

CITY OF ELY

501 Mill Street Ely, Nevada 89301
City Hall (775) 289-2430
Cityofelynv.gov

ELY CITY COUNCIL REGULAR MEETING

August 13, 2026, 5:00 p.m. – Ely Volunteer Fire Hall – 499 Mill Street – Ely, Nevada

1. Mayor Robertson called the regular meeting of the Ely City Council to order at 5:00 P.M. Reverend Daniel Gbundema offered an invocation. Mayor Robertson led in the Pledge of Allegiance and asked for Roll Call.

Members present:

Mayor Nathan Robertson
Councilman Terrill Trask
Councilwoman Melody Van Camp
Councilwoman Michelle Yeoman
Councilman Dennis Perea
Councilwoman Jerri Lynn Williams-Harper

City Officials and staff present in the building or via video conference:

City Clerk Jennifer Lee
City Treasurer Janette Trask
City Human Resources Director Desiree Ramirez
Public Works Director Mike Cracraft
City Fire Chief Pat Stork
City Building Official Chris Flannery
City Attorney Chris Arabia
Municipal Court Judge Matt Hibbs
City Police Chief Scott Henriad
City Administrative Assistant Patti Cobb

Also, in attendance: Members of the public in attendance at the Ely Volunteer Fire Hall signed in (appears below) and the following people attended via video conference: Geri Wopschall; Wyatt Cox, KELY; Eugene Harper; Valerie Flannery; Steve Romero; Andrew Baldikosk, Mass Mutual; Carrie Ray, Mass Mutual; AB; Lena Ocasio, USDA; Bill's Notetaker, and Jennifer's notetaker.

ELY CITY COUNCIL ATTENDANCE LIST

DATE: August 13, 2026

Print name below

Print name below

Matt Bassett
George Chachas
Tony Locke / Arcelia Power
Geri Matysa
John S. Matysa
Rev. Daniel Gbundema
Pat Robertson

2. PUBLIC COMMENT:

George Chachas stated on agenda items 8-1 and 8-2 in regard to Mr. Romero having paid on his two different properties, 770 and 794, I want to know if he paid the full amount in order to be considered for a refund for the balance. I had to pay in full for the properties that I had. The discrimination needs to stop. It appears you City Clerk is selectively enforcing rules that pertain to some, but not to others. Her continued intentional discrimination needs to stop. At numerous meetings I've requested a copy of the letter sent to individuals outlining the terms required of them for consideration to right off penalties and interest on their properties and then be eligible for the appropriate refund. To date, I haven't received anything. On agenda item 4 reports, Public Works Director, who designed and approved that pork chop at the T-intersection of Orson and Campton? When was it put on the agenda and approved by the City Council? There's no safe walkway passage between the new curb and gutter and some areas have a two-foot drop. Who was the engineer? Who inspected that project? That is completely a pathetic design. Look at it! I've never seen such bologna in my life! On agenda item 9B-4, you are to consider the possible hiring of a deputy treasurer. I thought that item was addressed when you hired Desiree Ramirez. The Council is mismanaging the City, you guys are top-heavy. When I was in office, we had a 6,000 population and didn't have anywhere near what you guys have as far as administration and employees go, and you're now at 4,000 population. On agenda item 9B-2 regarding the Porter Group securing federal and state funding, you had better start adhering to the City's Title VI compliance requirements. You've got to stop the discrimination. On agenda items 4 and 6, there's nothing in the reports regarding who authorized the new installation connection of the sewer line and clean-out at 785 Bell Avenue. I remind you; I had to pay to have my problem taking care of at 681 Parker. The blockage was on the City side, not on mine. To date, the City owes me \$29,681.83. That includes penalties and interest. I remind you; federal law prohibits discrimination on any federally funded or assisted utility.

3. Mayor – Discussion/For Possible Action – Approval of Agenda, including removal of agenda items.

Councilman Perea moved to approve the agenda as presented. Councilman Trask seconded the motion. The motion carried unanimously.

4. CITY DEPARTMENT REPORTS

➤ CITY FIRE CHIEF

City Fire Chief Stork stated to give you guys a little update from last week, as you know, we were very busy. I would like to thank my staff, they all stepped up and everybody put in a lot of extra hours. We had to cover the aircraft during all the fueling operations and aircraft operations with the different teams who were here. We had the Clark County firefighters who were here and a tremendous help. They went to a lot of public events, helped with Scott's event they had down at the park, helped with a lot of stuff at the station, they did a lot of pre-planning out there, they talked to a lot of residents, had a lot of interaction, and helped people get a lot of stuff done on their homes. So, everything in the end turned out very positive from it. They were able to be there to assist us should we have had any extra call volume. When my staff were out at the airport, they were there to assist us with that. We will be able to bill for all of the overtime hours that the staff put in. When we initiated this, we got set up with the Nevada Division of Forestry, and they are set up with White Pine County. So, rather than duplicate things we will bill the County, and the County will, in turn, bill the State for our hours, so we'll get reimbursed for all the extra man hours and everything we put out, so we won't have a loss of revenue.

Councilman Perea asked is there a way for us to properly thank Clark County?

City Fire Chief Stork stated I can try and get some contacts. We had North Las Vegas, Clark County, City of Las Vegas, and Henderson here. It was a strike team made up of all the Southern Nevada fire departments. It would be nice even if we just drafted a nice letter on the City letterhead to send. We thanked them over and over again while they were here, and when they were leaving. They were more than happy to be here and help out, really enjoyed the area and they really enjoyed the 20-degree difference. We were very lucky at the beginning of this with all of our local wildland resources with the BLM.

You have got Ty Peterson, and a lot of guys that grew up in this area and have worked with the Forest Service and the BLM for twenty to thirty years. They know the history of that mountain, the weather, the topography, the terrain, the road access in and out, and they know the potential of what could happen. They got a lot of resources ordered early and definitely averted a disaster. Getting a little bit of winds out of the north and having the winds basically just subside for a few days, which is pretty rare, definitely helped us out.

➤ **MUNICIPAL COURT JUDGE**

Municipal Court Judge Hibbs stated last meeting, I told you that we put in for a grant through the AOC. Kristy finished that up and submitted it. The grant will help purchase equipment for the courtroom to provide accessibility to the courts for everyone.

➤ **CITY CLERK**

City Clerk Lee stated Basin Engineering received notification from Pearson Brothers Construction yesterday that they value engineered the HVAC system by substituting some of the equipment for a \$44,000 savings; this must be approved by the mechanical engineer who originally designed the plans and Building Official Flannery.

➤ **CITY BUILDING OFFICIAL**

City Building Official Flannery stated O'Reilly's is setting up for construction on Great Basin Boulevard, and we have the first inspection coming up Monday. We had the Contractors Board out here last Thursday. We had two criminal investigators, and they ended up issuing a misdemeanor citation. They will be working with him if he wants to go forward to get a license and if not, he could get a felony citation out of that. The Director of the Contractors Board and the Supervisor for Investigations participated by Zoom, and it was a three and a half hour meeting. What we have determined is that they will help us move people along in getting their license. There is a new license out there called the B7 Restricted License. Your B7 is a remodeling license. You can't enlarge a structure, but they can remodel under that license. They can't do electrical mechanical, or plumbing; but it brings that handyman license up from \$1,000 jobs to \$7,000 jobs. This gives them a route to take, so they don't have to take any licensing tests, but they do have to do a 50-question test on understanding the law. It gets them in the door and all they need is to prove that they've got two years' experience, and then they could move into their B7 or even a B2 General Contractor's License. I'm working with the RPC to bring them into compliance with 278 for their mixed use for residential/commercial areas that was required to be done on March 1st of this year, so you should be seeing something coming forward to you guys soon.

