

MINUTES

REGULAR MEETING OF JUNE 29, 2022 Incline Village General Improvement District

The regular meeting of the Board of Trustees of the Incline Village General Improvement District was called to order by Board Chairman Tim Callicrate on Wednesday, June 29, 2022 at 6:00 p.m. at the Boardroom, 893 Southwood Boulevard, Incline Village, Nevada.

A. PLEDGE OF ALLEGIANCE*

The pledge of allegiance was recited.

B. ROLL CALL OF TRUSTEES*

On roll call, present were Trustees Tim Callicrate, Matthew Dent, Sara Schmitz, and Michaela Tonking. Trustee Kendra Wong joined the meeting at 6:44 p.m.

Members of Staff present were District Project Manager Bree Water, Engineering Manager Kate Nelson, Parks and Recreation Superintendent Shelia Leijon, Director of Public Works Brad Underwood. Members of the public physically present were Gail Krolick, Jack Dalton, Joe Schulz, Bradley Mindlin, Paul Smith, Linda Smith, Ray Tulloch, Patrick Schmitz, Dave Noble, Andy Whyman, Barbara Perlman-Whyman, and others.

C. INITIAL PUBLIC COMMENTS*

Kari Michael read from a prepared statement which is attached hereto.

Joe Schulz read from a prepared statement which is attached hereto.

Diane Heirshberg read from a prepared statement which is attached hereto.

Yolanda Knaak said that she is an IVGID candidate and that there is a really important survey on the transportation plan that the County has for us and that our community really needs to get on it and give our opinions. Ms. Knaak encouraged everyone to go to the website as we might end up with surprises that we are not aware of. Spending over \$300,000 on advertising – she wanted to mention that a lot of companies that have phone conversations with someone, verify your e-mail address, then they have Constant Contact and then when an important thing happens, they put an e-mail out to keep people informed. Use that for advertising because you are only writing something one time and can send it out to 100's of people.

Stan Heirshberg read from a prepared statement which is attached hereto.

Paul Smith read from a prepared statement which is attached hereto.

Linda Smith read from a prepared statement which is attached hereto.

Patrick McBurnett read from a prepared statement which is attached hereto.

Cheri Kratka read from a prepared statement which is attached hereto.

Nancy Carlson read from a prepared statement which is attached hereto.

Brad Johnson said thank you for the opportunity to speak in favor of H.1. He is the father of 3 young children who utilize the Boys and Girls Club. The summer programming is absolutely essential to their family living here. There is a considerable gap for programming and what is proposed tonight will make an improvement. He is a Board member for the Boys and Girls Club and he has 25 years of contracting experience so, as you consider that contract, and we talk a lot about dollar multiplier, they multiple dollars via grants, etc. therefore there is a lower cost to provide the services as well as there are the economics of scope and skill that we don't have in our District organization. As to the value of services generated – IVGID has the potential to achieve that so please vote to approve the proposal tonight. He is also in favor of Item H.3., as it has been a long term partnership and, again, think about the concept of dollar multiplication and how DPSEF can expand on that. Thank you.

Gail Krolick said full time, year round resident for the past 32 years. Thank you for the incredible pool opening and thank you Trustee Schmitz for being a good sport in dunking. Ms. Krolick said that she is fact finder and that she likes to learn facts and that she doesn't like rumors, she wants facts. She was asked if she would participate in a meeting for Pacasa. She knew nothing except what she hears about them so she thought it would be a great opportunity. She then pulled up the information of the websites of IVGID and IV Community First and she read everything inside and out. She was alarmed about the eligibility of passes and that she read two articles that talked about the ordinance that was changed. She doesn't know who the author is but she would urge the Trustees to appoint a Staff member as there is erroneous information out there. She is here tonight asking the Board to have this information corrected as a lot of people look at this. The only reason she is here is to say let's get facts before we start talking.

Bradley Mindlin said he lives full time in Incline Village and that he was running for IVGID. He wants to thank everyone for running and to congratulate the people who

made it through the primary. He had a great opportunity as he met a lot of people, he met all but one of the candidates, and that he felt very honored and privileged. Learned there is a lot of passion in our community as well as smart people who care about Incline Village. He also found a lot of anger which disappointed him. Look at the sign behind the Board member – it says “One District – One Team”. We need to turn the anger into passion, work together, and use our different ideas to be productive instead of destructive. We live in paradise, we have different views, everyone works hard, and everyone cares. Candidates worked hard. Embrace differences and even though he didn’t win, he made a commitment that the best candidates should go forward. Mr. Mindlin concluded by stating that he would like to be on any committee or Board to help this community.

John Eppolito said thank you to the Board and that he doesn’t want to be in your seat and that’s the truth. General Manager Winquest, thank you for what you have done with basketball and that he wishes you were here one more year – thank you. He watched the June 8 meeting, he too was surprised at Mr. Mathis’ behavior. In fact, he said that didn’t just happen, so he rewound and he was very surprised and thought it was totally inappropriate what he did. He appreciates what Trustee Schmitz does. He is also a former Math teacher so he is kind of on the same wavelength with Trustee Schmitz. He too doesn’t trust Mr. Mathis. Regarding the survey, it is the Washoe County Transportation Survey and it is about the transportation hub. Carole Black said there is no research that we need it. His opinion is that he worries about a kid going around the bus; the ambulance gets called often as that is one of the worst places in town. The survey is totally skewed as you have to answer every question. Their next meeting is July 25 at 5:30 p.m. at the library.

