

1 The Honorable Board of Lander County Commissioners met in  
2 special session in the Commission Chambers of the Lander County  
3 Courthouse and Administration Building in Battle Mountain,  
4 Nevada, 50 State Route 305, on May 17, 2016, at 10:02 a.m.  
5 Transcript produced by Tiffany Elkington, C.C.R., #930.  
6

7 **PRESENT: STEVEN STIENMETZ, COMMISSIONER**  
8 **PATSY WAITS, COMMISSIONER**  
9 **SEAN BAKKER, COMMISSIONER**  
10 **ART CLARK III, COMMISSIONER**  
11 **DOUG MILLS, COMMISSIONER**  
12 **KEITH WESTENGARD, EXECUTIVE DIRECTOR**  
13 **LAKEN MARINE, COUNTY CLERK REPRESENTATIVE**  
14 **THEODORE HERRERA, DISTRICT ATTORNEY**  
15

16  
17 (Let the record reflect the presence of a quorum of five  
18 commissioners. Let the record reflect the presence of Austin  
19 via teleconference.)  
20

21 CHAIRMAN BAKKER: Okay. I call this Lander County  
22 Commission meeting to order, Town Board of Battle Mountain, and  
23 Austin Board of Highway Commissions, May 17<sup>th</sup>, 2016.

24 Doug, will you lead us in the pledge?  
25

26 (Pledge of Allegiance)  
27

28 CHAIRMAN BAKKER: Okay. Can we have a moment of silence,  
29 please.  
30

31 (Moment of silence)  
32  
33

34 **PUBLIC COMMENT**  
35

36 CHAIRMAN BAKKER: Okay. Public comment for non-agendized  
37 items only.

38 Persons are invited to submit comments in writing and/or  
39 attend and make comments on any non-agenda item at the board  
40 meeting, if any, and discussion of those comments at the

1 discretion of the board. All public comment may be limited to  
2 three minutes per person, again, at the discretion of the board.  
3 Reasonable restrictions may be placed on public comment based  
4 upon time, place, and manner. But public comment based upon  
5 viewpoint may not be restricted.

6 Any public comment?

7 (No comment.)  
8  
9

#### 10 APPROVAL OF AGENDA NOTICE

11  
12 CHAIRMAN BAKKER: Okay. Item Number 1. Approval of agenda  
13 notice, May 17<sup>th</sup>, 2016.

14 COMMISSIONER STIENMETZ: I'll make a motion to approve the  
15 agenda notice for May 17<sup>th</sup>, 2016.

16 COMMISSIONER MILLS: Second.

17 CHAIRMAN BAKKER: Steve made a motion. Doug seconded.

18 Any public comment?

19 (No comment.)

20 CHAIRMAN BAKKER: All in favor?

21 COMMISSIONER STIENMETZ: Aye.

22 COMMISSIONER MILLS: Aye.

23 COMMISSIONER WAITS: Aye.

24 CHAIRMAN BAKKER: Aye.

25 COMMISSIONER CLARK: Aye.  
26  
27

#### 28 COMMISSIONERS

- 29  
30 1) Discussion regarding closed personnel session pursuant to  
31 Lander County Code 2.06.090, Executive director --  
32 Departmental supervision; Subsection E: Transfer, discipline,  
33 or dismiss appointed department heads, when appropriate,  
34 subject to ratification by the Lander County Commissioners.  
35 Employee #1416, and all other matters properly related  
36 thereto. No action will be taken in closed personnel  
37 session.

38  
39 CHAIRMAN BAKKER: Okay.

40 Commissioners. Closed personnel session.

1 Do you want the time on the record?  
2 UNIDENTIFIED PARTICIPANT: Well --

3  
4 **\*\*CLOSED PERSONNEL SESSION\*\***

5  
6 (No audio/video recording from 10:03 a.m. to 12:37 p.m.)

7  
8 CHAIRMAN BAKKER: Okay. I need to call this meeting back  
9 to -- well, I need to open -- to an open session open personnel  
10 session.

11  
12 **\*\* OPEN PERSONNEL SESSION\*\***

13  
14 7) Discussion and possible action to ratify, reverse, or modify  
15 the termination of Employee #1337, and all other matters  
16 properly related thereto. Action will be taken in open  
17 public session.

18  
19 CHAIRMAN BAKKER: Agenda Item Number 7. Discussion and  
20 possible action to ratify, reverse, or modify the termination of  
21 Employee #1337, and all other matters properly related thereto.  
22 Action will be taken in open public session.

