Indian Hills General Improvement District
Board of Trustees

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

November 19, 2025
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 and possible action to cap district gazebo reservations for IHGID residents. (Chairman, Garcia)

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

7. Discussion and possible action regarding General Manager Chris Johnson's annual performance evaluation. (Chairman, Garcia)

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

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

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

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.

10. 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

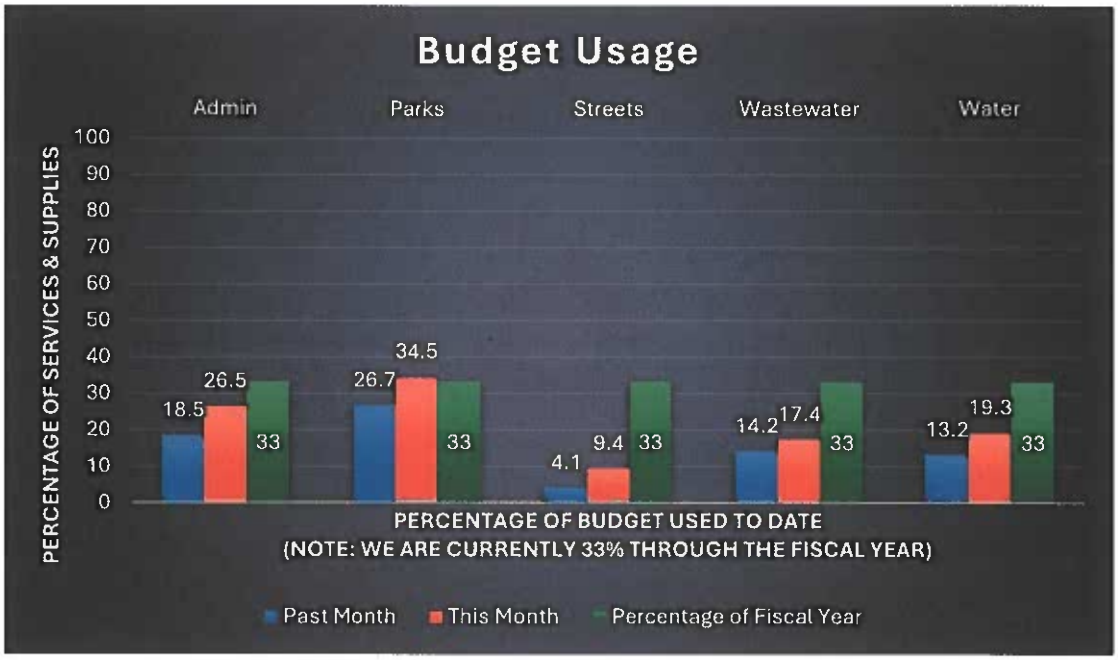
As of 8:30 A.M., November 14, 2025, by Brooke Thompson

AGENDA ITEM 5a.

Reports to the Board:

a. **General Manager Report**

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



Current Grant Research:

We have submitted for the transfer of funds for the RCT park funding.

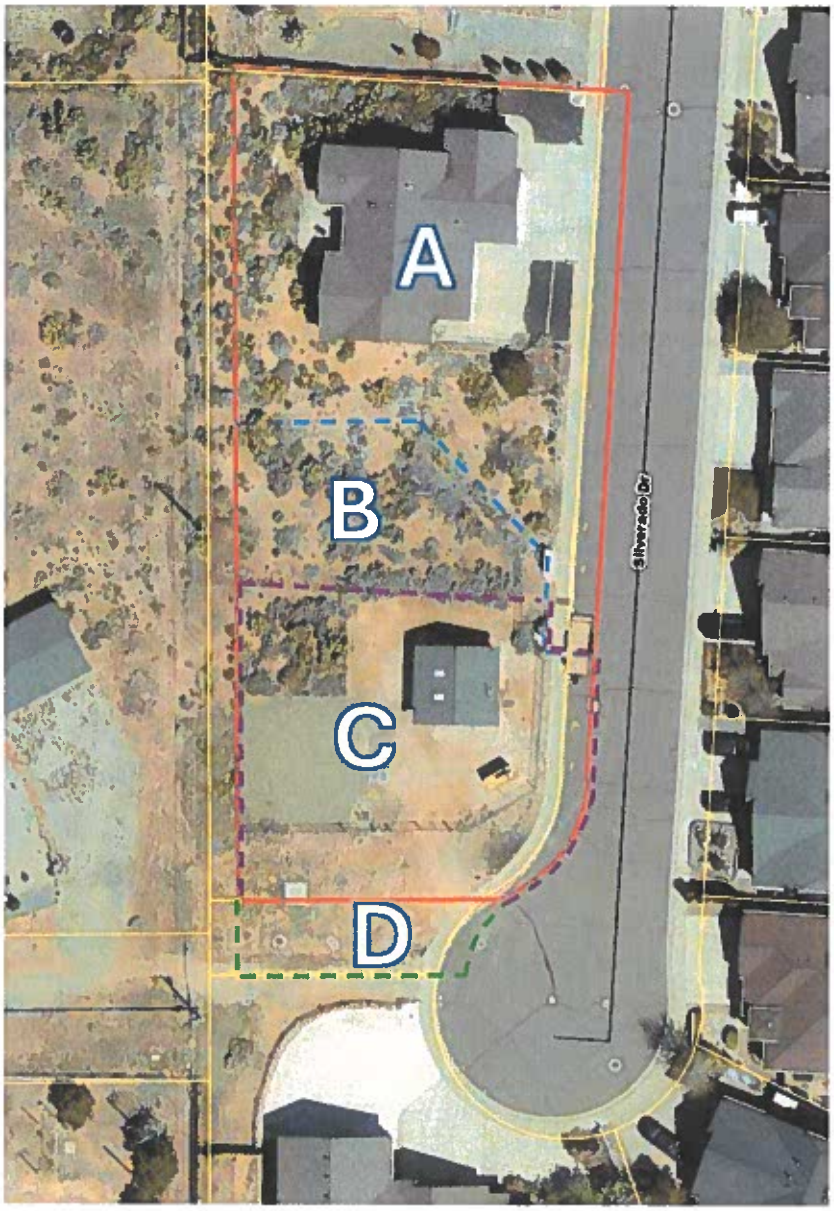
Researching grants through the wildfire programs while working on our Community Wildfire Protection Plan.

New Items:

- The Amador project has been advertised, and we were planning to open bids on the 12th of November to bring to the board this month. The engineers contacted me to say that our curbs were going to cost a substantial amount more than needed due to their size, so we decided to adjust the curbs and do the bid opening at the beginning of next month to save on the cost of those curbs. We will bring the lowest complete bid to the board for approval in December.
- I have created a Frequently Asked Questions page on the webpage that covers questions that people ask, and who to contact in situations. The page also has links to the respective agencies, and information about Code Enforcement, Douglas County Sheriff's Office, and Douglas County.
- I have almost completed the UNR Cooperative Extension program for the development of the Community Wildfire Preparedness Plan. I will prepare the plan over the next few months, and coordinate with Douglas County on their plan.
- We had to cancel our Trunk or Treat due to a lack of participation. We made newsletter announcements, webpage announcements, and board meeting announcements but still did not receive enough volunteers to hold the event. I announced the cancellation with the few people that had volunteered, thanked them for their support, and announced it on the webpage. On the webpage, I also linked and pointed residents to the Douglas County Sheriff's Office Trunk or Treat that was happening the same day.
- I have prepared a presentation for the board to list my accomplishments this year for my evaluation.

Existing Items:

- Our Firewise Coordinator and I conducted Firewise Inspections for a small number of homes in the district. This was, again, a voluntary signup that we scheduled to give homeowners time to address any concerns in time for community cleanup day.
- We continue to conduct our monthly vehicle maintenance meetings. This gives the supervisors and the district mechanic a chance to sit down and work out maintenance plans. It has been a very successful program.
- The Carson Valley Trails Association Spoker Run was a success with a large number of bicyclists attending the event.
- The Carson Valley Trails Association 5k run / walk was also a success. We will continue to coordinate with event providers to promote our district and the amenities that we have.
- We continue to do our quarterly safety inspections. We have identified several safety issues and corrected the issues. The supervisors and I conduct these inspections, with each of us having our own checklists. We identify issues and corrective plans, and the supervisor of that area addresses them.
- The Parks Department has been very busy clearing the defensible space throughout the district. They have cleared along the western side of the district, providing a break along the fences and reducing wildfire fuels.
- The Parks Department has also been very busy clearing access areas along our easements and trails, removing brush that has overgrown over the years. They've cleared along the Easterling Trail and along the exercise trails. The skid steer has already proven its worth.
- The Wastewater Department has also been using the skid steer for clearing down along the easements over the sewer lines, giving them access to the manholes and access points that are back in the brush.
- I met with Tom Dallaire, Director of Community Development for Douglas County, regarding the easement on Mrs. St Germain's property. We spoke of a number of issues, but one suggestion is as follows:



The area inside the solid orange line is Mrs. St Germain's property (A, B, and C). The area inside the blue dashed line is our easement (B & D). Mrs. St Germain had the fence put along the purple line, effectively blocking us from a portion of the easement (B). The "public area" that she has referenced in a previous meeting is actually owned by Syncom Homes and we have an easement there as well (D). Tom and I are asking Sycom Homes to dedicate that parcel to Indian Hills GID (D). Once that is done, we will do a boundary adjustment on both properties. The northern boundary of D will b pushed up to the purple line to include are C. Mrs. St Germain's property line will be reduced to the purple line so that her property will be

sections A & B. Mrs. St Germain has not been paying taxes on the entire property, only on area A.
This will effectively absorb area C into area D, creating a property owned by Indian Hills GID. Areas A & B will remain Mrs. St Germains, with no easement on her property.

