



BEATTY WATER AND SANITATION DISTRICT REGULAR MEETING MINUTES

MAY 22, 2024

Frank Jarvis – Board Chair
Derek Stonebarger – Vice-Chair
David Bryan – Secretary/Treasurer

Albert Verrilli – Member
Amina Anderson – Member

ITEM #	SUBJECT
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1. **CALL TO ORDER**

Call to order at 5:03 pm. All board members present. Refer to sign in sheet for public attendees.

2. **GENERAL PUBLIC COMMENT – Three-minute time limit per person for matters both on and off the agenda. No action will be taken by the Board.**

None.

3. **FOR POSSIBLE ACTION – Approval of the agenda for Beatty Water and Sanitation District Meeting May 22, 2024.**

Motion to approve by Derek Stonebarger, 2nd by Albert Verrilli. 5 years.

4. **FOR POSSIBLE ACTION – Approval of the minutes for April 24, 2024.**

Correction on #9, wording add cannot. Motion to approve the minutes with correction by Amina Anderson, 2nd by David Bryan. 5 years.

5. **OFFICE REPORT – General information and updates from Office Staff, Nye County and/or Utilities Services, Inc. No action will be taken by the Board.**

Leroy Daines – has been in communication with the office with the CCR and with Marty regarding the tanks. Always available if needed.

Teresa Gomez – reached out to Bridget Harris with RCAC for Asset Management Plan, they are not available to do it until July. National Rural Water can possibly help. There are still issues with the waiver for the bolts for the booster. EW4 had some electrical issues and went down.

6. **FOR POSSIBLE ACTION – Discussion, Deliberation and Approval of Final Budget for Fiscal Year 2023-2024.**

State made some corrections on assessed valuation and Schedule A-2 was needed and added. Michelle Nelson (Deputy District Attorney) – brings attention to Board chair that there is an error for fiscal year. Needs to be re-agendized. Tabled.

7. FOR POSSIBLE ACTION – Discussion, update and possible decision on approving Fiscal Year 23-24 NPAIP renewal proposal for A and H Insurance coverages.

Fiscal year incorrect. Re-agendize. Tabled.

8. FOR POSSIBLE ACTION – Discussion, Deliberation and Action on sending second formal notification to the State Engineer to lift protest Application 90639 against Augusta Gold, previously missed on prior letter.

Received request from Johnny Pappas. Previously approved the other 3 protest and missed the last one. State Engineer will not move forward with lifting protest until they receive another letter from Beatty Water. MOU still in place. Motion to lift protest 90639 against Augusta Gold by David Bryan, 2nd by Derek Stonebarger. 4 yeas, 1 nay (A. Anderson).

9. FOR DISCUSSION ONLY – Discussion and update on meet and greet with General Manager applicant #1 Joel Murphy.

Frank says he does not know what they need to talk about. Board does not do update. Joel Murphy introduces himself and gives some detail on background. Leroy asks what he did for Las Vegas Valley. Joel was an on the ground Distribution Supervisor for the graveyard shift. Looking for the next step up at a smaller system. Amina asks if he has his Treatment Certification. He does not but will get T1 and water reclaim. Leroy mentions it will have to be a Treatment 2.

10. FOR POSSIBLE ACTION – Discussion, Deliberation and Possible Decision on offer letter layout, details, and stipulations for future job offers.

Amina mentions of conflicting issues in the past of being salaried exempt position. Frank asks if it was the same as before or if it is different. Teresa says that they do alter those offer letters depending on any negotiations made. Can not give Chad's as he stole all the paperwork. Reason as to why it is being discussed now, due to all the issues he brought. Some of that was salary, insurance start date, paying overtime when it shouldn't have. Derek mentions also the certification timeline not being met as well. Conversation breaks into certifications and CEUs. Michelle Nelsons asks Board chair if the conversation still pertains to offer letter details? If he would like he can open up item 12 for discussion.

Frank opens item 11 and item 12 up for discussion.

Discussion continues between Joel Murphy and Leroy Daines on certifications and CEUs. Difficulty last time on the offer letter they did not do an evaluation at 6 months since there was no Board. Verbiage is okay and works as long as they have a Board. Derek mentions having the 18-month period for the certifications is good. Teresa mentions possibly having how pay increases will apply since that was an issue, being salary versus hourly since before

they were trying to be both. Frank says that is not an issue in this case since it will be salary and he has no interest in an hourly manager. Someone mentions a manager can not be an hourly employee. Joel understands he will be a salaried employee. Teresa wants to make sure everyone understands that this offer letter is just a general standard offer letter template and not specified to only Joel, it needs to state somewhere exempt or non-exempt. Board decides to add verbiage will be added to the beginning. Dave asks about the insurance coverage and the at will employee part. Board decides to keep it in as stated. Motion to accept offer letter with changes discussed by David Bryan, 2nd by Derek Stonebarger. 5 years.

