

# **Board of County Commissioners**

CLARK COUNTY, NEVADA

JAMES B. GIBSON  
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JUSTIN JONES  
Vice Chair  
MARILYN K. KIRKPATRICK  
WILLIAM MCCURDY II  
ROSS MILLER  
MICHAEL NAFT  
TICK SEGERBLOM

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COMMISSION CHAMBERS, GOVERNMENT CENTER  
500 SOUTH GRAND CENTRAL PARKWAY  
LAS VEGAS, NEVADA 89106  
TUESDAY, MARCH 28, 2023

The Board of County Commissioners of Clark County, Nevada met in special session in full conformity with law and bylaws of said Board, at the regular place of meeting in the Commission Chambers, Government Center, Las Vegas, Clark County, Nevada on Tuesday, the 28th day of March 2023 at the hour of 1:00 p.m. The meeting was called to order at the appointed hour by Chair Gibson and, on roll call, the following members were present, constituting all of the members thereof:

## **CALL TO ORDER**

### **CHAIR AND COMMISSIONERS:**

Jim Gibson  
Justin Jones  
Marilyn K. Kirkpatrick  
William McCurdy II  
Ross Miller  
Michael Naft  
Tick Segerblom

### **Absent:**

None

### **Also Present:**

Kevin Schiller, County Manager  
Lisa Logsdon, Deputy District Attorney  
Jessica Colvin, Chief Financial Officer  
Jeff Share, Director of Budget and Financial Planning  
Jewel Gooden, Assistant Clerk, BCC  
Keri Miller, Deputy Clerk

**ITEM NO. 1 Public Comment**

JIM GIBSON

Are you ready? Good morning or good afternoon I mean. We usually meet in the morning. (laughs) We wanna welcome you to the special meeting of the Board of County Commissioners. The meeting will come to order. The first item on our agenda this afternoon is public comment. If there's anyone who wishes to address the item that is on our agenda please come forward. State your name. Keep your comments to three minutes, please.

MARGARET ANN COLEMAN

Yes, I'm so glad to be here. Tomorrow's my birthday.

GIBSON

Happy birthday.

COLEMAN

I hope you guys make me happy. Okay (laughs). Anyway, this is concerning the budget, and as you know, my credit score is below average and I can't seem to get any loans and consideration. Now this lien that we're gonna discuss, or you should discuss behind closed doors and give you the money of \$3 billion, \$3 million. Well, that was 1% stock. I had discussed my workman's compensation amount of the \$3 million. Marilyn, do you have that deed to 1316 Wizard? I came to the office to pick it up. I'm needing to move in. I need to get out of the street. It's nothing funny and I'm sick of being in my car.

This is paperwork that I just got outta Accessory's Office of the manipulators of using my name under identity theft that has taken the money and have attended this meeting to get money from you. And you have done so using the National Grant Committee or the conference. Those that you have given free money to has always been up behind me. Now, I don't expect anyone to deny me anymore. I'm going on 71 or today or tomorrow, and I think that's old enough. And we all get old and I'm tired.

I told you Gary Coleman is not my son. The judge took my money and gave it to this lady to take care of Jerry, I mean Gary Coleman's kidney problem and it's been going on up until today. And then now they're manipulating me out of my property. She's in my house with the WNAACP. She's working for social services. When is this gonna stop and when I'm gonna improve? Can you give me a date or a date and a time? Mister Gibson? Commissioner Gibson, since you have the floor? Give you three minutes. I'm not laughing about this -

GIBSON

You know that is, you know that this time -

COLEMAN

- I'm serious.

GIBSON

- in our meetings, our -

COLEMAN

I'm serious.

GIBSON - our process is we listen to you.

COLEMAN I want to get answers.

GIBSON And we are listening to you, but we don't have a dialogue. You have seven, 18 seconds.

COLEMAN Sometime you give answers to people, and I was expecting that from you. Tomorrow's my birthday, I expected something positive. The deed from Marilyn and also the information that you would give me and put me in the budget to give me the check, so I can move on, stop this suffering.

GIBSON Is there anyone else who wishes to speak during the first public comment period, which is limited to comments on what we're discussing today on the item our budget? Is there anyone else who wishes to speak?

**ACTION:** No action was taken by the Board.

**ITEM NO. 2** Approval of Agenda (For possible action)

GIBSON Then we'll move from the public comment period to the agenda and I'll entertain a motion on the agenda if there are no changes to it.

JUSTIN JONES Motion for approval of the agenda.

GIBSON There's a motion for approval of the agenda. Any discussion? Please cast your votes. And the motion carries.