Completed / Past Items to be removed next month:

- I created maintenance schedules on the webpage under each relative department. The schedules give a description of the maintenance the Parks & Streets crew does, as well as a rough timeframe of when they are done. It would be very difficult to give a more specific schedule of the maintenance that they Parks & Streets crew does.
    - Working with Chairman Garcia, we are building a database of man hour requirements for tasks to be able to more accurately demonstrate the man-hour demands that the district faces.
    - The Parks & Streets department are logging data on all their tasks to build the database of man-hours required.
- We are continuing the planning with Nevada Department of Environmental Protection (NDEP) regarding the Small Municipal Separate Storm Sewer Systems (Small MS4) permit. As stated in previous meetings, we are ensuring that the new permit will not be unnecessarily burdensome requirements on the district for meeting our requirements in the permit.
    - The new requirements had some concerning additions. The District Engineer and I worked with Douglas County and other GIDs to submit our opposition to the new changes.

INDIAN HILLS GID
ROADS, WATER, SIDEWALKS

SIDEWALK OBSTRUCTION

Our Sidewalk Obstruction and Maintenance Policy is in place to maintain safe and clear sidewalks free of obstruction. The policy states that home/property owners must clear the sidewalk adjacent to their property of all vegetation and repair any damage to the sidewalks. Most of our sidewalks are rolling curbs, so please do not park vehicles on the sidewalk as this can damage the curbs and sidewalks.

SNOW REMOVAL

The District's Snow Removal Policy is a guideline of when roads will be plowed in the district.

The District is not required to plow roads, but it is a service that we provide to the residents of the district.

Please keep that in mind as the District has limited resources to commit toward plowing and snow removal. Property owners/residents are responsible for the removal of snow from the sidewalks adjacent to their property.

ROADS

To report a pothole or other road damage, please call the district to investigate and repair as necessary.

For complete explanation of Indian Hills Policy, please visit:
www.douglascountynv.gov/government/departments/community_development/code_enforcement

WHO DO I CALL?

INDIAN HILLS GENERAL IMPROVEMENT DISTRICT (GID) OFFICE:
(775) 267-2805

Indian Hills General Improvement District (GID) is a district in Douglas County. This means that Indian Hills GID residents fall under the District's policies, as well as Douglas County Code.

Indian Hills GID has only a few policies involving residents' property.

WATER & SEWER

If you suspect you have a leak, please contact us here at the District Office. We can have our Water Department staff look at the meter and tell you if they suspect a leak. If there is a leak on the property side of the meter, it is the property owner's responsibility. If there is a leak in the meter pit, it is the responsibility of the District. **DO NOT open the meter pits as they have sensors in the lids that can be damaged if not handled properly. There is a fine for tampering with the District's meter pits.**

After hours if you have an emergency with your water or wastewater, call the Douglas County Sheriff's non-emergency line (775) 782-5126.

INDIAN HILLS GID

DOUGLAS COUNTY CODES

YARDS AND SIDEWALKS

- Don't store: broken or discarded furniture, household equipment and furnishings
- Keep Sidewalks clear 4' wide X 7' high
- Clear unsightly, dead, decayed trees/vegetation
- Clear all junk, trash, household items, debris
- Maintain building exteriors, walls, fences, driveway, sidewalks, or walkways
- Remove piles of dirt, sand, gravel, rocks, etc. in a reasonable timeframe.

RV STORAGE

Recreational equipment, such as motor homes, boats, boat trailers, travel trailers, pick-up campers, utility trailers and similar equipment, and cases or boxes used for transporting recreational equipment, must be parked or stored in a carport or in an enclosed building or behind a solid 6-foot fence. Street parking is for 48 hour loading or unloading.

ANIMALS

To report animal violations, please call DCSO's non-emergency line (775) 782-5126 and an Animal Services Officer will contact you. You may also contact Douglas County Animal Control (775) 782-9061 for information.

For complete explanation of Douglas County Code, please visit:
www.douglascountynv.gov/government/departments/community_development/code_enforcement

WHO DO I CALL?

Douglas County Code Enforcement: (775) 782-6214

Indian Hills GID has no authority over the appearance and upkeep of personal property. Douglas County Code Enforcement is the governing body responsible for code violations.

SPEEDING CARS

Douglas County Sheriff's Office is responsible for all vehicle violations (moving or parked) on the streets. Indian Hills GID has no authority over vehicle violations.

PARK VANDALIZATION

If you see someone vandalizing the park, please call 911 and report it to the Douglas County Sheriff's Office immediately.

Administrative Report November 2025

The ACH program continues to be well received. Residents are thankful the district has implemented this option for payments. We currently have 608, 30.099% of residents taking advantage of automatic withdrawal. We continue to receive requests and new authorization forms daily.

In October we sent out 28 past-due bills resulting in two disconnections. Both accounts paid in full, and service was restored.

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

The District's Gazebo reservations are done for the season.

Unfortunately, we had to cancel our annual Trunk-or-Treat due to a lack of participants, we only had five sign-ups.

The Annual POOL/PACT HR Leadership conference on October 15th and 16th was awesome. I always find it to be resourceful, informative, and educational.

I will be attending the POOL/PACT Strategic Planning retreat on November 20th and 21st in Minden. This is an opportunity to help shape the future of POOL/PACT and the valuable services they provide for their members. I am looking forward to it.

All staff attended CPR/First Aid Training on Thursday, November 6, 2025. All staff is now certified until November 2027. This is a great refresher course.

I have scheduled Taking Control of Conflict training for all staff on December 16th. Conflict is typically an inevitable part of any workplace, but how we handle it makes all the difference. This course provides practical strategies to navigate workplace conflict effectively helping participants turn challenges into opportunities for collaboration and growth.

Supervisor training has been scheduled for January 13th. This training will be on Difficult Conversations. How supervisors choose to engage or not engage in those conversations can determine important outcomes for conflicts, working relationships, organizational growth, and personal satisfaction or stress levels. The purpose of this course is to explore what makes some conversations so difficult and to provide the skills and confidence necessary to engage in tough conversations effectively.

Indian Hills General Improvement District's office is now a proud drop off location for Austin's House donations. Austin's House provides emergency shelter and compassionate care for up to ten children between the ages of birth to 18. The generosity of our community sustains Austin's House. Donations will be accepted now through December 17, 2025. For more information on

this wonderful cause please stop by the district office or contact Austin's House directly at 775-267-6711 or visit their website at www.austinshouse.org.

Each year the district has a nonperishable Community food drive. The drop-off location is at the district office; this year we are collecting food for the Carson Valley Community Food Closet. The Food Closet has been serving Douglas County since 1989 providing assistance with groceries for those in need. During the holiday season, they provide dinners at Thanksgiving and Christmas for over 1,000 families. Indian Hills will be accepting donations now through December 17, 2025. For more information about the Carson Valley Community Food Closet please visit their website directly at www.carsonvalleycommunityfoodcloset.org.

Indian Hills will also be participating in Project Santa Claus. Project Santa Claus provides Christmas gifts to hundreds of children in need in Douglas County. The Department of Social Services and other agencies along with the Food Closet work together to qualify the families who will depend on Project Santa Claus to have a joyous Christmas. Each child, 17 and under in these families, have two angels placed at Angel Tree locations around the community, each angel has information about the child's gender, age, size, and Christmas wishes. If you want to be a part of the success of Project Santa Claus, please call Project Santa Claus for more information at 775-450-0137 or stop by the district office.

Our Annual Christmas Celebration will be on **Saturday December 13, 2025, at 10:00AM** in the Board Room. Craft stations will be set up and ready to create unique one-of-a-kind decorations. Santa will arrive at 11:00AM with gifts for all the children. Parents don't forget your camera for pictures of your little ones with Santa. We will have three raffles. One for a flat screen TV, tickets are $3.00 each, one for a $50.00 gift card, tickets are $2.00 each and several frozen turkeys, bring a few cans of food for each ticket. All Food donations collected are for the Carson Valley Food Closet and all cash proceeds from the TV and gift card raffle will be donated to Austin's House.

Congratulations to our Halloween/Fall decorating contest winners! Owners of 982 Desert Drive and 3520 Tourmaline Drive, thank you for creating a festive Halloween treat for all to enjoy!

At the request of the Board, I researched the cost of a one-page, one-time mailer to all residents. Including postage, paper, envelopes and labels it would be $2,260.00.

Water Department Report November 2025

Water Quality:

· The Bac-T sample results for October 2025 came back good.

· The Hobo water plant received 15.8 MG of (Minden) water for the month of October.

· North and South School Well have been shut down for the winter due to low demand.

· Ridgeview pumped 3.17 MG 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 residuals 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 a meter pit at 3518 Long Dr. due to tree roots crushing the pit. The entire pit was replaced with a new one.

· The level transducer failed on Hobo South Tank. It has been replaced and recalibrated. It is now reading correctly.

Wastewater Department Report November 2025

1: Treatment plant:

The Gorman-Rupp Pump 2 motor was overhauled with new bearings, a rotor rewind, and a new wire box cover. We picked it up on 11/12/2025 and are reinstalling the motor in the pumphouse with a new circuit breaker and new contact kits in the motor contactor.

Ryan has completed sludge removal out of the north-east pond. This was a huge undertaking that Ryan has performed inhouse with the districts Backhoe, the wastewater Dodge and Wastewater gooseneck trailer. He has approximately 15 loads left.

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

Ryan and I completed 1st Aid /CPR recertification on 11/6/2025.

We had a community service individual do some painting around the Wastewater Plant. This included blower piping and bollards by the emergency generator and the NV Energy transformer.
The average daily flow to the Wastewater plant for October 2025 was .301 MGD (Million Gallons per Day) or 301,000 gallons per day.

2: Lift Stations: Ryan and I installed a new mechanical seal in pump 1 at Lift 3. We also installed new seal flush water filters.

Ray has sprayed one coat of paint on the Lift 2 generator enclosure and has a 2nd coat to apply weather permitting.

All 4 lift stations continue to perform satisfactorily.

3: Sewer Collection:

Ryan has cleared the sewer easement in Easterling Canyon with the new Track steer and masticator. We are looking forward to using this piece of equipment out at the Wastewater Plant.

