

Minutes
Indian Hills General Improvement District
Board of Trustees Meeting
District Office
3394 James Lee Park Rd. #A
Carson City, NV 89705
January 21, 2026
Regular Board Meeting
6:00 P.M.

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

Trustees Absent: Chairman Garcia

Staff Present: General Manager Chris Johnson.

Others Present: District Engineer Colin Surge, District Counsel Chuck Zumpft, Jonathan Steele with Steele and Associates, District Auditing firm, Lindsay March Water Resource Specialist I with CWSD, Residents Lynn Dement, Ben Walker and Zack.

6:00P.M. - Regular Meeting

1. Call to Order

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

2. Pledge of Allegiance: Led by Secretary/Treasurer Siegman.

3. Discussion and possible action to elect officers of the IHGID Board of Trustees for calendar year 2026 – Chairman

a. Election of Chairman

Trustee Clark-Ross nominated herself for Chairman for calendar year 2026. Trustee Stulac motioned to elect Trustee Clark-Ross as Chairman for calendar year 2026. Trustee Jones seconded. Motion carried 4-0. Trustee Garcia was absent from the meeting.

Chairman for the Board for Calendar Year 2026 is Kathryn Clark-Ross.

b. Election of Vice Chairman

Trustee Stulac nominated Trustee Jones for Vice Chairman for calendar year 2026. Trustee Clark-Ross seconded. Motion carried 4-0. Trustee Garcia was absent from the meeting.

Vice Chairman for the Board for Calendar Year 2026 is Nancy Jones.

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c. Election of Secretary/Treasurer

Trustee Stulac nominated Trustee Siegman for Secretary/Treasurer for calendar year 2026. Trustee Clark-Ross seconded. Motion carried 4-0. Trustee Garcia was absent from the meeting.

Secretary/Treasurer for the Board for Calendar Year 2026 is Russ Siegman.

4. Public Interest Comment: none

5. Approval of Agenda

Vice Chairman Jones motioned to approve the agenda. Secretary/Treasurer Siegman seconded. Motion carried 4-0. Trustee Garcia was absent from the meeting.

6. Discussion and possible action to approve a one-year agreement for auditing services with Steele & Associates, LLC.

General Manager Chris Johnson reviewed the proposed annual audit services contract with Steele and Associates, noting the item had been presented at the prior meeting but was tabled to allow the auditor to attend and answer questions.

The auditor Johnathan Steele explained that the contract is substantially the same as in prior years, with a 3% fee increase—approximately \$1,500—attributed to inflation and increasing regulatory and reporting requirements related to tax returns and insurance matters.

Board members discussed the complexity of the contract language, with staff noting that administrative personnel assist in interpreting the technical details. A trustee provided an annotated copy of the contract highlighting additional information. Board members were asked if they had questions or concerns, and none were raised.

Chairman Clark-Ross asked the auditor about his absence from the previous meeting. The auditor apologized, explaining the absence was due to a scheduling error. The Chair noted the Board had attempted to contact him at that time.

Public comment: none

Vice Chairman Jones motioned to approve a one-year agreement for auditing services with Steele & Associates, LLC. Trustee Stulac seconded. Motion carried 4-0. Trustee Garcia was absent from the meeting.

7. CWSD presentation only regarding a 30-Year Regional Drought and Water Sustainability Plan.

Presentation by Lindsay Marsh, Water Resource Specialist, Carson Water Subconservancy District (CWSD).

- Explained the plan is a regional reference document, not a water master plan, intended to support long-term planning.
- Study initiated in 2023 using a Nevada Department of Emergency Management grant.
- Analysis covered nine water purveyors in the Upper and Middle Carson River watershed upstream of Lahontan Reservoir.

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- Lewis and Associates conducted system evaluations; USGS developed groundwater and streamflow models using pumping data.
- Extensive coordination occurred with local purveyors, DWR, Bureau of Reclamation, Desert Research Institute, and other stakeholders.

