

PAHRUMP TOWN BOARD AGENDA

| | | | | |
|---------------------|----------------------------|----------------------------|----------------------|-------------------------|
| Mike Darby Chair | Vicky Parker Vice-Chair | Carolene Endersby Clerk | Tom Waters Member | Harley Kulkin Member |
|---------------------|----------------------------|----------------------------|----------------------|-------------------------|

NOTICE TO MEMBERS OF THE AUDIENCE

The Pahrump Town Board meets the second and fourth Tuesday of each month at 7:00 PM in the Nye County Building, 2100 E. Walt Williams Drive. Agendas are available at the Town Office on the Thursday prior to each Board meeting and are posted on the Town website at www.pahrumpnv.org

| BOARD MEMBER | PHONE | EMAIL | TERM EXPIRES DECEMBER 31 |
|-------------------|----------|--|-----------------------------|
| Mike Darby | 764-0751 | mdarby@pahrumpnv.org | 2012 |
| Vicky Parker | 764-8809 | vparker@pahrumpnv.org | 2012 |
| Carolene Endersby | 764-8791 | cendersby@pahrumpnv.org | 2014 |
| Dr. Tom Waters | 764-0949 | twaters@pahrumpnv.org | 2014 |
| Harley Kulkin | 727-1525 | hkulkin@pahrumpnv.org | 2014 |

NOTE: Town Board agendas will be posted online at www.pahrumpnv.org.

There may be a quorum of Pahrump Advisory Board members present at Town Board meetings.

TOWN OF PAHRUMP MISSION STATEMENT

“Our mission is to balance our history as a rural community with our need to provide appropriate and sustainable services to our citizens and those who visit our community. We will do this by demonstrating honest, responsive leadership and partnering, when appropriate, to augment our resources.”

SPECIAL NOTE: Any member of the public who is disabled and requires accommodation or assistance at this meeting is requested to notify the Pahrump Town Office in writing or call 775-727-5107, prior to the meeting. Assisted listening device is available at Town Board Meetings upon request with 24 hour advance notice.

"The Chairman and Pahrump Town Board members intend that their proceedings should demonstrate the highest levels of decorum, civic responsibility, efficiency and mutual respect between citizens and their government. The Board respects the right of citizens to present differing opinions and views, even criticism, but our representative democracy cannot function effectively in an environment of personal attacks, slander, threats of violence and willful disruption. To that end, the Nevada Open Meeting Law provides the authority for the Chair of a public body to maintain the decorum and to declare a recess if needed to remove any person who is disrupting the meeting, and notice is hereby provided of the intent of this body to preserve the decorum and remove anyone who disrupts the proceedings".

**PAHRUMP TOWN BOARD MEETING
NYE COUNTY ADMINISTRATIVE COMPLEX
2100 E WALT WILLIAMS DRIVE
TUESDAY – 7:00 P.M.**

August 23, 2011

AGENDA

- 1. Call to Order, Moment of Silence, and Pledge of Allegiance.**
- 2. Discussion and Possible Decision** regarding Moving the Order of or Deleting an Agenda Item(s). (For Possible Action)
- 3. Presentation** by Dr. Nancy Yu, Southwest Medical, on the services they offer in Pahrump. (Non-Action Item)
- 4. Presentation** by Mr. Robert Adams, Chairman of the Public Lands Advisory Board, on Identifying Recreational Opportunities on Public Lands Around Pahrump. (For Possible Action)
- 5. Announcements** (Non-Action Item)
- 6. Public Comment:** Action may not be taken on matters considered during this period until specifically included on an agenda as an action item – NRS241.020(2)(c)(3). (Non-Action Item)
- 7. Advisory Board Reports** from Advisory Board Chairpersons and/or Town Board Liaisons on the Status of Advisory Boards. (Non-Action Item)
- 8. Discussion** on Town of Pahrump Economic Development Report. (Non-Action Item)
- 9. Discussion and Possible Decision** on Creating the 2011-2012 Town Board Goals and Performance Objectives. (For Possible Action)
- 10. Discussion and Possible Decision** to Create a Town Manager Evaluation Form and process. (For Possible Action)
- 11. Discussion and Possible Decision** to Change the words "Representative Democracy" to "Constitutional Republic" in the paragraph on the cover page of Town Board Agendas. (For Possible Action)
- 12. Discussion and possible decision** to approve funding for the PTCC to purchase travel show equipment not to exceed \$1,500 payable from the Town Tourism Room Tax Fund. (For Possible Action)
- 13. Discussion and possible decision** to approve funding for participation in the Quartzite RV Travel Show in the amount not to exceed \$6,500 payable from the Town Tourism Room Tax Fund. (For Possible Action)

14. **Discussion and possible decision** to approve a grant application for trade show expenses from Preferred RV Resort for Quartzsite RV Show in an amount not to exceed \$5,000 payable from the Town Tourism Room Tax Fund. (For Possible Action)
15. **Discussion and possible decision** to approve a grant application for trade show expenses from Pahrump Nugget Hotel and Casino for Quartzsite RV Show in an amount not to exceed \$5,000 payable from the Town Tourism Room Tax Fund. (For Possible Action)
16. **Discussion and possible decision** to approve a grant application for trade show expenses from Mountain Falls Golf Club for Quartzsite RV Show in an amount not to exceed \$5,000 payable from the Town Tourism Room Tax Fund. (For Possible Action)
17. **Discussion and Possible Decision** to Approve Resolution #2011-10, a Resolution to Establish a Blue Ribbon Committee on Rural Transit Transportation and All Matters Properly Related Thereto. (For Possible Action)
18. **Discussion and Possible Decision** to approve the re-appointments of: Robert Behrman, Steven Pastorelli, Broc “Arthur” Rodriquez, Scot Tibbits, and Robert Tibbits to the Arena Advisory Board; Jeff Bobeck and Janice Painter to the Incorporation Advisory Board; Cheryl Beeman, Dale Griffith, John Pawlak, and George Sausman to the Nuclear Waste and Environmental Advisory Board; Dan Kelly and Nick Moore to the Parks and Recreation Advisory Board; Robert Adams, Dorothy Smithers, and Claire Toomey to the Public Lands Advisory Board; Kelly Buffi, Alice Eychaner, and Karen Spalding to the Tourism and Convention Council and Reginald Knight to the Pahrump Veterans Memorial Advisory Board. (For Possible Action)
19. **Discussion and Possible Decision** to approve term expirations of Heather Gang of the Nuclear Waste and Environmental Advisory Board, George Gingell of the Public Lands Advisory Board, Pat Kerby of the Incorporation Advisory Board, Lloyd Peugh of the Arena Advisory Board, and Maryanna Smith of the Tourism and Convention Council. (For Possible Action)
20. **Discussion and Possible Decision** to allow the PVFRS to participate in the “9/11 Remembrance” in the City of Las Vegas by placing the Town’s Ladder Truck on display at the Fremont Street Experience on September 09th. (For Possible Action)
21. **Discussion and Possible Decision** for Approval to Transfer Ambulance Fund Delinquent Accounts for May through June, 2011 for Further Collection and Related Accounting Adjustments. (For Possible Action)
22. **Discussion and Possible Decision** Consent agenda items: (For Possible Action)
 - a. Action – Approval of Town Vouchers.
 - b. Action – Approval of Town Board Minutes for August 09, 2011.
 - c. Action – Approval of Mr. Bill Dolan attending the Nevada League of Cities as a Representative of the Pahrump Veterans Memorial Advisory Board.

- d. Action – Approval of the Community Center Task Force changing their By-laws from the Town Board established By-laws to Advisory Board By-laws.
- e. Action – Approval of the Bob Ruud Community Taskforce removing Mrs. Parker and Mr. Kulkin, Town Board members from the Taskforce.

23. Future Meetings/Workshops: Date, Time and Location (Non-Action Item)

- a. Town Board Retreat: October 4, 2011 Noon to 8:00 p.m. Mesquite, NV.

24. Staff's Comments (Non-Action Item)

25. Town Board Member's Comments (Non-Action Item)

26. Discussion and Possible Decision regarding a Closed Session, to receive information advice from the Town Attorney regarding potential or existing litigation pursuant to NRS 241.015(2)(b)(2). (For Possible Action)

27. Closed Session.

28. Discussion and Possible Decision on potential or existing litigation presented in the closed session regarding issues addresses in closed session. (For Possible Action)

29. Adjournment

A quorum of Advisory Board members may be present at any Town Board meeting but they will not take any formal action.

Any member of the public, who wishes to speak during public comment or on an agenda item, at the appropriate time, will be limited to three (03) minutes. Items may be taken out of order. Items may be combined. Items may be pulled or removed from the agenda at any time.

Any member of the public who is disabled and requires accommodations or assistance at this meeting is requested to notify the Pahrump Town Office in writing, or call 775-727-5107 prior to the meeting. Assisted listening devices are available at Town board meetings upon request.

This notice and agenda has been posted on or before 9:00 a.m. on the third working day before the meeting at the following locations:

PAHRUMP TOWN OFFICE, COMMUNITY CENTER, TOWN ANNEX, COUNTY COMPLEX, FLOYD'S ACE HARDWARE, and CHAMBER OF COMMERCE

AGENDA ITEM REQUEST

Requests and backup must be into the Town Office by **3:00 p.m. ten (10) business days before the preceding Town Board meeting** you wish the item presented. Town Board meetings are held on the second and fourth Tuesday of each month at 7:00 p.m. in the Bob Ruud Community Center.

DATE AGENDA ITEM SUBMITTED
8/8/2011

DATE OF DESIRED BOARD MEETING
8/23/2011

CIRCLE ONE: Action Item

Non-Action Item

Presentation

ITEM REQUESTED FOR CONSIDERATION:

Presentation by Dr. Nancy Yu, Southwest Medical on the services they offer in Pahrump

If request for funding is approved by the Town Board, an invoice or letter from the requestor to Town of Pahrump/Accounts Payable is required to receive funding.

BRIEF SUMMARY OF ITEM:

See attached material/powerpoint.

BACKUP ATTACHED: YES

NO

NAME OF PRESENTER(S) OF ITEM: Dr. Nancy Yu, Southwest Medical

SPONSORED BY:

Mrs. Endersby, Town Board Member

Print Name



For Mrs. Endersby

Signature

400 N. Hwy 160

Mailing Address

(775) 727-5107 ext.

Telephone Number



SOUTHWEST MEDICAL ASSOCIATES®

Nancy Yu, M.D.



Dr. Nancy Yu is a division chief in adult medicine and a physician lead in pediatrics for Southwest Medical Associates, Nevada's largest multi-specialty medical group. She is also physician team lead for the Patient Centered Medical Home certification.

Dr. Yu is also a practicing pediatric and internal medicine physician. She is board certified by the American Board of Pediatrics and the American Board of Internal Medicine. She is also certified in basic life support (BLS), pediatric advanced life support (PALS), and advanced cardiac life support (ACLS).

Born in Milwaukee, Wis., Dr. Yu grew up in Michigan. She graduated with honors from the University of Michigan at Ann Arbor with a Bachelor of Science degree in cellular and molecular biology. She received her Doctor of Medicine degree from the University of Cincinnati College of Medicine in Cincinnati, Ohio, and conducted her combined residencies in pediatrics and internal medicine at the Loyola University Medical Center in Maywood, Ill.

Dr. Yu has been licensed to practice medicine in Nevada since 2006. Prior to joining Southwest Medical Associates, Dr. Yu was an internal medicine physician at Veterans Affairs Medical Center in Martinsburg, W. Va.

Besides English, she is also fluent in Mandarin and has had training in medical Spanish.

Dr. Yu is an advocate for being outdoors in nature to promote physical and mental health. In 2010, she was selected as a Nature Champion by the National Environmental Education Foundation and is certified to train other health care professionals in environment education to benefit the body and mind.

updated 6/11

William Kohbarger

From: Penn, Amanda [<mailto:Amanda.Penn@uhc.com>]
Sent: Wednesday, August 17, 2011 3:44 PM
To: bkohbarger@pahrumpnv.org
Cc: Yu, Nancy
Subject: Southwest Medical Associates Presentation

Hi Bill: Attached is Dr. Yu's bio. She will actually be giving the presentation and answering any questions. Though it is not reflected in the attachment, she is also physician team lead for several clinics including Pahrump.

