

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

Chairman Kathryn Clark-Ross	Vice Chairman Nancy Jones	Secretary/Treasurer Russ Siegman	Trustee Robert Garcia	Trustee Robert Stulac
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**February 18, 2026
Regular Board Meeting
6:00 P.M.**

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

MISSION STATEMENT

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

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

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

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

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

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

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

AGENDA

6:00 P.M. – Regular Meeting

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

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

4. Approval of Agenda-Chairman
Items on this agenda may be taken out of order. Two or more agenda items may be combined for consideration. Any item appearing on this agenda may be removed, or its discussion delayed at any time.
 - Motion
 - Vote
5. Reports to the Board:
 - a. General Manager Report
 1. Administrative
 2. Water
 3. Wastewater
 4. Parks & Streets
 - b. District Accountant Report
 - c. Engineer Report
 - d. Attorney Report
 - Board of Trustees Discussion
 - Open Public Comment
 - Close Public Comment
6. Discussion and possible action to approve an estimate from Carson Valley Heating, Inc. in the amount of \$14,184.00 for a full system change out at the Water plant to include a new furnace and AC unit. (General Manager, Chris Johnson)
 - Board of Trustees Discussion
 - Open Public Comment
 - Close Public Comment
7. Discussion and possible action to pursue a separate goals form for the General Manager. (Secretary/Treasurer, Siegman)
 - Board of Trustees Discussion
 - Open Public Comment
 - Close Public Comment

8. Discussion and possible action to pursue changing the Board room usage fee schedule.
(Trustee, Garcia)
 - Board of Trustees Discussion
 - Open Public Comment
 - Close Public Comment

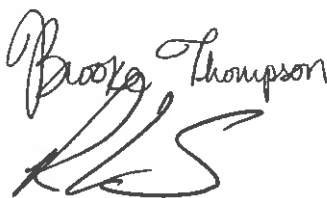
9. Discussion and possible action to approve Draft Minutes from the January 21, 2026, Board Meeting.
 - Board of Trustees Discussion
 - Open Public Comment
 - Close Public Comment

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., February 12, 2026, by



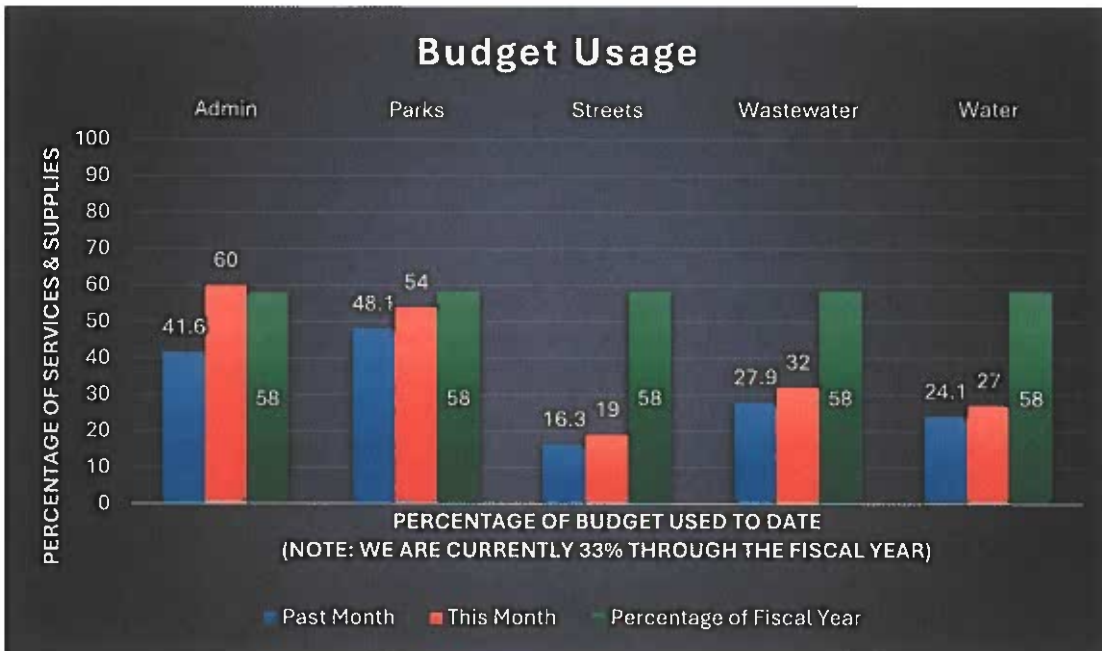
Brooke Thompson

AGENDA ITEM 5a.

