



**CHURCHILL COUNTY COMMISSIONERS
CC COMMUNICATIONS MANAGEMENT
CHURCHILL COUNTY, NEVADA**

**899 South Maine Street
Mailing Address PO Box 1390
Fallon, Nevada 89407
(775) 423-7171 Ext. 1215
Fax: (775) 423-0317**

**Contact Person: Shelly Bunyard, Administrative Assistant
E-mail: shelly.bunyard@cccomm.co**

******NOTICE OF PUBLIC MEETING******

AMENDED AGENDA
PLEASE POST

PLACE OF MEETING: Churchill County Administrative Building, Commission Chambers,
155 North Taylor Street Suite 145, Fallon, Nevada

DATE & TIME: March 5, 2026 at 11:00 AM

TYPE OF MEETING: Regularly Scheduled CC Communications Management Meeting

If you wish to make public comment, you may provide them at the meeting or via email, no later than 4:30 PM the day before the meeting, to shelly.bunyard@cccomm.co.

Notes:

- I. These meetings are subject to the provisions of Nevada Open Meeting Law (NRS Chapter 241). Except as otherwise provided for by law, these meetings are open and public.***
- II. Action will be taken on all Agenda items, unless otherwise noted.***
- III. The Agenda is a tentative schedule. The CC Communications Management Board may act upon Agenda items in a different order than is stated in this notice – so as to affect the people’s business in the most efficient manner possible.***
- IV. In the interest of time, the CC Communications Management Board reserves the right to impose uniform time limits upon matters devoted to public comment.***
- V. Any statement made by a member of the CC Communications Management Board during the public meeting is absolutely privileged.***
- VI. All persons participating in the meetings are put on notice that an audio and video***

recording is made of these meetings.

AMENDED AGENDA:

- 1. Call to Order**
- 2. Public Comment**
- 3. Verification of Posting of Agenda**
- 4. Consideration and possible action re: Approval of Agenda as submitted or revised**
- 5. Consideration and possible action re: Approval of Minutes of the meeting held on**
 - A February 5, 2026
- 6. New Business**
 - A Consideration and possible action to approve the revised Information & Communications Technology (ICT) Manager job description establishing a Hybrid Remote work model for a hard-to-fill position.
 - B Consideration and possible action re: the adoption of Resolution 5-2026 pursuant to NRS 710.151(b), and relating to certain systems and assets utilized in providing services under NRS 710.
 - C Consideration and possible action re: determination of an appropriate process for replacing the incumbent GM/CEO, including solicitation of applications, initial review, Board interviews, selection, timeline, and other matters related thereto.
- 7. Reports: General Manager Report**
- 8. Affidavit of Posting**
- 9. Public Comment**
- 10. Adjournment**

STATE OF NEVADA)
 : ss.
County of Churchill)

*I, Shelly Bunyard, Administrative Assistant, do hereby affirm that I posted, or caused to be posted, a copy of this notice of public meeting, on or before the **27th day of February, 2026** between the hours of **1 pm and 5 pm**, at the following locations in Churchill County, Nevada:*

- 1. Churchill County Administration Building, 155 N. Taylor St., Fallon, NV;*
- 2. The CC Communications Website @ www.cccomm.info;*
- 3. The State of Nevada Website @ <https://notice.nv.gov/>.*



Shelly Bunyard, Administrative Assistant

Shelly Bunyard, Administrative Assistant, who was subscribed and sworn to before me this February 27, 2026



Pamela D. Moore, Deputy Clerk to the Board

Endnotes:

Disclosures:

**CC Communications is an equal opportunity provider and employer.*

Accommodations/Nondiscrimination:

**Notice to Persons with Disabilities: Members of the public who are disabled and require special assistance or accommodations at the meeting are requested to notify the CC Communications Executive Office in writing at P.O. Box 1390, Fallon, NV 89407 (Attn: Shelly Bunyard), or by calling 775-423-7171 ext. 1215 at least two days in advance.*

**In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its agencies, offices, employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies or complaint filing deadlines vary by program or incident. Persons with disabilities who require alternative means of communication for program information (e.g. Braille, large print, audiotape, American Sign Language, etc.) should contact the responsible agency [(775)423-4092] or USDA's TARGET Center at (202)720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800)877-8339. Additionally, program information may be available in languages other than English. To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at: http://www.ascr.usda.gov/complaint_filing_cust.html and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To*

request a copy of the Complaint Form, call (866)632-9992. Submit your completed form or letter to USDA by:

1. Mail: U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410;
2. Fax: (202)690-7442; or
3. Email: program.intake@usda.gov.