We are looking forward to this opportunity to speak before the town board. As promised, I will e-mail the presentation to you tomorrow afternoon.

Will we be able to bring handouts and other collateral materials? I have press kits that I would like to have available for the board members. If that is permitted, please advise as to how many to bring.

Thank you so much. Please call my cell tomorrow, if you need anything. Thank you.

Amanda Penn, CPM, Manager
Public & Community Relations, UnitedHealthcare Nevada and Southwest Medical Associates
2724 N.Tenaya Way, Las Vegas, Nevada 89128
(702) 242-7784 Phone, (702) 242-7939 Fax, (702) 875-1478 Cell
amanda.penn@uhc.com

This e-mail, including attachments, may include confidential and/or proprietary information, and may be used only by the person or entity to which it is addressed. If the reader of this e-mail is not the intended recipient or his or her authorized agent, the reader is hereby notified that any dissemination, distribution or copying of this e-mail is prohibited. If you have received this e-mail in error, please notify the sender by replying to this message and delete this e-mail immediately.

MCTC

This is to certify that

Robert Adams

has satisfactorily completed

Trail System Planning: Part 1

*Earning .3 Continuing Education Units/3 Contact Hours
as authorized by MCTC Division of Continuing Education*



Steven L. Brown
Dr. Steven L. Brown
MCTC Dean of Continuing Education

MCTC

This is to certify that

Robert Adams

has satisfactorily completed

Trail System Planning: Part 2

*Earning .25 Continuing Education Units/2.5 Contact Hours
as authorized by MCTC Division of Continuing Education*



Dr. Steven L. Brown
MCTC Dean of Continuing Education



Creating a Positive Future for Off-Highway Vehicle Recreation™

William Kohbarger

From: Robert Adams [<mailto:bobadamspahrump@yahoo.com>]
Sent: Monday, August 15, 2011 1:05 PM
To: Bill Kohbarger TOP
Subject: last of the additional back up

2 links I may use in presentation on "how to get the word out", We are mentioned on the Silver Trails site. A detailed map of trails and destinations would be more attracting.

Potential partners-

<http://nvtrailmaps.com/trail-search.php>

(thru Great Basin Institute)

<http://nevadasilvertrails.com/>

(from our good friend Marvin Minnick)



Information and maps developed and organized by Great Basin Institute

- [TRAIL SEARCH](#)
- [ETHICS & GUIDELINES](#)
- [TRAIL INFORMATION](#)

START EXPLORING!

NVtrailmaps.com is your source for finding the best and widest information about Nevada's many recreational trails. Our team traveled the hills and valleys of Nevada, reporting on trail length, elevation change, location and more, so you have a source to find the trails you want to explore. You can download PDF maps, find short trails for a day trip, or serious trails for the pros. Start by entering your basics in the fields below...

KEYWORD SEARCH

SELECT YOUR REGION [View Area Map](#)

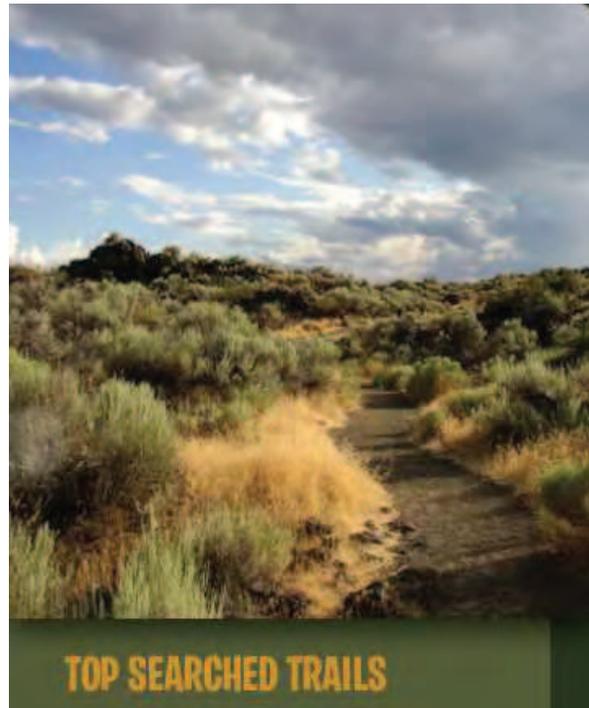
Select Your Activity

Trail Length

Elevation Difference

[Click here for ADA Compliant Trails](#)

FIND A TRAIL >>



- Jumbo Grade
- Logandale Trails
- Hunter Lake Trail
- Ophir Creek
- Thomas Creek

- [Home](#)
- [Trail Search](#)
- [Ethics & Guidelines](#)
- [Trail Information](#)
- [Partners](#)
- [Contact](#)

No warranty is made by Great Basin Institute or partners as to the accuracy, reliability, or completeness of these data for individual or aggregate use with other data. Original data were compiled from various sources. This information may not meet map accuracy standards. This product was developed through digital means and may be updated without notification. [Site = Octane Studios](#)

Announcements

August 23, 2011

- Incorporation Advisory Board will meet on August 24th at 6pm in the Town Annex.
- Pahrump Boundary Line Advisory Board will meet on August 25th at 6:30pm in the Town Annex.
- The Pahrump Tourism Board will meet will be on September 1st at 8am in the Town Annex.
- Public Lands Advisory Board will meet on September 7th at 7pm in the Town Annex.
- The Arena Advisory Board will meet on September 8th at 7pm in the Town Annex.
- The Nuclear Waste and Environmental Advisory Board will meet on September 9th at 2pm in the Town Annex. This is the second Friday of September as opposed to the normally scheduled first Friday.
- The Community Center Task Force will meet on August 9th at 7pm in the Town Annex.
- Parks and Recreation Advisory Board will meet on September 14th at 6:30pm in the Town Annex.
- The Veterans Memorial Advisory Board will meet on September 15th at 6pm in the Town Annex.
- Us-TOO Prostate Cancer Support Group will meet on August 25th in the Hospital Training Room from 6:00 PM.
- Symphony Animal Foundation will be holding “Pasta 4 Paws” on August 27th at from 4pm-8pm at the VFW. Donations are requested.
- The Social Security Administration will be in the Town Annex on August 30th at 9am.
- Pahrump Movie Nights in the Park have concluded after a very successful summer.
- The Breast Cancer Support Group will meet September 16th from 11:00am-12:30am at the Nathan Adelson Hospice.
- The Makaha Sons will be holding a Luau & Concert at the Nevada Treasure RV Resort on September 17th with doors opening at 6pm.
- Desert View Hospital will be holding an Autumn Health Fair on October 15, 2011. At the event Southwest Medical Associates in collaboration with the Southern Nevada Immunization and Health Coalition will be administering flu shots to interested adults.

Symphony Animal Foundation
Presents

Pasta 4 Paws



WHEN: Saturday, August 27

WHERE: V.F.W.

TIME: 4 PM - 8 PM

PRICE: Donation

Get together with friends and feast
on a pasta dinner!!!



AGENDA ITEM REQUEST

Requests and backup must be into the Town Office by **3:00 p.m. ten (10) business days before the preceding Town Board meeting** you wish the item presented. Town Board meetings are held on the second and fourth Tuesday of each month at 7:00 p.m. in the County Complex.

| | |
|---|---|
| <u>DATE AGENDA ITEM SUBMITTED</u> 8/8/2011 | <u>DATE OF DESIRED BOARD MEETING</u> 8/23/2011 |
|---|---|

CIRCLE ONE: Action Item Non-Action Item Presentation

ITEM REQUESTED FOR CONSIDERATION:
Public Comment

If request for funding is approved by the Town Board, an invoice or letter from the requestor to Town of Pahrump/Accounts Payable is required to receive funding.

BRIEF SUMMARY OF ITEM:

BACKUP ATTACHED: YES NO

NAME OF PRESENTER(s) OF ITEM: Pahrump Town Board & Citizens

SPONSORED BY:

| | |
|---|---|
| <u>Pahrump Town Board</u> Print Name | <u><i>Pahrump Town Board</i></u> Signature |
|---|---|

| | |
|--|---|
| <u>400 N. Hwy 160</u> Mailing Address | <u>(775) 727-5107</u> Telephone Number |
|--|---|

Town's Economic Development Report

08/17/11

| Date | Company | Meeting | Phone | Computer | Discussion/Reason |
|-------------|--------------------------------|---------|-------|----------|---|
| 08/15-19-11 | FRI-10CO-0708 | X | X | X | Met twice M&F Wind Project & Company Selected site |
| 08/16-11 | ABA & NBL/BMX | | X | X | Set Meeting with COO out line Site On PARC & cost for Tract design&EA data |
| 08/14/11 | CPEV-9CO-0411 | | X | X | Challenges with Funding Proposal in Pahrump |
| 08/18/11 | ZDI-4P-0808 | | X | X | Spoke with John & currently waiting on LOI -4-SiteFacility |
| 08/8-11/11 | MI-10CO-0411 | | | X | Still Evaluating Town |
| 08/15-19/11 | WSR-8CO-0910 | X | X | X | Completing new testing & evaluation by NV Energy 4 expanded Funding facility |
| 08/15/11 | DH-9CO-1007 | X | X | X | Meeting regarding MOU or MOA with potential Companies coming to Pahrump |
| 08/9-10/11 | CEI-9CO-1008 | X | X | X | Still Collecting support data. Next Update End of Aug |
| 08/10-19/11 | Group of Five Chinese- Company | X | X | | Second Meeting Friday noon with Chinese Delegation on investment in Pahrump |
| 08/18/11 | AWE-5P-0711 | X | X | X | New Renewable Energy Technology Company Pahrump Evaluating |
| 08/16/11 | NRI-3P-0811 | | X | X | Lead follow up contact Reviewing Executive Summary Will evaluate- Seek Fund & Match Meeting in first week Sept. |
| 08/3/11 | FSFTI-10CO-0109 | X | X | X | Visit, collecting data, Expand Operation-seeK funding |
| 08/12/11 | BPI-10CO-0711 | | X | X | Numerous Exchanges Awaiting New CFO responses. Designing custom PPP Incentives/Taxes Shipping concern |
| 08/12-19/11 | NIRB-07/11 | X | X | X | Discussions on NIRB for Nye County & Pahrump Application provided 2 CO |
| 08/11/11 | SC-10CO-0811 | | X | X | Provided requested info to Consultant on site location |
| 08/2/11 | PFA-10CO-07/11 | X | X | X | Set Meeting 8-10 August Tour & Meet Businesses |
| 08/10/11 | HKSVK-3P-0711 | | X | X | Received information evaluating Pahrump Project |
| 08/11/11 | WD-10CO-0111 | X | X | X | Provided Census data. Local & Federal Licensing. High Speed Technology Co. |
| 08/12/11 | PT-10CO-0811 | | X | X | Lead follow up contact on Pahrump potential TBS |

- 1) Staff continues to attend meetings with Nye County discussing Economic Development ventures and prospective businesses.

AGENDA ITEM REQUEST

Requests and backup must be into the Town Office by **3:00 p.m. ten (10) business days before the preceding Town Board meeting** you wish the item presented. Town Board meetings are held on the second and fourth Tuesday of each month at 7:00 p.m. in the County Complex.

DATE AGENDA ITEM SUBMITTED
8/8/2011

DATE OF DESIRED BOARD MEETING
8/23/2011

CIRCLE ONE: Action Item Non-Action Item Presentation

ITEM REQUESTED FOR CONSIDERATION:

Discussion and Possible Decision on Creating the 2011-2012 Town Board Goals and Performance Objectives.

If request for funding is approved by the Town Board, an invoice or letter from the requestor to Town of Pahrump/Accounts Payable is required to receive funding.

