

**Indian Hills General Improvement District
Board of Trustees**

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

**October 21, 2026
Regular Board Meeting
6:00 P.M.
District Board Room
3394 James Lee Park Road
Carson City, NV
89705
(775) 267-2805**

MISSION STATEMENT

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

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

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

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

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

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

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

AGENDA

6:00 P.M. – Regular Meeting

1. Call to Order - Regular Meeting of the Board of Trustees
2. Pledge of Allegiance
3. Public Interest Comment (No Action)

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

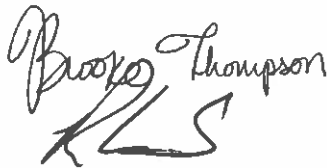
4. Approval of Agenda-Chairman
Items on this agenda may be taken out of order. Two or more agenda items may be combined for consideration. Any item appearing on this agenda may be removed, or its discussion delayed at any time.
 - Motion
 - Vote
5. Reports to the Board:
 - a. General Manager Report
 1. Administrative
 2. Water
 3. Wastewater
 4. Parks & Streets
 - b. District Accountant Report
 - c. Engineer Report
 - d. Attorney Report
 - Board of Trustees Discussion
 - Open Public Comment
 - Close Public Comment
6. Discussion and possible action regarding James Lee Park tennis courts.
(Resident, Koko Green)
 - Board of Trustees Discussion
 - Open Public Comment
 - Close Public Comment
7. Discussion only regarding General Manager Chris Johnson's annual performance evaluation.
(Chairman, Clark-Ross)
 - Board of Trustees Discussion
 - Open Public Comment
 - Close Public Comment

8. Discussion and possible action to approve Draft Minutes from the August 19, 2026 Board Meeting.
 - Board of Trustees Discussion
 - Open Public Comment
 - Close Public Comment
9. Discussion and possible action to approve Draft Minutes from the September 1, 2026 Special Board Meeting.
 - Board of Trustees Discussion
 - Open Public Comment
 - Close Public Comment
10. Chairman and Trustees Reports, Correspondence
Under this item the Board Members will briefly identify relevant communications received by them before the meeting, or meetings attended, or potential business of the district. No action will be taken on any of these items, but a member may request such an item or topic be placed on a future agenda.
11. 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., October 16, 2026,

by

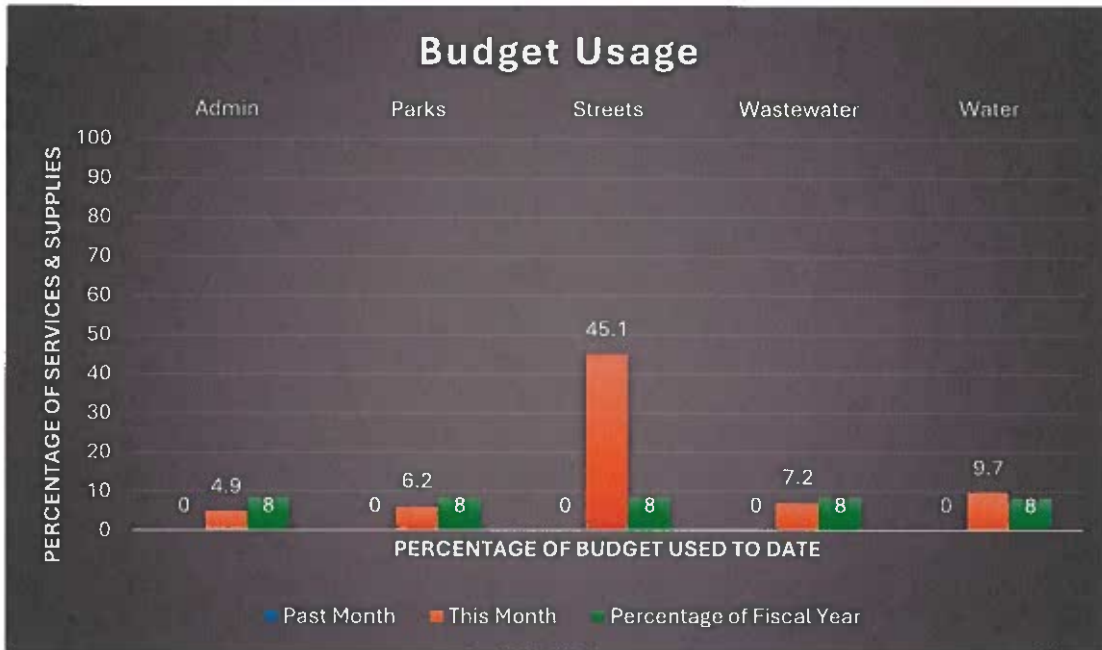
Brooke Thompson
KLS

AGENDA ITEM 5a.

Reports to the Board:

a. General Manager Report

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



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

Current Grant Research:

Thank you Trustee Garcia for being watchful for grant opportunities. Each one we have reviewed and evaluated on whether the district is eligible.

New Items:

- The Amador Project has been delayed significantly, but is making progress.
 - They have already started work on the driveway work. They are projected to be done with all of the driveways at the end of August.





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

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

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

Existing Items:

- We continue to work on the Amador Project. With the additional work needed on the driveway transitions, we are projecting another 2 weeks of work on the project.
- I met with the General Managers of the districts in Douglas County. We discussed several issues, including the Lead & Copper rule. We will be meeting every two months, and our next meeting will be here at IHGID.
- Our Wastewater Supervisor is retiring at the end of this year. We will be listing his position soon to begin our search for a qualified replacement.
- The Summer Kickoff was a big success. Everybody that attended had a lot of fun and we received a number of compliments.
 - Thank you Trustee Stulac, Trustee Garcie, Lynn Dement, and our other volunteers for your help with the event!
- We have our next Community Cleanup coming on the 18th.
- I will be giving a presentation about Indian Hills GID to the Good Governance Group on the 14th.
- I will be giving a presentation about Indian Hills GID to the Leadership Douglas County class on the 21st.

Completed / Past Items to be removed next month:

- The Amador Project is still moving along. We have encountered some pretty big issues that were unforeseen, as you will notice in our funding request. We have had to add a month to the completion time with a projected completion by the end of July. A big part of this is the water main abandonment on Princeton and Impala. The slurry encasement of power lines added to this, as well as a few changes we've made for water and sewer lines being out of place.
 - The one thing that I want to point out on the project that is very important to me is that we are doing things RIGHT! On all of our projects we have ran into things that were done to cut corners, and it is now causing us problems. I refuse to cut corners and leave surprises for future staff and managers. With every decision, we are doing the things that are right to do, and not cutting any corners.
 - The district has been focused primarily on the Amador Project and the new playground.
 - I've spent considerable time meeting with and planning with our engineers on the Amador Project, overcoming some of the issues that have popped up.
 - One important note is that with the new issues and extra engineering costs, we should be close to staying within the force account. The worst case scenario puts us around \$35k over the force account, but that would result only from us working into August. Even should the extra work go over the force account, we will still be \$450k under budget for the project.
- The playground is done!
 - The new playground is done and fully functional. It has been really fun watching all of the kids on that playground. Jacks Valley School had their field day with the kids walking all the way to the park. It was cute watching the line of kids walking like ants until they hit the entrance to the park. Once they hit the entrance, it was a blast of kids scattering all over the new playground.

Goals Update:

Board Established Goals:

- Evaluate operating expense options vs capital expense options.
 - In progress. Will be using for evaluation of purchasing of new vehicles. We are budgeted for two new trucks (Water & Parks / Streets this year).
- Master Maintenance Schedule showing man-hours required for each task performed in the district, per department.
 - Done
- Continue to pursue cost-cutting measures.
 - In Progress, always.
- Search & apply for any and all grant opportunities to support the District's infrastructure needs.
 - In Progress, always.
- Enhance Employee Safety Programs and relay improvements to the board.
 - Conducting Quarterly Safety Inspections of Department Facilities.
 - Conducting monthly safety training presented by our Safety Officer.
- Further reduce wildfire fuels around District to enhance the Firewise program.
 - In Progress. Meeting with our Firewise Rep to update on our cleanups and fuels reduction progress.
- Complete Amador Project to accepted quality standards, at or under budget.
 - 90%. In Progress and projected to finish under budget.

These are my personal goals to accomplish this year:

- Become proficient in the District's GIS system and establish a standard for our maps and GIS.
 - In Progress. Just negotiated and renewed license. Will attend virtual classes in October.
- Make certain District maps available for public viewing, where acceptable.
 - In Progress with GIS goal.
- Develop and build the District's Community Wildfire Protection Plan using the newly acquired knowledge from the seminars.
 - In Progress
- Drive more public awareness of our webpage and research ways to distribute information.
 - Using newsletters, events, and other means to promote the webpage.

- Research and establish a volunteer program for help with District public events.
 - Volunteer program is nearly complete.
- Research USDA and other available loans to evaluate the cost / benefit of using loans to fund district projects while keeping reserves.
 - In progress

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

In August we sent out thirty-five past due bills resulting in one disconnection. In September we send out twenty-two past due bills resulting in no disconnections.

We had twelve new account sign-ups in August and nine in September. These are homes that have changed ownership.

I have received several inquiries regarding reserving the District's Gazebos for various parties/activities. We had four gazebo reservations in August and three in September.

The last Community Clean Up day of 2026 was on Saturday, October 3, 2026, this event continues to be well received and much appreciated by residents.

I will be attending the annual POOL/PACT HR Leadership Conference in Reno on October 21 and 22. This conference is an excellent professional development opportunity that I have consistently found to be informative, educational, and highly valuable. It provides an opportunity to stay current on evolving HR practices, employment laws, and workplace challenges while learning from industry experts and connecting with other HR professionals. The knowledge, resources, and guidance gained through this conference are invaluable in supporting the district's human resources functions and helping ensure we continue to follow best practices in employee relations, compliance, and personnel management.

The district has hired a new Field Operations Utility I employee to fill the vacancy created by an internal transfer. Jon started on August 31, 2026, and is currently learning the responsibilities of his new position and becoming familiar with the district's operations and procedures. We are pleased to welcome him to the team and look forward to his continued growth and development. With this position filled, the district is once again fully staffed, allowing us to maintain operational efficiency and continue providing reliable service to our community.

Due to an unexpected family emergency that required me to be out of the office for two weeks in early September, the district made the decision to cancel the Fall Festival. Because several key preparation tasks remained incomplete, we determined that moving forward under those circumstances would not allow us to meet the high standards required for a successful launch. To ensure the festival receives the necessary time and attention to achieve its full potential, we plan to host the first Annual Fall Festival in 2027.

The district's new online customer portal, Nexbillpay, is now operational and available to customers, providing an additional option for managing accounts and making payments online. While initial adoption has been gradual, the portal represents an important step toward

improving customer service and expanding access to the district's billing services. As customers become more familiar with the system and its features, I anticipate that utilization will continue to increase.

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

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

Water Department Report

October 2026

Water Quality:

- The Bac-T sample results for September 2026 came back good.
- The Hobo water plant received 25.1 MG of (Minden) water for the month of September.
- North School Well pumped 1.8 MG into the water system. South School Well pumped 2.1 MG for the month of September.
- Ridgeview well pumped 2.6 MG of water into the water system for the month of September.
- Hobo pump 3.1 MG of water to the golf course.

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 has been working with Rapid Construction on the new water main for the Amador Cir. project. This project is coming to an end. We are currently activating new radios for the walk-by radio reads, inspecting meter pits, fire hydrants, and water main valves.

- The Water department excavated a meter pit at 989 Haystack Dr. due to a leak inside the meter pit. This repair required the removal and replacement of sidewalk panels.

- The Water department excavated a meter pit at 1002 Vista Ridge Ct. due to a leak inside the pit.

