after the employee retires from employment with Lander County. The employee may elect to remain on the County's Insurance plan, or seek outside insurance coverage.

If the employee elects to remain on the County Insurance plan, the corresponding payment for such plan shall be deducted from the established fund on a monthly basis.

If the employee elects to obtain outside insurance coverage, the County will reimburse the retiree for the monthly premium. The retiree must submit documentation, to the County's satisfaction, of a paid in full monthly premium prior to reimbursement by the County. The County will not make direct payment outside their selected insurance carrier.

Once the retiree's calculated credit in the fund is expended, the retiree's fund account will be closed and no further payment will be provided. Any funds not expended at the time of the retiree's death or upon the fifteenth (15) year after the employee's retirement from Lander County will revert to the County General Fund. The retiree's account will be closed and the benefit will no longer be available.

C. Leave buyout:

The employee may request a leave buyout.

Subject to an approved Nevada PERS retirement, the employee's Sick Leave hours will be converted at the employee's current hourly rate for every hour accrued in the employee's Sick Leave bank up to a maximum calculated credit of five thousand dollars ($5,000). The retiree shall receive the leave buyout check within 15 days following their last date worked with Lander County and Verification of retirement in the Nevada PERS system. Under any of this option, the employee/retiree remains solely liable for any required taxes or deductions. This option is not subject to the provisions of Section D.

D. Under either option A or B, the employee/retiree remains solely liable for any required taxes or deductions. In the event the employee/retiree or Nevada PERS rescinds the employee's/retiree's retirement and/ or

the employee retiree remains employed with Lander County or any other Nevada Public employer, or re-enters the Nevada Public Employee Retirement System, for any reason, the employee/retiree must repay any amount the County paid based on this section, and the employee/retiree is no longer eligible for the benefits of this section. Any unused funds revert to the County's General Fund. If Lander County is required to commence litigation to recover said monies, then the employee/retiree agrees that any judgement shall also include reasonable attorney's fees and cost incurred by Lander County

ARTICLE 11: JOB CONNECTED INJURIES

11.1 In the event an employee is absent due to a service-connected disability which has been approved by the County's Claims Administrator, for a period not to exceed ninety (90) calendar days, the employee may receive compensation as determined by the County's Claims Administrator plus that amount from the County which would cause the total amount received by the employee from both the County's Claims Administrator and the County to equal his/her salary at the time of his/her disability. During this period, the employee shall not be charged with the use of accrued sick, annual leave or other forms of leave. The County Commission may authorize extension of the ninety (90) calendar day full compensation provision in cases of medical need.

11.2 It is the intent of the County to pay the on-the-job injured employee the difference between his/her full bi-monthly base salary and that provided by the County's Claims Administrator. Therefore, the employee shall return to the County Treasurer all temporary total disability payments made by the County's Claims Administrator covering the period enumerated in Section 11.1 of this Article. No supplemental benefit provided for in Section 11.1 shall be given until after the employee has deposited his/her lost time benefit check with the Treasurer.

Upon the expiration of ninety (90) calendar days and any authorized extensions subsequent to on-the job injury, if the employee is still unable to work, he or she may elect to utilize accrued sick leave during which period the employee shall receive compensation from the County as provided in Nevada Revised Statutes.

11.3 If an employee is, because of disability, unable to work, he/she will be permitted to use his/her accrued vacation leave as sick leave, provided the employee has so elected to use his/her, vacation leave, the employee shall receive compensation checks directly from the County's Claims Administrator and he/she shall be considered on a leave of absence without pay from the County.

ARTICLE 12: OVERTIME, CALL-IN AND STANDBY PAY

12.1 Bargaining Unit A: Overtime shall be any hours worked in excess of 84 hours in a fourteen (14) day work period (207 K Exemption). Hours worked shall not include

vacation, sick leave, short term disability leave, or other unworked paid/unpaid time off.

Hours worked shall not include unworked holidays unless the following circumstances apply;

1. The employee would normally be scheduled for work if it were not a holiday; and,

2. By order of the sheriff, the employee was given the holiday off.

Bargaining Unit B: Overtime shall be any hours worked in excess of 40 hours in a seven (7) day work period. Hours worked shall not include vacation, sick leave, short term disability leave, or other unworked paid/unpaid time off.

Hours worked shall not include unworked holidays unless the following circumstances apply;

1. The employee would normally be scheduled for work if it were not a holiday; and,

2. By order of the sheriff, the employee was given the holiday off.

12.2 It is the policy of the County that overtime shall be kept to an absolute minimum consistent with the basic functions and purposes of the Sheriff's Office.

12.3 Except as provided in Section 12.7, overtime pay for employees shall be calculated at one and one-half (1-1/2) times the employee's regular, straight time hourly rate for each hour or major fraction thereof, worked.

12.4 All overtime must have advance authorization of the Sheriff or his designee, except when, due to an emergency, the Sheriff's or his designee's approval cannot be obtained and it appears to the supervisor of the employee that such overtime is necessary.

12.5 An employee shall be compensated for overtime work in the following manner: Cash payment computed at the rates established above.

12.6 Call-in: Any employee, who is called in to duty during a time when the employee is not regularly scheduled to work, shall be paid at the rate of one and one-half (1-1/2) times for each hour so spent, on duty. Overtime pursuant to this section is not subject to Section 12.1.

** (PERS Rule): Employees hired after July 1, 2008: If called into work within one (1) hour before the beginning of their shift or within one (1) hour of their shift ending, it shall not be call-in and will adhere to Article 12.1 requirements for qualifying overtime.

Call-in is defined as notification, either verbal or written, to the employee that they are needed for work within 36 hours of notification. (**PERS Rule exception)

Call-in shall be a minimum of two (2) hours unless the employee's regularly scheduled workday begins within one (1) hour of the Call-in; in which case, the employee will be paid call-in for the actual time prior to the beginning of the employee's regularly scheduled shift as calculated to the nearest one-quarter (1/4) hour. (**PERS Rule exception)

If an employee is called in and then released within the two (2) hour minimum timeframe, and then called in again within the same two (2) hour timeframe, the employee is not entitled to a second minimum call-in. (For example, if an employee is called in at 0100 hours, released at 0130 hours and then called in again at 0200 hours, the employee is not entitled to another minimum two (2) hour call in). The employee shall receive the continued call-in rate for time after the initial two (2) hour timeframe, i.e. starting at 0300 hours.

The employee's duty time shall start when the employee actually reports for duty and ends when the employee is released from duty. Overtime pursuant to this section is not subject to Section 12.1.

Scheduled Shift: The term "scheduled shift" is defined as follows: (1) Any shift that has been listed, amended, implemented or provided notice to the effected employee in writing, including electronic format, prior to thirty-six (36) hours from the start of the first scheduled shift, or (2) any shift, after the first shift, where the employee was provided written notice, including electronic format, with less than thirty-six (36) hours, and consists of multiple consecutive days.

12.7 Standby Time: Standby time is defined as any time other than time when the employee is actually working, which has been specifically scheduled and directed by the Sheriff or his designee during which the employee is restricted in order to be immediately available for call to duty. Standby time does not include any time where an employee carries a pager, radio, personal data device or cellular phone to respond to calls when available. Employees on scheduled standby shall be compensated at the rate of one third (1/3) hour pay at the regular hourly rate for each one (1) hour period of standby.

12.8 It is the intent of the County that all overtime worked and recorded on time cards shall be paid on the paycheck issued for the pay period during which such overtime was worked.

12.9 Employees scheduled for overtime during the same pay period as vacation time used may flex their regular days(s) off (or portions thereof) to cover that annual leave on an hour for hour basis. In the event an employee's annual leave accrual is 200 hours or more, the employee may not flex annual leave.

ARTICLE 13: SENIORITY

13.1 Seniority is defined as the length of continuous paid employment with the County. Seniority shall be retained, but shall not accrue, during the period of any leave without pay. This section shall refer to regular employees as heretofore defined.

13.2 Seniority by qualifications shall be a principal consideration in cases of layoffs, demotions, and recalls. The County shall give written notice thirty (30) days prior to an employee's layoff or demotion. A County wide re-employment list shall be established for employees affected by layoffs and/or demotions. Such a list shall take priority over departmental and other re-employment or employment lists in the event of rehiring. If the employee refuses an offer of re-employment in the same classification wage and hours, the employee shall be removed from the list. A regular full-time employee that has been offered a part-time position may refuse that offer and remain on the recall list. A regular full-time employee that has been offered and accepts a part-time position shall remain on the recall list for a regular full-time position as outlined in this section.

13.3 On re-employment from a layoff list, if returned within one (1) year, the employee shall be reinstated to the classification, wage hours held at the time of layoff or demotion. If conditions have so changed that it is not possible to reinstate the employee in the same classification, the employee shall be reinstated in the classification and wage that is most nearly comparable to the employee's original classification and wage as is possible under the circumstances.

13.4 Upon re-employment, the salary shall be set pursuant to the Compensation Article of this Agreement.

13.5 If a recalled employee is incapable of completing his re-employment from layoff probationary period, the County may extend said employee's probationary period or return said employee to layoff with recall rights status.

ARTICLE 14: MEDICAL EXAMINATIONS

14.1 The County agrees to provide medical examinations required by N.R.S. Chapter 616 and 617 for sworn/law enforcement personnel (Bargaining Unit A).

ARTICLE 15: COMPENSATION

15.1 The following salary schedules are established for Corporals, Sergeants, Communication Supervisor and Office Manager, effective the first full pay period following July 1, 2019.

A. <u>Salary</u>

- FY 2020 (July 1, 2019 – June 30, 2020) Increase the current wage levels in effect on June 30, 2019 by 2.0%.

- FY 2021 (July 1, 2020 – June 30, 2021) Increase the current wage levels in effect on June 30, 2020 by 2.5%.

- FY 2022 (July 1, 2020 – June 30, 2022) Increase the current wage levels in effect on June 30, 2019 by 2.0%.

B. Merit Increase for the term of the Contract

- Employees will remain eligible to achieve levels during the term of the contract.

- Employees who receive a promotion or level increase during a contract year are ineligible to receive a merit increase in the following 12 months.

- Employees will be eligible to receive merit increases during the term of this contract of up to 2.0% per contract year. The amount of the merit increase will be based on the employee's evaluation as determined by the employee's supervisor. The amount of the merit increase will not be subject to grievance. Any merit increases will be issued the first full pay period following January 1st of the contract year in question.

- Employees who disagree with their evaluation results may request their evaluation to be reconsidered by a second supervisory employee. The supervisory employee will be selected by the Sheriff. The supervisory employee's decision on reconsideration will be final, binding, and not subject to grievance.

- Merit increases received pursuant to this Article will be maintained when the employee receives a level increase.

- Merit increases as set out in this provision will sunset at the expiration of this contract and will be of no force or effect after June 30, 2022.

PERS: Increases in PERS contribution rates during the term of this Agreement will be paid in accordance with the requirements of NRS 286.421.

See Salary Table Attached as Appendix A

Corporals (Sworn Peace Officers)

Level 1	Entry and promotional probationary;
Level 2	One (1) year continuous service in Corporal's Level 1 plus Intermediate Nevada POST Certificate;
Level 3	Three (3) years continuous service in Corporal's Level 1, 2 plus Supervisor Nevada POST Certificate;
Level 4	Five (5) years continuous service in Corporal's Level 1, 2, 3 plus Advanced Nevada POST Certificate

Sergeants (Sworn Peace Officers)

Level 1	Entry and promotional probationary;
Level 2	One (1) year continuous service in Sergeant's Level 1 plus Supervisor Nevada POST Certificate;
Level 3	Five (5) years continuous service in Sergeant's Level 1, 2 plus Intermediate Nevada POST Certificate;
Level 4	Seven (7) years continuous service in Sergeant's Level 1, 2, 3 Plus Advanced Nevada POST Certificate

Bargain Unit B (Non-sworn Supervisory Employees)

Office Manager

Level 1	Entry or probationary;
Level 2	Completion of probationary period, or one (1) year of service as an Office Manager if transferred from another Sheriff's Office classification and fifty (50) hours of training excluding FTO or on the job training;
Level 3	Four (4) years of continuous service as an Office Manager and an additional one hundred (100) hours of training. One Hundred fifty (150) total hours excluding FTO
Level 4	Eight (8) years of continuous service as an Office Manager and an additional two hundred (200) hours of training. Three hundred fifty (350) total hours excluding FTO.

Communication Supervisor

Level 1	Entry or probationary
Level 2	Completion of probationary period or one (1) year of Service as a Communications Supervisor if transferred from Another Sheriff's Office classification and additional fifty (50) hours of training excluding FTO;
Level 3	Three (3) years of continuous service as a Communications Supervisor and an additional One Hundred (100) hours of Training. One Hundred Fifty (150) total hours excluding FTO;
Level 4	Six (6) years of continuous service as a Communications Supervisor and an additional Two Hundred (200) hours of training. Three Hundred fifty (350) total hours excluding FTO.

Sheriff has final determinations of past qualified training hours and courses. Future training hours and courses must have advance written approval by Sheriff.

Newly hired or promoted employees may be subject to pay at one level below their qualified level, during probationary period subject to a waiver by the Sheriff for continuous service. The Sheriff has the final determination if a waiver will be given and the decision may not be appealed or arbitrated.

Physical Fitness Incentive

Bargaining Unit A employees will receive a $250.00 incentive semi-annually (June and December) for successfully completing the Nevada Physical Ability Test as established by Nevada Post and as scheduled and administered by the Lander County Sheriff or designee. Employees will be required to test prior to each semi-annual payment.

Availability of Certain Training Guaranteed

County guarantees availability of 24 hours of training per year for each category of employment, POST-certified and non-certified. Except where mandated for POST certification or continuing certification, such training shall not be mandatory and employees shall not be paid for attending such training.

Applicable Training

The training listed herein is examples of authorized training courses. Specific courses and training must be reviewed and approved in writing by the Sheriff of their designee for them to be applicable towards satisfying the education requirements of the Level increases. The Sheriff or Designee will make a reasonable effort to ensure that training is available.

ALL EMPLOYEES

CPR Certification
First Aid Certification
First Responder Certification
Instructor Development
Report Writing
Sexual Harassment
Cultural Awareness
Public Relations
HAZMAT Training
ICS/NIMS/FLETC/DHS
Suicide Intervention
Fire System Training
Dealing with Difficult People
Pre-Approved College Courses
Stress Management
Blood borne Pathogens
Effective Courtroom Testimony
Civil Liabilities
Document Identification and Deception
Productivity Training
Time Management Training
Writing Training
Records Management Training
Post-Secondary class in Psychology
Post-Secondary class in Sociology
Post-Secondary class in English (above 101)

COMMUNICATIONS SUPERVISORS

Any Certified Course through the National Communications Institute
Any Certified Course through Power phone
Any Certified Course through APCO International
Emergency Medical dispatcher
Emergency Medical Technician I/II/P
Pre-Approved Field Training Officer/Communication Training Officer
NCIC/NCJIS
Terrorism Training

RMIN Specific Training
Domestic Violence
Caliber Press Street Survival
Vesta System Training
Radio System Training
Pre-approved Computer Training Specific to Dispatching
Community Policing
Interview Techniques
Post-Secondary class in Languages
Post-Secondary class in Speech

Office Manager

Business Etiquette Training
Communication Training
Creativity and Critical Thinking Training
Cross-Cultural Communication Training
Customer Service Training
Diversity Training
Human Resources Training
Leadership Training and Management Training
Records Management Training
Evidence Room Management Training
Presentation Skills Training

Course hours to maintain certification or repeat training with the same general subject matter do not accumulate towards level increase requirements.

Examples of non-credited training:

- Re-Certification in CPR that is required to maintain active certification
- Re-Certification in First Aid that is required to maintain active certification
- Yearly Blood Borne Pathogen training
- Yearly Sexual Harassment training

Examples of credited Continuing Education Unit Courses:

- Diverse CEU courses that relate to subject matter, but do not contain the same general information in the original course
- Police One Communications I
- Police One Communications II

Mandatory Training

All hours physically spent in training required by the County will be paid at the employee's regular hourly rate unless Article 12 applies.

Incentive Pay

To compensate those employees that have obtained and frequently utilize specialized training/skills and those employees in specialized assignments, the County shall compensate employees as outlined in this section.

The Sheriff has final determination on what specialized training, skills and/or assignments qualify for Special Duty Incentive. The Sheriff may limit the number of individuals that qualify for specific Special Duty Incentive. The Sheriff's decision may not be appealed or arbitrated.

A incentive in the amount of $2,000 will be paid to each authorized and qualified Field Training Officer employee. Payment will be divided equally and paid bi-annually on the first full pay period in January and July.

A incentive in the amount of $2,000 will be paid to each appointed employee that qualifies for each Special Duty Incentive as determined by the Sheriff.

These Special Duty Incentives may be accumulative for multiple qualifications as designated and authorized by the Sheriff for a maximum of $4,000 annually.

All accumulated incentives shall be divided equally and be paid bi-annually on the first full pay period in January and July.

Special Duty Incentives are limited to available funds budgeted by the County for such incentives.

Bilingual Special Incentive

Bilingual incentive pay is paid to employees certified by the Sheriff or Designee as proficient and bilingual in Spanish for the duration of the employee's certification. This incentive is limited to nine (9) employees agency wide. An incentive in the amount of $2,000 will be paid to each qualified employee (maximum of nine (9) agency-wide). Payment will be divided equally and paid bi-annually on the first full pay period in January and July.

Educational Incentive

Lander County values continued training and education. The Educational Incentive is intended to encourage permanent, full-time employees to obtain college level graduate and post-graduate degrees that bear a reasonable and rational relationship to the job classification held by the employee as determined in the sole discretion of the Sheriff or Designee. Degrees subject to

approval for this incentive are limited to those from a University approved study course aimed at baccalaureate or graduate level degrees. Application of this incentive and the determination of whether the University is a properly accredited institution of higher learning are within the sole discretion of the Sheriff or Designee.

Employees who meet the criteria set forth in this section and upon approval of the Sheriff or Designee are eligible for an Educational Incentive as follows;

Employees hired prior to July 1, 2016 and that meet the criteria set forth shall be eligible beginning June 2017 for this incentive each year. The incentive will be paid annually on or before June 30 of each year.

Employees hired on or after July 1, 2016 and that meet the criteria set forth shall be eligible for this incentive on a one time basis upon completion of probation. The incentive will be paid on or before June 30 of the year approved.

- Associate Degree: $2,000;
- Bachelor's Degree: $3,000;
- Master or Higher Degree: $4,500

This incentive shall not be accumulative between degree levels. Only one educational incentive may apply (highest) to each employee regardless of number of degrees. Educational Incentives are limited to available funds budgeted by the County for such incentives.

Repayment

For payments in this section that are paid in advance. In the event the employee's employment is ended for any reason within the advance payment time frame of incentives, the advance payment shall be prorated. The balance of the months shall be reimbursed to the County from the employee's final paycheck. If the employee's final paycheck is insufficient to cover the amount to be reimbursed then the employee agrees to repay Lander County any remaining balance not later than 90 calendar days after the effective date of the employee's end of employment. If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgement shall also include reasonable attorney's fees and cost incurred by Lander County.

Moving and Relocating Reimbursement

To assist newly hired uniformed employees in relocating for employment and existing uniformed employees in relocating for permanent duty assignments, the County, upon written request by the employee, will provide the following incentive:

Newly hired uniformed employees required to relocate between 50 and 250 miles from their primary place of residence at the time of employment offer may be

eligible for reimbursement of moving expenses up to $500.00. Newly hired employees required to relocate in excess of 250 miles from their primary place of residence at the time of employment offer may be eligible for reimbursement of moving expenses up to $1,000.00.

Existing permanent, uniformed fulltime employees that are required to transfer from one permanent duty station to another and which requires a change in primary permanent residence may receive reimbursement of moving expenses up to $500.00. Voluntary transfers and requested transfers are ineligible for reimbursement.

In the event the newly hired uniformed, fulltime employee's employment is terminated for any reason within thirty-six (36) months of actual first date of employment, the reimbursement payment total shall be prorated and the remainder of the months equaling thirty-six (36) months from the actual first date of employment. The calculated sum shall be reimbursed to the County from the employee's final paycheck.

In the event the existing permanent, uniformed fulltime employee's employment is terminated for any reason within twenty-four (24) months of relocation, the reimbursement payment total shall be prorated and the remainder of the months equaling twenty-four (24) months from the actual date of the change in permanent duty station. The calculated sum shall be reimbursed to the County from the employee's final paycheck.

In the event the existing permanent, uniformed fulltime relocated employee's permanent duty station is changed within twenty-four (24) months of relocation, at the employee's request, the reimbursement payment total shall be prorated and the remainder of the months equaling twenty-four (24) months from the actual date of the change in permanent duty station shall be repaid to the County in no more than six (6) equal payments. In the event the relocated employee's permanent duty station is changed by order of the Agency within twenty-four (24) months of relocation, repayment of moving expenses shall be waived.

If the employee's final paycheck is insufficient to cover the amount to be reimbursed, then the employee agrees to repay Lander County any remaining balance not later than one hundred twenty (120) calendar days after the effective date of the employee's termination.

If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgment shall also include reasonable attorney's fees and costs incurred by Lander County.

For the purpose of this section, a permanent duty station is defined as one that the employee will be stationed in and actively working for a minimum period of twenty-four (24) months.

This incentive shall not be doubled in the event two employees are married and are hired or relocated at the same time.

The Sheriff or Designee shall determine what is eligible as reimbursable expenses. The Sheriff has the final determination regarding this incentive. The Sheriff's decision is not subject to the contractual grievance and arbitration processes.

Moving and Relocating Reimbursement expenses are limited to available funds budgeted by the County for such reimbursement.

ARTICLE 16: MEDICAL PLAN

16.1

A. Employees hired prior to July 1, 2006:

Effective July 1, 2007 the County and Association agree that County contributions to the Medical Insurance Plan for full time employees hired to work 35 or more hours per week will be paid at 100% of employee only premium amount for medical plan chosen by employee and 50% of eligible dependent coverage in same plan. Full time employees are required to pay the excess monthly premium biweekly via automatic payroll deduction.

B. Employees hired after July 1, 2006:

Effective July 1, 2007 the County and Association agree that County contributions to the Medical Plan for full time employees hired to work 35 or more hours per week will be paid at 100% of employee only premium amount for medical plan chosen by employee. Dependent coverage will be paid at 100% by employee. Full time employees are required to pay the excess monthly premium biweekly via automatic payroll deduction.

C. FY 2020 – FY 2022 Insurance Benefit

Effective July 1, 2019, and continuing through the term of this Agreement, the County and Association agree that County contributions to the Medical Insurance Plan for full time employees hired to work 35 or more hours per week will be paid at 100% of employee only premium amount for medical plan chosen by employee. An employee who is eligible to purchase dependent coverage and elects to participate in dependent coverage will be required to pay the first one hundred and twenty dollars ($120.00) of the dependent coverage monthly premium. This payment will be made on a biweekly basis via automatic payroll deduction. For employee's participating in dependent coverage, the County will contribute the remaining premium amount for eligible dependents on a monthly basis.

D. Article 16.1(3) shall be effective July 1, 2019 and shall expire on June 30, 2022.

ARTICLE 17: UNIFORM ALLOWANCE

17.1 The County shall pay to every uniformed employee a uniform allowance, to be paid biannually during the first pay period in January and July as follows:

$650.00 — Uniformed (Bargaining Unit A)

$175.00 — Communication Supervisor (Bargaining Unit B)

The uniform allowance payment shall be paid in a separate check and combined with all other incentive payouts in a single check.

Lander County will contribute up to a maximum of $250.00 toward the initial purchase of the initial issue bike helmet and nylon belt which initial issue shall be County property. Repair, maintenance and replacement of this equipment are solely the officer's responsibility.

To assist newly hired uniformed employees in the purchasing of required equipment and uniform items for duty, newly hired uniformed employees may, upon written request, receive an advance payment of uniform allowance. This payment shall be up to the equivalent of one (1) year of uniform allowance. Advance payment shall be made in a separate check issued by the County on the first pay period following the newly hired employee's date of hire. Upon completion of one (1) year employment, employee will be prorated the monthly allowance on the next bi-annual payment date to coincide with current employees bi-annual schedule. Example: Employee hired April 1 of current year, will be paid nine (9) months of uniform allowance on July 1 of the following year.

In the event the employee's employment is ended for any reason within the advance payment time frame of Uniform allowance, the advance payment shall be prorated. The balance of the months shall be reimbursed to the county from the employee's final paycheck. If the employee's final paycheck is insufficient to cover the amount to be reimbursed, then the employee agrees to repay Lander County any remaining balance not later than 90 calendar days after the effective date of the employee's end of employment. If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgement shall also include reasonable attorney's fees and costs incurred by Lander County.

17.2 The safety and security of Lander County's employees are of utmost concern. To this end, Lander County agrees to purchase or supply each Peace Officer a custom fit bullet/stab resistant vest based on the following criteria;

1. The cost to the County for each vest will not exceed $900.00. Employees may opt to obtain a higher cost vest, but the employee must contribute the difference either directly or through payroll deduction to the County.

2. If a payroll deduction is authorized by the employee, the County will cover the upfront cost of the overage so the employee has no out of pocket expense.

3. Only one (1) vest may be purchased during each five years of continuous employment as a sworn officer with Lander County unless the previous purchased vest indicated a shorter expiration period and the employee obtained a written waiver from the Sheriff prior to purchase. Expiration period requirements are the sole responsibility of the employee prior to the purchase of the vest.

4. Any vest purchased must meet National Institute of Justice Standards for a Level II vest or higher.

5. Each vest purchased in accordance with this Article shall remain the property of Lander County until the expiration of the vest regardless of any contribution to the total cost by the employee.

6. The County shall not be required under any circumstances to reimburse any employee for any portion of personal funds that the employee contributed towards the total cost of the vest.

7. Upon an employee's separation from a sworn position for whatever reason, the County will relinquish ownership of the vest to the employee and the cost of the vest will be prorated based on the vest's expiration and County's actual contribution. The prorated amount will become a debit to the County by the employee and shall be reimbursed to the County from the employee's final check.

8. If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgment shall also include reasonable attorney's fees and costs incurred by Lander County.

9. The Sheriff has the sole discretion to waive any or all the requirements and restrictions of the Article section. The Sheriff's decision is final and not subject to appeal or arbitration.

17.3 In the event the employee's final paycheck is not sufficient to cover the reimbursement, the unused months become a debit to the County and subject to the collections and garnishment process. If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgement shall also include reasonable attorney's fees and costs incurred by Lander County.

ARTICLE 18: TUITION REIMBURSEMENT

18.1 Purpose:

The Tuition Reimbursement Program is intended to encourage permanent, full-time employees to enroll in college level graduate and post-graduate courses and/or study majors that bear a reasonable and rational relationship to the job classification held by the employee at the time of such enrollment as determined in the sole discretion of the Sheriff or designee. Courses subject to approval for reimbursement are limited to those in a University approved study course aimed at matriculation of a baccalaureate or graduate level degree. Enrollment in the program and the determination of whether the University is a properly accredited institution of higher learning is within the sole discretion of the Sheriff or designee.

18.2 Eligibility:

Permanent, full-time employees in the classified service shall be considered eligible to participate in this program after completing eighteen months of satisfactory county service. Employees eligible for educational reimbursement from federal or state governments shall exhaust all such benefits before being eligible for tuition reimbursement pursuant to this program. Employees may not receive tuition reimbursement under both the Lander County Policies and Procedures and this program.

Additional eligibility requirements for participation in the Tuition Reimbursement Program include:

1. No tuition reimbursement shall be advanced. Reimbursement is contingent upon successful completion of this class as described herein;

2. No employee shall be reimbursed more than $2,000 per fiscal year or $10,000 during the employee's cumulative employment with Lander County;

3. Tuition shall be reimbursed in an amount not to exceed the per unit tuition charged by the Great Basin College System for classes comparable in content to that in which the employee has enrolled or intends to enroll. If the Great Basin College System does not offer a comparable class, then the Sheriff shall make the final determination as to whether or not reimbursement shall be provided, but in no case shall said reimbursement exceed the per unit Great Basin College tuition fee;

4. The precise amount of tuition reimbursement shall be based upon all criteria stated herein, including the grade received by the employee in the class(s) for which reimbursement is sought. If an employee receives a "B" or higher (or its numerical equivalent, then the employee shall be eligible for 100% tuition reimbursement as described above. If the employee receives a grade of "C" (or its numerical equivalent), then the employee shall be eligible for 50% tuition reimbursement as described herein. Courses in which the employee receives a grade lower than a "C" (or its numerical equivalent) will not be reimbursed;

5. Tuition reimbursement is contingent upon employee's submission to the Sheriff of official college transcripts or comparable documentation acceptable to the Sheriff, which verify the employee's grade(s).

6. An employee seeking tuition reimbursement for eligible class (es) shall submit the official transcript documentation to the Sheriff in conjunction with a Lander County provided form for said use. The Sheriff shall cause any necessary investigation to be conducted in order to verify the employee's eligibility for tuition reimbursement. The decision of the Sheriff shall be final and binding and is not subject to grievance or judicial appeal.

7. Education under this program is voluntary and is not considered hours worked and any travel expense or expense for books, etc. is not subject to reimbursement under this program.

18.3 Voluntary Resignation:

In the event that an employee voluntarily resigns from County employment one year of less from the date that the tuition reimbursement is approved by the Sheriff, then the employee's final paycheck shall reflect a deduction equivalent to the amount of tuition reimbursement paid within the previous fiscal year. If the employee's final paycheck is insufficient to cover the amount to be reimbursed, then the employee agrees to repay Lander County any remaining balance not later than 90 calendar days after the effective date of the employee's voluntary resignation.

If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgment shall also include reasonable attorney's fees and costs incurred by Lander County.

ARTICLE 19: COURT APPEARANCES

19.1 Employees subpoenaed to appear during their normal working hours, as a witness in a proceeding connected with their official duties, and who are not a party in such proceeding, shall receive their regular pay, providing that all witness fees are applied for and returned to the department. Employees shall return to work when excused.

19.2 Any employee required to appear during an off-duty period, as provided above, will be paid in accordance with Articles 12 and 15 of this agreement providing that all witness fees are applied for and returned to the department. Employees shall make every effort to keep any overtime to a minimum.

19.3 Any employee required to appear, as provided above, shall retain any mileage fee and other per diem paid in connection with such appearance, unless the employee is provided with a County vehicle to travel to and from such proceedings and/or other per

diem, in which case, any such County covered expenses shall be applied for and returned to the department.

ARTICLE 20: SHIFT-DIFFERENTIAL

20. For Office Manager, Corporal, Sergeant, and Communications Supervisor: All shift work performed between the hours of 6:00 p.m. and 6:00 a.m. shall be considered night work. Payment for night work, in addition to regular compensation, shall be made at the rate of one dollar and fifty cents ($1.50) per hour for those hours worked between 6:00 p.m. and 6:00 a.m.,. Employees will only receive shift differential pay for hours actually worked during the shift differential period.

No night-shift-differential shall be paid for overtime worked at either the beginning or the end of a shift unless the regular shift hours (minimum of 4 hours) qualify for the night-shift-differential.

20.1 It is the intent of the County that the shift differential premium shall be paid in and for the same pay period in which it is worked.

ARTICLE 21: DUES DEDUCTION

21.1 The County shall deduct dues from the salaries of Association members and pay over to the proper officers of the Association, the money so collected. Provided, however, that no deductions shall be made except in accordance with a deduction authorization form, individually and voluntarily executed by the employee for whom the deduction is made. The deduction authorization form shall specify any Association restrictions on the employee's right to terminate his/her dues deduction authorization.

21.2 The Association shall indemnify and hold the County harmless against any and all claims, demands, suits and other forms of liability which shall arise out of or by reason of action taken or not taken by the County at the request of the Association under the provisions of Section 21.1, above.

21.3 The Association 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, thirty (30) days prior to the effective date of such change.

21.4 The County will continue to honor existing dues deduction authorizations currently on file.

ARTICLE 22: USE OF COUNTY FACILITIES

22.1 The County recognizes the necessity of the Association to hold Association meetings. It is mutually agreed, that upon request to the party under whose control

the facilities are placed, the Association shall be permitted to meet in County facilities or buildings if such facilities or buildings are available, under the following conditions:

A. Any such meeting held in or on County property shall be without cost to the Association.

B. No such meeting shall be allowed to interfere with normal County activities.

C. This provision is not a guarantee to the Association that County facilities or buildings will be available to it at any specific time, and such meetings will be scheduled at the convenience of the County, except that the County will not deny access to facilities or buildings merely for the purpose of harassment of the Association.

ARTICLE 23: REMOTE ASSIGNMENT INCENTIVE

23.1 In consideration for being permanently stationed in the remote areas of Austin and Kingston, permanent fulltime employees shall receive an incentive. An incentive in the amount of $6,000 will be paid to each authorized and qualified employee. Payment will be divided equally and paid bi-annually on the first full pay period in January and July.

For the purpose of this section, a permanent duty station is defined as one that the employee will be stationed in and actively working for a minimum period of twenty-four (24) months.

In the event an employee's permanent duty station is changed in the six (6) month period after payment of this incentive, the incentive payment total shall be prorated and the remainder of the months equaling six (6) months from the actual date of payment shall be repaid to the County in no more than six (6) equal payments. In the event the employee's permanent duty station is changed by the Agency, this repayment provision may be waived by the Sheriff.

If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgment shall also include reasonable attorney's fees and costs incurred by Lander County.

ARTICLE 24: AMENDING PROCEDURE

24.1 If either party desires to modify or change this Agreement, it shall, not later than February 1 of any year, give written notice to the other party of amendment, except that no amendments or modifications to this Agreement shall be made except by mutual agreement of the parties or through the provision of Article 27 herein (Savings Clause). Any amendment, whether a proposed amendment or an alternative to a

proposed amendment that maybe mutually agreed upon or awarded pursuant to the provision of Chapter 288 of the N.R.S., shall become and be part of this Agreement. Any amendments that may be agreed upon or awarded shall become and be part of this Agreement without modifying or changing any of the other terms of this Agreement.

ARTICLE 25: DISCHARGE AND DISCIPLINARY ACTION

25.1 Maintenance of Disciplinary Action.

The right to maintain discipline and efficiency of employees is vested exclusively in the County. All disciplinary action or measures taken by the County shall be for just cause and may include the following: oral reprimand, written reprimand, suspension with pay, monetary County loss repayment, suspension without pay, involuntary demotion, or discharge. Only monetary County loss repayment, suspensions without pay, exceeding three (3) days involuntary demotion or discharge may be grieved to step (4) (arbitration). Grievances do not postpone disciplinary action.

25.2 The County shall have the right to discharge or discipline any employee for cause, but in determining discipline, the County shall not transfer or reassign any employee for disciplinary purposes. The term cause shall include, but not be limited to the following: willfully falsifying or withholding material information on personnel questionnaires, personnel records, employment applications, time cards, or any other records or reports; recording on another employees time card; failure to properly record time; performance of work below required standards; failure to perform assigned duties; negligence in the performance of duties likely to cause or actually causing personal injury or property damage; fighting or attempting injury to another employee; insubordination; dishonesty; theft; destroying or willfully damaging the property of another employee or the County; acceptance of a bribe from citizens, vendors, suppliers or others; misuse of County funds; the use or being under the influence of drugs or alcoholic beverages, on the job, during working hours; unsatisfactorily explained absences; unauthorized absence without proper notice; abuse of sick leave; malicious communication with false or defamatory oral or written statements directed against a fellow employee, the County or management or the County Commission; sleeping on the job, or failure to comply with County safety rules; loss or suspension of license or certification that are a condition of employment; violation of rules and regulations or general orders issued by the Sheriff.

25.3 As determined by the County, the level of severity of the discipline is dependent on the nature of the act and circumstances. When a complaint against an employee does not warrant discharge, the disciplinary action will be based on the severity of the complaint and take the form of: (1) oral reprimand; (2) written reprimand; (3) monetary loss repayment; (4) suspension with pay; (5) suspension without pay; or (6) involuntary demotion. One or more of actions 1 through 6 may occur prior to discharge. The County shall notify the Association within ten (10) working days after the issuance of a written reprimand, however, this notification shall not extend the time for filing a grievance.

25.4 The County shall notify the Association of its intent to require monetary County loss repayment, demote or suspend an employee without pay. When monetary County loss repayment, demotion or suspension without pay is contemplated, the last phase of the investigation process shall be a meeting where the employee and the Association Representative are informed of the allegations and given the opportunity to respond. The discipline may be postponed to allow for consideration of evidence the employee produced or further investigation of the employee's response.

25.5 The County may not discharge employees covered by this contract for cause without first giving the employee and the Association written notice prior to the action being taken unless section 25.14 applies.

The written notice shall include the following:

1. A statement that discharge is proposed and the specific charges.

2. Copies of any material or documents upon which the proposed action is based.

3. A statement that the employee has a right to meet with the County to discuss the proposed action.

4. The date, time and location of the pre-termination meeting. The employee and Association representative shall meet with the County to review the charges and be given an opportunity to state their position as to whether there are true and reasonable grounds for the proposed action. The discipline may be postponed to allow for consideration of evidence the employee produced or further investigation of the employee's response. Failure of the employee to attend these scheduled pre-termination meeting constitutes a waiver of the pre-termination meeting.

25.6 In cases of contemplated discharge, demotion, suspension, or other disciplinary action for misconduct which presents possible harm to persons or property, or pending criminal charges which adversely and directly affect the County or substantially disrupt County operation, the County may immediately place the employee on Administrative leave with pay upon giving the appropriate notice as outlined in Sections 26.4 and 26.5.

25.7 Any record of disciplinary action, excluding oral warnings and reprimands, in order to remain effective, must be placed in the employees official personnel file.

25.8 Any record of discipline not previously provided to the employee will not be used as a basis for subsequent progressive discipline.

25.9 Involuntary demotions shall be limited to instances of documented substandard performance during and after completion of the probationary period.

25.10 Any time limits may be extended by written mutual agreement of the Association and the County.

25.11 For the purposes of this Article, County includes the County Executive Director, Sheriff or designee and County Commissioners.

25.12 Probationary employees are not covered by this article.

25.13 The County will follow the procedures required by Nevada Revised Statutes Chapter 289 (Peace Officers Bill of Rights) where appropriate.

25.14 An employee is considered to have resigned without notice and abandoned their position if they:

1. Fail to report for scheduled duty for three consecutive work periods.

2. Fail to notify the Sheriff or Designee.

The County shall make a single effort to contact the employee by phone at the employee's contact number provided to the Sheriff's Office personnel clerk.

In the event of job abandonment, the Sheriff will send a certified letter to the last known address of the employee giving notice of their employment termination with the County. The notice will contain the dates the employee failed to report for duty and the date and time of the attempted contact by the County.

The employee's permanent personnel file will indicate the reason for termination as "Resignation without Notice — Job Abandonment".

Nothing in this section shall restrict the County from taking disciplinary action with an employee in accordance with this Agreement and Sheriff's Office Policy.

25.15 Maintenance of Disciplinary Action

A. Oral Reprimand, Written Reprimand and Suspension Without Pay of three (3) days or less:

An employee who has received a violation that resulted in an Oral Reprimand, Written Reprimand or a suspension Without Pay of three (3) days or less shall request from the sheriff or Designee, after twelve (12) months from the date of the occurrence of the violation, an acknowledgment that the behavior has been corrected or that no other violations of similar nature have occurred. The response shall be in writing and attached to the original violation.

B. Suspension without pay of more than three (3) days: An employee who has received a violation that resulted in a Suspension Without Pay of more than three (3) days shall request from the sheriff or Designee, after twenty-four (24) months from the date of the occurrence of the violation, an acknowledgment that the behavior has been corrected or that no other violations of similar nature have occurred. The response shall be in writing and attached to the original violation.

ARTICLE 26: GRIEVANCE PROCEDURE

26.1 Definition

A grievance is a dispute or disagreement between an employee, a group of employees, or the Association and the County which involves the interpretation or application of any provision of the Agreement.

The term "days" when used in this Article 26 shall, except where otherwise indicated, means working days rather than calendar days. For the purposes of this Article, "working days" are defined as Monday through Friday excluding contractual Holidays.

Both parties agree that these proceedings shall be kept confidential.

All hearing held by the arbitrator shall be closed sessions and no news releases shall be released during sessions without mutual written consent.

Probationary employees are not covered under this Article.

26.2 Time Limits

The parties agree that the time limitations defined in this Article of the Agreement shall be adhered to. A violation of prescribed time limitation of this Article of the Agreement by the Association means the grievance is forfeited by the Association. A violation of a prescribed time limitation of this Article of the Agreement by the County shall cause that, in the event of arbitration, the arbitrator will be directed to consider such failure and apply the appropriate weight in rendering a decision. The parties to this Agreement may grant an extension to the requesting party. Said extension request shall be in written form and approved in writing by the party receiving said request. A request for extension shall include the length of extension being requested.

26.3 Procedures for Filing

All grievances will be processed in the following manner:

Step 1 Within five (5) working days of the event giving rise to a grievance or knowledge thereof, the grieved employee will verbally or in writing, request a hearing/meeting to present the grievance to the Sheriff or Designee for

review. In any event the hearing/meeting shall be within twenty-one (21) days of the request.

The grieved employee may request representation by a steward or business representative at this hearing/meeting. The Sheriff or Designee shall, within five (5) working days of hearing said grievance, render a verbal or written decision to the grievant.

Step 2 Should the grievant be dissatisfied with the Sheriff or Designee's Step One (1) response, the grievance shall be reduced to written form, and presented to the Sheriff for formal disposition. The grievance shall be advanced to Step Two (2) within five (5) working days of the Sheriff's or Designee's Step One (1) response or lack of response. The grievance shall be signed by the grieved employee, the employee's steward, or business representative. The Sheriff shall render a written response to the grievance within five (5) working days of receiving the formal grievance.

Step 3 Should the grievant be dissatisfied with the Step Two (2) formal response of the Sheriff, the grievance shall be forwarded, in writing, within ten (10) working days of the Step Two (2) response to the County Commissioners or their designated representative, by the grieved employee or the Associations designated representative. A copy of the Step 3 grievance shall be delivered to the Sheriff or his/her Designee by the grieved employee or their representative within 24 hours of delivery to the County Commissioners or their designated representative. The County Commissioners or their designated representative shall respond in writing to the grievance within fifteen (15) working days of the date said County representative received the grievance. For the purpose of this Step of the grievance procedure, the County will keep the Association notified in writing of its designated representative.

Step 4 The Association may request arbitration of an unresolved grievance. The Association shall notify the County in writing of such intent within ten (10) working days of receipt of the Step Three (3) written response. A copy of the Step 4 grievance shall be delivered to the Sheriff or his/her Designee by the grieved employee or their representative within 24 hours of delivery to the County Commissioners or their designated representative. The parties shall attempt to reach an agreement on an arbitrator. In the event the parties fail to reach agreement, the parties or Association shall request from the Federal Mediation and Conciliation Services a list of seven (7) arbitrators. Upon receipt of said list, the parties shall alternately strike names until one name remains to serve as arbitrator. The Association shall strike the first name from the list.

26.4 Arbitrator's Authority

The decision of the Arbitrator shall be final and binding. The Arbitrator shall not add to, subtract from, or modify any of the terms of this Agreement, or any

supplementary Agreement. The award of the Arbitrator shall be based exclusively on the evidence presented at the hearing.

26.5 Expenses

The fees of the Arbitrator shall be borne equally by the parties. Should either party request the services of a court reporter, that party shall be responsible for all associated costs and shall provide a copy of said transcript to the other party. Each party shall be responsible for its own legal, witness, and/or preparation fees. The Arbitrator shall not order a court reporter.

26.6 Compliance

The parties agree to respond to the Arbitrator's decision within five (5) working days of receipt of said decision. The Arbitrator shall endeavor to render a discharge related decision within fourteen (14) calendar days of the hearing, all other decisions within thirty (30) calendar days.

26.7 Exclusive Remedy

The sole remedy available for any alleged breach of this contract or an alleged violation of rights hereunder granted shall be pursuant to the foregoing grievance procedure prior to taking any other action.

ARTICLE 27: SAVINGS CLAUSE

27.1 In the event that any provision of this Agreement is rendered invalid by any court of competent jurisdiction, such action shall not invalidate the entire Agreement. It is the express intention of the County and the Association that all other provisions not rendered invalid shall remain in full force and effect, and that the parties shall enter into negotiations to bring the invalid section or sections into compliance.

27.2 This Article does not preclude informal discussion between the parties of any matter which is not subject to negotiations or contract. Any such informal discussion is exempt from all requirement of notice or time schedule.

ARTICLE 28: WARRANT OF AUTHORITY

28.1 The County and the Association hereby warrant and guarantee that they have the authority to act for, bind, and bargain on behalf of each entity which they represent, during the term of this Agreement.

ARTICLE 29: EFFECTIVE DATE AND DURATION

29.1 This agreement shall be in full force and effect from July 1, 2019 to June 30, 2022.

29.2 The County may reopen this agreement during its term to address a "fiscal emergency" in accordance with the requirements of NRS 288.150 (4).

ARTICLE 30: DRUG & ALCOHOL TESTING POLICY

30.1 Alcohol and Drug Testing will be conducted in accordance Lander County Sheriff's Office Policy.

31.7 This provision expires and is no longer in effect after June 30, 2016 unless the parties agree in writing to continue this benefit in a successor labor contract.

IN WITNESS WHEREOF, the County and the Association have caused these presents to be duly executed by their authorized representatives this ____day of _____, 2019.

LANDER COUNTY BOARD OF COMMISSIONERS	LANDER COUNTY SHERIFF'S ASSOCIATION	OPERATING ENGINEERS, LOCAL 3 of the International Union of Operating Engineers AFL-CIO
Patsy Waits, Commissioner/ Chair	Gary Campbell, President	Russ Burns, Business Manager
Kathleen Ancho, Commissioner	Tammy Burden, Negotiating Team Member	Jim Sullivan, Recording Corresponding Secretary
Art Clark III, Commissioner	Meshell Young, Negotiating Team Member	Tim Neep, Director, Public Employees Division
Bryan Sparks, Commissioner	John Rochester, Negotiation Team Member	Phillip Herring, Business Agent
Judie Allan, Commissioner		

LANDER COUNTY SHERIFF

Ron Unger, Sheriff

APPENDIX A SALARY TABLE

The parties agree that the salary schedules for Corporals, Sergeants, Bargaining Unit B, and the Communications Supervisor will be revised as part of the MOU process for FY 2018. The parties further agree that those revised schedules will be used to prepare a revised salary schedule which will remove the disparity between Level 4 Corporal Pay and the Sergeant Pay Scale for the purpose of encouraging promotion.

The parties further agree that the following language will appear as part of the new salary schedule:

Employees with a minimum of two (2) years' experience as a Corporal for Lander County who promote to Sergeant may move to Level 3 as a Sergeant after the completion of two (2) years as a Sargent for Lander County. Employees who promote internally from Corporal to Sergeant may achieve Level 4 after four (4) years as a Sergeant for Lander County. Employees who promote from Corporal to Sergeant must still serve a one (1) year probationary period and will be placed at the entry level position as a Sergeant.

