

1 APPEARANCES:

2

3 Board Counsel: Chricy E. Harris, Esq.

4 Executive Director: Kevin Ingram

5 Madam Chair: Tammy A. Nixon

6 Board Member: Rick Brown (Via Zoom)

7 Board Member: Robert Gronauer

8 Board Member: Katherine Cortez

9 Board Member: Timothy Bezick (Via Zoom)

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1	I N D E X	
2		PAGE
3	Meeting called to order	4
4		
5		
6		
7		
8		
9		
10		
11		
12		
13		
14		
15		
16		
17		
18		
19		
20		
21		
22		
23		
24		
25		

1 MONDAY, OCTOBER 30, 2023

2

3 EXECUTIVE DIRECTOR INGRAM: For the
4 record, we're waiting for our legal counsel. She's
5 stuck in traffic.

6 (Off record.)

7 EXECUTIVE DIRECTOR INGRAM: Are we ready
8 in the north?

9 BOARD MEMBER BROWN: We are, sir.

10 EXECUTIVE DIRECTOR INGRAM: Thanks a lot.
11 Madam Chair?

12 MADAM CHAIR NIXON: Good morning,
13 everyone, and welcome to the special session. This
14 session is to review the background and next steps
15 for the Executive Director position.

16 Soon to not be Executive Director, Kevin
17 Ingram, could you please do roll call?

18 EXECUTIVE DIRECTOR INGRAM: Yes, ma'am.
19 Madam Chair.

20 MADAM CHAIR NIXON: Here.

21 EXECUTIVE DIRECTOR INGRAM: Board Member
22 Bezick?

23 BOARD MEMBER BEZICK: Here.

24 EXECUTIVE DIRECTOR INGRAM: Board Member
25 Brown?

1 BOARD MEMBER BROWN: Here.

2 EXECUTIVE DIRECTOR INGRAM: Board member
3 Cortez?

4 BOARD MEMBER CORTEZ: Here.

5 EXECUTIVE DIRECTOR INGRAM: Board member
6 Gronauer?

7 BOARD MEMBER GRONAUER: Here.

8 EXECUTIVE DIRECTOR INGRAM: Everyone is
9 present. We do have a quorum.

10 MADAM CHAIR NIXON: Thank you.

11 This part of the agenda is open for public
12 comment. Members of the general public may comment
13 on matters appearing on the agenda and may bring up
14 matters not appearing on the agenda to the attention
15 of the Board.

16 The Board may discuss the matters not
17 appearing on the agenda, but may not act on the
18 matters at this meeting.

19 If the Board desires, the matters may be
20 placed on a future agenda for action. Public
21 comments may be limited to five minutes per person
22 at the discretion of the Chairman, but will not be
23 restricted according to viewpoint.

24 Are there any public comments up north?

25 BOARD MEMBER BROWN: No, ma'am.

1 MADAM CHAIR NIXON: Any public comments
2 down south?

3 AUDIENCE MEMBER ZANE: Yes, ma'am.

4 MADAM CHAIR NIXON: If you could, please
5 state your name for the record.

6 AUDIENCE MEMBER ZANE: Yes, ma'am. My
7 name is Mark Zane, Z-a-n-e. I'm here today on
8 behalf of the Nevada Society of Professional
9 Investigators.

10 The -- previously, at the September Board
11 meeting, I had made some public comments with regard
12 to a similar subject matter regarding the Executive
13 Director position. And that those comments were, as
14 you might recall, relative to the subject matter,
15 not the person or the people, not the applicants or
16 anybody involved in that process.

17 I'm here today to reaffirm those comments,
18 mostly with regard to the supplemental information
19 that is envisioned in NRS 241 under the Open Meeting
20 Law, and to make a request that any supplemental
21 information that the Board is relying upon in
22 today's agenda be provided and available.

23 But to also indicate that after the last
24 meeting, of course, the -- I, on behalf of the
25 association, filed an Open Meeting Law violation

1 request for investigation with the Attorney
2 General's office, and that reference number is
3 47727.

4 I haven't heard anything back from the
5 Attorney General's office with regard to the request
6 for the investigation, but I don't find that to be
7 abnormal. So I'm not making any allegation or
8 whatever the case might be.

9 But, I'm here today just to make sure that
10 I can reaffirm that we're making a request for any
11 supplementary information that may be available to
12 the public for today's meeting.

13 MADAM CHAIR NIXON: Understood, thank you.

14 AUDIENCE MEMBER ZANE: Thank you.

15 MADAM CHAIR NIXON: Any further comment
16 from the public? Thank you.

17 Seeing there's no further comment, we'll
18 move forward to Agenda Item No. 3.

19 I do believe, Executive Director, you have
20 an update for us on Agenda Item No. 3?

21 EXECUTIVE DIRECTOR INGRAM: Yes, Madam
22 Chair.

23 I was contacted on October 17th via e-mail
24 from Mr. Brian Scroggins, and I'll read into the
25 record his e-mail.

1 He says, as per my earlier voice message,
2 when I accepted the position of Executive Director
3 of the PILB I was not aware until after accepting
4 the offer there would be a two and a half month time
5 frame before I would start the position.

6 During this time, I've had the opportunity
7 to reflect, have decided to pursue other personal
8 and professional goals at this time. I would like
9 to respectfully rescind my acceptance of the
10 position.

11 I want to thank the Board, and certainly
12 wish you the best in your retirement.

13 Thank you, Brian Scroggins.

14 MADAM CHAIR NIXON: With that --

15 MS. HARRIS: Just -- Deputy Attorney
16 General Chricy Harris, for the record.

17 Given that update, we do have, in
18 reference to his background -- well, in reference to
19 his background, it's my recommendation, as he has
20 rescinded his acceptance, to not dive into his
21 particular contents of his background during this
22 meeting, as it's, at this juncture, unnecessary.