Ray Tulloch said there are a lot of things on the agenda so he will keep his comments short. He echoes all the comments made previously about the complete train wreck that we saw on June 8. The Trustees have one employee to evaluate and they can’t seem to find the time to do that without contracting it out and quite frankly and if that is the process that the Trustees want to adopt, he thinks the community needs to look very carefully at the next election and support candidates who will actually do the job themselves without any contracting out. If a Trustee can’t do that and just want to phone it in, he doesn’t think they deserve to be a Trustee. Thank all the voters for the support they provided in the primary and thank all the candidates for running a very fair race. DPSEF contract – congratulate Staff and DPSEF for revising the contract, it levels the playing field, properly supports Incline Village picture pass residents and not outsiders and Staff has done a very good job so thank you for that. He is staggered that Staff is coming back with a \$300,000 bro contract with EXL Media. There is a current contract that can be extended by another \$50,000. by the General Manager. There are no metrics, no

objectives, and there is no identification for ROI or check points. The Board should reject this contract until it comes back with these metrics.

Andy Whyman said he is a long term resident of Incline Village most of the time. Begin with a quote from Mr. Baldwin “I think all theories are suspect that the first principles may have to modify or may even be pulverized by the demands of life. Freedom, justice, democracy are not common concepts; on the contrary they are rare. It takes individual effort to arrive at respect for other people.” So that leads him to a story - once upon a time, on the north shore of Lake Tahoe, there was a magical place called Incline Village. And because it was a magical place and one of the most glorious places in the world. Many people were attracted to the village; many successful people were attracted to the village as you had to be able to pay for it for one thing. Many successful people are also smart people; that’s how you get ahead in life for the most part. A lot of smart people felt, because they are smart people, that they knew a lot about life and about how to run meetings and how to participate in the community. A group of these smart people came to many Board meetings and thought they were smarter than people who ran the Board. They made many denigratory and demonstrative false comments about individuals on the Board. They also made a number of reasonable comments at times, but these were, as usually happens, drowned out by that kind of denigratory behavior. That has infected the Board and the community and he bears witness to that as he saw some of that tonight as well. We are not here to take sides with the good people and the bad people and the smart people and the ignorant people. The sense that he gets tonight, in listening to many of these comments, is that the smart people denigrate the other people who they know aren’t as smart as there. In fact, he doesn’t think that Dr. Bill did a good job at all, he thinks he did a poor job. What he thinks he did was he just inflamed underlying tensions and disagreements that were already there. They were not newly acquainted to the people who came to that meeting or on the Board but that’s the way it sounds.

Jack Dalton said he has been here 6 years. Moved here when he knew there were no tax issues. Came here because it was a delightful place. Then there is a June 8 meeting, that was a tragedy. He is a doctor too, that’s way he wears the mask and we should wear the mask here as it’s a small room and we need more space and more ventilation but he doesn’t practice either. It was an insult to anybody’s intelligence the behavior of certain people on the Board and certain people on how Trustee Schmitz was attacked. This has been going on for a long time, not just on June 8, this has happened before. Have some other questions – don’t need the room here, he has asked to Board Chairman Callicrate to move to a Zoom meeting which is not expensive and with Livestream you miss things, you had to listen, and he has complained several times and it is not expensive and he doesn’t know why we have Zoom and he hates Zoom but he has been to a lot of Zoom meetings and

we should have that and not Livestream. The pool – is the pool totally open for the public now – yes or no? He has heard that it wasn't quite functioning it, we had a contract and who is the expert? Cart path – is the cart path working on not and what's the story on that one? Board Chairman Callicrate said that Staff will get you an answer during the break.

Kelly Thompson said she is full time resident for 18 years and that her family has been here for 26 years, 4 of her siblings gone through all of Incline public schools. She has 2 adult children who went through all the Incline public schools and she has 2 kids currently in our schools. She has coached all the youth sports in Incline and she has coached at the high school for about 10 years. The need for more indoor space for these kids is incredible. We live in a community where so many people have so much and so many kids that have so little. Our kids go down to Reno to use their incredible facilities and they come back here and we don't even have enough space for them to do what they need to do. At the high school, in the winter, we are sharing space with 4 different teams in one tiny gym. Sometimes we going to Reno and either borrow space or are paying for space by parents. She feels it is so important for our kids to have this new center and hope you approve it.

Iljosa Dobler read from a prepared statement which is attached hereto.

Cliff Dobler read from a prepared statement which is attached hereto.

Judith Miller said that there have been many IVGID activities that have pushed the limits of the law but the events leading up to the GM's supposed performance review and the Board action on June 8, 2022, were over the limit not just in their lack of transparency and lack of compliance with the Open Meeting Law but in their lack of respectful behavior. We have often heard about citizens whose remarks are less than civil when referring to IVGID Staff and certain Board members but here, we had a consultant, Dr. Mathis, who is supposed to be working on helping the Board to become more cohesive. His remarks did nothing to foster that. Instead, he made personal attacks on Trustee Schmitz who more than any other as exemplified the traits of restraint and civility. After his inane remarks during the performance evaluation, even if there is no change in the outcome, this item needs to be reconsidered. We need a fair and thoughtful evaluation as attempted by Trustee Schmitz not one influenced by a consultant from California who has no understanding of Nevada law. Dr. Mathis wasn't chosen through a competitive process and she thinks this highlights the need that we do go through a competitive process especially for professional services of this nature. He was clearly not up to the task and his proposal was not even coherent. He should be informed that his services are no longer needed. Any future request for payment, should be

denied. But here we go again with another contract that was not put to bid – the one for media buys. It hasn't been out to bid in about 3 years and of course here we are again giving away to the DPSEF, essentially a private club, exclusive use of much of our facilities. At least negotiate some kind of a discount for picture pass holders and perhaps a minimum number of scholarships and outreach to some low income members of the community. Otherwise we might as well go to Palisades. Public recreation is supposed to provide opportunities for all income levels. And with that, she does want to express support for the Boys and Girls Club. Her children used them when they were young and they have really been in this effort for a long, long time and they do deserve support however she does have one request – that we take care of the deed restriction that is on the property where the Recreation Center is located. That property is supposed to be for recreation only.

