

Fernley City Council Agenda

March 15, 2017

Mayor Edgington called the meeting to order at 5:00 pm at Fernley City Hall, 595 Silver Lace Blvd, Fernley, NV.

1. INTRODUCTORY ITEMS

1.1. Roll Call

Present: Councilman Dan McCassie, Councilwoman Sue Seidl, Councilwoman Shari Whalen, Councilman Stan Lau, Councilwoman Fran McKay. City Manager City Manager Daphne Hooper, City Attorney Brandi Jensen, City Treasurer Denise Lewis, City Clerk Kim Swanson, Senior Planner Tim Thompson, City Engineer Derek Starkey, Building Official Rick Kabele, Assistant Planner Melinda Bauer, Human Resource Director Shannon McKnight.

1.2. Public Comment

Kirby Myers, Fernley resident, stated on March 1st, he came home to no water. The on-call technician came to his residence and reported that the meter was locked off. He gave some suggestions on how to notify a customer if their water is going to be shut off. He did not believe that the City should be so quick to turn off the water.

Janice Prichard, Fernley resident, expressed her sympathy for the loss of George Haas on Monday. She spoke about reducing the speed limit on Hwy 50A to where it was before it was increased by NDOT.

William Robinson, Fernley resident, expressed concern regarding a homeless camp next to the Water Treatment Plant. He inquired if the City was trying to get a hold of the property owner.

Brandon Reeder, Fernley resident, spoke about an encounter with someone from the homeless camp. He stated that there are a lot of people who live at the camp. He stated he does not feel safe at his home.

1.3. Approval Of The Agenda

Motion: MOVE TO APPROVE THE AGENDA AS PRESENTED. **Action:** Approve, **Moved by** Councilwoman Seidl, **Seconded by** Councilwoman McKay. **Motion passed unanimously.**

2.CONSENT AGENDA:

2.1. (Possible Action) Approval Of Voucher Report.

2.2. (Possible Action) Approval Of Minutes

2.3. (Possible Action) Approval Of Business Licenses

2.4. Possible Action To Approve A Request To Waive The Liquor License Fee For Fernley High School Fundraiser On March 25th To Be Held At The Fernley Senior Center.

2.5. Possible Action To Approve A Contract For On Call Inspection Services To NCE In An Amount Not To Exceed \$10,000.

2.6.Possible Action To Approve A Contract For Northeast Tank Recoat Project To Farr Construction Dba Resource Development Corporation In An Amount Not To Exceed \$331,091 Plus A 5% Contingency Of 16,554.50.

Councilwoman Whalen disclosed she is married to the Public Works Director Dave Whalen. She also requested to pull 2.5 from the Consent Agenda for discussion.

Motion: MOVE TO APPROVE THE CONSENT AGENDA REMOVING ITEM 2.5 FROM THE CONSENT AGENDA FOR DISCUSSION LATER IN THE MEETING, **Action:**

Approved, **Moved by** Councilwoman Whalen, **Seconded by** Councilwoman Seidl, **Motion passed unanimously.**

Item 2.5 was addressed after Proclamations.

City Engineer Derek Starkey stated with the increase in developments the need for inspections is picking up and some of the inspections are time consuming. He explained the cost for the development inspection services will be a pass-through cost.

Councilwoman Whalen inquired where this service is allocated in the budget. City Engineer Starkey explained it is spread through-out the budget on the Professional Services Engineering line items. The total is approximately \$10,000. City Engineer Starkey stated he has other options for contracted services if needed.

Councilwoman Whalen stated she wanted some oversight on what NCE is going to charge the developers in our community. She stated she has seen some overcharging in the past.

City Manager Hooper suggested that this contract be approved. She stated this discussion will be a part of the upcoming budget process. She stated staff will come back with a procedure for oversight and let City Council know what that procedure is.

Motion: MOVE TO APPROVE A CONTRACT FOR ON CALL INSPECTION SERVICES TO NCE IN AN AMOUNT NOT TO EXCEED \$10,000, **Action:** Approve, **Moved by** Councilwoman Sue Seidl, **Seconded by** Councilwoman Shari Whalen. **Motion passed unanimously.**

3. REPORTS This Item Is For Various Public Entity Representatives To Provide General Information To The Council And Public. No Action Will Be Taken.

3.1. Reports By City Staff, City Council And The Mayor, Including But Not Limited To Monthly Statistical Reports By City Departments.