Procedures:

**The public meetings may be conducted according to rules of parliamentary procedure.*

**Persons providing public comment will be asked to state their name for the record.*

**The CC Communications Management Board reserves the right to restrict participation by persons in the public meeting where the conduct of such persons is willfully disruptive to the people's business.*

**All supporting materials for this Agenda, previous Agendas, or Minutes are available by requesting a copy from the CC Communications Office, 775-423-7171 ext. 1215. During the meeting, there will be one copy available for public inspection. Additional copies are available by making the request from the CC Communications Office. You are entitled to one copy of the supporting materials free of charge.*

MINUTES OF THE CC COMMUNICATIONS MANAGEMENT

155 N. Taylor St., Fallon, NV 89406
February 5, 2026

Call to Order:

The regular meeting of the CC Communications was called to order at 11:00 AM on February 5, 2026.

PRESENT: Commissioner Matt Hyde
 Commissioner Eric Blakey
 Commissioner Myles Getto
 General Manager Mark Feest
 Chief Financial Officer Jamie Hyde
 Administrative Assistant Shelly Bunyard

ABSENT:

Public Comment:

Chair Matt Hyde 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 30th day of January, 2026 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 Eric Blakey made a motion to approve the Agenda as submitted. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

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

A- December 4, 2025

Commissioner Eric Blakey made a motion to approve the Minutes of the meeting held on December 4, 2025 as submitted. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

New Business:

A- Consideration and possible action re: approval to move capital budget funds from Manlift at \$40,000.00 to a new vehicle at \$36,241.35

Jamie Hyde, CC Communications. It has been determined by management that we will not be purchasing the Manlift previously approved in the 25-26 Capital budget for \$40,000.00. We would like approval to reallocate the funds to purchase a new vehicle to replace our aging fleet at a cost of \$36,241.35.

Commissioner Matt Hyde. Asked if there were any questions.

Commissioner Eric Blakey. Is this a utility vehicle or a office vehicle?

Jamie Hyde, CC Communications. It's a Rav 4 Crossover.

Commissioner Eric Blakey. Ok. Thank you.

Commissioner Eric Blakey made a motion to approve moving capital budget funds from Manlift at \$40,000.00 to a new vehicle at \$36,241.35. Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

B- Consideration and possible action re: purchase of DCI Overlay for Tahoe Reno Industrial Center in the amount of \$319,953.35

Mark Feest, CC Communications. We are getting various requests for carrier-grade data center transport services. This will be an item that will be in the upcoming capital budget for 2026-2027. It will be for construction and electronic upgrades within the Tahoe Reno Industrial Center and back into Reno. That will create an inside loop in the Tahoe Reno Industrial Center up to USA Parkway across Sydney Drive and down Peru Drive and then to the interstate. We already have facilities at all of those locations. The inside loop that goes through Tahoe Reno Industrial Center needs to be completed in a way with electronics and fiber so that it's fully redundant. Meaning that if you have a data center that sits off the loop, we can do a drop to them they have the option within that loop to go north or south. That could go out the bottom side on USA Parkway down to Silver Springs or they can go back to the freeway. If there is a cut in either direction, it will just go the opposite way on the loop. There are 4 or 5 data centers under construction right now. The first one that will be coming online, we have a customer who has made a request to us that we can serve today. If we don't do this overlay, we will be serving it in a way that when we go to do the overlay later it will cause problems with moving the service over. We would rather get the overlay in place now and make the order. It will give us an additional 16 400G circuits in a redundant manner. We can do this by using multiple fibers, but it's not the most efficient way to do this. When you go to do the overlay, you will have to start unplugging stuff and taking customers down. That is why we are requesting this now and not in the upcoming budget year.

Commissioner Matt Hyde. Are there any questions? I don't have any questions; it makes sense to me.

Mark Feest, CC Communications. One thing to note, we have met with the vender and it's all engineered. We have explained to the customer a general timeline. We will give them a tighter timeline if this is approved. We won't actually make the order until they give us the purchase order.

Commissioner Matt Hyde. Thank you. That is good to know. Is there any public comment? With no public comment, I will entertain a motion at this time.

Commissioner Eric Blakey made a motion to approve the purchase of Ribbon DCI Overlay for Tahoe Reno Industrial Center in the amount of \$319,953.35 Commissioner Matt Hyde seconded the motion, which carried by unanimous vote.

