

Governor Joe Lombardo
Chairman

Tiffany Greenameyer
Clerk of the Board



Attorney General Aaron D. Ford
Member

Secretary of State Francisco V. Aguilar
Member

STATE OF NEVADA BOARD OF EXAMINERS

209 East Musser Street, Room 200 / Carson City, Nevada 89701-4298
Phone: (775) 684-0222 / Fax: (775) 684-0260
<http://budget.nv.gov/Meetings>

MEETING MINUTES

Date and Time: February 11, 2025, 10:00 AM

Location: Nevada Capitol Building
101 North Carson Street, Old Assembly Chambers
Carson City, Nevada 89701

Video Conference Location: The McCarran Center, Nevada Building
1 State of Nevada Way, Governor's Conference Room
Las Vegas, Nevada 89119

MEMBERS PRESENT:

Governor Joe Lombardo
Secretary of State Francisco V. Aguilar
Attorney General Aaron Ford

STAFF PRESENT:

Tiffany Greenameyer, Clerk of the Board
Gregory Ott, Board Counsel

OTHERS PRESENT:

Kristi Defer, Administrative Services Officer 4, Department of Public Safety
Erica Souza Llamas, Division Administrator, Department of Public Safety
Jack Robb, Chief Innovation Officer, Office of the Governor

1. Call to Order / Roll Call

Governor: Welcome, everybody. We will kick off the State of Nevada Board of Examiners meeting scheduled for today, February 11, 2025 with the time being 10:01. We will start with the roll call.

Clerk of the Board: Governor Lombardo.

Governor: Present.

Clerk of the Board: Attorney General Ford.

Attorney General: Here.

Clerk of the Board: Secretary Aguilar.

Secretary of State: Here.

Clerk of the Board: Let the record reflect we have a quorum.

- 2. Public Comment** The first public comment period is limited to comments on items on the agenda. No action may be taken upon a matter raised under this public comment period unless the matter itself has been specifically included on the agenda as an action item. The Chair of the Board has imposed a time limit of three minutes. Public comment may be provided in person or via telephone. To provide public comment on an item on the agenda via telephone, dial 775-321-6111 or 702-329-3435. When prompted to provide the meeting ID, please enter 948 372 341#. When the Chair opens the public comment period, dial *5 to request to be unmuted. To resolve any issues related to dialing in to provide public comment for this meeting, please call (775) 684-0222.

Governor: Do we have any public comment there in Las Vegas?

Secretary of State: No, Governor.

Governor: Do we have any public comment here in Carson City? Seeing none. Do we have anybody online or on the phone? Nobody for public comment. We will close public comment.

3. Approval of the January 14, 2025 Meeting Minutes (For possible action)

Governor: Agenda item number three, *Approval of the January 14, 2025 Meeting Minutes*. Do we have any questions or concerns from any Board Members?

Secretary of State: No questions.

Attorney General: None here. Move approval.

Governor: We have a motion for approval. If we have no questions, all those in favor, signify by saying aye. The motion passes unanimously.

4. Authorization for an Emergency Contract with a Current and/or Former State Employee (For possible action)

Department of Health and Human Services – Division of Child and Family Services

Pursuant to NRS 333.705, subsection 4, the division seeks a favorable recommendation regarding its determination to use the emergency provision to contract with former employee Katrina Nielsen to assist with fiscal and legislative activities through statewide contract #99SWC-NV21-7576 with Marathon Staffing Group, Inc.

Governor: Agenda item number four, *Authorization for an Emergency Contract with a Current and/or Former State Employee*.

Clerk of the Board: This request is from the Department of Health and Human Services, Division of Child and Family Services. Pursuant to NRS 333.705, subsection 4, the Division seeks a favorable recommendation regarding its determination to use the emergency provision to contract with former employee Katrina Nielsen to assist with fiscal and legislative activities through a statewide contract with Marathon Staffing Group. Are there any questions on this?

Governor: Are there any questions?