Kathy Julian said this is her first comment to the Board at a Board meeting and she simply wants to say that she did listen to the June 8 meeting and she was very disappointed with the performance of Dr. Mathis. She was amazed that the Board would turn over the performance evaluation to a consultant to prepare. She found it highly misleading that he wrote something that the Board of Trustee would say I don't subscribe to this, I don't support this and that this is not my evaluation of the General Manager. Ms. Julian continued that she thinks that the entire process should be rethought and she hopes the Board reconsiders hiring Dr. Mathis for any further work because it truly did not support the goal of this consultant hire which was to bring the Board together and work to collaboratively. He obviously brought some issues to his evaluation of the Board that she thought were inappropriate. Finally, she would like to thank Trustee Schmitz for the research she does at every meeting and the questions that she asks. It is not a problem, in her view as a resident here, to have a Board member who asks questions and does research and seeks clarification as that is what she expects of her Board of Trustees. Thank you very much.

4299 – no response.

Cara Schuessler said she and her husband are raising their two children in Incline Village and they are joining today to show support for the Rec Center expansion, they are super appreciative of the Duffield Foundation, excited to hear the update today and they attended one of the previous meetings where the next steps got approved and they hope the next step gets approved as well.

Charley Miller said to follow on to Ms. Schuessler's comment, he is grateful to the Duffield's and what they do for this community and for everything they have done for this community.

Ali Warner said thank you for all you do and echo the last two commenters and we joined tonight to support the Rec Center expansion recommendations and commend the thoughtful efforts put forth to date. Also want to support the DPSEF item, have two kids in the program, and he recently joined the masters. Support the recommendations offered in the Board packet on both of these items.

Ronda Tycer read from a prepared statement which is attached hereto.

Jessica Norbee passed on her opportunity to comment.

Helen Neff said her comment is in reference to the June 8 Board meeting and she would like to add her voice to the termination of Dr. Mathis contract for his conduct. Her support is fully behind the work of Trustee Schmitz. She works tirelessly for us.

Sara Schmitz read from a prepared statement which is attached hereto.

Board Chairman Callicrate thanked the public for making their comments and keeping it civil as we are all neighbors.

D. APPROVAL OF AGENDA (for possible action)

Board Chairman Callicrate asked for any changes to the agenda; Trustee Schmitz requested a flexible agenda in the event it gets too late and we might defer an item? District General Counsel Nelson said yes, absolutely. Trustee Schmitz said it is important to conduct our businesses while we are still alert and that she is thinking about the Purchasing Policy and/or Policy 15.1.0. District General Counsel Nelson said we can keep the agenda as is or do it right now? Trustee Tonking said let's move those two policies to the end and have flexible agenda; move General Business Item H.7. to the end of the agenda. Trustee Schmitz said she would like to move Consent Calendar Item G.1 to after General Business Item H.4. Board Chairman Callicrate approved the agenda as revised. District General Counsel Nelson said it is ok to move forward with consensus unless there is objection; Board Chairman Callicrate said the agenda is approved as revised.

E. REPORTS TO THE BOARD* - Reports are intended to inform the Board and/or the public.

E.1. North Lake Tahoe Fire Protection District Fire Chief Sommers - Verbal Update regarding defensible space and other related topics relevant to the community

North Lake Tahoe Fire Protection District Fire Chief Sommers gave an update on the fuels work that they have completed for IVGID. In 2004, we entered into a contract with IVGID which is still in force today and it has worked out very, very well. That is the land that is protecting the rest of the community and improving forest health. In 2021 and 2022, we have burned 302 acres of piles on IVGID lands, and we have thinned 246 acres. We have also entered into SNPLMA and gotten those funds and used those funds to lower that cost on IVGID lands. All IVGID lands, 1,000 plus acres, have had an initial treatment of some type which is a lot of work done since 2004. There is a fiscal responsibility from IVGID of \$200,000 which is appreciated and we are in constant communication with the IVGID team. Moving onto another topic, there has been some discussion about the Crystal Bay Water Pump, we don't need it and yes, it would be a nice to have it. It would be up to the Board if they want to bring back to life. Remind everyone NLTFPD received an ISO Rating of 1 and that couldn't have been done without the improvement of water infrastructure by IVGID – we have a lot of water in a time of need. Trustee Schmitz said thank you to you and the entire Fire District for keeping our community safe and that the halo will help us in our time of need.

At 7:26 p.m., Board Chairman Callicrate called for a break, the Board reconvened at 7:32 p.m.

E.2. District General Manager's Report

District General Manager Winquest said that the Burnt Cedar pool is open and we did have a mechanical issue that required us to close for 2 days and that the pool has been opened since 12 noon yesterday. Mountain Cart path – opened and operational for the entire golf season. District General Manager Winquest then went over the two items included in the Board packet. Trustee Schmitz said she has two questions – heard from someone on Staff that the beach fee is no longer \$15 and that it is \$16. District General Manager Winquest said when we gave you the rates that increase was included in the key rates and pointed out when it increases. Trustee Schmitz asked about verified occupancy and requested that they are verified occupants of the hotel/motel. District General Manager Winquest read from the process and said they will come down and have the card and if that registration document says 2, that's all we will sell. Trustee Schmitz said so they will have the card with them? District General Manager Winquest said yes and Staff is asking them to show photo identification as verification. We have put a lot of work back on the Parkside Inn and if we find any gaps, we

will make adjustments. Mr. Warner has been cooperative and easy to work with. Trustee Dent said thanks for including the document in your report as it is a work in progress and we can make changes.