BRIEF SUMMARY OF ITEM:

See attached Goals & Objectives Overview for 2011-2012

BACKUP ATTACHED: YES NO

NAME OF PRESENTER(S) OF ITEM: Pahrump Town Board

SPONSORED BY:

Pahrump Town Board

Print Name

Pahrump Town Board

Signature

400 N. Hwy 160

Mailing Address

(775) 727-5107

Telephone Number

| Completed | Short Term < 12 months | Long Term > 12 months | Duplicates |
|-------------------------------------|---|---|--|
| <p>CE #17 CE #25 CE #27</p> | <p>MD #2 MD #3 <u>VP #1 *</u> VP #4 <u>CE #2 *</u> <u>CE #6 *</u> CE #24 TW #1 <u>TW #2 *</u> TW #3 <u>TW #4 *</u> TW #7 <u>TW #8 *</u> <u>HK #1 *</u> HK #3 <u>HK #5 *</u></p> | <p>MD #1 MD #4 <u>VP #2 *</u> <u>VP #3 *</u> CE #1 CE #3 <u>CE #4 *</u> CE #5 <u>CE #7 *</u> CE #8 CE #9 <u>CE #10 *</u> <u>CE #11 *</u> <u>CE #12 *</u> CE# 13 <u>CE #16 *</u> <u>CE #18 *</u></p> | <p>CE #14 (MD #1) CE #15 (CE #4) CE #19 (VP #2) CE #20 (VP #4) CE #22 (CE #11) CE #23 (VP #1, CE#4, CE #5, CE #11, CE #15) CE #26 (VP #1) CE #28 (VP #4 & CE #20) TW #5 (VP #3) TW #6 (VP #4 & CE #20) HK #2 (CE #4) HK #4 (VP#4, CE #20, & TW #6)</p> |

Underline with Asterick = In Progress

MD #1 Groundbreaking for fair ground to include arena soccer fields, parking lot, well and septic as Town's first utility which would include having to press State Legislature for waiver from UINC service area this would not have to be more than 60 to 80 acre possible north west side off of Ironwood Street and could be or should be a joint venture with Nye County as this land has been labeled Nye County Fair Grounds (both Butch and Gary seem to be on board with this when I have spoken with them).

- a. Large outdoor amphitheaters could be made out of the large ravines with some creative grading and conform to flood control in mind. There should be enough high ground to flatten off for a large carnival to set up and if construction companies will trade work for in-kind grading, then work could begin shortly after plans are drawn up. he concept is much like Logandale/Clark County fairgrounds flat land and large steel buildings for events and Tauctions/show of livestock events, barn dances, etc. Keep it simple, many places today host western theme events and draw large crowds, such as county fairs/rodeos.

MD#2 Bring back graffiti Clean-Up as a monthly volunteer day to help clean up Pahrump, use time in between dates to contact property owner for release to be signed, setup paint collection/donation maybe Home Depot, Ace or Wal*Mart will contribute. It is important that this has a very low/no impact cost to the Town. I would be happy to be the point

person for this with you.

MD#3 I would like you to try and think outside the box for solutions to problems in Pahrump first. I would like to see Pahrump self-sufficient without reliance on the Federal Government; reliance on the Federal Government always has stipulations that require the Town of Pahrump to be beholden to the Federal government. To do this, it will take partnerships with nonprofit organizations such as the Pahrump Grange as well as not-for-profit organizations that regularly think outside the box for solutions.

MD#4 With the various advisory boards coming forth with studies that will impact the people of Pahrump, I would ask that issues that can be left to the vote of the people (i.e. moving the boundary, incorporation and other such) be put on the ballot.

VP#1 [Revise Business License Program](#)

VP#2 [Complete Last Chance Park](#)

VP#3 [Continue working with FAA, BLM, Fish and Wildlife, etc., on Airport](#)

VP#4 Present 5-Year Strategic Plan

CE#1 Rewrite and obtain passage of a new Nuisance Abatement Code working with both Town and County to assist in the development and enforcement of Town and County nuisance abatement regulations and compliance ordinances.

CE#2 [Expand on the implementation of a 'Communication Package' for information sharing between the Town Board, Town Staff, and Citizens of Pahrump. The purpose is to meet Sunshine Act laws and State NRS regulations.](#)

CE#3 Take leadership in the development of a Team approach of all County, State, and Federal agencies for the purpose of developing a mass transit plan for the Pahrump Valley.

CE#4 [Place economic development as a number one priority to promote commercial business development, job development, light industry, etc., by working with the County Administration, County and State Economic Development Agencies, Town staff, and public/private resources.](#)

CE#5 Create a "One Stop Shop" for incoming businesses/residents that will identify Community Contacts, Community Development, Workforce Development, Infrastructure Development (utilities), and Education Resources. This "One Stop Shop" will be placed on the Town's website.

CE#6 [Implement a back up training program for staff. The purpose is to designate a back up employee to be trained in the primary employee's critical job duties. Prepare manuals which include critical elements of each position.](#)

CE#7 [Complete Ruud Community Center roof repairs and/or construction of new Community Center.](#)

CE#8 [Complete Field C Park lighting project.](#)

CE#9 [Refurbish public restrooms at Petrack Park.](#)

CE#10 [Oversee, guide, and work diligently to ensure the Pahrump Airport is completed in a timely manner.](#)

CE#11 [Bring fiber optic, natural gas, and more electrical transmission lines to establish Pahrump as a distribution consideration for economic development by collaborative effort with government agencies, utilities companies, and private/public partnerships.](#)

CE#12 [Complete goal established in 2006 to develop a 'Business Enterprise Zone' by completing Brownfield designation to significantly increase the probability of receiving State and Federal development grants.](#)

- CE#13 Complete Kellogg Road fire station construction.
- CE#14 Continue work on the PARC Project
- CE#15 Goal to “put economic development agencies on same page”.
- CE#16 Improve public relations for the Town.**
- CE#17 Improve security at Town board meetings.**
- CE#18 Continue work toward question of Town Incorporation.**
- CE#19 Completion of Last Chance Park.
- CE#20 Present a ‘Five Year Strategy Plan’ for all departments.
- CE#21 Find and implement ways to help people who are disabled get to Town Board meetings.
- CE#22 Research and develop infrastructure for Pahrump Valley for business, industry, and general residential.
- CE#23 Develop means to attract economic development to Pahrump Valley for job creation.
- CE#24 Hold workshops/training as to Advisory Board roles, policies, and procedures.
- CE#25 Link town website to County Sheriff’s “sex offender” site to help inform citizens as to residency of known sex offenders.**
- CE#26 Address Town Ordinance #35 and staff actions with regards to rewrite of PTO #35 and hold public workshops.
- CE#27 Address Resolution #2010-06, a Resolution approving Mutual Aid Agreement (MAA) and bring to the Town**

County Emergency Management Services.

- CE#28 Prepare projected costs and any related items to proposed improvements to Pahrump Town Parks, such as Board for follow-up information as to actions taken by staff with regards to mutual agreements with the Nye shade cover at Petrack Park and/or Ian Deutch Park, additional lighting requirements, and space needed for expansion of sporting events, as well as improvements to Kellogg site or possible replacement lands available through negotiations with the BLM. ***Specific Wording for this item will be included in 5-year Strategic Plan**

TW#1 Goal: Brief status of all ‘finalized’ Goals monthly / Give estimated completion dates / State “closed” when completed.

Objective: To ensure Town Board (TB) Members are cognizant of TM accomplishments.

Objective: To ensure projects don’t “fall through the crack.”

Objective: To ensure a practical TM evaluation can be accomplished.

TW#2 Goal: Ensure TM has a continual review of all items on the selected Town Manager Evaluation Form.

Objective: To ensure TM understands that the TM is evaluated on all items on the form.

Objective: To ensure a practical TM evaluation can be accomplished.

TW#3 Goal: Ensure Town Board members are kept current on all items on the selected Town Manager Evaluation Form.

Objective: To prevent TB members from being “in the dark” on TM accomplishments.

Objective: To ensure a fair and practical TM evaluation can be accomplished.

TW#4 Goal: Review all Town Ordinances to assure practicality and currency.

Objective: To remove obsolete or redundant ordinances.

Objective: To complete process to Codify all Town Ordinances (Reduce to Codes).

Objective: To complete the rewrite of those Ordinances under review (i.e.: Business License Ordinance).

Objective: To ensure all ordinances are current, applicable, and enforceable.

TW#5 Goal: Ensure all requirements for the Pahrump Airport are timely and financially feasible and “Town Team”

is kept informed of all progress or lack of progress.

Objective: To ensure the BLM and FAA documents or reports are not a reason for delaying the progress of the project.

Objective: To allow the Team to be informed if the Spokesperson or alternate Spokesperson is not available.

TW#6 Goal: Make recommendations to the Town Board a list of priorities for Town Obligations.

Objective: To prevent every item that comes before the TB from being a Priority One.

(This may already be done as a recommendation on the TB Agenda).

Objective: To allow the TB to make decisions based on real priorities instead of any wish or whim of the public or individual TB members.

TW#7 Goal: Incorporate all Town Board Goals into plans of action.

Objective: To allow the TB and the Public to actually see and track accomplishments.

Objective: To ensure a practical TM evaluation can be accomplished.

TW#8 Goal: Develop with TB, long- and short-term goals for the Town of Pahrump.

Objective: To ensure sufficient resources are available for near- and distant years.

Objective: To allow for a TB and TM self-evaluation.

HK#1 Keep on top of international tourist attraction project. Assisting Contour and Vercitas when and where ever possible to accomplish their goals.

HK#2 Continue working with County where ever possible furthering Pahrump's best interest. In particular, addressing planning issues that are a detriment to business. Develop suggestions and pursue with county changes that will help bring business and jobs.

HK#3 Compile an information packet to be distributed to Town Board members as to the status of all Town BLM related issues.

HK#4 Complete a list of up to ten issues that you feel need attention or improvement. These suggestions could include but are not limited to budget concerns, personnel, policies, goals, efficiency, any areas you feel change or improvement would be beneficial. Explain your suggestions.

HK#5 Name badges for office personnel. Make current the Town Board member list/plaque on wall in Town office.

AGENDA ITEM REQUEST

Requests and backup must be into the Town Office by **3:00 p.m. ten (10) business days before the preceding Town Board meeting** you wish the item presented. Town Board meetings are held on the second and fourth Tuesday of each month at 7:00 p.m. in the Bob Ruud Community Center.

| | |
|--|--|
| DATE AGENDA ITEM SUBMITTED 8/8/2011 | DATE OF DESIRED BOARD MEETING 8/23/2011 |
|--|--|

CIRCLE ONE: Action Item Non-Action Item Presentation

ITEM REQUESTED FOR CONSIDERATION:

Discussion and Possible Decision to Create a Town Manager Evaluation Form and Process.

If request for funding is approved by the Town Board, an invoice or letter from the requestor to Town of Pahrump/Accounts Payable is required to receive funding.

BRIEF SUMMARY OF ITEM:

See attached Evaluation description & one page PowerPoint report; the current Pahrump Town Manager Evaluation Form; current Pahrump Supervisor Evaluation form; Churchill County manager Evaluation Report; POOL/PACT Evaluation form; and Performance: 360 Degree - Manager Effectiveness Evaluation form

BACKUP ATTACHED: YES NO

NAME OF PRESENTER(S) OF ITEM: Pahrump Town Board

SPONSORED BY:

Pahrump Town Board

Print Name

Pahrump Town Board

Signature

400 N. Hwy 160

Mailing Address

(775) 727-5107

Telephone Number

EVALUATIONS

A recent study by Salary.com showed that 60 percent of workers do not believe that performance reviews, or evaluations, does much to boost employee performance over the long term. Many managers are ineffective at conducting performance evaluations, which also includes helping **their employees set goals and defining clear objectives for job performance**, and managers often fail to hold their employees accountable for meeting job objectives. Defining employees' job descriptions and your expectations for their performance is the first step in holding employees accountable for meeting their objectives.

Job performance refers to the standard of work that corresponds to good quality and productivity. When analyzing job performance, you have to understand the aspects of the job you are completing as well as the goals that you are working to achieve. The elements of job performance consist of knowledge, thoroughness, responsiveness, motivation and support. To set objectives for job performance, define the elements of the job performance, create goals that represent this definition and work to achieve these goals.

