

1 The Honorable Board of Lander County Commissioners met in  
2 Special Session at the Battle Mountain Civic Center in Battle  
3 Mountain, Nevada, on November 20, 2013 at 7:00 p.m.  
4

5 **PRESENT: DEAN BULLOCK, COMMISSIONER**  
6 **STEVEN STIENMETZ, COMMISSIONER**  
7 **BRIAN GARNER, COMMISSIONER**  
8 **DAVID MASON, COMMISSIONER**  
9 **PATSY WAITS, COMMISSIONER**  
10 **SADIE SULLIVAN, COUNTY CLERK**  
11 **NICOLE TING, DEPUTY DISTRICT ATTORNEY**  
12

13 Let the record reflect the presence of a quorum of five  
14 Commissioners.  
15

16 [Meeting commenced on November 20, 2013 at 7:00 p.m.]  
17

18 CHAIRMAN BULLOCK: We'd like to welcome everybody here  
19 tonight. We'd like to call to order the special meeting of the  
20 Lander County Commissioners Town Board of Battle Mountain and  
21 Austin Board of County Highway Commissioners.  
22

23 If you can please stand and follow me in the pledge.  
24

25 (Pledge of Allegiance)  
26  
27

28 **APPROVAL OF AGENDA NOTICE**  
29

30 CHAIRMAN BULLOCK: Discussion for possible action regarding  
31 approval of Agenda Notice.

32 COMMISSIONER GARNER: I make a motion to approve.

33 COMMISSIONER STIENMETZ: I'll second.

34 CHAIRMAN BULLOCK: Any comment or discussion?

35 (No comment.)

36 CHAIRMAN BULLOCK: All those in favor?

37 COMMISSIONERS: Aye.

38 CHAIRMAN BULLOCK: Those opposed?

39 (None opposed.)  
40

1 **PUBLIC COMMENT**

2

3 CHAIRMAN BULLOCK: Public comment for non-agendized items  
4 only.

5 (No comment.)

6

7 **PUBLIC HEARING**

8

9 1) Discussion and public comment regarding a possible change to  
10 the current weekly work schedule, of Monday through Friday,  
11 to a four (4) day work week or another hourly work schedule,  
12 for Lander County employees/office personnel.

13

14 CHAIRMAN BULLOCK: Seeing none, we'll go on to Item Number  
15 1, which is a Public Hearing for the discussion and public  
16 comment regarding a possible change to the current weekly work  
17 schedule, of Monday through Friday, to a four-day work week or  
18 another hourly work schedule, for Lander County employees/office  
19 personnel.

20

21 If anybody would like to make a comment, we'd appreciate  
22 it. That's what this meeting is for. We will ask that you come  
23 forward, use the mike, speak loudly, state your name fully  
24 before you start your comments. And we'd like to hear any  
25 comments at this time.

26

27 STEVE SELDIN: I have a question. Why? What's your  
28 reasoning? Why are we doing this?

29

30 CHAIRMAN BULLOCK: Okay. And we need your name because it  
31 has to be --

32

33 STEVE SELDIN: Steve Seldin.

34

35 CHAIRMAN BULLOCK: Okay. There's been some requests from  
36 some of the departments to switch to a four-day work week. And  
37 so we -- rather than us making that determination, right now we  
38 wanted the input from the public which way to go.

39

40 STEVE SELDIN: Well, whoever submitted it must have said  
why it would be better or why it would be worse. You just throw  
it out and say, yeah, we'll think about it?

41

42 CHAIRMAN BULLOCK: No. The comments that have come so far  
43 is that -- part of it is is to go more standard of what a lot of  
44 the other industry has done or around our area, which would mean  
45 that there would be later hours versus, yeah, there would be a

1 day off, presumably, Friday, but that's not set either. But the  
2 offices would have to be open until 6:00 or 7:00 o'clock at  
3 night, which would allow others to come in later at night. So  
4 that was part of the -- what was presented.

5 ANNA PENOLA: Anna Penola with the Building Department. I  
6 think if you wanted to go to a schedule like this, you could  
7 keep the offices open five days a week and just do a swing  
8 around with rotation of days off. And I don't think it's a one  
9 fit -- it's a one stop fits all for all departments. Every  
10 department has their own unique qualities and why they have to  
11 be open five days a week or the hours they keep. But if you  
12 wanted to do a four ten, keep it coverage all five days, I think  
13 that's possible or the nine 80. Or I think it's all doable, but  
14 I don't think closing a day is going to work for the public.