**ACTION:** It was moved by Commissioner Justin Jones, and carried by unanimous vote, that the agenda be approved.

**ITEM NO. 3** Receive a report regarding the Clark County Fiscal Year 2024 General Fund budget; and direct staff accordingly. (For possible action)

GIBSON Mister Schiller?

KEVIN SCHILLER Commissioners, Item 3 is to receive a report regarding the Clark County Fiscal Year 2024 General Fund budget and direct staff accordingly.

JESSICA COLVIN Good afternoon, Commissioners. I'm Jessica Colvin for the record. We wanted to start the Fiscal Year '24 budget. To build the budget, you start with your revenues. If we go to slide three, just to give you a visual of what the general fund revenues are made up of. Our largest component is consolidated tax revenue. Consolidated tax revenue is primarily consisting of sales tax revenue. Although this is the largest revenue source, it is the most volatile source of revenue that we have. It's followed by property tax revenue at 34%. That is probably our most stable and predictable revenue source in the general fund. And, thirdly, would be licenses and permits.

I wanted to start with property tax revenue. And the primary driver

behind property tax revenue is going to be assessed values. Here I've provided for you a history back to 2008, kind of our pre-recession period of the movement in assessed values countywide. And you can see with the recession there was a 52% decline in assessed values and that it steadily recovered through the recovery from the recession. It wasn't until 2023, over 10 years, before assessed values reached that same level before pre-pandemic's level, and we've now surpassed that. Now looking at Fiscal Year 2024 sitting at about \$130 billion in assessed value. Although assessed value drives property tax revenue, it's limited by statutory caps.

The property tax cap formula in the state of Nevada is there's two components. There's a residential rate and a commercial cap. For residential, property taxes paid cannot exceed 3% of the amount of property taxes paid in the prior year. This does not reset with the resale of a property. So if you paid \$100, you know, if you paid property taxes in one year, the most the property tax bill can be the next year on that property is a 3% increase. For commercial, that same cap applies except that it's at 8%. Now in this formula, there's a secondary cap, and the secondary cap is determined by the greater of a 10-year average growth rate in assessed value or the two times the consumer price index. It's a little complicated, we'll give you a visual. But you can see that if you have declines in assessed value or you have CPI declining due to changes in the local economy, that it will also impact how much we'll receive in property taxes.

So based on those statutory caps, you can see this is from Fiscal Year 2012 to the current year. Our commercial property tax cap has been below that 8% statutory cap from 2012, it went all the way down to 0.2%. And now just recently in the last fiscal year, we're back to the 8% cap. What's driving - why is it below 8%? It gets back to that secondary cap formula. If you look at the first row here, this is going to give you a visual of that 10-year average growth rate in assessed value. So you can see in those years in Fiscal Year '18, we still had some of those old recession years, those deep declines in assessed value. And as those started to fall off that 10-year average, then you started to see this increase again. And we're now in fiscal year '24, that 10-year average growth rate is back to 8.6%.

If for two times CPI, whatever CPI is, you can see in the lower years, obviously you're going to be restricted. At one point, CPI was 0.1%, and so our property tax could only grow by 0.2% based on this formula. But we know what's happening with CPI today. And so two times in Fiscal Year '24 is 16%. So in the secondary cap, you're taking the greater of the 10-year average or two times CPI, which would be 16% for FY '24. But then you go to the lesser of 8% or the secondary cap. And so this year for Fiscal Year '24, we're at an 8% cap for commercial. If you look back to Fiscal Year '18, like you said, like we showed you previously, we were all the way down to 2.6%, 4.2. It wasn't until just recently we reached the 8%.

And for residential, this is just the same visual. Even the residential

property tax increases were limited by that secondary cap. So as you can see, as you go down to the 0.2% and 2.6% in the previous year, but now we are now at the statutory cap of 3% year over year regardless of the growth and assessed value.

And so how does that impact property tax collections? So we've provided for you kind of a history of property tax collections from Fiscal Year 2008 to Fiscal Year 2024. And you can see in Fiscal Year 2009, we were about \$383 million in property tax collections. And as those assessed values started to decline, so did property tax value, so did property tax revenues down to \$253 million in the midst of the recession.

And because of those property tax cap limitations, property taxes, revenues grew - were limited on how far they could grow. So even if assessed values were outpacing and growing at a faster rate, we were still limited on the amount property tax collections could grow. And so in this, you can see that it took 10 years from 2010 to 2021 for us to get back close to what we were getting in property tax revenues pre-recession.

