

**MINUTES OF THE  
FERNLEY CITY COUNCIL MEETING  
SEPTEMBER 17, 2025**

Mayor Neal E. McIntyre called the meeting to order at 5:00 pm.

**1. INTRODUCTORY ITEMS**

**1.1. Pledge of Allegiance**

**1.2. Roll Call**

**Present:** Mayor Neal E. McIntyre, Councilwoman Felicity Zoberski, Councilman Stan Lau, Councilman Albert Torres, Councilman Ryan Hanan, Councilman Joe Mendoza, Deputy City Manager Lydia Altick, Deputy City Attorney Brandi Jensen, HR Manager Mitzi Carter, City Clerk Kim Swanson, Administrative Specialist I Sandy Harris, City Treasurer Robert Carsonm Building Official Charity Birkel, Planning Director Michele Rambo, Senior Planner Alisa Johansson, Assistant Planner Lisa Warner, Associate Planner Treston Rodriguez, Public Works Director Barry Williams, Deputy Public Works Director Olivia John City Engineer Maria Paz Fernandez, Utilities Director Seong Kim.

**1.3. Public Forum**

Don Maguinn stated he attended the Mayor's Clean Sweep and thought it was well put together. He thanked the Mayor, April Homme and all who donated their time and efforts.

Tammy Dittman stated the City of Fernley should be doing regular inspections on fire hydrants since they haven't been inspected in 10 years.

Bill Willsie expressed concern regarding city staff and the atmosphere at City Hall.

Jim Sullivan expressed concern over city leadership recently stating he wants certain members of Council to start acting like the people we expected when you were elected.

**1.4. (For Possible Action) Approval of Agenda**

**Motion:** MOVE TO APPROVE THE AGENDA. **Action:** Approved, **Moved by:** Councilwoman Zoberski, **Seconded by:** Councilman Joe Mendoza. **Vote:** Passed, **Summary:** Yes 5. **Yes:** Councilwoman Zoberski, Councilman Lau, Councilman Torres, Councilman Hanan, Councilman Mendoza.

**2. CONSENT AGENDA**

**2.1. (Possible Action) Approval of Voucher Report**

**2.2. (Possible Action) Approval of Minutes**

**2.3. (Possible Approval) Approval of Business Licenses**

City Clerk Kim Swanson read the new business licenses.

**2.4. Discussion and possible Action to approve award of the 2025-2027 Biennial Analytical Support contract to SGS North America Analytical Laboratories for an amount not to exceed the unit price per test listed in the submitted bid document.**

**2.5. Discussion and possible Action to approve the award of the Infiltration Basin Cleaning Services to Peek Brothers Construction for an amount not to exceed \$37,000 as listed in the submitted bid document.**

**2.6. Consideration and possible action to approve a Professional Services Agreement with Shaw Engineering for the Water Treatment Plant -Treated Water Reservoir 1 Rehabilitation and Surface Water Improvements in an amount not to exceed \$116,800.**

**2.7. (For Possible Action) Possible action to approve a contract with Kimley-Horn for development of the South Fernley Area Plan in an amount not to exceed \$173,200.**

**2.8. Consideration and possible action to approve the purchase and installation of three insertion valves for the City's water distribution system for an amount not to exceed \$95,865.**

**2.9. Consideration and possible action to authorize Shaw Engineering for the preparation of design documents for the replacement of the microfiltration (MF) reverse flow stainless steel piping at the Fernley Water Treatment Plant for a total cost of \$34,800.**

**2.10. Discussion and possible action to approve the extension of the professional services contract with Stantec for the Highway 50 Loop Design project.**

**2.11. Discussion and possible action to approve a Memorandum of Understanding between the City of Fernley and the City of Yerington to provide temporary court and administrative support to the City of Yerington while it recruits and hires permanent court staff.**

**Motion:** I MOVE TO APPROVE THE CONSENT AGENDA. **Action:** Approved, **Moved by:** Councilwoman Felicity Zoberski, **Seconded by:** Councilman Joe Mendoza. **Vote:** Passed, **Summary:** Yes 5, **Yes:** Councilwoman Zoberski, Councilman Lau, Councilman Torres, Councilman Hanan, Councilman Mendoza.

### **3. REPORTS - this item is for various public entity representatives to provide general information to the Council and public. No action will be taken.**

Sheriff Brad Pope, Lyon County Sheriff's Department, stated that they were happy to participate in the Mayor's Clean Sweep providing an inmate work crew to help along with the community. Response times remain low. There was an incident at the intermediate school, and a male subject was tased and taken into custody no children were present. They are revamping the internal affairs investigation system; it's time to get into modern times. They just hosted a leadership class for all the supervisors to give them the tools to operate successfully and lead the Sheriff's office into the future.

#### **3.1. Reports by City Staff, City Council, and the Mayor, including but not limited to monthly statistical reports by city departments.**

Lydia Altick, Deputy City Manager, announced The Friends of Fernley Animal Services are putting on Howl-O-Ween 5K Walk Run on October 19th at Out of Town Park. Bring your dogs and participate. This supports the Friends of Fernley Animal Services.