15 CHAIRMAN BULLOCK: Thank you.

16 KIMBERLY DAVIS: Kimberly Davis. What is -- what is Nevada  
17 Revised Statutes say about this?

18 CHAIRMAN BULLOCK: If you go to the NRS 245.040, and I'm  
19 going to go to Article 2, says: Notwithstanding the provisions  
20 of Subsection 1, -- which talks about the office hours -- the  
21 Board of County Commissioners of any county may, by an order  
22 regularly made and entered in the records of its proceedings,  
23 designate the days and hours during which the offices of the  
24 sheriff, county recorder, county auditor, county clerk, county  
25 assessor, and county treasurer must be kept open for the  
26 transaction of public business. An order so made and entered  
27 must require each office to be kept open for not less than 40  
28 hours during each week, and must not prevent the county clerk  
29 from closing his or her office for all purposes except election  
30 business and the issuance of marriage licenses on primary and  
31 general election days as provided in Subsection 1.

32 KIMBERLY DAVIS: Kimberly Davis. So given that, those  
33 offices specifically serve the public. Again, I have no care as  
34 to how they're covered, but they need to be open Monday through  
35 Friday during normal business hours. Thank you.

36 LIZ HEIMBIGNER: Hi, I'm Liz Heimbigner. And about 15, 16  
37 years ago or so ago, this was an issue also. They had been  
38 working four days a week, I believe. And things just weren't  
39 getting covered for people coming in to take care of things. So  
40 that's when they put it back to five days a week. And I think

1 that's what it needs to be, just to -- because of the work  
2 schedule in this whole general area.

3 COMMISSIONER WAITS: Thank you.

4 CHAIRMAN BULLOCK: Thanks.

5 JOE LINDSEY: Joe Lindsey with Lander County Building  
6 Department.

7 I'd like to make a statement. Just most of our offices  
8 right now are on a nine 80 schedule, which covers all five days  
9 of the week, with the exception, I believe -- in our office  
10 anyway -- with the exception of Finance who's on four tens.  
11 They rotate those -- that office so that there are two people in  
12 that office at all times or at least one, I suppose, right?

13 ROGENE HILL: Yes.

14 JOE LINDSEY: When someone else is off.

15 ROGENE HILL: It's open five days a week.

16 JOE LINDSEY: So there's always coverage at the Finance  
17 Department. There's always coverage in the Building Department,  
18 except for possibly when we're out on inspection. However, Anna  
19 works five eights by choice. She chose not to go with the nine  
20 80 schedule. The nine 80 gives our office alternating Fridays  
21 off. So it's kind of nice in some regards.

22 I know that the mines a lot of the people work four tens on  
23 the straight day schedules. And it's generally good for, I think,  
24 as long as the coverage is there, if someone has enough people in  
25 the department to cover that -- that four ten and alternate days  
26 off, I don't see a problem with it. Thank you.

27 CHAIRMAN BULLOCK: Thank you.

28 COMMISSIONER WAITS: Thank you.

29 ROGENE HILL: Rogene Hill, Finance Department.

30 I think that it's probably unique to each department that  
31 we all as elected officials and department heads know our  
32 departments and the demands of our departments -- or our  
33 departments. So I think that, you know, it best be left to the  
34 department heads and elected officials to make sure that there's  
35 coverage for their departments and let them do the schedule that  
36 works best for them. Just like in our department, we do work  
37 four tens, but we're open five days a week. And we have  
38 coverage five days a week.

39 So I think it's all up to the department heads and the  
40 elected officials, because everybody has their unique areas in

1 their departments, you know, that we -- I can't sit and tell  
2 another department what works best for them. I do know what  
3 works for our department.

4 So, you know, and I -- and we've probably been on the four  
5 ten. We were on the nine 80 schedule for three years. We've  
6 been on the four tens, I want to say three years. And we have  
7 never had any complaints that I'm aware of. Nobody's ever  
8 called. Nobody's ever came to the office. I think we've always  
9 been accommodating five days a week. So --

10 CHAIRMAN BULLOCK: Thank you.

11 ROGENE HILL: Mm-hm.

12 IDONNA TREVINO: For the record, Idonna Trevino, Lander  
13 County Recorder.

14 I'm adamantly opposed against my office being closed one  
15 day a week because I deal mainly with real estate and mining.  
16 These both are on strict deadlines. And if they come to record  
17 and my office is closed, then they are out in terms of time and  
18 a lot of money.

19 If you came in to record your escrow closing, and I'm not  
20 there, then your escrow is done. It has to be restarted. Much  
21 money is lost. Your dream house could even be lost.

22 Miners are on a strict schedule. They have certain amount  
23 of time to record their claims and their assessment work. If  
24 we're closed on that day, then they're in trouble. They can --  
25 they're, in fact, can lose their mining claims. So the  
26 recorder's office, particularly, needs to be open five days a  
27 week to serve the public.

28 I believe that the elected official is here to serve the  
29 people that voted for you and elected you to the office, not the  
30 needs of an employee who wants a three-day weekend. Thank you.