Define the elements of the job performance. In terms to job performance, knowledge is the amount of information you know about your work. Thoroughness refers to the amount of effort you put into the tasks that need to be completed. Responsiveness refers to **the balance between your use of leadership and your cooperation in solving conflicts in the work place**. **Motivation is** the willingness to complete the assignments and contend with difficult or overwhelming conflicts. Support is your ability to be a team player, to help others and to cooperate with others.

Create goals related to the definition of the job performance. For example, if you are working on a project that needs to be completed in a short period of time, the goal related to the knowledge component of job performance could be for you to learn more about the subject of the project. The goal related to thoroughness could be for you to make a time schedule and complete certain aspects of the project by these dates so by the time the deadline comes, you won't have to complete the entire project all at once.

An employee evaluation's purpose is to assess the employee's performance in meeting their assigned job duties. Evaluations are a way of ensuring employee accountability of actions in the workplace. Evaluations assess employees' work against set standards of employees in the same field. Evaluations measure and assess an employee's productivity and comprehension of workplace systems.

Goals and Objectives: Writing Them: 1

- **Definition of Goals:**
- Goals describe future expected outcomes or states. They provide programmatic direction. They focus on ends rather than means.
- Example 1: provide high quality information services that satisfy user needs.
- Example 2: acquire or make available, in a timely manner, all externally produced information resources needed by the organization

Goals and Objectives: Writing them: 2

- **Definition of Objectives:**
- Objectives are clear, realistic, specific, measurable, and time-limited, statements of action which when completed will move towards goal achievement. Objectives tell how to meet a goal.
- Generally, two types:
 - Outcome objectives: address ends to be obtained
 - Process objectives: specify the means to achieve the outcome objectives (some sources call these "action" objectives, some call them activities to accomplish)

Goals and Objectives: Writing them: 3

- Examples of objectives:
- Outcome objectives: Examples
 - To have a 75% customer satisfaction rating on reference requests by xxx date
 - By end of FY xx 50% of all employees will be aware of at least 3 library services
- Note that outcome objectives can be in the form of ultimate, intermediate or immediate

Goals and Objectives: Writing them: 4

- Objectives (con't)
- Process objectives: examples
 - To provide information consulting services for any company unit that requires it.
 - To provide online database search training on Lexis-Nexis to all users of the service.
- Process objectives begin with words such as provide, train, serve, and need an end date.

Goals and Objectives: Writing them: 5

- Goals should be stated first and should be general. They are best when categorized around major responsibilities, areas of need, or programs.
- Objectives should be written for each goal because they specify how you will accomplish the goal. They need end dates.
- A good source for how to write goals and objectives:
- http://www2.uta.edu/cusn/courses/5306/cp/write_goals_obj.pdf

Historical Approaches to Planning

1. Scientific planning (early 20th century)
2. Planning, Programming and Budgeting Systems (PPBS) (1970's)
3. Management by Objective (MBO) (1970's and 1980's)



Town Manager Evaluation Form

Performance Standards

Outstanding performance
Exceeded expectations
Met expectations
Marginally met expectations
Does not meet expectations

| | 5 | 4 | 3 | 2 | 1 | Examples |
|--|---|---|---|---|---|----------|
| I. RELATIONS WITH THE TOWN BOARD | | | | | | |
| A. Does the Town Manager maintain effective and open lines of communication with the Board as a body and with individual members? | | | | | | |
| B. Is the Board kept apprised of all ongoing and current situations involving Town business? | | | | | | |
| C. Does the Town Manager exercise sound judgment when advising Board? | | | | | | |
| II. PLANNING | 5 | 4 | 3 | 2 | 1 | Examples |
| A. Does the Town Manager anticipate needs and recognize potential problems? | | | | | | |
| B. Does the Town Manager propose effective solutions and provide alternatives to identified problems? | | | | | | |
| C. In making decisions, does the Town Manager obtain the facts and consider the long-term implications? | | | | | | |
| D. Does the Town Manager provide the Town Board with all information necessary to make decisions? | | | | | | |
| E. Are the goals of the Town Board incorporated into plans for implementation? | | | | | | |
| III. ORGANIZATION SKILLS | 5 | 4 | 3 | 2 | 1 | Examples |
| A. Does the Town Manager exhibit the ability to arrange work and efficiently apply resources? | | | | | | |
| B. Does the Town Manager make decisions when sufficient information is available, and implement action when conditions are ripe for success? | | | | | | |
| C. Does the Town Manager exhibit the ability to reach for effective and, when necessary, creative solutions? | | | | | | |
| D. Does the Town Manager obtain the best possible end result for the money spent? | | | | | | |
| E. Do the departments run smoothly, and is there adequate internal communication among staff, and between staff and the Town Manager? | | | | | | |



Town Manager Evaluation Form

Outstanding performance
 Exceeded expectations
 Met expectations
 Marginally met expectations
 Does not meet expectations

Performance Standards

| | 5 | 4 | 3 | 2 | 1 | Examples |
|--|---|---|---|---|---|----------|
| IV. BUDGET / FINANCE | | | | | | |
| A. Does the Town Manager adequately and accurately report and project the financial condition of the Town in a timely manner? | | | | | | |
| B. Are management practices and policies designed to maintain a sound long-range financial position? | | | | | | |
| C. Are there short and long-term goals for asset management? | | | | | | |
| D. Does the Town Manager suggest and pursue creative solutions to financial issues? | | | | | | |
| V. COMMUNITY RELATIONS | | | | | | |
| A. Does the Town Manager have a customer service orientation; is he approachable, available and responsive to the public? | | | | | | |
| B. Does the Town Manager communicate openly, clearly and honestly with the public, recognizing their right and need to be well informed? | | | | | | |
| C. Do each of the Departments reflect a "customer first" attitude? | | | | | | |
| VI. PERSONNEL RELATIONS | | | | | | |
| A. Does the Town Manager build and motivate a team? | | | | | | |
| B. Does the Town manager earn the cooperation and respect of subordinates? | | | | | | |
| C. Does the Town Manager encourage employees to update their skills and training? | | | | | | |
| D. Does the Town Manager promote teamwork and cooperation among the Department Heads? | | | | | | |



Town Manager Evaluation Form

Performance Standards

Outstanding performance
 Exceeded expectations
 Met expectations
 Marginally met expectations
 Does not meet expectations

| VI. PERSONNEL RELATIONS (continued) | 5 | 4 | 3 | 2 | 1 | Examples |
|---|---|---|---|---|---|----------|
| E. Does the Town Manager recognize the value of excellence in employees, and use all reasonable efforts to ensure that the best available individuals are recruited, hired and continue to work for the Town? | | | | | | |
| F. How do you rate the Town Manager's overall management style in dealing with employees? | | | | | | |
| VII. MANAGEMENT SKILLS | 5 | 4 | 3 | 2 | 1 | Examples |
| A. Does the Town Manager have the ability to resolve conflicts inherent in a public agency? | | | | | | |
| B. Is the Town Manager a good negotiator? | | | | | | |
| C. Does the Town Manager listen to and understand the positions and circumstances of others, and communicate that understanding? | | | | | | |
| D. Does the Town Manager handle stress well? | | | | | | |
| E. Does the Town Manager exhibit resilience; i.e. maintains motivation and energy in spite of constant demands? | | | | | | |
| F. Does the Town Manager follow through in a timely manner on commitments and requests? | | | | | | |
| G. Is the Town Manager proactive in recognizing issues and initiating action? | | | | | | |
| H. Does the Town Manager handle people well in difficult situations? | | | | | | |
| I. Does the Town Manager clearly communicate expectations to contract organizations/personnel to implement Town goals and policies? | | | | | | |



Town Manager Evaluation Form

Performance Standards

Outstanding performance
 Exceeded expectations
 Met expectations
 Marginally met expectations
 Does not meet expectations

| VIII. LEADERSHIP | 5 | 4 | 3 | 2 | 1 | Examples |
|---|---|---|---|---|---|----------|
| A. Does the Town Manager inspire a shared vision and enlist staff and Town Board support? | | | | | | |
| B. Does the Town Manager seek and pursue opportunities to improve the organization? | | | | | | |
| C. Does the Town Manager enable others to act by creating an atmosphere of trust and collaboration? | | | | | | |
| D. Does the Town Manager create standards of excellence and model behavior? | | | | | | |
| E. Does the Town Manager conform to the high ethical standards of the profession? | | | | | | |
| F. Does the Town Manager follow through in a timely manner on commitments and requests? | | | | | | |
| X ADDITIONAL COMMENTS | | | | | | |

TOWN OF PAHRUMP
EMPLOYEE PERFORMANCE EVALUATION FORM

| | | |
|-------------|---------------|--|
| | | NAME: |
| | | JOB TITLE: |
| | | DATE OF HIRE: |
| | | CHECK ONE: <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> NEW HIRE <input type="checkbox"/> OTHER |
| | | PERFORMANCE RATINGS: |
| | | 5 - Significantly Above Average: Employee's performance during the rating period demonstrates possession of substantial knowledge and ability. Performance clearly and consistently exceeds the performance expectations for this position and the employee's performance serves as a role model for other employees. |
| | | 4 - Above Average: Employee's performance demonstrates knowledge and ability which is stronger than necessary for acceptable or satisfactory performances. Performance consistently meets expectations and is frequently above expectation and rarely, if ever, falls below expectations. |
| | | 3 - Average: Employee demonstrates sufficient breadth of knowledge and/or ability in this work goal or competency to meet job performance expectations. |
| | | 2 - Below Average: Some aspects of the employee's performance are acceptable; however, significant weakness in performance occurs. Failures in meeting expectations and errors in performance occur often which interferes with the overall productivity of the work unit. |
| | | 1 -Significantly Below Average: Performance is so poor the employee's continued employment is in immediate jeopardy. The employee frequently fails to meet job expectations. Performance must improve significantly within a two month period of time. |
| Ques | Rating | |
| 1 | | Interacts professionally and courteously with supervisors, co-workers, citizens and others. |
| | | |
| 2 | | Readily shares information and provides assistance. |
| | | |
| 3 | | Verbally communicates information in an understandable manner. |
| | | |
| 4 | | Written communications are consistently clear and accurate |
| | | |
| 5 | | Demonstrates understanding of instructions. |
| | | |
| 6 | | Demonstrates tolerance of working with co-workers, others and with changes in job conditions. |
| | | |
| 7 | | Demonstrates tolerance of differing behaviors, customs, and communications styles. |
| | | |
| 8 | | Understands and works toward group goals and objectives. Encourages and is receptive to new ideas and procedures. |
| | | |

TOWN OF PAHRUMP
EMPLOYEE PERFORMANCE EVALUATION FORM

| | | |
|----|--|--|
| | | NAME: |
| | | JOB TITLE: |
| | | DATE OF HIRE: |
| | | CHECK ONE: X ANNUAL _____ NEW HIRE _____ OTHER |
| 9 | | Maintains current technical knowledge and ability sufficient to manage work and completes assignments. |
| | | |
| 10 | | Actively pursues expanding mastery of knowledge and abilities in the duties and responsibilities of the position. |
| | | |
| 11 | | Demonstrates knowledge and skill in the operation of equipment required for the job. Keeps all license/certificates current. Prepares complete and technically accurate records and reports when required as part of the job. Takes care of equipment and materials. |
| | | |
| 12 | | Demonstrates awareness of resources available which are necessary to perform job duties. |
| | | |
| 13 | | Uses time effectively. Completes assignments on time and discerns priority. Identifies and selects appropriate alternatives. Demonstrates problem solving abilities for level of assignments. Completes assignments and follows through. |
| | | |
| 14 | | Understands relationship between his/her position and other positions, departments and the public. |
| | | |
| 15 | | Is present at work and meetings in a consistent timely manner. Dress and grooming appropriate to the position. |
| | | |
| 16 | | Is fair and impartial in dealing with others. Is sensitive to ethical issues. |
| | | |
| 17 | | Shows good judgment in a variety of circumstances. |
| | | |