Key Findings

- All evaluated water purveyors have adequate water rights and water quality to support projected regional growth.
- Town of Minden and Gardnerville Ranchos are expected to exceed current pumping capacity but are already planning additional wells.
- Indian Hills has minimal projected growth due to geographic constraints; future demand largely served through the intertie.
- Silver Springs and Stagecoach GID have adequate supplies but are limited by groundwater basin perennial yield.

Carson River Flow and Climate Trends

- Long-term decline in Carson River flows observed at multiple gauges.
- Similar declining trends found in minimally impacted upstream forks, indicating climate variability as a major factor.
- Increased variability over time, with wetter wet years and drier dry years.
- Peak runoff timing is shifting earlier in the year, reducing late-season flows.

Groundwater Pumping and Modeling

- Municipal pumping identified as the primary driver of increased groundwater use.
- Agricultural pumping increases during dry years.
- Overall increases in groundwater pumping are modest compared to other Nevada basins.
- USGS models show slight increases in Carson Valley pumping and decreases in Eagle Valley due to expanded surface water treatment in Carson City.
- Modeled impacts of groundwater pumping on surface water flows are minimal.

Wet and Dry Year Impacts

- All major purveyors are expected to meet water demand during dry years.
- Potential localized shortages identified in Johnson Lane and Ruhestroth areas.
- Impacts of multiple consecutive dry years were not evaluated and may require future study.

Conjunctive Management

- Discussed Nevada's authorization of conjunctive management of surface and groundwater.
- Currently applied to new water right applications only.
- Potential mitigation strategies include:
 - Release of dedicated surface water rights from reservoirs
 - Use of reclaimed water for recharge
 - Coordination with DWR and the federal Watermaster
- Indian Hills is not expected to be significantly affected due to limited size and reliance on intertie water.

Board Discussion

- Board members asked clarifying questions regarding growth assumptions, data timelines, groundwater basins, mitigation strategies, and intertie usage.
- It was noted that Indian Hills' intertie allocation exceeds current use, contributing to regional capacity.

Conclusion

- Regional water systems are generally well positioned for future demand.
- Continued monitoring of river flows and groundwater trends is recommended.
- Board thanked CWSD for the presentation.

Public comment: none

8. Reports to the Board:

a. General Manager Report

General Manager Chris Johnson referenced the written General Manager and departmental reports provided to the Board.

- Noted that only highlights would be discussed verbally.
- Reported a successful holiday season, with positive community feedback regarding holiday lighting.
- Stated that district operations were generally quiet over the past month, with no significant issues to report.
- Board briefly discussed the unusually low snowfall conditions.

Grant Opportunities

- Trustee Stulac requested clarification regarding grant research listed in the report.
- General Manager explained that:
 - The Department of Conservation and Natural Resources has opened approximately \$7 million in grant funding, which staff is reviewing for potential projects, including possible park improvements.
 - A funding opportunity under the Water Resources Development Act was recently announced through Senator Jackie Rosen's office.
 - The Water Resources grant appears substantial and relates to water resource projects, potentially involving Army Corps of Engineers participation.
 - Staff are reviewing eligibility and applicability to determine whether the district can pursue funding.
- No further questions were raised.
 1. Administrative
 2. Water
 3. Wastewater
 4. Parks & Streets

b. District Accountant Report

General Manager Chris Johnson reviewed the accountant report with the board. General Manager Chris Johnson directed the Board to page 42 of the administrative report, referencing prior discussion regarding audit language.

- Explained that the audit language cited is standard verbiage indicating a potential issue *if procedures are done improperly*, not that a violation occurred.
- Noted that the district received a follow-up letter from the State confirming there were no issues or violations identified.
- Chairman Clark-Ross confirmed the explanation resolved concerns raised at the previous meeting.
- Trustees expressed appreciation for inclusion of the State's confirmation letter in the report and suggested continuing to include it annually following audit submittals.
- General Manager Chris Johnson noted the timing of the State's response varies year to year but agreed the letter can be included once received.
- Vice Chairman Jones complimented the report format, noting the organization of new, ongoing, and past items was clear and helpful.
- General Manager Chris Johnson acknowledged the feedback and appreciation.

c. Engineer Report

District Engineer Collin Sturge referenced his written report on page 54.