POSITION	2% Jul-19 CPI	2½% Jul-20 CPI	2% Jul-21 CPI
Bargain Unit B 1 (non sworn supervisor)	24.62	25.24	25.74
Bargain Unit B 2 (non sworn supervisor)	25.85	26.49	27.02
Bargain Unit B 3 (non sworn supervisor)	27.13	27.81	28.37
Bargain Unit B 4 (non sworn supervisor)	29.04	29.77	30.36

POSITION	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Communication Supervisor 1	24.62	25.24	25.74
Communication Supervisor 2	25.85	26.49	27.02
Communication Supervisor 3	27.13	27.81	28.37
Communication Supervisor 4	29.04	29.77	30.36

POSITION	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Corporal 1	33.27	34.10	34.79
Corporal 2	34.96	35.83	36.55
Corporal 3	36.71	37.63	38.38
Corporal 4	39.29	40.27	41.08

POSITION	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Sergeant 1	41.25	42.29	43.13
Sergeant 2	43.27	44.35	45.24
Sergeant 3	45.37	46.50	47.43
Sergeant 4	48.44	49.65	50.64

AGREEMENT

between

LANDER COUNTY AND LANDER COUNTY SHERIFF

and

LANDER COUNTY LAW ENFORCEMENT EMPLOYEES ASSOCIATION

July 1, 2019— June 30, 2022

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ARTICLE 1: PREAMBLE

1.1 This Agreement is entered into between the County of Lander, Nevada, hereinafter referred to as the "County", and the Lander County Law Enforcement Employees' Association, hereinafter referred to as the "Association". It is the intent and purpose of this Agreement to assure sound and mutually beneficial working and economic relationship between parties hereto, to provide an orderly and peaceful means of resolving any misunderstandings or differences which may arise, and to set forth herein, pursuant to the provisions of N.R.S. 288, the basic and full agreement between the parties concerning rates of pay, wages, hours of employment and other conditions of employment.

1.2 For purposes of this Agreement, wherever the Authority of the Sheriff is referenced, his designee will be appropriate for substitutions.

ARTICLE 2: RECOGNITION

2.1 In accordance with the provisions of N.R.S. 288, the County recognizes the Association as the exclusive bargaining representative of those full-time employees in the non-supervisory bargaining unit as listed below. Recognition of Association representation of probationary employees is limited by the terms of the various articles of this Agreement.

Classifications in the bargaining unit:

2.2 Bargaining Unit A - Post Certified Employees/Law Enforcement Officers*

Deputy Sheriff - Patrol
Deputy Sheriff - Jail
*Retains impasse rights under N.R.S. 288.215.

2.3 Bargaining Unit B - Non-Post Certified Employees*

Animal Control Officer
Communications Officer
Administrative Assistant
Food Services
*No impasse rights under N.R.S. 288.215.

The parties recognize that additional classifications may be established and assigned to the bargaining unit. The County shall give written notification to the Association of all new job classifications it intends to implement at least ten (10) days prior to said implementation.

ARTICLE 3: STRIKES AND LOCKOUTS

3.1 The Association agrees that there shall be no strikes against the County under any circumstances and that all County employees shall continue to work under all circumstances.

3.2 For the purpose of the Agreement, the meaning of the word "strike" shall include, but not be limited to, any concerted stoppage of work, slowdown, interruption of the operations of the County by the Association and/or its members.

3.3 The County will not lock out any employees during the term of this Agreement as a result of a labor dispute with the Association.

ARTICLE 4: MANAGEMENT RIGHTS

4.1 The County retains the sole right to manage its affairs and direct its work force within the existing framework of the Nevada Revised Statutes, but not limited to the right to plan, direct and control its operations; to determine the location of its facilities; to determine working hours; to decide the types of services to be provided and the manner of providing them; to decide the work to be performed; to decide the method and place of providing its services; to determine the schedules of work; to hire, layoff; assign, transfer and promote employees; to determine the qualifications of employees; to determine and re-determine job content; to determine the starting the quitting times; to make such reasonable rules and regulations not in conflict with this Agreement, as it may from time to time deem best for the purpose of maintaining order, safety and/or effective operations of its facilities; and to require compliance therewith by employees; to discipline and discharge employees for cause. The County shall have all other rights and prerogatives including those exercised unilaterally in the past subject to express restrictions on such rights, if any, as are provided in the Agreement or N.R.S. 288.

ARTICLE 5: ASSOCIATION RIGHTS

5.1 Two (2) members of the Non-Supervisor Association negotiation Committee may be granted leave from duty with pay, for all meetings between the County and the Association for the purpose of negotiating the terms of this Agreement, when such meetings take place at the time during which such members are scheduled to be on duty.

5.2 One (1) Association Steward may be granted leave from duty with pay for all meetings between the County and the Association for the purpose of processing grievances, when such meetings take place at a time during which such members are scheduled to be on duty.

5.3 Whenever conditions permit, two (2) Association Stewards may be granted leave from duty for any reasonable and just cause as may be determined and granted by the Sheriff or his designee. Approval for such leave by the Sheriff shall not be unreasonably denied.

5.4.1 The Association shall notify the County and the Sheriff of the designated business representative who shall be authorized to meet and confer with County employees and department heads concerning the enforcement of the provisions and terms of this agreement and other working conditions. A thirty (30) day advance notice must be made to request time off, if possible.

5.4.2 The Association shall, within thirty (30) days, of a change in Officers, notify the County and the Sheriff in writing of such changes. In any case, the County and Sheriff shall be provided a complete listing of Officers by January of each year.

5.4.3 In consideration for the County forgoing reimbursement of costs associated to the County for Union Business Leave in this Article, the Association agrees to reduce the Educational Allowance for all employees hired on or after July 1, 2016 from an annual incentive to a one-time incentive.

ARTICLE 6: NON-DISCRIMINATION

6.1 The County will not interfere with or discriminate in respect to any term or condition of employment against any employee covered by this Agreement because of membership in or legitimate activity as required in this Agreement on behalf of the members of a negotiation unit, nor will the County encourage membership in another employee organization.

6.2 The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to race, color, relationship, religion, sex, age, physical or visual handicap, national origin, sexual orientation or because of political or personal reasons or affiliations. The Association shall share equally with the County the responsibility for applying this provision of the Agreement.

ARTICLE 7: WORK HOURS

Scheduling of work shifts and work weeks shall be as directed by the Sheriff. The normal work periods for employees covered by this Agreement will be as follows:

7.1 For POST certified employees Bargaining Unit A, the work period shall consist of fourteen (14) days.

7.2 For non-POST certified employees, Bargaining Unit B, classified as COMMUNICATION OFFICERS, the work schedule shall be forty (40) hours per week, including meal periods.

7.3 For all other non-POST certified employees, Bargaining Unit B, the work schedule shall be forty (40) hours per week excluding meal periods.

7.4 Except during emergency situations, employees shall be permitted to take two (2) fifteen (15) minute coffee breaks or rest periods during each work day. At the employee's

request and approval of the Sheriff or Designee, these breaks may be combined with the employee's meal period.

7.5 The Sheriff, at his or her discretion, may institute an alternative schedule for Bargaining Unit A and/or B employees. Prior to implementation of any such schedule the Sheriff will issue written notice to the impacted employees. Notice of said action will be issued not less than ten (10) businesses days prior to the date of the Sheriff's implementation of the alternative schedule.

ARTICLE 8: HOLIDAYS AND HOLIDAY PAY

8.1 For purposes of this Article, "holiday pay" shall be defined as an increment of pay equal to the hours of the employee's regularly assigned shift at an employee's regular, straight time hourly rate.

8.2 Employees eligible for holiday pay shall receive the same for those holidays delineated as follows:

- January 1 (New Year's Day)
- Third Monday in January (Martin Luther King's Birthday)
- Third Monday in February (President's Day)
- Last Monday in May (Memorial Day)
- July 4 (Independence Day)
- First Monday in September (Labor Day)
- Last Friday in October (Nevada Day)
- November 11 (Veteran's Day)
- Fourth Thursday in November (Thanksgiving Day)
- Day after Thanksgiving Day (Family Day)
- December 25 (Christmas Day)

Any other day declared a holiday or day of mourning by the President of the United States, Governor of the State of Nevada or the Lander County Commissioners.

8.3 In order to be eligible for holiday pay, an employee must be in a paid status both the scheduled work day before and the scheduled work day after the holiday.

8.4 When an employee who is eligible for holiday pay is required, by order of the Sheriff, to work during his/her regularly scheduled work hours on a holiday, he/she shall receive, in addition to his/her holiday pay one and one-half (1-1/2) times his/her regular hourly rate of pay for each hour or major fraction worked during the calendar holiday.

8.5 When an employee is called in to work on a holiday that falls on a day not regularly as part of his/her work schedule, he/she shall receive in addition to his/her holiday pay, two (2) times his/her regular hourly rate of pay for each hour or major fraction worked.

8.6 For the purposes of Section 8.4 and 8.5, employees shall be paid holiday pay for their entire shift as stipulated in this section. Only those shifts that begin between 2400 hours the day prior to the calendar holiday thru 2359 hours on the calendar holiday shall receive holiday pay. Any shift not beginning between 2400 hours the day prior to the calendar holiday thru 2359 hours on the calendar holiday shall not be eligible for holiday pay regardless of when the shift ends or the amount of shift that falls on the calendar holiday.

ARTICLE 9: VACATION LEAVE

9.1 Vacation Accrual for Full-Time Employees: During the first six (6) months of employment of any employee, annual leave shall accrue, but no annual leave shall be taken during this period. Employees shall accrue vacation leave credit at a monthly equivalent of the rates established below:

Annual Vacation Earning Rate

Years of Continuous Service	Hours Earned	Maximum Accrual
Date of hire through year two (2)	96 hours	
Three (3) but less than seven (7)	120 hours	240 hours
Seven (7) but less than ten (10)	144 hours	240 hours
Ten (10) or more	168 hours	240 hours
Fifteen (15) but less than twenty-five (25)	192 hours	240 hours
Twenty-five (25) or more	200 hours	240 hours
		240 hours

For the purpose of computing credit for vacation, each employee shall be considered to work not more than forty (40) hours each week.

Total County service, even though interrupted, will be counted if a person returns to County service within two (2) years of his/her date of separation and he/she worked for at least three (3) continuous years prior to his or her separation from employment with the County subsequent to reemployment.

9.2 An employee will not be allowed to carry more than 240 hours vacation leave at any time during a calendar year, (January 1 through December 31). The employee will be required to take any leave amount over the maximum accrual within six (6) months the credited overage. If an employee, for whatever reason does not take their leave as required, the County shall automatically compensate the employee in the form of straight pay at the next regular payroll for each quarter hour in excess of the maximum accrual amount and the number of hours paid shall be deducted from the employee's leave bank.

9.3 An employee shall be paid at his regular hourly rate for each hour of vacation leave time taken. Vacation leave shall be charged on the basis of one-quarter (1/4) hour for each one-quarter (1/4) hour or major portion of one-quarter (1/4) hour of vacation leave taken.

9.4 Vacation leave will be accrued monthly. Vacation leave taken during a pay period shall be charged before vacation leave earned during that pay period is credited.

9.5 Vacation leave shall not be granted in excess of the vacation credit earned, except under extenuating circumstances, and as approved by the Sheriff.

9.6 Upon separation from service for any cause, an employee shall be paid a lump sum for any unused or accumulated vacation leave earned through the last day worked. If this date is earlier than the last day of the pay period, the vacation credit shall be prorated for that pay period.

9.7 If an employee dies and was entitled to accumulated vacation leave under the provisions of this Article, the heirs of such deceased employee who are given priority to succeed to his/her assets under the laws of interstate succession of this state, or the executor or administrator of his/her estate, upon submitting satisfactory proof to the Board of County Commissioners of their entitlement, shall be paid an amount of money equal to the number of hours earned or accrued vacation leave multiplied by the regular hourly rate of such employee.

9.8 Catastrophic Leave Bank

A catastrophic leave bank is hereby created which shall be comprised of annual and/or sick leave donated by any employee subject to the provisions of the agreement between Lander County and either the Lander County Law Enforcement Employees Association or the Lander County Sheriff's Association. Any such employee may irrevocably donate their accrued annual in a minimum of eight (8) hours or more and their accrued sick leave up to a maximum of twenty (20) hours per year to the catastrophic leave bank. The annual and/or sick leave shall be placed in the bank at a value determined by using the employee's regular hourly rate. An employee may donate annual leave to the catastrophic leave bank only if after doing so such employee would still have a minimum of forty (40) hours of annual leave after the donation. An employee may donate sick leave to the catastrophic leave bank only if after doing so such employee would still have a minimum of five hundred (500) hours of sick leave after the donation. An employee may donate annual and/or sick leave to the catastrophic leave bank once a year only during January 1st through January 31st, or within thirty (30) days after the approval of an application for catastrophic leave. Annual and/or sick leave donated to the catastrophic leave bank may be used by any person entitled to catastrophic leave. The donating employee may not designate a specific employee for whom it was donated. Catastrophic leave will be paid to a qualifying employee at the rate at which they were earning immediately prior to the approval of the application for catastrophic leave and is subject to any required taxes and other withholding as any other salary. During such time an employee is on catastrophic leave, such employee will accrue annual and sick leave at the rate at which they were accruing such leave immediately prior to their approval for receiving catastrophic leave.

The employee may submit an application for catastrophic leave on a form provided by the County anytime they have a need, or a foreseen need.

In order to qualify for the use of catastrophic leave, an employee will have to have exhausted all their own sick and annual leave, have a serious medical condition that

prevents the employee from performing the essential functions of the employee's position and have a written verification from their treating physician.

A committee comprised of an individual appointed by and representing the Sheriff or his designee and one person appointed by and representing each Association will review each application and make a recommendation to the Sheriff or his designee who shall issue a decision either approving or denying the application. Prior to the approval of an application for catastrophic leave, the applying employee must submit verification of a serious medical condition by a Nevada licensed medical doctor at the employee's expense. The committee may require that the employee submitting the application to submit a second verification of the serious medical condition by a Nevada licensed medical doctor of the County's choosing and at County expense. An appeal of a denial by the Sheriff may be made by filing a written appeal with the Lander County Commission within five (5) working days of the date of the denial. The decision of the Lander County Commission is final and is not subject to the negotiated grievance procedure.

An employee approved to utilize catastrophic leave may receive up to sixty (60) days of catastrophic leave so long as the total amount of time for which they do not perform their employment duties does not exceed twelve (12) calendar weeks.

Catastrophic leave is restricted to the employee only. Catastrophic leave may not be utilized by an employee for the purposes of an illness or death of a member of the employee's immediate family.

At any time after the approval of an application for catastrophic leave, the Sheriff or his designee may review the status of the employee receiving catastrophic leave and may determine if the need for catastrophic leave has ended. A decision to terminate an employee's use of catastrophic leave may be appealed by filing a written appeal with the Lander County Commission within five (5) working days of the date of the decision to terminate the use of catastrophic leave. The decision of the Lander County Commission is final and is not subject to the negotiated grievance procedure.

Catastrophic leave denial/termination pending appeal shall not be cause for continuance beyond the denial/termination date. Should the leave denial/termination decision be reversed by the County Commission, payment for such denied days shall be retroactive within the scope of this Article.

9.9 Employees shall provide the Sheriff with a minimum ten (10) working days written notice of their intent to terminate their employment. Upon receipt of written notice, the Sheriff; at his sole discretion, may;

- Elect to provide the employee with a severance of up to eighty (80) hours of pay at straight time rates.

- Sever the employee/employer relationship immediately, or at any date within those ten (10) working days, as determined by the Sheriff. The reflected termination date of the employee shall be the last date actually worked.

- Early separation after proper notice, shall not under any circumstances reflect as negative in any way in the employee's personnel file.

9.10 Employees intending to retire shall provide written notice to the Sheriff upon submission of paperwork to the Public Employee Retirement System, or at a minimum, sixty (60) calendar days prior to their intended retirement date, whichever is greater.

9.11 Employees shall not be granted annual leave within ninety (90) calendar days of retirement or resignation/termination unless otherwise approved in writing by the Sheriff or Designee for extenuating circumstances as determined by the Sheriff.

ARTICLE 10: SICK LEAVE

10.1 Sick Leave

A. Accrual of Sick Leave

Each employee in the service of the County for less than ten (10) years shall be credited with sick leave at the rate of 10 hours for each month of full-time service, which is cumulative from year to year.

Each employee in the service of the County for ten (10) or more continuous years of service shall be credited with sick leave at the rate of 12 hours for each month of full-time service, which is cumulative from year to year, to a maximum of seven hundred and twenty (720) hours.

B. Use of Sick Leave

An employee is entitled to use accrued sick leave only:

1. When incapacitated to perform the duties of his/her position due to sickness, injury, pregnancy or childbirth;

2. When quarantined;

3. When receiving required medical or dental service or examination;

4. For adoption of a child if the Welfare Division of the Department of Human Resources or any other appropriate public agency requires the employee to remain at home with the child; or,

5. Upon illness in the employee's immediate family where such illness requires his/her attendance.

C. An employee requiring sick leave must, if required, provide the Sheriff with evidence of such need. For absences in excess of three (3) consecutive work

periods, or cases of apparent abuse, the Sheriff shall require the employee to submit substantiating evidence, including, but not limited to, a physician's certificate.

D. If any employee does not have adequate accrued sick leave time, the Sheriff may grant the use of accrued vacation time in lieu thereof. In no case, however, will sick leave be granted in lieu of vacation time.

E. Sick leave shall be charged on a one-quarterly hour basis for each one-quarter (1/4) hour or major portion of one-quarter hour (1/4) hour of sick leave taken. Holidays occurring during sick leave periods shall not be counted as sick leave time and the employee will receive only the holiday pay for that period.

F. As long as an employee is in a paid status, he/she shall earn sick leave and vacation leave during the time he/she is on such leave. If the employee is on leave without pay, he/she shall not earn sick leave or vacation leave during the time he/she is on such leave.

G. An employee separated from the service shall earn sick leave only through the last working day for which he/she is entitled to pay.

10.2 Attendance Incentive

As an incentive for employees to minimize their use of sick leave, the County shall grant personal paid leave as indicated within the parameters of this article. Personal paid leave shall be granted as follows:

1. Employees who use zero (0) hours to the hours that would equal two (2) full work periods of sick leave as of the last full pay period in a calendar year shall receive one (1) full work period of personal paid leave credit at the end of the first full pay period following January.

2. Employees who use more than the hours that would equal two (2) full work periods of sick leave but less than the hours that would equal three (3) full work periods of sick leave as of the last full pay period in a calendar year shall receive one half (1/2) of one full work period of personal paid leave credit at the end of the first full pay period following January.

The personal leave must be used in the year in which it is credited and if not used will be forfeited. There will be no cash payment for personal leave that is not used. In order to receive this personal leave benefit, an employee must be in a paid status (either working or on paid leave) the entire calendar year.

10.3 Bereavement Leave

In the event of a death in the employee's immediate family, said employee shall be entitled to a leave of absence of up to two (2) consecutive workdays with pay. The employee shall be entitled to an additional eight (8) days to be chargeable against sick leave to attend the funeral. Employees absent from work, due to the death of a person not

related as immediate family, shall have said days charged against the employee's annual leave. When taking Bereavement Leave, the employee shall notify the Sheriff or his/her designee as soon as possible. Verification may be required by the Sheriff in order to receive this benefit. Employees may request additional leave, the Sheriff, at his or her discretion, may determine whether additional leave will be permitted and the type of leave available to the employee where addition leave is requested for bereavement purposes. Employees must receive written approval from the Sheriff where additional leave is taken.

10.4 Annual Leave Bonus

County employees who have accrued in excess of seven hundred and twenty (720) hours of sick leave shall, in recognition of budget economy through keeping sick leave requests to a minimum, receive an additional twenty four (24) hours of annual leave for each multiple of forty (40) hours in excess of the seven hundred and twenty (720) hours maximum. For example, if an employee has accrued seven hundred sixty (760) hours sick leave, that employee shall receive twenty four (24) hours additional annual leave or vacation leave. However, his/her allowed maximum for sick leave shall be reduced to seven hundred and twenty (720) hours. Hours will automatically convert at seven hundred sixty (760) hours.

10.5 Death of Employee

Upon the death of an employee who dies as a result of line of duty action, as determined by the Sheriff, and was entitled to accumulated sick leave under the provisions of this Article, the heirs of such deceased employee who are given priority to succeed to his/her assets under the laws of interstate succession of this state, or the executor or administrator of his/her estate, upon submitting satisfactory proof to the Board of County Commissioners of their entitlement, shall be paid an amount of money equal to the number of hours earned leave multiplied by the regular hourly rate of such employee.

10.6 Significant Other Defined

Significant other shall be defined as; a person with whom an employee cohabits and shares a long-term sexual relationship (greater than one (1) continuous year). The Sheriff may require documentable proof of such cohabitation or relationship.

10.7 Immediate Family Defined

Immediate family shall be defined as; an employee's spouse, parents (including step), grandparents, grandchildren, children (including step), brothers, sisters, aunts, uncles, nieces, nephews, children's spouse or corresponding relation by affinity, significant other and, if living in the employee's household, includes foster children and foster parents.

10.8 Retirement Incentive

Nevada Public Employment Retirement System (PERS) options

Upon Nevada Public Employment Retirement System (PERS) retirement, or written notice of intent to retire from the Nevada PERS retirement, by an employee that has a minimum of fifteen (15) years of service with Lander County, and has been employed by the County for a minimum of five (5) continuous years before he or she seeks to retire, the employee may apply for one (1) of the below benefits options. Notice of retirement documentation must be provided to the satisfaction of the County, including approval by Nevada PERS prior to the County processing any benefit application.

A. Purchase of Public Employee Retirement System credit:

The employee may request the County make a payment to Nevada PERS towards their Public Employee Retirement System retirement credit subject to the requirements under Nevada Law and Nevada PERS Policy including but not limited to Section 6.11 (as amended) requirements and limitations.

The employee's Sick Leave hours will be converted at the employee's regular hourly rate for every hour accrued in the employee's Sick Leave bank up to maximum calculated payment of sixteen thousand eight hundred dollars ($16,800). The County will purchase Nevada PERS service credit for the retiree subject to the requirements of Nevada Law, Nevada PERS Policy and approval of Nevada PERS.

The employee shall provide a minimum of sixty (60) days written notice prior to retirement in order for the County to process the request and make payment to Nevada PERS on behalf of the retiree. Any disapproval by Nevada PERS eliminates this benefit option.

B. Establishment of Retirement Insurance Fund

The employee may request the County establish a retirement medical insurance fund, held and managed by the County. Subject to an approved Nevada PERS retirement, the employee's Sick Leave hours will be converted at the employee's current hourly rate for every hour accrued in the employee's Sick Leave bank up to a maximum calculated credit of sixteen thousand eight hundred dollars ($16,800). The purpose of the limited fund is to provide the employee with a limited timeframe of EMPLOYEE ONLY medical coverage or EMPLOYEE ONLY supplemental medical coverage after the employee retires from employment with Lander County. The employee may elect to remain on the County's Insurance plan, or seek outside insurance coverage.

If the employee elects to remain on the County Insurance plan, the corresponding payment for such plan shall be deducted from the established fund on a monthly basis.

If the employee elects to obtain outside insurance coverage, the County will reimburse the retiree for the monthly premium. The retiree must submit documentation, to the County's satisfaction, of a paid in full monthly premium prior to reimbursement by the County. The County will not make direct payment outside their selected insurance carrier.

Once the retiree's calculated credit in the fund is expended, the retiree's fund account will be closed and no further payment will be provided. Any funds not expended at the time of the retiree's death or upon the fifteenth (15) year after the employee's retirement from Lander County will revert to the County General Fund. The retiree's account will be closed and the benefit will no longer be available.

C. Leave buyout:

The employee may request a leave buyout.

Subject to an approved Nevada PERS retirement, the employee's Sick Leave hours will be converted at the employee's current hourly rate for every hour accrued in the employee's Sick Leave bank up to a maximum calculated credit of five thousand dollars ($5,000). The retiree shall receive the leave buyout check within 15 days following their last date worked with Lander County and Verification of retirement in the Nevada PERS system. Under any of this option, the employee/retiree remains solely liable for any required taxes or deductions. This option is not subject to the provisions of Section D.

D. Under either option A or B, the employee/retiree remains solely liable for any required taxes or deductions. In the event the employee/retiree or Nevada PERS rescinds the employee's/retiree's retirement and/ or the employee retiree remains employed with Lander County or any other Nevada Public employer, or re-enters the Nevada Public Employee Retirement System, for any reason, the employee/retiree must repay any amount the County paid based on this section, and the employee/retiree is no longer eligible for the benefits of this section. Any unused funds revert to the County's General Fund. If Lander County is required to commence litigation to recover said monies, then the employee/retiree agrees that any judgement shall also include reasonable attorney's fees and cost incurred by Lander County

ARTICLE 11: JOB CONNECTED INJURIES

11.1 In the event an employee is absent due to a service-connected disability which has been approved by the County's Claims Administrator, for a period not to exceed ninety (90) calendar days, the employee may receive compensation as determined by the County's

Claims Administrator plus that amount from the County which would cause the total amount received by the employee from both the County's Claims Administrator and the County to equal his/her salary at the time of his/her disability. During this period, the employee shall not be charged with the use of accrued Sick Leave, annual leave or other forms of leave. The County Commission may authorize extension of the ninety (90) calendar day full compensation provision in cases of medical need.

11.2 It is the intent of the County to pay the on-the-job injured employee the difference between his/her full bi-monthly base salary and that provided by the County's Claims Administrator. Therefore, the employee shall return to the County Treasurer all temporary total disability payments made by the County's Claims Administrator covering the period enumerated in Section 11.1 of this Article. No supplemental benefit provided for in Section 11.1 shall be given until after the employee has deposited his/her lost time benefit check with the Treasurer.

Upon the expiration of ninety (90) calendar days and any authorized extensions subsequent to on-the job injury, if the employee is still unable to work, he or she may elect to utilize accrued Sick Leave during which period the employee shall receive compensation from the County as provided in Nevada Revised Statues.

11.3 When accrued Sick Leave has expired, if the employee is still, because of disability, unable to work, he/she will be permitted to use his/her accrued Vacation Leave as Sick Leave. Subsequent to the expiration of the employee's Sick Leave and Vacation Leave, provided the employee has so elected to use his/her Sick Leave and Vacation Leave, the employee shall receive compensation checks directly from the County's Claims Administrator and he/she shall be considered on a leave of absence without pay from the County.

ARTICLE 12: OVERTIME, CALL-IN AND STANDBY PAY

12.1 Bargaining Unit A: Overtime shall be any hours worked in excess of 84 hours in a fourteen (14) day work period (207 K Exemption. Hours worked shall not include vacation, Sick Leave or other unworked paid/unpaid time off.

Hours worked shall not include unworked holidays unless the following circumstances apply;

- The employee would normally be scheduled for work if it were not a holiday; and,
- By order of the sheriff, the employee was given the holiday off.

Bargaining Unit B: Overtime shall be any hours worked in excess of 40 hours in a seven (7) day work period. Hours worked shall not include vacation, Sick Leave or other unworked paid/unpaid time off.

Hours worked shall not include unworked holidays unless the following circumstances apply;

- The employee would normally be scheduled for work if it were not a holiday; and,
- By order of the sheriff, the employee was given the holiday off.

12.2 It is the policy of the County that overtime shall be kept to an absolute minimum consistent with the basic functions and purposes of the Sheriff's Office.

12.3 Except as provided in Section 12.7, overtime pay for employees shall be calculated at one and one-half (1-1/2) times the employee's regular, straight time hourly rate for each hour or major fraction thereof, worked.

12.4 All overtime must have advance authorization of the Sheriff or his designee, except when, due to an emergency, the Sheriff's or his designee's approval cannot be obtained and it appears to the supervisor of the employee that such overtime is necessary.

12.5 An employee shall be compensated for overtime work in the following manner:

Cash payment computed at the rates established above. V12.6 Call-in: Any employee, who is called in to duty during a time when the employee is not regularly scheduled to work, shall be paid at the rate of one and one-half (1-1/2) times for each hour so spent, on duty. Overtime pursuant to this section is not subject to Section 12.1

** (PERS Rule): Employees hired after July 1, 2008: If called into work within one (1) hour before the beginning of their shift or within one (1) hour of their shift ending, it shall not be call-in and will adhere to Article 12.1 requirements for qualifying overtime.

Call-in is defined as notification, either verbal or written, to the employee that they are needed for work within 36 hours of notification. (**PERS Rule exception)

Call-in shall be a minimum of two (2) hours unless the employee's regularly scheduled workday begins within one (1) hour of the Call-in; in which case, the employee will be paid call-in for the actual time prior to the beginning of the employee's regularly scheduled shift as calculated to the nearest one-quarter (1/4) hour. (**PERS Rule exception)

If an employee is called in and then released within the two (2) hour minimum timeframe, and then called in again within the same two (2) hour timeframe, the employee is not entitled to a second minimum call-in. (For example, if an employee is called in at 0100 hours, released at 0130 hours and then called in again at 0200 hours, the employee is not entitled to another minimum two (2) hour call in). The employee shall receive the continued call-in rate for time after the initial two (2) hour timeframe, i.e. starting at 0300 hours.

Scheduled Shift: The term "scheduled shift" is defined as follows: (1) Any shift that has been listed, amended, implemented or provided notice to the effected employee in writing, including electronic format, prior to thirty-six (36) hours from the start of the first scheduled shift, or (2) any shift, after the first shift, where the employee was provided written notice,

including electronic format, with less than thirty-six (36) hours, and consists of multiple consecutive days.

12.7 Standby Time: Standby time is defined as any time other than time when the employee is actually working, which has been specifically scheduled and directed by the Sheriff or his designee during which the employee is restricted in order to be immediately available for call to duty. Standby time does not include any time where an employee carries a pager, radio, pda or cellular telephone to respond to calls when available. Employees on scheduled standby shall be compensated at the rate of one third (1/3) hour pay at the regular hourly rate for each one hour period of standby.

12.8 It is the intent of the County that all overtime worked and recorded on time cards shall be paid on the paycheck issued for the pay period during which such overtime was worked.

12.9 Employees scheduled for overtime during the same pay period (Bargaining Unit A or during the 7 day work period for Bargaining Unit B) as vacation time used may flex their regular day(s) off (or portions thereof) to cover the annual leave on an hour for hour basis. In the event an employee's annual leave accrual is 200 hours or more, the employee may not flex annual leave.

ARTICLE 13: SENIORITY

13.1 Seniority is defined as the length of continuous paid employment with the County. Seniority shall be retained, but shall not accrue, during the period of any leave without pay. This section shall refer to regular employees as heretofore defined.

13.2 Seniority by qualifications shall be a principal consideration in cases of layoffs, demotions, and recalls. The County shall give written notice thirty (30) days prior to an employee's layoff or demotion. A County wide re-employment list shall be established for employees affected by layoffs and/or demotions. Such a list shall take priority over departmental and other re-employment or employment lists in the event of rehiring. If the employee refuses an offer of re-employment in the same classification wage and hours, the employee shall be removed from the list. A regular full-time employee that has been offered a part-time position may refuse that offer and remain on the recall list. A regular full-time employee that has been offered and accepts a part-time position shall remain on the recall list for a regular full-time position as outlined in this section.

13.3 On re-employment from a layoff list, if returned within one (1) year, the employee shall be reinstated to the classification, wage hours held at the time of layoff or demotion. If conditions have so changed that it is not possible to reinstate the employee in the same classification, the employee shall be reinstated in the classification and wage that is most nearly comparable to the employee's original classification and wage as is possible under the circumstances.

13.4 Upon re-employment, the salary shall be set pursuant to the Compensation Article of this Agreement.

13.5 If a recalled employee is incapable of completing his re-employment from layoff probationary period, the County may extend said employee's probationary period or return said employee to layoff with recall rights status.

ARTICLE 14: MEDICAL EXAMINATIONS

14.1 The County agrees to provide medical examinations required by N.R.S. Chapter 616 and 617 for sworn/law enforcement personnel (Bargaining Unit A).

ARTICLE 15: COMPENSATION

15.1 The following Salary Schedules are established to Deputy Sheriff, Administrative Assistant, Animal Control Officer, Food Services and Communication Officer effective the first full pay period following July 1, 2019. See Appendix A attached hereto.

A. Salary

- FY 2020 (July 1, 2019 – June 30, 2020) Increase the current wage levels in effect on June 30, 2019 by 2.0%.
- FY 2021 (July 1, 2020 – June 30, 2021) Increase the current wage levels in effect on June 30, 2020 by 2.5%.
- FY 2022 (July 1, 2020 – June 30, 2022) Increase the current wage levels in effect on June 30, 2021 by 2.0%.

B. Merit Increase for the term of the Contract

- Employees will remain eligible to achieve levels during the term of the contract.
- Employees who receive a promotion or level increase during a contract year are ineligible to receive a merit increase in the following 12 months.
- Employees will be eligible to receive merit increases during the term of this contract of up to 2.0% per contract year. The amount of the merit increase will be based on the employee's evaluation as determined by the employee's supervisor. The amount of the merit increase will not be subject to grievance. Any merit increases will issued the first full pay period following January 1st of the contract year in question.
- Employees who disagree with their evaluation results may request their evaluation to be reconsidered by the Undersheriff or the Sheriff; the Sheriff's will have the discretion to assign the matter to himself or

the Undersheriff. The decision by the Sheriff or Undersheriff on reconsideration will be final, binding, and not subject to grievance.

- Merit increases received pursuant to this Article will be maintained when the employee receives a level increase.

- Merit increases as set out in this provision will sunset at the expiration of this contract and will be of no force or effect after June 30, 2022.

PERS: Increases in PERS contribution rates during the term of this Agreement will be paid in accordance with the requirements of NRS 286.421.

Bargaining Unit A (Sworn Peace Officers — Non-Supervisory)

Deputy Sheriff

Level 1	Entry w/o Category I or III Nevada Post:
Level 2	Probationary w/Category I or III Nevada POST Certificate or completion of probation and Category III Nevada POST Certificate:
Level 3	Category 1 Nevada POST Certificate (Basic) and Completion of probationary period as determined by the Sheriff;
Level 4	Intermediate Nevada POST Certificate plus five (5) years of continuous service as Category I; or seven (7) years of continuous service as a Category I AND three hundred (300) hours of training as approved by the Sheriff;
Level 5	Advanced Nevada POST Certificate plus six (6) years continuous service as Category I; or ten (10) years of continuous service as Category I AND five hundred (500) hours of training as approved by the Sheriff

New hires from outside the Department with Nevada Category 1 service with another Nevada law enforcement agency may satisfy the above 5 and 6 years of service requirement with an Intermediate or Advanced Nevada POST Certification and/or 7 and 10 years of service subject to being paid one level below the level the new hire is qualified for during the probationary period.

Bargaining Unit B (Non-Sworn Sheriff's Employees — Non-Supervisory)

Animal Control Officer

Level 1	Entry level or probationary
Level 2	Completion of probationary period, or one (1) year of Service as an Animal Control Officer if transferred from another Sheriff's Office classification and certification as a Nevada Veterinary Board Euthanasia Technician and fifty (50) hours of training excluding Euthanasia Technician, FTO or on the job training;
Level 3	Four (4) years of continuous service as an Animal Control Officer and an additional one hundred (100) hours of training One hundred fifty (150) total hours excluding FTO or on the job training.
Level 4	Eight (8) years of continuous service as an Animal Control Officer and an additional two hundred (200) hours of training. Three hundred and fifty (350) total hours excluding FTO or on the job training

Administrative Assistant

Level 1	Entry level or probationary;
Level 2	Completion of probationary period, or one (1) year of Service as an Administrative Assistant if transferred from another Sheriff's Office classification and fifty (50) hours of training excluding FTO or on the job training;
Level 3	Four (4) years of continuance service as an Administrative Assistant and an additional one hundred (100) hours of training. One hundred fifty (150) total hours excluding FTO or on the job training;
Level 4	Eight (8) years of continuous service as an Administrative Assistant and an additional two hundred (200) hours of training. Three hundred and fifty (350) total hours excluding FTO or on the job training.

Food Service

Level 1	Entry Level or probationary;
Level 2	Completion of probationary period, or one (1) year of Service as a Food Service Director if transferred from Another Sheriff's Office classification and fifty (50) hours of training excluding FTO or on the job training;
Level 3	Four (4) years of continuous service as a Food Service and an additional one hundred (100) hours of training. One hundred fifty (150) total hours excluding FTO or on the job training;
Level 4	Eight (8) years of continuous service as a Food Service and an additional two hundred (200) hours of training. Three hundred and fifty (350) total hours excluding FTO or on the job training.

Communication Officer

Level 1	Entry level or probationary;
Level 2	Completion of probationary period of one (1) year of Service as a Communications Officer if transferred from another Sheriff's Office classification and an Additional fifty (50) hours of training excluding FTO training;
Level 3	Three (3) years of continuous service as a Communications Officer and an additional one hundred (100) hours training. One hundred fifty (150) total hours excluding FTO;
Level 4	Six (6) years of continuous service as a Communications Officer and an additional two hundred (200) hours training. Three hundred and fifty (350) total hours excluding FTO.

Sheriff has final determination of past qualified training hours and courses. Future training hours and courses must have advance written approval by the Sheriff.

15.2 New Employees With Special Qualifications

Any new employee who at the time of employment possesses the qualifications for an advanced level shall be employed in probationary status but shall be paid at one level below qualifications during probation.

15.3 Availability of Certain Training Guaranteed

County guarantees availability of 24 hours of training per year for each category of employment, POST-certified and non-certified. Except where mandated for POST certification or continuing certification, such training shall not be mandatory and employees shall not be paid for attending such training.

15.4 Applicable Training

The training listed herein is examples of authorized training courses. Specific courses and training must be reviewed and approved in writing by the Sheriff or their designee for them to be applicable toward satisfying the education requirements of the Level increase. The Sheriff or Designee will make a reasonable effort to ensure that training is available.

COMMUNICATION OFFICER

Any Certified Course through the National Communications Institute
Any Certified Course through Power phone
Any Certified Course through APCO International
CPR Certification
Emergency Medical Dispatcher
Emergency Medical Technician I / II / P
Pre-Approved Field Training Officer /Communication Training Officer
First Aid Certification
First Responder Certification
Instructor Development
Report Writing
Sexual Harassment Training
Cultural Awareness Training
Public Relations Training
HAZMAT Training
NCIC/NCJIS
Terrorism Training
RMIN Specific Training
Domestic Violence
ICS / NIMS
Caliber Press Street Survival
Vesta System Training
Radio System Training
Suicide Intervention

Fire System Training
Dealing with Difficult People
Pre-approved Computer Training Specific to Dispatching
Pre-Approved College Courses
Stress Management Training
Blood borne Pathogens
Community Policing
Effective courtroom Testimony
Interview Techniques
Civil Liabilities
Document Identification and Deception
Post-Secondary class in Psychology
Post-Secondary class in Sociology
Post-Secondary class in Languages
Post-Secondary class in Speech
Post-Secondary class in English (above 101)

ANIMAL CONTROL

Animal Diseases/Zoonosis/Basic Clean
Animal Identification
Animal Injury Identification and First Aid
Basic Investigation
Basic Law Overview (Constitutional Law/Civil Liability)
Capture Techniques
Case Report/Evidence Collection/Citation Preparation
Crises Intervention/Officer Safety
Companion Animal Behavior
Courteous Presentation and Testimony
Ethics and Professionalism
Euthanasia Overview
Rabies/Quarantine Issues
Shelter Operations
Animal Cruelty Investigations (Companion/Exotic/Agriculture)
Blood Sports (Dog and Cock Fighting)
Crime Scene Photographs
Handling of Exotic, Wildlife and Agricultural Animals
Media Relations
Methamphetamine Identification and Animal Decontamination
Officer Safety 9Defensive Tactics (Classroom and Practical)
Public Speaking
Search and Seizure
Stress Management/Compassion Fatigue
Commercial Investigations — Pet Stores/Exhibits/Working Animals
Advances Evident Collection
Interview and Interrogation

Mass Animal Impoundment
Emergency Animal Sheltering
Animal Hoarding
Agricultural Cruelty Investigations
Breeders and Puppy Mills
Chemical Immunizations

ADMINISTRATIVE ASSISTANT

Business Etiquette Training
Communication Training
Creativity and Critical Thinking Training
Cross Cultural Communication Training
Customer Service Training
Diversity Training
Human Resources Training
Leadership Training and Management Training
Records Management Training
Evidence Room Management Training
Presentation Skills Training
Productivity Training
Time Management Training
Writing Training

FOOD SERVICES

Communication Training
Creativity and Critical Thinking Training
Cross Cultural Communication Training
Customer Service Training
Diversity Training
Leadership Training
Records Management Training
Productivity Training
Time Management Training
Writing Training

15.5 Mandatory Training

All hours physically spent in training required by the County will be paid at the employee's regular hourly rate unless Article 12 applies.

15.6 Incentive Pay

To compensate those employees that have obtained and frequently utilize specialized training/skills and those employees in specialized assignments, the County shall

compensate employees as outlined in this section. This section excludes assignments covered under 15.9 and 15.10 of this Article.

The Sheriff has final determination on what specialized training, skills and/or assignments qualify for Special Duty Incentives. The Sheriff may limit the number of individuals that qualify for specific Special Duty Incentives. The Sheriff's decision may not be appealed or arbitrated.

An inventive in the amount of $2,000 will be paid to each authorized and qualified Field Training Officer employee. Payment will be divided equally and paid bi-annually on the first full pay period in January and July.

These Special Duty Incentives may be accumulative for multiple qualifications as designated and authorized by the Sheriff for a maximum of $4,000 annually.

All accumulated incentives shall be divided equally and be paid bi-annually on the first full pay period in January and July.

Special Duty Incentives are limited to available funds budgeted by the County for such incentives.

15.7 Bilingual Special Incentives

Bilingual incentive pay is paid to employees certified by the Sheriff or Designee as proficient and bilingual in Spanish for the duration of the employee's certification. This incentive is limited to nine (9) employees agency wide. A incentive in the amount of $2,000 will be paid to each qualified employee (maximum nine (9) agency-wide). Payment will be divided equally and paid bi-annually on the first full pay period in January and July.

15.8 Physical Fitness Incentive

Bargaining Unit A employees will receive a $250.00 incentive semi-annually (June and December) for successfully completing the Nevada Physical Ability Test as established by Nevada POST and as scheduled and administered by the Lander County Sheriff or designee. Employees will be required to test prior to each semi-annual payment.

15.9 Educational Incentive

Lander County values continued training and education. The Educational Incentive is intended to encourage permanent, full-time employees to obtain college level graduate and post-graduate degrees that bear a reasonable and rational relationship to the job classification held by the employee as determined in the sole discretion of the Sheriff or Designee. Degrees subject to approval for this incentive are limited to those from a University approved study course aimed at baccalaureate or graduate level degrees. Application of this incentive and the determination of whether the University is a

properly accredited institution of higher learning are within the sole discretion of the Sheriff or Designee.

Employees who meet the criteria set forth in this section and upon approval of the Sheriff or Designee are eligible for an Educational Incentive as follows:

Employees hired prior to July 1, 2016 and that meet the criteria set forth shall be eligible beginning June 2017 for this incentive each year. The incentive will be paid annually on or before June 30 of each year.

Employees hired on or after July 1, 2016 and that meet the criteria set forth shall be eligible for this incentive on a one-time basis upon completion of probation. The incentive will be paid on or before June 30 of the year approved.

- Associate Degree: $2,000;
- Bachelor's Degree; $3,000;
- Master or Higher Degree; $4,500

This incentive pay shall not be accumulative between degree levels. Only one educational incentive may apply (highest) to each employee regardless of number of degrees.

Educational Incentives are limited to available funds budgeted by the County for such incentives.

15.10 Moving and Relocating Reimbursement

To assist newly hired uniformed employees in relocating for employment and existing uniformed employees in relocating for permanent duty assignments, the County upon written request by the employee, will provide the following incentives;

Newly hired uniformed employees required to relocate between 50 and 250 miles from their primary place of residence at the time of employment offer may be eligible for reimbursement of moving expenses up to $500.00. Newly hired employees required to relocate in excess of 250 miles from their primary place of residence at the time of employment offer may be eligible for reimbursement of moving expenses up to $1000.00.

Existing permanent, uniformed fulltime employees that are required to transfer from one permanent duty station to another and which requires a change in primary permanent residence may receive reimbursement of moving expenses up to $500.00. Voluntary transfers and requested transfers are ineligible for reimbursement.

In the event the newly hired uniformed, fulltime employee's employment is terminated for any reason within thirty-six (36) months of actual first date of employment, the reimbursement payment total shall be prorated and the remainder of the months equaling

thirty-six (36) months from the actual first date of employment. The calculated sum shall be reimbursed to the County from the employee's final paycheck.

In the event the existing permanent, uniformed fulltime employee's employment is terminated for any reason within twenty-four (24) months of relocation, the reimbursement payment total shall be prorated and the remainder of the months equaling twenty-four (24) months from the actual date of the change in permanent duty station. The calculated sum shall be reimbursed to the County from the employee's final paycheck.

In the event the existing permanent, uniformed fulltime relocated employee's permanent duty station is changed within twenty four (24) months of relocation, at the employee's request, the reimbursement payment total shall be prorated and the remainder of the months equaling twenty four (24) months from the actual date of the change in permanent duty station shall be repaid to the County in no more than six (6) equal payments. In the event the relocated employee's permanent duty station is changed by order of the Agency within twenty-four (24) months or relocation, repayment of moving expenses shall be waived.

If the employee's final paycheck is insufficient to cover the amount to be reimbursed, then the employee agrees to repay Lander County any remaining balance not later than one hundred twenty (120) calendar days after the effective date of the employee's termination.

If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgment shall also include reasonable attorney's fees and costs incurred by Lander County.

For the purpose of this section, a permanent duty station is defined as one that the employee will be stationed in and actively working for a minimum period of twenty-four (24) months.

This incentive shall not be doubled in the event two employees are married and are hired or relocated at the same time.

The Sheriff or Designee shall determine what is eligible as reimbursable expenses. The Sheriff has the final determination regarding this incentive. The Sheriff's decision is not subject to the contractual grievance and arbitration processes.
Moving and Relocating Reimbursement expenses are limited to available funds budgeted by the County for such reimbursement.

15.11 Canine Handler Stipend

The County realizes the sacrifice and commitment a canine handler accepts when assigned in a canine team. Those deputies assigned as canine handlers will receive a K-9

stipend in the amount of $3,000 annually. Payment will be divided equally and paid bi-annually on the first full pay period in January and July.
This stipend is to compensate the handler as incentive pay and for time related to the normal off duty day-to-day care of the canine.

