



**CHURCHILL COUNTY  
LIBRARY BOARD OF TRUSTEES  
CHURCHILL COUNTY, NEVADA**

155 N. Taylor Street, Suite 110  
Fallon, Nevada 89406  
(775) 423-4092  
Fax: (775) 423-7069  
E-mail: [celloyd@clan.lib.nv.us](mailto:celloyd@clan.lib.nv.us)

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

**REVISED AGENDA**  
*PLEASE POST*

**PLACE OF MEETING:** Churchill County Administrative Building, Commission Chambers,  
155 N. Taylor Street, Fallon, Nevada

**DATE & TIME:** May 9, 2024 at 4:00 PM

**TYPE OF MEETING:** Regularly Scheduled Library Board of Trustees Meeting

*Notes:*

- I. These meetings are subject to the provisions of Nevada Open Meeting Law (NRS Chapter 241). Except as otherwise provided for by law, these meetings are open and public.*
- II. Action will be taken on all Agenda items, unless otherwise noted.*
- III. The Agenda is a tentative schedule. The Library Board of Trustees may act upon Agenda items in a different order than is stated in this notice – so as to affect the people’s business in the most efficient manner possible.*
- IV. A uniform time limit of 3 minutes will be imposed upon matters devoted to public comment.*
- V. Any statement made by a member of the Library Board of Trustees during the public meeting is absolutely privileged.*
- VI. All persons participating in the meetings are put on notice that an audio and/or video recording is made of these meetings.*

**REVISED AGENDA:**

- 1. Call to Order.**
- 2. Pledge of Allegiance.**
- 3. Public Comment.**
- 4. Roll call of members.**

5. **Verification of the Posting of the Agenda.**
6. **Consideration and possible action re: Approval of Agenda as submitted or revised.**
7. **Appointments.**
  - A. Consideration and possible action re: Evaluation of the job performance of the Library Director, C.L. Quillen, which can include consideration of the Library Director's character, any alleged misconduct, professional competence, and physical or mental health, and take administrative action, which can include action to approve the annual evaluation and authorize a one step merit increase from Grade 72 Step 1 to Grade 72 Step 2, or action up to and including termination of C.L. Quillen's employment as the Library Director.
  - B. Consideration and possible action re: Update on the filled and unfilled Library employee positions, including steps and approval for recruitment and hiring of unfilled positions.
  - C. Consideration and possible action re: Update on Library schedule and hours, including action to ensure the Library maintains the current schedule and hours or action to reduce or modify the Library hours and schedule.
8. **Public Comment.**
9. **Adjournment.**

STATE OF NEVADA            )  
   : ss.  
 County of Churchill         )

*I, Pamela D. Moore, Deputy Clerk to the Board, do hereby affirm that I posted, or caused to be posted, a copy of this notice of public meeting, on or before the 3rd day of May, 2024, between the hours of 2:00 and 5:00 PM, at the following locations in Churchill County, Nevada:*

1. *Public Library;*
2. *The Churchill County Website @ [www.churchillcounty.org](http://www.churchillcounty.org);*
3. *The State of Nevada Website @ <https://notice.nv.gov/>.*



***Pamela D. Moore, Deputy Clerk to the Board***

*Pamela D. Moore, Deputy Clerk to the Board, who was subscribed and sworn to before me this*

3rd day of May, 2024.

*Rena Pahlke*

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**Rena Pahlke, Deputy Clerk**

Endnotes:

**Disclosures:**

*\*Churchill County is an equal opportunity provider and employer.*

**Accommodations/Nondiscrimination:**

*\*In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its agencies, offices, employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies or complaint filing deadlines vary by program or incident. Persons with disabilities who require alternative means of communication for program information (e.g. Braille, large print, audiotope, American Sign Language, etc.) should contact the responsible agency [(775)423-4092] or USDA's TARGET Center at (202)720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800)877-8339. Additionally, program information may be available in languages other than English. To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at: [http://www.ascr.usda.gov/complaint\\_filing\\_cust.html](http://www.ascr.usda.gov/complaint_filing_cust.html) and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the Complaint Form, call (866)632-9992. Submit your completed form or letter to USDA by:*

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

**Procedures:**

*\*The public meetings may be conducted according to rules of parliamentary procedure.*  
*\*Persons providing public comment will be asked to state their name for the record.*  
*\*The Library Board of Trustees reserves the right to restrict participation by persons in the public meeting where the conduct of such persons is willfully disruptive to the people's business.*  
*\*All supporting materials for this Agenda, previous Agendas, or Minutes are available by requesting a copy from the Clerk's office, 775-423-4092. During the meeting, there will be one copy available for public inspection. Additional copies are available by making the request from the Clerk's office. You are entitled to one copy of the supporting materials free of charge.*



## Churchill County Agenda Report

**Date Submitted:** April 29, 2024

**Agenda Item #:** 7.A.

**Meeting Date Requested:** May 9,  
2024

**To:** Library Board of Trustees  
**From:** Chris Spross, Assistant County Manager/HR Director  
**Subject Title:** Consideration and possible action re: Evaluation of the job performance of the Library Director, C.L. Quillen, which can include consideration of the Library Director's character, any alleged misconduct, professional competence, and physical or mental health, and take administrative action, which can include action to approve the annual evaluation and authorize a one step merit increase from Grade 72 Step 1 to Grade 72 Step 2, or action up to and including termination of C.L. Quillen's employment as the Library Director.

