# Indian Hills General Improvement District
## Board of Trustees

| Chairman | Vice Chairman | Secretary/Treasurer | Trustee | Trustee |
|---|---|---|---|---|
| Kathryn Clark-Ross | Nancy Jones | Russ Siegman | Robert Garcia | Robert Stulac |

## November 18, 2026
## Regular Board Meeting
## 6:00 P.M.

District Board Room
3394 James Lee Park Road
Carson City, NV
89705
(775) 267-2805

**MISSION STATEMENT**

*The Mission of the District is to provide, within its Charter, those public facilities and services which maintain and improve the quality of life of its resident families and to maintain and operate those facilities and services at the highest quality and in the most cost-effective manner possible, with the intent to continue to do so for a growing population of residents.*

It is the intent of the Board of Trustees to protect the dignity of citizens who wish to comment before the Board. It is also the Board of Trustees' wish to provide the citizens of the district with an environment that upholds the highest professional standards.

In order to ensure that every citizen desiring to speak before the Board has the opportunity to express his/her opinion, it is requested that the audience refrain from making comments, hand clapping or making any remarks or gestures that may interrupt, interfere, or prevent the speaker from commenting on any present or future project.

In accordance with Federal law and U.S. Department of Agriculture policy, IHGID is prohibited from discriminating on the basis of race, color, national origin, sex, religion, age, disability (Not all prohibited bases apply to all programs.) To file a complaint of discrimination, write to USDA, Director, Office of Civil Rights, 1400 Independence Avenue, S.W., Washington, D.C. 20250-9410, or call (800) 795-3272 (voice) or (202) 720-6382 (TDD). USDA is an equal opportunity provider, employer, and lender.

**Communication for Hearing Impaired:** Nevada Relay Service is available by calling 711. The TTY or HCO (hearing carry over) number is 800-326-6868, Voice only is 800-326-6888, VCO (voice carry over) is 800-326-4013.

**Notice to Persons with Disabilities:** Members of the public who are disabled and require special assistance or accommodations at the meeting are requested to notify the District Office in writing at 3394 James Lee Park Road, Carson City, NV 89705, or by calling 267-2805 at least 24 hours in advance.

Following is the Agenda, which is also posted on IHGID's website at: www.indianhillsnevada.com

# AGENDA

## 6:00 P.M. – Regular Meeting

1. Call to Order - Regular Meeting of the Board of Trustees

2. Pledge of Allegiance

3. Public Interest Comment (No Action)

> The public may comment on any subject that is pertinent to IHGID. The public may comment on any item that is on this agenda at the time it is discussed. Therefore, the public is encouraged and permitted to make comments on any non-agenda items during the public interest comment period. Comments may be limited by the discretion of the Chair and may not exceed three (3) minutes. Please note that the Board is prohibited by law from deliberating or taking action on issues raised by the public that are not listed on this agenda.

4. Approval of Agenda-Chairman
   Items on this agenda may be taken out of order. Two or more agenda items may be combined for consideration. Any item appearing on this agenda may be removed, or its discussion delayed at any time.

   - Motion
   - Vote

5. Reports to the Board:
   a. General Manager Report
      1. Administrative
      2. Water
      3. Wastewater
      4. Parks & Streets
   b. District Accountant Report
   c. Engineer Report
   d. Attorney Report

   - Board of Trustees Discussion
   - Open Public Comment
   - Close Public Comment

6. Discussion only regarding Douglas County Ordinance 2026-1673 and 2026-1674, both related to affordable housing.
   (Presentation by Kate Moroles O'Neil, Economic Vitality Manager & Interim Principal Planner, Douglas County Community Development)

   - Board of Trustees Discussion
   - Open Public Comment
   - Close Public Comment

7. Discussion only regarding Sunridge Golf & Recreation Master Plan and Water Infrastructure.
   (Presentation by Dan Oster, Owner Sunridge Golf & Recreation)

   - Board of Trustees Discussion
   - Open Public Comment
   - Close Public Comment

8. Discussion and possible action to approve C-941 Change order for the IHGID FY 25/26 Street Rehabilitation Project in the amount of $9,225.22.
(District Engineer, Colin Sturge/General Manager, Chris Johnson)

- Board of Trustees Discussion
- Open Public Comment
- Close Public Comment

9. Discussion and possible action to approve a proposal for Engineering Services from Lumos & Associates in the amount of $84,000 for the IHGID FY 26/27 Street Maintenance project.
(District Engineer, Colin Sturge/General Manager, Chris Johnson)

- Board of Trustees Discussion
- Open Public Comment
- Close Public Comment

10. Discussion and possible action regarding General Manager Chris Johnson's annual performance evaluation.
(Chairman, Clark-Ross)

- Board of Trustees Discussion
- Open Public Comment
- Close Public Comment

11. Discussion and possible action to approve/renew the Employment Agreement between Indian Hills General Improvement District and General Manager Chris Johnson.
(General Manager, Chris Johnson/Chairman Clark-Ross)

- Board of Trustees Discussion
- Open Public Comment
- Close Public Comment

12. Discussion and possible action to approve Draft Minutes from the October 21, 2026 Board Meeting.

- Board of Trustees Discussion
- Open Public Comment
- Close Public Comment

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 an item or topic be placed on a future agenda.

14. Adjournment

- Motion
- Vote

This agenda is posted at *www.indianhillsnevada.com, https://notice.nv.gov* and at the following locations:
District Main Office, 3394 James Lee Park Road

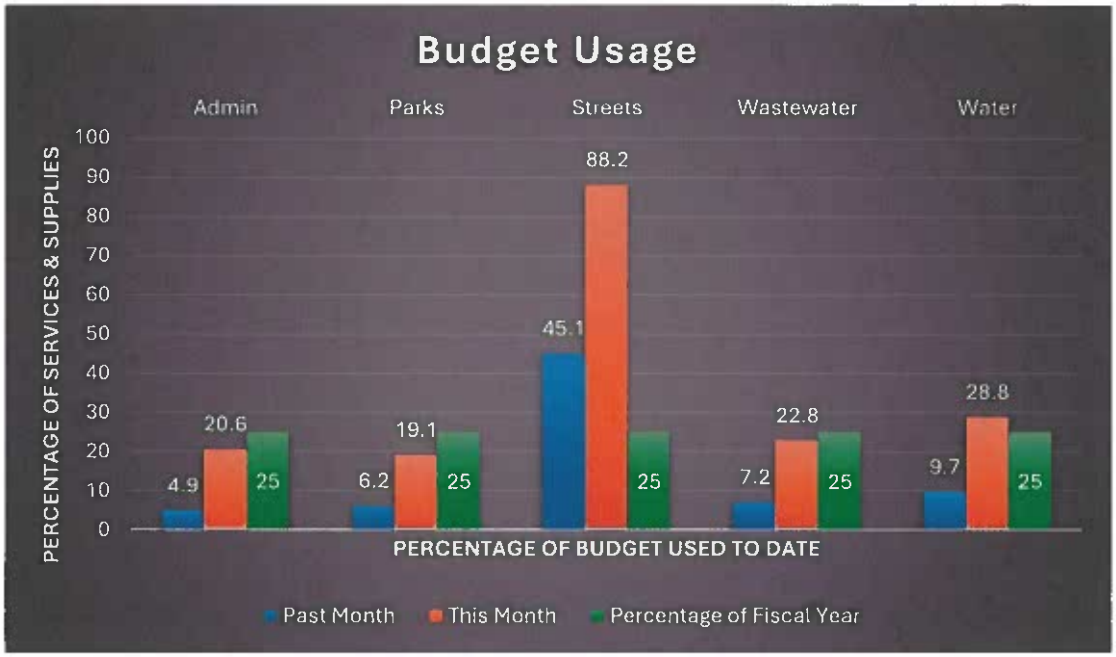
As of 8:30 A.M., November 13, 2026, by Brooke Thompson

# AGENDA ITEM 5a.

**Reports to the Board:**

a. **General Manager Report**

1. **Administrative**
2. **Water**
3. **Wastewater**




***** NOTE: Streets high usage is due to the Amador Project.**

**Current Grant Research:**

Working with other district GMs to establish a coalition for GIDs to lobby more grant support from state.

**New Items:**

- Amador is complete. We still finished around $300,000 under budget.
- I have been working with the engineers to finish the Amador project, as well as preparing to bring next year's maintenance plan to the board. We want to get it ready to go early in the season.
- I have started a process of reviewing and updating all our policies, using AI to assist in ensuring they are clearly worded and concise.
- Working on a plan to bring district salaries into a comparable range with other districts. We have had a very difficult time finding a Grade 3 Wastewater Supervisor because our salary ranges are significantly less than other districts.
- Working with East Fork Fire Protection District to establish a plan for hydrant maintenance, lifting some workload off our Water Department.
- Preparing my end of year review and contract renewal.

**Existing Items:**

- The Amador Project is almost complete. It looks great, and residents are happy with the finished project. We did a walk through with the engineer to identify a few small issues that go onto the punch list. They'll have those small issues fixed pretty quick and we will submit final payment. We are still under budget on this project by roughly $300k.
- We have done extensive research on the purchase of our two budgeted vehicle replacements, including research into the feasibility of leasing the vehicles. In speaking with multiple leasing agents from multiple dealerships, they both stated that leasing would be more expensive than outright purchase. Leasing has the interest that would accrue as well as the end-of-lease closure that would almost certainly require us to pay more for the vehicles.
- We hosted our final Community Cleanup day. It was another FULL success (pun intended). All six containers were filled by 11 am. That results in another 240 yards of waste removed from our district.
- We've had some personnel changes that have again demonstrated the value of our "floater position" design. We had to replace our Water Operator. Our floater had already been working with the Water department on several leaks and other issues, so he was able to transfer into the Water Operator position almost seamlessly. We quickly hired a new Field Operation employee, bringing us to full strength. We now have two employees that are somewhat new to their positions, but both are more experienced than hiring new.

**Completed / Past Items to be removed next month:**







*These photos demonstrate the updated project. As you can see in the photos, we cut back into the driveways far enough to transition into the sidewalk.*

- Grading is projected to start in early September, with paving happening in the 2nd & 3rd week of September.

- Contrary to some rumors, the project is still under budget.
- I went out with the Wastewater Operators to send our camera down the sewers to inspect some areas of concern with the contractor and our engineers. This trailer has already paid for itself in how much we have used it.
- I created a page on our website to give updates about the Amador Project. We have had a few complaints, but once we have explained why, the people have understood. As I make updates to the Amador Project page, I will send out the e-blast updates.
- I did a presentation to the Good Governance Group in July. It was well received and we received several compliments on the district.
- I did a presentation to Leadership Douglas County. That presentation also went very well, with some excellent questions from the group. It was nice to be able to teach these leaders about the value and importance of GIDs.
- I met with the Douglas County Stormwater Manager, Carson City Stormwater Manger, and the District Engineer. We are collaborating on meeting the new requirements of the Nevada Department of Environmental Protection for our Small MS4 permit.
- We collected quotes for the two vehicles we've got budgeted for this year, and I spoke with a couple of dealerships about the benefits and / or detriments of leasing.
- We are currently advertising for the position of our Wastewater Supervisor, who is retiring at the end of this year. This will be a difficult position to fill.
  The Community Cleanup went very well. We again had 6 full containers by 11 am. This is such a valuable program that really removes a great deal of yard waste and garbage from the district.

**Goals Update:**

Board Established Goals:

- Evaluate operating expense options vs capital expense options.
    - I continue to evaluate options. A good example is with our new vehicle purchases for this year. Leasing them would have cost interest, and being work trucks would have almost certainly made us have to make a payment at the end of the lease. Purchasing with funds that we've budgeted for and have available is easily a more economic option.
- Master Maintenance Schedule showing man-hours required for each task performed in the district, per department.
    - Done
- Continue to pursue cost-cutting measures.
    - In Progress, always. We are always looking for ways to cut costs throughout the district. A number of examples are in my 5-year report.
- Search & apply for any and all grant opportunities to support the District's infrastructure needs.
    - In Progress, always.
- Enhance Employee Safety Programs and relay improvements to the board.
    - Conducting Quarterly Safety Inspections of Department Facilities.
    - Conducting monthly safety training presented by our Safety Officer.
- Further reduce wildfire fuels around District to enhance the Firewise program.
    - Continuing to clear fuels around the district. The community cleanup program has helped greatly with this, enabling home owners and residents to clear the fuels from around their homes by providing them with free dumping.
- Complete Amador Project to accepted quality standards, at or under budget.
    - Complete, under budget by roughly $300k.

These are my personal goals to accomplish this year:

- Become proficient in the District's GIS system and establish a standard for our maps and GIS.
    - In Progress. Just negotiated and renewed license. Will attend virtual classes in October.
- Make certain District maps available for public viewing, where acceptable.
    - In Progress with GIS goal.

- Develop and build the District's Community Wildfire Protection Plan using the newly acquired knowledge from the seminars.
    - In Progress. Working with Douglas County as well as the state.
- Drive more public awareness of our webpage and research ways to distribute information.
    - Using newsletters, events, and other means to promote the webpage.
- Research and establish a volunteer program for help with District public events.
    - Volunteer program is nearly complete.
- Research USDA and other available loans to evaluate the cost / benefit of using loans to fund district projects while keeping reserves.
    - In progress, continuing to evaluate funds.

**Administrative Report** November 2026

The ACH program continues to be well received. Residents are thankful the district has implemented this option for payments. We currently have 633, 31.336% of residents taking advantage of automatic withdrawal. We continue to receive requests and new authorization forms daily.

In October we sent out thirty-eight past due bills resulting in two disconnections. Both accounts paid in full, and service was restored.

We had eight new account sign-ups in October. These are homes that have changed ownership.

We had one gazebo reservations in October. The District's Gazebo reservations are done for the season.

The district's new online customer portal, Nexbillpay, is now operational and available to customers, providing an additional option for managing accounts and making payments online. While initial adoption has been gradual, we currently have 126 users. The portal represents an important step toward improving customer service and expanding access to the district's billing services. As customers become more familiar with the system and its features, I anticipate that utilization will continue to increase.

The portal allows customers to access billing information and submit payments electronically without needing to contact the district office or visit in person. This added flexibility accommodates different customer preferences while supporting the district's efforts to modernize its services and streamline routine transactions. Continued communication and outreach will be important in raising awareness, encouraging customers to establish accounts, and helping them become comfortable with the new system.

As awareness grows and more customers begin using Nexbillpay, I am confident it will become a valuable resource for the community and a beneficial addition to the district's customer service operations. The implementation of this portal reflects the district's ongoing commitment to utilizing technology, improving service delivery, and meeting the evolving needs of our customers.

**Water Department Report** November 2026

**Water Quality:**

· The Bac-T sample results for October 2026 came back good.

· The Hobo water plant received 17 MG of (Minden) water for the month of October.

· North School Well pumped 1.2 MG to the water system. South School Well pumped 1.5 MG for the month of October.

· Ridgeview well pumped 2.9 MG of water to the water system for the month of October.

· Hobo well has been shut down for the winter.

**Water Plant Rounds:**

· Every morning all operations of the Water plant are checked. Morning rounds consist of,

· The water level and operation of all water storage tanks are checked and recorded.

· The water pressure at the plant and off-site booster stations is checked and recorded.

· All flow and totalizer meters are checked, and the amount of water used is recorded.

· The booster pumps at the plant are checked for proper voltage and current. They are also checked for excessive temperatures at bearings and checked for any water leaks. All information is recorded.

· Water samples are taken from the plant, and we check the water for proper chlorine residual and calibrate the chlorine analyzer as needed. We also check the water for PH, clarity, and temperature. All information is recorded.

· Trends of the water system are checked through SCADA. Checking these trends for anomalies in the distribution system can give us an early warning of future problems.

**Maintenance:**

· The Water department excavated the road on Opalite Dr. due to a leak on a service line.

· The Water department repaired all deficiencies reported on the sanitary survey in September. All repairs were documented on sent to the Bureau of Safe Drinking Water.

· The Water department excavated a meter pit at 3477 Long Dr. due to a leak inside the pit.

· The Water department is in the final stages of the Amador Drive project. We are checking all the meter pits, valves, valve cans, and fire hydrants for proper installation.

**Wastewater Department Report** November 2026

**1: Treatment plant:** We finished replacing all 918 aerator membranes and rings in the south SBR (Sequential batch reactor) basin on October 22nd. We refilled the basin with raw influent and reseeded it with sludge from the north SBR basin. We tested the aerators in the south basin and only had three to repair. We had a good even aeration pattern throughout the prereact basin and the SBR basin.

We have continued to prepare the filter building for painting and should apply paint on a warm day in November.

We switched from the gooseneck trailer to the 14-yard bin on October 29th for Biosolids dewatering.

We started winter effluent storage and are pumping to pond 6 as of October 20th.

Ryan continues to drag our roads and Hobo Hot Springs Road. All roads are in great condition thanks to Ryan's work on them.

The average daily flow to the Wastewater plant for October 2026 was .309 MGD (Million Gallons per Day) or 309,000 gallons per day.

**2: Lift Stations:** All 4 lift stations continue to perform satisfactorily.

We received and installed pump 1 for Lift 2 on October 23rd.

**3: Sewer Collection:** We have received the new manhole covers and the interior manhole grouting has been completed by Rapid Construction. This will complete the Amador repave project for sewer.

Ryan inspected problem manholes and is editing the list as needed. He is up to date on manhole/gravity sewer main flushing.

**Parks & Streets Department Report** November 2026

Parks and Streets staff continue to perform weekly checks of all parks and open spaces. Checks are done on Mondays and Fridays during the Fall/ Winter months as usage is decreasing with the colder temperatures. Staff checks and cleans/restocks all of the district's public restrooms, checks all trash cans and dog bag dispensers on district property along with doing a visual inspection of the playground equipment.

Parks and streets is finally fully staffed. We are busy training our newest team member John McGillvray.

Staff has been busy cleaning all detention ponds and ditches in preparation for the winter months ahead.

We have also started our fall cleanup which consists of trimming bushes and leaf clean-up. We have officially shut off all irrigation at district parks and landscape areas.

Additionally, Parks and Streets staff has begun hanging Christmas lights in preparation for the holiday season.

Streets staff has also completed installation of new street signs throughout the district.

Streets staff has resumed a normal street sweeping schedule. Sweeping is done every week. Street sweeping is done on the west side of 395 on Monday's and the east side of 395 on Fridays.

Staff also continues the filling of potholes throughout the district as needed.

# AGENDA ITEM 5b.

**Reports to the Board:**

**b. District Accountant Report**

**INDIAN HILLS GID**
**ACCOUNTANTS REPORT**
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**INDIAN HILLS GID**
**CASH BALANCES**
**10/31/2026**

| **CASH BALANCES** | | **10/31/2026** |
|---|---|---|
| Operating | $2,432,388.35 | |
| Reserved from rate increase | $2,809,975.44 | |
| Reserved for Parks | $12,392.14 | |
| Reserved for Streets | $379,554.27 | |
| **Operating Available** | | -$769,533.50 |
| **Payroll** | | $17,945.88 |
| Money Market-NV State Bank | $1,647,670.88 | |
| Reserve for Infrastructure | $1,006,895.35 | |
| Reserve for Connections | $613,896.66 | |
| Reserve for Storm Water Mgt | $77,711.39 | |
| Reserve for Sewer Debt Reserves | $72,010.10 | |
| Reserve for Short Lived Assets | $68,207.45 | |
| **Money Market Available** | | -$191,050.07 |
| Money Market-Moreton | $3,445,395.22 | |
| Reserve for Water Conservation-Parks | $15,000.00 | |
| **Moreton Available** | | $3,430,395.22 |
| Pipeline | $724,928.50 | |
| Reserve for USDA Debt Service | $40,284.00 | |
| Reserve for O&M | $67,941.82 | |
| Reserve for Short Lived Assets | $446,215.45 | |
| Reserve for AB198 capital repl | $154,139.68 | |
| Reserve for construction | $16,347.55 | |
| **Pipeline Available** | | $0.00 |
| **Total Available** | | $2,487,757.53 |
| **Investment Pool** | | |
| IHGID | | $10,513.01 |
| IHCIP(2m 2007 Bonds) | | $146,442.90 |
| Drinking Water Bond | | $231,189.38 |
| Total | | **$388,145.29** |

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# INDIAN HILLS GID
# CASH BALANCES BY FUND
# 10/31/2026

| CASH BALANCES | 10/31/2026 | | |
|---|---|---|---|
| | WATER | SEWER | ADMIN |
| Operating | -2,314.13 | 1,454,484.60 | 980,217.88 |
| Reserved from rate increase | 1,431,081.54 | 1,378,893.90 | |
| Reserved for streets | | | 379,554.27 |
| Reserved for parks | | | 12,392.14 |
| **Operating Available** | **-1,433,395.67** | **75,590.70** | **588,271.47** |
| | | | |
| Money Market-Nevada State Bank | 432,582.58 | 749,563.27 | 465,525.03 |
| Reserve for Infrastructure | 268,779.80 | 307,847.04 | 430,268.51 |
| Reserve for Connections | 319,773.33 | 294,123.33 | |
| Reserve for storm water mgt | | | 77,711.39 |
| Reserve for sewer debt service | | 72,010.10 | |
| Reserve for sewer short lived assets | | 68,207.45 | |
| **Money Market Available** | **-155,970.55** | **7,375.35** | **-42,454.87** |
| | | | |
| **Money Market-Moreton** | **1,148,465.09** | **1,148,465.08** | **1,148,465.05** |
| Reserve for water conservation-Parks | | | 15,000.00 |
| **Moreton Available** | **1,148,465.09** | **1,148,465.08** | **1,133,465.05** |
| | | | |
| Pipeline | 724,928.50 | | |
| Reserve for debt service (fully funded) | 40,284.00 | | |
| Reserve for O&M | 67,941.82 | | |
| Reserve for short lived assets | 446,215.45 | | |
| Reserve for AB198 capital replacement | 154,139.68 | | |
| Reserve for construction | 16,347.55 | | |
| | **0.00** | | |
| | | | |
| **TOTAL AVAILABLE** | **-440,901.13** | **1,231,431.13** | **1,679,281.65** |



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**INDIAN HILLS GID**
**LONG TERM DEBT**
**AS OF 10/31/2026**

| DEBT | BALANCE | PAYMENT | FINAL PAYMENT | INTEREST RATE |
|---|---|---|---|---|
| **USDA SEWER** | $ 1,035,217.01 | 4,754.08 MONTHLY | 1/1/2052 | 2.75% |
| **USDA PIPELINE** | $ 685,507.46 | 3,357.00 MONTHLY | 8/1/2051 | 3.25% |
| **PIPELINE 2010 STATE** | $ 304,853.70 | 40,343.06 due Jan and July | 7/1/2030 | 2.57% |
| | **$ 2,025,578.17** | | | |

* (35% WATER, 65% SEWER)
** payment amount varies

**INDIAN HILLS GID**
**ATTORNEY EXPENSES**
**OCTOBER 2026**

| | |
|---|---|
| MONTHLY FEES | 3,000.00 |
| LABOR ATTORNEY | 1,312.50 |
| TOTAL | 4,312.50 |

**INDIAN HILLS GID**
**ENGINEERING EXPENSES**
**OCTOBER 2026**

| | | budget | billed | total paid | % complete |
|---|---|---|---|---|---|
| ENGINEERING FEES | 2,000.00 | 24,000.00 | 6,000.00 | 6,000.00 | 25.00% |
| REMEDY MEDICAL | 0.00 | 10,200.00 | 9,598.75 | 9,598.75 | 94.11% |
| STREET MAINTENANCE | 0.00 | 81,800.00 | 70,559.25 | 70,559.25 | 86.26% |
| STREET REHAB (AMADOR) | 0.00 | 249,550.00 | 237,550.00 | 237,550.00 | 95.19% |
| AMADOR CONSTRUCTION | 15,600.00 | 309,050.00 | 309,050.00 | 309,050.00 | 100.00% |
| AMADOR ADDITIONAL COSTS | 12,052.00 | 95,000.00 | 95,000.00 | 95,000.00 | 100.00% |
| LEAD AND COPPER SURVEY | 610.00 | | | | |
| | 30,262.00 | | | | |

Indian Hills General Improvement District
OVERTIME/CALLOUT HOURS
OCTOBER 2026

| Employee | Hours | pay date 10/2/2026 | Hours | pay date 10/16/2026 | Hours | pay date 10/30/2026 | Total Hours | Total Earnings |
|---|---|---|---|---|---|---|---|---|
| WATER TECH | | 0.00 | | 0.00 | | 0.00 | 0 | 0.00 |
| WATER TECH | | 0.00 | | 0.00 | | 0.00 | 0 | 0.00 |
| PARKS | | 0.00 | | 0.00 | | 0.00 | 0 | 0.00 |
| PARKS | | 0.00 | | 0.00 | | 0.00 | 0 | 0.00 |
| STREETS | | 0.00 | 2.5 | 89.23 | | 0.00 | 2.5 | 89.23 |
| STREETS | | 0.00 | | 0.00 | | 0.00 | 0 | 0.00 |
| WATER SUPER | | 0.00 | | 0.00 | | 0.00 | 0 | 0.00 |
| WATER SUPER | | 0.00 | | 0.00 | 2 | 112.88 | 2 | 112.88 |
| ADMIN SUPPORT | | 0.00 | | 0.00 | | 0.00 | 0 | 0.00 |
| ADMIN SUPPORT | | 0.00 | | 0.00 | | 0.00 | 0 | 0.00 |
| SEWER TECH | | 0.00 | | 0.00 | | 0.00 | 0 | 0.00 |
| SEWER TECH | | 0.00 | | 0.00 | | 0.00 | 0 | 0.00 |
| SEWER SUPER | 2 | 128.18 | 2 | 138.20 | 1.00 | 61.54 | 5 | 327.92 |
| SEWER SUPER | | 0.00 | | 0.00 | | 0.00 | 0 | 0.00 |
| MECHANIC | | 0.00 | 2.5 | 135.58 | | 0.00 | 2.5 | 135.58 |
| MECHANIC | | 0.00 | | 0.00 | | 0.00 | 0 | 0.00 |
| TOTALS | 2.00 | 128.18 | 7.00 | 363.01 | 3.00 | 174.42 | 12.00 | 665.61 |