Commissioner Myles Getto arrived at the meeting, was running late.

Reports: General Manager Report:

1. Transport Network Update
 - a. Migration to new gear completed
 - b. Working through SoW for engineering consulting for next phase [Completed SoW, signed agreement, activities started]
 - i. Move routers to edge and Increase utilization of Neptune gear (resiliency)
 - ii. Implement NNI's and work on Colo agreements for partners in Nevada
 - iii. Reviewing dark fiber lease options for statewide network
 1. Increase ability for NNI intrastate and interstate
 2. Increase geographic redundancy as TRIC and surrounding areas buildout data centers
 3. Increase redundancy for our Internet customers
 - iv. Ribbon equipment upgrade for TRIC inside Loop
2. C15
 - a. Complete
 - b. TNS Contract complete for new Sigtran to replace SS7
 - i. Transitioning to Sigtran
 - ii. This requires professional services, which is difficult to schedule.
 - iii. Training
3. Storey County
 - a. Virginia City and Gold Hill Construction is complete
 - i. Installations continue
 - b. Engineering on VC Highlands in progress
 - c. Engineering and permitting for TRIC inside Loop
4. YPT
 - a. Environmental complete. Ordering equipment
 - b. Construction Bids [awarded]
 - c. Working on lining up YPT, contractor, and internal resources to break ground
5. FPST
 - a. Equipment ordering in process
 - b. Environmental in progress
 - c. Aligning schedules and anticipate starting within 3 weeks of environmental review being completed.
6. Te Moak
 - a. With ITCN
7. WRPT
 - a. Requires re-engineering and resubmittal to NTIA [resubmitted]
8. NTIA
 - i. New completion date is February 28, 2028
9. HR
 - a. HR Generalist position is open [Filled (Jill Manha)]

- b. Interviewed 3 outside individuals for Network Engineering position(s)
- c. Open Construction/OSP position
- d.

Affidavit of Posting:

Public Comment:

Chair Matt Hyde asked if there was any public comment, but there was none.

Adjournment:

The meeting was adjourned at 11:12 a.m.

APPROVED: _____
Matt Hyde, Chairman

APPROVED: _____
Eric Blakey, Vice Chairman

APPROVED: _____
Myles Getto, Commissioner



Shelly Bunyard, Administrative Assistant



Mark Feest, General Manager/CEO



CC Communications Agenda Report

Date Submitted: February 19, 2026

Agenda Item #: New Business - A
Meeting Date Requested: March 5, 2026

To: Board of Churchill County Commissioners
From: Mark Feest, General Manager / CEO
Subject Title: Consideration and possible action to approve the revised Information & Communications Technology (ICT) Manager job description establishing a Hybrid Remote work model for a hard-to-fill position.

Type of Action Requested: Accept

Does this action require a Business Impact Statement? No

Recommend Board Action: motion to approve the revised Information & Communications Technology (ICT) Manager job description establishing a Hybrid Remote work model for a hard-to-fill position.

Discussion: CC Communications requests approval of the revised ICT Manager job description, which has been updated to incorporate a Hybrid Remote work model. The ICT Manager role continues to be a hard-to-fill position due to regional labor shortages, high market competition for senior ICT professionals, and ongoing challenges in attracting candidates with the required technical and managerial expertise especially to rural locations like Fallon. Efforts have been made to recruit locally, as well as bring out of area candidates in as residents of Churchill County. Neither approach has resulted in filling the position.

Revisions to the job description are intended to improve recruitment outcomes by offering flexibility and aligning the role with modern industry standards. Key updates include:

- Integration of hybrid/remote work expectations and eligibility
- Clear definition of required onsite presence and travel cadence
- Updated responsibilities supporting remote operations, cybersecurity, digital collaboration, and enterprise-level ICT oversight
- Modernized minimum qualifications and preferred credentials
- Adjustments designed to expand recruiting reach, including consideration of out-of-area candidates who can meet travel expectations

The proposed hybrid structure enhances the company's competitiveness in recruiting highly qualified ICT leadership while maintaining operational effectiveness and continuity of services.

Alternatives: Allow the position to remain unfilled. Management is also pursuing the potential of a contract fractional CTO.

Fiscal Impact: Approximately \$3,000 per month above authorized salary and benefits.

Explanation of Impact:

Hybrid-remote model costs, once the role is filled, are estimated at \$3,000/month for airfare, lodging, and vehicle.

Funding Source: Given that FY 26 is more than half over, the savings from the unfilled position will cover the additional costs for the remainder of FY26. Thereafter, FY 2027 budget would account for additional hybrid costs.