23 Anyone?

24 COMMISSIONER MILLS: Do you just want to go down the row  
25 and see the if anybody has comments?

26 COMMISSIONER STIENMETZ: Any comments?

27 I have none.

28 COMMISSIONER MILLS: I'll make a couple comments.

29 On the last page of our packet, we have the termination  
30 notice that says that the termination was for disruption of the  
31 workplace and disruption of the workplace production.

32 And so that's more what I've been trying to focus on is -- is  
33 if there was workplace disruption.

34 And I think we have testimony from our -- information in our  
35 packet showing that some of the actions on Donnie's part, I think,  
36 were disruptive in the workplace in the calling of people  
37 Hitler -- Hitler comments, the flipping people off, the -- the boy  
38 boss comments, and those kinds of things, I think, are disruptive.  
39 And that's -- that's what I focused on.

40 I don't know that the comments about a truck are that

1 relevant. They may be in some ways. But I don't see them as  
2 that important.

3 Or the time card thing is -- I don't see that as being as  
4 relevant as the other points.

5 And I'm just trying to focus on the original reason for the  
6 termination, is what I focused on.

7 So that's kind of what I see. And I -- I -- I don't think  
8 that bringing an employee back is going to improve the disruption  
9 in the -- in the county.

10 I've -- I've been in a position where I've rehired employees  
11 that I have fired, and it does not work. It doesn't -- in my --  
12 in my private business, in my experiences, that -- that does not  
13 work. And it's not going to eliminate any of that disruption  
14 that's been before us.

15 So those are kind of my views on it.

16 COMMISSIONER WAITS: I know when -- when I looked through  
17 the information that we had and a lot of it is -- is -- I don't  
18 want to say all hearsay, but -- but it's -- it's not verifiable.  
19 But we're not a court of law here. So we don't have to go that  
20 route.

21 I think the whole situation is very sad because I -- I -- I  
22 do know this employee and -- and I -- I thought Don did a good job  
23 in -- in a lot of part of it.

24 But I -- but I also understand when somebody comes in in a  
25 supervisor position ahead of you -- because I've been in the  
26 same situation. They either create a position or they fill a  
27 position that's never been filled for a while -- that that's  
28 extremely frustrating and especially when you -- you lose some  
29 of the perks that you -- you thought you were entitled to along  
30 the way.

31 So looking at that, I -- I'm saddened that it has to come to  
32 something like this.

33 But the bottom line is, regardless of who said what, we --  
34 we did have some problems with the environment. There's no  
35 question about it. And I understand why it happened. But it --  
36 it's not good for the county.

37 And the position is that we don't have to prove any of that.  
38 That it's still an at-will employee.

39 So our -- our decision will go accordingly, I'm sure.

40 CHAIRMAN BAKKER: Art, do you have anything to say?

1 COMMISSIONER CLARK: Yeah, I -- I do.  
2 The pet name, boy boss, mentioned in here several times in  
3 the information packet -- and I know that it was said.  
4 We're not sworn testimony here on the Bible. But I hope that  
5 the truth comes out if it does go to court and that people don't  
6 lie.  
7 CHAIRMAN BAKKER: Okay.  
8 With that...  
9 COMMISSIONER MILLS: Well, I'll make a motion that we  
10 ratify the termination of Employee 1337.  
11 COMMISSIONER STIENMETZ: I'll second the motion.  
12 CHAIRMAN BAKKER: Doug made a motion. Steve seconded.  
13 Any public comment?  
14 (No comment.)  
15 CHAIRMAN BAKKER: All in favor?  
16 COMMISSIONER STIENMETZ: Aye.  
17 COMMISSIONER MILLS: Aye.  
18 COMMISSIONER WAITS: Aye.  
19 COMMISSIONER CLARK: Aye.  
20 CHAIRMAN BAKKER: Motion carries.  
21 CHAIRMAN BAKKER: Okay. Moving on to --  
22 COMMISSIONER CLARK: Lunch?  
23 CHAIRMAN BAKKER: No, we don't get lunch.  
24 COMMISSIONER CLARK: We can call lunch any time we want.  
25 COMMISSIONER WAITS: Can't we go on and get a doughnut?  
26 COMMISSIONER CLARK: No.  
27 DISTRICT ATTORNEY HERRERA: You can.  
28 CHAIRMAN BAKKER: Well, we can --  
29 UNIDENTIFIED PARTICIPANT: You can --  
30 CHAIRMAN BAKKER: -- take a five-minute --  
31 UNIDENTIFIED PARTICIPANT: -- start after any time, but --  
32 CHAIRMAN BAKKER: -- break for --  
33 UNIDENTIFIED PARTICIPANT: -- you just can't start before.  
34 So --  
35  
36 (No audio or video between 12:43 p.m. and 1:24 p.m.)  
37  
38 CHAIRMAN BAKKER: So Laken, we'll go. I call this meeting  
39 back to open session.  
40