**Type of Action Requested:** Accept

**Does this action require a Business Impact Statement?** No

**Recommend Board Action:** motion to \_\_\_\_.

**Discussion:** Title 3 of the Churchill County Code stipulates that all employees will be evaluated at least once per year by their supervisors. The Library Director reports directly to the Library Board of Trustees, and therefore is evaluated by the Library Board of Trustees. NRS 241.031 requires that any discussion regarding the professional competence of a chief executive or administrative officer be done in an open session. Therefore, the performance evaluation of Library Director, C.L. Quillen, must be done in an open session. Assistant County Manager/Human Resources Director Chris Spross sent an email to the Library Board of Trustees asking them to fill out an evaluation form outlining the Library Director's performance. This information was consolidated into a summary report, which provided an overall Good level of performance. Should the board adopt the composite report that Ms. Quillen's performance is satisfactory or above, she would be eligible to receive a merit increase. The merit increase would go into effect on her one-year anniversary date, which is April 24, 2024. The merit step increase of \$3,241.73 is a combination of a \$2,380.12 salary increase and a \$861.60 benefit increase.

Pursuant to NRS 379, county library trustees, among other duties, establish, supervise, and maintain a library, as well as appoint, evaluate the performance of and, if necessary, dismiss a librarian/executive director. NRS 241.031 prohibits holding a closed meeting to consider the character, alleged misconduct, or professional competency of a person who is an appointed public officer or who serves at the pleasure of public body as a chief executive or administrative officer or in a comparable position, such as the Library Director. A copy of the proof of service regarding the written notice of the time and place of the meeting provided to the Library

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



# Churchill County Agenda Report

Director has been included in the Agenda Packet. The Board of Trustees may take action regarding the Library Director's evaluation, including approving the evaluation completed by Chris Spross and approving the merit step increase or any other administrative action up to and including terminating C.L. Quillen's employment as the Library Director.

**Alternatives:** N/A

**Fiscal Impact:** N/A

**Explanation of Impact:** N/A

**Funding Source:** N/A

**Prepared By:** Jeff Weed, Deputy District Attorney - Civil

**Reviewed By:**

Date: May 03, 2024

\_\_\_\_\_  
Jeff Weed, Deputy District Attorney - Civil

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**Board Action Taken:**

**Motion:** \_\_\_\_\_

1) None Aye: 0  
2) None Nay: 0

\_\_\_\_\_  
(Vote Recorded By)

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



## Churchill County Library Director Evaluation Report

Employee Name: C.L. Quillen Date: April 25, 2024  
 Anniversary Date: 04/24/2023 (original hire / rehire date)  
 Dept. Library

Current Job Title: Library Director  
 Current Bi-Weekly Rate: \$ 3,476.00 Current Range: 72 Current Step: 1  
 Rating Period from: 04/24/2023 to: 04/23/2024

### *Purpose of Evaluation*

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

### *Rating Definitions*

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

- (E) Excellent (5.0 points) = individual performs all tasks in an exceptional manner. Requires little or no supervision. Exceeds all standards all the time.
- (G) Good (4.0 points) = Individual performs many tasks well & all other tasks adequately. Requires little or no supervision. Meets all standards and frequently exceeds standards – goes above and beyond the call of duty at times.
- (S) Satisfactory (3.0 points) = Performs all tasks satisfactorily. Requires normal supervision. Meets the standards of the position – does what is expected the way it is expected to be done. Occasionally may fall below the standard, but lapses are offset by occasionally exceeding the standards.
- (F) Fair (2.0 points) = Performs most tasks satisfactorily, although not all. Requires more than normal supervision. Meets the standards much of the time, but there are occasional lapses where performance falls below standard. Lacks consistency in meeting standards.
- (U) Unsatisfactory (1.0 point) = Fails to perform many tasks well. Requires close and constant supervision. Fails to meet the standards much of the time. Frequent coaching and supervision required.