TOWN OF PAHRUMP
EMPLOYEE PERFORMANCE EVALUATION FORM

| | | |
|----|---|--|
| | | |
| | | NAME: |
| | | JOB TITLE: |
| | | DATE OF HIRE: |
| | | CHECK ONE: <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> NEW HIRE <input type="checkbox"/> OTHER |
| 18 | | Effectively adjusts to changing priorities and circumstances, demonstrates tolerance with work associates and job conditions, demonstrates respect for others. |
| | | |
| 0 | 0 | |
| | | For Supervisory Personnel |
| 1 | | Provides clear and concise directions and evaluations. |
| | | |
| 2 | | Is well prepared for presentations and is able to speak to small and large groups. |
| | | |
| 3 | | Confers with subordinates, supervisors, and public, as appropriate. Is able to listen and respond in a manner which demonstrates understanding of ideas, information and opinions expressed. |
| | | |
| 4 | | Applied knowledge of personnel policies and procedures. |
| | | |
| 5 | | Applies methods for motivating employees. |
| | | |
| 6 | | Demonstrates working knowledge of organization and operations. Participates in professional/supervisory development initiatives. |
| | | |
| 7 | | Is able to deal with multiple projects and prioritizes plans. Is able to coordinate activities with other personnel and departments. Is organized and knows status of all work activities. Is able to manage costs by completing work within established budgets. |
| | | |
| 8 | | Takes responsibility and is accountable for own actions. Promotes team work. Displays cooperative behavior to other supervisors and subordinates. |
| | | |
| 0 | 0 | Average: Total |
| | | |
| | | Please list the goals and objectives you wish the employee to accomplish in the next evaluation period. |
| | | |

Churchill County Manager Evaluation Report

| |
|--|
| Employee Name: _____ Date: _____ Anniversary Date _____ (original hire / rehire date) Dept. _____ |
| Current Job Title: <u>County Manager</u> Current Bi-Weekly Rate: \$ _____ Current Range: _____ Current Step: _____ Rating Period from: <u>07/01/10</u> to: <u>06/30/11</u> |



Purpose of Evaluation

This is an implementation tool to identify an employee's strengths and area(s) of improvement directly relating to job performance, development and progress.

RESPONSIBILITIES

ACCOMPLISHMENTS (since last evaluation)

Rating Definitions



The following rating system should be applied as objectively as possible within each area:

- (E) Excellent = individual performs all tasks in an exceptional manner. Requires little or no supervision. Consistently exceeds expectations.
- (G) Good = Individual performs many tasks well & all other tasks adequately. Requires little or no supervision. Meets all standards and frequently exceeds expectations – goes above and beyond the call of duty at times.
- (S) Satisfactory = Performs all tasks satisfactorily. Requires normal supervision. Meets the standards – does what is expected the way it is expected to be done. Occasionally may fall below the standard, but lapses are offset by occasionally exceeding expectations.
- (F) Fair = Performs most tasks satisfactorily, although not all. Requires more than normal supervision. Meets the standards much of the time, but there are occasional lapses where performance falls below standard. Lacks consistency in meeting standards.
- (U) Unsatisfactory = Fails to perform many tasks well. Requires close and constant supervision. Fails to meet the standards much of the time. Frequent coaching and supervision required.

I. JOB KNOWLEDGE

Understands the job and is conscientious in following instructions with a commitment toward achieving results. Maintains current technical knowledge and ability sufficient to manage work and complete assignments; actively pursues expanded mastering of knowledge and abilities in the duties and responsibilities of the position; prepares complete and technically accurate reports or records when required as part of the job; takes care of equipment and materials; demonstrates awareness of resources available which are necessary to perform job duties; combines technical knowledge with creativity to produce value added results.

| | | | | | |
|-------------------------------------|----------|----------|----------|----------|----------|
| Overall Rating: (circle one) | E | G | S | F | U |
| Comments: | | | | | |

II. INTERACTIONS/COMMUNICATIONS

Exhibits positive, professional and courteous interaction and communication with elected officials, department heads, supervisors, coworkers, citizens, government agencies and other organizations. Readily shares information and provides assistance; verbally communicates information in an understandable manner, written communications are consistently clear and accurate; demonstrates understanding of instructions; demonstrates tolerance in working with coworkers, others and with changes in job conditions; demonstrates tolerance of differing behaviors, customs and communication styles; understands and works toward group goals and objectives; encourages and is receptive to new ideas and procedures.

| | | | | | |
|-------------------------------------|----------|----------|----------|----------|----------|
| Overall Rating: (circle one) | E | G | S | F | U |
| Comments: | | | | | |

III. JOB PRODUCTIVITY

Uses and understands established procedures while using original and innovative ideas and methods to improve efficiency. Uses time effectively; completes assignments on time; understands relationships between his/her position and other jobs, departments/agencies and the public; uses resources effectively; is organized and knows status of all work activities; identifies and takes action to reduce the need for duplicate actions and for future use of resources.

| | | | | | |
|-------------------------------------|----------|----------|----------|----------|----------|
| Overall Rating: (circle one) | E | G | S | F | U |
| Comments: | | | | | |

IV. PLANNING

Listens and solves problems, anticipating needs and efficient use of resources; discerns priority assignments; identifies and selects appropriate alternatives; demonstrates problem solving abilities; looks beyond the short-term result to long-term effect. Able to deal with multiple projects and prioritizes and plans for them; directs activities and coordinates activities with other personnel and departments; develops reasonable goals and objectives based on sound planning; demonstrates ability to manage costs by completing work within established budgets; solicits and effectively uses feedback from employees, department heads, commissioners and the public.

| | | | | | |
|-------------------------------------|----------|----------|----------|----------|----------|
| Overall Rating: (circle one) | E | G | S | F | U |
| Comments: | | | | | |

V. PUBLIC RELATIONS

Able to provide clear and concise directions and evaluations; is well-prepared for presentations; is able to speak to small and large groups; confers with commissioners, subordinates, supervisors and the public as appropriate; listens and responds in a manner which demonstrates understanding of ideas, information and opinions expressed.

Commissioner Signature: _____ Date: _____

Employee's comments:

I certify that this report has been discussed with me. I understand my signature does not necessarily indicate agreement.

Employee's Signature: _____ Date: _____

RECOMMENDATION

Merit Increase: _____ % YES NO

New Salary: _____ Proposed Range: _____ Proposed Step: _____

Other Action:

Effective Date: ___/___/___

GOALS APPRAISAL FORM INSTRUCTIONS

Rating Guide

1. Rate an employee's competency in each area of his/her job performance and in accomplishment of each work goal by placing a check mark on the number that summarizes your evaluation of the employee for that item. Supervisors are encouraged to use whole number ratings; if a whole number rating is not applicable, "half" ratings (2.5, 3.5, etc.) may be used. Assess each competency and performance of each work goal independently. Ratings are **NOT** rankings of employees relative to one another. Therefore, it is possible, though unlikely, that all employees will be rated at the same level.
2. Use the definitions below to determine the most appropriate rating. A written explanation of each rating is encouraged. A detailed explanation of the basis for a rating of ① or ⑤ is required. Explanations must describe competency displayed or goals attained/missed.
 - ⑤ **Significantly Above Target:** Employee's performance during the rating period demonstrates possession of substantial knowledge and ability. Performance clearly and consistently exceeds the performance expectations for this position and the employee's performance serves as a role model for other employees. No training or assistance is needed in this area. It is unlikely that any employee in this position could perform better.
 - ④ **Above Target:** Employee's performance demonstrates knowledge and ability that is stronger than necessary for "Acceptable" or "Satisfactory" performance. Performance consistently meets expectations and is frequently above expectations and rarely, if ever, falls below expectations. The employee does not need assistance in performing work, rarely makes mistakes, and works with minimum supervision.
 - ③ **At Target:** Employee demonstrates sufficient breadth of knowledge and/or ability in this work goal or competency to meet job performance expectations. Areas of weakness are balanced by areas of strength. Failures in meeting expectations and errors in performance do not interfere with the overall productivity of the work unit. The employee typically meets expectations and generally corrects errors with limited instruction or assistance.
 - ② **Below Target:** Some aspects of the employee's performance are acceptable; however, significant weakness in performance occurs. Failures in meeting expectations and errors in performance that interfere with the overall productivity of the work unit occur often. Deficiencies may be corrected through a combination of increased efforts on the part of the employee, remedial training, and/or increased supervision. Close monitoring of performance is necessary. Improvement is required if the employee is to remain employed in the current position or is serving an initial probationary period and is required to meet the "At Target" expectations of this position.
 - ① **Significantly Below Target:** Performance is so poor the employee's continued employment is in immediate jeopardy. The employee frequently fails to meet job expectations. Failures are so consistent and serious that they frequently interfere with the ability of the work unit to complete its work or provide its service. Employee does not apply a level of knowledge and/or ability sufficient to allow continued employment. A score of "Significantly Below Target" on any competency indicates the employee's performance must improve significantly within a limited period of time. It is often accompanied by disciplinary action.
3. Use the "Overall Performance" section at the end of this form to describe overall evaluation of the employee's performance and behavior during the evaluation period. The overall performance is a judgment made by the supervisor taking into account the importance of each of the competencies and goals rated. It is not a score computed using the individual area ratings.
4. Both employee and supervisor are to sign the final document and submit it to the department head for signature.

GOALS APPRAISAL FORM INSTRUCTIONS

Employee Work Goals

1. At the beginning of the performance year or a few weeks after a new employee begins work, the employee and supervisor work together to establish work goals and expected performance levels.
2. Typically, each employee has 2-4 major work goals that contribute to the department goals and are capable of being met over a period of time (3 months to 1 year).
3. The supervisor and employee each retain a copy of the established work goals.
4. At the end of the evaluation period, the employee completes the self-evaluation, and then the supervisor evaluates the employee's progress toward meeting the established competencies and goals.
5. At the conclusion of the evaluation, expectations for future performance on employee competencies are prepared and new goals are identified.
6. The original of the competencies and goals appraisal is placed in the employee's personnel file with a copy for both parties.
7. Each step of the performance management process is repeated during each subsequent evaluation period.

Work Goals:

- Relate to principal areas of job responsibility
- Describe "what" a person does
- Describe specific end results expected
- Are measurable and tied to quality or quantity insofar as possible
- Are realistic and attainable, yet contain some "stretch"
- Are clearly understood by the employee and supervisor
- Are modified if duties or goals change during the year
- Are prioritized using A (highest), B (high), or C (important)

GOALS APPRAISAL FORM

| | |
|---|---|
| EMPLOYEE NAME (Last Name, First Name, Middle Initial) | PERIOD COVERED BY EVALUATION |
| EMPLOYEE'S POSITION TITLE | EMPLOYEE'S DEPARTMENT |
| SUPERVISOR'S NAME (Last Name, First Name, Middle Initial) | SUPERVISOR'S TITLE |
| ANNUAL EVALUATION (Date) | <input type="checkbox"/> Draft <input type="checkbox"/> Final |

| Prepared at Start of Measurement Period | Completed at Time of Evaluation |
|--|--|
| Goal/Expectation of Performance _____ Priority _____ Goal/Expectation of Performance _____ Priority _____ | Results per Employee (self-evaluation): Results per Board: Goal Evaluation: ❶ ❷ ❸ ❹ ❺ Results per Employee (self-evaluation): |
| Goal/Expectation of Performance _____ Priority _____ Results per Board: Goal Evaluation: ❶ ❷ ❸ ❹ ❺ | Results per Board: Goal Evaluation: ❶ ❷ ❸ ❹ ❺ |

❶ = Significantly Below Target; ❷ = Below Target; ❸ = At Target; ❹ = Above Target; ❺ = Significantly Above Target

(Refer to the definitions in the **Rating Guide** on page 1 of the instructions for this form.)

Note: At the option of the employer (rather than an individual supervisor), rating levels of 1, 3, and 5 may be used in lieu of rating levels of 1 through 5 so as to more closely correspond to the rating levels used for assessing competencies.

| Prepared at Start of Measurement Period | Completed at Time of Evaluation |
|--|--|
| Goal/Expectation of Performance _____ Priority _____ Goal/Expectation of Performance _____ Priority _____ | Results per Employee (self-evaluation): Results per Board: Goal Evaluation: ❶ ❷ ❸ ❹ ❺ Results per Employee (self-evaluation): |
| Goal/Expectation of Performance _____ Priority _____ Goal/Expectation of Performance _____ Priority _____ | Results per Board: Goal Evaluation: ❶ ❷ ❸ ❹ ❺ |

❶ = Significantly Below Target; ❷ = Below Target; ❸ = At Target; ❹ = Above Target; ❺ = Significantly Above Target

(Refer to the definitions in the **Rating Guide** on page 1 of the instructions for this form.)