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

- The Water department excavated a meter pit at 809 Amador Cir. due to a leak inside the pit.

Wastewater Department Report

October 2026

1: Treatment plant: On Monday September 28th, blower #2 started tripping out on high running amps and blower #1 was blowing off air. We determined that the south SBR (Sequencing batch reactor) basin aeration system was clogged with water and sludge and had stopped aerating. We took the basin offline on Wednesday the 30th and started draining the basin. Chris helped to approve an emergency order of 1000 new aeration membranes and retainer rings. A big thank you to all departments for helping clean the basin on October 8th. We should have the parts on Friday the 16th and we plan on having the basin back in operation by Thursday the 22nd.

We have prepped the filter building for painting and should apply paint on a warm day in November. Ryan continues to drag our roads and Hobo Hot Springs Road. All roads are in great condition thanks to Ryan's work on them.

The average daily flow to the Wastewater plant for September 2026 was .310 MGD (Million Gallons per Day) or 310,000 gallons per day.

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

We should receive the new #1 pump for Lift 2 from Xylem by the end of October.

3: Sewer Collection: We still need new manhole covers from Rapid Construction. This will complete the Amador repave project for sewer.

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

Parks & Streets Department Report

October 2026

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

Parks and Streets are finally fully staffed. We are busy training our newest team member John McGillvray. Staff have been busy cleaning all detention ponds and ditches in preparation for the winter months ahead. We have also started our fall cleanup which consists of trimming bushes and leaf clean-up. Also, we have officially shut off all irrigation at district parks and landscape areas.

Additionally, the Parks and Streets staff assisted the wastewater department with the cleaning of one of the settlement ponds.

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

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

October 3rd was our final community cleanup of the year. Thank you to Douglas Disposal, District Manager Chris Johnson, and parks and streets staff for another successful year of community cleanup events.

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

AGENDA ITEM 5b.

Reports to the Board:

b. District Accountant Report

**INDIAN HILLS GID
ACCOUNTANTS REPORT
TABLE OF CONTENTS**

	<u>PAGE</u>
CASH BALANCES	2
CASH BALANCES BY FUND	3
LONG TERM DEBT BALANCES	4
ATTORNEY EXPENSES	5
ENGINEERING EXPENSES	6
OVERTIME/CALL OUT	7
BUDGET TO ACTUAL (REVENUE/EXPENSES)	8-10

**INDIAN HILLS GID
CASH BALANCES
8/31/2026**

CASH BALANCES		8/31/2026
Operating	\$3,090,861.58	
Reserved from rate increase	\$2,723,475.96	
Reserved for Parks	\$12,392.14	
Reserved for Streets	\$2,164,554.27	
Operating Available		-\$1,809,560.79
Payroll		\$40,219.44
Money Market-NV State Bank	\$1,647,318.82	
Reserve for Infrastructure	\$986,278.69	
Reserve for Connections	\$613,896.66	
Reserve for Storm Water Mgt	\$75,875.89	
Reserve for Sewer Debt Reserves	\$71,422.35	
Reserve for Short Lived Assets	\$67,619.70	
Money Market Available		-\$167,774.47
Money Market-Moreton	\$3,425,195.70	
Reserve for Water Conservation-Parks	\$15,000.00	
Moreton Available		\$3,410,195.70
Pipeline	\$717,089.68	
Reserve for USDA Debt Service	\$40,284.00	
Reserve for O&M	\$67,941.82	
Reserve for Short Lived Assets	\$440,168.95	
Reserve for AB198 capital repl	\$152,347.36	
Reserve for construction	\$16,347.55	
Pipeline Available		\$0.00
Total Available		\$1,473,079.88
Investment Pool		
IHGID		\$10,446.48
IHCIP(2m 2007 Bonds)		\$145,516.15
Drinking Water Bond		\$229,726.32
Total		\$385,688.95

**INDIAN HILLS GID
CASH BALANCES BY FUND
8/31/2026**

CASH BALANCES	8/31/2026		
	WATER	SEWER	ADMIN
Operating	52,893.35	1,500,548.46	1,663,579.79
Reserved from rate increase	1,381,242.48	1,323,602.67	
Reserved for streets			2,164,554.27
Reserved for parks			12,392.14
Operating Available	-1,328,349.13	176,945.79	-513,366.62
Money Market-Nevada State Bank	432,582.58	749,563.27	465,172.97
Reserve for Infrastructure	261,829.80	302,447.04	422,001.85
Reserve for Connections	319,773.33	294,123.33	
Reserve for storm water mgt			75,875.89
Reserve for sewer debt service		71,422.35	
Reserve for sewer short lived assets		67,619.70	
Money Market Available	-149,020.55	13,950.85	-32,704.77
Money Market-Moreton	1,141,731.90	1,141,731.91	1,141,731.89
Reserve for water conservation-Parks			15,000.00
Moreton Available	1,141,731.90	1,141,731.91	1,126,731.89
Pipeline	717,089.68		
Reserve for debt service (fully funded)	40,284.00		
Reserve for O&M	67,941.82		
Reserve for short lived assets	440,168.95		
Reserve for AB198 capital replacement	152,347.36		
Reserve for construction	16,347.55		
	0.00		
TOTAL AVAILABLE	-335,637.78	1,332,628.55	580,660.50

INDIAN HILLS GID
LONG TERM DEBT
AS OF 8/31/2026

DEBT	BALANCE	PAYMENT		FINAL INTEREST	
		PAYMENT	PAYMENT	PAYMENT	RATE
WATER/SEWER 2007 BOND *	\$ 150,000.00	**	due May and Nov	11/1/2026	4.00%
USDA SEWER	\$ 1,039,954.04	4,754.08	MONTHLY	1/1/2052	2.75%
USDA PIPELINE	\$ 688,495.78	3,357.00	MONTHLY	8/1/2051	3.25%
PIPELINE 2010 STATE	\$ 304,853.70	40,343.06	due Jan and July	7/1/2030	2.57%
	<u>\$ 2,183,303.52</u>				

* (35% WATER, 65% SEWER)

** payment amount varies

**INDIAN HILLS GID
ATTORNEY EXPENSES
AUGUST 2026**

MONTHLY FEES	(July and August)	6,000.00
EXPENSES		15.50
LABOR ATTORNEY		187.50
TOTAL		<u>6,203.00</u>

INDIAN HILLS GID
ENGINEERING EXPENSES
AUGUST 2026

		<u>budget</u>	<u>billed</u>	<u>total</u>	<u>%</u>
				paid	complete
ENGINEERING FEES	2,000.00	24,000.00	2,000.00	2,000.00	8.33%
REMEDY MEDICAL	0.00	10,200.00	9,598.75	9,598.75	94.11%
STREET MAINTENANCE	0.00	81,800.00	70,559.25	70,559.25	86.26%
STREET REHAB (AMADOR)	0.00	249,550.00	237,550.00	237,550.00	95.19%
AMADOR CONSTRUCTION	2,600.00	309,050.00	284,200.00	284,200.00	91.96%
AMADOR ADDITIONAL COSTS	34,606.00	95,000.00	77,481.75	77,481.75	81.56%

39,206.00

Indian Hills General Improvement District
OVERTIME/CALLOUT HOURS
AUGUST 2026

Employee	pay date		pay date		pay date		Total	Total
	Hours	8/7/2026	Hours	8/21/2026	Hours		Hours	Earnings
WATER TECH		0.00		0.00		0.00	0	0.00
WATER TECH		0.00		0.00		0.00	0	0.00
PARKS		0.00	2	71.38		0.00	2	71.38
PARKS		0.00		0.00		0.00	0	0.00
STREETS		0.00		0.00		0.00	0	0.00
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		0.00	0	0.00
ADMIN SUPPORT		0.00		0.00		0.00	0	0.00
ADMIN SUPPORT		0.00		0.00		0.00	0	0.00
SEWER TECH		0.00		0.00		0.00	0	0.00
SEWER TECH		0.00	2	112.84		0.00	2	112.84
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	0	0.00
MECHANIC		0.00		0.00		0.00	0	0.00
TOTALS	0.00	0.00	4.00	184.22	0.00	0.00	4.00	184.22

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

INCOME	BUDGET	ACTUAL	(OVER)/	16.67%
			UNDER	
FEEs	1,534,000.00	339,015.78	1,194,984.22	22.10%
CONNECTION FEES	0.00	0.00	0.00	0.00%
CRICKET/VERIZON	14,929.92	2,488.32	12,441.60	16.67%
GRANT INCOME	0.00	0.00	0.00	0.00%
INTEREST	55,000.00	8,986.32	46,013.68	16.34%
MISCELLANEOUS	0.00	0.00	0.00	0.00%
TOTAL REV	1,603,929.92	350,490.42	1,253,439.50	21.85%
EXPENSES				
SALARIES/BENEFITS	466,179.84	59,208.51	406,971.33	12.70%
OPERATING EXP	516,100.00	69,769.83	446,330.17	13.52%
DEBT PRINCIPAL	142,966.01	38,935.75	104,030.26	27.23%
DEBT INTEREST	31,554.13	7,888.30	23,665.83	25.00%
CAPITAL OUTLAY	205,000.00	127,497.39	77,502.61	62.19%
TOTAL EXP	1,361,799.98	303,299.78	1,058,500.20	22.27%
PROFIT (LOSS)	242,129.94	47,190.64	194,939.30	

NON-CASH

infrastructure depletion (DEPRECIATION)	455,000.00	75,833.34	379,166.66	16.67%
---	------------	-----------	------------	--------

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

INCOME	BUDGET	ACTUAL	(OVER)/	16.67%
			UNDER	
FEES	1,170,792.00	213,369.15	957,422.85	18.22%
CONNECTION FEES	0.00	0.00	0.00	0.00%
INTEREST	40,000.00	6,636.89	33,363.11	16.59%
MISCELLANEOUS	0.00	0.00	0.00	0.00%
TOTAL REV	1,210,792.00	220,006.04	990,785.96	18.17%
EXPENSES				
SALARIES/BENEFITS	492,680.05	66,234.71	426,445.34	13.44%
OPERATING EXP	268,000.00	21,244.49	246,755.51	7.93%
DEBT PRINCIPAL	126,119.24	4,715.35	121,403.89	3.74%
DEBT INTEREST	30,379.72	4,360.07	26,019.65	14.35%
CAPITAL OUTLAY	98,000.00	28,391.76	69,608.24	28.97%
TOTAL EXP	1,015,179.01	124,946.38	890,232.63	12.31%
PROFIT (LOSS)	195,612.99	95,059.66	100,553.33	

NON-CASH:				
infrastructure depletion (DEPRECIATION)	410,000.00	68,333.34	341,666.66	16.67%

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

INCOME		(OVER)/			16.67%
		BUDGET	ACTUAL	UNDER	
	AD VALOREM	1,284,711.00	170,000.00	1,114,711.00	13.23%
	DOUGLAS CO. CONSOLIDATED TAX	422,724.00	97,581.72	325,142.28	23.08%
	PARK REV	5,000.00	792.50	4,207.50	15.85%
	GRANT	0.00	0.00	0.00	0.00%
	DONATIONS	0.00	50.00	(50.00)	0.00%
	MISCELLANEOUS	0.00	0.00	0.00	0.00%
	INTEREST	48,000.00	6,977.88	41,022.12	14.54%
	STORM WATER	22,000.00	3,663.00	18,337.00	16.65%
	TOTAL REV	1,782,435.00	279,065.10	1,503,369.90	15.66%
EXPENSES					
ADMIN	SALARIES/BENEFITS	115,469.35	16,476.97	98,992.38	14.27%
	OPERATING EXP	222,350.00	24,309.63	198,040.37	10.93%
	CAPITAL OUTLAY	8,800.00	0.00	8,800.00	0.00%
PARKS	SALARIES/BENEFITS	267,732.23	36,230.82	231,501.41	13.53%
	OPERATING EXP	180,150.00	33,421.88	146,728.12	18.55%
	CAPITAL OUTLAY	165,678.00	0.00	165,678.00	0.00%
STREETS	SALARIES/BENEFITS	273,732.23	31,955.14	241,777.09	11.67%
	OPERATING EXP	111,950.00	9,029.19	102,920.81	8.07%
	CAPITAL OUTLAY	620,000.00	695,882.97	(75,882.97)	112.24%
	TOTAL EXP	1,965,861.81	847,306.60	1,118,555.21	43.10%
PROFIT		-183,426.81	(568,241.50)	384,814.69	