### I. JOB KNOWLEDGE

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

Overall Rating: (circle one)    E    **G 3.50**    S    F    U

### II. LEADERSHIP

*Provides direction for department; appropriately motivates staff to follow his/her lead.*

Overall Rating: (circle one)    E    G    **S 3.00**    F    U

### III. BUDGET MANAGEMENT

*Effectively develops a reasonable and accurate budget; submits budget in a timely manner; actively and willingly participates in County budget process; manages budget effectively and stays within budgetary constraints.*

Overall Rating: (circle one)	E	G 4.00	S	F	U
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### IV. DEVELOPMENT OF PERSONNEL/SUBORDINATES

*Identifies strengths/weaknesses of subordinate personnel; builds on employees' strengths; helps employees overcome weaknesses through job assignments and training; develops a mentoring relationship with subordinates.*

Overall Rating: (circle one)	E	G 3.50	S	F	U
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### V. RELATIONSHIP WITH PEERS – TEAMWORK

*Understands the need to work cooperatively with other departments to further the goals of the County as a whole; willing to relinquish authority or control for the betterment of the team; takes into consideration impacts of decisions on other departments and works cooperatively with other departments to reach decisions; listens to needs of other departments and balances his/her own needs with the needs of the County.*

Overall Rating: (circle one)	E	G 3.75	S	F	U
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### VI. RELATIONSHIP WITH CUSTOMERS

*Sees County residents as customers and treats them accordingly; seeks to provide services in a convenient way to customers; provides high level of customer service; tries to understand customers' needs and attempts to address those needs within the department's constraints; receives few customer complaints.*

Overall Rating: (circle one)	E	G 4.00	S	F	U
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### VII. RESPONSIVENESS TO DIRECTION FROM THE LIBRARY BOARD

*Accepts direction from Churchill County Library Board of Trustees; asserts opinions and desired direction to superiors; willingly submits to superiors' decisions and implements those decisions with a positive attitude, even if decision is contrary to department head's opinion; willing to carry out assignments that may not be part of his/her regular duties.*

Overall Rating: (circle one)	E	G 4.25	S	F	U
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### VIII. INNOVATION/INITIATIVE

*Develops new ideas and new processes for completing tasks; continually looking for better ways to do things; willing to take calculated risks to improve department and County...*

Overall Rating: (circle one)	E	G 4.25	S	F	U
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### IX. JOB PRODUCTIVITY

*Uses and understands established procedures while using original and innovative ideas and methods to improve efficiency. Uses time effectively; completes assignments on time; understands relationships between his/her position and other jobs, departments/agencies and the public; uses resources effectively;*

*is organized and knows status of all work activities; identifies and takes action to reduce the need for duplicate actions and for future use of resources.*

<b>Overall Rating: (circle one)</b>	<b>E</b>	<b>G 3.75</b>	<b>S</b>	<b>F</b>	<b>U</b>
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**X. OVERALL PERFORMANCE (accumulation of Parts I – IX)**

*Overall appraisal of the employee's job performance.*

<b>Overall Rating: (circle one)</b>	<b>E</b>	<b>G 3.75</b>	<b>S</b>	<b>F</b>	<b>U</b>
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**RECOMMENDATION**

Evaluation is based on a summary of individual evaluations submitted by Library Board members. Four Board members submitted evaluations. Based upon the overall rating, the employee's performance would be rated at Good. Based on an evaluation that is above satisfactory, Ms. Quillen would be eligible for a one-step merit increase, effective 4/24/24.

**Effective Date:** 4 / 24 / 2024

*Library Board Chair Signature* \_\_\_\_\_ *Date:* \_\_\_\_\_

*County Manager's Signature* \_\_\_\_\_ *Date:* \_\_\_\_\_

*Employee's comments, if any:*

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

*Employee's Signature:* \_\_\_\_\_ *Date:* \_\_\_\_\_





# Churchill County Human Resources

Human Resources

Loss Control

Safety

## ACKNOWLEDGMENT

I, C.L. Quillen, hereby acknowledge that, on May 1, 2024, I received notice (by personal service) of my upcoming performance evaluation as Library Director of Churchill County (to be conducted at a Library Board of Trustees meeting on April 25, 2024). I understand that under NRS 241.033 this notice must be delivered to me at least five (5) working days prior to the open meeting where my performance is to be discussed.

  
C.L. Quillen

5/1/2024  
Date

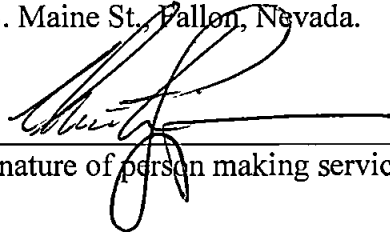


# Churchill County Human Resources

Human Resources ♦ Loss Control ♦ Safety

## PROOF OF SERVICE

I, Chris Spross, hereby swear or affirm under penalty of perjury, that in accordance with NRS 241.033, I served the foregoing Notice of Meeting of the Churchill County Library Board of Trustees to consider professional competence (performance evaluation) by personally serving it on C.L. Quillen at 553 S. Maine St., Fallon, Nevada.



Signature of person making service

## Pam Moore

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**From:** Bonnie Grimm <begrimm1120@gmail.com>  
**Sent:** Wednesday, May 8, 2024 3:32 PM  
**To:** Pam Moore  
**Subject:** 5/8/2024

**Caution:** This email originated from outside of the Churchill County organization. Do not click links or open attachments unless you recognize the sender and know the content is safe. When in doubt, contact your IT Department.

