

Minutes
Indian Hills General Improvement District
Board of Trustees Meeting
District Office
3394 James Lee Park Rd. #A
Carson City, NV 89705
November 20, 2024
Regular Board Meeting
6:00 P.M.

Trustees Present: Chairman Robert Stulac, Vice Chairman Garcia, Secretary/Treasurer Siegman, Trustee Lufrano, and Trustee Dunham present via phone.

Trustees Absent: none.

Staff Present: General Manager Chris Johnson and Administrative Services Supervisor/Human Resources Brooke Thompson.

Others Present: District Counsel Chuck Zumpft, District Engineer Colin Surge, Residents Kathy Waters, Dale Morlan, Kathryn Clark, Sharon Buckley, Lynn Dement, Ben Walker, Debbie Walker, Frank Espino, Denise Espino, Tammy James, Stacie Cobb, Dave Jenks, Chuck Bailey, Christina Hollibone, Captain Koontz, and Sheriff Coverley.

6:00P.M. - Regular Meeting

1. Call to Order

Request that Cell Phones and Pagers be turned off for recording purposes.
Chairman Stulac called the meeting to order at 6:00PM.

2. Pledge of Allegiance: Led by Vice Chairman Garcia.

3. Public Interest Comment: Resident Lynn Dement 1020 Mica Drive stated. I'll make this quick because there's a lot on here. You know, we always do these contests, and we're going to do a holiday lights contest for December for all the December holidays and divide up the district into areas. Kathryn generously helped me do the two prizes for the Halloween contest, but I'd like to do five areas. So, here's my hand, would any of the board like to contribute \$15 so we can do 5 to 5 prizes. I want to do the gingerbread houses that you make and put together the kits. But if we're going to do five areas, we need three more people.

Chairman Stulac stated I'll help.

Resident Lynn Dement stated Great. Thank you.

Chairman Stulac stated we'll catch you later, neighbor. Yeah, I'll give you. Yeah. Thanks. All right. Thank you. Lynn. Anybody else want to step up there in public comment for anything.

4. Approval of Agenda

Chairman Stulac stated all right. Well, then we'll go ahead and move on to the agenda and approve the agenda. Items on the agenda may be taken out of order. Two or more agenda items may be combined for consideration. Any item appearing on the agenda may be removed or its discussion delayed at any time. Does anybody have anything they want to have moved around on the agenda? Any of the board? I would just like to ask for one. I'd like to take item 11 on the discussion of possible action for candidate information during elections, and just move that up to item seven, because I believe some people might not be here to stay to the very end. It's kind of near the end, and there might be some people from the public who might who have asked about that, could hear that after the manager's report, and then not have to stick around for a lot of the other some of the technical and capital improvement stuff we have to discuss. So, I'd like to make that.

Trustee Lufrano stated can you do the same with item number ten? Bob, move it up.

Chairman Stulac stated say that again. Can you do item?

Trustee Lufrano stated can you move item number ten up also?

Chairman Stulac stated where would you like to move that to?

Trustee Lufrano stated uh maybe to in front of the item number nine. After eight. Before nine.

Chairman Stulac stated sure. If that's something you'd like to, we can move that to be number nine. Okay, well, then we'll make those. We'll take those two changes in that order. And can we just get a motion then for those couple changes from someone?

Secretary/Treasurer Siegman stated your moving 11 to where.

Chairman Stulac stated to be number seven and ten to be up and to be to be nine.

Trustee Lufrano stated I'll make a motion to make changes to the agenda, as discussed.

Chairman Stulac stated Okay.

Trustee Lufrano stated is that enough to say it that way?

Trustee Lufrano motioned to make the changes to the agenda as discussed. Vice Chairman Garcia seconded. Motion carried unanimously.

Resident Lynn Dement stated Mr. chairman, before you continue can I ask that the board speak up a little?

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Chairman Stulac stated sure.

Resident Lynn Dement stated because it's a little harder to hear sometimes back in the back. And I'm old and I don't have the best hearing. Thank you.

Chairman Stulac stated yes, we will. All right. So, let's move on to agenda item number five. And we have a presentation by the Douglas County Sheriff, Dan Coverley. If you want to come on up. And thanks for coming, Dan.

5. Presentation by Douglas County Sherriff Dan Coverly.

Douglas County Sheriff Dan Coverley stated Chairman, board, thank you for giving me this opportunity to come and talk to you today about some traffic enforcement options or issues that you may have, and how the Sheriff's office may help your area. Here in the residence to address those traffic complaints are the number one complaint that the Sheriff's office receives countywide. It doesn't matter what area you're in. Lake Tahoe to the ranchos in town, obviously Johnson Lane out here. So it's a concern everywhere. So you're not alone. We have we address our traffic issues in a couple of ways. We have a traffic unit of a sergeant and then three deputies that are assigned to work traffic enforcement. So they don't take calls for service per se. They do accidents and then write speeding tickets and stuff. We have two traffic trailers that are similar to the ones that you guys have here in the district. We can move those around. They're mobile. We can park them wherever an issue may have, and they record data. They don't take pictures of vehicles or anything, but they just record the speeds of the vehicles that are coming through. And then we can go back and look at the data, you know, and say, look at a time frame, you know, between 8 and 9 in the morning, there was 200 cars and the average speed was, you know, 35, and it was a 25 mile an hour speed zone or something like that. And then that tells us, all right, we need to do some more active enforcement kind of thing so that we have those items that you guys are certainly welcome. If you have an issue somewhere, we will just get ahold of us and we'll have that trailer dropped off, and then we will share the data with you if you want, obviously. And so, you know, what we know kind of thing. So there's several types of traffic complaints that we get is the one that's happening right now. You're going down 395. You're behind somebody and they're weaving all over the road. And it's a danger to you and everybody else and you think there's an issue. And so you call 911 and tell the dispatcher the make and model of the car, the license plate and the direction of travel. And if you can kind of follow safely for a bit, we can. And then we try to get a deputy there to make a stop. And, and then you have the option to also pull over and sign the citation based on what you saw. If you want to. So that happens every day all over the county. And then the other one is the kind of the chronic problems. Right. And mostly it has to do with commuting times. Right. So people are going to work or coming home and everybody's going way too fast on the street. The parents are concerned. Kids are at the bus stop, that kind of thing. And so what they want is a as a deputy out there to sit and enforce the traffic laws. And so that is you just call the office. Captain Koontz is here with us. Rick Koontz, he's my patrol division commander. And so that's under his purview. And then we give that information to our traffic unit, and then they come up and start writing tickets. So this morning, to give you an example, we get a lot of complaints on a Riverview in front of the golf course in the ranchos. The two guys down

there this morning, and I bet they made 50 stops. I don't know how many tickets they wrote, but they made a pretty good impact. And at that time everybody slows down. Now, as soon as we leave, it picks back up again. And that's just the nature of the beast. Okay. So we will come out and we will make an impact at that time, you know what I mean? And things usually slow down for a while, but eventually it will come back up. If you have the chronic offender hauling through your neighborhood and you know who it is, you got a license plate or you know where they live or something, give us a call, we'll go talk to them and approach it that way. So there's a lot of different ways we can do okay, but we need specific information. If you want us to make contact with somebody or stop somebody, right. We've got to know who we're going to talk to, what they what they were doing, and a description of the vehicle and them, if you can, if it's just an issue that may be happening at a certain period of time every day, then then let us know and we'll come out and handle it that way. It's what, what we're able to do. And so we understand the issue and the complaints on being on my street. I'm out mowing the lawn and some guy flies by and pisses me off, too. So, I'm with you, right? So, but that's what we can do with that. Rick, did you have anything that you wanted to add?

Patrol Captain Rick Koontz stated no, I just want to introduce myself. I'm Rick Koontz with the patrol captain. Nice to meet you guys. We're happy to help you with whatever you need, so feel free to reach out anytime, day or night. Okay. Thanks you guys.

Chairman Stulac stated Thank you. Thank you. Rick. Your title again was what?

Vice Chairman Garcia stated Traffic commander or.

Douglas County Sheriff Dan Coverley stated He's a captain. So, he's So I have four captains over each division, and he's the patrol division commander.

Vice Chairman Garcia stated so Captain.

Chairman Stulac stated Thank you.

Douglas County Sheriff Dan Coverley stated The other thing that while I'm here, I'll touch on is anything that your residents or you guys think that the sheriff's office can help you with, then give us a call. All right, if there's something going on that you think is not right or doesn't look right or just doesn't feel right, give us a call. Let us check it out and make sure that what's going on is correct. Okay. The best thing that can happen is we look into it and it's there's nothing going, you know, there's nothing wrong, and there's lawful activity. Call them if we need help. They need the community's help with things so give them a call.

Trustee Lufrano stated do you hear a lot about specific areas that a lot of residents share as being scary.

Douglas County Sheriff Dan Coverley stated no specific areas up here.

Vice Chairman Garcia stated thank you both for coming tonight is it fair to say with limited resources you have a scattered source of information you go where you get the most calls.

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We are limited by what the district can do

Douglas County Sheriff Dan Coverley stated with the traffic unit it is as the saying goes the squeaky wheel gets the grease.

Chairman Stulac stated thanks for coming and Chris thanks for setting this up.

Patrol Captain Rick Koontz stated the non-emergency number is 782-5126.

Public comment: Resident Lynn Dement stated she lives on Mica. The GID has done absolutely everything they can do, a real effort on their part at this point has been made. It is in the sheriff's departments hands now, she has to say when she has called the sheriff's office she has gotten what do you want me to do about it. She is not trying to be rude but maybe a little education involved. There are a lot of residents that feel there is no rapport with the sheriff's office, why radar isn't used in the community it is a win. It is a good money maker could mean a lot to us here to get the radar gun out there. Let people know that DCSO means business she would like to see that happen.

Resident Kathryn Clark stated that she runs a senior program here on Wednesday's and Friday's there use to be a lady named Bernadette who would come in every few weeks she's retired now but is there someone who can do that again for the seniors. She would tell them of scams going on and answer questions or us, she was great.

Douglas County Sheriff Dan Coverley stated to give him a call tomorrow.

Chairman Stulac stated thank you both for coming tonight.

6. Reports to the Board:

a. General Manager Report

General Manager Chris Johnson stated thank you for your understanding with his report being verbal this month. Chris stated that he emailed to board after the last meeting, the 5k was great with about 140 attendees. Regarding the sidewalks and crosswalks, he has spent a lot of hours going through this. He was given no guidance on this, so he created his own criteria as far as putting delineators in, all of our sidewalks and crosswalks are ADA compliant now. We have 97 intersections; he has dropped it down to the major arteries. There are only a couple where there are cross walks with three or four ways, he identified a few and looked at complaints that we have received from those areas. The way the sidewalks and curbs are designed throughout the district we have the beveled rounded curbs and sidewalks if you go the intersections, those are not rounded they are sharp curbs to keep traffic from going up on the curbs. Chris stated that he thinks our sidewalks are already set to prevent this problem. We have had one complaint actually two Mr. Lynch came in and said people need to take personal responsibility when they are walking. Chris stated that we don't want to impede the flow of traffic up there. If the board would like him to further pursue this then that is

there discretion, but he doesn't know what else we can do. Chris stated that he does not see a need for it, we could hire a professional to do a traffic study.

Vice Chairman Garcia stated that he would like to go out with Chris, when he is feeling better as he doesn't see how it would impede traffic. Vice Chairman Garica stated a right angel curb would be more for a delineator. Can we look into the crosswalk at Mica and North Sunridge to see if we can continue it to the concrete and not stop at the asphalt.

General Manager Chris Johnson stated sure but that it is not going to prevent cars from going up on the curb.

Secretary/Treasurer Siegman stated he is concerned about delineators with snow removal.

General Manager Chris Johnson stated they will be taken out by the plows that is a very good point we couldn't plow with the delineators there.

Chairman Stulac stated yes look into another stripe on the concrete for crosswalk if it is allowable and report back.

General Manager Chris Johnson stated sure.

General Manager Chris Johnson stated the tennis court locks are now installed. The total cost was \$160 the company gave us both locks. We did the welding and installation. They had a couple hiccups with them, but they are installed and working. Parks and streets staff are on standby with potential flooding with the storm coming this weekend. We will reevaluate on Friday.

The water tank project is complete, it wasn't bad Collin will give update on that during his report.

