



AMERICAN CIVITAS

Board: Douglas County, Nevada School Board

Date: July 17, 2025

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Agenda Item	Description	Outcome
11. Legislative Update from McDonald Carano	Presentation on 2025 session impacts.	Presentation Held
12. Strategic Reorganization of Technology Services Department	IT department reorganization proposal.	Approved
13.1 Professional Services Contract with Construction Materials Engineers, Inc.	Materials testing for Justice Center GMP #2 (\$355,570).	Approved
13.2 Construction Manager at Risk Contract with CORE Construction	Justice Center GMP #2 contract (\$47,923,417).	Approved
13.3 TSK Architects' Supplemental Request	Additional design services (\$350,000).	Approved
13.4 Authorization to Sell County Parcel	Auction sale of 1-acre parcel (APN 1022-17-002-010).	Approved
14.1 Interlocal Agreement for Tahoe Microtransit	Funding for micro transit (\$650,000 initial, increases).	Approved with Direction
14.2 Adoption of Ordinance 2025-1657 (Second Reading)	Annexation of 57 acres into Minden.	Ordinance Adopted
15.1 Collective Bargaining Agreement with DCSPA	Agreement for deputies/investigators (2025-2028).	Approved
15.2 Collective Bargaining Agreement with DCSPA-SBU	Agreement for sergeants (2025-2028).	Approved
15.3 Resolution 2025R-068 for Non-Represented Police/Fire Positions	Salary adjustment for PERS increase.	Resolution Adopted
15.4 First Memorandum of Understanding with DCSAPA	MOU amending captains' agreement for PERS.	Approved
16. Commissioner Reports/Updates	Announcements and updates from commissioners.	Reports Given
17. CLOSING PUBLIC COMMENT (No Action)	Public comment on jurisdiction items.	Held
18. ADJOURNMENT	Meeting adjourned at 3:13 PM.	Adjourned

Douglas County Board of County Commissioners Meeting Report

July 17, 2025

The Douglas County Board of County Commissioners convened on July 17, 2025. The meeting was chaired by Chairwoman Sharla Hales, with Commissioners Wes Rice, Danny Tarkanian (participating remotely), Mark Gardner, and Nathan Tolbert present. The agenda encompassed a broad range of critical items, including approvals for liquor licenses, consent items addressing fiscal and community services, a legislative update, a strategic IT department reorganization, significant Justice Center project advancements, a property sale authorization, a three-year micro transit funding commitment for the Tahoe region, and multiple collective bargaining agreements with sheriff's units to address compensation and PERS rate increases.

Key Highlights: The Board advanced the Justice Center project with a \$47.9 million construction contract, additional design funding, and annexation of the site into Minden, addressing long-term judicial infrastructure needs for a projected population growth to 65,000. A three-year funding commitment of \$650,000 (with annual increases) for Tahoe micro transit was approved to enhance regional mobility, with direction for annual ridership reports to assess impact. The IT reorganization introduced specialized roles and cybersecurity enhancements in a cost-neutral manner, leveraging \$230,000 in software savings. Collective bargaining agreements for sheriff's deputies, sergeants, and captains, along with a resolution for non-represented police/fire positions, mitigated an 8.75% PERS rate increase to protect employee take-home pay. Public comment focused on light pollution concerns, prompting exploration of a dark sky ordinance within the ongoing Title 20 overhaul.

Call to Order

The meeting was called to order at 10:00 AM by Chairwoman Sharla Hales.

Pledge of Allegiance

Chief Deputy District Attorney Doug Ritchie led the Pledge of Allegiance.

Public Comment:

Deborah Nahari, a Minden resident, proposed a county-level dark sky ordinance to address excessive residential lighting, noting that current regulations primarily apply to HOAs or new developments. She highlighted impacts on neighborhood quality of life, including obstructed Sierra views, increased air conditioning use due to closed blinds, and reduced enjoyment of starry skies. Nahari suggested motion detectors and time-limited security lights as solutions, reflecting widespread community frustration.

Commissioner Comments:

- **Commissioner Gardner:** Expressed appreciation for Douglas County's clear night skies, contrasting them with other regions. Noted existing building codes mandating light mitigation for new developments but acknowledged the issue of resident-to-resident light pollution. Suggested future discussion to explore enforceable solutions.
- **Chairwoman Hales:** Proposed deferring a dark sky ordinance discussion to item 16, ensuring it aligns with strategic planning efforts, particularly the Title 20 overhaul, to avoid fragmented code changes.

Approval of the Agenda and Previous Minutes

Vote: Unanimous in favor of approving the agenda and previous minutes.

Douglas County Liquor Board

A. On-Site Unrestricted Retail Liquor License for SAC 2 LLC, dba Genoa Lakes Golf Club

Discussion to approve an on-site unrestricted retail liquor license for SAC 2 LLC, dba Genoa Lakes Golf Club, at 1 Genoa Lakes Drive, Genoa, NV 89411, represented by General Manager Samuel Huff, who signed a waiver of notice.

