Minutes
Indian Hills General Improvement District
Board of Trustees Meeting
District Office
3394 James Lee Par Road #A
Carson City, NV 89705
November 19, 2025
Regular Board Meeting
6:00 P.M.

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

Trustees Absent: none.

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

Others Present: District Engineer Colin Surge, District Counsel Chuck Zumpft, and Residents Tammy James, Lynn Dement, Ben & Debbie Walker, and Dallas Debatin.

6:00 P.M. – Regular Meeting

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

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

3. Public Interest Comment: Resident Lynn Dement: 1020 Mica Drive. I just wanted to say thank you for contributing to the Halloween things. It was great. So, again I have my hand up. If you all would be willing to donate for holiday lights. We have six areas for the holiday lights. And I could use a little help with the prizes that are given out. I would appreciate it. Thank you.

4. Approval of Agenda-Chairman

Vice *Chairman Stulac motioned to approve the agenda. Trustee Clark-Ross seconded. Motion carried 5-0.*

5. Reports to the Board:

a. General Manager Report
General Manager Chris Johnson reported that:

- The Amador project encountered an unexpected cost increase, requiring

plan revisions. Bid opening was delayed to December 3, but contractor interest remains strong.

- A new Frequently Asked Questions (FAQ) page has been added to the district website. An informational flyer, created from this content, is included in the report. It will be converted to PDF and made available online.
- The FAQ page will also be referenced in new customer welcome packets, per Secretary/Treasurer Siegman's request.
- All board members successfully received the email announcement regarding the FAQ page.
- The Community Wildfire Preparedness Plan, developed with the UNR Cooperative Extension, is nearly complete. It identifies high-risk zones, mitigation strategies, and evacuation routes. A seminar will be completed next Monday, after which the final plan will be assembled.
- The district canceled the trunk-or-treat event due to low participation (only five vehicles), but other community events ensured children still had options.
- Johnson updated the format of his ongoing project report, showing completed items for one month before removal.

Board Discussion:

- Secretary/Treasurer Siegman and Chairman Garcia complimented the new FAQ materials.
- Trustee Jones and Chairman Garcia indicated they have questions, which they will raise later during the Board Discussion section.

1. Administrative

   Chairman Garcia asked if there were any questions regarding the Administrative Report and invited Brooke Thompson to add anything beyond her written submission.

   Administrative Services Supervisor/Human Resources Brooke Thompson reported:

   - The employee who had been out on workers' compensation since January is no longer able to perform essential job functions and has been terminated.
   - The district has hired the seasonal employee full-time to replace him.

   The board discussed the new full-time hire:

   - The employee, Robert, was praised by Chris Johnson for his strong work ethic, positive attitude, and commitment despite working nearly a year at $20/hr. with no benefits, including working holidays without additional compensation.

- Robert has worked the full summer season and will now learn winter operations.
- He is also a lifelong Indian Hills resident.
- Board members expressed support and approval of the hiring decision.

2. Water
3. Wastewater
4. Parks & Streets

b. District Accountant Report

- Chairman Garcia asked if the board had any questions for the district accountant (Stacie), who was absent.
- General Manager Chris Johnson jokingly noted: *"Bottom line, we're not bankrupt."*

Money Market Fund – Key Update

- Chairman Garcia shared good financial news:
  - The district's money market fund is locked in at an interest rate above 5%.
  - This rate does not expire or roll over, provided funds remain in the account.
  - Since district debt service rates are well below 5%, the district is in an excellent financial position, with no need to withdraw money for operational needs.
- Vice Chairman Stulac asked how long the rate was locked in.
  - Answer: For the duration of the account—essentially indefinite.

Debt Status

- Chris Johnson referenced page 19, noting:
  - The water bond will be fully paid off in two months.
  - The water/sewer bond will be fully paid off in one year.
  - These are two of the district's highest-interest debts.
- Board members expressed approval and noted the district is "doing it right."

Investment Strategy Discussion

- Chairman Garcia noted that unlike previous years—when the district paid higher interest on debt than it earned—now the reverse is true. Because of this:
  - Early debt retirement is no longer financially beneficial.
  - The locked-in 5%+ money market rate is unusually advantageous.