F. REVIEW OF THE LONG RANGE CALENDAR (for possible action)

District General Manager Winquest went over the submitted long range calendar and said that he will go over the parking lot items next meeting. Trustee Dent asked that on July 27, he would like to add Trustee Schmitz' item which is to discuss our contract with Dr. Bill Mathis. Trustee Schmitz said, on the Parking Lot list, Item G, – September 2, 2021 is the requested date and that she has been having e-mail communications with District General Counsel and the Board Clerk and that our December 16, 2021 meeting minutes have never come before the Board for approval. She was expecting them to be on tonight's agenda but it didn't seem like it made it but we have not reviewed those meeting minutes. Board Chairman Callicrate said for all transparency, the Board needs to agendize a situation on the back and forth between Dr. Mathis and all the Trustees as it is important to get all the information out there. He doesn't know when but thinks the sooner the better, get all the information out, clear the air, and move forward as a special meeting with the one topic, get it out, discussed and move on. Board Chairman Callicrate then asked the District Clerk to contact each of us to set up a meeting that puts that issue to rest and move forward. Trustee Wong said that she has the same request and if we are going to discuss Dr. Mathis' contract, this discussion should precede. Board Chairman Callicrate asked District Clerk Herron to find a date and time for a special meeting.

G. CONSENT CALENDAR (for possible action)

- G.1. SUBJECT: Approve an agreement for media buying services for Fiscal Year 2022/23; Venues: Diamond Peak, Championship Golf Course, Mountain Golf Course, Facilities; Vendor: EXL Media; Agreement Amount: Up to \$215,250 in paid media spending, \$40,000 in trade media spending, and up to \$53,000 in agency fees – a grand total of up to \$308,250. (Requesting Staff Member: Marketing Manager Paul Raymore) *(moved to General Business Item H.4A)***

- G.2. SUBJECT: Approve a Change Order to the contract with CORE Construction (Burnt Cedar Swimming Pool and Site Improvements Project) in the amount of \$44,872 and authorize the reallocation of \$44,872 of available funding within the Burnt Cedar Pool and Site Improvements Project (CIP3972BD1301) to**

the Aquatics Fund 390-39-850-7415 for the purchase of new pool furniture. (Requesting Staff Member: Director of Public Works Brad Underwood)

- G.3. SUBJECT: Approve Amendment No. 5 for the Effluent Pond Lining Project in the amount of \$216,000 – 2599SS2010 - Fund: Utilities; Division: Sewer; Vendor: Jacobs Engineering Group Inc. (Jacobs) and authorize Staff to execute the Amendment (Requesting Staff Member: Director of Public Works Brad Underwood)**

Trustee Tonking made a motion to approve the revised Consent Calendar. Trustee Dent seconded the motion. Board Chairman Callicrate called the question and the motion was passed unanimously.

H. GENERAL BUSINESS (for possible action)

- H.1. SUBJECT: Review, discuss, and possibly approve the 30% Schematic Design of the Recreation Center Expansion Project; the award of the H&K contract, the award of the Exline & Co. contract, the award of the CMAR pre-construction contract with CORE West, Inc., and acknowledge the development of and intent to enter into a Progressive Grant Agreement with the Duffield Foundation. (Requesting Staff Member: District General Manager Indra Winqest with support from Director of Public Works Brad Underwood)**

District General Manager Winqest gave an overview of the submitted material. Boys and Girls Club Executive Director Mindy Carbajal gave a verbal overview of what the Boys and Girls Club does for kids as well as the services that they provide. Board Chairman Callicrate thanked Ms. Carbajal for her presentation and said that this is a golden opportunity to work together which will alleviate the stress on our team. Trustee Schmitz said, as your very first volunteer, it was a pleasure to get to know you and that this is a great opportunity for this community. Trustee Schmitz then asked if Washoe County will be providing the busing for the kids? Ms. Carbajal said we will need to look at that to see what works. Trustee Tonking said, as a point of clarification, Washoe County is trying to cut busing services in the village. District General Manager Winqest said that Washoe County has used the Recreation Center as a drop off point and we would work with Washoe County and Ms. Carbajal to solve this problem. Regarding the agreement, he wanted to get the approval first from the Board and we will

work through a Memorandum of Understanding and Staff is hoping to bring back the Progressive Grant Agreement on July 27 for approval. Engineering Manager Kate Nelson and District Project Manager Bree Waters gave an overview of the submitted materials. CORE (Mr. Coombs) and H&K Architects (Mr. Jeff Klippenstein) representatives gave their presentation which was included in the packet. Trustee Schmitz said upstairs, the plans show increasing the size of the fitness area and at the furthest area to the left, there is a breakroom. There is another one up in front so could that space be used to expand the fitness area thus having that entire space which would be wonderful? Where the massage room is there was a coffee station that looks like it is being removed and that there will still be a beautiful fireplace so what is the plan for the existing space? Mr. Klippenstein said leave it alone. Trustee Schmitz said so it would be more of a community gathering area? District General Manager Winqest said yes, within the tenant improvements on agenda packet page 50. That will be required tenant improvements and yes, the lobby will be a larger space for the community. Massage area will move upstairs which is a better area. Existing child care area is being looked at. We don't have a break room for our Staff but we are looking at it. Trustee Schmitz said she knows that we have a demand for a larger fitness area and that a lot of people will want to know where the coffee station is going. District General Manager Winqest said we aren't getting rid of that station as we understand the importance. Mr. Coombs of CORE gave his presentation. District General Manager Winqest gave an overview of tenant improvements and we believe that a walking track will be valuable and it is just an opportunity and not a requirement. To get that information, we will have to spend that money, as a District, to bring back those options. Board Chairman Callicrate said he appreciates all the presentations and that this is an exciting opportunity for all of us. Trustee Dent said his only concern is the timeline associated with it and he would be surprised if we finish in that time as it is a very optimistic schedule. District General Manager Winqest said we understand and we know we can do it. Trustee Schmitz said let's have a deliverable timeline that we can live with and get it done. On agenda packet page 154, it says we do a 50% design. As an engineer herself, she knows that changes after the fact, and Staff doesn't have a check in with the Board until 100%, could cause us to back up and is that a milestone check in we can have? Project Manager Waters said we discussed this specific question and that when we get to 60% design and have a better idea of costs, we will come back to the Board and that will probably be in October. At that time, we will have a better idea of tenant improvements, etc. and will have a better discussion then. We know when we will be submitting with other agencies. Trustee Schmitz said she thinks that the walking path is great and that people were asking if it was

