

MINUTES OF THE CC COMMUNICATIONS MANAGEMENT

**155 N. Taylor St., Fallon, NV 89406
June 6, 2024**

Call to Order:

PRESENT: Commissioner Myles Getto
Commissioner Harry Scharmann
Commissioner Justin Heath
Chief Financial Officer Jamie Hyde
Administrative Assistant Shelly Bunyard
ABSENT: General Manager Mark Feest

Public Comment:

Chairman Myles Getto asked if there was any public comment but there was none.

Verification of Posting of Agenda:

It was verified by Shelly Bunyard, Administrative Assistant, that the Agenda for this meeting was posted on the 31st day of May, 2024 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- April 4, 2024

Commissioner Harry Scharmann made a motion to approve the Minutes of the meeting held on April 4, 2024 as submitted. Commissioner Justin Heath seconded the motion, which carried by unanimous vote.

B- April 4, 2024 Closed Session

Commissioner Harry Scharmann made a motion to approve the Minutes of the closed meeting on April 4, 2024 as submitted. Commissioner Justin Heath seconded the motion, which carried by unanimous vote.

C- April 29, 2024 Budget Workshop

Commissioner Harry Scharmann made a motion to approve the Minutes of the Budget Workshop meeting held on April 29, 2024 as submitted. Commissioner Justin Heath seconded the motion, which carried by unanimous vote.

D- May 2, 2024

Commissioner Harry Scharmann made a motion to approve the Minutes of the meeting held on May 2, 2024 as submitted. Commissioner Justin Heath seconded the motion, which carried by unanimous vote.

New Business:

A- Consideration and possible action re: Ratification of Collective Bargaining Agreement

Jamie Hyde, CC Communications. We are looking for a motion to approve the ratification of Collective Bargaining Agreement. The Board previously approved the Tentative Agreement. The attached CBA reflects the updates and was drafted by Chief Civil Deputy DA, J. Sanford. All terms were approved in the tentative agreement. The attached updated CBA simply memorializes those terms by updating the Collective Bargaining Agreement (CBA).

Management recommends approval and signature(s) as required.

Chairman Myles Getto asked if there was any public comment but there was none.

Commissioner Justin Heath made a motion to approve ratification of Collective Bargaining Agreement Commissioner Harry Scharmann seconded the motion, which carried by unanimous vote.

B- Consideration and possible action re: update to the CC Communications Scholarship Policy

Jamie Hyde, CC Communications. We are requesting a motion to approve the updates to the CC Communications Scholarship Policy.

This policy is being updated under the performance criteria of the CC Communications Scholarship Policy. The current policy states a student must complete 12 credit hours per semester. We would like to update the policy to state that the student must complete full-time credit hours per semester. This update is due to different colleges allowing various amounts of credits that are considered full-time.

Chairman Myles Getto asked if there was any public comment but there was none.

Commissioner Harry Scharmann made a motion to approve the updates to the CC Communications Scholarship Policy Commissioner Justin Heath seconded the motion, which carried by unanimous vote.

C- Consideration and possible action re: Alignment of employees not covered by the Collective Bargaining Agreement with new terms of the Collective Bargaining Agreement.

Jamie Hyde, CC Communications. We are looking for a motion to approve the alignment of the employees not covered by the Collective Bargaining Agreement with the following terms: (1) a one-time non PERS payment of 1.5% of year straight time for all non-CBA covered employees, excluding the GM, and payable on the last paycheck of FY 2023-2024, and (2) modify the sick leave payout policy upon retirement or death to reflect a maximum \$15,000.

CC Communications management agreed to a Tentative Agreement with the collective bargaining unit representatives. The Board approved that agreement, which resulted in CBA covered and non-CBA covered benefits becoming out of alignment. Management believes that some of the changes should align in order to ensure an efficient and focused workforce, as well as maintain fairness. Changes to the existing agreement that should be carried over to non-CBA employees are: (1) one-time PERS payment of 1.5% of one year straight time for all the non-

CBA covered employees, excluding the GM, payable on the last paycheck of FY 2023-2024, and (2) increase of sick leave payout upon retirement or death from \$10,000 max to \$15,000 max.