Councilwoman Zoberski thanked the Veterans Coalition for putting on the 9-11 Memorial Event. She thanked the Public Works Department for another successful softball tournament at the Out-of-Town Park. The Streets Department has been diligently working up off Sage repairing all the culverts that got washed out during the last rainstorm.

Councilman Torres state that the first annual NAMI Western Nevada Golf Tournament went amazingly well with 56 people signing. The county-wide debt management meeting was held on Monday. That committee agreed to fund \$30 million county-wide for our schools in the County for improvements. \$4.1 million is specifically for Fernley schools. The regional manager for the Economic Development Authority spent a whole day in Fernley looking at the water treatment plant and the sewage treatment plant, and she may be able to get funding. On October 2nd is the annual Boys and Girls Club Awards Dinner. The Truckee Meadows Boys and Girls Club, along with the Fernley Boys and Girls Club have decided to bestow the honor of Distinguished Service Award to the City of Fernley for all the work that Council, the

Mayor, and especially staff have put into getting that first building out there. We are still working with the Truckee Meadows Boys and Girls Club on the funding for the Early Learning Center. September 27th & 28th is the Stay Humble Fall Event Fernley softball tournament at the Out-of-Town Park,

Councilman Mendoza thanked the Fernley Senior Citizens Advisory Committee (FSCAC) for visiting the fire department. They were excited to have the FSCAC learning about their fire department.

Mayor McIntyre congratulated the finance department for receiving a Certificate of Achievement for Excellence in Finance Reporting from the Government Finance Officers Association. The 9-11 Memorial was very heartwarming and thanked the North Lyon County Fire Department, Lyon County Sheriff's Department and the Veteran Coalition. The first Mayor's Recycle and Clean Sweep went very well. There were 119 trucks and trailers that showed up to unload garbage that was going for recycling. It included tires, batteries, bicycles, washers, dryers, refrigerators, paint, and so it was a great success, and there are a lot of people to thank for that; Waste Management, Hero Environmental, Redwood Materials for their collaboration in making this happen here in the community. He also thanked Q&D Construction, ERGS Properties, Buddy Boy Donuts, and Big R. He also thanked the Lyon County Sheriff's Office for bringing over inmates, and they cleaned the Out-of-Town Dog Park, which desperately needed it.

#### **4. PROCLAMATIONS BY THE MAYOR**

Mayor McIntyre proclaimed September 15, - October 15, 2025, Hispanic Heritage Month in the City of Fernley.

#### **5. PRESENTATIONS**

##### **5.1. Presentation by Bridget Posson, Executive Director, American Red Cross Northern Nevada Chapter.**

Bridget Posson, Executive Director, American Red Cross Northern Nevada Chapter, gave a presentation on some of the programs and services they offer the City of Fernley.

Mayor Neal E. McIntyre called for a break: 5:40 pm - 5:47 pm

#### **6. ITEMS REQUESTED BY MAYOR OR CITY COUNCIL MEMBERS**

##### **6.1. Discussion and Possible Action regarding the character, alleged misconduct, and professional competence of Councilman Stan Lau. Possible actions may include, but are not limited to, censure, removal from committee assignments, or expulsion of Councilman Lau pursuant to NRS 266.240, and providing direction to staff regarding next steps as requested by Councilman Mendoza.**

Councilman Mendoza began by apologizing to the community for the lack of response from the city and its leadership regarding the recent arrest and outbursts of Councilman Lau. The outburst and the serious allegations concerning Councilman Lau are wholly unacceptable for anyone entrusted with public office. He asked Councilman Lau to take responsibility for his actions and voluntarily resign from his position. As someone who has made mistakes in the past, he understands the importance of accountability, growth, and change. To be clear, the actions of Councilman Lau do not represent, nor do they reflect, the standards or values of our community. Our community deserves leaders who act with integrity today and not excuses about yesterday. He will continue to stand for accountability, transparency, and values that reflect the very best of our city.

Councilman Lau stated he would not resign his position.

Councilman Hanan stated that when he became aware of this item being added to the agenda, he made several attempts to contact Mr. Mendoza to have a discussion regarding this. There have been a lot of rumors flying around about what apparently happened. He stated he had not seen any evidence. He has not seen anything presented to show that anyone up here is guilty of anything. He's heard accusations, he doesn't have a police report, he doesn't have witness statements. Councilman Lau has the right to due process. Councilman Lau is not allowed to speak. Councilman Lau has a right to present evidence in his defense in a criminal proceeding. He has the right to a fair trial. He has a lot of rights. Our Constitution and the laws of the land and due process dictate that you're innocent until you are proven guilty. He's not here to defend Councilman Lau or the actions of Councilman Lau. He's here to defend his constitutional rights to the presumption of innocence until facts are presented that prove that, beyond a reasonable doubt, he is guilty. He's not here to defend an outburst in public. Councilman Lau must stand on the merits of what he did, and I'm not excusing that. If Councilman Lau goes through that court proceeding, and he is found to be guilty, he has already expressed that he is 100% on board for whatever this body feels is necessary. He stressed that these processes need to go through the proper format. He would like this process to continue in the proper way and make a decision when we have the information we need. He asked Council to please consider that, and to move this item to a future date.