Note: At the option of the employer (rather than an individual supervisor), rating levels of 1, 3, and 5 may be used in lieu of rating levels of 1 through 5 so as to more closely correspond to the rating levels used for assessing competencies.

| Prepared at Start of Measurement Period | Completed at Time of Evaluation |
|--|--|
| Goal/Expectation of Performance _____ Priority _____ Goal/Expectation of Performance _____ Priority _____ | Results per Employee (self-evaluation): Results per Board: Goal Evaluation: ❶ ❷ ❸ ❹ ❺ Results per Employee (self-evaluation): |
| Goal/Expectation of Performance _____ Priority _____ Goal/Expectation of Performance _____ Priority _____ | Results per Board: Goal Evaluation: ❶ ❷ ❸ ❹ ❺ |

❶ = Significantly Below Target; ❷ = Below Target; ❸ = At Target; ❹ = Above Target; ❺ = Significantly Above Target

(Refer to the definitions in the **Rating Guide** on page 1 of the instructions for this form.)

Note: At the option of the employer (rather than an individual supervisor), rating levels of 1, 3, and 5 may be used in lieu of rating levels of 1 through 5 so as to more closely correspond to the rating levels used for assessing competencies.

| Prepared at Start of Measurement Period | Completed at Time of Evaluation |
|--|--|
| Goal/Expectation of Performance _____ Priority _____ Goal/Expectation of Performance _____ Priority _____ | Results per Employee (self-evaluation): Results per Board: Goal Evaluation: ❶ ❷ ❸ ❹ ❺ Results per Employee (self-evaluation): |
| Goal/Expectation of Performance _____ Priority _____ Goal/Expectation of Performance _____ Priority _____ | Results per Board: Goal Evaluation: ❶ ❷ ❸ ❹ ❺ |

❶ = Significantly Below Target; ❷ = Below Target; ❸ = At Target; ❹ = Above Target; ❺ = Significantly Above Target

(Refer to the definitions in the **Rating Guide** on page 1 of the instructions for this form.)

Note: At the option of the employer (rather than an individual supervisor), rating levels of 1, 3, and 5 may be used in lieu of rating levels of 1 through 5 so as to more closely correspond to the rating levels used for assessing competencies.

| Prepared at Start of Measurement Period | Completed at Time of Evaluation |
|--|--|
| Goal/Expectation of Performance _____ Priority _____ Goal/Expectation of Performance _____ Priority _____ | Results per Employee (self-evaluation): Results per Board: Goal Evaluation: ① ② ③ ④ ⑤ Results per Employee (self-evaluation): |
| Goal/Expectation of Performance _____ Priority _____ Goal/Expectation of Performance _____ Priority _____ | Results per Board: Goal Evaluation: ① ② ③ ④ ⑤ Results per Board: Goal Evaluation: ① ② ③ ④ ⑤ |

① = Significantly Below Target; ② = Below Target; ③ = At Target; ④ = Above Target; ⑤ = Significantly Above Target

(Refer to the definitions in the **Rating Guide** on page 1 of the instructions for this form.)

Note: At the option of the employer (rather than an individual supervisor), rating levels of 1, 3, and 5 may be used in lieu of rating levels of 1 through 5 so as to more closely correspond to the rating levels used for assessing competencies.

| Prepared at Start of Measurement Period | Completed at Time of Evaluation |
|--|--|
| Goal/Expectation of Performance _____ Priority _____ Goal/Expectation of Performance _____ Priority _____ | Results per Employee (self-evaluation): Results per Board: Goal Evaluation: ❶ ❷ ❸ ❹ ❺ Results per Employee (self-evaluation): |
| Goal/Expectation of Performance _____ Priority _____ Goal/Expectation of Performance _____ Priority _____ | Results per Board: Goal Evaluation: ❶ ❷ ❸ ❹ ❺ |

❶ = Significantly Below Target; ❷ = Below Target; ❸ = At Target; ❹ = Above Target; ❺ = Significantly Above Target

(Refer to the definitions in the **Rating Guide** on page 1 of the instructions for this form.)

Note: At the option of the employer (rather than an individual supervisor), rating levels of 1, 3, and 5 may be used in lieu of rating levels of 1 through 5 so as to more closely correspond to the rating levels used for assessing competencies.

| Prepared at Start of Measurement Period | Completed at Time of Evaluation |
|--|--|
| Goal/Expectation of Performance _____ Priority _____ Goal/Expectation of Performance _____ Priority _____ | Results per Employee (self-evaluation): Results per Board: Goal Evaluation: ❶ ❷ ❸ ❹ ❺ Results per Employee (self-evaluation): |
| Goal/Expectation of Performance _____ Priority _____ Goal/Expectation of Performance _____ Priority _____ | Results per Board: Goal Evaluation: ❶ ❷ ❸ ❹ ❺ |

❶ = Significantly Below Target; ❷ = Below Target; ❸ = At Target; ❹ = Above Target; ❺ = Significantly Above Target

(Refer to the definitions in the **Rating Guide** on page 1 of the instructions for this form.)

Note: At the option of the employer (rather than an individual supervisor), rating levels of 1, 3, and 5 may be used in lieu of rating levels of 1 through 5 so as to more closely correspond to the rating levels used for assessing competencies.

Performance: 360 Degree - Manager Effectiveness Evaluation

Introduction

In keeping with [Company Name]'s goal to continuously improve, we are asking for your candid feedback on the performance of your manager this past year. A summary of all feedback received will be prepared for each individual manager so that he or she can use the feedback to learn and develop as a manager. Your individual feedback will be averaged into all the responses received in order to protect your anonymity and ensure that the results each manager receives are completely confidential. HR will also prepare an overall summary to assess areas for additional company-provided management training.

Thank you for your contribution to this very important process.

Name of Manager: _____

Instructions

Using the following rating scale, please circle the number that best reflects your rating of your manager's performance during the past year.

Rating Scale

1=Unacceptable

2=Needs improvement

3=Meets standard

4=Exceeds standard

5=Outstanding

6= Have not experienced or observed

Valuing Behaviors

Seeks input from all team members

1 2 3 4 5 6

Measures results instead of individual styles

1 2 3 4 5 6

Maintains a balance between "people" issues and "business" issues

1 2 3 4 5 6

Shows genuine concern for team members

1 2 3 4 5 6

Keeps the focus on fixing problems rather than finding someone to blame

1 2 3 4 5 6

Treats people fairly, without showing favoritism

1 2 3 4 5 6

Cares about me

1 2 3 4 5 6

Protects confidentiality

1 2 3 4 5 6

Recognizes and rewards my individual contributions in a manner meaningful to me

1 2 3 4 5 6

Interdependence Behaviors

Supports a team environment by recognizing and rewarding collaboration, cooperation and activities contributing to others' success

1 2 3 4 5 6

Recognizes and rewards team-supportive actions and behaviors

1 2 3 4 5 6

Recognizes and supports the work of other departments

1 2 3 4 5 6

Doesn't criticize those who are not present

1 2 3 4 5 6

Considers the impact of actions and decisions on other departments before implementing

1 2 3 4 5 6

Communication Behaviors

Encourages others to express different ideas and perspectives

1 2 3 4 5 6

Is open to other perspectives and is willing to change his/her position when presented with compelling information

1 2 3 4 5 6

Open to negative and/or constructive feedback

1 2 3 4 5 6

Keeps me informed on status of my work and updates in the organization

1 2 3 4 5 6

Gives open and constructive feedback

1 2 3 4 5 6

Effectively deals with conflict

1 2 3 4 5 6

Lets me know how I am doing

1 2 3 4 5 6

Involves me in decision-making when appropriate

1 2 3 4 5 6

Sets a clear direction for our department

1 2 3 4 5 6

Valuing Diversity Behaviors

Ensures that department activities are inclusive by verifying scheduling needs

1 2 3 4 5 6

Seeks input/feedback from diverse individuals and groups, including internal/external customers

1 2 3 4 5 6

Treats everyone with respect and fairness

1 2 3 4 5 6

Leadership Behaviors

Encourages and embraces change by challenging status quo

1 2 3 4 5 6

Provides cross-functional development opportunities for team members

1 2 3 4 5 6

Encourages and supports my involvement in training and development activities and events

1 2 3 4 5 6

Encourages and supports my involvement in community activities and events

1 2 3 4 5 6

Encourages and supports my involvement in company activities and events

1 2 3 4 5 6

Actions and behaviors are consistent with words

1 2 3 4 5 6

Is trustworthy

1 2 3 4 5 6

Is a role model for continuous improvement

1 2 3 4 5 6

Uses a coaching management style, rather than an authoritarian boss management style

1 2 3 4 5 6

Supports me, helps me achieve results

1 2 3 4 5 6

Supports a customer service approach for both internal and external customers

1 2 3 4 5 6

Deals with issues that need to be addressed

1 2 3 4 5 6

Provides a clear sense of purpose and direction, roles and responsibilities, for me individually and for our group team members

1 2 3 4 5 6

General Feedback

Optional: Type or print your answers, add additional pages if needed. Please be as specific as possible by including examples.

What activities, behavior, feedback or coaching would you like your manager to stop doing? Please explain.

List and briefly describe examples of the behavior, activities, feedback or coaching your manager has provided that makes your job and work environment more enjoyable and meaningful to you.

Please provide comments that you feel will be meaningful for your manager to sustain or improve his or her effectiveness.

AGENDA ITEM REQUEST

Requests and backup must be into the Town Office by **3:00 p.m. ten (10) business days before the preceding Town Board meeting** you wish the item presented. Town Board meetings are held on the second and fourth Tuesday of each month at 7:00 p.m. in the County Complex.

DATE AGENDA ITEM SUBMITTED DATE OF DESIRED BOARD MEETING
8/5/2011 8/23/2011

CIRCLE ONE: Action Item Non-Action Item Presentation

ITEM REQUESTED FOR CONSIDERATION:

Discussion and Possible Decision to Change the words "Representative Democracy"
to "Constitutional Republic" in the paragraph on the front sheet of the Town Board
Agenda.

If request for funding is approved by the Town Board, an invoice or letter from the requestor to Town of Pahrump/Accounts Payable is required to receive funding.

BRIEF SUMMARY OF ITEM:

Our Founding Fathers in the Federalist Papers #14 & #51, describing our Nation as a
Republic with a Constitution. So we are a Constitutional Republic, not a
Representative Democracy. The specific words are important.
See attached copy of "A Constitutional Republic, Article IV-2, two pages of the
The Federalist Papers and 4-pgs on Liberal Democracy from Wikipedia..

BACKUP ATTACHED: YES NO

NAME OF PRESENTER(S) OF ITEM: Mr. Dean Brooks & Mr. Phil Hider

SPONSORED BY:

Dr. Waters, Pahrump Town Board
Print Name


Signature

400 N. Hwy 160
Mailing Address

(775) 727-5107
Telephone Number

Liberal democracy

From Wikipedia, the free encyclopedia
(Redirected from [Constitutional democracy](#))

Liberal democracy, also known as **constitutional democracy**, is a common form of [representative democracy](#). According to the principles of liberal democracy, [elections](#) should be free and fair, and the political process should be competitive. Political [pluralism](#) is usually defined as the presence of multiple and distinct [political parties](#).

A liberal democracy may take various constitutional forms: it may be a [constitutional republic](#), such as the [United States](#), [France](#), [Germany](#), [Italy](#), or [India](#), or a [constitutional monarchy](#), such as the [United Kingdom](#), [Spain](#), or [Japan](#). It may have a [presidential system](#) (the [United States](#), [Brazil](#), [Mexico](#), [Argentina](#)), a [semi-presidential system](#) ([France](#), [Russia](#), [Poland](#), [Ukraine](#)), or a [parliamentary system](#) (the [United Kingdom](#), [Australia](#), [Canada](#), [New Zealand](#), [India](#)).