1 8) Discussion and possible action to ratify, reverse, or modify  
2 the termination of Employee #1416, and all other matters  
3 properly related thereto.  
4

5 CHAIRMAN BAKKER: Agenda Item Number 8. Discussion and  
6 possible action to ratify, reverse, or modify the termination of  
7 Employee #1416, and all other matters properly related thereto.  
8 Action will be taken in open public session.

9 COMMISSIONER STIENMETZ: I'm good with it.

10 COMMISSIONER MILLS: I don't have anything.

11 CHAIRMAN BAKKER: I'm good.

12 COMMISSIONER MILLS: No comments.

13 CHAIRMAN BAKKER: No comment? Good.

14 COMMISSIONER STIENMETZ: I'll make a motion that we ratify  
15 the termination of Employee #1416.

16 COMMISSIONER MILLS: I'll second.

17 CHAIRMAN BAKKER: Steve made a motion. Doug seconded. Any  
18 public co- --

19 COMMISSIONER WAITS: I have --

20 CHAIRMAN BAKKER: -- -mment?

21 COMMISSIONER WAITS: -- a question.

22 CHAIRMAN BAKKER: Go ahead.

23 COMMISSIONER WAITS: Okay. On this one, it says, 1416. On  
24 the other one it says, 1426? Can we clarify that?

25 CHAIRMAN BAKKER: No, because we're only on two. Right  
26 here.

27 COMMISSIONER STIENMETZ: That's the next employee.

28 CHAIRMAN BAKKER: Yeah. Right there.

29 COMMISSIONER WAITS: Oh, good. Okay.

30 COMMISSIONER MILLS: No, this says --

31 COMMISSIONER WAITS: Thank you.

32 COMMISSIONER MILLS: -- right --

33 CHAIRMAN BAKKER: It's okay.

34 COMMISSIONER WAITS: Scared me.

35 KEITH WESTENGARD: I didn't (indiscernible) the employee  
36 number but --

37 COMMISSIONER WAITS: It was too close. Okay. Thank you.

38 CHAIRMAN BAKKER: Okay. So Steve made a motion. Doug  
39 seconded. Any public comment?

40 (No comment.)

1 CHAIRMAN BAKKER: All in favor?

2 COMMISSIONER STIENMETZ: Aye.

3 COMMISSIONER MILLS: Aye.

4 COMMISSIONER WAITS: Aye.

5 COMMISSIONER CLARK: Aye.

6 CHAIRMAN BAKKER: Okay. Motion carries.

7 COMMISSIONER STIENMETZ: Now we go in closed session.

8  
9 (No audio or video from 1:25 p.m. to 1:34 p.m.)

10  
11 CHAIRMAN BAKKER: Okay. I call this meeting to order, the  
12 open personnel session.

- 13  
14 9) Discussion and possible action to approve or disapprove the  
15 Compromise and Settlement Agreement between Lander County  
16 (employer) and Employee #1426, and all other matters properly  
17 related thereto. Action will be taken in open public  
18 session.

19  
20 CHAIRMAN BAKKER: Agenda Item Number 9. Discussion and  
21 possible action to approve or disapprove the Compromise and  
22 Settlement Agreement between Lander County, employer, and  
23 Employee #1426, and all other matters properly related thereto.  
24 Action will be taken in open public session.

25 Well --

26 COMMISSIONER STIENMETZ: I'll make a motion to approve the  
27 Compromise and Settlement Agreement between Lander County,  
28 employer, and Employee #1426.

29 COMMISSIONER MILLS: I'll second.

30 CHAIRMAN BAKKER: Did you get that? Or you want him to  
31 repeat it.

32 LAKEN MARINE: You need to repeat it.

33 CHAIRMAN BAKKER: Yeah. You're going to need to repeat it.

34 COMMISSIONER STIENMETZ: All right. I'll make a motion to  
35 approve the Compromise and Settlement Agreement between Lander  
36 County, employer, and Employee #1426.