NON-CASH:

infrastructure depletion (DEPRECIATION)	700,600.00	65,266.66	635,333.34	9.32%
---	------------	-----------	------------	-------

**INDIAN HILLS GID
ACCOUNTANTS REPORT
TABLE OF CONTENTS**

	<u>PAGE</u>
CASH BALANCES	2
CASH BALANCES BY FUND	3
LONG TERM DEBT BALANCES	4
ATTORNEY EXPENSES	5
ENGINEERING EXPENSES	6
OVERTIME/CALL OUT	7
BUDGET TO ACTUAL (REVENUE/EXPENSES)	8-10

**INDIAN HILLS GID
CASH BALANCES
9/30/2026**

CASH BALANCES		9/30/2026
Operating	\$2,874,165.27	
Reserved from rate increase	\$2,767,432.46	
Reserved for Parks	\$12,392.14	
Reserved for Streets	\$2,164,554.27	
Operating Available		-\$2,070,213.60
Payroll		\$45,405.22
Money Market-NV State Bank	\$1,647,494.84	
Reserve for Infrastructure	\$996,587.02	
Reserve for Connections	\$613,896.66	
Reserve for Storm Water Mgt	\$76,792.89	
Reserve for Sewer Debt Reserves	\$72,010.10	
Reserve for Short Lived Assets	\$67,619.70	
Money Market Available		-\$179,411.53
Money Market-Moreton	\$3,435,091.49	
Reserve for Water Conservation-Parks	\$15,000.00	
Moreton Available		\$3,420,091.49
Pipeline	\$721,009.09	
Reserve for USDA Debt Service	\$40,284.00	
Reserve for O&M	\$67,941.82	
Reserve for Short Lived Assets	\$443,192.20	
Reserve for AB198 capital repl	\$153,243.52	
Reserve for construction	\$16,347.55	
Pipeline Available		\$0.00
Total Available		\$1,215,871.58
Investment Pool		
IHGID		\$10,479.88
IHCIP(2m 2007 Bonds)		\$145,981.47
Drinking Water Bond		\$230,460.92
Total		\$386,922.27

INDIAN HILLS GID
CASH BALANCES BY FUND
9/30/2026

CASH BALANCES	9/30/2026		
	WATER	SEWER	ADMIN
Operating	109,516.40	1,571,230.50	1,193,418.37
Reserved from rate increase	1,406,535.07	1,360,897.39	
Reserved for streets			2,164,554.27
Reserved for parks			12,392.14
Operating Available	-1,297,018.67	210,333.11	-983,528.04
Money Market-Nevada State Bank	432,582.58	749,563.27	465,348.99
Reserve for Infrastructure	265,304.80	305,147.04	426,135.18
Reserve for Connections	319,773.33	294,123.33	
Reserve for storm water mgt			76,792.89
Reserve for sewer debt service		72,010.10	
Reserve for sewer short lived assets		67,619.70	
Money Market Available	-152,495.55	10,663.10	-37,579.08
Money Market-Moreton	1,145,030.51	1,145,030.50	1,145,030.48
Reserve for water conservation-Parks			15,000.00
Moreton Available	1,145,030.51	1,145,030.50	1,130,030.48
Pipeline	721,009.09		
Reserve for debt service (fully funded)	40,284.00		
Reserve for O&M	67,941.82		
Reserve for short lived assets	443,192.20		
Reserve for AB198 capital replacement	153,243.52		
Reserve for construction	16,347.55		
	0.00		
TOTAL AVAILABLE	-304,483.71	1,366,026.71	108,923.36

INDIAN HILLS GID
LONG TERM DEBT
AS OF 9/30/2026

DEBT	BALANCE	PAYMENT		FINAL INTEREST	
		PAYMENT		PAYMENT	RATE
WATER/SEWER 2007 BOND	\$ 150,000.00	**	due May and Nov	11/1/2026	4.00%
USDA SEWER	\$ 1,037,588.24		4,754.08 MONTHLY	1/1/2052	2.75%
USDA PIPELINE	\$ 687,003.64		3,357.00 MONTHLY	8/1/2051	3.25%
PIPELINE 2010 STATE	\$ 304,853.70		40,343.06 due Jan and July	7/1/2030	2.57%
	<u>\$ 2,179,445.58</u>				

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

INDIAN HILLS GID
ATTORNEY EXPENSES
SEPTEMBER 2026

MONTHLY FEES	3,000.00
LABOR ATTORNEY	112.50
TOTAL	<u>3,112.50</u>

31

5

Indian Hills General Improvement District
OVERTIME/CALLOUT HOURS
SEPTEMBER 2026

Employee	pay date		pay date		pay date		Total	Total
	Hours	9/4/2026	Hours	9/18/2026	Hours		Hours	Earnings
WATER TECH		0.00		0.00		0.00	0	0.00
WATER TECH		0.00		0.00		0.00	0	0.00
PARKS		0.00				0.00	0	0.00
PARKS		0.00		0.00		0.00	0	0.00
STREETS		0.00		0.00		0.00	0	0.00
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		0.00	0	0.00
ADMIN SUPPORT	3.5	253.54	1.5	108.66		0.00	5	362.20
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	2	118.94		0.00	2	118.94
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	0	0.00
MECHANIC		0.00		0.00		0.00	0	0.00
TOTALS	3.50	253.54	3.50	227.60	0.00	0.00	7.00	481.14

**INDIAN HILLS GID
BUDGET TO ACTUAL
NOT INCLUDING DEPRECIATION
FOR THE PERIOD ENDED SEPTEMBER 30, 2026
WATER**

INCOME	BUDGET	ACTUAL	(OVER)/	25.00%
			UNDER	
FEEs	1,534,000.00	494,529.45	1,039,470.55	32.24%
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	55,000.00	13,858.62	41,141.38	25.20%
MISCELLANEOUS	0.00	0.00	0.00	0.00%
TOTAL REV	1,603,929.92	512,120.55	1,091,809.37	31.93%
EXPENSES				
SALARIES/BENEFITS	466,179.84	86,430.59	379,749.25	18.54%
OPERATING EXP	516,100.00	120,773.79	395,326.21	23.40%
DEBT PRINCIPAL	142,966.01	40,427.89	102,538.12	28.28%
DEBT INTEREST	31,554.13	9,636.65	21,917.48	30.54%
CAPITAL OUTLAY	205,000.00	151,001.07	53,998.93	73.66%
TOTAL EXP	1,361,799.98	408,269.99	953,529.99	29.98%
PROFIT (LOSS)	242,129.94	103,850.56	138,279.38	

NON-CASH				
infrastructure depletion (DEPRECIATION)	455,000.00	113,750.01	341,249.99	25.00%

**INDIAN HILLS GID
BUDGET TO ACTUAL
NOT INCLUDING DEPRECIATION
FOR THE PERIOD ENDED SEPTEMBER 30, 2026
SEWER**

INCOME	BUDGET	ACTUAL	(OVER)/ UNDER	25.00%
FEEs	1,170,792.00	320,147.56	850,644.44	27.34%
CONNECTION FEES	0.00	0.00	0.00	0.00%
INTEREST	40,000.00	9,947.18	30,052.82	24.87%
MISCELLANEOUS	0.00	0.00	0.00	0.00%
TOTAL REV	1,210,792.00	330,094.74	880,697.26	27.26%
EXPENSES				
SALARIES/BENEFITS	492,680.05	99,682.62	392,997.43	20.23%
OPERATING EXP	268,000.00	39,736.88	228,263.12	14.83%
DEBT PRINCIPAL	126,119.24	7,081.15	119,038.09	5.61%
DEBT INTEREST	30,379.72	6,531.98	23,847.74	21.50%
CAPITAL OUTLAY	98,000.00	48,182.07	49,817.93	49.17%
TOTAL EXP	1,015,179.01	201,214.70	813,964.31	19.82%
PROFIT (LOSS)	195,612.99	128,880.04	66,732.95	

NON-CASH:				
infrastructure depletion (DEPRECIATION)	410,000.00	102,500.01	307,499.99	25.00%

**INDIAN HILLS GID
BUDGET TO ACTUAL
NOT INCLUDING DEPRECIATION
FOR THE PERIOD ENDED SEPTEMBER 30, 2026
GENERAL**

INCOME		BUDGET	ACTUAL	(OVER)/ UNDER	25.00%
	AD VALOREM	1,284,711.00	227,841.46	1,056,869.54	17.73%
	DOUGLAS CO. CONSOLIDATED TAX	422,724.00	132,939.01	289,784.99	31.45%
	PARK REV	5,000.00	842.50	4,157.50	16.85%
	GRANT	0.00	0.00	0.00	0.00%
	DONATIONS	0.00	50.00	(50.00)	0.00%
	MISCELLANEOUS	0.00	0.00	0.00	0.00%
	INTEREST	48,000.00	10,452.49	37,547.51	21.78%
	STORM WATER	22,000.00	5,497.00	16,503.00	24.99%
	TOTAL REV	1,782,435.00	377,622.46	1,404,812.54	21.19%
EXPENSES					
ADMIN	SALARIES/BENEFITS	115,469.35	24,825.98	90,643.37	21.50%
	OPERATING EXP	222,350.00	46,248.12	176,101.88	20.80%
	CAPITAL OUTLAY	8,800.00	0.00	8,800.00	0.00%
PARKS	SALARIES/BENEFITS	267,732.23	55,623.57	212,108.66	20.78%
	OPERATING EXP	180,150.00	57,273.44	122,876.56	31.79%
	CAPITAL OUTLAY	165,678.00	0.00	165,678.00	0.00%
STREETS	SALARIES/BENEFITS	273,732.23	47,090.68	226,641.55	17.20%
	OPERATING EXP	111,950.00	15,997.00	95,953.00	14.29%
	CAPITAL OUTLAY	620,000.00	1,019,288.22	(399,288.22)	164.40%
	TOTAL EXP	1,965,861.81	1,266,347.01	699,514.80	64.42%
	PROFIT	-183,426.81	(888,724.55)	705,297.74	

NON-CASH:					
	infrastructure depletion (DEPRECIATION)	700,600.00	97,899.99	602,700.01	13.97%
			97899.99		

AGENDA ITEM 5c.

Reports to the Board:

c. Engineer Report



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

9/9/2026

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

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

Dear Chris:

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

- Lumos is working with IHGID and Rapid Construction on the Fiscal Year 25 / 26 Street Rehabilitation Project (Amador) Construction. The Project's construction schedule has remained since the last board meeting, with completion anticipated in the middle of September, 2026. The project has not had any new change orders.
- Lumos is submitting a renewal Notice of Intent (NOI) for the new MS4 Stormwater Permit from Nevada Division of Environmental Protection (NDEP).
- Lumos has not heard back on the letter to NDEP requesting acceptance of IHGID's proposed plan of action for the Environmental Protection Agency's (EPA's) Lead and Copper rule.
- Lumos is assisting IHGID with their updates to the Water Conservation Plan, including an update to the District's water rights summary.
- Lumos attended the sanitary survey of the water system with IHGID Manager, Operators, and NDEP staff. Lumos will assist IHGID with a response to that survey, as needed.