Reports to the Board:

a. General Manager Report

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



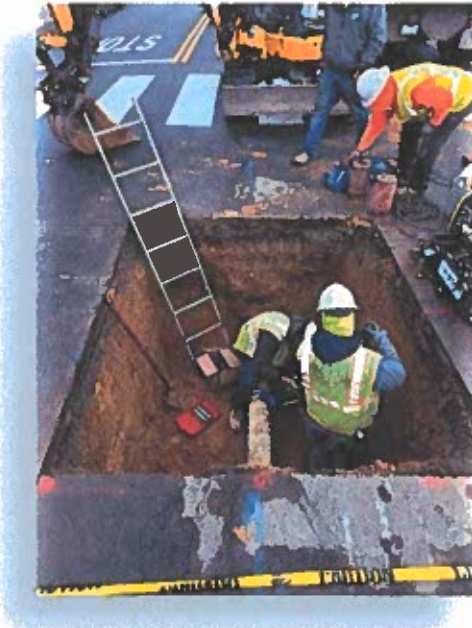
Current Grant Research:

Researching a grant opportunity through the Nevada Department of Conservation and Natural Resources.

Researching opportunity to build a splash pad in James Lee Park with Residential Construction Tax funding.

New Items:

- The Amador Project has started.
 - Water work is being done now and projected to continue through the beginning of March.



- Sewer work is projected to go through the middle of April.
- Sidewalks and curbs will be replaced starting in the middle of April.

- Street work will be done in June.
- The playground replacement is scheduled to begin on March 2nd.
- I have sorted, reviewed, and compiled the man-hour requirements for the Water, Wastewater, Parks, and Streets departments as requested. I combined all similar tasks, and averaged the man-hours over the year. Some tasks and projects are seasonal and cannot be accurately reflected on a monthly man-hour chart, so those hours were averaged over 12 months. Some tasks are irregular, happening at differing intervals over months. Those tasks were averaged and applied to provide a basis for the reported monthly man-hours. The allotted man-hours vs the man-hours available appears out of sync, which is due to the above stated irregularities. The report is attached at the end of my board report. The report is based on a 4-week month, 20 days per month, and 12 months per year. This does not total out to a full year of 52 weeks, but provides a reasonably accurate picture of the man-hours required to maintain the district.
- Coordinating with Douglas County on some regulatory items.
- The Water Supervisor and I did a demonstration and test of the water leak detection system. The system will work, and we were able to get the system for cheaper than we were originally quoted, so he has ordered the system. This will make it possible for us to get a more accurate location of leaks in a situation where the leak is not visibly apparent.
- I have been watching training videos and studying the GIS system.
- Coordinating with Douglas County Community Services for the playground and potential for a splash pad.
- Conducting weekly construction meetings to update on construction status. Doing daily checks of the construction area.
- Coordinating with Parks & Streets Supervisor to establish a plan to rehab the tiers leading in to Sunridge.

Existing Items:

- We are proceeding with the Amador / Placer / Ore project. Our pre-construction meeting will be the Friday prior to this meeting. We are anxious to proceed with this project.
- We have planned out our events for the year.
- I have been working on my goals and establishing a plan of action for those goals.

Completed / Past Items to be removed next month:

- We received four (4) bids on the Amador Project. I am very happy to report that they came in substantially lower than we were projecting. If the board approves the item in this agenda, we will award the bid.
- We have a number of training events coming up to include fire extinguisher training and some supervisory training. Brooke is doing a great job keeping us up to date with our training.
- We replaced the fence along the northern side of the Haystack catch water basin. The homeowner is very happy with it, and the catch water basin is properly secured. The parks department did a great job of clearing the brush inside the basin's northern edge for the fence replacement.
- I have compiled a list of my goals for the 2026 calendar year.

WATER DEPARTMENT

Task	Staff	Hours		Total Monthly Man-Hour Requirement
		Daily	Weekly	
Daily Rounds and Record Keeping	1	2		40
Remote Site Rounds and Record Keeping	1	1		20
Bacteria Sampling / Monitoring / Assessment Sampling	1		12	12
Regulator Reporting (State / NDEP / Board)	1		4	16
Meter Pit / Service Line Leaks (2/month average)	2		24	48
Meter Reading	2		32	64
Fire Hydrant / Gate Valve Upkeep & Exercise	1		4	16
Maintenance / Chlorine Leaks / Facility Maintenance	2		8	64
Required Training for Certifications / Compliance / Safety	2		4	8
USA Digs	1		4	16
House Keeping / Cleaning / Vehicles & Equipment	1		2	8

Monthly Man Hours Available: 320

Monthly Man Hours Allocated for Regular Tasks: 312

WASTEWATER DEPARTMENT

Task	Staff	Hours			Total Monthly Man-Hour Requirement
		Daily	Weekly	Monthly	
Lift Station / Treatment Plant Rounds	1		12	8	48
Manhole Check	1			4	8
Manhole Flush	1			4	4
Plant Samples	1		6		24
Dewatering Operations	1		24		96
Sludge Hauling & Disposal *	1		6		24
USA Dig Markings **	1		1		4
Safety Training & Inspections	2			2	4
Vegetation / Weed Control around basins *	1		2		8
Road Maintenance (dragging road access to plant)	1		2		8
Admin (Reports / Internal paperwork)	1		2		8
CCTV Sewer Work ***	1			8	8
Equipment Maintenance	2		8		64
Export / Plant Reuse Chlorine O&M	1			4	4
GIS Work and Upkeep ***	1			8	8