The previous Collective Bargaining Agreement entered into 5 years ago contained, among other items, these two provisions. At that time, the GM made the same request to carry over these two provisions to non-CBA covered employees. The GM believes that failure to carry over these two provisions would create future disincentives for employees to move from union to non-union positions, which will need to be filled internally. The Board determined that carrying over those provisions was appropriate and worked to the benefit of CC Communications.

Chairman Myles Getto asked if there was any public comment but there was none.

Commissioner Justin Heath made a motion to approve alignment of employees not covered by the Collective Bargaining Agreement with the following terms: (1) one time non PERS payment of 1.5% of one year straight time for all non CBA covered employees excluding the GM, and payable on last paycheck of FY 2023-2024, and (2) modify sick leave payout policy upon retirement or death to reflect a maximum of \$15,000. Commissioner Harry Scharmann seconded the motion, which carried by unanimous vote.

Reports: General Manager Report:

1. Switch Upgrade
 - a. March Installation complete
 - b. Migration and translation of billing data ongoing
 - c. If internal resources allow, we will move to new switch in July/August timeframe
2. Transport Upgrade Phase I & II
 - a. Phase 1 (route between Fallon, TRIC, and Reno) February
 - i. Power Upgrades needed at Switch
 1. April/May
 2. Awaiting Cross Connects at Switch (TRIC)
 3. Then Test fibers
 4. Then Schedule Ribbon Professional Services to be on-site for install and testing acceptance
 1. Rack size discrepancy at Switch was discovered during Ribbon on-site install
 1. We reviewed site check list and determined that we completed accurately.
 1. We are working through plan to remedy issue with Ribbon and Vantage Point.
 2. Delayed: July 15, 2024 Go Live ETA
 - b. Phase 2 (route from North to South)
 - i. Power Upgrades needed at POPS
 1. Resolved
 - ii. Coordinating Fibers
 1. Switch has said they will provide updated agreement “soon”

- iii. Coordinating temporary space and power in POPS
 - 1. Completed
- 3. Storey County Project
 - a. Clear Connection has completed Pole engineering
 - b. Next step is submission of permits to ATT and NV Energy
- 4. Grants
 - a. NTIA SCA
 - i. Multiple NNE crews are working in Tract 400
 - b. Tribal
 - i. YPT Agreements signed
 - 1. EAS in progress
 - 2. 6- month Plan in progress
 - ii. WRPT is in environmental review (not an ITCN project)
 - 1. EAS continues
 - 2. Agreements Signed
 - iii. FPST remains in negotiation for agreements
 - 1. Received amended agreement from FPST yesterday
 - iv. Te- Moak
 - 1. Remains in Te-moak Elko Band and Te-Moak Tribe's hands to resolve signing authority.
- 5. NOC + Services
 - i. On-boarded and working through escalation, notification, and monitoring issues
 - 1. There has been an issue with our vendors delaying communications directly with JSI
 - 2. An alarm was missed
 - 3. Internally, some people appear uncomfortable with handing tasks over to JSI
 - 4. Improved communication between after-hours tier 1 and JSI needs improvement
 - ii. Network assessment kick off scheduled

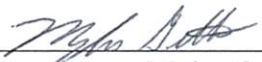
Affidavit of Posting:

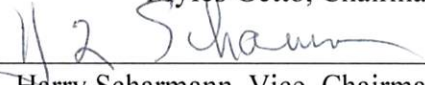
Public Comment:

Chairman Myles Getto asked if there was any public comment but there was none.

Adjournment:

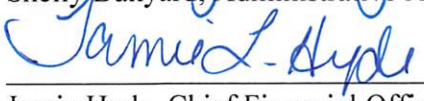
The meeting was adjourned at 1:53 p.m.

APPROVED: 
Myles Getto, Chairman

APPROVED: 
Harry Scharmann, Vice, Chairman

APPROVED: 
Justin Heath, Commissioner


Shelly Bunyard, Administrative Assistant


Jamie Hyde, Chief Financial Officer