5. NNRy FOUNDATION REPORT

Mayor Robertson stated I would like to disclose I am a part-time employee of the Foundation, but this is not a voting item, and I don't vote on it anyway.

NEVADA NORTHERN RAILWAY NATIONAL HISTORIC LANDMARK



Nevada Northern Railway Foundation
A Nevada 501 (c) 3 Non Profit Corporation
Depot: 1100 Avenue A, Ely, Nevada 89301
Mailing Address: PO Box 150040, Ely, Nevada 89315
Voice: (775) 289-2085 • Web: www.nnry.com • E-mail: info@nnry.com

Monthly Operations Report for July 2026

1. Locomotive Status – Updated
 - a. Locomotive 109 was returned to service, governor issues have been repaired.
 - b. Locomotives in service: 81, 109, 250, 801, 802, Wrecking Crane A & Rotary B.
 - b. Locomotive 93 suffered a hub liner and crown brass failure on axle 4. We have dropped the axle and taken it to Salt Lake. Fortunately, the axle can be turned. The axle has been turned and the locomotive bearing bronze has been machined and the axle is back in Ely.
 - c. During an inspection of the Doodlebug, we found a crack in the power truck frame. We are in the process of make a repair and returning the car to service.
 - d. Locomotive 105 is out of service for radiator leaks, the radiators have been sent out for repair.
 - e. Locomotive 40 is out of service for her heavy repairs. We have started on her repairs; she will be out of service until 2027.
 - f. Locomotives out of service needing moderate repairs: #201
 - g. Locomotives waiting funding for restoration: Steptoe Valley Smelting and Mining #309 and Rotary Snowplow B (for boiler overhaul.)
 - h. Locomotives out of service needing heavy repairs #80 and the military locomotives.
2. Rolling Stock Status – Updated
 - a. Passenger equipment in service: #05, #08, #09, Flatcar #23, Baggage/RPO #20, and Outfit Car #06.
 - b. Caboose 6 is out of service for truck issues.
 - c. Couch #07 is out-of-service for rehabilitation.
 - d. Passenger Coach 5 is in service but it needs to be lettered in gold leaf.
 - e. Passenger equipment out of service: #10, #2 and #05 needing heavy repairs.
 - f. Caboose in service: #3 #6 and #22 are operational.
 - g. Caboose out service: #5
3. Track Status – No change
 - a. Keystone Branch is open.
 - b. Adverse Branch is open.
 - c. Museum Branch is open.
4. Ridership and Ticket Sales – Updated
 - a. In July we carried 2,182 passengers, it is a 11% increase over the previous year.
 - b. So far this year, we have carried 7,182 passengers, an increase of 3% over last year.
 - c. Since operations began in 1987, we have carried 407,604 passengers.
5. Economic Impact – The average non-gaming & gaming daily expenditure per overnight visitor \$550, per Rural Nevada Visitor Profile 2019 - 2023.
Economic Impact for May 2026 was $2,182 \times \$550 = \$1,200,100$.
Economic impact year to date was $7,182 \times \$550 = \$3,950,100$.
These numbers only reflect the economic impact of our train passengers and does not include visitors who did not ride the train.
6. Social Media: Our reach on social media continues to expand:
 - a. Our Facebook views was 2,724,024
 - b. Our Facebook viewers last month was 1,194,002
 - c. Content interactions last month was 86,447.
 - d. The number of times your Page or profile was visited last month was 31,754
 - e. 290,130 people follow our page.

7. American Association for State and Local History (AASLH) Award of Excellence
On June 12, 2026, the American Association for State and Local History (AASLH) announced that the Nevada Northern Railway Museum had received an Award of Excellence for the NNRy Records Vault Renovation Project. The AASLH Leadership in History Awards are among the nation's most prestigious recognitions for achievement in preserving and interpreting state and local history.



.Con Trubull, Archivist and Mark Bassett, President in the remodeled vault with the award.

Receiving this award did not happen overnight. It represents years of planning and an extraordinary amount of work by museum staff and volunteers. The records were removed from the vault so the room could be renovated to modern museum standards with compact archival shelving, climate control, improved lighting, and better access. Every document was indexed, rehoused in archival-quality storage materials, and carefully returned to the renovated vault, where cataloging and digitization continue today.

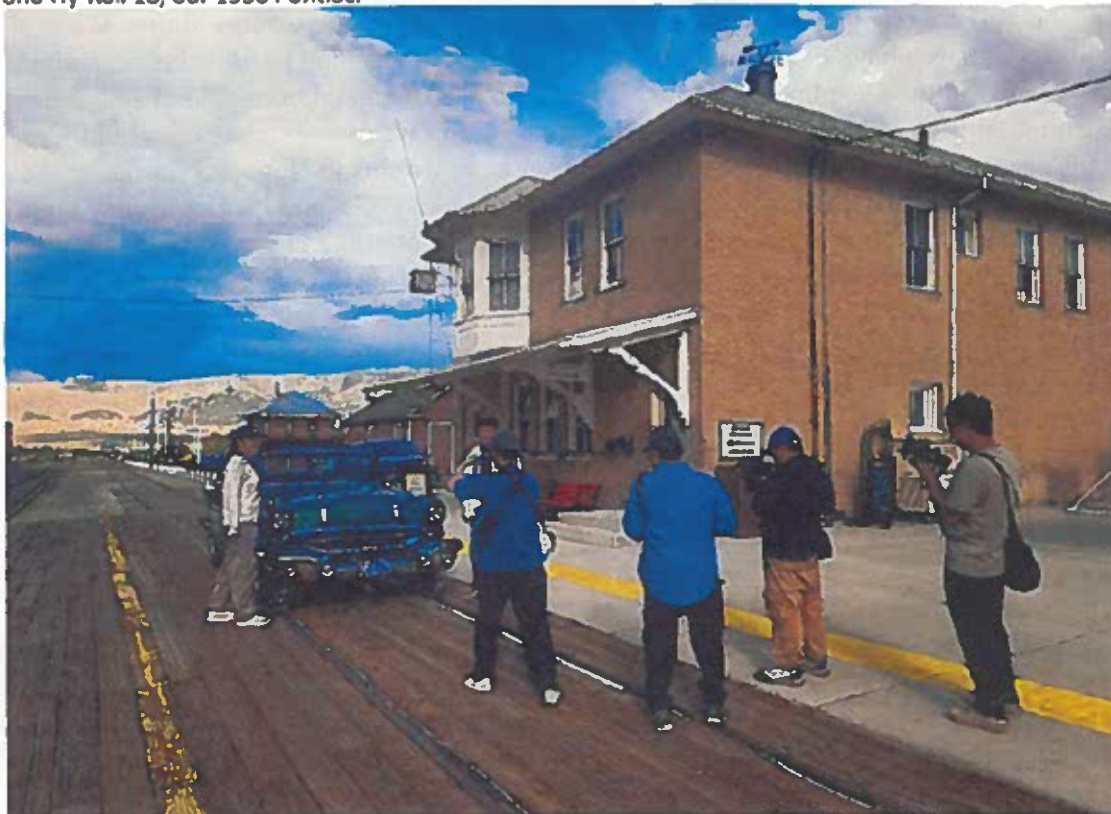
Thousands of these records are now freely available through the museum's online archive at www.nnry.com/archive. At the same time, the museum opened a new Archive Research Room, providing historians, genealogists, and the public with access to one of the nation's finest railroad collections.