Monthly Man Hours Available: 320
 Monthly Man Hours Allocated for Regular Tasks: 320

* these tasks are only from March through Oct, so times are averaged over year.
 ** These tasks are not regular. There can be more or less per month, so they are averaged.
 *** These tasks are not regular, and can be more or less depending on task levels. These are

PARKS DEPARTMENT

Task	Staff	Hours			Total Monthly Man-Hour Requirement
		Daily	Weekly	Monthly	
Mowing & Edging James Lee Park *	1		2	8	
Mowing & Edging South Park *	2		2	16	
Mowing & Edging North Park *	2		2	16	
Mowing & Edging Admin Area *	1		1	4	
Mowing & Edging Ball Fields *	1		2	8	
Vehicle Maintenance	1	1		20	
Weed Control *	1		4	16	
Sprinkler Repair & Maintenance	2		3	24	
Parks Checks (restrooms, facilities, trash)	2		6	48	
Valve Replacement *	3		2	6	
Equipment Maintenance (mowers, tools, etc)	1		3	12	
Training	3		2	6	
Safety Training and Inspections	1		2	2	
Shop Upkeep (cleaning / maintenance)	1		3	12	
Gazebo cleaning	1		2	8	
Equipment fabrication	3		1	3	
Exercise Trail Maintenance	1		2	8	
Coloma Trailhead Maintenance	1		1	4	
Valley Vista Park Maintenance	2		2	16	
Facility Repair (playgrounds / drinking fountains / etc)	3		4	12	
Tree Maintenance at Parks *	2		4	8	
Trimming Bushes in Parks & Sidewalks *	2		6	12	
Tennis Court Upkeep	1		1	4	
Dog Park Upkeep	1		1	4	
Fertilizing (2x / year) *	1		1	1	
Thatching & Aerating (1x / year) *	1		2	2	

Monthly Man Hours Available: 240
 Monthly Man Hours Allocated for Regular Tasks: 280

* These tasks are performed seasonally, so the hours are averaged over 12 months based on the

Total Monthly Man Hours Available for Parks & Streets: 480

Total Allocated Hours for Parks and Streets: 470

STREETS DEPARTMENT

Task	Staff	Hours			Total Monthly Man-Hour Requirement
		Daily	Weekly	Monthly	
Asphalt Patching	3		8	24	
Weed Control in Streets	2		8	16	
Painting	3		6	18	
Vehicle Maintenance	1	1		20	
Street Sweeping East of 395	1		8	32	
Street Sweeping West of 395	1		8	32	
Parking Lot JLP Maintenance	1		2	2	
Sign replacement and Maintenance	2		5	10	
Training	3		2	6	
Safety Training & Inspections	1		2	2	
Crack Sealing *	4		7	28	

Monthly Man Hours Available: 240
 Monthly Man Hours Allocated for Regular Tasks: 190

The ACH program continues to be well received. Residents are thankful the district has implemented this option for payments. We currently have 620, 30.693% of residents taking advantage of automatic withdrawal. We continue to receive requests and new authorization forms daily.

In January we sent out twenty-nine past-due bills resulting in one disconnection. That account has since paid in full, and service was restored.

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

All Supervisors attended Difficult Conversation training On Tuesday, January 27, 2026. This was a great reminder that these conversations are not always easy to have but necessary. Everyone participated in practicing techniques with one employee being the supervisor and one being the tough to deal with employee. The training focused on the following: Difficult conversations are an inevitable part of interacting with people in the workplace. How individuals choose to engage or not engage in those conversations can determine important outcomes for conflicts, working relationships, organizational growth, and personal satisfaction or stress levels. The purpose of this course is to explore what makes some conversations so difficult and to provide the skills and confidence necessary to engage in tough conversations effectively. By the end of the course, participants will be able to:

- Comprehend the importance of some difficult conversations.
- Identify reasons why some conversations are more difficult than others.
- Prepare yourself for difficult conversations.
- Apply techniques to engage in effective difficult conversations.