Because of the property tax caps that are in the statute, many properties are not paying the full value of their property and property taxes. We call this they're in abatement. Currently, in Fiscal Year 2023, 80% of the parcels are in abatement, meaning 83% of the parcels out there are not paying the full value of their property in property taxes. And what does that mean as far as abatements? What is it worth? We show this every year. Currently these abatements are worth \$852 million in total and we've provided to you how that's distributed. The school district is going to be the most impacted. So if you didn't have the statutory caps in place and you didn't have these properties in abatement local governments and the State of Nevada would be collecting a total of \$852 million more in property tax revenue. So although property tax revenue is predictable and it's stable in that assessed values are determined, they go on their roll. We know the next year what property tax revenues are going to be. If we start seeing a decline in assessed values, we have some time to react to that and adjust the budget accordingly.

But again, it doesn't have the same recovery that other revenues have. That is because the recovery is limited by the statutory caps. The second largest comp - or the largest component of general fund revenue is consolidated tax revenue. Just to show you kind of the history now since 2016, and this is like really pre-pandemic, you can see we had some steady growth in consolidated tax revenue around 6%. And then looking through the pandemic years, obviously that declined drastically down to 2.6%. And through the recovery, whether that is pent-up demand, federal money coming into the local economy, you're seeing some unprecedented growth in consolidated tax revenue in the last year is reaching close to 25%.

We don't believe that that type of growth is going to be experienced year over year. It's not sustainable to expect you're going to see 25% growth

in any given year or repeatedly. What we've provided here for you in the general fund tax - C-Tax collections is the year-over-year change. So if you look at the far left, this is comparing, if you were to look at July 2016 compared to July 2017, we had about a four and a half - 5% growth in C-Tax. And it goes on to do that in these six-month intervals in this growth, in this chart. And you can see it was pretty stable again, hovering around that six to 8% year-over-year. And then obviously the July 2020, you're seeing the results of the pandemic and the closure of businesses. And unlike property tax revenue, consolidated tax revenue does not have a limit on its recovery.

So you're seeing this really sharp recovery curve like a V recovery curve in these years in 2021. But what we're seeing now is yes, that recovery is really positive but you're now seeing that year over year that's starting to decrease. We're not experiencing 25% growth each and every month. And so as of our most recent numbers of consolidated tax revenue that we've received is we're seeing, like if you look at December of 2021 compared to December of 2022, there was only a 1.6% increase in consolidated tax revenue. And that's one of the lowest increases we've seen since the recession. And what that's showing us really is that we're getting an indication that this revenue source is now starting to stabilize not necessarily decrease but stabilize and that we wouldn't experience that type of growth in the future.

So all that leads us into is the general fund revenues and kind of what we based our estimates on. And so what we're showing you here today is our Fiscal Year 2023 budget to Fiscal Year 2024 budget. Overall we expect to see an 11% growth in the general fund budget, which is a very healthy increase in the general fund. The one thing I wanted to point your attention to, or two things, is in our charges for services, you can see we're actually expecting to see a decline in charges for services. We are starting to see declines in some of these revenues in mainly in the Recorder's Office. Some other services. A lot of this, again, is back to stabilizing, from going from this really strong recovery to now getting back to what we would consider more to normal levels. On transfers in, just keep in mind these transfers are transfers of property tax revenues and consolidated tax revenues. And so those increases should coincide above when you're looking at the increases we're expecting in property taxes in consolidated tax revenue.

And so with expenditures, our budget that we've presented to you is broken down by function. In the backup that we've presented to you, if you go to the last page, it'll provide to you which departments fall within each function if that makes this a little bit easier. Our largest component of the general fund expenditures is to Metro and the Detention Center, reaching about 31%. And when you combine that with our other public safety functions, about half of the general fund is dedicated to public safety and followed by judicial. General fund expenditures. Similar obviously to general fund revenues. We're estimating to reach close to \$2 billion in Fiscal Year 2024.

And this is a breakdown by function looking at the Fiscal Year 2023

COLVIN

budget compared to Fiscal Year 2024 budget. So keep in mind this is budget to budget. This does assume that all positions are filled, a 0% vacancy factor so that no department has to hold a vacancy in order to meet their budget. Our transfers out. A big component of those transfers out are going to be in to Metro as well as to the Detention Center. Those those two functions are not included in public safety. They're included in transfers out. So again, an 11% increase in expenditures. At this time until... Go ahead.

UNIDENTIFIED SPEAKER

Sorry. You go ahead.

COLVIN

Just our next steps, 'cause at this point we are still in the midst of a legislative session. We are determining what the impacts or the fiscal impacts are going to be of the bills. And so until the legislative session concludes, we don't know what is going to be needed to build into the budget for those mandates. So our next steps at this point is we will adjust the tentative budget for our final property tax revenue projections. We just received those yesterday afternoon. We are due to file the tentative budget on April 15th, and we'll bring back to you in a separate hearing the proposed changes for the final budget on May 15th, and then that is due to the Department of Taxation on June 1st. It's my expectation that on June 20th we'll come back to you. At that time we'll know the impacts of the legislative session and we'll present to you our recommendations for any supplemental funding that's available as well as any capital recommendations at that time. If there's any questions at this point, that concludes my presentation.

