

**MINUTES OF THE
FERNLEY CITY COUNCIL MEETING
JANUARY 7, 2026**

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, City Attorney Aaron Mouritsen, HR Manager Mitzi Carter, City Treasurer Robert Carson, City Clerk Kim Swanson, Deputy City Clerk Sandy Harris, Building Inspector Charity Birkel, Planning Director Michele Rambo, Associate Planner Treston Rodriguez, Public Works Director Barry Williams, Utilities Director Seong Kim. **Absent:** Acting City Manager Lydia Altick.

1.3. Public Forum

Lowell Patton, President of Main Street Fernley, gave an update on the "Drive to It, Not Thru It" campaign. They were awarded a \$32,000 grant from Nevada Main Street and the Governor's Office of Economic Development for a project at the Main Street Art Park. They are going to put in a metal art gazebo. That grant also includes geotechnical reporting, grading reporting, and drainage reporting allowing future improvements to the west side of the park. They closed out their 2024 grant, which was for the crosswalk at the end of Silver Lace across to the west end of the Main Street Art Park. They have the 2026 Facade Grant Program open.

Bill Willsie thanked the candidates that are going to be interviewed for the City Manager's position for showing an interest in the city and coming and presenting themselves.

Tammy Dittman thanked Public Works Director Barry Williams for keeping her informed about hydrants.

John Reichlein expressed concerns regarding the Carson Truckee Irrigation District's practice of piling up muck that was dredged from the canal and placed along the edge of the dikes. He asked the City Council to make concerted efforts to have this procedure terminated as soon as possible with Truckee Carson Irrigation District. He also asked for periodic updates on the status of the canal.

1.4. (For Possible Action) Approval of Agenda

Motion: I MOVE TO APPROVE THE AGENDA. **Action:** Approved, **Moved by:** Councilman Stan Lau, **Seconded by:** Councilwoman Felicity Zoberski. **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

2.4. Possible action to approve a Professional Services Contract with Taney Engineering for the development of a Comprehensive Request for Proposals (RFP) for Surface Water Plant Improvements for a total cost of \$25,000.

2.5. Possible Action to authorize the execution of the water rights banking and dedication agreement between, Jose Ogana Castillo and Joseline Paule Castillo, in their capacity as Trustees of the 2022 Jose O. & Joseline P. Castillo Trust dated 2/25/2022 and the City of Fernley, APN 021-111-47 and 021-111-48 TCID serial numbers 1022-2 and 1022-2-D in the amount of 4.5 acre feet annually.

2.6. Possible discussion and action to approve the award of the annual 2025-2026 Annual Materials Supplier Contract to Western Nevada Supplier in an amount not to exceed the unit pricing listed in the attached inventory pricing list.

2.7. Possible Action to Approve the Mayor's Appointments to various Boards and Committees.

Mayor's appointments:

Capital Improvement Committee - Councilman Hanan, Councilwoman Zoberski

Nevada League of Cities - Councilwoman Zoberski, City Attorney's Office, Councilman Torres

Western Nevada Development District - Mayor, Acting City Manager Lydia Altick, Councilman Torres, Alternate Councilman Mendoza.

Lyon County Room Tax Board - Councilman Mendoza, Alternate Councilman Hanan

Neighborhood Watch Representative - There is no committee, so we are disbanding.

Art & Culture Committee - Councilwoman Zoberski, April Homme

Northern Nevada Development Authority - Mayor, Councilman Torres, Councilman Mendoza, Alternate Councilwoman Zoberski

Regional Transportation Commission - Councilman Torres, Alternate Councilman Hanan

STEM Committee - Councilman Hanan, Alternate Councilwoman Zoberski

Motion: I MOVE TO APPROVE THE COMMITTEES AND SELECTIONS AS STATED. **Action:** Approved, **Moved by:** Councilman Albert Torres, **Seconded by:** Councilman Ryan Hanan. **Vote:** Passed, **Summary:** Yes 5. **Yes:** Councilwoman Zoberski, Councilman Lau, Councilman Torres, Councilman Hanan, Councilman Mendoza.