Prepared By: Shelly Bunyard, Administrative Assistant

Reviewed By:



Mark Feest, General Manager

Date: February 25, 2026



Jamie Hyde, Chief Financial Officer

Date: February 25, 2026

Board Action Taken:

Motion: _____

1) None Aye:
2) None Nay:



(Vote Recorded By)

The submission of this agenda report by county officials is not intended, necessarily, to reflect agreement as to a particular course of action to be taken by the board; rather, the submission hereof is intended, merely, to signify completion of all appropriate review processes in readiness of the matter for consideration and action by the board.



ICT Manager - Hybrid Remote Job Description

Company: CC Communications • **Department:** ICT • **Reports To:** GM/CEO

FLSA Status: Exempt • **Wage Schedule:** Salary

Approved: _____

Date: _____

Position Overview

The ICT Manager leads planning, delivery, security, and optimization of CC Communications' technology environment—including broadband engineering, corporate IT systems, network operations, and customer-facing service delivery. The role combines strategic direction with hands-on leadership to ensure reliability, performance, and excellent service to internal users and customers. The ICT Manager directs broadband engineering and IT workgroups with support from the IT Supervisor and recommends ICT strategy, architecture, and investments to the GM/CEO.

The IT Manager shall be responsible for adhering to the following core values:

- Communicate, actively share knowledge and information
- Accountable, take ownership and responsibility for making, keeping and answering for all commitments to each other and our customers
- Respect, show respect for all
- Cooperate, work as a unified team
- Passionate, passionate about providing employees and customers with innovative technology solutions through continual personal and professional growth.

Distinguishing Duties & Responsibilities

Takes ownership for recommending ICT hardware, software, and strategic direction to the GM/CEO and, thereafter, for uptime and impacts on service delivery to internal and external endpoints.

Examples of Essential Duties & Responsibilities

- Analyze complex business needs; recommend solutions to the GM/CEO; execute approved solutions.
- Ensure consistency and maintainability of infrastructure by creating, maintaining, and enforcing standards and procedures for implementing technical solutions.
- Create and enforce written policies and procedures for internal and external network and IT/computer operations.
- Maintain security of all data and systems; provide backups and disaster-recovery capabilities.
- Create and maintain corporate network, intranet, and email systems.
- Review and coordinate software licensing and compliance.
- Set standards for backup, recovery, and documentation of essential network functions.
- Manage budgets; ensure expenditures align with approved plans.
- Plan, review, and maintain bandwidth and special access agreements with Tier-1 providers to ensure capacity meets requirements.
- Monitor device capabilities and system status; ensure uptime and performance.
- Coach, mentor, and lead ICT team members; serve as a resource to others.
- Direct and prioritize workloads of subordinate personnel.
- Review designs, code, and plans as applicable; approve business requirements prior to technical solutioning.
- Participate in hardware/software evaluations and maintain vendor contracts.
- Represent Engineering at client or end-user meetings as appropriate.
- Direct education and training programs for staff.
- Prepare and deliver performance evaluations and salary reviews; conduct interviews and other supervisory functions with HR.
- Collaborate with affiliate companies, industry peers, and professional organizations.
- Attend training to maintain or obtain certifications.
- Lead by example by demonstrating company core values.
- Other duties as assigned.

Qualifications — Skills, Knowledge, and Abilities

- Ability to work in a high-stress, multi-priority environment and lead a progressive IT/Engineering group.
- Entrepreneurial vision with the ability to create applicable business plans.
- Excellent communication—able to convey technical concepts to technical and non-technical audiences.
- Ability to manage concurrent projects, motivate professional staff, and build a high-performing team.
- Strong problem-solving, deductive reasoning, prioritization, and organizational skills.

- Ability to inspire, lead effectively, establish rapport, and present information to staff and stakeholders.
- Clean driving record; able to pass drug screening; willingness to accept responsibility for assignments.

Technical Expertise (Representative)

Networking & Protocols

- Network topologies, design, maintenance, and implementation.
- Network and system security with firewalls, VPNs, and routers.
- FTTH standards and protocols; MEF standards; GPON; Active Ethernet.
- TCP/IP, BGP, OSPF, Spanning Tree, MAC authentication, TACACS.

Systems & Platforms

- Linux/UNIX (including Red Hat Enterprise Linux) and server administration.
- Windows Server and Active Directory (e.g., Server 2012/2016).
- VMware vSphere and server virtualization technologies.
- PCs; network hardware; operating systems; printers; gateways; routers; SAN/NAS; UPS; patch panels.