GIBSON

Are there questions by members of the Board? Commissioner Kirkpatrick?

MARILYN KIRKPATRICK

Sorry, I always have questions. Let me ask this question. So when we look at our general fund expenditures, and when we talk about public safety being one of the biggest ones, are we able to - are we getting... I'm concerned about all these events that are coming and the cost of additional public safety. Are we factoring that in, that's coming, or is this just a kind of a status quo? It just seems that our needs are getting bigger and bigger and things are getting bigger and bigger. And so I don't know if these events are covering some of that cost or not covering some of that cost and then the Detention Center cost. You know, I met with the Deputy Chief to talk about some of my concerns on some of that. So can you gimme a little more detail in on public safety?

COLVIN

So on the Fire Department of - one component that the - is a true County department is the Fire Department that's impacted by special events. And we have added positions to adjust and be able to address or meet the service needs at those special events. Also recently looking at the fee increases for special events to help cover some of those costs as well. Now on the Metro side, sticking with special events, so for Fire that has been budgeted, those positions have been budgeted. So that is included. For Metro, I know that they do budget overtime that would capture special events, but I do have, I think Rich Hogan is in the audience, so if he would talk, he may be able to speak specifically what's included in

COLVIN his...

KIRKPATRICK Well, I mean maybe it's this time that Metro look at their fees too. I just have been trying to work with all these people on special events and it's ironic how they don't understand this component.

GIBSON Mister Hogan, you can explain and answer that question? It's our understanding that there are charges to the private sector when we respond. But help us a little bit because these are very large events that we are looking at over the next year.

RICH HOGAN Yeah. Thank you Mister Chair. Commissioners again for the record Rich Hogan Chief Financial Officer of Las Vegas Metropolitan Police Department. Great question Commissioner Kirkpatrick. We are indeed experiencing a number of very large scale events as we're all aware next fiscal year. In terms of budgeting for that we did work closely with our special events section. Those of you who have worked with Lieutenant Bale, know he's quite adept at his job to plan for what we anticipate the staffing might be for both the additional events next year, of course will be Formula 1 and Super Bowl.

So what you see reflected in our budget is the additional overtime that we anticipate incurring as a result of those events, as well as the revenue offsetting that over time.

KIRKPATRICK So can I ask this question though? I mean, so, but we're not paying for it, right? So the events themselves are paying for it as opposed to us. I mean, what - what do we get out of it?

HOGAN Yeah – yes - yes. Again, Commissioner Rich Hogan Las Vegas Metropolitan Police Department, for the record. That's correct. We are not, at least on the enforcement, on the police enforcement side, we are not paying for it. So for example during the Formula 1 event we are working – continue to work very closely with the planners of that event to staff it accordingly. That includes even an additional dispatch channel. So all of those expenses are all on overtime, so we're not impacting the staffing in the community. And then that would all be reimbursed.

KIRKPATRICK And then what is the last time that you guys reevaluated your fees on special events?

HOGAN Yes. Again, for the record, Rich Hogan. We evaluate that annually. So we take the - or if there's any contractual changes, we would bring that back to fiscal affairs if there's any adjustments or result of any labor contract changes that would change those fees.

KIRKPATRICK Okay, thank you.

HOGAN You're welcome.

GIBSON Are there others who have questions? Commissioner Jones.



JONES

Thank you very much, Mister Chair. If you go to slide 12, please. I just wanted to, in terms of the percentages for the abatements for Clark County, that's about \$230 million and since 50% of our budget goes to public safety, I just wanna make sure the public is aware that these statutorily imposed property tax caps result in us not being able to provide more money for public safety. When it comes to the school district, property tax caps result in \$350 million that don't go to our schools for paying teachers and reducing class sizes.

GIBSON

Anything more from other members of the Board? Thank you very much.

COLVIN

If I could just take a moment. Commissioner, I just wanted to recognize Jeff Share to my left, who is our finance director and leads this effort every year for several years, and the entire budget staff, it's put together very nicely for you in a way that we can follow and digest it, but it takes a lot of work to get this done in a short period of time. So I did wanna thank them.

GIBSON

And we thank you.

SCHILLER

Commissioners that now concludes that component of the agenda. We're now in the second section set aside for public comment.

