

**ELKO CONVENTION & VISITORS AUTHORITY  
SPECIAL SESSION BOARD OF DIRECTORS MEETING  
THURSDAY, MARCH 10, 2022  
ELKO CONFERENCE CENTER  
LAMOILLE #1, 8:30 A.M.  
MINUTES**

**1. Roll call**

ECVA Board Members Present: Dave Zornes  
Matt McCarty  
Delmo Andreozzi  
Chip Stone

ECVA Staff Present: Katie Neddenriep, Executive Director  
Tom Lester, Tourism & Convention Manager  
Cheryl Garcia, Comptroller  
Amber Merz, Administrative Assistant

**2. Call to order and Pledge of Allegiance**

Chairman of the Board, Dave Zornes, called the meeting to order at 8:33 am and led the Pledge of Allegiance. He stated for the record that Toni Jewell was not able to attend today but all other board members were here.

**3. Public Comments- Non-Action Item**

Pursuant to N.R.S 241.020, 2(c) (3), this time is devoted to comments by the general public, if any, and discussion of those comments. No action may be taken upon a matter raised under this item on the agenda until the matter itself has been specifically included on a successive agenda and identified to be an action item.

None at this time.

**4. NEW BUSINESS:**

4A-0310-22 Review, discussion, and possible approval of the tentative timeline for the ECVA Executive Director's departure and successor recruitment and all matters related – **Action Item (public comment)**

Dave Zornes stated for the record that Katie had made the decision to resign from the ECVA. A press release regarding this decision was included in the packet. This would go to Elko Daily Free Press and other news outlets today. He told Katie the board appreciated everything she had done while in this position, she came aboard at the most difficult time. He then asked her to go over her timeline for them.

Katie referred to the second page of the packet which included her timeline and proposed course of action for recruiting. The main point she would like them to consider was contracting with Pray Solutions as a third-party Search Administrator. Katie then read through the timeline example included in the packet. Explaining she had included a 4 week, 5 weeks, and 6-week timeline. She had a conversation with Dana of Pray Solutions and was told a 4-week timeline should be sufficient. She told the board she would stay on until the end of the Mining Expo, June 10<sup>th</sup>, if they felt it necessary.

Dave spoke about their desire to get someone in the position soon to assist with the Mining Expo. He stated that it would be a benefit if they could find someone who already had knowledge of the event.

Delmo stated he likes the idea of working with a 3<sup>rd</sup> party administrator like Pray Solutions. He spoke about working with Pray Solutions while recruiting for the County Manager position and found it to be very helpful. Delmo said he appreciates that Katie is willing to stay on to help with the transition during the Mining Expo. Chip stated he was very thankful for all Katie had done as Executive Director. He spoke about wanting to make sure they continue to work on the pay scale restructure even through this process.

Matt stated that he had also worked with Pray Solutions when applying for County Manager. He felt they were very professional and could be helpful during this process. He said he agrees with Chip, they should continue to work on the pay scales for the ECVA as a whole. He explained he thinks the pay range for this position is sufficient at the time being and does not want to delay posting for this position to adjust the pay at this time. He likes the prospective start date of May 16<sup>th</sup> and would like to aim for that but does feel they need to have a firm start day of no later than May 31<sup>st</sup>.

Dave said he would like to see a start date no later than May 23<sup>rd</sup>. He would also like to have someone local to the state or at least familiar with Nevada.

Katie made the recommendation the salary range reflects her current scale which goes up to roughly \$135,000, or at the minimum 125,000, not the salary range listed in the job posting they had as that was from 2018. She expressed concern qualified individuals may not apply based on that salary.

Matt spoke about the value of PERS and health insurance which the ECVA offers to all full-time employees.

Further discussion on pay scales took place.

***Matt McCarty motioned for approval of the 4-week tentative timeline for the ECVA Executive Director's departure and successor recruitment with changes to the posting to reflect a salary range of \$90,000-\$125,000 and add in details on the complete comprehensive value of benefits. Delmo Andreozzi seconded the motion.***

Further discussion on the value of ECVA benefits took place.

***Motion passed unanimously.***

- 4B-0310-22 Discussion and possible approval to appoint up to two ECVA Board members to lead recruitment, negotiations, and transition planning for the Executive Director position and all matters related –  
**Action Item (public comment)**

Delmo stated he feels the Chairman should be involved in this process as well as Chip Stone as he represents the City. Delmo explained the reason for this is, a large portion of the ECVAs funding comes from Room Tax which was passed to the ECVA through the City of Elko.

Dave stated that he agreed with Delmo, as Chairman he would like to be a part of this process.

Chip said he should be able to be a part of the process, he did have a lot of things going on at the moment though, and thought if it was going to take a lot of time it may be a good idea to appoint an alternate.

Dave spoke about the hiring process when Katie came on explaining it didn't take a lot of their time.

Further discussion took place.

Delmo spoke about whether or not they needed to form an official committee for this process. He went on to explain that motioning on this matter would do so and subject them to open meeting law. This could cause issues to their timeline due to the requirements for posting notices in advance.

Further discussion on forming an official committee took place.

Delmo stated for the record that he was not trying to circumvent open meeting laws, that it could be very difficult to review applications and conduct interviews on this timeline if they formed a committee.

**5. OLD BUSINESS:**

NONE

**6. Public Comments – Non-Action Item**

None at this time.

**7. Board Comments – Non-Action Item**

Delmo Andreozzi thanked Katie for her service to the ECVA. He said he could not have imagined a more difficult time to take over the position of Executive Director but he doesn't know of anyone who could have handled it better than Katie.

Chip Stone echoed Delmos sentiments.

Dave Zornes suggested they consider looking into holding another Board Retreat in the near future.

Matt McCarty asked that the agenda for the March 22<sup>nd</sup> meeting include an item regarding a Board Retreat. He stated he spoke with Toni and she said she was going to refile for her position.

Dave stated that she has decided that she would not be refiling. Currently, no one has filed for that position.

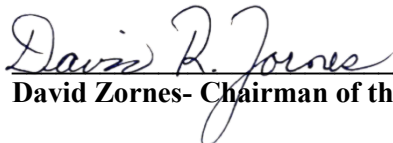
Discussion regarding filing the position held by board member Toni Jewell took place.

**8. Adjournment:**

*Meeting adjourned at 9:12 am.*

The Chairman and/or Vice-Chairman reserve the right;

1. To change the order of agenda items; and
2. Recess the meeting and continue at another specific date and time.

  
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David Zornes- Chairman of the Board