General Manager Chris Johnson stated that he met with community services to look at the playground equipment at James Lee Park. He spoke with Brooke about refinishing the basketball court to a multipurpose court, one playground is looking bad it is old. We have had a lot of kids coming out on the basketball court to play. We talked about refinishing it and putting in new hoops and then temporary pickleball courts on the basketball court.

Vice Chairman Garcia asked if that would that include a backstop for other hand ball stuff.

General Manager Chris Johnson stated that Brooke with Community Services said that her board is pickleballed out. Chirs stated that we were an election location, and it was very busy. The leak on Chip Creek it is a

separate agenda item, but no leak was found in the yard one thing was very apparent and that was ground water was flowing in. Chris showed a video to the board. The water department went into the street and found a little area that they were concerned about.

District Counsel Chuck Zumpft stated no chlorine was in that water.

General Manager Chris Johnson stated there was a little bit, which is why he told them to continue investigating and cut the street. They have to let the water dry out before they can do any repairs.

General Manager Chris Johnson stated the fence by our catch basin on Haystack is in need or repair. The resident that it abuts to asked if we would split the costs. We are going to put in a chain link fence with security slats, so he is looking into that. The cameras for parks, he has reached out to five different companies three don't do cameras for parks only two will do it for parks and only one gave him a bid which he reported on to the board for \$14,000 and change. He told the one contractor that we will take that he will follow up with him asap so we can get that ball in motion. He emailed the board the ranges of the cameras.

Chairman Stulac stated it showed the location of each what is the range of those, he didn't see the rings on the email,

General Manager Chris Johnson stated they are great cameras, and he is excited about getting them.

Chairman Stulac stated what is the timeframe for this.

General Manager Chris Johnson stated probably a couple of months. It will take some time to run power from the box to the tennis courts the parks department can do that we have a lot going on right now, especially with the weather.

There was a hydraulic leak from one of Douglas Disposals trucks on Sunburst. The resident is not happy about the stain in the road, but DDI did everything right and the stain will be reduced over time.

He judged the senior Halloween costume contest, and we had our trunk or treat. We only had seven cars but a lot of kids.

Chris received a call from gentleman that stated who's the idiot who only painted half the crosswalk and who is the idiot who put the stop sign there crosswalk isn't half painted it is faded. Chris tried calling him back several times, but he hasn't answered his calls or called back.

Grant research working with community services for the rct grant.

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Chairman Stulac stated when talking with Dale about brick program what is the status of that.

General Manager Chris Johnson the bricks are the final thing they have to do they need to put in the water fountain before the bricks. They have ran the water line as a separate line now it will stay active as it is freeze resistant. They have been busy with other projects, the bricks we are looking at early spring.

Chairman Stulac ok but water fountain is in.

General Manager Chris Johnson no just the line is in, it is not at the top of the priority list. They have other projects, one example the parks and streets crew were out helping with the leak on Chip.

1. Administrative

General Manager Chris Johnson reviewed the report to the Board.

2. Water

General Manager Chris Johnson reviewed the report to the Board.

3. Wastewater

General Manager Chris Johnson reviewed the report to the Board.

b. District Accountant Report

General Manager Chris Johnson reviewed the report to the Board.

c. Engineer Report

District Engineer Collin Sturge stated the tank construction is complete, they only used \$570 out of the \$20,000 force account. Overall, the project went well. There was some damage to the transducer, but it has been repaired and we will be passing that onto the contractor. He is closing out with NDEP then he will follow up with the sanitary survey. The MS4 permit renewal is due at the end of the year so he has been working on that.

Vice Chairman Garcia stated water samples have to be taken to get the tank back online when will that happen.

District Engineer Colin Sturge stated no those all passed we are waiting to hear from NDEP.

Secretary/Treasurer Siegman stated can we get a record back from who wrote us up for the tank.

District Engineer Collin Sturge stated NDEP did once we get the tank back online then he will follow up on the sanitary survey part. He has also been working with the engineer and contractor on the Lily Court project.

d. Attorney Report

District Counsel Chuck Zumpft stated he has nothing to report.

Public comment: Resident Lynn Dement stated that she wants to say one thing about the basketball court that is great that it will get resurfaced, it is so bad over here. Not to beat a dead horse can you pull up the picture of the intersection again can we add a cross walk the other way on North Sunridge we know they speed through that area; she really thinks something out there would make them pull out more.

Chairman Stulac stated a crosswalk coming from that corner going east on north Sunridge is that possible to paint one there.

General Manager Chris Johnson I will look into it that we can't just throw cross walks anywhere.

Secretary/Treasurer Siegman can we paint stop there.

General Manager Chris Johnson I will check on that.

Resident Sharon Buckley Mica drive, as you can see you cannot see the stop sign it is so far back, they roll they don't stop. The majority of people do not stop they literally roll she would like to see the stop sign moved up closer to the flashing sign, something, anything. The new lights people are paying better attention to that they see it, the one in the middle has really helped and she appreciates that.

Chairman Stulac Chris will see what he can do.

Break 7:18

Back 7:26

General Manager Chris Johnson forgot to add in his report the last two months the speed trailer has been on Mica he showed the radar data it was there on each side for one month.

Chairman Stulac that is a really good analysis.

Vice Chairman Garcia you are sharing the peak violators with the sheriff's office.

General Manager Chris Johnson absolutely yes, he wanted to thank the undersheriff he has a direct line they are responsive and interested in helping us out.

Vice Chairman Garcia limit use of acronyms in reports he doesn't understand. In the board reports can you have an old business, new business and closed out business section. Things can be there for one cycle; it would be a helpful tool for all of us.

General Manager Chris Johnson, the Trello project management and task management software he can't have all trustees commenting for open meeting laws but he can give you all access to that to see what is going on with projects.

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Chairman Stulac what about what he asked for in the reports every month, that's great it helps the public and the board and yourself it gives you a reminder.

General Manager Chris Johnson yes.

7. Discussion and possible action to provide candidate information during elections.

Chairman Stulac many residents of the district have been and/or are asking for Trustee candidate information to help them cast their votes. I propose one or more of the following choices to all future candidates running for board of trustee positions. 1. Prepare a candidate statement to be posted on the IHGID website. 2. Do a video with questions and post it on the IHGID website or 3. Conduct a candidate night. The selected choice above shall be in place at least 45 days prior to the election. I don't want this to be labor intensive for staff.

Vice Chairman Garcia I agree, we owe it to the public but it is important for them to know who is running if you offer it to everyone then that is ok if some do not do it. It takes pressure off existing board members. As far as how far in advance he doesn't know.

Chairman Stulac I would think if we offer it to all candidates but say one doesn't participate we have no liability as we offered it to all they chose not to do it.

Vice Chairman Garcia stated Chuck already said it is ok.

District Counsel Chuck Zumpft ok yes but if you choose option one then we will need to establish some criteria.

Chairman Stulac ok Brooke and Chris had some great questions, I don't want an undue burden on staff but we need to do something Brooke put this one the next agenda come up with the questions from the letter provided in the past.

General Manager Chris Johnson stated we would need to look at overtime for candidate night videos, the cost of cameras and the software for that.

Vice Chairman Garcia so let's start with a written submission

Chairman Stulac ok so it will be on the next agenda for the board to look at.

Trustee Lufrano I agree.

No action was taken on this item. The Board requested that staff bring this item back to the December meeting with the previous list of questions for further discussion.

Public comment: Resident Lynn Dement stated we should make it 60 days before, people were on next door before 45 days asking.

8. Discussion and possible action regarding water leak at water meter box at 931 Chip Creek Court.

Homeowner Chuck Bailey owner at 931 Chip Creek Court, Chuck asked Chris to bring the picture back up. Chuck my house is the blue house, a few things he wants to address tonight. I know you don't know what you don't know until you know it. First thing the board should be aware of as the homeowner is communication could be better, procedures and policies of how this has been reported and dragged on need to be looked at. Improving policies, procedures, and communication. This started I don't know the exact date but in spring or summer of 2023. They have lots of build-up of water in the meter pit, the water wasn't ever rising up past the meter. The GID came out and looked at it and determined it was ground water, there was no chlorine in the water and it wasn't rising so it wasn't a real problem. This spring my neighbor saw water coming out of the box saturating the ground in front of the sidewalk, he called again and can't say for sure he did so he called a leak detection company. That report is provided but nothing he could act on was found so he contacted the HOA. I contacted Chris directly, inviting him out to see the problem himself during this time the problem seemed to be getting worse, Chris came out and walked through things. There were a bunch of markers on the street and five or six weeks later no one has contacted him. He has never got anything in writing, he is a homeowner who is moving next year, he plans on putting house on market April 1st. Who's issue is this, all he has is this leak detection report. When he contacted Chris he wasn't trying to be combative or anything but they finally came out yesterday. That is the picture there is a big crack in the street that wasn't there before, the gutter has been filled with water since March or April, the water is pretty clean coming out pouring over that sidewalk. There appeared to be chlorine in the water when coming over the sidewalk. The GID would see chlorine in the water sometimes and not others as we are getting into winter, we need to find a solution. If this problem can't be solved there needs to be mitigation. In early contacts they didn't feel welcome to get help, if another sump needs to be put in then ok. He requests communication be better, he should have been notified about what was going on, the other thing is when workers showed up it would have been nice to know they were going to be out there a simple knock on the door not trying to be combative just trying to bring in some problems with simple solutions to it.

Resident Frank Espino at 935 Chip Creek Court this is an issue that has been going on for over a year. Any pictures of the hole from yesterday, he looked at it today at 4:30 it is very dry his sump pump stopped working today.

General Manager Chris Johnson to clarify some things in his timeline and give you information on what was happening here on our end. They did go excavate after those markings. They went in the pit to check the connections; it was also at that time we were going and checking meter usage to see if there was anything that caused it. The gate irrigation was using a lot of water, so we waited to see if that was the problem that is it.

Chairman Stulac is it flowing right now.

Chuck Bailey no not right now it is completely dry now for the first time since April or May.

Chairman Stulac interesting that it is not running now.

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Chuck Bailey it only stopped running since they dug yesterday or the other day.

General Manager Chris Johnson, Matt installed a new meter in September hoping that would help. We hope the work they did helped once it dries out and we fill it and know if that will be the true fix.

Vice Chairman Garcia nothing found this is a first time they have been out and pumping trying to find that leak, it is a process.

General Manager Chris Johnson no that was done when they excavated the first time then he told him to cut into the sidewalk and street.

Vice Chairman Garcia stated it is a process it doesn't happen overnight, it isn't always a simple fix. Chris was going through that process and then expanding the investigation.

General Manager Chris Johnson it can take some time to go through these steps we have been trying to track down the leak and doing all we can.

Vice Chairman Garcia there is no contention now the water has chlorine.

General Manager Chris Johnson yes on the side by the street the other water by the house does not.

Vice Chairman Garcia the next step is to get the more specialized equipment in there to look and see.

General Manager Chris Johnson, I don't know, we will see what it does now. As Murphy's law has it we are supposed to get hit with a storm the next few days.

Vice Chairman Garcia but you haven't given up on finding it you will continue to search.

General Manager Chris Johnson exactly.

Chuck Bailey right now for first time in five or six months he is hopeful that it remains dry but in light of how this has gone on he wants to work with you to figure this out. The communication needs improvement.

General Manager Chris Johnson as Robert was saying we are already looking at the next step if this doesn't work. We are looking at ground penetrating radar.

Chairman Stulac one thing would be helpful is to keep him informed about updates. In your home do you have a crawl space.

Chuck Bailey yes I do and I have not seen water under there he looked. At the irrigation valve it has always been dry until the last time he looked at it.

Frank Espino my sump pump comes on all the time until a few days ago they are incurring cost for electric and the wear and tear on the pump.

Vice Chairman Garcia it is important you brought this to our attention. We don't have a policy and not sure we can make one but it is on the table he is not discounting it but it would be difficult.

Christy Hollibone the main thing is when it comes to a policy and this is unique but when it comes to policy how do you report something like this. When we call we are told not to touch the meter box and that is it, no one came out or did anything. Do you need a form for the process as opposed to a policy.

General Manager Chris Johnson he can say with certainty that was not the case, yes you were told not to touch the meter box but they will also call the water department and they will go out and look. The meter and box is ours and a fine can be associated with that for tampering with it.

Vice Chairman Garcia there can be a workflow and follow up, they are getting there.

Chuck Bailey they are asking for better communication.

Frank Espino he did make a call to Brooke he was told that he will be fined if you look in meter box and that the water is coming from a spring.

