



State of Nevada  
**MERIT AWARD BOARD**



**“Good Government, Great Employees”**

209 E. Musser Street, Room 101  
Carson City, Nevada 89701-4204

**Joe Lombardo**  
*Governor*



**MERIT AWARD BOARD**  
**JULY 17, 2024 – 9:00 AM**

**Nevada State Library, Archives and Public Records**  
**100 North Stewart Street, Room 110**  
**Carson City, NV 89701**

**and**

**Eureka Building**  
**7251 Amigo Street, Room 120**  
**Las Vegas, NV 89101**

**MINUTES**  
**(pending Board approval)**

**Members Present:**

Rachel Baker, Division of Human Resource Management  
Shayne Powell, Governor’s Finance Office  
Tracey Cook, Representative, American Federation of State, County and Municipal Employees  
(AFSCME) Local 4041  
Brian Miller, Representative, American Federation of State, County and Municipal Employees  
(AFSCME) Local 4041

**Members Absent:**

None

**AGENDA**

- 1. Call to Order, Roll Call**

Secretary Rachel Baker called the meeting to order at 9:04 and welcomed the new Board members and those that might be in attendance and took roll. There was a majority of members present in order to conduct the business of the Board.

## **2. Public Comment:**

There was no public comment.

## **3. Approval of Minutes from August 17, 2022**

Secretary Rachel Baker explained that since the Board is comprised of entirely new members who were not present for the meeting for approval purposes, the minutes will remain unapproved or unadopted.

## **4. Suggestions eligible for Merit Award**

### **A. Haaland McIntire**

Secretary Baker stated that Ms. McIntire submitted her suggestion in about October 2015. The suggestion relates to the elimination duplication from paper direct deposit advices from state employees' travel advances, and other reimbursements to save on material costs, postage, labor and time and was a suggestion that involved the work of both the Treasurer's Office and the Controller's Office. Ms. McIntire was not present. However, James Smack, Deputy Controller, sent his presentation which was read into the record.

*“Good morning members of the Merit Award Board, and I’m sorry I could not be there in person this morning to present. Please accept this statement on the record regarding the State Controller’s Office (SCO) implementation of Haaland McIntire’s cost savings suggestion. In Fiscal Year 2017, the year prior to implementation of the suggested cost savings measure, our office printed 42,658 total advices for direct deposits to state vendor accounts. Current to this day and including Fiscal Year 2017, any reimbursement for state team member expenses had a paper advice printed which was mailed to the state team member confirming their reimbursement, yet many of these reimbursements were being made electronically through Direct Deposit. In Fiscal Year 2018, Ms. McIntire submitted her suggestion to the Treasurer’s Office, which was shared with our office for potential implementation. Her suggestion was to electronically deliver direct deposit advices for all state team members who are not receiving a paper check for these reimbursements. Our office was able to implement this sometime during Fiscal Year 2018. Comparing Fiscal Year 2017 to Fiscal Year 2019, we printed 33,083 advices in total in Fiscal Year 2019, representing a drop of nearly 10,000 printed advices. This can be attributed to Ms. McIntire’s cost savings suggestion. This number has remained consistent up to Fiscal Year 2023. Putting this into dollars: the SCO orders 25,000 blank advices at a time, at a cost of \$1641.50 delivered. With approximately 10,000 fewer advices per year being printed, this is a cost savings of about \$650 per year just in stock costs. Adding in the cost of toner cartridges for the magnetic ink printer which cost \$390 each and we go through 3 per year, we can estimate this is saving us nearly one cartridge per year. This is an estimated cost savings of approximately \$1000 per year annual savings in printing costs to the SCO, and the savings has held up through Fiscal Year 2023. What I did not submit prior was the mailing costs associated with sending 10,000 advices through the mail. Even at 25 cents per advice in postage, this is an additional savings of \$2500 per year, bringing the total savings per year for the SCO to \$3500 per annum. I am unsure of our state bulk mailing rate, and I know it represents a significant discount from what you and I pay for mailing a letter, so I took a very conservative rate to base this portion of savings. I was also asked to suggest why the Treasurer’s Office (STO) would state this idea was not implemented and was rejected. The STO, although the team Ms.*