23 MADAM CHAIR NIXON: Understood.

24 MS. HARRIS: So the recommended next step
25 would just be to move on to the next agenda item.

1 MADAM CHAIR NIXON: With that said, we're
2 going to skip Agenda Item No. 3.

3 Agenda item No. 4, review candidates for
4 discussion of possible action. If the Board decides
5 to rescind or, you know, Mr. Scroggins rescinded his
6 offer, or acceptance, then the Board will revisit
7 applications of the final candidates during the
8 September 14, 2023 meeting. The Board will
9 determine if it will extend an offer of any of the
10 remaining candidates subject to selected candidates'
11 background results coming back negative.

12 MS. HARRIS: Just for this particular
13 agenda item, I recommend a motion, just a vote, on
14 rescinding his offer in order to enter into this
15 agenda item, given his, in essence, rejection of --
16 or not a rejection, but his withdrawal of his
17 acceptance.

18 MADAM CHAIR NIXON: His, being
19 Mr. Scroggins?

20 MS. HARRIS: Correct.

21 BOARD MEMBER CORTEZ: This is Board Member
22 Cortez. I'll motion to rescind the offer to
23 Mr. Scroggins made September 14th, 2023 for the
24 position of the Executive Director.

25 MADAM CHAIR NIXON: We have a motion. Do

1 we have a second?

2 BOARD MEMBER GRONAUER: Gronauer, second.

3 MADAM CHAIR NIXON: We have a motion, we
4 have a second. All in favor say aye.

5 (All Board members voted aye.)

6 MADAM CHAIR NIXON: Motion passes.

7 MS. HARRIS: Now we can enter into Agenda
8 Item 4.

9 MADAM CHAIR NIXON: Again, we've rescinded
10 the offer, he's rescinded his acceptance of the
11 offer, so now we need to decide how to move forward
12 with the position opening.

13 MS. HARRIS: The idea is with this agenda
14 item, it's really up for discussion right now what
15 the Board wants to do, as far as remaining
16 candidates. You are free to look at your
17 confidential materials and go from there if you
18 want.

19 MADAM CHAIR NIXON: As I understand it,
20 our two options are to look at what we've already
21 done and determine whether we want to move forward
22 with an existing candidate. Or -- and based off the
23 timeline, probably one of the better options at this
24 point.

25 MS. HARRIS: Okay.

1 MADAM CHAIR NIXON: Does anybody disagree
2 with that? Or it's open to comment.

3 BOARD MEMBER GRONAUER: I believe I just
4 agreed with what you just said, because of the
5 timeline, time sensitive here. We already have
6 candidates already vetted, and they're in a certain
7 order. I think we should just stay with what we
8 have.

9 MADAM CHAIR NIXON: Any comment or
10 questions up north?

11 BOARD MEMBER BROWN: This is Board Member
12 Brown. For the record, I agree with Board Member
13 Gronauer.

14 MADAM CHAIR NIXON: Okay.

15 BOARD MEMBER BEZICK: This is Board Member
16 Bezick. I also agree with Board Member Gronauer.

17 MS. HARRIS: At this juncture, it's best,
18 as far as discussion, to be specific as to which
19 candidates. And if you need to look at your
20 confidential materials, you may.

21 MADAM CHAIR NIXON: Does anybody need to
22 review their packets, the candidates' packets? All
23 right.

24 So with all of that being said, the next
25 step may be a motion to move forward?

1 MS. HARRIS: Yeah. If anyone has a
2 motion, as far as any of the remaining candidates,
3 now would be the time if there's no discussion.

4 BOARD MEMBER CORTEZ: This is Board --

5 BOARD MEMBER BROWN: This is Board Member
6 Brown.

7 With that being said, I move that we
8 present an offer to our second candidate.

9 Should I name that person?

10 MS. HARRIS: Yes, please.

11 BOARD MEMBER BROWN: Mr. Vincent Saladino.
12 Move that we make an offer of the position for the
13 Executive Director to Vincent Saladino.

14 MS. HARRIS: Can I just ask that you just
15 amend your motion to add that Mr. Saladino's role of
16 the acceptance of the position will be subject to
17 his background results coming back negative.

18 BOARD MEMBER BROWN: This is Board Member
19 Brown again, for the record.

20 My motion is to make an offer to Vincent
21 Saladino to become the Executive Director, dependent
22 on the results of his background investigation.

23 BOARD MEMBER CORTEZ: This is Board Member
24 Cortez. I'm going to second that motion.

25 MADAM CHAIR NIXON: We have a motion, we

1 have a second. All in favor, say aye.

2 (All Board Members voted aye.)

3 MADAM CHAIR NIXON: Motion passes.

4 I think at this venture, the next step is
5 to determine a salary.

6 MS. HARRIS: Yes.

7 MADAM CHAIR NIXON: Okay. And then --
8 since he's not here, how does that move forward?
9 Last time they were here and they were able to
10 accept the offer.

11 MS. HARRIS: So what will happen -- my
12 recommendation is our current Executive Director
13 will give an update to the candidate. Because they
14 were all noticed that they will be possibly
15 discussed during this meeting. So they're aware of
16 this agenda, again, that their background -- or that
17 their application materials would be revisited. So
18 any updates isn't a shock with that.

19 So I would recommend that our Executive
20 Director contact Mr. Saladino, letting him know of
21 the update, that the Board is now making an offer.
22 And also recommend that the Board also provide a
23 proposed salary amount.