Christy Hollibone at one point Matt was out there and said Franks meter wasn't turning Franks meter wasn't turning and there was chlorine in water, where was the water coming from. They did get a lot of push back from the office and field staff, we do get a feeling as though they don't want to talk to us. George even called to find out when they will be out to dig, he was told a week and no one showed up for six weeks.

Chairman Stulac Thank you Chris will improve communications.

Trustee Lufrano Matt was saying no pump is running here or there but found chlorinated water, would water be there only at that time.

General Manager Chris Johnson that is one of mysteries of this whole thing you can see the flow of water.

Trustee Lufrano if it is mixed with spring water would it be diluted the chlorine, do we know what level of chlorine was.

Chuck Bailey between .5 and 3.

Vice Chairman Garcia I don't know what that is or means.

Chairman Stulac that means parts per million and that is typical.

General Manager Chris Johnson no ours is 2 so when it gets to consumer it is 1.

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Vice Chairman Garcia fingers crossed that this is it.

Chairman Stulac and he didn't encounter ground water when he dug.

Trustee Lufrano suppose I would like to say from your perspective where you are looking at this probably a hurry up and wait when you are looking for some kind of resolve solution. I am sorry that it has taken this long, she is aware that Matt is extremely good at his job and he is doing everything he can do and looking for whatever the issue may be. The understanding is that this will continue to be worked on and additional communications. I appreciate you bringing this to our attention.

Chairman Stulac giving the board each month an update in the managers' report each month will help, you are welcome to come to each meeting.

General Manager Chris Johnson thank you Trustee Lufrano on the comment on Matt. He is not just very good at his job, but he takes personal pride in his work, he takes it home with him he was stressing bad about this. When he was out sick he was communicating with him he is very good at what he does.

Chairman Stulac in my prior occupation I worked with ground water and is very funny in how it works and travels.

Chuck Bailey I am just asking for the board to be as committed to this issue as he is. Water is coming from somewhere and we need to figure it out. I just need to get the problem fixed.

Secretary/Treasurer Siegman in the leak detection report they did not test the water for chlorine, what did the leak detection company do.

Chuck Bailey a lot of what Matt did and listening he did not hear water anywhere.

Secretary/Treasurer Siegman the test strips show other minerals too so maybe do a water analysis. Test our water and the water at the home to compare. We can take a water sample and send it somewhere to get it tested.

Frank Espino but can we? Are we not trusting that? And.

Secretary/Treasurer Siegman always trust but verify? I was in the gas industry for 30 years and so you electronics.

Frank Espino are the employees that there is chlorine coming out and it's been tested multiple times.

Secretary/Treasurer Siegman but trace amounts sometimes, but not all the time. And that's where the mystery is.

Frank Espino no, but I was on the phone with Chris when he tested it on speakerphone and he goes, oh, we've got chlorine coming out of your sump and in the meter, chlorine is just not going to come out of the groundwater. It's going to come out of the city water because it's treated.

Secretary/Treasurer Siegman but how did it get how did it get in your sump?

Frank Espino It's because it's coming up from a leak. It's coming up from the street it's pumping up. It's following a trace through the groundwater, through the rock and gravel.

Secretary/Treasurer Siegman that's what we assume we need to. We need to do something methodically to get to the bottom. I mean,

Resident Frank Espino totally we want to, we want to. I agree.

Chairman Stulac Chris, did you want to add one more thing and then. Yeah.

General Manager Chris Johnson just actually, when we were on the on the phone there, we didn't find chlorine in yours. We did find it in the meter pit.

Resident Frank Espino that was the first time they came out there. And so that's one of the things that was part of this mystery is how we were getting different samples from two sources immediately next to each other.

Secretary/Treasurer Siegman close to each other and they could be two different sources.

Resident Christina Hollibone right. Well, and even that, when they opened the pit back on the 17th or so around the meter, they tested the water on the other side of the meter box and it was a chlorine. But between the little space, between the meter box and the sidewalk, it had chlorine. And while I'm standing there looking down at that box where it tested chlorine. The sand and gravel was just falling in, like there was water pushing out from under the sump and from under the sidewalk.

Chairman Stulac well, I think at this point, you know, the work that was done appears to maybe have had an effect. I think we have to wait a little bit of time here with we've got this upcoming storm we're going to keep you notified and keep this is an open item that will continue to be looked at. Russ is making some good points. Doing a full blown water analysis isn't cheap out there to do stuff. But it's a it's a he's just throwing out an idea that could be helpful. We're going to take a quick minute, two minute, three minute break before for the for the rest of this.

Vice Chairman Garcia all this talk of water is thinking about the bathroom. You know.

Chairman Stulac I unless there's anything further. Okay. Yeah. We're going to go ahead and close out that and come back with them back on item eight then thank you for. Did you have anything further that you wanted to?

Resident Frank Espino Okay. Yeah.

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Chairman Stulac ok thank you

Break 8:53

Back 9:00

No action was taken on this item. The District will continue to investigate where the water is coming from if the problem persists.

9. Discussion and possible action to approve a quote from Pac Machine Co. in the amount of \$7,015.00 to rebuild the Godwin pump.

Chairman Stulac And then at Vicky's request, we're just going to hit kind of another cost item here on a pump. We'll do that. And then we'll go to we're going to move item ten up above and do that. Now, the discussion and possible action to approve a quote from Pak Machine Company in the amount of \$7,015 to rebuild the Goodwin pump. Chris, General or general manager. Go ahead and take that away.

General Manager Chris Johnson Thank you, Mister chair. Government contacts. That is the that's the pump that the wastewater department uses in in emergency situations, or they use it all the time. It's a pump. For example, if one of the lift stations goes down, they to bypass or when, for example, they use one on Indian Drive. When we had worked on the on the sewer system, they use that pump to bypass that section of, of sewer so that they can go ahead and remove that sewer. And the Godwin pump, the one in there took it in for some maintenance and it's in bad shape and it's built. So we were hoping to replace it next year, but it just it just made itself a priority. So it's one of those this is one of those pumps that it's not an emergency to get it done. But if one of our main pumps fails, it will become an emergency. So this is we'd like to get that done. He does it. Have it in his in his services and supplies to take care of us. So go ahead and push forward with it.

Vice Chairman Garcia so if we were to approve it today, you would move forward with it right away. You would or not. Okay. Before another board of trustee discussion or anything.

Trustee Lufrano just a question, Chris, that I think is off the topic, but has to do with this. There was something else that recent, I think it was in water. There was the pump that you wanted to have a redundant pump built or rebuilt. You bought a new one and then had one rebuilt. That was in water. Correct. That's all I wanted to verify. Do you remember. That?

General Manager Chris Johnson speaking of the pump and lift station five,

Trustee Lufrano and it might not have been a pump, it may have just been some other part where you they could have rebuilt the part, but instead the cost to rebuild it was not.

General Manager Chris Johnson so that was pump three and lift station five. And that, that one caught us by surprise.

Trustee Lufrano It is not the same thing, No, no.

General Manager Chris Johnson no. But that's a very good point because in Lift Station five, that was one of three pumps that went down. If one of the other pumps went down at that time, we would have needed the Godwin pump to support it. So that's what this pump is. It's a portable pump that can be used to support those.

Chairman Stulac other tasks, whether water or sewer, whether in the in just the sewage sewer, sewer.

General Manager Chris Johnson sewer only.

Chairman Stulac Okay.

Secretary/Treasurer Siegman yeah. We don't want to mix them.

Chairman Stulac that's right.

Secretary/Treasurer Siegman it would leave a bad taste in your mouth. Literally. I had a question on the pack machine company it mentions over here in the in the comments that they're going to ask if you want to do the complete cooling package. But I'm looking over here in the parts and it's already in there. So the \$7,015 is a complete deal. Radiator water pump?

General Manager Chris Johnson yes.

Secretary/Treasurer Siegman all the associated stuff? Yes. Okay. I was going to recommend we do it, but it's already in the price, so it looks like it's done.

General Manager Chris Johnson okay. And so.

Secretary/Treasurer Siegman cheap insurance.

General Manager Chris Johnson my supervisors are great about that. When they come to me with an item such as this, they come with a lot of options. You know, we could go with this route. We could just replace this. We could just replace this. And we do a cost benefit analysis on things on, you know, we could just replace this piece, but it's probably going to fail in the next two years and then we'll have redundant costs. So but yes, we did evaluate that. And we're going forward with the complete rebuild.

Chairman Stulac any comments from Trustee Dunham over there or Garcia? No. Okay. Then let's go ahead and open up for public comment. Is there any public comment on agenda item ten? If so, step forward. Okay. We don't. So we'll go ahead and close public comment and back to the to the board. I'll make a motion that we this is any further comment?

Public comment: none

Chairman Stulac I'll make a motion that we go ahead and approve the quote from Pac Machine Company in the amount of \$7,015 to rebuild the Goodwin pump.

Vice Chairman Garcia second.

Chairman Stulac all in favor, say aye. Aye. Aye. Any opposed? Great. And none opposed. It passes unanimously. There. Okay, good. Okay.

Chairman Stulac motioned to approve a quote from Pac Machine Co. in the amount of \$7,015.00 to rebuild the Godwin pump. Vice Chairman Garcia seconded. Motion carried unanimously.

10. Discussion and possible action to approve a proposal from Lumos & Associates to develop a Capital Improvement Plan for Indian Hills General Improvement District in the amount of \$18,650.00. Funding will be taken from professional services split between all five departments.

General Manager Chris Johnson Thank you, Mr. Chair. So I just want to take a minute to give full in-depth of what a capital improvement is because I had a couple of questions about the capital. So when you see that it's a five year capital improvement plan, it's a five year scope. It's not it's not good for five years. It's just a five year scope. So it's the plan is forever. Every year we will go through an update. With the capital improvement plan. Does is basically gives us our first our first year out. Those are things we're doing. We're guaranteed we're doing it. That's we're budgeting for it. And they're hot items that need to be done. Whereas all the way out at five years. Those are things that are coming up. And that's year five is what I like to call the wish list here. Because that far out a lot of things can happen between now and then. But that's what it is. It takes every item that we go through, all of our infrastructure, our equipment, everything looks at the cost of that, the depreciation on that item, the lifespan on that item, and gives us a roadmap very much similar to the PCI, which is the pavement condition index. It gives us a roadmap and shows us what equipment is that is nearing completion. They're nearing completion

Vice Chairman Garcia and their useful life.

General Manager Chris Johnson Yeah. End of useful life. And it gives us a kind of a five year plan on what capital is going to be addressed, at what time, based on our budget. So that's what this is. And it's called a five year capital improvement plan because it is a five year scope. We have the five years planned out. So that's what we're doing here. I've been working with, with Colin on this, and we meant to bring it a few months ago, but we've had so many other things going on. We had just kind of put this on the back burner, but it's we finally had a month with nothing on the agenda, so we brought it home and everything's joined up on the agenda. So. But Colin, would you like to add to this? Yeah.

District Engineer Colin Sturge I'm just going to work with Matt, Dave, and Chris to come up with the list.

General Manager Chris Johnson and Steve

District Engineer Colin Sturge and Steve. In addition to Brian, actually. So we will include water sewer and the roads. We come up with a matrix in terms of what we want to What we need to address as a priority versus as a not more of a wish list like Chris mentions based on actual needs and concerns. And then we also are going to obviously incorporate the budget from Chris and Stacy to develop the plan. It's pretty straightforward. I'm excited for it. I know Chris is excited for it, too. So give us a good idea of what we need to focus on in these next five years.

General Manager Chris Johnson I so it's been kind of a nervous feeling for me. And, and it's caught up with a couple of times here over the past couple years of operating without a capital improvement plan on airports. We have an asset which is the airport capital improvement fund. You don't operate without one. And So over the past few years, learning about all of our equipment, all of our different pieces of our, of our infrastructure and knowing that, oh, shoot, we have a pump that needs to be replaced very soon. It has just reinforced how much we need the capital improvement plan. So I'm anxious to have it out there. I feel like I'll have radar again. Okay.

Chairman Stulac Thank you. Chris. So any board trustee discussion before we open up to public comment? Does anybody have any two things?

Chairman Stulac: We'll come back to it. Let's go ahead and open up to public comment. Anybody would like to step forward and have anything to say regarding this agenda item seeing not we'll go ahead and close that and then back to the board. So Trustee Garcia did a couple questions you had.