Secretary of State: No questions. Motion to approve.

Governor: We have a motion for approval. All those in favor, signify by saying aye. The motion passes unanimously.

5. Authorization to Contract with a Current and/or Former State Employee (For possible action)

A. Department of Transportation

Pursuant to NRS 333.705, subsection 1, the Department of Administration, Purchasing Division requests authority to contract with former employee Anthony Marcin as a Oracle/PeopleSoft Technical Architect for the Department of Transportation through statewide contract #99SWC-NV19-2461 with Guidesoft, Inc. dba Knowledge Services.

B. Department of Transportation

Pursuant to NRS 333.705, subsection 1, the Department of Administration, Purchasing Division requests authority to contract with former employee Jason Marty to assist with maintenance of the enterprise asset management system for the Department of Transportation through statewide contract #99SWC-NV21-7577 with HAT Limited Partnership dba Manpower.

Governor: Agenda item number five, *Authorization to Contract with a Current and/or Former State Employee*.

Clerk of the Board: There are two requests under this agenda item. The first request is from the Department of Transportation. Pursuant to NRS 333.705, subsection 1, the Department Administration, Purchasing Division requests authority to contract with a former employee, Anthony Marcin, as an Oracle/PeopleSoft Technical Architect of the Department of Transportation, through a statewide contract with Knowledge Services.

The second request is also from the Department of Transportation. Pursuant to NRS 333.705, subsection 1, Department of Administration, Purchasing Division requests authority to contract with former employee Jason Marty to assist with maintenance activities for the Department of Transportation through a statewide contract with Manpower. Are there any questions on these items?

Governor: Do we have any questions on items 5.A or 5.B?

Secretary of State: No questions. Motion to approve.

Governor: We have a motion for approval. All those in favor, signify by saying aye. The motion passes unanimously.

6. Request to Designate Positions in State Government as Critical Labor Shortages (For possible action)

Department of Public Safety

Pursuant to NRS 286.523, the department requests approval of a critical labor shortage designation for Public Safety Dispatcher positions for the period of February 11, 2025 to February 11, 2027.

Governor: Agenda item number six, *Request to Designate Positions in State Government as Critical Labor Shortages*.

Clerk of the Board: This request is from the Department of Public Safety. Pursuant to NRS 286.523, the department requests approval of a critical labor shortage designation for Public Safety Dispatcher positions for the period of February 11, 2025 to February 11, 2027. Are there any questions on this item?

Governor: Yes, do we have a representative from Public Safety here? Could you introduce yourselves, please?

Kristi Defer: Good morning, Governor. For the record, my name is Kristi Defer. I'm the senior fiscal officer for the Nevada Department of Public Safety. With me, I have Erica Souza Llamas, Administrator for the Nevada State Police Records, Communications and

Compliance Division. Then, we also have Jason Kolenut, who is the Administrative Services Officer 3.

Governor: I see the request is for a period of two years and I assume this request is a continuance of a previous request similar in nature, correct?

Kristi Defer: Yes, that's correct.

Governor: Then, my understanding in review and research of this issue is we are having no success. Is that correct? Can you give me an overall assessment as to why you don't think we are having any success? How is this extension going to solve the problem?

Erica Souza Llamas: To date, we have not had any success using the critical labor fill. We have tried multiple things within the bureau to recruit and hire and retain our staff. At the end of the day, it comes down to workloads. They're unsustainable. Our staff are working anywhere from 12 to 16 hour shifts to cover the phones and the radios, due to the short staffing that we have in there. We've changed the way that we recruit so that we can bring in more new hires into our training academies, which has been successful over the last year or two. We've requested multiple reclassifications and realignment for compensation for the staff and those have failed over the years. Then, in the last five years we've really struggled with staff leaving to go work for local agencies that make more money and have less workload.

Governor: So, what is the plan now? I've read through the request application and one of the plans is to contract with a private entity to provide dispatchers on demand. Do you think that is a solid idea?