GIBSON

Okay. So if there are no directions that we would provide as a result of what we've just heard unique to this particular budget, we'll move on from that discussion and invite anyone who wishes to comment during our public comment to come forward. Please state your name, please limit your comments to three minutes.

**ACTION:**

No action was taken by the Board.

**PUBLIC COMMENTS:**

KEVIN EPPENGER

Greeting Commissioners. Thank you for allowing me to have this time. I'm Kevin Eppenger, President of the Juvenile Justice Probation Officers Association. Kevin, common spelling. Eppenger, E-P-P as in Paul, E-N-G-E-R. A week and a half ago, the Juvenile Justice Probation Officers Association held a vote of no confidence against Department of Juvenile Justice Director John "Jack" Martin. 156 juvenile probation officers, members who are in the audience at this time, participated in voting. 153 of those members voted that they no longer have confidence in Jack Martin's ability to lead us. These numbers represent 90%, 96% of our membership, which is an overwhelming amount of juvenile probation officers in our community.

This percent - this percentage speaks loudly to the lack of faith our officers have in the leadership that is being provided by the Department of Juvenile Justice Services. Through numerous grievances, our union has attempted to address our concerns with the County - with County HR, and have had sit down meetings with Clark County Manager Kevin

EPPENGER

Schiller, who had been previously been alerted of our issues through last year's County survey, which gave more in depth detail of poor morale and lack of faith. So our issues are not an all of a sudden thing as I know you members of the Commission were privileged to those same survey results.

Since the Commission oversees personnel decisions, today, JJPOA is asking the Commission for help, help against retaliation, help against disparate treatment, help against wrongful discipline and terminations, which is costing the County hundreds of thousands of dollars, help with recruitment and retention, which is causing community safety, and will soon bring attention from state and federal levels. Help with community confidence, help from continuously being embarrassed, disrespected and badmouthed in the public by our own director, Jack Martin. Most importantly, we need help with integration for new leadership. Thank you. Thank you, Commission. Appreciate the opportunity and I'm looking forward to sitting down with you all to help us to develop new leadership. Thank you.

GIBSON

Thank you.

EPPENGER

Results of our vote of no confidence. 156 names, 153 people approved the vote of no confidence. Thank you.

GIBSON

Thank you.

MATTHEW RICHARDSON

Good morning, Board of County Commissioners, Chair Gibson and County Manager Schiller. I'm Matthew Richardson. I'm Vice President of Nevada Association of Public Safety Officers. I'm President of the Juvenile Justice Supervisors Association and I'm currently a probation supervisor. Again, the juvenile probation officers voted 153 to three. The supervisors voted 14 to five in no favor of confidence in Jack Martin. That's a total of 168 officers with no confidence in our director. 97% of combined commission officers do not have confidence. The juvenile probation officers, the supervisors, and Nevada Association of Public Safety Officers are aware of multiple complaints to state and federal authorities about the behaviors of John "Jack" Martin. Also, there are lawsuits pending in court due to the arbitrary and capricious investigations that DDJS conducts on its own employees, which includes false allegations and incidents where DJJS investigators have excluded evidence that would exonerate employees.

The officers, supervisors, and Nevada Association of Public Safety Officers need your help. As the Board of County Commissioners, you make the decisions that are in the best interest of the community. The Department of Juvenile Justice is obviously a people person business, people person skills are necessary in dealing with the families and at-risk youth in the Clark County community. This director has a large problem in dealing with his commission staff, and he cannot be expected to have the people person skills or any other skills in dealing with the families and at-risk youth in our community. The actual people servicing the community are these commissioned officers and the employees of

RICHARDSON

the Department of Juvenile Justice and they need a real leader. We're asking for your help and to get a real leader for the department so we can give back to adequately servicing the families of Clark County. Please help take care of the people that take care of the families of Clark County. That is what's needed for the community. Thank you.

GIBSON

Thank you.

TINA KOHL

Hello. Pardon me. Hello, Clark County Commissioners and County Manager. My name is Tina Kohl. It's spelled K-O-H-L. I'm the Vice President of the Juvenile Justice Supervisors Association, and I'm also currently employed by the Clark County Department of Juvenile Justice Services in the capacity of a juvenile probation supervisor. And I've done that job for the past 17 years, stationed at the Spring Mountain Youth Camp Division. As you've already been made aware by our union president, Mister Doctor Richardson – 97% of our combined commission officers have voted for no confidence for our administration. And in just the short amount of time, I'm going to try and illustrate just a few of the several reasons why.