11. FOR POSSIBLE ACTION – Discussion, Deliberation and Possible Decision on a set pay scale for the General Manager position.

Derek believes it was posted before somewhere between \$64-79,000. Frank says before we matched what Nye County was paying and with experience, he would be more inclined to go into the top end of it. Derek says he is under the impression that the District pays thousands a month for certifications. Leroy says it is \$1000 per month for all three, Distribution, Treatment and Wastewater. Question to Teresa on how much the last manager was paid, she says \$80,000 to \$83,000 and it was not sustainable and drained the account. Frank and Derek say they would love to have this guy (Joel Murphy) in here. Teresa says she believes everyone would love to have a manager in here, but the Board has to be realistic on what the District can afford and believes it is important to keep in mind if they do decide on a higher pay of \$80,000 what would that mean for the employees if we aren't able to afford that as of right now. Frank says he would rather have a manager here and he can fix it. Leroy mentions that the applicant should be well aware that this is not Las Vegas Valley Water District. Derek asks Amina to make a motion, she says no. Derek Stonebarger makes a motion to set the pay scale to \$64,000 - \$79,000 for the General Manager position, 2nd by Amina Anderson. 5 years.

12. FOR POSSIBLE ACTION – Discussion, Deliberation and Possible Decision on deciding on job offer letter to applicant #1 for the General Manager position.

Amina asks the Board what they believe a certification is worth. Would they start him somewhere and increase or would they not do that. Frank says he just wants him in here and should be started at the higher end of that. Amina says he would cap out at that point and would have no where to go from that point. Amina goes back to her original question of how much they believe a certification is worth. Frank says \$12,000. Derek says as a business man he believes it's less than that. Joel mentions his current certifications to the Board. Derek asks if they are saying they can't go over the \$79,000, Amina says no they can't, Frank says

yes, they can. Derek believes it is fair to start \$75,000 and with certifications be at \$79,000. Further discussion between Amina and Derek on what the community can afford and what it would mean having a manager. Albert asks if a percentage of growth revenue has been taken into account. Derek likes the idea of \$2000 per certification and topping out at \$79,000. Edward Ringle (public comment) – thinks they District is going to have a lot of growth coming rapidly. Past is in the past and the future will come much stronger. Jeannie Ybarra (public comment) – taking into consideration the 33% with Pers, she has seen the finances and doesn't see how it's going to be pulled off. Her question is when is the rate study is going to be done and when action can be taken on it. Frank says they don't. Derek Stonebarger makes a motion for \$73,000 starting, with an increase of \$2,000 per cert., ... David says he would really like a manager in here and is needed but the concern forces right now is the budget and what the District is bringing in and wants the increase and rate study on the next agenda. Michelle mentions doing a second for discussion. David Bryan seconds the motion. David continues with wanting the rate study on the next agenda to see when a study will be available. Frank mentions that information won't be available for next week. 5 yeas.

13. BOARD MEMBER REPORTS/COMMENTS – General information and updates from board members. Announcements or topics / issues proposed for future workshops and agendas. No action will be taken by the Board.

Amina Anderson – SRF program reached out, they also have a Capital Grant Program that they might be able to utilize. There is a \$1000 application fee.

Derek Stonebarger – set a budget of \$2500 for General Manager advertising and only spent \$699. Saved \$1800.

14. FOR POSSIBLE ACTION – Schedule next Board of Trustees meeting date and time.

Motion to schedule special meeting for May 30, 2024 @ 5:00 pm by David Bryan, 2nd by Derek Stonebarger. 5 yeas.

15. GENERAL PUBLIC COMMENT – Three-minute time limit per person for matters both on and off the agenda. No action will be taken by the Board.

Edward Ringle – Beatty is a small town and listening to the meeting it sounds that there is an issue with money. They Board should look back 20 years ago and allow managers and employees to assist local people that want to put in a sewer line for assistance. They could make a lot of money. If the issue is hiring competent people for a good amount money, allow them to work extra. It would be good for the community.

16. ADJOURNMENT

Motion to adjourn by Amina Anderson at 6:10 pm, 2nd by David Bryan. 5 yeas.

Translated By: _____ Date: July 15, 2024

Signature Approval of the Minutes

1. _____
Frank Jarvis

2. _____
Derek Stonebarger

3. _____
David Bryan

4. _____
Amina Anderson

5. _____
Albert Verrilli