**INDIAN HILLS GID**
**BUDGET TO ACTUAL**
**NOT INCLUDING DEPRECIATION**
**FOR THE PERIOD ENDED OCTOBER 31, 2026**
**WATER**

| | | | | (OVER)/ | 33.33% |
|---|---|---|---|---|---|
| **INCOME** | | **BUDGET** | **ACTUAL** | **UNDER** | |
| | FEES | 1,534,000.00 | 634,726.52 | 899,273.48 | 41.38% |
| | CONNECTION FEES | 0.00 | 0.00 | 0.00 | 0.00% |
| | CRICKET/VERIZON | 14,929.92 | 4,976.64 | 9,953.28 | 33.33% |
| | GRANT INCOME | 0.00 | 0.00 | 0.00 | 0.00% |
| | INTEREST | 55,000.00 | 18,504.62 | 36,495.38 | 33.64% |
| | MISCELLANEOUS | 0.00 | 490.34 | (490.34) | 0.00% |
| | **TOTAL REV** | 1,603,929.92 | 658,698.12 | 945,231.80 | 41.07% |
| **EXPENSES** | | | | | |
| | SALARIES/BENEFITS | 466,179.84 | 125,080.17 | 341,099.67 | 26.83% |
| | OPERATING EXP | 516,100.00 | 172,145.80 | 343,954.20 | 33.36% |
| | DEBT PRINCIPAL | 142,966.01 | 94,424.07 | 48,541.94 | 66.05% |
| | DEBT INTEREST | 31,554.13 | 12,430.96 | 19,123.17 | 39.40% |
| | CAPITAL OUTLAY | 205,000.00 | 258,183.43 | (53,183.43) | 125.94% |
| | **TOTAL EXP** | 1,361,799.98 | 662,264.43 | 699,535.55 | 48.63% |
| | **PROFIT (LOSS)** | 242,129.94 | (3,566.31) | 245,696.25 | |
| NON-CASH | | | | | |
| infrastructure depletion (DEPRECIATION) | | 455,000.00 | 151,666.68 | 303,333.32 | 33.33% |

**INDIAN HILLS GID**
**BUDGET TO ACTUAL**
**NOT INCLUDING DEPRECIATION**
**FOR THE PERIOD ENDED OCTOBER 31, 2026**
**SEWER**

| | | | | (OVER)/ | 33.33% |
|---|---|---|---|---|---|
| **INCOME** | | **BUDGET** | **ACTUAL** | **UNDER** | |
| | FEES | 1,170,792.00 | 427,626.75 | 743,165.25 | 36.52% |
| | CONNECTION FEES | 0.00 | 0.00 | 0.00 | 0.00% |
| | INTEREST | 40,000.00 | 13,393.36 | 26,606.64 | 33.48% |
| | MISCELLANEOUS | 0.00 | 0.00 | 0.00 | 0.00% |
| | **TOTAL REV** | 1,210,792.00 | 441,020.11 | 769,771.89 | 36.42% |
| **EXPENSES** | | | | | |
| | SALARIES/BENEFITS | 492,680.05 | 147,825.49 | 344,854.56 | 30.00% |
| | OPERATING EXP | 268,000.00 | 57,825.52 | 210,174.48 | 21.58% |
| | DEBT PRINCIPAL | 126,119.24 | 106,952.38 | 19,166.86 | 84.80% |
| | DEBT INTEREST | 30,379.72 | 10,648.46 | 19,731.26 | 35.05% |
| | CAPITAL OUTLAY | 98,000.00 | 103,800.70 | (5,800.70) | 105.92% |
| | **TOTAL EXP** | 1,015,179.01 | 427,052.55 | 588,126.46 | 42.07% |
| | **PROFIT (LOSS)** | 195,612.99 | 13,967.56 | 181,645.43 | |
| NON-CASH: | | | | | |
| infrastructure depletion (DEPRECIATION) | | 410,000.00 | 136,666.68 | 273,333.32 | 33.33% |

24

**INDIAN HILLS GID**
**BUDGET TO ACTUAL**
**NOT INCLUDING DEPRECIATION**
**FOR THE PERIOD ENDED OCTOBER 31, 2026**
**GENERAL**

| | | | | (OVER)/ | 33.33% |
|---|---|---|---|---|---|
| **INCOME** | | **BUDGET** | **ACTUAL** | **UNDER** | |
| | AD VALOREM | 1,284,711.00 | 653,562.58 | 631,148.42 | 50.87% |
| | DOUGLAS CO. CONSOLIDATED TAX | 422,724.00 | 159,270.03 | 263,453.97 | 37.68% |
| | PARK REV | 5,000.00 | 1,950.00 | 3,050.00 | 39.00% |
| | GRANT | 0.00 | 0.00 | 0.00 | 0.00% |
| | DONATIONS | 0.00 | 50.00 | (50.00) | 0.00% |
| | MISCELLANEOUS | 0.00 | 0.00 | 0.00 | 0.00% |
| | INTEREST | 48,000.00 | 14,063.10 | 33,936.90 | 29.30% |
| | STORM WATER | 22,000.00 | 7,334.00 | 14,666.00 | 33.34% |
| | **TOTAL REV** | 1,782,435.00 | 836,229.71 | 946,205.29 | 46.92% |
| **EXPENSES** | | | | | |
| ADMIN | SALARIES/BENEFITS | 115,469.35 | 37,222.16 | 78,247.19 | 32.24% |
| | OPERATING EXP | 222,350.00 | 76,494.18 | 145,855.82 | 34.40% |
| | CAPITAL OUTLAY | 8,800.00 | 0.00 | 8,800.00 | 0.00% |
| PARKS | SALARIES/BENEFITS | 267,732.23 | 86,132.78 | 181,599.45 | 32.17% |
| | OPERATING EXP | 180,150.00 | 64,326.00 | 115,824.00 | 35.71% |
| | CAPITAL OUTLAY | 165,678.00 | 0.00 | 165,678.00 | 0.00% |
| STREETS | SALARIES/BENEFITS | 273,732.23 | 71,243.40 | 202,488.83 | 26.03% |
| | OPERATING EXP | 111,950.00 | 23,379.53 | 88,570.47 | 20.88% |
| | CAPITAL OUTLAY | 620,000.00 | 1,593,562.21 | (973,562.21) | 257.03% |
| | **TOTAL EXP** | 1,965,861.81 | 1,952,360.26 | 13,501.55 | 99.31% |
| | **PROFIT** | -183,426.81 | (1,116,130.55) | 932,703.74 | |
| NON-CASH: | | | | | |
| infrastructure depletion (DEPRECIATION) | | 700,600.00 | 130,533.32 | 570,066.68 | 18.63% |

# AGENDA ITEM 5c.

**Reports to the Board:**

**c. Engineer Report**

LUMOS & ASSOCIATES

Boise • Carson City • El Dorado Hills • Fallon • Lake Tahoe • Reno www.LumosInc.com

**Carson City**
308 N. Curry Street, Suite 200
Carson City, Nevada 89703
775.883.7077

11/11/2026

Chris Johnson, District Manager
Indian Hills GID
3394 James Lee
Carson City, NV 89705

**Subject: Engineer's Report to the Board – November 2026 Board Meeting**

Dear Chris:

The following is a list of services that Lumos & Associates (Lumos) has provided to Indian Hills General Improvement District (IHGID), and an update to general District items that have been coordinated over the last month:

- Lumos is working with IHGID and Rapid Construction to close out the Fiscal Year 25 / 26 Street Rehabilitation Project (Amador) Construction Project. A closeout change order is covered under an agenda item, for board approval.
- Lumos has not heard back regarding the letter to Nevada Division of Environmental Protection (NDEP) requesting acceptance of IHGID's proposed plan of action for the Environmental Protection Agency's (EPA's) Lead and Copper rule.
- Lumos submitted a response letter to NDEP's yearly Sanitary Survey of the IHGID's water system. The items identified in the survey were addressed by IHGID Operations staff promptly, and the response letter documents that.
- Lumos provided utility maps to Atwell, LLC for Jacks Valley Road area as part of a public record request for potential development.

I will be happy to answer any questions during the Board Meeting.

Sincerely,

Collin Sturge, P.E.
IHGID District Engineer

# AGENDA ITEM 5d.

**Reports to the Board:**

**d. Attorney Report**

# AGENDA ITEM 6.

**Discussion only regarding Douglas County Ordinance 2026-1673 and 2026-1674, both related to affordable housing.**
**(Presentation by Kate Moroles O'Neil, Economic Vitality Manager & Interim Principal Planner, Douglas County Community Development)**

# Ordinance 2026-1673

Presentation by Kate Moroles O'Neil,
Economic Vitality Manager & Interim Principal Planner
Dougals County Community Development

## Indian Hills GID

## November 18, 2026

# What is Affordable Housing?

- Affordable Housing is defined as a dwelling where the occupant pays 30 percent or less of their gross monthly income for total housing costs, including utilities according to the U.S. Department of Housing & Urban Development (HUD).

* In addition, the Area Median Income (AMI) is defined as the midpoint of a specific geographic area's income distribution, where half of the households earn more than the median and half earn less. Douglas County utilizes HUD's published AMI for Douglas County.

# Households by the Numbers

## 2026 income limits by household size

| Household | Low income (80%) | Very low (50%) | Extremely low (30%) |
|---|---|---|---|
| 1 person | $62,450 | $39,050 | $23,450 |
| 2 people | $71,400 | $44,600 | $26,800 |
| 3 people | $80,300 | $50,200 | $30,150 |
| 4 people | $89,200 | $55,750 | $33,450 |
| 5 people | $96,350 | $60,250 | $38,680 |
| 6 people | $103,500 | $64,700 | $44,360 |
| 7 people | $110,650 | $69,150 | $50,040 |
| 8 people | $117,750 | $73,600 | $55,720 |

> HUD FY 2026 income limits, effective for the fiscal year beginning October 1, 2025 and used by programs through the 2026 buying season. The percentages are of the $111,500 area median family income, adjusted by HUD for household size, high housing costs and statutory floors.

**Maximum Annual Rent** (30% Cap): Annual Income Limit x 30% ➧ $71,400 x 30% = $21,420yr.

**Maximum Monthly Rent:** MMR ÷ 12 months/year ➧ $21,420yr ÷ 12mo/yr = $1,785 mo.

DOUGLAS COUNTY
GREAT PEOPLE ▲ GREAT PLACES

# Douglas County Master Plan
# Affordable/Workforce Housing

## 4 – Growth Management & Housing

## GOALS

Goal 3

**Increase awareness of the affordable housing needs in Douglas County and increase the diversity of available homeownership opportunities.**

Policy G11

Promote cooperative efforts to preserve and expand current attainable and workforce housing.

# Ordinance 2026-1673

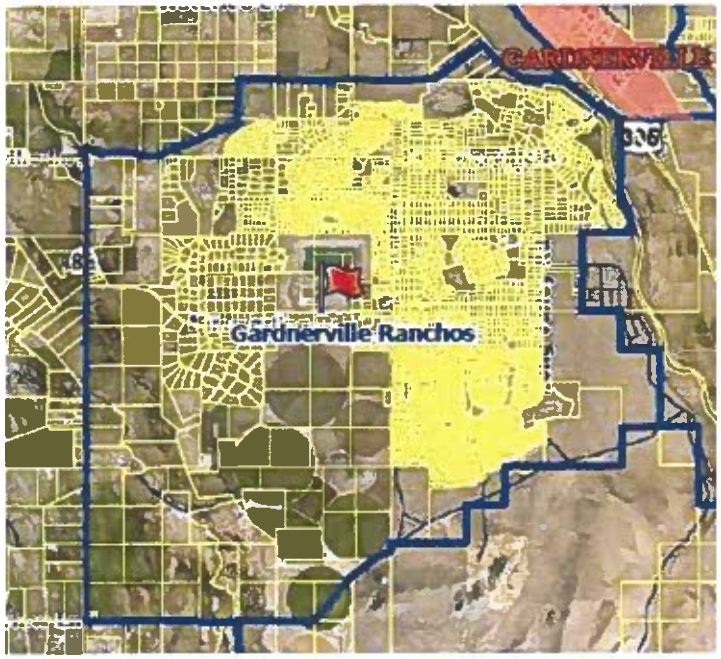
- Revised 20.664.125 Multi-family Housing (mixed-use component)
  - Exemption to the 25% commercial total project floor area requirement when providing affordable housing units per 20.440

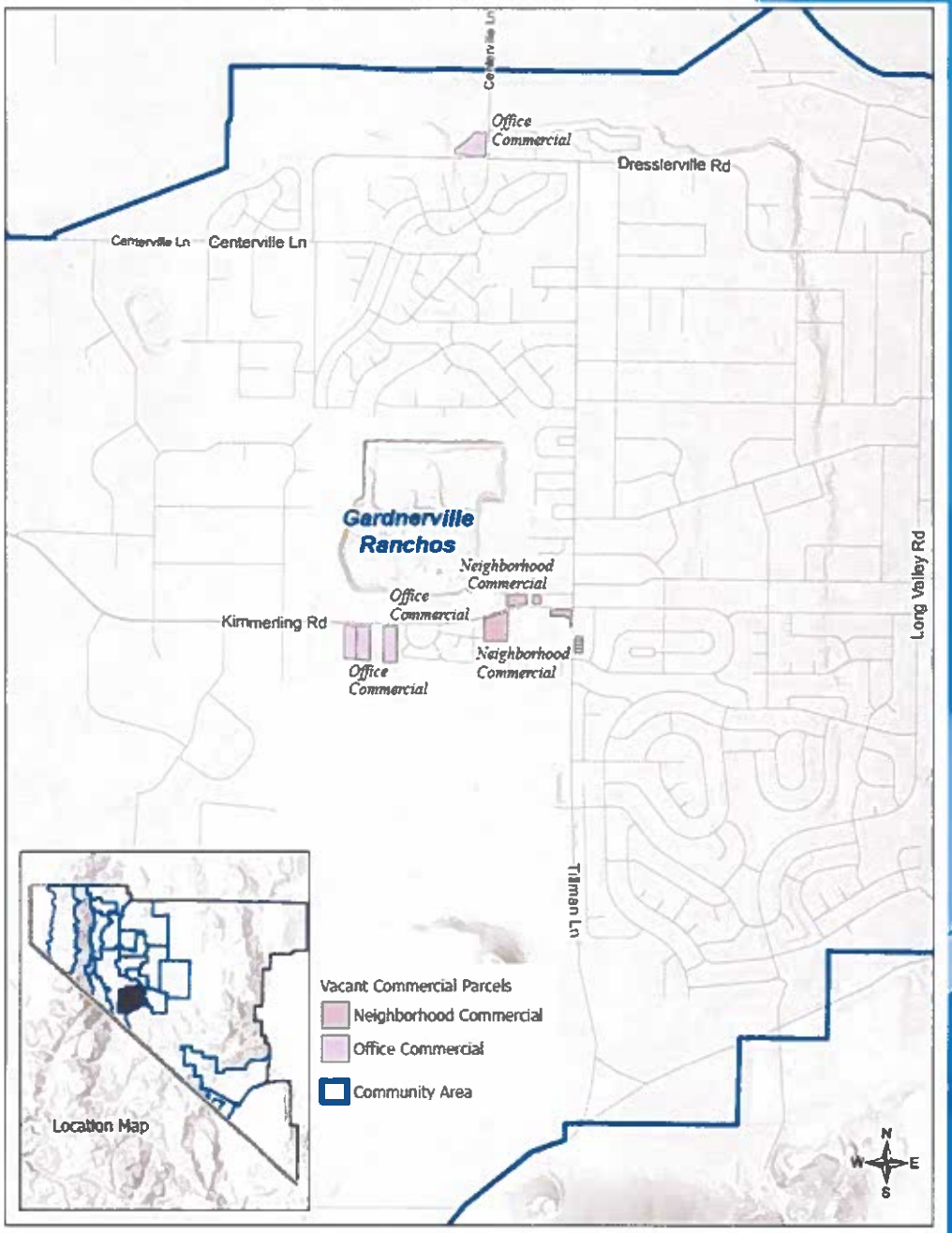
# Ordinance 2026-1674

- Revised Chapter 20.440, adding definitions applicable to the Chapter, revising the conditions that apply to density bonus and affordable housing agreements, and modifying the findings required for approval of such agreements;

- Amended Chapter 20.560.050, revising definitions to create consistency with Chapter 20.440.

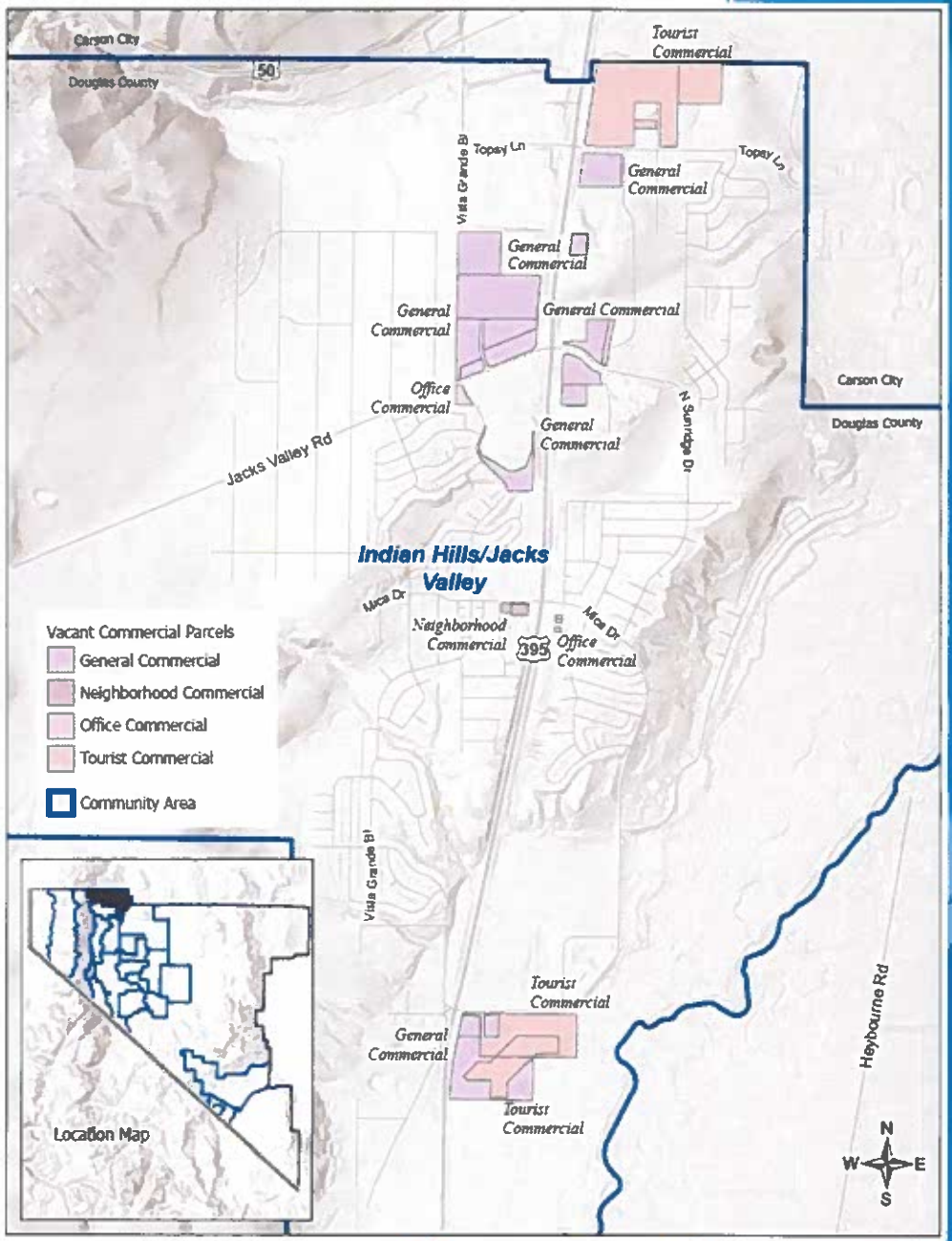
# Gardnerville Ranchos



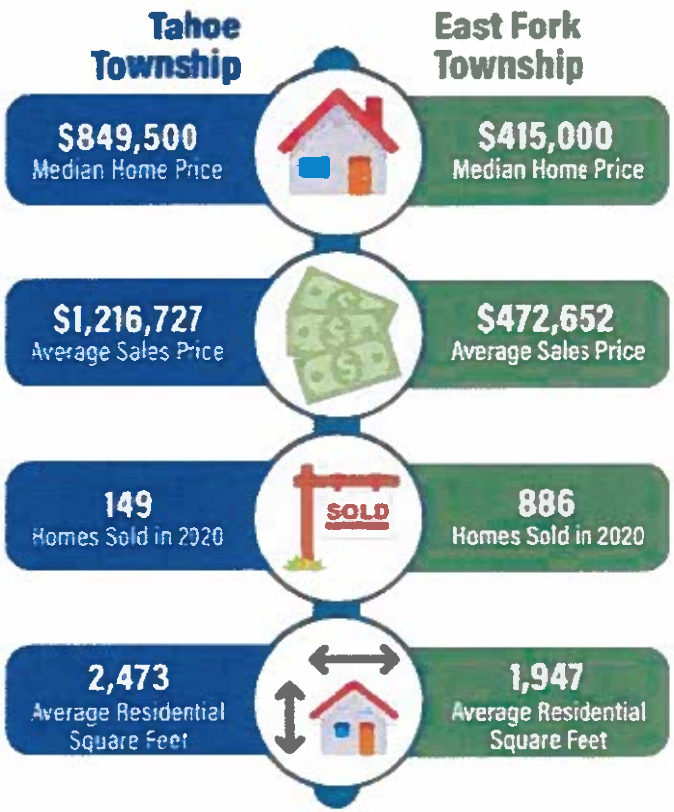



# Jacks Vally/Indian Hills

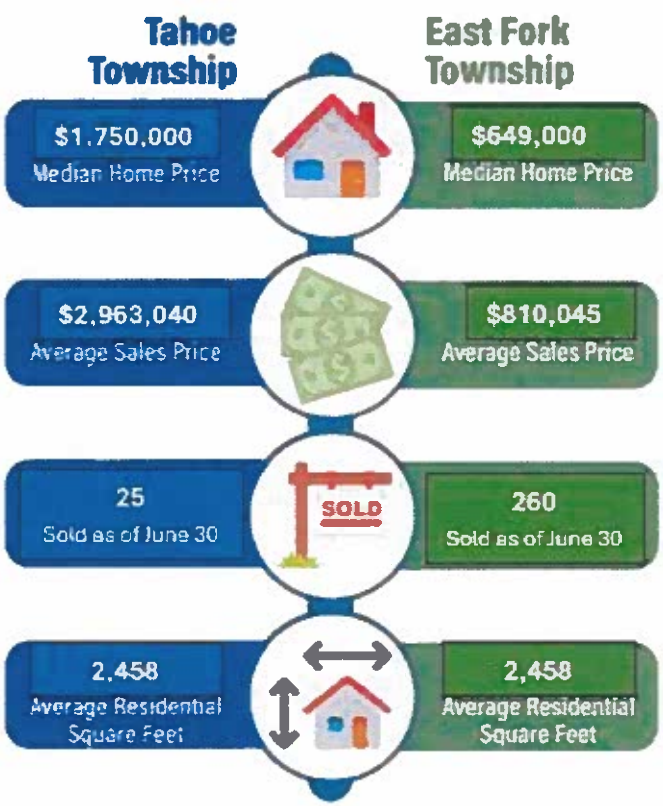


# Housing Costs 2020 vs June 2026




*Source: Douglas County Assessor, 2020*




***Source: Douglas County Assessor, 2026***

# Questions



**COMMUNITY DEVELOPMENT**
1594 Esmeralda Avenue, Minden, Nevada 89423

**Tom Dallaire, P.E.**
**DIRECTOR**

775-782-6201
FAX: 775-782-6297
website: www.douglascountynv.gov

Building Division
Engineering Division
Planning Division
Code Enforcement

# MEMORANDUM

Date: December 3, 2026

To: Douglas County Board of County Commissioners

From: Kate Moroles-O'Neil, Principal Planner & Economic Vitality Manager

**Subject: Ordinances 2026-1673** and **2026-1674**, both related to affordable housing.

Applicant: Douglas County/Kate Moroles-O'Neil, Economic Vitality Manager & Interim Principal Planner, Douglas County Community Development

Site Location: Ordinance 2026-1673: Related to the Gardnerville Ranchos Community Area and the Jacks Valley Indian Hills Community Area. Ordinance 2026-1674 is not site specific.

## I. REQUEST

For possible action: Discussion on **Ordinance 2026-1673**, a Zoning Text Amendment amending Douglas County Code, Title 20, by revising section 20.664.125 to add an affordable housing exemption to the commercial floor area requirement applicable to multi-family housing that requires a mixed-use component.

For possible action: Discussion on **Ordinance 2026-1674**, a Zoning Text Amendment amending Douglas County Code, Title 20, by revising Chapter 20.440, adding definitions applicable to the Chapter, revising the conditions that apply to density bonus and affordable housing agreements, and modifying the findings required for approval of such agreements; and amending Douglas County Code, Title 20, Section 20.560.050, revising definitions to create consistency with Chapter 20.440.

## II. RECOMMENDATION

Adopt **Ordinance 2026-1673** and **Ordinance 2026-1674** as presented, based on the ability to meet the required findings, as set forth in the staff report, presentations, and Planning Commission recommendation.

## III. BACKGROUND AND HISTORY

Across the nation, affordable workforce housing has become a critical issue, leaving counties and cities struggling to provide housing that supports local business operations and attraction. To address this crisis, the Nevada State Legislature approved Assembly Bill 241 (AB 241) in May 2025, modifying NRS Chapter 278 to require all local governing bodies to authorize by-right multi-family or mixed-use residential developments on commercially zoned properties. In compliance with this state mandate, Douglas County staff proposed allowing multi-family housing within the Neighborhood Commercial (NC), Office Commercial (OC), General Commercial (GC), and Tourist Commercial (TC) zoning districts. This effort culminated on January 13, 2026, when the Planning Commission voted unanimously to recommend approval of Ordinance 2025-1661, which the Board of County Commissioners subsequently approved on February 19, 2026. This action updated the Douglas County Development Code (Title 20) to allow Multi-Family Residential (MFR) developments in all commercial zones, subject to Mixed-Use Commercial (MUC) design standards. Under these adopted standards, any MFR development proposed in GC, TC, NC, or OC districts is strictly required to include an approved commercial component.