City Manager Hooper reported the CBGD Applications were presented last week. The City should hear results in two months. Budget meetings are scheduled for April 3rd, 10th, and the 13th all meetings will begin at 5:00pm. This will allow submission of the Tentative Budget to the State by April 17th.

Councilwoman McKay reported the STEM Festival had over 1,000 visitors and they raised more than \$700.

Councilwoman Seidl reported on the Lyon County RTC Meeting. She reviewed the financials that are returned to the City. She reported on the activity and proposals regarding the .05 Diesel Tax. Councilwoman Seidl stated this tax could bring a significant amount of money into the County per year. She reported she would like to ask for a future item to discuss organizing programs for domestic violence. She stated there was a sign-up sheet on the back table if anyone would like to be part of the committee.

Councilwoman Whalen reported the High School Drama Club competed in Las Vegas and received a superior rating. FFA will compete at the State Convention in Reno. Councilwoman Whalen reported on the opening of Softball season. She appreciated the Fernley Substation being open Tuesday – Friday. She wanted everyone to think about ways to advocate and educate for pedestrian safety.

Mayor Edgington reported on the great condition of our parks. He reported on the new business in the Round Table Strip Mall. He stated it's nice to see new businesses coming into Fernley. He commented on the homeless camp issue. He stated the City is working on it and coordinating with the Lyon County Sheriff's Office. Mayor Edgington reported the City is currently watching several bills before the Legislature.

3.2. 2017 State Of Nevada Legislative Update

City Manager Hooper updated the City Council on the 2017 Legislative Session.

4. PROCLAMATIONS BY THE MAYOR

Mayor Edgington presented a Proclamation to Lyon County Senior Services recognizing March as Meals on Wheels Month in the City of Fernley.

Item 2.5 was addressed next.

5. PUBLIC HEARINGS

5.1. Public Hearing, Consideration And Possible Action To Adopt Bill # 250, An Ordinance For A Zoning Map Amendment Request Associated With ZMA 2016-006, To Change The Zoning From C-1 (Limited Commercial) To C-2 (General Commercial) On A Site Approximately 10.06 ± Acres In Size Located At 1A & 1B Inglewood Drive, Fernley, NV. APN(S) # 020-342-01 and 020-341-01.

- A. Discussion with City Council & Staff
- B. Public Input
- C. Additional Discussion with City Council & Staff
- D. Council Action or Direction to Staff

Assistant Planner Bauer presented the item to change the Zoning from C-1 to C2. She explained this change is in conformance with the surrounding area. Staff recommends approval of this zone change.

Councilwoman Seidl inquired if the area could be readdressed. Assistant Planner Bauer stated new buildings would need new addresses.

The "A" Drain on the map was discussed. Planning Director Thompson explained the drawing shown on the overhead was a conceptual drawing. He stated the appropriate time to address the "A" Drain is during the Design Review process or Use Permit process. Mr. Thompson explained presented tonight is a Zoning Map Amendment. The land use is C-1 Commercial and the developer is asking to change it to C-2 Commercial for a wider range of uses.

Michelle Ramball, Rubicon Design Group, stated the site map changes daily and will be different when it comes back to City Council.

Mayor Edgington called for Public Input. There was none.

Motion: MOVE TO ADOPT BILL #250, AN ORDINANCE FOR A ZONING MAP AMENDMENT REQUEST ASSOCIATED WITH ZMA 2016-006, TO CHANGE THE ZONING FROM C-1 (LIMITED COMMERCIAL) TO C-2 (GENERAL COMMERCIAL) ON A SITE APPROXIMATELY 10.06 ± ACRES IN SIZE LOCATED AT 1A & 1B INGLEWOOD DRIVE, FERNLEY, NV. APN(S) # 020-342-01 AND 020-341-01, Action: Approve, Moved by Councilman Stan Lau, Seconded by Councilwoman Fran McKay. Motion passed unanimously.

6. STAFF REPORTS

6.1. Presentation, Discussion And Approval Of The Pontifex Consulting Group, LLC Classification And Compensation Study For The City Of Fernley.

City Manager Hooper stated she would like the Council to know that this document is not all that is needed for the Classification & Compensation Study. She explained this information will give the base line details and where to go from here and how to use the information. After working with the Union, the final outcome will be determined.