24 And it will up to him to see if he does
25 accept. If he doesn't accept, then we would have

1 to, again, renotify the meeting.

2 MADAM CHAIR NIXON: So, do we find out if
3 he accepts this meeting, so we just determine how to
4 move forward, or how do we do that?

5 MS. HARRIS: We could find out on this
6 meeting. We could do another -- a brief break and
7 our Executive Director can make a phone call. That
8 way we know where he stands on that. I --

9 MADAM CHAIR NIXON: If he says no, changed
10 my mind, then now we've got to scramble to get
11 another meeting together and figure out next steps.

12 MS. HARRIS: Right. We could go into a
13 brief recess to see where we're at on that.

14 MADAM CHAIR NIXON: Okay. I just wanted
15 to make sure we knew next steps.

16 I guess up for discussion now, next steps
17 is salary for Mr. Saladino.

18 Since he is a current employee, is it okay
19 to ask what he's currently making, just so we have a
20 reference?

21 MS. HARRIS: Yes. Part of that notice
22 is -- again, his competency, professionalism, he
23 knows that his whole application portion will be
24 discussed. So that includes salary.

25 MADAM CHAIR NIXON: Okay. So if you,

1 Executive Director, what is Mr. Saladino's current
2 salary?

3 EXECUTIVE DIRECTOR INGRAM: Mr. Saladino's
4 current salary is just shy of \$79,000.

5 MADAM CHAIR NIXON: So, with the
6 additional responsibilities and the promotion, what
7 would the Board suggest? I think our range -- I'm
8 sorry, one more again. What was our range?

9 MS. HARRIS: One moment. It was 90,000 to
10 125,000.

11 EXECUTIVE DIRECTOR INGRAM: Yes.

12 MADAM CHAIR NIXON: Okay. And I know
13 Executive Director was -- if he has PERS or -- I
14 don't quite understand that whole portion of the
15 government system.

16 EXECUTIVE DIRECTOR INGRAM: Unless the
17 Board is wanting to bring him in topped out, PERS
18 really won't play a factor in the amount.

19 MADAM CHAIR NIXON: Got it. He said
20 unless we determine to bring him in topped out it
21 won't matter.

22 Open for discussion.

23 BOARD MEMBER BROWN: Madam Chair, this is
24 Board Member Brown.

25 Quick question for DAG Harris.

1 MS. HARRIS: Yes.

2 BOARD MEMBER BROWN: Can I ask what -- I
3 don't recall, what was the salary we decided to
4 offer Mr. Scroggins. Can we ask that?

5 MS. HARRIS: Yes. The previous salary
6 that was offered to Mr. Scroggins was 100,000.

7 BOARD MEMBER GRONAUER: This is Gronauer.
8 Just for a matter for discussion.

9 Mr. Saladino has the knowledge, skills,
10 and abilities to do the job, his KSAs. He's been
11 with the organization for quite some time. And he's
12 acting as chief investigator. I see no reason why
13 not to offer him the same \$100,000. Just for
14 discussion.

15 BOARD MEMBER BROWN: This is Board Member
16 Brown.

17 I agree with Board Member Gronauer in that
18 matter.

19 BOARD MEMBER GRONAUER: If there's no
20 other discussion on that discussion...

21 MADAM CHAIR NIXON: Is there any other
22 discussion? We're good?

23 MS. HARRIS: We would need a motion.

24 MADAM CHAIR NIXON: Hearing there's no
25 further discussion, I'll entertain a motion.

1 BOARD MEMBER GRONAUER: This is Gronauer.
2 I make a motion that we offer Mr. Saladino the
3 position at \$100,000 salary.

4 MADAM CHAIR NIXON: We have a motion. Do
5 we have a second?

6 BOARD MEMBER BROWN: This is Board Member
7 Brown.

8 I'll second.

9 MADAM CHAIR NIXON: We have a motion, we
10 have a second. All in favor say aye.

11 (All Board Members voted aye.)

12 MADAM CHAIR NIXON: Motion passes.

13 So with that said, then, we'll take a
14 brief recess. Executive Director, do you want to
15 check with Mr. Saladino? Do we need him to be on
16 the phone or something to accept or are we good
17 to...

18 MS. HARRIS: No. If anything -- any
19 updates that -- any updates that we have as to his
20 decision, I believe, our Executive Director is more
21 than able to make those representations on the
22 record.

23 MADAM CHAIR NIXON: Okay. We'll take a
24 brief recess.

25 (Off record.)

1 MADAM CHAIR NIXON: Is everybody back and
2 ready?

3 Executive Director, do you have an update
4 for us on the offer?

5 EXECUTIVE DIRECTOR INGRAM: Madam Chair,
6 yes. I spoke with Vincent Saladino. He wants to
7 thank the Board for putting their trust in him, and
8 he has accepted the position at the 100,000.

9 MADAM CHAIR NIXON: Dependent on the
10 background.

11 EXECUTIVE DIRECTOR INGRAM: Correct,
12 correct.

13 MADAM CHAIR NIXON: Okay. So we have that
14 acceptance now.

15 Is there anything that we need to do,
16 other than public comment?

17 MS. HARRIS: The next will be Board
18 comment and future agenda items, if any, and then
19 public comment.

20 MADAM CHAIR NIXON: Okay. Agenda Item
21 No. 6. Board comment, future agenda items for
22 discussion and possible action.

23 EXECUTIVE DIRECTOR INGRAM: Madam Chair,
24 for the record, Kevin Ingram.

25 Obviously, Mr. Saladino already works for

1 us full time. It will be an easy transition, as far
2 as the final training. So I would propose that you
3 make an effective date of the date following my
4 retirement. I would suggest there's no reason for
5 any kind of a salary overlap during that training
6 period of time. Once, again, he completes the
7 background investigation.