Telecom & Transport Technologies

- Remote add/drop multiplexers; xDSL protocols and standards; ATM circuits; TDM; Active Ethernet; GPON.
- IP telephony systems/services.

Security & Tools

- Security packages and appliances; SonicWall; Forcepoint; firewalls; VPNs; WireShark.
- Regulatory compliance exposure: FCC, ARIN, CALEA, OSHA.

Representative Vendors/Equipment at CC Communications

- Extreme Networks switches and routers; Juniper/BTI; Calix hardware and services; BroadSoft; Arris/Brocade ICX; IBM AS/400; Coriant (Tellabs) DAX; legacy TDM (Nortel, Alcatel).

Special Requirements

- Must possess a current Nevada driver's license and be bondable.
- May be required to attend out-of-town training or meetings requiring travel by car, bus, or plane.
- Must be available to work overtime, weekends, holidays, and respond to emergency callouts.

Experience & Training

- Bachelor's degree in Computer Science or related field, or comparable experience.
- Minimum of eight (8) years progressively responsible experience in Systems Engineering or IT involving strategic planning, project management, quality assurance, and operations.
- Minimum of four (4) years of supervisory or team-lead experience.
- Minimum of four (4) years with high-availability networks (security, systems/network administration, DB administration, apps analysis/dev, information services management, application/system support, and information security).
- CAPM certification within six (6) months of hire; PMP preferred.
- Experience with virtualization (VMware or Microsoft Hyper-V), SAN/NAS storage, and familiarity with MSP/RMM platforms.
- OSHA-10 within six (6) months of hire.
- Experience or certification in ITIL or a similar framework.

Physical Requirements

Strength, dexterity, coordination, and vision to use a keyboard and display terminal for extended periods; ability to bend, stoop, sit, and stand for long periods; dexterity to handle files and materials; occasional lifting of files, stacks of paper, and equipment; and sufficient manual dexterity and cognitive ability to operate a personal computer and common office tools. Reasonable accommodations may be provided for qualified individuals with disabilities.

Working Environment

Work is generally performed indoors in an office environment with frequent interruptions to planned work activities. The environment is typically clean with limited exposure to dust, fumes, noise, or odors.

Employee Signature

Date

General Manager/CEO

Date

Hybrid Remote Work, On-Site Requirements & Location Compliance

Hybrid Remote Eligibility

This position is eligible for a hybrid remote work schedule. Remote work that is performed within the State of Nevada, or in another state, is permitted unless operational needs require on-site presence.

On-Site Onboarding Requirement

The ICT Manager is required to be onsite for the first two (2) weeks of employment to complete onboarding, training, and integration with key teams and systems.

On-Site Schedule for First Six Months

Following onboarding, the ICT Manager must be on-site every other week for a minimum of six (6) months to support operational alignment, hands-on leadership of ICT functions, and stakeholder engagement.

Ongoing Remote Work Arrangement

Beyond the initial transition period, the degree of remote work is subject to ongoing mutual agreement between the employee and CC Communications and may be adjusted based on performance, business requirements, and operational needs.

Out-of-State Remote Work Compliance

Approval Required for Work Outside Nevada

Any work performed outside Nevada requires prior written approval from CC Communications. Employees must notify HR before relocating or performing duties from another state.

Tax & Legal Compliance (Summary)

- Remote employees are generally subject to the employment and tax laws of the state in which they physically perform work (situs).
- Out-of-state work may require state income-tax withholding, local/municipal taxes, state unemployment insurance, workers' compensation coverage, and compliance with that state's wage/overtime/leave rules.
- Some states apply a "convenience of the employer" rule (e.g., NY, NJ, CT, PA, OR, DE, NE, AL) that may tax wages even when work is performed elsewhere unless required for business necessity.

Employee Obligation to Report Location Changes

Employees must notify HR and obtain written approval prior to any change in work location to a different state. Unauthorized out-of-state work may affect payroll processing, tax reporting, benefits eligibility, and continued remote-work approval.

Travel & On-Site Support Provided by the Company

- Direct round-trip airfare to Reno from the employee's permanent residence for required on-site periods.
- Company-arranged in-town accommodations for the duration of required on-site work.
- A company vehicle for use while onsite to support job-related travel.

The Company will not cover expenses such as airport parking, meals during travel, mileage to or from the airport, or other incidental travel costs.