going to be oval but she understands that is not feasible. Mr. Klippenstein said we will round as much as we can but that it starts to interfere with the courts. Trustee Tonking said she has been part of the process and is proud of the work done so far. She is all for looking at tenant improvements and working through those and is happy to be working with H&K and CORE. Thank you to the Duffield Foundation, Boys and Girls Club and IVGID Staff, Staff. District General Counsel Nelson said there will be a couple of contract changes – Exline – we received a request to modify some insurance requirements, Risk is comfortable with that, and that would be updated. CORE contract – there’s a formatting issue where the attached is referred to as an exhibit; that will be updated. In addition, that amendment should include the specific tasks that CORE will be performing which are actually set forth on page 131 of their proposal but not included as part of the attachment; that will be updated if the Board decides to move forward tonight and thus he requests the flexibility for Staff to make those changes.

Trustee Tonking made a motion to (1) approve the 30% Schematic Design for the Recreation Center Expansion Project; (2) approve the contract with H+K Architects for Recreation Center Expansion for 100% Construction Documents through permitting and bidding for \$2,025,000; (3) approve the contract with H+K Architects for the Recreation Center Tenant Improvements, which are non-reimbursed, for 100% Construction Documents through permitting and bidding, for \$110,000; (4) approve Exline & Company’s contract for entitlement and environmental permitting for an amount not to exceed \$150,000; (5) approve CORE West, Inc. as the Construction Manager at Risk (CMAR), for a contract including the fixed fee pre-construction services of \$125,000 and (6) direct Staff to proceed with the development of a Progressive Grant Agreement through the design and bid process with the David and Cheryl Duffield Foundation, which will be brought to the July 27 Board of Trustees meeting for approval with the amendments made by Nelson. Trustee Dent seconded the motion. Board Chairman Callicrate asked for any further comments; receiving none, he called the question and the motion was passed unanimously.

H.2. SUBJECT: Reimbursement Agreement for replacement of a section of water main within Ponderosa Ranch Road (Requesting Staff Member: Director of Public Works Brad Underwood)

Engineering Manager Kate Nelson gave an overview of the submitted materials. Trustee Dent asked if this was typical – 50/50? Engineering Manager Nelson said when you are paying 100% it is for an extension

because you don't have service. It is our responsibility to provide adequate water service in this area.

Trustee Tonking made a motion to approve a Reimbursement Agreement for replacement of a section of waterline within Ponderosa Ranch Road; Fund: 200 Utility; Vendor: Nevada Pacific Consulting, in the amount of \$47,702.50, plus a \$2,000 contingency; authorize amending the current FY 21-22 CIP budget, establishment of a new project within Fund: 200 Utility in the amount of \$49,702.50; and authorize Staff to execute the Reimbursement Agreement based on a review by General Counsel. Trustee Wong seconded the motion. Board Chairman Callicrate asked for any further comments; receiving none, he called the question and the motion was passed unanimously.

H.3. SUBJECT: Diamond Peak Ski Education Foundation – District Agreement (Requesting Staff Member: General Manager Diamond Peak Ski Resort Mike Bandelin)

General Manager Diamond Peak Ski Resort Bandelin gave an overview of the submitted materials. Trustee Schmitz said Staff did a great job of putting this together and that she appreciates the cooperative cooperation of DPSEF. On agenda packet pages 225, 226, and 227, the words "minimum price" is used and she doesn't understand what it means or how it ties back to the pricing policy? General Manager Diamond Peak Ski Resort Bandelin said we could have used the words "direct costs" and that's what minimum price means. District General Counsel Nelson said it is specifically defined above and it is consistent with the pricing policy. Trustee Schmitz asked if we could use that terminology? District General Counsel Nelson said it is defined by definition of the practice. Trustee Tonking said she thinks the issue is arising because it is Diamond Peak. Trustee Schmitz asked if it could be more specific to the policy? Andy Wolf, DPSEF, said in his initial attempt he tried to incorporate the actual language and he realized that this might change over time i.e. the setting of the price year to year will change so he thought it was better to make that reference and wholly incorporate everything in that practice rather than try to pick through the practice and then sorting through the exceptions as well. This was the clearest and will always be accurate. It is sufficient to refer to the practice and that it must adhere to the practice. Trustee Tonking said thank you, this is a great opportunity and thank you for working together on this.

Trustee Tonking made a motion to approve an agreement between the Incline Village General Improvement District and the Diamond

Peak Ski Education Foundation to operate ski education programs at the Districts Diamond Peak Ski Resort for the period beginning July 1, 2022 through June 30, 2027 and authorize Staff to execute all agreement documents based on a review by General Counsel. Trustee Wong seconded the motion. Board Chairman Callicrate asked for any further comments; receiving none, he called the question and the motion was passed unanimously.