8. OnTheRoad China Visit



In July, the railroad was visited by Our travel series, OnTheRoad China (侣行·地球之极). Started in 2012 and filmed over 130 countries and areas in the world, the program is the most renowned outdoor program in China. Up to now, the program has gained more than 100 million core followers in total, consistently breaking online video view records on the Chinese internet, and inspiring millions of young people. The stories featured in our program have been covered by over 2,000 media entities.

While here they experienced, Be The Engineer both steam and diesel, the Great Basin Star Train and Hy-Rail 18, our 1956 Pontiac.



Councilman Perea asked, "Did we receive the records back from the state that left?"

NNRY President Bassett stated not yet.

Councilman Perea asked, “Do we have a plan that’s acceptable to the Railroad to get them back?”

NNRY President Bassett stated Paul Anderson has been in contact with the AG, and the moment they're done scanning them, we are going to go over and pick them up and then bring them back and put them in the vault where they belong. We don't have a timeline for that, and I'll ask Paul to nudge him again.

6. REPORTS

➤ COUNCILMAN PEREA

Councilman Perea stated Councilwoman Williams-Harper and I received an email today about the Railroad, stating that the appraisals for the Freight Barn and the Armory had been completed, and it fell within the law for that agreement. I think the last big hurdle to bring all of those issues to an end has been cleared.

➤ COUNCILWOMAN YEOMAN

Councilwoman Yeoman stated I just want to express my appreciation for everyone who did work on the Ward Fire. Sheriff Henriod and Chief Stork, your teams I thought did a really great job. I really wanted to highlight, I attended both of the community meetings on the fire, and at the one on Monday, our community received very high praise from the visitors that came over from the other incident management team, the California Complex team. They had nothing but positive things to say about Ely, our citizens, our business owners, and our local officials, so I think the community should just be really proud of how we handled ourselves through this incident, and again, just thank you to everyone who worked on that.

➤ COUNCILWOMAN VAN CAMP

Councilwoman Van Camp stated I attended the public update meeting on the Ward Mountain Fire, along with several hundred other people, and it was amazing how all the different agencies came together, delivered information, answered questions, and we left that meeting very informed. Many thanks to all the firefighters and agencies for all their hard and dangerous work. This past Saturday, Trash Troopers met and our cleanup area was the golf course, Golden Gate, and the highway down to the County shops. We collected thirteen bags of trash and debris. Patti and Steve Cobb removed trash and weeds and did the cleanup at the Jack Caylor Park adding an additional six bags. The season total to date, and it's nothing to be proud of, but we're at 346 bags. I would like to thank Jason Bath, who was on call, Neil Jensen from Robinson Nevada Mining Company, Jennifer Lee the City Clerk, and Councilman Perea and his brand-new knee for all the help. We have three cleanups left, and for September cleanups we're looking to possibly concentrate on Aultman Street removing weeds to get that cleaned up since we have a beautiful downtown. Dog park update, the new benches and the garbage cans have arrived. The Parks Department will start the fence in the next two weeks, as they are still accommodating all the activities, funerals, and other events. I also attended this morning's Utility Board Meeting.

➤ MAYOR ROBERTSON

Mayor Robertson stated I want the Council to know that I did reach out to the mayors of Las Vegas, North Las Vegas, and Henderson expressing appreciation for their fire department showing up. We had a good conversation, and they were very happy to receive that. I sent some pictures and again, it was nice, as Chief Stork said, the personal touch with these people going to those homes made those people feel a lot better about what was going on. They've explained what they could do. They even got help from those fire departments cleaning out their gutters and helping them establish defensible space. I also want to thank The Mine. They showed up with a large generator for P7 in case something went down there. I think we should feel very fortunate for the amount of equipment and personnel that we did get, given what's going on in the western U.S. with all the fires around. We got a quick response and a professional response, and they're still up there cleaning up, so I think things are great, it was an exciting couple of days there.

7. GEORGETOWN RANCH QUARTERLY REPORT

Georgetown Quarterly Report 4/1/26-6/30/26

4/4/26-6/9/26: Moved small groups of livestock off from BLM to Base property Georgetown

4/6/26: Paid City of Ely lease for \$15,453.38

4/8/26: Insurance renewal paid (4/8/26-4/8/27) \$1776.00

5/15/26-5/20/26: Drug hayfields

6/16/26: Paid AUM use for Georgetown allotment use.

Hauled water roughly every other day for livestock on BLM permit. Cleaned ditches and dried up old ponds

Not capable of haying. Minimal water this summer. Grazing only

3 bulls 29 Cows & heifers on base property at Georgetown

Next quarter plans 7/1/26- 9/31/26:

spray weeds

Continue to clean up areas, fix fencing and maintenance.

Thank you,
Betsy K Vogler

8. ITEMS FOR DISCUSSION/POSSIBLE ACTION OF THE ELY CITY COUNCIL AS RECOMMENDED BY THE MUNICIPAL UTILITIES BOARD.

1. Board Members – City Clerk Lee – Discussion/For Possible Action – Approval to remove past due utility fee penalties up to the amount of \$1,407.81 from 794 Ely Street #1, Ely, Nevada at the request of property owner, Steve Romero.

Councilwoman Van Camp moved to approve the removal of past due utility fee penalties up to the amount of \$1,407.81 from 794 Ely Street #1, Ely, Nevada at the request of property owner, Steve Romero. Councilwoman Williams-Harper seconded the motion. The motion carried unanimously.

2. Board Members – City Clerk Lee – Discussion/For Possible Action – Approval to remove past due utility fee penalties up to the amount of \$930.39 from 770 Ely Street – formerly 794 ½ Ely Street – Ely, Nevada at the request of property owner, Steve Romero.

Councilwoman Van Camp moved to approve the removal of past due utility fee penalties up to the amount of \$930.39 from 770 Ely Street – formerly 794 ½ Ely Street – Ely, Nevada at the request of property owner, Steve Romero. Councilwoman Yeoman seconded the motion. The motion carried unanimously.

9. ITEMS FOR DISCUSSION/POSSIBLE ACTION ONLY OF THE ELY CITY COUNCIL.

A. CONSENT AGENDA

Mayor Robertson disclosed my husband is a member of the Ely Volunteer Fire Department and is not treated any differently than any of the others so I will not be abstaining, and I also don't vote.

Councilwoman Van Camp stated I would like to disclose my granddaughter is an employee of the City of Ely Fire Department.

MOTION: Move to approve the Consent Agenda item 9A-1 Minutes and 9A-2 Bills.

Moved by: Councilman Trask Second by: Councilman Perea Vote: Unanimous

1. Discussion/For Possible Action – Minutes.
 - July 23, 2026
2. Discussion/For Possible Action – Bills.
 - July 22, 2026
 - July 30, 2026
 - August 7, 2026

B. NEW BUSINESS

1. Mayor Robertson – Human Resources Director Ramirez – Discussion/For Possible Action – Presentation of individual reports summarizing each appointed official's evaluation with possible acceptance of said reports as presented.

Mayor Robertson stated I will note that if you missed putting in a score, I just put in a 3 rather than hunt you back down.

Councilman Trask moved to accept the individual reports summarizing each appointed official's evaluation as presented. Councilwoman Williams-Harper seconded the motion. The motion carried unanimously.

2. Councilman Trask – Councilwoman Williams-Harper – Discussion Only – Update on *Porter Group's* efforts on the City of Ely's behalf to secure federal and State funding.

City Clerk Lee stated the Porter Group notified the City that the House of Representatives will vote on the Senate's version of a Continuing Resolution to fund the government at the end of August. Therefore, our City Hall Renovation Project in the Agriculture Appropriations bill will likely be considered in December, with potential agency award in March next Year. Porter Group representatives informed the City August 3rd that they are tentatively planning a trip to Ely in the fall.