Councilman Torres stated that it is his understanding of the agenda item, because due process has not been completed with the other incident in public, that this item is about the violent outbursts during an April budget hearing, and a violent outburst regarding a May budget hearing made by the Councilman. So, with that understanding, both of those events happened in public, during a public council meeting with all the departments here as witnesses and with all the council that is here. The written report on those investigations is still pending. However, with those recordings being part of the public record, he believes that we can decide on those two items and totally not involve anything happening between the Councilman and the gentleman from the public. Telling me to go outside and go to the parking lot is a threatening, violent act. A violent act, by definition, is a violent action towards another person in the performance of their duty as a public official. The city has a statutorily and by city code, duty to protect its employees, which includes the Council and its citizens, from violent acts in the workplace.

Rebecca Bruch, PoolPact Attorney, (zoom) stated that she has been assigned to oversee certain matters, including the investigations related to the topic. She cautioned that those investigations are not complete. There is an outside investigator who is conducting them. They need to remain confidential and not discussed at this point in time. There's nothing black and white about any of these issues and how to handle them. There are different approaches, different interpretations of the law. There's no reason why you couldn't pull up a public record and discuss it if you want to discuss it. The confidentiality of those current pending investigations is her advice to Council in order to make sure that everybody's due process rights are protected. Those investigations were put in place based on allegations that were reported to your insurance company by members, and she stepped in to help respond properly. When someone makes a complaint, whether it's an elected official or an employee, you have obligations to do an investigation. Her goal is to protect the integrity of those investigations. So whatever decisions you make, ultimately, are defensible.

Deputy City Attorney Jensen stated that Councilman Lau had been noticed and the list of topics that were provided to Mr. Lau is discussion and possible action relating to the following: regarding the character, alleged misconduct, and professional competence of Councilman Lau. Possible actions may include, but are not limited to, censure, removal from committee assignments, or possible expulsion of Councilman Lau pursuant to NRS 266-240, and providing directions to staff regarding next steps due to the conduct during the Council City Council Budget Meeting held on April 3rd, 2025, and a second item is Lyon County Sheriff's Office Case Number 25LY03245.

Councilwoman Zoberski stated it was two separate meetings and hopes that they are not mixing them together. It feels like something that we're revisiting again, when it's something that could have happened very easily with a public statement from the city, just reassuring our citizens that we know that this happened, this is what we're doing. Not saying anything says a lot. As far as PoolPack goes, if the video is public record and anybody can pull it up, why that's not something they would be allowed to discuss.

Mayor McIntyre stated that at the next meeting, Councilman Lau publicly apologized to Councilman Torres and shook hands. When it happened, he did call for a recess and asked Councilman Lau to leave the meeting. He could have made a statement later, but with the investigations and everything that was going on he made no attempt to make a comment on what had happened because of the investigation.

Councilman Mendoza gave Councilman Lau another opportunity to resign publicly and voluntarily.

Councilman Stan Lau stated no.

Deputy City Attorney Jensen stated that for clarification council members adopted policies to discipline their own members through various actions. One of those is through a censure. A censure is the equivalent of either a public verbal or written reprimand that is placed into the record and is a public record from that point forward. This is equivalent to an employee's reprimand.

Councilman Lau stated NRS 281A.420 requires him to disclose a potential conflict of interest. This matter before the body is related to his private capacity and city capacity. He has professional and pecuniary interest in this matter. These would affect the independence of judgment of a reasonable person in his situation. To avoid the appearance of any impropriety, he is abstaining from voting in this matter.

**Motion:** I MOVE TO APPROVE A RESOLUTION OF A CENSURE FOR THE CITY OF FERNLEY IN NEVADA. CENSURE OF COUNCILMAN STAN LAU. WHEREAS MEMBERS OF THE CITY COUNCIL ARE ELECTED TO REPRESENT THE COMMUNITY WITH INTEGRITY, PROFESSIONALISM AND RESPECT. WHEREAS THE CONDUCT OF COUNCILMAN STAN LAU, INCLUDING HIS RECENT ARREST, REPEATED OUTBURSTS DURING PUBLIC MEETINGS, HAS REFLECTED POORLY ON THE CITY OF FERNLEY AND UNDERMINED THE TRUST AND CONFIDENCE OF THE CITIZENS AND WHEREAS SUCH CONDUCT CONSTITUTES BEHAVIOR UNBECOMING OF A COUNCIL MEMBER, DAMAGES THE CREDIBILITY OF THE GOVERNING BODY, AND MISREPRESENTS BOTH THE CITY AND THE RESIDENTS FROM THE COUNCIL HE HAS SWORN TO SERVE. AND WHEREAS IT IS THE DUTY OF THE FERNLEY CITY COUNCIL TO HOLD ITSELF ACCOUNTABLE, AND TO ENSURE THAT INDIVIDUAL ACTIONS DO NOT COMPROMISE THE DIGNITY, SAFETY, REPUTATION OF THE CITY OR ITS COMMUNITY MEMBERS. NOW, THEREFORE, BE IT RESOLVED THAT THE CITY OF FERNLEY COUNCIL DOES HEREBY CENSURE COUNCILMAN STAN LAU FOR CONDUCT UNBECOMING OF A COUNCILMEMBER. AND BE IT FURTHER RESOLVED THAT COUNCILMAN STAN LAU IS HEREBY REMOVED FROM ALL COMMITTEE ASSIGNMENTS AS DIRECTED TO REFRAIN FROM ANY BEHAVIOR THAT MISREPRESENTS, DISCREDITS, OR OTHERWISE HARMS THE CITY OF FERNLEY, ITS RESIDENTS, OR THE INTEGRITY OF THIS COUNCIL. BE IT FINALLY RESOLVED THAT THIS COUNCIL, IN PASSING THIS RESOLUTION, AFFIRMS ITS COMMITMENT TO ACCOUNTABILITY, TRANSPARENCY AND THE UPHOLDING OF THE HIGHEST STANDARD OF THE CONDUCT AND SERVICE TO THE CITIZENS OF FERNLEY. **Action:** Approved, **Moved by:** Councilman Joe Mendoza, **Seconded by:** Councilman Albert Torres. **Vote:** Passed, **Summary:** Yes 3, No 1, Abstained 1. **Yes:** Councilwoman Zoberski, Councilman Torres, Councilman Mendoza, **No:** Councilman Hanan, **Abstain:** Councilman Stan Lau.