H.4. SUBJECT: Consideration of Draft Purchasing Policy (Management Partners) (Requesting Staff Member: Director of Finance Paul Navazio)

Director of Finance Paul Navazio and Pete Gonda from Management Partners gave an overview of the submitted materials. Trustee Schmitz said she thinks it is a good start and that one of the things that Moss Adams pointed out, and that we have a challenge with, are single transactions. It is her understanding it is a cumulative overall budget and that authority and review should be based on the overall project so we don't have the ability to slice and dice pieces and parts so some of the language should be based on the cumulative project amount. Board Chairman Callicrate said is that best management practice or standards? Director of Finance Navazio said it is the intent, of this context, this is focused on the value of the contract as opposed to a contract that is part of a larger project. The purchasing policy does not permit contract splitting; we look at those on a cumulative basis. If you have a \$2.5 million capital project, hiring a design contract for X dollars and management for Y dollars, this looks at each contract. Mr. Gonda said this is about awarding individual contracts to a vendor. The project goes through its own approval and you are going to be awarding contracts and here is how you do a single transaction. A one-time purchase that is discreet that would be the transaction. One would estimate the contract for the duration on a multiple year contract. Trustee Schmitz said that the issue she is bringing forward will be on the next agenda item – purchasing policy? Mr. Gonda said it would be for awarding a contract. Director of Finance Navazio said that the next item does address the awarding of capital projects and that is which and at what levels; it is covered in the Practice 13.2 section. Trustee Schmitz said what problem are we having with the \$50,000 limit as she thinks it is working well so she doesn't understand the problem that we are trying to solve by doubling it? Director of Finance Navazio said this is not a problem we are trying to solve and that previously the District General Manager had the authority to award any contract that didn't require competitive bids, the Nevada Revised Statutes stated up to \$100,000, and that the Board of Trustees discussed it and kept it at the \$50,000 level which

was perfectly reasonable. We looked at the current thresholds and this is among the lowest threshold among the agencies in Nevada and elsewhere. It would be more efficient to be able to have the District General Manager authorize contracts that are budgeted and included in the budget with no problem and to keep things moving along quicker. However, this is at the Board's prerogative. Trustee Dent asked how many fewer projects would we be approving at the Board level? Director of Finance Navazio said he doesn't have that number but we have items that the District General Manager has brought before the Board and they were items that were under the \$50,000 and that they were brought forth because of their importance. He would have to do that research to give an answer. Trustee Dent asked that this information be provided. District General Manager Winquest said, with the level of inflation we have seen, \$50,000 isn't a lot of money anymore. There is a handful that Staff wouldn't have had to bring to the Board. His concern is with Public Works contracts as there is an efficiency level there but that it is up to the Board. Trustee Tonking asked if the Nevada Revised Statutes have increased it from \$100,000? Mr. Gonda said, regarding contract authority, the Nevada Revised Statutes are flexible, there isn't threshold as it is a Board or its authorized representative and they establish the amount. Board Chairman Callicrate said he wanted Staff to come back with the number of contracts between \$50,000 and \$100,000. and that he has no worries as he likes both of the draft policies. He appreciates the work that has been done. Trustee Schmitz said she would like to work with whomever to do minor enhancements on language consistencies. Trustee Tonking said she is fine with that as long as it is minor changes. Trustee Wong said she would like to see a redline of what Trustee Schmitz does. District General Counsel Nelson said there will also be a few legal tweaks. Board Chairman Callicrate said he is sure that they will be minor changes. Director of Finance Navazio said that when this comes back, it will mirror our Board policy formatting.

H.4A. SUBJECT: Approve an agreement for media buying services for Fiscal Year 2022/23; Venues: Diamond Peak, Championship Golf Course, Mountain Golf Course, Facilities; Vendor: EXL Media; Agreement Amount: Up to \$215,250 in paid media spending, \$40,000 in trade media spending, and up to \$53,000 in agency fees – a grand total of up to \$308,250. (Requesting Staff Member: Marketing Manager Paul Raymore) *(was Consent Calendar Item G.1.)*

Marketing Manager Paul Raymore gave an overview of the submitted materials. Trustee Dent asked about what he said about the golf courses?

Marketing Manager Raymore said we will spend \$17,000 less than what was budgeted between the two golf courses. Trustee Dent said why is that? Marketing Manager Raymore said we look at the amount of play at the courses and are in touch with Golf Staff and we are seeing a higher level of play and based on that, we didn't need as much advertisement. Trustee Schmitz said would that indicate that we don't need this amount of budget? Marketing Manager Raymore said we never know what we need i.e. pandemic, smoke, etc. and some may have a positive impact and some may have a negative impact. It is nice to have a minimum level as a contingency. We are always conservative, adjust and save money where we can without a sacrifice to revenues and yields. Trustee Schmitz said are these budgeted amounts for Diamond Peak and are they the same as was budgeted for last year? Marketing Manager Raymore said pretty similar and that it went up by \$14,000 with most of the increase for Diamond Peak and we did cut it back significantly for 2020/2021 and got it closer to normal this current fiscal year. We are trying to market Diamond Peak in the niche that we found which works very well. We are spending wisely and had a number of very good years up there thus we are on the right track. Advertising costs are going up and this is trying to keep us level with the exposure. Trustee Schmitz said it would helpful to provide some historical and financial analysis as well as return on investment information as it would be helpful information.

Trustee Dent made a motion to approve an agreement for media buying services for Fiscal Year 2022/23; Venues: Diamond Peak, Championship Golf Course, Mountain Golf Course, Facilities; Vendor: EXL Media; Agreement Amount – a grand total of up to \$291,000. This motion died for a lack of a second.