Balance and Additional Money Market Accounts

- Secretary/Treasurer Siegman asked about the money market balance.

- It is listed on page 17.
- Chris Johnson stated the balance is approximately $3.3 million.
- Current yield is believed to be around 5.14%.

- Trustee Jones questioned whether funds in the Nevada State Bank account should be moved, given the superior return in the Mortan account.
- Chris Johnson will review terms and options with the district accountant (Stacie) to determine whether funds can be transferred to improve returns.

Budget Timing Question

- Vice Chairman Stulac asked about a section of the budget (handwritten page 25) showing expenses exceeding revenue.
- Chris Johnson explained:
  - This is normal timing fluctuation in an annual budget.
  - Example: Equipment purchased early in the fiscal year (like the skid steer) happens before property tax revenue (ad valorem) is fully received.
  - Over time, revenues and expenditures will balance.
  - Current snapshot:
    - Parks is over budget due to recent expenditures.
    - Streets is under budget but will increase when street work begins.

Discussion of Additional Investment Options

- Secretary/Treasurer Siegman asked whether the district could consider equity-traded funds (ETFs).
- Chris Johnson emphasized:
  - The district needs immediate liquidity for emergency situations.
  - Investments must comply with Nevada Revised Statutes (NRS) regarding public funds.
- Legal counsel (Chuck Zumfpt) added:
  - Investments must comply with state law, non-compliance is unlawful.
  - Suggested looking into the State Investment Pool, widely used and offering strong liquidity and good returns.
- Chairman Garcia asked Chris Johnson to investigate the State Investment Pool and report back at the next meeting.

c. Engineer Report

Amador Project / Bid Opening

- Bid opening for all three Amador project reports has been moved to December 3.
- Delay was due to contractor questions that prompted value engineering and design modifications aimed at reducing costs.
- At the December board meeting, Collin will present:
  - Bid tabulations

    - Recommendations
    - His proposal for construction services
- No construction cost adjustments were made yet—potential savings will be clearer once bids are received.

Remedy Medical Center
- Plan review is complete; Collin will send comments to the developer's engineer this week.
- Working on the NBC report that will accompany the submittal to NDEP.
- Awaiting additional assumptions from the design engineer/architect to complete system modeling.

Tank Dives
- Coordination continues with Matt Bell on tank dive documentation.
- Working on obtaining payment for the North Tank inspection completed last year.

Cottages Phase 2
- Collin is still completing research and closing out requirements with NDEP.

Jacks Valley Road Development (Townhomes / Senior Living Project)
- Major update: The developer's plan has changed.
    - Originally planned 155 townhomes, some on Indian Hills parcels.
    - Current plan focuses on a much larger senior living community, but only on Douglas County parcels.
    - The six lots:
        - 4 lots slope toward Indian Hills.
        - 2 northern lots slope north and fall outside Indian Hills' boundary.
- Updated understanding:
    - The project will now be developed only on the two northern Douglas County lots.
    - These lots are outside Indian Hills' service area.
    - Therefore, Indian Hills GID will not provide water or sewer service to this development.

Infrastructure & Annexation Discussion
- Chairman Garcia asked whether Indian Hills could annex the area.
    - Chris Johnson said no; boundaries cannot be changed for that purpose.
    - Even if annexed, Indian Hills' existing infrastructure could not support the development.
- Developer previously considered using Indian Hills parcels, but it would have required expensive lift stations and infrastructure upgrades.

Douglas County Sewer Service
- Douglas County plans to:

    - Extend Vista Grande through all six lots.
    - Extend their own sewer infrastructure to serve the two northern lots.
  - The project will be fully served by Douglas County sewer, not septic.
  - Board members expressed relief that septic systems will not be added uphill of Indian Hills, due to nitrate concerns.

d. Attorney Report

District Counsel Chuck Zumfpt: I have nothing to report.

Summary of Board Reports & Discussion

Pool Pact Retreat and HR Conference

- Brooke Thompson (HR/Administrative Services) shared:
  - The Pool Pact Board Retreat is scheduled for tomorrow and Friday, so no update yet.
  - She attended a recent HR conference, which focused heavily on AI's growing role in HR.
  - More breakout sessions than usual; event was held at the Tahoe Blue Event Center (very cold—attendees received blankets).
- Trustee Jones asked how the conference insights may apply to the district; Brooke noted it was beneficial.

