

Minutes
Indian Hills General Improvement District
Board of Trustees Meeting
District Office
3394 James Lee Park Rd. A
Carson City, NV 89705
September 1, 2026
Special Board Meeting
Closed Session
3:00 P.M.

Trustees Present: Chairman Clark-Ross, Vice Chairman Jones, Secretary/Treasurer Siegman, Trustee Garcia, and Trustee Stulac.

Trustees Absent: none.

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

Others Present: District Labor Law Counsel Joel Locke, District Counsel Chuck Zumpft, Stationary Engineers Local 39, Business Representative Scott Lupo, William Williams and residents Ben and Debbie Walker.

3:00P.M. - Special Meeting

1. Call to Order

Request that Cell Phones and Pagers be turned off for recording purposes.
Chairman Clark-Ross called the meeting to order at 3:00PM.

2. Pledge of Allegiance: Led by Chairman Clark-Ross.

3. Public Interest Comment

Stationary Engineers, Local 39, Business Representative, Scott Lupo, I'm not sure this is my first.

Chairman Clark-Ross: Come on up to the podium, sir.

Stationary Engineers, Local 39, Business Representative, Scott Lupo, first meeting here. I'm the union representative, Scott Lupo with stationary engineers. Engineers, local 39, representing Mr. Williams. Not sure if this is an appropriate time for him to address the board, or to wait until after you come back into session again. I saw it on the agenda. That's why I'm asking. So, I'm not sure what the appropriate time would be to be able to address the board.

District Counsel, Chuck Zumpft: If he wants to make general public comment. He can do that now, if the comments you want to make relate to the issue, that's going to be before the board later. I would suggest that you wait until that.

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Stationary Engineers, Local 39, Business Representative, Scott Lupo, okay. I just wanted to be sure I didn't want to give up my time.

District Counsel, Chuck Zumpft: We won't let you do that.

Stationary Engineers, Local 39, Business Representative, Scott Lupo, Thank you sir.

District Counsel, Chuck Zumpft: We want to hear from you.

4. Approval of Agenda

Trustee Garcia motioned to approve the agenda. Vice Chairman Jones seconded. Motion carried unanimously.

5. Discussion and possible action regarding proof of compliance with notice provisions of proposed meeting to consider the character, alleged misconduct, professional competence or physical or mental health of district employee William Williams (NRS 241.033(1)).

Proof of Service and Compliance with Notice Requirements

General Manager Chris Johnson stated that the meeting notice was delivered by a process server and emailed within the timeframe required by NRS.

District Counsel Chuck Zumpft reviewed the documentation provided by the General Manager, including declarations of service indicating that William Williams was personally served at his residence at 808 Hickory Drive, Carson City, Nevada. The documents reflected service attempts and delivery dates of August 20 and August 25, 2026. Based on the documentation, Counsel opined that service of notice for the meeting had been duly performed.

Chairman Clark-Ross acknowledged that the documentation established proof of compliance with the notice requirements and asked whether the Board had any questions or wished to discuss the matter further.

District Counsel Chuck Zumpft recommended that the Board take formal action by motion to find that service of notice for the meeting had been duly made.

Public comment: none

Trustee Stulac motioned that the board finds that the service of notice of this meeting was properly made and in accordance with all NRS. Chairman Clark-Ross seconded. Motion carried unanimously.

6. **Discussion and possible action to move to closed session to consider the character, alleged misconduct, professional competence or physical or mental health of a district employee William Williams for the purpose of considering that employee's compliance with District rules, policies and collective bargaining agreements. This motion is made pursuant to the provisions of NRS 241.030 and NRS 241.033.**

District Counsel Chuck Zumpft advised the Board that employee William Williams had the right to request that the meeting be open to the public. If he did not make that request, the Board could proceed into closed session.

Chairman Clark-Ross asked whether Mr. Williams should make his request before proceeding with Board discussion. Mr. Williams confirmed that he wished to proceed with a closed session.

Stationary Engineers, Local 39, Business Representative Scott Lupo asked whether the parties would have an opportunity to speak after the closed session. Counsel clarified that Mr. Williams's presentation, and grievance would be heard by the Board during the closed session. Mr. Williams confirmed his request, and the Chair announced that the Board would proceed into closed session.

Public comment: none

Vice Chairman Jones motioned to move to closed session pursuant to the provisions of NRS 241.030 and NRS 241.033. Trustee Garcia seconded. Motion carried unanimously.