2.8. Possible Action to Adopt Resolution 25-017, appointing Ryan Hanan as Mayor Pro Tem for a one-year term expiring December 31, 2026

Motion: I MOVE TO APPROVE THE CONSENT AGENDA WITH 2.8 REMOVED. COUNCILWOMAN ZOBERSKI HAS AGREED TO DO TWO-YEAR TERM FOR MAYOR PRO TEM. **Action:** Approved, **Moved by:** Councilman Ryan Hanan, **Seconded by:** Councilman Stan Lau. **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.

Chief Deputy Brantingham, Lyon County Sheriff's Office, gave an update on the preparation of the annual reports. He reported there was an incident on December 28 with a gentleman throwing rocks at businesses. He was apprehended and taken into custody for 5 counts of destruction of property. New Year's Eve was peaceful.

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

City Clerk Kim Swanson announced that Sandy Harris has been promoted to Deputy City Clerk.

4. PROCLAMATIONS BY THE MAYOR

None at this time

5. ORDINANCES

5.1. (For Possible Action) - Introduction and first reading of Bill #371 in association with CA25005, a Code Amendment initiated by the City of Fernley to amend Title 32, Chapter 6, Section 150-2 (Use Table) of the Development Code to allow the use of "Recreational Facility, Major" in the I (Industrial) zoning district with a Conditional Use Permit.

Treston Rodriguez, Associate Planner, presented the first reading of Bill #371

5.2. (For Possible Action) Introduction and first reading of a request from the Planning Department to amend the City of Fernley Development Code, Title 32, Chapter 9, Section 70 (Grading) and Chapter 2, Section 30 (Definitions), to add definitions for "Grubbing," "Standard Grading," and "Engineered Grading," and to clarify grading permit thresholds, slope limitations, erosion and dust control, inspection, bonding, and enforcement requirements (Bill #370, CA25004).

Treston Rodriguez, Associate Planner, presented the first reading of Bill #370.

5.3. For Possible Action: Introduction and first reading of Bill #375, a Code Amendment initiated by City Councilman Torres to amend Title 2, Chapter 2, Section 4 (Powers and duties of the city manager (b) Exceptions to authority; updating the evaluation process.

Aaron Mouritsen, City Attorney, presented the first reading for Bill #375.

6. STAFF REPORTS

6.1. (For Possible Action) Interviews and consideration of the three (3) candidates for the City Manager position, and possible appointment of an applicant for the City Manager position. The Council may consider the character and professional competence of the following candidates for the City Manager position: Sean Grayson, Amy Stephenson, and Andy Ramirez.

Eric VonSavage, CPS HR Consulting, stated that they are a joint power authority that specializes in the public sector, and they were contracted by the City of Fernley to assist with the city manager search. He provided the Council with a packet for each candidate which included the candidate's profile, their resume, and additional information that they provided in the screening process. He introduced the candidates, Andy Ramirez and Amy Stephenson.

The Council asked Andy Ramirez a series of questions.

Mayor Neal E. McIntyre called for a break - 6:00–6:09.

The Council asked Amy Stephenson a series of questions.

Mayor Neal E. McIntyre called for a break - 6:24 - 7:24

After the break, Mayor McIntyre thanked Amy Stephenson and Andrew Ramirez for the interview process and stated he will not be bringing either of the candidates forward for the City Manager position.

6.2. Discussion and Possible Action to negotiate and approve the offer letter with the selected city manager candidate.

Not addressed.

7. ITEMS REQUESTED BY MAYOR OR CITY COUNCIL MEMBERS

7.1. Discussion and possible action regarding canceling the July 1, 2026, City Council Meeting due to City of Fernley 25th Anniversary events. (Councilman Hanan)

Councilman Ryan Hanan asked to table his to the next meeting.

Motion: I MOVE TO TABLE THIS TO THE NEXT MEETING. **Action:** Approved, **Moved by:** Councilman Ryan Hanan, **Seconded by:** Councilman Stan Lau. **Vote:** Passed, **Summary:** Yes 5. **Yes:** Councilwoman Zoberski, Councilman Lau, Councilman Torres, Councilman Hanan, Councilman Mendoza.