Remote Work Equipment Provided by the Company

CC Communications will provide a desktop/laptop set-up at the remote location to be connected to the company's secure network.

Data Security & Compliance Standards (Remote & Hybrid Work)

- Adhere to all company information-security policies, data-handling procedures, and confidentiality requirements when working remotely.
- Maintain secure remote work environments, including the use of private, password-protected networks (no public Wi-Fi unless using company-approved VPN).
- Use only company-issued devices and approved software/systems for accessing, storing, or transmitting company data.
- Follow all multi-factor authentication (MFA), password management, and account-protection protocols.
- Ensure sensitive files and communications are protected through encryption, secure file-transfer tools, and proper access controls.
- Immediately report any suspected data breach, security incident, phishing attempt, or unauthorized access.
- Maintain physical security of company hardware and confidential materials, including preventing unauthorized viewing or access by household members or visitors.
- Comply with all relevant state and federal data-protection regulations regardless of work location.
- Follow company VPN, firewall, and endpoint-security requirements at all times.
- Protect proprietary, customer, and operational information in accordance with company privacy and compliance standards.

- Ensure compliance with remote-work standards for record retention, documentation, and secure disposal of physical and digital materials.
- Participate in required cybersecurity, privacy, and compliance training sessions and maintain up-to-date certifications as assigned.
- Notify the company of any change in remote work location prior to relocation to ensure continued compliance with state-specific data and security requirements.



CC Communications Agenda Report

Date Submitted: February 19, 2026

Agenda Item #: New Business - B

Meeting Date Requested: March 5, 2026

To: Board of Churchill County Commissioners

From: Mark Feest, General Manager / CEO

Subject Title: Consideration and possible action re: the adoption of Resolution 5-2026 pursuant to NRS 710.151(b), and relating to certain systems and assets utilized in providing services under NRS 710.

Type of Action Requested: Accept

Does this action require a Business Impact Statement? No

Recommend Board Action: motion to approve Resolution No. 5-2026, a resolution to evaluate the propriety of receiving offers for the sale or lease of certain telecommunications systems and assets utilized to provide services under NRS 710.

Discussion: CC Communications owns and maintains certain systems and assets utilized for the provision of telecommunications services both inside and outside Churchill County, NV, including the Counties of Lyon, Washoe, Storey, Elko, Carson City, Mineral, and Nye. NRS 710.151 requires that to sell or lease such systems, a resolution by the Board of County Commissioners must be passed to evaluate the propriety of a sale or lease. NRS 710.151(3) provides that "adoption or a resolution . . . does not require a sale or lease to be completed". NRS 710.159(5) provides in pertinent part, "A meeting of the board of county commissioners held to consider the general objectives for a sale or lease . . . is not subject to the provisions of Chapter 241 or NRS". Thus, after adoption of the resolution, management and the board would meet to discuss objectives.

The primary reasons for this resolution include:

Some systems and assets may not align with the overall long-term strategy.

The regional telecommunications environment is in a state of rapid flux due to developments such as the outcome of BEAD and the data center construction in Storey, Lyon, and Washoe Counties. The long-term strategic positioning of CC Communications may require the sale of assets that do not align with that positioning.

Alternatives: Forego aligning strategy inside and outside of Churchill County.

Fiscal Impact: None at this stage

Explanation of Impact: NA

Funding Source: NA

Prepared By: Shelly Bunyard, Administrative Assistant

Reviewed By:



Mark Feest, General Manager

Date: February 20, 2026



Jamie Hyde, Chief Financial Officer

Date: February 20, 2026

Board Action Taken:

Motion: _____

1) None

Aye:

2) None

Nay:



(Vote Recorded By)

The submission of this agenda report by county officials is not intended, necessarily, to reflect agreement as to a particular course of action to be taken by the board; rather, the submission hereof is intended, merely, to signify completion of all appropriate review processes in readiness of the matter for consideration and action by the board.

RESOLUTION 5-2026

A RESOLUTION PURSUANT TO NRS 710.151(b), AND RELATING TO CERTAIN NON STRATEGICALLY ALIGNED SYSTEMS AND ASSETS.