First, I'd like to bring your attention to the union busting practices of the DJJS administration and the very real fear of retaliation for speaking out. Out of all the members of my part of the union, only myself, the vice president and the president will be the voice for the rest of the agency because they fear to come out in public and speak their mind. And at least two occasions there have been witnesses of our administration, badmouthing the current leadership in our union. There's been the coercion of employees to forfeit their union membership for favorable job assignments within the agency. Administration repeatedly fails to meet at the table with us to develop a fair voluntary interdepartmental transfer policy.

Also, I'd like to talk about admin and management conduct in our labor management meetings, which are designed for us to be able to come together and compromise. However, the buy-in from our management during those meetings is severely lacking. They don't follow up from meeting to meeting, whether it be they're going to be bringing answers to our questions or promise to invite a guest that can come and answer these questions. Sometimes we are met with hostile attitudes when we ask very basic questions, and most recently we arrived at a meeting that was canceled and we weren't even told it was canceled. We came to the meeting and waited at the table before we were told that our management wasn't coming to meet us. Also, during these meetings they repeatedly refused to come to the table to discuss with us some best practice guidelines for the development of a policy that includes the amount of youth clients we supervise to staff. Staffing patterns show a lot of inconsistency in this area, and it is critical - Does that mean I'm outta time?

GIBSON

Yes.

KOHL

Oh, thank you very much for consideration.

GIBSON

Thank you.

HERNAN ARROYO

Good afternoon, Commissioners, County Manager, Schiller. My name is Hernan Arroyo. First name H-E-R-N-A-N, last name A-R-R-O-Y-O. I'm currently a 25-year veteran juvenile probation officer working in detention for DJJS. Also, I am Vice President, Juvenile Justice Probation Officer Association. I hear my comrades already talking, speaking, and telling you everything that has been said. I just wanted to let you know, as a 25-year veteran, I support this. Please help us. Thank you.

GIBSON

Thank you.

JOHNNY FLETCHER

Hello. I am Johnny Fletcher. I've been with the County for eight years. About a year ago I was terminated and brought back just recently. August of 2021, I was terminated for wrongfully placing a choke hold on a youth. During this investigation, the youth himself said it never happened. But the County hired investigator during, in the transcripts had ways of trying to convince the youth to say that it did happen. The youth continued to say it didn't, but they went ahead and fired me anyway of March of '22. While I was at Spring Mountain Youth Camp, I also coached basketball. The day they fired me was the day of the state championship game.

After I was terminated from my job, I went through a step one and step two process. During this process it was the same people that upheld my termination, which prolonged the amount of time I was unemployed. Over that year, it became difficult for me to continue to provide for my family with the same way, but I made it through. Now that I'm back hired, they're stalling with my back pay and also returned me back to work claiming that there was other reasons to prolong my termination. So they claim that once I got my job back that I will be made whole.

But there's no accountability for the things that were done during this investigation from that investigator for the County; there was no accountability from the manager that made the claim that I did the choke on the youth even with the youth himself claiming it never happened; and there was no accountability when I made contact with HR and explained to them that they were pulling and pressuring the youth into saying he was choked. Office of Diversity did not make contact with me until over a year later claiming they couldn't do anything with me since I was no longer a County employee and the whistleblower program didn't do anything with me for the same reasons, stating that I'm no longer a County employee.

Now that I'm back working for the County there's still no agency or no one outside of my own personal lawyer that will do anything to find any accountability for the things that they've done to me and my family over this year of being unemployed. The biggest thing that I wanted to stand on was accountability. The fact that the manager made this claim up said that it was happening for personal reasons, and the director, Jack Martin going along with this manager saying that it'll be taken care of.

FLETCHER

Director Martin also made a comment that during these, if he has to take the time to conduct investigations on his employees, that they need to suffer. So his suffering is prolonging your unemployment to make sure that by the time you come back, you'll be willing to accept any deal that they put on the table. But because I was stubborn and refused to not only not hear any deals, but not accept anything less than what was owed to me, I was able to make it until this point. I just want some accountability and I want something to be done about the tactics that these people use to fire employees for little to no reason. Thank you.

GIBSON

Thank you.

TAMARA PARTRIDGE

Good afternoon. I am Tamara Partridge. I'm a probation officer with Clark County. I graduated in these chambers in 2007. I love what I do. I am a native here. I am in favor of the vote of no confidence. As probation officers, I'm emotional. We are emotionally tapped out. We are tired, we are losing officers. Officers are so emotionally drained that there is no proper notification. Officers are quitting. And because we are losing officers, those of us that remain because of the passion for what we do, we are unable to do for these kids what are needed. The rate that we are losing officers, we are gonna keep losing these kids. These kids are the future, whether we wanna believe it, admit it or not, but at the rate that we are losing good quality officers, we are going to lose these at-risk kids. I'm crying because it's a passion, it's a passion for those of us that are here and we do need help. There is no confidence. No confidence in our director. Thank you.