In the event the employee becomes unable or unwilling to perform their assigned duties as a handler, the stipend will be prorated and the remaining advanced months will be reimbursed to the County within ninety (90) days.

15.12 Detective/Investigator Stipend

This stipend is to compensate the employee as incentive pay for assignment as a Detective/Investigator.

Those employees assigned to perform duties as Detectives or Investigators shall receive a flat rate stipend of $2.00 for each hour worked. This flat rate does not change based on wage or overtime rate of the employee.

The Sheriff has the sole discretion in determining what assignment qualifies for this stipend.

15.13 Repayment

For payments in this section that are paid in advance. In the event the employee's employment is ended for any reason within the advance payment time frame of incentives, the advance payment shall be prorated. The balance of the months shall be reimbursed to the County from the employee's final paycheck. If the employee's final paycheck is insufficient to cover the amount to be reimbursed, then the employee agrees to pay Lander County any remaining balance not later than 90 calendar days after the effective date of the employee's end of employment. If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgement shall also include reasonable attorney's fees and costs incurred by Lander County.

ARTICLE 16: MEDICAL PLAN

16.1

1. Employees hired prior to July 1, 2006:

Effective July 1, 2007 the County and Association agree that County contributions to the Medical Insurance Plan for full time employees hired to work 35 or more hours per week will be paid at 100% of employee only premium amount for medical plan chosen by

employee and 50% of eligible dependent coverage in same plan. Full time employees are required to pay the excess monthly premium biweekly via automatic payroll deduction.

2. Employees hired after July 1, 2006:

Effective July 1, 2007 the County and Association agree that County contributions to the Medical Insurance Plan for full time employees hired to work 35 or more hours per week will be paid at 100% of employee only premium amount for medical plan chosen by employee. Dependent coverage will be paid 100% by employee. Full time employees are required to pay the excess monthly premium biweekly via automatic payroll deduction.

3. FY 2020 – FY 2022 Insurance Benefit

Effective July 1, 2019, and continuing through the term of this Agreement, the County and Association agree that County contributions to the Medical Insurance Plan for full time employees hired to work 35 or more hours per week will be paid at 100% of employee only premium amount for medical plan chosen by employee. An employee who is eligible to purchase dependent coverage and elects to participate in dependent coverage will be required to pay the first one hundred and twenty dollars ($120.00) of the dependent coverage monthly premium. This payment will be made on a biweekly basis via automatic payroll deduction. For employee's participating in dependent coverage, the County will contribute the remaining premium amount for eligible dependents on a monthly basis.

4. Article 16.1(3) shall be effective July 1, 2019 and shall expire on June 30, 2022.

ARTICLE 17: UNIFORM ALLOWANCE

17.1 The County shall pay to every uniformed employee a uniform allowance, to be paid bi-annually during the first pay period in January and July as follows:

$650.00 - Uniformed (Bargaining Unit A)
$175.00 — Dispatcher (Bargaining Unit B)
$300.00 — Animal Control (Bargaining Unit B)

The uniform allowance payment shall be paid in a separate check and combined with all other incentive payouts in a single check.

Lander County will contribute up to a maximum of $250.00 toward the initial purchase of the initial issue bike helmet and nylon belt which initial issue shall be County property. Repair, maintenance and replacement of this equipment is solely the officer's responsibility.

To assist newly hired uniformed employees in the purchasing of required equipment and uniform items for duty, newly hired uniformed employees may, upon written request,

receive an advance payment of uniform allowance. This payment shall be up to the equivalent of one (1) year of uniform allowance. Advance payment shall be made in a separate check issued by the County on the first pay period following the newly hired employee's date of hire. Upon completion of one (1) year employment, employee will be prorated the monthly allowance on the next bi-annual payment date to coincide with current employees bi-annual schedule. Example: employee hired April 1 of current year, will be paid nine (9) months of uniform allowance on July 1 of the following year.

In the event the employee's employment is ended for any reason within the advance payment time frame of Uniform Allowance, the advance payment shall be prorated. The balance of the months shall be reimbursed to the County from the employee's final paycheck. If the employee's final paycheck is not sufficient to cover the reimbursement, then the employee agrees to repay Lander County any remaining balance not later than 90 calendar days after the effective date of the employee's end of employment. If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgement shall also include reasonable attorney's fees and costs incurred by Lander County.

17.2 The safety and security of Lander County's employees are of utmost concern. To this end, Lander County agrees to purchase or supply each Peace Officer and Animal Control Officer a custom fit bullet/stab resistant vest based on the following criteria;

a. The cost to the County for each vest will not exceed $900.00 dollars. Employees may opt to obtain a higher cost vest, but the employee must contribute the difference either directly or through payroll deduction to the County.

b. If a payroll deduction is authorized by the employee, the County will cover the upfront cost of the overage so the employee has no out of pocket expense.

c. Only one (1) vest may be purchased during each five years of continuous employment as a sworn officer with Lander County unless the previous purchased vest indicated a shorter expiration period and the employee obtained a written waiver from the Sheriff prior to purchase. Expiration period requirements are the sole responsibility of the employee prior to the purchase of the vest.

d. Any vest purchased must meet National Institute of Justice Standards for a Level IIIA vest or higher.

e. Each vest purchased in accordance with this Article shall remain the property of Lander County until the expiration of the vest regardless of any contribution to the total cost by the employee.

f. The County shall not be required under any circumstances to reimburse any employee for any portion of personal funds that the employee contributed towards the total cost of the vest.

g. Upon an employee's separation from a sworn position for whatever reason, the County will relinquish ownership of the vest to the employee and the cost of the vest will be prorated based on the vest's expiration and County's actual contribution. The prorated amount will become a debit to the County by the employee and shall be reimbursed to the County from the employee's final check.

h. If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgment shall also include reasonable attorney's fees and costs incurred by Lander County.

i. The Sheriff has the sole discretion to waive any or all the requirements and restrictions of the Article section. The Sheriff's decision is final and not subject to appeal or arbitration.

17.3 In the event the employee's final paycheck is not sufficient to cover the reimbursement, the unused months become a debit to the County and subject to the collections and garnishment process. If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgement shall also include reasonable attorney's fees and cost incurred by Lander County.

ARTICLE 18: TUITION REIMBURSEMENT

18.1 Purpose:

The Tuition Reimbursement Program is intended to encourage permanent, full-time employees to enroll in college level graduate and post-graduate courses and/or study majors that bear a reasonable and rational relationship to the job classification held by the employee at the time of such enrollment as determined in the sole discretion of the Sheriff or designee. Courses subject to approval for reimbursement are limited to those in a University approved study course aimed at matriculation of a baccalaureate or graduate level degree. Enrollment in the program and the determination of whether the University is a properly accredited institution of higher learning is within the sole discretion of the Sheriff or designee.

18.2 Eligibility:

Permanent, full-time employees in the classified service shall be considered eligible to participate in this program after completing eighteen months of satisfactory county service. Employees eligible for educational reimbursement from federal or state governments shall exhaust all such benefits before being eligible for tuition reimbursement pursuant to this program. Employees may not receive tuition reimbursement under both the Lander County Policies and Procedures and this program.

Additional eligibility requirements for participation in the Tuition Reimbursement Program include:

1. No tuition reimbursement shall be advanced. Reimbursement is contingent upon successful completion of this class as described herein;

2. No employee shall be reimbursed more than $2,000 per fiscal year or $10,000 during the employee's cumulative employment with Lander County;

3. Tuition shall be reimbursed in an amount not to exceed the per unit tuition charged by the Great Basin College System for classes comparable in content to that in which the employee has enrolled or intends to enroll. If the Great Basin College System does not offer a comparable class, then the Sheriff shall make the final determination as to whether or not reimbursement shall be provided, but in no case shall said reimbursement exceed the per unit Great Basin College tuition fee;

4. The precise amount of tuition reimbursement shall be based upon all criteria stated herein, including the grade received by the employee in the class(es) for which reimbursement is sought. If an employee receives a "B" or higher (or its numerical equivalent, then the employee shall be eligible for 100% tuition reimbursement as described above. If the employee receives a grade of "C" (or its numerical equivalent), then the employee shall be eligible for 50% tuition reimbursement as described herein. Courses in which the employee receives a grade lower than a "C" (or its numerical equivalent) will not be reimbursed;

5. Tuition reimbursement is contingent upon employee's submission to the Sheriff of official college transcripts or comparable documentation acceptable to the Sheriff, which verify the employee's grade(s).

6. An employee seeking tuition reimbursement for eligible class(es) shall submit the official transcript documentation to the Sheriff in conjunction with a Lander County provided form for said use. The Sheriff shall cause any necessary investigation to be conducted in order to verify the employee's eligibility for tuition reimbursement. The decision of the Sheriff shall be final and binding and is not subject to grievance or judicial appeal.

7. Education under this program is voluntary and is not considered hours worked and any travel expense or expense for books, etc. is not subject to reimbursement under this program.

18.3 Voluntary Resignation:

In the event that an employee voluntarily resigns from County employment one year or less from the date that the tuition reimbursement is approved by the Sheriff, then the employee's final paycheck shall reflect a deduction equivalent to the amount of tuition reimbursement paid within the previous fiscal year. If the employee's final paycheck is insufficient to cover the amount to be reimbursed, then the employee agrees to repay Lander County any remaining balance not later than 90 calendar days after the effective date of the employee's voluntary resignation. If Lander County is required to commence

litigation to recover said monies, then the employee agrees that any judgment shall also include reasonable attorney's fees and costs incurred by Lander County.

ARTICLE 19: COURT APPEARANCES

19.1 Employees subpoenaed to appear during their normal working hours, as a witness in a proceeding connected with their official duties, and who are not a party in such proceeding, shall receive their regular pay, providing that all witness fees are applied for and returned to the department. Employees shall return to work when excused.

19.2 Any employee required to appear during an off-duty period, as provided above, will be paid in accordance with Articles 12 and 15 of this agreement providing that all witness fees are applied for and returned to the department. Employees shall make every effort to keep any overtime to a minimum.

19.3 Any employee required to appear, as provided above, shall retain any mileage fee and other per diem paid in connection with such appearance, unless the employee is provided with a County vehicle to travel to and from such proceedings and/or other per diem, in which case, any such County covered expenses shall be applied for and returned to the department.

ARTICLE 20: SHIFT DIFFERENTIAL

20.1 All shift work performed between the hours of 6:00 p.m. and 6:00 a.m. shall be considered night work. Payment for night work, in addition to regular compensation, shall be made at the rate of one dollar and fifty cents ($1.50) per hour for those hours worked between 6:00 p.m. and 6:00 a.m. Employees will only receive shift differential pay for hours actually worked during the shift differential period.

20.2 It is the intent of the County that the shift-differential premium shall be paid in and for the same pay period in which it is worked.

ARTICLE 21: DUES DEDUCTION

21.1 The County shall deduct dues from the salaries of Association members and pay over to the proper officers of the Association, the money so collected. Provided, however, that no deductions shall be made except in accordance with a deduction authorization form, individually and voluntarily executed by the employee for whom the deduction is made. The deduction authorization form shall specify any Association restrictions on the employee's right to terminate his/her dues deduction authorization.

21.2 The Association shall indemnify and hold the County harmless against any and all claims, demands, suits and other forms of liability which shall arise out of or by reason of action taken or not taken by the County at the request of the Association under the provisions of Section 21.1, above.

21.3 The Association 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, thirty (30) days prior to the effective date of such change.

21.4 The County will continue to honor existing dues deduction authorizations currently on file.

ARTICLE 22: USE OF COUNTY FACILITIES

22.1 The County recognizes the necessity of the Association to hold Association meetings. It is mutually agreed, that upon request to the party under whose control the facilities are placed, the Association shall be permitted to meet in County facilities or buildings if such facilities or buildings are available, under the following conditions:

A. Any such meeting held in or on County property shall be without cost to the Association.

B. No such meeting shall be allowed to interfere with normal County activities.

C. This provision is not a guarantee to the Association that County facilities or buildings will be available to it at any specific time, and such meetings will be scheduled at the convenience of the County, except that the County will not deny access to facilities or buildings merely for the purpose of harassment of the Association.

ARTICLE 23: REMOTE DEPUTY PAY

23.1 In consideration for being permanently stationed in the remote areas of Austin and Kingston, permanent fulltime employees shall receive a incentive. An incentive in the amount of six thousand dollars ($6,000) will be paid to each authorized and qualified employee. Payment will be divided equally and paid bi-annually on the first full pay period in January and July.

For the purpose of this section, a permanent duty station is defined as one that the employee will be stationed in and actively working for a minimum period of twelve (12) months.

In the event an employee's permanent duty station is changed in the six (6) month period after payment of this incentive, the incentive payment total shall be prorated and the remainder of the months equaling six (6) months from the actual date of payment shall be repaid to the County in no more than six (6) equal payments. In the event the employee's permanent duty station is changed by the Agency, this repayment provision may be waived by the Sheriff.

If Lander County is required to commence litigation to recover said monies, then the employee agrees that any judgment shall also include reasonable attorney's fees and costs incurred by Lander County.

ARTICLE 24: AMENDING PROCEDURE

24.1 If either party desires to modify or change this Agreement, it shall, not later than February 1 of any year, give written notice to the other party of amendment, except that no amendments or modifications to this Agreement shall be made except by mutual agreement of the parties or through the provision of Article 27 herein (Savings Clause). Any amendment, whether a proposed amendment or an alternative to a proposed amendment that may be mutually agreed upon or awarded pursuant to the provision of Chapter 288 of the N.R.S., shall become and be part of this Agreement. Any amendments that may be agreed upon or awarded shall become and be part of this Agreement without modifying or changing any of the other terms of this Agreement.

ARTICLE 25: DISCHARGE AND DISCIPLINARY ACTION

25.1 The right to maintain discipline and efficiency of employees is vested exclusively in the County. All disciplinary action or measures taken by the County shall be for just cause and may include the following: oral reprimand, written reprimand, suspension with pay, suspension without pay, involuntary demotion or discharge. Only suspensions without pay, exceeding three (3) days, involuntary demotion or discharge may be grieved to step (4) (arbitration). Grievances do not postpone disciplinary action.

25.2 The County shall have the right to discharge or discipline any employee for cause, but in determining discipline, the County shall not transfer or reassign any employee for disciplinary purposes. The term cause shall include, but not be limited to the following: willfully falsifying or withholding material information on personnel questionnaires, personnel records, employment applications, time cards, or any other records or reports; recording on another employees time card; failure to properly record time; performance of work below required standards; failure to perform assigned duties; negligence in the performance of duties likely to cause or actually causing personal injury or property damage; fighting or attempting injury to another employee; insubordination; dishonesty; theft; destroying or willfully damaging the property of another employee or the County; acceptance of a bribe from citizens, vendors, suppliers or others; misuse of County funds; the use or being under the influence of drugs or alcoholic beverages, on the job, during working hours; unsatisfactorily explained absences; unauthorized absence without proper notice; abuse of sick leave; malicious communication with false or defamatory oral or written statements directed against a fellow employee, the County or management or the County Commission; sleeping on the job, or failure to comply with County safety rules; loss or suspension of license or certification that are a condition of employment; violation of rules and regulations or general orders issued by the Sheriff.

25.3 As determined by the County, the level of severity of the discipline is dependent on the nature of the act and circumstances. When a complaint against an employee does not warrant discharge, the disciplinary action will be based on the severity of the complaint and take the form of: (1) oral reprimand; (2) written reprimand; (3) suspension with pay; (4) suspension without pay; or (5) involuntary demotion. One or more of actions 1 through 5 may occur prior to discharge. The County shall notify the Association within

ten (10) working days after the issuance of a written reprimand, however, this notification shall not extend the time for filing a grievance.

25.4 The County shall notify the Association of its intent to demote or suspend an employee without pay. When demotion or suspension without pay is contemplated, the last phase of the investigation process shall be a meeting where the employee and the Association Representative are informed of the allegations and given the opportunity to respond. The discipline may be postponed to allow for consideration of evidence the employee produced or further investigation of the employee's response.

25.5 The County may not discharge employees covered by this contract for cause without first giving the employee and the Association written notice prior to the action being taken unless section 25.14 applies.

The written notice shall include the following:

1. A statement that discharge is proposed and the specific charges.

2. Copies of any material or documents upon which the proposed action is based.

3. A statement that the employee has a right to meet with the County to discuss the proposed action.

4. The date, time and location of the pre-termination meeting. The employee and Association representative shall meet with the County to review the charges and be given an opportunity to state their position as to whether there are true and reasonable grounds for the proposed action. The discipline may be postponed to allow for consideration of evidence the employee produced or further investigation of the employee's response. Failure of the employee to attend these scheduled pre-termination meeting constitutes a waiver of the pre-termination meeting.

25.6 In cases of contemplated discharge, demotion, suspension or other disciplinary action for misconduct which presents possible harm to persons or property or pending criminal charges which adversely and directly affect the County or substantially disrupt County operation, the County may immediately place the employee on Administrative leave with pay upon giving the appropriate notice as outlined in Sections 26.4 and 26.5.

25.7 Any record of disciplinary action, excluding oral warnings and reprimands, in order to remain effective, must be placed in the employees official personnel file.

25.8 Any record of discipline not previously provided to the employee will not be used as a basis for subsequent progressive discipline.

25.9 Involuntary demotions shall be limited to instances of documented substandard performance during and after completion of the probationary period.

25.10 Any time limits may be extended by written mutual agreement of the Association and the County.

25.11 For the purposes of this Article, County includes the County Executive Director, Sheriff or designee and County Commissioners.

25.12 Probationary employees are not covered by this article.

25.13 The County will follow the procedures required by Nevada Revised Statutes Chapter 289 (Peace Officers Bill of Rights) where appropriate.

25.14 An employee is considered to have resigned without notice and abandoned their position if they;

A. Fail to report for scheduled duty for three consecutive work periods.

B. Fail to notify the Sheriff or Designee.

The County shall make a reasonable effort to contact the employee by phone at the employee's contact number provided to the Sheriff's Office personnel clerk.

In the event of job abandonment, the Sheriff will send a certified letter to the last known address of the employee giving notice of their employment termination with the County. The notice will contain the dates the employee failed to report for duty and the date and time of the attempted contact by the County.

The employee's permanent personnel file will indicate the reason for termination as "Resignation without Notice — Job Abandonment".

Nothing in this section shall restrict the County from taking disciplinary action with an employee in accordance with this Agreement and Sheriffs Office Policy.

25.15 Maintenance of Disciplinary Action

A. Oral Reprimand, Written Reprimand and suspension Without Pay of three (3) days or less:

An employee who has received a violation that resulted in an Oral Reprimand, Written Reprimand or a Suspension Without Pay of three (3) days or less shall request from the Sheriff or Designee, after twelve (12) months from the date of occurrence of the violation, an acknowledgment that the behavior has been corrected or that no other violations of similar nature have occurred. The response shall be in writing and attached to the original violation.

B. Suspension Without Pay of more than three (3) days:

An employee who has received a violation that resulted in a Suspension Without Pay of more than three (3) days shall request from the Sheriff or Designee, after

twenty-four (24) months from the date of the occurrence of the violation, an acknowledgment that the behavior has been corrected or that no other violations of similar nature have occurred. The response shall be in writing and attached to the original violation.

ARTICLE 26: GRIEVANCE PROCEDURE

26.1 Definition

A grievance is a dispute or disagreement between an employee, a group of employees, or the Association and the County which involves the interpretation or application of any provision of the Agreement.

The term "days" when used in this Article 26 shall, except where otherwise indicated, means working days rather than calendar days. For the purposes of this Article, "working days" are defined as Monday through Friday excluding contractual Holidays.

Both parties agree that these proceedings shall be kept confidential.

All hearing held by the arbitrator shall be closed sessions and no news releases shall be released during sessions without mutual written consent.

Probationary employees are not covered under this Article.

26.2 Time Limits

The parties agree that the time limitations defined in this Article of the Agreement shall be adhered to. A violation of prescribed time limitation of this Article of the Agreement by the Association means the grievance is forfeited by the Association. A violation of a prescribed time limitation of this Article of the Agreement by the County shall cause that, in the event of arbitration, the arbitrator will be directed to consider such failure and apply the appropriate weight in rendering a decision. The parties to this Agreement may grant an extension to the requesting party. Said extension request shall be in written form and approved in writing by the party receiving said request. A request for extension shall include the length of extension being requested.

26.3 Procedures for Filing

All grievances will be processed in the following manner:

Step 1 Within five (5) working days of the event giving rise to a grievance or knowledge thereof, the grieved employee will verbally or in writing, request a hearing/meeting to present the grievance to the Sheriff or Designee for review. In any event the hearing/meeting shall be within twenty one (21) days of the request.

The grieved employee may request representation by a steward or business representative at this hearing/meeting. The Sheriff or Designee shall, within five (5) working days of hearing said grievance, render a verbal or written decision to the grievant.

Step 2 Should the grievant be dissatisfied with the Sheriff or Designee's Step One (1) response, the grievance shall be reduced to written form, and presented to the Sheriff for formal disposition. The grievance shall be advanced to Step Two (2) within five (5) working days of the Sheriffs or Designee's Step One (1) response or lack of response. The grievance shall be signed by the grieved employee, the employee's steward, or business representative. The Sheriff shall render a written response to the grievance within five (5) working days of receiving the formal grievance.

Step 3 Should the grievant be dissatisfied with the Step Two (2) formal response of the Sheriff, the grievance shall be forwarded, in writing, within ten (10) working days of the Step Two (2) response to the County Commissioners or their designated representative, by the grieved employee or the Associations designated representative. A copy of the Step 3 grievance shall be delivered to the Sheriff or his/her Designee by the grieved employee or their representative within 24 hours of delivery to the County Commissioners or their designated representative. The County Commissioners or their designated representative shall respond in writing to the grievance within fifteen (15) working days of the date said County representative received the grievance. For the purpose of this Step of the grievance procedure, the County will keep the Association notified in writing of its designated representative.

Step 4 The Association may request arbitration of an unresolved grievance. The Association shall notify the County in writing of such intent within ten (10) working days of receipt of the Step Three (3) written response. A copy of the Step 3 grievance shall be delivered to the Sheriff or his/her Designee by the grieved employee or their representative within 24 hours of delivery to the County Commissioners or their designated representative. The parties shall attempt to reach an agreement on an arbitrator. In the event the parties fail to reach agreement, the parties or Association shall request from the Federal Mediation and Conciliation Services a list of seven (7) arbitrators. Upon receipt of said list, the parties shall alternately strike names until one name remains to serve as arbitrator. The Association shall strike the first name from the list.

26.4 Arbitrator's Authority

The decision of the Arbitrator shall be final and binding. The Arbitrator shall not add to, subtract from, or modify any of the terms of this Agreement, or any supplementary Agreement. The award of the Arbitrator shall be based exclusively on the evidence presented at the hearing.

26.5 Expenses

The fees of the Arbitrator shall be borne equally by the parties. Should either party request the services of a court reporter, that party shall be responsible for all associated costs and shall provide a copy of said transcript to the other party. Each party shall be responsible for its own legal, witness, and/or preparation fees. The Arbitrator shall not order a court reporter.

26.6 Compliance

The parties agree to respond to the Arbitrator's decision within five (5) working days of receipt of said decision. The Arbitrator shall endeavor to render a discharge related decision within fourteen (14) calendar days of the hearing, all other decisions within thirty (30) calendar days.

26.7 Exclusive Remedy

The sole remedy available for any alleged breach of this contract or an alleged violation of rights hereunder granted shall be pursuant to the foregoing grievance procedure prior to taking any other action.

ARTICLE 27: SAVINGS CLAUSE

27.1 In the event that any provision of this Agreement is rendered invalid by any court of competent jurisdiction, such action shall not invalidate the entire Agreement. It is the express intention of the County and the Association that all other provisions not rendered invalid shall remain in full force and effect, and that the parties shall enter into negotiations to bring the invalid section or sections into compliance.

27.2 This Article does not preclude informal discussion between the parties of any matter which is not subject to negotiations or contract. Any such informal discussion is exempt from all requirement of notice or time schedule.

ARTICLE 28: WARRANT OF AUTHORITY

28.1 The County and the Association hereby warrant and guarantee that they have the authority to act for, bind, and bargain on behalf of each entity which they represent, during the term of this Agreement.

ARTICLE 29: EFFECTIVE DATE AND DURATION

29.1 This Agreement shall be in full force and effect from July 1, 2019 to June 30, 2022.

29.2 The County may reopen this agreement during its term to address a "fiscal emergency" in accordance with the requirements of NRS 288.150(4)

ARTICLE 30: DRUG & ALCOHOL TESTING POLICY

30.1 Alcohol and Drug Testing will be conducted in accordance Lander County Sheriff's Office Policy.

IN WITNESS WHEREOF, the County and the Association have caused these presents to be duly executed by their authorized representatives this _____ day of _____, 2019

LANDER COUNTY BOARD OF COMMISSIONERS

Patsy Waits, Commissioner / Chair

Kathleen Ancho, Commissioner

Art Clark III, Commissioner

Bryan Sparks, Commissioner

Judie Allan, Commissioner

LANDER COUNTY LAW ENFORCEMENT EMPLOYEES ASSOCIATION

Steven Smith, President

Alex Rangel, Vice President

Stephen Priest, Member

LANDER COUNTY SHERIFF

Ron Unger, Sheriff

OPERATING ENGINEERS, LOCAL 3 of the International Union of Operating Engineers AFL-CIO

Russ Burns, Business Manager

Jim Sullivan, Recording Corresponding Secretary

Tim Neep, Director, Public Employees Division

Phillip Herring, Business Agent

APPENDIX A

POSITION	2% Jul-19 CPI	2½% Jul-20 CPI	2% Jul-21 CPI
Administrative Assistant 1	19.86	20.36	20.76
Administrative Assistant 2	20.86	21.38	21.81
Administrative Assistant 3	21.92	22.47	22.92
Administrative Assistant 4	23.44	24.03	24.51

POSITION	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Animal Control Officer 1	19.41	19.90	20.29
Animal Control Officer 2	20.38	20.89	21.31
Animal Control Officer 3	21.40	21.93	22.37
Animal Control Officer 4	22.90	23.47	23.94

POSITION	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Communication Officer 1	19.86	20.36	20.76
Communication Officer 2	20.86	21.38	21.81
Communication Officer 3	21.92	22.47	22.92
Communication Officer 4	23.44	24.03	24.51

POSITION	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Deputy Sheriff 1	21.66	22.21	22.65
Deputy Sheriff 2	26.86	27.53	28.08
Deputy Sheriff 3	28.18	28.89	29.46
Deputy Sheriff 4	29.61	30.35	30.96
Deputy Sheriff 5	31.69	32.48	33.13

POSITION	Jul-19 CPI	Jul-20 CPI	Jul-21 CPI
Food Service 1	19.41	19.90	20.29
Food Service 2	20.38	20.89	21.31
Food Service 3	21.40	21.93	22.37
Food Service 4	22.90	23.47	23.94

Lander County Commissioners Meeting

Agenda Item Number _4_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Discussion and possible action to approve/disapprove the temporary road closure permit for the Annual 4th of July Parade hosted by the VFW Post 9165, starting on Forest Street then heading west on Front Street, turning south on Broad Street, and ending at the Elquist Park, and all other matters properly related thereto.

Public Comment:

Background: Annual Request

Recommended action:

AGENDA REQUEST FORM

COMMISSIONER MEETING DATE: 6/27/19

NAME Stephen Priest REPRESENTING: VFW 9165

ADDRESS: 940 Sheep Creek, Battle Mt, NV 89820

PHONE(H): 775-354-3524 (W): _____ (FAX): _____

WHICH NUMBER SHOULD WE CALL DURING NORMAL BUSINESS HOURS: Home/cell

WHO WILL BE ATTENDING THE MEETING Stephen Priest / Steve Burkhart

JOB TITLE Sr Vice Commander / Commander

SPECIFIC REQUEST TO BE PLACED ON THE AGENDA: To close SR 304/305 from Eastown to the Civic Center for 4th of July Parade.

BACKGROUND INFORMATION Annual Request

WHAT ACTION WOULD YOU LIKE THE BOARD TO TAKE TO RESOLVE THIS ISSUE? Signature of approval

ARE THERE ANY COSTS ASSOCIATED WITH YOUR REQUEST: YES ___ NO X

AMOUNT: _____

HAS THIS ISSUE BEEN DISCUSSED AT A PRIOR COMMISSION MEETING? YES X NO ___

WHEN? 2018

HAS THIS ISSUE BEEN REVIEWED AND APPROVED BY AFFECTED DEPT HEADS YES ___ NO X

ALL BACKUP MATERIAL MUST BE PROVIDED WITH AGENDA REQUEST – NOT AT THE MEETING,

IS ALL THE BACKUP MATERIAL ATTACHED TO THIS AGENDA REQUEST? YES X NO ___

IF THE ITEM IS A CONTRACT AND/OR AGREEMENT, OR REQUIRES LEGAL REVIEW, IT MUST BE REVIEWED BY THE DISTRICT ATTORNEY'S OFFICE PRIOR TO AGENDA SETTING OR IT WILL NOT GO ON THE AGENDA.
HAS THE DISTRICT ATTORNEY'S OFFICE PROVIDED THE REQUIRED REVIEW? YES ___ NO X

THE COMMISSIONERS RESERVE THE RIGHT TO REJECT OR RECOMMEND TABLING ALL AGENDA REQUESTS FOR INSUFFICIENT INFORMATION.

ALL INFORMATION STATED IS CORRECT AND TRUE TO MY KNOWLEDGE.

DATE 6/13/19

BOARD MEETS THE 2ND AND 4TH THURSDAY OF EACH MONTH
COMMISSION FAX (775) 635-5332

AGENCIES CHECKOFF AND NOTIFICATION LIST FOR
TEMPORARY RIGHT-OF-WAY OCCUPANCY PERMIT APPLICATION

Applicant VFW 9165 Milepost No. 6.7 + 88
Date of Application _____ District Permit No. _____

	SIGNATURE	DATE
• LANDER COUNTY COMMISSIONERS	_____	_____
• LANDER COUNTY SHERIFF	Ron Unger	6-11-19
• NEVADA HIGHWAY PATROL	_____	6-13-19
• LANDER COUNTY FIRE DEPARTMENT	Ron Unger	6-11-19

The PERMIT APPLICANT, in addition to obtainingthe above required signatures, must obtain any and all other permits required by State Law or local ordinance.

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TEMPORARY

Milepost _____ District ____
District Permit No.: _____
Applicant: _____
Type of Activity: _____

FOR DEPARTMENT USE ONLY

APPLICATION AND PERMIT FOR TEMPORARY OCCUPANCY OF
NEVADA DEPARTMENT OF TRANSPORTATION RIGHT-OF-WAY
(Under the provisions of NRS 408.423 and 408.210)

1. Location where event and/or occupancy is proposed:

SR 308 / SR 305 — Local name of highway
Forest & 7th Ave — Street address or nearest cross street

between Milepost 6.7 — and Milepost

2. Describe in detail the event, number of participants, proposed route, scheduled dates and time of event. Attach plans and/or drawings of proposed route.

VFW 4th of July Parade. Starting 1000 @ Ethaverry's Foodtown. ending @ civic center 625 Broad street

EVENT DATES: 7/4/2019

3. **SPECIFIC TERMS AND CONDITIONS APPURTENANT TO THIS PERMIT ARE LISTED ON PAGE 2.**

4. THE PERMIT SHALL BE SIGNED AND RETURNED TO THE DISTRICT OFFICE.

Stephen Priest
Name of PERMITTEE

Signature of PERMITTEE or Authorized Agent

143 W 3rd
Address

sr Vice Commander — 775-354-3526
Title — *Telephone/Fax*

Battle Mt
City, State, Zip

6/13/19
Date of Application

NDOT
035 003
Rev. 10/03

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District Permit No.: _____ **ADDITIONAL TERMS AND CONDITIONS**

1. The permit shall be signed by **PERMITTEE** on Page 1 and returned to the District Office. The permit shall not be valid until the **SIGNED** original permit has been received by the District Office.

2. This temporary permit expires upon completion of the event.

3. The temporary Right-of-Way Occupancy Permit, or a conformed copy, shall be kept at the site of the event and must be shown to any representative of the Department of Transportation or any law enforcement officer on demand. **THE EVENT SHALL BE SUSPENED IF THE PRMIT IS NOT AT THE SITE AS PROVIDED.**

4. The **PERMITTEE**, in addition to obtaining the temporary Right-of-Way Occupancy Permit, must also obtain any and all other permits required by State law or local ordinances.

5. The **PERMITTEE** agrees to indemnify and save harmless the State of Nevada and its officers, agents and employees against any and all liability, loss, damage, cost and expense which it or they may incur, suffer, or be required to pay by reason of death, disease, or bodily injury to any person or persons, or injury to, destruction of, or loss of use of any property including property belonging to the State of Nevada, arising out of or incident to activities contemplated by this permit and proximately caused, in whole or in part, by any act or omission of the **PERMITTEE**, or its contractors, agents or the employees of any one or all of them **OR BY THE OFFICERS, AGENTS OR EMPLOYEES OF THE STATE OF NEVADA**, unless it is established by the **PERMITTEE** that the proximate cause was the willful misconduct or gross negligence of the officers, agents or employees of the State of Nevada.

6. **<u>This application must have the following signatures of approval before being processed by the District Office:</u>**

Nevada Highway Patrol	Sheriff/Police
By: _____	By: _____
Date: _____	Date: _____
Special Conditions/Requirements or other comments (i.e., escorts, traffic control, contact area supervisor, or N/A):	**Special Conditions/Requirements or other comments (i.e., escorts, traffic control, contact area supervisor, or N/A):**
_____	_____
_____	_____
_____	_____
_____	_____

Reviewed by: _____
District Traffic Office

This temporary Right-of-Way Occupancy permit is granted to the PERMITTEE in accordance with the provisions of Chapter 408 NRS and subject to the terms and conditions stipulated to perform the work described.

Dated this _____ day of _____, 20_____

STATE OF NEVADA, DEPARTMENT OF TRANSPORTATION

By _____
Director or District Engineer

NDOT
035 003
Rev. 10/03

c. During any clearing, grubbing, grading, or blasting in proximity to Railroad which, in the opinion of Railroad's representative, may endanger Railroad facilities or operations.

d. During any operations when, in the opinion of Railroad's representative, Railroad facilities, including, but not limited to, tracks, buildings, signals, wire lines or pipe lines, may be endangered.

(d) Work by Railroad Company. The Railroad will rearrange its telephone, telegraph and signal lines and appurtenances, and will make all track changes and will perform any other work in connection there with.

Any work by Railroad will be done by its own forces and is not a part of the work under this contract.

(e) Legal Relations. The provisions of this subsection, "Relations with Railroads," and the provisions of the following subsection, "Railroad Protective Insurance," shall inure directly to the benefit of the Railroad.

(f) Agreement. The Contractor is responsible for obtaining, completing and submitting the "APPLICATION FOR RIGHT OF ENTRY" which is available on the Internet at www.uprr.com. This application, along with an application fee and certificates of insurance, must be completed and submitted as soon as possible to the UPRR (Union Pacific Railroad Company) representative listed in the Special Provisions. Once received by UPRR it will be processed and a "CONTRACTORS RIGHT OF ENTRY AGREEMENT" will be prepared by UPRR and mailed back to the Contractor. The Contractor must sign this agreement and return it, along with a check (if required) to cover the Railroad's administrative fee, to UPRR for final execution. Only after the Contractor has received the fully executed "CONTRACTORS RIGHT OF ENTRY AGREEMENT" will he be allowed to begin work within the Railroad right-of-way. As this process can take up to 8 weeks, the Contractor must submit the application to UPRR as soon as possible.

107.09 Liability Insurance. (a) Insurance Requirements for Contractors. Do not commence any work or allow any subcontractor to commence any work under this contract until obtaining all insurance and bonds as required. Maintain for the duration of the contract, insurance against claims for injuries to persons or damages to property which may arise from or in connection with the performance of the work hereunder by the Contractor, his agents, representatives, employees, or subcontractors.

Consider full compensation for the cost of premiums on the insurance described herein as included in the prices paid for the various items of work to be performed under the contract, and no additional allowance will be made therefore or for additional premiums which may be required by extensions of the policies of insurance.

1. Minimum Scope of Insurance. Obtain and maintain in force for the full period of this contract:

a. Worker's Compensation Insurance.

b. Insurance Services Office Commercial General Liability Insurance Form or its equivalent.

c. Auto Liability Insurance, code 1, "any auto."

d. Excess Liability Insurance (Umbrella Form or Following Form Excess where necessary to meet the required minimum amounts of coverage).

e. Whenever construction operations covered under said contract are to be performed upon or in proximity to railroad property, provide public liability and property damage insurance for limits of coverage not less than required by the railroad.

2. Minimum Limits of Insurance. Maintain limits no less than:

a. Commercial General Liability. $1,000,000.00 per occurrence and $2,000,000.00 annual aggregate for bodily injury, property damage, including but not limited to personal injury, sickness, disease or death or damage to or destruction of the property of persons arising directly or indirectly out of or in connection with the performance of work under this contract.

b. Automobile Liability. $1,000,000.00 combined single limit per accident for bodily injury and property damage.

c. Worker's Compensation Insurance. Obtain worker's compensation insurance according to NRS Chapters 616 and 617 for employees engaged on or at the site of the project.

In the event any class of employee engaged in any work under this contract or at the site of the project is not protected under the State of Nevada Industrial Insurance Act, then provide and cause each subcontractor to provide adequate insurance coverage in a form and by an insurance carrier satisfactory to the State of Nevada for the protection of such employees. The insurance company shall agree to waive all rights of subrogation against the State of Nevada, its elected or appointed officers, officials, agents and employees for losses paid under the terms of this policy which arise from work performed by the named insured for the State of Nevada.

3. Deductibles and Self-Insured Retentions. Declare any deductibles or self-insured retentions to and receive approval by the State of Nevada. At the option of the State, either: the insurer shall reduce or eliminate such deductibles or self-insured retentions as respects the State of Nevada, Department of Transportation, its officers, officials and employees; or the Contractor shall procure a bond guaranteeing payment of losses and related investigation, claims administration and defense expenses.

4. Other Insurance Provisions. The policies are to contain or be endorsed to contain, the following provisions:

a. General Liability and Automobile Liability Coverages:

(1) The Nevada Department of Transportation, its officers, officials, employees, consultants, and volunteers are to be covered as additional insured's as respects: liability arising out of activities performed by or on behalf of the Contractor; products and completed operations of the Contractor; premises owned, leased or used by the Contractor; or automobiles owned, leased, hired or borrowed by the Contractor. The coverage shall contain no special limitations on the scope of protection afforded to the Nevada Department of Transportation, its officers, officials, employees, consultants, or volunteers.

(2) The Contractor's insurance coverage shall be primary insurance as respects the Agency, its officers, officials, employees and volunteers. Any insurance or self-insurance maintained by the Nevada Department of Transportation, its officers, officials, employees, or volunteers shall be excess of the Contractor's insurance and shall not contribute with it.

(3) Any failure to comply with reporting provisions of the policies shall not affect coverage provided to the Nevada Department of Transportation, its officers, officials, employees, or volunteers.

(4) The Contractor's insurance shall apply separately to each insured against whom claim is made or suit is brought, except with respect to the limits of the insurer's liability.

(5) The insurance companies shall immediately notify the Nevada Department of Transportation if, at any time during the term of the contract, the limits of the General Liability, or Excess Liability, including Aggregate Limits, as described on the certificates, have been impaired by more than 10% of the limits indicated for each policy.

(6) The insurance companies that provide Commercial General Liability coverage and/or Automobile Liability coverage shall waive their rights of subrogation against the additional insured.

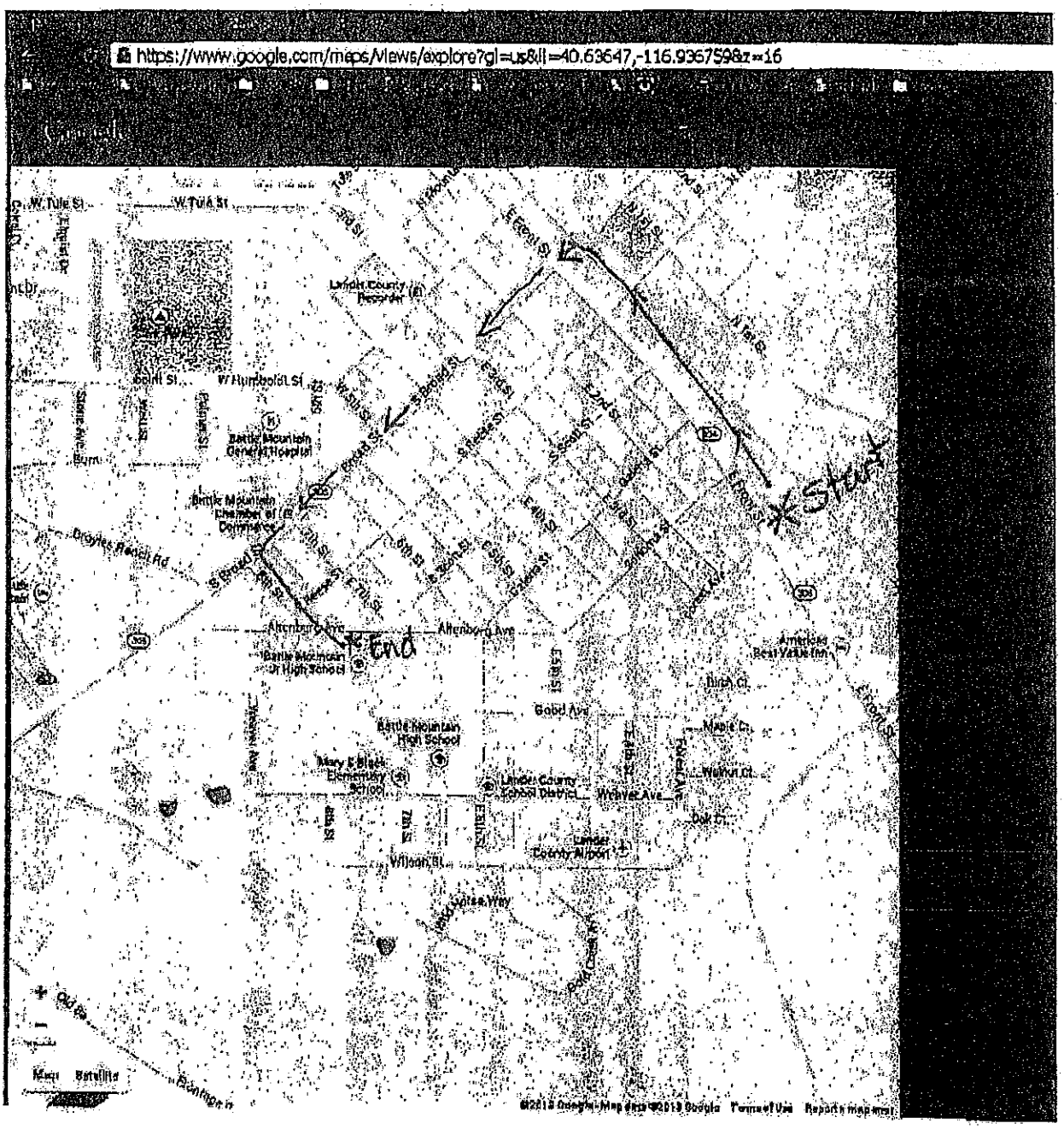
b. All Coverages:

(1) Each insurance policy required by this clause shall be endorsed to state that coverage shall not be suspended, voided, canceled by either party, reduced in coverage or in limits except after 30 days prior notice given to the State of Nevada, Department of Transportation.

(2) Nothing contained in these insurance requirements is to be construed as limiting the extent of the Contractor's total responsibility for payment of claims arising in whole or in part from the actions of a third party when such actions might be taken as a result of the Contractor's operations under this contract.

(3) The Nevada Department of Transportation is not liable for the payment of any deductibles or assessments on any insurance policies purchased by the Contractor.

5. Acceptability of Insurers. Insurance is to be placed with insurers with a rating from the current issue of Best's Key Rating Guide of no less than A–:VII. The carrier shall have a home office in the United States. Lloyd's of London is the sole exception to the requirements of Best's Rating, financial size and home office location.


https://www.google.com/maps/views/explore?gl=us&ll=40.63647,-116.936759&z=16
W Tule St
W Humboldt St
Lander County Recorder
Battle Mountain General Hospital
Battle Mountain Chamber of Commerce
Broyles Ranch Rd
S Broad St
Altenburg Ave
Battle Mountain Jr High School
Battle Mountain High School
Mary E Black Elementary School
Lander County School District
Lander County Airport
Good Ave
Webver Ave
Wilson St
Birch Ct
Maple Ct
Walnut Ct
Oak Ct
Forest Ave
E Front St
Start
End
Map
Satellite

623-8038

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 06/12/2019

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER	CONTACT NAME: Jodi Moore	
Jodene Moore(6703390) 175 S Scott St Battle Mountain NV 89820-2039	PHONE (A/C, NO, EXT): 775-635-2426	FAX (A/C, NO): 775-635-5682
	E-MAIL ADDRESS: jmoore8@farmersagent.com	

INSURED	INSURER(S) AFFORDING COVERAGE	NAIC #
VFW Gary Cole Post 9165 PO BOX 1254 BATTLE MOUNTAIN NV 89820	INSURER A: Illinois Union Ins. Co/ Gateway ins.	
	INSURER B:	
	INSURER C:	
	INSURER D:	
	INSURER E:	
	INSURER F:	

COVERAGES CERTIFICATE NUMBER: REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAME ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDTL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	COMMERCIAL GENERAL LIABILITY CLAIMS-MADE [ ] OCCUR [X] GEN'L AGGREGATE LIMIT APPLIES PER: POLICY [X] PROJECT [ ] LOC [ ] OTHER:			CLBNVF138680374-002	03/12/2019	03/12/2020	EACH OCCURRENCE	$ 1,000,000
							DAMAGE TO RENTED PREMISES (Ea Occurrence)	$ 100,000
							MED EXP (Any one person)	$ 5,000
							PERSONAL & ADV INJURY	$ 1,000,000
							GENERAL AGGREGATE	$ 2,000,000
							PRODUCTS - COMP/OP AGG	$ 2,000,000
								$
	AUTOMOBILE LIABILITY ANY AUTO OWNED AUTOS ONLY [ ] SCHEDULED AUTOS HIRED AUTOS ONLY [ ] NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident)	$
							BODILY INJURY (Per person)	$
							BODILY INJURY (Per accident)	$
							PROPERTY DAMAGE (Per accident)	$
								$
	UMBRELLA LIAB [ ] OCCUR EXCESS LIAB [ ] CLAIMS-MADE DED [ ] RETENTION $						EACH OCCURRENCE	$
							AGGREGATE	$
								$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/ EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) Y/N [ ] If yes, describe under DESCRIPTION OF OPERATIONS below	N/A					PER STATUTE [ ] OTHER	$
							E.L. EACH ACCIDENT	$
							E.L. DISEASE - EA EMPLOYEE	$
							E.L. DISEASE - POLICY LIMIT	$

DESCRIPTION OF OPERATIONS/LOCATIONS/VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

4TH Of JULY PARADE

CERTIFICATE HOLDER

LANDER COUNTY
50 STATE ROUTE 305
BATTLE MOUNTAIN, NV 89820

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

Jodene Moore

ACORD 25 (2016/03)

31-1769 11-15

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Lander County Commissioners Meeting

Agenda Item Number _5_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:

Discussion and possible action regarding appointment to the Lander County Livestock Events Center Advisory Board, which currently has five (5) openings, and to set the terms of the length of the appointment:

a) Deborah Piazza;
b) Adam McKenny;
c) Clayton Slater;

and all other matters properly related thereto.