WHEREAS, CC Communications owns and maintains certain systems and assets utilized for the provision of telecommunications services both inside and outside Churchill County, NV, including the Counties of Lyon, Washoe, Storey, Elko, Carson City, Mineral, and Nye, and

WHEREAS, systems and assets utilized for the provision of telecommunications services interconnect at various network points to provide services across, through, and between geographic locations, and

WHEREAS. Management deems it appropriate to discuss strategic alignment of certain assets and the propriety of soliciting offers for said assets, and

WHEREAS, NRS 710.151 requires that to sell or lease such systems, a resolution by the Board of County Commissioners must be passed to evaluate the propriety of a sale or lease, and

WHEREAS, NRS 710.151(3) provides that “adoption of a resolution ...does not require a sale or lease to be completed,” and

WHEREAS, NRS 710.159(5) provides that in pertinent part, “A meeting of the board of county commissioners held to consider the general objectives for a sale or lease, including, without limitation, terms and conditions acceptable to the board is not subject to the provisions of chapter 241 of NRS (Open Meeting Law), except for the vote to seek offers or to accept an offer”.

NOW, THEREFORE, BE IT RESOLVED,

That pursuant to NRS 710.151(1)(b) it is in the best interest of Churchill County to evaluate the strategic alignment of all assets utilized in the provision of telecommunications

services by CC Communications pursuant to NRS 711 and the propriety of receiving offers for the sale or lease of the portion of the telephone system that may be deemed non-strategic to ongoing operations.

PASSED AND ADOPTED THIS _____ DAY OF MARCH, 2026 BY VOTE OF THE CHURCHILL COUNTY COMMISSIONERS.

THOSE VOTING AYE:

THOSE VOTING NAY:

CHURCHILL COUNTY BOARD OF COMMISSIONERS

Matt Hyde, Chairperson



CC Communications Agenda Report

Date Submitted: February 27, 2026

Agenda Item #: New Business - C

Meeting Date Requested: March 5, 2026

To: Board of Churchill County Commissioners

From: Mark Feest, General Manager / CEO

Subject Title: Consideration and possible action re: determination of an appropriate process for replacing the incumbent GM/CEO, including solicitation of applications, initial review, Board interviews, selection, timeline, and other matters related thereto.

Type of Action Requested: Accept

Does this action require a Business Impact Statement? No

Recommend Board Action: I move to approve proposal [select from staff presented options or select some alternative] with noted changes.

Discussion: The incumbent GM/CEO desires to set a firm date for retirement while reasonably accommodating Board desires and a reasonable hiring timeline.

ISSUE: Incumbent GM/CEO will retire no later than July 31, 2027. Incumbent has the right to provide 30 days' notice and receive pay out for unused vacation and sick leave. However, he does not feel comfortable providing only 30 days' notice as he believes this will not provide adequate time for the company to fill the position. This agenda item is intended to work through the Board's preference with respect to (1) timeline, (2) recruitment and solicitation of applicants, (3) evaluation, screening and selection of those that will be interviewed by the Board subject to open meetings and public records, (4) Interviews, (5) offer and negotiation, (6) model proposals.

We will discuss two alternative proposals for selection of the next GM/CEO, as well as any modifications the Board desires. We can also discuss and adopt a completely new process or model the Board may want to bring up. The first proposal is a traditional flash cut where CC Communications recruits for, and the Board interviews and selects, the new GM/CEO with minimal overlap between onboarding of the new hire and retirement of the incumbent. The second is a GM/CEO in-waiting or Assistant GM designated by the Board as the next GM/CEO upon the incumbent's retirement no later than July 31, 2027.

This agenda item needs to be interactive to establish Board direction on 1-6 above, as well as a discussion of the pros and cons of the two proposed models.

1. Timeline: We need to agree on the likely timeline irrespective of the model chosen. The model chosen may change the start date of recruitment, but it should not change the time required for each step from recruitment to onboarding.

1. Proposed timeline:

Day 1 – 45: Publication/Advertising/Solicitation of candidates
Day 46 – 60: Review and screen
Day 61 – 90: Arrange and conduct interviews and visits
Day 90: Offer and negotiation
Day 120: New Hire is on-site and desired overlap is complete

2. What is the Board's desired minimum overlap for a traditional flash cut hire?

Note: This assumes outside hire, which would create the longest timeline. Internal hire would likely reduce the timeline by 30 days. We need to plan for the longest timeline.