Public comment: none

Vice Chairman Garcia Yeah. It was in the December time frame, Chris, where we talked about the capital improvement plan. 1st December of last year when we were talking to Gus, was it on the USDA loans and that that would be part of the requirement for us to be able to get USDA loans. So that was December of last year. So if you could briefly tell me from December of last year what I think, what I heard you say was that you're kind of understanding the infrastructure to get up to speed on what was needed and all that. But we talked about putting together a capital improvement plan at that point in time. And as part of that conversation, I remember you saying that you did a capital improvement plan for the airport right now when you said you did it, I guess I misunderstood, and I thought you meant you did it.

General Manager Chris Johnson no.

Vice Chairman Garcia okay. So you worked with an engineer at that point, too?

General Manager Chris Johnson exactly.

Vice Chairman Garcia okay. So that answers that one. So tell me what has happened since we talked about it in December of last year versus getting this on the agenda today.

General Manager Chris Johnson so what's happened is well, Colin and I have discussed it a number of times, but what we've done is, for example, the wastewater plant has they've been going through all of their all of their infrastructure, making a list on it, because there's a lot of things in our infrastructure that have been around longer than any of us. So they have to go back through records and track down everything. And when we're talking about capital improvement plan, I'm not just saying the wastewater plant needs replacement. We're talking we've got the three pumps and lift station two two pumps and lift five, for example, all of the pumps, all of the, the grinders, everything that needs to be listed out. And so it's collecting that data, finding all of that data. And as we find that data, it's when was it put in. What is the cost our costs. Now we have no clue. You know, a lot of things what we do for like the pump and lift and lift too because we just replaced one. So but that's where the value, where the engineers come in as we go through them and identify all of our infrastructure and the age of that infrastructure. They know the lifespan, they know the useful life and the estimated costs of it. And so.

Vice Chairman Garcia okay. So, so. Basically from that December on, you've been collecting that data necessary to be able to get the expertise on board to be able to do the next part of it. Okay.

General Manager Chris Johnson correct.

Vice Chairman Garcia all right.

District Engineer Colin Sturge so I think it's probably also important to note that we, you know, we were still completing. Indian Drive at the time in the. Spring. And then we had the sanitary survey from NDEP come out. And so our priority then was that.

Vice Chairman Garcia priority shifted.

District Engineer Colin Sturge yeah. We handle the comments from NDEP that are that they're cracking the hammer down on. First, and then we can get our mind wrapped around what's next. Right. Okay.

Vice Chairman Garcia thank you. That's helpful to me because I don't know what a capital improvement plan entails. So I appreciate the education.

General Manager Chris Johnson absolutely.

Vice Chairman Garcia so that's the only questions I have. I really don't have any.

General Manager Chris Johnson any other board members have anything you'd like to discuss on this.

Secretary/Treasurer Siegman this going to be an ongoing evaluation? Absolutely. Good for five years. So next year we're going to do it again for five years.

General Manager Chris Johnson so it won't be the same cost. So that's this is the setup of the capital improvement plan. So now next year Colin and I will probably have one meeting and go on and probably only charge me \$50,000 to do it. I'm joking. But the typically the way it works is that I'll meet with the engineer and before the budget cycle and we'll look at okay, so this is our this is our five year outlook. We are going to accomplish these goals in this budget year. Item F we're not going to get to it this year. We don't have the budget for it, but we'll push it back a year or two and we go through and reevaluate and reset all five years. So all the items that are in year one that are getting cleared out, they go away. A year or two becomes year one. Based on what you wrote.

Vice Chairman Garcia It's a rolling five years.

General Manager Chris Johnson It is a rolling five years. And that's what I was trying to clarify at the beginning. It's only it's a called a five year plan because it's a five year scope at all times. We've got five years played out on the list. And every year we go in and update it and so that we can see what's going on five years out. Yeah.

Chairman Stulac so as I call Chris and talk to him. So this is this this charge happens one time similar to the PCI. Is that or the pavement condition. Yeah. Chris and I were talking about this and he helped me clarify that, just like we paid that one fee. But then we'll have a database and we will be we won't be going out and digging again. We'll be just looking at the yeah, this.

District Engineer Colin Sturge this is more to build the plan. And then I'm happy to continue using our retainer. To coordinate and develop the plan, or keep the plan. Implemented even more updated. Yeah.

General Manager Chris Johnson you do understand that's recorded now. Okay.

Chairman Stulac so did you just say Colin that in year two? So we pay the 18,000. Let's say we vote for that. And then if you guys discuss something in a year or two down the road, is there a charge that or are you just because you're going to get the work. So you can clarify that, because what you just said made me ask that.

District Engineer Colin Sturge yeah. I'm happy to continue to update the CIP with Chris moving forward beyond the \$18,000 that we charged for the five year. We'll continue to update as a rolling five year with them through the retainer.

Chairman Stulac Okay. Great. Great. Thank you.

General Manager Chris Johnson I should clarify, chairman, that updating the CIP is nowhere near as difficult as creating the CIP.

Chairman Stulac Yeah.

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General Manager Chris Johnson updating it because once it's established, once we've got a good groundwork of what equipment needs to be replaced, at what time, then it's a question of dollars and cents. And so we look at then we have our priorities of we look at our five year out and say, okay, we can do two of our year one things, two of the two of the three things on year one we can accomplish. So one of those items will be pushed back year two. And then we just adjust the plan based on that. So and then if we do accomplish everything and everything does bump up a year, then we go out to year five, my wish list year. And that's where we populate it with the next priorities. So it's not a complex thing to maintain.

Chairman Stulac okay.

Vice Chairman Garcia and I'll also point out, if you don't mind me saying that this will also at least help us or get us in line to meet the requirements to get low interest loans from the USDA, which is with all the capital improvements that we'll have to infrastructure development and replacement will have to do, it's going to be very important to us to consider financing.

District Engineer Colin Sturge so it's a very good point to convert into getting a grant or loan money. We need to first know what we need to do and how much it's going to cost and get out of this.

Secretary/Treasurer Siegman It's much cheaper to get it further out than it is short term loans.

Chairman Stulac any other comments from the board trustees?

Vice Chairman Garcia Mr. chair, will you entertain a motion?

Chairman Stulac yeah.

Vice Chairman Garcia I'd like to make a motion to approve the proposal from Loomis Associates to develop a capital improvement plan for Indian Hills General Improvement District in the amount of \$18,650, and the funding of which will be taken from professional services split between all five departments.

Chairman Stulac okay, we got a couple of. We'll say Russ officially seconded. All in favor say I, I all.

Secretary/Treasurer Siegman that's an I.

Chairman Stulac any opposed?

Chairman Stulac no, it looks like it passes unanimously. There. Okay.

Vice Chairman Garcia motioned to approve a proposal from Lumos & Associates to develop a Capital Improvement Plan for Indian Hills General Improvement District in the amount of \$18,650.00. Funding will be taken from professional services split between all five departments. Secretary/Treasurer Siegman seconded. Motion carried unanimously.

11. Discussion and possible action regarding General Manager Chris Johnson's annual performance evaluation.

Chairman Stulac Okay. Now we're going to do item nine. That got pushed down because of that last one. So discussion and possible action regarding General Chris Johnson's annual performance evaluation. You'll notice in the attachment here that evaluations of all the board are there. And Chris also then attached looks like a type of report on some of the maintenance and the schedule of things from summer to fall, winter and spring, and then and then as a list there also in the board packet of accomplishments that he's done many through the year. And then I think at the end of it and then he's at the end of it's on page 65 in the number of the board packet. Then he's. So this item we're doing here is a discussion of possible action regarding performance. But at the end he's asking the board to consider a 5% increase. 5% or \$6,747 increase is on page 65. They're bringing his salary to the number listed there. So with that said that that's part of where the action part of this item is. And I think it was the first year we've done this where we had an evaluation form, and I think it was helpful. It's not perfect, but I think it was a mechanism to give Chris input from the board opposed like last year and even the year before when I was a citizen out there, and it was just kind of a discussion and there wasn't any way to really give a more formal response, a formal feedback, I should say, and have more of objectivity into it because it was very subjective. So I think in general, the looking at all the board evaluations from my perspective, everybody took the time to do them. You know, the idea was to give Chris some goals or objectives and some feedback. But I think the consensus for all of us was that Chris was doing a good job and he works his butt off. And I think that everybody rated him. In the end, there was a summary rating for him. And, and everybody said that he's doing his job and more. So that kind of, in my eyes sums up at least the totality of the five. Chris, I just wanted to ask if you had a would like an opportunity to discuss the evaluation or have any comments you want to share.

General Manager Chris Johnson actually, I just needed a couple of clarifications.

Chairman Stulac: Sure.

General Manager Chris Johnson : Mr. chairman, I appreciate that.

Chairman Stulac: Yeah.

General Manager Chris Johnson: First off, there's an update on page 65. And there's a I want to make a clarification on page 65 where it says bringing my salary to 141. Yeah, that's total compensation. Yeah. It's not my salary.

Vice Chairman Garcia: I was going to mention that.

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Chairman Stulac: Like we talked about. And then Chris did send an email out to all of us that showed. Correct.

Vice Chairman Garcia: I'm sorry I didn't see that. But I knew what you meant. But I was just for the record, is to make that statement.

General Manager Chris Johnson: Yes. And it's. And on that note, we do budget on that as I sent out an e-mail. We do budget for that as the union contract. Even though the union contract does not include me. We do budget actually 6% because they have the potential for a 3% merit and 3% Cola. So we have to budget for 6% because that is a realized potential cost. So with my position, I believe we only budgeted a 5% increase on that.

Vice Chairman Garcia: And that's the standard that's been. I didn't know that was happening actually. That budgeting, regardless of what was given there, was actually budgeted. So that's good information for me. Maybe I missed it in years past, but thank you again for bringing it up.

General Manager Chris Johnson : Absolutely. And we do budget to that just so that it's there. Because when it comes to an employee's evaluation, there shouldn't be any surprises happening. It should be something that's going into the evaluation. You should be pretty much knowing where you're where you're going to be at. So in the budgeting process we do try to prepare for that. The nice thing is, is if an employee does not get the full increase then that's still that's we're not we don't have an unrealized cost there. So and then the money market and savings account right now, just this year alone, has generated \$132,465 in interest.

Chairman Stulac: So a little more update from the number you had in there. Yeah.

General Manager Chris Johnson : So and I as I went through.

Vice Chairman Garcia : Sorry what was that again? 135. What? 132. I thought you said.

General Manager Chris Johnson : I'm getting back to it again.

Trustee Lufrano: 132.

Vice Chairman Garcia : Yeah, because that was I was looking for the word to write it down tonight.

General Manager Chris Johnson : 132.

Vice Chairman Garcia : Thank you.

General Manager Chris Johnson : It's actually \$464.94. Okay. And I rounded up an extra 665.

Chairman Stulac: So that's the updated number then for the interest. Okay.

General Manager Chris Johnson : So and I as I reviewed these there were some things. And sometimes it's hard to sit to sit back and acknowledge your own shortcomings and, and do that. But I've been trying really to do that. And so I appreciate the input that that because this is a public evaluation. This is public records. So if in for future employment opportunities this could be damaging. So I would like to get some clarification on some items. So and Trustee Stulac, you mentioned at times my tone to the public and or the board isn't the best. And when giving constructive input I sometimes come across a little condescending. And it's funny because at first I was very offended by that because I never have, never in my life intended to sound condescending to anybody. That's you know, that's something I've taken pride in, is and going all the way back to as a sergeant in the Army, you always see on movies and stuff. They say you see the sergeant say drop and do push ups. I never did that once to my soldiers. I always believed firmly that I would take my soldiers into the back and talk to them because they were fellow, they were fellow warfighters. And that thinking back on that and talking to my better half, I kind of came to the realization that I may not mean to sound demeaning, but sometimes I can be very just straightforward. And it took me years to stop doing this to people and talking. And it's not that that's a bad thing, but civilians don't understand that. And I can have a military demeanor sometimes. So I do apologize that for that. But I would like an example of when that happened and ask that in the future if something like this should happen, if there is a if there is a concern that it's addressed with me when it happens and not withheld until the until the evaluation.

Chairman Stulac: I see.

General Manager Chris Johnson : So because in for example, in Pool Pact, the pool pact manage leadership series. They say nobody should go into the into the evaluation with a surprise. And that's both the evaluator and the evaluation team. So that's in an evaluation, the evaluate should not be hearing something for the first time. So I'm asking that in the future, if there is a situation like that, to please address it immediately. So.