Councilman Mendoza raised a Point-Of-Order stating on August 18, 2025, Councilman Hanan used a credit card to post bail in the amount of \$2,240 on behalf of Councilman Lau. Given this direct financial involvement, he stated that Councilman Hanan should have recused himself from deliberation or voting

on the item, as his financial ties to Councilman Lau are directly connected to the subject matter. Does this constitute a conflict of interest, or an ethical violation under applicable law, policy, or council rules.

Rebecca Bruch stated that she is not the Ethics Commission, so if an ethics complaint is brought against Councilman Hanan, then that would be a determination made by that commission.

Mayor Neal E. McIntyre read the list of committees that Councilman Stan Lau will be removed from:

Capital Improvements Committee  
Nevada League of Cities  
Western Nevada Development District  
Alternate on City-County Room Tax Board  
Neighborhood Watch Representative  
Northern Nevada Development Authority  
Regional Transportation Commission  
The STEM Committee

**6.2. Discussion regarding the character, alleged misconduct, and professional competence of Councilman Joe Mendoza and Case #MA030119-01 (ATP-MA030119-01) as requested by Councilman Hanan.**

Councilman Hanan stated this item was possible rebuttal evidence and discussion on Councilman Mendoza and the case number referenced and has nothing further.

Councilman Mendoza stated he wanted to bring it to light and make it public knowledge, and he also will be submitting this evidence into the record. He discussed the communications that Councilman Hanan brought up. The text to him from Councilman Hanan was quote "I've added something to the agenda that can be pulled by 5pm. I'd like to discuss this with you; time is of the essence." The only agenda item Councilman Hanan added was item 6.2, which specifically referenced Councilman Mendoza's past when he was 19 years old. He interpreted this message as an attempt to pressure and intimidate him, leveraging his past mistakes that he has never hidden from anybody to dissuade him from bringing forward his agenda request regarding Councilman Lau. Councilman Mendoza stated that he would not be intimidated, not by Councilman Hanan, the Mayor or anybody on this council. His role as a council member is to stand for what is right, and for what best serves our community. That is the oath he took, and a commitment he will continue to uphold. For full transparency, he will be adding the communication Councilman Hanan sent to him into our official meeting minutes.

Councilman Hanan stated he was not noticed and will be filing the appropriate complaints.

Mayor Neal E. McIntyre called for a break: 6:33 pm - 6:44 pm.

Mayor McIntyre stated that there has been a lot of adversity among the Council. We need to put our differences aside, we need to put personalities aside, and we need to put our egos aside and start doing what is best for the citizens of Fernley. This council can make this a great place for people that want to live here and bring in more amenities. He'd like to see this council work together in moving this city forward to be the best that we can be.

## **7. PUBLIC HEARINGS**

**7.1. (For Possible Action) Discussion and possible action regarding a request from the Planning Department to amend the home occupation use standards contained in Fernley Municipal Code, Title 32, Chapter 7, Section 200 (Bill 364, CA25003).**

Alisa Johansson, Senior Planner, stated the Planning Department seeks to refine the standards for home occupations. These changes seek to enhance the compatibility of home occupations with their residential surroundings, reduce conflicts, streamline enforcement, and simplify licensing. Staff also included revisions to the allowances for storage, associated vehicles, and employees. These amendments are intended to minimize the outward scope and scale of the businesses to address community concerns such as visual impacts, spillover parking, and additional trips generated to and from the site. There were also some questions raised related to some of the prohibited home occupations. We've added a new prohibited home occupation list. A question that was raised concerned cosmetology. The reason that we've chosen to exclude that as a home occupation is because the Cosmetology Board of Nevada has some very strict requirements that are not compatible with a home occupation use as a residential accessory use. This code update would only apply to new business licenses. Any existing established home occupations are considered legally established and would be allowed to continue operations. At the August 13th meeting, the City of Fernley Planning Commission unanimously voted to recommend approval of the proposed development code text amendment. The first reading of the proposed bill was conducted at the September 3rd City Council meeting.

**Public input:**

Dave Zimmerman (Zoom) does small engine repair at his shop in Reno and brings them to his house in Fernley for pick up. Will these changes affect him?

