

BOARD OF EUREKA COUNTY COMMISSIONERS

JULY 21, 2026 MEETING MINUTES

STATE OF NEVADA)
 :SS
COUNTY OF EUREKA)

CALL TO ORDER

1. Approval of the agenda notice with addition of any emergency item and/or deletion of any item.
Unless otherwise stated, items may be taken out of the order presented on the agenda, in the direction of the Chair. (For Possible Action)
2. Pledge of Allegiance.

The Board of Eureka County Commissioners met pursuant to law on July 21, 2026. Present were Chairman Rich McKay, Vice Chair Marty Plaskett, Commissioner Mike Schoenwald and Clerk Recorder Kathy Bowling. District Attorney Ted Beutel was absent. The meeting was called to order at 9:30 a.m. The interactive video conferencing system was connected between Crescent Valley and Eureka for the entire meeting.

Commissioner Plaskett motioned to approve the agenda with changing the wording of the minutes from June 2 to June 18, 2026, Commissioner Schoenwald seconded the motion. The motion carried 3-0.

The meeting began with the pledge of allegiance.

PUBLIC COMMENT

1. Public comment and discussion. *Notice: No action may be taken on a matter raised under this item until the matter has been specifically included on an agenda as an item upon which action will be taken. Public comments may be limited to three (3) minutes per person. Public comment may be allowed on "Action" items, in addition to the two times specified on the agenda. (Discussion)*

Chairman McKay called for public comment in Crescent Valley, hearing none he called in Eureka, Deputy Clerk Recorder Katelyn Ziemann read a public comment sent in via email requesting to be read.

Date: July 16, 2026

Dear Commissioners,

Please accept this formal written statement as my public comment and be read aloud during public comment. This is regarding Agenda Items 8 and 9 on the July 21, 2026 meeting agenda under the Commissioner heading. As a member of the Eureka County workforce and community, I am writing to advocate for transparency regarding the ongoing classification study and the job analysis questionnaires.

Regarding Agenda Item 8: Discuss and consider of a temporary pause on individual compensation requests pending a countywide classification and compensation study. While the Board retains the authority to pause the processing of internal salary adjustments, an internal classification study does not legally suspend or alter the mandates of the Nevada Public Records Act (NPRA) under NRS Chapter 239. Existing individual compensation files, historical pay data, and current public pay scales remain open public records. Any pause enacted cannot be utilized by Human Resources as a legal basis to deny, withhold, or delay the statutory five-day production timelines required by state law.

Regarding Agenda Item 9: Discuss, approve or deny the review and release of Position Vantage Point (PVP) Job Analysis Questionnaires. I strongly urge the Board to vote to **APPROVE** the release of the Position Vantage Point (PVP) Job Analysis Questionnaires. County employees filled out these questionnaires with the understanding that they will be instruments used to evaluate objective job duties, workloads, and classifications. They are not confidential personnel evaluations or disciplinary records. Any confidential information should be redacted. Trust and morale during a Countywide compensation restructure requires absolute transparency. Employees have a right to see how roles are being evaluated across departments. A blanket vote to deny the release of these questionnaires lacks statutory backing and sets a troubling precedent for workforce transparency.

Thank you for your time and your commitment to continuing to provide fair, transparent governance for both the public and Eureka County staff.

Heather Anderson

Ashley Kemp provided public comment about her confusion on how the resolution even made it onto the agenda and asked the board if they read the resolution before it was put on the agenda. Ms. Kemp also commented on several agenda items, Commissioners item number 7 she commented should be denied, Commissioners item number 8 she commented that if it is approved HR items 2 and 3 should be denied, Commissioners item number 9 she commented the records are not confidential and should be released. Ms. Kemp also commented on Human Resources using outside legal counsel instead of obtaining advice from the District Attorney's office. Ms. Kemp commented on HR item number 2 and the confusion of two position descriptions and the item should be denied, she commented on the HR request to work remotely stating that Eureka County employees have committed to living in Eureka County, paying taxes and raising their children there, she commented the agenda item should be denied. DeeAnna Colby commented on concern about the proposed changes involving human resources and how they would affect not only county employees but also the work that is done every day in the Comptroller's office. She commented on Human Resources having sole authority over the payroll status forms and personnel policies. Ms. Colby also commented on the HR Directors request to work remotely, she believes the HR Director is a resource for employees, supervisors and departments heads and should be available in person to help build relationships and allow issues to be addressed more quickly. Clerk Recorder Kathy

Bowling commented that the agenda belongs to the Board of County Commissioners and there isn't one agenda item that is not prior approved by all three board members.