Representative democracy is a [form of government](#) founded on the principle of elected individuals representing the people, as opposed to [autocracy](#) and [direct democracy](#).^[1] Two countries which use representative democracy are the [United Kingdom](#) (a [constitutional monarchy](#)) and [Germany](#) (a [federal republic](#)).

It is an element of both the [parliamentary system](#) and [presidential system](#) of [government](#) and is typically used in a [lower chamber](#) such as the [House of Commons](#) (UK) or [Bundestag](#) (Germany), and is generally curtailed by constitutional constraints such as an independent judiciary or an upper chamber. It has been described by some political theorists as [Polyarchy](#).

Also, a [representative democracy](#) may or may not be a constitutional republic. For example, "the United States relies on representative democracy, but [its] system of government is much more complex than that. [It is] not a simple representative democracy, but a constitutional republic in which majority rule is tempered by minority rights protected by law."^[6]

Lacking direct democracy

Liberal democracies (also see [representative democracy](#)) do not respect will of the [majority](#) except when electing representatives. This effectively means that a small number of elected representatives make decisions and policies about how a nation is governed, the laws that govern the lives of its citizens, and so on. In addition to the electoral process, the will of the majority is also restricted by the [constitution](#) or [precedent](#) decided by previous generations. The real power is actually held by a relatively small representative body and also minority interests. Thus, some argue that liberal democracy is merely a decoration over an [oligarchy](#), a [plutocracy](#), or a [plutarchy](#); political theorist, [Robert A. Dahl](#), has described liberal democracies as [polyarchies](#). For these reasons and others, opponents support other, more direct forms of governance such as [direct democracy](#), or [consensus](#).

Polyarchy and its procedures by itself may be insufficient for achieving full democracy. For example, poor people may be unable to participate in the political process.^[3]

Moreover, perceived polyarchies -such as the United States- may bar a substantial number of its citizens from participating in its national electoral process. For example, more than four million U.S. citizens residing in the [U.S. territories](#) (such as [Puerto Rico](#), [Guam](#) and the [U.S. Virgin Islands](#)) are excluded from participating in the election of any voting-member of Congress, which are the political bodies that hold ultimate sovereignty over them.^{[4][5]}

When, in the 1940s, [Joseph Schumpeter](#) argued that ordinary citizens should limit their participation in a democracy to electing its leaders, he was effectively arguing for polyarchy. This contrasts with the view presented in the eighteenth century by [Rousseau](#), that the health of a polity depended on active citizen involvement in all aspects of governance. According to Schumpeter, massive political participation is regarded as undesirable and even dangerous. Schumpeter thought that the electoral masses are incapable of political participation other than voting for their leaders. He claimed most political issues are so remote from the daily lives of ordinary people, that they cannot make sound judgments' about opinions, policies and ideologies.

In *Preface to Democratic Theory* (1956) Dahl argues that an increase in citizen political involvement may not always be beneficial for polyarchy. An increase in the political participation of members of "lower" socioeconomic classes, for example, could reduce the support for the basic norms of polyarchy, because members of those classes are more pre-disposed to be authoritarian-minded.^{[6] [7]}

In a discussion of contemporary British foreign policy, [Mark Curtis](#) stated that "Polyarchy is generally what British leaders mean when they speak of promoting 'democracy' abroad. This is a system in which a small group actually rules and mass participation is confined to choosing leaders in elections managed by competing elites."

It has generally been argued by those who support liberal democracy or [representative democracy](#), that minority interests and individual liberties must be protected from the majority; for instance in [Federalist No. 10](#) [James Madison](#) states, "the most common and durable source of factions has been the various and unequal distribution of property. Those who hold and those who are without property have ever formed distinct interests in society". In order to prevent a minority, in this case, land owners, from being marginalized by a majority, in this case non-land owners, it prescribes what it calls a republic. Unmoderated majority rule could, in this view, lead to an oppression of minorities (see [Majoritarianism](#) below.) Another argument is that the elected leaders may be more interested and able than the average voter. A third is that it takes much effort and time if everyone should gather information, discuss, and vote on most issues. Direct democracy proponents in turn have counter-arguments, see the [Direct democracy. Switzerland](#) is a functioning example of direct democracy.^[citation needed]

Many democracies have elements of [direct democracy](#) such as [referendums](#), [plebiscite](#), and models of "[Deliberative democracy](#)". For example, [Venezuelan](#) president [Hugo Chávez](#) has recently allowed referendums on important aspects of the government. Also, several states in the

[United States](#) have functional aspects that are directly democratic. [Uruguay](#) is another example. Many other countries have referendums to a lesser degree in their political system.

Support and Criticism

Alexander Tsesis, in *The Thirteenth Amendment and American Freedom: A Legal History* says, to him, a constitutional republic means "a representative polity established on fundamental law, each person has the right to pursue and fulfill his or her unobtrusive vision of the good life. In such a society, the common good is the cumulative product of free and equal individuals who pursue meaningful aims."^[7]

[Karl Marx](#) claimed that a constitutional republic is a protective legal framework for what he considered to be "capitalist exploitation." In "Outline of the Critique of Political Economy," Marx's stated that "All the bourgeois economists are aware of is that production can be carried on better under the modern police than e.g. on the principle of might makes right. They forget only that this principle i

Purpose and scope

[John Adams](#) defined a republic as "a government of laws, and not of men."^[2] Constitutional republics attempt to weaken the threat of [majoritarianism](#) and protect dissenting individuals and [minority](#) groups from the "[tyranny of the majority](#)" by placing checks on the power of the majority of the population.^[3] The power of the majority of the people is limited to electing representatives who legislate within the limits of an overarching constitutional law that a simple majority cannot modify.

No single individual is allowed to exercise [executive](#), [legislative](#) and [judicial](#) powers. Instead, these powers are separated into distinct branches that serve as a check and balance on each other. In a constitutional republic, "no person or group [can] rise to absolute power."^[4]

The notion of the constitutional republic originates with [Aristotle's](#) *Politics* and his theory of a fifth type of government called the [polity](#). He contrasts the polity of republican government with [democracy](#) and [oligarchy](#). Polity can refer to the political organizational system that is being used by a group, be it a tribe, a city-state, an empire, a corporation, etc. Aristotle also envisioned a polity to be a combination of what he thought were the best characteristics of oligarchy (rule by the wealthy) and democracy (rule by the poor). The polity government would be ruled by the many in the best interests of the country.

Oligarchies favored the wealthy members of society and featured elected leadership positions. Democracies favored the poor and [middle-class](#) members, of which there are generally greater numbers, and had features such as legislative assemblies open to citizens of voting age. Aristotle believed that, when used correctly, the polity would be the most ideal government possible because it could take input from community members of all levels and rule fairly in the interests of the whole community and not just the majority.

Constitutional republics were first advocated in the 18th and 19th centuries by [classical liberals](#), who were engaged at the time in a political and ideological conflict against [conservative](#) supporters of traditional [monarchy](#). An early experiment was the [Corsican Republic](#), founded in 1755 by [Pasquale Paoli](#) but annexed by France in 1769. Since the beginning of the 20th century, constitutional republics have entered the political mainstream and have gathered the support of many other ideologies in addition to liberalism.

According to James Woodburn, in *The American Republic and Its Government*, "the constitutional republic with its limitations on popular government is clearly involved in the [United States Constitution](#), as seen in the election of the [President](#), the election of the [Senate](#) and the appointment of the [Supreme Court](#)." That is, the ability of the people to choose officials in government is checked by not allowing them to elect Supreme Court justices. Such justices are appointed by the popularly elected president, and approved by the popularly-elected Senate. Woodburn says that in a republic, as distinguished from a democracy, the people are not only checked in choosing officials but also in making laws.^[5]

A [Bill of Rights](#) exists in the U.S. Constitution which protects certain individual rights. The rights enumerated in the Bill of Rights cannot be infringed upon by the majority of citizens. Removing the protection of these rights from the Constitution would require the proposal of a Constitutional amendment by a two-thirds majority of [Congress](#) and ratification by three-fourths of the states.

However, [James Madison](#), [Thomas Jefferson](#) and others, held that the federal government was not the sole or final judge of its own authority, holding that this would "make it, and not the Constitution, the judge of its powers."^[citation needed] Rather, in the [Virginia Resolutions](#), the [Kentucky Resolutions](#) and elsewhere, various individuals stipulated that the people of the individual states were the final check on federal power to ensure compliance with the Constitution, holding that the people of any given state had the final power to "interpose" for the purpose of maintaining the Constitution against federal abuses thereof.

Though a constitutional republic is not a [pure democracy](#) it necessarily has some democratic elements, such as the ability of the people to elect a president (in the U.S. the majority of the population is checked here too, as the popular vote of the people does not necessarily decide the winner). Nations where the head of state is not elected, as in a [monarchy](#), as not elected but has a parliament with elected representatives that govern according to constitutional law protecting individual rights are called [constitutional, democratic monarchies](#)). Both are considered [liberal democracies](#) because they protect individual liberty from majority and minority forces, while retaining some democratic elements.

Also, a [representative democracy](#) may or may not be a constitutional republic. For example, "the United States relies on representative democracy, but [its] system of government is much more complex than that. [It is] not a simple representative democracy, but a constitutional republic in which majority rule is tempered by minority rights protected by law."^[6]

A Constitutional Republic

(Madison, Federalist Paper 14)

“The true distinction between these forms was also adverted to on a former occasion. It is, that

- in a democracy, the people meet and exercise the government in person;*
- in a republic, they assemble and administer it by their representatives and agents.*
- A democracy, consequently, will be confined to a small spot. A republic may be extended over a large region.”*

- (Madison, Federalist Paper 51)

- *It is of great importance in a republic not only to guard the society against the oppression of its rulers, but to guard one part of the society against the injustice of the other part. Different interests necessarily exist in different classes of citizens. If a majority be united by a common interest, the rights of the minority will be insecure.*

- *Whilst all authority in it (the govt..) will be derived from and dependent on the society, the society itself will be broken into so many parts, interests and classes of citizens, that the rights of individuals, or of the minority, will be in little danger from interested combinations of the majority. In a free government the security for civil rights must be the same as that for religious rights.*

Both papers 14 & 51 should be read in their entirety to fully understand the form of government that the Founding Fathers intended.

A Constitutional Republic in simple English

- In a **Democracy**, all eligible voters gather together, discuss the topic and vote. A simple majority wins. Thus minorities always lose.
- In a **Republic**, where a large number of people are involved over a large area, candidates are elected as representatives of the electorate. The elected officials then assemble at a common location and vote on behalf of their constituents. Simple majority wins and again minorities would lose their rights.
- In a **Constitutional Republic**, candidates are elected by their constituents & vote as before but all laws must fall within the framework of the constitution to prevent minorities losing their rights.

Article VI - 2

The Pledge of Allegiance

I pledge allegiance to the Flag
Of the United States of America,
And to the Republic for which it stands,
One Nation under God, indivisible,
With liberty and justice for all.

- Where does it mention government?
- Where does it mention president, emperor, fuehrer, king or queen?

The Federalist Papers

By

Hamilton, Madison and Jay

Introduction

By

Clinton Rossiter

**Senior Professor of American Institutions at
Cornell University, 1961**

ISBN # 0-451-62541-2

The Federalist Papers (Rossiter)

“The Federalist is the most important work in political science that has ever been written, or is ever likely to be written, in the United States. It is, indeed, the one product of the American mind that is rightly counted among the classics of political theory.”

“The work has always commanded widespread respect as the first and still the most authoritative commentary on the Constitution of the United States.”

AGENDA ITEM REQUEST

Requests and backup must be into the Town Office by **3:00 p.m. ten (10) business days before the preceding Town Board meeting** you wish the item presented. Town Board meetings are held on the second and fourth Tuesday of each month at 7:00 p.m. in the Bob Ruud Community Center.

| | |
|--|--|
| DATE AGENDA ITEM SUBMITTED 8/8/2011 | DATE OF DESIRED BOARD MEETING 8/23/2011 |
|--|--|

CIRCLE ONE: Action Item Non-Action Item Presentation

ITEM REQUESTED FOR CONSIDERATION:

Discussion and Possible Decision to Approve funding for the PTCC to purchase travel show equipment not to exceed \$1,500 payable from the Town Tourism Room Tax Fund.