Alisa Johansson, Senior Planner, explained that even if he were to obtain a home occupation business license, he would be allowed up to 5 client visits per day, and the type of repairs that you're asking about are not included on our prohibited list.

Leah Worthington (Zoom) asked how Council will address legal counsel that was unmuted on Zoom sharing pertinent information.

Mayor McIntyre stated she could address her concerns to him via email at [mayor@cityoffernley.org](mailto:mayor@cityoffernley.org).

**Motion:** I MOVE TO APPROVE AND ADOPT BILL 364 ASSOCIATED WITH CA25003 AMENDING THE USE STANDARDS FOR HOME OCCUPATIONS AS PROPOSED AND PRESENTED BY STAFF.

**Action:** Approved, **Moved by:** Councilman Stan Lau, **Seconded by:** Councilman Ryan Hanan. **Vote:** Passed, **Summary:** Yes 5. **Yes:** Councilwoman Zoberski, Councilman Lau, Councilman Torres, Councilman Hanan, Councilman Mendoza.

**7.2. (For Possible Action) Discussion and possible action regarding Bill #362 (associated with CA25002) to revise Section 32.09.090(i) (Landscaping and Screening) of the City of Fernley Development Code to update the location and design requirements and other specifications for trash enclosures and update the screening requirements for mechanical and electrical equipment and facilities.**

Lisa Warner, Assistant Planner, stated recent commercial projects have shown that the current requirements in the Fernley Development Code for trash enclosures and mechanical and electrical screening are vague and unclear. It was determined that more specific requirements should be added to the development code. These requirements will make it easier for staff to enforce the requirements, ensure consistent and compliant trash enclosures, and mechanical and electrical equipment and facility screening throughout the City of Fernley. Planning Commission voted 6-1 on August 13, 2025, to recommend City Council approve this code amendment. As new requirements will be enforced on future development, no existing developments will be held to this new standard unless there are proposed improvements. For proposed trash enclosures, we've added location, height, enclosure construction

materials, gate construction materials, concrete floors with a service apron, and spill containment systems for restaurants or similar uses. Proposed changes for mechanical and electrical, we've changed the screening height. We require screening of ductwork, antennas, and satellite dishes that were not required in our previous code. We're also changing that chain-link fences can only be used in industrial zones. At the first reading Councilman Mendoza mentioned that he wanted to see something about the screening to meet manufacturer specifications to monitor airflow, so that has been added in.

Councilman Joe Mendoza inquired if this would pertain to new businesses going into an existing building. He also asked for an explanation on the satellite screening.

Lisa Warner, Assistant Planner, stated that this will be for new structures only.

Michele Rambo, Planning Director, stated that satellite screening will be for commercial and industrial. If you have a large satellite dish on your building, or on your commercial or industrial property, then it will need to be behind a fence. This is not for residential properties.

There was no public input.

**Motion:** I MOVE TO PASS, APPROVE AND ADOPT BILL #362 ASSOCIATED WITH CAS25502 AS PRESENTED BY STAFF. **Action:** Approved, **Moved by:** Councilman Stan Lau, **Seconded by:** Councilman Ryan Hanan. **Vote:** Passed, **Summary:** Yes 5. **Yes:** Councilwoman Zoberski, Councilman Lau, Councilman Torres, Councilman Hanan, Councilman Mendoza.

## 8. ORDINANCES

### 8.1. Discussion and Possible Action, First reading of Bill #368 regarding whether to allow delivery services to deliver alcoholic beverages sealed by covered food establishments within City limits.

Kim Swanson, City Clerk, stated that there was a number assigning error, so the bill being introduced tonight is Bill Number 369. This Bill is derived from AB 375 that was enacted during the 83rd legislative session. This bill is commonly referred to as the Cocktails to Go Bill, as it allows the off-premises delivery of alcoholic beverages. This law requires local jurisdictions to establish ordinances that permit certain food establishments, specifically restaurants, that are already licensed for on-premises alcohol sales, to sell and deliver sealed alcoholic beverages for off-premises consumption. The bill permits third-party delivery services to manage alcohol deliveries on behalf of these restaurants. Staff recommend that restrictions be placed to just delivering cocktails to residential addresses, hotels, motels, and RV trailer parks to ensure responsible service. The implementation of this bill is anticipated to create a new revenue stream for the 22 qualified restaurants within our city. It is ultimately the decision of the City Council to allow these cocktail-to-go deliveries.

## 9. STAFF REPORTS

### 9.1. Discussion and Possible Action to revise the offer letter for the City Clerk.

Kim Swanson, City Clerk, requested to add a 6-month severance agreement to her offer letter, should the Mayor or City Council decide to terminate her as City Clerk.

**Motion:** I MOVE TO APPROVE THE UPDATE TO THE CITY CLERK'S OFFER LETTER. **Action:** Approved, **Moved by:** Councilman Albert Torres, **Seconded by:** Councilman Joe Mendoza. **Vote:** Passed, **Summary:** Yes 5. **Yes:** Councilwoman Zoberski, Councilman Lau, Councilman Torres, Councilman Hanan, Councilman Mendoza.

