

MINUTES OF THE CC COMMUNICATIONS MANAGEMENT

155 N. Taylor St., Fallon, NV 89406
December 1, 2022

Call to Order:

The regular meeting of the CC Communications was called to order at 1:45 PM on December 1, 2022.

PRESENT: Commissioner Harry Scharmann
Commissioner Justin Heath
General Manager Mark Feest
Billing & Collection/Customer Service Supervisor Shonda Standen
Chief Financial Officer Jamie Hyde
Deputy Clerk to the Board, Pamela D. Moore

ABSENT: Commissioner H. Peter Olsen, Jr.
Administrative Assistant Shelly Bunyard

Public Comment:

Chairman Harry Scharmann asked if there was any public comment.

Del Luft said I live at 2805 Desert View Drive. This is my fourth attempt to get my road fixed after NNE came in with fiber optics. I don't know what to pursue to get someone to look at it, evaluate it and come up with a plan to fix the road. It's a gravel road and I would just like it back to the condition it was in. It's expensive to maintain a road with gravel. Can someone with intelligence, engineering knowledge and no attitude to evaluate the road, come up with a plan and fix the road.

Chairman Harry Scharmann. You're asking for intelligence and no attitude.

Del Luft. Yes.

Chairman Harry Scharmann. That might be hard to find. Mark, Mr. Luft spoke with us at the Road Department meeting. Gary from the Road Department said he would go out and evaluate the road. He will probably report back to you on the condition of the road.

Verification of Posting of Agenda:

It was verified by Pamela D. Moore, Deputy Clerk to the Board, that the Agenda for this meeting was posted on the 23rd day of November, 2022 between the hours of 1 pm and 5 pm at all of the locations listed on the Agenda, in accordance with NRS 241.

Consideration and possible action re: Approval of Agenda as submitted or revised:

Commissioner Justin Heath made a motion to approve the Agenda as submitted. Commissioner Harry Scharmann seconded the motion, which carried by unanimous vote.

Consideration and possible action re: Approval of Minutes of the meeting held on:

A- November 3, 2022

Commissioner Justin Heath made a motion to approve the Minutes of the meeting held on November 3, 2022 as submitted. Commissioner Harry Scharmann seconded the motion, which carried by unanimous vote.

New Business:

A- Consideration and possible action re: CC Communications First Quarter Write Offs for FY 2022/2023 in the amount of \$7,136.39.

Shonda Standen, Billings and Collections Supervisor. I am requesting approval for our first quarter 2022/2023 Write Offs in the amount of \$7,136.39. Are there any questions I can answer for you?

Commissioner Justin Heath made a motion to approve the CC Communications 1st Quarter Write Offs for FY 2022/2023 in the amount of \$7,136.39. Commissioner Harry Scharmann seconded the motion, which carried by unanimous vote.

B- Consideration and possible action re: General Manager annual performance evaluation for 2022 conducted pursuant to NRS 241.031.

Jamie Hyde, Chief Financial Officer. We are looking for a motion to approve the General Manager's CEO Aggregate Performance Evaluation as compiled and presented. The General Manager is due for an annual performance evaluation by the Board. Pursuant to NRS 241.031, together with the AG Opinions, the Open Meeting Manual, and interpretation of these sources, the evaluation must be conducted in an open meeting. Individual Board members have previously completed evaluation forms and the HR Manager has compiled those forms into a summary that shows the aggregate ratings. At this time, the Board, as a public body, must review this summary and produce an evaluation attributable to the Board as a whole. The Board may choose to discuss and refine any aspect of the aggregate ratings. Thereafter, in order to finalize the evaluation process, the HR Manager will need a motion to approve the evaluation summary.

Job Knowledge	5.0
Interactions/Communications	4.5
Job Productivity	5.0
Planning	5.0
Public Relations	5.0
Work Environment and Safety	5.0
Overall Performance	5.0

Comments included in the evaluations recommend the General Manager/CEO receive a 7.5% increase. I believe Pam has a letter that needs to be read into the public record for this evaluation.

Pam Moore, Deputy Clerk to the Board. This letter is from Pete Olsen. To Commissioner Justin

Heath and Commissioner Harry Scharmann. I have been working closely with Mark Feest for many years. Mark has been working diligently to make CC Communications a success. I have given Mark high marks every year I have evaluated him.

In the past, Mark has taken the position of not receiving a salary at the level he could be justified receiving based on studies from NTCA the rural broadband association. We currently pay our other non-union CC Communications employees at 75%. Mark has insisted on less than parity with other non-union employees in the past.

This has created a problem for CC Communications future leadership and transition planning. Mark has tried unsuccessfully over the last few years to attract a Chief Operating Officer. Fallon is a difficult area to attract the kind of talent it takes to continue the success we have enjoyed under Mark's leadership. People with the necessary skill sets tend to either want a more metropolitan address or are shocked by the cost for housing in Fallon versus rural communities in the mid-west or south.

