

**MINUTES
CITY OF FALLON
55 West Williams Ave
Fallon, Nevada
June 27, 2025**

The Honorable City Council met at a special meeting on the above date in the Council Chambers, 55 West Williams Avenue, Fallon, Nevada.

Present:

Mayor Ken Tedford
Councilwoman Kelly Frost (via a remote technology system)
Councilwoman Karla Kent
Councilman Paul Harmon
City Attorney Trent deBraga
Deputy City Attorney Sean Rowe
Deputy City Attorney Jaren Stanton
City Clerk Treasurer Michael O'Neill
Deputy Public Works Adrian Noriega
Deputy Public Works Marco Guerrero
Deputy Public Works Erik Fain
Chief Ron Wenger
Captain Daniel Babiarz
Captain John Riley

The meeting was called to order by Mayor Tedford at 9:00 a.m.

Mayor Tedford led the Pledge of Allegiance.

Mayor Tedford inquired if the agenda had been posted in compliance with NRS requirements.

City Clerk Treasurer Michael O'Neill advised that the agenda was posted in compliance with the NRS requirements.

Public Comments

Mayor Tedford inquired if there were any public comments. He noted that comments are to be general in nature, not relative to any agenda items. No action may be taken on a matter raised under this item until the matter has been specifically included on an agenda as an item upon which action will be taken.

No comments were noted.

Discussion and possible action to approve negotiated agreement between the City of Fallon and the Fallon Peace Officers Association to be effective from July 1, 2025 to June 30, 2028 (Pursuant to NRS 288.153, the proposed agreement and any exhibits or other attachments to the proposed agreement are available to the public on the City's website, June 27, 2025 Fallon City Council Meeting

fallonnevada.gov, and at the City Clerk's Office, 55 W Williams Avenue, Fallon, Nevada).

Don Lattin greeted the Council. First of all, we are here, as the Mayor just said, to approve this agreement. I would like to talk about the negotiating team, for a moment. We had Chief of Police Ron Wenger, Chief of Staff Bob Erickson, and Public Works Director Brian Byrd. You all know this, but I am going to tell you that you have members of that negotiating team that know the City, which is very helpful when you are negotiating. If something comes up in negotiations, you have someone right there who is willing to handle it. You have Bob, who is very adept on the financial aspect of the City. So, when something comes up with in regard to an enterprise fund or anything is going on, Bob handles it. You have Brian, who knows Public Works inside and out. You have Chief Wenger, who knows the Police Department. So, they are very helpful during the process. We will need to make the Chief an honorary member, so that he can come back after his retirement. In any event, I do want to go over the changes prior to approval and answer any questions that you may have. Now, also, there is a special requirement with regard to these agreements, and that is that they are posted on the website, and in the red line version, that has been done. So, the public has had an opportunity to see what the changes were from the past agreement. First of all, the first significant change, is it will be a three-year agreement, which is noted on the front. Running from July 1st of 2025 through June 30th of 2028. So, that is the first change, which is a few years down the road. I want to note, that I am sure that the Council is aware of, but I also want to make the public aware, with regard to PERS. There was an 8.75% increase in the PERS payment, by the City. Which, with the number of employees you have, and that is just with the FPOA, and law enforcement, with regard to the remaining employees of the City, there was a 3.25% increase. All of which, the City has picked up. I will say that the police officers recognize that and recognized that the City is making a significant payment towards that aspect of their benefit program. The next page is on page 4 of the agreement, article roman numeral 7 under salaries. In recognition, of the fact, that the City is paying that 8.75% increase, they agreed, this year, to take a 0% increase. With regard to the second year of the contract, the City will agree, if you approve this, to a 2% increase. The third year of the contract, July 1st of 2027, if you approve this, it will be a 3% increase. So, that is the next change. Additionally, under that same article, section B. It says, employees shall be paid a shift differential of 8%, for those employees assigned to work between 6:00 p.m.-6:00 a.m., so the night shift. Before, there was a rather complex formula, it was based upon 8 hour shifts. Well, for the last several years, the Police Department has been under 12-hour shifts. There was a complex way that caused a great deal of controversy of how it was computed and it also created difficulties on the timecards. So, we changed this, to say there is just going to be a shift differential if you work the night shift, at 8%. Every officer, over the course of the year, will be entitled to that 8% because I think they shift every 3 months. So, all officers will have the opportunity to get this shift differential, over the year. So, that was the other significant change.

Councilwoman Kent asked if she could ask a question. So, they work 12-hours, so they are scheduled from 6:00 p.m.-6:00 a.m.

Don Lattin stated that was correct.