37 COMMISSIONER MILLS: Second.

38 CHAIRMAN BAKKER: Steve made a motion. Doug seconded.  
39 Any public comment?

40 (No comment.)

1 CHAIRMAN BAKKER: All in favor?  
2 COMMISSIONER STIENMETZ: Aye.  
3 COMMISSIONER MILLS: Aye.  
4 COMMISSIONER WAITS: Aye.  
5 COMMISSIONER CLARK: Aye.  
6 CHAIRMAN BAKKER: Motion carries.  
7 KEITH WESTENGARD: Commissioner Bakker, I -- can you give  
8 me a -- can I get one to authorize me to just sign this. It's  
9 already been done and made up for me to sign the compromise.  
10 CHAIRMAN BAKKER: Need a motion for him to sign --  
11 COMMISSIONER STIENMETZ: All right.  
12 CHAIRMAN BAKKER: -- the compromise.  
13 COMMISSIONER STIENMETZ: I'll make a motion to have the  
14 executive director sign the -- the letter and the compromise and  
15 settlement.  
16 COMMISSIONER MILLS: I'll second.  
17 CHAIRMAN BAKKER: Steve made a motion. Doug seconded.  
18 Public comment?  
19 (No comment.)  
20 CHAIRMAN BAKKER: All in favor?  
21 COMMISSIONER STIENMETZ: Aye.  
22 COMMISSIONER MILLS: Aye.  
23 COMMISSIONER WAITS: Aye.  
24 COMMISSIONER CLARK: Aye.  
25 COMMISSIONER MILLS: Motion carries?  
26 CHAIRMAN BAKKER: Motion carries.  
27 COMMISSIONER MILLS: All right.  
28 LAKEN MARINE: Are we stopping now?  
29 COMMISSIONER STIENMETZ: Yeah.  
30 CHAIRMAN BAKKER: Yes.  
31  
32 (No audio or video between 1:36 p.m. and 2:10 p.m.)  
33  
34 CHAIRMAN BAKKER: Call this meeting back to open personnel  
35 -- nope -- open session.  
36  
37  
38  
39  
40

1 10) Discussion and possible action to approve or disapprove of  
2 the 2016-2019 Tentative Agreement between Lander County and  
3 the Lander County Law Enforcement Employees Association, and  
4 all other matters properly related thereto. Action will be  
5 taken in open public session.  
6

7 CHAIRMAN BAKKER: Discussion, possible action to approve or  
8 disapprove the 2016-2019 Tentative Agreement between Lander  
9 County and Lander County Law Enforcement Employees Association  
10 and all other matters properly related thereto. Action will be  
11 taken in open public session.

12 Hey, should I just open all three of these too?

13 DISTRICT ATTORNEY HERRERA: Yes.

14 CHAIRMAN BAKKER: Yeah.  
15

16 11) Discussion and possible action to approve or disapprove of  
17 the 2016-2019 Tentative Agreement between Lander County and  
18 the Lander County Sheriff's Association, and all other  
19 matters properly related thereto. Action will be taken in  
20 open public session.  
21

22 CHAIRMAN BAKKER: Agenda Item Number 11. Discussion and  
23 possible action to approve or disapprove of the 2016-2019  
24 Tentative Agreement between Lander County and Lander County  
25 Sheriff's Association, all other matters properly related  
26 thereto. Action will be taken in open public session.  
27

28 12) Discussion and possible action to approve or disapprove of  
29 the 2016-2019 Tentative Agreement between Lander County and  
30 the Operating Engineer Local 3 (General), and all other  
31 matters properly related thereto. Action will be taken in  
32 open public session.  
33

34 CHAIRMAN BAKKER: Agenda Item Number 12. Discussion and  
35 possible action to approve or disapprove the 2016-2019 Tentative  
36 Agreement between Lander County and the Operating Engineer Local  
37 3, General, and all other matters properly related thereto.  
38 Action will be taken in open public session.

39 So with that, we just need to approve them. Approve the  
40 ratification.

1 COMMISSIONER MILLS: So with that, I'll make a motion that  
2 we approve the two thousand to -- 2016 to 2019 Tentative  
3 Agreement between Lander County and the Lander County Law  
4 Enforcement Employees Association and approve the 2016-2019  
5 Tentative Agreement between Lander County and the Lander County  
6 Sheriff's Association and that we approve the 2016-2019  
7 Tentative Agreement between Lander County and the Operating  
8 Engineer Local 3, General.