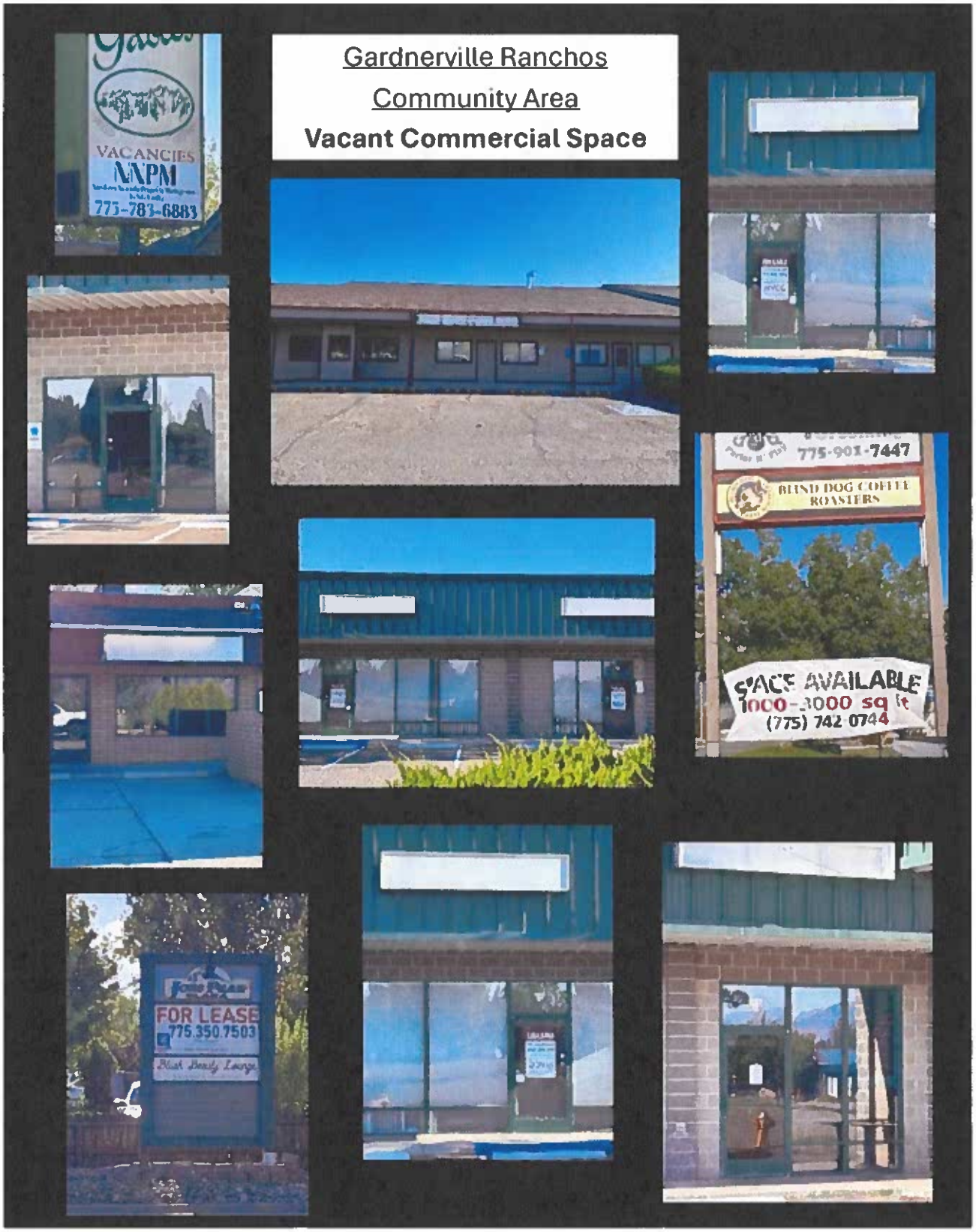
Since the adoption of Ordinance 2025-1661, staff has reviewed potential project areas for implementation and identified an abundance of vacant commercial properties, particularly within the Gardnerville Ranchos and Indian Hills Community Plan areas. Requiring a commercial component in these specific locations appears to worsen the county's existing commercial vacancy issues. Staff determined that providing an exemption to the commercial component for AB 241-related projects would allow the County to address the workforce housing crisis while simultaneously preventing a rise in empty commercial buildings. Although staff presented AB 241 related items to the town boards of Gardnerville, Minden, and Genoa—where feedback from Gardnerville and Minden specifically, indicated that maintaining a commercial component remains critical to their Plans for Prosperity—the vacancy data remains a concern.

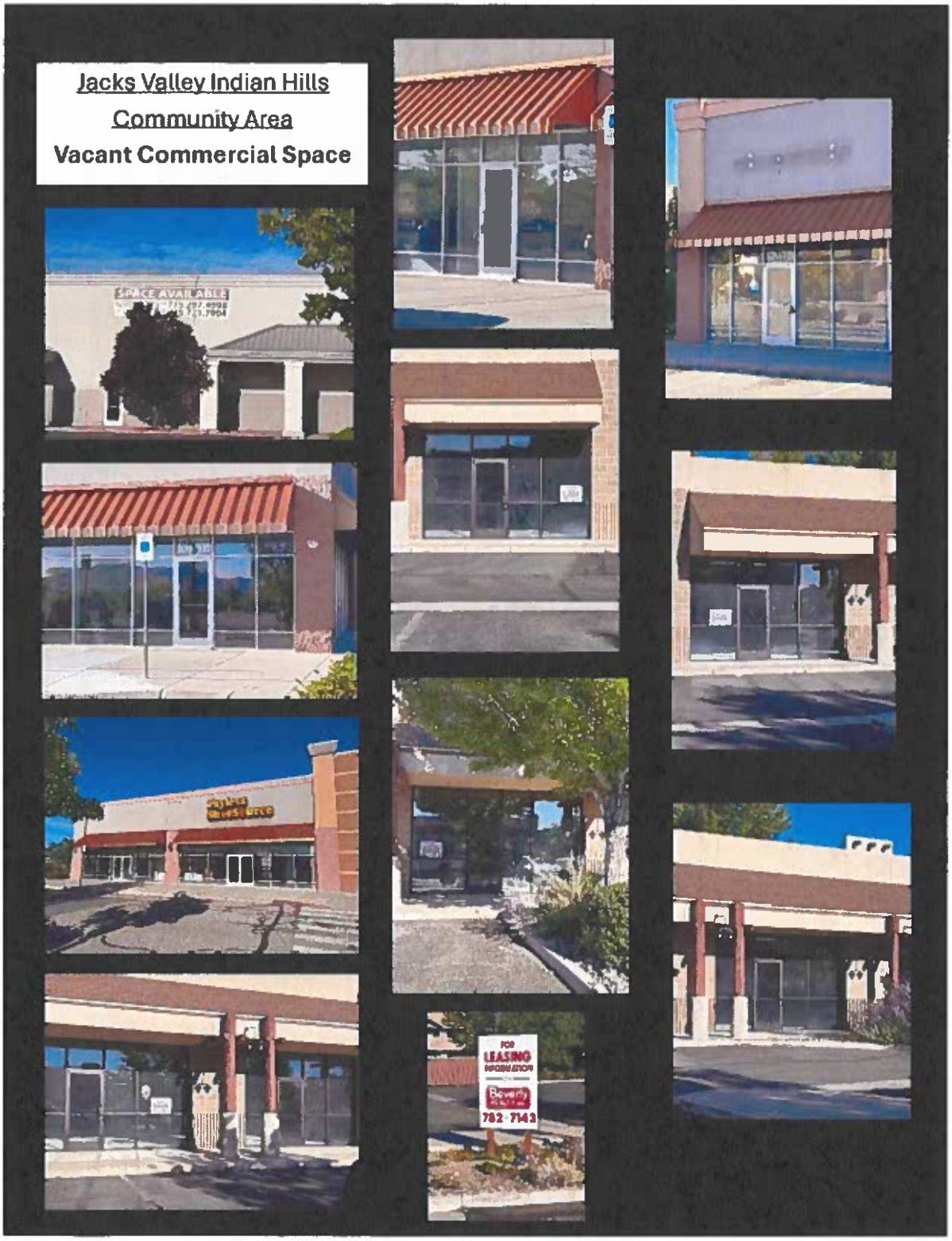
Consequently, staff is proposing Ordinance 2026-1673 and Ordnance 2026-1674 to amend Title 20 by revising section 20.664.125 and 20.440. Ordinance 2026-1673 adds an affordable housing exemption to the commercial floor area requirement applicable to multi-family housing. While the proposed ordinance does not apply to the towns of Gardnerville, Minden, or Genoa, staff believe it is imperative to monitor these vacancies. If commercial vacancies continue to increase, staff will revisit the issue with the town boards and managers to discuss potential commercial component exemptions or adjustments to allowed uses within those commercial zoning districts.

Regarding Ordinance 2026-1674, this amendment adds precise terminology applicable to Chapter 20.440. Defining these terms legally ensures clear interpretation for county staff, builders, and residents, eliminating ambiguity during the application process. It modifies the criteria and rules developers must meet to qualify for a "density bonus." A density bonus allows developers to build more housing units than normally permitted by standard zoning rules, typically in exchange for constructing a set percentage of below-market-rate housing.

## IV. DISCUSSION AND EVALUATION

The following pages visually detail commercial vacancies within the Gardnerville Ranchos and Indian Hills/Jacks Valley Community Plan areas. This reveals at least 10 vacant properties in Gardnerville Ranchos, which is located at or near one intersection, Tillman and Kimmerling. In Indian Hills/Jacks Valley there are roughly 10 vacancies off Mica Drive and off Topsy.


Gardnerville Ranchos
Community Area
Vacant Commercial Space
VACANCIES
NPM
775-783-6883
775-901-7447
BLIND DOG COFFEE ROASTERS
SPACE AVAILABLE
1000-3000 sq ft
(775) 742 0744
FOR LEASE
775.350.7503


Jacks Valley Indian Hills
Community Area
Vacant Commercial Space
SPACE AVAILABLE
FOR
LEASING
INFORMATION
782-7142

Affordable Housing is defined as a dwelling where the occupant pays 30 percent or less of their gross monthly income for total housing costs, including utilities according to the U.S. Department of Housing & Urban Development (HUD). In addition, the Area Median Income (AMI) is defined as the midpoint of a specific geographic area's income distribution, where half of the households earn more than the median and half earn less. Douglas County utilizes HUD's published AMI for Douglas County. The applicant requesting an exemption for affordable housing will calculate maximum monthly rent for affordable housing units based on the following calculation. Staff are using as an example the AMI for a household of 4, which is $111,500.

Annual Income Limit: County AMI x % of AMI = $111,500 x 80% = $89,200
Maximum Annual Rent (30% Cap): Annual Income Limit x 30% =
$89,200 x 30% =$26,760 / yr.
Maximum Monthly Rent: Maximum Annual Rent ÷ 12 months/year =
$26,760 / Yr ÷ 12 months/year = $2,230 / month

In relation to value limits for selling affordable homeownership units, Douglas County is considered a higher end local market and HUD uses the 95 percent area median purchase price cap, so maximum limits are calculated using localized Federal Housing Administration and Federal Housing Finance Agency. This type of provision would be included in an Affordable Housing Agreement.

**The Douglas County Master Plan identifies Workforce and Affordable Housing in the following sections:**

***3. ECONOMIC DEVELOPMENT***
*The purpose of the Economic Development Element is to establish goals, policies, and actions that are focused on questions of prosperity, conservation, job creation, and quality of life in a manner that is consistent with the remaining objectives of the Master Plan and the values of Douglas County residents. This Element defines a future for the Douglas County economy that enhances the quality of the downtowns, identifies economic development strategies that complement existing business clusters, and preserves the natural resources that are fundamental to the past and future character of the community. In other words, "to create an economy that matches the scenery." The Economic Development Element discusses the County's revitalization strategy and is centered on five guiding principles and three focus areas.*
*Goal 1 - Foster a diverse regional economy that adapts to changing needs of the workforce and enables business development, retention, and expansion.*

***4. GROWTH MANAGEMENT & HOUSING** (entire chapter is attached herein as Exhibit C)*
*Goal 3 - Increase awareness of the affordable housing needs in Douglas County and increase the diversity of available homeownership opportunities.*

*Policy E14 - Grow, diversify, and promote educational opportunities aimed at attracting and developing a qualified and accessible labor pool in order to promote business retention, expansion, and attraction efforts.*

***ECONOMIC DEVELOPMENT GUIDING PRINCIPLES** Douglas County's economic vitality strategy focuses on improving the economic wellbeing of a community through efforts that entail job creation, job retention, tax base enhancements, and quality of life improvements. These efforts rely on five guiding principles: 1) Improve business climate 2) Preserve the natural environment and improve infrastructure 3) Enhance education and workforce 4) Maintain exceptional quality of life 5) Attract business that are unique and marketable*

## V. FINDINGS FOR A ZONING TEXT AMENDMENT, *ORDINANCE 2026-1673*

**20.610.050** When approving a zoning text or map amendment the planning commission and the board must make the following findings:

A. That the proposed amendment is consistent with the policies embodied in the adopted master plan and the underlying land use designation contained in the land use plan;

**Applicant/Staff Response:** As mentioned above, workforce and affordable housing are components identified in the Master Plan as goals to achieve and provide a diversity of available homeownership. This finding is satisfied because the proposed amendment directly implements and supports the core housing, growth management, and community economic goals established in the Master Plan. Specifically, the Master Plan outlines a critical community need to expand the availability of affordable, workforce, and attainable housing options to support a balanced economy and local workforce retention. By modernizing Title 20 to provide clear regulatory pathways for affordable housing, this Zoning Text Amendment (ZTA) functions as a direct mechanism to operationalize those high-level policies and provide diversity of available homeownership

B. That the proposed amendment will not be inconsistent with the adequate public facilities policies contained in this title;

**Applicant/Staff Response:** This finding is satisfied because the proposed amendment is a programmatic, a text change within certain community areas in the County and does not approve or initiate any physical construction, subdivision, or infrastructure development. Consequently, the amendment itself creates no immediate demand on public facilities, utilities, or services. All existing mechanisms enforcing adequate public facilities within Title 20 will remain fully intact and unaltered. Any future affordable housing projects utilizing the provisions established by this text amendment will be strictly required to demonstrate infrastructure capacity. The amendment is completely consistent with and preserves the integrity of the county's adequate public facilities policies.

C. That the proposed amendment is compatible with the actual and master planned use of the adjacent properties;

**Applicant/Staff Response:** This finding is satisfied because the proposed amendment is not related to a specific project. It does not propose any one project, change any land use designations, or amend the official zoning map for any individual parcel. In addition, because this is a broad, text-based policy change to facilitate affordable housing projects within the County, there are no adjacent properties or immediate site-specific geographic contexts to evaluate. Compatibility with existing actual uses and master-planned goals will be maintained continuously, as any future development utilizing these provisions will still be subject to underlying zoning district restrictions, site-specific design reviews, and the overarching goals of the Master Plan.

D. If the amendment is in a receiving area and changes land to any industrial, commercial, or residential district, or otherwise increases the density or intensity of use, that the amendment is being requested in the context of a specific plan or a planned development, and utilizes transfer development rights.

**Applicant/Staff Response:** This finding is satisfied as this ZTA does not associate with any given project. Any future affordable housing development seeking to utilize the provisions established by this text amendment within a designated Receiving Area will remain strictly bound by the County's existing project-level requirements. This includes executing site-specific project applications within the context of a Specific Plan or Planned Development, and utilizing the mandatory TDR framework required to achieve maximum density thresholds at the time of development review.

## V. FINDINGS FOR A ZONING TEXT AMENDMENT, *ORDINANCE 2026-1674*

**20.610.050** When approving a zoning text or map amendment the planning commission and the board must make the following findings:

A. That the proposed amendment is consistent with the policies embodied in the adopted master plan and the underlying land use designation contained in the land use plan;

**Applicant/Staff Response:** The Master Plan identifies workforce and affordable housing as critical components required to achieve a diverse and available homeownership supply. This finding is satisfied because Ordinance 2026-1674 updates the development code to clarify and establish precise definitions related to affordable housing. Specifically, the Master Plan outlines an essential community need to expand affordable, workforce, and attainable housing options to support a balanced economy and local workforce retention. By codifying these clear definitions, this Zoning Text Amendment (ZTA) provides the statutory clarity needed to support the regulatory frameworks established in Ordinance 2026-1673, directly implementing the housing, growth management, and community economic goals of the Master Plan.

B. That the proposed amendment will not be inconsistent with the adequate public facilities policies contained in this title;

**Applicant/Staff Response:** This finding is satisfied because the proposed ZTA updating the development code with precise definitions for affordable housing is entirely procedural. It introduces language changes to Title 20 and does not approve, authorize, or initiate any physical construction, subdivision, or infrastructure development. Ordinance 2026-1674 creates no immediate demand on public facilities, utilities, or services. All existing mechanisms enforcing adequate public facilities within Title 20 remain fully intact and unaltered. Any future housing projects utilizing the definitions established by this text amendment will be strictly required to demonstrate infrastructure capacity during the standard project approval process. The amendment is completely consistent with and preserves the integrity of the county's adequate public facilities policies.

C. That the proposed amendment is compatible with the actual and master planned use of the adjacent properties;

**Applicant/Staff Response:** This finding is satisfied because the proposed amendment updating the development code with precise affordable housing definitions is again, procedural, and not tied to any specific project. Ordinance 2026-1674 does not propose any physical development, alter land use designations, or amend the official zoning map for any individual parcel. Because this is a broad, text-based modification to establish clear regulatory language within the County, there are no adjacent properties or site-specific geographic contexts to evaluate. Compatibility with existing uses and master-planned goals will be maintained continuously, as any future housing projects utilizing these definitions will remain strictly subject to underlying zoning district restrictions, site-specific design reviews, and the overarching goals of the Master Plan.

D. If the amendment is in a receiving area and changes land to any industrial, commercial, or residential district, or otherwise increases the density or intensity of use, that the amendment is being requested in the context of a specific plan or a planned development, and utilizes transfer development rights.

**Applicant/Staff Response:** As stated in previous findings, this finding is satisfied because this ZTA updates development code definitions without authorizing or associating with any specific development project. Any future affordable housing development seeking to utilize these text definitions within a designated Receiving Area remains strictly bound by the County's existing project-level review processes. This includes the mandatory requirement to execute site-specific project applications within the context of a Specific Plan or Planned Development. Furthermore, future developments must fully utilize the mandatory Transfer of Development Rights (TDR) framework to achieve maximum density thresholds at the time of formal development review.

## VI. RECOMMENDATION & CONCLUSION

Adopt **Ordinance 2026-1673** and **Ordinance 2026-1674** as presented, based on the ability to meet the required findings, as set forth in the staff report, presentations, and Planning Commission recommendation

**ORDINANCE 2026-1673**

**SUMMARY**

Ordinance 2026-1673, a Zoning Text Amendment amending Douglas County Code, Title 20, by revising section 20.664.125 to add an affordable housing exemption to the commercial floor area requirement applicable to multi-family housing that requires a mixed-use component.

**TITLE**

Ordinance 2026-1673, a Zoning Text Amendment amending Douglas County Code, Title 20, by revising section 20.664.125 to add an affordable housing exemption to the commercial floor area requirement applicable to multi-family housing that requires a mixed-use component.

**RECITALS**

WHEREAS, on February 19, 2026, the Board passed Ordinance 2025-1661, which allowed mixed-use residential development in commercial zones, consistent with the requirements of Assembly Bill 241, which was passed by the Nevada State Legislature during the 2025 legislative session;

WHEREAS, one objective of Assembly Bill 241 was to promote affordable housing by allowing for multi-family and/or mixed-use developments in commercial zoning districts;

WHEREAS, in furtherance of that objective, the Board of County Commissioners ("Board") now desires to further amend County Code to promote the development of affordable housing projects in certain parts of Douglas County;

WHERAS, on October 15, 2026, the Board introduced this Ordinance 2026-1673;

WHEREAS, on December 3, 2026, the Board held a public hearing on this Ordinance 2026-1673 and determined that the findings for a zoning text amendment, as stated in Douglas County Code Chapter 20.610, had been met and that Ordinance 2026-1673 should therefore be adopted.

NOW THEREFORE, based on the foregoing considerations, the Board does ordain as follows:

**SECTION I**: Section 20.664.125 of the Douglas County Code is hereby amended as follows, with added text underlined and deletions ~~stricken through~~:

**20.664.125. - Multi-family housing (mixed-use component).**

The purpose of requiring a mixed-use component with certain multi-family housing projects is to create areas which integrate compatible commercial uses with medium density multi-family residential uses, provide for a better jobs-housing balance, conserve land resources, reduce commuter trips, and provide opportunities for more affordable housing, all through proper design.

Multi-family housing that requires a mixed-use component is subject to design review and shall be constructed in the following manner:

A. ~~Floor area ratios~~ Project floor area:

1. Between 25 percent and 50 percent of the total project floor area must be devoted to commercial uses, with 50 to 75 percent of the project floor area devoted to residential uses, except as otherwise provided in subsection 2; and~~.~~

2. For projects within the Gardnerville Ranchos Community Plan area and the Indian Hills/Jacks Valley Community Plan area, as much as 100 percent of the project floor area may be devoted to residential uses, so long as the project proposes affordable housing that complies with the procedures and requirements for a density bonus and affordable housing agreement set forth in chapter 20.440.

B.~~2.~~ Maximum residential density is 16 dwelling units per gross acre, unless increased by a density bonus and affordable housing agreement, as set forth in chapter 20.440.

C.~~3.~~ Maximum building height is 35 feet for horizontal design. Horizontal design includes residential uses and commercial uses each within separate buildings. Maximum building height for vertical design (minimum first floor retail/office) is 50 feet, except as noted below. If the project site exceeds 5 percent average slopes, the maximum height may be increased to 60 feet, except as noted below. If the height exceeds 35 feet, design features to reduce roof mass must be provided.

1.~~a.~~ Within the Town of Genoa, the maximum building height is 35 feet.

2.~~b.~~ Within the Towns of Minden and Gardnerville, the maximum building height is 45 feet.

D.~~4.~~ Design must be architecturally compatible with and enhance the surrounding neighborhood and must properly integrate the multi-family residential and commercial uses by creating a pedestrian-oriented mixed-use environment.

E.~~5.~~ Projects with 12 or more dwelling units must provide ten percent of the development area as useable open space for passive and active recreational uses. Useable open space areas shall not include rights-of-way, vehicle parking areas, areas adjacent to or between any structures less than 15 feet apart, or slope areas greater than eight percent. Exceptions to useable open space may be allowed when a project includes regional open space amenities such as a neighborhood or regional park, or provides enhanced pedestrian-oriented connections which connect to existing or planned regional open space uses.

F.~~6.~~ Projects with 50 or more units must provide transit loading/unloading areas that are convenient to the residents.

G.~~7.~~ Design must minimize visual impacts to the surrounding neighborhood.

H.~~8.~~ Integrated access, parking, pedestrian connections, and drainage must be provided.

I.~~9.~~ For structures exceeding 45 feet in height, setbacks from adjacent properties with existing single-family residential uses must be a minimum of 30 feet for all yards.

J.~~10.~~ Projects exceeding 45 feet in height may apply for density bonus units under an affordable housing agreement as provided under chapter 20.440.

K.~~11.~~ All projects must provide recreational amenities within the site which may include a swimming pool, spa, clubhouse, tot lot with play equipment, picnic shelter or barbecue area, court game facilities such as tennis, basketball, or racquetball, improved softball or baseball fields, or day care facilities. The type and number of amenities must be approved by the director and provided according to the following schedule:

| Units | Number of Amenities |
|---|---|
| 0-11 | 2 |
| 12-50 | 3 |
| 51-100 | 4 |
| 101-200 | 5 |
| 201-300 | 6 |

One amenity must be added for each 100 additional units or fraction thereof.

L.~~12.~~ Off-street parking for multi-family residential development with a mixed-use component is as follows, except where noted below:

1.~~a.~~ One parking space is required for each 250 square feet of commercial floor area.

2.~~b.~~ 1.5 parking spaces is required for each residential unit.

3.~~c.~~ Exceptions to both a. and b. above, are~~is~~ allowed when the project is within an established parking district.

M.~~13.~~ Each dwelling unit must be provided a minimum of 150 cubic feet of private enclosed storage space within the garage, carport, or immediately adjacent to the dwelling unit.

N.~~14.~~ Common laundry facilities of sufficient number and accessibility consistent with the number of living units and the current County Building Code must be provided.

O.~~15.~~ Where common laundry facilities are not provided, each dwelling unit must be designed for a washing machine and dryer.

//

//

//

Adopted this _____ day of _____, 2026, by the following vote:

Ares: Commissioners _____

_____

_____

_____

_____

Nays: Commissioners _____

_____

Absent: Commissioners _____

_____

_____

Mark Gardner, Chair
Douglas County Board of Commissioners

Attest:

_____

Amy Burgans, Douglas County Clerk-Treasurer

This ordinance is effect on the _____ day of _____, 2026.