Public Comment:

Background:

Recommended action:

May 28, 2019

To whom it may concern,

I would like to join the Battle Mountain Livestock Advisory Board. I would like to be involved in bringing events and opportunities to the Livestock Event Center that would entertain and benefit the Battle Mountain community. I have ideas and suggestions that would possibly serve our community and better utilize the Event Center. As I am very enthusiastic about utilizing the Event Center, I hope you will consider me as a choice for the Battle Mountain Livestock Advisory.

Thank you for your consideration,

Deb Piazza

Deborah (Deb) Piazza
4855 Rock Creek Road
P.O. Box 128
Battle Mountain, NV 89820
775-455-7722

RECEIVED
MAY 28 2019
LANDER COUNTY CLERK

Lander County Commissioners Meeting

Agenda Item Number _6_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:

Discussion and possible action to appoint or reappoint two (2) individuals to serve on the Lander County Economic Development Authority (LEDA) Board of Directors from July 1, 2019 through June 30, 2021 which currently has five (5) openings; two year terms, and to consider all of the following applicant to include:

a) Paula Tomera – currently sitting on the board;
b) Jon Sherve – currently sitting on the board;

and all other matters properly related thereto.

Public Comment:

Background:

Recommended action:

Paula Tomera

3835 Old 8 A Highway

Battle Mountain, NV. 89820

May 1, 2019

Lander County Board of Commissioners

Attn. Lander County Clerk

50 State Highway 305

Battle Mountain, NV. 89820

Dear Board of Commissioners:

I am writing to express my interest in applying for another term on the Lander County Economic Development Authority. My current term ends on June 30, 2019. I have been a member since 2012. I feel that my experience at the Chamber of Commerce, Convention & Tourism as well as a representative for the Ranching Community has been an asset to this advisory board. I am very passionate about Lander County and its success and would appreciate the opportunity to continue my service.

Sincerely,

Paula Tomera

Paula Tomera

Jon D. Sherve
458 South Scott Street
Battle Mountain, Nevada 89820

June 20, 2019

Lander County Commissioners
50 State Route 305
Battle Mountain, Nevada 89820

Dear Commissioners:

I request to continue my participation on the Lander County Economic Development Authority (LEDA).

Thank you for your consideration.

Sincerely,

Jon D. Sherve

Lander County Commissioners Meeting

Agenda Item Number _7_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Discussion and possible action to approve/disapprove the exclusive use of and waiving the rental fees at the Battle Mountain Civic Center for a fundraiser on October 25, 2019 for Steve Larsgaard of Agape Hospice, and all other matters properly related thereto

Public Comment:

Background: Fundraiser will be Sock Hop Theme "Trick or Drink" Halloween Party. Age 21 and older only there will be a Raffle, Dance Competition and Costume Contest.

Recommended action:

Agenda Request Form

COMMISSION MEETING DATE 6/27/19

NAME Steve Larsgaard REPRESENTING Agape Hospice & Palliative Care

ADDRESS 105 Carson Road Battle Mtn

PHONE(H) 635-5294 (W) _____ (FAX) _____

WHICH NUMBER SHOULD WE CALL DURING NORMAL BUSINESS HOURS? 635-5294

WHO WILL BE ATTENDING THE MEETING? Steve Larsgaard

JOB TITLE President

SPECIFIC REQUEST TO BE PLACED ON THE AGENDA: Discussion and possible action regarding waiving the rental fees at the BM Civic Center for fundraiser in October

BACKGROUND INFORMATION: fundraiser will be Sock Hop Theme "Trick or Drink" Halloween Party. Age 21 and older only - Raffle - Dance Competition - Costume Contest

WHAT ACTION WOULD YOU LIKE THE BOARD TO TAKE TO RESOLVE THIS ISSUE? Approve to waive Rental fees to BM Civic Center

ARE THERE ANY COSTS ASSOCIATED WITH YOUR REQUEST? YES____ NO X

AMOUNT:_____

HAS THIS ISSUE BEEN DISCUSSED AT A PRIOR COMMISSION MEETING? YES____ NO X

WHEN?_____

HAS THIS ISSUE BEEN REVIEWED BY AFFECTED DEPT HEADS? YES____ NO X

ALL BACKUP MATERIAL MUST BE PROVIDED WITH AGENDA REQUEST- NOT AT THE MEETING

IS ALL THE BACKUP MATERIAL ATTACHED TO THIS AGENDA REQUEST? YES X NO____

IF THE ITEM IS A CONTRACT AND/OR AGREEMENT, OR REQUIRES LEGAL REVIEW, IT MUST BE REVIEWED BY THE DISTRICT ATTORNEY'S OFFICE PRIOR TO AGENDA SETTING OR IT WILL NOT GO ON THE AGENDA.

HAS THE DISTRICT ATTORNEY'S OFFICE PROVIDED REQUIRED REVIEW? YES____ NO X

THE COMMISSION RESERVES THE RIGHT TO REJECT OR RECOMMEND TABLING ALL AGENDA REQUESTS FOR INSUFFICIENT INFORMATION.

ALL INFORMATION STATED IS CORRECT AND TRUE TO MY KNOWLEDGE.

SIGNATURE: _____ DATE: 5/23/2019

SAFETY COMMITTEE MEETS THE 2ND & 4TH THURSDAY OF EACH MONTH

May 22, 2019

Agape Hospice and Palliative Care
105 Carson Road
P.O. Box 1063
Battle Mountain, NV 89820

Lander County Commissioners
50 State Route 305
Battle Mountain, NV 89820

Dear Lander County Board of Commissioners,

Agape Hospice and Palliative Care would like to request a waiver of the rental fees for the Battle Mountain Civic Center for our first annual Trick-or-Drink event to be held October 25, 2019. This year's theme will be a 50's & 60's sock hop with dance and costume contest, drink stations, Baked Potato Bar, and raffle. All proceeds will contribute to operating expenses for our non-profit organization.

Prior to the event, Agape Hospice and Palliative Care will be purchasing a temporary alcohol permit as well as insurance to cover the event. Individuals taking tickets at the door will be carding all people attending the event to ensure they are age 21 or older.

Any additional assistance (donations or volunteers) to help us ensure a successful event is greatly appreciated.

Sincerely,

Steve Larsgaard
Agape Hospice and Palliative Care Board President



50's & 60's Sock Hop And Trick-or-Drink Party!

When: October 25, 2019 6:00 pm- Midnight

Where: Battle Mountain Civic Center

Who: Anybody over the age of 21 is welcome to attend

$35 Cover Charge per person- includes drinks at Margarita, Beer, Wine and other tables featuring cocktails popular during the 50's & 60's

Potato bar-fix your own baked potato with all the toppings you can think of!

Silent Auction

Raffle for prizes

Dance Contest- $10 per couple- Contest starts at 8 pm

Costume Contest- $5 per person- all entry fees must be submitted upon entry. Results will be revealed at 9 pm

All proceeds will go to Agape Hospice and Palliative Care for operational expenses and to ensure all patients receive home hospice treatment, regardless of their ability to pay.

Lander County Commissioners Meeting

Agenda Item Number _8_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Update from Ken Brown regarding Western Counties Alliance and Public Lands, and all other matters properly related thereto.

Public Comment:

Background: Pilt Chart, SRS Chart, Geothermal Chart.

Recommended action:

Lander County Commission Agenda Request Form

COMMISSIONER MEETING DATE

NAME: Ken Brown REPRESENTING: Western Counties Alliance

ADDRESS: Box 21, Randolph, UT. 84064

PH: 307, 679-3658 PH: Same

WHICH NUMBER SHOULD WE CALL DURING NORMAL BUSINESS HOURS? 307, 679-3658

WHO WILL BE ATTENDING THE MEETING: Ken Brown

JOB TITLE: Executive Director

SPECIFIC REQUEST TO BE PLACED ON THE AGENDA:

Public Land Issue update

Jun 13th 2019 Commission Mtg Agenda @ 11:30 A.M.

BACKGROUND INFORMATION:

Pit chart, SRS chart, Geothermal chart

WHAT ACTION WOULD YOU LIKE THE BOARD TO TAKE TO RESOLVE THIS ISSUE:

Consider Approving FY 2020 $200.00 WCA Fee

ARE THERE ANY COSTS ASSOCIATED WITH YOUR REQUEST? YES X NO ___
AMOUNT $ 200.00

HAS THIS ISSUE BEEN DISCUSSED AT A PRIOR COMMISSION MEETING? YES ___ NO X

WHEN? _____

HAS THIS ISSUE BEEN REVIEWED AND APPROVED BY AFFECTED DEPT HEADS? YES NO X

ALL BACKUP MATERIAL MUST BE PROVIDED WITH AGENDA REQUEST, NOT AT THE MEEING:

IS ALL THE BACK UP MATERIAL ATTACHED TO THIS AGENDA REQUEST? YES X NO ___

IF THE ITEM IS A CONTRACT AND/OR AGREEMENT, OR REQUIRES LEGAL REVIEW, IT MUST BE REVIEWED BY THE DISTRIC ATTORNEY'S OFFICE PRIOR TO AGENDA SETTING OR IT WILL NOT GO ON THE AGENDA.
HAS THE DISTRICTATTORNEY'S OFFICE PROVIDED THE REQUIRED REVIEW? YES ___ NO X

THE COMMISSIONERS RESERVE THE RIGHT TO REJECT OR RECOMMEND TABLING ALL AGENDA REQUESTS FOR INSUFFICIENT INFORMATION.

ALL INFORMATION STATED IS CORRECT AND TRUE TO MY KNOWLEDGE:

SIGNATURE Ken Brown DATE 5-13-19

The Lander County Board of Commissioners meets the 2nd and 4th Thursday of each month

Lander County Commissioners Meeting

Agenda Item Number _9_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Discussion and possible action to approve/disapprove the annual $2000.00 membership fee for the Western Counties Alliance and Public Lands, and all other matters properly related thereto.

Public Comment:

Background

Recommended action:

Western Counties Alliance

Ken Brown-Executive Director

To: Lander County

Invoice

Western Counties Alliance

FY 2020 Association Fees: $2000.00

001.005 59205

Please remit payment to:

Western Counties
Alliance
Kenneth R. Brown
P.O. Box 21
Randolph, UT 84064

RECEIVED
JUN 06 2019
L.C. FINANCE

P.O. Box 21 Randolph, UT 84064 Phone: 307-679-3658 (Cell) 435-793-5555 (O/F)

krbrownwca@allwest.net

Western Counties Alliance

Ken Brown-Executive Director

May 15, 2019

Lander County Commissioners

Dear Commissioners,

Western Counties Alliance (WCA) has had another successful year. WCA was organized to bring attention and resolution to the various complex public land issues faced by rural public land counties in the west. The good news from a budget standpoint, 2019 PILT payments should be made in the month of June. However, at this time, the Interior Budget Office is still working with numbers and we are unaware what the total budget appropriations for PILT payments will be. WCA has expressed gratitude and thanked the various congressional offices in congress for including PILT in the budget.

WCA is especially pleased about the reauthorization of the Secure Rural Schools (SRS) program for the 2019 payments. The total appropriation for 2019 is approximately $231,464,876. The states have or will be receiving the revenue for this program. WCA has expressed appreciation and thanked the various congressional offices for this favorable effort.

We hope Lander County feels that WCA has been a benefit to the county and its membership will be renewed for FY 2020; we have attached an invoice for your consideration. Lander County has always provided great strength to the organization.

Thank you for your continued support, effort, and hard work.

Kenneth Brown
Executive Director

P.O. Box 21 Randolph, UT 84064 Phone: 307-679-3658 (Cell) 435-793-5555 (O/F)

krbrownwca@allwest.net

Lander County Commissioners Meeting

Agenda Item Number _10_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Discussion and possible action to approve/disapprove joining the American Lands Council for one year and to select which membership category with fees ranging from $1,000.00 to $25,000.00, and all other matters properly related thereto.

Public Comment:

Background

Recommended action:

AMERICAN LANDS COUNCIL

ACCESS · HEALTH · PRODUCTIVITY

ANNUAL MEMBERSHIP APPLICATION

JOIN US TODAY!!!

PLEASE TYPE OR PRINT NEATLY

Complete all information. Membership is subject to approval by ALC.

APLICANT IS AN: ☐ Individual ☐ Business or Organization ☐ Government Entity

APPLICANT'S NAME _____

CONTACT PERSON'S NAME (if applicant is not an individual) _____

TITLE/PROFESSION _____

BILLING ADDRESS _____

CITY _____ **STATE** _____ **ZIP CODE** _____

EMAIL ADDRESS _____ **PHONE** _____

SELECT YOUR MEMBERSHIP CATEGORY, ANNUAL DUES AMOUNT & ENTER PAYMENT INFO BELOW:

☐ GENERAL	☐ SILVER	☐ GOLD	☐ PLATINUM
☐ INDIVIDUAL: $50	☐ INDIVIDUAL: $1,000	☐ INDIVIDUAL: $ 7,500	☐ INDIVIDUAL: $15,000
☐ BUSINESS/ORG: $500	☐ BUSINESS/ORG: $2,500	☐ BUSINESS/ORG: $10,000	☐ BUSINESS/ORG: $20,000
☐ GOVERNMENT: $1,000	☐ GOVERNMENT: $5,000	☐ GOVERNMENT: $15,000	☐ GOVERNMENT: $25,000

AMOUNT $ _____ **PMT METHOD:** ☐ CHECK ☐ PURCHASE ORDER ☐ VISA ☐ MC ☐ AMEX

CREDIT CARD OR P.O. NUMBER _____ **SECURITY CODE** _____ **EXP. DATE** _____

AUTHORIZED SIGNATURE _____ **TODAY'S DATE** _____

IN ADDITION TO YOUR MEMBERSHIP DUES, PLEASE INDICATE OTHER WAYS YOU WOULD LIKE TO HELP, IF ANY:

- ☐ *MEDIA, MESSAGING, & PUBLIC RELATIONS*
- ☐ *MEMBER RECRUITMENT & FUND RAISING*
- ☐ *LEGAL STRATEGIES*
- ☐ *OBTAIN SUPPORT FROM OTHER GROUPS*
- ☐ *CANDIDATE OUTREACH*
- ☐ *WORK WITH GRASSROOTS VOLUNTEERS*
- ☐ *NATURAL RESOURCE ADVISORY COMMITTEE*
- ☐ *SPORTMENS ADVISORY COMMITTEE*
- ☐ *POLICY DEVELOPMENT & LEGISLATION STRATEGIES*
- ☐ *DONATE TO 501(c)(3) ALC FOUNDATION*

Send completed membership application with applicable dues payment to:

THE AMERICAN LANDS COUNCIL

P.O. Box 100794 Alton, UT 84710

PHONE: (801) 252-6622 EMAIL: Info@AmericanlandsCouncil.org

www.AmericanLandsCouncil.org



The American Lands Council (ALC) is a 501(c)(4) non-profit organization engaged in advocating for the Transfer of Public Lands (TPL) and related legislation and litigation to improve access, health, and productivity on public lands. Membership dues to ALC may qualify as tax deductible business expenditures in some cases but are not considered charitable contributions for tax deduction purposes. Our affiliate, American Lands Council Foundation (ALCF), is a 501(c)(3) non-profit organization capable of accepting tax deductible charitable contributions for related education and research projects. Consult your legal or tax professional to verify deduction eligibility.

Lander County Commissioners Meeting

Agenda Item Number _11_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Discussion and possible action to approve/disapprove a parcel map application for Jay Wintle dba Faded Sage Development LLC Changing Parcel number 010-280-08 and 010-280-12 from two (2) Parcels to four (4) Parcels, located on Faded Sage Drive in Battle Mountain, zoned A-1, and all other matters properly related thereto.

Public Comment:

Background: This item was noticed in the Battle Mountain Bugle on May 29, 2019 and heard and approved in front of the planning commission on June 12, 2019.

Recommended action:

Lander County Commission Agenda Request Form

COMMISSIONER MEETING DATE

NAME: JAY WINTLE REPRESENTING: FADED SAGE DEVELOPMENT LLC

ADDRESS: 810 SHEEP CREEK ROAD BTTLE MOUNTAIN NV 89820

PH: 775-635-5231

WHICH NUMBER SHOULD WE CALL DURING NORMAL BUSINESS HOURS? LISTED

WHO WILL BE ATTENDING THE MEETING: JAY WINTLE

JOB TITLE: OWNER

SPECIFIC REQUEST TO BE PLACED ON THE AGENDA: DISCUSSION AND POSSIBLE ACTION TO APPROVE/DISAPPROVE A PARCEL MAP APPLICATION FOR JAY WINTLE DBA: FADED SAGE DEVELOPMENT LLC CHANGING PARCEL NUMBER 010-280-08 AND 010-280-12 FROM TWO (2) PARCELS TO FOUR (4) PARCELS, LOCATED ON FADED SAGE DRIVE IN BATTLE MOUNTAIN, ZONED A-1, AND ALL OTHER MATTERS PROPERLY RELATED THERETO.

BACKGROUND INFORMATION: THIS ITEM WAS NOTICCED IN THE BATTLE MOUNTAIN BUGLE ON MAY 29, 2019 AND HEARD AND APPROVED IN FRONT OF THE PLANNING COMMISSION ON JUNE 12, 2019.

WHAT ACTION WOULD YOU LIKE THE BOARD TO TAKE TO RESOLVE THIS ISSUE? PLEASE REVIEW ATTACHED INFORMATION TO MAKE A DECISION ON WHETHER TO APPROVE OR DISSAPROVE THE FOLLOWING PARCEL MAP APPLICATION.

ARE THERE ANY COSTS ASSOCIATED WITH YOUR REQUEST? YES _X_ NO ___
AMOUNT $ ___400.00____

HAS THIS ISSUE BEEN DISCUSSED AT A PRIOR COMMISSION MEETING? YES ___ NO _X_

WHEN? _____

HAS THIS ISSUE BEEN REVIEWED AND APPROVED BY AFFECTED DEPT HEADS? YES _X_ NO ___

ALL BACKUP MATERIAL MUST BE PROVIDED WITH AGENDA REQUEST, NOT AT THE MEEING:

IS ALL THE BACK UP MATERIAL ATTACHED TO THIS AGENDA REQUEST? YES _X_ NO ___

IF THE ITEM IS A CONTRACT AND/OR AGREEMENT, OR REQUIRES LEGAL REVIEW, IT MUST BE REVIEWED BY THE DISTRIC ATTORNEY'S OFFICE PRIOR TO AGENDA SETTING OR IT WILL NOT GO ON THE AGENDA.
HAS THE DISTRICTATTORNEY'S OFFICE PROVIDED THE REQUIRED REVIEW? YES _X_ NO ___

THE COMMISSIONERS RESERVE THE RIGHT TO REJECT OR RECOMMEND TABLING ALL AGENDA REQUESTS FOR INSUFFICIENT INFORMATION.

ALL INFORMATION STATED IS CORRECT AND TRUE TO MY KNOWLEDGE:

SIGNATURE _____ DATE 6-14-19

The Lander County Board of Commissioners meets the 2nd and 4th Thursday of each month

LANDER COUNTY PLANNING COMMISSION

June 12, 2019

AGENDA ITEM NUMBER 3

3) *Discussion and possible action to approve/disapprove a Parcel Map application for Jay Wintle DBA Faded Sage Development LLC changing parcel number 010-280-08 and 010-280-12 from two (2) parcels to four (4) parcels, located on Faded Sage Drive in Battle Mountain, zoned A-1, and all other matters properly related thereto.

Staff Report:

Applicant wishes to split two parcels, one at 26.35 acres and one at 23.71 acres into four parcels as follows:

Parcel 5-A: 22.69 acres

Parcel 5-B: 8.55 acres

Parcel 5-C: 10.74 acres

Parcel 5-B: 8.07 acres

The allowable septic system density without is 99 per square mile. There are approximately 22 existing systems within that area. At complete build out with current division, there is a possibility of 61 septic systems.

Staff Comments: Notice of this request was sent to staff:

Keith Westengard, Lander County Executive Director
Anna Penola, Building Official
Bert Ramos, Public Works Director
Lura Duvall, County Assessor
Ted Herrera, Lander County District Attorney

This item was noticed in the Battle Mountain Bugle on May 29, 2019

NRS Reference

NRS 278.462 Requirements which may be imposed by governing body.

The governing body or, if authorized by the governing body, the planning commission or other authorized person:

1. May require street grading, drainage provisions and lot designs as are reasonably necessary.

2. If it anticipates, based upon duly adopted ordinances and plans, that the parcels will be used for residential, commercial or industrial purposes, may require off-site access, street alignment, surfacing and width, water quality, water supply and sewerage provisions only as necessary and consistent with the existing use of any land zoned for similar use which is within 660 feet of the proposed parcel. If the governing body, the planning commission or other authorized person may require additional improvements, which are reasonably necessary and consistent with the use of the land if it is developed as proposed.

NAC Reference

NAC 444.790 Lot Size. (NRS 439.200, 444.650)

1. A minimum area of 1 acre (43,560 square feet), including public streets and alleys or other public right-of-ways, lands or any portion thereof abutting on, running through or within a building site, is required for the installation of an individual sewage disposal system on a lot served by a well.

Lander County
Planning Commission

50 State Route 305
Battle Mountain NV 89820
Phone: (775) 635-2860
Fax: (775) 635-1120

PARCEL MAP APPROVAL APPLICATION

APPLICANT / OWNER INFORMATION

Applicant(s): Jay Wintle

Address: 810 sheep Creek Rd. Phone Number: 775-635-5231

Legal Owner(s): Faded Sage Development LLC (Managing Member Jay Wintle)

Address: 810 sheep Creek Rd. Phone Number: 775-635-5231

Applicant's Representative or Engineer: Konakis Engineering,LLC Chris Konakis 775-738-5319

PROJECT INFORMATION

Property Location: Faded Sage Drive — A PORTION OF THE NE ¼ AND THE SE ¼ OF SECTION 14, T.32N., R44E., M.D.B.&M. LANDER COUNTY, NEVADA

Assessor's Parcel Number: 010 — 280 — 08
010 — 280 — 12

Current Zoning: A-1 & A-2

Total Number of Parcels and Acreage:

4 Parcels Parcel 5-A 22.69 Ac. Gross 21.17 Net
Parcel 5-B 8.55 Ac. gross 7.72 Net
Parcel 5-C 10.74 Ac. gross 10.30 Net
Parcel 5-D 8.07 Ac. gross 7.73 Net

Public Utilities will be furnished as follows:

Electricity: NV Energy Water Municipal /on site Well Sewage On site

Type of street / road improvements proposed are as follows:

Existing and proposed fire protection improvement as as follows:
Fire Hydrants are in place.

Proposed use on each parcel:
Residential

SIGNATURE(S)

I here by certify that the information stated above and on forms, plans and other materials submitted along with this application form is true and correct to the best of my knowledge. It is my responsibility to inform Lander County of any changes to information represented in this submittal.

Applicant's Signature — Date: 4/8/2019

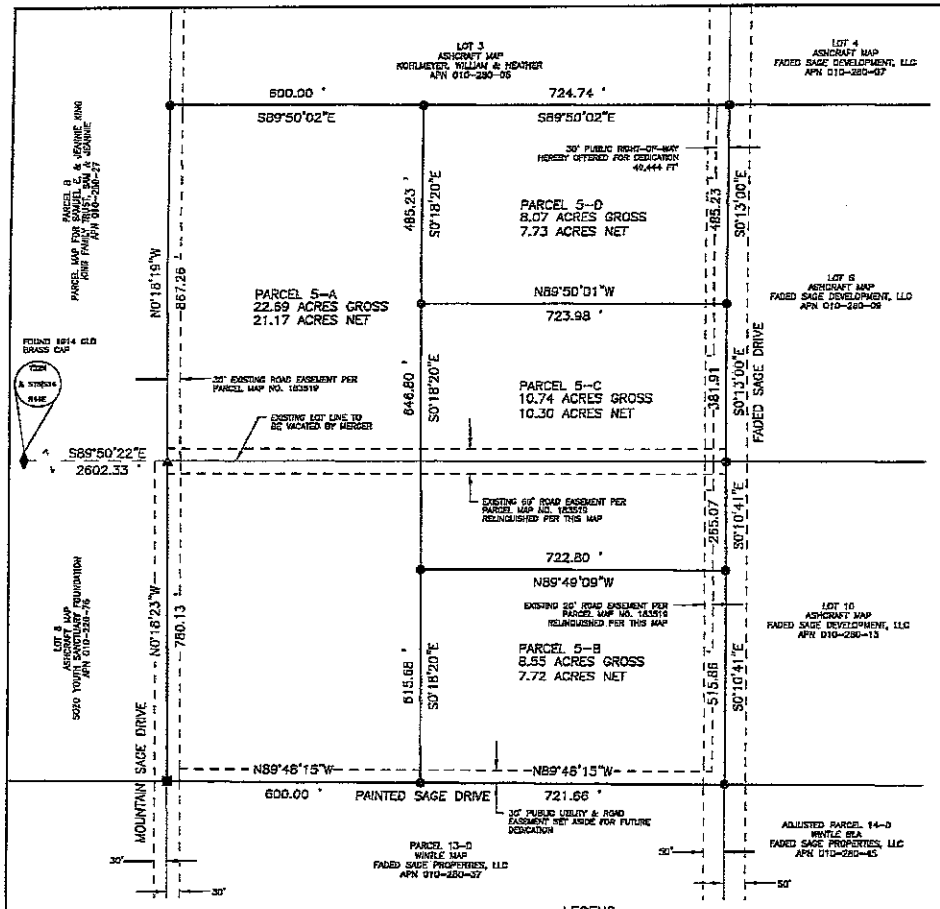
Applicant's Signature (if the person applying is not the owner) — Date:

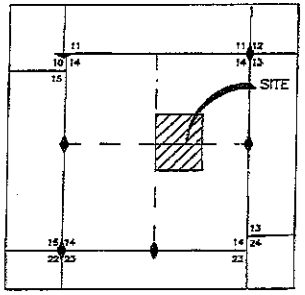
REQUIRED AT TIME OF APPLICATION

The following must accompany this application:

- A copy of the Grant Bargain and Sale Deed.
- 3 copies of the proposed Parcel Map prepare in accordance with Chapter 16.12 of Lander County Code for review by County Surveyor, Planning Dept & Assessor / Treasurer.
- 12 copies of proposed Parcel Map, (may be 11 x 17).
- Mylar of proposed Parcel Map with all appropriate signatures & any changes required by review.
- If property is improved, include all existing buildings, building setbacks and any other pertinent information.
- Any bonding of roads if applicable.
- A water right per parcel if applicable.
- $105.00 fee should a waiver letter from the County Surveyor be requested
- $400.00 certification review (non-refundable).

The following is due by _____ in order to be on the _____ 3:00 p.m. Planning Commission Agenda.





VICINITY MAP
NOT TO SCALE

OWNER'S CERTIFICATE

KNOWN OF ALL MEN BY THESE PRESENT THAT THE UNDERSIGNED, FADED SAGE DEVELOPMENT, LLC, BEI OWNER OF THOSE PARCELS AS SHOWN ON THIS MAP, DO HEREBY CONSENT TO THE PREPARATION AND TO T OF THIS MAP AND OFFER FOR DEDICATION ALL OF THE STREETS AND EASEMENTS FOR PUBLIC ACCESS, DRAI PUBLIC UTILITY PURPOSES AS DESIGNATED HEREON, IN WITNESS, WE THE OWNER(S) SET OUR HANDS ON THE SHOWN.

FADED SAGE DEVELOPMENT, LLC — DATE

STATE OF NEVADA
COUNTY OF LANDER

THIS INSTRUMENT WAS ACKNOWLEDGED BEFORE ME ON THE _____ DAY OF _____ 2019, BY FADED SAGE DEVELOPMENT, LLC.

NOTARY PUBLIC IN AND FOR _____ COUNTY, _____

BASIS OF BEARINGS

THE BASIS OF BEARINGS FOR THIS MAP IS THE NORTH AMERICAN DATUM OF 1983/94 (2011), NEVADA CENTRAL ZONE (2702), AS DETERMINED BETWEEN THE FOUND 1914 GLO BRASS CAP DENOTING THE WEST ¼ CORNER OF SECTION 14 AND THE FOUND 2" ALUMINUM CAP MARKED "PLS — 4233" DENOTING THE CENTER ¼ OF SECTION 14 WITH A BEARING OF S89°50'22"E. THIS SURVEY WAS CONDUCTED IN GROUND COORDINATES, USING A GROUND SCALE FACTOR OF 1.000348689.

LANDER COUNTY COMMISSIONERS CERTIFICATE

AT A REGULAR MEETING OF THE BOARD OF COMMISSIONERS OF THE COUNTY OF LANDER, STATE OF NEVADA, HELD ON THE _____ DAY OF _____ 2019, THIS MAP WAS DULY AND REGULARLY APPROVED PURSUANT TO N.R.S. 278.461 – 278.469, INCLUSIVE, AND THE LANDER COUNTY DIVISION OF LAND ORDINANCE. THE BOARD DOES HEREBY ACCEPT ALL STREETS AND EASEMENTS THEREIN OFFERED FOR UTILITY, DRAINAGE, AND ACCESS PURPOSES AS DEDICATED FOR PUBLIC USE.

CHAIRPERSON — DATE

CLERK: ATTEST — DATE

PLANNING COMMISSIONER CERTIFICATE

THIS MAP IS HEREBY APPROVED FOR SUBDIVISION PURPOSES PURSUANT TO N.R.S. 278.461 – 278.469, INCLUSIVE, BY THE PLANNING COMMISSION OF LANDER COUNTY, NEVADA AS WITNESSED BY THE UNDERSIGNED CHAIRPERSON.

CHAIRPERSON — DATE

COUNTY SURVEYOR'S CERTIFICATE

I, ROBERT E. MORLEY, COUNTY SURVEYOR FOR LANDER COUNTY, NEVADA, I HEREBY CERTIFY THAT I HAVE EXAMINED THIS MAP AND FIND THAT ALL PROVISIO N.R.S. 278.457–278.469 INCLUSIVE AND ALL LOCAL ORDINANCES APPLICABLE AT TIME OF APPROVAL HAVE BEEN COMPLIED WITH, AND THAT I AM SATISFIED THAT MAP IS TECHNICALLY CORRECT. I, THEREFORE, HEREBY APPROVE THIS MAP FOR SUBDIVISION PURPOSES AS INTENDED.

ROBERT E. MORLEY, LANDER COUNTY SURVEYOR — DATE

COUNTY TREASURER'S CERTIFICATE

I, JUSTINA JOHNSON HEREBY CERTIFY THAT ALL PROPERTY TAXES ON APN 010-280-06 AND APN NO. 010-280-12 HAVE BEEN PAID FOR THIS FISCAL YE PURSUANT TO N.R.S. 361A.265

JUSTINA JOHNSON, LANDER COUNTY TREASURER — DATE

COUNTY ASSESSOR'S CERTIFICATE

I, LUPA DUVALL, HEREBY CERTIFY THAT THE ASSESSOR'S PARCEL NUMBERS ON THIS PLAT ARE CORRECT AND THAT THE PROPOSED PARCELS ARE A MERGER DIVISION OF SAID APN NO. 010-280-06 AND APN NO. 010-280-12.

LUPA DUVALL, LANDER COUNTY ASSESSOR — DATE

PUBLIC UTILITIES CERTIFICATE

THE PUBLIC UTILITY EASEMENTS, AS INDICATED HEREON, ARE APPROVED BY RESPECTIVE PUBLIC UTILITIES EXECUTING BELOW.

NEVADA BELL TELEPHONE COMPANY d/b/a AT&T NEVADA — DATE

A PUBLIC UTILITY EASEMENT IS HEREBY GRANTED TO SOUTHWEST GAS WITHIN E PARCEL AS SHOWN FOR THE EXCLUSIVE PURPOSE OF INSTALLING AND MAINTAIN UTILITY SERVICE FACILITIES TO THAT PARCEL, WITH THE RIGHT TO EXIT THAT PAR SAID UTILITY FACILITIES FOR THE PURPOSE OF SERVING ADJACENT PARCELS.

SOUTHWEST GAS CORP. — DAT

A PUBLIC UTILITY EASEMENT IS HEREBY GRANTED TO NV ENERGY WITHIN EACH FOR THE PURPOSE OF INSTALLING AND MAINTAINING UTILITY SERVICES TO THAT WITH THE RIGHT TO EXIT THAT PARCEL WITH SAID FACILITIES FOR THE PURPOSE SERVING ADJACENT PARCELS, AT LOCATIONS MUTUALLY AGREED UPON BY THE C RECORD AND THE UTILITY COMPANY.

SIERRA PACIFIC POWER COMPANY d/b/a NV ENERGY — DAT

LEGEND

- ◆ — FOUND 1914 GLO BRASS CAP — PUBLIC LAND SURVEY CORNER.
- ○ = CALCULATED POINT NOT FOUND OR SET.
- ● = SET 5/8" REBAR W/ CAP — PLS 23386.
- ■ = FOUND 3" ALUMINUM CAP — PLS 17828.
- ▲ = FOUND 2" ALUMINUM CAP — PLS 4233.

LAND SURVEYOR'S CERTIFICATE

I, CHRISTOPHER S. KONAKIS, A PROFESSIONAL LAND SURVEYOR LICENSED IN THE STATE OF NEVADA, CERTIFY THAT:

1) THIS PLAT REPRESENTS THE RESULTS OF A SURVEY PERFORMED UNDER MY DIRECT SUPERVISION AND DIRECTION AT THE INSTANCE OF FADED SAGE DEVELOPMENT, LLC.

2) THE LANDS SURVEYED LIE WITHIN SECTION 14 T.32N., R.44E. M.D.B.&M., LANDER, COUNTY, NEVADA. THE SURVEY WAS COMPLETED ON THE MARCH 3, 2019.

3) THIS PLAT COMPLIES WITH THE APPLICABLE STATE STATUTES AND ANY LOCAL ORDINANCES IN EFFECT ON THE DATE THAT THE SURVEY WAS COMPLETED, AND THE SURVEY WAS CONDUCTED IN ACCORDANCE WITH CHAPTER 625 OF THE NEVADA ADMINISTRATIVE CODE.

4) THE MONUMENTS DEPICTED ON THE PLAT ARE OF THE CHARACTER SHOWN, OCCUPY THE POSITIONS INDICATED, AND ARE OF SUFFICIENT NUMBER AND DURABILITY.

PROFESSIONAL LAND SURVEYOR · STATE OF NEVADA · CHRISTOPHER S. KONAKIS · REG. NO. 23386

CHRISTOPHER S. KONAKIS, P.L.S. 23386

NOTES

1. THE LAND MERGED AND SUBSEQUENTLY DIVIDED ON THIS MAP IS REFERENCED UNDER APN NO. 010-280-06 AND APN NO. 010-280-12.
2. IN ADDITION TO THE EASEMENTS SHOWN, THE PARCELS ARE SUBJECT TO A 5.00' DRAINAGE AND UTILITY EASEMENT ALONG ALL PARCEL BOUNDARIES AND A 7.50' DRAINAGE AND UTILITY EASEMENT ALONG ALL DESIGNATED ROADWAYS.
3. THE LANDS SHOWN ON THIS MAP ARE NOT IN THE 100 YEAR FLOOD PLAIN, AS PER FEMA MAP 32015C0465G, EFFECTIVE 11/20/2013.
4. THE TOTAL SUBDIVIDED AREA OF THIS MAP EQUALS 50.05 ACRES.
5. PER NOTICE OF ZONE CHANGE DOCUMENT NO. 0285398 NO PARCEL IN PARCELS 5-A, 5-C, AND 5-D WILL BE DIVIDED TO CONTAIN LESS THAN 2.50 ACRES. PARCEL 5-1 WILL BE REZONED FROM S-A TO S-A.

REFERENCES

1. THE FINAL MAP DIVISION INTO LARGE PARCELS FOR MARSHALL S. ASHCRAFT, INC., RECORDED IN THE OFFICE OF THE LANDER COUNTY RECORDER AS FILE NO. 163819, ON FEBRUARY 22, 1993.

SCALE: 1" = 150'

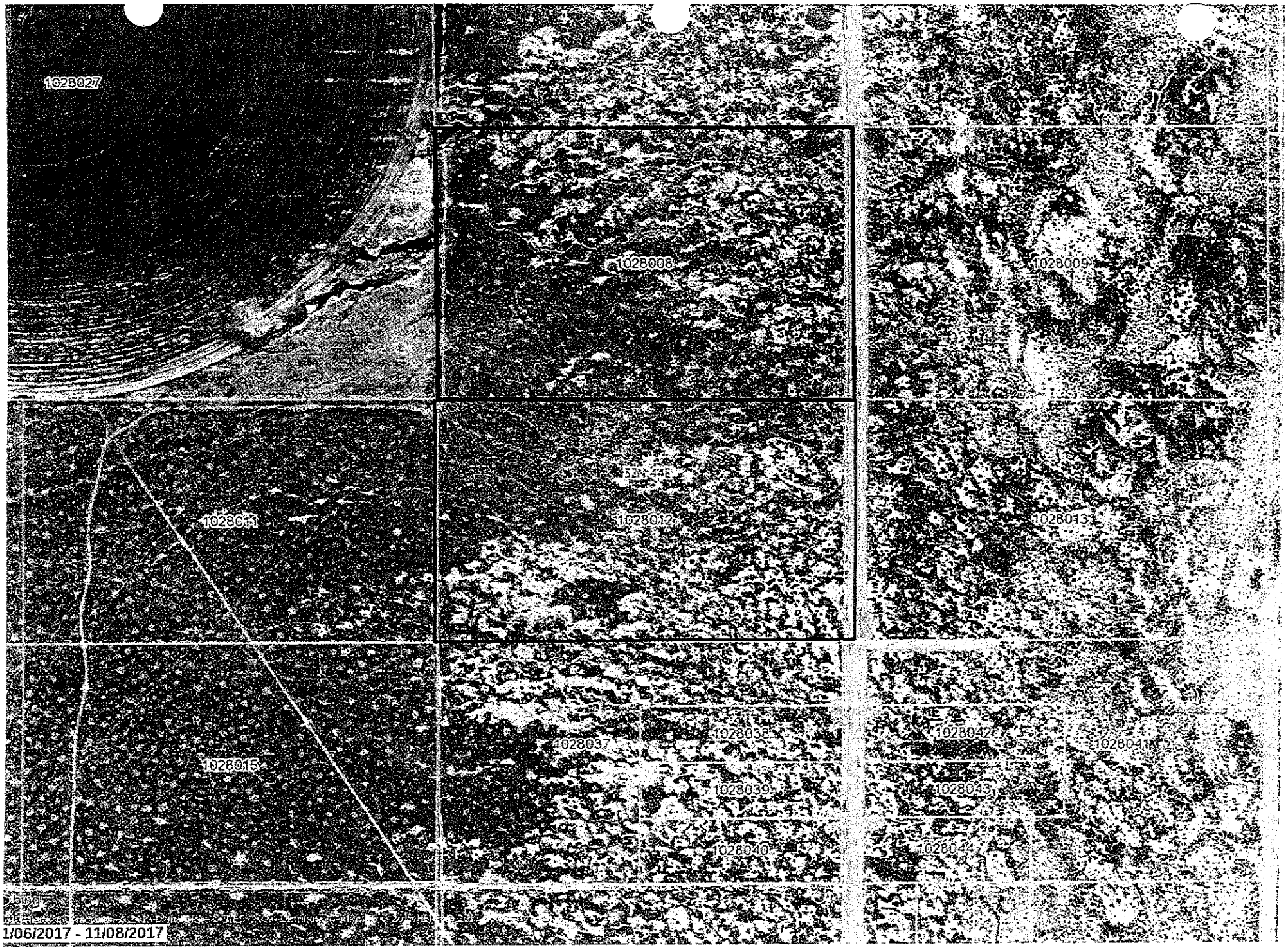
150' 75' 0' 150' 300' 450' 600'

PARCEL MAP & MERGER
FOR
FADED SAGE DEVELOPMENT, LLC

A MERGER AND DIVISION OF:
LOTS 3 & 9 PER —
FINAL MAP OF DIVISION INTO LARGER PARCELS — FILE NO. 163919
LANDER COUNTY, NEVADA RECORDS

A PORTION OF THE NE ¼ AND THE SE ¼ OF SECTION 14, T.32N., R.44E., M.D.B.&M.
LANDER COUNTY, NEVADA

KONAKIS ENGINEERING, I
CIVIL & WATER RESOURCES ENGINEERING
LAND SURVEYING
(775) 738-5319
225 SILVER STREET, STE. 106
ELKO, NEVADA 89801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1/06/2017 - 11/08/2017

Lander County Commissioners Meeting

Agenda Item Number _12_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Discussion and possible action to approve/disapprove a parcel map application for Jay Wintle dba Faded Sage Development LLC Changing Parcel number 010-280-13 from one (1) Parcels to four (4) Parcels, located on Faded Sage Drive in Battle Mountain, zoned A-1, and all other matters properly related thereto.

Public Comment:

Background: This item was noticed in the Battle Mountain Bugle on May 29, 2019 and heard and approved in front of the planning commission on June 12, 2019.

Recommended action:

Lander County Commission Agenda Request Form

COMMISSIONER MEETING DATE

NAME: JAY WINTLE REPRESENTING: FADED SAGE DEVELOPMENT LLC

ADDRESS: 810 SHEEP CREEK ROAD BTTLE MOUNTAIN NV 89820

PH: 775-635-5231

WHICH NUMBER SHOULD WE CALL DURING NORMAL BUSINESS HOURS? LISTED

WHO WILL BE ATTENDING THE MEETING: JAY WINTLE

JOB TITLE: OWNER

SPECIFIC REQUEST TO BE PLACED ON THE AGENDA: DISCUSSION AND POSSIBLE ACTION TO APPROVE/DISAPPROVE A PARCEL MAP APPLICATION FOR JAY WINTLE DBA: FADED SAGE DEVELOPMENT LLC CHANGING PARCEL NUMBER 010-280-13 FROM ONE (1) PARCEL TO FOUR (4) PARCELS, LOCATED ON FADED SAGE DRIVE IN BATTLE MOUNTAIN, ZONED A-1, AND ALL OTHER MATTERS PROPERLY RELATED THERETO.

BACKGROUND INFORMATION: THIS ITEM WAS NOTICCED IN THE BATTLE MOUNTAIN BUGLE ON MAY 29, 2019 AND HEARD AND APPROVED IN FRONT OF THE PLANNING COMMISSION ON JUNE 12, 2019.

WHAT ACTION WOULD YOU LIKE THE BOARD TO TAKE TO RESOLVE THIS ISSUE? PLEASE REVIEW ATTACHED INFORMATION TO MAKE A DECISION ON WHETHER TO APPROVE OR DISSAPROVE THE FOLLOWING PARCEL MAP APPLICATION.

ARE THERE ANY COSTS ASSOCIATED WITH YOUR REQUEST? YES _X_ NO ___
AMOUNT $ ___400.00____

HAS THIS ISSUE BEEN DISCUSSED AT A PRIOR COMMISSION MEETING? YES ___ NO _X_

WHEN? _____

HAS THIS ISSUE BEEN REVIEWED AND APPROVED BY AFFECTED DEPT HEADS? YES _X_ NO ___

ALL BACKUP MATERIAL MUST BE PROVIDED WITH AGENDA REQUEST, NOT AT THE MEEING:

IS ALL THE BACK UP MATERIAL ATTACHED TO THIS AGENDA REQUEST? YES _X_ NO ___

IF THE ITEM IS A CONTRACT AND/OR AGREEMENT, OR REQUIRES LEGAL REVIEW, IT MUST BE REVIEWED BY THE DISTRIC ATTORNEY'S OFFICE PRIOR TO AGENDA SETTING OR IT WILL NOT GO ON THE AGENDA.
HAS THE DISTRICTATTORNEY'S OFFICE PROVIDED THE REQUIRED REVIEW? YES _X_ NO ___

THE COMMISSIONERS RESERVE THE RIGHT TO REJECT OR RECOMMEND TABLING ALL AGENDA REQUESTS FOR INSUFFICIENT INFORMATION.

ALL INFORMATION STATED IS CORRECT AND TRUE TO MY KNOWLEDGE:

SIGNATURE _____ DATE 6-14-19

The Lander County Board of Commissioners meets the 2nd and 4th Thursday of each month

LANDER COUNTY PLANNING COMMISSION

June 12, 2019

AGENDA ITEM NUMBER 4

4) *Discussion and possible action to approve/disapprove a Parcel Map application for Jay Wintle DBA Faded Sage Development LLC changing parcel number 010-280-13 from one (1) parcel to four (4) parcels, located on Faded Sage Drive in Battle Mountain, zoned A-1, and all other matters properly related thereto.

Staff Report:

Applicant wishes to split 23.72-acre parcel into 4 parcels Zoned A-1:

Parcel 10-A: 12.62 Acres

Parcel 10-B: 3.16 Acres

Parcel 10-C: 3.70 Acres

Parcel 10-D: 4.23 Acres

The allowable septic system density without is 99 per square mile. There are approximately 27 existing systems within that area. At complete build out with current and proposed division, there is a possibility of 74 septic systems.

Staff Comments: Notice of this request was sent to staff:
Keith Westengard, Lander County Executive Director
Anna Penola, Building Official
Bert Ramos, Public Works Director
Lura Duvall, County Assessor
Ted Herrera, Lander County District Attorney

This item was noticed in the Battle Mountain Bugle on May 29, 2019.

NRS Reference

NRS 278.462 Requirements which may be imposed by governing body.

The governing body or, if authorized by the governing body, the planning commission or other authorized person:

1. May require street grading, drainage provisions and lot designs as are reasonably necessary.

2. If it anticipates, based upon duly adopted ordinances and plans, that the parcels will be used for residential, commercial or industrial purposes, may require off-site access, street alignment, surfacing and width, water quality, water supply and sewerage provisions only as necessary and consistent with the existing use of any land zoned for similar use which is within 660 feet of the proposed parcel. If the governing body, the planning commission or other authorized person may require additional improvements, which are reasonably necessary and consistent with the use of the land if it is developed as proposed.