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

Sincerely,

A handwritten signature in blue ink that reads 'Collin Sturge'.

Collin Sturge, P.E.
IHGID District Engineer



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

10/14/2026

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

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

Dear Chris:

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

- Lumos is working with IHGID and Rapid Construction on the Fiscal Year 25 / 26 Street Rehabilitation Project (Amador) Construction. The Project is near substantial completion, with that milestone anticipated this week. Over the next few weeks, Contractor and Lumos will be working on punchlist items and closing the project out. It is anticipated that next month a closeout change order will be presented to the board for final completion of the project.
- Lumos formally submitted a renewal Notice of Intent (NOI) with the District Manager for the new MS4 Stormwater Permit from Nevada Division of Environmental Protection (NDEP).
- Lumos has not heard back on the letter to NDEP requesting acceptance of IHGID's proposed plan of action for the Environmental Protection Agency's (EPA's) Lead and Copper rule.
- Lumos assisted IHGID with their updates to the Water Conservation Plan, including an update to the District's water rights summary.
- Lumos submitted a change application with the Division of Water Resources (DWR), to move the District's water rights from Brown's Well to the Ridgeview 5 Well.
- Lumos submitted an Extension for the District's water rights in the Sunridge Golf Course well.

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

Sincerely,

A handwritten signature in blue ink that reads 'Collin Sturge'.

Collin Sturge, P.E.
IHGID District Engineer

AGENDA ITEM 5d.

Reports to the Board:

d. Attorney Report

AGENDA ITEM 6.

**Discussion and possible action regarding James
Lee Park tennis courts.
(Resident, Koko Green)**

Date: September 30, 2026

To: Indian Hills GID Board of Trustees & General Manager

From: Koko Green

Subject: Public Access and Reservation Allocation Concerns Regarding James Lee Park Tennis Courts

Dear IHGID Board of Trustees and District Management,

I am writing to express concern regarding the current Special Use Permit allocation for the two tennis courts at James Lee Memorial Park and to formally request a review of the district's park reservation policies.

This summer (June, July and half of August), a recurring block reservation grant was given to a business for exclusive access to both public tennis courts every Monday through Thursday from 8:00 AM to 1:00 PM. While I support community sports and organized recreation, this specific arrangement creates significant access issues for local residents:

- **100% Monopolization of Public Capacity:** Reserving both courts simultaneously for 20 peak morning hours per week completely removes the District's entire public tennis inventory during prime operational hours. Standard municipal practice requires that at least one court remain unreserved for general walk-on use by local taxpayers.
- **Underutilization and Vacant Courts:** On occasions during these blocked hours, the courts were not used and sat vacant and unused. Because the facilities are officially marked as reserved, residents are turned away from using public amenities that their tax dollars help maintain.

Per IHGID Special Use Permit policy, all facility applications are subject to District review, approval, and compliance with policies intended to benefit the community fairly.

I respectfully ask the Board of Trustees to implement the following policy adjustments:

1. **Require Partial Capacity Retention:** No monthly long-term reservations for a business enterprise. Limit long-term block reservations to one court only guaranteeing that at least one court always remains available for casual public play.
2. **Establish "Use-It-or-Lose-It" Enforcement:** Require permit holders to actively utilize their reserved slots or forfeit the blocked hours so unused time opens back up to the community. There have been occasions when the reserved courts were not used.
3. **Set Peak-Hour Time Limits:** Limit block permits during high-demand morning hours to 2-hour maximum increments per session.

Thank you for your time, leadership, and dedication to maintaining accessible facilities for all Indian Hills residents. I request that this matter be added as an agenda item for discussion at an upcoming Board meeting or addressed during public comment.

Sincerely,

Koko Green
Indian Hills Resident

Love Love Racquet Club

2026 Court Reservations
at James Lee Park

Both tennis courts reserved

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
June 1	June 2	June 3	June 4	June 5	June 6	June 7
	• 10-11:30am • 5-6:30pm	• 3:30-4:30			• 9-11:30am • 12:30-2:30	
June 8	June 9	June 10	June 11	June 12	June 13	June 14
	• 10-11:30am • 5-6:30pm	• 9:15-10:45am • 5-7:30pm	• 3:30-4:30pm		• 8-11:30am • 12:30-4:30pm	• 11:30-1:30pm
June 15	June 16	June 17	June 18	June 19	June 20	June 21
• 8am-1pm • 5-7pm	• 8am-1pm • 5-6:30pm	• 8am-1pm • 5-7:30pm	• 8am-1pm		• 8-11:30am • 12:30-4:30pm	• 9-11am
June 22	June 23	June 24	June 25	June 26	June 27	June 28
• 8am-1pm • 5-7pm	• 8am-1pm • 5-6:30pm	• 8am-1pm • 5-7:30pm	• 8am-1pm		• 8-11:30am • 12:30-4:30pm	• 9-11am
June 29	June 30	July 1	July 2	July 3	July 4	July 5
• 8am-1pm • 5-7pm	• 8am-1pm • 5-6:30pm					

Love Love Racquet Club
2026 Court Reservations
at James Lee Park
Both tennis courts reserved

Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday
July 1	July 2	July 3	July 4	July 5	July 6	July 7
- 8am-1pm - 5-7:30pm	- 8am-1pm		- 9-10:30am	- 9-11am	- 8am-1pm - 5 - 7pm	- 8am-1pm - 5-6:30pm
July 8	July 9	July 10	July 11	July 12	July 13	July 14
- 8am-1pm - 5-7:30pm	- 8am-1pm	- 6-10:00pm (Glow Tennis)	- 8-11:30am - 12:30-4:30pm	- 9-11am	- 8am-1pm - 5 - 7pm	- 8am-1pm - 5-6:30pm
July 15	July 16	July 17	July 18	July 19	July 20	July 21
- 8am-1pm - 5-7:30pm	- 8am-1pm	- 5:30-8pm	- 8-11:30am - 12:30-4:30pm	- 11:30-1:30pm	- 8am-1pm - 5 - 7pm	- 8am-1pm - 5-6:30pm
July 22	July 23	July 24	July 25	July 26	July 27	July 28
- 8am-1pm - 5-7:30pm	- 8am-1pm		- 12:30-3	- 11:30-1:30pm	- 8am-1pm - 5 - 7pm	- 8am-1pm - 5-6:30pm
July 29	July 30	July 31	August 1	August 2	August 3	August 4
- 8am-1pm - 5-7:30pm	- 8am-1pm					

Love Love Racquet Club

2026 Court Reservations
at James Lee Park

Both tennis courts reserved

Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
August 1	August 2	August 3	August 4	August 5	August 6	August 7
- 8-11:30am - 12:30-4:30pm	- 11:30-1:30pm	- 8am-1pm - 5 - 7pm	- 8am-1pm - 5-6:30pm	- 8am-1pm - 5-7:30pm	- 8am-1pm	
August 8	August 9	August 10	August 11	August 12	August 13	August 14
- 8-11:30am - 12:30-4:30pm	- 11:30-1:30pm	- 8am-1pm - 5 - 7pm	- 8am-1pm - 5-6:30pm	- 8am-1pm - 5-7:30pm	- 9:30am-12pm	
August 15	August 16	August 17	August 18	August 19	August 20	August 21
- 12-2	- 11:30-1:30pm	- 5 - 7pm	- 5-6:30pm	- 8-9:30am & 5-7:30pm	- 11am-12pm	
August 22	August 23	August 24	August 25	August 26	August 27	August 28
- 8-11:30am - 12:30-4:30pm	- 11:30-1:30pm	- 4 - 7pm	- 5-6:30pm	- 8-9:30am & 5-7:30pm	- 11am-12pm	
August 29	August 30	August 31	September 1	September 2	September 3	September 4
- 8-11:30am - 12:30-4:30pm	- 11:30-1:30pm	- 4 - 7pm				

Love Love Racquet Club

2026 Court Reservations
at James Lee Park

Both tennis courts reserved

Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday
---------	-----------	----------	--------	----------	--------	--------

September 1	September 2	September 3	September 4	September 5	September 6	September 7
- 5-6:30pm	- 8-9:30am & 5-8pm					
September 8	September 9	September 10	September 11	September 12	September 13	September 14
- 5-6:30pm	- 8-9:30am & 5-8pm	- 11-12pm & 5:30-6:30pm		- 9am - 2pm	- 1:30-5:30pm	- 7:30-9am & 12:15-1:45pm & 5-7pm
September 15	September 16	September 17	September 18	September 19	September 20	September 21
- 5-6:30pm	- 8-9:30am & 5-6:30pm	- 11-12pm & 5:30-6:30pm		- 9am - 2pm	- 12 - 3pm	- 7:30-9am & 12:15-1:45pm & 5-7pm
September 22	September 23	September 24	September 25	September 26	September 27	September 28
- 5-6:30pm	- 8-9:30am & 5-6:30pm	- 11-12pm & 5:30-6:30pm		- 9am - 2pm	- 12 - 3pm	- 7:30-9am & 12:15-1:45pm & 5-7pm
September 29	September 30	October 1	October 2	October 3	October 4	October 5
- 5-6:30pm	- 8-9:30am & 5-6:30pm					

Love Love Racquet Club

2026 Court Reservations

at James Lee Park

Both tennis courts reserved

Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday
October 1	October 2	October 3	October 4	October 5	October 6	October 7
		- 9am - 2pm	- 3-5:30pm	- 7:30-9am, 12:15-1:45pm, 5-6:30pm	- 3:30 - 4:30pm - 5-6:30pm	- 8-9:30am, 5-6:30pm
October 8	October 9	October 10	October 11	October 12	October 13	October 14
		- 9am - 2pm	- 3-5:30pm	- 7:30-9am, 12:15-1:45pm, 5-6:30pm	- 3:30 - 4:30pm - 11-12pm, 5-6:30pm	- 8-9:30am, 5-6:30pm
October 15	October 16	October 17	October 18	October 19	October 20	October 21
		- 9am - 2pm	- 3-5:30pm	- 7:30-9am, 12:15-1:45pm, 5-6:30pm	- 3:30 - 4:30pm - 11-12pm, 5-6:30pm	- 8-9:30am, 5-6:30pm
October 22	October 23	October 24	October 25	October 26	October 27	October 28
		- 9am - 2pm	- 3-5:30pm	- 7:30-9am, 12:15-1:45pm, 5-6:30pm	- 3:30 - 4:30pm - 11-12pm, 5-6:30pm	- 8-9:30am, 5-6:30pm
October 29	October 30	October 31	November 1	November 2	November 3	November 4
		- 9am - 2pm				

AGENDA ITEM 7.

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

Dear Board of Trustees,

The 5-Year Contract for my services as General Manager will expire on November 30th, 2026.

In the 5 years that I have been serving as the General Manager of Indian Hills General Improvement District, we have accomplished several goals and advancements. I believe my leadership and guidance have taken the district in a direction that is improving our district and facilities while also ensuring strict compliance with our budget and maintaining a strong fiscal position.

Some of my accomplishments over the past 5 years include:

Evaluated procedures, listened to staff, and implemented changes that raised morale while also providing safety and productivity benefits:

- Changed old “brick” phones for smart phones
 - Staff can communicate better, email, and send multimedia for district matters.
- Updated other procedures that were being counterproductive to morale without any benefit in safety or productivity.
- Hold monthly employee meeting with lunch to discuss concerns and recognize employee birthdays.

Studied the district’s personnel structure and redesigned it to be more efficient and beneficial to the district’s mission, while also saving money for the district.