Councilwoman Kent inquired on the increases over the next three years. Do they still get a cost-of-living increase?

Mayor Tedford stated that they will still get their step increases.

Don Lattin confirmed that they will still receive their step increases.

Councilman Harmon inquired on the shift differential. Is it only the 8% if a person works within those hours. So, say an officer has to work overtime and they go two more hours into

the days. Would they get the 8% for just those two hours, or for all the hours worked?

Don Lattin stated that he believes the question is if they get paid overtime and the shift differential pay for the two additional hours. Yes, they do get overtime and the differential pay for just those two hours.

Don Lattin stated that the other significant change is on page 8, under Training Courses. The training courses, in the past, have been limited to mostly academic courses and this year, they made a request, which I think is legitimate, that they include a broader section of courses. What they brought up was hand-to-hand combat courses, or Thai Chi courses. Things that are different than management courses at a university. As they pointed out, and I agree with them. A management course on Friday night doesn't do that much good, but a hand-to-hand combat course may. So, we agree to make that broader. It is still at the Mayor's discretion. He will look at these and approve them. They would have to be approved courses taught by certified instructors. So, we still have that safeguard in place. There was one other change, it is on page 11, under holidays. We added Juneteenth as a formal holiday. It is a state holiday, and we always take state holidays, so we just added that. So, that outlines the changes, and I would answer any questions that haven't already been asked.

Mayor Tedford stated that the training and education first goes through the Chief and I would approve them after that. That is City policy. I don't recall where we had the requirement for the side-by-side contracts, but I think it is a good idea.

Don Lattin said that the last time we approved the contract, there was that requirement.

Mayor Tedford stated that we were posting on the website last time the same way. I just didn't realize that we did it last time this way and on the website. I was just wondering when the legislature changed that.

Don Lattin stated that it was 2 sessions ago. It has been refined a little bit.

Mayor Tedford stated that they change something every session. I think it is a good idea. Before it was only available in the Clerk's office because Elsie would have both of these contracts.

Don Lattin stated that if you look on the website, you see the red line changes, there are some general formatting changes. For example, there were areas that had commas instead of periods, so those were changed as well.

Councilman Harmon stated he had a couple of comments. I know I was one of the ones last year that commented on how difficult it was to follow along on that, so I appreciate you cleaning it up and making it easier to read and follow this year. I want to thank you and the negotiating team but also recognize the FPOA for realizing the situation the City is in with the PERS increase and what that is doing to us, and I think they understood that while coming into negotiations, so I want to recognize that as well. I want to thank you and think this is a good agreement. I am glad that it is for 3 years, so we don't have to do this again until 3 years from now.

Mayor Tedford inquired if we had any reopeners in this 3-year period.

Don Lattin responded that there are no reopeners.

Mayor Tedford agreed that it is not easy being on the negotiating team, on either side. It is a difficult job to get to an agreement, but I am happy that everything was discussed and resolved a lot more quickly than last year.

Don Lattin stated that it is also a time that sometimes-non-negotiable items comes but they get handled. It gives the Chief the opportunity to know what is going on, and if there is something that doesn't get handled during the regular workday, he finds out about them. Same thing with Public Works, and they get handled. It is also another way that things get handled and people feel like their concerns are addressed.

Councilman Harmon stated he thinks that is a really good thing. The only thing, with that comment, that concerns me is that it isn't going to happen again for 3 years now. So, I hope that they can bring it to the Chief or the Administration prior to 3 years from now and not let it build for 3 years and not bring it up until then.

Don Lattin stated that usually the first comment from the Chief is why didn't you bring this to me sooner. I think that they now know that they have a place to go and bring it up and have open communication.

Mayor Tedford stated that a contract cannot cover everything. You can't put down everything a City employee is required or not required to do on the contract. I don't think you can ever put it all in writing. So, that is why you need to hear about those things that may or may not be misunderstood. I think your word for controversy was more misunderstood. You just can't put everything in here, that is why the representatives of PD have to talk to him all the time, and when we do OE3, it is done the same way.

Don Lattin stated that he didn't mean to imply that there was not a steady form of communication between departments. I think it happens, but I think that in the negotiation process sometimes people sit down and think about what has been happening, and it comes up as a byproduct of sitting down.

Mayor Tedford inquired whether there were any comments or questions from the Council or the public.

No comments were noted.

Councilman Harmon motioned to approve negotiated agreement between the City of Fallon and the Fallon Peace Officers Association to be effective from July 1, 2025 to June 30, 2028 (Pursuant to NRS 288.153, the proposed agreement and any exhibits or other attachments to the proposed agreement are available to the public on the City's website, fallonnevada.gov, and at the City Clerk's Office, 55 W Williams Avenue, Fallon, Nevada); seconded by Councilwoman Kent and approved with a 3-0 vote by the Council.