3. Councilman Perea – Building Official Flannery – Discussion/For Possible Action – Approval to hire CSG Consultants for third-party building plan review services on an as-needed basis.

City Building Official Flannery stated before I started there was a contract with SafeBuilt, and I wanted to reach out to make sure we had somebody else we could fall back on. CSG had provided us with their statement of qualifications, and I asked them for their table with pricing. What their pricing for a full plan review is actually 65%, but they actually start out with, final fees are negotiable between City and CSG. So, when I start to look at the projects that we've got, like the K-9 school that's going to start up, which is going to be quite a substantial plan review. I thought, with everything going on in the County, it's like slippery ice out there for me that I need to do something here that would be more reflective for what we need for our local jurisdiction.

Councilman Trask asked, "This is just as needed?"

Mayor Robertson stated yes, this is pretty standard and we've done this in the past with the Justice Center. These big projects require a lot of manpower to staff, and Chris, as great as he is, is just one guy, and can only be in one place at a time.

Councilman Perea moved to approve hiring CSG Consultants for third-party building plan review services on an as-needed basis. Councilwoman Williams-Harper seconded the motion. The motion carried unanimously.

4. Councilman Perea – City Treasurer Trask – Discussion/For Possible Action – Discuss process options, e.g. hiring a deputy treasurer to overlap City Treasurer Trask's service, to facilitate hiring a new City treasurer in the future, with possible option selection.

Councilman Perea stated Janette and I were talking, and she is telling me that it is for certain that she will be done August 1st. The question I had with this agenda item is, how do we overlap? How do we get somebody in to do the knowledge transfer? I just threw in there that I knew the conversation had come up before about having a deputy position at some point. To break it down in a nutshell, my theory is that the next person needs to build the next budget, which would be March at the latest. What I'm doing with my current employer is we had a retainer with the previous comptroller, just so we could ask questions. I think that it either needs to be a long overlap, or that we can shorten the overlap, but have some kind of retainer if the current treasurer would agree to that, so that we could at least reach out in those instances where we would have questions. I think it's a conversation that needs to be had now, rather than later. It needs to be brought up in this meeting, because we do have requests for wage increases and everything on top of this, and I think that they should all be considered together as the impact on the budget for the current year.

City Treasurer Trask stated we came to the consensus that the deputy treasurer isn't going to work.

City HR Director Ramirez stated I think that it would be smarter to hire a treasurer to come in and train under her, so that you don't have any shoes to fill, you don't have a lower wage to come into, because maybe they won't want it. It just makes a lot more sense to hire a treasurer.

City Treasurer Trask stated timing-wise, it's totally up to you guys, I'm amenable either way. I'll be happy to contract services if needed.

Councilman Perea stated the Mine couldn't find a finance person for years. What kind of timeframe do you think that you need to get it out there so that we can get qualified applicants, and are we going to get applicants? The one thing I will say, because we're going to end up talking a lot about this in later agenda items, I don't think we're going to find somebody for \$78,000.00 which is what Janette makes currently.

Mayor Robertson stated I'm all for starting the search as soon as we possibly can. I don't think it hurts to advertise. If you've got a date, say, okay, the City's going to be looking for someone. The current one's departing at this time, we'd like to hire you beforehand, but this is kind of the parameters of what we're looking for. I just don't know who's going to show up. I mean, we still have the option to hire a deputy. If someone comes on who needs some training, maybe we get someone who's well qualified, and we need to look at paying more than what we're paying now. I don't know, but I'd like to leave as many options open as possible, because I just don't know what we're going to get. To the Treasurer's point about her worrying, I mean, not that she shouldn't worry, but there's just so much we have control over. I think we should be proactive, I think we should start advertising as soon as the Council and the Treasurer are comfortable, whether that's now or six months before her departure date. I'm ambivalent, but I think putting that out there and starting to troll waters a bit doesn't hurt at all.

Councilwoman Williams-Harper stated we have a prime example of what happens when you bring someone in. I agree with Janette, I don't think we need a deputy. We need to bring someone in who can train underneath her. Terrell, our CFO for the District, and Angie, we brought them in early. They really got a chance to do the job, and because of that, we have made a wonderful transition, and I would sort of like to see the same thing here. I do agree with Dennis in we probably will have to pay someone more. So, I agree, we don't need a deputy, we need to just bring somebody in early, and bite the bullet, and that's what the school district did, and I think it was a fabulous result. I also think it is good idea to have Janette on a retainer during the transition.

Mayor Robertson stated it just depends on who we get. The universe is chaos, and there's an infinite amount of possibilities, but if the Council is amenable, maybe HR could come up with a timeline and an advertisement for your approval for the next meeting, in consultation with the Treasurer, kind of how we would advertise it, and see if you guys would approve of that.

Councilman Perea stated this may have almost been a separate agenda item when I'm going to talk about a deputy. It's probably not a good idea to try to use a deputy position and whatnot to backfill that position, but I do worry about the proverbial bus. After we find somebody new, not having anybody there that has been working underneath, I think, is a risk that we were going to have to address. I don't think somebody can step in right away without creating a mess, and then having to clean it up, but that's certainly a separate agenda item. I think that we need some depth when it comes to the finances; It's too risky.

Mayor Robertson stated correct me if I'm wrong, Jennifer, but was this in the job description, or was it in the budgeting process, where we asked the budget to be reviewed by some other City officials, just so that there were some multiple eyes on things when that happened, because, again, Janette's not always going to be here. It was a system to put in place for a review.

City Clerk Lee stated that's been in the Code for a long time.

City Treasurer Trask stated the issue that Des brought up with hiring a deputy is you would have to hire an hourly accounts clerk, then I would have to get your approval to let me appoint them, and then I would appoint them, but if they don't work out for you, you now have another person sitting in City Hall we may not be able to keep, and I don't know if you know, but getting rid of somebody is hard.

Mayor Robertson stated there were some union aspects to that route.

Councilman Trask stated I just want to add on the timeline of things, as someone that did step in right after our budget had already been established and had to kind of manage someone else's budget, it definitely helps if you can come in a little bit earlier and be part of that process in building that budget. So, just as we're thinking about timelines, I hope we keep that in mind, because it does make a big difference if you know why those line items are the numbers they are versus trying to understand it backwards.

Councilman Trask moved to direct the City Treasurer and HR Director to bring back a draft with an advertising date and a budget plan for approval. Councilwoman Van Camp seconded the motion. The motion carried unanimously.

5. Councilman Perea – Discussion/For Possible Action – Review of Vertical Bridge's proposal for the City to receive a one-time cash payment in lieu of future monthly lease payments associated with their tower site located on leased City of Ely property, with decision to accept or deny the proposal.

Councilman Perea stated we received the information from the City Attorney, and I agree with him that it's a terrible idea, but I thought it was a Council decision. I could see that they probably try this with municipalities that are in budget trouble, and they see a short-term fix. This is not a good thing for the City.

City Attorney Arabia stated there are people where this would make sense, like, let's say you're older and you have health problems, and you're not going to be around for twenty years. We're a government, we're going to be here until Armageddon; So, it's a terrible idea. I don't mean terrible in a negative sense, so maybe that was the wrong word to use. It doesn't really work for a government the way it could for a private citizen.

Councilman Perea moved to deny the proposal from Vertical Bridge for the City to receive a one-time cash payment in lieu of future monthly lease payments associated with their tower site located on leased City of Ely property. Councilman Trask seconded the motion. The motion carried unanimously.

6. Council Members – Police Chief Henriod – City Attorney Arabia – Discussion Only – Review of Club Rio's implemented procedures per Ely City Council Resolution 2026-06.