- Reported a generally quiet month with the primary focus on the Amador Road Reconstruction Project.
- Noted that the district is now under contract with Rapid Construction.
- A pre-construction meeting was held as the official project kickoff.
- Contractor is conducting preliminary survey work and field investigations, with full construction anticipated to begin around February 2.
- Completed plan review for the Remedy Medical Center development on Jacks Valley Road.
- Issued plan review comments and a stamped NAC (Network Analysis and Capacity) report.
- Water model analysis confirmed the medical center will not negatively impact District water capacity.
- Awaiting follow-up from the developer or project engineer.
- Submitted the annual Small MS4 stormwater report to the Nevada Division of Environmental Protection (NDEP).
- Report submitted under the existing permit framework due to delays in NDEP's update to the Small MS4 permit.
- Small MS4 permit covers municipal stormwater discharges and requires annual reporting of runoff and pollutant controls.
- District tracks materials such as road cinders used for winter traction and ensure cleanup after snow and ice events.

- Construction projects are monitored for compliance with stormwater Best Management Practices (BMPs), including erosion and runoff controls.
- Board members asked clarifying questions regarding the Small MS4 permit and reporting requirements.
- No further questions were raised.

d. Attorney Report

District Counsel Chuck Zumpft: I'm the quickest, all is well.

Public comment: Resident Lynn Dement: Just a quickie I'd like to say that the work done in North Sunridge Park is beautiful. It was. It really needed doing, and it's a pleasure to walk along there now to have all that dead stuff out. That's all I want to say.

Chairman Clark-Ross: Well, thank you Lynn.

General Manager Chris Johnson: We'll pass that on to the parks team. They've been putting a lot of work in.

Resident Lynn Dement: I can't wait to see when it's finished.

9. Discussion only regarding the General Manager goals.

Secretary/Treasurer Siegman introduced SMART goals as a potential framework for establishing meaningful, measurable goals (Specific, Measurable, Attainable, Realistic, Time-based).

- Explained the intent was to explore a more formal, usable document for documenting General Manager goals and outcomes, not to mandate a new process.
- Noted that goals for the General Manager have already been set, but lack a consistent format for documentation, measurement, and evaluation.
- Emphasized the need for documentation to support merit-based compensation decisions and annual evaluations.
- Clarified that no decision has been made and the discussion was intended to generate feedback and guide future consideration.
- Vice Chairman Jones requested background on the district's existing goal setting and evaluation practices to better understand current gaps.
- Board members discussed prior informal practices and the recent development of a General Manager evaluation form.
- Trustees acknowledged the evaluation process is evolving and should remain flexible as a "living document."
- Board members expressed concern about avoiding micromanagement and unnecessary administrative burden on the General Manager.
- Discussion emphasized that any framework should be simple, high-level, and supportive rather than restrictive or overly bureaucratic.
- Trustees agreed that goal tracking should focus on District-level, "30,000-foot" objectives rather than daily operational tasks.
- General Manager Johnson stated he already tracks goals and projects through monthly reports and project management tools, including Trello.

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- General Manager described existing internal tracking systems for projects, maintenance, and staff performance.
- General Manager expressed support for any tracking format preferred by the Board, provided goals are clear, measurable, and attainable.
- Discussion highlighted the importance of ensuring Board-assigned goals are realistic, measurable, and fair.
- Board members agreed that unattainable or vague goals should not be imposed and should be clarified through discussion.
- Consensus emerged that any goal-tracking or evaluation process should be used primarily to support fair evaluations, accountability, and merit-based compensation.
- No formal action was taken; item expected to return to a future agenda for further consideration.