Pam, I have added a paragraph to my previously submitted letter. Would it be possible for you to use this version in place of the one submitted yesterday? Thank you for your assistance.

5/8/2024

Pam Moore  
County Clerk  
Fallon, NV 89406

Re: Library Director CL Quillen

In a recent article in the Fallon Post, Kelli Kelly stated that she has reached out to, or has been approached by the "library community" and is concerned about the performance of Library Director CL Quillen.

I am a frequent user of the Fallon library, and consider myself a part of the "library community." No one has approached me for my opinion so I am stepping forward to present my personal views on the Fallon library and CL Quillen's performance.

My family moved to Fallon five years ago from another state. The area we came from was much larger than Fallon. Despite serving a larger population, the library was only open 3 days a week, weekdays only, and never open after 5 pm. It rarely got new books or materials, and the librarians on duty would offer minimum assistance, and then only grudgingly. What a pleasure it was on my first visit to the library in Fallon to be greeted by friendly, helpful staff, see a large selection of material, and best of all, to learn of so many different groups and activities that use the library. I regularly take advantage of the many books available, the online Hoopla, and Kanopy programs, and my late mother, who was blind, was a huge fan of the selection of audiobooks. I receive the monthly emails with the library's events calendar and am always impressed by the number of activities available to all age groups, as well as the updates on available new materials and activities. The Fallon library is outperforming any of the previous libraries I

have ever utilized, and as I am in my 70s, I have used a lot of libraries over the years. I have to assume that CL Quillen is responsible for maintaining, implementing and growing these programs, and she deserves credit for her accomplishments.

My personal acquaintance of CL Quillen began when I started attending the monthly "last Thursday of the month" evening book club meetings. Her knowledge of books and lively discussions keep me coming back and actively participating each month. She has been nothing but friendly, helpful and encouraging to attendees, and her recommendations have broadened my reading choices. I do not recognize the person I interact with at these meetings as the person described in the article in the Fallon Post.

The Fallon Post article implied that there were personal conflicts which, quite frankly, belong in personnel and HR settings rather than aired in a public newspaper article. The article in the Post was inflammatory and derogatory, and those quoted sound as if they harbor personal grudges rather than professional concerns. CL Quillen was not offered an opportunity to publicly rebut their remarks which makes the article biased, one sided and unfair.

There are two sides to every story, and I am waiting for CL Quillen to be allowed an equal opportunity to present her side of the story publicly, in print, and reported impartially to counter the implied aspersions of her character as presented in the Fallon Post.

And finally, of major concern and importance, the board has a fiscal responsibility to consider. If CL Quillen were to be let go, a new library director would need to be found. I would estimate that it would take about 3 months to recruit and interview candidates to find a replacement. It would be another 3-6 months or longer before that person would be familiar enough with the job duties to perform at anything better than entry level, and longer than that to become proficient at the job. Unless the new person turns out to be unsatisfactory, in which case you are back to square one and recruiting again. The expense of finding a replacement, and the extra demands on library staff for an estimated 6-9 months is not a good use of taxpayer money. CL Quillen is in place, familiar with the job responsibilities and is competent. Based on my interactions and experiences with the library to date I have no doubts she can perform the job well, and I would encourage you to leave her in place. There is a learning curve with all new jobs and she is still within this period. She deserves to be given the opportunity to continue to learn and grow into the position. If others have concerns about specific aspects of her performance, it makes more sense and is more fiscally responsible to discuss and attempt to resolve their concerns with CL Quillen as a personnel matter rather than to start completely over with a new candidate.

Bonnie Grimm  
2705 Testolin Road  
Fallon, NV

530-401-7799

Sent from my iPad

## Pam Moore

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**From:** David Brakebill <david\_brakebill@teambci.com>  
**Sent:** Wednesday, May 8, 2024 4:58 AM  
**To:** Chris Spross  
**Cc:** kelli.m.kelly@gmail.com; benevenuto@aol.com; C.L. Quillen;  
ashleemcgarity@gmail.com; Pam Moore; Justin Heath; Myles Getto; Bus Scharmann  
**Subject:** CL Quillen

Good Morning Sir,

As a former member of the Churchill County Library Board of Trustees and as one who still keeps my eyes on the library (albeit from a distance) I wanted to reach out to you in regards to CL Quillen and I would appreciate this being included during the meeting of the Board that will be held tomorrow.