NAC Reference

NAC 444.790 Lot Size. (NRS 439.200, 444.650)

1. A minimum area of 1 acre (43,560 square feet), including public streets and alleys or other public right-of-ways, lands or any portion thereof abutting on, running through or within a building site, is required for the installation of an individual sewage disposal system on a lot served by a well.

Lander County
Planning Commission



50 State Route 305
Battle Mountain NV 89820
Phone: (775) 635-2860
Fax: (775) 635-1120

PARCEL MAP APPROVAL APPLICATION

APPLICANT / OWNER INFORMATION

Applicant(s): Jay Wintle

Address: 810 sheep Creek Rd. Phone Number: 775-635-5231

Legal Owner(s): Faded Sage Development LLC (Managing Member Jay Wintle)

Address: 810 sheep Creek Rd. Phone Number: 775-635-5231

Applicant's Representative or Engineer: Konaxis Engineering,LLC Chris Konaxis 775-738-5319

PROJECT INFORMATION

Property Location: Faded Sage Drive — A PORTION OF THE SE ¼ OF SECTION 14, T.32N., R44E., M.D.B.&M. LANDER COUNTY, NEVADA

Assessor's Parcel Number: 010 – 280 – 19

Current Zoning: A-1

Total Number of Parcels and Acreage:

4 Parcels

Parcel 10-A 12.62 Ac. Gross 11.62 Ac. Net
Parcel 10-B 3.16 Ac. Gross 3.04 Ac. Net
Parcel 10-C 3.70 Ac. Gross 3.56 Ac. Net
Parcel 10-D 4.23 Ac. Gross 3.55 Ac. Net

Public Utilities will be furnished as follows:

Electricity: NV Energy Water Municipal /on site Well Sewage On site

Type of street / road improvements proposed are as follows:

Existing and proposed fire protection improvement as as follows:
Fire Hydrants are in place.

Proposed use on each parcel:
Residential

SIGNATURE(S)

I here by certify that the information stated above and on forms, plans and other materials submitted along with this application form is true and correct to the best of my knowledge. It is my responsibility to inform Lander County of any changes to information represented in this submittal.

Applicant's Signature — Date: 4/8/2019

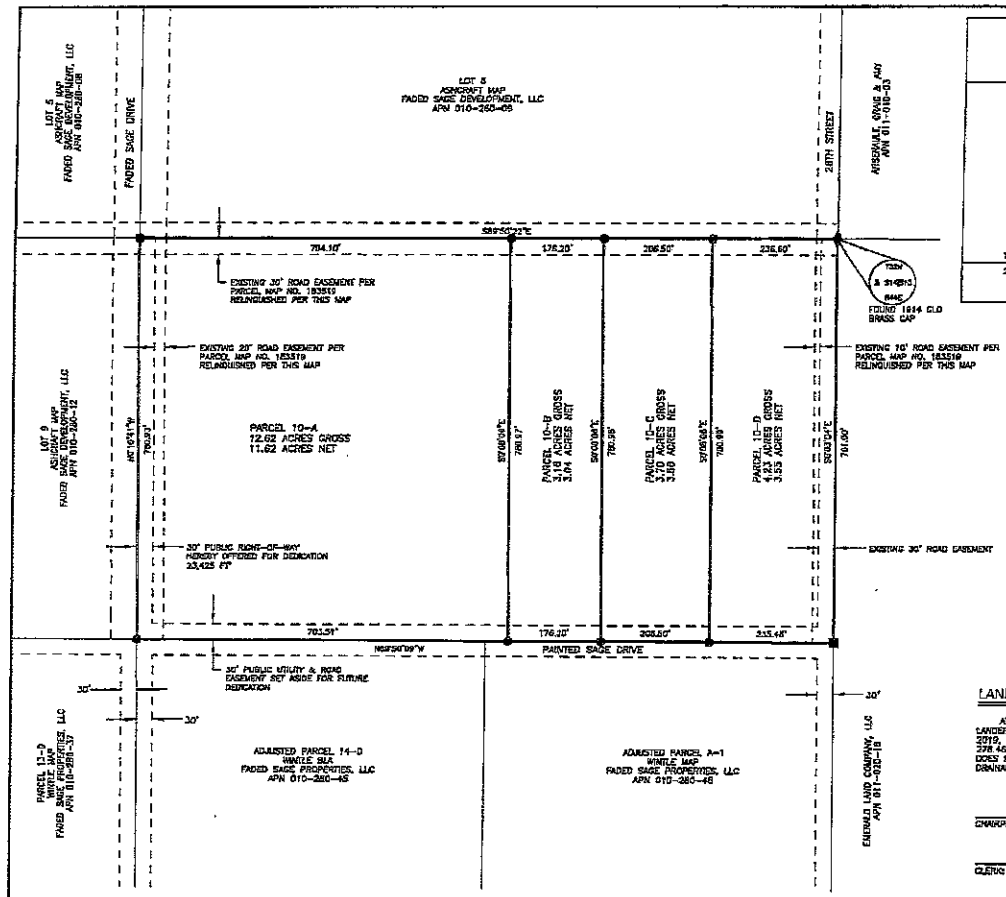
Applicant's Signature (if the person applying is not the owner) — Date:

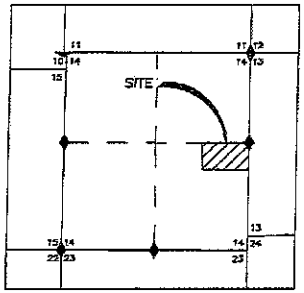
REQUIRED AT TIME OF APPLICATION

The following must accompany this application:

- A copy of the Grant Bargain and Sale Deed.
- 3 copies of the proposed Parcel Map prepare in accordance with Chapter 16.12 of Lander County Code for review by County Surveyor, Planning Dept & Assessor / Treasurer.
- 12 copies of proposed Parcel Map, (may be 11 x 17).
- Mylar of proposed Parcel Map with all appropriate signatures & any changes required by review.
- If property is improved, include all existing buildings, building setbacks and any other pertinent information.
- Any bonding of roads if applicable.
- A water right per parcel if applicable.
- $105.00 fee should a waiver letter from the County Surveyor be requested
- $400.00 certification review (non-refundable).

The following is due by _____ in order to be on the _____ 3:00 p.m. Planning Commission Agenda.





VICINITY MAP
not to scale

OWNER'S CERTIFICATE

KNOWN OF ALL MEN BY THESE PRESENT THAT THE UNDERSIGNED, FADED SAGE DEVELOPMENT, LLC, BEIN OWNER OF THOSE PARCELS AS SHOWN ON THIS MAP, DO HEREBY CONSENT TO THE PREPARATION AND TO T OF THIS MAP AND OFFER FOR DEDICATION ALL OF THE STREETS AND EASEMENTS FOR PUBLIC ACCESS, DRAI PUBLIC UTILITY PURPOSES AS DESIGNATED HEREON, IN WITNESS, WE THE OWNER(S) SET OUR HANDS ON THE SHOWN.

FADED SAGE DEVELOPMENT, LLC — DATE

STATE OF NEVADA
COUNTY OF LANDER

THIS INSTRUMENT WAS ACKNOWLEDGED BEFORE ME ON THE _____ DAY OF _____ 2019, BY FADED SAGE DEVELOPMENT, LLC.

NOTARY PUBLIC IN AND FOR _____ COUNTY, _____

BASIS OF BEARINGS

THE BASIS OF BEARINGS FOR THIS MAP IS THE NORTH AMERICAN DATUM OF 1983/94 (2011), NEVADA CENTRAL ZONE (2702), USING THE EASTERLY LINE OF SECTION 14 AS DETERMINED BETWEEN THE FOUND 1914 GLO BRASS CAP DENOTING THE EAST ¼ CORNER OF SECTION 14 AND THE 2" ALUMINUM CAP MARKED "PLS – 17828" DENOTING THE SOUTHEAST CORNER OF LOT 10 WITH A BEARING OF S01°51'04"E. THIS SURVEY WAS CONDUCTED IN GROUND COORDINATES. USING A GROUND SCALE FACTOR OF 1.000304809.

COUNTY SURVEYOR'S CERTIFICATE

I, ROBERT E. MORLEY, COUNTY SURVEYOR FOR LANDER COUNTY, NEVADA, I HEREBY CERTIFY THAT I HAVE EXAMINED THIS MAP AND FIND THAT ALL PROVISIO N.R.S. 278.491 -278.469 INCLUSIVE AND ALL LOCAL ORDINANCES APPLICABLE AT TIME OF APPROVAL HAVE BEEN COMPLIED WITH, AND THAT I AM SATISFIED THAT MAP IS TECHNICALLY CORRECT. I, THEREFORE, HEREBY APPROVE THIS MAP FOR SUBDIVISION PURPOSES AS INTENDED.

ROBERT E. MORLEY, LANDER COUNTY SURVEYOR — DAT

COUNTY TREASURER'S CERTIFICATE

I, JUSTINA JOHNSON HEREBY CERTIFY THAT ALL PROPERTY TAXES ON APN 010-260-13 HAVE BEEN PAID FOR THIS FISCAL YEAR PURSUANT TO N.R.S. 361

JUSTINA JOHNSON, LANDER COUNTY TREASURER — DAT

LANDER COUNTY COMMISSIONERS CERTIFICATE

AT A REGULAR MEETING OF THE BOARD OF COMMISSIONERS OF THE COUNTY OF LANDER, STATE OF NEVADA, HELD ON THE _____ DAY OF _____ 2019, THIS MAP WAS DULY AND REGULARLY APPROVED PURSUANT TO N.R.S. 278.461 – 278.469, INCLUSIVE, AND THE LANDER COUNTY DIVISION OF LAND ORDINANCE. THE BOARD DOES HEREBY ACCEPT ALL STREETS AND EASEMENTS THEREIN OFFERED FOR UTILITY, DRAINAGE, AND ACCESS PURPOSES AS DESIGNATED FOR PUBLIC USE.

CHAIRPERSON — DATE

CLERK'S ATTEST — DATE

COUNTY ASSESSOR'S CERTIFICATE

I, LURA DUVALL, HEREBY CERTIFY THAT THE ASSESSOR'S PARCEL NUMBERS ON THIS PLAT ARE CORRECT AND THAT THE PROPOSED PARCELS ARE A DIVISIO APN NO. 010-260-13.

LURA DUVALL, LANDER COUNTY ASSESSOR — DATI

PUBLIC UTILITIES CERTIFICATE

THE PUBLIC UTILITY EASEMENTS, AS INDICATED HEREON, ARE APPROVED BY RESPECTIVE PUBLIC UTILITIES EXECUTING BELOW.

NEVADA BELL TELEPHONE COMPANY d/b/a AT&T NEVADA — DAT

A PUBLIC UTILITY EASEMENT IS HEREBY GRANTED TO SOUTHWEST GAS WITHIN E PARCEL AS SHOWN FOR THE EXCLUSIVE PURPOSE OF INSTALLING AND MAINTAIN UTILITY SERVICE FACILITIES TO THAT PARCEL WITH THE RIGHT TO EXIT THAT PAR SAID UTILITY FACILITIES FOR THE PURPOSE OF SERVING ADJACENT PARCELS.

SOUTHWEST GAS CORP. — DAT

A PUBLIC UTILITY EASEMENT IS HEREBY GRANTED TO NV ENERGY WITHIN EACH FOR THE PURPOSE OF INSTALLING AND MAINTAINING UTILITY SERVICES TO THAT WITH THE RIGHT TO EXIT THAT PARCEL WITH SAID FACILITIES FOR THE PURPOSE SERVING ADJACENT PARCELS, AT LOCATIONS MUTUALLY AGREED UPON BY THE C RECORD AND THE UTILITY COMPANY.

SIERRA PACIFIC POWER COMPANY d/b/a NV ENERGY — DAT

PLANNING COMMISSIONER CERTIFICATE

THIS MAP IS HEREBY APPROVED FOR SUBDIVISION PURPOSES PURSUANT TO N.R.S. 278.461 – 278.469, INCLUSIVE, BY THE PLANNING COMMISSION OF LANDER COUNTY, NEVADA AS WITNESSED BY THE UNDERSIGNED CHAIRPERSON.

CHAIRPERSON — DATE

LEGEND

- ♦ = FOUND 1914 GLO BRASS CAP – PUBLIC LAND SURVEY CORNER.
- ○ = CALCULATED POINT NOT FOUND OR SET.
- ● = SET 5/8" REBAR W/ CAP – PLS 23385.
- ■ = FOUND 2" ALUMINUM CAP – PLS 17828.

LAND SURVEYOR'S CERTIFICATE

I, CHRISTOPHER S. KONAKIS, A PROFESSIONAL LAND SURVEYOR LICENSED IN THE STATE OF NEVADA, CERTIFY THAT:

1) THIS PLAT REPRESENTS THE RESULTS OF A SURVEY PERFORMED UNDER MY DIRECT SUPERVISION AND DIRECTION AT THE INSTANCE OF FADED SAGE DEVELOPMENT, LLC.
2) THE LANDS SURVEYED LIE WITHIN SECTION 14 T.32N., R.44E. M.D.B.&M., LANDER, COUNTY, NEVADA. THE SURVEY WAS COMPLETED ON THE MARCH 3, 2019.
3) THIS PLAT COMPLIES WITH THE APPLICABLE STATE STATUTES AND ANY LOCAL ORDINANCES IN EFFECT ON THE DATE THAT THE SURVEY WAS COMPLETED, AND THE SURVEY WAS CONDUCTED IN ACCORDANCE WITH CHAPTER 625 OF THE NEVADA ADMINISTRATIVE CODE.
4) THE MONUMENTS DEPICTED ON THE PLAT ARE OF THE CHARACTER SHOWN, OCCUPY THE POSITIONS INDICATED, AND ARE OF SUFFICIENT NUMBER AND DURABILITY.

CHRISTOPHER S. KONAKIS, P.L.S. 23385

NOTES

1. THE DIVIDED ON THIS MAP IS REFERENCED UNDER APN NO. 010-260-13.
2. IN ADDITION TO THE EASEMENTS SHOWN, THE PARCELS ARE SUBJECT TO A 5.00' DRAINAGE AND UTILITY EASEMENT ALONG ALL PARCEL BOUNDARIES AND A 7.50' DRAINAGE AND UTILITY EASEMENT ALONG ALL DEDICATED ROADWAYS.
3. THE LANDS SHOWN ON THIS MAP ARE NOT IN THE 100 YEAR FLOOD PLAIN, AS PER FEMA MAP 32015C0465E, EFFECTIVE 11/25/2013.
4. THE TOTAL SUBDIVIDED AREA OF THIS MAP EQUALS 23.71 ACRES.
5. PER NOTICE OF ZONE CHANGE DOCUMENT NO. 0285395 NO PARCEL WILL BE DIVIDED TO CONTAIN LESS THAN 2.50 ACRES.

REFERENCES

1. THE FINAL MAP DIVISION INTO LARGE PARCELS FOR MARSHALL S. ASHCRAFT, INC., RECORDED IN THE OFFICE OF THE LANDER COUNTY RECORDER AS FILE NO. 183519, ON FEBRUARY 22, 1993.
2. PARCEL MAP FOR JAY WINTLE, RECORDED IN THE OFFICE OF THE LANDER COUNTY RECORDER AS FILE NO. 288097, ON APRIL 13, 2017.
3. SUA FOR JAY WINTLE, RECORDED IN THE OFFICE OF THE LANDER COUNTY RECORDER AS FILE NO. 288943, ON JULY 12, 2017.

SCALE: 1" = 120'

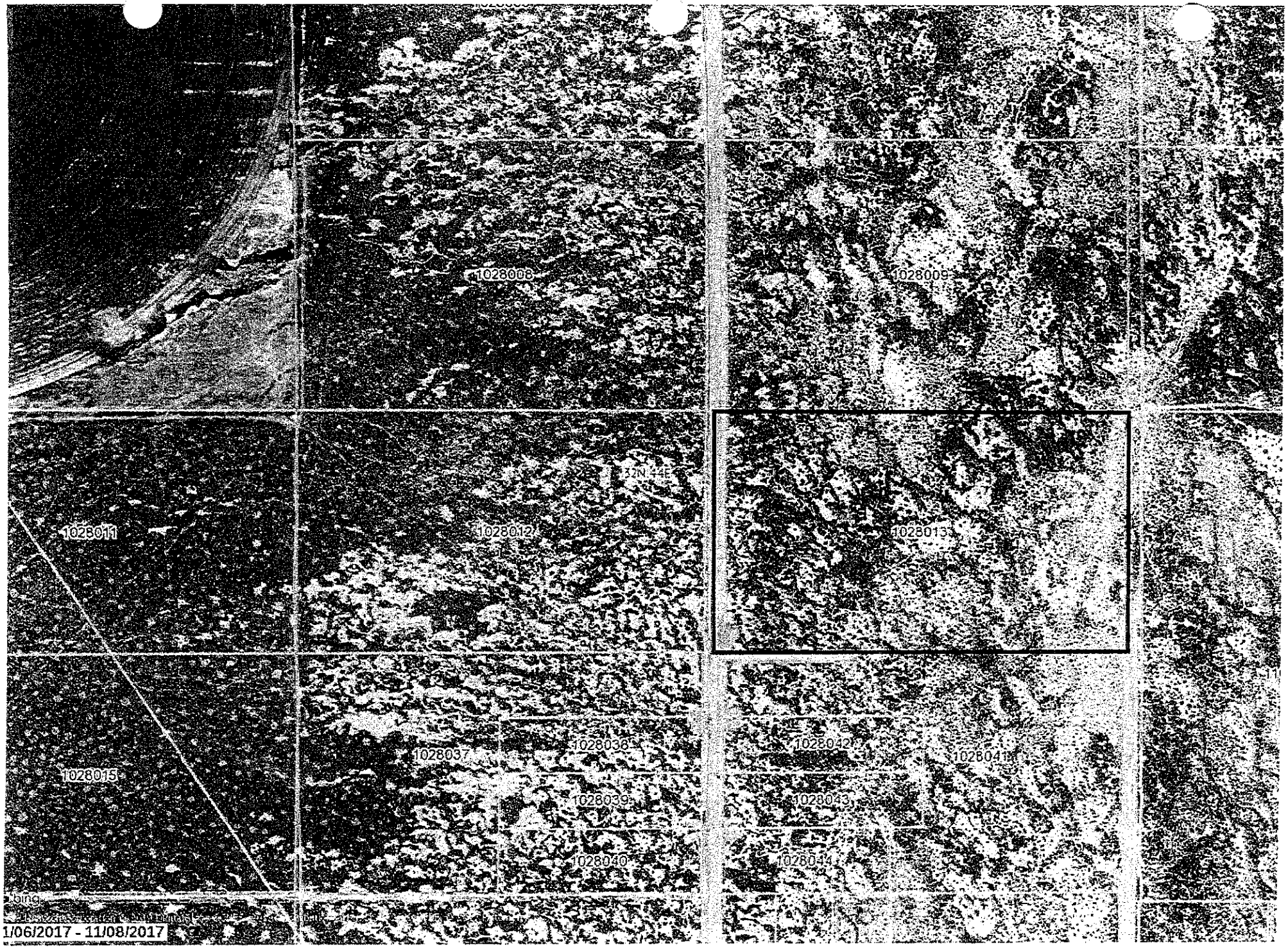
120' 60' 0' 120' 240' 360' 480'

PARCEL MAP
FOR
FADED SAGE DEVELOPMENT, LLC

A DIVISION OF:
LOT 10 FOR –
FINAL MAP OF DIVISION INTO LARGER PARCELS – FILE NO. 183519
LANDER COUNTY, NEVADA RECORDS

A PORTION OF THE N.E.¼ OF SECTION 14,
T.32N., R.44E., M.D.B.&M.
LANDER COUNTY, NEVADA

KONAKIS ENGINEERING, I
CIVIL & WATER RESOURCES ENGINEERING
LAND SURVEYING
(775) 738-5319
225 SILVER STREET, STE. 108
ELKO, NEVADA 89801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1/06/2017 - 11/08/2017

Lander County Commissioners Meeting

Agenda Item Number _13_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Discussion and possible action to approve/disapprove a parcel map application for Jay Wintle dba Faded Sage Development LLC Changing Parcel number 010-280-07 and 010-280-09 from two (2) Parcels to four (4) Parcels, located on Faded Sage Drive in Battle Mountain, zoned A-1, and all other matters properly related thereto

Public Comment:

Background: This item was noticed in the Battle Mountain Bugle on May 29, 2019 and heard and approved in front of the planning commission on June 12, 2019.

Recommended action:

Lander County Commission Agenda Request Form

COMMISSIONER MEETING DATE

NAME: JAY WINTLE REPRESENTING: FADED SAGE DEVELOPMENT LLC

ADDRESS: 810 SHEEP CREEK ROAD BTTLE MOUNTAIN NV 89820

PH: 775-635-5231

WHICH NUMBER SHOULD WE CALL DURING NORMAL BUSINESS HOURS? LISTED

WHO WILL BE ATTENDING THE MEETING: JAY WINTLE

JOB TITLE: OWNER

SPECIFIC REQUEST TO BE PLACED ON THE AGENDA: DISCUSSION AND POSSIBLE ACTION TO APPROVE/DISAPPROVE A PARCEL MAP APPLICATION FOR JAY WINTLE DBA FADED SAGE DEVELOPMENT LLC CHANGING PARCEL NUMBER 010-280-07 AND 010-280-09 FROM TWO (2) PARCELS TO FOUR (4) PARCELS, LOCATED ON FADED SAGE DRIVE IN BATTLE MOUNTAIN, ZONED A-1, AND ALL OTHER MATTERS PROPERLY RELATED THERETO.

BACKGROUND INFORMATION: THIS ITEM WAS NOTICCED IN THE BATTLE MOUNTAIN BUGLE ON MAY 29, 2019 AND HEARD AND APPROVED IN FRONT OF THE PLANNING COMMISSION ON JUNE 12, 2019.

WHAT ACTION WOULD YOU LIKE THE BOARD TO TAKE TO RESOLVE THIS ISSUE? PLEASE REVIEW ATTACHED INFORMATION TO MAKE A DECISION ON WHETHER TO APPROVE OR DISSAPROVE THE FOLLOWING PARCEL MAP APPLICATION.

ARE THERE ANY COSTS ASSOCIATED WITH YOUR REQUEST? YES _X_ NO ___
AMOUNT $ ___400.00____

HAS THIS ISSUE BEEN DISCUSSED AT A PRIOR COMMISSION MEETING? YES ___ NO _X_

WHEN? _____

HAS THIS ISSUE BEEN REVIEWED AND APPROVED BY AFFECTED DEPT HEADS? YES _X_ NO ___

ALL BACKUP MATERIAL MUST BE PROVIDED WITH AGENDA REQUEST, NOT AT THE MEEING:

IS ALL THE BACK UP MATERIAL ATTACHED TO THIS AGENDA REQUEST? YES _X_ NO ___

IF THE ITEM IS A CONTRACT AND/OR AGREEMENT, OR REQUIRES LEGAL REVIEW, IT MUST BE REVIEWED BY THE DISTRIC ATTORNEY'S OFFICE PRIOR TO AGENDA SETTING OR IT WILL NOT GO ON THE AGENDA.
HAS THE DISTRICTATTORNEY'S OFFICE PROVIDED THE REQUIRED REVIEW? YES _X_ NO ___

THE COMMISSIONERS RESERVE THE RIGHT TO REJECT OR RECOMMEND TABLING ALL AGENDA REQUESTS FOR INSUFFICIENT INFORMATION.

ALL INFORMATION STATED IS CORRECT AND TRUE TO MY KNOWLEDGE:

SIGNATURE _____ DATE 6-14-16

The Lander County Board of Commissioners meets the 2nd and 4th Thursday of each month

LANDER COUNTY PLANNING COMMISSION

June 12, 2019

AGENDA ITEM NUMBER 5

5) *Discussion and Possible action to approve/disapprove a Parcel Map application for Jay Wintle DBA Faded Sage Development LLC changing parcel number 010-280-07 and 010-280-09 from two (2) parcels to four (4) parcels, located on Faded Sage Drive in Battle Mountain, zoned A-1, and all other matters properly related thereto.

Staff Report:

Applicant wishes to split two parcels, one at 26.38-acres and one at 26.350-acres into parcel into 4 parcels Zoned A-1:

Parcel 4-A: 10 Acres

Parcel 4-B: 10.94 Acres

Parcel 4-C: 5.92 Acres

Parcel 4-D: 24.68 Acres

The allowable septic system density without is 99 per square mile. There are approximately 24 existing systems within that area. At complete build out with current and proposed division, there is a possibility of 64 septic systems.

Staff Comments: Notice of this request was sent to staff:

Keith Westengard, Lander County Executive Director
Anna Penola, Building Official
Bert Ramos, Public Works Director
Lura Duvall, County Assessor
Ted Herrera, Lander County District Attorney

This item was noticed in the Battle Mountain Bugle on May 29, 2019.

NRS Reference

NRS 278.462 Requirements which may be imposed by governing body.

The governing body or, if authorized by the governing body, the planning commission or other authorized person:

1. May require street grading, drainage provisions and lot designs as are reasonably necessary.

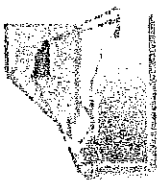
2. If it anticipates, based upon duly adopted ordinances and plans, that the parcels will be used for residential, commercial or industrial purposes, may require off-site access, street alignment, surfacing and width, water quality, water supply and sewerage provisions only as necessary and consistent with the existing use of any land zoned for similar use which is within 660 feet of the proposed parcel. If the governing body, the planning commission or other authorized person may require additional improvements, which are reasonably necessary and consistent with the use of the land if it is developed as proposed.

NAC Reference

NAC 444.790 Lot Size. (NRS 439.200, 444.650)

1. A minimum area of 1 acre (43,560 square feet), including public streets and alleys or other public right-of-ways, lands or any portion thereof abutting on, running through or within a building site, is required for the installation of an individual sewage disposal system on a lot served by a well.

Lander County
Planning Commission



50 State Route 305
Battle Mountain NV 89820
Phone: (775) 635-2860
Fax: (775) 635-1120

PARCEL MAP APPROVAL APPLICATION

APPLICANT / OWNER INFORMATION

Applicant(s): Jay Wintle

Address: 810 sheep Creek Rd. Phone Number: 775-635-5231

Legal Owner(s): Faded Sage Development LLC (Managing Member Jay Wintle)

Address: 810 sheep Creek Rd. Phone Number: 775-635-5231

Applicant's Representative or Engineer: Konakis Engineering,LLC Chris Konakis 775-738-5319

PROJECT INFORMATION

Property Location: Faded Sage Drive — A PORTION OF THE NE ¼ OF SECTION 14, T.32N., R44E., M.D.B.&M. LANDER COUNTY, NEVADA

Assessor's Parcel Number: 010 — 280 — 07
010 — 280 — 09

Current Zoning: A-1

Total Number of Parcels and Acreage:
4 parcel

Parcel 4-A 10.00 ac.
Parcel 4-B 10.94 ac.
Parcel 4-C 5.92 ac.
Parcel 4-D 23.49.ac.

Public Utilities will be furnished as follows:

Electricity: NV Energy Water Municipal /on site Well Sewage On site

Type of street / road improvements proposed are as follows:

Existing and proposed fire protection improvement as as follows:
Fire Hydrants are in place.

Proposed use on each parcel:
Residential

SIGNATURE(S)

I here by certify that the information stated above and on forms, plans and other materials submitted along with this application form is true and correct to the best of my knowledge. It is my responsibility to inform Lander County of any changes to information represented in this submittal.

Applicant's Signature — Date: 4/8/2019

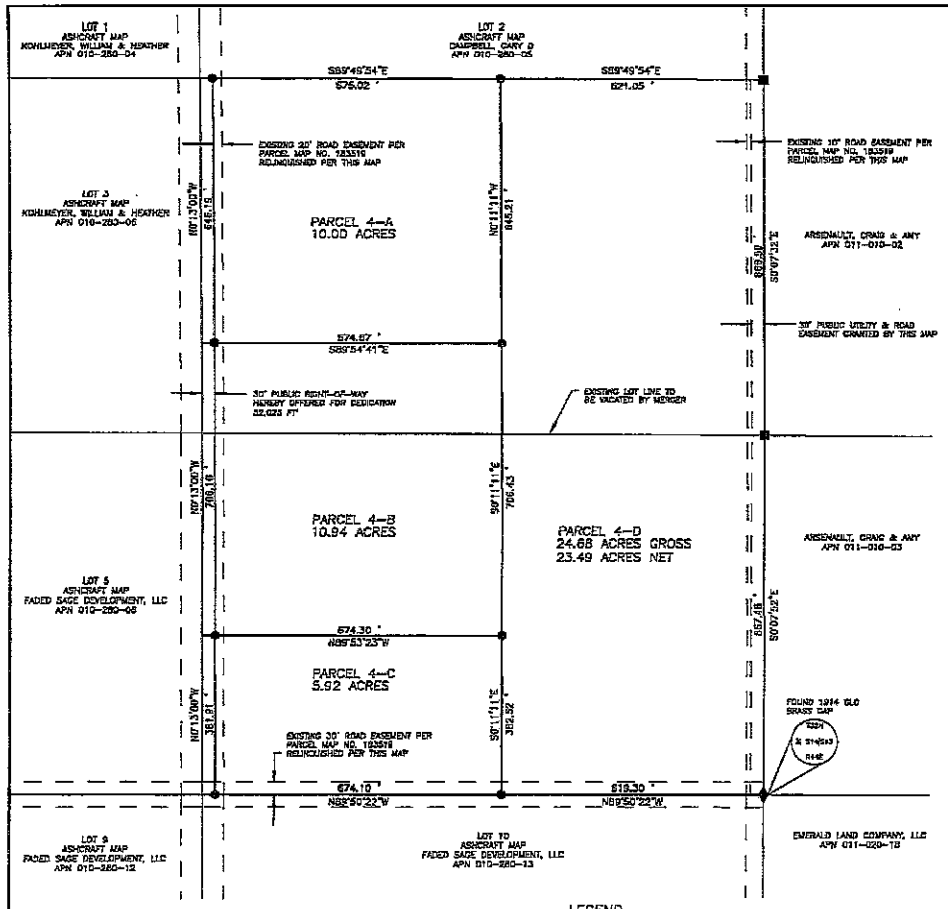
Applicant's Signature (If the person applying is not the owner) — Date:

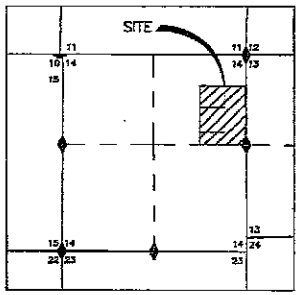
REQUIRED AT TIME OF APPLICATION

The following must accompany this application:

- A copy of the Grant Bargain and Sale Deed.
- 3 copies of the proposed Parcel Map prepare in accordance with Chapter 16.12 of Lander County Code for review by County Surveyor, Planning Dept & Assessor / Treasurer.
- 12 copies of proposed Parcel Map, (may be 11 x 17).
- Mylar of proposed Parcel Map with all appropriate signatures & any changes required by review.
- If property is improved, include all existing buildings, building setbacks and any other pertinent information.
- Any bonding of roads if applicable.
- A water right per parcel if applicable.
- $105.00 fee should a waiver letter from the County Surveyor be requested
- $400.00 certification review (non-refundable).

The following is due by _____ in order to be on the _____ 3:00 p.m. Planning Commission Agenda.





VICINITY MAP
NOT TO SCALE

LEGEND

- ♦— = FOUND 1914 GLO BRASS CAP – PUBLIC LAND SURVEY CORNER.
- ○ = CALCULATED POINT NOT FOUND OR SET.
- ● = SET 5/8" REBAR W/ CAP – PLS 23365.
- ■ = FOUND ½" REBAR

LAND SURVEYOR'S CERTIFICATE

I, CHRISTOPHER S. KONAKIS, A PROFESSIONAL LAND SURVEYOR LICENSED IN THE STATE OF NEVADA, CERTIFY THAT:

1) THIS PLAT REPRESENTS THE RESULTS OF A SURVEY PERFORMED UNDER MY DIRECT SUPERVISION AND DIRECTION AT THE INSTANCE OF FADED SAGE DEVELOPMENT, LLC.

2) THE LANDS SURVEYED LIE WITHIN SECTION 14 T.32N., R.44E., M.D.B.&M., LANDER, COUNTY, NEVADA. THE SURVEY WAS COMPLETED ON THE MARCH 3, 2018.

3) THIS PLAT COMPLIES WITH THE APPLICABLE STATE STATUTES AND ANY LOCAL ORDINANCES IN EFFECT ON THE DATE THAT THE SURVEY WAS COMPLETED, AND THE SURVEY WAS CONDUCTED IN ACCORDANCE WITH CHAPTER 625 OF THE NEVADA ADMINISTRATIVE CODE.

4) THE MONUMENTS DEPICTED ON THE PLAT ARE OF THE CHARACTER SHOWN, OCCUPY THE POSITIONS INDICATED, AND ARE OF SUFFICIENT NUMBER AND DURABILITY.

CHRISTOPHER S. KONAKIS, P.L.S. 23365

NOTES

1. THE LAND MERGED AND SUBSEQUENTLY DIVIDED ON THIS MAP IS REFERENCED UNDER LOT 4 AND LOT 5.
2. IN ADDITION TO THE EASEMENTS SHOWN, THE PARCELS ARE SUBJECT TO A 5.00' DRAINAGE AND UTILITY EASEMENT ALONG ALL PARCEL BOUNDARIES AND A 7.50' DRAINAGE AND UTILITY EASEMENT ALONG ALL DEDICATED ROADWAYS.
3. THE LANDS SHOWN ON THIS MAP ARE NOT IN THE 100 YEAR FLOOD PLAIN, AS PER FEMA MAP 32015C0465G, EFFECTIVE 11/20/2013.
4. THE TOTAL SUBDIVIDED AREA OF THIS MAP EQUALS 52.74 ACRES.
5. PER NOTICE OF ZONE CHANGE DOCUMENT NO. 0215395 NO PARCEL WILL BE DIVIDED TO CONTAIN LESS THAN 2.50 ACRES.

REFERENCES

1. THE FINAL MAP DIVISION INTO LARGE PARCELS FOR MARSHALL S. ASHCRAFT, INC., RECORDED IN THE OFFICE OF THE LANDER COUNTY RECORDER AS FILE NO. 183519, ON FEBRUARY 22, 1993.

BASIS OF BEARINGS

THE BASIS OF BEARINGS FOR THIS MAP IS THE NORTH AMERICAN DATUM OF 1983/94 (2011), NEVADA CENTRAL ZONE (2702), AS DETERMINED BETWEEN THE FOUND 1914 GLO BRASS CAP DENOTING THE EAST ¼ CORNER OF SECTION 14 AND THE FOUND ½" REBAR DENOTING THE NORTHEAST CORNER OF LOT 6 WITH A BEARING OF N00°07'32"E. THIS SURVEY WAS CONDUCTED IN GROUND COORDINATES, USING A GROUND SCALE FACTOR OF 1.0003348689.

LANDER COUNTY COMMISSIONERS CERTIFICATE

AT A REGULAR MEETING OF THE BOARD OF COMMISSIONERS OF THE COUNTY OF LANDER, STATE OF NEVADA, HELD ON THE _____ DAY OF _____ 2018, THIS MAP WAS DULY AND REGULARLY APPROVED PURSUANT TO N.R.S. 278.461 – 278.469, INCLUSIVE, AND THE LANDER COUNTY DIVISION OF LAND ORDINANCE. THE BOARD DOES HEREBY ACCEPT ALL STREETS AND EASEMENTS THEREON OFFERED FOR UTILITY, DRAINAGE, AND ACCESS PURPOSES AS DEDICATED FOR PUBLIC USE.

CHAIRPERSON — DATE

CLERK/ ATTEST — DATE

PLANNING COMMISSIONER CERTIFICATE

THIS MAP IS HEREBY APPROVED FOR SUBDIVISION PURPOSES PURSUANT TO N.R.S. 278.461 – 278.469, INCLUSIVE, BY THE PLANNING COMMISSION OF LANDER COUNTY, NEVADA AS WITNESSED BY THE UNDERSIGNED CHAIRPERSON.

CHAIRPERSON — DATE

OWNER'S CERTIFICATE

KNOWN OF ALL MEN BY THESE PRESENT THAT THE UNDERSIGNED, JAY WINTLE, MANAGING MEMBER OF F DEVELOPMENT, LLC, BEING THE OWNER OF THOSE PARCELS AS SHOWN ON THIS MAP, DO HEREBY CONSENT PREPARATION AND TO THE FILING OF THIS MAP AND OFFER FOR DEDICATION ALL OF THE STREETS AND EASE PUBLIC ACCESS, DRAINAGE, AND PUBLIC UTILITY PURPOSES AS DESIGNATED HEREON. IN WITNESS I, JAY WINTL HAND ON THE DATE SHOWN.

FADED SAGE DEVELOPMENT, LLC

JAY WINTLE — DATE
MANAGING MEMBER

STATE OF NEVADA
COUNTY OF LANDER

THIS INSTRUMENT WAS ACKNOWLEDGED BEFORE ME ON THE _____ DAY OF _____ 2018, BY JAY WINTLE AS MANAGING MEMBER OF FADED SAGE DEVELOPMENT, LLC.

NOTARY PUBLIC IN AND FOR _____ COUNTY, _____

COUNTY SURVEYOR'S CERTIFICATE

I, ROBERT E. MORLEY, COUNTY SURVEYOR FOR LANDER COUNTY, NEVADA, I HEREBY CERTIFY THAT I HAVE EXAMINED THIS MAP AND FIND THAT ALL PROVISIC N.R.S. 278.457–278.469 INCLUSIVE AT THE TIME OF APPROVAL HAVE BEEN COM WITH, AND THAT I AM SATISFIED THAT THIS MAP IS TECHNICALLY CORRECT.

ROBERT E. MORLEY, LANDER COUNTY SURVEYOR — DATE

COUNTY TREASURER'S CERTIFICATE

I, JUSTINA JOHNSON HEREBY CERTIFY THAT ALL PROPERTY TAXES ON APN 010-280-07 AND APN NO. 010-280-09 HAVE BEEN PAID FOR THIS FISCAL YE

JUSTINA JOHNSON, LANDER COUNTY TREASURER — DATE

COUNTY ASSESSOR'S CERTIFICATE

I, LURA DUNNIL, HEREBY CERTIFY THAT THE ASSESSOR'S PARCEL NUMBERS ON THIS PLAT ARE CORRECT AND THAT THE PROPOSED PARCELS ARE A MERGER DIVISION OF SAID APN NO. 010-280-07 AND APN NO. 010-280-09.

LURA DUNNIL, LANDER COUNTY ASSESSOR — DATE

PUBLIC UTILITIES CERTIFICATE

THE PUBLIC UTILITY EASEMENTS, AS INDICATED HEREON, ARE APPROVED BY RESPECTIVE PUBLIC UTILITIES EXECUTING BELOW.

NEVADA BELL TELEPHONE COMPANY d/b/a AT&T NEVADA — DATE

A PUBLIC UTILITY EASEMENT IS HEREBY GRANTED TO SOUTHWEST GAS WITHIN E PARCEL AS SHOWN FOR THE EXCLUSIVE PURPOSE OF INSTALLING AND MAINTAIN UTILITY SERVICE FACILITIES TO THAT PARCEL, WITH THE RIGHT TO EXIT THAT PAI SAID UTILITY FACILITIES FOR THE PURPOSE OF SERVING ADJACENT PARCELS.

SOUTHWEST GAS CORP — DATE

A PUBLIC UTILITY EASEMENT IS HEREBY GRANTED TO NV ENERGY WITHIN EACH FOR THE PURPOSE OF INSTALLING AND MAINTAINING UTILITY SERVICES TO THAT WITH THE RIGHT TO EXIT THAT PARCEL WITH SAID FACILITIES FOR THE PURPOSE SERVING ADJACENT PARCELS, AT LOCATIONS MUTUALLY AGREED UPON BY THE C RECORD AND THE UTILITY COMPANY.

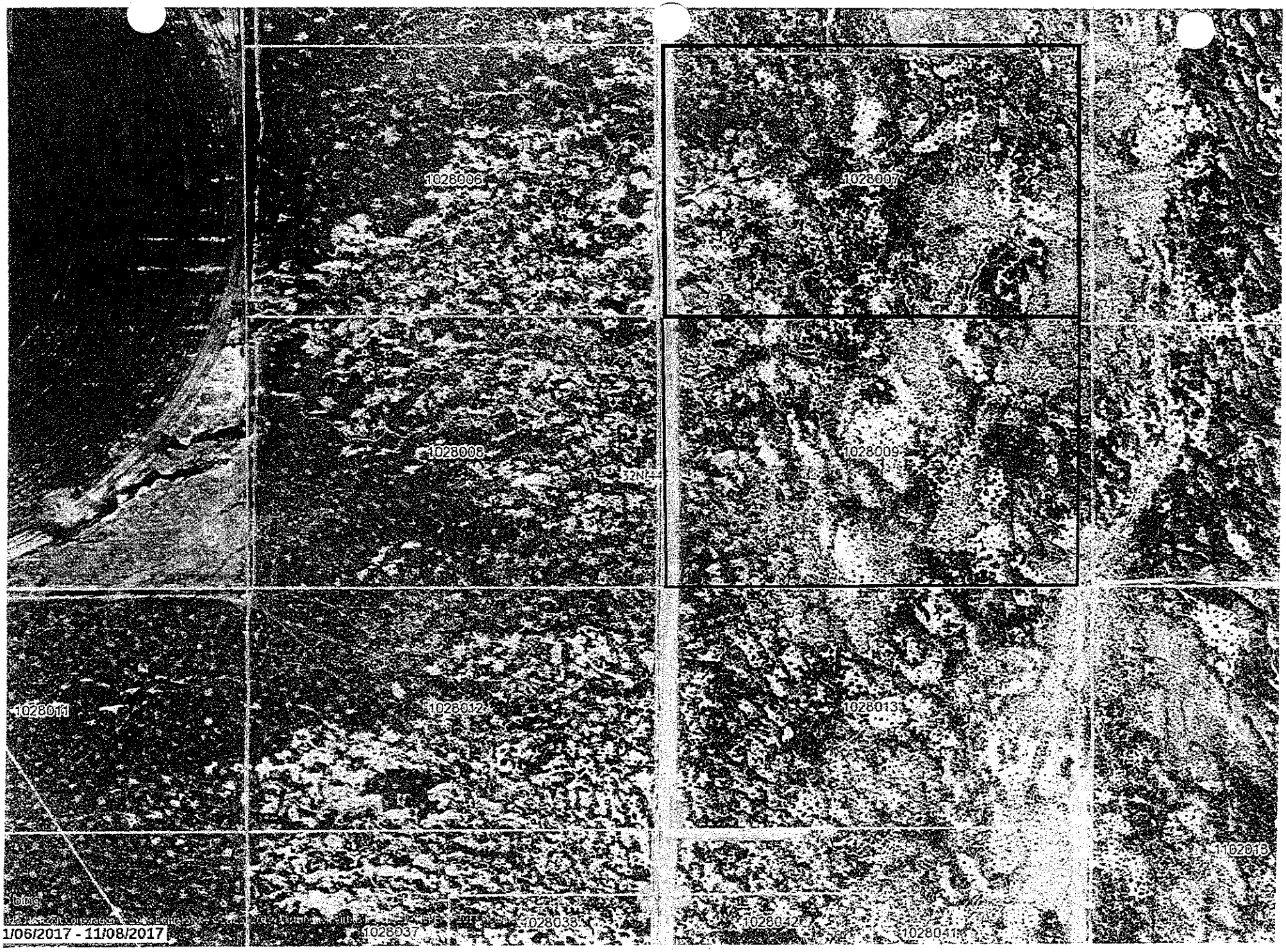
SIERRA PACIFIC POWER COMPANY d/b/a NV ENERGY — DATE

SCALE: 1" = 150'

150' 75' 0' 150' 300' 450' 600'

PARCEL MAP & MERGER
FOR
FADED SAGE DEVELOPMENT, LLC
PER NRS 278.4625
A MERGER AND DIVISION OF
LOTS 4 & 5 PER
FINAL MAP OF DIVISION INTO LARGE PARCELS – FILE NO. 183519
LANDER COUNTY, NEVADA 2018/03
A PORTION OF THE NE¼ OF SECTION 14,
T.32N., R.44E., M.D.B.&M.
LANDER COUNTY, NEVADA

KONAKIS ENGINEERING, L
CIVIL & WATER RESOURCES ENGINEERING
LAND SURVEYING
(775) 738-5319
225 SILVER STREET, STE. 108
ELKO, NEVADA 89801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1/06/2017 - 11/08/2017

Lander County Commissioners Meeting

Agenda Item Number _14_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Discussion and possible action to approve/disapprove developing procedures for hiring and utilization of independent contractors in Lander County, these procedures to include action to be taken should conflicts arise, and all other matters properly related thereto.

Public Comment:

Background:

Recommended action:

Lander County Commissioners Meeting

Agenda Item Number _15_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Discussion and possible action to approve/disapprove an extension of the water main/service 750 Linear feet (LF) down the county right-of-way, providing water service to parcel number 011-110-03, owned by James & Nanette Ancho, with owner to pay all costs of the two inch (2") water line extension, and all other matters properly related thereto.

Public Comment:

Background:

Recommended action:

Lander County Commissioners Meeting

Agenda Item Number _16_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Update from the Public Works Director, and all other properly related thereto.

Public Comment:

Background:

Recommended action:

Lander County Commissioners Meeting

Agenda Item Number _17_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Discussion only regarding the needs of the B.M.H.S band in attending the Nevada 150 year celebration in Carson City, and all other matters properly related thereto.

Public Comment:

Background:

Recommended action:

Lander County Commissioners Meeting

Agenda Item Number _18_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Update from Heidi Gatzke, University of Nevada Reno Cooperative Extension, Northern Area Director, regarding the cooperative extension office located in Battle Mountain, and all other matters properly related thereto.

Public Comment:

Background:

Recommended action:

Lander County Commissioners Meeting

Agenda Item Number _19_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Discussion and possible action and a presentation from the Bureau of Land Management (BLM) concerning Road Side Fuel Break Projects throughout Lander County, and whether to direct the County Manager to work on getting a Cooperative Agreement between Lander County and the BLM for said Road Side Fuel Break Projects, and all other matters properly related thereto.

Public Comment:

Background:

Recommended action:

Lander County Commissioners Meeting

Agenda Item Number _20_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Update from the Bureau of Land Management (BLM) regarding the Battle Mountain Air Tanker Base, and all other matters properly related thereto.

Public Comment:

Background:

Recommended action:

Lander County Commissioners Meeting

Agenda Item Number _21_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Discussion and possible action to approve/disapprove establishing a procedure in which the County may provide access to applicants who wish to utilize the Battle Mountain Moto Cross Track to include the setting of fees, insurance requirements and security issues, and all other matters properly related thereto.