I have completed the Pool Pact Phase II HR Assessment; this was a lengthy process but invaluable to the district to ensure we have a strong foundation for effective Human Resources practices. The assessment includes Phase I: Policies and Files: includes a review of the Member's: • Key policies as determined by POOL/PACT HR to ensure they are up-to-date and legally compliant. • Training records to ensure staff has received compliance training. • Job descriptions to ensure they include a current reflection of essential job functions, accurately list required knowledge, skills, and abilities for the position, and are American with Disabilities Act (ADA) compliant (if applicable). • ADA interactive process to ensure applicable compliance. • Family and Medical Leave Act (FMLA) to ensure covered employer compliance. • Recruitment process to ensure compliance with anti-discrimination statutes and the employer's own internal policies and/or collective bargaining agreements (CBA). • Employee personnel files to ensure documents are maintained appropriately. • Posting of legally required notices. Phase II: Compensation and Benefits include a review of: Exempt job descriptions to ensure each position is properly classified per federal law. • Independent contractors to ensure workers are not "employees" per Department of Labor (DOL) guidance. • Volunteers to ensure workers are not "employees" under federal and/or state law. • Records for employees working

remotely. • Compensation and benefits policies and CBAs to ensure compliance. • Employee payroll files to ensure compensation is being paid appropriately per federal and state laws, personnel policies, and CBAs. • Public Safety employee payroll files to ensure compensation is being paid appropriately per federal and state laws, personnel policies, and CBAs. • Leave files to ensure proper compensation under workers' compensation, FMLA, ADA, military, and catastrophic leave. This is a big accomplishment for the district. With completion we are eligible to apply for the organizational excellence award, a grant in the amount of \$812.50 based on the areas relevant to district operations. This grant has to be HR related. I will be completing the grant application by the end of February.

Sierra Lutheran High School's Baseball team uses Field Two as their home field. Their season is underway, and they will be out on the field practicing Monday through Friday. Their first home game is scheduled for February 28, 2026, and they will be out here until the middle of May.

The tennis gentleman who conducts tennis lessons contacted me again about reserving the tennis courts. He has reserved tennis courts with a couple in February and several in each month until mid-October. He is thrilled to be able to use our courts as they are centrally located and nice, well-maintained courts. He is interested in partnering with the district to host two events, one being a free parent-child tennis class and Glow in the Dark Tennis. I will keep the board posted as planning for these two events progresses.

I have met with our website developer Streamline regarding WCAG 2.1AA which is the international standard for web accessibility, requiring digital content to be perceivable, operable, understandable, and robust. As of April 2024, it is the official technical standard for U.S. state and local government websites and apps under ADA Title II. It enhances accessibility for users with visual, auditory, cognitive, and motor disabilities. They offer this service to the district through DocAccess. DocAccess will automatically remediate PDFs at the time of upload, converting complex content—including scanned documents, tables, and images—into a screen-reader-friendly format. This is the most feasible and realistic option for the district. The other options are to have staff do this, which can take hours per document, we currently have 4,462 pages on the website that need to be converted. I did some quick math, if we did this in-house it would take approximately 190 days at 8 hours a day to complete and convert the documents that are currently on the website, this does not include any new documents that are uploaded on the site. Other companies charge \$7-\$15 per page to convert documents, just what we currently have on the website would be between \$31,234-\$66,930 plus new documents added to the website. Streamline/Civic Plus offers this service for \$3,000 a year so it is a no brainer. This will be implemented by the time of this meeting. The key capabilities include Text extraction from scanned PDFs, including handwritten signatures.

- Conversion of tables and charts into screen-reader-readable formats
- Automatic generation of image alt text
- Built-in tools such as:
 - Aira for live visual assistance
 - Translation into 250+ languages
 - AI-powered document search and summarization

Water Quality:

- The Bac-T sample results for January 2026 came back good.
- The Hobo water plant received 10.6 MG of (Minden) water for the month of January.
- North and South School Well have been shut down for the winter due to low demand.
- Ridgeview was shut off for the month of January to work on the chlorine injection system during the low water demand season.
- Hobo well has been shut down for the winter.

Water Plant Rounds:

- Every morning all operations of the Water plant are checked. Morning rounds consist of,
- The water level and operation of all water storage tanks are checked and recorded.
- The water pressure at the plant and off-site booster stations is checked and recorded.
- All flow and totalizer meters are checked, and the amount of water used is recorded.
- The booster pumps at the plant are checked for proper voltage and current. They are also checked for excessive temperatures at bearings and checked for any water leaks. All information is recorded.
- Water samples are taken from the plant, and we check the water for proper chlorine residuals and calibrate the chlorine analyzer as needed. We also check the water for PH, clarity, and temperature. All information is recorded.
- Trends of the water system are checked through SCADA. Checking these trends for anomalies in the distribution system can give us an early warning of future problems.

Maintenance:

- The Water department excavated a water meter pit at 3565 Loam Dr. due to a leak inside the pit. This repair required the removal and replacement of two sidewalk panels.
- The Water department has been working on the GIS map. We have been mapping water valves, water meters, fire hydrants, water mains, etc.
- The Water department has been working with Rapid Construction on the new water main for the Amador Cir. project.

Wastewater Department Report

February 2026

1: Treatment plant: Ryan has completed vegetation removal throughout the plant, including: all pond dikes, roads, fence lines, and access areas. He has dragged a good part of the mowed area to smooth over ruts made by the Track steer loader.