2. Consider items requiring action to be placed on the agenda for the next regular meeting. *Notice: The public is welcome to request agenda items for future meetings during the Public Comment period or may consult with one or more of the Board of Commissioners to request agenda items for future meetings. (Discussion)*

None considered.

APPROVAL OF MINUTES

1. Approval of the minutes from the June 2, 2026 and July 7, 2026 Commission meetings. **(For Possible Action)**

Commissioner Schoenwald motioned to approve the June 18, 2026 and July 7, 2026 Commission meeting minutes, Commissioner Plaskett seconded the motion. The motion carried 3-0.

COUNTY COMPTROLLER – Kim Todd, Comptroller

1. Payment of expenditures. *Notice: Expenditures received after action has been taken under this Comptroller section may be presented and acted upon throughout the day. (For Possible Action)*

The Board along with Comptroller Kim Todd reviewed the expenditures.

Commissioner Plaskett motioned to approve expenditures in the amount of \$1,491,576.63 and passthroughs of \$767.31 to Nevada Department of Taxation Room Tax, \$58,231.82 to Nevada State Controller School taxes, \$14,112.01 to Nevada State Controller and \$129.00 to Washoe County Crime Lab for a total of \$73,240.14. Commissioner Schoenwald seconded the motion. The motion carried 3-0.

2. Review Fund Balance Report. **(Discussion)**

The board reviewed the current fund balance report.

3. Discuss, approve or deny adopting the Resolution Setting Tax Rates for Fiscal Year 2026-2027, as certified by the Nevada Tax Commission on June 25, 2026. **(For Possible Action)**

Commissioner Plaskett motioned to approve the Resolution Setting Tax Rates for Fiscal Year 2026-2027, as certified by the Nevada Tax Commission on June 25, 2026, Commissioner Schoenwald seconded the motion. The motion carried 3-0.

4. Discuss, approve or deny budget transfers from the General Fund to the following funds: Regional Transportation Commission \$5,000,000, Eureka Road Department \$1,000,000, Eureka Town Water/Sewer \$1,500,000, Landfill Fund \$500,000, Retiree Health Insurance Fund \$500,000. *Note: These budget transfers were approved in the final budget process and submitted to the Department of Taxation. (For Possible Action)*

Commissioner Schoenwald motioned to approve budget transfers from the General Fund to the following funds: Regional Transportation Commission \$5,000,000, Eureka Road Department \$1,000,000, Eureka Town Water/Sewer \$1,500,000, Landfill Fund \$500,000, Retiree Health Insurance Fund \$500,000. Commissioner Plaskett seconded the motion. The motion carried 3-0.

COMMISSIONERS –

1. Discuss, approve or deny ratifying the Indigent Defense Financial Status Report for the 4th quarter of Fiscal Year 2026, which was due to the Department of Indigent Defense Services by July 15, 2026. **(For Possible Action)**

Chief Deputy Clerk Recorder Brandy Mahoney explained the reason there were 4 months instead of 3 in the report is due to an invoice being submitted late, there was also conflict counsel and trial overtime fees included.

Commissioner Plaskett motioned to approve ratifying the Indigent Defense Financial Status Report for the 4th quarter of Fiscal Year 2026, which was due to the Department of Indigent Defense Services by July 15, 2026, Commissioner Schoenwald seconded the motion. The motion carried 3-0.

2. Discuss, approve or deny signing an independent contract for Zoe Smith for the Eureka Fair Board Secretary. **(For Possible Action)**

The board was informed that Zoe Smith had already started working as the Fair Board secretary so the item would be a ratification.