8. ADDRESS REQUEST(S) FOR FUTURE AGENDA ITEMS

Mayor Neal E. McIntyre stated now we will be looking at some of the other candidates that applied for the City Manager position and see if they're still interested. Council has asked the Mayor to try to form a committee that would be apprised of the Sheriff, Chief Bunn of North Lyon Fire, and maybe a councilperson out of Sparks or the Mayor from Fallon or some other dignitary people who might bring a different conception, different prospective to the interview process of the next candidates that come forward. CPS HR will be working on that.

9. PUBLIC FORUM

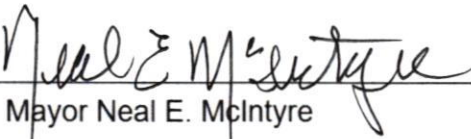
Patty Palmer expressed her concern about the possible closing of the other fire station. She asked if there was anything the City could do.

10. ADJOURNMENT

There being no further business to come before it, the Fernley City Council meeting adjourned at 7:29 pm.

Approved by the Fernley City Council on January 21, 2026, by a vote of:

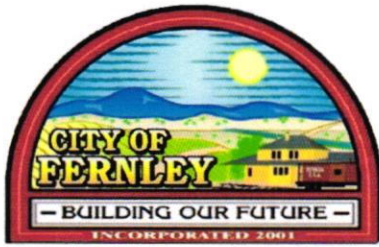
AYES 5 NAYS: 0 ABSTENTIONS: 0 ABSENT: 0



Mayor Neal E. McIntyre



ATTEST: City Clerk Kim Swanson



Official Public Meeting Sign-in Sheet for the Record

[illegible]

John Mueller

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January 07, 2026

Mayor Neal McIntyre and Members of the Fernley City Council

City of Fernley

595 Silver Lace Boulevard

Fernley, Nevada 89408

Submitted via the City Clerk for inclusion in the public record

Re: Recommendation to Reopen City Manager Recruitment Using the Fernley Weighted Scorecard (Taxpayer Risk & Execution Readiness)

Mayor McIntyre and Members of the Fernley City Council,

I'm writing to share a practical, taxpayer-focused recommendation regarding the City Manager recruitment—based on a structured evaluation tool I built specifically around Fernley's highest-risk operational realities.

This is not about personalities, politics, or preferences. It's about the cost of being wrong in this seat, and what that cost looks like in the real world: deferred maintenance, weak development deal terms, staffing strain, project drift, and a governance environment that becomes more chaotic and expensive over time.

Why a "Weighted Scorecard" Matters (and why Fernley needs one right now)

Fernley is not hiring a "general administrator." Fernley is hiring the person who must protect the City from compounding liabilities and establish an operating system that scales.

The City's risk profile is unusually clear:

1. Victory / VLD impacts must be disciplined so growth pays its way
2. Infrastructure must be managed as a 40-year lifecycle (TCO), not a yearly budget problem
3. Staffing must scale to service demands with measurable performance—not burnout and turnover
4. Governance discipline must hold—especially in a strong mayor structure—so staff can execute and the public can trust outcomes

These are not abstract concepts. They are the exact lanes where Fernley will either win—or absorb long-term costs at taxpayer expense.

That is why the scorecard is weighted toward what Fernley actually needs: a proven operator who can build systems, negotiate hard terms, enforce accountability, and stabilize execution.

The Fernley City Manager Finalist Scorecard (Weighted Rubric)

The scoring tool evaluates candidates on eight categories tied to Fernley's top risks, using a 1–5 scale (1 = no proof, 5 = repeatedly demonstrated with outcomes). Each category is weighted based on how costly it is for Fernley to get it wrong:

- Victory/VLD Growth Mitigation + Deal Discipline (20%)
- Infrastructure 40-Year TCO + Asset Management (20%)
- Staffing Scale + Operating Model (15%)

- Governance Discipline in a Strong Mayor Structure (15%)
- Financial Leadership (10%)
- Utilities/Public Works/Engineering Coordination (10%)
- Public Trust + Communications Under Heat (5%)
- A-Player Builder (Talent Bar + Accountability) (5%)

This framework doesn't reward "good interviewing." It rewards proof of execution.