31 CHAIRMAN BULLOCK: Thank you.

32 COMMISSIONER WAITS: Thank you.

33 COMMISSIONER STIENMETZ: Thank you.

34 LANA MELVER: Lana Melver. I agree with Idonna in the fact  
35 that the Recorder's office does need to be open five days a  
36 week. That is imperative for real estate transactions. I also  
37 do agree with Rogene, however, that, you know, there are some  
38 departments where the four tens or other schedules do work. I  
39 have never had an issue with the Planning Department with Joel  
40 or Gina or Anna not being able to accommodate my needs or my

1 clients' needs. They've always just gone above and beyond for  
2 me. And they've always been available. So thank you.

3 CHAIRMAN BULLOCK: Thank you.

4 LURA DUVALL: Lura Duvall, Lander County Assessor. When  
5 this issue came up about the four tens initially, the response  
6 from myself and my office was, oh, yeah, this sound great, a  
7 three-day weekend. You know, the school district is on a  
8 four -- four day week and they have Fridays off.

9 And, like I said, in the beginning it sounded good. But  
10 with everything, it might sound good at first, but when you  
11 start to think about it, it may not be the best fit for the  
12 public. And I do totally agree that the offices need to be open  
13 five days a week.

14 The Recording -- the Recorder's office is imperative. With  
15 that, I've seen numerous times where the last day of the month  
16 falls on a Friday, and they have to the recordings done that  
17 day. And it does cost a lot of money if they can't record on  
18 the last day of the month. And if that office was closed --  
19 there are always already issues with the holidays.

20 But the second part of this is the needs of the different  
21 departments are unique. It came to my -- I started really  
22 thinking about it just yesterday. And I spoke with Rogene a  
23 little bit and asked her about how their four ten schedule  
24 works. I've got people in the field half the year. They're out  
25 there, I'm paying them overtime every day. And it occurred to  
26 me, why on earth don't I have them on a rotating four ten  
27 scheduled instead of paying overtime?

28 And it's not just the issue of overtime. It's the issue of  
29 they're wore out. They -- in the summertime, they leave at  
30 7:00. Sometimes they don't get back until 9:00 o'clock at night  
31 until it's dark. And I'm paying them overtime every night.

32 Five days of that starts to wear a person down. And I really  
33 would like to take a look at, just my field people at least,  
34 rotating them. Number one, I'm going to cut costs to the county  
35 because I'm not going to be paying overtime. But it's also  
36 going to give them an extra day of rest because it's the pretty  
37 treacherous at times. They come in and they look like somebody  
38 just beat the tar out of them. You know, they're out in  
39 weather: the heat, the cold, the wind, the rain, the snow.

40 And so what might work better for my office may not

1 necessarily be the same fit for another office. So each  
2 department, each elected official knows what works best for  
3 their department. And if you have people in a department that  
4 are doing a rotating four tens, you're giving -- and you're open  
5 five days a week, you're giving the public more, not less.  
6 Because you have the extra hour in the morning and an extra hour  
7 in the evening that might accommodate somebody that just can't  
8 get there before 5:00 o'clock.

9 But on the other side of that, that hour in the morning and  
10 that hour in the evening, that extra time, it's amazing what you  
11 can actually get done when you aren't distracted by the public  
12 or people coming in or phone calls.

13 So it's not a one fit for everyone. It should be up to  
14 each department to determine what works best for their  
15 department and what also serves the needs of the public. So I  
16 totally agree with leaving the offices open five days a week.  
17 But let the departments determine what's best for their  
18 individual departments and what's going to work for them. Thank  
19 you. Thank you.

20 CHAIRMAN BULLOCK: Thank you.

21 COMMISSIONER STIENMETZ: Thank you.

22 KEITH WESTENGARD: Keith Westengard, Lander County Safety  
23 Manager. A little over a year ago when I started this position,  
24 I was given the option of four tens or five eights. I chose the  
25 four tens. But in the meantime, my job is also 24 hours a day,  
26 seven days a week. And I'm always available. For instance,  
27 last weekend, I was in Kingston for their Austin/Kingston  
28 training. I was there on Saturday. I get calls at night and on  
29 weekends. And I'm always available. I've never had any  
30 complaints, to my knowledge, of not being available. I have a  
31 cell phone that gets me e-mail, as well as text messages and  
32 phone calls. And it's always on. So I wanted to put that out  
33 there.

34 I appreciate my position. I appreciate what it's meant to  
35 do. But I chose the four tens in order to have those -- that  
36 extra time off. But it doesn't always seem to work that way.  
37 So thank you.