*McIntire was working for at the time she made this suggestion, would not be the team to implement this suggestion. The implementation, including all testing and computer coding involved, was done by the State Controller's Office team, and we would be the team that would have any realized savings from the cost savings suggestion by Ms. McIntire. I would opine this was the reason behind STO stating they have not implemented the idea, as it would not have been their job to do the implementation. We did implement the idea, as I was the one who was Chief Deputy at the time it was presented, and I approved the idea for implementation recognizing there would be savings to the state. It was never rejected by our team; we were simply the vehicle for implementation. This suggestion was solely the idea of Haaland McIntire, and it was a great idea that has conservatively saved our state approximately \$17,500 over the past five fiscal years in stock, printing, and postage costs, and we anticipate will continue those savings going forward. Thank you Haaland!! Respectfully Submitted, James Smack Chief Deputy Controller Office of the Nevada Controller"*

The suggestion was deferred to the GFO for the amount of the award.

#### B. Alexandra Rivas

Secretary Baker stated the subject of the suggestion implementing existing software tools to save money on copy paper and promote positive environmental practices. States that it would prevent waste and eliminate duplication but there is no reflected salary savings.

The agency's response was that it believed that Rivas's recommendation to reduce printing costs within her work area is reasonable and the Division of Parole and Probation will implement a modified version

When Secretary Baker checked in with the agency, it was determined that the agency saves \$25.00 upon implementation. The suggestion did result in some money savings but will defer to GFO representative to determine award amount.

Secretary Baker called for a motion to approve both Ms. McIntire's and Ms. Rivas's suggestions. Mr. Miller moved to approve the suggestions and there was a second by Shayne Powell. Motion carried.

### **5. Employee Suggestions**

#### A. Jason Burns

Secretary Baker explained that this suggestion related to the OSHA Enforcement Drone Program and its cancellation due to costs, and implementing a fee-based training curriculum which provides CEUs to the public, as well as credentialed, credible training for agency employees. The employee believes that the suggestion would increase productivity, improve service and prevent waste but he is not in position to estimate how much money it would save.

The response from the agency was to reject it stating that the argument that the drones cost more than they produce has no merit. The drones are tools to be used in investigations similar to any of the tools used by the Industrial Hygienist (IH) group. For example, some of the IH equipment is considerably more expensive than a drone. Use of drones was initially developed for a couple of reasons. To provide a useful tool for the gathering of technical evidence and to support a safer workplace for OSHA staff by eliminating the need to either climb structures for measurement purposes and/or entering locations that pose certain threats to employee safety (excavations). These are the traditional methods that the suggestion eludes to in the "Estimate Savings or Benefit" section. The suggestion speaks of revenue streams. None of Occupational

Safety and Health Administration (OSHA) work, nor the tools used by OSHA, are considered to be revenue generators. (i.e. OSHA bought the drones to drive increases in compliance, in return this may lead to increases in penalty amounts, however compliance is the main focus). None of the citations written by OSHA are used to sustain itself, therefore the drone program would not be expected to sustain itself. The discontinuance of sending staff to Illinois for training was initiated after it was recognized that many of the other state OSHA programs trained their own staff and had foregone sending staff to Illinois. The OSHA Training Institute is still utilized for either in-state training or for supporting promotions into administration or complex worksite investigative processes (State Plan Monitoring class or Whistleblower classes are two examples). The suggestion discusses the development of more types of training to be offered to the public if drone program funding was re-assigned to Safety Consultation and Training Section (SCATS). Training classes for the public is a funding issue for SCATS and doesn't fall into the OSHA enforcement category.

Secretary Baker called for a motion. Mr. Miller moved to reject the suggestion and there was a second by Shayne Powell. Motion carried.

B. Deborah Larson

Secretary Baker explained the suggestion pertains to changing the payroll system to positive reporting with initial and annual reviews by the supervisor and the employee of actual rate of pay and retirement selection and have the rate of pay be included on the paystub. It is believed the suggestion would prevent waste and reduce costs but does not know the true savings.

The agency responded by rejecting the suggestion and stating that No cost savings would be realized by changing the payroll reporting system from exception to positive reporting. A significant cost increase would result if the number of biweekly hand-typed checks increased due to negligence in timely submittals of the employee timesheets.

Secretary Baker called for a motion. Ms. Cook moved to deny and there was a second by Mr. Miller. Motion carried.