Parks/Tennis Courts

- Vice Chairman Stulac raised concerns about delamination and lifting areas on the tennis courts.
- GM Chris Johnson:
  - Acknowledged the issue; has been monitoring.
  - Courts are old; patchwork is failing.
  - Full replacement is in the Capital Improvement Plan for 2027, along with resurfacing the basketball court and adding pickleball courts.
  - No warranty exists for the previous patchwork due to the court's age.

Project Santa Claus

- Brooke reported:
  - Tree going up soon; "angels" (gift tags) available.
  - Only 6 or 7 angels left; trustees encouraged to pick one up.
  - Coordination on timing since Brooke will be out the next day.

Website Updates, FAQs, and "Fast Facts"

- Chair Garcia praised the email blast test and FAQ updates.
- Discussed new "Fast Facts" section:
  - Intended as short, digestible bullet items about district history and operations.
  - Examples include district founding, regulatory changes leading to infrastructure investments, etc.
  - Designed to complement the narrative "About" section.

Resident Communication Materials

- Trustees discussed the new two-page informational documents (District vs. County responsibilities).
- Plans:
    - Convert into a single, double-sided color handout for in-person distribution.
    - Consider adding:
        - Douglas County Sheriff's non-emergency number.
        - Consistent color-coding (blue for IHGID, orange for county).
    - Chair Garcia and others emphasized maintaining color for clarity.

Mailing vs. Grassroots Distribution

- Mailing district-wide would cost $2,260.
- Board sentiment favored grassroots distribution:
    - Materials placed in the office, included in new customer packets, and handed out by engaged residents at parks or events.
    - Some residents are uncomfortable with door-to-door distribution.
    - Emphasis on neighbor-to-neighbor communication.

Update on Contact with Ms. St. Germain

- GM Johnson has not contacted her regarding the proposed solution.
- He wants to wait until details are finalized because past conversations have led to misunderstandings.
- She has been unresponsive since an unexpected mediation notice.

Manpower & Resource Tracking Database

- Correction noted: Capital Improvement Plan is already complete.
- Phase 1 (posting basic schedules online) is complete.
- Phase 2 (collecting detailed task man-hours district-wide) is 90–95% complete.
- Data will help:
    - Explain resource allocation.
    - Inform board decisions.
    - Support accountability and staff autonomy.
    - Provide context when emergencies (e.g., major leaks) divert crews from routine work.

Discussion Points

- Secretary/Treasurer Siegman cautioned against using detailed man-hour numbers directly with customers, as it may be poorly received.
- GM Johnson agreed, emphasizing use of diplomacy:
    - Focus on limited resources and prioritization, not numerical justifications.
- Vice Chair Stulac noted the data also helps justify potential future staffing.

Staff Autonomy and Leadership

- GM Johnson described how empowering supervisors (e.g., Parks Supervisor Steve) to collect data and make decisions has improved accuracy, efficiency, and ownership.
- Chair Garcia stated the goal is balancing autonomy with accountability.

Additional Notes

- Trustees appreciated the collaboration behind the new informational documents.
- Once updated, Trustee Clark-Ross will distribute copies to senior groups.
- The board agreed to include the FAQ and Fast Facts flyers in new customer packets and make printed copies available at the district office.

Public Comment: Resident Lynn Dement: Glad you started this, Lynn Dement. I'm glad you started discussion on these the fliers. I have a question on the layout of page two. Could it be to me you have yard sidewalks, garbage storage, and then to the right of it it's called Contact Douglas County Enforcement. But then underneath it, speeding cars, there was an animal. And if you don't read the whole thing, it kind of looks like to me they're a part of contact Douglas County enforcement. Could it be laid out a little differently that, so those three items have their own next line. And it doesn't connect at all to the Douglas County enforcement box there. Did I make that clear? I don't know. But anyway, I do have a comment about this whole thing. I hope you will decide not to spend money mailing these items. Chris did a beautiful email to everyone which contained everything that anybody needs to know. And so, I almost feel like this is a duplication to do it yet again in another form. I mean, it's very nice and it includes everything, but it's already been done on the on the website and it's been emailed to those who signed up, and I feel like in a way, you're beating it to death. People here are adults. They don't need their hands held. Brooke has put this information in the newsletter multiple times, like every three months. I think she puts the phone numbers and who to call for what. Chris has it on the website. I mean, how many more reminders do you want to send to people? To me, it's effort spent duplicating this. It could be spent on other things that the district needs. I mean, this has already been done by Brooke in the newsletter, and if people don't read the newsletter, it's not the board or the manager's job. I don't feel to go hold them by the hand and say, oh, you didn't read your newsletter, so I'm going to send you a special little flier here. You shouldn't have to if they don't know the answer to the question, it's their own fault. And you can't treat people in the community like children, that is just a pet peeve of mine. I'm sorry.