Chairman Stulac: Okay.

Vice Chairman Garcia : Can I bring up one point is that we intended at the last evaluation to have a six month evaluation. And we never that never happened. That would have been our that would have been our opportunity to be able to address some of these things. And I don't know if we dropped the ball, if we needed to, if we need to, to give direction, to have it calendared in advance. So we so we don't miss that opportunity. But it's important to have. I agree with you.

General Manager Chris Johnson : Sure. And even on that note even at a six month evaluation, if I'm hearing of something like this for the first time in a six month evaluation you know, it should be something where I'm being brought or a trustee just says, hey, you know what? I perceive this. And you were condescending in that, and we could have addressed it right there. And so that could I feel like that could help. So that's just something that I'm asking is that.

Vice Chairman Garcia : I agree. We should be open to be able to come and talk to you and like.

Chairman Stulac: During the season, during the year, during or at.

Vice Chairman Garcia : The time or what has happened. Something happened at the time it happened.

General Manager Chris Johnson : And again, I apologize if I have sounded condescending at that point because it's my better half said it can appear that way it's perceptions. It's not that I'm intending to sound condescending, but sometimes I can get into that business state of mind, of just transferring facts and that that's it. And a lot of times people perceive things differently. So I appreciate the feedback on that.

Chairman Stulac: Chris, do you want me to say you said did you want me to give any please? You know, I think, Chris, to remember, you know, doing these for so many years with a lot of staff, I had, you know, it's an opportunity just to give some suggestions. And, you know, I think throughout the evaluation I gave you some exceptionals, which I think you deserve. And I think that, you know, when you look at an area of communication, it's seems to come up. It's one of the areas that it can be a common thing in with a lot of staff or just people coming across in a way. So I look at the evaluation as just an area where can we give you some input to, to work on? And I think that it's you know, it isn't. I started saying at times because a lot of times your tone and demeanor is good. It's just I was just trying to say, I try to word it in a way where I didn't say all I said at times, your tone and demeanor and the board isn't the best. I've just seen it a few times. So I was just trying to mention that um you know, and when giving constructive input or talking sometimes, I said, you come across a little condescending. And if you want one example, I think the one thing that stood out to me was when I was pushing for updates on the grants and did we get any grants? I was thinking that you would say something the next meeting. And you've been reporting on the grants now regularly. But when I said is there anything new? And a lot of times we know we didn't maybe get a grant, but have we applied for some? Are we are we even is there even any that are that the district is able to apply for that we're eligible for? And when I mentioned at that second meeting, the second time, I brought it up, the second meeting, your response was, well, Bob, you'll be the first one I tell you, if we get one. And that's the example that that's, you know, a condescending response back that was that's if you want an example that would be one versus just saying, hey, yeah, we're looking into them and we'll report on that. But when you came back that way sitting here as the chairman, I felt like I was being it was condescending. So that's just an example.

General Manager Chris Johnson : I appreciate that. And like I said, I'm asking for clarification.

Chairman Stulac: Yeah. So that's all Yeah. That's that's all.

General Manager Chris Johnson : I apologize about the timing. You felt that I was being condescending in that because that was not the intention. Ever.

Vice Chairman Garcia : And I'm not. We're on the same subject. And on one of the line items I worked on, on communication, I said, work on efficiency and tone, and I think and I'm kind of the same kind of I will play that devil's advocate a lot of times. So in a situation where when the board said to you, you know, we need to start, you know, I think we need to take a look at the budget or our, our, our funds and take a look at where we're getting our interest. And I think we can do better with their interest. The response at that time was, well, you know, you know, we can't really do rather than listening to what we were saying, you were playing devil's advocate as opposed to taking the information and saying, you know, I'll go investigate and see. And it turns out the board direction was correct. We were able to you just reported on what we were able to do. But had you not played devil's advocate and listened first. Better listen better as opposed to immediately jumping into devil devil's advocate mode, which I do myself, I have to admit. And in a public forum, it can come off as a little bit I guess imposing to. So we want audience, we want members of the public to be able to come up and not feel like they're they should be afraid of saying anything, that's all. And I'll just hopefully that's helpful.

General Manager Chris Johnson : Absolutely. Yeah.

Chairman Stulac: You know. It's funny because I that was one of the other ones, Chris, that I felt when I was the line item there is for it says employs tact discretion accepts constructive input. And I just remember to it seemed like Mr. Garcia and I were the ones kind of pushing the getting some of these reserve funds, which are hundreds of thousand dollars in just a little more than the general savings account. And it just didn't seem like he took the constructive input. It took us several meetings to kind of, it seemed like to push you to get to. But look what we've saved. We've saved. What did you just 134,000 in the year. So, you know, it's just echoing a little bit with Robert said that the sometimes just it's one of the communication skills is to accept constructive input. And I think that's all we saw on that. And I think we've had great benefit from getting that done and getting a lot of extra dollars available to the district. So.

General Manager Chris Johnson : Thank you.

Chairman Stulac: You're welcome.

General Manager Chris Johnson : On page 46, Trustee Garcia put web page on page. I just needed a clarification on what you meant by that.

Vice Chairman Garcia : I just I made a note to myself about the fact that you did. Okay, this has to do with compliance. We were not we were not compliant, okay? And I didn't know that we were not before until you investigated and said that we were not ADA compliant and that so for me, that was a, you know, there I made notes on things that I that I observed or made note of. One of the things that I didn't, and I should have made note of, is the fact that the update technology, which I spoke to was specifically the savings from the telephone upgrade. If I had realized that when I was doing the evaluation, I would have put a note down in here under technology for that as well. So that's all that really was. It's a positive. It was a note to myself.

General Manager Chris Johnson : I just wasn't sure because I when I read that, I. Are you asking to update the web page for compliance? Because that's one of the things that we set up.

Vice Chairman Garcia : It was a note for me to discuss to, to mention because it is an oral evaluation. I wanted to make sure I had a very cryptic note for me to be able to mention and justify, you know, why I picked achieved in this area? Because I think you are working towards compliance and will continue to do so.

General Manager Chris Johnson : Great. Thank you. And I appreciate that clarification because our web page is 100% compliant, and that's one of the reasons I went with that company. They one of the things that they do is they constantly monitor new regulations and update our web page to match it so that I know.

Vice Chairman Garcia : If I have chicken scratch, I can barely even read my own writing. So other need for clarification, just suck it up. Great.

General Manager Chris Johnson : My only other real question as well. Sorry. My notes here again. That one I can take off. My last ones. You try to Trustee Lufrano here. So in here that.

Vice Chairman Garcia : And when we get there, can you give us a page number?

Chairman Stulac: It starts at 56. Okay. That's where her evaluation.

Vice Chairman Garcia : So. So 56.

Chairman Stulac: That's where it starts.

General Manager Chris Johnson : And again, I'm the reason that I bring this up is because for me this says needs improvement. And I want clarification on this. Where it says ensures full disclosure, disclosure, and transparency to the Board of Trustees. The comment says Chris lacked transparency and full disclosure with certain hiring decision. I discussed this with him at the time. I became aware, and I'm sure we all know precisely what we're talking about there. But this year, during this evaluation period, I haven't hired anybody. So that's why I'm wondering why it's on this evaluation now. It's, it was an item that we addressed and that we discussed a resolution to. And so I am for me to see it as a negative mark on my evaluation now in the next evaluation period. I'd like clarification on that please.

Trustee Lufrano: Absolutely. And I purposely put I discussed this with him at the time I became aware I became aware during this evaluation period. And I just want to be clear that it does say in development or needs improvement. And you and I talked about it specifically as well as the second bullet point. And I feel that you have corrected or maybe corrected not the right word, but I feel that they have been resolved. However, they did both happen in this evaluating period. So I wanted to put that in there.

General Manager Chris Johnson : Okay. And then which actually the next my next item was that same thing regarding the, the providing information prior to the evaluation, which we did last month. I provided a list of my accomplishments of this year, as well as going into this meeting, a good list of my budget and my requests. So that was.

Trustee Lufrano: And I and I purposely requested those from you, Chris, because I knew how I had gone last year, and I knew that I had asked at the time, as I indicated, and in one of our board meetings, that you do provide that additional information. So I feel that this has gone way smoother. I hope it feels that way for you also.

General Manager Chris Johnson : Very well, thank you. And just I know in your In your future goals. Provide adequate board meeting minutes so that items of discussion can be researched. And so I'm only bringing this one up because Brooke and I have been kind of dancing back and forth down a road. We've had comments that there's too much minutes, there's comments that there's not enough in the minutes. And now, actually, Brooke uses a software that transcribes the minutes verbatim. So all the details that are available are in minutes. And I just want to verify that, you know, I guess what I'm what I'm stating here is that being said, if it if it says provide more details in the minutes, I just want to make sure that I'm not going into the next year with a goal that I cannot accomplish.

Trustee Lufrano: I'm looking for your job description, which I'm not finding here Right away. I thought I had it with me from the last meeting.

Administrative Supervisor/Human Resources Brooke Thompson : I have it.

Trustee Lufrano: I noticed in there was a bullet point. And maybe you can just tell me. Brooke, somewhere in there. There was a bullet point that said something about that. The general manager is responsible for the board packets. But and I don't know if it's specifically.

Administrative Supervisor/Human Resources Brooke Thompson : Responsible for managing preparation of board packets and related materials.

Trustee Lufrano: Okay. So and I understand that that's the beginning end, not the, the end. However I, I sort of lumped it in like that. And I'll give you a specific example is that I was looking for I had requested at the last meeting from Brooke. I had requested some um audio from one of the items from, I don't know, the December board meeting from last year, and she provided that, and it wasn't what I was looking for, and that's no fault of hers. It just wasn't what I was looking for. I thought it was. But when I went back into the minutes, I couldn't find what I was looking for. I know it happened in one of our board meetings. I just couldn't find it. And that's what I'm talking about, is that I would just hope that moving forward within the board minutes that, you know, if I'm looking for something specific like that and it was related to, I guess I would say I don't know if it was goals from last year, but it was more we had a discussion and we all kind of talked about what we thought was important moving forward. And again, I don't want to say they were goals. I don't remember that specifically whether they were or not, but that's what I was looking for. I couldn't find it. And in our minutes, so I didn't know what to ask for when I'm asking for audio.

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General Manager Chris Johnson : Understood. And that's so great. I understand that completely. So. But I just I don't think I explained well enough. So one of your goals. Is asking for a more detailed board minutes. And right now, our as it stands, our board minutes are transcribed verbatim. So.

Trustee Lufrano: Okay.

General Manager Chris Johnson : And now I can't put more details in there. So do you understand what I'm saying? I don't want to have a goal that I can't achieve. So does that does that make sense?

Trustee Lufrano: Yeah, I guess I would ask you, were they transcribed verbatim for the entire last year?

General Manager Chris Johnson : No.

Trustee Lufrano: Okay. And then so that's what I mean. So I guess I would say now that I know they're, they're transcribed verbatim, then I think that's the best they can possibly do. Yeah. I don't know what more you could do.

General Manager Chris Johnson : Perfect. So you understand what I'm saying? That's potentially a goal that is impossible for me to achieve if we're already at the peak of that. So thank you for clarifying that. Other than that, I have no other comments.

Chairman Stulac: Okay. Let's see where we're at on the so we started out. So any further board discussion before we open up to public comment, we'll come back to the board again. But does anybody else want to share anything at this point or discuss anything with mention anything to Chris. Okay.

Vice Chairman Garcia : So this public comment, you know,

Chairman Stulac: That's going to be next.

Vice Chairman Garcia : Oh, I'm sorry, I thought you were open to the public.

Chairman Stulac: No, I said we're going to go to that. We're going to I said after further. Any anybody else have any discussion then we'll go to open public comment. Is there anything that.

Vice Chairman Garcia : Sorry I did, but I'll wait till we come back.

Chairman Stulac: Come back. Okay then.