9 COMMISSIONER STIENMETZ: And I'll second the motion.

10 CHAIRMAN BAKKER: Doug made a motion. Steve seconded.  
11 Any public comment?

12 (No comment.)

13 CHAIRMAN BAKKER: Okay. All in favor?

14 COMMISSIONER STIENMETZ: Aye.

15 CHAIRMAN BAKKER: Aye.

16 COMMISSIONER MILLS: Aye.

17 COMMISSIONER WAITS: Aye.

18 COMMISSIONER CLARK: Aye.

19 CHAIRMAN BAKKER: Okay. Motion carries.  
20 Moving on.

21  
22  
23 **PUBLIC COMMENT**

24  
25 CHAIRMAN BAKKER: Public comment for non-agendized items  
26 only.

27 Persons are invited to submit comments in writing and/or  
28 attend and make comments on any non-agenda item at the board  
29 meeting, if any, and discussion of those comments at the  
30 discretion of the board. All public comment may be limited to  
31 three minutes per person, again, at the discretion of the board.  
32 Reasonable restrictions may be placed on public comment based  
33 upon time, place, and manner, but public comment based upon  
34 viewpoint may not be restricted.

35 Any public comment?

36 (No comment.)

37 CHAIRMAN BAKKER: With that...  
38  
39  
40

1 **ADJOURNMENT**

2  
3 COMMISSIONER STIENMETZ: I'll make a motion we adjourn.

4 CHAIRMAN BAKKER: Steve made a motion.

5 COMMISSIONER MILLS: Second.

6 CHAIRMAN BAKKER: Doug seconded it.

7 Any public comment?

8 (No comment.)

9 CHAIRMAN BAKKER: All in favor?

10 COMMISSIONER STIENMETZ: Aye.

11 CHAIRMAN BAKKER: Aye.

12 COMMISSIONER MILLS: Aye.

13 COMMISSIONER WAITS: Aye.

14 COMMISSIONER CLARK: Aye.

15 CHAIRMAN BAKKER: The ayes have it. Motion carries.  
16  
17  
18  
19  
20  
21  
22



**CHAIRMAN OR VICE CHAIRMAN OF THE  
BOARD OF LANDER COUNTY  
COMMISSIONERS AND THE LANDER  
COUNTY LIQUOR BOARD**

23  
24  
25  
26  
27  
28  
29 **ATTEST:**



**LANDER COUNTY CLERK**

30  
31  
32  
33  
34  
35  
36  
37  
38  
39 *Note: The Board of Lander County Commissioners serves as the Town Board for the unincorporated towns of*  
40 *Battle Mountain and Austin, Nevada.*

1 STATE OF UTAH )  
2 ) ss.  
3 COUNTY OF DAVIS )  
4  
5  
6

7 I, TIFFANY ELKINGTON, A CERTIFIED COURT REPORTER, DO HEREBY  
8  
9 CERTIFY I TRANSCRIBED THE FOREGOING PROCEEDINGS FROM A "JAVS"  
10  
11 DIGITAL AUDIO/VIDEO RECORDING OF A MEETING WHICH TOOK PLACE  
12  
13 THE 17TH DAY OF MAY 2016, AND SAID RECORDING AND INFORMATION  
14  
15 PERTAINING TO PARTICIPANT NAMES WAS PROVIDED TO ME BY THE LANDER  
16  
17 COUNTY CLERK SULLIVAN; THAT THE SAME IS FULL, TRUE, AND AS CORRECT AS  
18  
19 THE AUDIO/VIDEO RECORDING ALLOWED.  
20

21  
22 DATED AT \_\_\_\_\_  
23 THIS \_\_\_\_\_ DAY OF \_\_\_\_\_  
24  
25

26  
27 \_\_\_\_\_  
28 TIFFANY ELKINGTON, CCR #930  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40