GIBSON

Thank you.

VICTOR SALAZAR

Good afternoon, County Commissioners. My name is Victor Salazar, V-I-C-T-O-R S-A-L-A-Z-A-R. I have worked for the detention for the last 17 years. To that time, I have worked under at least five different directors. Initially, when Jack Martin arrived as an Assistant Director, I had great hope that Mister Martin would be an asset to the team due to his years of experience working with youth parole. Many staff, including myself, were looking forward to Mister Martin's arrival to DJJS. However, the excitement over time dissipated. As a leader, many felt that Mister Martin was never really in touch with his staff. For example, he hardly ever visited campus, and at times he did, he didn't interact much with frontline staff. Many new staff claimed that they only saw him during the academy and never saw him again.

Since Mister Martin arrived, an alarming number of staff had left the department in order to seek employment elsewhere. These are the same people that initially wanted to work and retire with the County. However, due to many questionable decisions, changes implemented by Mister Martin, morale in the department has been negatively affected and officers have left the agency. I would like to add, that I believe that disciplinary action, that... Excuse me. Disciplinary action taken against staff are excessive and unfair. Mister Martin has gotten away from progressive discipline, which results in many suspensions and

SALAZAR

terminations. Even when people return from termination, oftentimes they're jaded employees as they have just experienced a very traumatic ordeal. I hope you guys hear us and help us out. Thank you.

KENYATTA ELLZY

Good afternoon. My name is Kenyatta Ellzy. This is K-E-N-Y-A-T-T-A E-L-L-Z-Y. I've been a juvenile probation officer for 15 years, and altogether with the County, I've been employed for almost 21 years. Even though I heavily expect to be retaliated against for speaking up, I wholeheartedly back this vote of no confidence. I don't know what kind of retaliation I'm gonna face, but my grandmother fought for civil rights in the '60s here, I'm fighting for the rights of our union for these officers and supervisors that I call friends, brothers and sisters. Thank you.

GIBSON

Thank you.

SUZANNE ARROYO

My name is Suzanne Arroyo. I've been with the department for 21 years and I fully support the vote of no confidence.

JACQUELINE GONZALEZ

My name is Jacqueline Gonzalez, J-A-C-Q-U-E-L-I-N-E Gonzalez, G-O-N-Z-A-L-E-Z. I've been a probation officer for 14 years and I fully support the vote of no confidence.

BRITANIE FLETCHER-DIAZ

Good afternoon. My name is Britanie Fletcher-Diaz. That's B-R-I-T-A-N-I-E Fletcher, F-L-E-T-C-H-E-R, hyphen Diaz, D-I-A-Z. I've been employed with the Department of Juvenile Justice for eight years and I fully support the vote of no confidence.

CHRISTINE JOHNSON

Good afternoon. My name is Christine Johnson. C-H-R-I-S-T-I-N-E J-O-H-N-S-O-N. I was in this very room, 2001, within two days graduating. It was the best day. I've worked hard. You know, I was born here, raised in Boulder City. I'm an alumni graduate. And I was also one of the worst sexual abuse cases in the '80s in the state. And I'll tie that in when I'm done. I had worked hard to get to this point. I was excited, I was happy. I've carried on most of my career at Spring Mountain Youth Camp. I've been involved with this agency since 1997. Never have I seen a director like this ever. He's not from here, it's clear.

Just I'll - they've touched on everything, but we are being severely abused and we haven't spoke up in the past because we are afraid of retaliation. And I have been on the end of that. Retaliation, bullying. You get a target on your back, blacklisted, blackballed. These are the words that we are now using that we did not use before. So while Spring Mountain Youth Camp, I'm just gonna give you a couple incidents because they've touched on most of everything. Just my personal incident one, a couple of mine. Spring Mountain was being revamped and 24-hour staff had sleep up at camp and they were gonna put us in a position that I didn't feel it was safe and it wasn't comfortable.

And I drafted a letter to go to the manager at that point stating, "Do you care about us (laughs)? You don't want to do anything to make our stay here at night comfortable? I'm a female, I need a locked door. I need to feel safe." And I was told by my union rep at the time to go through

JOHNSON

chain of command. So I did. I sent the letter to Jack Martin. I got a call from my manager at the time who had just been manager for a brief moment, Jeff Jones, that said, "He took that personal and you need to go apologize." In the midst of that, I ended up in the hospital with heart issues due to stress. And I was like, "I'm not, I gotta go apologize to this guy?" So I take the time, I go down there I was given 30 minutes, he may present to you very well, but in closed doors or in meetings, he talks to us gangster.