8 So I would send a proposed start date for
9 Mr. Saladino of December 6th, 2023.

10 MS. HARRIS: On a motion, please.

11 MADAM CHAIR NIXON: So we'll need a motion
12 for the new Executive Director start date?

13 BOARD MEMBER CORTEZ: This is Board Member
14 Cortez.

15 I make a motion that Mr. Saladino's
16 effective start date for the Executive Director
17 position effective December 6th, 2023.

18 MADAM CHAIR NIXON: Okay. We have a
19 motion. Do we have a second?

20 BOARD MEMBER CORTEZ: That is contingent
21 upon negative results of the background check.

22 MADAM CHAIR NIXON: We have a motion, do
23 we have a second?

24 BOARD MEMBER GRONAUER: Gronauer, second.

25 MADAM CHAIR NIXON: We have a motion, we

1 have a second. All in favor say aye.

2 (All Board Members voted aye.)

3 MADAM CHAIR NIXON: Motion passes.

4 Mr. Saladino's first day will be December 6th.

5 So, the next agenda item is Board comment,
6 future agenda items for discussion.

7 Do we have any on that?

8 I do have, and I don't know if it needs
9 Board action, but one thing that I had been thinking
10 about with all of our denials that we have, I wanted
11 to see if we couldn't update -- denials being
12 through our licensing process.

13 I wanted to see if we could talk about
14 having a TV put into the main lobby, and having in
15 both English and Spanish and any other languages
16 that we probably can do, just really -- if you have
17 any questions, speak to the receptionist. Because,
18 you know, we need you to 100 percent divulge your
19 background. And maybe if it's in spoken word and
20 they could see it and it's just going over and over
21 and over again. It could be turned off when no one
22 is there so we don't drive the front desk person
23 mad, which probably would drive me mad. But that
24 was one option.

25 And then, also, speaking with the

1 Executive Director, if that's something we could add
2 into the actual online process. I know that we
3 actually have a "stop here, read". But is there a
4 stop, click this button, and it won't let you go
5 forward unless you listen to this actual verbiage
6 that says, if you have any questions, please ask.
7 But all of your arrests or criminal history has to
8 be disclosed, to include misdemeanors. Just
9 arrests. California, blah, blah, blah, blah. All
10 the stuff that's actually in the thing and on that
11 piece of paper. Because oftentimes we get, "I
12 didn't read that." So I'm just trying to think of
13 one other way to reduce that -- the amount of
14 denials that we will have.

15 EXECUTIVE DIRECTOR INGRAM: Madam Chair,
16 for the record, Kevin Ingram.

17 There's never a time there's not people in
18 our lobby. That would drive our staff absolutely
19 bonkers if it was playing in the lobby. It would be
20 really easy to incorporate it into the online. I
21 think that's a great idea. And, I mean, we'll do
22 whatever the Board decides.

23 I just remember going to the airport and
24 having Star Wars playing over and over again about
25 the weapons and the -- it drove me crazy just

1 traveling. But we're open to anything the Board
2 decides. Thank you.

3 BOARD MEMBER CORTEZ: This is Board Member
4 Cortez. I absolutely appreciate what you're trying
5 to do, Madam Chair.

6 But I'm going to agree. I think that
7 would be a huge nuisance for the staff. Only
8 because -- and I have ADD, so if I hear background
9 noise, I'm going to hear it, but then I shut it off.
10 I won't even pay attention to what's going on.

11 And what I've seen with a lot of the
12 applicants, a lot of the denials. Borderline, sheer
13 laziness. You're literally skipping over the actual
14 directions that clearly state multiple times, stop.
15 Read the directions. If you have any of this, if
16 you have any of that.

17 So, I do agree that it needs to be made
18 available in different languages if that's not
19 already the case. I do think that PILB staff is
20 well-versed in helping the clients that go in there.

21 MADAM CHAIR NIXON: What about just on the
22 online portion of it?

23 BOARD MEMBER CORTEZ: Definitely on the
24 online. That's a great idea. And I do like what
25 you said, like, if you click that button, you can't

1 go any further, you have to listen to stuff.

2 Other than just reiterating, read the
3 directions, I don't know what else could assist
4 that. But I do like the idea of incorporating
5 something online. But if you do it online, you're
6 going to need to be -- it's going to be -- need to
7 be available to somebody in person or who doesn't
8 have access to online applications.

9 MADAM CHAIR NIXON: I think, you know, as
10 far as the actual in-person applications, the
11 receptionist is there, or our front desk person, and
12 says those things, you know. So I think that we're
13 covered there, right? So it would mostly just be
14 the onlines so there's no gap.

15 EXECUTIVE DIRECTOR INGRAM: Absolutely. I
16 just recently sent the verbiage for quotes from
17 Kinko's and stuff to make them huge. Basically -- I
18 mean, short of painting it on the wall, we're going
19 to put some huge laminated posters up in the lobby
20 as well. I mean, if you come in our lobby, talk
21 about signs. Right in front of their face. And
22 it's just -- you want to reach out and flick
23 somebody and say "pay attention".