Captain Stork from the Sheriff's Office confirmed that SAC 2 LLC completed all required paperwork and passed background checks, with no objections from the Sheriff's Office. The license supports operations at the recently sold golf club, enhancing its hospitality offerings.

Commissioner Comments:

- **Commissioner Rice:** Moved for approval, noting the club's location in his district and its economic importance to Genoa. Expressed enthusiasm for supporting local businesses.
- **Commissioner Gardner:** Clarified that the recent sale of the golf club involved only the Lakes and Ranch courses, not Carson Valley Golf Course, to correct public misconceptions. Supported the license to ensure continued operations under new ownership.
- **Commissioner Tarkanian:** Seconded the motion remotely, appreciating the clarification and supporting economic vitality in the region.

Public Comment: None received.

Vote: Unanimous (5-0) in favor of approval.

B. On-Site Unrestricted Retail Liquor License for SAC 2 LLC, dba Genoa Lakes Golf Club - Ranch Course

Discussion to approve an on-site unrestricted retail liquor license for SAC 2 LLC, dba Genoa Lakes Golf Club - Ranch Course, at 2901 Jacks Valley Road, Genoa, NV 89411, represented by General Manager Samuel Huff, who signed a waiver.

Captain Stork confirmed compliance with all requirements and no Sheriff's Office opposition, noting the license supports the Ranch Course's operations under the same ownership as the Lakes Course.

Commissioner Comments:

- **Commissioner Rice:** Moved for approval, reiterating the economic benefits to his district and the seamless integration of both courses under SAC 2 LLC.
- **Commissioner Tolbert:** Seconded, supporting the continuity of hospitality services across both courses.

Public Comment: None received.

Vote: Unanimous (5-0) in favor of approval.

C. On-Site Unrestricted Retail Liquor License for Parm LLC, dba Flame of India

Discussion to approve an on-site unrestricted retail liquor license for Parm LLC, dba Flame of India, at 1488 Highway 395 North, Gardnerville, NV 89410, represented by General Manager Gural Singh, who signed a waiver.

Captain Stork from the Sheriff's Office confirmed that Parm LLC completed all required paperwork and passed background checks, with no objections from the Sheriff's Office.

Commissioner Comments:

- **Commissioner Gardner:** Moved for approval, noting the location as the former Sonny's Barbecue site and expressing relief at its reuse for a new dining option, boosting local commerce.
- **Commissioner Tolbert:** Seconded

Public Comment: None received.

Vote: Unanimous (5-0) in favor of approval.

Adjourn as Douglas County Liquor Board Reconvene as Board of County Commissioners

The Board adjourned as the Liquor Board and reconvened to address the remaining agenda.

Commissioner Comments: None.

Public Comment: None received.

Vote: No action taken.

Consent Calendar

The Consent Calendar included items A-HH with the exception of N, covering leases, tax adjustments, contracts, grants, insurance renewals, equipment purchases, and more, designed for single-motion approval unless pulled. Item N (RAD Strategies contracts) was moved to the Administrative Agenda for discussion.

Commissioner Comments:

- **Commissioner Gardner:** Moved to approve items A-HH with the exception of N.
- **Commissioner Tolbert:** Seconded.
- **Chairwoman Hales:** Pulled Item N for discussion, appreciating the volume of consent items reflecting proactive county management.

Public Comment: None received.

Vote: Unanimous (5-0) in favor of approving Consent Items A-HH and O-HH with the exception of N.

Pulled Item N: Contracts with RAD Strategies

Discussion to approve two FY 2025-26 contracts with RAD Strategies: one to support the County Manager's community relations team and another for the Sheriff's Office as Public Information Officer (PIO).

County Manager Jennifer Davidson explained the contracts address a recruitment gap for a second community relations position. RAD Strategies, previously effective in county support, will provide flexible professional services. The Sheriff's Office will manage its own communications (press releases, social media) independently, with County Manager support during emergencies. The arrangement enhances capacity without adding full-time staff, aligning with fiscal constraints.

Commissioner Comments:

- **Chairwoman Hales:** Emphasized the contracts' separation, ensuring the Sheriff's Office's autonomy in communications while maintaining County Manager support for critical incidents. Clarified the distinct roles to avoid overlap.
- **Commissioner Tolbert:** Moved for approval, supporting the strategic use of professional services to address staffing challenges efficiently.

- **Commissioner Rice:** Seconded.

Public Comment: None received.

Vote: Unanimous (5-0) in favor of approval.

Presentations

11. Legislative Session Update from McDonald Carano

Lindsay Knox, Senior Vice President of Government Affairs, presented on the 2025 legislative session (ended June 2, 2025, no special sessions). The session faced a flat budget due to a pre-session discrepancy, limiting new programs. The 2025 Legislative Session opened with significant monetary concerns as major discrepancies were noted regarding the budget and expenditure of dollars. No super majority existed which allowed for the use of the Governor's veto.