<p>CHAIRMAN BAKKER: [62]          COMMISSIONER CLARK: [11] 2/24 4/40 5/18 5/21 5/23          5/25 7/4 8/4 8/23 10/17 11/13          COMMISSIONER MILLS: [23]          COMMISSIONER STIENMETZ: [21]          COMMISSIONER WAITS: [16]          DISTRICT ATTORNEY HERRERA: [2] 5/26 9/12          KEITH WESTENGARD: [2] 6/34 8/6          LAKEN MARINE: [2] 7/31 8/27          UNIDENTIFIED PARTICIPANT: [4] 3/1 5/28 5/30 5/32</p>	<p>approve [16]          ART [2] 1/10 4/40          Association [6] 9/3 9/9 9/18 9/25 10/4 10/6          at-will [1] 4/38          attend [2] 1/39 10/28          ATTORNEY [1] 1/14          audio [6] 3/6 5/36 7/9 8/32 12/11 12/19          audio/video [3] 3/6 12/11 12/19          Austin [3] 1/18 1/23 11/40          authorize [1] 8/8          Aye [31]          ayes [1] 11/15</p>
-	
-mment [1] 6/20	
<b>1</b>	<b>B</b>
10 [1] 9/1 10:02 [1] 1/4 10:03 [1] 3/6 11 [2] 9/16 9/22 12 [2] 9/28 9/34 12:37 [1] 3/6 12:43 [1] 5/36 1337 [3] 3/15 3/21 5/10 1416 [5] 2/35 6/2 6/7 6/15 6/23 1426 [5] 6/24 7/16 7/23 7/28 7/36 17 [1] 1/4 17th [4] 1/23 2/13 2/15 12/13 1:24 [1] 5/36 1:25 [1] 7/9 1:34 [1] 7/9 1:36 [1] 8/32	<p>BAKKER [2] 1/9 8/7          Battle [3] 1/3 1/22 11/40          Bible [1] 5/4          board [13]          boss [2] 3/38 5/2          boy [2] 3/37 5/2          break [1] 5/32          break for [1] 5/32          bringing [1] 4/8          Building [1] 1/3          business [1] 4/12</p>
<b>2</b>	<b>C</b>
2.06.090 [1] 2/31 2016 [6] 1/4 1/23 2/13 2/15 10/2 12/13 2016-2019 [8] 9/2 9/8 9/17 9/23 9/29 9/35 10/4 10/6 2019 [9] 9/2 9/8 9/17 9/23 9/29 9/35 10/2 10/4 10/6 2:10 [1] 8/32	<p>C.C.R [1] 1/5          call [6] 1/21 3/8 5/24 5/38 7/11 8/34          calling [1] 3/36          card [1] 4/3          carries [7] 5/20 7/6 8/6 8/25 8/26 10/19 11/15          CCR [1] 12/27          CERTIFIED [1] 12/7          CERTIFY [1] 12/9          CHAIRMAN [2] 11/23 11/23          Chambers [1] 1/2          clarify [1] 6/24          CLARK [1] 1/10          CLERK [3] 1/13 11/30 12/17          close [1] 6/37          closed [5] 2/30 2/36 2/40 3/4 7/7          co [1] 6/18          Code [1] 2/31          comment [29]          comments [13]          Commission [2] 1/2 1/22          COMMISSIONER [6] 1/7 1/8 1/9 1/10 1/11 8/7          commissioners [7] 1/1 1/18 2/28 2/34 2/40 11/25 11/39          Commissions [1] 1/23          compromise [7] 7/15 7/21 7/27 7/35 8/9 8/12 8/14          CORRECT [1] 12/17          county [33]          couple [1] 3/28          court [3] 4/19 5/5 12/7          Courthouse [1] 1/3          create [1] 4/26</p>
<b>3</b>	
305 [1] 1/4	
<b>5</b>	
50 [1] 1/4	
<b>9</b>	
930 [2] 1/5 12/27	
<b>A</b>	<b>D</b>
<p>accordingly [1] 4/39          action [24]          actions [1] 3/35          adjourn [1] 11/3          Administration [1] 1/3          agenda [10] 1/39 2/10 2/12 2/15 3/19 6/5 7/20 9/22 9/34          10/28          agendized [2] 1/36 10/25          Agreement [13]          Allegiance [1] 1/26          ALLOWED [1] 12/19          along [1] 4/29          and/or [2] 1/38 10/27          appointed [1] 2/33          appropriate [1] 2/33          APPROVAL [2] 2/10 2/12</p>	<p>DATED [1] 12/22          DAVIS [1] 12/3          decision [1] 4/39          department [1] 2/33          Departmental [1] 2/32          DIGITAL [1] 12/11          director [3] 1/12 2/31 8/14</p>