Pete Ranza with Pontifex Consulting Group presented the Powerpoint (see attached). He stated this is a draft proposal and a system that can be maintained in the future. He shared some recommendations from the study.

Councilwoman Whalen disclosed that she is married to Public Works Director. She stated she would not vote on anything that deals with the Public Works Director. She will abstain from voting on any Public Works study. Councilwoman Whalen asked for clarification on the percentage figures that there given. Mr. Ranza clarified that the study is based on the value of each job, not the people or the skill set of the job.

Councilwoman Seidl stated the City cannot pay salaries and benefits that are as high as Reno, Sparks, and Washoe County. She stated the focus for the City should be to maintain a competitive compensation and budget system but within our budget constraints. Mr. Ranza stated that change could be included in the final document.

Randy Osborn, representative for Local Union 1245 expressed his disappointment regarding the study. He was also concerned regarding the lack of input the Union had on the study. Mr. Osborn stated Local 1245 has paid CAF and Associates to do another study. He stated there are many discrepancies that will take time to work through. Mr. Osborn stated it is in their interest to treat all employees fairly, and not to hurt the City. He understands budget concerns but was concerned about losing talent.

City Manager Hooper stated she worked with the consultant and gave him the recommendation of areas that were comparable to the City of Fernley.

Motion: MOVE TO ACCEPT THE CLASSIFICATION & COMPENSATION STUDY COMPLETED BY PONTIFEX CONSULTING GROUP, LLC FOR THE CITY OF FERNLEY; **Moved by** Councilwoman Fran McKay, **Seconded by** Councilman Stan Lau.

Councilwoman Whalen stated she could only vote on this item with the specific abstention of the Public Works Directors data.

Amended Motion: MOVE TO ACCEPT THE CLASSIFICATION & COMPENSATION STUDY BY PONTIFEX CONSULTING GROUP, LLC FOR THE CITY OF FERNLEY EXCLUDING THE PUBLIC WORKS DIRECTOR POSITION, **Action:** Approve, **Moved by** Councilwoman Fran McKay, **Seconded by** Councilman Stan Lau. **Motion passed unanimously.**

MOTION: MOVE TO ACCEPT THE CLASSIFICATION AND COMPENSATION STUDY BY PONTIFEX CONSULTING GROUP, LLC WITH THE PUBLIC WORKS DIRECTOR INFORMATION. **Action:** Approve, **Moved by** Councilwoman McKay, **Seconded by** Stan Lau. **Vote:** Motion passed (summary: Yes= 4, No= 0, Abstain= 1) **Yes:** Councilman Dan McCassie, Councilman Stan Lau, Councilwoman Fran McKay, Councilwoman Sue Seidl. **Abstain:** Councilwoman Shari Whalen.

Break 7:12 – 7:22

6.2. Discussion and Possible Action to Adopt Resolution 17-002 Amending the City Of Fernley Personnel Policy Manual.

Human Resource Director McKnight reviewed the changes to the City of Fernley Personnel Policy Manual. She reported some of the changes are from POOL/PACT. She explained she has met with the Legal Department, analyzing and clearly defining each section. Ms. McKnight asked the Council to approve what has been changed at this time, and she will bring back any other changes as she completes them.

Mayor Edgington inquired if any of the changes affect the Union Contract. Ms. McKnight stated none of the proposed changes affect the Union Contract.

Councilwoman Whalen inquired about recreational marijuana. If an employee tested positive for use could they lose their employment. City Attorney Jensen explained the State of Nevada recognizes recreational marijuana as being legal, the Federal Government does not. It is still a controlled substance. She explained as an employer, you are allowed to set a "no tolerance" policy in the workplace. City Manager Hooper explained the City conducts random drug testing.

Councilwoman Seidl asked to make a change for exempt employees. It states exempt employees are generally expected to be available to perform their job duties during normal business hours. She asked to remove the word "generally" and language that states unless the City Manager approves an alternate schedule. City Attorney clarified the exempt position. Councilwoman Seidl withdraws her objection.

Councilwoman Whalen stated that she wanted the entire City working a traditional Monday thru Friday 8 – 5 schedule. She stated she was aware that standard hours of operation for City Hall are different for the employees in the field. Councilwoman Whalen wanted more discussion regarding this. Ms. Hooper stated that it is a policy decision and

the expectations could be set by the City Council. Mr. Edgington stated some employees could work 10 hour days as long as City Hall was open 8-5:00 pm., Monday- Friday.