Executive Session

Mayor Tedford tabled the executive session, as it was not needed at this time.

Report on transfers of appropriations between functions or programs within the General Fund, Convention & Tourism Fund, and Convention Center Fund during fiscal year 2025 as required by NRS 354.598005.

City Clerk Treasurer Michael O'Neill stated that NRS 354.598005 allows for the budget to be transferred between functions and funds, if such transfers do not increase the total appropriations for the fiscal year and are not in conflict with other statutory provisions. The person designated to administer the budget may transfer appropriations between functions or programs within a fund, if both, the governing body is advised at the next Council meeting, and the action is recorded in the official minutes of the meeting. The attached schedule shows appropriation transfers made within the General Fund, Convention & Tourism Fund, and Convention Center Fund. There was no increase in total appropriations due to this action. This item is for discussion only for informational purposes, to be read onto the record. I am happy to answer any questions that you may have.

Mayor Tedford inquired whether there were any comments, changes, or questions from the Council or the public, and thanked everyone for being present during today's meeting.

No comments were noted.

Consideration and possible approval and adoption of Resolution No. 25- 06-01: A resolution augmenting the Fiscal Year 2025 budget of the General Fund in the amount of Three Million Five Hundred Ninety-Eight Thousand Dollars (\$3,598,000), the Convention & Tourism Authority Fund in the amount of One Hundred Twenty-Four Thousand Eight Hundred Dollars (\$124,800), the Airport Fund in the amount of Two Million Six Hundred Fifty Thousand Dollars (\$2,650,000), the Mayor's Youth Fund in the amount of Ten Thousand Dollars (\$10,000) and other matters properly related thereto.

City Clerk Treasurer Michael O'Neill stated NRS 354.598005 authorizes the City to augment a budget when anticipated resources available during a budget period exceed those estimated. The City must comply with NRS 354.598005 and NAC 354.400 through 354.490, inclusive, in order to properly augment a budget. Pursuant to NRS 354.598005(1)(a), in order to augment the appropriations of a fund to which ad valorem taxes are allocated as a source of revenue, the City Council must adopt a resolution reciting the appropriations to be augmented and the nature of the unanticipated resources intended to be used for the augmentation. The Council must publish notice of its intention to act on the resolution and must not take action until at least three (3) days after publication of the notice. The General Fund contains ad valorem taxes as a source of revenue which requires publication notice. The other governmental fund 72 Item 7. funds included in the resolution, Convention & Tourism Authority Fund, Airport Fund, and the Mayor's Youth Fund, are not allocated ad valorem taxes and therefore do not require publication. The attached proposed Resolution satisfies the requirements of both the Nevada Revised Statutes and the Nevada Administrative Code. Notice of the Council's intention to act on the proposed Resolution was published in the Fallon Post on June 20, 2025, and Proof and Statement of Publication is attached. If approved, the proposed Resolution will augment the budget of the General Fund, Convention & Tourism Authority Fund, the Airport Fund and Mayor's Youth Fund in order to properly account for the resources and expenditures of those funds.

Mayor Tedford inquired whether there were any comments, changes, or questions from the Council or the public.

No comments were noted.

Councilwoman Kent motioned to adopt Resolution No. 25- 06-01: A resolution augmenting the Fiscal Year 2025 budget of the General Fund in the amount of Three Million Five Hundred Ninety-Eight Thousand Dollars (\$3,598,000), the Convention & Tourism Authority Fund in the amount of One Hundred Twenty-Four Thousand Eight Hundred Dollars (\$124,800), the Airport Fund in the amount of Two Million Six Hundred Fifty Thousand Dollars (\$2,650,000), the Mayor's Youth Fund in the amount of Ten Thousand Dollars (\$10,000) and other matters properly related thereto; seconded by Councilman Harmon and approved with a 3-0 vote by the Council.