C. Jesse Haines

Secretary Baker explained that this suggestion related to Taser refresher implementation of shorter class without shooting a cartridge. Initial certification is 4 hours only once a year. Can reduce taser recertification to 1.5 hours if cartridges weren't fired. It was believed that it would prevent waste and if it could be applied to the Departments of Public Safety and Corrections, and Game Wardens and any other agency that uses tasers, it can save an estimated \$250,000 annually.

The agency responded by rejecting the suggestion and stating that "Taser" requires the department to follow specific training guidelines for use of their product. Without following the "Taser" guidelines, the department would face exposure and liability in litigation and "Taser" would not represent them. The "Taser" training certifications have been attached, and the lesson plan requires a 6-hour course.

A motion was made and seconded to reject the suggestion. Motion carried.

D. Michelle Ruiz

Secretary Baker explained that this suggestion related to the cost of DMV driver handbooks. They are free to too many people and people take more than one. Thinks they should charge \$1.00 per

book. It was believed that it would prevent waste and reduce costs and estimates the savings to be approximately \$2,400 to \$3,000 a year.

The agency responded by rejecting the suggestion stating that in 2009 the Director made a request to the divisions in DMV to come up with revenue and/or cost savings proposals which include the idea of restructuring the way that the handbooks and guidebook manuals were provided to the public. A proposal gave three options for the director's consideration. 1) to provide documents free of charge on the website and not print them; 2) establish a reasonable fee for each book; and 3) continue with current practice. The first two options were not approved by the Governor's Office so the DMV continues to provide the books free of charge.

A motion was made and seconded to reject the suggestion. Motion carried.

E. Jessie Haines

Secretary Baker stated that this suggestion related to Polygraph Examinations. Polygraphs results are inadmissible in court and peace officers can refuse a polygraph. He believes it to be a waste of State resources and the process should be stopped altogether. It is also believed that the suggestion would prevent waste and reduce costs but does not have a dollar amount estimated.

The agency rejected the suggestion stating that the employee's basis for the suggestion is incorrect as polygraph evidence is admissible in court. Additionally, while the officer may refuse a polygraph examination, NRS requires the agency to provide a polygraph examination upon a peace officer's request during an investigation. Additionally, the Nevada Revised Statutes requires a polygraph examination as part of all Class 2 peace officer recruitments. Therefore, polygraph examinations are a required service per statute and cannot be eliminated without a statutory change. Given the polygraph examinations are mandatory in some instances and given the service is administered by an investigator as one of many duties, the employee is fully occupied for the entire duration of his shift on the service or other duties normally assigned to an investigator. Contracting for the service would be at a substantial increase in expenditure for Nevada Department of Correction far exceeding any hourly rate paid for administering the service with internal resources.

A motion was made and seconded to reject the suggestion. Motion carried.

F. William Kennedy

Secretary Baker stated that this suggestion related to reducing electricity usage during non-working hours. The agency responded that this suggestion was not adopted because the department patches computer at a minimum, once per month and are continually updating software throughout the department. They do this to minimize the impacts to customers and their work. They stated that the lost productivity is estimated to be more than double the anticipated power savings by turning off computers after hours.

A motion was made and seconded to reject the suggestion. Motion carried.

G. Anthony Frost

Secretary Baker stated that this suggestion related to the voter registration tracking process to be changed to Excel auto tabulation. He created an excel document that removes the supervisor and lead consolidation as well as the worker having to email. All data is tracked per person per

supervisor per month and automatically updates. It was believed that what was being suggestion would increase productivity, prevent waste and reduce costs. Suggestion reflects productivity time saved but does not provide a dollar amount of savings.

A motion was made and seconded to reject the suggestion. Motion carried.

H. Juan Gonzalez Madera

Secretary Baker explained the subject of the suggestion to be Streamlining the Elder Rights Intake Unit callback list using state-federated cloud-based word processor. Using Word Online would eliminate using emails to update the callback list and allow the intake staff to collaborate on the list in real-time. It was believed that the method increases productivity by eliminating the need to send the callback list back and forth within and email throughout the day and it improves services by increasing the number of calls that are returned per day, and most importantly, eliminates the duplication of phone calls by ensuring that all Intake Specialists know who will respond to call on the Word Online callback list. No dollar amount indicated however.

The agency's response was to reject the suggestion due to not having the software to implement the suggestion.

A motion was made and seconded to reject the suggestion. Motion carried.