District General Manager Winquest said we significantly cut our marketing dollars and noted that we are not talking about a lot of money for two golf courses. He understands the motion at a reduction; we don't want to get into a season without flexibility. We are asking for a level of trust because we have proven ourselves and an allowance for some buffer. Marketing Manager Raymore said regarding the \$17,000, the projected revenue for Champ this year is around \$700,000, and the cost equals about 3%; Mountain Course is 5%, comparing that to others, it is very low in a competitive environment and it is not a given that we will get a lot of play. We appreciate the flexibility that these amounts give us. Trustee Tonking said her fear in getting rid of it is that we talk constantly about how we want our golf courses to be sustainable, etc. thus we are being hypocritical. Trustee Dent said his concern is that our golf courses are subsidized by \$2 million and that we can't market our way out of that. Trustee Schmitz said

she is not opposed to marketing at Diamond Peak and that her request is the same as last year, she thinks, we do need to advertise. As to the golf courses, the focus on the golf courses is to be the residents and with that focus, we are spending money for non picture pass players which is \$5.93 per round. She is in favor of marketing and advertising and agrees with Trustee Dent about the focus on sustainability and reducing the costs. She would like to some return on investment analysis. Trustee Tonking said isn't it supposed to help those unfilled slots and those that aren't filled by others? Marketing Manager Raymore said yes, media buys are in the shoulder seasons when we know we have open tee times. The reason we are targeting non picture pass holders is because of the rates they pay which gets us over in the numbers. We need some of those plays to make the golf courses sustainable and if we lose those rounds, we will be \$4 million in the hole. Our goal is to bring those high revenue rounds here and we have processes in place to allow our residents to have the pick of the tee times. If we lose those rounds, we will be further in the hole. There are plenty of tee times available, if you look closely, the Mountain Course always has room. Tournaments do take up times and he is looking at the tee sheets every other day to ensure that the creative is matching up. There is availability and that is what he is trying to fill in order to make it sustainable for our residents and offer these rates.

Trustee Wong made a motion to approve an agreement for media buying services for Fiscal Year 2022/23; Venues: Diamond Peak, Championship Golf Course, Mountain Golf Course, Facilities; Vendor: EXL Media; Agreement Amount: Up to \$215,250 in paid media spending, \$40,000 in trade media spending, and up to \$53,000 in agency fees – a grand total of up to \$308,250. Trustee Tonking seconded the motion. Board Chairman Callicrate asked for further comments, none were received so he called the question - Trustees Wong, Tonking, and Callicrate voted in favor; Trustees Dent and Schmitz opposed. The motion was passed.

Board Chairman Callicrate called for a break at 9:40 p.m. – the Board reconvened at 9:45 p.m.

H.5. SUBJECT: Status Report on Implementation of Recommendations from the three Reports issued by Moss Adams, LLC related to a) Construction Advisory Services, b) Evaluation of Certain Accounting and Reporting Matters, and c) Board Policies and Practices. (Requesting Staff Member: Director of Finance Paul Navazio)

Director of Finance Navazio gave an overview of the submitted materials. Trustee Dent said that he has a concern, which he explained, about the General Manager authority and that he wants absolutely clarity on spending authority especially on projects. Further, he wants to make sure there is an example in here as the wording in here sucks and before this it was even worse. He asked that Staff take the opportunity to improve and include an example so there is clarity – it is confusing. Director of Finance Navazio said he concurs and what might be helpful is if we tighten it up and when we bring it back, we can identify areas where we have brought more clarity and how do you want this to work. Staff understands the direction is to finalize the policy with specific direction provided by the Board tonight.

Trustee Schmitz left the meeting at 9:57 p.m. as she had an emergency and that she sends her apologies and regrets. District General Manager Winquest said Trustee Schmitz provided her comments to him prior to her departure.

H.6. SUBJECT: 5-Year CIP Approval (Requesting Staff Member: Director of Finance Paul Navazio)

Director of Finance Navazio said Staff will bring back this item back to the Board on July 27 in its final form. The Board concurred that they are ok with this action.

H.7. SUBJECT: Review, discuss and potentially provide amendments to Policy 15.1.0 to modify the term of Audit Committee appointments to expire in February and to discuss potential additional amendments for future approval regarding Audit Committee eligibility (Requesting Trustee: Trustee Sara Schmitz with support from District General Counsel Joshua Nelson)

District General Counsel Nelson gave an overview of the submitted materials. The Board had a discussion.

Trustee Tonking made a motion to modify Policy 15.1.0, term of Audit Committee appointments, to expire the last day in February instead of June. Trustee Wong seconded. Board Chairman Callicrate asked for further comments, none were received so he called the question - Trustees Dent, Wong, Tonking, and Callicrate voted in favor; Trustee Schmitz was absent. The motion was passed.

[To record for the record the following term expirations for the appointments previously made and as revised above are as follows:

*Raymond Tulloch – At Large Member – Term Expires February 28, 2023
Vito Brandle – At Large Member – Term Expires February 28, 2025
Nick Holman – At Large Member – Term Expires February 28, 2025
Kendra Wong – Trustee – Term Expires February 28, 2025
Michaela Tonking – Trustee – Term Expires February 28, 2025]*

H.8. SUBJECT: Case No. CV18-01564 Mark E. Smith v. IVGID -Review, discuss and possibly approve a settlement agreement with the plaintiff

District General Counsel Nelson gave an overview of the submitted materials. Trustee Schmitz asked that the special master costs be included and that those be included when we bring it back with Mr. Beko's amounts. Trustee Wong said she was originally a defendant, was released, and therefore she has no conflict on voting on this item at this time.

Trustee Dent made a motion to approve the settlement agreement with the plaintiff in Mark E. Smith v. IVGID, Case No. CV18-01564. Trustee Tonking seconded the motion. Board Chairman Callicrate asked for any further comments; receiving none, he called the question and the motion was passed with Trustees Dent, Wong, Tonking, and Callicrate voting in favor; Trustee Schmitz was absent.

H.9. SUBJECT: Review, discuss and potentially provide approve Resolution No. 1896 repealing Resolution No. 1575/Policy and Procedure No. 120 (Requesting Staff Member: District General Manager Indra Winquest)

Trustee Tonking made a motion to approve Resolution No. 1896 repealing Resolution No. 1575/Policy and Procedure No. 120. Trustee Wong seconded the motion. Board Chairman Callicrate asked for any further comments; receiving none, he called the question and the motion was passed with Trustees Dent, Wong, Tonking, and Callicrate voting in favor; Trustee Schmitz was absent

I. MEETING MINUTES (for possible action)

I.1. Meeting of May 26, 2022

District Clerk Herron stated that Trustee Schmitz has asked that her entire statement, that she read, under Item 1.2., be included so that is a change that she will make. Once it is made, she will share that section with the Board of Trustees; she asked that the minutes be approved with this addition.