If request for funding is approved by the Town Board, an invoice or letter from the requestor to Town of Pahrump/Accounts Payable is required to receive funding.

BRIEF SUMMARY OF ITEM:

See attached memo from Town Manager with attached funding chart.

BACKUP ATTACHED: YES NO

NAME OF PRESENTER(S) OF ITEM: PTCC Representative

SPONSORED BY:

William A. Kohbarger, Town Manager
Print Name


Signature

400 N. Hwy 160
Mailing Address

(775) 727-5107 ext. 305
Telephone Number

MEMO
TOWN OF PAHRUMP
TOWN BOARD MEETING AGENDA ITEM
MEETING DATE: 8-23-11

TO: Town Board

FROM: William A. Kohbarger, Pahrump Town Manager
Kelly Buffi, Chairperson, Pahrump Tourism and Convention Council

DATE: 8/23/11

RE: Approval of Pahrump Tourism and Convention Council (PTCC) Request to Purchase Travel Show Booth Equipment for Travel/Trade Industry Participation.

1.) Background

The PTCC has reviewed and recommended the approval of:

BOOTH EQUIPMENT:

| ITEM | COST |
|--------------------------|--------------------|
| Retractable Banner Stand | \$ 300.00 |
| Retractable Banner Stand | \$ 300.00 |
| 8x10 folding table (2) | \$ 100.00 |
| Chairs (2) | \$ 50.00 |
| Table Skirting | \$ 35.00 |
| Audio Visual Equipment | \$ 500.00 |
| | |
| Total | \$ 1,285.00 |

2.) Fiscal Impact

There are sufficient funds available in the Pahrump Town Tourism Room Tax Fund for these grants.

3.) Town Manager Recommendation and Board Action Requested

The Town Manager recommends that the Town Board *move to approve the request for PTCC to purchase a travel/trade show booth and related equipment in an amount not to exceed \$1,500 payable from the Pahrump Tourism Room Tax Fund, as presented in the attached materials, to be used for regional and national marketing of Pahrump as a tourist destination.*

If you have any additional questions, we would be happy to answer them.

Travel/Trade Show Booth Cost and Quartzsite Expense

BOOTH EQUIPMENT:

| ITEM | COST |
|--------------------------|--------------------|
| | |
| Retractable Banner Stand | \$ 300.00 |
| Retractable Banner Stand | \$ 300.00 |
| 8x10 folding table (2) | \$ 100.00 |
| Chairs (2) | \$ 50.00 |
| Table Skirting | \$ 35.00 |
| Audio Visual Equipment | \$ 500.00 |
| | |
| Total | \$ 1,285.00 |

Quartzsite Booth Fees:

| ITEM | COST |
|------------------|--------------------|
| | |
| Booth Rental | \$ 1,495.00 |
| Parking | \$ 350.00 |
| Business License | \$ 50.00 |
| | |
| Total | \$ 1,895.00 |

Quartzsite Operating Expenses:

| ITEM | COST | COMMENT |
|--------------------------------|--------------------|---------------------------|
| Staffing for Nine Day Coverage | | Minimum staffing 4 people |
| Mileage | \$ 1,232.00 | 4 trips |
| Food | \$ 820.00 | 4 people, 5 days each |
| Lodging | \$ 2,000.00 | 4 Rooms, 5 days each |
| | | |
| Total | \$ 4,052.00 | |

| | |
|-------------------|--------------------|
| Total Cost | \$ 7,232.00 |
|-------------------|--------------------|

AGENDA ITEM REQUEST

Requests and backup must be into the Town Office by **3:00 p.m. ten (10) business days before the preceding Town Board meeting** you wish the item presented. Town Board meetings are held on the second and fourth Tuesday of each month at 7:00 p.m. in the Bob Ruud Community Center.

DATE AGENDA ITEM SUBMITTED DATE OF DESIRED BOARD MEETING
8/8/2011 8/23/2011

CIRCLE ONE: Action Item Non-Action Item Presentation

ITEM REQUESTED FOR CONSIDERATION:

Discussion and Possible Decision to Approve funding for participation in the
Quartzite RV Travel Show in the amount not to exceed \$6,500 payable from the Town
Tourism Room Tax Fund.

*If request for funding is approved by the Town Board, an invoice or letter from the
requestor to Town of Pahrump/Accounts Payable is required to receive funding.*

BRIEF SUMMARY OF ITEM:

See attached memo from Town Manager with attached funding chart.

BACKUP ATTACHED: YES NO

NAME OF PRESENTER(S) OF ITEM: PTCC Representative

SPONSORED BY:

William A. Kohbarger, Town Manager
Print Name


Signature

400 N. Hwy 160
Mailing Address

(775) 727-5107 ext. 305
Telephone Number

MEMO
TOWN OF PAHRUMP
TOWN BOARD MEETING AGENDA ITEM
MEETING DATE: 8-23-11

TO: Town Board

FROM: William A. Kohbarger, Pahrump Town Manager
Kelly Buffi, Chairperson, Pahrump Tourism and Convention Council

DATE: 8/23/11

RE: Approval of Pahrump Tourism and Convention Council (PTCC) Request to Participate in Quartzsite RV and Travel Show Including Individual Booth Costs and Operating Expenses.

1.) Background

The PTCC has reviewed and recommended approval for participation in the Quartzsite RV and Travel Show on January 21 – 29, 2012. This is the industry’s largest consumer RV show with an estimated attendance of 150,000 plus.

Last year PTCC was invited to represent the State of Nevada by participating in the show from within the Nevada Commission on Tourism booth. We distributed over 5,500 bags of literature and had countless conversations about the adventure possibilities in Pahrump. The representatives expressed the need for an individual booth to further the discussions of Pahrump and our tourist activities versus being restricted to representing the entire State of Nevada.

Below is a summary of the expenses and proposed uses:

Quartzsite Booth Fees:

| ITEM | COST |
|------------------|--------------------|
| Booth Rental | \$ 1,495.00 |
| Parking | \$ 350.00 |
| Business License | \$ 50.00 |
| | |
| Total | \$ 1,895.00 |

MEMO
TOWN OF PAHRUMP
TOWN BOARD MEETING AGENDA ITEM
MEETING DATE: 8-23-11

Quartzsite Operating Expenses

| ITEM | COST |
|--------------|--------------------|
| Mileage | \$ 1,232.00 |
| Food | \$ 820.00 |
| Lodging | \$ 2,000.00 |
| | |
| Total | \$ 4,052.00 |

2.) Fiscal Impact

There are sufficient funds available in the Pahrump Town Tourism Room Tax Fund for these grants.

3.) Town Manager Recommendation and Board Action Requested

The Town Manager recommends that the Town Board *move to approve the PTCC funding request to participate in the Quartzsite RV and Travel Show in an amount not to exceed \$6,500 payable from the Pahrump Tourism Room Tax Fund, as presented in the attached materials, to further market Pahrump as a tourist destination.*

If you have any additional questions, we would be happy to answer them.

Attachment – Summary Chart of Proposed Costs

Travel/Trade Show Booth Cost and Quartzsite Expense

BOOTH EQUIPMENT:

| ITEM | COST |
|--------------------------|--------------------|
| | |
| Retractable Banner Stand | \$ 300.00 |
| Retractable Banner Stand | \$ 300.00 |
| 8x10 folding table (2) | \$ 100.00 |
| Chairs (2) | \$ 50.00 |
| Table Skirting | \$ 35.00 |
| Audio Visual Equipment | \$ 500.00 |
| | |
| Total | \$ 1,285.00 |

Quartzsite Booth Fees:

| ITEM | COST |
|------------------|--------------------|
| | |
| Booth Rental | \$ 1,495.00 |
| Parking | \$ 350.00 |
| Business License | \$ 50.00 |
| | |
| Total | \$ 1,895.00 |

Quartzsite Operating Expenses:

| ITEM | COST | COMMENT |
|--------------------------------|--------------------|---------------------------|
| Staffing for Nine Day Coverage | | Minimum staffing 4 people |
| Mileage | \$ 1,232.00 | 4 trips |
| Food | \$ 820.00 | 4 people, 5 days each |
| Lodging | \$ 2,000.00 | 4 Rooms, 5 days each |
| | | |
| Total | \$ 4,052.00 | |

| | |
|-------------------|--------------------|
| Total Cost | \$ 7,232.00 |
|-------------------|--------------------|

AGENDA ITEM REQUEST

Requests and backup must be into the Town Office by **3:00 p.m. ten (10) business days before the preceding Town Board meeting** you wish the item presented. Town Board meetings are held on the second and fourth Tuesday of each month at 7:00 p.m. in the Bob Ruud Community Center.

| | |
|--|--|
| DATE AGENDA ITEM SUBMITTED 8/8/2011 | DATE OF DESIRED BOARD MEETING 8/23/2011 |
|--|--|

CIRCLE ONE: Action Item Non-Action Item Presentation

ITEM REQUESTED FOR CONSIDERATION:

Discussion and Possible Decision to Approve a grant application for trade show expenses from Preferred RV Resort for Quartzsite RV Show in an amount not to exceed \$5,000 payable from the Town Tourism Room Tax Fund.

If request for funding is approved by the Town Board, an invoice or letter from the requestor to Town of Pahrump/Accounts Payable is required to receive funding.

BRIEF SUMMARY OF ITEM:

See attached memo from Town Manager with attached funding chart plus PTCC Grant Guidelines, NCOT Guidelines for the Expenditures of Grant and Preferred Grant Application.

BACKUP ATTACHED: YES NO

NAME OF PRESENTER(S) OF ITEM: Preferred RV Resort Representative

SPONSORED BY:

William A. Kohbarger, Town Manager
Print Name


Signature

400 N. Hwy 160
Mailing Address

(775) 727-5107 ext. 305
Telephone Number

**MEMO
TOWN OF PAHRUMP
AGENDA ITEM UPDATE
MEETING DATE: August 23, 2011**

TO: Town Board

FROM: William A. Kohbarger, Town Manager
Michael Sullivan, Finance Director

DATE: August 18, 2011

RE: **Discussion and possible decision** to approve a grant application for trade show expenses from Preferred RV Resort for Quartzsite RV Show in an amount not to exceed \$5,000 payable from the Town Tourism Room Tax Fund. (For Possible Action)

Discussion and possible decision to approve a grant application for trade show expenses from Pahrump Nugget Hotel and Casino for Quartzsite RV Show in an amount not to exceed \$5,000 payable from the Town Tourism Room Tax Fund. (For Possible Action)

Discussion and possible decision to approve a grant application for trade show expenses from Mountain Falls Golf Club for Quartzsite RV Show in an amount not to exceed \$5,000 payable from the Town Tourism Room Tax Fund. (For Possible Action)

1) Background

Preferred RV, Nugget Casino and Mountain Falls Golf Club all put in grant applications to attend the Quartzsite RV Travel Show to the PTCC Advisory Board. The PTCC was unable to hear their requests since three members of the PTCC were employed by one of the three groups. In order not to create a conflict of interest among the PTCC members the grant requests were forwarded directly to the Town Board.

The Town (PTCC members and staff), if approved by the Town Board, will be purchasing a booth at the upcoming Quartzsite RV Travel Show and has no problem sharing or allowing private businesses to market themselves through this shared booth.

2) Facts/Staff's Opinion

After reviewing the PTCC grant request guidelines (see attached), it is staff's opinion that the aforementioned requested grants do not fall within the established guidelines as written.

There are only four categories in which grants are considered:

1. Marketing
2. Start-up
3. Infrastructure
4. Cultural

Even if the requested grants did fall under one of the above listed categories, Section 1.19 would not allow the three businesses "to earn a profit from any event/attraction/activity sponsored by the PTCC". "If a profit is available, said profit must be remitted to the PTCC up to the amount of the grant awarded." These three businesses want to attend the Quartzsite