- Turned full-time Billing Coordinator position into a part-time position.
- Eliminated seasonal Parks & Streets hiring. These positions were notoriously difficult to fill, and provided untrained employees that had no experience in the district.
- Replaced seasonal hiring with a permanent full-time Parks & Streets employee that also serves as a “floater.”
 - The floater position is funded from Water and Wastewater at 10% from each of those departments. When one of those departments needs additional employee support, the floater works with those departments.
 - As the floater gains experience in Parks & Streets, Water, and Wastewater, they become more trained across the district as a whole.
 - When a position opens in a department, the floater is trained and has improved skills, providing us with a trained person in the vacant position.

In such a case, the floater position is filled again with untrained personnel.

- This has provided us with the ability to replace vacant positions almost seamlessly when needed, while also giving all employees upward mobility in their chosen paths.

Working with the district's accountant, researched and allocated our reserves into a high-yield money market account. The interest generated from our reserves almost completely pays for my salary.

Worked with Carson Valley Trails Association to build new biking trails, connecting Indian Hills GID's trail system into Carson Valley's.

- The new trails have resulted in annual Spoker Run events and family bicycle events.

Slurry seal and maintenance of all roads east of HWY 395 and north of Mica Drive.

Complete rebuild of Indian Drive and Gregory Court including water and sewer infrastructure, meters, and hydrants.

Replaced carpet and aging furniture in offices to give the office a more professional appearance as well as making it a nicer place to work for employees.

Complete rebuild of Amador Circle, Ore Court, and Placer Court including water and sewer infrastructure, meters, and hydrants.

Development and completion of our Pavement Condition Index, giving us a clear map of future maintenance and replacement.

Development and completion of the Capital Improvement Plan, providing a plan of capital improvements vs budget through 2035.

Established a maintenance program that enables the mechanic to update maintenance records and respond to work orders, while also giving supervisors instant updates on vehicle and equipment maintenance status.

Reestablished our safety program, doing quarterly OSHA level safety inspections, holding regular safety meetings, and keeping accurate records of our safety training and upkeep.

Remote camera systems in the three main parks have reduced vandalism in those parks to almost nothing. Those cameras have also helped Douglas County Sheriff's

Office and the DC District Attorney in the investigation and prosecution of criminal cases.

Applied for, received, and managed grant funding from Douglas County to improve our Dog Park with dog agility toys, a water fountain for humans, a bottle filling station, a water fountain for dogs, and a large weather-proof shade to allow people to enjoy the dog park year-round.

Applied for, received, and managed grant funding from Douglas County to replace an aging playground with a new playground. The new playground has been constantly busy with kids and parents, and has been a big hit with residents.

Budgeted for and replaced the telecommunications system for the Water and Wastewater plants, providing both a more stable connection with both plants and the SCADA system, as well as providing a much-needed redundancy in our system, ensuring that both plants have a backup operation.

Budgeted for and purchased equipment in all the departments, which have broadened the abilities of our departments in maintenance and upkeep of our facilities. All of these purchases have had an initial capital cost, but the savings and increased service have provided more cost savings and benefit than the original purchase price.

- Side by Side replacement
- Skid Steer
- Cement Trailer
- Trailers

Budgeted for, purchased, and implemented the district's GIS system which provides us with hyper-accurate location and documentation on infrastructure and equipment.

Replacing aging district vehicles.

Planned for and purchased the sewer camera trailer. The trailer came with an older analog recording system. I researched and upgraded the recording system to a digital recording system, enabling us to record directly to flash drives and upload the videos to our engineers. The upgrade cost was less than \$100.

Budgeted for, planned, and implemented new district webpage.

- Enables the timely and easy update of information for the district.
- Provides an email blast / newsletter ability.
- Ensures compliance with national American with Disabilities Act.
- Provides a pleasant "first contact" with the district.

Maintained a policy of open communication with staff. In doing so, staff have proposed these changes, which we budgeted and planned for, and in turn led to the following improvements:

- New bill pay portal for residents.
- Mailing and sealing system, streamlining the mailing process for billing and newsletters.
- Improved phone system with better voicemail and communications capabilities.
- The systematic upgrade of our aged manual read water meters with new radio read meters.
- Budgeted for and purchase leak detection system, enabling the water team to locate leaks quicker and easier, with less invasive / damaging methods of investigation.

There is still much to be done.

I respectfully request to renew my contract with the same terms that I currently have, with one change. I would like to remove the 5-year term from my contract and leave it open ended. I am not requesting anything more in my contract.

Based on my performance and accomplishments this year, I am requesting my standard 5% merit increase. When we establish the budget every year, we plan for such an increase for each employee, so the increase is budgeted for.



INDIAN HILLS GENERAL IMPROVEMENT DISTRICT

3394 JAMES LEE PARK ROAD #A
CARSON CITY, NEVADA 89705
TEL: (775) 267-2805 FAX: (775) 267-3510
www.indianhillsnevada.com

SMART Goals

In the space provided, write the goal that will be assigned to the employee. Rewrite the goal using the SMART format. Once complete, identify how the SMART goal meets the SMART format in the chart provided.

Goal: _____

SMART Goal Format: _____

S pecific?	
M easurable?	
A ttainable?	
R ealistic?	
T ime-based?	

INDIAN HILLS GENERAL IMPROVEMENT DISTRICT GENERAL MANAGER PERFORMANCE EVALUATION

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

Ratings used in this evaluation:

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

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

COMMUNICATION SKILLS	Not Rated	Unsatisfactory	In development or needs improvement	Achieves	Exceeds Expectations	Exceptional
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	Not Rated	Unsatisfactory	In development or needs improvement	Achieves	Exceeds Expectations	Exceptional
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	Not Rated	Unsatisfactory	In development or needs improvement	Achieves	Exceeds Expectations	Exceptional
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	Not Rated	Unsatisfactory	In development or needs improvement	Achieves	Exceeds Expectations	Exceptional
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	Not Rated	Unsatisfactory	In development or needs improvement	Achieves	Exceeds Expectations	Exceptional
Overall performance						

FUTURE GOALS AND OBJECTIVES (as applicable)	

Trustee Comments:

Employee's Comments:

Employee Signature: _____

Date: _____

Trustee Signature: _____

Date: _____

General Manager

Fair Labor Standards Act Status: Exempt

Created:

Last Revised: 07/06/2021

Last Reviewed: 5/29/2025

DEFINITION:

Under the general direction of the IHGID Board of Trustees, performs executive level management of all District staff. Responsible for general oversight of all District programs/services including sewer, water, streets, parks, and recreation facilities. The General Manager is responsible for District performance of such services in a manner so as to assure operational and regulatory compliance. This Executive level position must manage the district in full accordance with policies, agreements, union, and other contracts as determined by the District Board of Trustees. Exempt employees are generally expected to be available to perform their job duties during normal business hours. It is expected that in order for exempt employees to complete their assigned work from time to time, it will be necessary that they work beyond the normal workdays and business hours of the district.

DISTINGUISHING CHARACTERISTICS: This position has primary responsibility to monitor and manage all duties as performed by subordinate staff. The position of General Manager is classified as "safety sensitive" based on its access to time critical, health/safety/welfare issues that may exist in a District emergency, state of emergency or in event of a national safety threat.

ESSENTIAL FUNCTIONS: *(Performance of these functions is the reason the job exists. Assigned job tasks/duties are not limited to the essential functions).*

- 1) Manages and monitors all District laws, ordinances, permits and licenses for faithful performance and regulatory compliance to best serve the district.
- 2) Identifies District needs in prepared monthly reports to the Board; develops action plans to mitigate such needs and generates alternative solutions for consideration by the Board of Trustees.
- 3) Attends all District Board of Trustees meetings and related District meetings. Responsible for managing preparation of Board packets and related materials in compliance with Open Meeting Laws of the State of Nevada.
- 4) Negotiates, in consult with Districts' legal counsel, on a variety of contracts and agreements on the district's behalf in strict compliance with standard District budgetary and purchase approval limits.
- 5) Responsible for the management of budget development including overseeing subordinate staff in the budget preparation process; develops and oversees District Capital Improvement Projects, budgets, and projections; develops and implements short- and long-range financial plans for District. Responsible for maintaining budget on daily operational basis in accordance with Trustee approved line-item budgets.

- 6) Oversees the operation and management of the district including the supervision and control of all District property, administrative activities, personnel, general business, and daily operations.
- 7) Implements policies and directives as set forth by the Board of Trustees.
- 8) Responsible for the direction, development and implementation of goals, objectives, policies, and procedures for necessary short- and long-term planning efforts in the district.
- 9) Represents the District at an Executive level, within the community and with other entities and organizations at the local, regional, state, and federal government levels. Establish and maintain cooperative relationships with District Counsel and District Engineering firm.
- 10) Responsible for general supervision of all staff and infrastructure under District jurisdiction.
- 11) Attend all District sponsored events.
- 12) Provides staff support as needed to the Board of Trustees.
- 13) Performs assignments and other job duties as requested by the Board of Trustees.
- 14) Signs documents on behalf of the district as provided by State law and whenever so authorized by the Board of Trustees.
- 15) Be on call twenty-four hours a day seven days a week in case of an emergency.
- 16) Acts as final authority on agency hires, terminations, grievances after they have been processed in accordance with personnel policy and Human Resources guidelines.

QUALIFICATIONS FOR EMPLOYMENT:

To perform this job successfully, an individual must be able to perform each essential function and duty satisfactorily. The requirements as listed below are representative of the knowledge, skill and/or ability required.

Knowledge, Skills, and Abilities:

Knowledge of:

- Requires strong management skills in organization, fiscal analysis and management, operational efficiencies analysis and implementation, and personnel planning and negotiation.
- Requires general knowledge of infrastructure planning and financing for all District operations and programs.
- Requires knowledge of water, wastewater, collections, storm water system, streets, parks, right of ways, open space and related equipment and appurtenances.
- Requires demonstrated ability to communicate effectively and clearly on complex issues.
- Requires a valid, current Nevada driver's license, with a driving record that enables insurability.

Skill to:

- Requires ability to read, analyze, and interpret complex documents and blueprints.

- Requires ability to provide strong Executive level leadership, set goals and objectives, and motivate others to achieve timely project success.

Ability to:

- Ability to apply advanced mathematical concepts to field operations testing, reliability, and variances is highly desirable. Requires ability to define problems, collect data, establish facts, analyze trends, and draw conclusions.
- Requires the ability to be politically adept at fostering communications and in negotiating with other legal or governmental organizations both in the private and public sectors.
- Requires ability to read, understand and follow written and verbal instructions.

Experience and Training:

Any combination of training, education, and experience that would provide the required knowledge and abilities. A typical way to gain the required knowledge and ability is:

A Bachelor's degree from four (4) year college or university in public administration, business administration or related field, or equivalent; requires minimum five (5) years or more of progressively responsible management/executive level management of programs or projects with a focus on public agency is highly desirable or equivalent combinations of education and experience.

Must possess working knowledge of the principles and practices of local government and its management; District government structure and functions; laws as they relate to General Improvement Districts; and basic practices of public budgeting and governmental accounting. That the individual has increasingly responsible public entity experience working with an elected Board is highly desirable.

Degree of Responsibility:

Ability to work at a high-profile Executive level in an independent manner with general direction provided by the Board of Trustees.

Physical and Mental Requirements:

- Requires ability to sit for extended periods during meetings and performance of regular executive level job duties.
- Requires stamina and vocal ability to perform public speaking functions and duties on a regular basis.
- Requires mental dexterity to handle emergency situations as they arise, and to oversee all District operations.
- Requires the ability to lift up to fifty (50) lbs.

While performing the duties of this job, the employee is regularly required to employ fine finger dexterity to handle, feel, manipulate, and grasp objects; use hands and arms to reach, hold, or move objects. The employee is occasionally needed to stand, drive, walk. On a continuous basis the employee is required to speak, listen/hear, write, and use a keyboard.