24 MADAM CHAIR NIXON: Maybe just the online
25 portion of it. I mean, any comment up north?

1 BOARD MEMBER BROWN: I'm good. This is
2 Board Member Brown. Sorry, for the record.

3 I'm good.

4 BOARD MEMBER BEZICK: This is Board Member
5 Bezick. I think that's a great idea.

6 MADAM CHAIR NIXON: Which one, Mr. Bezick?
7 Online?

8 BOARD MEMBER BEZICK: Online. And the
9 verbiage online.

10 MADAM CHAIR NIXON: Okay, thank you.
11 Any comment?

12 BOARD MEMBER CORTEZ: Executive -- this is
13 Board Member Cortez. Mr. Ingram, question.

14 When you said there's, like, a lot of
15 signs, that's another thing. My ADD is kicking in
16 again. How many signs? Is it getting missed
17 because of too many signs?

18 EXECUTIVE DIRECTOR INGRAM: It's the same
19 verbiage on the window, on the wall, on the desk,
20 the exact same verbiage. It's not different signs,
21 it's the same sign over and over again. Yeah.

22 BOARD MEMBER CORTEZ: Thank you.

23 MADAM CHAIR NIXON: Okay. Any further
24 Board comment? All right.

25 Agenda Item No. 7. Public comment.

1 Members of the general public may comment
2 on matters appearing on the agenda and may bring
3 matters not appearing on the agenda to the attention
4 of the Board. The Board may discuss the matters not
5 appearing on the agenda, but may not act on the
6 matters at this meeting.

7 If the Board desires, the matters may be
8 placed on future agenda for action. Public comments
9 may be limited to five minutes per person at the
10 discretion of the chairman, but will not be
11 restricted according to viewpoint.

12 Are there any public comments up north?

13 BOARD MEMBER BROWN: No, ma'am.

14 MADAM CHAIR NIXON: Okay. Are there any
15 public down south?

16 AUDIENCE MEMBER ZANE: Yes. My name is
17 Mark Zane, Z-a-n-e. And I need to make a comment
18 with regard to the carpet in this building's
19 elevators is disgusting and has been for a number of
20 years. And I know that the state doesn't care
21 because I've said this for ten years that I know of.
22 So I just thought maybe I'd bring that to the
23 Board's attention again.

24 MADAM CHAIR NIXON: Thank you, very much.

25 EXECUTIVE DIRECTOR INGRAM: Thanks, Mark.

1 MADAM CHAIR NIXON: Any further public
2 comment?

3 Hearing there's no further public comment,
4 adjourn this meeting.

5 Is this your last meeting?

6 EXECUTIVE DIRECTOR INGRAM: Yes.

7 MADAM CHAIR NIXON: Thank you, very much,
8 for all you've done. You've been an amazing partner
9 and we appreciate you.

10 EXECUTIVE DIRECTOR INGRAM: Thank you. I
11 appreciate that.

12 BOARD MEMBER CORTEZ: I'm going to miss
13 you.

14 EXECUTIVE DIRECTOR INGRAM: I'm going to
15 miss this, too.

16 MADAM CHAIR NIXON: Thank you, everyone.
17 (Proceedings concluded at 9:49 a.m.)

18

19

20

21

22

23

24

25

<hr/> \$ <hr/>	<hr/> 6 <hr/>	act 5:17 25:5	applications 9:7 23:8,10
\$100,000 16:13 17:3	6 18:21	acting 16:12	arrests 21:7,9
\$79,000 15:4	6th 19:9,17 20:4	action 5:20 9:4 18:22 20:9 25:8	assist 23:3
<hr/> 1 <hr/>	<hr/> 7 <hr/>	actual 21:2,5 22:13 23:10	association 6:25
100 20:18	7 24:25	add 12:15 21:1 22:8 24:15	attention 5:14 22:10 23:23 25:3, 23
100,000 16:6 18:8	<hr/> 9 <hr/>	additional 15:6	Attorney 7:1,5 8:15
125,000 15:10	90,000 15:9	adjourn 26:4	AUDIENCE 6:3,6 7:14 25:16
14 9:8	9:49 26:17	agenda 5:11,13,14,17,20 6:22 7:18,20 8:25 9:2,3,13, 15 10:7,13 13:16 18:18,20,21 20:5,6 24:25 25:2,3,5,8	aware 8:3 13:15
14th 9:23	<hr/> A <hr/>	agree 11:12,16 16:17 22:6, 17	aye 10:4,5 13:1,2 17:10,11 20:1,2
17th 7:23	a.m. 26:17	agreed 11:4	<hr/> B <hr/>
<hr/> 2 <hr/>	abilities 16:10	airport 21:23	back 7:4 9:11 12:17 18:1
2023 4:1 9:8,23 19:9,17	abnormal 7:7	allegation 7:7	background 4:14 8:18,19,21 9:11 12:17,22 13:16 18:10 19:7,21 20:19 22:8
241 6:19	absolutely 21:18 22:4 23:15	amazing 26:8	based 10:22
<hr/> 3 <hr/>	accept 13:10,25 17:16	amend 12:15	Basically 23:17
3 7:18,20 9:2	acceptance 8:9,20 9:6,17 10:10 12:16 18:14	amount 13:23 15:18 21:13	behalf 6:8,24
30 4:1	accepted 8:2 18:8	appearing 5:13,14,17 25:2,3,5	Bezick 4:22,23 11:15,16 24:4, 5,6,8
<hr/> 4 <hr/>	accepting 8:3	applicants 6:15 22:12	blah 21:9
4 9:3 10:8	accepts 14:3	application 13:17 14:23	Board 4:9,21,23,24 5:1,2,4,5,
47727 7:3	access 23:8		