Chairman Garcia: Thank you for your comments. Thanks for your comments.

Resident Lynn Dement: This has been publicized an awful lot. I've been here five years, and it's been in the newsletter. I couldn't tell you how many times. And to me all the time Nancy put into doing this. It's already on the website and email, and people didn't put their email out there. Whose fault is that?

Chairman Garcia: Thank you for coming.

Resident Lynn Dement: Do you need to track them down and say, here, you do it this way. Thank you.

Chairman Garcia: Thank you for your points. Okay.

6. Discussion and possible action to cap district gazebo reservations for IHGID residents.

Summary – Discussion on Gazebo Reservation Policy

- Chairman Garcia introduced Item 6: Discussion and possible action to cap district gazebo reservations for Indian Hills residents.
    - He explained he originally supported equal fees for residents and non-residents because all users benefit from the gazebo and contribute to maintenance.
    - However, he now believes Indian Hills residents should receive a break on fees and asked Brooke and Chris to draft a proposal reflecting that.
    - The resulting language is what the board is reviewing.
- Secretary/Treasurer Siegman noted:
    - The board had a long discussion last month on this issue.
    - The wording presented was based on prior board guidance.
    - District Counsel Chuck Zumpft reviewed the wording and made minor suggestions, which have been incorporated.
- Board Discussion:
    - Trustee Jones stated the schedule is "clear and makes sense" and supports adopting it.
    - Vice Chairman Stulac had no further comments.
    - Secretary/Treasurer Siegman made no further comments.
    - No additional board discussion was presented.

Public Comment: none

Secretary/Treasurer motioned to cap district gazebo reservations for IHGID residents as laid out in the park use fee schedule. Vice Chairman Stulac seconded. Motion carried unanimously.

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

Summary – Item 7: General Manager Chris Johnson Annual Performance Evaluation

- Chairman Garcia reopened the meeting after a short recess and introduced Item 7, Chris Johnson's annual performance evaluation.
- He congratulated General Manager Chris Johnson on a positive review, noting the average score of 3.74, which falls between "meets" and "exceeds expectations."
- He clarified earlier remarks about the Capital Improvement Plan (CIP), explaining that CIP is a *prerequisite* for pursuing USDA grants and low-interest loans. Updates on financing options will be returned to the board when available.

Board Member Comments

- Trustee Jones praised Chris's professionalism, dedication, initiative, and high qualifications based on her observations.
- Trustee Clark-Ross had no further comments beyond those given at the previous meeting.
- Vice Chairman Stulac commended Chris for addressing all improvement suggestions from last year's evaluations and described his performance as "superb."

- Secretary/Treasurer Siegman:
    - Said Chris performs exceptionally on the tasks he personally observes.
    - Explained he marked some items "middle of the road" or "not rated" due to limited visibility into certain duties.
    - Suggests the evaluation form and process need refinement, calling the current process "herky-jerky."
    - Recommends developing a clearer, more consistent evaluation system before next year.

Discussion on Goals, Process, and Future Improvements

- Board discussed the need for:
    - A more structured, transparent process for defining and reviewing GM goals.
    - Ensuring Chris provides goals, objectives, and status updates *with* the evaluation packet before the board completes their evaluations.
    - Including these updates at the 6-month check-in as well.
- Trustee Jones sought clarity about how goals are generated and how they relate to monthly reports.
    - Garcia explained goals originate from board member input during evaluations and through ongoing discussions.
- Chris Johnson will compile board-provided goals from the evaluations and present them next month.
- Consensus that:
    - A separate goals-and-results form should be created for future evaluations.
    - Only high-level goals need to be included unless otherwise determined.
    - The board will further refine the process in January.