Ryan pulled some extra pipe from around the plant and used it for a culvert between ponds 2 and 4. This will improve drainage and access to the pond four dike.

We received our renewed WWTP permit after applying for renewal in October 2021. NDEP had a backlog and we were operating on the existing/expired permit. The new permit goes into effect April 1, 2026.

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 January 2025 was .303 MGD (Million Gallons per Day) or 303,000 gallons per day.

2: Lift Stations:

All four lift stations continue to perform satisfactorily.

3: Sewer Collection: Ryan finished mapping district manholes and has connected them with collection system pipe type (SDR plastic or Transit AC concrete) and size (mostly 8", 10" or 12") gravity sewer mains and force mains. This is the crucial work needed to set up a robust GIS system.

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

Parks & Streets Department Report

February 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 Winter months as usage is decreased with the cooler temperatures. Staff checks and cleans/restocks all of the district's public restrooms, checks all trash cans and dog bag dispensers on district property along with doing a visual inspection of the playground equipment.

Staff have also begun the North Park rehab project. Staff has completed the removal of overgrown and dead junipers and various dead shrubs, years' worth of leaves and all the dreaded Russian olive trees. Staff are now spreading DG and placing granite boulders. This will not only improve the aesthetics of North Park as well as saving water with a Xeriscape style of landscaping. Staff have also completed an overhaul of the baseball field at JLP. This included reinforcing the batter's boxes, scraping, and compacting the baselines, adding 25 yards of infield dirt, also cut the grass lines straight and thatched and mowed the outfield in preparation for

Sierra Lutheran High School's baseball season.

Parks staff continue to spray weeds throughout the district with a roundup/2-4d mixture to get a handle on the weeds. Staff have also been cleaning up trails and detention ponds using the masticator purchased by the district this summer.

Streets staff have also outfitted our 2 plow trucks with plows and cinder spreaders in anticipation of a winter storm forecasted to move through the area.

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

Staff also continue the filling of potholes throughout the district as needed. Staff has also started our fall cleanup. Staff will be trimming all trees and shrubs in preparation for the winter months ahead.

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
1/31/2026**

CASH BALANCES	1/31/2026
Operating	\$5,643,956.16
Reserved from rate increase	\$1,972,594.96
Reserved for Parks	\$12,392.14
Reserved for Streets	\$1,389,554.27
	\$2,269,414.79
Operating Available	\$2,269,414.79
Payroll	\$33,115.92
Money Market-NV State Bank	\$1,646,069.59
Reserve for Infrastructure	\$914,787.03
Reserve for Connections	\$613,896.66
Reserve for Storm Water Mgt	\$69,466.39
Reserve for Sewer Debt Reserves	\$70,834.60
Reserve for Short Lived Assets	\$63,505.45
	-\$86,420.54
Money Market Available	-\$86,420.54
Money Market-Moretton	\$3,357,413.33
Reserve for Water Conservation-Parks	\$10,000.00
	\$3,347,413.33
Moreton Available	\$3,347,413.33
Pipeline	\$689,653.81
Reserve for USDA Debt Service	\$40,284.00
Reserve for O&M	\$67,941.82
Reserve for Short Lived Assets	\$419,006.20
Reserve for AB198 capital repl	\$146,074.24
Reserve for construction	\$16,347.55
	\$0.00
Pipeline Available	\$0.00
Total Available	\$5,563,523.50
Investment Pool	
IHGID	\$10,116.95
IHCIP(2m 2007 Bonds)	\$140,926.13
Drinking Water Bond	\$222,480.05
	\$373,523.13
Total	\$373,523.13

**INDIAN HILLS GID
CASH BALANCES BY FUND
12/31/2025**

CASH BALANCES	1/31/2026		
	WATER	SEWER	ADMIN
Operating	1,156,096.42	2,002,737.35	2,485,122.39
Reserved from rate increase	944,173.54	1,028,421.42	
Reserved for streets			1,389,554.27
Reserved for parks			12,392.14
Operating Available	211,922.88	974,315.93	1,083,175.98
Money Market-Nevada State Bank	432,582.58	749,563.27	463,923.74
Reserve for Infrastructure	238,088.15	283,713.69	392,985.19
Reserve for Connections	319,773.33	294,123.33	
Reserve for storm water mgt			69,466.39
Reserve for sewer debt service		70,834.60	
Reserve for sewer short lived assets		63,505.45	
Money Market Available	-125,278.90	37,386.20	1,472.16
Money Market-Moreton	1,119,137.78	1,119,137.77	1,119,137.78
Reserve for water conservation-Parks			10,000.00
Moreton Available	1,119,137.78	1,119,137.77	1,109,137.78
Pipeline	689,653.81		
Reserve for debt service (fully funded)	40,284.00		
Reserve for O&M	67,941.82		
Reserve for short lived assets	419,006.20		
Reserve for AB198 capital replacement	146,074.24		
Reserve for construction	16,347.55		
	0.00		
TOTAL AVAILABLE	1,205,781.76	2,130,839.90	2,193,785.92