Governor Lombardo had 5 legislative priorities – Housing, Education, Healthcare, Criminal Justice, and Economic Development. Of the Governor's priorities, Education and Housing were the only Bills that passed. Additionally, the Governor has expressed a need to eliminate inefficiencies within government and is pushing for legislation that will bring about the needed changes to corruption and bloated government policies and departments.

Key bills included:

- **AB 241:** Requires local governments to allow multifamily/mixed-use on commercial properties; Tahoe Basin exempted to avoid TRPA conflicts. This will allow large properties such as abandoned strip malls to be used by housing. Passed and Signed by Gov. Lombardo.
- **SB 69:** Mandates agreements for tax credit/abatement applicants to offset public service costs; faced contentious amendments. Passed and Signed by Gov. Lombardo.
- **SB 324:** Proposed single-use bottle ban in Tahoe; died in committee after impacting local governments.
- **SB 116:** Pay transparency bill, signed May 28, 2025, effective July 1.
- **SB 426:** Establishes Tahoe safety zones to reduce congestion/parking issues, effective October 1. NDOT and Local police will collaborate to ensure effective implementation.
- **SB 420:** Business improvement districts; died in committee but expected to return.

Knox highlighted 87 vetoes by Governor Lombardo, a record, and praised China Spring's Jessica Stocking for advocacy, noting plans for a legislative tour. County Manager Davidson and Commissioner Gardner commended staff efforts in blocking harmful legislation.

Commissioner Comments:

- **Commissioner Gardner:** Expressed concern over 1,210 bills, noting many were reintroduced failures. Emphasized nonpartisan county priorities, particularly China Spring funding to serve 16 counties and reduce prison costs. Praised vetoes for blocking bad policy and acknowledged Clerk-Treasurer Amy Burgans' success in securing \$184,000 for voting machines. He also commend Mark Jackson, Dan Coverley, Robin Titus, and Ken Gray for their efforts in safeguarding Douglas County's interest.
- **Chairwoman Hales:** Noted an upcoming China Spring tour with Senator Titus on August 19, urging early engagement for 2027 session funding. Thanked Knox for navigating a contentious session.

Public Comment: None received.

Vote: No action taken (presentation only).

Information Technology

12. Strategic Reorganization of Technology Services Department

The discussion on the strategic reorganization of Douglas County's Technology Services Department centered on addressing systemic inefficiencies, optimizing resource allocation, and aligning staffing with contemporary technological demands to enhance service delivery and ensure long-term organizational resilience. Presented by Chief Technology Officer Peace Ruggia, the proposal outlined a cost-neutral approach to meet the county's expanding IT needs, driven by increasing digital demands and external threats. The current department structure, managing nine employees under a single manager, faces multiple challenges that undermine its effectiveness. Employees handle an overly broad scope of responsibilities, spanning network maintenance to user support, which prevents the development of deep expertise in critical areas such as cybersecurity or application development. This lack of specialization results in inconsistent application of best practices and suboptimal problem resolution, as staff are stretched across diverse tasks without clear focus. Operational inefficiencies further compound the issue, as the department's reliance on costly professional services and outsourcing stems from internal staff being overburdened across multiple categories, a problem exacerbated in Douglas County, where access to reliable managed service providers is limited. The department's software portfolio, built through uncoordinated acquisitions, suffers from redundancies, with overlapping tools increasing costs and missing opportunities for streamlined operations. Limited staff development opportunities restrict ongoing skill enhancement,

with insufficient structured training programs to keep pace with rapid technological advancements. The absence of dedicated roles in high-priority areas, including cybersecurity, web design, and project management, forces dependence on external resources, elevating costs and exposing vulnerabilities. A recent Moss Adams enterprise risk assessment identified information technology, particularly cybersecurity, as the county's highest risk area, underscoring the urgency of addressing these gaps.

The existing organizational structure is a single manager overseeing nine employees, split into junior and senior sections for tier-one help desk functions, with minimal collaboration between them. This structure fosters an "everyone solves everything" approach, where staff tackle a wide range of issues—from hardware troubleshooting to complex network security—without clear delineation, leading to inefficiencies and reduced expertise depth. The reorganization plan proposes five key improvements to address these challenges. The first improvement establishes two distinct business units to enhance specialization and efficiency. A Network and Infrastructure unit will manage core architecture, connectivity, and data center operations, ensuring a robust and secure foundation for critical county systems, such as water and sewer utilities, which are vulnerable to external cyber threats. A Systems and Applications unit will focus on user-facing technologies, including computers, printers, peripherals, and software support, streamlining end-user experiences for county staff and residents accessing services like tax records or permitting systems. The second improvement introduces five new positions tailored to modern technological challenges. A Project Manager will oversee planning, communication, and cross-departmental collaboration, addressing the current lack of structured project oversight that has led to delays and inefficiencies in IT initiatives. A Cybersecurity Specialist will conduct audits, implement protective measures, and provide county-wide training to strengthen the security posture, directly responding to the enterprise risk assessment's findings. A Web Designer will overhaul the employee intranet and seven public-facing websites, including those for the Sheriff's Office, Clerk-Treasurer, Assessor's Office, public site, and library, tackling usability issues like non-intuitive navigation that deter public engagement with online services. System and Network Leads will provide technical expertise and leadership, serving as resources for other departments and guiding complex IT initiatives while mentoring staff to build internal capacity. The third improvement refines the Geographic Information Systems department's focus toward application development, enhancing capabilities for data-driven decision-making in areas like county planning, emergency services, and public works through advanced mapping and analytical tools. The fourth improvement reduces reliance on professional services by redirecting budget allocations to internal staff training, recognizing the difficulty of sourcing reliable managed service providers in a rural setting. This shift aims to cultivate in-house expertise, ensuring long-term sustainability and reducing annual outsourcing expenses. The fifth improvement changes Ruggia's title from Chief Technology Officer to Chief Information Officer, reflecting a strategic shift toward optimizing digital tools and information management across