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

Parks & Streets Department Report November 2025

Parks and Streets staff continue to preform weekly checks of all parks and open spaces. Checks are done on Mondays and Fridays during the Fall months as usage is decreased with the cooler 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 staff continue to spray weeds throughout the district with a roundup/2-4d mixture to get a handle on the weeds. Staff have also been cleaning up trails and detention ponds using the masticator purchased by the district this summer.

Staff have also turned off all water at parks and landscape areas in preparation for the winterization of all irrigation systems. Staff have also been gearing up for the winter months ahead by insulating our bathrooms, checking that all snow removal equipment is in good running order.

Streets staff have also begun crack sealing of roads on the west side of Hwy 395.

Additionally, staff continue to sweep all streets in the district once a week. Street sweeping is done on the west side of 395 on Monday's and the east side of 395 on Friday. Staff is also working diligently to pick up all leaves at parks and in the streets.

Staff also continue the filling of potholes throughout the district as needed. Staff has also started our fall cleanup. Staff will be trimming all trees and shrubs in preparation for the winter months ahead. Also, staff is gearing up for the holiday season by checking all the district Christmas lights. We will start hanging Christmas lights the week of Nov 17th with all lights set to turn on Dec 1st.

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
10/31/2025

CASH BALANCES		**10/31/2025**
Operating	$4,647,232.55	
Reserved from rate increase	$2,050,464.54	
Reserved for Parks	$12,392.14	
Reserved for Streets	$1,389,554.27	
Reserved for water tank	$7,699.97	
Operating Available		$1,187,121.63
Payroll		$19,888.67
Money Market-NV State Bank	$1,645,535.39	
Reserve for Infrastructure	$884,262.03	
Reserve for Connections	$613,896.66	
Reserve for Storm Water Mgt	$66,708.89	
Reserve for Sewer Debt Reserves	$69,883.80	
Reserve for Short Lived Assets	$61,742.20	
Money Market Available		-$50,958.19
Money Market-Moreton	$3,327,350.71	
Reserve for Water Conservation-Parks	$10,000.00	
Moreton Available		$3,317,350.71
Pipeline	$677,895.58	
Reserve for USDA Debt Service	$40,284.00	
Reserve for O&M	$67,941.82	
Reserve for Short Lived Assets	$409,936.45	
Reserve for AB198 capital repl	$143,385.76	
Reserve for construction	$16,347.55	
Pipeline Available		$0.00
Total Available		$4,473,402.82
Investment Pool		
IHGID		$10,116.95
IHCIP(2m 2007 Bonds)		$140,926.13
Drinking Water Bond		$222,480.05
Total		**$373,523.13**

INDIAN HILLS GID
CASH BALANCES BY FUND
10/31/2025

CASH BALANCES	10/31/2025		
	WATER	SEWER	ADMIN
Operating	1,090,640.68	1,867,378.53	1,689,213.34
Reserved from rate increase	1,005,127.69	1,045,336.85	
Reserved for streets			1,389,554.27
Reserved for parks			12,392.14
Reserved for water tank	7,699.97		
Operating Available	**77,813.02**	**822,041.68**	**287,266.93**
Money Market-Nevada State Bank	432,582.58	749,563.27	463,389.54
Reserve for Infrastructure	228,013.16	275,713.68	380,535.19
Reserve for Connections	319,773.33	294,123.33	
Reserve for storm water mgt			66,708.89
Reserve for sewer debt service		69,883.80	
Reserve for sewer short lived assets		61,742.20	
Money Market Available	**-115,203.91**	**48,100.26**	**16,145.46**
Money Market-Moreton	**1,109,116.91**	**1,109,116.90**	**1,109,116.90**
Reserve for water conservation-Parks			10,000.00
Moreton Available	**1,109,116.91**	**1,109,116.90**	**1,099,116.90**
Pipeline	677,895.58		
Reserve for debt service (fully funded)	40,284.00		
Reserve for O&M	67,941.82		
Reserve for short lived assets	409,936.45		
Reserve for AB198 capital replacement	143,385.76		
Reserve for construction	16,347.55		
	0.00		
TOTAL AVAILABLE	**1,071,726.02**	**1,979,258.84**	**1,402,529.29**

INDIAN HILLS GID
LONG TERM DEBT
AS OF 10/31/25

DEBT		BALANCE	PAYMENT		FINAL PAYMENT	INTEREST RATE
WATER 2003 BOND		$ 58,213.28	59,220.37	due Jan and July	1/1/2026	3.46%
WATER/SEWER 2007 BOND	*	$ 150,000.00	**	due May and Nov	11/1/2026	4.00%
USDA SEWER		$ 1,063,316.03	4,754.08	MONTHLY	1/1/2052	2.75%
USDA PIPELINE		$ 703,197.30	3,357.00	MONTHLY	8/1/2051	3.25%
PIPELINE 2010 STATE		$ 376,324.53	40,343.06	due Jan and July	7/1/2030	2.57%
		$ 2,351,051.14				

* (35% WATER, 65% SEWER)

** payment amount varies

6J

INDIAN HILLS GID
ATTORNEY EXPENSES
OCTOBER 2025

MONTHLY FEES	3,000.00
EXPENSES	1.50
TOTAL	3,001.50

INDIAN HILLS GID
ENGINEERING EXPENSES
OCTOBER 2025

		budget	billed	total paid	% complete
ENGINEERING FEES	2,000.00	24,000.00	6,000.00	6,000.00	25.00%
PLYMOUTH	0.00	617.50	617.50	617.50	100.00%
STREET MAINTENANCE	0.00	81,800.00	59,158.25	59,158.25	72.32%
STREET REHAB (AMADOR)	19,515.00	249,550.00	205,637.00	205,637.00	82.40%
	21,515.00				

2

Indian Hills General Improvement District
OVERTIME/CALLOUT HOURS
OCTOBER 2025

Employee	Hours	pay date 10/3/2025	Hours	pay date 10/17/2025	Hours	pay date 10/30/2025	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	2	61.44	4	122.88	3	92.16	9	276.48
PARKS		0.00		0.00		0.00	0	0.00
STREETS		0.00		0.00	3	100.95	3	100.95
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	150.28	2	150.28
ADMIN SUPPORT		0.00		0.00	5.5	386.76	5.5	386.76
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	2.00	99.30	2	99.30
SEWER SUPER		0.00		0.00		0.00	0	0.00
SEWER SUPER		0.00		0.00		0.00	0	0.00
MECHANIC		0.00		0.00	3.00	156.66	3	156.66
MECHANIC		0.00		0.00		0.00	0	0.00
TOTALS	2.00	61.44	4.00	122.88	18.50	986.11	24.50	1,170.43

INDIAN HILLS GID
BUDGET TO ACTUAL
NOT INCLUDING DEPRECIATION
FOR THE PERIOD ENDED OCTOBER 31, 2025
WATER

				(OVER)/	33.33%
INCOME		**BUDGET**	**ACTUAL**	**UNDER**	
	FEES	1,495,778.00	616,384.68	879,393.32	41.21%
	CONNECTION FEES	0.00	0.00	0.00	0.00%
	CRICKET/VERIZON	14,929.92	3,732.48	11,197.44	25.00%
	GRANT INCOME	0.00	0.00	0.00	0.00%
	INTEREST	60,000.00	20,219.97	39,780.03	33.70%
	MISCELLANEOUS	0.00	558.76	(558.76)	0.00%
	TOTAL REV	1,570,707.92	640,895.89	929,812.03	40.80%
EXPENSES					
	SALARIES/BENEFITS	446,004.39	143,675.98	302,328.41	32.21%
	OPERATING EXP	503,100.00	172,731.06	330,368.94	34.33%
	DEBT PRINCIPAL	252,500.18	54,770.18	197,730.00	21.69%
	DEBT INTEREST	38,990.70	16,505.10	22,485.60	42.33%
	CAPITAL OUTLAY	1,724,624.00	51,219.75	1,673,404.25	2.97%
	TOTAL EXP	2,965,219.27	438,902.07	2,526,317.20	14.80%
	PROFIT (LOSS)	-1,394,511.35	201,993.82	(1,596,505.17)	
NON-CASH					
infrastructure depletion (DEPRECIATION)		552,000.00	184,000.00	368,000.00	33.33%

INDIAN HILLS GID
BUDGET TO ACTUAL
NOT INCLUDING DEPRECIATION
FOR THE PERIOD ENDED OCTOBER 31, 2025
SEWER

		BUDGET	ACTUAL	(OVER)/ UNDER	33.33%
INCOME					
	FEES	1,115,040.00	405,503.78	709,536.22	36.37%
	CONNECTION FEES	0.00	0.00	0.00	0.00%
	INTEREST	45,000.00	15,041.40	29,958.60	33.43%
	MISCELLANEOUS	0.00	0.00	0.00	0.00%
	TOTAL REV	1,160,040.00	420,545.18	739,494.82	36.25%
EXPENSES					
	SALARIES/BENEFITS	485,425.90	148,445.28	336,980.62	30.58%
	OPERATING EXP	266,600.00	67,600.27	198,999.73	25.36%
	DEBT PRINCIPAL	118,842.48	100,195.84	18,646.64	84.31%
	DEBT INTEREST	34,926.48	12,725.00	22,201.48	36.43%
	CAPITAL OUTLAY	985,750.00	49,298.75	936,451.25	5.00%
	TOTAL EXP	1,891,544.86	378,265.14	1,513,279.72	20.00%
	PROFIT (LOSS)	-731,504.86	42,280.04	(773,784.90)	