I. Cinthia Luevano

Secretary Baker stated this suggestion was regarding streamlining establishing electronically mailed reminders to Nevada Check-up parents which will reduce costs for producing premium and late notices as well as reducing the number of children losing coverage because of lost invoices and miscommunication. It was believed that it will increase productivity, prevent waste, eliminate duplication, improve service and reduce costs. However, no anticipated dollar amount has been provided.

The agency rejected this idea stating that while this is a good suggestion, it is a partial solution that could cause user frustration. At this point in time, the only methods of payment are check or money order that must be mailed or delivered in person. This could cause an influx in phone calls received for purposes of complaints or clarifying the payment methods the division is able to accept.

A motion was made and seconded to reject the suggestion. Motion carried.

J. Kamisha Palmer

Secretary Baker said this suggestion was about NDOCs Administrative Assistants' Grievance Handbook. Many AAs struggle with keeping track of Inmate Grievances and many times Official Responses are past due. She implemented a system to track grievances using Excel, with the maintained active grievance log, other logs can be created such as a "past due" grievance log. It was believed that the suggestion would increase productivity, improve service and reduce costs.

The agency's response was to reject the suggestion. The suggestion does not quantify any transactions or impacts and High Desert State Prison as a result of the handbook. Ms. Palmer has not generated any statistics to infer an impact of the handbook or isolate from the impacts of revisions to the Administrative Regulations. The handbook and training are beneficial documents

developed and implemented at HDSP at the request of the Warden consistent with duties assigned to the position. No cost benefit can be generated, no conclusion to an enterprise fiscal impact can be made for enterprise implementation.

A motion was made and seconded to reject the suggestion. Motion carried.

K. Lyell Collins

Secretary Baker said the subject of this suggestion was about wasting staff time and mailing costs. When staff travel and submit reimbursement to travel, all funds are direct deposit and a paper version or receipt of deposit mailed to the employee. It seems staff time and postage costs could be greatly reduced if paper copies of the deposit were not sent to the employee

The agency rejected the suggestion and said it was already in the process prior to the receipt of the suggestion.

A motion was made and seconded to reject the suggestion. Motion carried.

L. Jasen Stoffer

Secretary Baker said this suggestion related to tracking position reclassification. By tracking position reclassification, it can find individuals who waste state funds by focusing on person enrichment over improving value of state services. It was believed this would eliminate waste caused by unnecessary restructuring.

The agency rejected the suggestion and said that the request is more about micro-tracking and monitoring the frequency in which these requests were made. The Division of Human Resource Management (DHRM) can and does provide statistical information regarding the number of studies conducted during a specific timeframe, the type of study conducted, the department, division and budget account of the request, the current, requested and approved class and other information. However, DHRM does not continually monitor an agency or employee's utilization of the classification process. DHRM cannot dictate the approved/proposed organizational structure of a department/division; it is only responsible for the classification of the positions within the approved structure.

A motion was made and seconded to reject the suggestion. Motion carried.

M. Michael Xavier

Secretary Baker stated that this suggestion related to Consolidation of common support functions under the department rather than separated amongst the different divisions. Believes consolidating functions such as equipment and asset management, communications and IT under the director's office would improve operations and allow all available assets under the department to be supported together. This would allow for standardization across the department, reducing costs and improving efficiencies in processes, as well as reducing the workload of mission-specific staff, allowing support functions to take place elsewhere. It was believed that this increases productivity, prevents waste, eliminates duplication, improves service and reduces costs. No estimated cost savings indicated.

The agency responded that it had rejected the suggestion. It is unsure of any cost savings. The agency has been working on this idea for many years and fleet is the job of the employee requesting this merit award.

A motion was made and seconded to reject the suggestion. Motion carried.

N. Ell Fuller

Secretary Baker explained that this suggestion was about ways to reduce costs and save paper. Buy Adobe Pro for all state employees at a group rate which allows users to convert documents without having to print and scan them to a file that can be saved automatically. It was believed this would prevent waste and reduce costs.

The agency rejected the idea as there are no details or metrics presented to clearly define the problem and impact. The suggestion appears to be to store documents electronically rather than printing them and storing in paper file. This is not a new concept. Although there are lots of opportunities for the State to improve in this area, there are hurdles accompanying it. Purchasing Adobe Pro for all state employees is not necessary as documents can be saved in Adobe format using Microsoft Office.

A motion was made and seconded to table this suggestion for more information. Motion carried.