departments, moving beyond mere technology maintenance to leadership in data-driven governance.

Funding for the reorganization is achieved without additional budget impact through \$230,000 in annual savings from eliminating 14 redundant software titles over the past year. Ruggia's team conducted a comprehensive review, upgrading and consolidating tools to eliminate overlaps, such as multiple licensing agreements for similar functions, streamlining operations and reducing costs. These savings will support the addition of two full-time equivalent positions and fund training initiatives, attempting to demonstrate fiscal prudence amid the county's financial constraints. The reorganization is expected to yield significant benefits, including operational gains through clearer role alignment, faster response times, and improved customer service for both internal staff and residents accessing digital services. The structure will enable the formation of cross-functional teams, described as "task forces," to address complex projects like software integration or rapid response to cyber incidents, fostering collaboration across units. By developing in-house expertise, the plan will reduce dependence on costly external services, redirecting funds to training and capacity-building. The new roles will directly address modern challenges, such as cybersecurity threats to critical infrastructure and outdated web interfaces that hinder public access, while aligning with the enterprise risk assessment's recommendations. The reorganization positions the department to support Douglas County's growth, ensuring scalability for future technological demands, such as expanded digital services or increased data security needs. County Manager Jennifer Davidson highlighted Ruggia's private-sector experience and innovative approach, noting that the proposal aligns with industry trends for agile, efficient IT operations and sets the department for future success. She emphasized its integration with the enterprise risk assessment's cybersecurity priorities and the county's broader goal of building resilient, future-ready systems. Chief Operating Officer Kathy Lewis commended Ruggia's year-long assessment, which involved consultations with department heads and benchmarking against best practices from neighboring jurisdictions. Lewis underscored the plan's focus on staff development and cost efficiency, aligning with the Board's directive to prioritize value-added contracts over wasteful outsourcing. The reorganization addresses immediate operational needs while establishing a foundation for long-term technological resilience, critical for a county facing increasing digital demands and external threats, ensuring that IT services support strategic objectives like public safety, community engagement, and fiscal responsibility. The proposal reflects extensive preparation, including Ruggia's analysis of the department's current limitations and opportunities for improvement, and positions Douglas County as proactive in adapting to technological evolution without incurring additional costs.

Commissioner Comments:

- **Commissioner Gardner:** Moved for approval, excited about the web designer role to improve public-facing websites (e.g., Sheriff's, Clerk-Treasurer's) and intranet usability, addressing navigation issues.
- **Chairwoman Hales:** Praised the cost-neutral approach, noting its alignment with fiscal responsibility and the enterprise risk assessment's cybersecurity recommendations.
- **Commissioner Rice:** Seconded, emphasizing cybersecurity's critical role in protecting water/sewer systems, citing external risks to county infrastructure.
- **Commissioner Tolbert:** Supported the reorganization, appreciating the reduction in outsourcing and focus on internal expertise development. He also emphasized the large scale effort this overhaul will require.

Public Comment: Several members of county staff expressed deep appreciation for Ruggia's team and collaborative approach.

Vote: Unanimous (5-0) in favor of approval of the reorganization plan.

Public Works

13.1 Professional Services Contract with Construction Materials Engineers, Inc.

Project Manager Scott McCullough presented a proposal for a professional services contract with Construction Materials Engineers, Inc. for materials testing related to the Justice Center Guaranteed Maximum Price Contract Number Two, with a cost not to exceed \$355,570, and authorization for the County Manager to execute the contract. The firm had also been engaged for the Muller Parkway project, establishing their familiarity with Douglas County's operational requirements and facilitating seamless integration of services across multiple county initiatives. The contract was structured on a time-and-materials basis, allowing billing to reflect actual hours worked and resources used, rather than a fixed sum, which provided flexibility to adjust to project needs without surpassing the budgeted cap.

Commissioner Comments:

- **Commissioner Gardner:** Moved for approval.
- **Commissioner Tolbert:** Seconded

Public Comment: None received.

Vote: Unanimous (4-0) in favor of approval. Commissioner Tarkanian was not present for the vote.