38 CHAIRMAN BULLOCK: Thank you.

39 COMMISSIONER WAITS: Thank you.

40 SUSAN PAYNE: Susan Payne. I do contract labor for two

1 different title companies: one out of Elko and one out of  
2 Winnemucca. I can't speak to the other offices, but I know for  
3 a fact that the Recorder's office being closed one day a week  
4 would have a great impact on title business, um, people trying  
5 to get their deeds recorded. A lot of these documents are very  
6 time sensitive. Lenders don't really care whether or not your  
7 office is closed an extra day a week. It's not unknown for them  
8 to take it right down to the last minute before they approve  
9 somebody's financing. And it has to be recorded, otherwise,  
10 those people have to start over again, the borrowers. It costs  
11 them extra money. Sometimes it's not approved the next time for  
12 one reason or another. It would really have a great impact on  
13 people buying homes, people getting their homes refinanced. So,  
14 you know, if you could do it in some way that just the offices  
15 are open five days a week, you know, I'd like you to consider  
16 that. Thank you.

17 CHAIRMAN BULLOCK: Okay, thank you.

18 COMMISSIONER WAITS: Thank you.

19 JUSTIN MOORE: My name is Justin Moore. I'm the Lander  
20 County IT person. I keep hearing about how everybody wants to  
21 have Fridays closed. I don't really think that that's the  
22 issue. Nobody has said to close Fridays and not work Fridays.  
23 The issue at hand really has been to do a four ten work  
24 schedule.

25 The four ten work schedule properly implemented would be a  
26 revolving four ten schedule with sometimes Mondays off, Fridays  
27 off. And if the department heads were to coordinated with their  
28 personnel correctly, they would all be able to accommodate a  
29 four ten schedule no matter what the department was and they  
30 would be able to keep the recorder's office open five days a  
31 week. However, right now, the Recorder's office only has only  
32 got two people. They're two people short. They need two  
33 personnel to fill; is that correct?

34 Okay. So that office is kind of a special situation because  
35 well, frankly, they're just shorthanded. They barely are open as  
36 it is. Not only that, but they are also taking on the  
37 responsibilities of the DMV. So it's not just recording. It's  
38 the DMV too.

39 Now, I've been walking through the courthouse pretty much  
40 for seven years doing on and off work with all the computers.

1 And it seems like every day, every office in the courthouse  
2 closes down from 12:00 to 1:00. And I see that as a public  
3 injustice because the rest of the community is actually at lunch  
4 12:00 to 1:00. And that's when they need to be doing their  
5 business is between 12:00 to 1:00. They should be coming to the  
6 courthouse. They should be being about to do the things that  
7 they need to be doing at the courthouse, but the offices are  
8 closed.

9 So I think that if they were to revamp the schedule and go  
10 to a four ten staggered workweek where some people came say at  
11 8:00 that had children and take them to school -- they take them  
12 to school and others that came in at 9:00 and worked a little  
13 bit later. You're opening a little bit earlier and you're  
14 staying open a little bit later. And you're actually getting  
15 more work done and you're providing longer service hours for the  
16 public.

17 Now, there are exceptions of course, Road and Bridge and  
18 things like that. They need to start at oh dark thirty in the  
19 morning when it's daylight, get out there, get their stuff done  
20 and get back before it gets dark. But it's not so much about  
21 being closed. It's about providing services and, you know,  
22 being able to provide a four ten work week for those individuals  
23 that do need rest. There are people out there in the field that  
24 work. And there are a lot of the times when they're out there  
25 in inclement weather. And they just come back and they're just  
26 beat. They just spent three days out there doing, you know,  
27 parcel inspections or whatever in the winter time, in the snow.  
28 And they need some recuperation. And there are some others that  
29 might not be that way. But that's my opinion.

30 And now my position, a four ten work week, um, it's sort of  
31 like what Keith was saying. You get to go and you're in  
32 Kingston doing whatever. Well, my hours aren't quite like that  
33 either. I'm on call 24/7. So if something gets broke, my phone  
34 rings. I need to be able to answer it. I need to be able to  
35 repair the problem, get it fixed before the end of night so  
36 everything's operational the next business day. Four tens, that  
37 would be nice and feasible if I were working four straight. But  
38 my hours are all over the board. So I'm kind of speaking from a  
39 different point of view. But I don't think it's so much about  
40 an office being closed, as it is about proper management of the