Public Comment:

Background:

Recommended action:

Lander County Commissioners Meeting

Agenda Item Number _22_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Discussion and possible action to approve/disapprove payment to Lander County Treasurer for payment of taxes held for 2019-20, and all other matters properly related thereto.

Public Comment:

Background:

Recommended action:

AGENDA REQUEST FORM

MEETING DATE: June 27, 2019

Name: *Jusdivia Johnson* Representing: *Lander County Treasurer*

Address: *50 State Route 305, Battle Mountain, NV 89820*

Phone:(H) *775-635-2247* *(w)775-635-5127* Fax: *775-635-5593*

WHICH NUMBER SHOULD WE CALL DURING NORMAL BUSINESS HOURS: *WORK*

WHO WILL BE ATTENDING THE MEETING: *Jusdivia Johnson*

JOB TITLE: *Lander County Treasurer*

SPECIFIC REQUEST TO BE PLACED ON THE AGENDA:

Approve/Disapprove payment to Lander County Treasurer for payment of taxes held for 2019-20 and other matters properly relating thereto.

WHAT ACTION WOULD YOU LIKE THE BOARD TO TAKE TO RESOLVE THIS ISSUE?
Approve payment to Lander County Treasurer

ARE THERE ANY COSTS ASSOCIATED WITH YOUR REQUEST? YES (NO)
AMOUNT:

HAS THIS ISSUE BEEN DISCUSSED AT A PRIOR COMMISSION MEETING? YES (NO)
WHEN?

WILL YOU BE PRESENTING WRITTEN INFORMATION AT THE MEETING? YES (NO)

HAVE YOU DISCUSSED THIS ISSUE WITH THE AFFECTED DEPT HEAD? (YES) NO

FOR REVIEW BY:

CLERK		SHERIFF		J.P.	
ASSESSOR		WELFARE		D.A.	
BUILDING		PLANNING		TREASURER	XXXX
AIRPORT		RECORDER		SWIM POOL	
R & B				HOSPITAL	
PUB WORKS		GOLF		CIVIC CENTER	
FAIR/REC		COUNTY MANAGER		FINANCE DIRECTOR	

THE COUNTY MANAGER RESERVES THE RIGHT TO REJECT OR RECOMMEND TABLING ALL AGENDA REQUESTS FOR INSUFFICIENT INFORMATION.

ALL INFORMATION STATED IS CORRECT AND TRUE TO MY KNOWLEDGE.....

Jusdivia Johnson

MEETING DATE: June 27, 2019

MOTION FOR COMMISSIONERS

AGENDA ITEM #

I MOVE to approve payment to the Lander County Treasurer in the amount of $ 11,812.26 for taxes collected in advance from specific taxpayers for the 2019-20 tax year.

MAKE CHECK PAYABLE TO:
NAME: Lander County Treasurer
50 State Route 305
ADDRESS: Battle Mountain, NV 89820

DATE RECEIVED	DESCRIPTION	NAME	PARCEL #	AMOUNT
August 14, 2018	2018/19 leftover holding	chukar Hills	3 land/multiple mh's	$ 700.83
September 12,2018	holding for 2019/20	chukar Hills	3 land/multiple mh's	$ 1,000.00
October 15, 2018	holding for 2019/20	chukar Hills	3 land/multiple mh's	$ 1,000.00
November 13, 2018	holding for 2019/20	chukar Hills	3 land/multiple mh's	$ 1,000.00
December 11,2018	holding for 2019/20	Kelly Down	011-380-07/011-380-09/MH 3209	$ 63.37
December 17, 2018	holding for 2019/20	chukar hills	3 land/multiple mh's	$ 1,000.00
December 27, 2018	holding for 2019/20	Kelly Down	011-380-07/011-380-09/MH3209	$ 115.00
January 14, 2019	holding for 2019/20	chukar hills	3 land/multiple mh's	$ 1,000.00
February 11, 2019	holding for 2019/20	chukar Hills	3 land/multiple mh's	$ 1,000.00
February 19, 2019	holding for 2019/20	Kelly Down	011-380-07/011-380-09/MH 3209	$ 115.00
March 11,2019	holding for 2019/20	chukar Hills	3 land/multiple mh's	$ 1,000.00
March 26, 2019	holding for 2019/20	Kelly Down	011-380-07/011-380-09/mh3209	$ 115.00
April 5, 2019	holding for 2019/20	Debbie Slade	002-436-07	$ 11.54
April 16, 2019	holding for 2019/20	chukar Hills	3 land/multiple mh's	$1,000.00
April 23, 2019	holding for 2019/20	Kelly Down	011-380-07/011-380-09/mh3209	$ 115.00
April 25, 2019	holding for 2019/20	Michael Haddis	003-074-13	$ 99.22
May 7, 2019	holding for 2019/20	Debbie Slade	002-436-07	$ 45.00
May 7, 2019	holding for 2019/20	Glenn Praiss	001-071-01/001-071-02	$ 145.86
May 13, 2019	holding for 2019/20	chukar Hills	3 land/multiple mh's	$ 1,000.00
May 15, 2019	holding for 2019/20	Kelly Down	011-380-07/011-380-19/mh3209	$ 115.00
May 28, 2019	holding for 2019/20	Norman & Virginia Wells	011-280-16	$ 11.44
June 10, 2019	holding for 2019/20	chukar Hills	3 land/multiple mh's	$ 1,000.00
June 10, 2019	holding for 2019/20	Debbie Slade	002-436-07	$ 45.00
June 17, 2019	holding for 2019/20	Kelly Down	011-380-07/011-380-09/mh3209	$115.00

Tax Service Code # 0040

001-31045 GENERAL FUND **$ 11,812.26**

Audrivia Johnson

Lander County Commissioners Meeting

Agenda Item Number _23_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Discussion and possible action to approve/disapprove resolution 2019-04 to Levy the 2019-20 tax rates, and all other matters properly related thereto

Public Comment:

Background:

Recommended action:

AGENDA REQUEST FORM

MEETING DATE: June 27, 2019

Name: *Jusdivia Johnson* Representing: *Lander County Treasurer*

Address: *50 State Route 305, Battle Mountain, Nevada 89820*

Phone:(H) *775-635-2247* *(w)775-635-5127* Fax: *775-635-5593*

WHICH NUMBER SHOULD WE CALL DURING NORMAL BUSINESS HOURS: *WORK*

WHO WILL BE ATTENDING THE MEETING: *Jusdivia Johnson*

JOB TITLE: *Lander County Treasurer*

SPECIFIC REQUEST TO BE PLACED ON THE AGENDA:

To approve/disapprove Resolution #2019-04 to levy the 2019-20 tax rates and other matters properly relating thereto

WHAT ACTION WOULD YOU LIKE THE BOARD TO TAKE TO RESOLVE THIS ISSUE?

Approve Resolution #2019-04 to levy the 2019-20 tax rates

ARE THERE ANY COSTS ASSOCIATED WITH YOUR REQUEST? YES (NO)

AMOUNT:

HAS THIS ISSUE BEEN DISCUSSED AT A PRIOR COMMISSION MEETING? YES (NO)

WHEN?

WILL YOU BE PRESENTING WRITTEN INFORMATION AT THE MEETING? YES (NO)

HAVE YOU DISCUSSED THIS ISSUE WITH THE AFFECTED DEPT HEAD? (YES) NO

FOR REVIEW BY:

CLERK	xxxx	SHERIFF		J.P.	
ASSESSOR	xxxx	WELFARE		D.A.	
BUILDING		PLANNING		TREASURER	xxxx
AIRPORT		RECORDER		SWIM POOL	
R & B				HOSPITAL	
PUB WORKS		GOLF		CIVIC CENTER	
FAIR/REC		COUNYT MANAGER		FINANCE DIRECTOR	xxxx

THE COUNTY MANAGER RESERVES THE RIGHT TO REJECT OR RECOMMEND TABLING ALL AGENDA REQUESTS FOR INSUFFICIENT INFORMATION.

ALL INFORMATION STATED IS CORRECT AND TRUE TO MY KNOWLEDGE.....

Jusdivia Johnson

MEETING DATE: June 27, 2019

RESOLUTION NO. 2019-04
OF THE BOARD OF LANDER COUNTY COMISSIONERS

A Resolution by the Lander County Commissioners, State of Nevada, to levy the Ad Valorem (property) Tax Rate Required for the Fiscal Year July 1, 2019 through June 30, 2020 in Accordance with NRS 361.460.

WHEREAS, NRS 361.460 states, " Immediately after the Nevada Tax Commission shall certify the combined tax rate, the Board of County Commissioners shall by resolution proceed to levy the tax rate required for the fiscal period beginning the succeeding July 1, designating the number of cents of each $100 of property levied for each fund."

NOW, THEREFORE, IT IS HEREBY RESOLVED by the Board of County Commissioners of Lander County, now, that the Nevada Tax Commission has certified the combined tax rate, that the levy of taxes in Lander County for the fiscal period beginning July 1, 2019, shall be in accordance with the following schedule for each fund on $100 of property:

General Fund	.....	1.2670
Road & Bridge	.....	0.1909
Indigent	.....	0.0755
Ag Extension	.....	0.0150
Aging Services	.....	0.0850
Airport	.....	0.0400
Culture & Recreation	.....	0.0895
Youth Services	.....	0.0009
State Indigent (NACO)	.....	0.0150
State Medical Indigency	.....	0.0655
Capital Acquisition	.....	0.0300
L. C. Landfill	.....	0.0500
Hospital	.....	0.5109
School	.....	0.7500
State Rate	.....	0.1700
	BASE	3.3552

SPECIALS:

Sewer & Water District #2.....	.0677
Austin Town	.2213
Battle Mountain Town	.0500
Kingston Town	.3048

PASSED AND ADOPTED this 27th day of June, 2019.

THOSE VOTING AYE:
Commissioner Patsy A. Waits
Commissioner Brian Sparks
Commissioner Art Clark
Commissioner Kathleen Swartz Ancho
Commissioner Judie Allan

THOSE VOTING NAY:
None

PATSY A. WAITS CHAIR OF THE
LANDER COUNTY COMMISSION

ATTEST:_____

Sadie Sullivan
Lander County Clerk

I move to approve Resolution # 2019-04, per NRS 361.460. The Board of County Commissioners of Lander County, now, that the Nevada Tax Commission has certified the combined ad valorem (property) tax rate, that the levy of taxes in Lander County for the fiscal period beginning July 1, 2019 through June 30, 2020, shall be in accordance with the following schedule for each fund on $100 of property:

General Fund	.....	1.2670
Road & Bridge	.....	0.1909
Indigent	.....	0.0755
Ag Extension	.....	0.0150
Aging Services	.....	0.0850
Airport	.....	0.0400
Culture & Recreation	.....	0.0895
Youth Services	.....	0.0009
State Indigent (NACO)	.....	0.0150
State Medical Indigency	.....	0.0655
Capital Acquisition	.....	0.0300
L. C. Landfill	.....	0.0500
Hospital	.....	0.5109
School	.....	0.7500
State Rate	.....	0.1700
	BASE RATE	3.3552

<u>SPECIALS:</u>

Sewer & Water District #2.....	.0677
Austin Town	.2213
Battle Mountain Town	.0500
Kingston Town	.3048

Lander County Commissioners Meeting

Agenda Item Number _24_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Discussion and possible action to approve/disapprove a letter on one (1) year delinquent taxes per NRS 361.5648 and NRS 361.565, and to read said letter into the record, and all other matters properly related thereto.

Public Comment:

Background:

Recommended action:

AGENDA REQUEST FORM

MEETING DATE: June 27, 2019

Name: *Jusdivia Johnson* Representing: *Lander County Treasurer*

Address: *50 State Route 305, Battle Mountain, NV 89820*

Phone:(H) *775-635-2247* *(w)775-635-5127* Fax: *775-635-5593*

WHICH NUMBER SHOULD WE CALL DURING NORMAL BUSINESS HOURS: *WORK*

WHO WILL BE ATTENDING THE MEETING: *Jusdivia Johnson*

JOB TITLE: *Lander County Treasurer*

SPECIFIC REQUEST TO BE PLACED ON THE AGENDA:

Discussion regarding letter on 1 year delinquent taxes per NRS 361.5648 and NRS 361.565 and other matters properly relating thereto:

WHAT ACTION WOULD YOU LIKE THE BOARD TO TAKE TO RESOLVE THIS ISSUE?

Discussion only

Needs to be read into the minutes

ARE THERE ANY COSTS ASSOCIATED WITH YOUR REQUEST? AMOUNT:	YES	(NO)
HAS THIS ISSUE BEEN DISCUSSED AT A PRIOR COMMISSION MEETING? WHEN?	YES	(NO)
WILL YOU BE PRESENTING WRITTEN INFORMATION AT THE MEETING?	YES	(NO)
HAVE YOU DISCUSSED THIS ISSUE WITH THE AFFECTED DEPT HEAD?	(YES)	NO

FOR REVIEW BY:

CLERK		SHERIFF		J.P.	
ASSESSOR		WELFARE		D.A.	
BUILDING		PLANNING		TREASURER	XXXX
AIRPORT		RECORDER		SWIM POOL	
R & B				HOSPITAL	
PUB WORKS		GOLF		CIVIC CENTER	
FAIR/REC		COUNTY MANAGER		FINANCE DIRECTOR	

THE COUNTY EXECUTIVE DIRECTOR RESERVES THE RIGHT TO REJECT OR RECOMMEND TABLING ALL AGENDA REQUESTS FOR INSUFFICIENT INFORMATION.

ALL INFORMATION STATED IS CORRECT AND TRUE TO MY KNOWLEDGE.....

Jusdivia Johnson

MEETING DATE: June 27, 2019

MOTION FOR COMMISSIONERS

AGENDA ITEM #

I MOVE to approve the Letter from the Lander County Treasurer pursuant to NRS 361.5648 and NRS 361.565, stating the Issuance of Affidavit and Legal Advertisement of Delinquent Taxpayers

Lander County Treasurer
Jusdivia Johnson

50 State Route 305
Battle Mountain, Nevada 89820
Phone: (775) 635-5127
Fax: (775) 635-5593

Treasurer
divia Johnson

Senior Deputy Treasurer
Rebecca Murphy

Deputy Treasurer
Aira Lehman

Deputy Treasurer
Cassandra Rubio

May 23, 2019

To: Board of Lander County Commissioners

RE: Issuance of Affidavit and Legal Advertisement of Delinquent Taxpayers

Pursuant to NRS 361.5648, the undersigned does hereby affirm that each taxpayer was given due notice by first-class mail of the delinquency with respect to each parcel. Eight Hundred Eighty-Two (882) parcels were delinquent in payment of taxes due for 2018-19. Five Hundred Forty-Three (543) envelopes were mailed. Forty-Eight (48) envelopes were returned as undeliverable with "no forwarding address" as of May 23, 2019. Fifty-Eight (58) notices were within the envelopes determined as undeliverable with "no forwarding address" as of May 23, 2016.

Very truly yours,

Jusdivia Johnson

Jusdivia Johnson
Lander County Treasurer and
Ex-Officio Tax Receiver

Parcel	Name	Address
002-114-08	Hoy, Virgil & Betty	P.O. Box 471, Battle Mountain, NV 89820
007-080-09	Barger, Bryce E.	2593 S Dexter, Denver, CO 80229
011-290-30	Mauldin, Frederick T. & Cheri L.	1205 Charles Drive, Reno, NV 89509-2411
007-180-26	Sorensen, Bonnie Jean & Hogge, C.	P.O. Box 1003, Belgrade, MT 59714
002-403-03	Torres, Christopher S. & Rubi I.	34218 Toyon Court, Lake Elsinor, CA 92532
003-072-15	Johnson, Allen & Leeann	520 Cicada Street, Fallon, NV 89406
003-211-16	Flodman, Eric & Kellie	1215 Camille Dr, Fernely, NV 89408
003-022-15	Cardin, Kellie	1215 Camille Drive, Fernley, NV 89408
002-172-09	Wilmington Savings Fund Society	1610 E St Andrews PL #B150, Santa Ana, CA 92705
002-405-04	Gomez, Maria C/S	195 Adam Street, Elko, NV 89801
006-030-03	GS Farms Austin, LLC	2724 Otter Creek Ct #101, Las Vegas, NV 89117
002-044-08	Laudenslager, Karen A	255 W 3rd Street, Battle Mountain, NV 89820
002-411-21	Dawson, Gary & Janice	205 E Antelope Drive, Battle Mountain, NV 89820
002-180-92	Lafranchese, Michael & Yvonne	242 South Sonoma St, Battle Mountain, NV 89820
011-250-20	McKenzie, Thomas & Tonya	1675 Hilltop Road, Battle Mountain, NV 89820
002-065-06	Wasden, Jill	2235 Norman Lane, Battle Mountain, NV 89820
002-421-02	Garcia, Fernando F. & Chavez, F.	136 18th Street, Battle Mountain, NV 89820
002-180-78	Celis, Miguel A. & Noemi S	630 Oak Court, Battle Mountain, NV 89820
011-090-11	Brown, Samuel A. & Samantha D.	1411 Palomino Rd, Battle Mountain, NV 89820
010-010-44	Nickel Jones, Inc.	HC 61 Box 35, Battle Mountain, NV 89820
002-413-06	Lopez, Gonzalo & Janeth G.	P.O. Box 178, Battle Mountain, NV 89820
098-710-21	Battle Mountain St Bank	P.O. Box 592, Battle Mountain, NV 89820
098-810-16	FMC Corporation	P.O. Box 750, Kemmerer, WY, 83101
007-120-22	Wilkinson, Jack V & Florence B	856 S 200 E, Aprt 323, Salt Lake City, UT 84111
002-173-09	Worth, Frances	785 Gold Creek Ave, Battle Mountain, NV 89820
007-610-09	LGM Investing LLC	P.O. Box 2911, Weaverville, CA 96093
001-247-04	Brewer, Alan	998 Gold Creek Ave, Battle Mountain, NV 89820
007-180-11	Potthast, Robert J.	100 Atlantic AV-APTPH-1, Long Beach, CA 90802
011-210-11	Sweet, Michael J.	2419 Berkshire Way, Placential, CA 92670
010-550-01	Markwald, Willard R.	5295 Shoreline Drive, Santa Barbara, CA 93111
098-702-65	Goodwin Plumas Mines, Inc.	2520 Springtime Ave, Meridian, ID 83646-8264

PARCEL	NAME	ADDRESS
007-660-12	Smith, Michael R. & Theresa L	10840 N 40th Ave, Phoenix, AZ 85029
007-272-02	Smith, Lionel E & Susan K	257 Seal Beach Blvd Apt P, Seal Beach, CA 90740-8757
007-280-12	Hahn, Jacob L.	PMB 203 (EXT) 1726 Gregory Ave, Sunnyside, WA 98944
003-201-13	Mcjunkin, Kevin	2661 W Betty Lane, Pahrump, NV 89061
007-070-28	Pfizenmaier, Christopher	508 Whitewood Dr, Henderson, NV 89052
002-052-06	Acor, Tom & Imogean	500 S E 16th Terrace, Cape Coral, FL 33990
004-033-19	Lott, Milton & Estep, Brian H.	190 Gillman Circle, Austin, NV 89310
007-100-17	Mayeu, Verne & Marie	25 Whitetail Drive, Sedona, AZ 86351
007-690-14	Marshall, Michael Thomas	PSC 1 Box 2033, APO AE 09009
007-120-19	Marrero, Rosendo	11350 Four Points Drive #1216, Austin, TX 78726
007-690-19	Ronda, Patricia L.	842 W Manhattan Avenue, Santa Fe, NM 87501-3779
007-140-11	Moss, Juanita & Cook, Cynthia G.	328 West Sunset Ridge Drive, Mount Sterling, KY 40353
007-250-03 007-250-13 007-250-05 007-250-18 007-266-06 007-269-03	Reserve Land IV LLC	930 Tahoe Blvd #802-535, Incline Village, NV 89451
002-428-14 010-550-10	Combs, Elvey S & Morgan, Helga	150 W Front Street, Battle Mountain, NV 89820
002-055-03 002-055-04	Silver Bee, Inc.	P.O. Box 325, Glencoe, CA 95232
098-702-63 098-702-64	Phoenix Gold Resources Usa Inc.	Suite 901 5000 Younge St, Toronto, Ontario Canada M2N 7E9
007-660-02 007-660-04 007-660-06	Houghton, Grover A & Violet D.	1645 Trabert Way, Sparks, NV 89431

Lander County Commissioners Meeting

Agenda Item Number _25_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:

Discussion and possible action to approve/disapprove the transfer of delinquent water/sewer accounts to the 2018-19 secured tax roll as reconciled on June 27, 2019:

a) To transfer the reconciled accounts according to Lander County Code Section 13.04.050(7) (E) Battle Mountain.

b) To transfer the reconciled accounts according to Lander County Code Section 13.08.050 Lander County Combined Sewer and Water District # 2.

and all other matters properly related thereto.

Public Comment:

Background:

Recommended action:

AGENDA REQUEST FORM

MEETING DATE: June 27, 2019

Name: *Jusdivia Johnson* Representing: *Lander County Treasurer*

Address: *50 State Route 305*

Phone:(H) *775-635-2247* *(w)775-635-5127* Fax: *775-635-5593*

WHICH NUMBER SHOULD WE CALL DURING NORMAL BUSINESS HOURS: *WORK*

WHO WILL BE ATTENDING THE MEETING: *Jusdivia Johnson*

JOB TITLE: *Lander County Treasurer*

SPECIFIC REQUEST TO BE PLACED ON THE AGENDA:

To approve/disapprove payment for delinquent water and sewer accounts for 2018-19 and reconcile on June 27, 2019 and other matters properly relating thereto

a. To pay accounts according to Lander County Code Section 13.08.050 -Lander County Combined Sewer and Water District #2

WHAT ACTION WOULD YOU LIKE THE BOARD TO TAKE TO RESOLVE THIS ISSUE?

a. Approve payment to Lander County Combined Sewer and Water District #2 for delinquent accounts 90 days or older per Lander County Code Section 13.08.050

ARE THERE ANY COSTS ASSOCIATED WITH YOUR REQUEST? YES (NO)
AMOUNT:

HAS THIS ISSUE BEEN DISCUSSED AT A PRIOR COMMISSION MEETING? YES (NO)
WHEN?

WILL YOU BE PRESENTING WRITTEN INFORMATION AT THE MEETING? (YES) NO

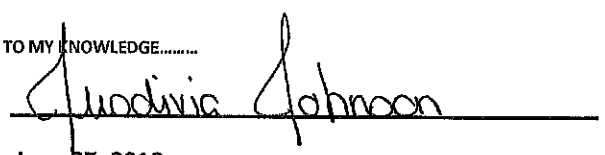
HAVE YOU DISCUSSED THIS ISSUE WITH THE AFFECTED DEPT HEAD? (YES) NO

FOR REVIEW BY:

CLERK		SHERIFF		J.P.	
ASSESSOR		WELFARE		D.A.	XXXX
BUILDING		PLANNING		TREASURER	XXXX
AIRPORT		RECORDER		SWIM POOL	
R & B		OTHER-Austin W/S #2	XXXX	HOSPITAL	
PUB WORKS	XXXX	GOLF		CIVIC CENTER	
FAIR/REC		COUNTY MANAGER	XXXX	FINANCE DIRECTOR	XXXX

THE COUNTY MANAGER RESERVES THE RIGHT TO REJECT OR RECOMMEND TABLING ALL AGENDA REQUESTS FOR INSUFFICIENT INFORMATION.

ALL INFORMATION STATED IS CORRECT AND TRUE TO MY KNOWLEDGE.....



MEETING DATE: June 27, 2019

LANDER COUNTY, NEVADA

MAKE CHECK PAYABLE TO

NAME: Lander County Combined Sewer and Water District #2
ADDRESS: P. O. Box 144

Austin, Nevada 89310

VOUCHER	DESCRIPTION			AMOUNT
6/27/2019	24 Austin delinquent			
	Water and Sewer Accounts TO PAY IN FULL AND			
	transfer to 2018-19 Real Property Tax Roll			
	to be reconciled on 06/27/19			
	001-31200		**General**	**12,699.20**
TOTAL				**12,699.20**

I hereby certify that the above and foregoing claim against Lander County, State of Nevada, is just and reasonable, and that said claim is now due, owing and unpaid.

By:_____
claimant/Justi Johnson/Lander County Treasurer

I certify that the foregoing is (or attached claims are) correct and just; that same were necessarily contracted for county purposes; that same is now provided for by law and in pursuance to court order.

Signed: _____
Title/ District Judge/Clerk of the Court

Rejected: _____

Laid Over: _____

Date approved: _____

Board of County Commissioners: _____

_____

_____

Lander County Commissioners Meeting

Agenda Item Number _26_

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Discussion and possible action to approve/disapprove payment for delinquent water and sewer accounts for 2018-19 and to reconcile them on June 27, 2019:
a)To pay accounts according to Lander County Code Section 13.08.050-Lander County Combined Sewer and Water District # 2.

and all other matters properly related thereto.

Public Comment:

Background:

Recommended action:

AGENDA REQUEST FORM

MEETING DATE: June 27, 2019

Name: *Jusdivia Johnson* Representing: *Lander County Treasurer*

Address: *50 State Route 305, Battle Mountain, NV 89820*

Phone:(H) *775-635-2247* *(w)775-635-5127* Fax: *775-635-5593*

WHICH NUMBER SHOULD WE CALL DURING NORMAL BUSINESS HOURS: *WORK*

WHO WILL BE ATTENDING THE MEETING: *Jusdivia Johnson*

JOB TITLE: *Lander County Treasurer*

SPECIFIC REQUEST TO BE PLACED ON THE AGENDA:

To approve/disapprove the transfer of delinquent water/sewer accounts to the 2018-19 secured tax roll as reconciled on June 27, 2019 and other matters properly relating thereto

a. To transfer the reconciled accounts according to:
Lander County Code Section 13.04.050 (7) (E) Battle Mountain

b. To transfer the reconciled accounts according to:
Lander County Code Section 13.08.050 -Lander County
Combined Sewer and Water Distict #2

WHAT ACTION WOULD YOU LIKE THE BOARD TO TAKE TO RESOLVE THIS ISSUE?

a. Disapprove the reconciled transfers to:
2018-19 secured tax roll according to Lander County Code Section 13.04.05 (7)(E)

b. Approve the reconciled transfers to:
2018-19 secured tax roll according to Lander County Code Section 13.08.050

ARE THERE ANY COSTS ASSOCIATED WITH YOUR REQUEST? YES (NO)

AMOUNT:

HAS THIS ISSUE BEEN DISCUSSED AT A PRIOR COMMISSION MEETING? YES (NO)

WHEN?

WILL YOU BE PRESENTING WRITTEN INFORMATION AT THE MEETING? (YES) NO

HAVE YOU DISCUSSED THIS ISSUE WITH THE AFFECTED DEPT HEAD? (YES) NO

FOR REVIEW BY:

CLERK		SHERIFF		J.P.	
ASSESSOR		WELFARE		D.A.	xxxx
BUILDING		PLANNING		TREASURER	xxxx
AIRPORT		RECORDER		SWIM POOL	
R & B		OTHER- Austin S/W #2	xxxx	HOSPITAL	
PUB WORKS	xxxx	GOLF		CIVIC CENTER	
FAIR/REC		COUNTY MANAGER	xxxx	FINANCE DIRECTOR	xxxx

THE COUNTY MANAGER RESERVES THE RIGHT TO REJECT OR RECOMMEND TABLING ALL AGENDA REQUESTS FOR INSUFFICIENT INFORMATION.

ALL INFORMATION STATED IS CORRECT AND TRUE TO MY KNOWLEDGE.....

Jusdivia Johnson

MEETING DATE: June 27, 2019

Lander County, NV

06/10/19

169

$78,894.32

Aging Report
Account Detail

Account No.	Parcel No.	Name	Last Pmt	Status	Current Amount	+1 Month	+2 Months	+3 Months	+4 Months	Balance
Billing Cycle: 1 - Cycle: 1										
10-1010-00	10-1010	Lander County (Learning Center	5/14/2019	A	103.75	0.00	0.00	0.00	0.00	103.75
10-1014-00	10-1014	Owl Club Annex/ Motel	5/10/2019	A	73.19	0.00	0.00	0.00	0.00	73.19
10-1015-00	10-1015	Etcheverrys Food Town	5/10/2019	A	296.60	0.00	0.00	0.00	0.00	296.60
10-1025-00	10-1025	Frank Rambough	5/10/2019	A	77.55	0.00	0.00	0.00	0.00	77.55
10-1030-06	10-1030	Benito Lara	4/5/2019	I	0.00	0.00	147.33 CR	0.00	0.00	147.33 CR
10-1035-05	10-1035	Matt & Heidi Gentry	5/21/2019	A	61.57	0.00	0.00	0.00	0.00	61.57
10-1040-00	10-1040	Gordon Hunt	5/28/2019	A	87.15	0.00	0.00	0.00	0.00	87.15
10-1045-01	10-1045	David & Leticia Chavez	5/15/2019	A	69.15	0.00	0.00	0.00	0.00	69.15
10-1050-00	10-1050	Lynn Chambliss	5/13/2019	A	81.15	0.00	0.00	0.00	0.00	81.15
10-1055-02	10-1055	Noemi S Celis	12/10/2018	A	66.75	76.20	74.34	72.52	311.74	601.55
10-1060-04	10-1060	Marlen Amezcua	5/10/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1065-03	10-1065	Thomas & Marlene Amezcua	5/10/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1070-02	10-1070	James Lucas	3/5/2019	A	63.15	68.01	66.35	64.47	0.00	261.98
10-1075-01	10-1075	Dan & Livier Baldini	5/13/2019	A	70.35	0.00	0.00	0.00	0.00	70.35
10-1080-00	10-1080	Robert Fernandez	5/15/2019	A	70.35	0.00	0.00	0.00	0.00	70.35
10-1085-00	10-1085	John Rochester	1/14/2019	I	0.00	0.00	0.00	0.00	5.90	5.90
10-1090-00	10-1090	Ignacio Ortiz	4/11/2019	A	66.75	64.73	0.00	0.00	0.00	131.48
10-1095-00	10-1095	Delia Garcia	5/13/2019	A	20.93	0.00	0.00	0.00	0.00	20.93
10-1097-00	10-1097	Apolinar Chavez	5/21/2019	A	75.15	0.00	0.00	0.00	0.00	75.15
10-1100-00	10-1100	Paul Sadler	5/15/2019	A	114.75	0.00	0.00	0.00	0.00	114.75
10-1105-03	10-1105	Jim Brown	6/3/2019	A	71.55	0.00	0.00	0.00	0.00	71.55
10-1110-01	10-1110	David Marz	4/17/2019	A	75.15	64.73	0.00	0.00	0.00	139.88
10-1115-00	10-1115	Victor Villa	5/15/2019	A	83.09	0.00	0.00	0.00	0.00	83.09
10-1120-01	10-1120	Adrian Verbeck	5/21/2019	A	73.95	0.00	0.00	0.00	0.00	73.95
10-1125-00	10-1125	Daniel Potter	5/21/2019	A	72.75	0.00	0.00	0.00	0.00	72.75
10-1130-00	10-1130	John Gay	5/15/2019	A	82.35	0.00	0.00	0.00	0.00	82.35
10-1135-00	10-1135	Salvador Quintero	5/10/2019	A	77.55	0.00	0.00	0.00	0.00	77.55
10-1140-01	10-1140	Derly Martinez	5/10/2019	A	72.75	0.00	0.00	0.00	0.00	72.75
10-1145-01	10-1145	Annamarie Amberson	3/13/2019	A	30.70	0.00	0.00	0.00	0.00	30.70
10-1150-00	10-1150	Samuel Griffith	5/10/2019	A	77.55	0.00	0.00	0.00	0.00	77.55

Account No.	Parcel No.	Name	Last Pmt	Status	Current Amount	+1 Month	+2 Months	+3 Months	+4 Months	Balance
10-1155-01	10-1155	Ruben Noriega	5/15/2019	A	74.77	0.00	0.00	0.00	0.00	74.77
10-1160-02	10-1160	Mike Ott	4/11/2019	A	28.74	0.00	0.00	0.00	0.00	28.74
10-1165-01	10-1165	Terry Syme	1/23/2019	A	75.15	81.52	78.33	74.02	76.35	385.37
10-1170-04	10-1170	David Timbrel	5/10/2019	A	71.55	0.00	0.00	0.00	0.00	71.55
10-1185-05	10-1185	Kevin & Debra Andersen	4/17/2019	A	63.15	64.73	0.00	0.00	0.00	127.88
10-1190-01	10-1190	Jami Elder	5/21/2019	A	63.15	1.23	0.00	0.00	0.00	64.38
10-1195-04	10-1195	John B or Maura M	5/28/2019	A	71.55	0.00	0.00	0.00	0.00	71.55
10-1200-01	10-1200	Anna Huhta	5/8/2019	A	48.49	0.00	0.00	0.00	0.00	48.49
10-1205-00	10-1205	Jack Hoots	5/8/2019	A	82.35	0.00	0.00	0.00	0.00	82.35
10-1210-05	10-1210	John Elder	5/28/2019	A	72.75	0.00	0.00	0.00	0.00	72.75
10-1215-06	10-1215	Amanda Allegre	5/28/2019	A	41.11 CR	0.00	0.00	0.00	0.00	41.11 CR
10-1220-00	10-1220	Sid Tolbert	5/15/2019	A	78.75	0.00	0.00	0.00	0.00	78.75
10-1230-01	10-1230	Lyle P Sam	6/3/2019	A	76.35	0.00	0.00	0.00	0.00	76.35
10-1235-00	10-1235	Brenton Page & Marla J	6/3/2019	A	64.35	3.79	0.00	0.00	0.00	68.14
10-1240-04	10-1240	Gene Sullivan	5/13/2019	A	78.75	0.00	0.00	0.00	0.00	78.75
10-1250-06	10-1250	Francisco Encinas	5/28/2019	A	61.53	0.00	0.00	0.00	0.00	61.53
10-1255-01	10-1255	Adriana Orozco	6/3/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1260-02	10-1260	Larry K & Charilla Wagoner	5/8/2019	A	56.30	0.00	0.00	0.00	0.00	56.30
10-1265-01	10-1265	Gene Ellwood	5/21/2019	A	5.47	0.00	0.00	0.00	0.00	5.47
10-1270-03	10-1270	Joe Anthony Edgar	10/10/2017	I	0.00	0.00	0.00	0.00	3.40 CR	3.40 CR
10-1275-05	10-1275	Rod & Tammy Smith	4/24/2019	A	63.15	62.83	0.00	0.00	0.00	125.98
10-1280-00	10-1280	Frona Huntington	5/28/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1285-08	10-1285	Lucia Enriquez Steve Hollis	5/13/2019	A	73.95	0.35	0.00	0.00	0.00	74.30
10-1290-06	10-1290	Shirley Holland	5/21/2019	A	61.55	0.00	0.00	0.00	0.00	61.55
10-1295-02	10-1295	Adriana Orozco	5/1/2019	A	46.85	0.00	0.00	0.00	0.00	46.85
10-1300-01	10-1300	Holly Preece	6/7/2019	A	127.20 CR	0.00	0.00	0.00	0.00	127.20 CR
10-1305-00	10-1305	Eva Gama	5/8/2019	A	20.90 CR	0.00	0.00	0.00	0.00	20.90 CR
10-1307-12	10-1307	Jaime Ruvalcaba	5/15/2019	A	87.15	0.00	0.00	0.00	0.00	87.15
10-1310-00	10-1310	Eric Prawitz	5/28/2019	A	64.35	0.00	0.00	0.00	0.00	64.35
10-1315-01	10-1315	Alfredo & Rubalcava G Ruiz	6/10/2019	A	83.55	3.20	0.00	0.00	0.00	86.75
10-1320-01	10-1320	Timothy Andersen	5/21/2019	A	63.38	0.00	0.00	0.00	0.00	63.38
10-1321-06	10-1321	Gene Sullivan	5/13/2019	A	71.55	0.00	0.00	0.00	0.00	71.55
10-1322-07	10-1322	Gene Sullivan	5/13/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1323-02	10-1323	Gene Sullivan	5/13/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1324-05	10-1324	Wes Broadway	6/7/2019	A	63.15	1.58	0.00	0.00	0.00	64.73
10-1325-02	10-1325	William & Cecilia Roberts	5/21/2019	A	91.95	0.00	0.00	0.00	0.00	91.95

Account No.	Parcel No.	Name	Last Pmt	Status	Current Amount	+ 1 Month	+2 Months	+ 3 Months	+ 4 Months	Balance
10-1326-01	10-1326	William & Cecilia Roberts	5/21/2019	A	90.75	0.00	0.00	0.00	0.00	90.75
10-1330-02	10-1330	Joseph Shake	4/23/2018	A	101.55	98.73	97.53	91.55	1,072.50	1,461.86
10-1335-01	10-1335	Mitch Domagala	5/21/2019	A	82.93	0.00	0.00	0.00	0.00	82.93
10-1340-01	10-1340	William & Cecilia Roberts	5/21/2019	A	113.55	0.00	0.00	0.00	0.00	113.55
10-1344-03	10-1346	Gene Sullivan	5/13/2019	A	71.55	0.00	0.00	0.00	0.00	71.55
10-1345-00	10-1345	William Roberts	5/21/2019	A	100.35	0.00	0.00	0.00	0.00	100.35
10-1350-00	10-1350	Rick Dorian	5/8/2019	A	70.35	0.00	0.00	0.00	0.00	70.35
10-1355-02	10-1355	David Clarkson	6/28/2018	A	63.15	82.50	80.49	78.52	551.71	856.37
10-1360-02	10-1360	Timothy & Billie Dorning	4/1/2019	A	73.95	0.00	0.00	0.00	0.00	73.95
10-1375-08	10-1375	Michele Hartman	5/13/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1380-04	10-1380	Jose Lomeli & Blanca Hernandez	3/26/2019	A	80.51	0.00	0.00	0.00	0.00	80.51
10-1385-04	10-1385	Jose Lomeli & Blanca Hernandez	3/26/2019	A	63.15	0.51	0.00	0.00	0.00	63.66
10-1390-08	10-1390	Carolyn Rodabough-Thomas	6/28/2018	A	67.95	82.60	80.59	78.62	555.67	865.43
10-1392-00	10-1392	Jose or Faustino Urrutia	5/10/2019	A	101.15	0.00	0.00	0.00	0.00	101.15
10-1395-00	10-1395	Jose or Faustino Urrutia	5/14/2019	A	34.00	0.00	0.00	0.00	0.00	34.00
10-1400-01	10-1400	Heather Rodabough	6/28/2018	A	63.15	88.26	86.10	84.00	770.94	1,092.45
10-1405-01	10-1405	Heather Rodabough	6/28/2018	A	63.15	85.23	89.15	82.17	648.40	968.10
10-1410-00	10-1410	Heather Rodabough		A	63.15	69.14	176.04	0.00	0.00	308.33
10-1415-02	10-1415	Heather Rodabough	6/28/2018	A	63.15	82.50	80.49	78.52	551.71	856.37
10-1420-07	10-1420	Colt & Amy Nelson	5/28/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1425-03	10-1425	Lasage Beauty Salon	5/13/2019	A	68.44	0.00	0.00	0.00	0.00	68.44
10-1430-01	10-1430	Rubio's Car Wash	5/15/2019	A	344.00	0.00	0.00	0.00	0.00	344.00
10-1440-00	10-1440	Peggy Lindsey	5/13/2019	A	44.80	0.00	0.00	0.00	0.00	44.80
10-1445-02	10-1445	Scott & Kaydra Smith	4/10/2019	A	73.95	66.38	64.77	1.58	0.00	206.68
10-1450-00	10-1450	Dave Broughton	6/3/2019	A	81.15	0.00	0.00	0.00	0.00	81.15
10-1455-01	10-1455	Shelli Ueland	6/3/2019	A	74.67	0.00	0.00	0.00	0.00	74.67
10-1460-03	10-1460	Kevin & Karen Anderson	5/13/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1465-00	10-1465	United Methodist Church	5/13/2019	A	108.89	0.00	0.00	0.00	0.00	108.89
10-1475-04	10-1475	Tucker Johnson	4/17/2019	A	63.15	66.75	65.12	15.37	0.00	210.39
10-1480-03	10-1480	Mel Langer	5/28/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1485-01	10-1485	Sam Randolph	5/21/2019	A	101.15	106.37	105.50	2.05	0.01 CR	315.06
10-1495-06	10-1495	Pete & Michelle Hall	6/3/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1500-04	10-1500	David L Smith	5/21/2019	A	70.35	0.00	0.00	0.00	0.00	70.35
10-1505-00	10-1505	Tommy Carter	5/10/2019	A	31.85	0.00	0.00	0.00	0.00	31.85
10-1515-03	10-1515	Gary Justman	5/13/2019	A	2.67 CR	0.00	0.00	0.00	0.00	2.67 CR
10-1520-00	10-1520	Ronald Sego	5/13/2019	A	87.15	0.00	0.00	0.00	0.00	87.15

Account No.	Parcel No.	Name	Last Pmt	Status	Current Amount	+1 Month	+2 Months	+3 Months	+4 Months	Balance
10-1525-01	10-1525	Dan & Xueling Elliott	6/3/2019	A	91.95	0.00	0.00	0.00	0.00	91.95
10-1530-10	10-1530	Janis E Hoover	5/8/2019	A	65.55	0.00	0.00	0.00	0.00	65.55
10-1535-03	10-1535	Justin Hill	5/21/2019	A	92.86	0.00	0.00	0.00	0.00	92.86
10-1540-01	10-1545	Dale Peterson	7/10/2018	A	63.15	80.72	78.75	76.82	483.82	783.26
10-1550-02	10-1550	Santiago Alcaraz	4/29/2019	A	63.15	64.73	0.00	0.00	0.00	127.88
10-1555-04	10-1555	Sebastiana Encinas	5/28/2019	A	19.95	0.00	0.00	0.00	0.00	19.95
10-1560-01	10-1560	Chukar Hills Mhp LLC	5/21/2019	A	101.15	0.00	0.00	0.00	0.00	101.15
10-1565-00	10-1565	Allan Turner	6/28/2018	A	63.15	82.50	80.49	78.52	551.71	856.37
10-1570-01	10-1570	Chukar Hills Mhp LLC Lmhp	5/21/2019	A	1,656.20	0.00	0.00	0.00	0.00	1,656.20
10-1575-00	10-1575	Lander County Cemetery		A	910.60	68.98	0.00	0.00	0.00	979.58
10-1580-00	10-1580	Sergio Chavez	5/21/2019	A	70.32	0.00	0.00	0.00	0.00	70.32
10-1585-04	10-1585	Andrea Delgado	5/28/2019	A	62.35	0.00	0.00	0.00	0.00	62.35
10-1595-00	10-1595	Karen Laudenslager	6/28/2018	A	95.55	95.28	110.96	104.65	662.06	1,068.50
10-1600-00	10-1600	John Gant Massey	5/21/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1605-00	10-1605	Juan Orozco	5/28/2019	A	61.89	0.00	0.00	0.00	0.00	61.89
10-1610-00	10-1610	Helene Etcheverry	5/13/2019	A	72.75	0.00	0.00	0.00	0.00	72.75
10-1615-00	10-1615	Dan Itza	5/28/2019	A	115.85 CR	0.00	0.00	0.00	0.00	115.85 CR
10-1620-00	10-1620	David Itza	5/21/2019	A	89.55	0.00	0.00	0.00	0.00	89.55
10-1625-00	10-1625	Lander County Kids Club A		A	70.15	0.00	0.00	0.00	0.00	70.15
10-1630-08	10-1630	Da & Ae Itza	6/28/2018	A	112.35	114.02	84.84	82.77	721.68	1,115.66
10-1635-05	10-1635	Charlotte Connolly	5/21/2019	A	60.37	0.00	0.00	0.00	0.00	60.37
10-1645-03	10-1645	Jean Ingram	5/21/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1650-12	10-1660	Ron Unger	5/21/2019	A	64.35	0.00	0.00	0.00	0.00	64.35
10-1655-05	10-1660	Ron Unger	5/21/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1657-08	10-1660	Ron Unger	6/3/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1660-12	10-1660	Ron Unger	5/21/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1665-02	10-1665	Chuck Connolly	5/21/2019	A	70.35	0.00	0.00	0.00	0.00	70.35
10-1666-00	10-1666	Lander County Treatment Center	5/14/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
10-1690-01	10-1690	Jose & Maria Sandoval	5/28/2019	A	17.50	0.00	0.00	0.00	0.00	17.50
10-1695-01	10-1695	Santiago & Tara Cruz	6/28/2018	A	96.75	121.53	128.17	111.84	801.96	1,260.25
10-1700-00	10-1700	Louis Lemaire	5/13/2019	A	85.95	0.00	0.00	0.00	0.00	85.95
10-1710-06	10-1710	Patricia Bassett	5/21/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1715-10	10-1715	Patricia Bassett	5/21/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1720-02	10-1720	Steven Runestrand	5/13/2019	A	76.35	0.00	0.00	0.00	0.00	76.35
10-1725-06	10-1725	Robert Chaffe	6/3/2019	I	0.00	64.77	1.58	0.00	0.00	66.35
10-1725-07	10-1725	Alfred J Paterson		A	82.10	0.00	0.00	0.00	0.00	82.10