<p><b>D</b></p> <p>disapprove [8] 7/14 7/21 9/1 9/8 9/16 9/23 9/28 9/35  discipline [1] 2/32  discretion [4] 2/1 2/2 10/30 10/31  discussion [15]  dismiss [1] 2/33  disruption [5] 3/30 3/31 3/33 4/8 4/13  disruptive [2] 3/36 3/38  DISTRICT [1] 1/14  Don [1] 4/22  Donnie's [1] 3/35  DOUG [10] 1/11 1/24 2/17 5/12 6/17 6/38 7/38 8/17 10/10  11/6  doughnut [1] 5/25</p>	<p>items [2] 1/37 10/25</p> <p><b>J</b></p> <p>JAVS [1] 12/9  job [1] 4/22</p> <p><b>K</b></p> <p>KEITH [1] 1/12  kinds [1] 3/38</p> <p><b>L</b></p> <p>LAKEN [2] 1/13 5/38  Lander [29]  law [4] 4/19 9/3 9/9 10/3  lead [1] 1/24  letter [1] 8/14  lie [1] 5/6  limited [2] 2/1 10/30  line [1] 4/33  LIQUOR [1] 11/26  Local [3] 9/30 9/36 10/8  lose [1] 4/28  lot [2] 4/17 4/23  lunch [3] 5/22 5/23 5/24</p>
<p><b>E</b></p> <p>either [1] 4/26  eliminate [1] 4/13  Elkington [3] 1/5 12/7 12/27  employee [16]  employees [4] 4/10 9/3 9/9 10/4  employer [4] 7/16 7/22 7/28 7/36  Enforcement [3] 9/3 9/9 10/4  Engineer [3] 9/30 9/36 10/8  entitled [1] 4/29  environment [1] 4/34  especially [1] 4/28  executive [3] 1/12 2/31 8/14  experiences [1] 4/12  extremely [1] 4/28</p>	<p><b>M</b></p> <p>made [9] 2/17 5/12 6/17 6/38 7/38 8/9 8/17 10/10 11/4  manner [2] 2/4 10/33  MARINE [1] 1/13  May 17th [3] 1/23 2/13 2/15  meeting [8] 1/22 1/40 3/8 5/38 7/11 8/34 10/29 12/11  mentioned [1] 5/2  met [1] 1/1  MILLS [1] 1/11  minute [1] 5/30  minutes [2] 2/2 10/31  mment [1] 6/20  modify [4] 3/14 3/20 6/1 6/6  moment [2] 1/28 1/31  motion [26]  Mountain [3] 1/3 1/22 11/40  Moving [2] 5/21 10/20</p>
<p><b>F</b></p> <p>favor [7] 2/20 5/15 7/1 8/1 8/20 10/13 11/9  fill [1] 4/26  filled [1] 4/27  fired [1] 4/11  five [2] 1/17 5/30  five-minute [1] 5/30  flipping [1] 3/37  focus [2] 3/32 4/5  focused [2] 3/39 4/6  FOREGOING [1] 12/9  frustrating [1] 4/28  FULL [1] 12/17</p>	<p><b>N</b></p> <p>name [1] 5/2  NAMES [1] 12/15  need [6] 3/8 3/9 7/32 7/33 8/10 9/39  Nevada [2] 1/4 11/40  never [1] 4/27  no [21]  non [4] 1/36 1/39 10/25 10/28  non-agenda [2] 1/39 10/28  non-agendized [2] 1/36 10/25  none [1] 3/27  nope [1] 8/35  Note [1] 11/39  notice [4] 2/10 2/13 2/15 3/30  number [7] 2/12 3/19 6/5 6/36 7/20 9/22 9/34</p>
<p><b>G</b></p> <p>General [3] 9/30 9/37 10/8</p>	<p><b>O</b></p> <p>one [3] 6/23 6/24 8/8  open [20]  Operating [3] 9/30 9/36 10/7  order [2] 1/22 7/11  original [1] 4/5</p>
<p><b>H</b></p> <p>happened [1] 4/35  heads [1] 2/33  hearsay [1] 4/18  HERRERA [1] 1/14  Highway [1] 1/23  Hitler [2] 3/37 3/37  Honorable [1] 1/1  hope [1] 5/4</p>	<p><b>I</b></p> <p>III [1] 1/10  important [1] 4/2  improve [1] 4/8  indiscernible [1] 6/35  information [4] 3/34 4/17 5/3 12/13  invited [2] 1/38 10/27  item [8] 1/39 2/12 3/19 6/5 7/20 9/22 9/34 10/28</p>