Commissioner Plaskett motioned to approve ratifying an independent contract for Zoe Smith for the Eureka Fair Board Secretary, Commissioner Schoenwald seconded the motion. The motion carried 3-0.

3. Discuss, approve or deny Addendum No. 2 to the Contract for Services of Independent Contractor and Exclusive Franchise Agreement for Commercial and Residential Waste Collection between Eureka County and Olcese Waste Services, extending both agreements for a term to be determined by the Board beginning August 1, 2026, with a fixed three percent (3%) annual rate escalation as set forth in Amended Exhibit "A," and authorizing the Chairman to execute all documents necessary to complete the extension on behalf of the Board of County Commissioners. **(For Possible Action)**

Tilio Olcese, Public Works Director Jeb Rowley and the board discussed extending the contract for 5 years instead of 2.

Commissioner Plaskett motioned to approve Addendum No. 2 to the Contract for Services of Independent Contractor and Exclusive Franchise Agreement for Commercial and Residential Waste Collection between Eureka County and Olcese Waste Services, extending both agreements for a term of 5 years. Commissioner Schoenwald seconded the motion. The motion carried 3-0.

4. Discuss, approve or deny ratification of Amendment No. 1 to the Municipal Water Exploration Access and Conditional Purchase Agreement between Eureka County and DV Gravel & Exploration LLC, executed by the Public Works Director pursuant to Board authorization on May 5, 2026, for the Kobeh Valley municipal water well site at APN 007-320-04, and authorize the Public Works Director to execute and record any related documents necessary to effectuate the terms of the Amendment on behalf of the Board of County Commissioners. **(For Possible Action)**

Commissioner Plaskett motioned to approve ratifying Amendment No. 1 to the Municipal Water Exploration Access and Conditional Purchase Agreement between Eureka County and DV Gravel & Exploration LLC, executed by the Public Works Director pursuant to Board authorization on May 5, 2026, for the Kobeh Valley municipal water well site at APN 007-320-04, and authorize the Public Works Director to execute and record any related documents. Commissioner Schoenwald seconded the motion. The motion carried 3-0.

5. Discuss, approve or deny a Parcel Map Waiver pursuant to NRS 278.464 for the division of a portion of APN 007-320-04, an approximately 321.6-acre parcel located off U.S. Highway 50 in Eureka County, Nevada, to create a separate parcel for the Kobeh Valley municipal water well site, and authorize the Chairman to execute any documents necessary to effectuate the waiver on behalf of the Board of County Commissioners. **(For Possible Action)**

Commissioner Plaskett motioned to approve a Parcel Map Waiver pursuant to NRS 278.464 for the division of a portion of APN 007-320-04, an approximately 321.6-acre parcel located off U.S. Highway 50 in Eureka County, Nevada, to create a separate parcel for the Kobeh Valley municipal water well site. Commissioner Schoenwald seconded the motion. The motion carried 3-0.

6. Discuss, approve or deny acceptance of a Grant Bargain Sale Deed from DV Gravel & Exploration LLC conveying fee simple title to the Kobeh Valley municipal water well site parcel to Eureka County, and authorize the Chairman to execute all documents necessary to complete the conveyance and close escrow on behalf of the Board of County Commissioners. **(For Possible Action)**

Commissioner Plaskett motioned to approve a Grant Bargain Sale Deed from DV Gravel & Exploration LLC conveying fee simple title to the Kobeh Valley municipal water well site parcel to Eureka County. Commissioner Schoenwald seconded the motion. The motion carried 3-0.