Trustee Lufrano: I would just like to say, Chris, that I feel and if you feel differently, I'd love to have a discussion, but I feel the only item that I did put in development or needs improvement were items that that I did specifically talk to you about. And again, I do feel

that that they've been amended. Anything else that I didn't feel that I had a discussion with you on? I um I just made sure I did. I did make some comments on them, but they certainly were not written down in any way. Meaning they were they were all achieved. So I hope that that you saw that and respect that I, I through this process um have told myself that I will take more time to reach out to you and have one on one meetings. So that is my commitment to you. I don't know how often I'm thinking at least every other month, but. But I'll work with you on that. And additionally, I would like to point out the part let's see develop skills of staff and engage in succession planning. I know you mention that often, and you mentioned it proudly, and I wanted to call that one out. I do believe that that is something that that is important to you and prudently research and apply new technologies and industry best practices. You have made it very clear through not just talk, but through action within the district that that is very important to you, and you've proven and helped us understand why it's important. And I know I specifically called out the mapping of the manhole covers and sprinkler heads. And while that might not sound like much to individuals, I believe that there are hundreds, if not thousands of those within this district. And um I don't even know that anyone knew that technology was there. But you found it, and you got it for your staff, and you made their job easier, and you made the job of future individuals here easier. And I think that that's super important. And you've done other things to the I mean, we're talking about the, the video at the, at the parks and the, the telephone technology that, that you had updated saving several thousand dollars or tens of thousands of dollars for the district. And I think those things are important to point out. So I just wanted to state that. Thank you. Thank you for doing those.

Chairman Stulac: Yeah.

Vice Chairman Garcia : I might as well go ahead. Go ahead. That way in case the public has any comments on what I, I'm just going to call out the everything was achieved. There's a couple of stand outs. The continuously seeking ways to improve efficiency for productivity and processes, and your focus on improving process for compliance and safety using technology an absolute strength of yours. So that's why I put exceed expectations there because we've we haven't had a technology focused. And I've talked about it a lot previously on the board. The fact that we can use technology not to not to replace people on the job, that's never the intent, but to enhance people, to enhance their jobs, to improve productivity. So we have a limited staff, just like the transcript transcription, whatever, Dragon dictation or whatever you're using to transcribe the recordings. Those are all the efficiencies that I think we need to invest in, because we are in turn investing in our people by helping them and then giving them the time to do other things, like Stacie's taking on an interest in grant writing. I mean, if we can do have programs that will help to automate some of her tasks that are repetitive, we should look into it. So if we can continue on that path, I will continue to in the future, point that out as something that exceeds my expectations. I will say that I have very high expectations of you, so the fact that some of them are achieved doesn't mean that you didn't do well. It just means that my expectations of you are high. Having come from, as you said, having been a general manager in another operation, my expectations are very high and at that level. The one thing I wanted to point out is that following up on board requests, which you and I have sat down and talked about. So I think by you accepting and being willing to update the travel update, Trello, but also for those who are not tech savvy, what have you been able to update the format for the manager's report to add a section that says,

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you know, has new business or maybe seasonal business and, and things that drop off and are checked off go into for one month onto, you know, I think that will help us all to keep track because you have so much going on. I think it's important for us to use every tool that we can to not lose sight of the things that we bring up during this meeting. For instance, there's going to be several items that you have action items on, and rather than just wait a couple of months and say, hey, Chris, what about that thing we talked about a couple of months ago? We need to have those tools available to help you and to help us to better communicate. Stay on track with those.

Chairman Stulac: And I put that in mind too, for future objectives and goals. And Chris, you saw that for the that because it's easy to lose track of things yourself. You got so much going on. And if it's in there and like you said, the new biz is old and something's there for what? I want to give you the reminder. Oh, yeah, I got to give them an update on that. And then there's times I get asked a question from someone about, like the security cameras. And I'm like, you know, sometimes I don't know the update. And so I think that'll my comment echoed similar to what Mr. Garcia just said in there.

Vice Chairman Garcia : So those are the only things that were outside of the scope of achieved again achieved. Very good that you that that that in my opinion because I have high expectations of you achieving almost everything. I think it shows that you're doing the right job and, and we're going to continue to be supportive of you. So I'm done.

Chairman Stulac: Anything from anybody else?

Chairman Stulac: Before. And I just want to compliment Chris on a few things. You know in doing the evaluation, I gave Chris a lot of achievement, a lot of exceeded expectations. But I want to focus on the exceptional ones that I gave Chris. Because we are considering at the end of this, this agenda item, a possible action for his raise. And I just want to emphasize some things that Chris has done exceptional, which is the highest rating we can give him. And I think, first of all, the leadership and, you know, starting at the very beginning of financial stewardship, I, I gave Chris an exceptional rating and the second one there for developing and overseeing capital improvement projects, projections, develops and implement short and long term range and strategic financial plans for the district. I think you've done an exceptional job with that, Chris, and it's something that I wanted to point out as we look to the raise request coming up. The other one on the next page, under leadership, leadership, and professionalism I think I gave Chris an exceptional rating for managing and leading his Indian Hills employees by example, and effectively contributes to the development of cohesion and productivity of the team. And I think you've done outstanding in that area, Chris. And I don't talk with the employees a lot, but the few times I've seen them, maybe at some of the events that the team, the people speak very highly, highly of you. And I just wanted to acknowledge you there. And under the initiative section, which is the last section, I gave you an exceptional rating for developing skills of staff, and you're engaging in succession planning, and I commend you on that, because I think that is lacking in a lot of organizations. It was lacking in some of the organizations I was part of in my career with the state. So I think a great job on that, Chris.

General Manager Chris Johnson: Thank you.

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Chairman Stulac: And if no one else has anything, we'll go to public comment. And so we'll open up to the public. We would like to step forward and make a comment about Chris's evaluation or his achievements as you see fit this year.

Public comment: Resident Lynn Dement: Hi, I'm Lynn and I had a couple of things to say when this is prepared and I know you can't answer me, but I'm just saying that you had talked when you were going to redo this form, that you were going to consider public input and staff input. And I think I'm a little leery of public input because I don't think that can be always fair. But I think I don't know if any of you took into consideration any input from the inside and outside staff as to Chris's performance, per se, because I think maybe that should be a part of his evaluation, how he interacts with his staff. Whatever. That's just my thought. And also as far as I wasn't here in October. And I know sometimes the manager's report doesn't always address every little thing that was brought up in the meeting before. And I do understand why, because some of it is what you all might consider nitpicky things that we've discussed. Like, I almost got hit in the crosswalk. What are you going to do about it? It's been mentioned 100 times, and I don't know that it needs to be brought up every time, but what I saw on this last in the October meeting that all I made a presentation and I think in September about all the safety issues that I thought we could address. And it was like almost the next day, Chris had the guys out there painting the crosswalks on Mica and the two Sunridge's. He had the other light installed coming up Sunridge Hill. He had the vehicle out. And that I mean, that was pretty incredible with all the things he has to do that he would concentrate on that as a safety issue. And I really I thought that was awesome. And then I wanted to on page 59 some of the future goals that he has on here. I'd like to disagree with a couple of them if that's okay. I don't think it's in Chris's job description to maintain a spreadsheet that shows the mitigation efforts about RVs and weeds and all that stuff, because that's not a GID problem or issue or something that GID should be dealing with. I mean, it's just not. I thought we could do committees throughout the community have one for weed control that's in charge of contacting code enforcement. Let the people see all the vehicles that are parked illegally on the street. Have a committee of 3 or 4 that monitor that and report it to the sheriff's department, because I don't think that's Chris's responsibility. It's not anything to do with the GID. It really isn't. And also on the

Chairman Stulac: About 20 more seconds Lynn,

Resident Lynn Dement: I'm going to be there. You watch me research and applied crosswalk mitigations as discussed in the previous meeting. I don't think that's a future goal because I think we've kind of talked about that ad nauseam, and I think Chris has done all he can do about that. I don't think that's a goal he needs to accomplish because he's done all he can do with it. And I'd just like to say I think he's awesome and he's done a great job.

Chairman Stulac: Thank you. Than anybody else from the public like to step forward and to comment. Okay. It looks like not. So we'll go ahead and

Public Dave Jenks: Hang on, I'd like to.

Chairman Stulac: Oh, yeah come on up real quick and just sign the sign up sheet there and just state your name.

Public Dave Jenks: I should say something, but you mentioned from the employee standpoint. Yeah. My name is Dave Jenks. I'm the wastewater supervisor for the district. And I just wanted to say that Chris and Chris mainly, but everybody else that works here is the reason I enjoy coming to work, and that's huge. And I feel trusted to do my job. He's very supportive in everything I do. And I've been in stressful jobs. I don't have that here because of Chris and everybody else that works here. And being in the business for 30 years, I've seen a lot of GM's come and go, And we were fortunate to have Chris here as our general manager. I think we all know that and you guys know that. So I think he's also as far as far as the employees, he's very fair and consistent in how he treats us and how he deals with us all. And Trustee Stulac, you just said you don't hear much for the employees, so I just thought I'd get up and say,

Chairman Stulac: I appreciate that.

Public Dave Jenks: Yeah, he's a great guy. And I really enjoy working with him and for him and for you guys.

Chairman Stulac: Thank you. Thank you. Thank you.

Chairman Stulac: Anybody else from the public want to step forward? Okay. We'll go ahead then and close public comment, and then we'll bring it back to the board. Can I jump back into my evaluation.

Vice Chairman Garcia: On page 46 here? You'll probably see that I erased Exceed expectations for develop skills of staff and engaging succession planning. Chris and I talked about this last year, and it's something that that we discussed and we agreed on, and it was all so yesterday. If I didn't and you did actually last year, start on that path of succession planning and investing with education and classes and all that. So I had originally checked exceeded expectations. But actually that was something that I should have if I didn't mark last year. This year you are meeting those expectations because it's something that we had we had set up. We kind of set a bar last year. So I want you to know that I was I was very close in in agreement with, with Mr. Stulac, with Chairman Stulac on developing skills of staff in engaging succession planning, because I think you realize how invested and invested we are in our in our staff. And I think you're doing a great job with that. Yeah. Thank you.

Chairman Stulac: Anything? Trustee Dunham. Anything you want to add or.

Trustee Dunham: No. I just think that he is an exceptional human being. And also the I want to thank Brooke for sending me those flowers. And I want to thank all the good thoughts of people have been sending me. Thank you. Robert.

Chairman Stulac: Thank you.

Trustee Dunham: Or Bob.

Chairman Stulac: Any further discussion on this end?

Trustee Lufrano: Yeah. I would just like to state for Lynn's comment when I put a future goal on there of maintaining the spreadsheet related to mitigating efforts toward the district for RVs in the streets and driveways, overgrown weeds throughout the district, sidewalk obstructions and speeding. I agree with you, Lynn, in that several of those items are not they're not related to the district and we do not have control over those. But we do have the ability to make efforts toward trying to mitigate those issues. And I'm looking at it from the perspective, from the perspective of what I hear from residents like yourself when I'm sitting here on the board and we do hear about all of those things, we do hear about the crosswalk mitigations. And I would like for us to be able to say residents that are coming to us with these concerns. This is what the district has done related to those items. And then just one more, one more thing on that. Specifically, the sidewalk obstructions are the responsibility of the of the district. And again, that was my intent on putting that there. You are correct in that some things we cannot control, but just because we shouldn't do it doesn't mean we don't have to, or that we should. Just because we don't have to do it doesn't mean we shouldn't make efforts toward trying to mitigate the issues. So that's where I was coming from.

Chairman Stulac: Okay.

Vice Chairman Garcia: Can I elaborate on that a little bit?

Chairman Stulac: Certainly.