Results: Why the Current Finalist Pool Does Not Meet Fernley's Standard

Based on the materials available for review:

- Sean Grayson scored approximately 75/100 based on the packet-level evidence.
- Amy Stephenson scored approximately 50/100 relative to Fernley's highest-risk lanes.
- Andy Ramirez could not be fairly scored in the same rubric due to incomplete accessible documentation in the materials I received.

I want to be clear about what those numbers mean.

A 75/100 is not an insult to a candidate. It simply means that, for Fernley, the proof presented does not rise to an "A-player" level across the lanes where failure becomes expensive.

And Fernley cannot afford an "almost." The City is already living the long-tail cost of leadership mismatches: stalled momentum, staff strain, public distrust, and the growing risk that major development decisions outpace the City's ability to pay for what growth requires.

Why Fernley Cannot Settle for a "C" or "B" Level Hire

The City Manager is the person driving the bus. And the uncomfortable truth is this:

- A-players hire and retain A-players.
- B-players tend to hire C-players—often unintentionally—because strong talent demands clarity, standards, and accountability.

That's not a motivational quote. It's a pattern seen in every organization under pressure.

Once the leadership bar drops, the organization doesn't hold steady—it declines. Standards weaken. High performers leave. Systems don't get built. Decisions become reactive. And costs rise quietly until they become visible through service failures, capital surprises, budget shortfalls, and public frustration.

If Fernley wants stability, execution, and long-term cost control, the City must hire an "A" in the lanes that matter—especially now.

The Most Defensible Path Forward (and the least costly long-term)

I strongly recommend the City do the following:

1) Reopen the recruitment with a higher qualification standard

Target candidates with 5–10 years of actual City Manager / City Administrator / Assistant City Manager (true enterprise-level ops ownership) experience, ideally in high-growth environments.

2) Require “proof-of-work” artifacts before naming finalists

To separate operators from talkers, require each candidate to submit (redacted is fine):

- One development agreement / mitigation framework they led
- One lifecycle/asset/TCO or pavement/utility replacement planning example
- One department-head operating dashboard (weekly KPIs + cadence)
- Structured references who can verify these outcomes

This doesn’t slow the process. It speeds up the right outcome by preventing a costly mis-hire.

3) Adopt an “A-player threshold” for this hire

If Fernley’s expectation is “A-player only,” then the City should codify it:

- 85–100 = A (hireable for Fernley’s current risk profile)
- 75–84 = B (conditional; only with a clearly defined deputy bench and strict 90-day deliverables)
- <75 = not recommendable

This makes the decision measurable and defensible.

Closing

Fernley is at an inflection point. The wrong hire won’t just be a disappointment—it will be an expensive lesson carried by taxpayers for years.

If the Council wants Fernley to become a city that executes, attracts talent, negotiates growth responsibly, and builds infrastructure sustainably, then the City Manager hire must be made with the same discipline we expect in every other high-stakes decision.

I am respectfully urging you to reopen the search and elevate the standard—so Fernley hires a proven operator who can build the systems the City needs, and who can recruit and retain the A-level department leaders Fernley deserves.

Thank you for your time and for your service to the community. I’m happy to help.

Respectfully,

ORIGINAL SIGNED BY JOHN MUELLER

John Mueller

Voting Resident & Concerned Citizen

CC:

Ryan Hanan, City Councilman
Felicity Zoberski, City Councilwoman
Stan Lau, City Councilman
Albert Torres, City Councilman
Joe Mendoza, City Councilman
Lydia Altick, Acting City Manager
Casey Kasten, Management Analyst
April Homme, City Mayor’s Office
Robert Carson, City Treasurer
Aaron Mouritsen, City Attorney
Kim Swanson, City Clerk