7. Discuss, approve or deny a Resolution that will establish Personnel Administration Procedures, Human Resources Governance, Implementation of a County Personnel Action Form (PAF), Creation of a Temporary Personnel Policy Review Committee, and related administrative controls pending completion of the Personnel Policy Update Project. **(For Possible Action)**

Comptroller Kim Todd commented on her concerns regarding the resolution; she stated the Comptrollers office is governed by NRS 251 and all duties assigned to them are listed in the law. She commented nowhere does it state the Comptrollers office reports to or directly receives direction from the Human Resource Department and no resolution can trump federal, state laws and county ordinances. Comptroller Todd also commented that the Comptrollers office is the only authorized department to perform payroll changes and no other department shall have authority to make changes or access the payroll accounting system. Comptroller Todd commented that her office adheres to federal laws, state laws, government accounting standards and many legal opinions, they are assigned and responsible for the budget process which includes the personnel projection costs. Comptroller Todd commented that the County has access to amazing public sector attorneys and they should be utilizing them, she encouraged the board to deny the resolution in its entirety. Sheriff Miles Umina commented on the interpretation of policy per NRS 248.040 and it covering the Sheriff's sole policymaking authority and he worried the resolution would take away his ability to do his job. Sheriff Umina commented his concern on the section of the resolution stating that HR would have sole responsibility of hiring, firing, terminations and appointments. Discussion ensued on sections of the resolution that the board liked and sections that needed more work, the board liked the temporary personnel policy review committee. Department heads along with the board discussed the importance of departments collaboration to understand the goals and priorities of the county.

Commissioner Plaskett motioned to deny the resolution but to direct the HR Director to create a temporary personnel review committee and engage with Nevada Strategies to look at the organizational structure, roles and responsibilities of the county. Commissioner Schoenwald seconded the motion. The motion carried 3-0.

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| <p>8. Discuss and consider a temporary pause on individual compensation requests pending a countywide classification and compensation study. (For Possible Action)</p> |
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The board discussed that while the County does a countywide classification and compensation study, they would like to pause individual compensation requests to allow an accurate and timely report. Discussion ensued regarding the temporary timeline and how long the pause should be the board decided on a 6-month pause.

Commissioner Schoenwald motioned to approve a 6-month temporary pause on individual compensation requests pending a countywide classification and compensation study. Commissioner Plaskett seconded the motion. The motion carried 3-0.

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| <p>9. Discuss, approve or deny the review and release of Position Vantage Point (PVP) Job Analysis Questionnaires. (For Possible Action)</p> |
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The board discussed releasing the Position Vantage Point (PVP) Job Analysis Questionnaires, for transparency the board saw no reason to not release the questionnaires.

Commissioner Schoenwald motioned to approve the review and release of Position Vantage Point (PVP) Job Analysis Questionnaires. Commissioner Plaskett seconded the motion. The motion carried 3-0.

SENIOR CENTERS - Linda Gordon, Senior Center Program Director

1. Report on activities at the Eureka Senior Center and Fannie Komp Senior Center. (Discussion)

Senior Center Program Director Linda Gordon reported the Eureka Senior Centers meal count was 681 and The Crescent Valley Senior Centers meal count was 667. She reported the Eureka Senior Center had a new front door installed. On Friday July 24th from 11am to 4pm there will be a veterans evaluation service van at the Eureka Senior Center.

VITALITY UNLIMITED – Marianne McKown, Outreach and Partnership Development Coordinator

1. Report on services being provided in Eureka and Crescent Valley. (Discussion)

Vitality Unlimited Outreach and Partnership Development Coordinator Marianne McKown reported on the new service that is offered to Eureka County residents. A mobile clinic goes to Crescent Valley every first and third Monday located at the Crescent Valley Town Center and goes to Eureka on the first and third Wednesdays at the Raines Market parking lot. Vitality Unlimited has brick and mortar clinics in Elko, Reno, Dayton and Carson City that people can also schedule appointments at. 988 is the number for the mental health crisis hotline.

COUNTY FACILITIES – Brenna Rogne, Facilities/Events Manager

1. Report on activities and events at County-managed facilities. (Discussion)

Facilities/Events Manager Brenna Rogne reported the museum saw 90 visitors in April, 97 in May and 146 in June. The Oprea House was very busy with the dance recital, the piano recital, prom, the FFA banquet and private events. The new sound system and presentation software have been installed at the Opera House; IT will finish their troubleshooting of the new equipment. The Heritage Festival was a great turnout with tourists and locals.