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, 2025
GENERAL

			BUDGET	ACTUAL	(OVER)/ UNDER	33.33%
INCOME						
	AD VALOREM		1,245,324.00	281,681.14	963,642.86	22.62%
	DOUGLAS CO. CONSOLIDATED TAX		402,412.00	138,951.72	263,460.28	34.53%
	PARK REV		1,500.00	375.00	1,125.00	25.00%
	GRANT		0.00	0.00	0.00	0.00%
	DONATIONS		0.00	0.00	0.00	0.00%
	MISCELLANEOUS		0.00	0.50	(0.50)	0.00%
	INTEREST		48,000.00	15,667.63	32,332.37	32.64%
	STORM WATER		21,700.00	7,345.00	14,355.00	33.85%
	TOTAL REV		1,718,936.00	444,020.99	1,274,915.01	25.83%
EXPENSES						
ADMIN	SALARIES/BENEFITS		110,741.61	36,639.85	74,101.76	33.09%
	OPERATING EXP		225,850.00	48,600.35	177,249.65	21.52%
	CAPITAL OUTLAY		8,000.00	5,752.75	2,247.25	71.91%
PARKS	SALARIES/BENEFITS		270,660.89	72,550.49	198,110.40	26.80%
	OPERATING EXP		180,000.00	56,925.20	123,074.80	31.63%
	CAPITAL OUTLAY		37,000.00	39,952.08	(2,952.08)	107.98%
STREETS	SALARIES/BENEFITS		277,660.89	72,191.19	205,469.70	26.00%
	OPERATING EXP	**	111,200.00	-117,624.83	228,824.83	-105.78%
	CAPITAL OUTLAY		1,220,000.00	121,414.75	1,098,585.25	9.95%
	TOTAL EXP		2,441,113.39	336,401.83	2,104,711.56	13.78%
	PROFIT		-722,177.39	107,619.16	(829,796.55)	

** due to reversal of June A/P

NON-CASH:					
infrastructure depletion (DEPRECIATION)	383,600.00	127,866.64	255,733.36	33.33%	

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

11/12/2025

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

Subject: Engineer's Report to the Board – November 2025 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 update to general District items that have been coordinated over the last month:

- Lumos has advertised the FY 25 / 26 Street Rehabilitation Project (Amador) project to Contractors, with Bids due to be opened on 12/3/2025:
  - The project's schedule has been modified, as a few questions from Contractors during the public bid process have led to new design modifications for Value Engineering opportunities.
  - Bids will be presented in a bid tabulation, along with recommendation to the Board to potentially award the project in the December Board Meeting.
  - Also provided in the December Board Meeting will be Lumos proposal for construction services (construction management, materials testing, and inspection).
  - The Engineer's Opinion of probable construction cost is currently at $4,165,341.
- Lumos has reviewed the plans for the Remedy Medical Center on Jacks Valley Road and will be sharing the review with the Developer's Engineer this week. Lumos has also worked with the Developer's Engineer to establish criteria for fire flow assumptions and has been actively modeling the development.
- Lumos is coordinating recurring water tank dives and inspections (every 5-year) with Matt Bell. North Hobo Tank is up for 1-year warranty inspection via Viking Painting, LLC – so Lumos / IHGID are requesting reimbursement for that dive / inspection.
- Lumos is coordinating with Nevada Division of Environmental Protection (NDEP) to gather required documents for the closeout of Cottages Phase 2 Project.

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 and possible action to cap district gazebo reservations for IHGID residents. (Chairman, Garcia)

INDIAN HILLS GENERAL IMPROVEMENT DISTRICT
PARK USE FEE SCHEDULE

The fee schedule below applies to uses or activities which require the approval of a Special Use Permit. Activities not requiring a Special Use Permit are not subject to fees.

		FEES	DEPOSIT
Two hours minimum on all facility rentals.			
Park Reservation Fees			
James Lee Park Gazebo *	(1-50 people)	$25/Hour	$100
	(51-100 people)	$35/Hour	$100
North Sunridge Park	(1-25 people)	$25/Hour	$100
	(26-50 people)	$35/Hour	$100
South Sunridge Park	(1-25 people)	$25/Hour	$100
	(26-50 people)	$35/Hour	$100
Tournament Fees/ Ball Field Use			
	(1-6 Hours)	$30/Field	$100
	(All Day)	$60/Field	$200
(2 days or more)		$300	$300
Field Use Fees			
Individual Use ~ Field		$3/Hour	
Individual Use ~ Lights		$20/Hour	
Concession Stand			
James Lee Park Concession Stand		1-4 Hrs $25/Hr 5+ Hrs $125/day	$200
Alcohol Sales Fee		$50/Event (Non-Refundable)	
Court Reservations			
Tennis Court Individual Use **		$2.50/Hour	
Tournaments		$30/Court/Day	$100
Skateboard Park (Event Use)		$25/Hour	$100
~~*Restroom Key Checkout*~~			~~$300~~
~~Deposit is to cover the cost to rekey the restrooms in the event of the key being lost.~~			

*For IHGID residents Gazebo hourly fees will not exceed $100.00 for (1-50 people) or $140.00 for (51-100 people). A refundable deposit is required for all reservations. The deposit is in addition to the hourly fees.

**Only one reservation at a time is permitted. Once that reservation has been used, rescheduled, or passed then you may make another reservation.

District staff time required for set-up, attendance, and/or clean-up will be billed to the Special Use Permit holder.

Adopted October 21, 2003
Amended November 19, 2025

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AGENDA ITEM 7.

Discussion and possible action regarding General Manager Chris Johnson's annual performance evaluation.
(Chairman, Garcia)

Below is a list of some of my accomplishments from the year, which I was able to perform with the outstanding work of my staff. I look forward to another successful year ahead of us.

- Coordinated with Douglas County Community Services to receive funding for the James Lee Park Playground improvements.
- Maintained a strict and responsible budget. This is a coordinated effort with the department supervisors to ensure that they are receiving the funding they need, while also being responsible with the district's funds.
- Conducted monthly maintenance meetings.
- Designed and set up a reporting system for maintenance and task tracking.
- Updated power to James Lee Park restroom.
- Bought skid steer and started fuels mitigation in support of Firewise Community.
- Started building our Community Wildfire Protection Plan with training through UNR Cooperative Extension and coordinating with wildfire agencies.
- Completed Capital Improvement Plan (CIP) with a solid 5-year plan and 10-year forecast.
- Completed the Pavement Condition Index and increased our focus on street maintenance and replacement, dedicating more funds toward streets upkeep and increasing the amount of work we can complete.
- Held 3 community cleanup days, removing 720 yards of garbage and green waste from the district.
- Installed automatic locks on all bathrooms, eliminating the need for weekend workers
- Implemented new GM report that provides budget performance chart, grant updates, and a record of reported items.
- Installed security cameras that have been used multiple times to assist Douglas County Sheriff's Office, and has significantly reduced the vandalism in the parks.
- Installed drinking fountain in dog park and closed out the dog park grant under budget.
- Installed commemorative bricks in dog park entrance.
- Created the employee portal on the webpage for employees to submit forms and leave requests online, as well as look up policies and documents.
- Implemented the maintenance tracking system and monthly meetings to improve communication as well as improving maintenance.
- Implemented a sign up on the webpage for people to be notified of news and information from the webpage.

- Installed a new speed logging sign on South Sunridge Drive. Will install two more on the west side of the district during the winter.
- Created maintenance schedules on the webpage to show residents when maintenance items will be performed on the streets and parks.
- Completed the FY24/25 Street Maintenance project, doing a slurry seal and painting on all of the streets in the NW side of the district (20 streets) at $47K under budget.
- Budgeted for and purchased a new side by side for the parks team, an item that has been on their wish list since before 2021.
- Budgeted for and purchased a new Skid Steer, an item that all of the departments have been asking for since before 2021. This tool has already been extremely valuable in the reduction of wildfire fuels, as well as clearing areas to remote infrastructure.
- Budgeted for and purchased a cement mixer trailer. The Water Department must regularly complete small (less than 1 yard) projects, which makes getting concrete delivered very difficult due to the small size. The mixer will enable them to do repairs without waiting for the concrete and pay for itself in savings over time.
- Worked with Firewise to provide defensible space inspection in district, in time for residents to address issues and dump in the community cleanup.
- Multiple Carson Valley Trails Association events.
- Completed comprehensive Safety Inspections in all 4 departments identifying and correcting all safety issues.
- Designed and added a FAQ section to the webpage to address questions and to direct residents to the correct authority for different issues.
- Worked with Brook to bring board minutes to a level that is acceptable to both NRS as well as the board members.
- Replaced aging and worn carpet in offices.
- Updated policies and fees as needed and directed by the board.
- Worked with our engineers to coordinate with NDEP, Dougals County, and other agencies.
- Conducted a few district tours.
- Attended, and presented at when necessary, Douglas County Commissioner meetings and other County meetings regarding the district. Coordinated with county officials.
- Coordinated with managers from other districts and organizations.

I am requesting a 5% increase in my salary. We budget for a 5% increase in every position during the annual budget, which is in anticipation of each employee receiving a maximum 5% increase in accordance with the Collective Bargaining Agreement. My position is not covered in that agreement, but it is still our policy to budget for a 5% increase in all positions. That would amount to a $5,304.00 increase to my salary over the next year.

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:
*Previously discussed would like to see Operating Expense Options vs. Capital Expense options for equipment procurement over $10K, especially product with a high rate of obsolescence or high maintenance cost.
*Cap Improvement Plan is in progress.

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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:
I have seen marked improvement in accepting input. I would like to see more curiosity in response inquiries made to IHGID. Inquiries are not a cause for concern by default, but rather requests for information/clarification.

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.			xx			
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:
xx: I would like to see a regular status report of progress on the master maintenance schedule being developed to identify person hours for specific and repeatable maintenance tasked performed by staff, and a timeline for completion now that the GM has years of experience of maintenance cycles.

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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:						

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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)	
Previously discussed would like to see Operating Expense Options vs. Capital Expense options for equipment procurement over $10K, especially product with a high rate of obsolescence or high maintenance cost.	
I would like to see a regular status report of progress on the master maintenance schedule being developed to identify person hours for specific and repeatable maintenance tasked performed by staff, and a timeline for completion now that the GM has years of experience of maintenance cycles.	