Working Conditions:

The work environment is frequently that of a quiet office setting. Offsite field operations may include excessive noise levels. Characteristics shown here are representative of that an employee encounters while performing the essential functions of the job. Reasonable accommodations can be made in accordance with the Americans with Disabilities Act guidelines.

I have read and understand the contents of this Job Description. I have received a copy of this job description for my records.

PRINT NAME: _____

SIGNATURE: _____ DATE: _____

Adopted by Board of Trustees on: 7/21/2021

EMPLOYMENT AGREEMENT

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

WITNESSETH:

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

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

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

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

Section 1. Duties

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

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

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

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

Section 2. Term

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

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

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

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

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

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

Section 3. Suspension

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

Section 4. Termination and Severance Pay

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

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

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

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

Section 5. Notices

When required by this Agreement, notice shall be in writing to EMPLOYER by personal service on the Chair of the Board of Trustees, or sent by regular mail addressed to the Chairperson of Indian Hills General Improvement District, 3394 James Lee Park Road #A, Carson City, Nevada, 89705. Notice shall be in writing to EMPLOYEE, by personal service on EMPLOYEE, or sent regular mail addressed to 825 Amador Circle, Carson City, Nevada 89705. Notice by personal service shall be deemed received on the date of delivery; notice by mail shall be deemed received three (3) days after mailing.

Section 6. Disability

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

Section 7. Salary

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

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

Section 8. Performance Evaluation

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

Section 9. Benefits

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

Section 10. Dues, Subscriptions and Professional Development

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

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

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

Section 11. General Provisions

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

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

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

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

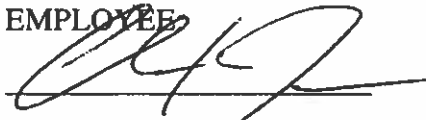
E. This Agreement shall not be modified or amended except by a written instrument executed by the General Manager and the duly authorized representatives of the Board of Trustees.

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

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

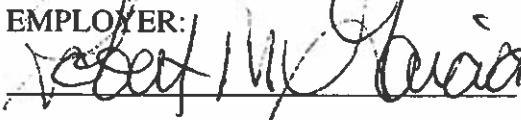
IN WITNESS THEREOF, the Board of Trustees has caused this Agreement to be signed and executed on its behalf by its Chair, and duly attested by the Secretary, and the EMPLOYEE has signed and executed this Agreement, all on the date and year first written above.

EMPLOYEE:



CHRIS JOHNSON

EMPLOYER:



ROBERT GARCIA, CHAIRPERSON
Indian Hills General Improvement District

APPROVED AS TO FORM:



CHARLES S. ZUMPFT, ESQ.
Indian Hills General Improvement
District Attorney

ATTEST:



WILLIAM EISELE, SECRETARY
Indian Hills General Improvement District

AGENDA ITEM 8.

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

Minutes
Indian Hills General Improvement District
Board of Trustees Meeting
District Office
3394 James Lee Park Rd. A
Carson City, NV 89705
August 19, 2026
Regular Board Meeting
6:00 P.M.

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

Trustees Absent: Trustee Stulac.

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

Others Present: District Engineer Collin Surge, District Counsel Chuck Zumpft, Wilson Engineers Principal Engineer Rob Anderson, Residents Lynn Dement, Dallas Debatine, Brian Patrick, Ben and Debbie Walker and Keith and Cynthia Rhead.

6:00P.M. - Regular Meeting

1. **Call to Order**
Request that Cell Phones and Pagers be turned off for recording purposes.
Chairman Clark-Ross called the meeting to order at 6:00PM.
2. **Pledge of Allegiance:** Led by Trustee Garcia.
3. **Public Interest Comment** Resident Debbie Walker: My name is Debbie Walker, and we had an unsettling situation happen on Friday the 14th, where we had our neighbor come with their children, knocking on the door frantically. Please keep my children in your house. There's a crazy man out here with a golf club chasing them. It was upsetting for the kids and the kids I had for about a half hour. They were very upset. When she came back, she showed me the picture of the person, it was Robert Stulac.

Chairman Clark-Ross: What.

Resident Debbie Walker: It was. And that was not okay. I don't care what somebody is doing to you. You don't go after children, you get documentation. You get in touch with the law. You don't do it yourself. And I know you guys can't probably do something, but that's wrong.

Chairman Clark-Ross: Thank you,

Minutes of the August 19, 2026, Regular Board of Trustees Meeting

Vice Chairman Jones: Madam Chair. Can I ask a clarifying question because I missed a word.

Chairman Clark-Ross: Go ahead.

Vice Chairman Jones: I heard you say that someone was chasing the children with something else. Can you recall?

Chairman Clark-Ross: Yes. Put them on. Do you have a little mic there? No. Microphone.

Vice Chairman Jones: With a golf cart?

Resident Ben Walker: No, a golf club. He had a golf club. He was. All he had on was a pair of shorts. No shirt. I don't know if he had shoes. The police were there and they did contact him. I don't know if there was an. I think there was a case filed. It But he had. He had said something about some teenagers stealing gas from a neighbor, and he took it upon himself to go out and try to find these kids swinging a golf club, he said, for protection. But he saw these two eight year old twin boys walking with their parents, and he went after them. And when the parents confronted him, he said, well, I'm supposed to go out and find these kids like it was his responsibility. But two eight-year-old boys and two chubby teenagers, there's a big difference. And these little kids were traumatized. They came into our house. One went through and locked all the doors. And he's been sleeping in his mom's bed since. They didn't come tonight. They meant to, but they had a prior engagement. They took the kids. Baseball game.

Resident Debbie Walker: Soccer?

Resident Ben Walker: Soccer game. Excuse me. So, it is it is a matter of the police did investigate it. I don't know where all. It's gone, but we just wanted to bring it to the public that this man's running for, and I wish he was here. He's running for office. Yes. We would like to at least bring that out. That he was acting so irrational and uncontrollable. Thank God the father wasn't carrying a weapon because he would have pulled his gun out. If, you know, just as a defensive thing. This could have escalated to a to a major incident. So, we wanted to bring that out. And he did try to apologize. And I'm speaking for the parent. He said that's not an apology. And he wasn't he had already traumatized his children. So, I just wanted to. My name is Ben Walker. I'm just my name. Thank you.

Chairman Clark-Ross: Thank you. Anybody? Anybody else for public comment? Go ahead.

Resident Lynn Dement: Since this was our event, 1020 Mica Drive. Since this was already brought up at the board meeting, I'd like to tag on to this also. I contacted the sheriff's department because I observed two maybe 14-year-olds breaking into a car next door to me. They flipped open the gas tank, got into the car, and were rummaging around when they saw me. They ran. I called the sheriff's department because my neighbor didn't choose to. I texted my neighbors, then make sure your cars are locked. Mr. Stulac texted me back and said, I'm going out looking for him now. I had no idea that he would be out there with a golf club and shirtless. The deputy sheriff who took the call came to my home afterwards to let

Minutes of the August 19, 2026, Regular Board of Trustees Meeting

me know what was happening, and he said I had to stop searching because I ran into your neighbor, Bob, out there with no shirt, swinging a golf club, chasing two eight-year-olds. And he said the mother and the two children were beyond upset. I happened to be in South Sandridge Park on Monday night. Three days later, the parents were there with their twins, their little eight-year-old boys like this. And one is still afraid to go out of his house, even for a walk. It broke my heart. And then apparently, Mr. Stulac has been patrolling the neighborhood where these people live, asking people, do you have any teenagers that live on your block looking for these kids? So, I reported that to the sheriff's department. They said they would call him because that's inappropriate. And apparently there are no charges filed in the breaking in of the car. The neighbor isn't going to do that. So, for the sheriff's department, this is dead and there is no reason for any more patrolling of the street. It's just I agree, something needs to be done. It's beyond inappropriate. These kids were terrified and you can't mistake little eight-year-old boys with glasses on for 14- or 15-year-old kids that are my size. And I did give him a description of the kids.

4. Approval of Agenda

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

5. Discussion and possible action to accept a petition from Warm Springs Estates, LLC. For Indian Hills GID to consider expanding district boundaries to include the rights-of-ways of the project.

Rob Anderson presented a request on behalf of Warm Springs Estates to have Indian Hills GID consider annexing the public streets within the proposed development for District maintenance.

Purpose of the Request

Anderson explained that a Douglas County ordinance adopted in 2018 requires developers proposing public roads that will not otherwise be maintained by a homeowner's association or nonprofit organization to either:

- Petition Douglas County to establish a new General Improvement District; or
- Petition an existing GID to expand its boundaries and accept responsibility for the streets.

He stated that establishing a separate GID for an approximately 80-home development was not considered feasible, which is why the developer was approaching Indian Hills GID.

The development's water and sewer services would be provided by Douglas County Utilities and were not part of the request. The request was limited to the roads.

Location Concerns

The Board discussed the location of the proposed development and noted that it is well outside the existing Indian Hills GID boundaries.

General Manager Chris Johnson pointed out the location on a map, and Anderson confirmed that the development is north and west of the area shown.

Anderson acknowledged that the project is remote from the district and described the request as unusual.

Engineering and Operational Concerns

Trustee Garcia noted that the request appeared to be primarily a procedural requirement under Douglas County's ordinance and questioned whether accepting the roads would be feasible for Indian Hills GID.

District Engineer Collin Sturge noted that it would be unusual for the district to have an area consisting of roads without water and sewer, since the district's existing service arrangements generally involve combinations of these services.

The Board also discussed existing areas where roads are maintained independently, including HOA and gated communities.

Douglas County Road Dedication

Anderson stated that he expected Douglas County to reject the developer's offer to dedicate the roads as public roads, based on his more than 40 years of experience in Douglas County and what he described as the County's routine practice of rejecting such offers. He emphasized that the development plans had contemplated public roads and rights-of-way.

When asked what would happen if Indian Hills denied the annexation request and Douglas County also rejected the road dedication, Anderson said the ordinance does not specifically describe that situation. His understanding was that the developer would report to Douglas County that it had fulfilled the ordinance's requirement by petitioning an existing GID and then ask the County to maintain the roads.

Impact on the Development

Secretary/Treasurer Siegman asked whether denial by Indian Hills GID would prevent or delay the development.

Anderson stated that the development would proceed regardless of the Board's decision and that the request to Indian Hills was part of satisfying the Douglas County process.

Financial Considerations

Anderson noted that Indian Hills GID could potentially receive ad valorem revenue from the approximately 80 homes once the development was built out. He acknowledged, however, that maintaining the roads would present challenges.

General Manager's Recommendation/Concerns

Vice Chairman Jones asked General Manager Chris Johnson under what circumstances he would want the district to consider accepting a request of this type.

Johnson responded that he could not imagine circumstances that would make him want to accept the roads. He specifically cited the distance and operational costs associated with providing services. As an example, he explained that snowplows would have to travel from

the district area down Highway 395 toward Stephanie and then north to reach the development.

Overall Discussion

The discussion indicated that the Board viewed the proposed road annexation as not feasible for Indian Hills GID, primarily because of the development's remote location and the additional long-term road-maintenance responsibilities it would create. Existing District obligations and deferred road maintenance were also factors raised during the discussion.

Trustee Garcia specifically noted that the district is still addressing years of deferred maintenance on its existing roads.

The discussion also established that denying the request would not stop the Warm Springs Estates project. The request was presented primarily as a requirement of the Douglas County development process, and the developer indicated that the project would proceed regardless of the Board's action.

Public comment:

Resident Dallas Debatin: I'm kind of new to This Dallas team. 875 Amador Circle. Just reading what's in the program here. Part of the area has gravel roads. We don't have any gravel roads that I know of.

Resident Brian Patrick: Not Yet.

Resident Dallas Debatin: Yes. Mine is gravel right now, but.