Erica Souza Llamas: Yes, we have contracted with an agency to bring traveling dispatchers in, dispatchers on demand. We've been doing that for a few months now. It is helpful, but it's temporary. It's not going to solve our problem long term. So, my goal is to continue with the recruiting to increase the size of our training academies. Ultimately, we really need to restructure, realigning the compensation and the classification for our staff.

Governor: Realign classification. Okay, and have we tried that?

Erica Souza Llamas: Yes, sir.

Governor: Is it met with failure or denial?

Erica Souza Llamas: It's been denied, yes.

Governor: Just to get a better understanding on this dispatchers on demand because obviously, it's first point of contact for public safety, and it's a huge safety issue, right? Issues of being overworked and of dispatching inappropriately. So, you've said they are traveling. So, are they familiar with Nevada Revised Statutes, and 400 codes or 10 code, and all of that?

Erica Souza Llamas: So they do have dispatch experience. They have the call-taking and dispatching experience from other agencies. All of them, to date, have come from out of state. So we do afford them a few weeks. We give them our training material before they come through our doors and then they sit one-on-one with our staff and become familiar with our 10 codes and our roadways. They're given maps to study. Some of them do struggle, but some of them have been successful in their roles.

Governor: The last question is, one of your first attempts is to hire retired dispatchers, right? Or, people that had previously worked here, whether they've retired or not. The answer to that is, yes, you have tried but you haven't been successful – why do you think that is?

Erica Souza Llamas: Workloads and the pay. Like I mentioned earlier, they're working long hours. Some of them are coming in on their days off. They can go to a local agency and with a lighter workload that's not so short staffed and make sometimes almost twice the amount of money.

Secretary of State: Governor. I have a question. When you said you did a request for realignment and reclassification and it was denied, who denied this?

Kristi Defer: So, I think the pay study had come up and the response back had been that the pay classification study results were forthcoming and they wanted to wait until the results of that had come back to make a decision on how to handle dispatch and what that looked like.

Secretary of State: Okay but again, who was doing that study and who denied it?

Kristi Defer: Well, I believe the study is being done by the Department of Administration, Division of Human Resource Management (DHRM) but there are a lot of moving parts within that. So, I think the study is underway but is not completed at this time.

Secretary of State: But simple facts would be to look at other agencies, at what other agencies are paying similar positions, and I think that's your market study.

Kristi Defer: Absolutely. I know that the Governor's Office had recently reached out, which we sincerely appreciate to have further conversations about what the other law enforcement agencies are paying their dispatchers and looking at aligning our dispatch pay with what is more in line with those agencies.

Secretary of State: So, this is a simple denial by DHRM?

Kristi Defer: Well, no I wouldn't say that.

Secretary of State: I guess I'm confused. Who is saying you can't pay them more? Is it the Nevada Legislature, or DHRM, or who?

Kristi Defer: I think the classification study, just as a whole, they had wanted to wait until

that was fully completed. So, it wasn't just specifically dispatchers that were being denied. It was that the results of the classification study were that they were waiting until that was fully completed before making any more reclassifications or realignments with pay.

Secretary of State: Is there emergency provision to approve these things if it's for public safety?

Kristi Defer: We would absolutely be happy to have those conversations if that would be an option but we haven't been able to do that at this time. This request, like the Administrator had said, is just one of many things that we have in our toolbox. So, obviously, it has not been successful. However, if we had the ability to even bring one or two people back, we want to be able to have that as an option due to the critical staffing and situation that we're in.

Secretary of State: Then, a follow up questions is, you bring people from out of state, you train them for a few weeks, how long do they actually stay in the position?

Erica Souza Llamas: Erica Souza Llamas for the record. It just depends on the individual dispatcher. Some stay for six days and then go home for six days and then come back. It just depends on the dispatcher.

Governor: I think he's asking what is the total longevity of their time here?