# AGENDA ITEM 7.

**Discussion only regarding Sunridge Golf & Recreation Mater Plan and Water Infrastructure. (Presentation by Dan Oster, Owner Sunridge Golf & Recreation)**

# INDIAN HILLS GENERAL IMPROVEMENT DISTRICT
# BOARD OF TRUSTEES MEETING
# AGENDA ITEM REQUEST FORM

**Please provide the following information for an item to be placed on the Agenda for a Board of Trustees Meeting:**

**Today's Date:** October 7, 2026

**Date/Month of Meeting:** October 21st, 2026

**Meeting Type:** 3rd Wednesday Business ☒

**Your Name and Title:** Daniel Oster, Owner Sunridge Golf + Recreations

**Your Company or Organization Name:** Sunridge Golf + Recreations

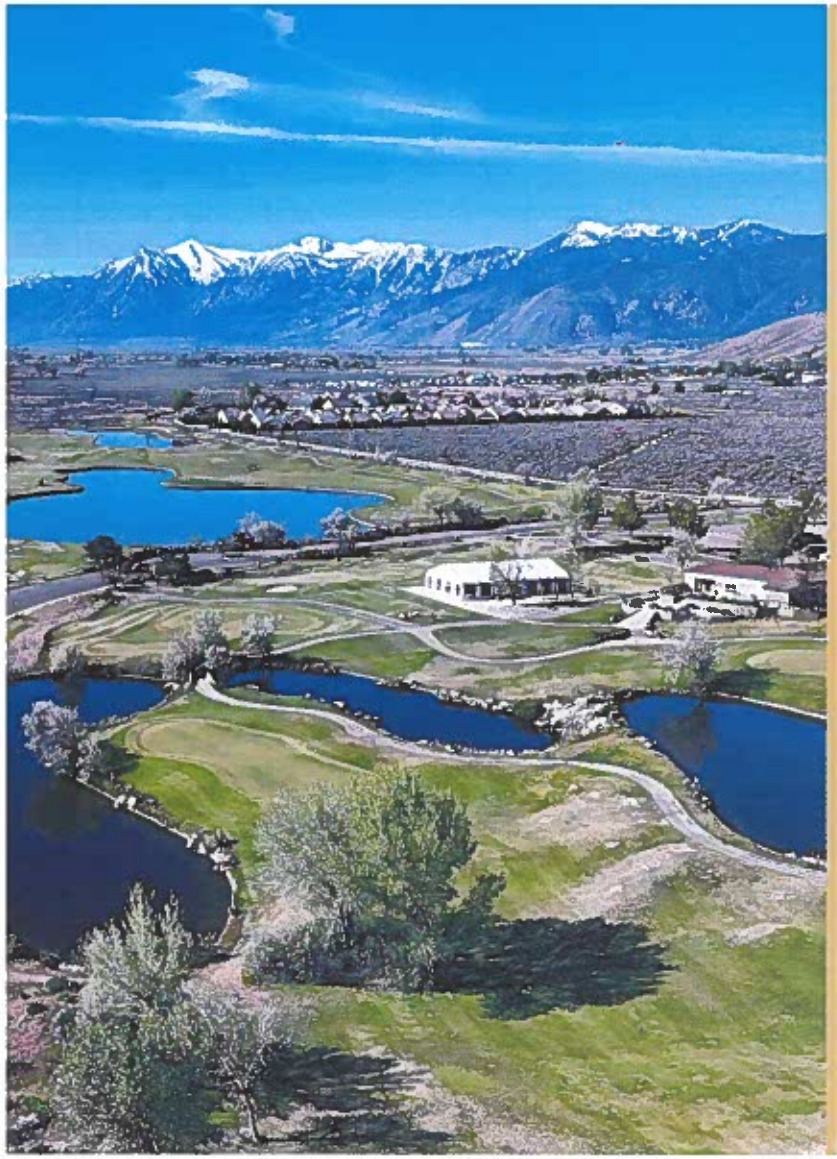
**Phone Number:** (775) 240-7548

**Check One:** Discussion Only Item ☒ Discussion and Possible Action Item ☐

**Agenda Item Title:** Sunridge Golf + Recreation Master plan

**Agenda Item Description:** Presentation by Seventy-Five Blue water + Environmental Consulting on the Mask Plan. Also, I Daniel will be sharing my vision for the Golf Course and the planned Improvements that will benefit the entire Indian Hills Communities.

* ***REQUIRED:*** **Please attach background information regarding your requested Agenda Item to be included in the Board of Trustees' Board Meeting Packet. (Letter, Proposal, etc.)**



INDIAN HILLS GID · BOARD OF SUPERVISORS

# Partners in Water

Findings and recommendations from the 2026 Sunridge Golf & Recreation Water Master Plan, and the path ahead for Indian Hills.

**Dan Oster, Owner**

Sunridge Golf & Recreations · PlaySunridge.com

October 21, 2026

5h

THE PARTNERSHIP

# Thirty years of turning effluent into open space

**30 yrs**
irrigation demand has closely matched IHGID effluent production

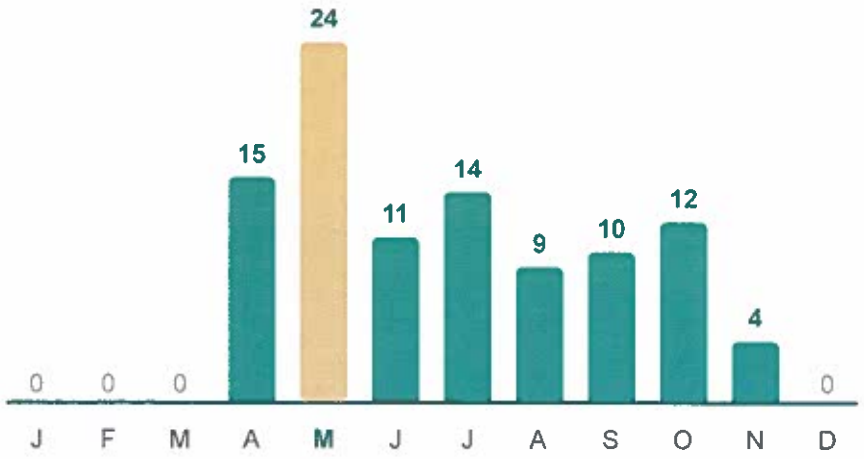
**100%**
of IHGID reclaimed water goes to Sunridge, its primary customer

**67M**
gallons (~205 af) stored on site in 9 ponds: 20.5 acres × ~10 ft deep

**387 af**
average yearly irrigation, 2021–25 (~126M gallons) on ~99 turf acres

## When IHGID delivers reclaimed water

Average share of annual transfers by month




Source: Sunridge Water Master Plan, Final Report (Oct 2026), Table 2, Table 3 · % values approximate



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HOW THE SYSTEM WORKS

# Two water streams meet at one pump station



**WEST STREAM · RECLAIMED WATER**

IHGID outfall + Hobo well → 3rd Hole → 4th Hole → Lil #5

**EAST STREAM · GROUNDWATER & RUNOFF**

Maint. well + hot spring → 13th Green & Tee → 12th Fairway → 10th Fairway

## Big #5 — main irrigation pump station

Irrigates ~99 acres of turf. Every pond also catches neighborhood stormwater runoff along the way.

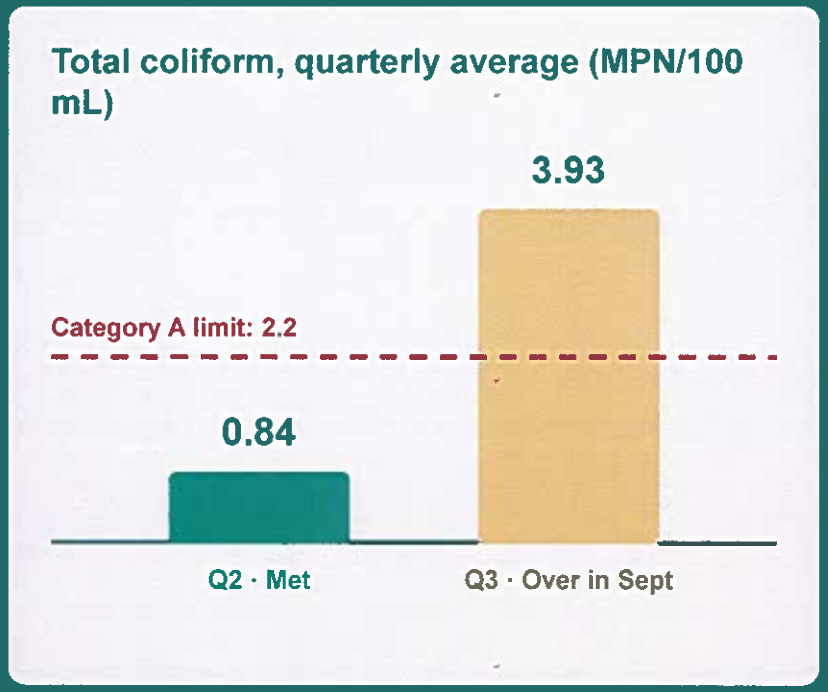
Source: Sunridge Water Master Plan, Final Report (Oct 2026), Figure 2 & Table 1



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FINDING 1 · RECLAIMED WATER QUALITY

# IHGID is already producing near-Category A water




## Every 2026 sample passed the daily test

Highest single result was 9.8, well under the Category A daily maximum of 23.

## The gap is contact time

Lower transmission flow, or moving the outfall to the Sunridge property line, adds disinfection time in the pipe.

## Category A opens the door

Human-contact uses such as catch-and-release fishing and decorative water features become possible with NDEP approval.

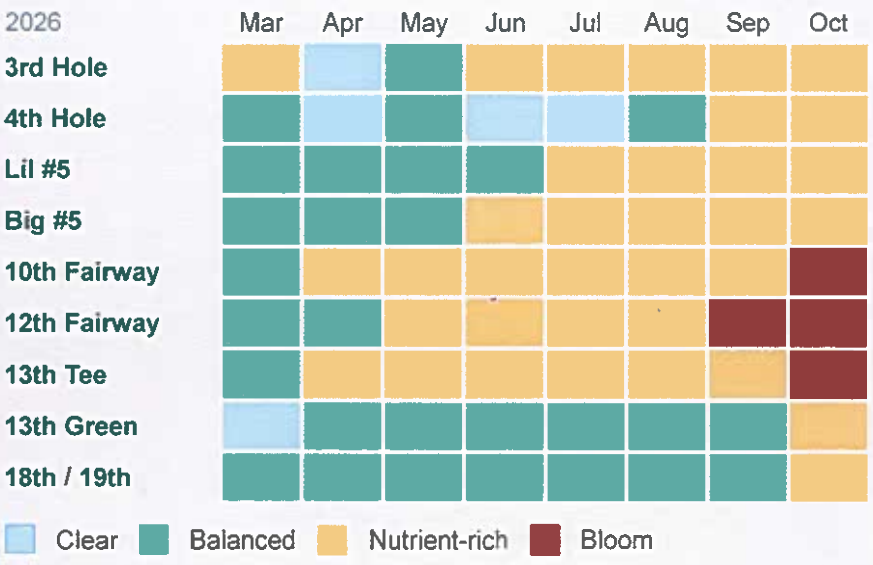
Source: Sunridge Water Master Plan, Final Report (Oct 2026), Tables 5, 7 & 11 · NAC 445A.2762–.2766



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FINDING 2 · POND HEALTH

# Ponds start the season healthy, then stress by late summer






**13th Green** · balanced (mesotrophic)



**12th Tee** · bloom (hypereutrophic)

By October 4, all nine ponds were nutrient-rich and three were in full bloom. Slow-moving ponds fared worst.

Source: Sunridge Water Master Plan, Final Report (Oct 2026), Figure 12 redrawn; Figures 13–14



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WHY THE PONDS STRUGGLE

# The ponds are stuck in a yearly nutrient cycle




## How we break it

**1 · Pond aeration**
Oxygen lets microbes digest the muck, so nutrients stop carrying over

**2 · Wetlands**
Plants cool and shade the water and soak up nutrients

**3 · Smart irrigation & stormwater**
Less runoff flushing nutrients in, and smaller, targeted fertilizer doses

Source: Sunridge Water Master Plan, Final Report (Oct 2026), Summary & Stormwater Controls; engineer's notes

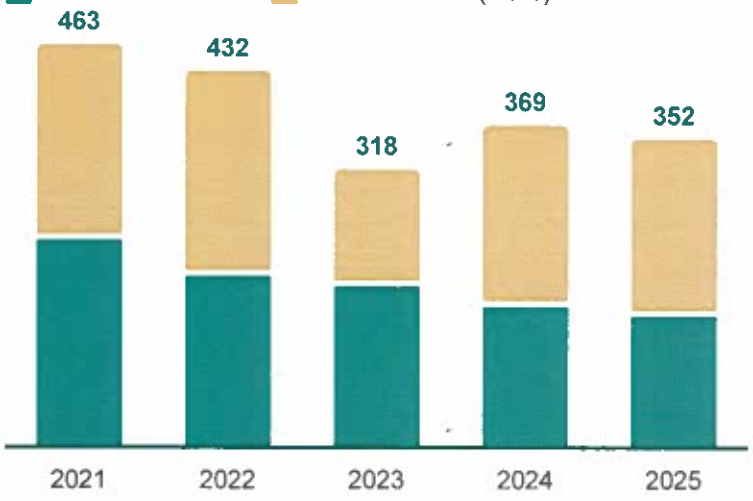


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FINDING 3 · WATER CONSERVATION

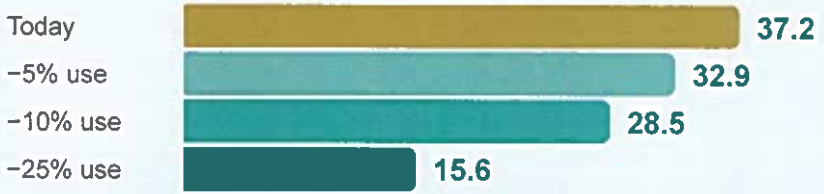
# Use reclaimed water first; save groundwater for drinking

## Irrigation supply by source (acre-feet)




**Groundwater is the district's drinking-water supply,** now and in the future. Reclaimed water has to be treated and reused anyway, so every gallon of irrigation it covers is a gallon of potable groundwater saved.

## Hobo well pumping with a smart controller (M gal/yr)




**66 af**
(21.6M gal) less groundwater a year, at −25%

**−21.6%**
irrigation energy use (kWh)

Source: Sunridge Water Master Plan, Final Report (Oct 2026), Tables 3, 15 & 17 · assumes Sunridge keeps taking 100% of IHGID reclaimed water

FINDING 4 · STORMWATER & HABITAT

# The course is green infrastructure for Indian Hills







### Catches runoff

Turf, ponds and buffers trap sediment before the Carson River and Clear Creek.

### Stormwater permit

Helps the district meet its federal stormwater permit for runoff from streets and drains.

### Habitat

Aspens and meadow serve migratory birds and the wildlife corridor.

### Home values

Green space adds value to the course and the homes beside it.

Source: Sunridge Water Master Plan, Final Report (Oct 2026) · After image is a conceptual rendering, not a final design



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RECOMMENDATIONS

# Six improvements, each with a benefit for residents

### 1 · Pond aeration

Raises oxygen, removes nitrogen, locks up phosphorus and keeps ponds open in winter.

**Residents: cleaner ponds, fewer odors and mosquitoes**

### 2 · Treatment wetlands

Constructed wetlands at the Pond #10 inlet and floating islands to strip nutrients and cool water.

**Residents: protects the aquifer and Carson River**

### 3 · Smart irrigation & fertilization

Cloud-based controller using soil-moisture sensors & liquid fertilization application across the course.

**Residents: up to 66 af/yr less Hobo well pumping**

### 4 · Category A pathway

IHGID, Sunridge and NDEP evaluate more disinfection contact time and a permit upgrade together.

**Residents: unlocks public water recreation**

### 5 · Stormwater practices

Buffers, swales, no-spray zones, controlled fertilizing and closed-loop wash pads.

**Residents: helps the district meet its stormwater permit**

### 6 · Habitat & fishing

Catch-and-release bass and catfish; NDOW has tentatively approved stocking once water quality allows.

**Residents: new close-to-home recreation**

**Funding:** costs and any cost share to be set with district staff through the MOU. Candidate grants: Reclamation WaterSMART, NDEP Section 319(h), Carson Water Subconservancy District.

Source: Sunridge Water Master Plan, Final Report (Oct 2026), Summary; Technical Memoranda 1–3

WHERE WE ARE: THE BEGINNING

# The Next Chapter: Listening, Discovery, Planning, Pursuing Grants

**STARTING POINT** **IHGID and Sunridge, partners from day one.** An exploratory pre-application meeting with Douglas County (Aug 2026, IHGID staff attended) to learn the options. No plans have been submitted.

| | | | |
|---|---|---|---|
| **Path 1** Plan and discover, together | **Listen** Hear the Board, staff and neighbors first | **Discover** IHGID-led water and sewer capacity modeling | **Plan** Shape options together, within what the system can serve |
| **Path 2** Improve the water system now | **Pursue grants** Public grants, programs and other funding, applied for jointly | **Upgrade** Smart irrigation, aeration, wetlands and stormwater work | **Measure** Track pond health and groundwater savings each season |

**Both paths run at the same time. Better water for today's residents doesn't wait on future plans.**

Sources: Douglas County Pre-Application Notes 2026-DP-PRE-0029 (exploratory, not an application); Sunridge Water Master Plan, Final (Oct 2026)

NEXT STEPS

# Shared benefits, shared next steps

## For residents

- A secure, long-term outlet for treated effluent
- Less pumping from district groundwater
- Cleaner runoff to the Carson River and Clear Creek
- Wildlife habitat and new local recreation
- Any future improvments planned around district capacity

Healthy water, more recreation, and added amenities increase property value for everyone.

## Our requests of the Board

1. Join Sunridge and NDEP in evaluating a Category A pathway.
2. Share 2026 coliform and Hobo well data, and have the district's engineer peer-review the Water Master Plan.
3. Scope a district-run capacity and water-balance study together, funded by Sunridge under a reimbursement agreement.
4. Name a staff liaison for stormwater and pond-improvement coordination.
5. **Direct staff to draft an MOU framework:** water-quality improvements, joint grants, data sharing, and Sunridge's long-term commitment to accept the district's effluent. It commits no district funds, capacity or will-serve letters; any spending returns to the Board.

**Questions?** · Dan Oster, Owner · (775) 267-4448 · PlaySunridge.com



4g

# AGENDA ITEM 8.

**Discussion and possible action to approve C-941 Change order for the IHGID FY 25/26 Street Rehabilitation Project in the amount of $9,225.22. (District Engineer, Colin Sturge/General Manager, Chris Johnson)**

# C-941 Change Order Form

Owner: Indian Hills General Improvement District — Owner's Project No.:

Engineer: Lumos & Associates — Engineer's Project No.: 11600.004

Contractor: RaPiD Construction, Inc. — Contractor's Project No.:

Project: IHGID FY 25/26 Street Rehabilitation Project

Contract Name: IHGID FY 25/26 Street Rehabilitation Project

Date Issued: November 18th, 2026 — Effective Date of Change Order: November 18th, 2026

Change Order No.: 4

The Contract is modified as follows upon execution of this Change Order:

Description:
Upon completion of the work included under this Contract, it was found that an amount of nine thousand two hundred twenty-five dollars and twenty-two cents ($9,225.22) was remaining in the force account. This Change Order shall balance the amount to finish the Contract by decreasing the Contract Price by $9,225.22. Please note that the retained amount, as of November 6th, of ninety-six thousand five hundred eighty-eight dollars and twenty-three cents ($96,588.23), is not affected by this Change Order and will be due to the Contractor upon their final payment application.

In addition to modifications to the Contract Price, the dates for Substantial and Final completion shall be modified by this Change Order to accommodate the delays associated with the identified clean-up work and scheduling of subcontractors. As such, the Contract Time shall be modified as follows: forty-seven (47) Calendar Days shall be added to the Substantial Completion date, and sixty-three (63) Calendar Days shall be added to the Final Completion date.

| Change in Contract Price | Change in Contract Times |
|---|---|
| Original Contract Price:<br>$ 3,672,754.30 | Original Contract Times:<br>Substantial Completion: June 12th, 2026<br>Final Completion: June 26th, 2026 |
| Increase from previously approved Change Orders No. 1 to No. 3<br>$ 200,000.00 | Increase from previously approved Change Orders No.1 to No. 3:<br>Substantial Completion: Add 98 Calendar Days<br>Final Completion: Add 98 Calendar Days |
| Contract Price prior to this Change Order:<br>$ 3,872,754.30 | Contract Times prior to this Change Order:<br>Substantial Completion: September 18th, 2026<br>Final Completion: October 2nd, 2026 |
| Decrease this Change Order:<br>$ 9,225.22 | Increase this Change Order:<br>Substantial Completion: Add 47 Calendar Days<br>Final Completion: Add 63 Calendar Days |
| Contract Price incorporating this Change Order:<br>$ 3,863,529.08 | Contract Times with all approved Change Orders:<br>Substantial Completion: November 4th, 2026<br>Final Completion: December 4th, 2026 |



bdo

| | Recommended by Engineer | Approved by Contractor | Authorized by Owner |
|---|---|---|---|
| By: | | | |
| Signature: | | | |
| Title: | | | |
| Date: | | | |

# AGENDA ITEM 9.

**Discussion and possible action to approve a proposal for Engineering Services from Lumos & Associates in the amount of $84,000 for the IHGID FY 26/27 Street Maintenance project.**
**(District Engineer, Colin Sturge/General Manager, Chris Johnson)**

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**Reno**
950 Sandhill Road, Suite 100
Reno, Nevada 89521
775.827.6111

September 21, 2026

LA Number: LA26.950

Christopher Johnson, General Manager
Indian Hills General Improvement District
3394 James Lee Park Road
Carson City, NV 89705

Subject: IHGID FY 26/27 Street Maintenance Project

Dear Christopher:

Lumos & Associates, Inc. is pleased to submit this proposal to provide engineering design, bidding, construction administration, construction inspection, and materials testing services for the Indian Hills General Improvement District (IHGID) FY 26/27 Street Maintenance Project.

## Project Understanding

Indian Hills General Improvement District maintains a network of residential streets within its service area in the Indian Hills community near Carson City, Nevada. The District has identified a candidate list of streets requiring preventive maintenance treatments for the FY 26/27 project cycle. Anticipated treatments include slurry seal, crack seal, pavement patching, and restriping to current MUTCD or District requirements. The 2027 Candidate Street List and Vicinity Map, attached hereto, identifies the specific street segments anticipated for inclusion. The final street candidate list will be confirmed with the District prior to design commencement.

Construction must be complete by June 30, 2027, and the bidding process will begin early enough to allow construction to commence in Spring 2027. Bid documents will be prepared using EJCDC contract templates. All inspection activities will be performed by NAQTC-certified staff, and a Nevada PE seal will be applied to applicable construction recommendations, RFI responses, and change orders.

Lumos proposes to provide the following services in support of this project:

- Design services including GPS-based field mapping, AutoCAD plan production, quantity development, and bid document preparation

- Bidding services including advertisement, addenda management, pre-bid meeting support, bid opening, and recommendation of award
- Construction administration from preconstruction conference through project close-out
- NAQTC-certified construction inspection for pavement patching, crack seal placement, slurry seal placement, and striping
- Materials testing for compliance with the Standard Specifications for Public Works Construction, 2012 Edition, Revision 8 (Orange Book)

We propose the following tasks to assist you with your project:

## Project Scope

**Task 1 – Design and Bidding Services**

**Task 1A – Design Services**

Lumos will perform GPS-based field mapping of proposed slurry streets and produce AutoCAD drawings showing slurry limits, utility valve and manhole locations, and striping. Lumos will develop slurry and striping quantities, evaluate red curb requirements, prepare striping upgrade maps, and produce bid documents and engineer's estimates at defined milestones. Specific services include:

- GPS mapping of roadway areas, islands, striping, utility valves, and manholes using ground-collected survey field shots
- AutoCAD drawings of proposed slurry streets showing slurry limits and existing utility valve and manhole locations; electronic copies provided to the District
- Deliverables at the following milestones:
  - **90%:** PDF of project plans, contract documents, and engineer's estimate
  - **Issued for Bid (IFB):** PDF of project plans, contract documents, and engineer's estimate; PDF of Sheet Index/Vicinity Maps extracted from IFB Plans; IFB Contract Documents in Microsoft Word format; IFB Engineer's Estimate of Probable Cost in Excel format; one (1) bound hard copy of 11"×17" project plans
- Slurry quantities for each street identified for preventative maintenance treatment
- Verification of existing striping, including striping quantities for each street identified for preventative maintenance treatment and/or restriping as directed by the District

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Reno, Nevada 89521
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- Evaluate and include red curb quantities on striping plans throughout the project area at pedestrian ramps, hydrants, and additional areas as required
- Striping maps including striping upgrades required to bring streets to current MUTCD or District requirements
- Preparation of bid documents utilizing current EJCDC templates
- Evaluate modifications to standard technical specifications and bid item clarifications
- As-built and AutoCAD files submitted to the District at project close-out

**Task 1B – Bidding Services**

Lumos will manage the full bidding process from advertisement through recommendation of award. Specific services include:

- Prepare bid advertisement and post in local newspaper
- Answer questions during the bidding process; prepare, track, and send addenda as needed
- Prepare pre-bid meeting agenda; attend and conduct pre-bid meeting if needed
- Issue and track distribution of project plans and specifications
- Attend bid opening and conduct if needed
- Review submitted bids for accuracy; prepare Recommendation of Award to the District
- Scan all bids received and opened during the bid-opening process and provide electronic copy (PDF) to the District
- Return all original bids received and opened during the bid-opening process to the District

**Task 2 – Construction Services**

**Task 2A – Construction Administration**

Lumos will manage all construction administration activities from preconstruction conference through project close-out. Specific services include:

- Attend, prepare agenda(s), and conduct the preconstruction conference and progress meetings throughout the project duration
- Perform construction coordination
- Review and provide recommendations on contractor's traffic control plans

- Preparation of traffic control plans by an ATSSA-certified Traffic Control Supervisor (TCS) for submittal of NDOT Temporary Encroachment Permit Applications, if required
- Review and stamp contractor's submittals for conformance to the contract documents
- Review and provide recommendations on test results; recommendations signed and sealed by a Nevada PE in responsible charge, as applicable
- Review and provide recommendations on contractor's construction schedule and work progress
- Provide weekly schedule maps in PDF format to the District
- Review construction for acceptance and/or mitigation
- Provide verification and approval of contractor's monthly pay requests
- Provide review of contractor's weekly certified payroll reports and apprenticeship utilization
- Provide weekly electronic quantities
- Supervise inspection and material testing activities
- Respond to contractor RFIs; responses signed and sealed by a Nevada PE in responsible charge, as applicable
- Provide recommendations to the District for any necessary construction changes due to field conditions; recommendations signed and sealed by a Nevada PE in responsible charge, as applicable
- Assist in change order review and approval; change orders signed and sealed by a Nevada PE in responsible charge, as applicable
- Provide final test results, project photos and videos, and field reports in electronic format (PDF)

**Task 2B.1 – Inspection – Pavement Patching**

The following staffing shall be provided during asphalt pavement patching:

- Lumos will provide NAQTC-certified inspection staff for pavement patching activities. This task includes one full-time inspector at 10-hour workdays for 4 shifts, for an anticipated total of 40 inspection hours.