## **9.2. Discussion and possible Action to approve the reclassification of Administrative Specialist II to Utilities Project Coordinator.**

Seong Kim, Utilities Director, stated that the utilities hired an Administrative Specialist II about 5 months ago. When she started her job, she was immediately put into a job which was above and beyond her normal administrative assistant duties, mainly due to an overwhelming need to help with the engineering project management level of work. We recommend changing this Administrative Specialist position to a Project Coordinator position to reflect the quality, quantity and the level of work she must carry out. This new classification is distinguished from Administrative Specialist by the performance of more complex and higher tasks and duties. Currently, more than half of her time is devoted to this engineering project management-related work. This is not to request an additional position, but to expand the job requirements to accommodate the demands. Mr. Kim stated she is very capable of handling all the other projects, and engineering project management style level of work besides administrative assistant work. The job she is handling is way above and beyond her original requirements. She was hired as an administrative assistant, but what she's doing now is more than that work, including an engineering project management style of work, which requires a lot higher knowledge and experience to do that. She deserves recognition for doing this job. We are not asking for another position.

Mitzi Carter, Human Resource Manager, stated that she has passed her probationary period of one year. She would be eligible for a 30-day probationary period under a new classification per the Policy Procedures Manual.

Councilman Mendoza asked if this employee is under contract through a CBA. If this is approved already, and in a contract with the union why was this not brought to Council for approval? If there's an MOU in place or a revision to the contract, who approves and assigns the new CBA?

Mitzi Carter, HR Manager, stated that this position has been negotiated with the union and has been approved. We had a meeting with the union today, and she has it on record through her emails.

Councilman Mendoza stated he does not think a new job description can be approved if we haven't even reviewed the contract that is tied to that job description.

Councilman Torres stated she is already working outside her job description, which should not be done. He suggested that we have discussions and bring this back. He wanted to make sure she's not working outside of her job description until we get to that point.

**Motion:** I MOVE TO BRING THIS BACK AT OUR NEXT MEETING. **Action:** Approved **Moved by:** Councilman Albert Torres, **Seconded by:** Councilman Joe Mendoza. **Vote:** Passed, **Summary:** Yes 5. **Yes:** Councilwoman Zoberski, Councilman Lau, Councilman Torres, Councilman Hanan, Councilman Mendoza.

## **9.3. Discussion and possible Action to approve the appointment of Deputy City Manager, Lydia Altick, as the Acting City Manager during the recruitment process for a new City Manager.**

Mayor McIntyre apologized to Council for not bringing this item sooner. He explained he didn't think it would take this long to recruit, and it is hard for him to juggle being Mayor, as well as the Acting City Manager running the day-to-day operations therefore, he asked her to take over.

**Motion:** I RECOMMEND MOVING FORWARD WITH APPOINTING LYDIA ALTICK AS THE ACTING CITY MANAGER DURING THE RECRUITMENT PROCESS FOR A NEW CITY MANAGER. **Action:** Approved. **Moved by:** Councilman Stan Lau, **Seconded by:** Councilman Ryan Hanan. **Vote:** Passed, **Summary:** Yes 4, No 1. **Yes:** Councilwoman Zoberski, Councilman Lau, Councilman Torres, Councilman Hanan, **No:** Councilman Mendoza.

## 10. PUBLIC FORUM

Fran McKay stated that while she was on council there was an incident when Stan Lau got loud and aggressive. Mayor Edgington had to take him to the back and cool him down before we could resume our meeting.

Tom Dunn (zoom), Vice President of the Reno Firefighters Association and District Vice President for the Professional Firefighters in Nevada, stated that while they were discussing item 6.2 and took a recess, your PoolPact attorney made some unprofessional comments about the process that took place to include, addressing, one council member by name specifically, which was Councilman Torres.

Tessa Garvin (zoom) stated that the PoolPact attorney was extremely unprofessional. She also addressed Councilman Hanan and stated that he is very good for his constituents, the community, and for the City of Fernley. She encouraged him to think hard this issue with Councilman Lau. If anybody else were to do anything like this, she knows he would be the first person to say that's not right.

Michael Oaks (zoom) saw the social media posts on the news and wanted to make a comment based on what he heard tonight. He, too, heard the PoolPact attorney make comments about wanting to turn her license into the State and hopes everything works out for her. He's confused that Councilman Hanan can see certain events that are threatening, but yet other events he finds not threatening at all and wanted to put it on the record.

Tammy Dittman stated she has been at City Council meeting where Councilman Lau has been rude, obnoxious, angry, and she has called them out on public comments about it in the past.

Becki Howlett asked what the sanctions were and the list of committees the Councilman Lau is on.

Mayor McIntyre asked to recall agenda item 6.1 for the purpose of reading off the committees that Councilman Stan is on and that he will be removed from.

Michael Moore thanked Councilman Mendoza for bringing the issue with Councilman Lau forward. A lot of people felt like it was getting brushed underneath the table

Myla Moore stated that Councilman Hanan was trying to be a good friend but became an enabler. If you really want to help your friend, you should look at the whole picture, and not just one incident. But what has been built here by many, many voices on the phone, in the audience, on the panel, is a whole character picture of somebody that's unstable and highly escalated in various incidents, not with one person, but with multiple.

Linda Carr asked if there was going to be a fence put up around the Boys & Girls Club and if the city has a bully policy.