Erica Souza Llamas: I don't know. It's so new. I think we have one or two that have been here since we started this in November.

Secretary of State: I just want to make sure we're not making a huge investment in training for them to come for a couple weeks and then they never come back.

Erica Souza Llamas: They cycle in and out.

Secretary of State: Okay, thank you, appreciate it.

Attorney General: Mr. Governor, can I ask a couple questions? Or make a couple of points.

Governor: Sure, go ahead, General.

Attorney General: I think the DHRM study is holding up a lot of folks in circumstances like this, even in my own office, waiting to hear back on the survey study. I thought it had been completed and we were just waiting to get the results back. So, if there is an opportunity for us to, by virtue of this conversation, expedite the consideration of DHRM to finalize the study and get the results out, I think that would be very helpful.

Governor: Thank you. Could we have the status of the study? Jack Robb is going to provide some answers.

Jack Robb: The Statewide Classification and Compensation Study worked on with DHRM and the Simmons Group Nevada, LLC is complete for the classification portion but we have to work with the individual agencies to determine how we fit that within each of the agencies.

We've gone from over 2000 classifications to under 700 and when you do that, to bring them in to make sure that a Management Analyst that has program and policy role in one agency, and a Management Analyst that has a fiscal role in another agency, we want to make sure that these go into the agency correctly.

We plan on rolling out the classification and compensation study one year from July. That being said, one of the issues with rolling it out and waiting to roll it out is, CORE.NV is coming online also and there is no way that we can convert all these classifications and compensation into a system that is rolling out at the exact same time. To ensure that we hit the mark properly, we are going to roll it out around a year and a half from now. So, that's where we're going. If we determine that we need to do something sooner for some of these critical positions, we can work through that process.

Governor: Okay, Secretary Aguilar and General Ford, were you able to hear that? If it's determined to be a critical emergency type position, we can expedite the decision associated with that. Then, the classification and compensation study is complete, but it requires an additional year of evaluation to ensure that it assimilates well with the CORE.NV program.

Secretary of State: Okay. Thank you, Governor. I'm all in favor for positions that are emergency and public safety related to get a priority in implementation.

Attorney General: Thank you so much.

Governor: Thank you. General Ford, did you have anything further?

Attorney General: No. Listen, I appreciate the update. I think a lot of people have been waiting to hear something from DHRM on this and so, this is the first I think we've heard about even another year that it's going to take for us to get information back on that, which is going to be disappointing to a lot of folks, but I appreciate the work that's being done. I understand it's a moving target, so to speak, and would likewise agree that critical positions need to be moved up the consideration chart relatively quickly. So, whatever we can do to help in that regard, let us know, but thanks for the update.

Governor: My recommendation would be to approve a renewal on this position. The reason why I think it's important to do it, though it was previously done, is because of what you described – 16-hour shifts, being the first point of contact – sometimes people don't understand the criticality of the position. I'll entertain a motion for approval.

Secretary of State: Motion to approve.

Governor: We have a motion for approval. All those in favor, signified by saying aye. The motion passes unanimously. Thank you.

7. Request for the Allocation and Disbursement of Funds for Salary Adjustments (For possible action)

The 2023 Legislature, through Assembly Bill 522, sections 10 and 16, for employees of the Tahoe Regional Planning Agency, appropriated from the State General Fund to the State Board of Examiners the sum of not more than \$635,505 for the fiscal year beginning on July 1, 2024, and ending on June 30, 2025. The amounts transferred must not be used to increase an employee's base salary unless the State of California provides the required 2-for-1 matching funds. If such matching funds are not provided by the State of California, any amounts provided to the Tahoe Regional Planning Agency by the State of Nevada must be used as a one-time salary bonus.

The following request for an allocation from the General Fund salary adjustment account to be used for staff salaries is recommended by the Director of Finance:

BA#	BUDGET ACCOUNT NAME	GENERAL FUND ADJUSTMENT
4204	Tahoe Regional Planning Agency	\$635,505
	Total	\$635,505

Governor: Agenda item number seven, *Request for the Allocation and Disbursement of Funds for Salary Adjustments*.