Trustee Comments:

Chris continues to do a great job and appears to be keeping up moral.
He continues to offer enrichment opportunities to staff, seeks out new technology to improve / streamline processes for better efficiency. Under his leadership and direction, security investments have been made to preclude vandalism and to make our park areas safer.

I look forward to working with Chris and the board to challenge the status quo and work creatively to solve issues and foster an environment of continuous improvement.

Employee's Comments:

Employee Signature: _____ **Date:** _____

Trustee Signature: **Date:**

INDIAN HILLS GENERAL IMPROVEMENT DISTRICT
GENERAL MANAGER PERFORMANCE EVALUATION

Name: Chris Johnson Department: Admin
Position: General Manager Hire Date: 12/01/2021
Period covered by this evaluation: 12/01/24 - 11/25/25

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)	
Continue to look for cost-cutting measures throughout the District, and to search & apply for any and all Grant funding Opportunities to support the Districts infrastructure needs.	

Trustee Comments:

I appreciate that you addressed all the "Needs Improvement Areas" I listed in last years evaluation, as well as the other trustees improvement areas too!

Thanks for all your hard work + dedication to your job.

Employee's Comments:

Employee Signature: _____ **Date:** _____

Trustee Signature: [signature] **Date:** 11/5/25

Goals:

- Work on tact and demeanor, accept constructive input. Successful
- Improve content of monthly report. Moving target, proven difficult to achieve due to changing Board whims.
- Grant updates every month. Successful
- CIP completion and report to board. Successful
- Maintenance plan on webpage. In progress
- Research low Interest Loans / USDA Loans. In progress
- Department Operations Plans. Need update
- Documented monthly safety meetings. Need update
- Budget Variance Overview. Successful
- Spreadsheet of resident concerns for RVs in the streets, RVs in driveways, overgrown weeds, sidewalk obstructions, and speeding. Successful
- Crosswalk mitigation in district to avoid resident near-misses with vehicles. ???????? No way to measure, not even sure what this means or how this could be considered Chris' responsibility. Successful as far as I'm concerned.
- Provide adequate board meeting minutes. Moving target, proven difficult to achieve due to changing Board whims.
- Install camera system in parks. Successful

INDIAN HILLS GENERAL IMPROVEMENT DISTRICT
GENERAL MANAGER PERFORMANCE EVALUATION

Name: Chris Johnson Department: Admin
Position: General Manager Hire Date: 12/01/2021
Period covered by this evaluation: 12/24/25 - 11/25/25

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:

Chris, you have fostered an environment in the District that encourages all employees to be fiscally responsible.

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, you immediately addressed a traffic safety concern and your employees embraced the need to improve processes.						

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, you continually embrace new technology to enhance District operations and seek opportunities to stretch employee skills.						

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

FUTURE GOALS AND OBJECTIVES (as applicable)	
Enhance employee safety programs and relay improvements to Board.	
Increase the use of new equipment to further reduce wildfire fuels in and around IHGID to enhance Firewise program.	
Ensure completion of the Amador Circle pavement replacement project to accepted quality standards and remain at or under budget.	

Trustee Comments:

Chris, while forms development isn't one of your skills, IHGID management is. I appreciate your efforts to seek continual improvment in all operations.

Employee's Comments:

Employee Signature: _____ **Date:** _____

Trustee Signature: _____ **Date:** _____

INDIAN HILLS GENERAL IMPROVEMENT DISTRICT
GENERAL MANAGER PERFORMANCE EVALUATION

Name: Chris Johnson Department:
Position: General 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:						

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:						

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:						

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

FUTURE GOALS AND OBJECTIVES (as applicable)	

Trustee Comments:

The quality I admire most about Chris is the WAY he empowers his employees like no other manager we have had.
By purchasing a cereal mixer + skid steer we have empowered our employees to do most work inhouse.

Employee's Comments:

Employee Signature: _____ **Date:** _____

Trustee Signature: Kathryn Clark Ross **Date:** 10-22-25

From: Nancy <nancyjones@fastmail.com>
Sent: Thursday, November 13, 2025 12:36 PM
To: Brooke Thompson <bthompson@indianhillsnevada.com>
Subject: General Manager Performance Review

Dear Brooke,

Since I am so new to the board of trustees, I do not feel I have sufficient knowledge and experience to make a valuable contribution to the performance review for the general manager of Indian Hills at this time. So far, I have experienced only the utmost professionalism and competence from Chris Johnson on the several occasions that I have observed his performance.

Thank you,
Nancy Jones

GENERAL MANAGER EVALUATION						
	Robert Garcia	Bob Stulac	Russ Siegman	Kathryn Clark-Ross	Nancy Jones	Score
Financial Stewardship						
Utilizes finances, budgets, facilities, equipment, materials, products, and services to optimize IHGID costs.	3	4	4	5	Not Rated	4.0
Develops and oversees District Capital Improvement Projects, and projections; develops and implements short- and long-range, and strategic financial plans for District.	3	4	3	5	Not Rated	3.8
Prepares applicable IHGID budget, actively monitors and adheres to it.	3	4	3	5	Not Rated	3.8
Communication Skills						
Effectively communicates, both orally and written, with individuals and groups.	3	3	3	5	Not Rated	3.5
Presents ideas in an organized, clear, and concise manner.	3	4	3	5	Not Rated	3.8
Employs tact and discretion and accepts constructive input.	3	3	3	5	Not Rated	3.5
Establishes and maintains effective communication and relations with internal and external IHGID customers, staff, public, other entities, organizations, and the Board of Trustees.	3	4	3	5	Not Rated	3.8
Ensures full disclosure and transparency to the Board of Trustees.	3	3	3	5	Not Rated	3.5
Leadership and Professionalism						
Exhibits integrity by being honest, accountable, and trustworthy.	3	4	3	5	Not Rated	3.8
Demonstrates initiative, persistence, and ability to meet established IHGID goals.	3	3	3	5	Not Rated	3.5
Manage and leads IHGID employees by example and effectively contribute to the development, cohesion, and productivity of the team.	3	4	4	5	Not Rated	4.0
Represent the District in a positive manner at all times and attend District sponsored events.	3	3	3	5	Not Rated	3.5

GENERAL MANAGER EVALUATION						
	Robert Garcia	Bob Stulac	Russ Siegman	Kathryn Clark-Ross	Nancy Jones	Score
Continuously seek ways to improve efficiency, productivity, and processes.	3	4	4	5	Not Rated	4.0
Regulatory and Legal Compliance						
Manage the District in full accordance with policies, agreements, union, and other contracts. Makes new policy recommendations.	3	3	3	5	Not Rated	3.5
Ensures compliance with federal, state, and local code and legal requirements applicable to areas of responsibility.	3	4	3	5	Not Rated	3.8
Ensures compliance with safety and OSHA guidelines.	3	Not Rated	3	5	Not Rated	3.7
Displays understanding and ability to convey current contracts, agreements, ordinances, policies, and regulations.	3	4	3	5	Not Rated	3.8
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.	3	3	3	5	Not Rated	3.5
Develop skills of staff and engage in succession planning.	3	4	4	5	Not Rated	4.0
Prudently research and apply new technologies and industry best practices.	3	4	4	5	Not Rated	4.0
Take personal responsibility for continuous improvement, learning, and growth.	3	4	3	5	Not Rated	3.8

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.	☐	☐	☑	☐	☐	☐

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.	☐	☐	☑	☐	☐	☐

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.	☐	☐	☐	☐	☐	☑

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.	☐	☑	☐	☐	☐	☐

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.	☐	☐	☑	☐	☐	☐

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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.	☐	☐	☑	☐	☐	☐

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.	☑	☐	☐	☐	☐	☐

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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.	☑	☐	☐	☐	☐	☐

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.	☐	☐	☐	☐	☐	☑

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.	☐	☐	☐	☐	☐	☑

AGENDA ITEM 8.

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

Minutes
Indian Hills General Improvement District
Board of Trustees Meeting
District Office
3394 James Lee Par Road #A
Carson City, NV 89705
October 15, 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 Bill Eisele, Lynn Dement, Christopher Hill, Ben & Debbie Walker, Virginia Hill, Daneille Meares and Laura Yaney.

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 General Manager Chris Johnson.

3. **Public Interest Comment:** Resident Christopher Hill: I do.

Chairman Garcia: Can you state your name and address for the record?

Resident Christopher Hill: My name is Christopher Hill. My address is 3557 Vista Grande Boulevard. I have some concerns about the construction project that's going on in our neighborhood at the corner of Ruby Court and Vista Grande Boulevard. I think most of you in the room probably know that there was an electrical outage there. We had a buried cable that had to be replaced. The project went relatively smoothly up until about the last few weeks, or it just appears to have stopped. The signage is still in the area. There's equipment in the area. The sidewalk is actually blocked in three separate locations. In Ruby Court and on Vista Grande Boulevard. And it just appears like it isn't going to be completed. Now, I'm sure that the plans are to have it completed, but nothing happened in the last about a week and a half, maybe two weeks, and it needs to be paved. So that's my concern.

Chairman Garcia: Okay. Do you have any other comments? Again, we are not allowed to discuss it because this is not on the agenda. So, is there anything else? Sure.

Resident Christopher Hill: I would like to I realize you can't discuss it now, but I would like the administration of Indian Hills General Improvement District to maybe get back to me or the public and let us know when the completion date is going to occur. Okay. That's all I have to say.

Chairman Garcia: Thank you very much. Do we have any other public comment on a non-agenda item?

Resident Lynn Dement: Yes, I know, Linda 1029 to drive. And I just wanted to mention that we're done with yard of the month. We had a great year. More houses. The community looks beautiful. Halloween judging will be starting this week. I've purchased prizes, one for each side of the highway. So, I guess why I'm saying anything is Anybody would like to chip in $5. It would be nice. Thank you.

Chairman Garcia: Thank you, Mrs. Dement. Any other public comments on non-agenda item? Please step forward and state your name and address for the record.