Councilwoman Whalen inquired why the section on cell phone use during meetings was removed. She felt it impacts the productivity at the meeting. Human Resource Director McKnight explained that cell phones are used as a form of communications during meetings on occasion. City Manager Hooper stated she would bring back recommendations for this section.

Councilwoman Whalen inquired about changes to the Dress Code. Human Resource Director McKnight stated she tried to look through some of the dress code policy within reason and give guidance to things that would be appropriate and acceptable for the work place. Councilwoman Whalen stated this concerned her because it is so specific. She stated she will have confidence in staff. City Manager Hooper stated there would be another opportunity to have further discussion the Dress Code section of the policy. Councilwoman McKay stated she like people looking professional especially when greeting the public. She wanted to set standards of professionalism.

Releasing confidential information, employment introductory period and hiring steps were also discussed as part of the personnel policy.

Motion: MOVE TO APPROVE RESOLUTION 17-002, A RESOLUTION TO APPROVE THE REVISED FERNLEY PERSONNEL POLICY AND PROCEDURE MANUAL. **Action:** Approve, **Moved by** Councilwoman Sue Seidl, **Seconded by** Councilman Stan Lau. **Motion passed unanimously.**

6.3. Discussion and Possible Action to Approve the Court Facility Fee Fund for FY 2017-2018.

Judge Matheus presented the Court Facility Fee Fund Power point (see attached). She explained the history of the Court Facility Fee Fund. She stated the purpose of the fee

was to generate revenue to construct the Regional Justice Center in Las Vegas. She stated the financial burden was to be placed on the users of the court and not the law-abiding citizens that did not use the court. She stated in the statute was amended in 1985 authorizing the collection and distribution of a \$10 Administrative Assessment specifically for the provisions of the Court. She explained at first the assessment fee was only allowed in counties whose population was more than 400,000 and included a city. She explained 1997 the Legislature revised the statute so there was not a population requirement and any jurisdiction could assess the fee. She stated the fee is assessed by the Judge.

Judge Matheus further explained the timeframe for spending the money and specifically what the money can be spent on. She stated the money cannot be used for furniture, fixtures or equipment in the Judicial Chambers. Judge Matheus described improvements to Court Facilities and City Hall that have been paid for by the Court. She stated the Council Chamber/Court Room needs some updates. She explained if the money is not allocated for improvements, it cannot be spent.

Councilwoman Seidl suggested saving the money to eventually build a new Court. Judge Matheus did not feel that there would be enough money to build a new Court House which would cost millions of dollars.

Councilwoman Whalen inquired if Councilwoman Whalen inquired if a pass code could be added to the door behind the Council Chambers. Judge Matheus stated she has considered installing a pass code in that door. Councilwoman Whalen stated she wanted to see improvements made and not band aides put on things. She wanted to see a plan come back before Council for approval.

Motion: MOVE TO APPROVE THE COURT FACILITY FUND BUDGET FOR FY 2017-2018, **Action:** Adjourn, **Moved by** Councilwoman Sue Seidl, **Seconded by** Councilwoman Shari Whalen.

Councilwoman Whalen asked Councilwoman Seidl if she would consider amending the motion to include a plan coming back for approval. Councilwoman Seidl was not in favor of amending the motion. Councilwoman Whalen withdrew her second.

Motion: MOVE TO APPROVE THE COURT FACILITY FUND BUDGET FOR FY 2017-2018, **Action:** Adjourn, **Moved by** Councilwoman Sue Seidl, **Seconded by** Councilman Stan Lau.

Councilwoman Whalen stated she supported the Judge but she felt City Council needed to have fiscal oversight adding without a plan she would not support the motion. Councilwoman McKay also felt a plan was needed.

Vote: Motion passed (summary: Yes = 4, No = 1, Abstain = 0). **Yes:** Councilman Dan McCassie, Councilman Stan Lau, Councilwoman Shari Whalen, Councilwoman Sue Seidl. **No:** Councilwoman Fran McKay.

6.4. Possible Action To Approve The Second Amendment To The Contract For Professional Audit Services To Be Performed By Hinton Burdick CPAs And Advisors For Fiscal Years 2017 Through 2019.