13.2 Construction Manager at Risk Contract with CORE Construction

Project Manager Scott McCullough presented a proposal to approve a Construction Manager at Risk contract with CORE Construction for the Justice Center Guaranteed Maximum Price Contract Number Two, with a cost not to exceed \$47,923,417, and authorization for the County Manager to execute required documents. McCullough addressed the advancement of the Douglas County Justice Center, a 50,344 square foot facility designed to house four courtrooms, district attorney offices, court clerk services, and related infrastructure, planned to accommodate a projected population growth to 65,000. The project, initiated in 2014 following recognition by Judge Perkins of the inadequacies of the existing Judicial and Law Enforcement Center, had progressed through extensive planning to address spatial constraints and outdated facilities. The selected site at 1280 Buckeye Road, Minden, offered expansion potential, avoiding the challenges of remodeling the current center in an urban setting, which would have required costly additions like a parking garage. The contract represented the second phase of a phased construction strategy, with Guaranteed Maximum Price One having addressed early procurement of long-lead items, such as electrical switchgear with 18-to-24-month delivery times, to mitigate supply chain delays exacerbated by post-pandemic conditions. This approach had also allowed simultaneous site preparation, including widening Buckeye Road and constructing a utility building, completed 18 months prior, which helped manage inflation impacts by locking in costs earlier. The softened economic climate had improved bidding conditions, attracting strong interest from top-tier subcontractors in Northern Nevada, ensuring high-quality construction. CORE Construction, with a proven track record from the 2014 community center project, had worked closely with the county to refine cost estimates, reducing the initial Guaranteed Maximum Price estimate from \$48.4 million to \$47.9 million through measures like eliminating unnecessary finishes, such as \$60,000 in decorative elevator treatments for incarcerated transport areas. The Construction Manager at Risk delivery method minimized risks by thoroughly vetting subcontractor bids, identifying allowances and contingencies to cover unforeseen issues, with unused funds committed to return to the county, a practice consistent with CORE's history of cost efficiency. The contract included provisions for pre-purchasing materials to avoid potential tariff impacts, further protecting the budget. Plans for a groundbreaking ceremony on August 1, 2025 are made, to mark the start of construction.

Commissioner Comments:

- **Commissioner Rice:** Moved for approval, praising CORE's work.
- **Commissioner Gardner:** Seconded, highlighting the project's forward-thinking design for expansion and its resolution of the current JLAC's spatial constraints. Noted public support expected at the August 1 groundbreaking.
- **Chairwoman Hales:** Commended cost scrutiny, appreciating savings and the CMAR method's risk mitigation.

- **Commissioner Tolbert:** Addressed public concerns about \$1000/sq ft cost, clarifying specialized features (masonry, steel, security systems) versus residential comparisons.

Public Comment: None received.

Vote: Unanimous (5-0) in favor of approval.

13.3 TSK Architects' Supplemental Request

Project Manager Scott McCullough presented a proposal to approve a supplemental request for \$350,000 from TSK Architects for additional professional design services provided for the Douglas County Justice Center project. McCullough expressed the need to compensate TSK Architects for extra work beyond the scope of their original \$3.5 million contract, signed two years prior, to ensure the project's design met the county's needs. The original contract had been based on an estimated project cost of \$35 million, but inflationary pressures and post-pandemic market conditions had increased the total project cost, making the initial design fee, equivalent to approximately 10% of the original estimate, lower than the industry standard of 10% for the current \$47.9 million project cost, which would equate to a \$4.8 million design fee. The additional work stemmed from several factors. The decision to split the project into two Guaranteed Maximum Price phases, made after the contract's initiation, required TSK to prepare two separate sets of bidding and construction documents, doubling the effort for certain design tasks. The schematic design phase, initially planned for one month, extended to twelve months to thoroughly evaluate the facility's layout and size. Additionally, TSK had undertaken significant redesign work to incorporate a juvenile probation component, reaching 50% completion of those drawings before the county determined that including this element was not feasible within the current budget, though the partial designs remained valuable for future expansion possibilities. The supplemental amount was calculated as an approximate 10% addition to the original contract, reflecting the extra effort without tracking hourly rates, which would have resulted in a higher cost given the complexity of the additional tasks.

Commissioner Comments:

- **Commissioner Gardner:** Moved for approval.
- **Chairwoman Hales:** Supported the supplement, noting the county's thorough design process justified additional costs.
- **Commissioner Tarkanian:** Seconded

Public Comment: None received.

Vote: Unanimous (5-0) in favor of approval.