Laura Yanez: My name is Laura Yanez and I'm actually not meeting. I was supposed to meet somebody that lives in the community. So, I am here from Nami Western Nevada, National Alliance on Mental Illness for Western Nevada. And two of our staff live on Tourmaline Lane. And each year they do the Candy cane Lane. And they are launching on December the 5th. This year in the past we've done donations through Nami. Western Nevada has the nonprofit portion to support families that are impacted by mental illness for Christmas gifts this year, what we'll be doing is collecting donations for the Quad County Animal Shelters. Nami Western Nevada covers substantial areas of rural and frontier Nevada. One of the things that we're also doing during Candy Cane Lane is you will notice there's Nevada Teen Text line information out there, and I do have some, if anybody would like it. Nami, Western Nevada runs the Teen Text line that is available to teens throughout the state of Nevada. And there is the spa. And that teen text line is open from noon to midnight for youth that are experiencing mental health challenges. And they can reach out to a transition age young adult that is state certified, has training in suicide prevention and receive support. So, we also use Candy Cane Lane to promote that line to this community. So, I am sure that she will have comment after me. Thank you very much. And as I said, I have information and bracelets, if you just want to take some to even hand out, feel free to and thank you again.

Chairman Garcia: Thank you. I think if you leave some for us, we would be happy to have them maybe on the counter.

Vice Chairman Stulac: What was your first name?

Laura Yanez: Oh, Laura.

Chairman Garcia: Laura.

Vice Chairman Stulac: Laura.

Chairman Garcia: Thank you. Laura.

Chairman Garcia: Name and address.

Danielle Meares: Danielle Meares and what? I'm sorry.

Chairman Garcia: And your address for the record.

Danielle Meares: 3520 Tourmaline Drive for the record. My apologies for being late. I work in children's mental health, so I came from Reno, North Reno. So, like, Laura said something We started almost. I think it was like four years ago now. Our little 36, which is now branched over on the other side of Tourmaline Way. We turned tourmaline into Candy Cane Lane. We worked very closely with Douglas Sheriff, and pretty much we have all 36 houses, and I think we might even be at 40 last year. Santa Claus comes, I think, on the 22nd of this year and is escorted by Douglas Swat, which Santa really likes because it's changed from the reindeer. And then we go and we award the brightest bulb in the neighborhood. And what we have seen it do is turn into a community. Really? Event? We have cars. There's nothing better than looking out my window and seeing mini traffic jams and seeing people walking along. This year, we're going to have some hot chocolate. The kids in the neighborhood want to have a hot chocolate stand. So last year I was invited to come and speak with you all this year and invite Laura so you guys can know a little bit more about Nami. And yeah, so I wanted to make sure we got the information for you. This year we launch on December 4th. And we've also been very supported by Carson Valley Inn. I don't know if those who remember Candy Cane Lane at Carson Valley Inn. We have been blessed enough with their owner donating a lot of those same decorations. So, you'll see those up in about two. Yeah.

Trustee Clark-Ross: I just want to say I'm so glad you guys finally came, because I've been admiring that growth over there for me. I'm so glad you finally came to the board meeting.

Danielle Meares: Yes. Thank you.

Trustee Clark-Ross: You're doing an amazing job.

Danielle Meares: Thank you so much. Yeah. We're actually some of us are switching to projection mapping this year, so we already have our Halloween decorations up. So can you see.

Chairman Garcia: Us I apologize, we're going to we're going to cut off the discussion because we're not supposed to be discussing anything that's not agenda item okay. All right.

Danielle Meares: Thank you.

Chairman Garcia: Thank you. And please feel free to leave some of those.

Laura Yanez: I will feel free to distribute them to anybody that might have used their stickers, cards, and bracelets.

Chairman Garcia: Thank you very much.

Trustee Clark-Ross: Thank you.

Chairman Garcia: Thank you for coming.

4. Approval of Agenda-Chairman

Vice Chairman Stulac asked for the Board reports to be moved to item 6.

Chairman Garcia motioned to approve the agenda with moving item 11 to item 6. Vice Chairman Stulac seconded. Motion carried 5-0.

5. Discussion and possible action to approve an Interlocal agreement between Indian Hills General Improvement District and Douglas County to accept $306,412.00 in Residential Construction Tax park funding for the purchase and installation of playground equipment for James Lee Park.

Chris Johnson reminded the board that a few months earlier, Ryan and Brook presented a new playground development plan.

The interlocal agreement states that Indian Hills GID will purchase the playground equipment, Douglas County will reimburse the district, and the district will take possession once the installation is complete.

The Douglas County Board of Commissioners approved the agreement about two weeks prior, and now the Indian Hills GID Board's approval is needed to proceed.

A positive update: Douglas County will handle removal of the old playground equipment, relieving the district of that responsibility.

Ryan Stanton, Deputy Director of Douglas County Community Services, spoke:

- Thanked the Indian Hills GID Board, Chris Johnson, and Brooke for their cooperation throughout the process.
- Explained that the County initially planned to purchase and install the playground, but ownership and maintenance concerns led to the new arrangement.
- Confirmed that once the interlocal agreement is executed, the playground order can be placed.
- Estimated delivery time: 6–8 weeks.
- Community Services will assist with project management, unloading, and installation logistics, as unloading large playground components can be complex.
- The County will help coordinate the installer, delivery, and site logistics to ensure a smooth process.
- Expressed excitement about providing a modern playground for North County residents.

Board Discussion

- Trustee Clark-Ross asked about the project start date.
  - Chris Johnson and Ryan Stanton clarified that delivery will be 6–8 weeks out.
  - The installer lives in Fallon and will schedule work based on his other projects once delivery is confirmed.
- Trustee Nancy Jones asked how long installation would take.
  - Ryan Stanton estimated 1–2 months from tear-out to completion, depending on weather.
  - The old playground cannot be reused for liability reasons and will be disposed of.
  - Installation will include layout, site prep, and final safety surfacing.
- Trustee Nancy Jones also asked about playground surfacing.
  - Ryan Stanton said the existing engineered wood fiber will remain and be augmented with new material as part of the proposal.
- Secretary/Treasurer Siegman asked if the new structure fits the same footprint.
  - Ryan Stanton and Chris Johnson confirmed it does; no curbing modifications are needed.
  - The playground is engineered for the existing footprint and complies with safety and spacing standards.
- Ryan Stanton added that a certified playground safety inspector on the County's parks team will monitor the installation process.

Conclusion

- The Board expressed appreciation for the collaboration with Douglas County.
- Chairman Garcia prepared to entertain a motion to approve the interlocal agreement.

Public Comment: none

Vice Chairman Stulac motioned to approve an Interlocal agreement between Indian Hills General Improvement District and Douglas County to accept $306,412.00 in Residential Construction Tax park funding for the purchase and installation of playground equipment for James Lee Park. Trustee Clark-Ross seconded. Motion carried unanimously.

6. Reports to the Board:

a. General Manager Report

Grants & Funding:

- The District's Residential Construction Tax grant was successfully awarded.
- Staff are exploring additional wildfire mitigation grant opportunities through the State's Living with Wildfire program.
- Due to Indian Hills GID's Firewise Community status and ongoing work on a Community Wildfire Protection Plan (CWPP), the district is in a favorable position for grant consideration.
- Chris and Steve have been attending an in-depth University of Nevada, Reno Extension seminar to develop the CWPP, which outlines community response strategies and high-risk wildfire zones.

- The highest risk area for wildfire is located behind Trustee Russ's residence, where prevailing winds from the west and open land create significant vulnerability.
- The district's new skid steer with mower attachment will assist with fuels reduction and firebreak creation in these high-risk areas.

Firewise & Community Activities:

- Firewise home inspections were completed with Firewise Coordinator Kelly. Participation was limited but successful, and residents provided positive feedback.
- These activities continue to earn points toward Firewise and Living with Wildfire community certifications.
- The Carson Valley Trails Association hosted a successful poker run and 5K event, both of which drew strong participation and benefited the local community.

Capital Projects:

- Work continues with Loomis on the Amber project. Bid advertisement, pre-bid meetings, and bid opening dates have been officially scheduled.
- Chris expressed enthusiasm about the project progressing to implementation.

Safety Inspections:

- The district completed quarterly OSHA safety inspections across all departments: Water, Wastewater, Administration, and Parks/Streets.
- Inspections are performed by department supervisors using standardized checklists.
- Deficiencies identified during inspections are corrected, then verified during follow-up inspections.
- The latest round of inspections revealed several important safety issues — notably the absence of smoke detectors in the administrative building, which has now been corrected.
- All exit lights, fire extinguishers, and safety signage have been replaced or updated as needed.
- The district continues annual fire extinguisher training for all staff.

Fleet & Equipment Maintenance:

- The district holds monthly vehicle maintenance meetings and uses Trello to track maintenance items.
- Supervisors log issues directly in Trello; the mechanic updates repair status, ensuring full transparency and accountability.

Parks & Streets:

- The Parks Department has been actively working on defensible space clearing around District properties and along the Easterling Trail.
- Staff are also maintaining access to sewer line easements and creating firebreaks along trail corridors.

Board Discussion

Vice Chairman Stulac inquired about property issues related to Ms. Saint Germain

(referencing page 32 of the agenda).

Chris Johnson explained that discussions with Ms. Saint Germain are ongoing. The district has not formally proposed a new plan to her yet.
The District Engineer and County representatives are awaiting Syncon Homes' decision to dedicate a southern property parcel that would resolve easement alignment issues.
Chris noted the current fencing crosses part of the district's easement, but since access is not presently needed, the district will avoid escalating the matter.
It was also clarified that Ms. Saint Germain has only been paying taxes on the portion of her property outside the easement.
A previous mediation attempt was dismissed when both parties were not properly notified.

Trustee Nancy Jones asked about new storm sewer system requirements (page 33 of the agenda).

Chris Johnson responded that Douglas County and other small communities are proposing a collaborative MS4 (stormwater) report to streamline compliance.

District Engineer Collin Sturge added that the MS4 permit is being rewritten for the first time in over a decade, and local agencies are working together to navigate the process.