For the record: During my tenure on the Churchill County Library Board of Trustees, I found CL Quillen, the library director, to be a consummate professional. Her ability to build on and add to the programs offered by the library, while fighting against the lack of space in the library, was commendable. I was never witness to, nor ever heard of, any negative interactions with either the public or the library staff. I understand that the county has recently found itself in quite the financial deficit (the number I heard was \$10 million, but that's just hearsay) and departments across the board are being told to cut. And as I understand it, CL is doing just that. As the board of trustees (as well as the county commissioners know) there's only two things you can cut to reduce expenses: programs or people. So I would suggest CL is doing the best she can with what she was given. Let managers manage. Isn't that what they are hired to do? And I would also suggest the county commissioners have failed miserably in their fiduciary duties to the county. I guess that \$14million 3-C arena isn't contributing to the county coffers like they thought it would?

In closing, CL Quillen is a consummate library professional and has my fullest support for the future.

Thank you,

David Brakebill  
(former Library Board of Trustee Member/Former resident of Fallon)

David Brakebill  
Systems Safety Engineer  
Basic Commerce and Industries, Inc.  
Conventional Prompt Strike (CPS)  
Office: (540) 663-3321 x106  
Cell (p): (804) 314-3390  
Primary email: [david\\_brakebill@teambci.com](mailto:david_brakebill@teambci.com)

## Pam Moore

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**From:** Elaina Clark <elainaallene@gmail.com>  
**Sent:** Tuesday, May 7, 2024 8:50 PM  
**To:** Pam Moore; Chris Spross  
**Subject:** Public comment for library meeting

Caution: This email originated from outside of the Churchill County organization. Do not click links or open attachments unless you recognize the sender and know the content is safe. When in doubt, contact your IT Department.

Dear board members ,

As a patron of the library, I have seen the changes of the library due to the libraries director. In this short time as a library regular since she's been here I've seen fewer patrons come and go in the library . While she is there, she is either in her office or when she does come out she treats patrons without respect like they are lower than her. She has caused it to be uncomfortable to go and volunteer because of her attitude and demeanor towards others. Throughout my time at the library I have witnessed her yelling at patrons in her office it makes me feel that I cannot address or go to cl for any issues because I think she'd just yell or tell me to not bother her. During a game night, me, a friend, cl, and a department head ended up playing a game together, and during this game, a patron started insistently bothering a library staff member. When the department head noticed, and he suggested to cl to help the staff out. Instead of helping, she dismissed it by saying "shes got this" passively and kept playing the game as the situation escalated. I miss the place that used to be a safe place. Now I feel like I can't go in there.

anymore once I see her.

Sincerely,  
Elaina Clark



## Pam Moore

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**From:** Katelynn Hansen <katelynn120@gmail.com>  
**Sent:** Monday, May 6, 2024 7:00 AM  
**To:** Pam Moore  
**Subject:** Public Comment Library Board Meeting 5/9/2024

Caution: This email originated from outside of the Churchill County organization. Do not click links or open attachments unless you recognize the sender and know the content is safe. When in doubt, contact your IT Department.

Pam and board members,

I have found a lot of solace in the library. During 2021 I was in a bad marriage and the only place I felt comfortable enough to let my guard down a little was in the library. My three children and I began coming to the library several times a week. We could find peace within the library walls and feel the warmth from the librarians. The library director at the time would welcome my little family into her office and talk to us like good friends. She greeted us whenever we walked through those doors. I felt safe and my children could be themselves. We did not have to walk on eggshells like we did at home; we didn't have to be perfect at the library. The library became a second home to us and I once said I would never want to leave Fallon only because of the library. We've continue to maintain our streak of going to the library at least 3 times a week. And once last year we broke our personal record and went to the library 13 days in row counting when it was open for Empty Bowls. But these last several months something has changed in the library. It wasn't like this with the last director. But now when I feel myself looking over my shoulder more often to make sure CL isn't near by when my child is a little loud so we don't get kicked out. Or I find myself being concerned that if one of my littles are running then we might get kicked out. I have seen and heard CL kick out several people and I don't ever want to be on the receiving end of that anger.

I am now divorced and as a single mother with young kids finances are tight. The library programs are our families extra curricular activities. Being able to do Reading with River, STEAM, drones, 3D printing, story time, game night, and Minecraft at the library helped me to bridge the gap with all the things I cannot offer my children. These programs give so much to the community and being in a small town where there isn't a whole lot of other places to go that don't cost money, the library is a key part of the Fallon experience. With some of these programs closing down and with three of our family's favorite librarians leaving, we now have nothing to keep us here is Fallon. I am currently looking at a new city to live with a new library that will suit my family's needs.

Katelynn Hansen

## Pam Moore

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**From:** Kathryn Reynolds <kmreynolds3@gmail.com>  
**Sent:** Saturday, May 4, 2024 2:55 PM  
**To:** Pam Moore  
**Cc:** Marilyn Hedges-Hiller; C.L. Quillen  
**Subject:** Re: Attack

**Caution:** This email originated from outside of the Churchill County organization. Do not click links or open attachments unless you recognize the sender and know the content is safe. When in doubt, contact your IT Department.