This is why I am advocating an increase of 13.7% to bring Mark close to the 75% average for leaders in Mark's position as calculated by NTCA. This would allow for CC Communications to increase the salary offered to attract a new COO without exceeding Mark's salary. Anyone attracted to the COO job with the idea of succeeding Mark in the future would know that their salary track would be commensurate with the responsibility of CEO if we take action not to raise Mark's pay closer to the 75% number.

Please consider raising Mark's salary by no less than 13.7%.

Respectfully, Pete Olsen, Acting Chair, Vice Chairman CC Communications.
Commissioner Harry Scharman. Mark, do you have something to say about that.

Mark Feest, CC Communications. I have not seen this letter. He mentioned that he was going to write a letter. I would like to make a correction to the letter, as there is an error or maybe a misperception or potentially what could be deemed an error. In the second to the last line in the second paragraph, states we currently pay our other non-union CC Communications employees at 75%. My clarification is non-union employees other than myself, have a salary scale that is pegged between a mean and the 75%. Most of our employees are close to 75%, because they have been with us for ten plus years. I don't want to imply that everyone is paid at the 75% rate. That is the top of the scale an employee will make after ten years in the job. This happens to be my tenth review. I felt the statement implies that employees are at the 75% rate. I didn't want anyone to feel like they got misled.

Commissioner Harry Scharman. Justin, do you have any comments.

Commissioner Justin Heath. No, I was just going to ask Mark how long he has been at CC Communications.

Commissioner Harry Scharman. Pete's letter talked about how your salary is appropriate for someone replacing you. I hope that is not happening. I hope that if we go ahead and approve the

13.7% pay increase, that it will be an encouragement to stay. Do we have to do this in two motions, one for performance evaluation and the other for the raise.

Chief Civil District Attorney, Joseph Sanford. You can do this as just one motion.

Commissioner Justin Heath made a Motion to approve the General Manager/CEO aggregate performance evaluation as compiled and presented and to increase his salary by 13.7%. Commissioner Harry Scharmann seconded the motion, which carried by unanimous vote.

Reports: General Manager Report:

1. Grants
 - a. SCA
 - i. Despite NNE being designated as a sub-recipient and the contractor in the grant application, last Tuesday we were informed that we must put the constriction portion out to bid.
 - ii. Between weather and that process, we will see further delays in getting started.
 - b. Te-Moak Elko Band
 - i. Awarded 8/26/2022
 - ii. EAS
 - iii. 6-month plan
 - c. Yerington Paiute
 - i. Awarded 8/26/2022
 - ii. EAS
 - iii. 6-month plan
 - d. WRPT
 - i. Awarded 11/30/22
 - e. FPST
 - i. Awarded 11/30/22
 - f. Upcoming Grant Opportunities
 - i. OSIT RFP Due December 19, 2022
 - ii. BEAD 3rd quarter 2023 (25% match)
 - g. Dave Tilley and I will attend ITCN Annual Conference December 11-12th
 - i. Kick -of meeting with Te-Moak, Yerington Paiute, ITCN, and BIA
 - ii. We will be at a booth with another provider, which is a company that we will provide a joint response to OSIT RFP
 - h. Attended Elko Band Te-Moak meeting re: grant construction process
2. Network
 - a. VZW Outage
 - b. Hulu issues
3. Meetings
 - a. NRTC week of November 7th
 - i. IPTV OTT options panels
 - ii. Mobile bundle panels
 - iii. BEAD Grant panels
4. Audits
 - a. USAC

- b. PERS
- c. Annual
 - i. Clarify misstatements re: CC Communications causing delays
 - ii. Failure of auditor being on site as previously stated

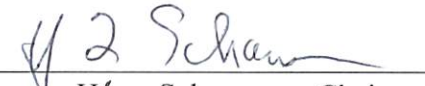
Affidavit of Posting:

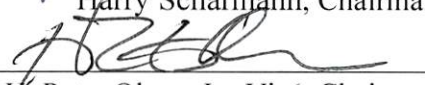
Public Comment:


Chairman Harry Scharman asked if there was any public comment but there was none.

Adjournment:

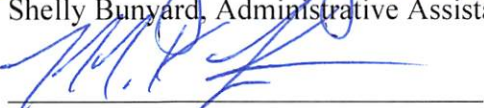
The meeting was adjourned at 2:16 p.m.

APPROVED: 
Harry Scharmann, Chairman

APPROVED: 
H. Peter Olsen, Jr., Vice, Chairman

APPROVED: 
Justin Heath, Commissioner


Shelly Bunyard, Administrative Assistant


Mark Feest, General Manager/CEO