1 hours that could be used right now.  
2 CHAIRMAN BULLOCK: Thank you.  
3 COMMISSIONER STIENMETZ: Thank you.  
4 CHAIRMAN BULLOCK: Okay, any other public comments?  
5 (No comment.)  
6 Any commissioners have any comments they'd like to make at  
7 this time?  
8 COMMISSIONER GARNER: No, sir.  
9 COMMISSIONER STIENMETZ: No, I don't.  
10 COMMISSIONER WAITS: I -- for the record, I will just say,  
11 I know we've discussed before that the most important thing  
12 is -- is the service to our county. And I think that all of our  
13 employees have that in mind too, when we're even looking at  
14 something like this. And I did wonder when it first came on,  
15 whether anybody had calculated of why we were considering it  
16 other than some convenience items? Was there any cost savings  
17 involved? Did anybody do any analogy of the cost savings at  
18 all?  
19 Not really.  
20 ROGENE HILL: Patsy, if you really look at it, the four  
21 tens, it doesn't save you per hour or anything because  
22 basically, you're picking up the extra two hours a day that you  
23 would cover if you had closed the office on that Friday. So as  
24 far as utilities, I would say no.  
25 COMMISSIONER WAITS: And there wouldn't be any other --  
26 other than the savings with the --  
27 UNIDENTIFIED PARTICIPANT: Maybe heating.  
28 COMMISSIONER WAITS: -- overtime.  
29 ROGENE HILL: But it would offset.  
30 COMMISSIONER WAITS: Thank you.  
31 JUSTIN MOORE: What it would do, because people are able to  
32 have the rest and recuperation time when they the staggered days  
33 off, is it would provide more family time with their family,  
34 which creates a stronger knit family for them.  
35 Also, when they have the time to recuperate, there's a lot  
36 less sick calls and. People are calling in the sick on Fridays.  
37 People are calling in sick on Mondays just because they're tired  
38 from the work week. Well, if they have that to look forward to,  
39 it's like I've just got one more day. I can make it through.  
40 It has been proven that most people get sick usually sometime

1 during the weekend and they call in sick on Monday.  
2 So if that were taken into consideration, that's a cost  
3 savings because that person's on the job more often.  
4 COMMISSIONER WAITS: Thank you.  
5 CHAIRMAN BULLOCK: How many holidays do we have?  
6 ROGENE HILL: Pardon me?  
7 CHAIRMAN BULLOCK: How many holidays does the county have?  
8 ROGENE HILL: Eleven.  
9 CHAIRMAN BULLOCK: Eleven. So basically for those on  
10 ten-hour shifts, it's costing us 22 more hours per year.  
11 ROGENE HILL: No.  
12 CHAIRMAN BULLOCK: Because you get ten hours paid vacation,  
13 when people working eights only get eight hours vacation. So it  
14 costs us two more hours --  
15 ROGENE HILL: You're paying it.  
16 CHAIRMAN BULLOCK: -- for the 10-hour shifts. Is that not  
17 correct?  
18 ROGENE HILL: You're paying forty hours any way you look at  
19 it. Doesn't matter. Forty hours --  
20 CHAIRMAN BULLOCK: On a holiday?  
21 ROGENE HILL: -- whether it be --  
22 CHAIRMAN BULLOCK: If they get the day off --  
23 ROGENE HILL: But it doesn't matter.  
24 CHAIRMAN BULLOCK: But you're losing two hours' work.  
25 ROGENE HILL: But it falls within the 40-hour work period.  
26 UNIDENTIFIED PARTICIPANT: Yeah.  
27 CHAIRMAN BULLOCK: You're still --  
28 ROGENE HILL: You're getting 40 hours -- it's your work  
29 schedule and it doesn't --  
30 CHAIRMAN BULLOCK: I understand that.  
31 ROGENE HILL: It does not cost --  
32 CHAIRMAN BULLOCK: But you've got some working 32 hours a  
33 week and some working 30. So it does cost you two hours for  
34 those on ten hour shifts.  
35 ROGENE HILL: No, because you're paying for them 40 hours  
36 any way you stand.  
37 CHAIRMAN BULLOCK: I understand my point. You don't  
38 understand it.  
39 ROGENE HILL: Yes.  
40 CHAIRMAN BULLOCK: I just put it out. It does cost us two

1 hours work time for those on tens. Go ahead, Marla.

2 MARLA SAM: In our office -- Marla Sam. I work at the DMV  
3 and we are -- it's just been very recently that we've closed for  
4 lunch because of staff medical and one leaving. But we are open  
5 through the lunch hour to accommodate our -- our customers, our  
6 people who voted for elected officials to be open during that  
7 time. We cover our office.

8 Grace, the Lander County Treasurer, they don't shut down  
9 for lunch.

10 We -- we try -- I feel that we are a public service county,  
11 and we should serve the public. We have a lot of people who  
12 work at the mines and what their day off is Friday. They come  
13 in. They haven't been able to get in because they work long  
14 hours. They need to do DMV. They need to record. They need to  
15 see the clerk. They need to pay their taxes.

16 If we're not there on Friday, that is a great imposition to  
17 a lot of people in this town. We are public employees. We  
18 chose to work for the county. When I went to work, my hours  
19 were 8:00 to 5:00. And I believe that is what we need to work.  
20 And that's what we need to do to serve the people. If I'm not  
21 open until 8:00 and I'm closed at 5:00 and I have two hours to  
22 do what? You're paying me two hours to file because I can't  
23 work before 8:00 or after 5:00. Recorders can't, nor can the  
24 DMV. Because we don't have any support for any problems that we  
25 have from the state. The people that we work with directly  
26 everyday work 8:00 to 5:00. So I feel that 8:00 to 5:00 is a  
27 great -- it's what we need do. We need to serve our people.