Police Chief Henriod stated from the time we had the violations to present, it's good to report that we haven't had any other issues with the Club Rio, so that's always a plus.

We appreciate their cooperation in making sure that that's happening. I'm grateful for the Matija's being here so they can come up and share what progress they've made in securing their security systems, dealing with signage and all that we have requested.

Club Rio's Authorized Agent John Matija stated the PO system that does the ID check has been installed by Shift 4, and we're undergoing training right now. The rear door emergency exit audible alarm was installed today. They still have a little more work to do on it tomorrow. The enhanced lighting around the alley in the back of the Rio has been up for a while, and I don't know if any of you've seen it at night, but it is bright. It looks like a baseball stadium. The camera system has been up and running for a while. It covers every inch of the inside of the bar and the outside of the bar. The other thing we want to do is, because it only contains 10 days' worth of video, we're going to add some more memory to it. If you remember, this is a system that will pick you out and if we have an issue with somebody that we want to flag it will go to our phones when that person enters the bar again, once we flag that person. We have the signage at the exits and bathrooms, and we've also increased the font size of emergency contacts that are on the exterior of the sign so the police department can contact us. We were having the weekly staff meetings, and I was supposed to keep you informed, and I dropped the ball on that one. What happened was we had to go from weekly meetings to training these people individually because of their schedules and whatnot. I've been keeping Jennifer informed of where we have events and whatnot and we've had extra people on the floor checking IDs when these events happen; we've only had a couple, and there's actually another one coming up this weekend. The Fire Department and Building Official want us to put a fire door between the apartment and the building, and some upgraded alarms. We went through a checklist with them and completed everything with them.

Councilwoman Van Camp stated thank you, it is looking good down there.

7. Council Members – City Fire Chief Stork – Discussion Only – Presentation of Nevada Health Authority FLEX Subgrant Award to the City of Ely Fire Department.

City Fire Chief Stork stated some of you probably know Captain Sean Pena. Back in January, Sean came to me and was going to put in to be on the security committee for Rural Nevada Health Transformation. They had ninety-six applicants that applied for this, and when it was all said and done, Sean holds one of the fifteen seats on this steering committee of the Rural Nevada EMS provider. At that same time, he said there's all this money available the State's got strictly for rural EMS. It eliminates Clark County and Washoe County and stated he would like to put in for some of this. I said, let's get a plan together and we'll go down and talk to Janette and Jennifer Lee. Sean did all the leg work, so I'm going to let him speak about it because he is going to be the one managing it.

City Fire Captain Pena stated we're very excited to have been accepted, as one of the sub awardees for this. We have been offered \$837,378.00 to implement a program for a non-emergent inter-facility transport. What this would be is to provide us with a new ambulance, a Type 2 ambulance. Basically, all that is, I don't know if you guys have seen med-X driving around in their ambulance, but it's a van-style chassis. It's a smaller ambulance, but it's for long distances. That is going to help us so we can transport patients out of the hospital here that are going to other specialty care hospitals, such as Salt Lake, Elko, or Vegas. What this will also provide us with is not only that ambulance fully stocked, but it's also going to help bolster our current equipment. We're getting all new monitors, new auto pulses, and things that are going to help this community continue to thrive in the EMS region. We were just one of fourteen that actually received this out of over one hundred applicants for this Flex Fund. In fact, nine of them were hospitals that automatically got accepted, so we were technically one of five entities that actually got tested, looked through, and they said yes to. So, there's a further breakdown of all of that, but basically, it goes over supplies, equipment, insurances and things like that for us to be able to actually incorporate a program like this.

Councilman Trask stated I want to say congratulations, that is fantastic in all aspects.

8. Council Members – Human Resources Director Ramirez – Discussion/For Possible Action – Acceptance of MassMutual’s proposal to offer Group Whole Life Insurance to City of Ely employees at each individual employee’s expense.

Human Resources Director Ramirez stated I was approached by MassMutual. I've been working with them to develop a whole life insurance that we can offer to all of the employees at the employee’s cost and at their discretion. It's optional, but it's there if they want it. I will turn it over to Andrew and Carrie, and they can give you a little presentation on it.

MassMutual’s Representatives Carrie Ray stated before we get into the benefit, I really want to take a moment on what's already in place, because it really helps explain why we are here. So right now, the City of Ely offers employees a \$25,000 term life policy. It's not portable, and the death benefit decreases somewhere around the ages of 60 to 70. I believe it decreases down to \$16,250, so coverage actually shrinks when many employees may value it the most, which really brings us to what we're proposing tonight. It is a voluntary, guaranteed-issue whole life benefit through MassMutual and we're going to walk through what this looks like. The following slide was reviewed:

This is a whole life program offered by your employer for you and your family’s benefit. This is an **exclusive offer that is **Guarantee Issue up to \$100,000**, which means you’ll be issued the policy regardless of health questions, height/weight restrictions, and previous health history such as cancer, diabetes, high blood pressure, heart attack, stroke, etc.**

Permanent vs Term

This coverage is permanent (whole life) vs. temporary coverage (term life).

Locked in premiums & portability

The policy is portable meaning you can take it with you if you retire or leave the work place. You will not experience any increases to your premiums or any additional health questions.

Family Coverage

You have the ability to purchase for you, your spouse, children and grandchildren.

Guaranteed cash value accumulation

Your policy earns a guaranteed minimum interest rate of 3.75%. This means that your policy not only provides financial security but also offer’s an opportunity to accumulate cash value over time. MassMutual also pays dividends (although not guaranteed) if they are higher than 3.75%, you will get the higher of the two. Currently in 2026, the dividend is 6.6%. This has been consistently paid to eligible participating policy owners since the 1860's” which helps your cash value grow faster and build your death benefit over time. The dividend will be eligible after the 2nd anniversary of your policy.

Policy Advantages

Cash Loan: Take the cash value you accumulate out for emergencies, college funds, down payment on house, supplement retirement, etc. (after year 2)

Terminal Illness: If diagnosed with a terminal illness and have 12 months or less to live, you can access 75% of your death benefit.

Chronic Illness: If diagnosed with a chronic illness and cannot perform 2 of the 6 ADL's (activities of daily living) on a permanent basis, you can access 75% of your death benefit

MassMutual’s Representatives Carrie Ray stated all the employees who are 18 to 75 years of age are going to qualify for up to \$100,000 guaranteed issue. There's also an option to get \$250,000 through an expressed issue process. It's one medical question with ten bullet points is how I state it. Again, there is no cost to the City. We handle all the

employee education and the enrollment and really make it easy for everybody on the admin side of it; we want to take on that responsibility.

Councilman Perea asked, “How are the premiums determined?”

MassMutual’s Representatives Carrie Ray stated the factors that affect the rate are how much they're going to enroll for, how old they are at the date of application, and if they're a smoker or a non-smoker. Their health has no bearings on it whatsoever.

Councilman Trask moved to accept MassMutual’s proposal to offer Group Whole Life Insurance to City of Ely employees at each individual employee’s expense. Councilwoman Williams-Harper seconded the motion. The motion carried unanimously.

Mayor Robertson stated with the Council's permission, for the last three items here, I'd like to open all of those together. Each employee will make their own pitch and presentation and have that discussion one-on-one with the Council, but I'd like the Council to have the opportunity to consider the raises in aggregate with the budget at the end.

9. Council Members – Public Works Director Cracraft – Discussion/For Possible Action – Consideration of Public Works Director Cracraft’s request for an increase in pay, with possible approval or approval of another mutually agreed upon amount.
10. Council Members – Building Official Flannery – Discussion/For Possible Action – Consideration of Building Official Flannery’s request for an increase in pay, with possible approval or approval of another mutually agreed upon amount.
11. Council Members – Human Resources Director Ramirez – Discussion/For Possible Action – Consideration of Human Resources Director Ramirez’s request for an increase in pay, with possible approval or approval of another mutually agreed upon amount.