Vice Chairman Garcia: I think because it ties into the schedule that that I have under comments on page 45. It could be as simple as prioritizing painting of crosswalks and then furthermore, prioritizing the painting of crosswalks next to parks that could be, you know, part of the mitigation, you know. So as simple as that. I mean, that's really up to Chris. But that leads me into the schedule that or with the checklist that Chris provided. And this is something we talked about last year providing I think I think Russ also commented on, on it would be good to have a schedule that we could eventually publish to the community. So, they're not, you know, folks aren't asking, okay, when are you going to get around to doing our curb and gutters? And when are we going to do when are we going to do our weed abatement or what have you? This is a checklist, which is a good start. But what I would like to see is this enhanced to be a resource management resource planning tool. I mean, you I wouldn't expect a Gantt chart like Gantt chart like a project manager would use that. It's a little too detailed. Or unless it's something you'd like to do and you want to use a Gantt chart, but really, you should be able to say on a schedule or on a resource planning document, in my view, be able to say, well, this painting, the painting is going to take my staff to two people ten days or X amount of man hours. You want to put it in the man hours. If you're just doing one person, or if you cut that time in half, if you're able to move someone who has some time available, right. Those man hours that can be switched over to be able to accomplish that a lot faster. And so, this is a good start. And I think this is something that I can put down as exceeds expectations when it when it shows the promise that it has. So again, to summarize, this is a good checklist and a good start, but it's not a resource planning document I made. I should have made myself more clear about what my expectations were for that. But I thought when I said that this is something that we could put out on a calendar for the public to see, that that implied that there would be more granular

information about what project. Okay. If I'm if I'm a let's say I'm over here on a, on a street over here on this side of the highway. And I'm wondering how come I, you know, I haven't had my sidewalks painted or the curb and gutter painted or this. Well, is that something that they're supposed to do this year or is it a schedule? Say that it's due. My neighborhood will be done in the third year in a in a three-year cycle, you know, so you can expect that okay, they're faded now. But guess what you're up on. The schedule will be done next year. And then as to use your term, you would be able to assign value and prioritize to areas like crosswalks and parks and then to be able to justify well, why wasn't this done is because you've done a resource reallocation because you've prioritized to move these to crosswalks and parks versus doing, you know, maybe in some obscure back road that hardly anybody goes to. So hopefully that's helpful because I know my chicken scratch here was mainly a note for me to have that discussion with you, and I'm happy to sit down with you to come in a little later. Again, this is you didn't get you didn't get knocked down for this. But I think if this is developed, this is one of those things that could put you in the, in the, in the axis of exceptional category. Yeah.

Chairman Stulac: I just want to mention, since that was this one part where Vicky made the comment and Lynn mentioned it, and you talked about two and her future goals. I think maybe just for a little clarification in how I see this what he was trying to say on, you know, resident concerns about weeds and rv's and, and, and all this. It's a difficult thing in that we know we can we have to rely, for the most part, on Douglas County Sheriff's Office for vehicles on the street and the code enforcement on the driveways. And even with we do have a sidewalk obstruction policy. I think what I gather Vicky was trying to say, and I share some of the concern, is that is there some things that we can do underneath the fact that it's legally responsible responsibility of the Sheriff's department, since not it doesn't get really solved very well. Like I think she was trying to imply like some planning, some creative other ways to try to encourage people to pull their weeds or encourage people to, to move like initially. Chris, when I first started, we had talked about maybe locating a RV storage area, which a lot of places have, but there were some difficulties with that. But it's just that kind of thing, like looking at other ways to, you know, people are getting written up, they move their RV, they put it back out there. Are there just other things that we can plan and do that would be not enforcement, but things to encourage people? I think that's what was implied there. And, you know, I don't know all the answers and have answers for weeds and vehicles, but it's stuff like that I think is the idea is just some planning and even though we don't, we're not we don't have the we don't have the enforcement for it. But could there, can there be some creative planning done to, to nudge a person to get their yard free, more of all the weeds? Because it is true. A lot of people do complain about a lot of the. There are some properties that are pretty bad around our neighborhood that have a lot of weeds and overgrown stuff, and I remember when Catherine was on the board and I was on that side of the table, and there was some property, I guess, way up here on the north end of our district, where it was so bad. And I remember a hurrah night where the person finally got the property taken care of, or somehow through nudging or whatnot of the board and with Catherine that they got this person to clean up a very dilapidated yard. So, I think that's kind of what the implication is on that future goal, at least unless I'm wrong.

Trustee Lufrano: No, I guess I would just like to insert in there that that again, there are ways that that the district can try to I don't know that proactive is the right word either, that

they can try to make attempts to communicate with the homeowner on these items, whether there's any enforcement ability or not, and there likely is not. And some of them. But. But if we could at least try. On some of them, you know, the worst of the worst. It would be nice, you know, there you know. There's like RV's all summer long, all spring. All summer into the fall. They know how to get around the code enforcement at this point. But maybe if we were to ask and reach out and ask them to remove them, I don't know. They're items to try. Certainly to try.

Chairman Stulac: Okay. Okay. Any further trustee comments or discussion?

Vice Chairman Garcia: Not on the evaluation. Okay.

District Counsel Chuck Zumpft: I have a couple. Okay. How do we document Chris's goals that we decided we wanted him to have or condense them to in one spot. And how do we document the goals that Chris has determined he needs to try to achieve next year? And then do we all sign all five documents and have Chris sign all five documents? What is his overall evaluation? So, I guess that's 4 or 5 questions in one.

Vice Chairman Garcia: I don't think we need to sign anything and go backwards, do we?

Chairman Stulac: We all signed.

Vice Chairman Garcia: Evaluation is his evaluation is positive I think that's the consensus. Should that's a good question. We should at least come to some agreement because we all have different some of them overlap, but there are in there goals that maybe we should summarize take pull from these evaluations and then we can.

Secretary/Treasurer Siegman: Or reduce.

Vice Chairman Garcia: Or we can assign value and prioritize. I don't think we should get rid of any of them because you're, you know, your. Your goal is not any less significant than anybody else's. So but we should come to an agreement on and I use this term again to assign value and prioritize which goals that he believes is achievable. And we agree that, you know that that may be our first hour. I think we need the top five.

Secretary/Treasurer Siegman: I think we need to probably narrow them down, because we could come up with more goals than it's possible for.

Vice Chairman Garcia: For him to achieve in.

Secretary/Treasurer Siegman: That year, for him to achieve. So, we've already set him up for failure and giving him too many goals. And that's not what an evaluation is for, at least in my mind. That's not what.

Vice Chairman Garcia: I think. It's important to have that feedback from Chris on if any of the if any of the goals are unrealistic or objectives are unrealistic, some of them are already in process or partly.

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Secretary/Treasurer Siegman: Some might already be complete. Yeah.

Chairman Stulac: Chris, did you want to comment?

General Manager Chris Johnson: Absolutely, Mr. chair, thank you. If it's the will of the board, I can I can compile the goals off of the off of my reviews and bring them back at the next board meeting with a status on this event. The board can determine what goals they want to proceed with.

Chairman Stulac: Okay. And there is some overlap, as Trustee Garcia said, so that there are some that are on 1 or 2 of them or maybe three. So that would be great.

Secretary/Treasurer Siegman: Chris, I'd also like to see some goals for you from you. For you, what would you like to achieve in the upcoming year?

Vice Chairman Garcia: That's a good point.

Secretary/Treasurer Siegman: And it doesn't have to be, you know, six, five. You know, a couple of meaningful goals that you would like to achieve.

Vice Chairman Garcia: And so, we can support you in those endeavors.

Chairman Stulac: Okay. Good point.

General Manager Chris Johnson: That's a very good point.

Secretary/Treasurer Siegman: And then we need to come up with an overall evaluation.

Vice Chairman Garcia: And I don't think we need to come up with a number. I mean, the valuation is positive, I think. That's just my opinion.

Secretary/Treasurer Siegman: I mean, it does it meet expectations exceed expectations. Did he achieve.

Vice Chairman Garcia: It's he achieved. He's at least achieved. I think every.

Chairman Stulac: I think everybody. I don't think I think everybody at the end the very last question gave him, everybody said he achieved. No one said he didn't. Five but I'll just go back to last month and Chris. Chris was very open last meeting and said he didn't mind this. And he said he was comfortable with one from each person. So I just didn't see any real concern that Chris raised that, that this is a new process. We just started this. This is the first year we've done it. There's room for improvement.

Secretary/Treasurer Siegman: Well, that's why I bring up the question.

Chairman Stulac: Yeah, yeah.

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Secretary/Treasurer Siegman: This document needs to evolve as we use it if we're going to get stuck on. No, this is the document, and this is it. We're dead in the water. It needs to evolve.

Chairman Stulac: That's right.

Secretary/Treasurer Siegman: As we use it. So now that we've used it.

Chairman Stulac: We'll bring it back as an agenda item for us.

Secretary/Treasurer Siegman: I believe we need to adjust it and make it better. That's right.

Chairman Stulac: I agree.

Secretary/Treasurer Siegman: And we need to have one at the end. This is his overall view. This is my opinion. This is his overall view based on all of our input on all of these tools. And they're part of the package. He gets one evaluation. This is your overall we all sign it. He signs it as our goal is on it as his goals on it. And we're all good.

Vice Chairman Garcia: So, let's agree to bring it back as an agenda item because we can't do that here.

Secretary/Treasurer Siegman: That's what I think we ought to be working towards.

Chairman Stulac: What do you think of that, Chris? How do you or do you find the five? Seemed like you didn't mind the five. But what do you think of Russ's suggestion?

General Manager Chris Johnson: I think that we'll eliminate a lot of excess. For example, as I go through, I've got five different forms that I'm looking at as far as goals and, and, everything, so the forms will still be done that way. But perhaps when each of you submit your evaluation forms, we could assign a number value as you did on yours. Russ.

District Counsel Chuck Zumpft: And that's what I did, just to give everybody something to think.

General Manager Chris Johnson: About the average of each one and apply it into one master form.

Chairman Stulac: Yeah. Okay.

Secretary/Treasurer Siegman: Well then that way we, I think we come to a, a better aggregate score, we throw out the lows and we throw out the highs, and the overall review is more accurate or and it's not for me. It's for him.

Chairman Stulac: We talk about that.

Secretary/Treasurer Siegman: This is not for you, it's for him.

Chairman Stulac: We talk about this. This would be a good thing to come back and have even someone from the audience last month spoken, saying that she has five bosses, but then they do eventually co co-mingle it together. Remember the.

Vice Chairman Garcia: Single.

Secretary/Treasurer Siegman: Single one that That.

Vice Chairman Garcia: I think we're all in agreement. So, we'll bring this back.

Chairman Stulac: Maybe you want to. Maybe you want to write up an agenda item and have it on a future meeting.

Secretary/Treasurer Siegman: And we already have an agenda item we can put it on next month.

Chairman Stulac: But yeah, but you'd have to write something up for Brooke, you know, just to describe.

Vice Chairman Garcia: The right stuff.

Chairman Stulac: But, Brooke, I think you have a good idea. Yeah.

District Counsel Chuck Zumpft: I'll see you tomorrow. What? What is today is when you see the.

Chairman Stulac: Trustee Lufrano being in HR. Do you have anything that is on the on the process and the format? This is our first year. Do you want to. Because you have a lot of experience of being in this with the form isn't perfect. It's what we started with. I think you might have a comment or if there's anything you would share.

Trustee Lufrano: I would agree we made this document to the best of our abilities, believing that it would achieve the goals and be a good document at the same time. Help us get an objective. Look for Chris at the end of the year. I as I went through it, I think there are definitely areas that we can improve. And, you know, maybe we Bob, you and I meet again as an ad hoc and look it over and bring thoughts back to the group. I don't know, I'm throwing that out there, but, or maybe we just do it all in, in the public session. But those were my thoughts.

General Manager Chris Johnson: Let me add, it could be something as simple as we create a spreadsheet for each. We have six tabs, one tab for each trustee. They go through and input. The values for each of these will automatically convert that into a numerical value, and put the averages on to the master, and that master will reflect the evaluation overall. Yeah.

Chairman Stulac: Okay. All right. Well maybe we'll have that on the agenda for the future. Subsequent meeting that. We will until we can formalize that and.

Vice Chairman Garcia: Do that. All right. And I have no issues with the with the request for the increase. If we're if we're at that point. Yeah, we're at that point now.

Chairman Stulac: Yes.

Vice Chairman Garcia: So, I have no objection.

Chairman Stulac: Anybody else have any I don't I'll just go on. I don't have any objections either. As a matter of fact, I'm trying to get to the page where Chris here is You know, just looking at other increases around the state of Nevada and state employees. Getting they got a pretty good increase this year, and his 5% is well below that well within line. So, I have no problem with it either. Just as an initial comment.

Secretary/Treasurer Siegman: Any. No, I'm good with it.

Chairman Stulac: Trustee Lufrano anything you want to add?

Trustee Lufrano: I have no problem either.

Chairman Stulac: Is Dale still on? Dale. Any dale. Any comments on the requested increase?

Trustee Dunham: No. I'm good. Okay. Okay.

Vice Chairman Garcia: Well, if you if there's no more board discussion, Mr. Chair, to allow me to make a motion, I would like to approve that we move forward with the 5% salary increase for our general manager. And for the record, we want Chris to stick around.

Chairman Stulac: It brings it up.

Vice Chairman Garcia: I'm sorry it brings up from What is that, a new number from 101 17 to 106 163.