9:00 PM

Motion: MOVE TO ADDRESS ITEMS 6.4, 6.5, 7, 8, 9 AND THEN ADJOURN THE MEETING. **Action:** Approve, **Moved by** Councilwoman Sue Seidl, **Seconded by** Councilman Stan Lau. **Motion passed unanimously.**

City Treasurer Lewis requested the contract for Hinton Burdick be extended for the next 3 years. She stated there is an approximate 3% increase for services year after year.

Councilwoman Whalen inquired about an RFP. City Treasurer Lewis going out for bid every three years was cumbersome. She felt seven to ten years was a good term for auditors. Councilwoman Whalen stated she was not comfortable not doing an RFP. City

Treasurer Lewis stated there was not enough time as an auditor needs to be selected before March 31st. Councilwoman Whalen was fine extending the Contract for one year and getting a RFP after that. She felt six years was a long time with no competition.

Councilwoman Seidl felt Hinton Burdick was giving the City outstanding service. She was comfortable with renewing a three-year contract. Councilwoman Whalen stated she was not comfortable supporting anything longer than a one-year contract.

Motion: MOVE TO APPROVE THE SECOND AMENDMENT TO THE CONTRACT FOR PROFESSIONAL AUDIT SERVICES TO BE PERFORMED BY HINTON BURDICK CPAS AND ADVISORS FOR FISCAL YEARS 2017 THROUGH 2019., **Action:** Approve, **Moved by** Councilman Stan Lau, **Seconded by** Councilwoman Sue Seidl. **Vote:** Motion passed (summary: Yes = 3, No = 2, Abstain = 0). **Yes:** Councilman Dan McCassie, Councilman Stan Lau, Councilwoman Sue Seidl. **No:** Councilwoman Fran McKay, Councilwoman Shari Whalen.

6.5. Discussion And Possible Action To Designate An Independent Audit Firm To Perform The Annual Financial Audit For Fiscal Year Ending June 30, 2017.

City Treasurer stated this item is required by NRS. She explained each year an external auditor must be designated by City Council no later than three months prior to the end of the Fiscal Year. City Treasurer Lewis stated that staff recommends the City Council designate Hinton Burdick CPA's and Advisors as the Audit Firm for 2017.

Motion: MOVE TO DESIGNATION HINTON BURDICK CPA'S AND ADVISORS AS THE CITY'S INDEPENDENT AUDIT FIRM FOR FISCAL YEAR 2016/2017. **Action:** Approve, **Moved by** Councilwoman Sue Seidl, **Seconded by** Councilwoman Fran McKay. **Motion passed unanimously.**

6.6. Discussion And Possible Action Regarding Future And Current Bike And Pedestrian Projects In The City Of Fernley As Well As Funding Options And Holistic Bike And Pedestrian Planning.

This item was not heard. It will be addressed at the April 5th City Council Meeting.

6.7. Discussion And Possible Action To Approve Proposed Signage And Enforcement Of Commercial Truck Parking In Residential Neighborhoods.

This item was not heard. It will be addressed at the April 5th City Council Meeting.

7. ITEMS REQUESTED BY MAYOR OR CITY COUNCIL MEMBERS:

These items will be discussed by Mayor and City Council to possibly be placed on a future agenda.

7.1. Discussion And Possible Action For A Future Agenda Item To Discuss All Aspects Of The City Manager's Bonus And The City Manager's Pay For Next Year.

Councilwoman Seidl stated there has been previous discussion regarding the City Managers bonus. She suggested instead of giving a bonus maybe the pay should be adjusted instead.

Motion: DISCUSS ALL ASPECTS OF THE CITY MANAGER'S BONUS AND THE CITY MANAGER'S PAY. **Action:** Approve, **Moved by** Councilwoman Sue Seidl, **Seconded by** Councilman Lau. Motion passed unanimously.

7.2. Discussion And Possible Action For A Future Agenda Item To Discuss Evaluation Forms For Statutory Employees (Councilwoman Seidl's Request)

Councilwoman Seidl stated the current evaluation form is tailored for the city manager but it is being used for all statutory positions. She stated there are things on the form that the statutory positions are not even allowed to do.

Motion: MOVE TO DISCUSSION EVALUATION FORMS FOR STATUTORY EMPLOYEES, **Action:** Approve, **Moved by** Councilwoman Sue Seidl, **Seconded by** Councilman Stan Lau.

Councilwoman Whalen stated she would not support this item. She felt this has already been discussed several times and she did not feel this was the best use of staff time with everything else staff is working on.