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**Task 2B.2 – Inspection – Crack Seal Placement**

The following staffing shall be provided during crack seal placement:

- Lumos will provide NAQTC-certified inspection staff for crack seal placement activities. This task includes one part-time inspector at 4-hour workdays for 5 shifts, for an anticipated total of 20 inspection hours.

**Task 2B.3 – Inspection – Slurry Seal Placement**

Slurry seal inspection will include removal of existing striping prior to placement of slurry seal, verification of traffic control and verification of slurry seal placement. Staffing shall include:

- Lumos will provide NAQTC-certified inspection staff for slurry seal placement activities. Inspection includes removal of existing striping prior to slurry seal placement, verification of traffic control, and verification of slurry seal placement. This task includes one full-time Senior Inspector at 10-hour workdays for 8 shifts, for an anticipated total of 80 inspection hours.

**Task 2B.4 – Inspection – Striping**

Striping inspection will include striping placement after slurry seal has been placed. Staffing shall include:

- Lumos will provide NAQTC-certified inspection staff for striping placement activities after slurry seal has been placed. This task includes one part-time inspector at 4 hours per day for 5 shifts, for an anticipated total of 20 inspection hours.

The inspectors assigned to this project will:

- Attend the preconstruction conference
- Monitor contractor work and verify conformance with plans and specifications
- Assist in problem resolution with the District, contractor personnel, utility agencies, the public, and others
- Prepare daily inspection reports, submitted weekly to the District
- Provide quantity reports and assist in review of contractor's monthly progress payments
- Maintain a daily log to verify distribution of public relation notices required to be delivered by the contractor

- Capture photos and videos during construction activities to be provided to the District
- Assist in preparation of the Punch List

**Task 2C – Materials Testing**

Lumos will provide materials testing for compliance with specifications per the Standard Specifications for Public Works Construction, 2012 Edition, Revision 8 (Orange Book). Specific testing services include:

- Aggregate testing (sieve analysis, durability, cleanness value, sand equivalent) — 3 samples anticipated; conducted at the beginning of the project for each aggregate source
- Emulsion testing (residue by evaporation, ring and ball softening point, and/or rotational paddle viscosity) — 3 samples for the entire project; completed in-house
- On-site thin-lift nuclear gauge testing and sampling for asphalt concrete placement — random locations throughout the project
- AC testing (ignition oven extraction, aggregate gradation, specific gravity, flow and stability, Marshall unit weight, voids in total mix) — 2 hot mix samples anticipated; random locations throughout the project
- Asphalt concrete coring and lab testing (core unit weight, percent compaction) — 6 asphalt cores anticipated
- Portland cement concrete testing (temperature, slump, air content, compressive strength specimen fabrication) — 1 field sample and 6 compressive strength tests anticipated

**Task 3 – Project Contingency (OPTIONAL)**

Lumos will provide additional services not detailed in the above-listed tasks. This task may or may not be used at the sole discretion of the District Manager. If Lumos determines it is necessary to perform work to be paid from this task, Lumos will prepare and submit a written request detailing the need, scope, and not-to-exceed budget for any proposed work. Work under this task shall proceed only with the District General Manager's prior written approval.

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## Assumptions and Exceptions

Lumos has made the following assumptions in preparation of this proposal:

- The 2027 Candidate Street List and Vicinity Map(attached) defines the streets to be evaluated for inclusion in the project. The final street candidate list will be confirmed with the District prior to design commencement.
- Construction must be complete by June 30, 2027.
- Task 1 is assumed to be lump sum; Tasks 2 and 3 are assumed to be time and materials (T&M) not-to-exceed.
- Preparation of traffic control plans and submittal of an NDOT Temporary Encroachment Permit Application is included only if required.
- A Nevada PE seal will be applied to applicable construction recommendations, RFI responses, and change orders.
- Work under Task 3 (Project Contingency) shall proceed only with the District General Manager's prior written approval.

## Fees

The tasks described in the proposed scope of service will be completed for the following fees:

| Task | Description | Fee |
|---|---|---|
| Task 1 | Design and Bidding Services | |
| | 1A - Design Services | $22,360 |
| | 1B - Bidding Services | $5,320 |
| Task 2 | Construction Services | |
| | 2A - Construction Administration | $12,150 |
| | 2B.1 - Inspection – Pavement Patching | $8,100 |
| | 2B.2 - Inspection – Crack Seal Placement | $4,600 |
| | 2B.3 - Inspection – Slurry Seal Placement | $15,100 |
| | 2B.4 - Inspection – Striping | $4,600 |
| | 2C - Materials Testing | $6,860 |
| Task 3 | Project Contingency (OPTIONAL) | $5,000 |
| | **Total Tasks 1 - 2** | **$79,000** |
| | **Total Optional Tasks (Task 3)** | **$5,000** |
| | **Total** | **$84,000** |

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Task 1 is lump sum and tasks 2 and 3 are time and materials. We appreciate the opportunity to work with Indian Hills General Improvement District on this project. Lumos and Associates will be happy to amend this proposal as necessary to include any additional services. If this proposal is acceptable, please provide your contract for review and execution. Lumos will send monthly progress billings on this project.

Thank you again for allowing Lumos to provide you with this proposal. Please do not hesitate to call me at (775)827-6111 if you have questions or concerns as we would happy to discuss them with you.

Sincerely,

Matt Wimberley, P.E.
Assistant Project Manager
Construction Division

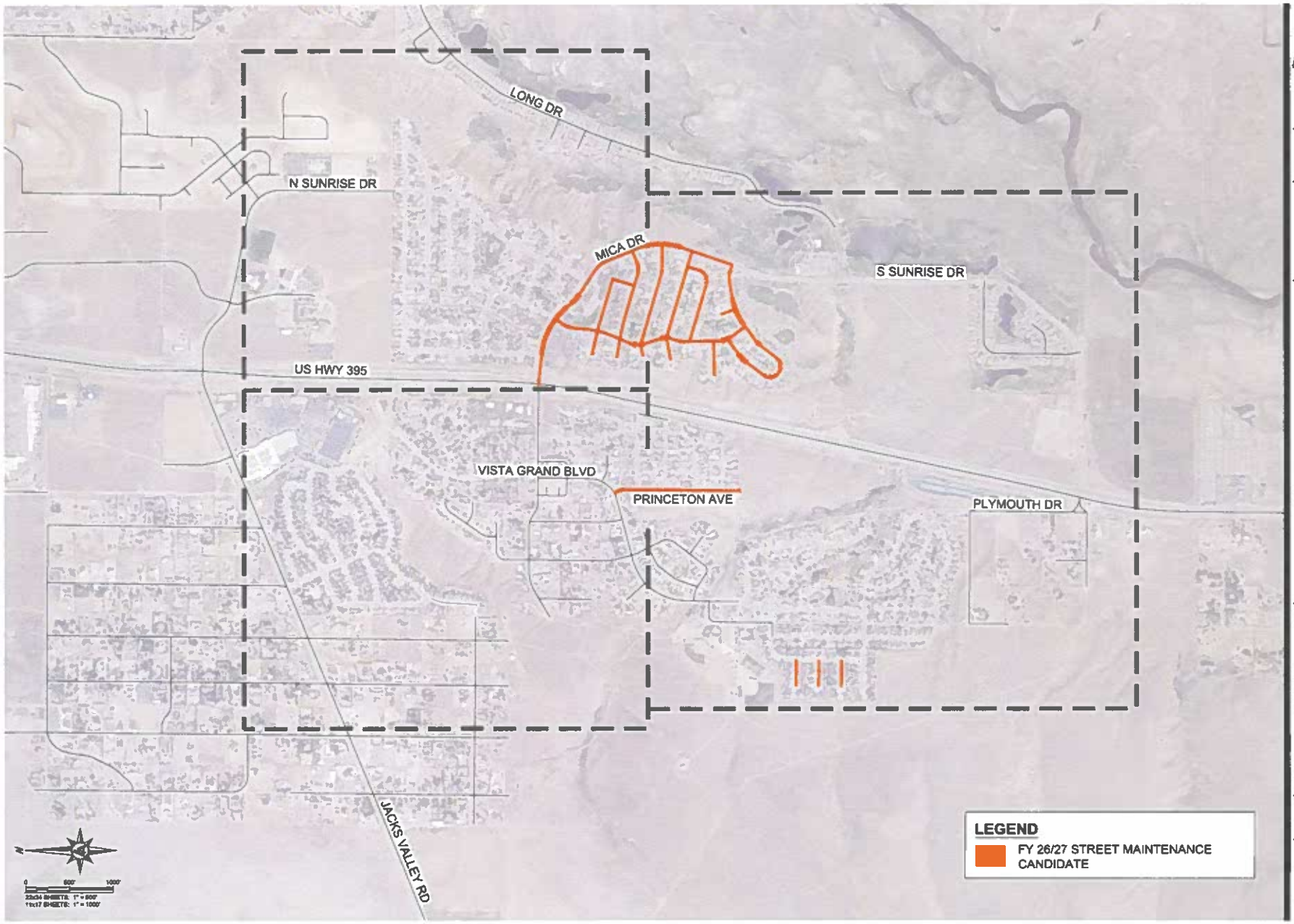
Collin Sturge, P.E.
Group Manager
Engineering Division

Attachments:

FY 26/27 Candidate List
FY 26/27 Candidate Vicinity Map

## 2027 Project Street List

| Project Year | Road Name | Road ID | Section ID | To | From | Treatment |
|---|---|---|---|---|---|---|
| 2027 | Amador Court | Amador Ct | WAmad-End | W Side Amador Circle | End | SLURRY SEAL |
| 2027 | Desert Drive | Desert | Smoke-Mica | E/S Smoketree | W/S Mica | SLURRY SEAL |
| 2027 | Desert Court | DesertCt | DesertCt | W/S Smoketree | W/End | SLURRY SEAL |
| 2027 | Hillside Drive | Hillside | Smoke-Hill | E/S Smoketree | S/S Hilltop | SLURRY SEAL |
| 2027 | Hilltop Drive | Hilltop | Hill-Mica | W/S Hillside | W/S Mica | SLURRY SEAL |
| 2027 | Hilltop Drive | Hilltop | Smoke-Hill | E/S Smoketree | W/S Hillside Drive | SLURRY SEAL |
| 2027 | Hilltop Court | HilltopCt | Hilltop Ct | W/S Smoketree | W/End | SLURRY SEAL |
| 2027 | Mica-S.Sunridge | Mic-Sun | 395-Smoke | Hwy 395 ROW | E/S Smoketree | SLURRY SEAL |
| 2027 | Mica-S.Sunridge | Mic-Sun | Dee-Hill | N/S Desert | N/S Hilltop | SLURRY SEAL |
| 2027 | Mica-S.Sunridge | Mic-Sun | Hill-Ranch | N/S Hilltop | N/S Ranchview | SLURRY SEAL |
| 2027 | Mica-S.Sunridge | Mic-Sun | N.Sun-Sun | E/S N. Sunridge | N/S Sunview | SLURRY SEAL |
| 2027 | Mica-S.Sunridge | Mic-Sun | Smoke-NSun | E/S Smoketree | E/S N. Sunridge | SLURRY SEAL |
| 2027 | Mica-S.Sunridge | Mic-Sun | Sun-Desert | N/S Sunview | N/S Desert | SLURRY SEAL |
| 2027 | Overview Court | Overview | WAmad-End | W Side Amador Circle | End | SLURRY SEAL |
| 2027 | Parkview Court | ParkCt | ParkviewCt | W/S Smoketree | W/End | SLURRY SEAL |
| 2027 | Parkview Drive | Parkview | Smoke-Sun | E/S Smoketree | N/S Sunview | SLURRY SEAL |
| 2027 | Plymouth Drive | Plymouth | ECol-WAmad | E Side of Coloma Drive | W Side of Amador Circle | SLURRY SEAL |
| 2027 | Plymouth Drive | Plymouth | ESom-EVG | E Side Somerset Way | E Side Vista Grande Blvd. | SLURRY SEAL |
| 2027 | Plymouth Drive | Plymouth | EVG-ECol | E Side Vista Grande Blvd. | E Side Coloma Drive | SLURRY SEAL |
| 2027 | Plymouth Drive | Plymouth | SCol-ESom | S Side Coloma Drive | E Side Somerset Way | SLURRY SEAL |
| 2027 | Plymouth Drive | Plymouth | SEnd-SCol | S End of District | S Side of Coloma | SLURRY SEAL |
| 2027 | Plymouth Drive | Plymouth | WAmad-End | W Side Amador Circle | End of Plymouth Drive | SLURRY SEAL |
| 2027 | Princeton Avenue | Princeton | NLeh-End | N Side Lehigh Circle | End | DOUBLE MICRO |
| 2027 | Princeton Avenue | Princeton | NLeh-NLeh | N Side Lehigh Circle | N Side Lehigh Circle | DOUBLE MICRO |
| 2027 | Princeton Avenue | Princeton | NLoy-NLeh | N Side Loyola Street | N Side Lehigh Circle | DOUBLE MICRO |
| 2027 | Princeton Avenue | Princeton | NVass-NLoy | N Side Vassar Street | N Side Loyola Street | DOUBLE MICRO |
| 2027 | Princeton Avenue | Princeton | SVG-NVass | S Side Vista Grande Blvd. | N Side Vassar Street | DOUBLE MICRO |
| 2027 | Ranchview Circle | Ranchview | Smoke-Sun | E/S Smoketree | E/S Sunridge Ct | SLURRY SEAL |
| 2027 | Ranchview Circle | Ranchview | Smoke-Wend | W/S Smoketree | West mid point | SLURRY SEAL |
| 2027 | Ranchview Circle | Ranchview | Sun-Mica | E/S Sunridge Court | W/S Sunridge Dr | SLURRY SEAL |
| 2027 | Ranchview Circle | Ranchview | Wend-Smoke | West mid point | E/S Smoketree | SLURRY SEAL |
| 2027 | Smoketree Ave | Smoketree | Dese-Hilt | N/S Desert | N/S Hilltop | SLURRY SEAL |
| 2027 | Smoketree Ave | Smoketree | Hil-Hills | N/S Hilltop | N/S Hillside | SLURRY SEAL |
| 2027 | Smoketree Ave | Smoketree | Hil-Sunup | N/S Hilltop | N/S Sunup | SLURRY SEAL |
| 2027 | Smoketree Ave | Smoketree | Mica-Park | S/S Mica | N/S Parkview | SLURRY SEAL |
| 2027 | Smoketree Ave | Smoketree | Park-Sunv | N/S Parkview | N/S Sunview | SLURRY SEAL |
| 2027 | Smoketree Ave | Smoketree | Ranch-Ranc | N/S N. Ranchview | N/S S. | SLURRY SEAL |
| 2027 | Smoketree Ave | Smoketree | Sun-Ranch | N/S Sunup | N/S N.Ranchview | SLURRY SEAL |
| 2027 | Smoketree Ave | Smoketree | Sunv-Dese | N/S Sunview | N/S Desert | SLURRY SEAL |
| 2027 | Sunridge Court | SunridgeCT | Sunrid.CT | N/S Ranchview | N/END | SLURRY SEAL |
| 2027 | Sunup Court | SunupCt | SunupCt | W/S Smoketree | W/End | SLURRY SEAL |
| 2027 | Sunview Court | SunvCt | SunviewCt | W/S Smoketree | W/End | SLURRY SEAL |
| 2027 | Sunview Drive | Sunview | Park-Mica | W/S Parkview | W/S Mica | SLURRY SEAL |
| 2027 | Sunview Drive | Sunview | Smoke-Park | E/S Smoketree | W/S Parkview | SLURRY SEAL |
| 2027 | Vista Hills Court | Vista Hill | WAmad-End | W Side Amador Circle | End | SLURRY SEAL |




LUMOS & ASSOCIATES

INDIAN HILLS GENERAL IMPROVEMENT DISTRICT

IHGID FY 26/27 STREET MAINTENANCE PROJECT
CANDIDATE VICINITY MAP

SEPTEMBER 2026

EX1.0

DRAWN BY: MBW
DESIGNED BY: MBW
CHECKED BY: CRS
JOB NO: LA26.050

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# AGENDA ITEM 10.

**Discussion and possible action regarding General Manager Chris Johnson's annual performance evaluation.**
**(Chairman, Clark-Ross)**

| GENERAL MANAGER EVALUATION | | | | | | |
|---|---|---|---|---|---|---|
| | Kathryn Clark-Ross | Nancy Jones | Russ Siegman | Robert Garcia | Bob Stulac | Score |
| **Financial Stewardship** | | | | | | |
| Utilizes finances, budgets, facilities, equipment, materials, products, and services to optimize IHGID costs. | 5 | 5 | 3 | 3 | 5 | 4.2 |
| Develops and oversees District Capital Improvement Projects, and projections; develops and implements short- and long-range, and strategic financial plans for District. | 5 | 5 | 3 | 3 | 5 | 4.2 |
| Prepares applicable IHGID budget, actively monitors and adheres to it. | 5 | 5 | 3 | 3 | 5 | 4.2 |
| **Communication Skills** | | | | | | |
| Effectively communicates, both orally and written, with individuals and groups. | 5 | 5 | 3 | 3 | 4 | 4.0 |
| Presents ideas in an organized, clear, and concise manner. | 5 | 5 | 4 | 3 | 5 | 4.4 |
| Employs tact and discretion and accepts constructive input. | 5 | 5 | 3 | 3 | 5 | 4.2 |
| Establishes and maintains effective communication and relations with internal and external IHGID customers, staff, public, other entities, organizations, and the Board of Trustees. | 5 | 5 | 3 | 3 | 5 | 4.2 |
| Ensures full disclosure and transparency to the Board of Trustees. | 5 | 5 | 3 | 3 | 4 | 4.0 |
| **Leadership and Professionalism** | | | | | | |
| Exhibits integrity by being honest, accountable, and trustworthy. | 5 | 5 | 4 | 3 | 4 | 4.2 |
| Demonstrates initiative, persistence, and ability to meet established IHGID goals. | 5 | 5 | 3 | 3 | 5 | 4.2 |
| Manage and leads IHGID employees by example and effectively contribute to the development, cohesion, and productivity of the team. | 5 | 5 | 3 | 3 | 5 | 4.2 |
| Represent the District in a positive manner at all times and attend District sponsored events. | 5 | 5 | 3 | 3 | 5 | 4.2 |

| GENERAL MANAGER EVALUATION | | | | | | |
|---|---|---|---|---|---|---|
| | Kathryn Clark-Ross | Nancy Jones | Russ Siegman | Robert Garcia | Bob Stulac | Score |
| Continuously seek ways to improve efficiency, productivity, and processes. | 5 | 5 | 3 | 3 | 5 | 4.2 |
| **Regulatory and Legal Compliance** | | | | | | |
| Manage the District in full accordance with policies, agreements, union, and other contracts. Makes new policy recommendations. | 5 | 5 | 3 | 2 | 5 | 4.0 |
| Ensures compliance with federal, state, and local code and legal requirements applicable to areas of responsibility. | 5 | 5 | 3 | 3 | 5 | 4.2 |
| Ensures compliance with safety and OSHA guidelines. | 5 | 5 | 3 | 3 | 5 | 4.2 |
| Displays understanding and ability to convey current contracts, agreements, ordinances, policies, and regulations. | 5 | 5 | 3 | 3 | 4 | 4.0 |
| **Initiative** | | | | | | |
| Identify District needs in prepared monthly reports to the board; actively develop and collaborate action plans to seek positive or alternative solutions for problems or issues that arise. | 5 | 5 | 3 | 3 | 5 | 4.2 |
| Develop skills of staff and engage in succession planning. | 5 | 5 | 4 | 4 | 5 | 4.6 |
| Prudently research and apply new technologies and industry best practices. | 5 | 5 | 3 | 3 | 5 | 4.2 |
| Take personal responsibility for continuous improvement, learning, and growth. | 5 | 5 | 4 | 3 | 5 | 4.4 |

# INDIAN HILLS GENERAL IMPROVEMENT DISTRICT
# GENERAL MANAGER PERFORMANCE EVALUATION

Name: Department:
Position: Hire Date:
Period covered by this evaluation:

***Ratings used in this evaluation:***

| | |
|---|---|
| **Exceptional:** | The employee significantly and consistently surpasses performance expectations and achieves beyond the regular assignment in all areas. |
| **Exceeds Expectations:** | The employee frequently surpasses performance expectations and demonstrates unique understanding of work well beyond job requirements. |
| **Achieves:** | The employee demonstrates solid performance that consistently fulfills expectations and at times may exceed expectations. |
| **In Development or Needs Improvement:** | The employee is either still developing this competency or is not consistently achieving expectations. |
| **Unsatisfactory:** | The employee's performance is consistently below expectations and/or the employee has failed to make reasonable progress toward previously identified area(s) for improvement. |
| **Not Rated**: | Insufficient knowledge to rate. |

| **FINANCIAL STEWARDSHIP** | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Utilizes finances, budgets, facilities, equipment, materials, products, and services to optimize IHGID costs. | ✓ | | | | | |
| Develops and oversees District Capital Improvement Projects, and projections; develops and implements short- and long-range, and strategic financial plans for District. | ✓ | | | | | |
| Prepares applicable IHGID budget, actively monitors and adheres to it. | ✓ | | | | | |
| ***Comments:*** | | | | | | |



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| COMMUNICATION SKILLS | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Effectively communicates, both orally and written, with individuals and groups. | ✓ | | | | | |
| Presents ideas in an organized, clear, and concise manner. | ✓ | | | | | |
| Employs tact and discretion and accepts constructive input. | ✓ | | | | | |
| Establishes and maintains effective communication and relations with internal and external IHGID customers, staff, public, other entities, organizations, and the Board of Trustees. | ✓ | | | | | |
| Ensures full disclosure and transparency to the Board of Trustees. | ✓ | | | | | |
| ***Comments:*** | | | | | | |

| LEADERSHIP AND PROFESSIONALISM | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Exhibits integrity by being honest, accountable, and trustworthy. | ✓ | | | | | |
| Demonstrates initiative, persistence, and ability to meet established IHGID goals. | ✓ | | | | | |
| Manage and leads IHGID employees by example and effectively contribute to the development, cohesion, and productivity of the team. | ✓ | | | | | |
| Represent the District in a positive manner at all times and attend District sponsored events. | ✓ | | | | | |
| Continuously seek ways to improve efficiency, productivity, and processes. | ✓ | | | | | |
| ***Comments:*** | | | | | | |

| REGULATORY AND LEGAL COMPLIANCE | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Manage the District in full accordance with policies, agreements, union, and other contracts. Makes new policy recommendations. | ✓ | | | | | |
| Ensures compliance with federal, state, and local code and legal requirements applicable to areas of responsibility. | ✓ | | | | | |
| Ensures compliance with safety and OSHA guidelines. | ✓ | | | | | |
| Displays understanding and ability to convey current contracts, agreements, ordinances, policies, and regulations. | ✓ | | | | | |
| ***Comments:*** | | | | | | |

| INITIATIVE | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Identify District needs in prepared monthly reports to the board; actively develop and collaborate action plans to seek positive or alternative solutions for problems or issues that arise. | ✓ | | | | | |
| Develop skills of staff and engage in succession planning. | ✓ | | | | | |
| Prudently research and apply new technologies and industry best practices. | ✓ | | | | | |
| Take personal responsibility for continuous improvement, learning and growth. | ✓ | | | | | |
| ***Comments:*** | | | | | | |

| OVERALL PERFORMANCE RATING | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Overall performance | ✓ | | | | | |

| FUTURE GOALS AND OBJECTIVES (as applicable) | |
|---|---|
| | |
| | |
| | |
| | |
| | |

**Trustee Comments:** A couple of weeks ago I had an emergency situation at my street - It was early in still dark. I called Chris he responded immediately - Chris is available anytime for me - I appreciate this - Chris is an Excellent manager -

**Employee's Comments:**

**Employee Signature:** _____ **Date:** _____

**Trustee Signature:** Kathryn Clark Ross **Date:** 11-13-26



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**Trustee Name:** Kathryn Clark-Ross

| | Exceptional | Exceeds Expectations | Achieves | In Development / Needs Improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| **Financial Stewardship** | | | | | | |
| Utilizes finances, budgets, facilities, equipment, materials, products, and services to optimize IHGID costs. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Capital Improvement Projects, and projections; develops and implements short- and long-range, | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Prepares applicable IHGID budget, actively monitors and adheres to it. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| **Communication Skills** | | | | | | |
| Effectively communicates, both orally and written, with individuals and groups. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Presents ideas in an organized, clear, and concise manner. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Employs tact and discretion and accepts constructive input. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| communication and relations with internal and external IHGID customers, staff, public, other | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Ensures full disclosure and transparency to the Board of Trustees. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |

**Trustee Name:** Kathryn Clark-Ross

| | Exceptional | Exceeds Expectations | Achieves | In Development / Needs Improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| **Leadership and Professionalism** | | | | | | |
| Exhibits integrity by being honest, accountable, and trustworthy. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Demonstrates initiative, persistence, and ability to meet established IHGID goals. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| by example and effectively contribute to the development, cohesion, and productivity of the | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Represent the District in a positive manner at all times and attend District sponsored events. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Continuously seek ways to improve efficiency, productivity, and processes. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| **Regulatory and Legal Compliance** | | | | | | |
| accordance with policies, agreements, union, and other contracts. Makes new policy | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| state, and local code and legal requirements applicable to areas of responsibility. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Ensures compliance with safety and OSHA guidelines. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |

**Trustee Name:** Kathryn Clark-Ross

| | Exceptional | Exceeds Expectations | Achieves | In Development / Needs Improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| to convey current contracts, agreements, ordinances, policies, and regulations. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |

| Initiative | | | | | | |
|---|---|---|---|---|---|---|
| monthly reports to the board; actively develop and collaborate action plans to seek positive or | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Develop skills of staff and engage in succession planning. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Prudently research and apply new technologies and industry best practices. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Take personal responsibility for continuous improvement, learning, and growth. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |

# INDIAN HILLS GENERAL IMPROVEMENT DISTRICT
# GENERAL MANAGER PERFORMANCE EVALUATION

Name: Chris Johnson Department:
Position: General Manager Hire Date:
Period covered by this evaluation: 2026

***Ratings used in this evaluation:***

| | |
|---|---|
| **Exceptional:** | The employee significantly and consistently surpasses performance expectations and achieves beyond the regular assignment in all areas. |
| **Exceeds Expectations:** | The employee frequently surpasses performance expectations and demonstrates unique understanding of work well beyond job requirements. |
| **Achieves:** | The employee demonstrates solid performance that consistently fulfills expectations and at times may exceed expectations. |
| **In Development or Needs Improvement:** | The employee is either still developing this competency or is not consistently achieving expectations. |
| **Unsatisfactory:** | The employee's performance is consistently below expectations and/or the employee has failed to make reasonable progress toward previously identified area(s) for improvement. |
| **Not Rated**: | Insufficient knowledge to rate. |

| FINANCIAL STEWARDSHIP | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Utilizes finances, budgets, facilities, equipment, materials, products, and services to optimize IHGID costs. | ☑ | | | | | |
| Develops and oversees District Capital Improvement Projects, and projections; develops and implements short- and long-range, and strategic financial plans for District. | ☑ | | | | | |
| Prepares applicable IHGID budget, actively monitors and adheres to it. | ☑ | | | | | |
| ***Comments:*** | | | | | | |



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| COMMUNICATION SKILLS | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Effectively communicates, both orally and written, with individuals and groups. | ☑ | | | | | |
| Presents ideas in an organized, clear, and concise manner. | ☑ | | | | | |
| Employs tact and discretion and accepts constructive input. | ☑ | | | | | |
| Establishes and maintains effective communication and relations with internal and external IHGID customers, staff, public, other entities, organizations, and the Board of Trustees. | ☑ | | | | | |
| Ensures full disclosure and transparency to the Board of Trustees. | ☑ | | | | | |

***Comments:***
Chris has handled intense management scenarios this year with dignity and clarity.

| LEADERSHIP AND PROFESSIONALISM | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Exhibits integrity by being honest, accountable, and trustworthy. | ☑ | | | | | |
| Demonstrates initiative, persistence, and ability to meet established IHGID goals. | ☑ | | | | | |
| Manage and leads IHGID employees by example and effectively contribute to the development, cohesion, and productivity of the team. | ☑ | | | | | |
| Represent the District in a positive manner at all times and attend District sponsored events. | ☑ | | | | | |
| Continuously seek ways to improve efficiency, productivity, and processes. | ☑ | | | | | |

***Comments:***
Chris Johnson proactively seeks for grants to help the GID. I've been impressed by Mr. Johnson's efforts to increase the fire safety and defensibility of our neighborhood.