Chairman Stulac: That's what he said in his in his email. Yeah. Okay.

Trustee Lufrano: I second that.

Chairman Stulac: Okay. I got a second. Okay, great.

Secretary/Treasurer Siegman: Congratulations and thank you.

Chairman Stulac: Yep.

Vice Chairman Garcia: I know this wasn't easy. Especially with what you just went through with the surgery. And also, thank you for sticking with us.

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Vice Chairman Garcia motioned to approve a 5% increase in General Manager Chris Johnson's annual salary based on his overall performance evaluation rating of achieves. Trustee Lufrano seconded. Motion carried unanimously.

12. Discussion and possible action to approve Draft Minutes from the October 16, 2024, Board meeting.

Chairman Stulac: So, thank you. So, I think we're just down to the discussion of possible action to approve the draft minutes for October 16th. And then I'll ask oh go ahead.

Chairman Stulac: Yeah. Or trustee discussion. Anybody have any comments or corrections from the draft minutes from last month?

Secretary/Treasurer Siegman: I do.

Chairman Stulac: Okay. Go ahead.

Secretary/Treasurer Siegman: Did everybody have a chance to read them?

Chairman Stulac: I did.

Secretary/Treasurer Siegman: Did you notice they're 30 pages long?

Chairman Stulac: Yeah, I think that's the new notice.

Secretary/Treasurer Siegman: The ones from last month were 50 pages long.

Vice Chairman Garcia: They're verbatim now.

Secretary/Treasurer Siegman: And the ones from tonight will probably be 100.

Vice Chairman Garcia: The e file is. That's the E file is better.

Secretary/Treasurer Siegman: That's the verbatim Software that we're using now to.

Vice Chairman Garcia: Okay. So is that a make.

Secretary/Treasurer Siegman: Sure, the minutes are to the letter.

Chairman Stulac: Well, I think, you know, when you look at public the public open meeting law and the whole process. It's whether it's ten pages or 20 or 30 if it's if that's what was said. I think it's helpful because if legally, you know, Chuck, if down the road something comes up and we have that information that it was said or how it was said, I think it could be helpful.

Secretary/Treasurer Siegman: Or hurtful.

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Chairman Stulac: But you don't have a choice in open meeting law. You have to document what's being said. If the if the public talks on a lot of issues, like we had a lot of discussion on chip court, correct me if I'm wrong, I don't think we can deny that that agenda item that was probably brought and discussed at length, which was part of one of our lengthiest items tonight. And that's something wrong, Chuck, I think that.

District Counsel Chuck Zumpft: I think that the intention of minutes is to set forth a general record of what occurred at a meeting. I don't believe that anything is required to be verbatim, but if that kind of detail is what the board is happiest with, that's why they had that kind of software.

Administrative Supervisor/Human Resources Brooke Thompson: So, I do have the NRS that states that only public comment needs to be verbatim.

Vice Chairman Garcia: I see the direction I think the board gave is that when there's important topics discussed between the board members on a, on a, on an important topic, that rather than say we discussed, they decided that there was more detail. I'm not sure anybody gave direction to do it verbatim, but that was a decision made outside the direction of the board, I think. But so, did you have an objection to it or a recommendation based on it?

Secretary/Treasurer Siegman: No, I just would like people to be mindful that every word you say is, is being recorded and being transcribed in this document, every word, every uh every those kinds of things.

Vice Chairman Garcia: Understood. Thank you.

Secretary/Treasurer Siegman: So, if we could just be mindful of that and shorten our meetings a little bit, we would also shorten the notes. Yeah.

Chairman Stulac: Good point.

Secretary/Treasurer Siegman: Because I do read these notes every week or every month before I approve them. And 30 pages is long. 50 is ridiculous. This meeting will be over 100. I'm sure I will spend 45 minutes in that room over there, reading the minutes for a lot of ums and uhs and so forth. So just ask them to be mindful. I think what we say is go ahead.

Chairman Stulac: Go ahead Chris.

General Manager Chris Johnson: I will attest to that. Russ has an office right now. He has an office here in the back room. Now.

Chairman Stulac: That's I mean, I don't know how when I.

Secretary/Treasurer Siegman: Sit there with the toilet paper and read the minutes.

Chairman Stulac: When I go through the minutes myself. I don't always read line by line, but what I do. There are times when something has come up from a prior meeting or so, and I kind of lose track of that. I can go to the minutes, and they've been helpful for me to hear exactly what a lot of times something was brought up.

Secretary/Treasurer Siegman: It's only been used for the last two months this is the third. This is the third meeting. So, it's only been used twice so far.

Chairman Stulac: Yeah, but I'm just saying verbatim. I'm just saying in general some of the meetings before that, there was stuff we went back to look at. Vicky mentioned earlier that we didn't see it in there. I'm just saying you don't have to read the whole 50 pages. Every line you want to look through it, areas that may be useful and make sure it was correctly stated what you said. But I have found some of the minutes stuff in there helpful to like when we come to a meeting and we're going to ask Chris about the manager's report. If I look back at the meeting minutes, he already covered it. I don't need to waste time at the meeting and ask him again. He spoke on that, on that. So, I just.

Secretary/Treasurer Siegman: Think just asking people to be mindful.

Chairman Stulac: You're right. I'm not denying that. I'm just saying there's an advantage to being able to carry on looking at it. Thank you for that. All right, all right. I just had one comment on a typo on page 85. Just. It's just an, I think an important the way it was worded. But on the last full paragraph, it said I think would be much, much worse. Page 85, it should say. I think that would not be much work for you guys.

Administrative Supervisor/Human Resources Brooke Thompson: Where are you?

Chairman Stulac: Page 85. The last paragraph. Last sentence at the very right near the bottom of the page.

Administrative Supervisor/Human Resources Brooke Thompson: That's verbatim.

Secretary/Treasurer Siegman: That's verbatim. That's what you said.

Chairman Stulac: Well, I'm just.

Secretary/Treasurer Siegman: That's my point. You just proved my point.

Vice Chairman Garcia: You're saying what you meant.

Chairman Stulac: But what I what? I just want to correct it. For the record.

Secretary/Treasurer Siegman: That's what you said. That's verbatim. You can't change verbatim.

Vice Chairman Garcia: You can state for the record, this is what you meant.

Chairman Stulac: Well, when you read it, it doesn't make sense.

Secretary/Treasurer Siegman: Yeah, that's what you said. That's.

Chairman Stulac: Chuck. Can we. Is it worth correcting that?

Secretary/Treasurer Siegman: Well, you just made my point.

District Counsel Chuck Zumpft: It's supposed to reflect what you said, and you can't change it. You can't change what you said.

Chairman Stulac: Okay. All right.

District Counsel Chuck Zumpft: But the point was made you can now state what you meant to say.

Chairman Stulac: That's what I was doing these minutes.

Administrative Supervisor/Human Resources Brooke Thompson: Not to change it.

Secretary/Treasurer Siegman: These will be the 100-page minutes.

Vice Chairman Garcia: Okay.

Chairman Stulac: I just want to clarify that. It just. It read so silly that I just want to say, I think that we would not.

Secretary/Treasurer Siegman: Start at page one and read to the end.

Chairman Stulac: Okay.

Secretary/Treasurer Siegman: If you can get through the 30 pages, I'll buy you a beer.

Vice Chairman Garcia: That's it. All right.

Secretary/Treasurer Siegman: That's what I mean. Just be mindful of what we're saying. And. Yeah, we're at 105.

Vice Chairman Garcia: Just got to 106.

Secretary/Treasurer Siegman: So, I'm done.

Chairman Stulac: Anybody else?

Secretary/Treasurer Siegman: Public comment?

Chairman Stulac: Oh, yeah. Any public comment on the minutes. Looks like they make a motion. All right. Anybody want to entertain a motion on this?

Vice Chairman Garcia: I'll move to approve draft minutes from October 16th, 2024.

Chairman Stulac: I'll second that. All in favor, say aye. Aye. Aye. Any opposed? No. It passes.

Vice Chairman Garcia motioned to approve Draft Minutes from the October 16, 2024 Board Meeting. Chairman Stulac seconded. Motion carried unanimously.

13. Chairman and Trustees Reports, Correspondence

Under this item the Board Members will briefly identify relevant communications received by them before the meeting, or meetings attended, or potential business of the district. No action will be taken on any of these items, but a member may request such item or topic be placed on a future agenda.

Chairman Stulac: All right. Last one. Chairman and trustee reports correspondence. Under this item, the board members will briefly identify relevant communications received by them before the meeting or meetings attended, or potential business for the district. No action will be taken on these items, but a member may request such an item or topic be placed on a future agenda. I'll start down this way. Trustee. The pronoun.

Trustee Lufrano: I'm sorry. I'm not trying to beat a dead horse. I do want to just say that I had asked Brooke for an audio from a different meeting. I don't remember what meeting, and she told me that that the tape was corrupt. So with that said, while I agree, nobody asked for verbatim minutes it would be helpful in that case and that that record is lost. And I wasn't able to find from the minutes of that meeting what I was looking for. So I, it would be nice if there was a happy medium, but nonetheless, I'll let that one go. And the only other thing I wanted to say is that I saw on the list, Chris, for the seasons I saw under Winter, the Christmas lights on Vista Grande. And I'm looking forward to that again this year.

General Manager Chris Johnson: Well, I will pass that on to Steve. Put those up today. And he came in and asked me if he said when do we want to turn them on? And I told him.

Secretary/Treasurer Siegman: Plug them in. Plug them in. Yeah.

Trustee Lufrano: There you go. Okay. Well, they looked lovely last year, so I look forward to them again this year.

Vice Chairman Garcia: Great. Things.

Chairman Stulac: Anybody else?

Secretary/Treasurer Siegman: The only thing I have is some of our neighbors have expressed some interest in the little triangles on the blacktop, but Loomis has been putting

down for the road survey. So I explained it to a couple of them, and they're very much looking forward to something coming out of it.

Vice Chairman Garcia: Those are for the PCI.

Chairman Stulac: The PCI.

General Manager Chris Johnson: Those are the markings that they've been using for the streets. Yeah, I don't have anything.

Chairman Stulac: Trustee Garcia.

Vice Chairman Garcia: Real quick, I had a note here to discuss the same thing about the corrupt file from. That was the meeting from the general manager review for last year, which I would have been nice to have to reflect on what was discussed at that point and address anything we needed to address. But my question here is for Chuck. If the public asks for a recording of a meeting, public records, and we don't have it, that file is corrupt, whether it be. What is our liability on that? Do we have a can we just say sorry it's corrupt and we don't have any liability on that.

District Counsel Chuck Zumpft: If you don't have the recording to produce, then there's nothing you can do. You can't produce it.

Vice Chairman Garcia: Okay. So, they can't come after us. So I'll just I want to know whether or not we needed to make an investment in redundancy in our systems or anything like that. We don't need to go that far.

District Counsel Chuck Zumpft: But you should make sure that the people who operate the system know how it works and how it's being operated correctly. And if there are updates that they get updated as they're issued and it's just a good faith business practice.

Vice Chairman Garcia: All right. Thank you. The follow up to that is can any member of the public or board record a board meeting.

District Counsel Chuck Zumpft: yes.

Vice Chairman Garcia: Okay. Thank you. That's all I have. Okay.

Chairman Stulac: Anything from you Russ? No. Okay. I'm sorry. I'm going to say Dale. Anything from you? Dale. Sorry.

Trustee Dunham: No, I'm doing good you guys okay?

Chairman Stulac: All right. We move for adjournment.

Vice Chairman Garcia: Thank you. Move to adjourn.

Chairman Stulac: Alrighty. Righty.

Trustee Dunham: Drive home safe?

District Counsel Chuck Zumpft: Good night, everybody. Happy thanksgiving.

Secretary/Treasurer Siegman: Happy thanksgiving.

Chairman Stulac: Thanks. Thanks, Chuck.

Public comment: Resident Lynn Dement: One public comment. Oh. It's over. What? I didn't need help with judges for driving around at night under the Christmas lights, so. And I want to thank Robert Garcia for part of the round looking at Halloween lights. And we had a really good time, but I don't know.

14. Adjournment

Vice Chairman Garcia motioned to adjourn the meeting. Trustee Lufrano seconded. Motion carried unanimously.

Meeting adjourned at 10:30P.M.

FINAL APPROVED MINUTES AS PRESENTED

**Secretary/Treasurer
Russ Siegman**