7,15,16,19,25 6:10,21 8:11 9:4,6,8,21 10:2,5, 15 11:3,11,12,15,16 12:4,5,11,18,23 13:2, 21,22 15:7,17,23,24 16:2,7,15,17,19 17:1, 6,11 18:7,17,21 19:13, 20,24 20:2,5,9 21:22 22:1,3,23 24:1,2,4,8, 12,13,22,24 25:4,7,13 26:12	candidates' 9:10 11:22	14:22	19:9,17 20:4
Board's 25:23	care 25:20	completes 19:6	decide 10:11
bonkers 21:19	carpet 25:18	concluded 26:17	decided 8:7 16:3
Borderline 22:12	case 7:8 22:19	confidential 10:17 11:20	decides 9:4 21:22 22:2
break 14:6	Chair 4:11,12,19,20 5:10 6:1,4 7:13,15,22 8:14, 23 9:1,18,25 10:3,6,9, 19 11:1,9,14,21 12:25 13:3,7 14:2,9,14,25 15:5,12,19,23 16:21, 24 17:4,9,12,23 18:1, 5,9,13,20,23 19:11,18, 22,25 20:3 21:15 22:5, 21 23:9,24 24:6,10,23 25:14,24 26:1,7,16	contact 13:20	decision 17:20
Brian 7:24 8:13	chairman 5:22 25:10	contacted 7:23	denials 20:10,11 21:14 22:12
bring 5:13 15:17,20 25:2,22	changed 14:9	contents 8:21	dependent 12:21 18:9
Brown 4:9,25 5:1,25 11:11,12 12:5,6,11,18,19 15:23, 24 16:2,15,16 17:6,7 24:1,2 25:13	check 17:15 19:21	contingent 19:20	Deputy 8:15
building's 25:18	chief 16:12	correct 9:20 18:11,12	desires 5:19 25:7
button 21:4 22:25	Chricy 8:16	Cortez 5:3,4 9:21,22 12:4,23, 24 19:13,14,20 22:3,4, 23 24:12,13,22 26:12	desk 20:22 23:11 24:19
C	click 21:4 22:25	counsel 4:4	determine 9:9 10:21 13:5 14:3 15:20
California 21:9	clients 22:20	covered 23:13	directions 22:14,15 23:3
call 4:17 14:7	comment 5:12 7:15,17 11:2,9 18:16,18,19,21 20:5 23:25 24:11,24,25 25:1,17 26:2,3	crazy 21:25	Director 4:3,7,10,15,16,18,21, 24 5:2,5,8 6:13 7:19, 21 8:2 9:24 12:13,21 13:12,20 14:7 15:1,3, 11,13,16 17:14,20 18:3,5,11,23 19:12,16 21:1,15 23:15 24:18 25:25 26:6,10,14
candidate 10:22 12:8 13:13	comments 5:21,24 6:1,11,13,17 25:8,12	criminal 21:7	disagree 11:1
candidates 9:3,7,10 10:16 11:6,19 12:2	competency	current 13:12 14:18 15:1,4	disclosed 21:8
		D	discretion 5:22 25:10
		DAG 15:25	discuss 5:16 25:4
		date 19:3,8,12,16	
		day 20:4	
		December	

<p>discussed 13:15 14:24</p> <p>discussion 9:4 10:14 11:18 12:3 14:16 15:22 16:8,14, 20,22,25 18:22 20:6</p> <p>disgusting 25:19</p> <p>dive 8:20</p> <p>divulge 20:18</p> <p>drive 20:22,23 21:18</p> <p>drove 21:25</p> <hr/> <p style="text-align: center;">E</p> <hr/> <p>e-mail 7:23,25</p> <p>earlier 8:1</p> <p>easy 19:1 21:20</p> <p>effective 19:3,16,17</p> <p>elevators 25:19</p> <p>employee 14:18</p> <p>English 20:15</p> <p>enter 9:14 10:7</p> <p>entertain 16:25</p> <p>envisioned 6:19</p> <p>essence 9:15</p>	<p>exact 24:20</p> <p>Executive 4:3,7,10,15,16,18,21, 24 5:2,5,8 6:12 7:19, 21 8:2 9:24 12:13,21 13:12,19 14:7 15:1,3, 11,13,16 17:14,20 18:3,5,11,23 19:12,16 21:1,15 23:15 24:12, 18 25:25 26:6,10,14</p> <p>existing 10:22</p> <p>extend 9:9</p> <hr/> <p style="text-align: center;">F</p> <hr/> <p>face 23:21</p> <p>factor 15:18</p> <p>favor 10:4 13:1 17:10 20:1</p> <p>figure 14:11</p> <p>filed 6:25</p> <p>final 9:7 19:2</p> <p>find 7:6 14:2,5</p> <p>flick 23:22</p> <p>forward 7:18 10:11,21 11:25 13:8 14:4 21:5</p> <p>frame 8:5</p> <p>free 10:16</p> <p>front 20:22 23:11,21</p>	<p>full 19:1</p> <p>future 5:20 18:18,21 20:6 25:8</p> <hr/> <p style="text-align: center;">G</p> <hr/> <p>gap 23:14</p> <p>general 5:12 8:16 25:1</p> <p>General's 7:2,5</p> <p>give 13:13</p> <p>goals 8:8</p> <p>good 4:12 16:22 17:16 24:1, 3</p> <p>government 15:15</p> <p>great 21:21 22:24 24:5</p> <p>Gronauer 5:6,7 10:2 11:3,13,16 16:7,17,19 17:1 19:24</p> <p>guess 14:16</p> <hr/> <p style="text-align: center;">H</p> <hr/> <p>half 8:4</p> <p>happen 13:11</p> <p>Harris 8:15,16,24 9:12,20 10:7,13,25 11:17 12:1, 10,14 13:6,11 14:5,12, 21 15:9,25 16:1,5,23 17:18 18:17 19:10</p>	<p>hear 22:8,9</p> <p>heard 7:4</p> <p>Hearing 16:24 26:3</p> <p>helping 22:20</p> <p>history 21:7</p> <p>huge 22:7 23:17,19</p> <hr/> <p style="text-align: center;">I</p> <hr/> <p>idea 10:13 21:21 22:24 23:4 24:5</p> <p>in-person 23:10</p> <p>include 21:8</p> <p>includes 14:24</p> <p>incorporate 21:20</p> <p>incorporating 23:4</p> <p>information 6:18,21 7:11</p> <p>Ingram 4:3,7,10,17,18,21,24 5:2,5,8 7:21 15:3,11, 16 18:5,11,23,24 21:15,16 23:15 24:13, 18 25:25 26:6,10,14</p> <p>investigation 7:1,6 12:22 19:7</p> <p>investigator 16:12</p> <p>Investigators 6:9</p>
--	--	--	--