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| REGULATORY AND LEGAL COMPLIANCE | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Manage the District in full accordance with policies, agreements, union, and other contracts. Makes new policy recommendations. | ☑ | | | | | |
| Ensures compliance with federal, state, and local code and legal requirements applicable to areas of responsibility. | ☑ | | | | | |
| Ensures compliance with safety and OSHA guidelines. | ☑ | | | | | |
| Displays understanding and ability to convey current contracts, agreements, ordinances, policies, and regulations. | ☑ | | | | | |

***Comments:***
All conversations and presentations given by Mr. Johnson have included both awareness of, familiarity with, and a commitment to thorough compliance with legal requirements and policies relevant to the management of the district.

| INITIATIVE | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Identify District needs in prepared monthly reports to the board; actively develop and collaborate action plans to seek positive or alternative solutions for problems or issues that arise. | ☑ | | | | | |
| Develop skills of staff and engage in succession planning. | ☑ | | | | | |
| Prudently research and apply new technologies and industry best practices. | ☑ | | | | | |
| Take personal responsibility for continuous improvement, learning and growth. | ☑ | | | | | |

***Comments:***

| OVERALL PERFORMANCE RATING | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Overall performance | ☑ | | | | | |

| FUTURE GOALS AND OBJECTIVES (as applicable) | |
|---|---|
| **If it doesn't already exist, I think it would be wise for the district to maintain a list of which roads in the district are next in line for repairs, upgrades, or attention as funds become available through the years.** | |
| | |
| | |
| | |
| | |

***Trustee Comments:***

**Mr. Johnson continues to provide excellent service to the district through his work ethic, communication skills, thoroughness, and professionalism. I'm pleased with his discretion and thoughtfulness as he has faced challenges and setbacks this year. The district is in good hands with Mr. Johnson as the general manager.**

***Employee's Comments:***

**Employee Signature:** _____ **Date:** _____

**Trustee Signature:** Nancy Jones **Date**: October 30, 2026

**Trustee Name:** Nancy Jones

| | Exceptional | Exceeds Expectations | Achieves | In Development / Needs Improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| **Financial Stewardship** | | | | | | |
| Utilizes finances, budgets, facilities, equipment, materials, products, and services to optimize IHGID costs. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Capital Improvement Projects, and projections; develops and implements short- and long-range, | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Prepares applicable IHGID budget, actively monitors and adheres to it. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| **Communication Skills** | | | | | | |
| Effectively communicates, both orally and written, with individuals and groups. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Presents ideas in an organized, clear, and concise manner. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Employs tact and discretion and accepts constructive input. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| communication and relations with internal and external IHGID customers, staff, public, other | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Ensures full disclosure and transparency to the Board of Trustees. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |

**Trustee Name:** Nancy Jones

| | Exceptional | Exceeds Expectations | Achieves | In Development / Needs Improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| **Leadership and Professionalism** | | | | | | |
| Exhibits integrity by being honest, accountable, and trustworthy. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Demonstrates initiative, persistence, and ability to meet established IHGID goals. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| by example and effectively contribute to the development, cohesion, and productivity of the | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Represent the District in a positive manner at all times and attend District sponsored events. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Continuously seek ways to improve efficiency, productivity, and processes. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| **Regulatory and Legal Compliance** | | | | | | |
| accordance with policies, agreements, union, and other contracts. Makes new policy | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| state, and local code and legal requirements applicable to areas of responsibility. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Ensures compliance with safety and OSHA guidelines. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |

hb

**Trustee Name:** Nancy Jones

| | Exceptional | Exceeds Expectations | Achieves | In Development / Needs Improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| to convey current contracts, agreements, ordinances, policies, and regulations. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |

| Initiative | | | | | | |
|---|---|---|---|---|---|---|
| monthly reports to the board; actively develop and collaborate action plans to seek positive or | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Develop skills of staff and engage in succession planning. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Prudently research and apply new technologies and industry best practices. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Take personal responsibility for continuous improvement, learning, and growth. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |

# INDIAN HILLS GENERAL IMPROVEMENT DISTRICT
# GENERAL MANAGER PERFORMANCE EVALUATION

Name: CHRIS JOHNSON Department: IHGID
Position: MANAGER Hire Date:
Period covered by this evaluation:

***Ratings used in this evaluation:***

| | |
|---|---|
| **Exceptional:** | The employee significantly and consistently surpasses performance expectations and achieves beyond the regular assignment in all areas. |
| **Exceeds Expectations:** | The employee frequently surpasses performance expectations and demonstrates unique understanding of work well beyond job requirements. |
| **Achieves:** | The employee demonstrates solid performance that consistently fulfills expectations and at times may exceed expectations. |
| **In Development or Needs Improvement:** | The employee is either still developing this competency or is not consistently achieving expectations. |
| **Unsatisfactory:** | The employee's performance is consistently below expectations and/or the employee has failed to make reasonable progress toward previously identified area(s) for improvement. |
| **Not Rated:** | Insufficient knowledge to rate. |

| **FINANCIAL STEWARDSHIP** | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Utilizes finances, budgets, facilities, equipment, materials, products, and services to optimize IHGID costs. | | | X | | | |
| Develops and oversees District Capital Improvement Projects, and projections; develops and implements short- and long-range, and strategic financial plans for District. | | | X | | | |
| Prepares applicable IHGID budget, actively monitors and adheres to it. | | | X | | | |
| ***Comments:*** | | | | | | |



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| COMMUNICATION SKILLS | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Effectively communicates, both orally and written, with individuals and groups. | | | X | | | |
| Presents ideas in an organized, clear, and concise manner. | | X | | | | |
| Employs tact and discretion and accepts constructive input. | | | X | | | |
| Establishes and maintains effective communication and relations with internal and external IHGID customers, staff, public, other entities, organizations, and the Board of Trustees. | | | X | | | |
| Ensures full disclosure and transparency to the Board of Trustees. | | | X | | | |

***Comments:***
CHRIS HAS DEMONSTRATED THAT HE CAN BE ARTICULATE AND PERSUASIVE WHEN PRESENTING IDEAS THAT THE BOARD IS REQUIRED TO MAKE A DECISION ON.

| LEADERSHIP AND PROFESSIONALISM | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Exhibits integrity by being honest, accountable, and trustworthy. | | X | | | | |
| Demonstrates initiative, persistence, and ability to meet established IHGID goals. | | | X | | | |
| Manage and leads IHGID employees by example and effectively contribute to the development, cohesion, and productivity of the team. | | | X | | | |
| Represent the District in a positive manner at all times and attend District sponsored events. | | | X | | | |
| Continuously seek ways to improve efficiency, productivity, and processes. | | | X | | | |

***Comments:***
MY PERSONAL INTERACTIONS AND OBSERVATIONS OF CHRIS' INTERACTION WITH THE BOARD, PUBLIC + GID EMPLOYEES FOSTERS BELIEF THAT CHRIS OPERATES WITH A HIGH LEVEL OF PROFESSIONALISM. MY SOMEWHAT LIMITED OBSERVATIONS OF CHRIS INTERACTING WITH DISTRICT EMPLOYEES ENFORCES MY BELIEF THAT HE POSSESSES GOOD LEADERSHIP SKILLS AND IS RESPECTED BY EMPLOYEES.

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| REGULATORY AND LEGAL COMPLIANCE | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Manage the District in full accordance with policies, agreements, union, and other contracts. Makes new policy recommendations. | | | X | | | |
| Ensures compliance with federal, state, and local code and legal requirements applicable to areas of responsibility. | | | X | | | |
| Ensures compliance with safety and OSHA guidelines. | | | X | | | |
| Displays understanding and ability to convey current contracts, agreements, ordinances, policies, and regulations. | | | X | | | |
| ***Comments:*** | | | | | | |

| INITIATIVE | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Identify District needs in prepared monthly reports to the board; actively develop and collaborate action plans to seek positive or alternative solutions for problems or issues that arise. | | | X | | | |
| Develop skills of staff and engage in succession planning. | | X | | | | |
| Prudently research and apply new technologies and industry best practices. | | | X | | | |
| Take personal responsibility for continuous improvement, learning and growth. | | X | | | | |
| ***Comments:*** THE UNFORTUNATE LOSS OF TWO EMPLOYEES THIS REPORTING PERIOD REINFORCES THE BENEFITS OF THE "FLOATER" CONCEPT THAT CHRIS IMPLEMENTED TO REDUCE THE IMPACT OF UNANTICIPATED EMPLOYEE TURN OVER. CHRIS CONTINUES TO PROVIDE TRAINING OPPORTUNITIES TO EMPLOYEES TO FURTHER ENHANCE THEIR SKILLS AND BENEFIT TO THE DISTRICT. | | | | | | |



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| OVERALL PERFORMANCE RATING | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Overall performance | | | X | | | |

| FUTURE GOALS AND OBJECTIVES (as applicable) | |
|---|---|
| PROVIDE GID "WISH LIST" IN OCTOBER PRIOR TO EVALUATION THAT OUTLINES ANTICIPATED FUTURE GID IMPROVEMENT PROJECTS - EQUIPMENT NEEDS/PURCHASES, EMPLOYEE DEVELOPMENT PLANS - ETC. | |

**Trustee Comments:**

THE AMADOR CIRCLE PROJECT PRESENTED SOME UNFORSEEN CHALLENGES THIS YEAR. CHRIS WAS ABLE TO WORK THROUGH THEM TO KEEP THE PROJECT PROGRESSING. THE PROJECT EXCEEDED THE ORIGINAL TIME PROJECTIONS AND CURRENT COST PROJECTIONS INDICATE IT WILL BE UNDER BUDGET OVERALL. THIS HAS BEEN ANOTHER SUCCESSFUL YEAR FOR CHRIS, HIS EMPLOYEES AND THE IHGID. GOOD JOB, THANK YOU!

**Employee's Comments:**

**Employee Signature:** _____ **Date:** _____

**Trustee Signature:** _____ **Date:** 11/03/26



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**Trustee Name:** Russ Siegman

| | Exceptional | Exceeds Expectations | Achieves | In Development / Needs Improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| **Financial Stewardship** | | | | | | |
| Utilizes finances, budgets, facilities, equipment, materials, products, and services to optimize IHGID costs. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| Capital Improvement Projects, and projections; develops and implements short- and long-range, | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| Prepares applicable IHGID budget, actively monitors and adheres to it. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| **Communication Skills** | | | | | | |
| Effectively communicates, both orally and written, with individuals and groups. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| Presents ideas in an organized, clear, and concise manner. | ☐ | ☑ | ☐ | ☐ | ☐ | ☐ |
| Employs tact and discretion and accepts constructive input. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| communication and relations with internal and external IHGID customers, staff, public, other | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| Ensures full disclosure and transparency to the Board of Trustees. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |

**Trustee Name:** Russ Siegman

| | Exceptional | Exceeds Expectations | Achieves | In Development / Needs Improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| **Leadership and Professionalism** | | | | | | |
| Exhibits integrity by being honest, accountable, and trustworthy. | ☐ | ☑ | ☐ | ☐ | ☐ | ☐ |
| Demonstrates initiative, persistence, and ability to meet established IHGID goals. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| by example and effectively contribute to the development, cohesion, and productivity of the | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| Represent the District in a positive manner at all times and attend District sponsored events. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| Continuously seek ways to improve efficiency, productivity, and processes. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| **Regulatory and Legal Compliance** | | | | | | |
| accordance with policies, agreements, union, and other contracts. Makes new policy | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| state, and local code and legal requirements applicable to areas of responsibility. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| Ensures compliance with safety and OSHA guidelines. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |

**Trustee Name:** Russ Siegman

| | Exceptional | Exceeds Expectations | Achieves | In Development / Needs Improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| to convey current contracts, agreements, ordinances, policies, and regulations. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |

| Initiative | | | | | | |
|---|---|---|---|---|---|---|
| monthly reports to the board; actively develop and collaborate action plans to seek positive or | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| Develop skills of staff and engage in succession planning. | ☐ | ☑ | ☐ | ☐ | ☐ | ☐ |
| Prudently research and apply new technologies and industry best practices. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| Take personal responsibility for continuous improvement, learning, and growth. | ☐ | ☑ | ☐ | ☐ | ☐ | ☐ |

# INDIAN HILLS GENERAL IMPROVEMENT DISTRICT
# GENERAL MANAGER PERFORMANCE EVALUATION

Name: Department:
Position: Hire Date:
Period covered by this evaluation:

***Ratings used in this evaluation:***

| | |
|---|---|
| **Exceptional:** | The employee significantly and consistently surpasses performance expectations and achieves beyond the regular assignment in all areas. |
| **Exceeds Expectations:** | The employee frequently surpasses performance expectations and demonstrates unique understanding of work well beyond job requirements. |
| **Achieves:** | The employee demonstrates solid performance that consistently fulfills expectations and at times may exceed expectations. |
| **In Development or Needs Improvement:** | The employee is either still developing this competency or is not consistently achieving expectations. |
| **Unsatisfactory:** | The employee's performance is consistently below expectations and/or the employee has failed to make reasonable progress toward previously identified area(s) for improvement. |
| **Not Rated:** | Insufficient knowledge to rate. |

| **FINANCIAL STEWARDSHIP** | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Utilizes finances, budgets, facilities, equipment, materials, products, and services to optimize IHGID costs. | | | x | | | |
| Develops and oversees District Capital Improvement Projects, and projections; develops and implements short- and long-range, and strategic financial plans for District. | | | x | | | |
| Prepares applicable IHGID budget, actively monitors and adheres to it. | | | x | | | |

***Comments:***
With regard to recently retired and future retired debt, I would an impact statement given to the Board, along with long term plans on how the termination of this financial liability will be put to use in the best interests of the district. (Ex. Relief form X service debt will allow IHGID to complete x% more road maintenance every x years)

| COMMUNICATION SKILLS | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Effectively communicates, both orally and written, with individuals and groups. | | | x | | | |
| Presents ideas in an organized, clear, and concise manner. | | | x | | | |
| Employs tact and discretion and accepts constructive input. | | | x | | | |
| Establishes and maintains effective communication and relations with internal and external IHGID customers, staff, public, other entities, organizations, and the Board of Trustees. | | | x | | | |
| Ensures full disclosure and transparency to the Board of Trustees. | | | x | | | |

***Comments:***
-Visible improvement on manner in which input/criticism is received and acted on.
-While there may be the occasional slip, GM routinely follows up on my requests as a board member.
I can appreciate keeping up with every board request can be overwhelming and request reimplementing use of Trello - for me (R.Garcia) specifically and if possible one for each Trustee restricting any cross communication.
-While hiring is a personnel matter that should be left to the GM, personal relationships of any hire to existing or recently separated staff should be fully vetted by the GM and presented to the board with reasoning and justification, including plans to preclude or remediate any possible conflicts of interest.

| LEADERSHIP AND PROFESSIONALISM | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Exhibits integrity by being honest, accountable, and trustworthy. | | | x | | | |
| Demonstrates initiative, persistence, and ability to meet established IHGID goals. | | | x | | | |
| Manage and leads IHGID employees by example and effectively contribute to the development, cohesion, and productivity of the team. | | | x | | | |
| Represent the District in a positive manner at all times and attend District sponsored events. | | | x | | | |
| Continuously seek ways to improve efficiency, productivity, and processes. | | | x | | | |

***Comments:***
Continuous improvement on efficiency and productivity is the goal of implementing new technologies.
I would like feedback to the Board to better understand the ROI of these efficiencies. (Ex. Streamlined Autopay system should allow staff to focus on other/additional/more meaningful tasks – what would that trade off look like?

| REGULATORY AND LEGAL COMPLIANCE | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Manage the District in full accordance with policies, agreements, union, and other contracts. Makes new policy recommendations. | | | | X | | |
| Ensures compliance with federal, state, and local code and legal requirements applicable to areas of responsibility. | | | X | | | |
| Ensures compliance with safety and OSHA guidelines. | | | X | | | |
| Displays understanding and ability to convey current contracts, agreements, ordinances, policies, and regulations. | | | X | | | |

***Comments:***
While meeting expectations is achieved, regarding "Makes new policy recommendations": I believe this is an area to address proactively. Ex. Create a cyclical review process of policies to insure they reflect modern requirements and preclude ambiguity or lack of clarity. With "continuous improvement" as the goal, this is one area where new tech and resulting efficiency improvements could help to create the time for.

| INITIATIVE | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Identify District needs in prepared monthly reports to the board; actively develop and collaborate action plans to seek positive or alternative solutions for problems or issues that arise. | | | X | | | |
| Develop skills of staff and engage in succession planning. | | X | | | | |
| Prudently research and apply new technologies and industry best practices. | | | X | | | |
| Take personal responsibility for continuous improvement, learning and growth. | | | X | | | |

***Comments:***
See my other note on continuous improvement.

| OVERALL PERFORMANCE RATING | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Overall performance | | | X | | | |

| FUTURE GOALS AND OBJECTIVES (as applicable) | |
|---|---|
| Continuous improvements on efficiency and productivity is the goal of implementing new technologies. I would like feedback from GM to the Board to better understand the ROI of these efficiencies. (Ex. Streamlined Autopay system should allow staff to focus on other/additional/more meaningful tasks – what would that trade off look like? | |
| While meeting expectations is achieved, regarding "Makes new policy recommendations": I believe this is an area to address proactively. Ex. Create a cyclical review process of policies to insure they reflect modern requirements and preclude ambiguity or lack of clarity. With "continuous improvement" as the goal, this is one area where new tech and resulting efficiency improvements could help to create space for. | |
| With regard to recently retired and future retired debt, I would an impact statement given to the Board, along with long term plans on how the termination of this financial liability will be put to use in the best interests of the district. (Ex. Relief form X service debt will allow IHGID to complete X% more road maintenance every X years) | |
| I can appreciate keeping up with every board request can be overwhelming and request reimplementing use of Trello - for me (R.Garcia) specifically and if possible one for each Trustee restricting any cross communication. | |

***Trustee Comments:***

CJ is a team builder and advocate for advancement of every employee. The succession planning Chris does is essential to maintaining long term District continuity and stability. We continue to build on a good working relationship and we both seek to leave a legacy that will last beyond our years of service.

While hiring is a personnel matter that should be left to the GM, personal relationships of any hire to existing or recently separated staff should be fully vetted by the GM and presented to the board with reasoning and justification, including plans to preclude or remediate any possible conflicts of interest. **Acknowledgement**: The board has previously discussed and given this direction to the GM. This serves as formal reminder only.

***Employee's Comments:***

**Employee Signature**: _____ **Date**: _____

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**Trustee Name:** Robert Garcia

| | Exceptional | Exceeds Expectations | Achieves | In Development / Needs Improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| **Financial Stewardship** | | | | | | |
| Utilizes finances, budgets, facilities, equipment, materials, products, and services to optimize IHGID costs. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| Capital Improvement Projects, and projections; develops and implements short- and long-range, | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| Prepares applicable IHGID budget, actively monitors and adheres to it. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| **Communication Skills** | | | | | | |
| Effectively communicates, both orally and written, with individuals and groups. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| Presents ideas in an organized, clear, and concise manner. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| Employs tact and discretion and accepts constructive input. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| communication and relations with internal and external IHGID customers, staff, public, other | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| Ensures full disclosure and transparency to the Board of Trustees. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |

**Trustee Name:** Robert Garcia

| | Exceptional | Exceeds Expectations | Achieves | In Development / Needs Improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| **Leadership and Professionalism** | | | | | | |
| Exhibits integrity by being honest, accountable, and trustworthy. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| Demonstrates initiative, persistence, and ability to meet established IHGID goals. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| by example and effectively contribute to the development, cohesion, and productivity of the | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| Represent the District in a positive manner at all times and attend District sponsored events. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| Continuously seek ways to improve efficiency, productivity, and processes. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| **Regulatory and Legal Compliance** | | | | | | |
| accordance with policies, agreements, union, and other contracts. Makes new policy | ☐ | ☐ | ☐ | ☑ | ☐ | ☐ |
| state, and local code and legal requirements applicable to areas of responsibility. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| Ensures compliance with safety and OSHA guidelines. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |

**Trustee Name:** Robert Garcia

| | Exceptional | Exceeds Expectations | Achieves | In Development / Needs Improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| to convey current contracts, agreements, ordinances, policies, and regulations. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |

| Initiative | | | | | | |
|---|---|---|---|---|---|---|
| monthly reports to the board; actively develop and collaborate action plans to seek positive or | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| Develop skills of staff and engage in succession planning. | ☐ | ☑ | ☐ | ☐ | ☐ | ☐ |
| Prudently research and apply new technologies and industry best practices. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |
| Take personal responsibility for continuous improvement, learning, and growth. | ☐ | ☐ | ☑ | ☐ | ☐ | ☐ |

# INDIAN HILLS GENERAL IMPROVEMENT DISTRICT
# GENERAL MANAGER PERFORMANCE EVALUATION

Name: Chris Johnson Department: Management
Position: IHGID mgr Hire Date:
Period covered by this evaluation: 1/1/26 – 10/26/26

***Ratings used in this evaluation:***

| | |
|---|---|
| **Exceptional:** | The employee significantly and consistently surpasses performance expectations and achieves beyond the regular assignment in all areas. |
| **Exceeds Expectations:** | The employee frequently surpasses performance expectations and demonstrates unique understanding of work well beyond job requirements. |
| **Achieves:** | The employee demonstrates solid performance that consistently fulfills expectations and at times may exceed expectations. |
| **In Development or Needs Improvement:** | The employee is either still developing this competency or is not consistently achieving expectations. |
| **Unsatisfactory:** | The employee's performance is consistently below expectations and/or the employee has failed to make reasonable progress toward previously identified area(s) for improvement. |
| **Not Rated:** | Insufficient knowledge to rate. |

| **FINANCIAL STEWARDSHIP** | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Utilizes finances, budgets, facilities, equipment, materials, products, and services to optimize IHGID costs. | ✓ | | | | | |
| Develops and oversees District Capital Improvement Projects, and projections; develops and implements short- and long-range, and strategic financial plans for District. | ✓ | | | | | |
| Prepares applicable IHGID budget, actively monitors and adheres to it. | ✓ | | | | | |

***Comments:*** Your efforts here are commendable.



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| COMMUNICATION SKILLS | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Effectively communicates, both orally and written, with individuals and groups. | | ✓ | | | | |
| Presents ideas in an organized, clear, and concise manner. | ✓ | | | | | |
| Employs tact and discretion and accepts constructive input. | ✓ | | | | | |
| Establishes and maintains effective communication and relations with internal and external IHGID customers, staff, public, other entities, organizations, and the Board of Trustees. | ✓ | | | | | |
| Ensures full disclosure and transparency to the Board of Trustees. | | ✓ | | | | |
| ***Comments:*** | | | | | | |

| LEADERSHIP AND PROFESSIONALISM | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Exhibits integrity by being honest, accountable, and trustworthy. | | ✓ | | | | |
| Demonstrates initiative, persistence, and ability to meet established IHGID goals. | ✓ | | | | | |
| Manage and leads IHGID employees by example and effectively contribute to the development, cohesion, and productivity of the team. | ✓ | | | | | |
| Represent the District in a positive manner at all times and attend District sponsored events. | ✓ | | | | | |
| Continuously seek ways to improve efficiency, productivity, and processes. | ✓ | | | | | |
| ***Comments:*** ↑ Chris is Exceptional in these areas! | | | | | | |



111

| REGULATORY AND LEGAL COMPLIANCE | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Manage the District in full accordance with policies, agreements, union, and other contracts. Makes new policy recommendations. | ✓ | | | | | |
| Ensures compliance with federal, state, and local code and legal requirements applicable to areas of responsibility. | ✓ | | | | | |
| Ensures compliance with safety and OSHA guidelines. | ✓ | | | | | |
| Displays understanding and ability to convey current contracts, agreements, ordinances, policies, and regulations. | | ✓ | | | | |
| ***Comments:*** | | | | | | |

| INITIATIVE | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Identify District needs in prepared monthly reports to the board; actively develop and collaborate action plans to seek positive or alternative solutions for problems or issues that arise. | ✓ | | | | | |
| Develop skills of staff and engage in succession planning. | ✓✓ | | | | | |
| Prudently research and apply new technologies and industry best practices. | ✓ | | | | | |
| Take personal responsibility for continuous improvement, learning and growth. | ✓ | | | | | |
| ***Comments:*** Chris excell in this category - Double Exceptional | | | | | | |



112

| OVERALL PERFORMANCE RATING | Exceptional | Exceeds Expectations | Achieves | In development or needs improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| Overall performance | ✓ | | | | | |

| FUTURE GOALS AND OBJECTIVES (as applicable) | |
|---|---|
| Continue what your doing .... | |

***Trustee Comments:***

Keep up the good work - I believe Chris J. Deserves a 6% raise - not 5%, the EVAL. period.