O. Matt Bradley

Secretary Baker explained that this suggestion was about revision and implementation of a formal, legal document template to enter into agreements with federal award grantees. Creating a coded template for each of the types of grantee agreements prevents language from being changed in the templates and speeds up the drafting and review process. Coding each shell allows for the user to enter each data point only once and prevents data entry errors during agreement drafting. It is believed that the suggestion will increase productivity, eliminate duplication and reduce costs. The employee estimates the savings to average about \$3,268 annually.

The agency's response was to reject the suggestion on the basis that it the section had implemented the idea, but it was done so prior to the employee submission making him ineligible.

A motion was made and seconded to reject the suggestion. Motion carried.

P. Paula Turner

Secretary Baker stated this suggestion was about Online applications and verifications. The state can provide an office space where clients can get assistance applying for benefits and/or submitting documents online. This can reduce lobby traffic, reduce processing time and reduce paper usage. It can also be a space where clients come if they don't have access to internet. It was believed that the idea will increase productivity, prevent waste, eliminate duplication, improve service, prevent accidents and reduce costs.

The agency responded that the idea was rejected on the basis that it had been attempted previously and had not realized any cost savings.

A motion was made and seconded to table the suggestion to get more information. Motion carried.



Q. Sawnte Strawter

Secretary Baker stated that this suggestion related to email notifications for clients regarding their Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance to Needy Families and medical benefits. Instead of relying on customers to sign up for email there should be an option in AMPS for workers to enroll customers in email notifications. If a customer receives an email notification, there is no need for a paper version to be printed. It was believed that the idea would improve service, prevent waste and reduce costs. States it will save the State a significant amount of money but does not indicate an anticipated savings amount.

The agency responded that the suggestion was rejected because the suggestion was previously considered by the agency.

A motion was made and seconded to table the suggestion to get more information. Motion carried.

R. Sawnte Strawter

Secretary Baker explained that this suggestion was about Participating in Restaurant Meals Program enabling aged, disabled and homeless to purchase hot and prepared meals with their Electronic Benefit Transfer (EBT) card at participating restaurants and grocery stores. This will increase food security for vulnerable populations and will not have to worry about meal preparation or food storage. It will open a new demographic of customers for restaurants and grocery stores will be able to hire more people. The employee believed that the idea will improve services but did not indicate a salary savings for the State.

The agency responded by rejecting the idea stating that SNAP benefits can be used by the elderly and their spouses, SSI recipients and their spouses, and homeless households to purchase meals at approved restaurants, congregate-eating sites and meals on wheels. Additionally, DWSS does not approve restaurants for EBT usage rather the agency would refer them to Food and Nutrition Services. Agency states that there is no quantifiable data in the suggestion was calculated.

A motion was made and seconded to reject the suggestion. Motion carried.

S. Francis Kim

Secretary Baker explained that this suggestion was about commendations and awards. The suggestion indicated that every law enforcement agency awards medals or citations; however, despite two occasions in a 6-month time period, wherein it was life saving emergency responses, those occasions were never cited outside a newsletter. There is no cost savings outside the price of a the medal or commendation. The employee believed that productivity (morale) and service would be improved. However, no cost savings were indicated.

The agency rejected the idea and said there are various avenues to address employee morale to include a newsletter which has included staff recognition pieces. The agency has a Morale Committee, Staffing Committee and Employer Labor Relations Committee that are avenues to discuss/address and implement recognition initiatives. The agency leadership group has also discussed gift cares, certificates of appreciation and designated employee of the month parking spaces.

A motion was made and seconded to reject the suggestion. Motion carried.

T. Cindy Olivier

Secretary Baker stated this suggestion related to training videos for new personnel. The employee suggested that a presentation be developed by those in their position or with help from IT or those in HR if needed to explain various positions throughout the State. The idea may save money by allowing supervisors or other personnel get back to their work sooner and not lose a lot of time training a new person. The employee believed the suggestion would increase productivity, prevent waste, eliminate duplication and improve service but does not indicate a salary savings.

A motion was made and seconded to reject the suggestion. Motion carried.

U. Troy Casa

Secretary Baker explained that the suggestion related to the elimination of paper copies of committee minutes and associated labor during the 81<sup>st</sup> legislative session. Eliminate creating of unnecessary paper duplicates of committee meeting minutes; store the digital copy without transcription. The public, other government agencies and third-party media organizations can readily access the digital version through the LCB website. The employee believed this would save in labor costs but cannot be accomplished in the brief overview; however, an average session costs about \$15 to \$17 million and a 50% reduction in the workforce would make a noticeable financial impact.