Chairman Clark-Ross: Yes.

Resident Dallas Debatin: It's being fixed and, and that started out as a \$2 million project and now it's a \$4 million project. So, this road thing is a big deal.

Chairman Clark-Ross: Yes.

Resident Dallas Debatin: And I don't see any parks. I don't see any dog parks or kid parks, or any kind of recreational area. So, we're going to take on another recreational division. I think this needs to be looked at really hard before we Support.

Chairman Clark-Ross: Thank you. Thank you. Anybody else for public comment? No. You don't have anything to say, Brian.

Resident Brian Patrick: Well, I could. Brian Patrick on Somerset. The only thing I would say is we're looking at 80, 80 buildings, 80 homes on one-acre plots. That's too much, you know, real estate for us to think about. And then gravel roads, which, you know, it doesn't make sense either to maintain those. I don't see a benefit to the district for, for, for, for bringing this as, even as a program is something we should care about because it sounds like it would only, we would only be called, oh, you got to come and fix our roads. Oh, you got to come and fix our roads. Oh, you got to come and fix our roads. Well, like this gentleman pointed out, it's, you know, rapidly declining on the roads we have here. So that's a difficulty. That's all I would have to say. I was surprised because

quite honestly, I didn't in what was said to me, I didn't realize there were 80 homes on one-acre plots. That's, you know, that's a Johnson Lane kind of thing. That's out there.

Additional Meeting Discussion Summary – Warm Springs Estates

Following the initial discussion, Rob Anderson returned to the matter to clarify several details about the proposed Warm Springs Estates development.

Clarification Regarding the Roads

Anderson clarified for the record that the roads that are the subject of the annexation request are paved, not gravel. He explained that there is a separate emergency vehicle access road that is gated at one end and was required by Douglas County late in the development process. That emergency access road is gravel, but the internal development roads are paved and designed to meet Douglas County standards.

He also clarified that although the development is located on an approximately 80-acre parcel, the individual residential lots are approximately one-half acre because the development includes common areas such as a trail, retention pond, and a hot springs area.

District Counsel Raises Petition Requirements

District Counsel Chuck Zumpft then raised a procedural issue concerning whether the district had actually received a legally sufficient petition.

Counsel explained that the process for expanding a GID's boundary is addressed in NRS 318.258 and that the petition is required to:

- Be signed by all property owners; and
- Have the property owners' signatures properly acknowledged.

Counsel stated that he did not see evidence that the document provided to the district met those requirements. Although the letter in the Board packet asked that it be considered a petition, Counsel noted that he could not determine that all property owners had signed it or that the signatures had been acknowledged.

Potential Effect of Taking Action

Counsel also questioned whether the Board should take formal action to approve or deny what may not constitute a properly submitted petition.

He explained that if the Board took action on a petition that was not properly before it, there could potentially be an issue regarding whether the Board's action constituted valid action on the petition.

Trustee Garcia similarly questioned whether the Douglas County Commission would ultimately accept the Board's action as satisfying the County's requirements.

Counsel characterized the issue as technical but noted that it could potentially result in the matter having to come back before the district.

Trustee Garcia acknowledged that the applicant might have to return to the district if the County determined that the process had not been properly completed. Counsel indicated that any potential procedural consequence would primarily affect the applicant rather than the district.

Key Takeaways

Minutes of the August 19, 2026, Regular Board of Trustees Meeting

1. The development roads are paved and intended to meet Douglas County standards; the separate emergency access road is gravel.
2. The development is on approximately 80 acres, with approximately ½-acre residential lots and common amenities.
3. District Counsel identified a procedural deficiency with the petition, specifically the lack of evidence that all property owners had signed and acknowledged it.
4. Counsel cautioned against taking action on a petition that may not have been properly submitted.
5. The Board discussed the possibility that Douglas County could require the matter to return if it determined the district's action did not satisfy the County's process.

Final Discussion and Action – Warm Springs Estates

After Trustee Garcia made the motion to not accept the Warm Springs, LLC petition, Vice Chairman Jones asked whether the Board could continue discussing the matter because of District Counsel's comments regarding the petition's form. Jones suggested that, rather than formally accepting or rejecting the petition, the Board could simply acknowledge receipt of the request and move forward, recognizing that the matter might have to return to the Board if the applicant submitted the petition in a form acceptable to Douglas County.

Administrative Supervisor/Human Resources Brooke Thompson asked whether the Board could instead state that it had no intention of considering an expansion of the district's boundaries, without characterizing the document as a petition. District Counsel Chuck Zumpft responded that the Board could make such a statement, but he was uncertain whether doing so would resolve the procedural issue concerning consideration and rejection of the petition.

Trustee Garcia motioned to deny a petition from Warm Springs Estates, LLC. For Indian Hills GID to consider expanding district boundaries to include the rights-of-ways of the project. Secretary/Treasurer Siegman seconded. Motion carried 3-1. Ayes by Chairman Clark-Ross, Secretary/Treasurer Siegman and Trustee Garcia. Nay by Vice Chairman Jones. Trustee Stulac was absent from the meeting.

Applicant's Response

Following the vote, Rob Anderson provided additional clarification regarding why the petition had been submitted in its current form.

Anderson explained that after the development's final map had been submitted, the Douglas County Engineer informed him that, pursuant to the County ordinance, the developer needed to petition an existing GID or create a new GID. Anderson contacted Douglas County Engineer Jeremy Hutchings and requested a recent example of a petition that had been used for a similar development.

According to Anderson, Hutchings provided him with an example from JC Communities, involving a development near Sunridge. Anderson stated that the document provided by the County Engineer was a letter submitted to the GID and subsequently to Douglas County to satisfy the ordinance requirement. Anderson explained that his team followed that example and the direction they received from the County.

Anderson acknowledged District Counsel Zumpft' s legal interpretation and stated that he respected the opinion but emphasized that the developer was following the direction provided by the County Engineer.

Applicant's Next Step

Following the Board's action, Anderson indicated that the developer would return to the district if necessary. He acknowledged the Board's decision and thanked the Board and staff for their consideration.

Overall Final Outcome

The discussion ultimately established three important points:

The developer submitted the request based on directions from the Douglas County Engineer and a prior example the engineer provided.

District Counsel identified a potential technical deficiency in the form of the petition, particularly regarding signatures and acknowledgments.

The Board proceeded with the motion not to accept the petition, with Vice Chairman Jones voting against the motion.

The exchange also helps explain that the applicant's submission was not necessarily an attempt to disregard the district's legal requirements; Anderson specifically stated that the developer was following an example and instructions provided by Douglas County.

6. Reports to the Board:

a. General Manager Report

General Manager Chris Johnson provided an update on several District operations and projects:

- **Street Project:** Budget expenditures for the streets are currently high due to the ongoing road project. The project is presently delayed because of issues involving sidewalk transitions and driveway transitions. Photos showing examples of driveway transition issues were included in the report.
- **Project Updates:** The district has added a webpage dedicated to providing updates on the road project and is keeping the information current for residents seeking project updates.
- **Community and Leadership Outreach:** Chris reported that he recently presented to the Good Governance group and Leadership Douglas County. He stated that the district received positive feedback from the other organizations regarding how well the district is operating.
- **Stormwater:** District staff met with stormwater managers to discuss upcoming MS4 permit requirements and opportunities for collaboration.
- **Vehicle Purchases:** Chris obtained quotes for two vehicles and spoke with managers at several dealerships regarding financing versus purchasing. Based on the analysis, purchasing vehicles through capital expenditure was determined to be more cost-effective than leasing them. The managers indicated that, given the amount of work and mileage the

Minutes of the August 19, 2026, Regular Board of Trustees Meeting

district would place on the vehicles, the district would likely end up paying for the vehicles at the end of a lease anyway.

- **Capital Equipment:** Trustee Garcia thanked Chris for conducting the purchase-versus-lease analysis and noted the importance of considering the rate at which capital equipment becomes outdated when making these types of decisions.
- **Wastewater Supervisor:** The district is currently advertising for a **Wastewater Supervisor** to replace the current supervisor, who is retiring at the end of the year.
- **Community Cleanup:** Chris reported that the most recent Community Cleanup event went very well. By approximately 11:00 p.m., all of the containers were full, and the event was wrapped up.

Overall, the report focused on the ongoing street project and its delays, capital equipment purchasing decisions, regulatory coordination, staffing, and the successful Community Cleanup event.

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

b. District Accountant Report

c. Engineer Report

District Engineer Collin Sturge reported that work on the Amador Street Rehabilitation Project remains behind schedule. The district expects to complete all concrete work by the end of August, with paving anticipated during the second week of September. Despite the scheduled delay, the project remains under the amount budgeted in the Capital Improvement Plan presented the prior year.

Sturge reported that he met with Indian Hills and Douglas County staff regarding the new MS4 permit issued through the Division of Environmental Protection. The permit became effective approximately two weeks ago and will remain in place for the next five years. Staff are coordinating on the actions and requirements necessary to comply with the new permit.

Sturge also reported that he submitted a letter to NDP requesting acceptance of the district's proposed action plan regarding the Lead and Copper Rule. The action plan was previously discussed with the Board, and the letter was reviewed by Chris and Bob prior to submission.

Sturge attended a planning meeting with Douglas County and the developer of Sunridge Golf Course regarding a potential development that could include approximately 110 residences, lodging, recreational clubhouse improvements, a campground, fishing ponds, and mountain bike trails. He provided the developer with Indian Hills' applicable standards and requirements and explained the process that would need to be followed if the development proceeds. No further action was reported at this time.

Minutes of the August 19, 2026, Regular Board of Trustees Meeting

Finally, Sturge reported that he has been assisting Chris and Matt with the District's Water Conservation Plan, including helping summarize the district's water rights.

Sturge concluded his report and offered to provide additional clarification as needed.

d. Attorney Report

District Counsel Chuck Zumpft: Nothing to report.

Trustee Garcia clarified for the record that, contrary to information circulating on Nextdoor, the Amador Street Rehabilitation Project has not reached a standstill due to a lack of funds. Garcia stated that the project remains under budget and that the delay is related to the need to update driveway panels to match the sidewalk transitions.

Secretary/Treasurer Siegman asked District Counsel Chuck Zumpft whether the Board needed to take any action regarding the issue previously raised concerning Trustee Stulac. Counsel Zumpft stated that the alleged conduct was not within the purview of the Board's authority and that the Board does not have the ability to censure, punish, or reprimand another trustee for conduct occurring outside the business of the district. Zumpft indicated that the matter was a law enforcement issue.

General Manager Chris Johnson stated for the record that the family involved had not contacted District staff regarding the matter. Johnson stated that he had provided the family with the same information and clarified that the conduct was not representing the district. Johnson also requested that the family provide the district with a written account of what occurred but stated that the district had not received such a letter.

Vice Chairman Jones stated that she had no additional questions and expressed appreciation for the work completed by District staff. She also commented favorably on the presentation to the Good Governance group and the complimentary feedback received regarding the district's work.

Public comment: Resident Brian Patrick: I don't want I should wear a mask. The questions I have. You guys may have already discussed this. I have two questions. One is what is the we are replacing two vehicles. Is that correct?

General Manager Chris Johnson: Correct.

Resident Brian Patrick: And what are the years of the vehicles replacing?

General Manager Chris Johnson: Oh, I don't know the exact years, but they're like 2002. They're 20 years old. They're old vehicles.

Resident Brian Patrick: And what is the mileage of these vehicles?

Vice Chairman Jones: Well, just as a point of order, are those future agenda items.

General Manager Chris Johnson: They are. But it was also discussed in his report.

Administrative Supervisor/Human Resources Brooke Thompson: But you can't have the back and forth.

Chairman Clark-Ross: I'm giving him the leeway because it was in the report.