Vote: Motion passed (summary: Yes = 4, No = 1, Abstain = 0). **Yes:** Councilman Dan McCassie, Councilman Stan Lau, Councilwoman Fran McKay, Councilwoman Sue Seidl. **No:** Councilwoman Shari Whalen.

8.PUBLIC COMMENT

There was none.

9.ADDRESS REQUEST(S) FOR FUTURE AGENDA ITEMS.

Councilman McCassie requested a future agenda item regarding the base rate for water users.

ADJOURNMENT

There being no further business to come before it, the Fernley City Council meeting adjourned at 9:15 pm.

Approved by the Fernley City Council on April 19, 2017 by a vote of:

AYES: 4 NAYS: 0 ABSTENTIONS: 0 ABSENT: 1



ATTEST: City Clerk Kim Swanson



Mayor Roy Edgington

Classification & Compensation Study
Council Efficacy
March 15, 2017

Study WAS NOT

- Efficiency Study
- Cost-cutting Study

Pontifex Consulting Group

- Created ten years ago by seasoned professionals
- Experience as practitioners and consultants
- Experience in public sector
- Provide customized solutions based on client needs, resources and culture
- Recent Nevada Clients:
 - City Mesquite
 - Carson City
 - City North Las Vegas
 - City Henderson
 - RTC
 - Douglas County
 - Lyon County
 - Storey County

Study Tasks

- Determine & define work being performed
- Develop classification structure(s)
- Collect & analyze competitive labor market data
- Develop new compensation plan recommendations
- Create a maintenance process

Study Purpose

- Internal Equity - Objective method of determining Internal worth, relationships and career paths
- External Competitiveness - Benchmark against competitive labor markets
- Process Equity - Provide means to update and maintain pay plan
- Financially responsible
- Information for collective bargaining conversations

Classification Study

- Each job was thoroughly reviewed to determine its current duties and responsibilities.
- Job descriptions reflect work being performed, minimum qualifications and legally mandated language/elements.
- Recommend a classification system and structure for the City to consider that would provide for objective internal equity.
- Provide a system that would allow internal Human Resources staff the means to be able to maintain in a viable and equitable manner.

+ Compensation Analysis

- Identifying competitors for labor:
 - Employers who compete for same occupations/skills
 - Employers who compete within same geographic area
 - Employers who compete with same services

+ Competitive Compensation Analysis

City as Percentage of	Salary Range Rates		
	Minimum	Midpoint	Maximum
Benchmark Agencies	+6.9%	+6.9%	+6.9%
Private Sector		+4.9%	

Compensation is considered competitive when it is within 10% of the average pay practices of other comparable organizations, (the 50th percentile of the market).

+ Compensation Study

- Validate organization's competitive labor markets
- Conduct a survey of public sector competitors
- Utilize existing survey data for jobs with comparable private sector counterparts
- Provide financial impact and implementation models
- Valid match data on 39 out of 48 City jobs (81%)

+ Competitive Compensation Analysis

Private Sector Employers	Cost of Compensation 2009	Cost of Compensation 2015	% Increase
All Private Employers	\$19.41	\$22.24	+14.6%
- Management, Professionals	\$32.16	\$38.75	+20.5%
- Office & Administrative Support	\$11.86	\$15.54	+31.1%
- Service Occupations	\$49.33	\$59.27	+19.2%

State & Government Employers	Cost of Compensation 2009	Cost of Compensation 2015	% Increase
All State & Government Employers	\$26.28	\$28.88	+9.9%
- Management, Professionals	\$37.54	\$55.67	+48.2%
- Office & Administrative Support	\$17.01	\$18.53	+8.9%
- Service Occupations	\$17.21	\$19.73	+14.6%

Source: Employer Cost of Employee Compensation, Bureau of Labor Statistics, US Department of Labor.

+ Comparable Agencies



- Boulder City
- Carson City
- Elko
- Fallon
- Mesquite
- Churchill County
- Lyon County

+ Maintenance of System

- Process & policies for new/revised jobs
- Monitor markets
- Avoid salary compression with other groups
- Ensure internal and external integrity
- Ensure adherence to philosophy and strategy
- Ensure legal compliance



+ Recommendations

- Implement new classification system
- Implement pay ranges that are linked with competitive labor market
- Move from step system to pay ranges
- Update compensation policies and procedures



+ Final Result = Pay System

- Internal hierarchy of work
- Competitiveness in relevant labor market
- Valuation of work
- Ability to be maintained/updated



Item 6.3

NRS 176.0611

Administrative Assessment for the Provision of Court Facilities

What Prompted the Fee?