The agency rejected the idea stating that it failed Assembly Rule 51 (3) and Senate Rule 53 (15) in the Standing Rules of the Senate and Assembly require minutes as approved by the Chair as the official record of the hearings held by the Assembly and the Senate. This is because the Legislature, through various studies, including the Legislative Commission's Committee to Study the Structure and Operations of the Nevada Legislature of 2012 has determined that written minutes, approved and signed by the Chair are the most reliable form of preserving the legislative history.

A motion was made and seconded to reject the suggestion. Motion carried.

V. Robert Lehman

Secretary Baker explained that this suggestion was regarding Microsoft TEAMS training. Agency is not using TEAMS as they should and he would like to put a program together working with each office. Create office team channels and show how we can use the tool to better distribute information. It was believed that the suggestion would increase productivity, eliminate duplication and improve service but did not indicate a salary savings.

The agency rejected the idea stating that the division has had an active project to implement all features of the MS Office 365 suite of products for the past two years.

A motion was made and seconded to reject the suggestion. Motion carried.

W. James Hawk

Secretary Baker stated that this suggestion related to the Streamlining the mail process by minimizing the use of the FedEx service and using the less expensive USPS. By using USPS for the bulk of the mail, that can save money and get the mail to outlying institutions quicker. It was

believed that the suggestion prevents waste, improves service and reduces cost. Salary savings was calculated and determined to be approximately \$12,000 since January of 2020.

The agency rejected the idea on the basis that it had been reviewed on many occasions for possible efficiency.

A motion was made and seconded to table the suggestion to get more information. Motion carried.

X. Stephanie Isaac

Secretary Baker stated that this suggestion related to the Unemployment Insurance technology, processes and procedures. Employees are unable to access user interfaces or their online claims and are, therefore, unable to see what claimants are seeing of describing and documentation should be uploaded straight to their claim. The suggestion indicated that a more user-friendly website with an introductory video would assist claimants with navigating the system better.

The suggestion was rejected on reasons including security issues for upgrades; costs incurred; and suggestion items already put into practice prior to the suggestion being submitted.

A motion was made and seconded to reject the suggestion. Motion carried.

Y. Stephanie Isaac

Secretary Baker explained that this suggestion related to Green Governmental Communications. Many Department of Health and Human Services programs “snail mail” constituents, but the majority of the public uses online communication channels. If upload buttons were added to constituent portals/accounts, they could upload documentation. If they had their own inbox in the account, they could give and receive communications to and from department in question. The employee indicated that it would keep documents organized, ensure accuracy of paperwork, and speed up production time/slash on materials we don’t need. The suggestion would increase productivity, prevent waste, eliminate duplication, improve service, prevent accidents and reduce costs. There would be a potential reduction in millions of dollars in labor, supplies, etc.; ensure accuracy in paperwork, less errors, decrease misplacement or loss of documents.

The agency rejected the suggestion on the basis that there had been continual efforts to implement technological solutions to streamline electronic constituent communications. These include developing both on-premises and cloud storage solutions and the use of digitizing documents received by their agencies.

A motion was made and seconded to reject the suggestion. Motion carried.

Z. Troy Orosco

Secretary Baker stated that the suggestion was regarding allowing employees with higher pay grades to take furloughs for employees with lower pay grades and monitor the program like the CAT Leave program but in reverse. The employee believed it would save thousands of dollars if just 10% of State employees would volunteer to take furloughs for lower-graded employees.

The suggestion was rejected by the agency who stated that procedurally it requires analysis from all departments if it is to be implemented statewide. Programmatically, it would require the Governor’s Finance Office to provide a savings target to each department for voluntary furloughs.

Further, there is no proof of additional furlough savings since the program would be voluntary and employees might be unwilling to take furloughs for their colleagues. Moreover, developing the cutoff of those employees who would be eligible for donated furlough and those who would not is a subjective process and problematic.

A motion was made and seconded to reject the suggestion. Motion carried.

**6. Date of next meeting**

It was agreed that the next meeting would be July 31, 2024.

**7. Board Comments**

There were no comments from Board members.

**8. Public Comment:**

There was no public comments.

**9. Adjournment**

The meeting was adjourned at 11:35.