Clerk of the Board: This request is from the Tahoe Regional Planning Agency. The 2023 Legislature, through Assembly Bill 522, sections 10 and 16, for employees of the Tahoe Regional Planning Agency, appropriated from the State General Fund to the State Board of Examiners the sum of not more than \$635,505 for the fiscal year beginning on July 1, 2024, and ending on June 30, 2025. The amounts transferred must not be used to increase an employee's base salary unless the State of California provides the required 2-for-1 matching funds. If such matching funds are not provided by the State of California, any amounts provided to the Tahoe Regional Planning Agency by the State of Nevada must be used as a one-time salary bonus. Are there any questions on this item?

Governor: Do we have any questions?

Secretary of State: No questions. Motion to approve.

Governor: We have a motion for approval on agenda item number seven. All those in favor, signify by saying aye. The motion passes unanimously.

8. Approval of Proposed Leases (For possible action)

Governor: We'll move on to agenda item number eight, *Approval of Proposed Leases*.

Clerk of the Board: There are eight leases under this agenda item for approval by the Board. Are there any questions on this item?

Governor: Are there any questions or concerns?

Secretary of State: No questions. Motion to approve.

Governor: We have a motion for approval. All those in favor, signify by saying aye. The motion passes unanimously.

9. Approval of Proposed Contracts (For possible action)

Governor: We'll move on to agenda item number nine, *Approval of Proposed Contracts*.

Clerk of the Board: There are 23 contracts under this agenda item. I would note contract number 12 with Child and Family Services and Silver State Pediatrics Behavioral Health Services, LLC has been withdrawn by the agency. Are there any questions on this item?

Attorney General: Mr. Governor, I do have a couple of questions. Well, really, a comment. I was a bit concerned to see that the contract for the state's new victim notification system was not included on today's agenda. I understand that the delay may be related to concerns raised by certain stakeholders. As a result, I've directed my Chief of Staff and my domestic violence ombudsman to reach out to learn more about those concerns. I want to be clear that the procurement processes have been appropriately undertaken and a vendor has been selected.

I understand that there may be at least one applicant who is disappointed in not receiving the contract, and that may be part of the issue here, but no appeal has been taken. At the end of the day, time is of the essence for us. The next five months are dedicated to engaging stakeholders to prepare for this transition, including law enforcement. So, I would hope that we can get this contract on the next BOE agenda, and that we can get any questions or concerns answered between now and then and begin our stakeholder meetings. Wanted to note that for the record, Mr. Governor.

Governor: Thank you. You're correct, General. My understanding, or the information provided to me, is that those answers will be provided in due time.

Attorney General: Yes, sir.

Governor: If there are no further questions, I'll entertain a motion for approval.

Secretary of State: Motion to approve the contracts with the exception of the withdrawn contract, contract number 12.

Governor: Alright, we have a motion for approval. All those in favor, signify by saying aye. The morion passes unanimously.

10. Approval of Proposed Master Service Agreements (For possible action)

Governor: Agenda item number 10, *Approval of Proposed Master Service Agreements*.

Clerk of the Board: There are two master service agreements under this agenda item for approval by the Board. Are there any questions on these items?

Governor: Do we have any questions?

Secretary of State: No questions. Motion to approve.

Governor: We have a motion for approval. All those in favor, signify by saying aye. The morion passes unanimously.

11. Information Item – Clerk of the Board Contracts

Pursuant to NRS 333.700, the Clerk of the Board may approve all contract transactions for amounts less than \$100,000. Per direction from the September 14, 2021 meeting of the Board of Examiners, the Board wished to receive an informational item listing all approvals applicable to the new threshold (\$10,000 - \$99,999). Attached is a list of all applicable approvals for contracts and amendments approved from December 14, 2024 through January 14, 2025.