Consideration and possible approval and adoption of Resolution No. 25- 06-02: A resolution augmenting the fiscal year 2024-2025 budget of the Electric Enterprise Fund in the amount of Five Hundred Fifty-Two Thousand Dollars (\$552,000), the Water Enterprise Fund in the amount of One Hundred Three Thousand Dollars (\$103,000), the Sewer Enterprise Fund in the amount of One Hundred Forty-Three Thousand Dollars (\$143,000), the Sanitation Enterprise Fund in the amount of One Hundred Fifty Thousand Dollars (\$150,000), the Landfill Enterprise Fund in the amount of Two Hundred Ninety-Six Thousand Dollars (\$296,000), the Water Treatment Enterprise Fund in the amount of

Sixty-Five Thousand Dollars (\$65,000), the Water Treatment Reserve Fund in the amount of One Hundred Forty Thousand Dollars (\$140,000), the Data Processing Internal Service Fund in the amount of Fifty-Three Thousand Dollars (\$53,000) and the Public Works Internal Service Fund in the amount of Four Hundred Five Thousand Dollars (\$405,000), and other matters properly related thereto.

City Clerk Treasurer Michael O'Neill stated NRS 354.598005 authorizes the City to augment a budget when anticipated resources actually available during a budget period exceed those estimated. The City must comply with NRS 354.598005 and NAC 354.400 through 354.490, inclusive, in order to properly augment a budget. Pursuant to NRS 354.598005(1)(b), in order to augment the appropriations of an enterprise fund or internal service fund, the City Council must adopt a resolution providing therefore at a regular meeting of the Council. The attached proposed Resolution satisfies the requirements of both the Nevada Revised Statutes and the Nevada Administrative Code. If approved, the proposed Resolution will augment the budget of the Electric Enterprise Fund, the Water Enterprise Fund, the Sewer Enterprise Fund, the Sanitation Enterprise Fund, the Landfill Enterprise Fund, The Water Treatment Fund, the Water Treatment Reserve Fund, the Data Processing Internal Service Fund, and the Public Works Internal Service Fund in order to properly account for the resources and expenditures of those funds.

Mayor Tedford inquired whether there were any comments or questions from the Council or the public.

City Attorney Trent deBraga stated that there was a resolution that was provided today that is different from the one posted.

City Clerk Treasurer Michael O'Neill apologized for not mentioning the change. There were 2 minor changes to the documents that were published. Page 93 there was a labeling error. Initially, the document was released saying that the Water Enterprise Fund was going to be augmented using cash on-hand of \$103,000. There was a revised document provided to the public and the Council that shows that it should have been labeled, Capital Contributions, for \$103,000. Additionally, on page 100, which is the schedule supporting the Water Enterprise Fund augmentations there is an additional line item that was added into the non-operating section, for debt issuing cost for \$6,500, that did not change the overall total of the augmentation as we were able to resource that from the operating section of the schedule. I apologize for not mentioning that earlier, I got caught up in the verbiage of the overall augmentations.

Mayor Tedford thanked City Attorney Trent deBraga and inquired whether there were any further comments or questions from the Council or the public.

No further comments were noted.

Councilman Harmon thanked City Clerk Treasurer Michael O'Neill and the Clerk's Office for their hard work on these augmentations and motioned to adopt Resolution No. 25-06-02: A resolution augmenting the fiscal year 2024-2025 budget of the Electric Enterprise Fund in the amount of Five Hundred Fifty-Two Thousand Dollars (\$552,000), the Water Enterprise Fund in the amount of One Hundred Three Thousand Dollars (\$103,000), the Sewer Enterprise Fund in the amount of One Hundred Forty-Three Thousand Dollars (\$143,000), the Sanitation Enterprise Fund in the amount of One Hundred Fifty Thousand Dollars (\$150,000), the Landfill Enterprise Fund in the amount of Two Hundred Ninety-Six Thousand Dollars (\$296,000), the Water Treatment Enterprise Fund in the amount of Sixty-Five Thousand Dollars (\$65,000), the Water Treatment Reserve Fund in the amount of One Hundred Forty Thousand Dollars (\$140,000), the Data Processing Internal Service Fund in the amount of Fifty-Three Thousand Dollars (\$53,000) and the Public Works Internal Service Fund in the amount of Four

Hundred Five Thousand Dollars (\$405,000), and other matters properly related thereto; seconded by Councilwoman Kent and approved with a 3-0 vote by the Council.

Public Comments

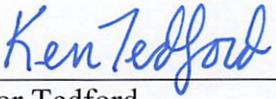
Mayor Tedford inquired if there were any public comments.
No comments were noted.

Council and Staff Reports

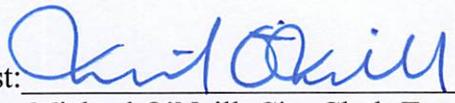
Mayor Tedford inquired if there were any Council and Staff reports.
No reports were noted.

Adjournment

There being no further business to come before the Council, Mayor Tedford adjourned the meeting at 9:31 a.m.



Mayor Tedford

Attest: 

Michael O'Neill, City Clerk-Treasurer