I am astonished by the negative comments about C.L. Quillen in the May 3 Fallon Post! My interactions with C.L. have always been positive. I have seen her work effectively with members of the public in the library and have never seen her being "adversarial" with staff and patrons, as claimed by Joe Salsman. She has a kind, friendly manner that works well in our library. She has always been receptive to my comments, suggestions, and requests. C.L. has made many innovative additions to library services and activities. We are so lucky to have her as our librarian!

As for the budget issue, I served on the library board for 8 years, and we dealt with the problem of how to provide the best service with less money in the budget several times. It is a difficult/impossible task to continue to provide services with staff trying to cover 55 hours a week, including vacation time, in the current situation. Many regrettable but necessary reductions must be considered when the budget is cut by 10% in the last quarter of 2024 and proposed budget cuts of 15% in 2025. I sympathize with those having to make these difficult decisions.

Thank you for including my comments at the May 9 meeting. We will be out of town on that day, so I will not be able to attend in person.

Kathryn Reynolds

On Sat, May 4, 2024 at 1:33 PM Marilyn Hedges-Hiller <[marilynhh23@gmail.com](mailto:marilynhh23@gmail.com)> wrote:

I am incensed by the public attack of our member C. L. Quillen in the latest Fallon Post. If you are a library user, it is critical to show your support of C.L. This can be done at the next board meeting, Thursday, May 9th, County Chambers. Or in writing to Pam Moore at the clerk's office or email to [Pam.Moore@churchillCountyNV](mailto:Pam.Moore@churchillCountyNV).

I would be glad to discuss this with any of you. I have 10 years of service with the library and I am informed about the matters in the article. I can be reached at 775-423-5679.



May 9, 2024  
Pam Moore, County Clerk  
Churchill County Board of Library Trustees

Re: C.L. Quillen

For the last 17 years I have been using the Churchill County Library approximately once a week. I have served with the Churchill Library Association and on the Board of Trustees. My service began six months after Carol Lloyd became director and continued for approximately nine years.

### **Way to go???**

What happened in April? I watched the video of the last meeting. Kelly says complaints are delivered to her; she seeks and finds more complaints. Nobody comes and talks with CL about them.\* I had a complaint about Hoopla which I know others shared. I went to C.L. and talked to her about it and my complaint was resolved. I thought that was what adults did. We talk face to face and don't go behind people's backs.

Doesn't good supervision meaning addressing and helping in the areas that need to be strengthened? How is firing someone without at least attempting to resolve issues the best way to go for the library?

### **Highest Expectations**

People hate change. It's human nature to compare people. Whoever followed after Carol Lloyd would have a tough time. Carol followed a very average librarian. If C.L. followed that librarian you would have a different view of her performance. Instead C.L. follows Carol who was fabulous and well-liked. Order was one of her strengths and she planned brilliantly with the what, when, where, and how of things. Carol grew in the job over the years. Her first few years were tough. She did not have all the budget skills and she too had complaints.

C.L. is not Carol's clone. She is a unique personality and brings strengths that I have appreciated over the last year. She is knowledgeable, helpful, available, and pleasant. She started two items that I particularly enjoy. Specifically, these are the Wowbrary newsletter which gives summaries of the new books/dvds, etc. and a monthly book club.

### **Hit and Run** by Joe Salzman

In his statement to the board Joe demonstrated the qualities that he complained about. There is nothing constructive in what he said. No descriptions; no examples. He was combative and adversarial. I can provide examples of his poor conduct.

### **Secret Plans?**

If you fire C.L., how is the library supposed to function with only two staff, one of which is not a certified librarian? Firing C.L. hamstring the library. If you fire C.L. on the grounds of professional competence, then she should not be hiring and training future staff members. Have you already chosen someone to take her place and do the training of new staff? What's the plan for the library's future?

I would be happy to answer questions about my experience with the library and staff. Feel free to call me at 775-423-5679. As an adult I would prefer to give my information in open session although you can find out what I will say prior to the session.

Sincerely

Marilyn Hedges-Hiller 775-423-5679

#I would be surprised if people didn't come forward during public comment. As Mr. Salzman demonstrated, they can say anything, provide no evidence, and not be questioned.

## Pam Moore

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**From:** Chris Spross  
**Sent:** Wednesday, May 8, 2024 8:09 AM  
**To:** Pam Moore  
**Subject:** FW: Public comment: May 9 meeting

Hi Pam,

I received this last night and would like to include it with the other letters for the LBOT meeting on Thursday.

I received several more letters but I saw that you were copied on them.