Governor: Agenda item number 11, *Information Item, Clerk of the Board Contracts*.

Clerk of the Board: There are 63 contracts within the threshold of \$10,000 to \$99,999 that were approved by the Clerk of the Board from December 14, 2024 through January 14, 2025. This item is informational. Are there any questions on any of these items?

Governor: Do we have any questions?

Secretary of State: No questions. Thank you.

Attorney General: None here.

Governor: Hearing no questions, we will move on to the next item.

12. Information Item Reports

A. Governor's Finance Office – Budget Division

Pursuant to NRS Chapter 353, the division presents a reconciled fund balance report for the Tort Claim Fund, Statutory Contingency Account, State Claims Account, Emergency Account, Disaster Relief Account, and the IFC Contingency Fund as of January 22, 2025, for fiscal year 2025. Additionally, a reconciliation of the Extradition Coordinator budget account has been prepared at the request of the Board.

B. Department of Motor Vehicles – Complete Streets Program

Pursuant to NRS 482.1825, subsection 2, the department shall certify monthly to the Board of Examiners the amount of the voluntary contributions collected for each county by the department and its agents, and that the money has been distributed as provided in statute. This submittal reports program activities by month for the second quarter of fiscal year 2024 for the period beginning October 1, 2023 and ending December 31, 2023.

Governor: Agenda item number 12, *Information Item Reports*.

Clerk of the Board: There are two informational reports under this agenda item. The first report is from the Governor's Finance Office Budget Division. Pursuant to NRS chapter 353, the division presents a reconciled fund balance report for the following accounts. Tort Claim Fund is approximately \$2.7 million, Statutory Contingency Account, approximately \$1.1 million, State Claims Account, approximately \$1.2 million, Emergency Account is \$500,000, Disaster Relief Account, approximately \$13.7 million, IFC Contingency Unrestricted General Fund, approximately \$12 million, IFC Contingency Unrestricted Highway Fund, approximately \$1.6 million, IFC Contingency Restricted General Fund is approximately \$114.2 million, IFC Contingency Restricted Highway Fund is approx. \$18.7 million, and Extradition Coordinator, which is budget account 1002, is \$114,256.

Governor: Let's take these separately. Do we have any questions on 12.A?

Secretary of State: No questions.

Clerk of the Board: The next item is an informational item. The second report is the Department of Motor Vehicles, Complete Streets Program. Pursuant to NRS 482.1825, subsection 2, the department shall certify monthly to the Board of Examiners the amount of the voluntary contributions collected for each county by the department and its agents and that the money has been distributed as provided in statute. I would note a correction to the agenda. This submittal reports, programs, activities, by month for the second quarter of the fiscal year 2025, for the period beginning October 1, 2024 and ending December 31, 2024. Are there any questions on this item?

Governor: Do we have any questions?

Secretary of State: None here.

Attorney General: No, sir.

13. Public Comment This public comment period is for any matter that is within the jurisdiction of the public body. No action may be taken upon a matter raised under this public comment period unless the matter itself has been specifically included on an agenda as an action item. The Chair of the Board has imposed a time limit of three minutes. Public comment may be provided in person or via telephone. To provide public comment on an item on the agenda via telephone, dial 775-321-6111 or 702-329-3435. When prompted to provide the meeting ID, please enter 948 372 341#. When the Chair opens the public comment period, dial *5 to request to be unmuted. To resolve any issues related to dialing in to provide public comment for this meeting, please call (775) 684-0222.

Governor: Agenda item number 13, the second opportunity, *Public Comment*. Do we have any public comment there in Las Vegas?

Technical Services: Doesn't appear so, Governor.

Governor: Do we have any public comment here in Carson City. Seeing none. Do we have anybody on the phone? Alright, we will close the second opportunity for public comment.

14. Adjournment (For possible action)

Governor: Move for adjournment. All those in favor, signify by saying aye. The motion passes unanimously. We are adjourned. Thank you, everybody.