Administrative Supervisor/Human Resources Brooke Thompson: You're not supposed to have the back and forth, though.

Chairman Clark-Ross: Oh. You can't. All right. No back and forth. But go ahead. Just make your point. What about the.

Resident Brian Patrick: I want to know the age of the vehicles and the mileage that was on them. And. And how are we relieving ourselves?

Chairman Clark-Ross: Okay. So, he can ask that under the agenda item, right.

Administrative Supervisor/Human Resources Brooke Thompson: He can ask, but it doesn't mean he's going to get an answer.

Chairman Clark-Ross: And he can't get an answer.

Trustee Garcia: It's a public comment.

Resident Brian Patrick: How come I can't get an answer?

Administrative Supervisor/Human Resources Brooke Thompson: It Public comment not public question and answer.

Resident Brian Patrick: Well, because you're not voting on it yet. Because it's public comment.

Administrative Supervisor/Human Resources Brooke Thompson: No, it's always been just public comment is public comment. It's a comment, not a time for discussion back and forth between the board and public or general manager.

Resident Brian Patrick: My goodness, I haven't been here in a long time.

Administrative Supervisor/Human Resources Brooke Thompson: Yes.

Chairman Clark-Ross: And he can't work. He can't do it under when we come to that agenda item either.

Administrative Supervisor/Human Resources Brooke Thompson: Not in the fashion he's wanting to, but he's welcome to call or come in and talk to Chris or anybody at any time and we can answer his questions.

Chairman Clark-Ross: There you go. Thank you.

Resident Brian Patrick: Getting in the mail yesterday.

Resident Lynn Dement: I just had a comment about what our attorney had said about the board's responsibility and limitations as to the actions of one of the members. I just find it appalling that. That there's no censure, there's no anything. The sheriff's department didn't charge him with anything. But I personally don't want to be represented by an individual who acted in that way. I just think there should be something that can be done. And there we just leave it. I know you can't answer. I'm sorry. We just find it appalling. I mean, I don't think that people that live in this community want representation on the board by an individual that's capable of this. He terrified those children. I mean.

Resident Ben Walker: When we brought it up, we just wanted to make it public. We don't feel like the board has any responsibility or needs to make any action towards him. I just wanted to bring it out that that that did happen and that as a board member, the public can vote or not vote for him. So, we as far as us, we have no desire to see you take any action, even if you could. We do believe it is something that the Sheriff's can do, and the parents might even want to see a lawyer and see about taking action against him. But that's a civil matter that they can handle. So, but voting is the way we're going to make our opinion known.

7. **Discussion and possible action to approve the purchase of 660 gallons of sodium hypochlorite in the amount of \$5,224.05 from Thatcher Company of Nevada, Inc.**
General Manager Chris Johnson explained that the purchase of sodium hypochlorite (bleach) for the wastewater treatment plant exceeded his purchase authority by \$224.05 due to an increase in pricing. Johnson stated that bringing the purchase to the Board for approval is standard procedure when a purchase exceeds his authorized amount.

Trustee Garcia thanked Johnson for bringing the purchase before the Board rather than placing a larger order.

Johnson clarified that the quantity and exact purchase amount are based on the container sizes in which the product is supplied.

Public comment: none

Vice Chairman Jones motioned to approve the purchase of 660 gallons of sodium hypochlorite in the amount of \$5,224.05 from Thatcher Company of Nevada, Inc. Trustee Garcia seconded. Motion carried 4-0. Trustee Stulac was absent from the meeting.

8. **Discussion and possible action to approve an estimate in the amount of \$5,000.00 from Battle Born Tree Service LLC. for the removal of two cottonwood trees, trimming of one cottonwood tree and cleaning and hauling all debris in North Sunridge Park.**
General Manager Chris Johnson reported that several trees at North Sunridge require removal. The trees are extending over adjacent properties and are dying or in poor condition. The cost for the tree removal is \$5,000, which is within the General Manager's purchase authority.

Trustee Garcia noted that the work falls under regular park maintenance. No additional questions were raised.

Public comment: Resident Ben Walker: I just would like to. Is this a not to exceed \$5,000 or is this \$5,000?

General Manager Chris Johnson: No. That is the that's the exact bill.

Chairman Clark-Ross: Thank you. Anybody else? I'm closing public comment. Go. Go ahead. Sorry.

Resident Keith Rhead: Those trees. That we're discussing is behind my house. That's my.

Vice Chairman Jones: Name and point of order.

Chairman Clark-Ross: Yes. Name and sign in. Just tell us your name.

Trustee Garcia: Just for the record.

Vice Chairman Jones: Keep it. Keep it easy on our clerk to know who's talking.

Resident Keith Rhead: Anyway. I'm sorry.

Chairman Clark-Ross: Can you tell me your name?

Resident Keith Rhead: My name is Keith Rhead I'm sorry, but my hearing is a little bad. But the trees in question are behind my house, literally 15ft from my kitchen. And it's not a matter of if they're going to come down. It's when they're going to come down. Half of one's already come down. So, I really do appreciate your attention to this matter. Hopefully, it can be taken care of very soon.

Trustee Garcia motioned to approve an estimate in the amount of \$5,000.00 from Battle Born Tree Service LLC. for the removal of two cottonwood trees, trimming of one cottonwood tree and cleaning and hauling all debris in North Sunridge Park. Secretary/Treasurer Siegman seconded. Motion carried 4-0. Trustee Stulac was absent from the meeting.

Public comment: none

9. Discussion and possible action to approve the purchase of a 2027 F250 truck for the Parks & Street department in the amount of \$58,227.75

General Manager Chris Johnson presented the proposed purchase of an F-250 truck to replace an existing parks and streets vehicle. Johnson stated that the vehicle is an appropriate size for the intended work. The Capital Improvement Plan and budget provide \$50,000 for each vehicle. The proposed purchase will exceed the budgeted amount by approximately \$8,000, with the additional cost attributable to the rack and related equipment to be installed on the back of the truck. Johnson stated that an additional amount could be funded from District reserves.

Johnson reported that staff evaluated both leasing and purchasing options and obtained quotes from approximately six or seven dealerships. The proposed vehicles represent the best bids received for vehicles that meet the operational needs of the district.

Johnson stated that the vehicles being replaced are approximately 20 years old and have high mileage. The existing vehicles will be disposed of through a public auction.

Trustee Garcia emphasized the importance of evaluating operating expense, lease, and purchase options for major equipment purchases. Garcia noted that equipment with a high rate of obsolescence may warrant a different approach than vehicles that are retained for many years. Garcia thanked Johnson for completing the lease-versus-purchase analysis.

Johnson provided an example of the district's copier, noting that leasing is more appropriate in that case because of the maintenance and service components. For the trucks, Johnson stated that purchasing would be more cost-effective because leasing would result in additional interest costs.

Secretary/Treasurer Siegman asked for clarification regarding the configuration of the proposed truck. Johnson explained that the district is purchasing the truck with the pickup bed and will have a service rack and related equipment installed on the back.

Siegman discussed the importance of establishing an appropriate vehicle replacement cycle. Based on his prior experience, he noted that replacing vehicles before they reach a point of significant deterioration can result in a better auction value, reduce maintenance costs, and improve reliability. He suggested that the district consider replacement timing, mileage, maintenance costs, and potential resale value as part of future budgeting and capital planning.

Johnson agreed and noted that the Capital Improvement Plan provides a framework for monitoring these types of capital expenditures. Siegman stated that vehicle replacement timing is another factor the district may want to monitor as part of its budgeting process.

Public comment: none

Vice Chairman Jones motioned to approve the purchase of a 2027 F250 truck for the Parks & Street department in the amount of \$58,227.75. Chairman Clark-Ross seconded. Motion carried 4-0. Trustee Stulac was absent from the meeting.

10. Discussion and possible action to approve the purchase of a 2026 Ford Ranger XLT for the Water department in the amount of \$42,727.25

General Manager Chris Johnson presented the proposed purchase of a small runaround truck for the Water Department. Johnson stated that the proposed vehicle is approximately \$7,000 under budget.

Johnson noted that because the Water Department operates as an enterprise fund, the savings from this purchase cannot be applied toward the additional cost of the parks and streets vehicle discussed previously.

Johnson explained that the district was able to obtain favorable pricing by purchasing both vehicles at the same time from Ford.

Public comment: Resident Brian Patrick: I have one question. And that is because I'm just curious, when you do, you need a move, a motion from the board to move the two vehicles to auction. You can so you can just you can just sell them off without having the board making any, any movement because it is money coming back. Yes. Just ask any questions.

General Manager Chris Johnson: No

Vice Chairman Jones asked about the process for auctioning the district's existing vehicles and whether the district had previously used the process.

General Manager Chris Johnson stated that the process is straightforward but noted that it has been some time since the district last conducted a vehicle auction, as the district has not purchased new vehicles in many years.

Jones asked about the potential proceeds from the auction. Johnson estimated that the district could receive approximately a couple thousand dollars for each vehicle, noting that the vehicles are older and have significant age and use.

Trustee Garcia motioned to approve the purchase of a 2026 Ford Ranger XLT for the Water department in the amount of \$42,727.25. Secretary/Treasurer Siegman seconded. Motion carried 4-0. Trustee Stulac was absent from the meeting.

11. Discussion and possible action to approve Draft Minutes from the July 15, 2026, Board meeting.

Secretary/Treasurer Siegman questioned whether Vice Chairman Jones was present at the July Board meeting, as the minutes reflected her as absent. Administrative Supervisor/Human Resources Brooke Thompson confirmed that Jones was present and participated in the meeting. Thompson noted that the minutes would be corrected accordingly.

Public comment: none

Secretary/Treasurer Siegman motioned to approve Draft Minutes from the July 15, 2026, Board meeting with the correction/removal of Vice Chairman Jones listed as absent, she did attend the meeting. Trustee Garcia seconded. Motion carried 4-0. Trustee Stulac was absent from the meeting.

Minutes of the August 19, 2026, Regular Board of Trustees Meeting

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 item or topic be placed on a future agenda.

Trustee Garcia reported on the District's Yard of the Month recognition. Garcia stated that he and his wife presented the recognition to a recipient on behalf of Lynn Dement, who was unable to attend. Garcia said the recipient was very appreciative of the district's recognition and expressed his appreciation for Lynn's community involvement and efforts.

Chairman Clark-Ross also commented positively on the Yard of the Month recognition and Lynn's community involvement.

Garcia asked about mailing the recognition card to the recipient. Lynn Dement stated that she had provided the card to Brooke Thompson for mailing.

13. Adjournment

Trustee Garcia motioned to adjourn the meeting. Trustee Stulac seconded. Motion carried 4-0. Secretary/Treasurer Siegman was absent from the meeting.

Meeting adjourned at 7:01PM

FINAL APPROVED MINUTES AS PRESENTED

**Secretary/Treasurer
Russ Siegman**

AGENDA ITEM 9.

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

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

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

Trustees Absent: none.

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

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

3:00P.M. - Special Meeting

1. Call to Order

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

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

3. Public Interest Comment

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

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

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

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

Minutes of the September 1, 2026, Special Board of Trustees Meeting

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

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

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

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

4. Approval of Agenda

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

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

Proof of Service and Compliance with Notice Requirements

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

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

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

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

Public comment: none

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

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

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

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

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

Public comment: none

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

7. **Closed session**

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

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

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

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

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

Board Discussion Regarding Employee Grievance and Disciplinary Action

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

Minutes of the September 1, 2026, Special Board of Trustees Meeting

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

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

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

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

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

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

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

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

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

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

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

Public comment: none

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

10. Public Interest Comment (No Action)

11. Adjournment

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

Meeting adjourned at 5:13PM

FINAL APPROVED MINUTES AS PRESENTED

**Secretary/Treasurer
Russ Siegman**