7. **Closed session**
Discussion to consider the character, alleged misconduct, professional competence or physical or mental health of district employee William Williams. No deliberation or action shall be taken during this closed session.

The Board thoroughly discussed this item, listened to Mr. Williams, and asked questions regarding this situation during the closed session.

8. **Adjourn Closed Session and return to Open Session**

The closed session adjourned at 4:58P.M and returned to open Special Meeting.

9. **Discussion, deliberation and possible action to uphold or deny the grievance, or modify the relief sought in the grievance filed by William Williams.**

Board Discussion Regarding Employee Grievance and Disciplinary Action

Trustee Garcia stated that the information reviewed from Mr. Williams's phone appeared to indicate that he was at his mother's residence in Fremont, California, on July 12, 2026. Trustee Garcia expressed concern about the seriousness of the alleged misconduct and whether termination was an appropriate and proportionate disciplinary measure. He requested additional time to review the circumstances, including the reliability and interpretation of the phone's location data, before making a final decision, emphasizing that the decision affected an employee's livelihood.

General Manager Chris Johnson stated that he believed the location data clearly established Mr. Williams's whereabouts on the date in question. He emphasized the seriousness of the matter, citing potential risks to the district, damage to trust among utility operators and staff, and his concern that Mr. Williams continued to deny being in Fremont despite the evidence presented. He also expressed disappointment that Mr. Williams had not acknowledged wrongdoing or expressed remorse.

Trustee Stulac supported taking additional time to consider the matter. He acknowledged Mr. Williams's prior military service, work history, and previously positive performance reviews, while also expressing concerns about his conduct and the loss of trust among staff. Trustee Stulac raised the possibility of considering alternative disciplinary measures, such as an unpaid suspension, rather than proceeding directly to termination. He stated that he wanted to review Mr. Williams's performance history and consider whether progressive discipline would have been appropriate.

Vice Chair Jones stated that an acknowledgment of wrongdoing and a willingness to rebuild trust would have presented a different situation for the Board to consider. She expressed concern about rushing a decision that warranted careful deliberation but indicated that she would agree to a continuance. She also advised that she needed to excuse herself but wanted to participate in finalizing the Board's actions for the meeting.

Chairman Clark-Ross asked whether the Board agreed to continue the matter.

Trustee Garcia asked whether a formal motion was required to continue the matter. Secretary/Treasurer Siegman indicated that he did not agree with a continuance. The Chair and Trustees then discussed the need for formal motion.

Secretary/Treasurer Siegman stated that he believed Mr. Williams had been given multiple opportunities to acknowledge his actions but had failed to do so. He referenced his prior conversation with Mr. Williams regarding whether he had his phone with him when calling the district's work phone and stated that the phone's location data placed it in Fremont. Drawing on his own military background, Secretary/Treasurer Siegman emphasized the importance of honesty and accountability. He expressed the view that Mr. Williams had been dishonest with the Board and others and opposed continuing the matter, stating that Mr. Williams should be held accountable for his actions.

Chairman Clark-Ross stated that she had expressed her position earlier and agreed with Secretary/Treasurer Siegman.

Trustee Stulac indicated that a motion could be made, and Trustee Garcia clarified that any Board member could make a motion once discussion had concluded. Trustee Stulac then indicated that he had no further comments.

Administrative Services Supervisor/Human Resources Brooke Thompson stated that additional incidents and concerns had occurred that had not been fully discussed. She offered to provide employee statements and recordings if the Board wished to hear further

details, noting that nearly all employees had expressed difficulty working with Mr. Williams again.

Vice Chair Jones expressed confidence in the General Manager's leadership, integrity, and work performance. Based on the circumstances presented, she made a motion to deny Mr. Williams's grievance.

Public comment: none

Vice Chairman Jones motioned to uphold the decision made by the General Manager to terminate Mr. Williams employment with Indian Hills GID. Secretary/Treasurer Siegman Seconded. Motion carried 4-0. Trustee Garcia abstained.

10. Public Interest Comment (No Action)

11. Adjournment

Trustee Garcia motioned to adjourn the meeting. Secretary/Treasurer Siegman seconded. Motion carried unanimously.

Meeting adjourned at 5:13PM

FINAL APPROVED MINUTES AS PRESENTED

**Secretary/Treasurer
Russ Siegman**