Account No.	Parcel No.	Name	Last Pmt	Status	Current Amount	+ 1 Month	+2 Months	+ 3 Months	+ 4 Months	Balance
10-1730-04	10-1730	Cameron D Murphy	5/8/2019	A	75.15	0.00	0.00	0.00	0.00	75.15
10-1735-00	10-1735	Johna Reeves	6/3/2019	A	79.95	0.00	0.00	0.00	0.00	79.95
10-1740-02	10-1740	Sonya Hesterlee	6/28/2018	A	63.15	85.33	83.25	81.22	659.60	972.55
10-1745-02	10-1745	Virgil & Betty Hoy	5/21/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1750-01	10-1750	Kony Neth	5/13/2019	A	78.41	0.00	0.00	0.00	0.00	78.41
10-1755-08	10-1755	Cynthia Decambra	5/21/2019	A	64.35	4.54	0.00	0.00	0.00	68.89
10-1760-00	10-1760	Howard Hill	5/13/2019	A	77.55	0.00	0.00	0.00	0.00	77.55
10-1765-03	10-1765	Amber Snow	6/3/2019	A	97.95	0.00	0.00	0.00	0.00	97.95
10-1770-00	10-1770	Larry Teske	5/13/2019	A	76.35	0.00	0.00	0.00	0.00	76.35
10-1775-07	10-1775	Shawna Richardson	4/22/2019	A	63.15	66.76	65.13	15.56	0.00	210.60
10-1780-00	10-1780	Daniel Dominguez	6/3/2019	A	61.57	0.00	0.00	0.00	0.00	61.57
10-1785-00	10-1785	Daniel Dominguez	6/3/2019	A	61.57	0.00	0.00	0.00	0.00	61.57
10-1790-13	10-1802	Jonathan Brady	5/28/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
10-1795-09	10-1802	Jonathan Brady	5/28/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
10-1800-11	10-1802	Jonathan Brady	5/28/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
10-1802-10	10-1802	Jonathan Brady	5/28/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
10-1805-07	10-1820	Nathan Chambers	5/21/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
10-1810-05	10-1820	Nathan Chambers	5/21/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
10-1815-07	10-1820	Nathan Chambers	5/21/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
10-1820-08	10-1820	Nathan Chambers	5/21/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
10-1825-02	10-1825	Jayson Cutler	5/13/2019	A	76.35	0.00	0.00	0.00	0.00	76.35
10-1830-02	10-1830	Marcos D & Patricia B Soto	5/28/2019	A	67.95	0.00	0.00	0.00	0.00	67.95
10-1840-03	10-1840	Shelby R Caudell	5/28/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1845-00	10-1845	Jason Burton	5/8/2019	A	76.35	0.00	0.00	0.00	0.00	76.35
10-1846-06	10-1846	Richard E & Dina Stewart	6/3/2019	A	69.63	0.00	0.00	0.00	0.00	69.63
10-1850-03	10-1850	Franklin Gamble	5/10/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1855-00	10-1855	Philip & Mary Ann Gray	4/10/2019	A	70.35	66.35	64.73	0.00	0.00	201.43
10-1860-01	10-1860	V Ray & Suzanne Rowan	5/28/2019	A	199.95	188.96	0.00	0.00	0.00	388.91
10-1865-01	10-1865	Mary or Paul Swackhammer	5/21/2019	A	55.75	0.00	0.00	0.00	0.00	55.75
10-1870-03	10-1870	Britany & Roger Gentry	5/21/2019	A	64.94	0.00	0.00	0.00	0.00	64.94
10-1875-02	10-1875	Ken or Terri Carson	5/8/2019	A	65.55	1.26	0.00	0.00	0.00	66.81
10-1880-00	10-1880	Lewis Fuller	5/10/2019	A	85.95	0.00	0.00	0.00	0.00	85.95
10-1882-00	10-1910	Gary Sweeney	5/21/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
10-1885-00	10-1885	Scott & Roxan Newman	5/15/2019	A	64.35	0.00	0.00	0.00	0.00	64.35
10-1895-00	10-1895	George Schwin Senior Center	5/14/2019	A	185.95	0.00	0.00	0.00	0.00	185.95
10-1900-00	10-1900	Nevada Dept Of Transportation	5/21/2019	A	196.80	0.00	0.00	0.00	0.00	196.80

Account No.	Parcel No.	Name	Last Pmt	Status	Current Amount	+ 1 Month	+2 Months	+ 3 Months	+ 4 Months	Balance
10-1905-10	-1905	Ricardo Mikel Garcicea	5/1/2019	A	75.15	66.38	64.77	1.58	0.00	207.88
10-1910-06	10-1910	Gary Sweeney	5/21/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1915-01	10-1915	Larry Sweeney	5/10/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1930-01	10-1930	James Hewett	6/3/2019	A	45.35 CR	0.00	0.00	0.00	0.00	45.35 CR
10-1932-00	10-1932	Russ & Laura Klein	5/13/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1935-01	10-1935	Michelle & David Slagle	4/29/2019	A	25.15 CR	0.00	0.00	0.00	0.00	25.15 CR
10-1940-02	10-1940	Gary Sweeney	5/21/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1945-01	10-1945	Tim Bare	6/3/2019	A	379.85 CR	0.00	0.00	0.00	0.00	379.85 CR
10-1950-00	10-1950	Jim Taylor	5/21/2019	A	75.15	0.00	0.00	0.00	0.00	75.15
10-1965-00	10-1965	Genevieve Harden	5/13/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-1970-01	10-1970	Kagen Manning	2/21/2019	A	63.15	67.89	68.64	58.05	0.00	257.73
10-1975-00	10-1975	St John Bosco Church	5/10/2019	A	152.35	0.00	0.00	0.00	0.00	152.35
10-1980-09	10-1980	Dawn Wilson	5/21/2019	A	64.75	0.00	0.00	0.00	0.00	64.75
10-1985-03	10-1985	Sue Rives	5/21/2019	A	114.10	0.00	0.00	0.00	0.00	114.10
10-1990-00	10-1990	St John Bosco Hall	5/10/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
10-1995-00	10-1995	Cayetano Castellanos	5/10/2019	A	70.35	0.00	0.00	0.00	0.00	70.35
10-2010-00	10-2010	Grace Orthodox Presbyterian	5/28/2019	A	26.40 CR	0.00	0.00	0.00	0.00	26.40 CR
10-2015-08	10-2015	Patrick Gray	6/7/2019	A	63.15	1.58	0.00	0.00	0.00	64.73
10-2020-01	10-2020	Dayne Heese	4/10/2019	A	90.75	74.96	64.73	0.00	0.00	230.44
10-2025-01	10-2025	Gary Sweeney	5/21/2019	A	75.15	0.00	0.00	0.00	0.00	75.15
10-2030-01	10-2030	Barry Hunt	5/28/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-2035-01	10-2035	Ruth O'day	5/8/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-2037-00	10-2037	Lander County (Broad St Plants	5/14/2019	A	27.00	0.00	0.00	0.00	0.00	27.00
10-2040-02	10-2040	Stephen Ferjanec	4/17/2019	A	63.15	28.36	0.00	0.00	0.00	91.51
10-2045-00	10-2045	Richard Ripley	5/13/2019	A	115.95	0.00	0.00	0.00	0.00	115.95
10-2050-02	10-2050	Daren Weber	5/21/2019	A	89.55	0.00	0.00	0.00	0.00	89.55
10-2055-01	10-2055	Joel Dressler	5/13/2019	A	64.35	0.00	0.00	0.00	0.00	64.35
10-2060-00	10-2060	Henry Filippini Jr	5/21/2019	A	67.95	0.00	0.00	0.00	0.00	67.95
10-2065-03	10-2065	Evan Craig	4/1/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-2070-02	10-2070	Lacy Kyllonen	5/21/2019	A	82.35	11.55	0.00	0.00	0.00	93.90
10-2075-01	10-2075	William Schaeffer	4/17/2019	A	63.15	66.43	64.81	3.17	0.01 CR	197.55
10-2085-00	10-2085	Battle Mountain Preschool	5/14/2019	A	89.35	0.00	0.00	0.00	0.00	89.35
10-2090-00	10-2090	Gregory West	5/8/2019	A	96.75	0.00	0.00	0.00	0.00	96.75
10-2110-00	10-2110	Brad Kelley	5/15/2019	A	81.15	0.00	0.00	0.00	0.00	81.15
10-2115-05	10-2115	Brad & Estrellita Kelley	5/15/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-2120-01	10-2120	Max Filippini	4/10/2019	A	65.55	64.73	0.00	0.00	0.00	130.28

Account No.	Parcel No.	Name	Last Pmt	Status	Current Amount	+1 Month	+2 Months	+3 Months	+4 Months	Balance
10-2125-02	10-2125	Richard Murray	5/28/2019	A	26.11	0.00	0.00	0.00	0.00	126.11
10-2130-00	10-2130	Laquita Foster	6/3/2019	A	79.95	1.58	0.00	0.00	0.00	81.53
10-2135-00	10-2135	Soveida Robinson	5/13/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-2140-00	10-2140	Mark D Lake	4/10/2019	A	63.15	58.99	0.00	0.00	0.00	122.14
10-2145-00	10-2145	Mark D & Janey Lake	4/10/2019	A	90.75	63.91	0.00	0.00	0.00	154.66
10-2165-04	10-2165	Sara Burkhart	5/21/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
10-2167-02	10-2167	Sara Burkhart	5/21/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
10-2170-01	10-2170	Lance Lemaire	6/7/2019	A	77.55	1.61	0.00	0.00	0.00	79.16
10-2180-03	10-2180	David & Angel Carrera	5/8/2019	A	101.15	0.00	0.00	0.00	0.00	101.15
10-2185-00	10-2185	Battle Mtn Church Of Christ	6/3/2019	A	86.95	0.00	0.00	0.00	0.00	86.95
10-2190-01	10-2190	Goodman Aaron	3/5/2019	A	64.35	66.35	64.73	0.00	0.00	195.43
10-2195-08	10-2195	Rod Davis	5/13/2019	A	82.78 CR	0.00	0.00	0.00	0.00	82.78 CR
10-2200-00	10-2200	Rodney Davis	5/13/2019	A	98.92 CR	0.00	0.00	0.00	0.00	98.92 CR
10-2205-02	10-2220	Ron Cress	5/28/2019	A	123.30 CR	0.00	0.00	0.00	0.00	123.30 CR
10-2210-02	10-2220	Ron Cress	5/28/2019	A	41.95 CR	0.00	0.00	0.00	0.00	41.95 CR
10-2215-02	10-2220	Ron Cress	5/28/2019	A	42.90 CR	0.00	0.00	0.00	0.00	42.90 CR
10-2220-02	10-2220	Ron Cress	5/28/2019	A	123.30 CR	0.00	0.00	0.00	0.00	123.30 CR
10-2225-04	10-2225	Rick Seales	5/13/2019	A	76.35	0.00	0.00	0.00	0.00	76.35
10-2230-00	10-2230	Gerald Lamiaux	5/21/2019	A	94.35	0.00	0.00	0.00	0.00	94.35
10-2235-00	10-2235	John Louthan	6/10/2019	A	63.15	66.35	41.58	0.00	0.00	131.08
10-2240-00	10-2240	Billie Shelton	5/28/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-2245-00	10-2245	Robert Valley	12/20/2018	A	75.15	79.73	82.59	78.17	390.24	705.88
10-2250-04	10-2250	Jimmy Drown	3/11/2019	A	63.15	69.74	68.04	66.38	66.35	333.66
10-2255-02	10-2255	Jon Sherve	5/21/2019	A	77.55	0.00	0.00	0.00	0.00	77.55
10-2260-01	10-2260	Keith & Kathryn King	5/13/2019	A	103.91	0.00	0.00	0.00	0.00	103.91
10-2265-00	10-2265	Werner Estes		A	88.94	0.00	0.00	0.00	0.00	88.94
10-2270-01	10-2270	Teddy & Angela McElvain	5/10/2019	A	73.40 CR	0.00	0.00	0.00	0.00	73.40 CR
10-2277-00	10-2277	Joel Lenz	5/28/2019	A	90.38	0.00	0.00	0.00	0.00	90.38
10-2280-00	10-2280	Randall Mahon	5/21/2019	A	45.15 CR	0.00	0.00	0.00	0.00	45.15 CR
10-2285-00	10-2285	Leanna Obieta	5/10/2019	A	66.75	0.00	0.00	0.00	0.00	66.75
10-2290-00	10-2290	Nadine Penola	5/13/2019	A	87.15	0.00	0.00	0.00	0.00	87.15
10-2295-02	10-2295	Mike Lafranchise	3/11/2019	A	63.15	69.78	68.08	66.42	67.40	334.83
10-2305-01	10-2310	Ben Smith	6/3/2019	A	120.35	0.00	0.00	0.00	0.00	120.35
10-2310-03	10-2310	Ben Smith	6/3/2019	A	122.75	0.00	0.00	0.00	0.00	122.75
10-2315-01	10-2315	Reggie & B Asher Roof	7/31/2018	A	63.15	80.81	78.84	76.92	487.52	787.24
10-2320-06	10-2320	Toney Powers	6/7/2019	A	23.43 CR	0.00	0.00	0.00	0.00	23.43 CR

Account No.	Parcel No.	Name	Last Pmt	Status	Current Amount	+1 Month	+2 Months	+3 Months	+4 Months	Balance
10-2325-03	-2325	Jesus & Patricia Alarcon	5/28/2019	A	77.55	0.00	0.00	0.00	0.00	77.55
10-2335-00	10-2335	Thomas Broadway	5/28/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-2340-09	10-2340	Raylyn M Lane	5/13/2019	A	1.61	0.00	0.00	0.00	0.00	1.61
10-2345-04	10-2345	Gonzalo Mendez	3/13/2019	A	65.55	69.40	67.71	66.05	53.05	321.76
10-2347-03	10-2347	Colleen Phillips	4/1/2019	A	64.35	67.65	68.40	48.06	0.00	248.46
10-2350-02	10-2350	Thomas & Marlene Amezcua	5/10/2019	A	66.75	0.00	0.00	0.00	0.00	66.75
10-2355-03	10-2355	Gonzalo & Deborah K Mendez	3/13/2019	A	72.75	70.90	71.57	67.43	58.96	341.61
10-2360-01	10-2361	Battle Mtn Mhp LLC Mi Mhp	5/13/2019	A	850.74	0.00	0.00	0.00	0.00	850.74
10-2365-01	10-2365	Robert Smith	5/8/2019	A	115.95	67.01	69.91	21.14	0.00	274.01
10-2370-01	10-2370	Amy Bergsrud	5/28/2019	A	62.79	0.00	0.00	0.00	0.00	62.79
10-2375-01	10-2375	Rafael Erquiaga	5/10/2019	A	73.95	0.00	0.00	0.00	0.00	73.95
10-2380-01	10-2380	Tommey Tison	5/1/2019	A	63.15	64.73	0.00	0.00	0.00	127.88
10-2385-00	10-2385	Richard Harless	5/8/2019	A	75.57 CR	0.00	0.00	0.00	0.00	75.57 CR
10-2390-00	10-2390	Rafael Erquiaga	5/10/2019	A	65.55	0.00	0.00	0.00	0.00	65.55
10-2400-04	10-2401	Leslie Fischer	4/17/2019	A	73.95	68.07	0.00	0.00	0.00	142.02
10-2405-02	10-2405	Joseph & Carynn Conder	2/19/2019	A	106.35	85.54	72.65	70.88	0.00	335.42
10-2410-01	10-2410	Jerry Smith	5/8/2019	A	105.15	0.00	0.00	0.00	0.00	105.15
10-2415-01	10-2415	Mignon & Art Hiley	5/10/2019	A	66.75	0.00	0.00	0.00	0.00	66.75
10-2420-05	10-2420	Karen & Edward Heinz	5/21/2019	A	102.10	0.00	0.00	0.00	0.00	102.10
10-2425-00	10-2425	Roger McIntosh	5/13/2019	A	71.55	0.00	0.00	0.00	0.00	71.55
10-2430-01	10-2430	Kathleen Brown	5/28/2019	A	77.55	0.00	0.00	0.00	0.00	77.55
10-2435-00	10-2435	Ray Smith	5/10/2019	A	100.35	0.00	0.00	0.00	0.00	100.35
10-2440-01	10-2440	Darrin Powers	4/29/2019	A	1.58 CR	0.00	0.00	0.00	0.00	1.58 CR
10-2445-00	10-2445	Joy Sweeney	3/19/2019	A	79.95	64.73	0.00	0.00	0.00	144.68
10-2450-01	10-2450	Battle Mtn Mhp LLC	5/13/2019	A	549.40	0.00	0.00	0.00	0.00	549.40
10-2455-02	10-2455	Jerad Smith	5/13/2019	A	76.35	0.00	0.00	0.00	0.00	76.35
10-2460-07	10-2460	Monica Sill	5/21/2019	A	72.75	0.00	0.00	0.00	0.00	72.75
10-2465-01	10-2465	Loren & Jessica Farr	6/3/2019	A	16.80	0.00	0.00	0.00	0.00	16.80
10-2470-03	10-2470	Maria B Peck	5/28/2019	A	79.95	2.46	0.00	0.00	0.00	82.41
10-2475-01	10-2475	Rick Edgar	5/13/2019	A	66.75	0.00	0.00	0.00	0.00	66.75
10-2480-00	10-2480	Clay Mills	5/1/2019	A	82.35	64.73	0.00	0.00	0.00	147.08
10-2485-04	10-2485	Shawn P Jones	6/7/2019	A	84.13	0.00	0.00	0.00	0.00	84.13
10-2490-00	10-2490	Robert Killeen	5/13/2019	A	25.15	0.00	0.00	0.00	0.00	25.15
10-2495-01	10-2495	William & Loretta Cox	6/3/2019	A	122.80 CR	0.00	0.00	0.00	0.00	122.80 CR
10-2500-05	10-2500	Patrick Huber	5/21/2019	A	70.35	0.00	0.00	0.00	0.00	70.35
10-2505-03	10-2505	Paige Jeffcoats	5/21/2019	A	77.17	0.00	0.00	0.00	0.00	77.17

Account No.	Parcel No.	Name	Last Pmt	Status	Current Amount	+ 1 Month	+2 Months	+ 3 Months	+ 4 Months	Balance
10-2510-01	10-2510	Jim Pacheco	5/13/2019	A	56.70 CR	0.00	0.00	0.00	0.00	56.70 CR
10-2515-05	10-2515	Malik Delrio	2/11/2019	A	83.55	68.01	66.35	64.73	0.00	282.64
10-2520-00	10-2520	Anna & Tony Penola	5/28/2019	A	83.55	0.00	0.00	0.00	0.00	83.55
10-2525-02	10-2525	Devin & Annie Huhta	5/28/2019	A	36.90 CR	0.00	0.00	0.00	0.00	36.90 CR
10-2530-02	10-2530	Aurelia Jaca	5/10/2019	A	97.95	0.00	0.00	0.00	0.00	97.95
10-2535-00	10-2535	Kony Neth	5/21/2019	A	66.75	0.00	0.00	0.00	0.00	66.75
10-2540-06	10-2540	Craig & Amy Arsenault	2/11/2019	A	124.35	68.01	66.35	64.73	0.00	323.44
10-2545-02	10-2545	Dene Burkhart	5/28/2019	A	72.75	0.00	0.00	0.00	0.00	72.75
10-2550-00	10-2550	Jess Flores	5/15/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-2555-01	10-2555	Gilbert Santoyo	5/13/2019	A	76.35	1.26	0.00	0.00	0.00	77.61
10-2560-00	10-2560	Forest Prawitz	5/21/2019	A	77.55	0.00	0.00	0.00	0.00	77.55
10-2565-00	10-2565	Jerry Corbitt	5/10/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-2570-00	10-2570	Raymond Etcheverry	5/13/2019	A	129.15	0.00	0.00	0.00	0.00	129.15
10-2575-00	10-2575	Anthony Carone	3/26/2019	A	84.75	66.35	64.73	0.00	0.00	215.83
10-2580-01	10-2580	Michael Gray	5/21/2019	A	113.55	0.00	0.00	0.00	0.00	113.55
10-2585-06	10-2585	Steven Wilcox	4/10/2019	A	93.15	76.40	68.53	4.73	0.01 CR	242.80
10-2595-05	10-2595	Jake Allred	5/28/2019	A	67.95	0.00	0.00	0.00	0.00	67.95
10-2600-05	10-2600	Fallon Hill	6/28/2018	A	63.15	89.49	88.50	85.14	767.27	1,093.55
10-2605-01	10-2605	John Obieta	5/21/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-2610-00	10-2610	Dustin Heese	5/28/2019	A	72.41	0.00	0.00	0.00	0.00	72.41
10-2615-01	10-2615	Terryn Sonderman		A	70.35	51.78	0.00	0.00	0.00	122.13
10-2620-00	10-2620	Tom & Maite Kovis	5/15/2019	A	69.15	0.00	0.00	0.00	0.00	69.15
10-2625-05	10-2625	Stephanie Mauldin	5/21/2019	A	112.35	0.00	0.00	0.00	0.00	112.35
10-2630-00	10-2630	Mark Reeves	5/28/2019	A	70.35	0.00	0.00	0.00	0.00	70.35
10-2635-01	10-2635	Alan Brewer	6/28/2018	A	63.15	82.50	80.49	78.52	551.71	856.37
10-2640-02	10-2640	Candelaria Guizar Spindola	5/10/2019	A	76.35	0.00	0.00	0.00	0.00	76.35
10-2650-03	10-2650	Don Burns	5/28/2019	A	69.15	0.00	0.00	0.00	0.00	69.15
10-2655-04	10-2655	Lenora & Daniel Booth	5/21/2019	A	73.95	64.73	0.00	0.00	0.00	138.68
10-2660-04	10-2660	Krystal Huttman	5/13/2019	A	80.72	0.00	0.00	0.00	0.00	80.72
10-2665-00	10-2665	John & Debbie Mauldin	6/3/2019	A	62.81	0.00	0.00	0.00	0.00	62.81
10-2670-04	10-2670	Jamie & Dora Hernandez	5/21/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-2675-00	10-2675	Trudy McCullough	5/28/2019	A	66.75	0.00	0.00	0.00	0.00	66.75
10-2680-00	10-2680	Raye Fagg	5/15/2019	A	84.75	0.00	0.00	0.00	0.00	84.75
10-2685-01	10-2685	Kassandra Robles	5/13/2019	A	112.35	81.17	67.54	0.00	0.00	261.06
10-2690-07	10-2690	John A & Julie A Melver	5/21/2019	A	77.55	0.00	0.00	0.00	0.00	77.55
10-2695-00	10-2695	Robert Pearce	5/13/2019	A	79.57	0.00	0.00	0.00	0.00	79.57

Account No.	Parcel No.	Name	Last Pmt	Status	Current Amount	+1 Month	+2 Months	+3 Months	+4 Months	Balance
10-2700-01	-2700	Jacob D Vierra	1/30/2019	A	63.15	70.32	68.60	66.93	88.14	357.14
10-2705-01	10-2705	Jeremie & Natasha Sill	5/13/2019	A	77.55	0.00	0.00	0.00	0.00	77.55
10-2710-03	10-2710	Dusti & Shannon Peterson	5/28/2019	A	73.95	6.15	0.00	0.00	0.00	80.10
10-2715-00	10-2715	Todd Fagg	5/21/2019	A	69.88	0.00	0.00	0.00	0.00	69.88
10-2720-00	10-2720	Ruth McKinsey	5/10/2019	A	92.77	0.00	0.00	0.00	0.00	92.77
10-2725-00	10-2725	Bill Jones	5/8/2019	A	93.15	0.00	0.00	0.00	0.00	93.15
10-2730-00	10-2730	Terry Fagg	5/28/2019	A	58.34	0.00	0.00	0.00	0.00	58.34
10-2735-00	10-2735	Tom Brannan	5/13/2019	A	79.95	0.00	0.00	0.00	0.00	79.95
10-2740-09	10-2740	Jonathan Goddard	5/21/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-2745-00	10-2745	Margaret Leshikar	5/10/2019	A	69.15	0.00	0.00	0.00	0.00	69.15
10-2750-01	10-2750	Dana Quintana	6/3/2019	A	73.95	0.00	0.00	0.00	0.00	73.95
10-2755-01	10-2755	Jay or Roberta Winrod	5/28/2019	A	66.75	0.00	0.00	0.00	0.00	66.75
10-2760-01	10-2762	Worth Nelson	5/13/2019	A	76.35	0.00	0.00	0.00	0.00	76.35
10-2762-00	10-2762	Worth Nelson	5/13/2019	A	25.15	0.00	0.00	0.00	0.00	25.15
10-2765-00	10-2765	Al Baum	5/21/2019	A	38.25 CR	0.00	0.00	0.00	0.00	38.25 CR
10-2775-02	10-2775	Danny & Audra Bell	5/15/2019	A	84.91	0.00	0.00	0.00	0.00	84.91
10-2780-01	10-2780	John & Laura Heimer	5/21/2019	A	67.66	0.00	0.00	0.00	0.00	67.66
10-2785-00	10-2785	David Brown	5/28/2019	A	72.37	0.00	0.00	0.00	0.00	72.37
10-2790-01	10-2790	Paula Green	5/21/2019	A	78.75	0.00	0.00	0.00	0.00	78.75
10-2795-02	10-2795	Michael Vermeys	5/10/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-2800-01	10-2800	Raelyn Wallock	5/21/2019	A	290.09 CR	0.00	0.00	0.00	0.00	290.09 CR
10-2805-00	10-2805	Aaron Dorman	5/28/2019	A	100.35	0.00	0.00	0.00	0.00	100.35
10-2810-02	10-2810	Frank & Jennifer Iturriaga	5/21/2019	A	78.37	0.00	0.00	0.00	0.00	78.37
10-2815-01	10-2815	Ed & Wendy Naveran	5/21/2019	A	10.60	0.00	0.00	0.00	0.00	10.60
10-2820-00	10-2820	James Elquist	5/21/2019	A	61.57	0.00	0.00	0.00	0.00	61.57
10-2825-03	10-2825	Mark & Rochelle Benavidez	2/19/2019	A	70.35	68.04	67.58	64.73	0.00	270.70
10-2830-01	10-2830	Lori Alcazar	5/13/2019	A	75.15	64.39	0.00	0.00	0.00	139.54
10-2835-04	10-2835	Walter & Rowena Duke	5/8/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-2840-00	10-2840	John Elquist	5/13/2019	A	71.21	0.00	0.00	0.00	0.00	71.21
10-2845-04	10-2845	Kyle Kester	5/13/2019	A	79.95	0.00	0.00	0.00	0.00	79.95
10-2850-00	10-2850	First Baptist Church	5/28/2019	A	74.95	0.00	0.00	0.00	0.00	74.95
10-2855-01	10-2855	Jeff & Marie Benson	4/29/2019	A	63.15	64.73	0.00	0.00	0.00	127.88
10-2860-01	10-2860	Andre & Gloria Powell	5/10/2018	A	89.55	101.05	108.18	97.14	853.56	1,249.48
10-2865-05	10-2865	Johnathan Edison	6/3/2019	A	62.94	0.00	0.00	0.00	0.00	62.94
10-2870-05	10-2870	Alicia Price		A	87.15	25.89	0.00	0.00	0.00	113.04
10-2875-01	10-2875	Frankie V Sims	6/28/2018	A	63.15	84.85	85.18	80.70	638.98	952.86

Account No.	Parcel No.	Name	Last Pmt	Status	Current Amount	+1 Month	+2 Months	+3 Months	+4 Months	Balance
10-2880-00	-2880	Daniel Dominguez	6/3/2019	A	79.54	0.00	0.00	0.00	0.00	79.54
10-2885-01	10-2885	Bruce & Tonya Jones	5/13/2019	A	82.40	0.00	0.00	0.00	0.00	82.40
10-2890-01	10-2890	Carly Robertson	2/11/2019	A	87.15	68.01	66.35	64.73	0.00	286.24
10-2895-02	10-2895	Robert Quick	5/21/2019	A	155.55 CR	0.00	0.00	0.00	0.00	155.55 CR
10-2900-01	10-2900	Toby & Lana Melver	5/1/2019	A	63.15	64.73	0.00	0.00	0.00	127.88
10-2905-01	10-2905	Amber Goddard	6/3/2019	A	81.67	0.00	0.00	0.00	0.00	81.67
10-2910-01	10-2910	Mike & Kelli Sondermann	5/21/2019	A	82.10	0.00	0.00	0.00	0.00	82.10
10-2915-00	10-2915	Kevin Andersen	5/13/2019	A	94.35	0.00	0.00	0.00	0.00	94.35
10-2920-00	10-2920	David Dorian	5/13/2019	A	115.95	0.00	0.00	0.00	0.00	115.95
10-2925-01	10-2925	Jack Salin	4/17/2019	A	137.55	99.80	25.03	0.00	0.00	262.38
10-2930-00	10-2930	Harley Mills	5/13/2019	A	75.15	0.00	0.00	0.00	0.00	75.15
10-2935-00	10-2935	Karen Crowe	5/10/2019	A	84.75	0.00	0.00	0.00	0.00	84.75
10-2940-04	10-2940	Garcia Victor & Livier	5/10/2019	A	90.41	0.00	0.00	0.00	0.00	90.41
10-2945-00	10-2945	Jim Love	5/28/2019	A	96.75	0.00	0.00	0.00	0.00	96.75
10-2950-03	10-2950	John Osborn	6/7/2019	A	67.95	1.58	0.00	0.00	0.00	69.53
10-2955-06	10-2955	Carlos & Yolanda Chavez	5/15/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-2960-04	10-2960	Dustin & Jolene Anderson	5/21/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-2965-05	10-2965	Travis Stevenson	6/3/2019	A	138.40 CR	0.00	0.00	0.00	0.00	138.40 CR
10-2970-04	10-2970	Sid Tolbert	5/15/2019	A	102.46	0.00	0.00	0.00	0.00	102.46
10-2975-08	10-2975	Bradley Ramey	4/5/2019	A	63.15	56.90	0.00	0.00	0.00	120.05
10-2980-06	10-2980	John & Cristina Bare	5/28/2019	A	65.55	0.00	0.00	0.00	0.00	65.55
10-2985-00	10-2985	Richard Dahl	6/3/2019	A	147.15	0.00	0.00	0.00	0.00	147.15
10-3000-00	10-3000	Doug Mills	5/8/2019	A	63.15	64.81	3.21	0.01 CR	0.00	131.16
10-3005-01	10-3030	Dale & Rita Backus	5/8/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-3007-01	10-3030	Dale & Rita Backus	5/28/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-3010-01	10-3030	Dale & Rita Backus	5/8/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-3012-02	10-3025	Toby or Lana Melver	5/1/2019	A	63.15	64.73	0.00	0.00	0.00	127.88
10-3015-02	10-3025	Toby or Lana Melver	5/1/2019	A	63.15	64.73	0.00	0.00	0.00	127.88
10-3020-02	10-3025	Toby or Lana Melver	5/1/2019	A	63.15	64.73	0.00	0.00	0.00	127.88
10-3025-02	10-3025	Toby or Lana Melver	5/1/2019	A	63.15	64.73	0.00	0.00	0.00	127.88
10-3030-01	10-3030	Dale & Rita Backus	5/8/2019	A	88.35	0.00	0.00	0.00	0.00	88.35
10-3035-01	10-3040	Melver Properties LLC	5/1/2019	A	63.15	64.73	0.00	0.00	0.00	127.88
10-3037-01	10-3040	Melver Properties LLC	5/1/2019	A	63.15	64.73	0.00	0.00	0.00	127.88
10-3038-01	10-3040	Melver Properties LLC	5/1/2019	A	63.15	64.73	0.00	0.00	0.00	127.88
10-3040-01	10-3040	Melver Properties LLC	5/1/2019	A	102.75	64.73	0.00	0.00	0.00	167.48
10-3045-01	10-3045	Glenn J Youngblood	12/11/2018	A	67.95	72.84	72.28	68.11	135.03	416.21

Account No.	Parcel No.	Name	Last Pmt	Status	Current Amount	+1 Month	+2 Months	+3 Months	+4 Months	Balance
10-3055-02	-3055	Mark Savage	5/13/2019	A	59.95	0.00	0.00	0.00	0.00	59.95
10-3060-02	10-3060	Allan L Hendrix	5/21/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-3065-03	10-3065	Danielle Harvey	5/15/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-3070-01	10-3070	Ron & Olga Phillips	5/21/2019	A	62.38	0.00	0.00	0.00	0.00	62.38
10-3075-01	10-3075	Jesse Gauthier	5/28/2019	A	61.13	0.00	0.00	0.00	0.00	61.13
10-3080-00	10-3080	Faa Awe-26 #41440	5/15/2019	A	87.15	84.00	0.00	0.00	0.00	171.15
10-3085-00	10-3085	Lander County School District	5/13/2019	A	259.00	0.00	0.00	0.00	0.00	259.00
10-3095-00	10-3095	Lander County School District	5/13/2019	A	93.00	0.00	0.00	0.00	0.00	93.00
10-3100-00	10-3100	Lander County School District	5/13/2019	A	36.00	0.00	0.00	0.00	0.00	36.00
10-3105-00	10-3105	Lander County School District	5/13/2019	A	61.00	0.00	0.00	0.00	0.00	61.00
10-3110-00	10-3110	Lander County School District	5/13/2019	A	36.00	0.00	0.00	0.00	0.00	36.00
10-3120-01	10-3120	Lander County (Pool)Rec Center	5/14/2019	A	252.00	0.00	0.00	0.00	0.00	252.00
10-3121-00	10-3121	Lander County Well #3	5/14/2019	A	76.75	0.00	0.00	0.00	0.00	76.75
10-3125-00	10-3125	Hanica Insurance	5/21/2019	A	68.39	0.00	0.00	0.00	0.00	68.39
10-3130-01	10-3130	Satview Broadband Ltd	5/8/2019	A	70.15	71.96	1.76	0.00	0.00	143.87
10-3135-00	10-3135	Lander County (Elquist Park)		A	6,386.20	4,037.50	0.00	0.00	0.00	10,423.70
10-3140-03	10-3141	Overtime Sports Bar & Grill	5/13/2019	A	98.94	0.00	0.00	0.00	0.00	98.94
10-3145-01	10-3145	The Hide-A-Way	3/26/2019	A	84.31	0.00	0.00	0.00	0.00	84.31
10-3150-00	10-3150	Lander County School District	5/13/2019	A	367.80	0.00	0.00	0.00	0.00	367.80
10-3155-00	10-3155	Lander County School District	5/13/2019	A	84.55	0.00	0.00	0.00	0.00	84.55
10-3160-00	10-3160	Lander County School District	3/19/2019	I	0.00	0.00	0.00	1.20	0.00	1.20
10-3165-00	10-3165	Lander County School District	5/13/2019	A	81.00	0.00	0.00	0.00	0.00	81.00
10-3175-00	10-3175	Lander County School District	5/13/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
10-3185-00	10-3185	Lander County School District	5/13/2019	A	76.80	0.00	0.00	0.00	0.00	76.80
10-3190-06	10-3190	Richard J Dorian	5/21/2019	A	60.65	0.00	0.00	0.00	0.00	60.65
10-3195-06	10-3195	Richard J Dorian	5/8/2019	A	72.75	64.77	1.58	0.00	0.00	139.10
10-3200-03	10-3200	Tammy Valles	12/13/2018	A	66.75	71.37	69.63	67.93	127.88	403.56
10-3205-07	10-3205	Richard J Dorian	5/8/2019	A	67.95	0.00	0.00	0.00	0.00	67.95
10-3210-03	10-3210	Jamie Hays	5/21/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-3215-00	10-3215	John Williams	5/8/2019	A	126.19	0.00	0.00	0.00	0.00	126.19
10-3220-00	10-3220	Becky Murphy	5/21/2019	A	28.56 CR	0.00	0.00	0.00	0.00	28.56 CR
10-3230-02	10-3230	John & Catherine Rochester	5/28/2019	A	48.98	0.00	0.00	0.00	0.00	48.98
10-3235-00	10-3235	Werner Estes		A	17.61	0.00	0.00	0.00	0.00	17.61
10-3240-00	10-3240	David Ramsdell	5/10/2019	A	98.78	0.00	0.00	0.00	0.00	98.78
10-3245-00	10-3245	Steve Larsgaard	5/28/2019	A	75.15	0.00	0.00	0.00	0.00	75.15
10-3250-01	10-3250	Jonathan Jinks	5/13/2019	A	71.21	0.00	0.00	0.00	0.00	71.21

Account No.	Parcel No.	Name	Last Pmt	Status	Current Amount	+1 Month	+2 Months	+3 Months	+4 Months	Balance
10-3255-03	10-3255	Samual C Dennis	6/10/2019	A	63.15	19.35	0.00	0.00	0.00	82.50
10-3260-09	10-3260	Karens Kort	5/10/2019	A	64.35	0.00	0.00	0.00	0.00	64.35
10-3265-03	10-3265	Karen Crowe	5/10/2019	A	65.55	0.00	0.00	0.00	0.00	65.55
10-3270-00	10-3270	Thomas Sundahl	5/13/2019	A	76.35	0.00	0.00	0.00	0.00	76.35
10-3275-01	10-3275	Donald & Sonia Schoorl	5/28/2019	A	80.72	0.00	0.00	0.00	0.00	80.72
10-3280-02	10-3280	Y & T Investments/Karl Young	5/28/2019	A	6.22	0.00	0.00	0.00	0.00	6.22
10-3285-01	10-3285	Everett Pearson	5/8/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-3290-04	10-3290	Kb Vape	5/8/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
10-3300-01	10-3300	Edwin Goertz	5/15/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-3310-04	10-3310	Amanda Hall	3/26/2019	A	76.35	66.35	64.73	0.00	0.00	207.43
10-3315-00	10-3315	John Gamble	5/13/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-3325-01	10-3325	Octavio Cortes	6/3/2019	A	85.65	0.00	0.00	0.00	0.00	85.65
10-3335-00	10-3335	John Keenan	5/15/2019	A	65.55	0.00	0.00	0.00	0.00	65.55
10-3340-03	10-3340	Dawn & Pat McClary	6/3/2019	A	28.78	0.00	0.00	0.00	0.00	28.78
10-3345-04	10-3345	Y & T Investments/Karl Young	6/7/2019	A	52.58 CR	0.00	0.00	0.00	0.00	52.58 CR
10-3350-00	10-3350	Karens Kort Ext #1	5/10/2019	A	181.95	0.00	0.00	0.00	0.00	181.95
10-3355-00	10-3355	Jorge & Jessie Alvarenga	5/15/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-3356-08	10-3356	Laura Stout	10/10/2017	A	63.15	76.44	74.58	72.77	321.22	608.16
10-3357-00	10-3357	Karens Kort	5/10/2019	A	189.15	0.00	0.00	0.00	0.00	189.15
10-3365-02	10-3365	Dahliwal Inc Dba Superstop	6/3/2019	A	212.35	0.00	0.00	0.00	0.00	212.35
10-3370-00	10-3370	Karens Kort Ext #2	5/10/2019	A	69.15	0.00	0.00	0.00	0.00	69.15
10-3375-00	10-3375	Karens Kort Ext #3	5/10/2019	A	104.75	0.00	0.00	0.00	0.00	104.75
10-3385-00	10-3385	David Koll	5/15/2019	A	265.00	0.00	0.00	0.00	0.00	265.00
10-3390-00	10-3390	Bart Negro	5/21/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
10-3395-01	10-3395	Colleen Hill	5/1/2019	A	95.55	19.68	0.00	0.00	0.00	115.23
10-3405-04	10-3405	Elton Or Lynette Fanter	5/21/2019	A	66.75	0.00	0.00	0.00	0.00	66.75
10-3410-00	10-3410	Delton Drown	2/19/2019	A	330.98 CR	0.00	0.00	0.00	0.00	330.98 CR
10-3420-04	10-3420	Colt Nelson	5/28/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
20-1010-00	20-1010	Alsaker Corp (Rv Park)	5/28/2019	A	571.60	0.00	0.00	0.00	0.00	571.60
20-1015-00	20-1035	Alsaker Corp (Tr Stop)	5/28/2019	A	206.40	0.00	0.00	0.00	0.00	206.40
20-1025-00	20-1035	Alsaker Corp (Restaurant)	5/28/2019	A	165.60	0.00	0.00	0.00	0.00	165.60
20-1030-02	20-1035	Battle Mountain Properties LLC	5/1/2019	A	404.00	785.89	884.32	14.53	0.00	2,088.74
20-1035-02	20-1035	Battle Mountain Properties LLC	5/1/2019	A	81.00	87.67	85.53	1.65	0.00	255.85
20-1040-05	20-1040	Juan Bentancourt & Jose Torres	5/15/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
20-1045-00	20-1045	Eds Tire Service	5/21/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
20-1055-03	20-1055	Holland Triple J Ent Point S	5/21/2019	A	89.35	0.00	0.00	0.00	0.00	89.35

Account No.	Parcel No.	Name	Last Pmt	Status	Current Amount	+ 1 Month	+2 Months	+ 3 Months	+ 4 Months	Balance
20-1060-00	20-1060	Lander County Road & Bridge	5/14/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
20-1065-00	20-1065	Dakota Diesel Repair Inc	5/13/2019	A	68.39	0.00	0.00	0.00	0.00	68.39
20-1075-01	20-1075	Chukar Hills Mhp LLC Lmhp	5/21/2019	A	1,841.60	0.00	0.00	0.00	0.00	1,841.60
20-1080-01	20-1080	Chukar Hills Mhp LLC Lmhp	4/17/2019	A	599.20	588.56	0.00	0.00	0.00	1,187.76
20-1085-01	20-1090	Big Chief Motel-West	12/13/2018	A	1,602.80 CR	0.00	0.00	0.00	0.00	1,602.80 CR
20-1087-00	20-1087	Big Chief-Storage	4/29/2019	A	70.15	70.16	0.00	0.00	0.00	140.31
20-1090-01	20-1090	Big Chief Motel-East	12/12/2017	A	2,648.70 CR	0.00	0.00	0.00	0.00	2,648.70 CR
20-1095-00	20-1095	Bhakta Family Trust		A	63.15	832.21	0.00	0.00	0.00	895.36
20-1105-02	20-1105	Front Discount Liquor	6/3/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
20-1115-01	20-1115	Geno Idarraga	5/8/2019	A	66.75	0.00	0.00	0.00	0.00	66.75
20-1125-00	20-1125	Arthur & Cindi Clark	6/7/2019	A	77.55	1.70	0.00	0.00	0.00	79.25
20-1130-00	20-1130	George Ancho	5/8/2019	A	75.15	0.00	0.00	0.00	0.00	75.15
20-1150-00	20-1150	Bob Johnson	5/13/2019	A	96.75	0.00	0.00	0.00	0.00	96.75
20-1160-01	20-1160	Nick Ayers	5/21/2019	A	70.15	71.96	1.76	0.00	0.00	143.87
20-1165-00	20-1165	Lander County (Trees)		A	40.75	18.90	0.00	0.00	0.00	59.65
20-1170-00	20-1170	Lander County (Trees#2)		A	25.15	18.90	0.00	0.00	0.00	44.05
20-1185-01	20-1187	B Town Car Wash 1	5/8/2019	A	70.15	94.14	3.68	0.00	0.00	167.97
20-1187-00	20-1187	B Town Car Wash 2	5/8/2019	A	157.15	175.96	4.64	0.00	0.00	337.75
20-1190-02	20-1190	Heidi Thomsen	6/3/2019	A	71.55	0.00	0.00	0.00	0.00	71.55
20-1195-04	20-1195	Ryan Valles	5/15/2019	A	64.83	0.00	0.00	0.00	0.00	64.83
20-1200-04	20-1200	Y & T Investments/Karl Young	5/28/2019	A	17.70 CR	0.00	0.00	0.00	0.00	17.70 CR
20-1205-02	20-1205	Bhakta Family Trust	12/10/2018	A	1,503.71 CR	0.00	0.00	0.00	0.00	1,503.71 CR
20-1210-01	20-1210	Owl Club Inc (Motel)	5/10/2019	A	167.80	0.00	0.00	0.00	0.00	167.80
20-1215-00	20-1215	Lander County (Fire Hall)	5/14/2019	A	105.60	0.00	0.00	0.00	0.00	105.60
20-1220-00	20-1220	Lander County (Ambulance)	5/14/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
20-1225-01	20-1225	Ripco, LLC DBA The Nevada	5/10/2019	A	154.19	0.00	0.00	0.00	0.00	154.19
20-1230-00	20-1230	Homespun	4/29/2019	A	64.83	0.00	0.00	0.00	0.00	64.83
20-1235-01	20-1235	Owl Club Inc (Bar)	4/11/2019	A	145.15	116.19	0.00	0.00	0.00	261.34
20-1245-01	20-1245	Garden Gate Floral	5/13/2019	A	68.39	0.00	0.00	0.00	0.00	68.39
20-1250-02	20-1250	Owl Club Inc (Restaurant)	5/10/2019	A	334.20	0.00	0.00	0.00	0.00	334.20
20-1255-01	20-1255	Heather Rodabough	6/28/2018	A	70.15	91.65	89.42	87.23	612.83	951.28
20-1260-00	20-1260	At&T Services Inc	6/3/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
20-1265-01	20-1265	The Lumber Shed	5/21/2019	A	51.65	0.00	0.00	0.00	0.00	51.65
20-1270-02	20-1270	Paralegal Solutions	5/15/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
20-1275-01	20-1276	The Barr/Kristi Lindsay	5/13/2019	A	103.75	0.00	0.00	0.00	0.00	103.75
20-1280-01	20-1280	Carol Rodabough Thomas	6/28/2018	A	70.15	91.65	89.42	87.23	612.83	951.28

Account No.	Parcel No.	Name	Last Pmt	Status	Current Amount	+1 Month	+2 Months	+3 Months	+4 Months	Balance
20-1285-03	20-1285	Ming Dynasty Chinese Rest	5/13/2019	A	77.35	0.00	0.00	0.00	0.00	77.35
20-1295-01	20-1295	Carolyn Rodabough Thomas	6/28/2018	A	70.15	90.18	87.98	78.83	563.84	890.98
20-1300-01	20-1300	Insurance N Moore, LLC	5/28/2019	A	77.64	0.00	0.00	0.00	0.00	77.64
20-1305-00	20-1305	Jennifer Iturriaga	5/21/2019	A	68.39	0.00	0.00	0.00	0.00	68.39
20-1315-00	20-1315	Louise Killeen	5/13/2019	A	101.35	44.32	0.00	0.00	0.00	145.67
20-1325-00	20-1325	El Aguila Real	12/31/2018	A	584.16 CR	0.00	0.00	0.00	0.00	584.16 CR
20-1335-01	20-1335	Richard Ripley	5/10/2019	A	68.39	0.00	0.00	0.00	0.00	68.39
20-1340-02	20-1340	Al Park Petroleum	6/3/2019	A	138.43	0.00	0.00	0.00	0.00	138.43
20-1350-00	20-1350	Mama's Pizza & Deli	5/28/2019	A	96.83	0.00	0.00	0.00	0.00	96.83
20-1355-01	20-1355	Best Value Inn Iqbal Sandhu	5/21/2019	A	601.80	0.00	0.00	0.00	0.00	601.80
20-1360-00	20-1360	Lander County (Belaustegui)	5/14/2019	A	57.55	0.00	0.00	0.00	0.00	57.55
20-1365-00	20-1365	Union Pacific Railroad	5/13/2019	A	179.00	0.00	0.00	0.00	0.00	179.00
20-1370-04	20-1370	Janet Ericksmoen	6/28/2018	A	72.75	84.42	82.36	80.35	624.69	944.57
20-1375-00	20-1375	Donita Smith	5/21/2019	A	91.95	0.00	0.00	0.00	0.00	91.95
20-1380-02	20-1380	Michael Helton		A	63.15	38.84	0.00	0.00	0.00	101.99
20-1385-06	20-1385	Andrea Araiza	5/28/2019	A	64.35	57.01	0.00	0.00	0.00	121.36
20-1390-06	20-1390	Felipe & Yvette Martinez	5/8/2019	A	83.55	79.95	67.54	0.00	0.00	231.04
20-1395-09	20-1395	Carmella Wright	6/3/2019	A	64.35	0.00	0.00	0.00	0.00	64.35
20-1400-00	20-1400	Santiago & Cruz G Alcaraz	5/21/2019	A	70.35	0.00	0.00	0.00	0.00	70.35
20-1405-00	20-1405	Joe Lundy	5/13/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
20-1410-00	20-1410	Leroy Neeley	5/15/2019	A	73.95	0.00	0.00	0.00	0.00	73.95
20-1415-00	20-1415	Leroy Neeley	5/15/2019	A	38.35	0.00	0.00	0.00	0.00	38.35
20-1420-01	20-1420	Jerry & Kathleen Annis	5/21/2019	A	80.82	0.00	0.00	0.00	0.00	80.82
20-1423-01	20-1423	Juan Gonzales	6/3/2019	A	203.55	200.18	6.02	0.00	0.00	409.75
20-1425-01	20-1425	Jonathan & Katherine Teer	5/28/2019	A	70.35	14.19	0.00	0.00	0.00	84.54
20-1430-03	20-1430	Richard Crosthwaite	10/8/2018	A	63.15	74.96	73.13	71.35	264.64	547.23
20-1435-02	20-1435	Ernest Walthers	5/8/2019	A	126.75	0.00	0.00	0.00	0.00	126.75
20-1440-02	20-1440	Ernest L Walthers	5/8/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
20-1445-00	20-1445	Colt Nelson	5/28/2019	A	100.35	0.00	0.00	0.00	0.00	100.35
20-1450-00	20-1452	Lander County (Lions Park)		A	252.00	113.16	0.00	0.00	0.00	365.16
20-1452-00	20-1452	Lander County (Lions Bathroom)		A	70.15	52.73	0.00	0.00	0.00	122.88
20-1460-01	20-1460	Richard Edgar	5/15/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
20-1465-03	20-1465	Lander County Treasurer	6/28/2018	I	0.00	0.00	0.00	66.10	349.32	415.42
20-1470-03	20-1470	James & Sandra Schmidt	5/28/2019	A	151.95	0.00	0.00	0.00	0.00	151.95
20-1471-03	20-1471	Jonathon & Leah Johnson	5/21/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
20-1475-06	20-1475	Rodabough Family Trust	6/28/2018	A	63.15	86.42	105.91	97.33	664.32	1,017.13