**INDIAN HILLS GID
LONG TERM DEBT
AS OF 1/31/26**

<u>DEBT</u>	<u>BALANCE</u>	<u>PAYMENT</u>	<u>FINAL PAYMENT</u>	<u>INTEREST RATE</u>
WATER 2003 BOND	\$ -		1/1/2026	3.46%
WATER/SEWER 2007 BOND *	\$ 150,000.00	** due May and Nov	11/1/2026	4.00%
USDA SEWER	\$ 1,056,363.60	4,754.08 MONTHLY	1/1/2052	2.75%
USDA PIPELINE	\$ 698,828.52	3,357.00 MONTHLY	8/1/2051	3.25%
PIPELINE 2010 STATE	\$ 340,817.25	40,343.06 due Jan and July	7/1/2030	2.57%
	<u>\$ 2,246,009.37</u>			

* (35% WATER, 65% SEWER)

** payment amount varies

**INDIAN HILLS GID
ATTORNEY EXPENSES
JANUARY 2026**

MONTHLY FEES 3,000.00

TOTAL 3,000.00

**INDIAN HILLS GID
ENGINEERING EXPENSES
JANUARY 2026**

	budget	billed	total paid	% complete
ENGINEERING FEES	1,992.00	12,000.00	12,000.00	50.00%
REMEDY MEDICAL	1,037.50	9,598.75	9,598.75	94.11%
STREET MAINTENANCE	11,401.00	70,559.25	70,559.25	86.26%
STREET REHAB (AMADOR)	0.00	237,550.00	237,550.00	95.19%
		<u>14,430.50</u>		

22

Indian Hills General Improvement District
OVERTIME/CALLOUT HOURS
JANUARY 2026

Employee	pay date		pay date		Hours	Total Hours	Total Earnings
	Hours	1/9/2026	Hours	1/23/2026			
WATER TECH		0.00		0.00		0	0.00
WATER TECH		0.00		0.00		0	0.00
PARKS		0.00		0.00		0	0.00
PARKS		0.00		0.00		0	0.00
STREETS		0.00		0.00		0	0.00
STREETS		0.00		0.00		0	0.00
WATER SUPER		0.00		0.00		0	0.00
WATER SUPER		0.00		0.00		0	0.00
ADMIN SUPPORT		0.00		0.00		0	0.00
ADMIN SUPPORT		0.00		0.00		0	0.00
SEWER TECH		0.00		0.00		0	0.00
SEWER TECH	3	205.23		0.00		3	205.23
SEWER SUPER		0.00	2	127.50		2	127.50
SEWER SUPER		0.00		0.00		0	0.00
MECHANIC		0.00		0.00		0	0.00
MECHANIC		0.00		0.00		0	0.00
TOTALS	3.00	205.23	2.00	127.50	0.00	5.00	332.73

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

INCOME	BUDGET	ACTUAL	(OVER)/	58.33%
			UNDER	
FEES	1,495,778.00	942,236.12	553,541.88	62.99%
CONNECTION FEES	0.00	0.00	0.00	0.00%
CRICKET/VERIZON	14,929.92	8,709.12	6,220.80	58.33%
GRANT INCOME	0.00	0.00	0.00	0.00%
INTEREST	60,000.00	30,240.84	29,759.16	50.40%
MISCELLANEOUS	0.00	1,279.23	(1,279.23)	0.00%
TOTAL REV	1,570,707.92	982,465.31	588,242.61	62.55%
EXPENSES				
SALARIES/BENEFITS	446,004.39	224,199.55	221,804.84	50.27%
OPERATING EXP	503,100.00	252,733.82	250,366.18	50.24%
DEBT PRINCIPAL	252,500.18	152,859.51	99,640.67	60.54%
DEBT INTEREST	38,990.70	27,700.67	11,290.03	71.04%
CAPITAL OUTLAY	1,724,624.00	53,613.30	1,671,010.70	3.11%
TOTAL EXP	2,965,219.27	711,106.85	2,254,112.42	23.98%
PROFIT (LOSS)	-1,394,511.35	271,358.46	(1,665,869.81)	
NON-CASH				
infrastructure depletion (DEPRECIATION)	552,000.00	322,000.00	230,000.00	58.33%

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

INCOME	BUDGET	ACTUAL	(OVER)/	58.33%
			UNDER	
FEES	1,115,040.00	709,731.49	405,308.51	63.65%
CONNECTION FEES	0.00	0.00	0.00	0.00%
INTEREST	45,000.00	25,062.27	19,937.73	55.69%
MISCELLANEOUS	0.00	0.00	0.00	0.00%
TOTAL REV	1,160,040.00	734,793.76	425,246.24	63.34%
EXPENSES				
SALARIES/BENEFITS	485,425.90	246,497.94	238,927.96	50.78%
OPERATING EXP	266,600.00	123,039.43	143,560.57	46.15%
DEBT PRINCIPAL	118,842.48	107,148.27	11,694.21	90.16%
DEBT INTEREST	34,926.48	19,385.70	15,540.78	55.50%
CAPITAL OUTLAY	985,750.00	51,692.30	934,057.70	5.24%
TOTAL EXP	1,891,544.86	547,763.64	1,343,781.22	28.96%
PROFIT (LOSS)	-731,504.86	187,030.12	(918,534.98)	