<p><b>P</b></p> <p>page [1] 3/29  part [2] 3/35 4/23  PARTICIPANT [1] 12/15  PATSY [1] 1/8  per [2] 2/2 10/31  perks [1] 4/29  person [2] 2/2 10/31  personnel [8] 2/30 2/36 2/40 3/4 3/9 3/12 7/12 8/34  Persons [2] 1/38 10/27  PERTAINING [1] 12/15  pet [1] 5/2  place [3] 2/4 10/33 12/11  placed [2] 2/3 10/32  please [1] 1/29  pledge [2] 1/24 1/26  points [1] 4/4  position [5] 4/10 4/25 4/26 4/27 4/37  presence [2] 1/17 1/18  PRESENT [1] 1/7  private [1] 4/12  problems [1] 4/34  produced [1] 1/5  production [1] 3/31  properly [13]  prove [1] 4/37  PROVIDED [1] 12/15  public [31]  pursuant [1] 2/30</p>	<p>several [1] 5/2  Sheriff's [3] 9/18 9/25 10/6  showing [1] 3/35  sign [4] 8/8 8/9 8/10 8/14  silence [2] 1/28 1/31  situation [2] 4/21 4/26  somebody [1] 4/24  special [1] 1/2  ss [1] 12/2  start [2] 5/31 5/33  Steve [8] 2/17 5/12 6/17 6/38 7/38 8/17 10/10 11/4  STEVEN [1] 1/7  STIENMETZ [1] 1/7  stopping [1] 8/28  subject [1] 2/34  submit [2] 1/38 10/27  Subsection [1] 2/32  SULLIVAN [1] 12/17  supervision [1] 2/32  supervisor [1] 4/25  sworn [1] 5/4</p>
<p><b>Q</b></p> <p>question [2] 4/35 6/21  quorum [1] 1/17</p>	<p><b>T</b></p> <p>taken [12] 2/36 3/16 3/22 6/8 7/17 7/24 9/5 9/11 9/19 9/26 9/31 9/38  teleconference [1] 1/19  Tentative [9] 9/2 9/8 9/17 9/24 9/29 9/35 10/2 10/5 10/7  termination [9] 3/15 3/20 3/29 3/30 4/6 5/10 6/2 6/6 6/15  testimony [2] 3/34 5/4  the last [1] 3/29  THEODORE [1] 1/14  thought [2] 4/22 4/29  thousand [1] 10/2  three [3] 2/2 9/12 10/31  Tiffany [3] 1/5 12/7 12/27  times [1] 5/2  TOOK [1] 12/11  towns [1] 11/39  TRANSCRIBED [1] 12/9  Transcript [1] 1/5  Transfer [1] 2/32  truck [1] 3/40  TRUE [1] 12/17  truth [1] 5/5  trying [2] 3/32 4/5  two [2] 6/25 10/2</p>
<p><b>R</b></p> <p>ratification [2] 2/34 9/40  ratify [6] 3/14 3/20 5/10 6/1 6/6 6/14  reason [1] 4/5  Reasonable [2] 2/3 10/32  record [3] 1/17 1/18 3/1  recording [4] 3/6 12/11 12/13 12/19  reflect [2] 1/17 1/18  regardless [1] 4/33  rehired [1] 4/10  relevant [2] 4/1 4/4  repeat [3] 7/31 7/32 7/33  REPORTER [1] 12/7  REPRESENTATIVE [1] 1/13  restricted [2] 2/5 10/34  restrictions [2] 2/3 10/32  reverse [4] 3/14 3/20 6/1 6/6  route [2] 1/4 4/20  row [1] 3/24</p>	<p><b>U</b></p> <p>understand [2] 4/24 4/35  unincorporated [1] 11/39  upon [4] 2/4 2/4 10/33 10/33  UTAH [1] 12/1</p>
<p><b>S</b></p> <p>sad [1] 4/21  saddened [1] 4/31  same [2] 4/26 12/17  Scared [1] 6/34  SEAN [1] 1/9  second [8] 2/16 5/11 6/16 7/29 7/37 8/16 10/9 11/5  seconded [8] 2/17 5/12 6/17 6/39 7/38 8/17 10/10 11/6  serves [1] 11/39  session [23]  session open [1] 3/9  settlement [5] 7/15 7/22 7/27 7/35 8/15</p>	<p><b>V</b></p> <p>verifiable [1] 4/18  via [1] 1/19  VICE [1] 11/23  video [6] 3/6 5/36 7/9 8/32 12/11 12/19  viewpoint [2] 2/5 10/34  views [1] 4/15</p> <p><b>W</b></p> <p>WAITS [1] 1/8  WESTENGARD [1] 1/12  whole [1] 4/21  workplace [4] 3/31 3/31 3/33 3/36</p>

W

writing [2] 1/38 10/27