Account No.	Parcel No.	Name	Last Pmt	Status	Current Amount	+ 1 Month	+2 Months	+ 3 Months	+ 4 Months	Balance
20-1480-07	20-1480	Rodabough Family Trust	6/28/2018	A	65.55	84.17	83.31	78.88	565.94	877.85
20-1485-00	20-1485	Rodabough Family Trust		A	63.15	80.90	597.62	0.00	0.00	741.67
20-1490-00	20-1490	Rodabough Family Trust	6/28/2018	A	77.55	121.46	179.70	244.91	1,106.52	1,730.14
20-1495-00	20-1495	Karon Ferjanec	5/13/2019	A	1.73 CR	0.00	0.00	0.00	0.00	1.73 CR
20-1500-00	20-1500	Nv Energy Sierra Pacific Power	5/21/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
20-1505-05	20-1505	Kathryn Brown	5/13/2019	A	61.82	0.00	0.00	0.00	0.00	61.82
20-1510-08	20-1510	Janet & Elquist Larry Morgan	5/8/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
20-1515-01	20-1515	Carolyn Thomas	6/28/2018	A	63.15	83.48	81.44	79.46	589.03	896.56
20-1520-00	20-1520	Colt Nelson	5/28/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
20-1525-05	20-1525	Jose C & Marguerita Diaz	5/28/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
20-1530-03	20-1530	Darrel Clarkson & David Troy	6/3/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
20-1535-04	20-1535	Darrel Clarkson	6/3/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
20-1540-02	20-1540	Jose C & Marguerita Diaz	5/28/2019	A	65.55	0.00	0.00	0.00	0.00	65.55
20-1545-08	20-1545	Jose C & Marguerita Diaz	5/28/2019	A	67.95	0.00	0.00	0.00	0.00	67.95
20-1550-08	20-1550	Jose & Margarita Diaz	5/28/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
20-1555-01	20-1555	Jose C & Marguerita Diaz	5/28/2019	A	67.95	0.00	0.00	0.00	0.00	67.95
20-1560-06	20-1560	Jose C & Marguerita Diaz	5/28/2019	A	64.35	0.00	0.00	0.00	0.00	64.35
20-1564-00	20-1564	Lander County (Annex Lawn)		A	25.15	18.90	0.00	0.00	0.00	44.05
20-1565-00	20-1565	Lander County (2Nd St Annex)	5/14/2019	A	249.60	0.00	0.00	0.00	0.00	249.60
20-1570-00	20-1570	Lander County (Great Basin)	5/14/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
20-1573-00	20-1573	Great Basin College	5/15/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
20-1580-01	20-1580	Richard Colt & Amy Nelson	5/28/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
20-1585-00	20-1585	Mary Jaramillo	6/3/2019	A	69.15	0.00	0.00	0.00	0.00	69.15
20-1595-00	20-1595	Western Energetix, LLC	5/13/2019	A	75.52	0.00	0.00	0.00	0.00	75.52
20-1600-01	20-1603	Acor Trailer Park	6/28/2018	A	63.15	84.17	102.52	95.22	579.80	924.86
20-1605-00	20-1605	Northside Rv Park	5/21/2019	A	103.55	0.00	0.00	0.00	0.00	103.55
20-1620-03	20-1620	John Elder	5/28/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
20-1625-00	20-1625	Roberta Burton	4/22/2019	A	72.75	72.22	53.70	0.00	0.00	198.67
20-1630-00	20-1630	Margaret Mauldin	6/10/2019	A	63.15	1.58	0.00	0.00	0.00	64.73
20-1635-00	20-1635	Jesus Dias	5/13/2019	A	64.35	0.00	0.00	0.00	0.00	64.35
20-1640-00	20-1640	Ken Nicholson & Evolyn Adams	6/7/2019	A	63.15	1.46	0.00	0.00	0.00	64.61
20-1650-03	20-1650	Vaughn Gardner	4/17/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
20-1655-01	20-1655	John Elder	5/28/2019	A	71.55	0.00	0.00	0.00	0.00	71.55
20-1660-02	20-1660	John Elder	5/28/2019	A	65.55	0.00	0.00	0.00	0.00	65.55
20-1665-00	20-1665	Rodrigo Gonzalez	5/21/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
20-1670-02	20-1670	Jorge A Rosales	5/8/2019	A	83.55	72.09	0.00	0.00	0.00	155.64

Account No.	Parcel No.	Name	Last Pmt	Status	Current Amount	+1 Month	+2 Months	+3 Months	+4 Months	Balance
20-1675-00	)-1675	Refugio Sandoval	6/10/2019	A	93.15	1.47	0.00	0.00	0.00	94.62
20-1680-01	20-1680	Ana Gonzalez	5/8/2019	A	63.15	1.62	0.00	0.00	0.00	64.77
20-1685-00	20-1685	Cecelio Iturriaga	5/10/2019	A	69.15	0.00	0.00	0.00	0.00	69.15
20-1690-00	20-1690	Lander County (Animal Shelter)	5/14/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
20-1693-00	20-1693	Bm Wastewater Treatment Plant	5/14/2019	A	27.00	0.00	0.00	0.00	0.00	27.00
20-1695-02	20-1695	B&B Garner Inc/Dba Atlas Tow	5/8/2019	A	70.15	81.80	1.95	0.00	0.00	153.90
20-1697-03	20-1697	Jacqueline Beltran	5/28/2019	A	72.55	0.00	0.00	0.00	0.00	72.55
20-1705-00	20-1705	M-I Drilling Fluids Co	5/13/2019	A	178.00	0.00	0.00	0.00	0.00	178.00
20-1710-01	20-1710	Colt & Ashley Spealman	4/29/2019	A	100.35	68.54	4.92	0.00	0.00	173.81
20-1715-00	20-1715	Juan Lapiere	6/28/2018	A	135.15	162.96	167.38	138.10	1,163.58	1,767.17
20-1720-00	20-1720	Charlene Allen		A	63.15	67.25	100.70	0.00	0.00	231.10
20-1725-03	20-1725	Jesus Nevarez	5/10/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
20-1730-01	20-1730	Lisa Legarza/Emily Leslie	6/3/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
20-1735-00	20-1735	Dicks Body Shop	4/24/2019	A	70.15	70.15	0.00	0.00	0.00	140.30
20-1750-00	20-1750	Fredrick Fabian	5/13/2019	A	74.95	0.00	0.00	0.00	0.00	74.95
20-1765-04	20-1765	Evan Craig		A	21.05	0.00	0.00	0.00	0.00	21.05
20-1777-02	20-1777	Lamont Edgar	1/18/2019	A	23.45	0.00	0.00	0.00	0.00	23.45
20-1780-00	20-1780	Daniel Dominguez	6/3/2019	A	61.57	0.00	0.00	0.00	0.00	61.57
20-1785-00	20-1785	Teresa Rutenbeck	5/21/2019	A	33.15	0.00	0.00	0.00	0.00	33.15
20-1790-00	20-1790	Kaperell Mobile Park	5/15/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
20-1793-00	20-1793	Kaperell Mobile Park	5/15/2019	A	102.35	0.00	0.00	0.00	0.00	102.35
20-1800-01	20-1800	Travis Averett	5/21/2019	A	66.67	0.00	0.00	0.00	0.00	66.67
20-1805-03	20-1805	Jill Wasden	5/21/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
20-1810-00	20-1810	Lander County W & S Shop	5/14/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
20-1815-00	20-1815	Connie Vigil	5/10/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
20-1820-00	20-1820	Fred Schroeder	5/8/2019	A	154.75	0.00	0.00	0.00	0.00	154.75
20-1826-00	20-1826	Joaquin Corona	5/21/2019	A	65.55	0.00	0.00	0.00	0.00	65.55
20-1830-00	20-1830	Stacy Beeler	5/10/2019	A	61.61	0.00	0.00	0.00	0.00	61.61
20-1835-02	20-1835	Stacy Beeler	5/10/2019	A	64.35	0.00	0.00	0.00	0.00	64.35
20-1840-01	20-1845	Barbara Burton	5/15/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
20-1845-00	20-1845	Barbara Burton	5/15/2019	A	70.35	0.00	0.00	0.00	0.00	70.35
20-1850-00	20-1850	Judi Pritchett	5/21/2019	A	75.15	0.00	0.00	0.00	0.00	75.15
20-1860-00	20-1860	Jose Rosales	5/21/2019	A	161.86	0.00	0.00	0.00	0.00	161.86
20-1864-06	20-1864	Floyd & Alma Onthank	5/13/2019	A	76.33	0.00	0.00	0.00	0.00	76.33
20-1865-00	20-1865	Lander County (Rodeo Grounds)		A	73.15	98.85	0.00	0.00	0.00	172.00
20-1870-02	20-1870	Brett & Michelle Scovil	5/28/2019	A	63.15	0.00	0.00	0.00	0.00	63.15

Account No.	Parcel No.	Name	Last Pmt	Status	Current Amount	+ 1 Month	+2 Months	+ 3 Months	+ 4 Months	Balance
20-1875-03	20-1875	Rodabough Family Trust	6/28/2018	A	70.35	83.83	81.79	78.59	554.38	868.94
20-1880-01	20-1880	Rodabough Family Trust	5/21/2019	A	76.35	70.46	82.75	70.70	75.81	376.07
20-1885-00	20-1885	Roland Sink	5/13/2019	A	68.72	0.00	0.00	0.00	0.00	68.72
20-1890-00	20-1890	Ken Cox	5/15/2019	A	97.95	0.00	0.00	0.00	0.00	97.95
20-1895-00	20-1895	Ken Cox	5/15/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
20-1900-01	20-1900	Ken Cox	5/15/2019	A	71.55	0.00	0.00	0.00	0.00	71.55
20-1910-00	20-1910	Antonio Miramontes	5/15/2019	A	131.15	0.00	0.00	0.00	0.00	131.15
20-1915-00	20-1915	Leonard Hawk	5/21/2019	A	71.55	0.00	0.00	0.00	0.00	71.55
20-1920-00	20-1920	Henry Dominquez	5/13/2019	A	87.64	0.00	0.00	0.00	0.00	87.64
20-1925-00	20-1925	Naomi Worth/Mtn View Rv Park	5/21/2019	A	120.35	0.00	0.00	0.00	0.00	120.35
20-1955-00	20-1955	Robert Phillips	5/8/2019	A	257.83 CR	0.00	0.00	0.00	0.00	257.83 CR
20-1960-01	20-1960	Eddie & Louie Venturacci	3/5/2019	A	26.35	35.71	80.03	70.88	0.00	212.97
20-1965-02	20-1965	Chalene Allen	6/28/2018	A	76.35	100.04	193.60	0.00	677.62	1,047.61
20-2130-01	20-2130	Rosa Guizar	5/21/2019	A	67.95	0.00	0.00	0.00	0.00	67.95
30-1010-01	30-1010	Bm Hospital/Dorm	5/21/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
30-1015-00	30-1015	Battle Mtn General Hospital	5/21/2019	A	765.00	0.00	0.00	0.00	0.00	765.00
30-1020-00	30-1020	Lander County Civic Center	5/14/2019	A	83.40	0.00	0.00	0.00	0.00	83.40
30-1025-05	30-1025	Gerrit & Melissa Bakker	5/28/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
30-1028-00	30-1028	Maverik Inc	5/28/2019	A	351.20	0.00	0.00	0.00	0.00	351.20
30-1030-02	30-1030	Bakkers Brew	3/19/2019	A	101.35	98.68	86.67	0.00	0.00	286.70
30-1035-02	30-1035	Jaswinder Singh	6/3/2019	A	79.75	0.00	0.00	0.00	0.00	79.75
30-1040-00	30-1040	Midway Store	4/10/2019	A	147.55	70.01	0.00	0.00	0.00	217.56
30-1045-00	30-1045	Wells Fargo	6/3/2019	A	81.00	0.00	0.00	0.00	0.00	81.00
30-1052-02	30-1052	Cassorla Brothers Inc	5/28/2019	A	348.33 CR	0.00	0.00	0.00	0.00	348.33 CR
30-1055-00	30-1055	Mills Pharmacy	5/13/2019	A	68.39	0.00	0.00	0.00	0.00	68.39
30-1060-01	30-1060	Super 8	5/28/2019	A	559.15	0.00	0.00	0.00	0.00	559.15
30-1063-00	30-1063	Family Dollar Store	5/21/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
30-1065-01	30-1065	Chris Kassity	5/28/2019	A	175.20	0.00	0.00	0.00	0.00	175.20
30-1070-02	30-1070	Napa Auto Parts	5/21/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
30-1075-07	30-1075	Jose G Diaz	5/28/2019	A	81.37	0.00	0.00	0.00	0.00	81.37
30-1080-00	30-1080	Assembly Of God Church	5/28/2019	A	82.15	0.00	0.00	0.00	0.00	82.15
30-1082-00	30-1082	Lander County Hist Society	5/14/2019	A	81.00	0.00	0.00	0.00	0.00	81.00
30-1085-02	30-1085	Daryl Fagg	5/28/2019	A	201.15	28.74	0.00	0.00	0.00	229.89
30-1090-01	30-1090	New Hope 4 Square Bm Church	5/28/2019	A	70.15	0.00	0.00	0.00	0.00	70.15
30-1095-00	30-1095	Battle Mtn General Hospital	5/21/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
30-1098-00	30-1098	Rural Nv Development Corp	5/28/2019	A	723.20	0.00	0.00	0.00	0.00	723.20

Account No.	Parcel No.	Name	Last Pmt	Status	Current Amount	+1 Month	+2 Months	+3 Months	+4 Months	Balance
30-1100-00	30-1100	Ed & Tana Taylor	5/13/2019	A	81.71	0.00	0.00	0.00	0.00	81.71
30-1105-00	30-1105	Bureau Of Land Management #2	5/13/2019	A	81.15	0.00	0.00	0.00	0.00	81.15
30-1110-00	30-1110	Bureau Of Land Management #4	5/13/2019	A	180.75	0.00	0.00	0.00	0.00	180.75
30-1115-00	30-1115	Bureau Of Land Management #6	5/13/2019	A	72.75	0.00	0.00	0.00	0.00	72.75
30-1120-00	30-1120	Bureau Of Land Management #8	5/15/2019	A	72.75	0.00	0.00	0.00	0.00	72.75
30-1125-00	30-1125	Bureau Of Land Management #10	5/15/2019	A	75.15	0.00	0.00	0.00	0.00	75.15
30-1130-05	30-1130	Efren Martinez	5/8/2019	A	66.31	0.00	0.00	0.00	0.00	66.31
30-1135-00	30-1135	Bureau Of Land Management #9	5/15/2019	A	76.35	0.00	0.00	0.00	0.00	76.35
30-1140-00	30-1140	Bureau Of Land Management #7	5/15/2019	A	75.15	0.00	0.00	0.00	0.00	75.15
30-1145-06	30-1145	Nicholas & Rebecca Love	5/13/2019	A	67.95	0.00	0.00	0.00	0.00	67.95
30-1150-00	30-1150	Bureau Of Land Management #5	5/15/2019	A	89.55	0.00	0.00	0.00	0.00	89.55
30-1155-00	30-1155	Gates Michael	4/11/2019	A	95.55	64.73	0.00	0.00	0.00	160.28
30-1160-00	30-1160	Bureau Of Land Management #3	5/15/2019	A	85.95	0.00	0.00	0.00	0.00	85.95
30-1165-01	30-1165	Oscar Chavira	4/22/2019	A	82.35	98.20	88.61	-20.38	0.00	289.54
30-1167-00	30-1167	Bmgh John Peters Health Serv	5/21/2019	A	156.00	0.00	0.00	0.00	0.00	156.00
30-1170-00	30-1170	Bureau Of Land Management #1	5/15/2019	A	79.95	0.00	0.00	0.00	0.00	79.95
30-1175-02	30-1175	Clark Park	5/21/2019	A	1,534.40	0.00	0.00	0.00	0.00	1,534.40
30-1190-01	30-1190	Kim M Delgado	5/28/2019	A	63.60 CR	0.00	0.00	0.00	0.00	63.60 CR
30-1200-04	30-1200	Ricardo or Shannon Berumen	5/21/2019	A	100.35	71.67	31.55	0.00	0.00	203.57
30-1205-00	30-1205	Assembly Of God Church	5/28/2019	A	74.35	0.00	0.00	0.00	0.00	74.35
30-1210-00	30-1210	Assembly Of God Church	5/28/2019	A	84.55	15.01	0.00	0.00	0.00	99.56
30-1215-00	30-1215	Church Of Jesus Christ Of Lds	6/3/2019	A	372.80	0.00	0.00	0.00	0.00	372.80
30-1222-00	30-1222	Argenta Rim Apts	5/21/2019	A	1,872.20	367.30	0.00	0.00	0.00	2,239.50
30-1223-02	30-1223	Jordin Frakes	6/3/2019	A	66.75	0.00	0.00	0.00	0.00	66.75
30-1224-01	30-1224	April Kennedy	5/21/2019	A	66.75	0.00	0.00	0.00	0.00	66.75
30-1225-02	30-1225	Robert Brooks		A	51.11	0.00	0.00	0.00	0.00	51.11
30-1230-00	30-1230	Mike & Kayla Mauldin	5/15/2019	A	96.28	0.00	0.00	0.00	0.00	96.28
30-1235-02	30-1235	Thomas Walters	4/29/2019	A	73.95	65.96	0.00	0.00	0.00	139.91
30-1240-04	30-1240	Megan Desmond	4/24/2019	A	72.75	70.31	66.20	9.69	0.00	218.95
30-1245-06	30-1245	Belinda J Wilcox	6/3/2019	A	65.55	0.00	0.00	0.00	0.00	65.55
30-1250-00	30-1250	Kenneth Wilcox	6/7/2019	A	65.55	1.66	0.00	0.00	0.00	67.21
30-1255-00	30-1255	Lander Associates	5/13/2019	A	1,262.00	0.00	0.00	0.00	0.00	1,262.00
30-1260-00	30-1260	Charles Westover	5/21/2019	A	78.75	0.00	0.00	0.00	0.00	78.75
30-1270-02	30-1270	Hanna Rasmussen & Brian Phinney	5/21/2019	A	66.31 CR	0.00	0.00	0.00	0.00	66.31 CR
30-1275-01	30-1275	Christian Duggan	4/5/2019	A	69.15	75.14	72.10	49.00	0.00	265.39
30-1280-02	30-1280	Don E Prince	3/26/2019	A	72.75	69.68	1.22	0.00	0.00	143.65

Account No.	Parcel No.	Name	Last Pmt	Status	Current Amount	+1 Month	+2 Months	+3 Months	+4 Months	Balance
30-1285-03	30-1285	Y & T Investments/Karl Young	5/28/2019	A	158.95 CR	0.00	0.00	0.00	0.00	158.95 CR
30-1290-02	30-1290	James & Norma Edens	5/8/2019	A	79.20	0.00	0.00	0.00	0.00	79.20
30-1295-06	30-1295	Lyle & Clara Hamilton	4/22/2019	A	22.70	0.00	0.00	0.00	0.00	22.70
30-1300-05	30-1300	Elizabeth Thompson	5/13/2019	A	63.05	0.00	0.00	0.00	0.00	63.05
30-1305-02	30-1305	Amelia Grunder	5/21/2019	A	82.35	0.00	0.00	0.00	0.00	82.35
30-1310-01	30-1310	Brett & Caressa Hanson	5/1/2019	A	28.31 CR	0.00	0.00	0.00	0.00	28.31 CR
30-1315-05	30-1315	Jerry & Faye Corbitt	5/10/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
30-1320-02	30-1320	Anita Smith	6/3/2019	A	117.15	0.00	0.00	0.00	0.00	117.15
30-1325-01	30-1325	Betty Fulks	5/13/2019	A	65.21	0.00	0.00	0.00	0.00	65.21
30-1330-02	30-1330	John or Calvin Chisum	5/8/2019	A	67.52	0.00	0.00	0.00	0.00	67.52
30-1335-02	30-1335	Chadwic Hovis	6/3/2019	A	7.58	0.00	0.00	0.00	0.00	7.58
30-1340-04	30-1340	Bernardo Mathias	6/3/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
30-1345-01	30-1345	Laura Bauer	5/13/2019	A	84.41	0.00	0.00	0.00	0.00	84.41
30-1350-00	30-1350	Carrie Baum	5/10/2019	A	65.17	0.00	0.00	0.00	0.00	65.17
30-1355-02	30-1355	Wanda Nelson	5/21/2019	A	90.25	0.00	0.00	0.00	0.00	90.25
30-1360-01	30-1360	Nettie Quintana	5/28/2019	A	63.50	0.00	0.00	0.00	0.00	63.50
30-1365-01	30-1365	Monte Price	5/21/2019	A	67.95	0.00	0.00	0.00	0.00	67.95
30-1370-07	30-1370	Jacquelyn Cassels	4/17/2019	A	9.95 CR	0.00	0.00	0.00	0.00	9.95 CR
30-1375-01	30-1375	Jason & Tina Edgar	5/28/2019	A	63.97	0.00	0.00	0.00	0.00	63.97
30-1380-00	30-1380	Max Bunch	5/8/2019	A	73.95	0.00	0.00	0.00	0.00	73.95
30-1385-00	30-1385	Scott & Koral Torrence	6/7/2019	A	138.75	2.47	0.00	0.00	0.00	141.22
30-1390-02	30-1390	Katherine Russell	5/21/2019	A	63.15	9.59	0.00	0.00	0.00	72.74
30-1395-02	30-1395	Barrett & Ceaira Fielder	4/27/2018	A	72.75	93.94	91.64	88.21	742.15	1,088.69
30-1400-03	30-1400	Debbie Nanney/Dorothy Bailey	5/21/2019	A	77.78	0.00	0.00	0.00	0.00	77.78
30-1405-00	30-1405	Frank Hobbs	5/21/2019	A	71.55	7.50	0.00	0.00	0.00	79.05
30-1410-00	30-1410	Charlotte Hickman	5/14/2019	A	33.10	0.00	0.00	0.00	0.00	33.10
30-1415-01	30-1415	Mark Munns	5/8/2019	A	75.15	64.77	1.58	0.00	0.00	141.50
30-1420-03	30-1420	Raul Ceja Jr.	6/7/2019	A	78.75	68.14	65.09	8.12	0.01 CR	220.09
30-1423-02	30-1423	Michael J Cate	4/17/2019	A	69.89	0.00	0.00	0.00	0.00	69.89
30-1424-02	30-1424	Sarah Byerley	5/13/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
30-1425-00	30-1425	Nancee Stallard	5/10/2018	I	0.00	0.00	0.00	0.00	64.00 CR	64.00 CR
30-1425-03	30-1425	Raul Ceja Jr.	6/7/2019	A	85.95	68.32	65.40	15.33	0.00	235.00
30-1430-00	30-1430	Beverly Huntington	5/21/2019	A	3.22	0.00	0.00	0.00	0.00	3.22
30-1435-01	30-1435	Robert & Tonya Crommelin	4/11/2019	A	15.30	0.00	0.00	0.00	0.00	15.30
30-1445-01	30-1445	Michael & Brooke Johnson	5/1/2019	A	38.20	0.00	0.00	0.00	0.00	38.20
30-1455-01	30-1455	Nick Welsch	5/21/2019	A	69.15	0.00	0.00	0.00	0.00	69.15

Account No.	Parcel No.	Name	Last Pmt	Status	Current Amount	+1 Month	+2 Months	+3 Months	+4 Months	Balance
30-1460-01	30-1460	Ramiro Castaneda	5/21/2019	A	111.15	74.57	0.00	0.00	0.00	185.72
30-1465-00	30-1465	Battle Mountain Apartments	5/13/2019	A	1,456.00	0.00	0.00	0.00	0.00	1,456.00
30-1470-03	30-1470	William & Annette Evans	5/13/2019	A	72.75	0.00	0.00	0.00	0.00	72.75
30-1475-04	30-1475	Carl & Elizabeth Tanner	5/13/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
30-1480-02	30-1480	Douglas & Cheri Staton	6/3/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
30-1485-00	30-1485	Tony Warwood	5/28/2019	A	76.35	0.00	0.00	0.00	0.00	76.35
30-1490-00	30-1490	W G Woodland	5/10/2019	A	72.75	0.00	0.00	0.00	0.00	72.75
30-1495-00	30-1495	Steve Chambliss	5/21/2019	A	71.55	0.00	0.00	0.00	0.00	71.55
30-1500-02	30-1500	Heath Preece	5/8/2019	A	64.35	0.00	0.00	0.00	0.00	64.35
30-1505-00	30-1505	Deam Bullock	4/5/2019	A	113.55	66.35	64.73	0.00	0.00	244.63
30-1515-08	30-1515	John Elder	5/28/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
30-1520-02	30-1520	Gene Sullivan	4/5/2019	A	99.15	94.27	99.17	0.00	0.00	292.59
30-1525-04	30-1525	John Scovil	5/21/2019	A	111.90 CR	0.00	0.00	0.00	0.00	111.90 CR
30-1530-00	30-1530	Rod Jensen	5/10/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
30-1535-03	30-1535	Rogelio Quijada	5/13/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
30-1540-02	30-1540	Brenda Fjeldsted	6/3/2019	A	74.09 CR	0.00	0.00	0.00	0.00	74.09 CR
30-1545-01	30-1545	Wes Pritzkou	5/15/2019	A	81.15	0.00	0.00	0.00	0.00	81.15
30-1550-00	30-1550	Idonna Trevino	6/3/2019	A	64.35	0.00	0.00	0.00	0.00	64.35
30-1555-06	30-1555	Wayne & Jason Stokely	5/21/2019	A	61.57	0.00	0.00	0.00	0.00	61.57
30-1560-02	30-1560	Bobby Theuret	5/8/2019	A	65.55	69.65	0.00	0.00	0.00	135.20
30-1565-06	30-1565	Monty Wyrick-Beebe	5/28/2019	A	72.75	0.00	0.00	0.00	0.00	72.75
30-1570-03	30-1570	Jose Sandavol	5/15/2019	A	62.30	0.00	0.00	0.00	0.00	62.30
30-1575-01	30-1575	Araceli Stephens	5/28/2019	A	71.55	0.00	0.00	0.00	0.00	71.55
30-1580-01	30-1580	Leesa Marine	5/13/2019	A	66.75	2.53	0.00	0.00	0.00	69.28
30-1585-01	30-1585	Monica Henao	3/26/2019	A	63.15	66.30	62.55	0.00	0.00	192.00
30-1590-01	30-1590	Earl Cassorla	5/21/2019	A	63.15	12.76	0.00	0.00	0.00	75.91
30-1595-04	30-1595	Rafael A & Elizabeth Molina	4/1/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
30-1600-01	30-1600	Henry Casillas Lopez	4/22/2019	A	71.55	69.65	0.00	0.00	0.00	141.20
30-1610-02	30-1610	Alfred Montes De Oca	6/3/2019	A	61.85 CR	0.00	0.00	0.00	0.00	61.85 CR
30-1625-02	30-1625	Helen & Joaquin Robles	4/29/2019	A	63.15	73.71	113.91	95.55	149.34	495.66
30-1630-01	30-1630	Dennis & Susan Gustafson	5/13/2019	A	64.35	0.00	0.00	0.00	0.00	64.35
30-1635-00	30-1635	Jeanette Buckingham	6/10/2019	A	63.15	1.58	0.00	0.00	0.00	64.73
30-1640-00	30-1640	Ana Cortez	4/17/2019	A	63.15	61.18	0.00	0.00	0.00	124.33
30-1645-00	30-1645	Peggy Gilbraith	1/14/2019	I	0.00	0.00	0.00	0.00	42.56 CR	42.56 CR
30-1650-01	30-1650	Robert Hartzell	6/3/2019	A	63.15	0.00	0.00	0.00	0.00	63.15
30-1655-02	30-1655	Patrick & Julie Mickas	5/21/2019	A	62.50	0.00	0.00	0.00	0.00	62.50

Lander County Combined Sewer & Water District #2 6/10/2019

Parcel #	Service Address	Name	Acct #	Lien Amount
001-087-01	Seventh & Bateman	Hughes	286	819.53
098-100-02	NY Survey 3313	Hughes	286.02	401.8
098-100-17	Moss Survey 3313	Hughes	286.03	401.8
098-100-05	Morman Turn Survey 3313	Hughes	286.05	407.12
098-100-06	Allsop First Survey 99	Hughes	286.06	405.06
098-100-08	Diana Survey 39	Hughes	286.08	405.06
098-100-10	Greast Eastern Survey	Hughes	286.1	401.8
098-100-13	Home Survey 4633	Hughes	286.13	401.8
098-100-14	Bank Survey 4635	Hughes	286.14	401.8
098-100-16	Miles Survey 3715	Hughes	286.16	401.8
001-091-01	Telegraph & Welton	Hughes	286.17	401.8
001-093-01	Virginia & Welton	Hughes	286.18	960.14
001-096-01	Sixth & Welton	Hughes	286.19	1239.29
098-100-01	Hillside Survey 3313	Hughes	286.2	960.14
098-600-35	Sixth & O'Donnell	Hughes	286.21	279.18
098-100-26	Foster Survey 41	Hughes	286.22	279.18
098-100-24	South American Survey 37	Hughes	286.23	279.18
098-100-25	Spokane Survey 3715	Huges	286.24	279.18

All of the above a billed to : 438 East 200 Street
Salt Lake City, UT 84111

Parcel #	Service Address	Name	Acct #	Lien Amount
001-111-01	101 Water St,	McGibbons	253	208.22
001-111-02	95 Water St,	McGibbons	280	667.22

The above accts are billed to : PO Box 214
Austin, NV 89310

Parcel #	Service Address	Name	Acct #	Lien Amount
001-115-04	180 Sixth Street	Ratkovich	52	4135.13
001-115-04	180 Sixth Street 001-115-04	Draftech Design	52	part of above
01-112-02	111 Overland	Ratkovich	142	250.7

The above accts are billed to: 316 California Ave
Reno, NV 89509
or
PO Box 127
Austin, NV 89310

Parcel #	Service Address	Name	Acct #	Lien Amount
001-246-04	0 Birch Street	Chamberline, Alan	261	245.79

The above acct is billed to : 948 Temple View Dr.
Las Vegas, NV 89110

Parcel #	Service Address	Name	Acct #	Lien Amounct
001-089-09	115 Bateman	Mttz, Richard & Nena	78	265.91

The above acct is billed to: PO Box 65
Austin, NV 89310

MOTION FOR COMMISSIONERS

AGENDA ITEM

I MOVE to disapprove the reconciled delinquent water and sewer accounts be transferred from Battle Mountain Water and Sewer to the SECURED 2018-19 Tax Roll per Lander County Code Section 13.04.050(7)(E) in the amount not to exceed $78,894.32 reconciled on June 27, 2019.

AGENDA ITEM

I MOVE to approve the reconciled delinquent water and sewer accounts be transferred from Lander County Combined Sewer and Water District #2 to the SECURED 2018-19 Tax Roll per Lander County Code Section 13.08.050 in the amount not to exceed $12,699.20 reconciled on June 27, 2019.

Lander County Commissioners Meeting

Agenda Item Number _27

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:

Discussion and possible action to approve/disapprove adjustments to the tax roll:

Secure Roll Adjustments:

a) Adjustment to 2016-17 secured roll
b) Adjustment to 2017-18 secured roll
c) Adjustment to 2018-19 secured roll

Unsecured Roll Adjustments:

a) Adjustment to the 2007-08 unsecured roll
b) Adjustment to the 2008-09 unsecured roll
c) Adjustment to the 2009-10 unsecured roll
d) Adjustment to the 2014-15 unsecured roll
e) Adjustment to the 2015-16 unsecured roll
f) Adjustment to the 2016-17 unsecured roll
g) Adjustment to the 2017-18 unsecured roll
h) Adjustment to the 2018-19 unsecured roll

and all other matters properly related thereto

Public Comment:

Background:

Recommended action:

AGENDA REQUEST FORM

MEETING DATE: June 27, 2019

Name: *Jusdivia Johnson* Representing: *Lander County Treasurer*

Address: *50 State Route 305, Battle Mountain, NV 89820*

Phone:(H) *775-635-2247* *(w)775-635-5127* Fax: *775-635-5593*

WHICH NUMBER SHOULD WE CALL DURING NORMAL BUSINESS HOURS: *WORK*

WHO WILL BE ATTENDING THE MEETING: *Jusdivia Johnson*

JOB TITLE: *Lander County Treasurer*

SPECIFIC REQUEST TO BE PLACED ON THE AGENDA:

To approve/disapprove adjustments to roll and other matters properly relating thereto

Secured Roll Adjustments

a. adjustment to 2016-17 secured roll
b. adjustment to 2017-18 secured roll
c. adjustment to 2018-19 secured roll

Unsecured Roll Adjustments

a. adjustment to 2007-08 unsecured roll
b. adjustment to 2008-09 unsecured roll
c. adjustment to 2009-10 unsecured roll
d. adjustment to 2014-15 unsecured roll
e. adjustment to 2015-16 unsecured roll
f. adjustment to 2016-17 unsecured roll
g. adjustment to 2017-18 unsecured roll
h. adjustment to 2018-19 unsecured roll

WHAT ACTION WOULD YOU LIKE THE BOARD TO TAKE TO RESOLVE THIS ISSUE?

To approve adjustments to roll

Secured Roll Adjustments

a. adjustment to 2016-17 secured roll
b. adjustment to 2017-18 secured roll
c. adjustment to 2018-19 secured roll

Unsecured Roll Adjustments

a. adjustment to 2007-08 unsecured roll
b. adjustment to 2008-09 unsecured roll
c. adjustment to 2009-10 unsecured roll
d. adjustment to 2014-15 unsecured roll
e. adjustment to 2015-16 unsecured roll
f. adjustment to 2016-17 unsecured roll
g. adjustment to 2017-18 unsecured roll
h. adjustment to 2018-19 unsecured roll

ARE THERE ANY COSTS ASSOCIATED WITH YOUR REQUEST? YES (NO)

AMOUNT:

HAS THIS ISSUE BEEN DISCUSSED AT A PRIOR COMMISSION MEETING? YES (NO)

WHEN?

WILL YOU BE PRESENTING WRITTEN INFORMATION AT THE MEETING? YES (NO)

HAVE YOU DISCUSSED THIS ISSUE WITH THE AFFECTED DEPT HEAD? (YES) NO

FOR REVIEW BY:

CLERK		SHERIFF		J.P.	
ASSESSOR	xxxx	WELFARE		D.A.	xxxx
BUILDING		PLANNING		TREASURER	xxxx
AIRPORT		RECORDER		SWIM POOL	
R & B				HOSPITAL	
PUB WORKS		GOLF		CIVIC CENTER	
FAIR/REC		COUNTY MANAGER	xxxx	FINANCE DIRECTOR	

THE COUNTY MANAGER RESERVES THE RIGHT TO REJECT OR RECOMMEND TABLING ALL AGENDA REQUESTS FOR INSUFFICIENT INFORMATION.

ALL INFORMATION STATED IS CORRECT AND TRUE TO MY KNOWLEDGE.....

Jusdivia Johnson

MEETING DATE: June 27, 2019

FISCAL YEAR 2018/19 ADJUSTMENTS FOR THE FOLLOWING YEARS

Adjustments from July 1, 2018 thru June 27, 2019

SECURED PROPERTY

date	parcel #	NAME	explanation		ad val/spec	2016-17	2017-18	2018-19
5/30/19	010-290-03	Pershing Co Water Cons	ADJ PER ASSR/SPLIT			(7,796.05)	(8,308.58)	(8,606.31)
8/15/18	002-429-06	Mathews, James/Sally	ADJ PER ASSR/EXEMPTION DID NOT GET ENTERED					(62.48)
8/21/18	002-431-06	Goodwin, Daniel	ADJ PER ASSR/ADJ NAV FOR PERS PROP					(16.56)
6/4/19	010-290-16	US Bureau of Reclamation	PERSHING CO CONVERSION ASSR			298.21	314.52	297.91
6/4/19	010-320-29	US Bureau of Reclamation	PERSHING CO CONVERSION ASSR			500.90	527.87	500.03
6/4/19	010-330-07	US Bureau of Reclamation	PERSHING CO CONVERSION ASSR			102.13	107.13	117.70
6/4/19	010-330-08	US Bureau of Reclamation	PERSHING CO CONVERSION ASSR			37.65	40.40	44.72
6/4/19	010-380-01	US Bureau of Reclamation	PERSHING CO CONVERSION ASSR		-	19.29	20.20	19.12
						-		
						-	-	-
TOTAL					$ -	$ (6,837.87)	$ (7,298.46)	$ (7,705.87)

Ad Valorem Taxes-SECURED		
2016-17	$	(6,837.87)
2017-18	$	(7,298.46)
2018-19	$	(7,705.87)
	$	-
	$	-
	$	-
Combined Adjustment for Secured Roll for FY 2018/19	$	(21,842.20)

ITEM #

MOTION:

I move to APPROVE the adjustments to the SECURED ROLL as follows:

			Amount
a.	approve adjustment to 2016-17 secured roll including special assessments	$	(6,837.87)
b.	approve adjustment to 2017-18 secured roll including special assessments	$	(7,298.46)
c.	approve adjustment to 2018-19 secured roll including special assessments	$	(7,705.87)
		$	-
	Total Combined Adjustment for the Secured Roll during 2018-19 fiscal year	**$**	**(21,842.20)**

UNSECURED PROPERTY

Adjustments from July 1, 2018 thru June 27, 2018

date	acct #	NAME	explanation		ad val/spec	2007-08	2008-09	2009-10	2014-15	2015-16	2016-17	2017-18	2018-19
12/4/18	EQ 5848	Kip Helming Construction	DEACTIVATED			(49.55)	(59.69)	(71.54)	(18.77)			(13.48)	
7/11/18	MH 2220	Jackson, Theodore I	UNIT DESTROYED							(13.35)	(13.35)	(13.35)	
10/30/18	MH 3270	Miller, Dolan	MH GONE NO PERMIT							(12.75)	(12.75)	(12.75)	(12.75)
7/11/18	EQ 6048	Enchanted Garden	OWNER DECEASED								(114.21)		
8/21/18	EQ 6220	Picture This Photography	BUISNESS CLOSED								(16.57)		
8/21/18	MH 183	Preuss, Mike R	EXEMPTION PER ASSR									$ (53.33)	
10/30/18	MH 558	Flippin, Linda	MH DESTROYED									$ (1.93)	(21.21)
					-								
TOTAL					$ -	$ (49.55)	$ (59.69)	$ (71.54)	$ (18.77)	$ (26.10)	$ (156.88)	$ (94.84)	$ (33.96)

Ad Valorem Taxes-UNSECURED		
2007-08	$	(49.55)
2008-09	$	(59.69)
2009-10	$	(71.54)
2014-15	$	(18.77)
2015-16	$	(26.10)
2016-17	$	(156.88)
2017-18	$	(94.84)
2018-19	$	(33.96)
	$	-
	$	-
	$	-
Combined Adjustment for Unsecured for FY 2013/14	$	(511.33)

ITEM #

MOTION:

I move to APPROVE the adjustments to the UNSECURED ROLL as follows:

		Amount
a.	approve adjustment to 2007-08 unsecured roll	(49.55)
b.	approve adjustment to 2008-09 unsecured roll	(59.69)
c.	approve adjustment to 2009-10 unsecured roll	(71.54)
d.	approve adjustment to 2014-15 unsecured roll	(18.77)
e.	approve adjustment to 2015-16 unsecured roll	(26.10)
f.	approve adjustment to 2016-17 unsecured roll	(156.88)
g.	approve adjustment to 2017-18 unsecured roll	(94.84)
h.	apporve adjustment to 2018-19 unsecured roll	(33.96)
	Total Combined Adjustment for the Unsecured Roll during 2018-19 fiscal year	$ (511.33)

Lander County Commissioners Meeting

Agenda Item Number _28__

THE REQUESTED ACTION OF THE LANDER COUNTY COMMISSION IS:
Correspondence/reports/potential upcoming agenda items.

Public Comment:

Background:

Recommended action:

1. United State Department of the Interior BLM, Final Environmental Impact Statement (EIS) for Halliburton Energy Services Rossi mine Expansion Project. The proposed project would located in the Bootstrap mining district, in Elko County, Nevada.

2. United State Department of the Interior BLM, Environmental Assessment Barrick Nevada Sage-Grouse Bank Enabling Agreement Public Land Project Plan. With the U.S. Department of the Interior, acting through the U.S. Fish and Wildlife Services and the Bureau of Land Management.

United States Department of the Interior

BUREAU OF LAND MANAGEMENT
Tuscarora Field Office
3900 East Idaho Street
Elko, Nevada 89801
http://www.blm.gov/nv

In Reply Refer To:
1793/3809 (NV-0200)
NVN-070547

MAY 24 2019

Dear Interested Party:

The BLM has completed the abbreviated Final Environmental Impact Statement (EIS) for Halliburton Energy Services Rossi Mine Expansion Project. The proposed project would be located in the Bootstrap Mining District, in Elko County, Nevada, approximately 45 air miles northwest of Elko and 25 air miles north of Dunphy. The proposed project would include an expansion of existing mine Plan of Operations boundary, expansion of existing open pits and waste rock disposal facilities (WRDF), development of new open pits and WRDF facilities, expansion and development of new roads, construction of electric power distribution lines, additional surface exploration within the project area, and expansion or modification of ancillary and support facilities within the proposed expansion area.

Under the Proposed Action, the Plan of Operations would increase to encompass 3,520 acres of BLM-administered land and 211 acres of private land. Construction and operation of the proposed project would result in approximately 1,167 acres of surface disturbance. The total surface disturbance for the project including existing, previously authorized, and proposed disturbance would be 2,063 acres on public and private lands. Upon completion of mining, the operation would be reclaimed.

The EIS analyzes the direct, indirect, and cumulative impacts associated with the proposed mining development activities. The Final EIS has been prepared in an abbreviated format and must be used in conjunction with the Draft EIS issued in September 2018. Together, the Draft and Final EIS constitute the complete EIS. The Final EIS includes responses to comments received during the public review period on the Draft EIS and updates to the Draft EIS.

Copies of the EIS are available in the BLM Tuscarora Field Office, 3900 East Idaho Street, Elko, Nevada. The EIS is also available on the BLM's e-planning NEPA website at https://go.usa.gov/xnRCr. Additional information is available online at http://www.blm.gov/nv, which also provides access to the BLM's e-planning website by clicking on Programs, then Planning and NEPA, and then the E-Planning Portal and follow the steps to access the EIS. Project materials may also be viewed at the BLM Tuscarora Field Office at the address indicated above, from 7:45 a.m. to 4:30 p.m., Pacific Time, Monday through Friday, except holidays.

RECEIVED
JUN 10 2019
LANDER COUNTY CLERK

United States Department of the Interior

BUREAU OF LAND MANAGEMENT
Mount Lewis Field Office
50 Bastian Road
Battle Mountain, Nevada 89820
Phone: 775-635-4000 Fax: 775-635-4034
https://www.blm.gov/nevada

In Reply Refer To:
3809 (NVB0100)
DOI-BLM-NV-B010-2019-0012-EA

JUN - 6 2019

Dear Interested Public,

On March 25, 2015, Barrick Gold of North America, Inc. (Barrick) established the Barrick Bank Enabling Agreement (BEA) with the U.S. Department of the Interior, acting through the U.S. Fish and Wildlife Service and the Bureau of Land Management. The BEA establishes a mechanism for establishment, use, operation, and maintenance of the Bank to compensate for impacts to the greater sage-grouse and sagebrush ecosystems as a result of Barrick's proposed mining activities. Conservation actions and credits were generated on a landscape level for the Bank Project Area.

Project plans have been developed to describe the conservation actions (i.e., habitat restoration and preservation activities), methods, monitoring, financial assurances, and other requirements as specified in the BEA. As a federal action, the proposed habitat restoration activities on public land within the Bank Project Area will need to be evaluated under and comply with the National Environmental Policy Act before activities can proceed. The Project Area includes both private and public lands. The Bank Property encompasses approximately 238,192 acres in Eureka and Elko counties, Nevada, between the Cortez Mountains (to the north and west) and Sulphur Spring Mountains (to the east). The Roberts Mountains are situated to the south. Within the Bank Property are 189,005 acres of public land administered by the BLM Battle Mountain District (BMD) and the BLM Elko District, and 49,187 acres of privately-owned land managed by Barrick.

The Draft Environmental Assessment Barrick Nevada Sage-Grouse Bank Enabling Agreement Public Land Project Plan DOI-BLM-NV-B010-2019-0012-EA (Draft Public LPP EA) has been prepared and is available for a 30-day comment period, ending on July 8, 2019. The Draft Public LPP EA and its corresponding Resource Reports can be viewed online or downloaded here: https://go.usa.gov/xmMBH.

Written comments on this EA will be accepted in the following ways:

Email: **blm_nv_barrick_bea_ea@blm.gov**

Mail: Attn: Barrick BEA EA Project Manager
50 Bastian Road
Battle Mountain, NV 89820

Fax: (775) 635-4034