28 CHAIRMAN BULLOCK: Thank you.

29 JUSTIN MOORE: I see it a different way. Yes, the people  
30 here in this community work 8:00 to 5:00. However, they are  
31 given an injustice when we close at 5:00 because they are just  
32 getting off work at 5:00. And that's when they run their  
33 errands as close to 5:00 o'clock. So they go around and do  
34 things that they weren't able to do during the day, they can't  
35 because everybody's closed.

36 IDONNA TREVINO: The recorder can't record.

37 JUSTIN MOORE: So again, it's not about being closed  
38 Friday. It's about proper management of a four ten work  
39 schedule and doing it correctly and not saying we're going to be  
40 closed on Friday. It's staggering the work hours and saying two

1 people are going to be available on Monday. Two people are  
2 going to be available Friday. We're going to be open all week.  
3 It's not about closing down for a day.

4 CHAIRMAN BULLOCK: Okay.

5 ANNA PENOLA: I know at the Building Department, we service  
6 a lot of the contractors prior to 8:00 o'clock. And we service  
7 a lot of the people -- well, Joe stays in from 4:00 to 5:00, and  
8 we're open. We get a lot done for these contractors so they can  
9 get out and get going. And it makes it easier before the phones  
10 start ringing and before the general public come in. It works  
11 very well for them and they're -- they really appreciate that.  
12 It works well for all of us.

13 COUNTY CLERK SULLIVAN: Just talk real loud, please.

14 IDONNA TREVINO: I'm Idonna Trevino again. It's been  
15 mentioned to me that perhaps instead of closing one day a week,  
16 we do like some of the other counties, for instance, Washoe  
17 County, when they had to furlough people. Their offices  
18 remained open five days a week, but they had enough staff to  
19 rotate and keep it open. In order for my office to do that, I  
20 would probably need at least two more employees. And would the  
21 county be willing to pay for two more employees? Benefits and  
22 everything that goes with a new employee? So that would be  
23 another consideration. Thank you.

24 ROGENE HILL: I think it goes back to the same thing with  
25 each department with your areas that you're trying to cover.  
26 You work five eights. If that works best for your department,  
27 and you don't have the coverage. If you do, if you're able to  
28 do the coverage with the rotating shifts and you've got the  
29 coverage five days a week. So I don't -- I don't see that as  
30 being a problem.

31 CHAIRMAN BULLOCK: Only if the department head's willing to  
32 work 70 hours a week.

33 ROGENE HILL: We do that.

34 I don't think the issue is at hand of closing one day a  
35 week. I think everybody is kind of on board that we need to  
36 serve the public five days a week. And I think that's what we  
37 have been doing. So I don't really see that there's an issue  
38 anywhere. I haven't heard of any complaints. And I do -- I  
39 agree with everyone else. I think shutting down one day a week  
40 is not the answer. I think that we owe it to the taxpayers to

1 be open five days a week to serve them.

2 LANA MELVER: Lana Molver. One suggestion I have that  
3 could help with the Recorder's office is the eRecord system.  
4 And I don't know if we've looked into that at all.

5 IDONNA TREVINO: Can I address that, please? eRecording  
6 requires a person to be there at the computer to receive the  
7 eRecording. You can't just close on Friday and say, okay, we're  
8 going to eRecord on Friday. Doesn't work. You have to have a  
9 person there to receive the documents and go over them and get  
10 them recorded or rejected.

11 STEVE SELDIN: Steve Seldin. I have a question. And if  
12 you have four people in your department and you're going to  
13 rotate -- and I understand you're not going to close -- but if  
14 you have four people in your department, so you're going to  
15 rotate so Tuesday, Wednesday, and Thursday, you have four people  
16 working. Friday you have two. Monday you have two. So you're  
17 overstaffed. If two people can do it on Friday, two can do it  
18 on Monday, you don't need four on Tuesday, Wednesday, and  
19 Thursday.

20 ROGENE HILL: But you always have to understand, too, that  
21 you're covering vacations and sick leaves as well. I mean, it  
22 doesn't -- it's a lot to be brought to the forefront.