Public Works Director Cracraft reviewed the following:

August 11, 2026

To: Mayor and City Council Members

Subject: Request for Salary Increase – Public Works Director

I am formally requesting a salary increase for the position of Public Works Director. I have proudly served the City of Ely for approximately twenty years, with the last seven and a half years dedicated to leading and supervising our Public Works operations.

My current responsibilities include overseeing 24 personnel including summer help across five distinct departments. To ensure the safety and infrastructure of our community, my workday typically begins around 5:30 AM and extends into the late afternoon. Furthermore, I maintain 24/7 availability to respond to on-call operational emergencies. I lead a diverse crew of workers and have boosted staff retention and morale within departments. As a Public Works Director without administrative support, I absorb significant clerical and paperwork duties alongside my other responsibilities, effectively serving in a dual operational and administrative capacity to keep municipal projects and daily services running smoothly.

I have managed capital improvement projects on time and within budget and have reduced operational expenses through smarter resource allocation or vendor negotiation. With the help of staff, I have maintained aging water, sewer, and road systems and have also maintained landfill requirements, cemetery and parks upkeep, and functionality of animal control services to extend asset lifecycles.

I have ensured 100% compliance with EPA, OSHA, and State environmental regulations. I have resolved high-priority safety hazards or emergency repairs when needed.

I also maintain multi-agency partnerships spanning City, County, State, and federal levels to streamline project execution and resource sharing when needed. I facilitate inter-governmental alignment to meet project milestones, mitigate public disruption, and maintain transparent communication. I have cultivated working relationships with County, State, and other stakeholders to accelerate project approvals and cooperative agreements when needed. I have been transparent with department communication protocols to resolve operational bottlenecks during active construction phases.

I handle public complaints professionally to improve citizen satisfaction with local services.

A review of regional compensation indicates that surrounding local jurisdictions provide significantly higher salaries for equivalent public works leadership roles. To better align

with current market standards and reflect the operational scope of this position, I am requesting a salary increase to \$85,000 from my current \$79,181.25.

WPC Roads Supervisor - \$94,500.00
WPC Road Leadman - \$103,000.00 to 105,000.00
WPC Parks and Maintenance Supervisor - \$85,999.92
Eureka County - \$137,218.00
Elko - \$126,526.40
West Wendover - \$121,306.56

I appreciate your consideration of this request as we continue working together for the City of Ely.

Thank you.


Mike Cracraft
Public Works Director

Mayor Robertson stated for the Council's information when I go over the performance evaluation individually with each department head, I ask if they're going to be requesting a raise above and beyond the budgeted 2.5%. If they are, this is the process. They show up, and they need to make that rationale to the council, who's got the purse strings on that.

Councilman Perea stated I have no problem with the request at all, but I think we should be doing this in March, and we probably should have an agenda item to move this earlier.

Councilman Trask stated I agree 100% with that statement. We're going through the procedures, and I appreciate it and this really is what we have to do, and I agree it's super awkward, Mike. Moving forward, we need to move this process or a different process to March so that it's budgeted for, because now we're not even a month into it, and we're looking to... not blow up the budget, \$6,000's not going to blow up the budget but have unbudgeted expenses.

Mayor Robertson stated I would encourage the Council to continue with this process now, if we want to change this going forward, I will endorse that completely. I think that's a good idea, but we're kind of in the middle and like I explained to all of the employees I talk to, they're within their rights at any time of the year to ask to be considered for a raise. This is how we typically have done it. If we'd like to change the procedure, there's probably rationale to that.

Building Official Flannery reviewed the following:

To: City Mayor and City Council
From: Patrick Christopher Flannery, Building Official
Subject: Request for Salary Review and Adjustment

Dear City Mayor and Honorable Members of the City Council,

I respectfully submit this request for a review and adjustment of my compensation as the Building Official for the City of Ely. Since assuming my current responsibilities, the scope and complexity of my position have increased substantially, and I believe it is appropriate to review my compensation in light of these expanded duties.

In my role, I serve as the Building Official for both the City of Ely and White Pine County. While this dual appointment has allowed both jurisdictions to benefit from shared expertise and continuity of service, it has also significantly expanded my workload and professional responsibilities.

This shared arrangement provides substantial value to the City of Ely. Rather than maintaining two independent Building Officials with separate administrative and management structures, both jurisdictions benefit from a single experienced professional who provides consistent code interpretation, coordinated development review, and streamlined decision-making across the region. This continuity has enhanced communication between the City and County, improved consistency in permitting and enforcement practices, and strengthened our ability to respond efficiently to developers, contractors, and the public.

Additionally, the City realizes meaningful financial benefits from this arrangement. Recruiting and retaining qualified Building Officials has become increasingly difficult throughout Nevada and the western United States. By sharing one Building Official with White Pine County, the City avoids many of the costs associated with recruiting, onboarding, training, and retaining an additional executive-level employee. The City also benefits from the technical expertise and regional experience I have developed while managing projects for both jurisdictions, without bearing the full cost of developing or maintaining that expertise independently. In many communities, employing separate Building Officials would represent well over \$150,000 to \$200,000 annually in combined salary, benefits, recruitment, and administrative costs. The current cooperative arrangement allows both jurisdictions to share those responsibilities while maintaining a high level of professional service.

In addition to my traditional responsibilities as Building Official, I am expected to perform plan reviews, building inspections, code enforcement, planning and zoning functions, and provide technical guidance on development projects. These responsibilities extend across two separate jurisdictions, each with its own governing bodies, priorities, ordinances, and public expectations.

The demands within White Pine County have increased dramatically. The County is preparing for several large-scale development projects that will require extensive oversight, coordination with developers, consultants, engineers, utility providers, state agencies, and utility providers. These projects will require significant time dedicated to plan review, permitting, inspections, code interpretation, scheduling, and ongoing project management throughout construction.

In addition to these responsibilities, I authored the County's comprehensive feasibility study evaluating the potential for large-scale data center development. That project required extensive research, coordination, technical analysis, and long-range planning well beyond the normal duties of a Building Official. The study has become an important planning document for the County as it prepares for future economic development opportunities.

Recently, White Pine County hired a Building Inspector who will be assigned exclusively to County operations. While this addition is greatly appreciated, it does not immediately reduce my workload. The inspector will require extensive mentoring and training before I can confidently rely on them to independently represent my office and the standards of the Building Department. Based on my experience, developing an inspector to that level typically requires approximately one year of hands-on training, supervision, and quality control. During that period, I remain fully responsible for their work, professional development, and ensuring that inspections and code enforcement activities meet the expectations of both jurisdictions.

I also recognize that I still owe the City of Ely professional certifications. I remain fully committed to completing those certifications. However, the demands of simultaneously managing both jurisdictions and the increasing workload associated with the County's major development projects have significantly impacted the time available to complete those educational requirements. As these projects approach construction and implementation, the workload has become increasingly intensive and has required my immediate attention to ensure both jurisdictions continue to receive responsive and professional service.

My request for a salary adjustment is not based solely on additional hours worked, but rather on the expanded level of responsibility, leadership, technical expertise, project management, and accountability now expected of this position. I am responsible for protecting public safety, ensuring code compliance, supporting economic development, supervising and training personnel, coordinating with multiple governmental agencies, and managing increasingly complex projects that have substantial long-term impacts on our community.