HUMAN RESOURCES - Cristina Lopez, Human Resources Director

1. Report on Human Resources projects and activities. (Discussion)

Human Resources Director Cristina Lopez reported there are ongoing recruitments for the Sheriff's Office Civil Process Administrator and EMS volunteers. Director Lopez continued working with the PR Firm on the 6-month 4-10 survey. Director Lopez worked on unintended issues with the NeoGov reimplementation of the ATS.

2. Discuss, approve or deny a full-time Human Resources Manager job classification/description for the Human Resources department. **(For Possible Action)**

Director Lopez presented to the board 2 options for them to choose; an HR manager with experience and an HR generalist who could work up to a manager's position. Discussion ensued over the job descriptions of a manager versus a generalist, and which would be the better fit for the Human Resources department.

Commissioner Plaskett motioned to approve a full-time Human Resources generalist for the Human Resources department. Commissioner Schoenwald seconded the motion. The motion carried 3-0.

3. Discuss, approve or deny a request to authorize immediate recruitment and posting for a previously approved full-time Human Resources Manager position, along with the corresponding position justification forms. **(For Possible Action)**

Commissioner Plaskett motioned to approve the immediate recruitment and posting for a previously approved full-time Human Resources generalist position, along with the corresponding position justification forms. Commissioner Schoenwald seconded the motion. The motion carried 3-0.

4. Discuss and consider a flexible remote work arrangement for the Human Resources Director. **(For Possible Action)**

Director Lopez requested flexibility to work remotely for a temporary time, she would continue working on rebuilding the HR department and be in Eureka one full week per month. During that full week she would attend board meetings, training and investigations.

Commissioner Schoenwald motioned to approve a flexible remote work arrangement for the Human Resources Director until December 31st, 2026 and develop a MOU contract for the remote work. Commissioner Plaskett seconded the motion. The motion carried 3-0.

The board recessed for lunch.

Chairman McKay called the meeting back to order at 1:40pm.

AMBULANCE AND EMS – Nichole Cooley, EMS Director/Coordinator

1. Report on EMS projects, activities and contract services. **(Discussion)**

EMS Director/Coordinator Nichole Cooley reported for the month of June; Eureka had 13 calls for service, MedEx Eureka had 4, Crescent Valley had 4 and MedEx Crescent Valley had 12, they brought in a total of \$5,693.17. Genesis Home Health had 17 nursing patients and 13 PCA's. The Eureka clinic had 322 visits and the Crescent Valley clinic had 15. The board discussed the new provider that would start in September or October and if the provider house would be available by then. The board discussed a new OB-GYN provider coming to Eureka.

2. Discuss, approve or deny the designation between county employee volunteers and non-county volunteer time sheets. **(For Possible Action)**

To stay in compliance Director Cooley created a new volunteer time sheet to designate between county employee volunteers and non-county volunteers.

Commissioner Schoenwald motioned to approve the designation with county employee volunteers retaining 6-hour checkmarks and non-county volunteers will be measured in 12-hour increments on the new volunteer time sheets. Commissioner Plaskett seconded the motion. The motion carried 3-0.

SHERIFF - Miles Umina, Sheriff

1. Report on Sheriff's Office projects and activities. **(Discussion)**

Sheriff Miles Umina reported for the month of June they handled over 40 cases, he also reported on a new grant they were rewarded and he will put it on a future agenda.

2. Discuss, approve or deny proclaiming August 4, 2026, as National Night Out, an event to bring law enforcement and the community together. **(For Possible Action)**

Commissioner Plaskett motioned to approve proclaiming August 4, 2026, as National Night Out, Commissioner Schoenwald seconded the motion. The motion carried 3-0.

NATIONAL NIGHT OUT 2026 PROCLAMATION

WHEREAS, the National Association of Town Watch (NATW) sponsors a national community-building campaign on Tuesday, August 4, 2026 entitled "National Night Out"; and

WHEREAS, the National Night Out campaign provides an opportunity for neighbors in Eureka County to join over 38 million neighbors across 18 thousand communities from all 50 states, U.S. territories and military bases worldwide; and

WHEREAS, National Night Out is an annual community-building campaign that promotes strong police-community partnerships and neighborhood camaraderie to make our neighborhoods safer, more caring places to live and work; and

WHEREAS, neighbors in Eureka County assist the local law enforcement agency through joint community-building efforts and support National Night Out 2026; and

WHEREAS, it is essential that all neighbors of Eureka County come together with police and work together to build a safer, more caring community; and

NOW, THEREFORE WE, do hereby call upon all neighbors of Eureka County to join the Eureka County Sheriff's Office and National Association of Town Watch in support of National Night Out in Eureka on Tuesday, August 4, 2026, and Crescent Valley Thursday, August 6, 2026.