<p>involved 6:16</p> <p>item 7:18,20 8:25 9:2,3,13, 15 10:8,14 18:20 20:5 24:25</p> <p>items 18:18,21 20:6</p> <hr/> <p style="text-align: center;">J</p> <hr/> <p>job 16:10</p> <p>juncture 8:22 11:17</p> <hr/> <p style="text-align: center;">K</p> <hr/> <p>Kevin 4:16 18:24 21:16</p> <p>kicking 24:15</p> <p>kind 19:5</p> <p>Kinko's 23:17</p> <p>knew 14:15</p> <p>knowledge 16:9</p> <p>KSAS 16:10</p> <hr/> <p style="text-align: center;">L</p> <hr/> <p>laminated 23:19</p> <p>languages 20:15 22:18</p> <p>Law 6:20,25</p> <p>laziness 22:13</p>	<p>legal 4:4</p> <p>letting 13:20</p> <p>licensing 20:12</p> <p>limited 5:21 25:9</p> <p>listen 21:5 23:1</p> <p>literally 22:13</p> <p>lobby 20:14 21:18,19 23:19, 20</p> <p>lot 4:10 22:11,12 24:14</p> <hr/> <p style="text-align: center;">M</p> <hr/> <p>mad 20:23</p> <p>Madam 4:11,12,19,20 5:10 6:1,4 7:13,15,21 8:14, 23 9:1,18,25 10:3,6,9, 19 11:1,9,14,21 12:25 13:3,7 14:2,9,14,25 15:5,12,19,23 16:21, 24 17:4,9,12,23 18:1, 5,9,13,20,23 19:11,18, 22,25 20:3 21:15 22:5, 21 23:9,24 24:6,10,23 25:14,24 26:1,7,16</p> <p>made 6:11 9:23 22:17</p> <p>main 20:14</p> <p>make 6:20 7:9 12:12,20 14:7,15 17:2,21 19:3, 15 23:17 25:17</p> <p>making 7:7,10 13:21 14:19</p>	<p>Mark 6:7 25:17,25</p> <p>materials 10:17 11:20 13:17</p> <p>matter 6:12,14 15:21 16:8,18</p> <p>matters 5:13,14,16,18,19 25:2, 3,4,6,7</p> <p>meeting 5:18 6:11,19,24,25 7:12 8:22 9:8 13:15 14:1,3,6,11 25:6 26:4, 5</p> <p>member 4:9,21,23,24 5:1,2,4,5, 7,25 6:3,6 7:14 9:21 10:2 11:3,11,12,15,16 12:4,5,11,18,23 15:23, 24 16:2,7,15,17,19 17:1,6 19:13,20,24 22:3,23 24:1,2,4,8,12, 13,22 25:13,16 26:12</p> <p>members 5:12 10:5 13:2 17:11 20:2 25:1</p> <p>message 8:1</p> <p>mind 14:10</p> <p>minutes 5:21 25:9</p> <p>misdemeanors 21:8</p> <p>missed 24:16</p> <p>moment 15:9</p> <p>MONDAY 4:1</p> <p>month 8:4</p>	<p>morning 4:12</p> <p>motion 9:13,22,25 10:3,6 11:25 12:2,15,20,24, 25 13:3 16:23,25 17:2, 4,9,12 19:10,11,15,19, 22,25 20:3</p> <p>move 7:18 8:25 10:11,21 11:25 12:7,12 13:8 14:4</p> <p>multiple 22:14</p> <hr/> <p style="text-align: center;">N</p> <hr/> <p>negative 9:11 12:17 19:21</p> <p>Nevada 6:8</p> <p>NIXON 4:12,20 5:10 6:1,4 7:13,15 8:14,23 9:1, 18,25 10:3,6,9,19 11:1,9,14,21 12:25 13:3,7 14:2,9,14,25 15:5,12,19 16:21,24 17:4,9,12,23 18:1,9, 13,20 19:11,18,22,25 20:3 22:21 23:9,24 24:6,10,23 25:14,24 26:1,7,16</p> <p>noise 22:9</p> <p>north 4:8 5:24 11:10 23:25 25:12</p> <p>notice 14:21</p> <p>noticed 13:14</p> <p>NRS 6:19</p>
--	--	--	---