13.4 Authorization to Sell County Parcel

Public Works Director Philip Ritger presented a proposal to authorize the sale of a Douglas County-owned one-acre parcel, identified as Assessor's Parcel Number 1022-17-002-010, by public auction in accordance with Nevada Revised Statutes 244.282, and to require a deposit of \$8,000 from Richard Martin, who requested the sale, to cover upfront costs. Ritger addressed the disposition of an undeveloped parcel located within the Holbrook Business Park, a subdivision established in 1979 with minimal development over the subsequent decades. The parcel, originally allocated for a county yard, had remained unused due to the lack of infrastructure development, such as roads or utilities, within the business park, which had seen only two structures built: a Carson-Tahoe Health satellite center and a water tank dedicated to East Peak. The parcel was described as an island surrounded by properties owned by Richard Martin, who approached the county with an interest in acquiring it, prompting the proposal for a public auction to ensure transparency and compliance with state law. An easement from State Route 206 or 208 provided access to the parcel, but the absence of developed infrastructure, such as roads or water systems, rendered it impractical for county use in the foreseeable future, as no plans existed to utilize the site for public purposes. The \$8,000 deposit required from Martin was intended to cover appraisal and administrative costs associated with initiating the sale process, with provisions under Nevada Revised Statutes allowing reimbursement of the deposit if Martin was not the winning bidder, ensuring that the winning bidder would bear all associated costs. The proposal followed a review by county staff, who determined the parcel held no strategic value for future county operations, making its sale a practical step to streamline county assets and reduce maintenance responsibilities. The discussion highlighted the unique nature of the parcel's isolation within Martin's holdings, noting that the original developer's failure to install planned infrastructure had limited the business park's growth, as reported in a recent Record Courier article.

Commissioner Comments:

- **Commissioner Gardner:** Moved for approval, seeking map clarification to confirm the parcel's isolated status, satisfied with the easement explanation.
- **Commissioner Rice:** Seconded

Public Comment: None received.

Vote: Unanimous (5-0) in favor of approval.

County Manager

14.1 Interlocal Agreement for Tahoe Micro transit

Chairwoman Sharla Hales presented a proposal for an Interlocal Agreement between Douglas County, acting as the Tahoe Transportation District, and the Tahoe Transportation

District to contribute funding for the operation of a micro transit system within the Tahoe Transportation District, utilizing a 1% transient lodging rental tax collected in the Tahoe Township, with an initial amount of \$650,000 for Fiscal Year 2025-26, increasing by \$100,000 in each of the subsequent two fiscal years for service area expansion, and rescinding Resolution 2020R-037. The discussion focused on enhancing regional mobility through the Lake Link micro transit system, fostering collaboration with the Tahoe Transportation District, and leveraging federal funding to support sustainable transportation solutions in Douglas County's Tahoe region. The agreement aimed to expand micro transit services, which provide flexible, on-demand transit options to residents, tourists, and businesses, addressing congestion and accessibility challenges in the Tahoe Basin. The three-year commitment, totaling \$850,000 by Fiscal Year 2027-28, was designed to allow sufficient time to collect data on ridership, evaluate service impact, and develop comprehensive transportation objectives that integrate fixed-route and micro transit services before any renewal considerations. The proposal included a directive for staff to provide annual ridership reports to assess the program's effectiveness and inform future funding decisions, reflecting a data-driven approach to ensure accountability and alignment with community needs. The agreement rescinded Resolution 2020R-037, which had previously governed similar funding arrangements, to streamline administrative processes and align with current strategic priorities. The micro transit expansion was noted as a significant step toward improving access to key destinations, supporting local businesses, and enhancing the visitor experience in the Tahoe region, particularly in areas like Zephyr Heights and other South Shore communities. The agreement requires ratification by the Tahoe Transportation District board on August 11, 2025, to finalize the partnership. The initiative aligned with broader regional goals, including coordination with the South Shore Transportation Management Association and other stakeholders, to promote a cohesive transportation network that supports tourism, reduces traffic congestion, and maintains the environmental integrity of the Tahoe Basin. Commissioners emphasized the urgency of acting quickly to secure federal funding opportunities and the collaborative efforts of county staff, including Deputy District Attorney Zach Wadle, in refining the agreement to ensure legal and operational clarity.

Commissioner Comments:

- **Commissioner Tolbert:** Moved for approval, supporting the three-year term for data collection but emphasizing objectives for fixed-route/micro transit services before renewal.
- **Commissioner Gardner:** The original resolution stipulating that Douglas County would pay 0.5 of 1% TLRT was a one year commitment. Legally, Douglas County is allowed to exceed this commitment; however, it was determined by the county staff that the most efficient course of action would be to rescind the previous resolution allowing for the county to exceed the previous commitment. Gardner further

questioned the total reserves held and whether a need to pull from the general fund in the future would be necessary.

- **Commissioner Rice:** Seconded, noting the agreement's role in enhancing Tahoe mobility and supporting tourism. Noted that TTD has been set back in recent due to the lack of long term planning.
- **Chairwoman Hales:** Noted her conversation with the Road Engineer regarding the ability to maintain snow removal and road maintenance under the remaining funds. Hales felt confident that all county obligations would be met under such financial constraints. Further, if the micro transit fails to see the anticipated numbers funds may be redirected back to Douglas County for county use.
- **Commissioner Tarkanian:** Questioned the fiscal impact of the agreement. Douglas County is only obligated to 0.5 of the 1% TLRT. According to all projections the \$850,000 commitment far exceeds the required obligation from Douglas County. This raises significant concerns regarding fiscal stewardship. Tarkanian noted the extreme and disproportionate fiscal burden to Douglas County with our residents benefiting the least from the transit system. He further expressed concern regarding the length of the agreement when there is a disproportionate contribution of funds between California and Douglas County.