NON-CASH:

infrastructure depletion (DEPRECIATION)	455,000.00	265,416.69	189,583.31	58.33%
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**INDIAN HILLS GID
BUDGET TO ACTUAL
NOT INCLUDING DEPRECIATION
FOR THE PERIOD ENDED JANUARY 31, 2026
GENERAL**

<u>INCOME</u>		BUDGET	ACTUAL	(OVER)/ UNDER	58.33%
	AD VALOREM	1,245,324.00	871,510.98	373,813.02	69.98%
	DOUGLAS CO. CONSOLIDATED TAX	402,412.00	240,200.46	162,211.54	59.69%
	PARK REV	1,500.00	4,690.00	(3,190.00)	312.67%
	GRANT	0.00	306,412.00	(306,412.00)	0.00%
	DONATIONS	0.00	0.00	0.00	0.00%
	MISCELLANEOUS	0.00	4,897.60	(4,897.60)	0.00%
	INTEREST	48,000.00	26,222.71	21,777.29	54.63%
	STORM WATER	21,700.00	12,857.00	8,843.00	59.25%
	TOTAL REV	1,718,936.00	1,466,790.75	252,145.25	85.33%
<u>EXPENSES</u>					
ADMIN	SALARIES/BENEFITS	110,741.61	61,631.82	49,109.79	55.65%
	OPERATING EXP	225,850.00	139,758.88	86,091.12	61.88%
	CAPITAL OUTLAY	8,000.00	5,752.75	2,247.25	71.91%
PARKS	SALARIES/BENEFITS	270,660.89	121,297.24	149,363.65	44.82%
	OPERATING EXP	174,000.00	92,806.81	81,193.19	53.34%
	CAPITAL OUTLAY	43,000.00	45,340.63	(2,340.63)	105.44%
STREETS	SALARIES/BENEFITS	277,660.89	120,652.08	157,008.81	43.45%
	OPERATING EXP	111,200.00	35,263.31	75,936.69	31.71%
	CAPITAL OUTLAY	1,220,000.00	55,119.30	1,164,880.70	4.52%
	TOTAL EXP	2,441,113.39	677,622.82	1,763,490.57	27.76%
	PROFIT	-722,177.39	789,167.93	(1,511,345.32)	

NON-CASH:					
	infrastructure depletion (DEPRECIATION)	383,600.00	223,766.62	159,833.38	58.33%

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

2/12/2026

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

Subject: Engineer's Report to the Board – February 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 is currently on-schedule (completion in June of 2026) and on-budget.
- Lumos is coordinating with IHGID to complete an update of the Emergency Action Plans (EAP's) for Wastewater Ponds 5 & 6 with Division of Water Resources.
- Lumos coordinated with IHGID and Douglas County School district on the School Well water rights.
- Lumos is coordinating with IHGID and a potential developer in Sunridge.

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

Sincerely,

Collin Sturge, P.E.
IHGID District Engineer

AGENDA ITEM 5d.

Reports to the Board:

d. Attorney Report

AGENDA ITEM 6.

Discussion and possible action to approve an estimate from Carson Valley Heating, Inc. in the amount of \$14,184.00 for a full system change out at the Water plant to include a new furnace and AC unit. (General Manager, Chris Johnson)

Carson Valley Heating, Inc.

PO Box 341- 1421 Industrial Way - Gardnerville, NV 89410
775-782-3104

Nevada License 0022277 and Nevada License 0022278

Proposal and Contract

TO: Indian Hills GID
3394 James Lee Park
Carson City, NV 89705

Date: February 5, 2026
Phone: 775-364-4175
Email: bthompson@indianhillsnevada.com

Job description: Furnace change out only or fully system change out

Option 1 – Furnace change out only

- Bryant single stage 80% 45k Btu furnace 801SB36045M14
- Install new return air filter rack
- New gas flex
- Re-hook supply air can
- Re-hook gas connection and flue
- Warranty *

Option 1 - For the sum of \$5,310.00

Option 2 – Full system change out

- Bryant single stage 80% 45k Btu furnace 801SB36045M14
- Bryant 2 ton 16 SEER AC condenser – 146SAN02400W
- Bryant 2 ton 14" evaporator coil – CVAVA2414XMA
- Flush and clean existing refrigeration linesets
- Re-hook refrigeration lines from indoor evaporator coil to outdoor AC condenser
- New gas flex
- General sheet metal for evaporator coil adaptations to square ducting
- Re-hook supply air can
- Re-hook gas connection and flue
- Warranty *