I believe it is also important to recognize that the City receives benefits that extend beyond my day-to-day operational duties. Through my work with White Pine County, I have established relationships with state agencies, utility providers, engineers, consultants, and economic development partners that directly benefit the City of Ely. My involvement in regional planning initiatives and major development projects brings additional expertise and resources to the City at no additional cost. As development activity continues to increase throughout White Pine County, maintaining experienced leadership within the Building Department will become increasingly important to ensuring that both jurisdictions continue to provide efficient, professional, and technically sound services.

I remain committed to providing exceptional service to the City of Ely and appreciate the confidence that has been placed in me. I value the opportunity to serve both the City and White Pine County and believe my efforts have helped strengthen the building department while supporting responsible growth throughout the region.

For these reasons, I respectfully request that the City of Ely consider a salary adjustment that reflects the current scope of my responsibilities, the unique value of serving as Building Official for both jurisdictions, and the significant operational and financial benefits this arrangement provides to the City. I would appreciate the opportunity to discuss this request further and provide any additional information the Council may find helpful during its consideration.

Thank you for your time, consideration, and continued support.

Respectfully,

Christopher Flannery
Building Official
City of Ely

Mayor Robertson asked, "Is there a certain amount you are asking for?"

Building Official Flannery stated yes, a \$6,000 increase to round it up to the \$100,000.00 mark.

Councilman Perea stated I did get a chance to meet with Chris, and we've already talked about this a little bit, I think you addressed it in your backup, but we did talk about

raising it to that amount with those certifications. You're busy, we didn't get to them, and we're within the year. Do you see any relief with this County employee coming on? Are we going to take a run at those?

City Building Official Flannery stated when I bring on an employee, especially an inspector, it usually takes about a year before I can even say go out there and get this done where I am comfortable, because inspectors represent me in the community and until they get to that point where I feel comfortable that they're representing me in the community, they can't go out. There are other things that I've got to do. We haven't changed any of the fee structures for these building permits since 2006, when I established that. I've got to move forward, even this winter, to build a working group of my local contractors here to give them ownership in bringing the fees up to date. Even when I'm looking at the planning fees, these haven't been addressed for many years. The master plan hasn't been addressed for twenty-six years, so I've got those to deal with, and I've got to bring up those planning fees to better represent the employees working for those fees, so they can afford to work under what we're doing. So, I have to work these things up, and now the codes, we have to bring those up to date this winter, so I'll have a working group of contractors to help with that also. So, it's just a huge amount of work that I'm dealing with. I'm usually in my office from 5:30 in the morning until late day.

City Human Resources Director Ramirez stated thank you for the opportunity to speak. In the backup material, I've included my comparable pay rates for similar rural areas, as well as a letter outlining my skills, accomplishments, and work history. I hope this helps to demonstrate the value of my role and the contributions I bring to the organization.

City of Ely \$60,000-\$90,000	My salary-\$64062.50
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HR DIRECTOR	WPC	\$90,096.00
HR DIRECTOR	EUREKA COUNTY	\$80,592.97
HR SPECIALIST	WEST WENDOVER	\$81,069.00
HR DIRECTOR	ELKO	\$119,678.00



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Period: May 2025

Q Search Area, Industry, or Occupation

Area ⁽¹⁾	Industry ⁽¹⁾	Occupation ⁽¹⁾	Annual median wage ⁽²⁾
Balance of Nevada nonmetropolitan area	Cross-Industry, Private, Federal, State, and Local (000000)	Human Resources Managers (11-3121)	\$132,880

Footnotes:

(2) Annual wages have been calculated by multiplying the hourly wages by 2,080 hours; for occupations where hourly wages are not published, annual wages were taken directly from the reported survey data.

SOC code: Standard Occupational Classification code — see <http://www.bls.gov/soc/home.htm>

Data extracted on August 07, 2026

To: Mayor and City Council Members,

As the Human Resources Director, my priority is making sure our city departments have the people, support, and legal compliance they need to serve our residents well. I look after the big picture of how we manage our staff—from hiring the right people and keeping us compliant with labor laws, to balancing compensation, perks, time off, health plans and building a positive workplace culture by solving conflicts and supporting employee's well-being. Ultimately, my goal is to support our city employees so they can focus on doing great work for our community.

I have served the City of Ely for over five years and have been the Human Resources Director for a little over one year. I bring more than 15 years of experience in Human Resources and 18 years of expertise in payroll. My background includes extensive work in employee relations, compliance, organizational development, and payroll administration, allowing me to support the City with a well-rounded and dependable skill set.

This year, I successfully implemented a new computerized timekeeping system, transitioning our organization away from paper timesheets and manual leave requests. Although there were a few initial challenges, through teamwork, collaboration, and staff support, the system is now operating smoothly and has significantly improved accuracy, efficiency, and overall accountability in our timekeeping processes.

Yearly performance reviews have been implemented for all hourly employees, creating a more consistent and transparent evaluation process.

In addition, I am continuing to work on Phase 2 of the HR assessment and updating the safety policy and procedures plan to strengthen compliance and ensure safer work environments.

I also earned my SPHR certification from HRCI this year, which means I now hold two HR certifications. These credentials help me bring best-practice HR expertise to our city operations.

I would like to respectfully request a compensation adjustment that aligns my HR Director role with comparable markets and reflects the scope, complexity, and impact of my responsibilities and experience. Adjusting my compensation to better match market standards will ensure alignment with similar positions in comparable cities and reaffirm the leadership expectations associated with the HR Director role. I am requesting a salary increase to \$72,800 from my current \$64,062.50.

I appreciate your time, consideration, and support.

Thank you.



Desiree Ramirez, SPHR, PSHRA-CP
Human Resources Director

City Human Resources Director Ramirez stated I feel that I do have a lot on my plate. I do take on a lot of challenges. I continue my hard work, my education, and I now have two certifications in HR. One is the PSHRA, for public sector, and the other one is through HRCI, which is the Human Resources Certification Institute. They're both globally recognized. I only have one more to get, which would be the SHRM, and then I have the trifecta of the human resources certifications, and that is on my radar. I feel that my pay scale is low. I am asking for \$72,800, which is an increase of \$8,737.50, and my wages are also split four ways.

Councilman Perea asked when we do these comparisons with other municipalities and whatnot, is it apples to apples? Are these other entities actually paying for all of the retirement like we do?

City Human Resources Director Ramirez stated not all of them. Some of them are choice agencies so they do get paid a little more.

Mayor Robertson stated I will proffer to the Council that all of the performance reviews were very high, all positive comments, and I do have eminent faith in our staff and the job they do. I know they're dedicated. They show up time and time again, I mean just watching the communities response to the fire with the firefighters all out front, but it took Public Works, it took questions to HR, it took questions to our Clerk. Our team really works well together, they work hard together, they respond after hours, weekends, and anytime there's a process or a problem. I've never had my call end up going to voicemail. If they're on vacation, they answer. Their dedication is beyond reproach, for sure and, as I discussed with each of them, I think there's absolutely an easy case to make that every single one of them is underpaid if you want to compare with the rest of the State. Be that as it may, you know, I think everywhere has its own kind of economy and

budget size. It is apples to apples, as close as we can get, no question. I think they really look into this and try to make the best comparisons possible, but it's never a perfect system. I wanted to make sure that we were considering this all together for the impact on the budget. I believe the cases have all been made that those raises are certainly warranted from a merit standpoint, that's really not the question here. If there are questions, I know I did talk to the Treasurer about being prepared for questions on the budget, and impacts, and things we could or couldn't do. She's available to answer questions for you guys as well. If you have any other questions for these individual department heads, as you have this discussion, we can certainly have them come back up and answer questions as well.

Councilwoman Van Camp stated I would like to hear from Janette.