23 CHAIRMAN BULLOCK: So we just need to find a lot of people  
24 that want to work Monday and Friday, right?

25 STEVE SELDIN: Basically.

26 ANNA PENOLA: Twenty hours a day.

27 ROGENE HILL: And that's another thing I think that you'll  
28 find with the four ten schedules of --

29 COUNTY CLERK SULLIVAN: Rogene, can you speak up please?

30 ROGENE HILL: The four ten schedule or the nine 80s. It  
31 also gives you a chance to schedule your doctor's appointments  
32 and that. That you're not missing work as well. It gives  
33 you -- if you're going to go to Elko for the day, then you've  
34 got the free day you go to your doctor's appointment and you can  
35 go shopping and that for the rest of the day, Reno or whatever.  
36 So --

37 MARLA SAM: Marla Sam again. In defense, again, my doctors  
38 don't -- I have four doctors and none of them work on Fridays  
39 and they're either out of the office or doing surgeries. So I'm  
40 still going to schedule another day off. I've tried Fridays

1 before. They don't work.

2 ROGENE HILL: But if you had your Mondays off, you can  
3 rotate those, Marla. Monday or Fridays.

4 MARLA SAM: Mondays and Fridays at the DMV.

5 ROGENE HILL: It doesn't have to be a Friday. Or you can  
6 do a Wednesday. Doesn't matter. You know, I mean you can.

7 MARLA SAM: But Mondays and Fridays are our busiest day.

8 ROGENE HILL: Sure. Absolutely. Yes, so the five eights  
9 works for you best. That's understandable.

10 CHAIRMAN BULLOCK: But an argument to that, that's why we  
11 give sick leave.

12 MARLA SAM: That's correct.

13 CHAIRMAN BULLOCK: For doctors appointments and dentist  
14 appointments.

15 ROGENE HILL: Yes. That is true. That is true.

16 JOE LINDSEY: The thing about it is is all of these offices  
17 that are working these rotating schedules right now -- the tens  
18 and the nine 80s -- are still covering their office five days a  
19 week. There is no lack of coverage in their office. Still open  
20 five days a week. Work's all getting done. The extra time and  
21 the extra hour I spend and the extra hour and a half I spend in  
22 the office is a God send to me, before I start getting plans  
23 piling on my desk. It helps us out a lot.

24 Anna is still on a five eights schedule. She works from  
25 7:00 to 4:00. I'm there from 4:00 to 5:00. So, you know, our  
26 office is covered. And there are days we both have to split off  
27 and go different directions on inspections, but we make it work.  
28 We've got an answering machine for folks that can't get us while  
29 we're gone.

30 ANNA PENOLA: Anna Penola. I would just like to say, too,  
31 if there are complaints, our offices are open to come and bring  
32 them to our attention and try to work it out.

33 COMMISSIONER GARNER: So are our phones and, that's where  
34 the complaints come.

35 ANNA PENOLA: Send them my way.

36 COMMISSIONER GARNER: We don't have a complaint department.

37 JUSTIN MOORE: Yeah, I second that. If there are public  
38 complaints, the complaints are kind of going in the wrong  
39 direction. They're going to the Commissioners. The  
40 commissioners are taking it and talking amongst themselves,

1 trying to come up with a solution on their own, not addressing  
2 the department heads that are being complained about and  
3 bringing it to their attention. If the department heads don't  
4 know that there's a problem, how are the department heads  
5 themselves going to address the interim problem so they can take  
6 care of it? A public form such as this is kind of -- it's not  
7 really the place to discuss interdepartmental problems that  
8 aren't being brought to the attention of the department.

9 COMMISSIONER GARNER: I think you have a misconception of  
10 who's making your wages. The county --

11 JUSTIN MOORE: At this point in time here, I believe what  
12 we're talking about is the feasibility of the 40-hour work week  
13 and how it's going to serve the public better. If the public is  
14 complaining about how the work week is going right now, I think  
15 the department heads should be made aware of what the complaints  
16 are. That way they can be addressed in a timely manner and in  
17 that way there wouldn't be more complaints because it would be  
18 remedied.

19 COMMISSIONER GARNER: The public is paying your wages. And  
20 the public comes to this Board as we control that.

21 JUSTIN MOORE: Okay.

22 COMMISSIONER GARNER: That's where these complaints are  
23 coming from. That's why we're having this meeting.

24 JUSTIN MOORE: Okay.

25 COMMISSIONER GARNER: And that's why there is issues.

26 JUSTIN MOORE: Okay. And so from your point of view, when  
27 you're going to decimate the information you have complaint, who  
28 do you talk to? Do you talk to the department heads? Do you  
29 guys get together? Do you talk to HR? How are the department  
30 heads made aware that they have a discrepancy in their  
31 department?

32 CHAIRMAN BULLOCK: In another aspect of that, we cannot be  
33 administerial. We act as a board. We can't individually go  
34 tell department heads what do, what's going on. So in order for  
35 us to get that this out, that's why have to have this setting  
36 where we can act as a board to hopefully direct department heads  
37 and elected officials in what is going on in the county and what  
38 we're hearing.