Public Comment: Resident Lynn Dement: I've already said it before. Lynn Dement at 1021. I just wanted to add my $0.02 as a resident. I'm outside probably half of the day, every day, walking around the district and talking to people and looking around. And this year in particular, the district has never looked better, never looked cleaner, never looked more well-manicured. The parks are outstanding, especially South Sunridge Park. The edging is perfect, the weeds are done, and I think that shows Chris's judgment in hiring the people he hires to do this work. And I just can't imagine creating a schedule every day for all these people, all the employees, to have an assignment every single day, all throughout the district. It's mind boggling to me that he can handle this, and I think he deserves more than a 5% raise personally.

Summary – Salary Increase Discussion Following GM Performance Evaluation

- After closing public comment and returning to board discussion, Chairman Garcia summarized General Manager Chris Johnson's salary request, quoting directly from Chris's written submission:
    - Chris requested a 5% salary increase.
    - The district budgets a 5% potential increase for *all positions* during the annual budget cycle.

    - Although the GM position is not covered by the collective bargaining agreement, the district still budgets as if a 5% increase may be awarded.
    - For Chris, the 5% increase equals $5,304 for the coming year.
- Chairman Garcia emphasized:
    - The district is small and operates with a limited budget.
    - While staff may deserve more, the board has a fiduciary responsibility to remain conservative and stay within the budget.
- Chairman Garcia then asked the board:
    - If there was any further discussion on the salary matter.
    - And whether a board member wished to make a motion regarding the GM's salary increase request.

Vice Chairman Stulac motioned to approve a 5% increase to General Manager Chris Johnson's annual salary based on a positive review with an average of 3.7. Chairman Garcia seconded. Motion carried unanimously.

Chairman Garcia: Congratulations, Chris. Thank you again for a wonderful year.

General Manager Chris Johnson: Thank you.

Secretary/Treasurer Siegman: I just want to make it clear I didn't vote for that because it's in the budget. I voted for it because I think you're doing a good job.

8. Discussion and possible action to approve Draft Minutes from the October 15, 2025, Board Meeting.

Public Comment: none

Summary – Board Comments on Meeting Minutes Format

- GM Chris Johnson complimented Brooke Thompson on the meeting minutes, noting they strike a balance between detail and length.
- Brooke Thompson cautioned not to speak too soon, jokingly.
- Trustee Jones praised the use of indentation and bullets, saying it makes the minutes easy to read and follow.
- Chairman Garcia and Vice Chairman Stulac agreed, thanking Brooke for her efforts.

Trustee Jones motioned to approve Draft Minutes from the October 15, 2025, Board Meeting. Secretary/Treasurer Siegman seconded. Motion carried unanimously.

9. 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.
Summary – Lighting, Board Room Fees, and Revenue Discussion

Lighting Updates

- Trustee Clark-Ross and Chairman Garcia complimented the new lighting around the district and the trees, noting it looks bright and visually appealing.
- GM Chris Johnson confirmed work had started on installing new lights around the building.
- Secretary/Treasurer Siegman reported a streetlight at the end of the driveway turns on and off randomly; Chris suggested it may be a faulty photocell and will have staff check it.
- Trustee Jones highlighted this as an example of Chris Johnson's responsiveness and attention to safety concerns.

Board Room Fee Policy

- Chairman Garcia noted the board room fee policy will be reviewed in December, clarifying that this is separate from the previously discussed gazebo fees.
- Emphasis on the district's efforts to creatively generate revenue while being mindful of limited space and budget constraints.

Revenue Discussion

- Chairman Garcia encouraged board members to think creatively about potential revenue opportunities for the district.
- Ideas could be discussed individually with Chris Johnson or brought to the board.
- Emphasis on an open, no "stupid ideas" approach, with evaluation of feasibility to improve the district's financial structure.

10. Adjournment

Vice Chairman Stulac motioned to adjourn the meeting. Secretary/Treasurer Siegman seconded. Motion carried 5-0.

Meeting adjourned at 7:38PM

FINAL APPROVED MINUTES AS PRESENTED

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Secretary/Treasurer
Russ Siegman