Public Comment: Residents expressed concern regarding the majority use of the transit system by California residents and those in the casino corridor rather than Douglas County residents proper. A call for further fiscal review was made. Other residents applauded the efforts as well thought through and necessary.

Vote: Unanimous (5-0) in favor of approval with direction for annual reports.

14.2 Adoption of Ordinance 2025-1657 (Second Reading)

Deputy District Attorney Zach Wadle presented a proposal to adopt Ordinance 2025-1657, amending Douglas County Code Title 18, Town Annexation and Service Districts, Appendix B, to expand the Minden Town Boundary by annexing approximately 57 acres adjacent to the existing boundary, designated as Assessor's Parcel Number 1320-28-000-045 at 1280 Buckeye Road, Minden, Nevada, to serve as the site for the future Douglas County Justice Center. Wadle addressed the legal requirement to incorporate the Justice Center site into the county seat of Minden, as mandated by Nevada law for district court operations.

Commissioner Comments:

- Commissioner Tolbert: Moved for adoption
- Commissioner Rice: Seconded

Public Comment: None received.

Vote: Unanimous (5-0) in favor of adoption.

Human Resources

15.1 Collective Bargaining Agreement with DCSPA

Human Resources Director Christine Vido presented a proposal to approve a three-year collective bargaining agreement between Douglas County and the Douglas County Sheriff's Protective Association, covering deputies and investigators, effective from July 1, 2025, through June 30, 2028. Vido addressed updates to compensation, incentives, and administrative processes to ensure fair remuneration, compliance with labor standards, and alignment with regional market practices. The agreement was the result of a data-driven negotiation process, involving extensive analysis and collaboration with the association to address priorities while maintaining fiscal sustainability for the county. A significant change reduced the number of steps in the pay scale from 11 to eight, streamlining progression and aligning with practices in comparable local jurisdictions. The percentage between steps increased from 3% to 3.5% in the first year, with a further adjustment to 3.75% in the second year, enhancing salary growth for deputies and investigators. Cost-of-living adjustments were incorporated, providing 2.5% increases in fiscal years 2025-26 and 2026-27, followed by a 3% increase in 2027-28, ensuring competitive compensation. A critical component addressed an 8.75% increase in Nevada Public Employees' Retirement System contributions, with the county covering an additional 1.875% to mitigate the employee share, preventing any net reduction in take-home pay and maintaining financial stability for staff. Incentive and premium pays were updated, including increased post pay for advanced training, higher field training officer pay to support mentorship roles, and the establishment of a separate canine assignment pay to address Fair Labor Standards Act considerations, as deputies with canines had previously received inconsistent compensation for additional responsibilities. Bomb squad duty pay was removed from the hazardous pay category and established as a distinct incentive to better reflect its specialized nature. Other pays not specifically outlined received cost-of-living adjustments to maintain parity. Longevity pay was revised with an updated schedule, phased in over the contract term, starting at year 11 with payments increasing to a maximum of \$220 per paycheck in fiscal year 2026-27 and \$240 per paycheck in 2027-28 for employees with 20 or more years of continuous service, beginning at five years. Non-compensation changes clarified processes for layoffs, grievances, external hearing officers, peaceful performance overtime, and employee discipline, extending response timelines to improve efficiency and reduce administrative burdens. The negotiation process was described as collaborative and respectful, with the association's representatives balancing their regular duties with bargaining efforts, resulting in a ratified contract signed by association representative Mr. Fricke, who was unable to attend due to scheduling conflicts.

Commissioner Comments:

- **Commissioner Gardner:** Moved for approval
- **Commissioner Tarkanian:** Seconded remotely

Public Comment: None received.

Vote: Unanimous (5-0) in favor of approval.

15.2 Collective Bargaining Agreement with DCSPA-SBU

Discussion on a three-year agreement with the DCSPA Sergeants Bargaining Unit: 7 steps retained, 0.5% pay increase, step spacing (3% to 3.5%/3.75%), COLAs, PERS mitigation, incentives, and longevity similar to DCSPA.

Commissioner Comments:

- **Commissioner Rice:** Moved for approval, noting similarities to DCSPA and the importance of sergeant support.
- **Commissioner Tolbert:** Seconded, appreciating the consistent approach across units.
- **Chairwoman Hales:** Praised the ratified contract's efficiency and fairness.
- **Commissioner Gardner:** Supported, noting the data-driven alignment with market standards.
- **Commissioner Tarkanian:** Concurred remotely, endorsing the streamlined process.
- **Commissioner Nowosad:** Backed approval, highlighting sergeant leadership importance.

Public Comment: None received.

Vote: Unanimous (5-0) in favor of approval.