Option 2 - For the sum of \$14,184.00

IF ACCEPTED, SIGN AND RETURN A COPY TO CARSON VALLEY HEATING

TERMS: Terms are net 30, with progress payments consisting of 90% of all materials furnished and work performed during the month to be paid on or before the 10th of the following month. Balance to be paid in full by the 10th of the month after completion of our contract. **Payment by check, money order, and cash are all accepted. Financing now available – Call us for details.**

Interest at the rate of 1 ½% (18% annually) per will be charged on past due accounts. The undersigned agrees to pay all costs and expenditures of collection, including attorney fees, necessarily incurred in the collection of this account.

This proposal is subject to revision if not accepted within thirty days of the above date. Due to increasing supplier prices beyond our control, this is only an ESTIMATE based on today's prices. Final price may result in an increase.

ACCEPTED BY: _____ DATE: _____

Respectfully submitted by,
CARSON VALLEY HEATING, INC.

BY: Tom Clore

AGENDA ITEM 7.

**Discussion and possible action to pursue a separate goals form for the General Manager.
(Secretary/Treasurer, Siegman)**



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?	

AGENDA ITEM 8.

**Discussion and possible action to pursue
changing the Board room usage fee schedule.
(Trustee, Garcia)**



INDIAN HILLS GENERAL IMPROVEMENT DISTRICT

3394 James Lee Park Rd. #A
Carson City, NV 89705

MEETING ROOM RENTAL AGREEMENT (TO ACCOMPANY SPECIAL USE PERMIT AND MEETING ROOM POLICY)

Request to rent the meeting room is as follows:

DATE(s) _____, from (Start Time) _____ to (End Time) _____

Name and phone number of the contact person:

Name _____

Phone #: () _____

Fax #: () _____

Office/Company _____

Address _____

MEETING ROOM CHARGES

ROOM CAPACITY WITH TABLES & CHAIRS
WITHOUT TABLES

APPROXIMATELY – 90 persons
APPROXIMATELY – 100 persons

Hourly Rate \$25 per hour

\$175 over 6 hours

Cleaning/Damage Deposit \$200.00

(Refundable, whole or part)

CANCELLATIONS MUST BE CALLED IN 3 DAYS IN ADVANCE TO AVOID A \$75.00 CANCELLATION CHARGE.

PLEASE SIGN AND RETURN A COPY OF THE AGREEMENT/CHARGE FORM, SPECIAL USE PERMIT AND MEETING ROOM POLICY FORM.

A CHECK MUST BE RECEIVED NO LATER THAN TEN (10) WORKING DAYS BEFORE THE RESERVED DATE AND MADE PAYABLE TO INDIAN HILLS GENERAL IMPROVEMENT DISTRICT.

I AGREE TO THE CHARGES,

Signature

Print Name

AGENDA ITEM 9.

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

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

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

Trustees Absent: Chairman Garcia

Staff Present: General Manager Chris Johnson.

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

6:00P.M. - Regular Meeting

- 1. Call to Order**
Request that Cell Phones and Pagers be turned off for recording purposes.
Vice Chairman Stulac called the meeting to order at 6:00PM.
- 2. Pledge of Allegiance:** Led by Secretary/Treasurer Siegman.
- 3. Discussion and possible action to elect officers of the IHGID Board of Trustees for calendar year 2026 – Chairman**

a. Election of Chairman

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

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

b. Election of Vice Chairman

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

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

c. Election of Secretary/Treasurer

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

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

4. Public Interest Comment: none

5. Approval of Agenda

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

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

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

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

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

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

Public comment: none

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

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

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

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

Minutes of the January 21, 2026, Regular Board of Trustees Meeting

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

Key Findings

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

Carson River Flow and Climate Trends

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

Groundwater Pumping and Modeling

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

Wet and Dry Year Impacts

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

Conjunctive Management

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

Board Discussion

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

Conclusion

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

Public comment: none

8. Reports to the Board:

a. General Manager Report

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

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

Grant Opportunities

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

b. District Accountant Report

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

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

c. Engineer Report

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

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

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

d. Attorney Report

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

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

Chairman Clark-Ross: Well, thank you Lynn.

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

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

9. Discussion only regarding the General Manager goals.

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

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

Minutes of the January 21, 2026, Regular Board of Trustees Meeting

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

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

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

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

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

Public comment: none

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

11. Chairman and Trustees Reports, Correspondence

Under this item the Board Members will briefly identify relevant communications received by them before the meeting, or meetings attended, or potential business of the district. No action will be taken on any of these items, but a member may request such item or topic be placed on a future agenda.

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

12. Adjournment

Meeting adjourned at 7:30P.M.

FINAL APPROVED MINUTES AS PRESENTED

**Secretary/Treasurer
Russ Siegman**

DRAFT

46