nuisance 22:7			
number 7:2 25:19			
<hr/> O <hr/>			
October 4:1 7:23			
offer 8:4 9:6,9,14,22 10:10, 11 12:8,12,20 13:10, 21 16:4,13 17:2 18:4			
offered 16:6			
office 7:2,5			
oftentimes 21:11			
online 21:2,20 22:22,24 23:5, 8,24 24:7,8,9			
onlines 23:14			
open 5:11 6:19,25 11:2 15:22 22:1			
opening 10:12			
opportunity 8:6			
option 20:24			
options 10:20,23			
order 9:14 11:7			
organization 16:11			
overlap 19:5			
	<hr/> P <hr/>		
	packets 11:22		
	painting 23:18		
	paper 21:11		
	part 5:11 14:21		
	partner 26:8		
	passes 10:6 13:3 17:12 20:3		
	pay 22:10 23:23		
	people 6:15 21:17		
	percent 20:18		
	period 19:6		
	PERS 15:13,17		
	person 5:21 6:15 12:9 20:22 23:7,11 25:9		
	personal 8:7		
	phone 14:7 17:16		
	piece 21:11		
	PILB 8:3 22:19		
	play 15:18		
	playing 21:19,24		
	point		
		10:24	
		portion 14:23 15:14 22:22 23:25	
		position 4:15 6:13 8:2,5,10 9:24 10:12 12:12,16 17:3 18:8 19:17	
		possibly 13:14	
		posters 23:19	
		present 5:9 12:8	
		previous 16:5	
		previously 6:10	
		proceedings 26:17	
		process 6:16 20:12 21:2	
		professional 6:8 8:8	
		professionalism 14:22	
		promotion 15:6	
		propose 19:2	
		proposed 13:23 19:8	
		provide 13:22	
		provided 6:22	
		public 5:11,12,20,24 6:1,11 7:12,16 18:16,19 24:25 25:1,8,12,15 26:1,3	
			pursue 8:7
			put 20:14 23:19
			putting 18:7
			<hr/> Q <hr/>
			question 15:25 24:13
			questions 11:10 20:17 21:6
			Quick 15:25
			quorum 5:9
			quotes 23:16
			<hr/> R <hr/>
			range 15:7,8
			reach 23:22
			read 7:24 21:3,12 22:15 23:2
			ready 4:7 18:2
			reaffirm 6:17 7:10
			reason 16:12 19:4
			recall 6:14 16:3
			recently 23:16
			receptionist 20:17 23:11

recess 14:13 17:14,24	rescinded 8:20 9:5 10:9,10	selected 9:10	speak 20:17
recommend 9:13 13:19,22	rescinding 9:14	send 19:8	speaking 20:25
recommendation 8:19 13:12	respectfully 8:9	sensitive 11:5	special 4:13
recommended 8:24	responsibilities 15:6	September 6:10 9:8,23	specific 11:18
record 4:4,6 6:5 7:25 8:16 11:12 12:19 17:22,25 18:24 21:16 24:2	restricted 5:23 25:11	session 4:13,14	spoke 18:6
reduce 21:13	results 9:11 12:17,22 19:21	sheer 22:12	spoken 20:19
reference 7:2 8:18 14:20	retirement 8:12 19:4	shock 13:18	staff 21:18 22:7,19
reflect 8:7	review 4:14 9:3 11:22	short 23:18	stands 14:8
regard 6:11,18 7:5 25:18	revisit 9:6	shut 22:9	Star 21:24
reiterating 23:2	revisited 13:17	shy 15:4	start 8:5 19:8,12,16
rejection 9:15,16	role 12:15	sign 24:21	state 6:5 22:14 25:20
relative 6:14	roll 4:17	signs 23:21 24:15,16,17,20	stay 11:7
relying 6:21	<hr/> S <hr/>	similar 6:12	step 8:24 11:25 13:4
remaining 9:10 10:15 12:2	Saladino 12:11,13,21 13:20 14:17 16:9 17:2,15 18:6,25 19:9	sir 4:9	steps 4:14 14:11,15,16
remember 21:23	Saladino's 12:15 15:1,3 19:15 20:4	skills 16:9	stop 21:3,4 22:14
renotice 14:1	salary 13:5,23 14:17,24 15:2, 4 16:3,5 17:3 19:5	skip 9:2	stuck 4:5
representations 17:21	scramble 14:10	skipping 22:13	stuff 21:10 23:1,17
request 6:20 7:1,5,10	Scroggins 7:24 8:13 9:5,19,23 16:4,6	Society 6:8	subject 6:12,14 9:10 12:16
rescind 8:9 9:5,22		south 6:2 25:15	suggest 15:7 19:4
		Spanish 20:15	supplemental 6:18,20

supplementary 7:11	18:7		
system 15:15	turned 20:21		
	TV 20:14		
		W	
T		waiting 4:4	
		wall 23:18 24:19	
talk 20:13 23:20		wanted 14:14 20:10,13	
ten 25:21	U	wanting 15:17	
thing 20:9 21:10 24:15	understand 10:19 15:14	Wars 21:24	
things 23:12	Understood 7:13 8:23	weapons 21:25	
thinking 20:9	unnecessary 8:22	well-versed 22:20	
thought 25:22	update 7:20 8:17 13:13,21 18:3 20:11	window 24:19	
time 8:4,6,8 11:5 12:3 13:9 16:11 19:1,6 21:17	updates 13:18 17:19	withdrawal 9:16	
timeline 10:23 11:5	V	word 20:19	
times 22:14	venture 13:4	works 18:25	
today 6:7,17 7:9	verbiage 21:5 23:16 24:9,19,20	Y	
today's 6:22 7:12	vetted 11:6	years 25:20,21	
topped 15:17,20	viewpoint 5:23 25:11		
traffic 4:5	Vincent 12:11,13,20 18:6	Z	
training 19:2,5	violation 6:25	Z-A-N-E 6:7 25:17	
transition 19:1	voice 8:1	Zane 6:3,6,7 7:14 25:16,17	
traveling 22:1	vote 9:13		
trust	voted 10:5 13:2 17:11 20:2		