2. How will we advertise?

1. Post on NTCA's Job Board
2. Our website
3. Our social media referring to our website
4. Other?

3. How will we evaluate and select applicants for interview with the Board?

1. Screening will be conducted without the Board. Team of three will consist of:
 1. [fill in name]
 2. [fill in name]
 3. [fill in name]
2. The board needs to rank characteristics and skills.
 1. ILEC experience
 2. CLEC experience
 3. ISP experience
 4. Transport fiber experience
 5. Reporting to CEO experience
 6. Reporting to Board experience
 7. Prior GM/CEO experience
 8. Rural community experience
 9. Nevada ties
 10. Technology
 11. Finance/Accounting

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12. Regulatory
13. Marketing
14. OSP
15. CS/CX

3. What is the target number of invites to an in-person interview?
4. Any desire to have a video call round, pare down to 2 or 3 to fly in for live? This could be done by either the full Board (subject to public records and open meeting law, or by the screening team)
5. Other concerns regarding what the Board wants to see in candidates that the team of three screeners should note?
6. If the board wants to be involved in the screening of applicants, then we will simply collect applications, set a public meeting during days 46-60, and the Board will evaluate and select which applicants will get interviews. Adjustments would need to be made to implement a screening video call round.

4. Interviews: These will be held in public meetings and materials provided to the Board will become public records. It should be noted that one commissioner may have to recuse himself.

1. What, if any, participation does the Board want from the incumbent?
 1. Approve and provide interview questions and scoring rubric?
 2. Available for commentary or feedback on interviewees?
 3. Score the interviewees for consideration by the Board?
 4. Ask the questions?
 5. None
 6. Other

2. If a commissioner recuses himself, do we want to move forward with two commissioners scoring, as well as making the decision. While the remaining two commissioners must vote and appoint the new GM/CEO, I believe that two commissioners plus one other person could conduct the interview and score the applicants. Thereafter, the Board (the remaining two commissioners) can take that scoring and discussion into consideration to make their decision.

3. Anything else to consider?

5. Offer and negotiation

1. Who presents offer and negotiates the contract?
 1. Recommendation: Incumbent
2. Parameters of offer

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1. Continue to peg salary to NTCA Compensation Report for revenue, union shop, region, and median bonus and perquisites 50th% to 75th%, or change
2. No later than date for promotion to GM/CEO (July 31, 2027)
3. Standard company policy holidays, sick leave, etc.
4. PERS savings, if any, deposited into 457(f)
5. Severance package in the event of termination without cause
6. Vehicle
7. Cell Phone
8. Moving expenses
 1. One-time payment w/out receipts, or
 2. Capped actual expenses with receipts, or
 3. Advance, then capped expenses with receipts
9. Limit on time between offer/acceptance and arrival.
10. Other considerations?

6. Model Proposals. From the standpoint of timeline days both models should be the same with model selection impacting the start date for recruiting. If Model #1 is chosen, then the day the timeline starts is when the incumbent provides notice. If Model #2 is chosen, then we need to determine the maximum overlap (maximum time new hire would be assistant GM before the promotion), then work backwards through the timeline.

1. Traditional flash cut
 1. This model presents risk that we do not complete recruiting and have the new GM/CEO on board prior to incumbent's departure.
 2. This model may produce more applicants and applicants with GM/CEO experience.
2. In-waiting model
 1. If we take the timeline above, posting immediately would result in a maximum "in-waiting" status of 1 year.
 2. This model ensures that once new hire is on board, CC Communications will not have a gap between GM/CEO even if incumbent provides 30 days' notice with a retirement date effective prior to July 31, 2027.
 3. While I have seen two recent examples of the in-waiting model, I have no information as to how many applicants that produced.
 4. This model may be less likely to produce applicants with prior GM/CEO experience. However, according to the NTCA Compensation Report, CC Communications falls in category 5 of 7 (7 being the largest revenue-wise). Thus, given that salary is highly correlated to revenue, we may get current GM/CEOs of category 1-4 companies that would apply under this model.
 5. Mitigating risk that this model chills applicant response?

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1. If after 45 days we find that we are unsatisfied with candidate response, we can pivot to traditional model.
2. If after interviewing candidates we find we are unsatisfied with candidates, we can pivot to traditional model.
3. If 1 or 2 above occurs, incumbent will provide a firm retirement date that allows the company to move forward with the traditional model with reduced risk of a break between departure and on boarding new hire.

Alternatives: Wait until the incumbent provides notice of retirement date.

Fiscal Impact:

Explanation of Impact:

Funding Source:

Prepared By: Shelly Bunyard, Administrative Assistant

Reviewed By:



 Mark Feest, General Manager

Date: February 28, 2026



 Jamie Hyde, Chief Financial Officer

Date: March 02, 2026

Board Action Taken:

Motion: _____

	1) <u>None</u>	Aye: _____
	2) <u>None</u>	Nay: _____



 (Vote Recorded By)

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