Vice Chairman Stulac noted that the permitting agency is generally flexible and recommended maintaining open communication if challenges arise.

Vice Chairman Stulac suggested trimming older items from the "Completed / Past Items" section of the General Manager's report to improve readability.
The Board discussed several options:
Removing items after three months.
Highlighting items scheduled for removal.
Creating a "To Be Deleted" section to allow review before deletion.

The Board reached consensus to retain items through the end of the year and revisit the reporting format in a future agenda item.

Chairman Garcia asked for an estimate of man-hours spent on the safety inspections.
Chris Johnson estimated approximately:
10 hours per facility for inspections (about 40 hours total for four sites).
Additional 30–60 hours for follow-up and corrections across departments.
Going forward, now that major deficiencies have been addressed, remediation time is expected to decrease significantly during future inspection cycles.

Conclusion

The Board thanked Chris Johnson and staff for the thorough report and proactive safety improvements.

No formal action was required; the report was accepted as presented.

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

b. District Accountant Report

c. Engineer Report

District Engineer Collin Sturge

Summary of Report:

- Amador Project:
  - Design work is progressing on schedule.
  - The project will go out to bid on November 21st, with bids opened publicly on November 12th (rescheduled from the 11th due to the Veterans Day holiday).
  - A recommendation for the award will be presented to the Board at the November 14th meeting, along with a proposal for construction services, including construction management, inspection, and materials testing.
  - The Engineer's Opinion of Probable Construction Cost (EOPCC) is approximately $4.165 million, which may adjust slightly once bids are received.
  - Construction is anticipated to begin January 2026 and continue through June 2026.
- Remedy Medical Center (Jacks Valley Road):
  - The district received plans for the new medical center and will coordinate review and hydraulic modeling.
  - Loomis & Associates will prepare the hydraulic report for submittal to NDEP, as Loomis maintains the Indian Hills GID water model.
  - Plan review and hydraulic modeling will be completed by Collin Sturge in collaboration with General Manager Chris Johnson.
  - Costs for plan review and modeling are billed to Indian Hills GID, and the district is reimbursed by the developer.
- Tank Inspections:
  - Coordination is underway with Matt Bell to complete the five-year dive inspections of all District water tanks.
  - The North Tank, rehabilitated last year, will also undergo a one-year warranty inspection by the contractor.
  - The North Hobo Tank inspection costs will be reimbursed by Viking LLC.

- Water Rights:
  - A one-year extension was submitted for Water Rights Permit 82733 (Sunridge Golf Course Well).
  - This renewal is required annually and has been routinely granted.
- Project Closeouts:
  - Collin has been coordinating with NDEP to complete the closeout documentation for the Cottages Phase II project, originally constructed around 2021.
  - The closeout request was initiated by NDEP to ensure final documentation and compliance.

Board Discussion

- Vice Chairman Stulac asked whether the Remedy Medical Center project costs will be reimbursed.
  - Collin Sturge confirmed that all engineering and modeling expenses are billed to the district and reimbursed through the developer.
- Trustee Nancy Jones asked for clarification on the Amador Street project, wondering whether it involves a full street replacement.
  - Chris Johnson explained it will be a complete reconstruction of the roadway, including curb, gutter, sidewalk, water, sewer lines, as well as Placer Court and Ore Court within the same project area.
  - Vice Chairman Stulac noted that Amador ranked the worst street in the district's pavement management program.
  - The project is expected to take about six months, with traffic management plans in place to maintain residential access during construction.
  - Temporary closures will only occur during activities such as final paving.
- Chairman Garcia raised a concern regarding NV Energy's utility work on Vista Grande and Ruby Court, noting that the district had recently resurfaced that area.
  - Chris Johnson explained that NV Energy coordinates directly with Douglas County rather than the district, although District staff are notified through USA 811 dig calls for marking underground utilities.
  - Administrative Services Supervisor/Human Resources added that she had spoken with the project superintendent, who confirmed plans to resume and complete restoration work by the end of the week, weather permitting.
  - The superintendent also indicated that residents were notified door-to-door prior to construction.
  - Chairman Garcia and Vice Chairman Stulac both emphasized the importance of courtesy notifications to the district whenever projects affect recently improved roadways.
  - Chris Johnson agreed and will remind utility partners, noting that other providers such as Charter/Spectrum typically provide advance notice.

- Vice Chairman Stulac confirmed that the district's water and sewer crews were aware of the USA 811 locate requests but had not been informed of NV Energy's full project scope.

Conclusion

- The Board thanked District Engineer Collin Sturge and General Manager Chris Johnson for their updates.
- No formal action was required; the report was accepted as presented.

d. Attorney Report

District Counsel Chuck Zumpft: Mr. chairman, I did review the agreement between Douglas County and the district regarding the playground equipment. It's acceptable for and ready for signature.

Chairman Garcia: Wonderful. Thank you so much. Since I'm signing it, that gives me a good feeling.

Public Comment: Resident Virginia Hill: Virginia Hill, 867 Amador Circle. I signed in. I'm just wondering, do you know when they're going to be paving or anything like that? There's no date set; it sounds like to me. Paving the road. Yeah. No, it's all up in the air.

Chairman Garcia: I think it's still to be. To be determined.

Resident Virginia Hill: Right. Okay, I'm asking Julie. Anything else?

Chairman Garcia: Oh, if you don't have anything else.

Resident Virginia Hill: No. I'm good.

Resident Lynn Dement: 1020 like to drive I just had a question. I know you can't answer, but about the fire inspections. I hope we do it every year. I really appreciate being able to have it done. But my question is, did that include. Property that is not in a residential type of area, like a park or. My question is mainly about the hill overlooking South Sunridge Park that is total half of its dead brush that in that and something. If it wasn't inspected, I'd like to ask. There may be something, or someone goes out and looks at it and see if we can remove a lot of that dead brush, because it really there really is a lot of it. And then also a question about the comment about the parks. There's been an ongoing what I consider a problem with the sprinkler system in South Park. And I know the guys have been out there repeatedly trying to fix it and giving it a lot of attention. Still, even as of last week, the water where the four houses are along the fence line at the back edge of the park is muddy. And I don't know that at this time of year we need to perhaps be watering as much as we are, because it's still running out onto the sidewalk and it's a hazard because it's very slippery when you come out of the park onto the sidewalk. And it just sits there in the grass by 6:00 at night. It's still wet out there. So that might be that's just a comment that I think it is an issue still down there.

Chairman Garcia: Thank you, Lynn. We have, if the board chooses, they can discuss it more when we

go back to board of trustee comments. Do we have any other public comments on the reports to the board? Seeing none, we will close public comment and come back to Board of Trustee comments. Mr. Stulac, did you have one? I thought I thought you had something. No.

7. **Discussion and possible action to approve the purchase of a trailer in the amount of $9,099.30 from Nearctis for the new skid steer.**

General Manager Chris Johnson presented this to the board.

Summary of Discussion:

- Chris Johnson explained that when the district purchased its skid steer, it was originally intended to be transported using an existing car hauler trailer. However, after use, staff determined that the car hauler cannot safely handle the weight of the skid steer once attachments and fluids are included.
- The mismatch in weight capacity was an oversight in planning, and the current trailer has sustained wear as a result.
- Staff researched multiple replacement options nationwide and identified a new 2024 heavy-duty trailer that offers ample towing capacity (20,000 lb. GVWR / ~16,000 lb. usable) at a lower cost than comparable models.
- The new trailer will allow the district to safely transport the tracked skid steer between District facilities without damaging the machine or roadways. The skid steer is not suited for long-distance travel on asphalt due to track wear, and a trailer is required to move it between sites such as the wastewater plant and water treatment plant.

Board Discussion:

- Vice Chairman Stulac thanked Chris for clarifying the reason for the purchase, noting it answered his earlier question.
- Trustee Nancy Jones asked whether the trailer was new or used.
    - Chris Johnson confirmed it is new, a 2024 model year.
- Secretary/Treasurer Siegman asked what vehicle would be used to tow it.
    - Chris Johnson stated the district has several dump and service trucks capable of towing the trailer safely.
- Vice Chairman Stulac and Secretary/Treasurer Siegman also asked about weight capacity, and Chris confirmed that the trailer can handle 15,000–16,000 pounds usable load, sufficient for the skid steer and its attachments (12,000–13,000 pounds total).
- Chairman Garcia referenced page 12 of the board packet for additional equipment details.

Conclusion:

- The Board acknowledged the justification for the trailer purchase.

Public Comment: none

Discussion:

- Chairman Garcia noted for the record that the existing trailers were undersized for the skid steer, and the new trailer represents an upgrade.
- He requested that for future purchases of over $10,000, staff provide a CapEx vs. OpEx comparison, evaluating the costs and benefits of leasing versus buying. This would help

consider obsolescence risk and overall cost efficiency, especially when using capital from CDs and investments.

- Vice Chairman Stulac asked for clarification on "OpEx," and Chairman Garcia explained it refers to operating expenses (e.g., monthly lease payments) as opposed to capital expenses (outright purchase).

Trustee Clark-Ross motioned to approve the purchase of a trailer in the amount of $9,099.30 from Nearctis for the new skid steer. Vice Chairman Stulac seconded. Motion carried unanimously.