So he kind of got the same, you know, back at 'em because I'm just not gonna sit there and take it. And at one point he goes, "Well, aren't y'all f\*\* each other up there anyway? Now there's three females up there, two with men. So what are you suggesting to me?" That's one incident. He's also been heard recently and we're having a hard time keeping officers. We cannot keep officers because our morale is so bad. We used to be a part-time, intern, a part-time hourly, we would scrape and it's so hard to get a job. Now we've got people that don't even want to be here. So, in general, we're being abused. We need some help. We're speaking up. So please help us. Please. Thank you.

GIBSON

Thank you.

GWEN WILLIAMS

Good afternoon, Commissioners. My name is Gwen Williams. I too stood in this Commissioner's chamber 22 years ago, two days from today, graduating with my - the post at - graduating at her post academy graduation, I should say. Again, I have been employed for 22 years. I want to say that I am here to support my coworkers and no, we don't have any trust or confidence in Jack at this time. Thank you.

GIBSON

Thank you.

VANESSA MITCHELL

Good afternoon. Vanessa Mitchell. Been a juvenile probation officer for 16 and a half years. And I will say this, if you do this job, you have a true passion and you love kids 'cause it's a tough job. And I tell my kids on my case all the time, "I fight with you and I fight for you. I'll celebrate." And that's how we all are. And when you can't even supervise your kids and you watch them, the certification numbers are in, they're almost like 80... There's, I don't know the exact number between 75 and 85 certification cases since January 1st. That is disgusting. How many of those kids could we have saved if we could have actually seen them and taken care of them? That's unfair. That's unfair because that is our future and that's unfair. We're cheating them. And that is just, it's terrible.

I've always been one and all of us have been one. We're hands on. We go see our kids, we take care of our kids. If they need food, we get 'em food. If they need clothes, we get 'em clothes, the whole family. It doesn't matter. We take care of everybody and do the best that we can. We can't even - we cannot even see our kids appropriately and we have no services. And it just saddens me to think that it's a real disservice and it all ties together to everything else that's been said. And there's a lot of - everybody here loves their job. Everybody has passion. We want

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| MITCHELL           | somebody to help us so we can get that back and go take care of our community and, and help our kids be successful. Thank you. I'm in support. Thank you for listening.  |
| GIBSON             | Thank you.   |
| MIKELLE CIERI      | Mikelle Cieri, C-I-E-R-I, Chief Supervisor Steward, S-E – uh - SEIU 1107. And...   |
| DEBBIE SPRINGER    | My name is Debbie Springer. D-E-B-B-I-E S-P-R-I-N-G-E-R. I am the Public Sector Vice President of SEIU, Local 1107.  |
| CIERI              | And our union supports our brothers and sisters in this action. Thank you.   |
| GIBSON             | Thank you. If there is no one... Is there anyone else who wishes to speak during the public comment period?  |
| JAQUELINE ALVARADO | Good afternoon. My name is Jaqueline Alvarado. J-A-Q-U-E-L-I-N-E A-L-V-A-R-A-D-O. I have been with the Department of Juvenile Justice Services for 15 years and I too am with my fellow brothers and sisters in support of this no confidence. Please hear us. Listen to us and listen to everything we said. Thank you.   |
| JESSICA DELGADO    | <p>Hello. Good afternoon. My name is Jessica Delgado. Last name spelling, D-E-L-G-A-D-O. I just wrote a couple of notes. I'm a juvenile probation officer with the Clark County Department of Juvenile Justice Services. I have been in my current position for approximately 17 years and was a part-time employee with the same department for three years prior to that. I'm here to support the vote of no confidence for our current director of our department. I would like to point out that while we have approximately 25 employees right here standing with you today in support of this same opinion, there are many more that would've liked to join and stand in front of you today, but we're unable to because they had to maintain their post, be it in juvenile detention, intake, field probation, intensive supervision, or at the Spring Mountain Youth Camp.</p> <p>There are also several other officers that have recently retired, transferred to other positions and resigned that have verbally acknowledged their support of the same opinion, but were not able to be on the vote of the 153 officers that voted for the no confidence. Thank you for your time today in listening to our valid concerns, and I hope you do take them into consideration.</p> |
| GIBSON             | Is there anyone else who wishes to speak during the public comment period? Then the public comment period is closed and this meeting is adjourned. Thank you.  |



There being no further business to come before the Board at this time, at the hour of 1:53 p.m., Chair Gibson adjourned the meeting.

APPROVED:

/s/ James B. Gibson  
JAMES B. GIBSON, CHAIR

ATTEST:

/s/ Lynn Marie Goya  
LYNN MARIE GOYA, COUNTY CLERK