Regards,

### Chris Spross

*Asst. County Manager/HR Director*  
Churchill County, Nevada  
155 N. Taylor Street, Ste 153  
Fallon, NV 89406-2754  
O: (775) 423-5136  
F: (775) 423-0717  
chris.spross@churchillcountynv.gov

**New website URL:**

[www.churchillcountynv.gov](http://www.churchillcountynv.gov)



**\*\*\* PLEASE NOTE THAT I HAVE A NEW EMAIL ADDRESS \*\*\***

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**From:** Maya Hill <mayababyhill2002@gmail.com>  
**Sent:** Tuesday, May 7, 2024 8:53 PM  
**To:** Chris Spross <chris.spross@churchillcountynv.gov>  
**Subject:** Public comment: May 9 meeting

**Caution:** This email originated from outside of the Churchill County organization. Do not click links or open attachments unless you recognize the sender and know the content is safe. When in doubt, contact your IT Department.

To whom it may concern, I can see with Ms. C.L. Quillen in charge how much the library has changed for the bad. I have watched how much people no longer want to come in, or if they approach the desk and happen to catch the few times the director is at the desk, they see her and walk away. It is very depressing to watch. The rest of the time, the director is in her office with the door closed and not talking or interacting with the patrons. As a volunteer of almost ten years, I have seen how much having a director that isn't involved has impacted the flow of having a library. The previous director had an open door policy even when busy. It was much nicer for everyone. I take my 2 year old to storytime and have

never once seen c.l. come out of the office and interact with kids, the children's librarian, or even help out when it gets very busy.

I also feel a need to avoid the library and no longer volunteer because it has become such a toxic environment that I'm no longer comfortable being there in the back when the director is there. I have made it a point to make sure not to volunteer on days she is there or when she is, I make sure I am working on something that keeps me as far away as possible. In conclusion, I no longer feel comfortable coming in or volunteering. I even avoid coming in if I see her car parked outside. The workers seem to be very stressed but do a very good job at helping everyone with smiles on their faces. I applaud them for their hard work and love for Fallon and the community! Please help the library be a place that feels like home again. I miss spending afternoons at the library actually talking about books.

Thank you  
Maya Baby Hill

## Pam Moore

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**From:** Sue Chambers <chamberssue96@gmail.com>  
**Sent:** Tuesday, May 7, 2024 9:44 PM  
**To:** Pam Moore  
**Subject:** CL

**Caution:** This email originated from outside of the Churchill County organization. Do not click links or open attachments unless you recognize the sender and know the content is safe. When in doubt, contact your IT Department.

Dear Pam, I was truly horrified how CL's evaluation was handled in the newspaper, It was an embarrassment to Churchill County and the Library, I understand about the public aspect but this was not handled right. If an employee has a beef with a supervisor, it is more appropriate to be handled through human resources. I hope that the special meeting this week is handled with respect and the employee receives due respect.

Sue Chambers

## Pam Moore

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**From:** Dawn Blundell <pastor@eumcfallon.org>  
**Sent:** Thursday, May 9, 2024 4:36 AM  
**To:** Pam Moore  
**Subject:** Library Director

Caution: This email originated from outside of the Churchill County organization. Do not click links or open attachments unless you recognize the sender and know the content is safe. When in doubt, contact your IT Department.

To whom it may concern:

My name is Dawn Blundell, and I have had the pleasure of knowing CL Quillen since shortly after she arrived in Fallon. I have been blessed to work with her on a number of creative projects with other community members, and I have found her to be warm, creative, supportive, thoughtful, and community-minded.

I have always been impressed with our library, and I have loved the innovative new ideas Ms Quillen has brought to our community.

I resonate with Ms Quillen's struggle to provide excellent service on a severely restricted budget. I can't imagine how it is possible to meet the Board's expectation that library hours and services should remain exactly the same, after 25% of the budget has been cut and staff positions have been eliminated. The current structure seems to make it impossible for 2 staff members to be present 100% of the time, and also allow for sick days or vacation time.

It seems normal to me that these stressors and others would create conflict, and that the boss would become a target of criticism. That's what humans do. Anyone who has ever held a leadership position will have been through something similar. But it doesn't need to be this way. Ms Quillen is hardworking, experienced, creative, and loves her work. She has my full support.

Dawn Blundell  
Pastor, Epworth UMC  
Sent from my iPhone

Sent from my iPhone

## Pam Moore

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**From:** Ashlee Ann Marie <picklepumpkin13@gmail.com>  
**Sent:** Thursday, May 9, 2024 12:38 PM  
**To:** Chris Spross; Pam Moore  
**Subject:** Ashlee Brown LBOT public comment special meeting

**Caution:** This email originated from outside of the Churchill County organization. Do not click links or open attachments unless you recognize the sender and know the content is safe. When in doubt, contact your IT Department.

Board members, I bring to your attention serious concerns regarding our current director's management of the library, which are not personal attacks but a plea for a better work environment. The director's approach has unfortunately led to an unwelcoming atmosphere for patrons and staff alike. Her tendency to escalate situations and avoid direct engagement has not only diminished our ability to serve the community but also strained our work environment. This has resulted in less volunteer participation, reduced staff morale, and a decline in the welcoming nature that our library has always strived to maintain.

Our staff has experienced an increase in stress and frustration, further exacerbated by her uncooperative behavior and lack of support in crucial areas such as staffing and programming. The high turnover and diminished library use are indicative of the broader impact of her management style.