39 JUSTIN MOORE: So how do we know that actually what is  
40 being said to you is valid and not just a bone to pick?

1 How do we know that what's being said to you by these  
2 individuals in this room is a legitimate complaint? Is there  
3 anybody in this room who is willing to raise their hand and say I  
4 have complained about people not being their offices?  
5 You've complained about your own office?  
6 MARLA SAM: No, about HR.  
7 JUSTIN MOORE: Okay, so you've complained about HR?  
8 MARLA SAM: I have to them.  
9 JUSTIN MOORE: Idonna, have you complained about --  
10 IDONNA TREVINO: Same thing.  
11 JUSTIN MOORE: Ma'am, you raised your hand too.  
12 UNIDENTIFIED PARTICIPANT: If I've had an issue, I've made  
13 a complaint.  
14 JUSTIN MOORE: And you made that complaint to --  
15 UNIDENTIFIED PARTICIPANT: To the Board of Commissioners.  
16 JUSTIN MOORE: To the Board of Commissioners. So you two  
17 have complained directly to the department themselves. You've  
18 gone to the Commissioners.  
19 UNIDENTIFIED PARTICIPANT: I have.  
20 JUSTIN MOORE: So we have a system, but it's not actually a  
21 completely functioning system. It seems to be kind of just  
22 going to.  
23 UNIDENTIFIED PARTICIPANT: I have to be honest. I've  
24 complained to a couple of Board Members. I have.  
25 JUSTIN MOORE: Okay, and did the board members, did they  
26 actually go to the department heads themselves and say, we're  
27 hearing the complaints about what's going on?  
28 CHAIRMAN BULLOCK: Let's get back on track here a little  
29 bit. This is more about listening to what's going on. I mean,  
30 if you got an issue with this, I mean, as far as how it's been  
31 handled, then we can bring that up on an agenda. Right now it's  
32 a public hearing for the work schedule.  
33 NICOLE TING: I think, yeah, I think, what -- Nicole Ting  
34 for the record. What Commissioner Bullock is saying is we're  
35 getting into something that was not agendized. So if we can  
36 just speak about what was agendized.  
37 COMMISSIONER MASON: I'm going to ask: How many  
38 departments are on the four ten schedule?  
39 NICOLE TING: Commissioner Mason.  
40 COMMISSIONER GARNER: That's off the record. That's off.

1 COMMISSIONER MASON: Say what?  
2 NICOLE TING: I'm going to recommend you don't poll the  
3 department heads, Commissioner. Sorry.  
4 COMMISSIONER MASON: I wasn't polling them. I was asking  
5 the audience, you know, who's -- how many departments?  
6 NICOLE TING: Right. We can -- I think it would be best to  
7 speak about that off the record.  
8 JUSTIN MOORE: Can the minutes be reviewed to find out who  
9 has admittedly, right now, in this open forum session, admitted  
10 to working four tens or five, nine 80s or whatever it's called?  
11 COUNTY CLERK SULLIVAN: Nicole has asked for it to not be  
12 put on the record, correct?  
13 NICOLE TING: Correct.  
14 COUNTY CLERK SULLIVAN: So, no, it will not be addressed in  
15 the minutes. Sadie Sullivan, for the record.  
16 JUSTIN MOORE: I know three departments have stated such.  
17 CHAIRMAN BULLOCK: Okay. Any other comments?  
18 (No comment.)  
19  
20

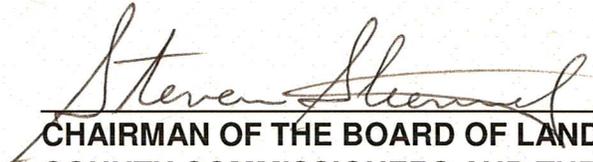
21 **PUBLIC COMMENT**

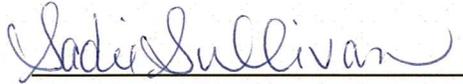
22  
23 CHAIRMAN BULLOCK: Okay. So let's move on to public  
24 comment for non-agendized items only.  
25 (No comment.)  
26 CHAIRMAN BULLOCK: Seeing none.  
27

28 **ADJOURNMENT**

29  
30 COMMISSIONER GARNER: Make a motion to adjourn.  
31 COMMISSIONER STIENMETZ: I'll second the motion.  
32 CHAIRMAN BULLOCK: Any comment or discussion?  
33 (No comment.)  
34 CHAIRMAN BULLOCK: All those in favor.  
35 COMMISSIONERS: Aye.  
36 CHAIRMAN BULLOCK: Those opposed?  
37 (None opposed.)  
38 CHAIRMAN BULLOCK: Thanks, everybody.  
39  
40 [Meeting adjourned at 7:42 p.m.]

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

**ATTEST:**   
**LANDER COUNTY CLERK**

*Note: The Board of Lander County Commissioners serves as the Town Board for the unincorporated towns of Battle Mountain and Austin, Nevada.*