8. **Discussion only regarding improving communication to residents about rules/restrictions.**
Discussion:

- Vice Chairman Stulac raised the need to better communicate district rules and responsibilities to residents and renters, including weed maintenance, snow removal, sidewalk clearance, RV/boat/trailer restrictions, and other community requirements. He noted that many renters may not see the newsletter, which is often sent to homeowners or property management companies.
- He suggested potential solutions:
    1. Mail the newsletter to every address in the district.
    2. Distribute a one-time summary of key rules and responsibilities to all addresses.
- Administrative Services Supervisor/Human Resources noted that mailing directly to renters is difficult because the district does not have their contact information; mail addressed incorrectly may be returned.
- Trustee Nancy Jones asked where rules are currently posted. General Manager Chris Johnson explained that many rules are on the district website, and some are enforced via Douglas County codes, e.g., parking of RVs, abandoned vehicles. Chairman Garcia suggested including links on the district website to relevant county code sections.
- Discussion on newsletters and e-blasts:
    - Chris Johnson explained the website has a sign-up feature for announcements.
    - Several board members noted they were not receiving e-blasts and asked to be added.
- Board feedback:
    - Trustee Clark-Ross suggested a community-based approach, like door-to-door communication by volunteers or committees since the district has limited enforcement power.
    - Chairman Garcia noted the district could provide resources (e.g., printable guides, website content) but enforcement is ultimately the property owner's responsibility, with county code enforcement as a backstop.
    - Trustee Nancy Jones suggested framing communications positively, emphasizing why following rules benefits the community, rather than enforcing compliance.
- Proposed actions and next steps:
    1. Create a "Welcome to the District" webpage with:
        - Key rules and responsibilities
        - Links to Douglas County code sections
        - A printable version for distribution to new residents or renters
    2. Add board members to e-blast notifications to ensure they receive announcements.

3. Research the cost of a mass mailing to all district addresses (including paper, envelopes, postage, and copyrights) for informational purposes.
4. Encourage a community-based volunteer system to provide information to new neighbors.

- Post-discussion notes:
  - Estimated postage cost for bulk mailing: ~$0.76 per letter (subject to additional printing and mailing costs).
  - The district will not assume responsibility for notifying renters directly; the focus will be on providing accessible information and encouraging community involvement.

Public Comment: Resident Lynn Dement: Lynn Dement. Mica drive. I just wanted to kind of caution. I come over for bingo and senior lunch and somewhere around a lot of other old people. I happen to love computers. I'm very computer literate, but half the. I think half the seniors in this community don't own a computer. Don't know how to use one. Never go on them. Don't want one, don't want any part of it. They're old school and this is an age pretty much elderly community, at least in Sunridge I don't know. And probably here too. I just want to caution there that we can't depend too much on the website because half the people we know from there, it's like, oh, I don't know how to use my phone. I don't know how to Google anything. I don't know what this is. So just caution. I think a welcome packet is a wonderful idea, and I would certainly can drum up some volunteers too for you to, to pass out on your mailings and of course the new residents. But Brooke would have that information because they have to sign up for billing so she would be able. I think that would be a way to have the names of the new residents and, and you know, I'll go on record. I'll be one to volunteers to pass that up. But I think that's the best way you're unfortunately going to reach people is to hand them a piece of paper.

Chairman Garcia: Thank you.

Resident Lynn Dement: I wish people would use the internet more, but unfortunately, we older people don't. I do, but older people don't. Thank you.

Further Board Discussion & Actions:

- Trustee Nancy Jones volunteered to help create a one-page, easy-to-read paper version of key district rules and responsibilities for residents and renters.
- Chairman Garcia confirmed that she could collaborate with Chris Johnson to incorporate her expertise.
- Chris Johnson agreed to work with Trustee Jones on the content and format.
- The goal is to provide a printable version (phase one or two) that board members or community volunteers can distribute to households to inform residents of important district information.
- Vice Chairman Stulac noted the need to consider cost, and Administrative Services Supervisor/Human Resources (Brooke) will provide feedback on the estimated cost for a one-time mass mailing or distribution to every address in the district.

Outcome:

- The district will move forward with creating a printable welcome/information sheet for residents, with collaboration between staff and board members, and cost considerations will be reviewed for potential mass distribution.

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

Discussion & Background:

- Chairman Garcia introduced the item, noting that previously, gazebo reservations for Indian Hills residents were free. The proposal aims to:
  - Ensure residents contribute to facility maintenance,
  - Limit exposure to high costs for small private events,
  - Create a fair balance between resident access and fee fairness.
- Proposed Fee Cap:
  - $100 for 1–50 people
  - $140 for 51–100 people
  - Capped for a single reservation (up to four hours).
- Clarifications and Points Raised:
  - The cap applies only to hourly reservation fees, not deposits.
  - Deposits are required for all reservations and are refundable, subject to cleaning and damage checks.
  - The maximum reservation period remains aligned with park rules (dawn to dusk).
  - Board discussed wording to avoid confusion regarding hours and the fee cap.

Consensus & Next Steps:

- The board agreed on the concept of a capped fee for residents.
- The final wording to be clarified as:

Gazebo reservation hourly fees for Indian Hills residents will *not exceed $100* for 1–50 people and *$140* for 51–100 people. A refundable deposit is required for all reservations and is separate from the reservation fees.

- Administrative Services Supervisor/Human Resources (Brooke) will revise the fee schedule with clarified language.
- District Counsel (Chuck Zumpft) will review to ensure clarity and legal compliance.
- The item will be brought back to the next board meeting for final approval with updated, cleaned-up language and a comparison of old vs. new fees.

No action was taken on this item. The board directed staff on wording. This item will be brought back to the board at the November meeting.

Public Comment: Resident Lynn Dement: Do people know? I mean, I know there's a reservation print out thing you can print off the website somewhere and it's been everywhere. But do people really rent or reserve a gazebo at South Sunridge Park and North Sunridge Park? And do they know they're supposed to if they have, like, I have ten people coming in for my kid's birthday party for 20. You're really supposed to reserve that concrete space in South Sunridge Park.

Chairman Garcia: If you pose that as a comment and conclude it, the board may or may not discuss that

as part of board trustee comments.

Resident Lynn Dement: Okay.

Chairman Garcia: Okay.

Resident Lynn Dement: It's a comment.

Chairman Garcia: Okay. Thank you.

Gazebo Reservation Clarifications

- Chairman Garcia clarified that reservations are optional:
  - Residents may use the gazebo without a reservation on a first-come, first-served basis.
  - Reservations ensure exclusive use and may require a fee if the space is reserved for another party.
- Administrative Services Supervisor/Human Resources (Brooke) confirmed:
  - First-come, first-served applies unless the gazebo is reserved.
  - Reservation requests cover multiple locations (South to North Ridge).
  - Reservation signs at South Ridge indicate the party name, date, and time if reserved; blank signs indicate availability.
- Vice Chairman Stulac noted that the presence of a blank reservation sign can signal availability to residents.
- Resident Lynn Dement participated in clarifying use of signage.
- Next Steps:
  - The gazebo reservation policy, including signage and fee structure, will be revised and brought back for board review and approval.

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

Chairman Garcia reminded the board that Chris Johnson's annual evaluation is upcoming and emphasized that this discussion is only a preliminary review to help board members prepare. The evaluation itself will occur in open session at the November meeting.

- Trustee Clark-Ross inquired about the timing; Chris Johnson confirmed the evaluation is scheduled for November.
- Vice Chairman Stulac and Administrative Services Supervisor/Human Resources (Brooke) clarified that:
  - Trustees are to complete the evaluation forms and submit them to Brooke by November 13 to ensure inclusion in the board packet for the November meeting.
  - The evaluation forms may be filled out electronically or on paper.
- Evaluation Materials:
  - Goals and objectives previously agreed upon are included in the packet.
  - A blank evaluation form and spreadsheet will compile individual trustee scores into an overall average.

- Mid-Year Checkpoints:
  - The board agreed to six-month discussions in June and October to provide mid-year feedback on goals and objectives.
  - These discussions are informational only and do not involve filling out the evaluation form.
  - The checkpoints allow board members to provide feedback to Chris and ensure any necessary adjustments before the formal November evaluation.
- Documentation Recommendations:
  - Chris Johnson will continue maintaining lists of accomplishments with dates, categorized as new, ongoing, or completed items for the evaluation period.
  - This helps track progress and ensures evaluations reflect current-year performance only.
- Board Consensus:
  - The board supports this structured approach for evaluation preparation and mid-year feedback.
  - Trustees are encouraged to provide feedback during the mid-year discussions if relevant, but no formal action is required.

Public Comment: none

Further Board Discussion

- Trustee Clark-Ross expressed that the evaluation process may be overly technical, noting that she frequently provides Chris Johnson with direct feedback in real time due to his open-door policy. She indicated that informal, ongoing communication often addresses performance issues effectively.
- Chairman Garcia acknowledged her comment but emphasized that the formal evaluation process is intended to provide a consistent structure for all board members. Any proposed changes to the process would need to be brought back as a separate agenda item.
- Secretary/Treasurer Siegman supported maintaining the current evaluation format.
- Trustee Clark-Ross agreed to continue the current process.

11. Discussion and possible action to approve Draft Minutes from the August 20, 2025, Board Meeting.

- Trustee Nancy Jones requested a correction to her entry on page 59 of the packet. The minutes currently state that she previously ran for the trustee position in 2022. She clarified that it should read 2024.
- Chairman Garcia and staff noted that if the statement reflects what was actually said during the meeting, it must remain as originally recorded. The minutes will reflect the originally stated year unless confirmed otherwise.
- No further corrections were requested.

Public Comment: none

Trustee Clark-Ross motioned to approve Draft Minutes from the August 20, 2025, Board Meeting. Secretary/Treasurer Siegman seconded. Motion carried 5-0.

12. 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.

- Trustee Clark-Ross reminded everyone about the upcoming Trunk or Treat event scheduled for October 30, the day before Halloween. She encouraged participation from board members and community members, whether by decorating vehicles or attending the event.
  She also shared her appreciation for the community's Halloween decorations, noting several creative displays around Indian Drive and Vista Grande, and commending residents for their effort and spirit.
- Chairman Garcia added that he would be driving his grandchildren around the district to enjoy the decorations, joking that he would be acting as "chauffeur."
- District Counsel Zumpft indicated he would attend the Trunk or Treat if his schedule permits.
- Secretary/Treasurer Siegman, Vice Chairman Stulac, and Trustee Nancy Jones had no further comments.

13. Adjournment

Vice Chairman Stulac motioned to adjourn the meeting. Trustee Jones seconded. Motion carried 5-0.

Meeting adjourned at 8:12PM

FINAL APPROVED MINUTES AS PRESENTED

Secretary/Treasurer
Russ Siegman