Public comment: Resident Lynn Dement: To make it short and sweet, I think we're beating a dead horse here. Since I've been coming to meetings, this has been brought up. I don't know how many times you've wanted to change the evaluation form, how it can be done differently. To me, it's really simple. Chris put in the board packet in December what his goals were and a story. You know what his goals are. You're going to present him with goals during the year. You all are looking at him as individuals like your evaluation is going to be yours. Yours is going to be yours. It shouldn't be a group number that you have to decide upon. You're all taking your own responsibility to evaluate him. Why is it so hard that you have to have this form, and he has to fill out that form, and that one and this one. He presented his goals. Your only question is, did he accomplish it? I mean, to me, why do we need more forms? I mean, you're going to have the one form to evaluate him and put. How do you do it now with numbers or satisfactory or whatever, you're going to have that form come up with something that says how you do it. What you're going to look at. But he already told you, his goals. What? Don't make him fill out another form. It was in the board packet. And I think that's the way you can go with a lot of this in the board packet. That's just my opinion. Thank you.

- Secretary/Treasurer Siegman clarified the materials were presented as “food for thought” only.
- Vice Chairman Jones stated she would review prior board packets and General Manager reports to determine whether existing information sufficiently demonstrates goal specificity, measurability, and attainability.
- Vice Chairman Jones offered to explore whether current reporting could be refined or better aligned with SMART goal concepts.
- General Manager Johnson expressed agreement and willingness to support the review.
- Chairman Clark-Ross indicated openness to receiving feedback once Vice Chairman Jones completes her review.
- A resident requested to make an additional public comment; request was denied as public comment had already been closed.
- Trustee Stulac expressed appreciation for Secretary/Treasurer Siegman’s research effort.
- Trustee Stulac asked whether the intent was to revisit the topic or take further action.
- Secretary/Treasurer Siegman stated the matter would be discussed again at a future meeting to determine whether the district wishes to proceed.
- Chairman Clark-Ross suggested that a future presentation or proposed format could be brought forward if desired.

- Vice Chairman Jones reiterated interest in improving clarity, accountability, and understanding of status reporting, while avoiding any onerous or burdensome process.
- Chairman Clark-Ross encouraged Vice Chairman Jones to work on the idea and consider prior public input emphasizing simplicity.
- General consensus supported continued exploration without immediate action.

10. Discussion and possible action to approve Draft Minutes from the December 17, 2025, Board meeting.

Public comment: none

Trustee Stulac motioned to approve Draft Minutes from the December 17, 2025, Board meeting. Secretary/Treasurer Siegman seconded. Motion carried 4-0. Trustee Garcia was absent from the meeting.

11. 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.

- Parking Lot Light Repair
 - Secretary/Treasurer Siegman noted the light at the end of the driveway has been repaired and functioning nightly for the past week.
 - General Manager Johnson confirmed other lights may still be affected by the repair, but the main issue is resolved.
- Community Room Usage Follow-Up
 - Vice Chairman Jones asked if follow-up was needed regarding room usage discussed at the prior meeting.
 - General Manager Johnson confirmed it is planned for a future agenda, originally raised by Trustee Garcia, who was absent this month.
- Trunk or Treat / Community Event Proposal
 - Chairman Clark-Ross noted the Trunk or Treat event has been canceled.
 - Proposed forming a small group or committee to plan a new community event, potentially outside the Halloween timeframe, to engage residents in a unique way (e.g., fire pits, hot chocolate).
 - Resident Lynn Dement expressed interest in collaborating, particularly with staff member Brooke, on planning the event.
 - Vice Chairman Jones recommended placing the item on a future agenda to discuss board support and potential budget allocation.
 - Secretary/Treasurer Siegman agreed with the plan to add it to the agenda for further discussion.

12. Adjournment

Meeting adjourned at 7:30P.M.

FINAL APPROVED MINUTES AS PRESENTED

**Secretary/Treasurer
Russ Siegman**