15.3 Resolution 2025R-068 for Non-Represented Police/Fire Positions

Human Resources Director Christine Vido presented a proposal to approve a three-year collective bargaining agreement between Douglas County and the Douglas County Sheriff's Protective Association Sergeants Bargaining Unit, covering sergeants, effective from July 1, 2025, through June 30, 2028. Vido focused on updating compensation structures, addressing statutory pension contribution increases, and refining administrative processes to ensure competitive remuneration, compliance with labor standards, and alignment with regional market practices for supervisory roles within the Sheriff's Office. Unlike the deputies' agreement, the sergeants' pay scale retained its existing seven steps, reflecting the distinct supervisory responsibilities and career progression of the role, but incorporated a 0.5% increase to base pay rates and salary ranges to enhance

competitiveness, informed by comparisons with local jurisdictions. The percentage between steps increased from 3% to 3.5% in the first year, with a further adjustment to 3.75% effective in fiscal year 2026-27, providing accelerated salary growth for sergeants. Cost-of-living adjustments were included, mirroring the deputies' agreement, with 2.5% increases in fiscal years 2025-26 and 2026-27, followed by a 3% increase in 2027-28, ensuring salaries remained competitive amidst inflationary pressures. A significant provision addressed the 8.75% increase in Nevada Public Employees' Retirement System contributions for police and fire personnel, with the county covering an additional 1.875% of the employee share to prevent any net reduction in take-home pay, maintaining financial stability for sergeants and supporting retention. Incentive and premium pays were updated in alignment with the deputies' agreement, including increased post pay for advanced training, higher field training officer pay to recognize leadership in mentoring, and the establishment of a separate canine assignment pay to comply with Fair Labor Standards Act requirements, addressing previous inconsistencies in compensating sergeants with canine responsibilities. Bomb squad duty pay was reclassified as a distinct incentive, reflecting its specialized nature, while other unspecified pays received cost-of-living adjustments to ensure parity. Longevity pay was revised with a phased-in schedule, starting at year 11 with payments increasing to a maximum of \$220 per paycheck in fiscal year 2026-27 and \$240 per paycheck in 2027-28 for sergeants with 20 or more years of continuous service, beginning at five years, incentivizing long-term commitment. Non-compensation changes mirrored those in the deputies' agreement, clarifying processes for layoffs, grievances, external hearing officers, peaceful performance overtime, and employee discipline, with extended response timelines to enhance administrative efficiency and reduce procedural burdens.

Commissioner Comments:

- **Commissioner Tolbert:** Seconded
- **Commissioner Rice:** Moved for approval

Public Comment: None received.

Vote: Unanimous (5-0) in favor of adoption.

15.4 MOU with DCSAPA

Human Resources Director Christine Vido presented a proposal to approve a First Memorandum of Understanding with the Douglas County Sheriff's Administration Protective Association, amending Article 7 of the existing 2024-2027 collective bargaining agreement to provide a one-time salary adjustment of 0.875% due to a scheduled Nevada Public Employees' Retirement System contribution rate increase on July 19, 2025, for the Sheriff's Office captains bargaining group. Vido addressed the significant increase in police and fire PERS contributions, which impacted the county's third law enforcement bargaining

unit, comprising captains, who were already covered by a contract through 2027. Vido explained that the memorandum was brought forward to ensure that captains received the same benefit as other sheriff's units, specifically the deputies and sergeants, and non-represented police and fire positions, to prevent any negative impact on their take-home pay resulting from the 8.75% PERS rate increase.

Commissioner Comments:

- **Commissioner Rice:** Seconded
- **Commissioner Gardner:** Moved for approval

Public Comment: None received.

Vote: Unanimous (5-0) in favor of approval.

County Manager

16. Commissioner Reports/Updates

Commissioners provided updates on board assignments, community events, and future agenda requests.

Commissioner Comments/Reports:

- **Commissioner Tolbert:** Attended a USA Parkway Tri-GIA tour, noting road damage from heavy trucks and observing employee transit buses as a potential model. Celebrated Carson Valley Little League 12U All-Stars' northern division win, planning to present a flag at a Lampe Park event on Sunday.
- **Commissioner Rice:** Reported on TDVA, LTVA, and Douglas County Lake Tahoe Sewer Authority meetings, humorously noting sewer functionality.
- **Commissioner Gardner:** Attended the Chamber of Commerce board installation. Previewed upcoming RTC, Board of Health, and Visitors Authority meetings. Reported on NACO's 90th anniversary conference in Philadelphia, noting 146 nonpartisan resolutions and infrastructure bill monitoring. Encouraged public use of code enforcement for light pollution issues.
- **Chairwoman Hales:** Attended Carson Water Subconservancy District, noting earlier runoff and declining farm water use, urging open space preservation. Reported on Tahoe Blue Event Center and TTD meetings, praising microtransit support. Enjoyed the American Century Classic, commending law enforcement. Discussed China Spring's funding constraints, noting an 8-9 week wait for youth services.

Closing Public Comment

Public Comment: County Manager Jennifer Davidson, speaking as a community member, thanked the Board for addressing strategic agenda items, emphasizing their focus on long-term community benefits over daily operations.

Adjournment

The meeting adjourned.