I speak on behalf of current and former staff, as well as patrons who have been directly affected. We hope for actionable change and look forward to rebuilding a positive environment once there is new leadership. It's imperative that future director evaluations include feedback from all levels of our team to prevent such issues from recurring and to ensure that the library remains a cornerstone for our community.

I am not just leaving for personal reasons. As the third employee who has resigned because of the director's behavior, I want to stress that we are not disgruntled employees. We are community members who are heartbroken that the library is no longer a place we want to be.

Thank you for considering our experiences and for supporting a constructive path forward.

Ashlee Brown  
Library Assistant



## Pam Moore

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**From:** Rebekah Crisp <rebekah.a.crisp@gmail.com>  
**Sent:** Thursday, May 9, 2024 1:45 PM  
**To:** Pam Moore  
**Subject:** Public comment regarding the Director of Library

**Caution:** This email originated from outside of the Churchill County organization. Do not click links or open attachments unless you recognize the sender and know the content is safe. When in doubt, contact your IT Department.

Hello,

My name is Rebekah Crisp and my family has lived here for close to 2.5 years. When we visited Fallon to look for housing we checked out the library as I am a stay at home mom of then 1 (we have since added two more children to our family). I was highly impressed with the library and what all was offered. The staff was extremely welcoming. We were trying to decide between living in Fallon vs Fernley and in part chose Fallon due to the library programs. My children and I look forward to visiting the library at least once a week. Although we are there often, I did not know what the “new” director looked like until I saw the article in the Fallon Post online. I have noticed the recent exit of several staff members that we have come to know. Before the resignations, I had heard rumors in town about how the staff was not being supported appropriately by the director C.L. Quillen. After reading the article in the Fallon Post and seeing the resignations, I’m sad to see that the rumors were true. We all know how important a good library is for a community. I am requesting that the board does the right thing in swiftly looking for a new director that will support the amazing staff that is left at Churchill County Library and their creativity in providing different opportunities for our community. I can’t imagine it’s easy to find people who hold the appropriate degree to work at the library in the Fallon area so I hope that staff members who resigned would be welcomed back if they are interested. Please stop sitting by while our library and this community decline and act appropriately with a quick manner.

Thank you,

Rebekah Crisp



# Churchill County Agenda Report

**Date Submitted:** April 29, 2024

**Agenda Item #:** **7.B.**

**Meeting Date Requested:** May 9, 2024

**To:** Library Board of Trustees  
**From:** Chris Spross, Assistant County Manager/HR Director  
**Subject Title:** Consideration and possible action re: Update on the filled and unfilled Library employee positions, including steps and approval for recruitment and hiring of unfilled positions.

**Type of Action Requested:** Accept

**Does this action require a Business Impact Statement?** No

**Recommend Board Action:** motion to direct whatever action the board deems appropriate.

**Discussion:** The Board of Trustees may discuss and take action regarding any of the unfilled positions at the Library.

**Alternatives:** N/A

**Fiscal Impact:** N/A

**Explanation of Impact:** N/A

**Funding Source:** N/A

**Prepared By:** Jeff Weed, Deputy District Attorney - Civil

**Reviewed By:**

Date: May 03, 2024

\_\_\_\_\_  
Jeff Weed, Deputy District Attorney - Civil

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**Board Action Taken:**

**Motion:** \_\_\_\_\_

1) None \_\_\_\_\_

**Aye: 0**

2) None \_\_\_\_\_

**Nay: 0**

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





## Churchill County Agenda Report

(Vote Recorded By)

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



# Churchill County Agenda Report

**Date Submitted:** April 29, 2024

**Agenda Item #:** 7.C.

**Meeting Date Requested:** May 9, 2024

**To:** Library Board of Trustees  
**From:** C.L. Quillen, Library Director  
**Subject Title:** Consideration and possible action re: Update on Library schedule and hours, including action to ensure the Library maintains the current schedule and hours or action to reduce or modify the Library hours and schedule.

**Type of Action Requested:** Accept

**Does this action require a Business Impact Statement?** No

**Recommend Board Action:** motion to direct whatever action the board deems appropriate.

**Discussion:** The Board of Trustees can discuss the library hours and schedule, including taking action to limit or reduce the the hours the library is open.

**Alternatives:** N/A

**Fiscal Impact:** N/A

**Explanation of Impact:** N/A

**Funding Source:** N/A

**Prepared By:** Jeff Weed, Deputy District Attorney - Civil

**Reviewed By:**

Date: May 03, 2024

\_\_\_\_\_  
Jeff Weed, Deputy District Attorney - Civil

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**Board Action Taken:**

**Motion:** \_\_\_\_\_

1) None	_____	<b>Aye: 0</b>
2) None	_____	<b>Nay: 0</b>

\_\_\_\_\_  
(Vote Recorded By)

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