***Employee's Comments:***

**Employee Signature:** _____ **Date:** 10/26/26

**Trustee Signature:** _____ **Date:** 10/26/26

**Trustee Name:** Bob Stulac

| | Exceptional | Exceeds Expectations | Achieves | In Development / Needs Improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| **Financial Stewardship** | | | | | | |
| Utilizes finances, budgets, facilities, equipment, materials, products, and services to optimize IHGID costs. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Capital Improvement Projects, and projections; develops and implements short- and long-range, | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Prepares applicable IHGID budget, actively monitors and adheres to it. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| **Communication Skills** | | | | | | |
| Effectively communicates, both orally and written, with individuals and groups. | ☐ | ☑ | ☐ | ☐ | ☐ | ☐ |
| Presents ideas in an organized, clear, and concise manner. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Employs tact and discretion and accepts constructive input. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| communication and relations with internal and external IHGID customers, staff, public, other | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Ensures full disclosure and transparency to the Board of Trustees. | ☐ | ☑ | ☐ | ☐ | ☐ | ☐ |

hll

**Trustee Name:** Bob Stulac

| | Exceptional | Exceeds Expectations | Achieves | In Development / Needs Improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| **Leadership and Professionalism** | | | | | | |
| Exhibits integrity by being honest, accountable, and trustworthy. | ☐ | ☑ | ☐ | ☐ | ☐ | ☐ |
| Demonstrates initiative, persistence, and ability to meet established IHGID goals. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| by example and effectively contribute to the development, cohesion, and productivity of the | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Represent the District in a positive manner at all times and attend District sponsored events. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Continuously seek ways to improve efficiency, productivity, and processes. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| **Regulatory and Legal Compliance** | | | | | | |
| accordance with policies, agreements, union, and other contracts. Makes new policy | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| state, and local code and legal requirements applicable to areas of responsibility. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Ensures compliance with safety and OSHA guidelines. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |

5/11

**Trustee Name:** Bob Stulac

| | Exceptional | Exceeds Expectations | Achieves | In Development / Needs Improvement | Unsatisfactory | Not Rated |
|---|---|---|---|---|---|---|
| to convey current contracts, agreements, ordinances, policies, and regulations. | ☐ | ☑ | ☐ | ☐ | ☐ | ☐ |

| Initiative | | | | | | |
|---|---|---|---|---|---|---|
| monthly reports to the board; actively develop and collaborate action plans to seek positive or | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Develop skills of staff and engage in succession planning. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Prudently research and apply new technologies and industry best practices. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |
| Take personal responsibility for continuous improvement, learning, and growth. | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |

# AGENDA ITEM 11.

**Discussion and possible action to approve/renew the Employment Agreement between Indian Hills General Improvement District and General Manager Chris Johnson.**
**(General Manager, Chris Johnson/Chairman Clark-Ross)**

**EMPLOYMENT AGREEMENT**

THIS AGREEMENT is made and entered as of this 1st day of December ~~2021~~2026, by and between INDIAN HILLS GENERAL IMPROVEMENT DISTRICT, a political subdivision of Douglas County, State of Nevada, acting by and through its Board of Trustees, (hereinafter referred to as "IHGID" or "EMPLOYER" interchangeably), and CHRIS JOHNSON (hereinafter referred to as "EMPLOYEE" or "General Manager" interchangeably), both of whom agree as follows:

**WITNESSETH:**

WHEREAS, EMPLOYER agrees to hire EMPLOYEE as IHGID General Manager; and

WHEREAS, EMPLOYER desires to provide certain benefits, establish certain conditions of employment and set working conditions of EMPLOYEE; and

WHEREAS, EMPLOYEE desires to accept the position as General Manager subject to the terms and conditions set forth herein.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

**Section 1. Duties**

EMPLOYER hereby agrees to employ EMPLOYEE as General Manager to perform the functions and duties of' General Manager of IHGID as set forth by law, as specified in the General Manager Job Description, and to perform other legally permissible and proper duties and functions as the EMPLOYER shall from time to time assign. EMPLOYEE shall report to work, and perform the duties and employment of the General Manager as of the 1st day of December ~~2021~~2026.

**(a) Hours of Work**. It is recognized that the General Manager is expected to engage in the hours of work that are necessary to fulfill the obligations of the position, must be available at all times, and must devote a great deal of time outside the normal office hours to the business of IHGID. The General Manager acknowledges that the proper performance of the duties of the General Manager of IHGID will require the General Manager to generally observe normal business hours and will also often require the performance of necessary services outside of normal business hours, including being available on-call for emergencies. The General Manager agrees to devote such additional time as necessary for the full and proper performance of the General Manager's duties and that the compensation herein provided includes compensation for the performance of all such services.

Notwithstanding anything to the contrary, the parties intend that reasonable time off be permitted EMPLOYEE, such as is customary for nonexempt managers, and that EMPLOYEE will ensure coverage during such time off for the duties of the Office of General Manager.

**(b) Residence**. EMPLOYEE will maintain his residence within a twenty (20) mile radius of the IHGID Office during the term of this Agreement.

**Section 2. Term**

~~A. The term of this Employment Agreement is for five (5) years effective December 1, 2021, to November 30, 2026, subject to the EMPLOYEE'S willingness and ability to perform the required duties of General Manager, subject to a written review of EMPLOYEE within six (6) months, and subject to EMPLOYER'S continued satisfaction with EMPLOYEE'S performance.~~

~~B~~A. EMPLOYEE agrees to remain in the exclusive employ of EMPLOYER during the ~~term~~ course of this Agreement, and neither accept other employment nor become employed by any other employer ~~until its termination date~~. The term "employed" shall not be construed to include occasional teaching, writing, or consulting performed on EMPLOYEE'S time off. Should EMPLOYEE desire to engage in such occasional activities, he shall notify the EMPLOYER and request approval in advance, which approval shall not be unreasonably refused.

~~C~~.B. ~~Notwithstanding the term set forth in this Agreement,~~ EMPLOYEE is employed at the will of EMPLOYER, and nothing in this Agreement shall prevent, limit or otherwise interfere with the right of the EMPLOYER to terminate services of EMPLOYEE at any time, subject only to the provisions set forth in Section 4, paragraphs A and B of this Agreement.

~~D~~C. Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of EMPLOYEE to resign at any time from his position with EMPLOYER, subject only to the provisions set forth in Section 4, paragraphs C and D of this Agreement.

~~E~~D. EMPLOYEE and EMPLOYER may agree to review~~, amend, renew or extend~~ or amend this Agreement by a vote of a majority of the members of the entire Board of Trustees. ~~A decision not to renew or extend this Agreement by an affirmative vote of a majority of the members of the entire Board of Trustees shall result in the termination of this Agreement and EMPLOYEE'S employment with IHGID.~~

~~F~~E. During the ~~Term~~ course of this Employment Agreement, EMPLOYEE shall have ~~four~~ five weeks of paid vacation time per year, beginning year one. Pursuant to Section 1, subparagraph (a) above, EMPLOYEE shall ensure coverage for all time off.

**Section 3. Suspension**

EMPLOYER may suspend EMPLOYEE with full pay and benefits at any time during ~~the term of~~ this Agreement pending further proceedings pursuant to any necessary investigation or disciplinary action.

**Section 4. Termination and Severance Pay**

A. At any time during the ~~term~~ course of this Agreement, either EMPLOYER or EMPLOYEE may terminate the Agreement by providing thirty (30) days written notice to the other party. Notice shall be in accordance with Section 5 below.

B. Unless terminated for cause as described in paragraph D below, if EMPLOYEE is terminated by the EMPLOYER ~~before expiration of the aforesaid term of employment~~, after EMPLOYER has given notice in accordance with paragraph A above, and during such time the EMPLOYEE is willing and able to perform his duties under this Agreement, EMPLOYER agrees to pay EMPLOYEE a lump sum cash severance payment equal to three (3) month's aggregate salary of the then-current annual base salary of EMPLOYEE. Severance pay shall be in addition to any other payments for unused annual leave or other benefits that may be payable to other unclassified management employees of IHGID with service credit equal to that of EMPLOYEE. Severance payment shall occur within three business days of EMPLOYEE'S last day worked.

C. In the event EMPLOYEE voluntarily resigns his position with EMPI.OYER ~~before the expiration date of the aforesaid term of his employment,~~ then EMPLOYEE shall give EMPLOYER notice in accordance with paragraph A above, unless the parties otherwise agree. ~~EMPI.OYEE~~EMPLOYEE shall receive his then current salary during the thirty (30) day notice period and EMPLOYER is not obligated to pay severance pay to EMPLOYEE, nor shall ~~EMPI.OYEE~~EMPLOYEE enjoy any continued benefits after termination of employment.

D. For purposes of this Agreement "cause" is defined as conduct which constitutes a crime (except for a misdemeanor traffic citation), or conduct inappropriate for public officers as unethical, or conduct subject to censure by EMPLOYER or conduct deemed by EMPLOYER to constitute neglect related to the duties of General Manager. In such event, EMPLOYER shall give written notice of its desire to terminate Employee for cause and the effective date of the termination shall be fifteen (~~1~~15) days ~~alter~~ after notice is given in accordance with Section 5 below. If EMPLOYEE is terminated for cause, EMPLOYEE shall not be entitled to severance pay or benefits.

**Section 5. Notices**

When required by this Agreement, notice shall be in writing to EMPLOYER by personal service on the Chair of the Board of Trustees, or sent by regular mail addressed to the Chairperson of Indian Hills General Improvement District, 3394 James Lee Park Road #A, Carson City, Nevada, 89705. Notice shall be in writing to EMPI.OYEE, by personal service on EMPLOYEE, or sent regular mail addressed to 825 Amador Circle, Carson City, Nevada 89705. ~~No tice~~Notice by personal service shall be deemed received on the date of delivery; notice by mail shall be deemed received three (3) days after mailing.

**Section 6. Disability**

If EMPLOYEE is permanently disabled or is otherwise unable to perform his duties because of sickness, accident, injury, mental incapacity or health, as determined by a qualified health care professional, for a period of four successive weeks beyond any accrued sick leave, or for twenty (20) working days over a thirty (30) working day period, EMPLOYER shall have the option to terminate this Agreement, subject to the severance pay requirements of Section 4, paragraph B. EMPLOYEE shall be compensated for any accrued sick leave, vacation, holidays, compensatory time and other accrued benefits.

**Section 7. Salary**

A. EMPLOYER agrees to pay EMPLOYEE for his services rendered under this Agreement a base salary of ~~Ninety thousand dollars~~One Hundred and Eighteen Thousand dollars ($~~90,000~~118,000) annually plus any adjustments provided in paragraph B below. The annual base salary is payable in installments in the same manner as other employees of the EMPLOYER.

B. The salary of the EMPLOYEE shall be reviewed and may be adjusted annually.

**Section 8. Performance Evaluation**

The EMPLOYER, ~~with input from the EMPLOYEE, agrees to adopt priorities and expectations for EMPLOYEE beginning within two (2) months from the start of this Agreement. Additionally, EMPLOYER and EMPLOYEE shall conduct a six (6) month evaluation of EMPLOYEE to review and adjust priorities and expectations and assist in the success of the evaluation process. The priorities and expectations may be added to or deleted as the EMPLOYER may from time to time determine in consultation with EMPLOYEE~~shall conduct an annual Performance Evaluation to review and adjust priorities and expectations of the EMPLOYER.

**Section 9. Benefits**

EMPLOYEE shall be entitled to all benefits provided for unclassified management employees. EMPLOYEE is not eligible to be a member of any collective bargaining ~~unit, and~~unit and confirms that he has resigned any prior membership. EMPLOYER agrees to pay all contributions to the Nevada Public Employees Retirement Systems (PERS) on behalf of the EMPLOYEE, except as otherwise provided herein, or by law. EMPLOYEE declines enrollment for EMPLOYER'S health care insurance plan at this time.

**Section 10. Dues, Subscriptions and Professional Development**

A. EMPLOYER agrees to budget and pay for the professional dues and subscriptions of EMPLOYEE necessary for his continuation and full participation in national, regional, state, and local associations and organizations necessary and desirable for his continued professional participation, growth, and advancement, and for the good of EMPLOYER.

B. EMPLOYER agrees to budget and pay for travel and subsistence expenses of EMPLOYEE for professional and official travel, meetings and occasions appropriate to continue the professional development of EMPLOYEE. and to adequately pursue official and other functions of the ~~EMPLOYER~~EMPLOYER including, but not limited to, national, regional, state and local government groups and committees thereof which EMPLOYEE serves as a member, not to exceed the amount budgeted each year in the appropriate General Manager accounts.

C. EMPLOYER also agrees to budget and pay for the travel and subsistence expenses of EMPLOYEE for short courses, institutes and seminars that are necessary for his professional development and the good of EMPLOYER.

**Section 11. General Provisions**

A. The text herein, and any addendums, constitutes the entire Agreement between the parties.

B. If any provision, or any portion thereof, contained in this Agreement is held unconstitutional, invalid or unenforceable, the remainder of this Agreement, or portion thereof, shall be deemed severable, shall not be affected and shall remain in full force and effect.

C. This Agreement shall be effective as of December 1, ~~2021~~2026.

D. This Agreement shall be construed in accordance with, and governed by the laws of the State of Nevada. Venue shall lie exclusively in Douglas County, Nevada.

E. This Agreement shall not be modified or amended except by a written instrument executed by the General Manager and the duly authorized representatives of the Board of Trustees.

F. This Agreement shall be and become in full force and effect upon adoption and approval of the Board of Trustees, and the execution and delivery hereof by the authorized officer of IHGID and the Manager.

G. This Agreement may be executed in duplicate original counterparts, each of which when so executed shall be deemed to be an original, and such counterparts shall together constitute but one in the same instrument.

IN WITNESS THEREOF, the Board of Trustees has caused this Agreement to be signed and executed on its behalf by its Chair, and duly attested by the Secretary, and the EMPLOYEE has signed and executed this Agreement, all on the date and year first written above.

| EMPLOYEE: | EMPLOYER: |
|---|---|
| CHRIS JOHNSON | ~~ROBERT GARCIA~~KATHRYN CLARK-ROSS, CHAIRPERSON<br>Indian Hills General Improvement District |
| APPROVED AS TO FORM: | ATTEST: |
| CHARLES S. ZUMPFT, ESQ.<br>Indian Hills General Improvement District ~~Attorney~~Counsel | ~~WILLIAM EISELE~~RUSS SIEGMAN, SECRETARY<br>Indian Hills General Improvement District |

# AGENDA ITEM 12.

**Discussion and possible action to approve Draft Minutes from the October 21, 2026 Board Meeting.**

**Minutes**
**Indian Hills General Improvement District**
**Board of Trustees Meeting**
**District Office**
**3394 James Lee Park Rd. A**
**Carson City, NV 89705**
**October 21, 2026**
**Regular Board Meeting**
**6:00 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 Engineer Collin Surge, District Counsel Chuck Zumpft, Residents Lynn Dement, Dallas Debatine, Mary Stearman, John Hulett, Gennady Stolyarov III, Irene Garcia, Virginia Hill, Myron Mill and Ben and Debbie Walker.

## 6:00P.M. - Regular 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 6:00PM.

2. **Pledge of Allegiance:** Led by Vice Chairman Jones.

3. **Public Interest Comment**

Resident Gennady Stolyarov II: Yes, I did. Thank you very much, Madam Chair. My name is Jeanette Stolyarov the second, and I've lived in Sunridge for 16.5 years on a fully paid off home there and have regularly run throughout the district neighborhoods without incident for many years until October 12th, 2026, at approximately 9:30 p.m. that evening, while finishing my run, I jogged to retrieve my mail. I wore bright neon yellow running attire and a matching cap with a headlamp. Passing a house, I vaguely heard someone call out, but wearing headphones and listening to music, I did not understand what was said. I continued across the street to my mailbox. A middle-aged man emerged from a tall white Dodge Ram van parked at the house now across the street from me. He shouted that I had failed to respond when called and that I, quote, looked suspicious. I explained that I lived here and was simply running. He persisted when I asserted my right to use a public street. He walked into the road visibly angry, while I remained on the opposite sidewalk and tried to keep my distance. He asked, are you antisocial? Claim people might think that I was a villain and exclaimed, don't you know that there is criminal activity in this neighborhood? He described people shining flashlights at his fence and apparently suspected me because of my headlamp. My explanation that it was ordinary running equipment did not persuade him. He even claimed he could

not see my running outfit, despite its conspicuous neon yellow color. He told me to go home saying if you want to run, do it during the day. I chose not to escalate matters and went home frustrated, but I did my research regarding the parcel records for the address where the white van was parked. I found that the property is held by a trust administered by an Indian Hills GID board member. Because these comments are part of the public record, I choose not to name the board member at this time, as I do not know if the van belongs to him or to a male relative or a friend. But I'm troubled that the connection exists. My concern is the principle. No resident peacefully using public sidewalks should be challenged on the basis of an unsupported suspicion. Such stereotyping does not deter criminals. Residents using their streets can actually help to detect genuine threats. There is no neighborhood curfew more than 12 years ago. Former general manager John Lufrano confirmed this to me in writing My right as a law-abiding citizen, using the public sidewalks, not bothering anyone, not making noise, not disturbing the peace should not be infringed. I have long considered Sunridge to be a peaceful neighborhood that one could comfortably enjoy. Having my right to be on my own street Challenged in this way was deeply disconcerting. So, thank you for listening. I asked this board to affirm every resident's right to use public sidewalks peacefully and lawfully, without time-of-day restrictions. Thank you very much.

Chairman Clark-Ross: Wow. Thank you.

Trustee Garcia: Thank you.

Chairman Clark-Ross: All right. Come on up. Let's sign in.

Resident Lynn Dement: Lynn Dement at 1020 Mica Drive. And you'll have to forgive me. I'm going to have a tough time with this. I'll try to get through it, but this is an emotional thing for me. I think we were all present. The board was present the night of that resident reported of a board member by the name of Bob Stulac was out with a golf club chasing two eight-year-olds. It was determined that he was not acting as a board member, so no action could be taken by the board. Subsequently, I was informed by another board member that Mr. Stulac had contacted them and said he wanted me to hear his side of the story. I said, just say you passed the message on. And my side of the story is what the deputy sheriff who stopped at my house told me happened that evening. So, end of story. That was just to set this up two weeks ago. Mr. Stulac called me at my home in the afternoon.

Trustee Stulac: Is this is this an appropriate thing? This has nothing to do with the district.

District Council Chuck Zumpft: Sure, it is yes.

Trustee Stulac: Okay. No problem. Because Kathryn directed me to call you, so go ahead. This is wasting our time. We have a lot of stuff to get to.

Resident Lynn Dement: Am I to continue?

Trustee Stulac: Three minutes? Yes.

Resident Lynn Dement: He asked if I was okay. I said I'm fine. And he indicated that he had done that all for me.

Trustee Stulac: That's right.

Resident Lynn Dement: Chased the kids with the with the golf club. I said, I don't know why you would say that. I was home in my house a half a mile away. And he continued to say, well, he did it for me. He did it for me. And then he started to say. He said, I had asked him to go chase those children. I said, I most certainly did not ask you to chase those children. I contacted all my neighbors to tell them to lock their car. Told them the kids had run down the street. The teenagers. He got more and more agitated. Didn't want to accept it. That I didn't believe him. That he did it for me and that I told him to chase after these children.

Trustee Stulac: You did ask me to chase after him, for the record, so we can get this done.

Resident Lynn Dement: I'm sorry if.

Resident in the audience: He can't interrupt here.

Chairman Clark-Ross: Yes. No.

Trustee Stulac: I'm defending myself. There's three minutes.

Chairman Clark-Ross: You can't interrupt. Yes. We have to let her speak.

Trustee Stulac: Well, she has three minutes. I believe.

Vice Chairman Jones: That's true. We do need to limit public comment to three minutes.

Chairman Clark-Ross: Three minutes. Go ahead.

Resident Lynn Dement: I have three minutes left.

Chairman Clark-Ross: No, you. You need to keep continue. But we interrupted her twice. Go ahead. Continue.

Resident Lynn Dement: At that point Mr. Stulac became more and more excitable. And you're going to have to forgive me, but I'm going to give you a direct quote from Mr. Stulac. And it contains very profane language, but it needs to be spoken. His voice got higher and higher and higher, angrier, and angrier. I could feel the violence behind it. And all of a sudden, out of his mouth comes, fuck you, bitch! Over and over and over.

Trustee Stulac: Witch, I called you a witch.

Chairman Clark-Ross: Bob Please.

Trustee Stulac: I'm going to defend myself. I'm sorry. Kathryn She's lying.

Resident Lynn Dement: I will give him that. It could have been witch.

Trustee Stulac: It was. It was.

Trustee Stulac: Thank you. I have to make public comment. Are we? Is it a three-minute mark here?

Chairman Clark-Ross: We. We.

Trustee Stulac: Well, I'll just ask. What is the time? You're all.

Chairman Clark-Ross: I'm pretty sure she's almost done.

Resident Lynn Dement: I terminated the conversation immediately. Mr. Stulac called me back, had calmed down, started rambling about. He is a board member, and this is why I think this is pertinent.

Trustee Stulac: That's a lie. I never called you back. I have phone records.

Chairman Clark-Ross: Bob, please.

Trustee Stulac: No. I have the record. I've made one call. Now she's saying I made two. So, let's end this three-minute debacle because she's lying. And I'm not going to stand here and let her lie and not speak up.

Vice Chairman Jones: You can have comment.

Resident Lynn Dement: I did not speak to him.

Chairman Clark-Ross: Continue because you're three minutes ago.

Resident Lynn Dement: I did not speak to him on the second phone call. He left a voicemail because I didn't want to put myself in the same position as I had in the first phone call. I have it on my phone. His voicemail to me. He indicated he was a board member. Well, let me say he was running for reelection and that one of his sons had gone missing. And if it was me and hoped it wasn't me, but the description he got from the people wherever the sign was removed said it was an older lady that took the sign. Right. I don't even know where this. He said it was something like up and down or in and out or name of some place like that. I never heard of it. I don't know where he met. And those of you who know me know I don't drive. So, I did not remove his sign. He said if it can. Okay. She said if I continued or if I had done it and he wasn't saying I did, but it sounded like a description, but the people didn't have a picture. He was going to go to the sheriff's department and have me criminally charged with stealing his sign. And then he says, be careful. After both, those phone calls. I felt it was a threat. That's how I perceived it. If somebody.

Trustee Stulac: She succeeded past three minutes.

Chairman Clark-Ross: All right. Let's cut it off right there. I think we got the drift.

Resident Lynn Dement: What I am asking. And I live three doors away from Mr. Stulac.

Trustee Stulac: You've done your time.

Resident Lynn Dement: I called the sheriff's department. They sent someone out. They. They put a call out to my house, and he said he would put extra notes on that for me. And he asked if I wanted him to call Mr. Stulac, even though he said it might make things worse.

Trustee Stulac: It was fine.

Resident Lynn Dement: I said yes. I'm sorry. I have my time.

Trustee Stulac: You passed your time.

Chairman Clark-Ross: Bob. You can't.

Resident in the audience: This is the chair to the chair.

Chairman Clark-Ross: I think we got the drift.

Trustee Stulac: Thank you.

Chairman Clark-Ross: All right.

Trustee Stulac: She keeps going. You're going to force me to make my position against you if you keep going. So go ahead.

Resident Lynn Dement: The deputy said he would contact Mr. Stulac and tell him. No phone calls and nothing on my property. So, what I'm asking the board is to meet privately on this matter. I'm asking that Mr. Stulac be censored for this, and I would probably think I know this gentleman's problem to.

Trustee Stulac: Speak on defense of myself.

Chairman Clark-Ross: All right, all right, all right.

Chairman Clark-Ross: Thank you. Thank you, Lynn. Thank you. Can he.

Trustee Stulac: Yes, the attorney said anybody can speak to set the record straight? Lynn was assaulted two years ago in the park by a dog owner. From her description. And it was appalling to most of us because it was a big gentleman and a lady. And so, I felt bad being a single lady, living by herself, no family around. I gave her my personal cell to let me know if she ever has a future problem. Then I try to help. So, I get a call two weeks ago that there's someone stealing gas. And she said, Bob, he's running by your house. Go see if you can find him. So, I was in the middle of a 90-degree heat wave.