Mayor Robertson stated the total impact to the budget from those numbers was just over \$20,000.

City Treasurer Trask stated yes, I can do this, but I don't like going into a brand-new fiscal year...just like last meeting we've already dipped into the contingency fund. I would agree, I would prefer this to be done before the budget period is done.

Councilman Perea stated in that previous agenda item where we were talking about an overlap, that's going to be \$20,000 at a minimum for a three-month period, right? We've got four agenda items; it's going to come out to forty-plus thousand.

City Treasurer Trask stated so, it isn't just their wages. Now you have got to factor in the benefits too. Like I said, can I do it? Yeah, I can do it. I've been hit with more. I just would encourage you guys to change how this is done to get it done during the budgeting period.

Mayor Robertson stated I think there's merit to that comment, and I think we should seriously consider that, but again, I would like to make sure that we finish this process that we're in the middle of now.

City Treasurer Trask stated as you said, by comparing it to other entities it's the best that we can do, but every budget's different. You take our budget, and I'm talking about just the general fund, because that's my volatile one; we have a \$4.4 million revenue budget. The County has a \$60 million, Elko has a \$60 million, and so we are always going to be paying less than everybody else.

Mayor Robertson stated, let me ask, on the benefits side, is it twice the wages you calculate for benefits, or is it, like, a third more?

City Treasurer Trask stated it is closer to almost fifty percent.

Mayor Robertson stated so we are looking at about a \$30,000 impact with the benefits. We have had the discussion that the largest part of our budget is wages and benefits.

City Treasurer Trask stated we have come a long way from where we were. In six years, we've almost doubled our wages and benefits expenses. The other thing I would recommend is that you be very conscious of can we sustain the wages that we're paying.

Mayor Robertson stated like I reported to the Council, I believe, a couple months ago, there isn't a city in this State that isn't facing that same kind of increase. I think Henderson had a 45% increase in their wages and benefits over the last few years and we've had something similar. Cities across the state are faced with this, and this is just part of life these days.

Councilwoman Williams-Harper stated sometimes we have the idea we're just a small place and we can get people to do these jobs all day long, and we can't. They take a lot of skills. We are fortunate that they work together well, I know we have the same issues at the school district, and Terrell works hard to keep good people and good salaries, but it's not easy. We don't have a million people lined up for these jobs, so we also have to be

very careful because it really costs us when we wind up bringing in brand new people all the time.

Mayor Robertson stated retention is very important.

Councilwoman Yeoman asked have we ever done a stepped-up, basis? Like, kind of what Dennis was talking about, a ten-year scale, and everyone gets that percentage increase on it?

Mayor Robertson stated we did that for our union contract. The problem with these appointed officials is that pay has got a range and it's set in a negotiation between them and the Council; the only place that can happen is in public. So, when you're talking about raises, we've changed it a little bit where the budgetary raises also go to them, so that they are getting the cost of living that everybody else is getting as well, and that doesn't have to come here. If they feel like they need a bump in pay, I don't know how else we do that, besides them coming here to negotiate that again with the Council with the model we currently have. If we want to put in a new policy that says, okay, we negotiate your initial pay, and then you're only up for increases at these same intervals as everybody else, that's certainly an option, but that's a decision for the Council to make.

Councilwoman Williams-Harper stated I think we do this now, and we hurry up and fix and change what it is we want to do, so we're not caught in this position again.

Councilman Perea stated we have a business decision to make. This isn't a personnel decision, and that's why this gets awkward for me, is we've got people we care about that deserve more money. We have to make a business decision, and the problem is we're making a business decision in the first month of the budget. So, I think everybody gets the argument. I'll leave it at that. I'm for and I'll even vote for these pay raises, but the process is a bad way of doing business.

City Attorney Arabia stated it's okay to discuss things, but there really is no point to it, because a member of the public, I don't think, would have anticipated that it was going to kind of go in this direction, and I would like everyone to be mindful that if there's going to be any decision made, anything other than yay or nay on the raises, you would want to have another agenda item so it was noticed. I know I went through the same process, and so I know exactly what all the employees were told. I get where you're coming from, where maybe people who didn't ask for raises are kicking themselves, but this was the process that was in place, and I'm not kicking myself, maybe other people are, but I think that we're also all grown-ups, and the way it was explained to me by the Mayor was very clear of what the options were and people made their decisions. The process was the same for everybody, as far as I know.

Councilman Perea moved to approve a \$5,000 annual increase across the board for the Public Works Director, City Building Official, and the Human Resources Director. Councilwoman Van Camp seconded the motion.

City Human Resources Director Ramirez stated I'd like to say thank you for your consideration. I know I'm asking for \$8,000, but I am at the lower end of my pay scale with over fifteen years' experience and two certifications. The \$72,800 I know is not budgeted, but I think it is very well justified for my qualifications.

Public Works Director Cracraft stated I am asking for a \$5,800 increase which is \$800 more than what you are approving. I've been here twenty plus years, and I've never asked for a raise. I've been given raises, but I've never stood in front of you and said I want more, but now I am. I appreciate the \$5,000 and I would probably accept it. The only person that has more time than me is Fire Chief Stork and Dale Heckethorn. I am pretty committed to the City.

City Building Official Flannery stated in defense of my co-partners over here when you're an exempt employee, you're at will of the Commission or Council. They can let you go at any time. For me, I'm working with the County also, so I'm grabbing both sides here, and I'm being torn apart in the middle with this. I have to stand up for what's right

for myself, but I also feel for them as exempt employees, because they are at will, so they're not in the union. I appreciate you guys.

Mayor Robertson stated I believe the question is, would \$5,000 annually be amenable to you?

City Building Official Flannery stated it would be fine with me.

Councilman Perea withdrew his motion to approve a \$5,000 annual increase across the board for the Public Works Director, City Building Official, and the Human Resources Director.

Councilwoman Van Camp withdrew the second of the motion.

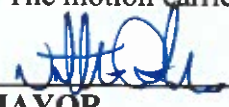
Councilwoman Van Camp moved to approve increasing annual salaries of the Public Works Director to \$85,000.00, City Building Official to \$100,000.00, and City Human Resource Director to \$72,800.00 as requested by each constituent. Councilwoman Williams-Harper seconded the motion. The motion passed with 3 ayes and 2 nays from Councilmen Trask and Perea.

10. PUBLIC COMMENT

George Chachas stated I want a raise. My business community downtown wants a raise. You cut out 65% of our parking. Looks pretty! Cemeteries look pretty; people are dying to get in there, but they're not dying to come downtown. There are places that pay more. There are businesses that make more. Unfortunately, you have got to live within your means, that's the bottom line, folks. Mr. Chachas stated ongoing concerns regarding who inspected the CDBG Bell Avenue Project and the water lines and meter pits not being put in front of his properties as was done for others; which City department employee requested the meter be changed for the Cal Ranch store, which cost the city \$30,000 and was approved by the City Engineer; alleges no ADA compliance at 351 Aultman Street; who owns Avenue A; encroachments on Avenue A; and other code violations. Mr. Chachas stated I put in a request for a copy of the audit of the Railroad, and instead I got an audit for years ended December 31, 2023, and 2022. That's not what I asked for and I was charged \$11. That document that I asked for was adopted in an open meeting, it was on the agenda, and nobody gave it to me. I want my \$11 back, and I want the proper budget.

11. ADJOURNMENT: THE MEETING MAY BE ADJOURNED BY APPROPRIATE MOTION OF THE CITY COUNCIL.

Councilwoman Williams-Harper moved to adjourn the regular meeting of the Ely City Council at 6:49 p.m. Councilman Perea seconded the motion. The motion carried unanimously.


MAYOR


ATTEST