1993 - City of Las Vegas and Clark County

- Faced significant growth.
- Deteriorating court buildings.
- Life-safety problems.
- Operational problems.



Proposed AA Fee – Court Facilities

- Generate revenue.
- Construction of a Regional Justice Center in Las Vegas.
- Place burden of future growth of the Las Vegas Valley Court system on the primary users of the Court.
- Reduce or eliminate the need for law abiding tax payers to fund facility construction and/or remodeling.



Authorization of Fee

- NRS 176 was amended in 1995.
- Authorized:
 - Collection and distribution of a \$10.00 administrative assessment fee for the provision of court facilities.
 - Counties with population of 400,000 or more, or a city located within such a county.
 - Collected for 25 years.
 - Limitations on use.



History of Assessment

- **Amended in 1997**
- Removed the population requirements for counties and cities.
- Allowed all Jurisdictions to impose fee.
- **Amended in 2003**
- Increased the assessment period from 25 to 50 years.



Implementation of Fee

- The fee may be implemented by:
- Recommendation from the appropriate court.
- Adoption of ordinance.



Assessment of Fee

- **Assessed by**
 - Municipal Court Judge
 - At sentencing when a defendant pleads guilty or is found guilty of a misdemeanor offense.



Ordinance #2001-0011

On August 22, 2001 the City of Fernley adopted Ordinance #2001-0011 which allowed the Judge of the Municipal Court to impose a \$10.00 administrative assessment per misdemeanor violation.

The ordinance allowed the fee to be imposed for a period of 25 years.



Assessment Provisions

- Deposited into a City or County Special Revenue Fund.
- 5 Years.
- Limitations on Use.
- After 5 years if not committed for expenditure pursuant to a plan.
- Remaining money must be deposited into the municipal general fund for the continued maintenance of court facilities.



Limitation of Use

- Acquire land on which to construct additional court facilities.
- Construct or acquire additional court facilities.
- Renovate or remodel existing court facilities.

Limitation of Use

- Acquire furniture, fixtures and equipment needed by the construction or acquisition of additional facilities or the renovation of an existing facility.
- Acquire advanced technology for use in court facilities.
- Pay debt services on any bonds obtained for court facilities.
- May NOT be used for furniture, fixtures or equipment for judicial chambers.

Revenue – Court Facility Fee

FISCAL YEAR	REVENUE COLLECTED
2010/2011	\$ 22,782
2011/2012	\$ 13,544
2012/2013	\$ 5,967
2013/2014	\$ 18,535
2014/2015	\$ 30,358
2015/2016	\$ 30,265
2016/2017 – February	\$ 14,694
TOTAL COLLECTED	\$136,145

FERNLEY MUNICIPAL COURT



FRONT OFFICE REMODEL



COURT ADMINISTRATORS OFFICE



CONFERENCE ROOM/VISUAL SYSTEMS



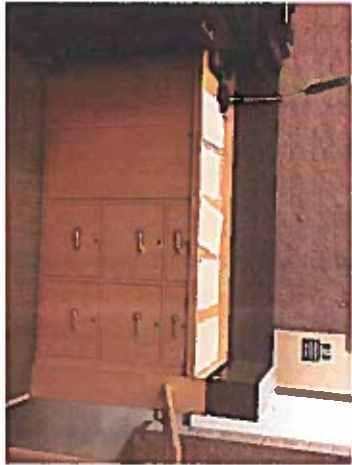
NCJIS ROOM/REFERENCE AREA



VIDEO ARRAIGNMENT SYSTEM



COURT ROOM ENHANCEMENTS



COURT ROOM SECURITY UPGRADES





Expenditure Plan

- Update to City Council/Court Room.
- Coordinate City and Court efforts to update chambers.
- Contract with Architecture & Engineering Firm.
- Schematic Design Study to include:
 - Programming
 - Design Solutions
 - Estimating



Expenditure Plan

Evaluate Existing Space

- Sight lines - Audience/Boards/Council
- Acoustics
- Lighting
- Recording Systems
- ADA-visual and hearing impaired
- Ambient noise

Evaluate Existing Space

- Layout - new Dias area
- Reflected ceiling plan
- Podium location and design
- Replace current lower dais seating areas
- Replace movable table/desk elements