FURTHER, LET IT BE RESOLVED THAT WE, THE BOARD OF EUREKA COUNTY COMMISSIONERS, do hereby proclaim Tuesday, August 4, 2026, as "NATIONAL NIGHT OUT" in Eureka and Thursday, August 6, 2026, as "NATIONAL NIGHT OUT" in Crescent Valley.

Board of Eureka County Commissioners
County of Eureka, State of Nevada

By Rich McKay
Rich McKay, Chairman
By Marty Plaskett
Marty Plaskett, Vice Chair
By 155/
Mike Schoenwald, Member

ATTEST Kathy Bowling
Kathy Bowling, Clerk-Recorder

PUBLIC WORKS – Jeb Rowley, Public Works Director

1. Update on Public Works projects and activities. (Discussion)

Public Works Director Jeb Rowley reported the buildings and grounds crews continue working on the Crescent Valley park track material and resetting the irrigation boxes. The swimming pool project is still on hold while the contractors come out to assess what will happen going forward with the deck and coping.

CORRESPONDENCE

1. Review correspondence. (Discussion)

Press releases Nevada Secretary of State Francisco Aguilar responds to President Trumps claims about US elections, Secretary of State Francisco Aguilar announces an increase in active registered voters in June 2026, Governor Lombardo urges Congress to advance Nevada lands bills to expand housing. ISO's Building Code Effectiveness Grading Schedule program review survey, 2026 ASR Election Final Instructions, Secure Rural Schools NACO flyer. Letter of Interest in Personnel Policy review committee, July 10 Nevada Association of Counties DRD Presentation, Charters of Freedom drawing for a Granite setting and architectural drawings, i-80 Renewal application on Major Modification for Water Pollution control permit. 2026 NACO Annual Conference Announcement, July 17th NACO newsletter, Thank you card from Quil Filippini and Nick Bliss.

2. Commissioner reports on pertinent correspondence or other matters. (Discussion)

Nothing reported.

PUBLIC COMMENT

1. Public comment and discussion. *Notice: No action may be taken on a matter raised under this item until the matter has been specifically included on an agenda as an item upon which action will be taken. Public comments may be limited to three (3) minutes per person. Public comment may be allowed on "Action" items, in addition to the two times specified on the agenda.* (Discussion)

Chairman McKay called for public comment in both Eureka and Crescent Valley, hearing none he proceeded to the next item.

2. Consider items requiring action to be placed on the agenda for the next regular meeting. *Notice: The public is welcome to request agenda items for future meetings during the Public Comment period or may consult with one or more of the Board of Commissioners to request agenda items for future meetings.* (Discussion)

None considered.

ADJOURNMENT

1. Adjournment of meeting.

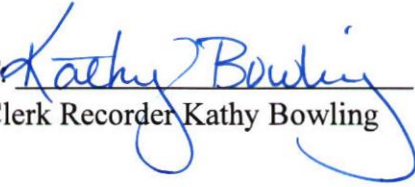
Commissioner Schoenwald motioned to adjourn the meeting, Commissioner Plaskett seconded the motion. The motion carried 3-0.

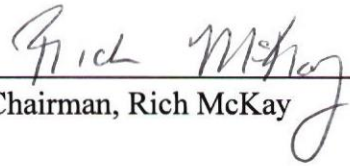
The meeting adjourned at 2:18 pm.

Prepared and submitted by Deputy Clerk Recorder Katelyn Ziemann.

Approved this 1st day of September 2026, by the Board of Eureka County Commissioners.

ATTEST


Clerk Recorder Kathy Bowling


Chairman, Rich McKay