District Council Chuck Zumpft: Oh, do it from the podium

Trustee Stulac: It was 90. It was 95 degrees. If you remember, three weeks ago I was in a pair of shorts because it was hot. And we have a golfing thing in the house, a little golfing. Many golfers are here. It's like a little golfing, putting green. And I was putting because I was in big tournament a week ago and I was in an open championship at our course. So, Lynn calls me panicked, and I asked her to reach out to you if she felt threatened by someone. So, we had the door open because it was hot. I just ran out in my shorts in the golf club because I was standing there trying to be to be further. What she left out was there was a. One man was really big, and I've called most of the board members and told them my story. So, this is nothing new to the board, but for. It might be helpful for Lynn and even Chris. One guy was really big and one kid was small. These were not little eight-year-old kids that were at the park. Big kids one big. I thought, you know, it might not be bad to have a golf course. I don't own a gun like some of the folks I know in this room do. I don't own a gun. So, I went running out there just to see where he went, because the first question I asked Lynn was, did you call the sheriffs? She said yes, I said, good. All I wanted to find out was where the kid ran into to report that the sheriff show up. Everything's fine. There are no charges. There's no harm, there's no foul. And that I actually recognize the sheriff because I used to inspect the jail, the sheriff's department down there in their in their jail, he said to all of us, there was a group. Hey, everybody, this happens in the future. Just stay in your house, lock the doors, make a phone call. And I was even. I shared that with a nice discussion with one of my board members, Russ. It wasn't the smartest thing, but I was in the middle of putting and got this frantic call. The last thing I'll just say when it came to the sheriff who called regarding our call, I actually took the chairman's advice to call her about the incident because Kathryn kind of saw that I was trying to help. She said, well, I'm not calling Bob. He can call me. I prayed and prayed because I'm Christian. I said, well, I'll call and talk to her. The conversation didn't go too well. I tried to tell her she doesn't even remember giving me the giving me giving her phone number two years ago, which I find kind of hard to believe. She dodged that bullet and went on and on, and I never called her what she said. But I did use the word witch at the end because I felt like she was acting like a witch. And with that said, the sheriff called me. I filed a complaint against her, which she probably received, to ask her to refrain from calling me anymore, which is the advice I got from my wife and one of the board members. Don't ever take her calls again. Because here I tried to the good faith with my heart to help her if she's in need. I'm a 60-year-old, pretty in shape guy, and it hurt me when Lynn was assaulted by a man in a park two years ago. That's all I have to say. All right, so that sets the record for my point of view.

Chairman Clark-Ross: All right,

Resident Lynn Dement: So, I'm going to public speak again whether it's allowed or not.

Chairman Clark-Ross: No, no.

Resident Lynn Dement: I have a text of my conversation with him that he just lied about. And if you all wish to see it, he never asked me if I was all right.

Chairman Clark-Ross: I'm saying, I think we've got the point between you two. So, we'll be discussing this. She spoke.

Resident Lynn Dement: The officer.

Chairman Clark-Ross: As okay.
Resident Lynn Dement: Stopped him with the kids that told him to go home, and he said how excitable Mr. Sulac was.

Trustee Stulac: You're continuing on with that?

Chairman Clark-Ross: Let's listen. Do we have any other public comment on this issue? Go ahead.

Resident Ben Walker: Yes. My name is Ben Walker. I lived at 997 Sunnycrest. Okay. And I just want to set one thing straight. When Mr. Tulloch said no harm, no foul, you went into the park wading in a golf club. Two eight-year-old boys who happen to live across the street from us hit them, and their mother came and pounded on our door in panic.

Trustee Stulac: That's not true.

Resident Ben Walker: Would you mind, sir? I am speaking, and you are about as rude as a man I've ever met.

Trustee Stulac: Well, you seem to be a little rude yourself. Well.

Resident Ben Walker: Please let me finish.

Chairman Clark-Ross: Yes. Bob, let them finish. Then you can.

Trustee Stulac: Use the court.

Resident Ben Walker: Would you please let me finish?

Trustee Stulac: She's the chairman,

District Administrative Supervisor/Human Resources Brooke Thompson: Bob they get three minutes.

Resident Ben Walker: Please.

District Administrative Supervisor/Human Resources Brooke Thompson: You are interrupting.

Chairman Clark-Ross: We're on. Yes. We're on. We're on a time. Let him finish his time. Go ahead.

Trustee Stulac: This is not about the district.

Resident Ben Walker: They came to our door, pounding on the door and panicked. The poor little boys were traumatized. My wife took them in. They went through the house, locked all the doors while the father went to talk to the police.

Trustee Stulac: I was there

Resident Ben Walker: And find out what was going on. Would you please let me finish?
Vice Chairman Jones: Sir, if you direct your comments through the chair, that would be more appropriate and help to de-escalate the situation.

Resident Ben Walker: Well, I'm sorry that I lost my temper, but this man is out of control.

Chairman Clark-Ross: All right, you're on the time. Just continue.

Resident Ben Walker: I believe that he should be exorcized from the board at this point. I can't believe that you would stand there and act that way in public.

Trustee Stulac: You don't know all the facts.

Resident Ben Walker: I know the fact that those two little boys were talking.

Chairman Clark-Ross: All right. Like Nancy said, direct them to us.

Resident Ben Walker: I'm sorry. But I wanted to make that point that there was a harm. And she the mother was very, very, very upset, and the boys were in fear at our house.

Trustee Stulac: Now my rebuttal.

Chairman Clark-Ross: All right. Thank you. Thank you.

Trustee Stulac: When I was coming down the street from Sunnycrest, it was dark out and I'm 65.

Vice Chairman Jones: Kathryn no additional comment at this time.

Chairman Clark-Ross: I think he has the right.

Trustee Stulac: So, what happened was, when I came from Sunnycrest, which is now coming towards Lynn's house from a quarter mile, I saw two kids leaving their parents park and heading towards Lynn's house. Oh my God, they're going back down there. When I got within 20- 50 yards of a football field, I realized they were little kids and I made a right turn. As we talked, I made a right turn and left the scene. But the lady was really animated. But her husband was very calm. She said, honey, just let him go. He's trying to find the guy. I tried to tell her that I realized that your kids weren't there. I never raised a club in a child. They were three blocks away and it looked like the kids from a far distance. So, when I got closer, I realized, sir, they were young. And I turned into the park to go back north. And so, no club was raised anyway. It's an exaggeration. And the husband was nice. I think he's an ex-Marine. We talked to the cops. If there was a violation, then why wasn't I charged it all? The cop was nice. Well, you were the one who had the concern.

Resident Ben Walker: I don't want to speak to you.

Trustee Stulac: Well, that's okay, but the cops did not charge me anything because there was no crime committed. Thank you very much.

Chairman Clark-Ross: All right, all right. Any other public comment on this issue? Did you want to speak? Anybody else?

District Council Chuck Zumpft: And for the record, it's not on this issue. Yes. Public comment right.

Chairman Clark-Ross: Yes. Any public comment. So, thanks Chuck.

**4. Approval of Agenda**

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

**5. Reports to the Board:**

**a. General Manager Report**

General Manager Chris Johnson provided updates on District projects, staffing, equipment purchases, and wastewater operations.

Amador Street Rehabilitation

- The Amador Street project is approximately 99.5% complete.
- A few remaining punch-list items, including damaged sidewalk and concrete, have been identified and forwarded to the contractor for correction.
- New manhole covers are being installed to replace aging covers, with older covers retained for emergency use.
- New street signs featuring the Indian Hills logo have been installed throughout the project area.
- The district is also reviewing improvements to the South Sunridge merge-lane signage and road striping.

Vehicle Purchases

- The district is proceeding with the purchase of the two vehicles budgeted for the current fiscal year.
- Leasing options were researched but determined not to be cost-effective due to interest expenses and potential end-of-lease costs.
- Delivery is anticipated around January.

Community Clean-Up Day

- The final Community Clean-Up Day of the year was successful, with approximately 240 cubic yards of waste removed from the district.
- The program continues to show positive results, with shorter lines at each event.
- The district plans to continue offering the program.

Personnel Changes and Cross-Training

- A middle-level Water Department position became vacant due to a personnel change.

- The district's cross-trained floater employee was able to move into the Water Department position, resulting in virtually no interruption in service.
- A new floater has been hired for the Parks Department.
- The Board recognized the value of the floater position in providing backup coverage, cross-training, and opportunities for employee advancement.

Wastewater Treatment Plant – North Basin

- The North Basin experienced an issue with its aeration system after clogged and aging diffuser seals caused excessive pressure and overloaded a pump sensor.
- Staff drained and cleaned the basin and removed the old rings and gaskets.
- An emergency purchase of just under $14,000 was made for replacement rings and diaphragms. The expense is already included in the district's budget.
- Replacement components arrived, and staff began installation.
- The basin was expected to return to operation a few days later than the original October 22 target.
- The South Basin remains operational and is providing the necessary capacity while the North Basin is being repaired.

Online Customer Portal

- Trustee Garcia publicly recognized Brooke Thompson for her work in implementing the district's online customer portal and establishing ACH payment options.
- Current ACH participation is approximately 30–31%.
- Trustee Garcia requested updated participation numbers at the next meeting to monitor the impact of the new customer portal.

Board Discussion and Recognition

- Trustees praised the completion of the Amador Street project and the significant improvements to the area.
- The Board recognized the effectiveness of the district's cross-training and floater staffing structure.
- Staff were commended for working together across the Water, Wastewater, and Parks and Streets departments to address the North Basin issue.

1. Administrative
2. Water
3. Wastewater
4. Parks & Streets

**b. District Accountant Report**

**c. Engineer Report**

District Engineer Collin Sturge provided updates on ongoing engineering projects, regulatory requirements, and District infrastructure.

Amador Street Rehabilitation

- Collin reported that the Amador Street project is nearing completion and confirmed that he personally drove through the area before the meeting.
- The roadway improvements were described as smooth and satisfactory.
- Staff are working through the remaining punch-list items and closing out the project financials.
- A final change order is anticipated at the next month's meeting.
- The change order is expected to result in a credit to the district, as not all allocated project funds were used.

MS4 Stormwater Permit

- Collin submitted the renewal Notice of Intent to the Nevada Division of Environmental Protection (NDEP) for the district's new MS4 stormwater permit.
- This submission was the first required action under the renewed permit.
- Chris Johnson and Collin worked together to complete and submit the notice.

Lead and Copper Requirements

- Collin reported that he has not yet received a response from NDEP regarding the letter previously submitted concerning lead and copper requirements.
- The matter was discussed during the recent sanitary survey.
- NDEP indicated that the submission is still under review.

Sanitary Survey

- Collin attended the sanitary survey with Chris Johnson and the District's water operator, conducted by the Nevada Division of Environmental Protection.
- The lead and copper submission was also discussed during the survey.

Board Discussion

- Trustee Stulac asked whether the previously submitted lead and copper letter was included with the current meeting materials.
- Collin indicated that he believed it was attached to the previous month's report but would need to verify.

**d. Attorney Report**

District Counsel Chuck Zumpft: Nothing to report.

**Public comment:** Resident Dallas Debatin: I couldn't hear your comment on the copper.

District Engineer Collin Sturge provided clarification regarding the district's lead and copper compliance efforts and additional water rights activities.

Lead and Copper Rule

- The Board previously recommended submitting a letter to the Nevada Division of Environmental Protection (NDEP) requesting approval of the district's proposed process for addressing Lead and Copper Rule requirements.
- Collin and General Manager Chris Johnson drafted and submitted the letter approximately three months ago.
- The district is still awaiting a response from NDEP.

Water Conservation Plan

- Collin assisted Indian Hills with its Water Conservation Plan.
- He provided the district's water operator with a summary of the district's water rights to support preparation of the plan.

Water Rights Applications and Extensions

- A change application was submitted to the Nevada Division of Water Resources to transfer the district's water rights from the Browns Well to the Ridgeview Five Well.
- Collin coordinated the application with Chris Johnson and District Counsel Chuck Zumpft.
- An extension was also submitted for the district's water rights and the Sunridge Golf Course Well.
- Both extensions were due in September and were submitted during that month.

Browns Well – Board Discussion

General Manager Chris Johnson provided an update regarding correspondence with the owner of the Browns Well, one of the district's wells located near the ski ponds.

Returned Correspondence

- The district has attempted to send multiple letters to the property owner regarding the Browns Well.
- All correspondence has been returned by the U.S. Postal Service as undeliverable.
- The most recent letter was sent by certified mail with a return receipt requested, but it was also returned undelivered.
- Chris clarified that the correspondence was informational only and that no further action or recourse was necessary.

Water Rights Agreement

District Engineer Collin Sturge explained:

- Under an agreement with the property owner, the district's water rights were to remain associated with the Browns Well for a 10-year period, from 2014 through 2024.

- The district subsequently identified that its water rights were still associated with the Browns Well, even though the district was no longer using that well.
- District Counsel Chuck Zumpft reviewed the agreement and confirmed that the district had fulfilled its obligations.
- The district therefore proceeded with transferring its water rights to another District well.

Well Location Clarification

- Trustee Stulac asked whether the Browns Well was the well located near the Sunridge Golf Course maintenance shop.
- Chris clarified that it was not the golf course maintenance shop well.
- The Browns Well is located near the ski ponds.

Key Takeaway

The district fulfilled its 10-year water rights agreement (2014–2024), confirmed compliance with District Counsel, and proceeded with relocating its water rights. Attempts to notify the property owner were unsuccessful because all mailed correspondence was returned as undeliverable.

Board Discussion – Amador Project Credit and Lead and Copper Rule

Amador Street Project – Final Cost and Credit

- Secretary/Treasurer Siegman asked about the anticipated credit to the district from the final project change order.
- District Engineer Collin Sturge estimated the credit would be approximately $5,000–$10,000.
- General Manager Chris Johnson clarified that the original project amount was approximately $4.1 million, with the final cost expected to be approximately $3.79 million.
- The project is therefore approximately $300,000 under budget.
- Board members expressed appreciation for the work completed and the successful project outcome.

Lead and Copper Rule – NDEP Correspondence

- Trustee Stulac requested a copy of the letter previously submitted to NDEP requesting approval of the district's proposed approach to meeting Lead and Copper Rule requirements.
- He suggested that the district consider sending a follow-up letter around the beginning of the year if no response is received.
- He also suggested an approach of requesting a response within 90 days, indicating that the district would otherwise assume its proposed process was acceptable. This was offered as a possible strategy, not an approved action.
- Chris Johnson explained that the district is ahead of NDEP in completing its required work and has already identified the necessary information.
- Trustee Stulac clarified that the outstanding issue is obtaining NDEP's approval of the district's proposed compliance approach, rather than completing the district's work.

Service Line Records and Document Review

- Secretary/Treasurer Siegman asked whether the district had started reviewing documentation for the remaining service lines with questionable materials.
- Chris Johnson confirmed that the district had reviewed its records and identified approximately 493 homes where service line materials remained questionable.
- Collin clarified that the district had held off on conducting additional document reviews until NDEP responds to the previously submitted letter.
- The Board had hoped that reviewing historical documents, including as-built records, would be accepted by NDEP as sufficient evidence of service line materials.
- The district has not yet begun the additional document review process for those remaining properties because it is awaiting NDEP's guidance and approval.

**Public comment:** Resident Gennady Stolyarov II: I'll be brief. Thank you. So, we're off the second. I just wanted to make a positive comment as well for this board meeting, and that is to thank the General Manager and the staff for always being very transparent and proactive with how the district is being managed. And it was quite interesting and also pleasing to hear of the improvements that are being made. The Amador Reconstruction Project, the signs that have been put up, as well as the customer service portal. I think that's going to make a lot of positive difference for a lot of the residents to be able to pay their bills and see information about their accounts, so I'm looking forward to that. Thank you.

Resident Dallas Debatin: Resident Dallas Debatine 875 Amador Circle. I want to echo those remarks. I want to thank the board and Chris, especially for the management of how this worked. There were some glitches, but they were all jumped through. And anyway, it's not happy. Doesn't know what process is involved. So, thank you very much.

**6. Discussion and possible action regarding James Lee Park tennis courts.**

Tennis Court Reservation Policy – Board Discussion Summary

The Board discussed concerns raised by a resident regarding the extensive reservation of both Indian Hills tennis courts for commercial tennis lessons and the resulting impact on public access.

Resident Concerns and Reservation Practices

- Trustee Garcia introduced the discussion regarding a letter received from a resident alleging that the public availability of the tennis courts was being monopolized for commercial purposes.
- The concern was that both courts were frequently reserved during prime morning hours, limiting opportunities for other residents to use the facilities.
- Trustee Garcia acknowledged that the term "monopolization" may be strong because some openings existed in the reservation schedule.
- The concern was primarily about ensuring reasonable public access while allowing paid reservations.

Comparison with Other Recreation Departments

Trustee Garcia contacted Douglas County Recreation Department representatives to learn how they manage similar situations.

- Douglas County generally tries to leave at least one court available for public use when commercial reservations are made.
- This practice is handled administratively rather than being specifically required by written policy.
- Douglas County has more courts available, making it easier to accommodate both commercial reservations and public use.
- Trustee Garcia suggested Indian Hills consider a similar administrative approach without necessarily changing its existing policy.

Reservation Revenue and Maintenance

- The district has collected approximately $4,200 in tennis court reservation fees during the current year.
- Brooke Thompson clarified that the entire $4,200 came from one individual reserving the courts; no other reservations had been made during the year.
- The reservation fee is $2.50 per hour per court.
- Trustee Garcia noted that the last tennis court resurfacing cost approximately $12,000 and that reservation revenue could help cover future resurfacing and maintenance expenses.
- He expressed support for retaining the current fee structure rather than increasing fees specifically for commercial users.

Discussion Regarding Public Access

- Trustee Stulac expressed concern that residents had been turned away when both courts were reserved, even when the courts appeared unoccupied.
- He described an incident in which he and others were told they could only play for 15 minutes because a reservation was scheduled.
- Brooke clarified that the reservations covered both courts and that the reservation holder was entitled to use the courts during the reserved time.
- Trustee Stulac felt that reserving both courts for extended periods was unfair to residents, particularly the senior women's tennis group.
- Trustee Garcia emphasized that the reservation schedule had openings and that the district should make reasonable efforts to preserve public access.
- Chris Johnson pointed out that the current policy operates on a first-come, first-served basis and that anyone has the opportunity to reserve the courts in advance by paying the required fee.

Current Reservation Procedures

Brooke Thompson explained the reservation process:

- Reservations cannot currently be made online.
- Residents contact the district by phone or come into the office.
- Brooke provides the reservation form by email.
- She verifies availability, communicates the applicable fees and deposit, collects payment, and adds the reservation to the calendar.
- The current policy does not establish a specific limit on how frequently or how many hours an individual may reserve the courts.

Discussion of Possible Policy Changes

Several approaches were discussed:
Trustee Garcia's recommendation:

- Avoid changing the existing policy at this time.
- Consider handling reservations administratively by encouraging users to leave gaps between extended reservations.
- Consider asking individuals reserving both courts whether they actually need both courts for the entire reserved period.
- Use Douglas County and Carson City's administrative practices as examples.

Trustee Jones' position:

- Expressed concern about asking staff to enforce informal practices that are not established in District policy.
- Recommended that if the Board believes a change is necessary, it should be addressed through a formal, transparent public policy process.
- Felt that clear written rules would provide consistency and prevent staff from being placed in an uncomfortable position.

Trustee Stulac's position:

- Supported changing the reservation policy to prevent excessive reservations that limit public access.
- Felt the current arrangement was unfair to residents, particularly those who regularly use the courts.
- Indicated he would bring the issue back as a formal agenda item at the following month's meeting if no action was taken.

Staff and Management Comments

- Brooke stated that she had not experienced prior complaints or pressure regarding tennis court reservations until recently.
- She questioned why staff should deny a reservation that complies with the existing policy when the individual has paid the required fees.
- Chris Johnson agreed that the current policy allows reservations and emphasized that the district receives revenue from the arrangements.
- Chris suggested that better communication between court users could help resolve misunderstandings when a reserved court is temporarily unoccupied.
- He also suggested that if a reservation holder does not use a court, the district could potentially refund the unused reservation time.

Trustee Stulac made a motion to consider addressing the tennis court reservation policy during the meeting.

Chairman Clark-Ross indicated that the Board would proceed with public comment and return to the discussion.

**Public comment: none**

Tennis Court Reservation Policy – Continued Discussion

- Trustee Stulac made a motion to authorize administrative staff to ask individuals requesting tennis court reservations to consider leaving a gap between reservations or reserving only one court, similar to the administrative practice used by Douglas County.
- Brooke Thompson asked how staff should proceed if a reservation requester declined these suggestions, specifically whether staff would be authorized to deny the reservation.
- General Manager Chris Johnson suggested that a formal motion was unnecessary and that the Board could simply provide administrative guidance.
- The motion received no second and therefore died for lack of a second. No administrative change or new restriction was approved.
- Secretary/Treasurer Siegman expressed that he did not see a problem with the current reservation process, noting that residents who wish to use the courts can call in advance to reserve them and that the $2.50 hourly fee was reasonable.
- Trustee Garcia stated that the Board had fulfilled its responsibility by bringing the resident's concern forward for discussion and that the matter had been sufficiently addressed.

Outcome: The Board took no formal action to change the tennis court reservation policy or authorize staff to limit reservations. The existing reservation process and fees remain in place.

7. **Discussion only regarding General Manager Chris Johnson's annual performance evaluation.**

Chairman Clark-Ross introduced the annual performance evaluation process and expressed her preference for a less formal approach, such as providing a written paragraph of feedback rather than completing the evaluation forms. She indicated that she personally did not intend to complete the formal evaluation but wanted to allow other Board members to provide their input.

General Manager Chris Johnson clarified that the evaluations were included in the packet in advance because the Board had previously requested time to review them before the annual evaluation. He also provided a summary of District accomplishments over the past five years in preparation for the upcoming evaluation and contract renewal.

Johnson advised that his employment contract expires in December. He requested that the five-year term be removed from the contract to avoid having to renew it every five years. He noted that the existing contract allows either party to terminate the agreement with 30 days' notice. No other contract changes were requested.

Brooke Thompson advised Board members that if they chose to complete the evaluation forms, she would need them by November 5 to compile the results before her scheduled time out of the office.

Trustee Stulac and Secretary/Treasurer Siegman supported retaining formal performance evaluations, explaining that they provide accountability, document accomplishments,

support compensation decisions, and help protect both the General Manager and the Board from questions about favoritism or the basis for employment decisions.

Trustee Stulac praised Johnson's performance, stating that he believed this was Johnson's strongest year during his four years serving on the Board. He emphasized that documented evaluations are standard practice in public agencies and provide a record of measurable accomplishments.

Trustee Garcia clarified that the evaluation forms were intended as a tool for the Board to use and referenced the prior understanding that the process was at the discretion of the Board Chair.

Trustee Stulac questioned whether the evaluation process had previously been formally adopted as a Board requirement rather than left to the discretion of each Chair.

District Counsel Chuck Zumpft advised that the prior Board minutes and motion would need to be reviewed to determine what action had been taken. Trustee Stulac agreed to locate the prior records and provide them to Counsel for review.

The Board did not reach a definitive resolution regarding whether formal evaluations are required or discretionary.

Chairman Clark-Ross stated that each Board member could decide how to provide feedback, while Trustee Stulac indicated he may bring the matter back as a future agenda item after reviewing the prior minutes.

**Public comment: none**

**8. Discussion and possible action to approve Draft Minutes from the August 19, 2026, Board Meeting.**

**Public comment: none**

*Vice Chairman Jones motioned to approve Draft Minutes from the August 19, 2026, Board Meeting. Trustee Stulac seconded. Motion carried unanimously.*

**9. Discussion and possible action to approve Draft Minutes from the September 1, 2026, Special Board Meeting.**

**Public comment: none**

*Trustee Stulac motioned to Draft Minutes from the September 1, 2026, Special Board Meeting. Trustee Garcia seconded. Motion carried unanimously.*

**10. 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.**

South Sunridge Wrought Iron Fence

- Vice Chairman Jones asked who was responsible for the wrought iron fence along South Sunridge, from Mica Drive toward the golf course.
- General Manager Chris Johnson clarified that the fence is the responsibility of the golf course and that the district has no enforcement authority over the matter.
- Johnson advised that he had spoken with Ken, who oversees facilities at the golf course. The golf course is hiring a welder and has ordered materials to make repairs.
- Trustee Stulac noted that the golf course had already completed several fence repairs over the previous six months.
- Johnson stated that residents may contact Code Enforcement if they wish to pursue the matter further.

Public Participation and Resident Concerns

- Chairman Clark-Ross shared concerns about a recent Young at Heart Board meeting where she accompanied North County representatives to present an issue. She stated that the group was limited to three minutes for the entire topic and that only one person was permitted to speak before the discussion was stopped.
- Clark-Ross expressed frustration with the restriction and emphasized her belief that residents should have an opportunity to be heard at District meetings, even if doing so requires additional time.
- Trustee Stulac explained the district's process for residents wishing to bring an issue forward for Board discussion. Residents may speak during the public comment period, which is limited to three minutes, but may also request that an item be placed on a future agenda by completing a short form through Brooke Thompson. This allows the Board to discuss the issue in greater detail and potentially act.
- Stulac emphasized that residents should understand the distinction between public comment and requesting a formal agenda item.

2007 Water and Sewer Bond

- Trustee Garcia announced that the final payment on the district's 2007 Water and Sewer Bond is expected to be made in November.
- Garcia stated that he would provide additional information and recognition of the milestone at the December meeting.
- General Manager Johnson noted that this would be the second bond paid off during the year. Board members expressed enthusiasm about the accomplishment.

**11. Adjournment**

*Vice Chairman Jones motioned to adjourn the meeting. Secretary/Treasurer Siegman seconded. Motion carried unanimously.*

Meeting adjourned at 7:29PM

**FINAL APPROVED MINUTES AS PRESENTED**

**Secretary/Treasurer**
**Russ Siegman**

DRAFT