Roy Edgington stated he was very disappointed in the behavior from City Council tonight. He this infighting must stop.

## 11. ADJOURNMENT

There being no further business to come before it, the Fernley City Council meeting adjourned at 8:00 pm.

Approved by the Fernley City Council on October 15, 2025, by vote of:

AYES 5 NAYS: 0 ABSTENTIONS: 0 ABSENT: 0

  
Mayor Neal E. McIntyre

  
ATTEST: City Clerk Kim Swanson

## Sandy Harris

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**From:** noreply@civicplus.com  
**Sent:** Wednesday, September 17, 2025 12:42 PM  
**To:** City Clerk  
**Subject:** Online Form Submittal: Public Input Form

If you are having problems viewing this HTML email, click to view a [Text version](#).

### Public Input Form

The Public may comment on any matter that is not specifically included on an agenda as an action item or comment on a specific agenda item. Items not included on the agenda for which you are submitting a comment, cannot be acted upon other than to place them on a future agenda. Additionally, if you wish you can comment in person at the meeting or use the Raise your Hand feature in Zoom (\*9 if you are participating via phone). Public comments are limited to three (3) minutes. Public Comments submitted prior to 4:00 pm the day of the meeting will be provided to board members and added to the record but WILL NOT BE READ during the live meeting. Any public input received after 4 pm the day of the meeting will be included in the record but may not reach board members before action is taken.

Submitted by:\* Leah Worthington

Email Address: leah.anne@sbcglobal.net

Phone 5307989510

Number:

Address: 1634 Burger Rd Fernley NV 89408

Meeting(s) City Council Meeting

where your  
concern should  
be expressed:\*

Meeting Date(s):\* Sept 17, 2025

Date(s):\*

Comments: \* I would like to ask the City Council that they consider how to be transparent with the public and fairly hold each other accountable. It appears as though there is no protocol or policy and due to friendships and alliances the issue with councilman Lau is being hidden from the public. I feel that the city should make press releases in regards to serious matters of this nature similar to those we see from Sherriff Brad Pope. They should acknowledge the arrest and clearly state how they will deal with it. Additionally, I ask that you consider precedence and that how this is dealt with be considered as an appropriate measure regardless of who it is. I feel that this would have been handled different if it was a different member. For a better Fernley and more unity on the council, please keep the process transparent, open to the public and consider it to be precedence in how everyone in an elected office would be treated if they did the same thing.

\* indicates required fields.

View any uploaded files by [signing in](#) and then proceeding to the link below:

<http://www.cityoffernley.org/Admin/FormHistory.aspx?SID=9902>

The following form was submitted via your website: Public Input Form

Submitted by:: Leah Worthington

Email Address: : leah.anne@sbcglobal.net

Phone Number:: 5307989510

Address: : 1634 Burger Rd Fernley NV 89408

Meeting(s) where your concern should be expressed:: City Council Meeting

Meeting Date(s):: Sept 17, 2025

Comments: : I would like to ask the City Council that they consider how to be transparent with the public and fairly hold each other accountable. It appears as though there is no protocol or policy and due to friendships and alliances the issue with councilman Lau is being hidden from the public. I feel that the city should make press releases in regards to serious matters of this nature similar to those we see from Sherriff Brad Pope. They should acknowledge the arrest and clearly state how they will deal with it. Additionally, I ask that you consider precedence and that how this is dealt with be considered as an appropriate measure regardless of who it is. I feel that this would have been handled different if it was a different member. For a better Fernley and more unity on the council, please keep the process transparent, open to the public and consider it to be precedence in how everyone in an elected office would be treated if they did the same thing.

Additional Information:

Form submitted on: 9/17/2025 12:41:31 PM

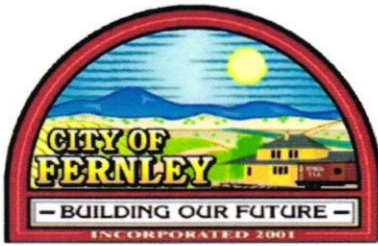
Submitted from IP Address: 24.205.196.38

Referrer Page:

<https://www.cityoffernley.org/Search?searchPhrase=Public%20Input%20Form&pageNumber=1&perPage=10&departmentId=-1>

Form Address: <http://www.cityoffernley.org/Forms.aspx?FID=175>

Fcc 9-17-2025



# Official Public Meeting Sign-in Sheet for the Record

[illegible]

submitted  
9/17/25

## Resolution of Censure

City of Fernley, Nevada

### Subject: Censure of Councilman Stan Lau

WHEREAS, members of the Fernley City Council are elected to represent the community with integrity, professionalism, and respect; and

WHEREAS, the conduct of Councilman Stan Lau, including his recent arrest and repeated outbursts during public meetings, has reflected poorly on the City of Fernley and undermined the trust and confidence of its citizens; and

WHEREAS, such conduct constitutes behavior unbecoming of a Councilmember, damages the credibility of the governing body, and misrepresents both the City and the residents whom the Council is sworn to serve; and

WHEREAS, it is the duty of the Fernley City Council to hold itself accountable and to ensure that individual actions do not compromise the dignity, safety, or reputation of the City or its community members;

NOW, THEREFORE, BE IT RESOLVED that the Fernley City Council does hereby censure Councilman Stan Lau for conduct unbecoming of a Councilmember; and

BE IT FURTHER RESOLVED that Councilman Lau is hereby removed from all committee assignments and directed to refrain from any behavior that misrepresents, discredits, or otherwise harms the City of Fernley, its residents, or the integrity of this Council.

BE IT FINALLY RESOLVED that this Council, in passing this resolution, affirms its commitment to accountability, transparency, and the upholding of the highest standards of conduct in service to the citizens of Fernley.

Submitted  
9/17/25

Joseph Mendoza &lt;mendoza2024ward5@gmail.com&gt;

**FW: Bail Payment Information for Stanley Lau**

1 message

**Joe Mendoza** <jmendoza@cityoffernley.org>

Wed, Sep 17, 2025 at 1:21 PM

To: Joseph Mendoza &lt;mendoza2024ward5@gmail.com&gt;

Joe Mendoza

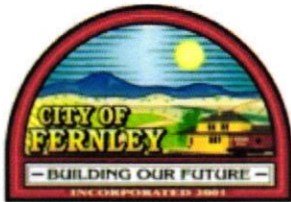
Councilman – Ward 5

City of Fernley

595 Silver Lace Boulevard,

Fernley, NV 89408

T. 775.784.9856

Email: [jmendoza@CityofFernley.org](mailto:jmendoza@CityofFernley.org)Website: <http://www.cityoffernley.org>

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**From:** Nicole Cisneros <[ncisneros@lyon-county.org](mailto:ncisneros@lyon-county.org)>**Sent:** Tuesday, September 2, 2025 9:48 AM**To:** Joe Mendoza <[jmendoza@cityoffernley.org](mailto:jmendoza@cityoffernley.org)>**Subject:** Bail Payment Information for Stanley Lau

Good morning,

Submitted  
9/17/25

You don't often get email from [ncisneros@lyon-county.org](mailto:ncisneros@lyon-county.org). [Learn why this is important](#)

As requested, please find below the information regarding Stanley Lau's bail:

According to our records, on August 18, 2025, the full bail amount of \$2,240 was paid by credit card by an individual named Ryan Hanan.

--

Nicole Cisneros

Control Room Operator Supervisor

Crisis Negotiations Team Leader

Lyon County Sheriff's Office

Detention Facility

Phone: 775-463-6600 ext.1009

[ncisneros@lyon-county.org](mailto:ncisneros@lyon-county.org)

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19:13

2:03



Submitted  
9/17/25



58



Ryan Hannan >

Text Message • RCS

Today 15:02

Hey Joe this is Ryan Hanan. Id like to speak with you asap if possible

15:02

Can you please can me back

15:02

Call

15:02

I've added something to the agenda that can be pulled by 5pm. Id like to discuss with you. Time is of the essence

15:25



Text Message • RCS

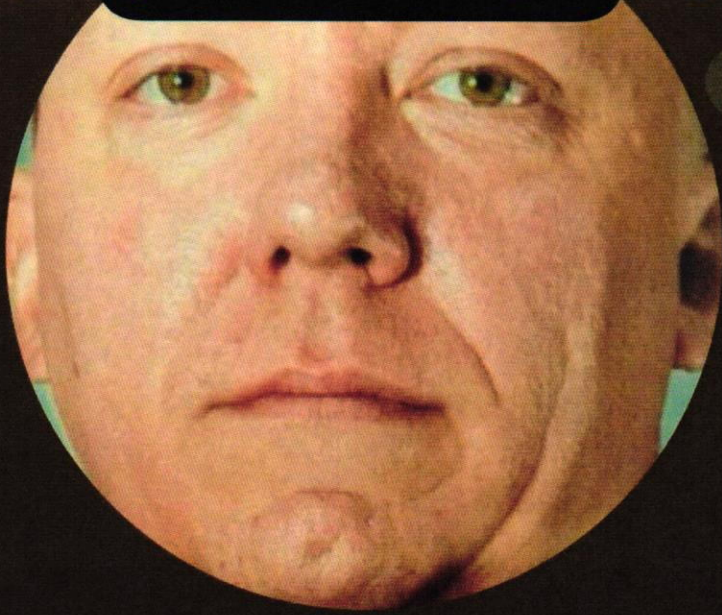
Submitted  
9/17/25

09:21

7:43

<

Edit



Ryan Hannan

message

call

video

mail

\$ pay

September 10, 2025

15:01 Missed Call ☒

Calls with a checkmark have been verified by the carrier.



Contact Photo & Poster

mobile

+1 (510) 693-6954

Submitted  
9/17/25

09:21

7:30

.....



Edit

M

Mayor Neal McIntyre



message



call



video



mail



pay

September 10, 2025

14:17 Missed Call

Calls with a checkmark have been verified by the carrier.

M

Contact Photo & Poster



City Office

(775) 784-9857

FaceTime



Notes



Favorites



Recents



Contacts



Keypad



Voicemail

22

12:17

23m



Submitted  
9/17/25

Edit

All

Missed



**Ryan Hannan**

✓ mobile

Yesterday 



day 



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**Mayor Neal McIntyre**

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Favorites



Recents



Contacts



Keypad



Voicemail

23