Board Chairman Callicrate said that the meeting minutes of May 26, 2022 were approved as revised.

J. FINAL PUBLIC COMMENTS*

Denise Davis said first, to the Trustees who commented the Board packet had too much information and they already knew what was going on, she would like to remind them that Board packets are also where the community gets its information. We don't get phone or email updates, so we don't always know what's going on, or we've received unreliable information from the community grapevine. We depend on the Board packet. She'd also like to address the comments made by the IVGID consultant. This comment is about WHAT was said, not who it was said about. To hear a licensed psychologist, discuss a person's mental health in a public meeting was chilling. The lack of admonishment by the Trustees or General Manager was extremely concerning. Those words have implications outside this room. She doesn't know what mental health assistance is offered to IVGID employees, but who will be willing to use it after watching the Trustees and General Manager allow it to be weaponized? A few months ago, a member of her extended family ended his life at age 19. There are no words to describe how horrible that experience is. She hopes that no one who was considering getting help changed their mind after witnessing the events at the last Board meeting.

Charley Miller said that he would echo the last person's comments. There was a lot of content to take in and that the General Manager's and Dr. Mathis' and his comments towards Trustee Schmitz was completely unacceptable. Mental health is a serious issue worldwide; he thought he was supposed to bring the Board together and it is unacceptable how he treated her.

Yolanda Knaak said that she is a candidate for the Board and that she just wanted to let you know that she couldn't be there because she is still packing. Good discussion tonight.

Ronda Tycker said that her husband wanted to talk to you about the evaluations of the General Manager and he has looked up the law but he has gone to bed so you don't have to listen to him. Good night.

K. ADJOURNMENT (for possible action)

The meeting was adjourned at 10:22 p.m.

Respectfully submitted,

Susan A. Herron
District Clerk

Attachments*:

*In accordance with NRS 241.035.1(d), the following attachments are included but have neither been fact checked or verified by the District and are solely the thoughts, opinions, statements, etc. of the author as identified below.

Submitted by Kari Michael

Submitted by Joseph Schulz

Submitted by Diane Becker

Submitted by Stan Heirshberg

Submitted by Paul E. Smith

Submitted by Linda L. Smith

Submitted by Patrick McBurnett

Submitted by Cheri Kratka

Submitted by Nancy Carlson

Submitted by Iljosa Dobler

Submitted by Clifford F. Dobler

Submitted by Ronda Tycer, PhD

Submitted by Sara Schmitz

Kari Michael

Proud principal of INCLINE MIDDLE SCHOOL and I am also a Board Member for BGCNLT.

Speaking in favor of a partnership with BGC for Teen Programming.

One of the largest challenges we face at the middle school is a lack of extracurricular options for our students, especially those who are not involved in sports.

Often the biggest barrier for youth in participating in enrichment activities is transportation and cost. This proposal places a youth facility within walking distance to our school and a partnership between the Club and IVGID ensures accessibility to ALL youth including those in the most vulnerable situations.

Many IMS students attended Boys & Girls Club programs as elementary students in Incline or Kings Beach but now there are no comparable options in their own community.

Currently Incline Village youth comprise 21% of the Clubs 1600 student members. Many Incline Youth and Teens participate in KB programs such as performing or culinary arts and summer day camps- because these types of enrichment programs do not currently exist locally. Sadly, students who do not have transportation to Kings Beach are unable to participate.

IMS would be excited to partner with the Club to increase support for students in mental health, career development, academic support and more.

Boys and Girls Club of North Lake Tahoe is a trusted, consistent, reliable, and well managed organization ready to hit the ground running - on a mission to provide accessible programming to ALL youth in our community. A partnership between Club and IVGID is a win win collaboration!

I think that we can all agree that we would rather our teens congregate at a youth facility than at Starbucks or Raleys.

Thank you -

Regarding the Board of Trustee's Meeting of June 8, 2022

While I have only been a resident of Incline Village since 2017, observing the Board of Trustee meetings have been enlightening, informative, entertaining (at times) and extremely disappointing.

The meeting of June 8th was particularly disappointing and discouraging for the following reasons:

A diatribe by a former trustee kicked off the debacle. While his venom contributed nothing except to demonstrate how shallow and disrespectful he is. During his tenure as a Trustee, he had to endure attacks from others and so it is incredulous that he has such a lack of humanity to spew his profound "insights" in a public forum. Sadly, his initial criticisms were based on an evaluation not even authored by the target of his verbal assault. To reinforce what a fool he is, he returned later to add further groundless insults based on Dr. Mathis' careless comment.

Given the affluence of Incline Village, it is often difficult to accept the pettiness and lengths to which (too) many will go to display their ignorance and lack of civility. Too many of these "public comment opportunities" are as productive as a professional wrestling event.

Dr. Mathis' might be a respected member of his profession but I was left disappointed by his personal attacks. He described a way (his way) of creating the evaluations of the general manager but when told that his method was unfamiliar and not preferred, he proceeded in spite of those reservations instead of working around those concerns. Further, he did not bother to get "acquiescence" for his version of his end product. When confronted during the BOT meeting, he proceeded to try to justify his product and attempt to prove that he was "right." All he accomplished was to antagonize the trustees, insult the GM with his version of an evaluation and stun the public. Further it is outrageous of him to reveal any information about someone's alleged "mental health status" without factual basis. Perhaps the comment may have been just an admission of heightened stress.

(Unfortunately, Dr. Mathis' hearsay provided ammunition for the shallow former trustee to continue his insults later in the evening.)

I would ask each of the Trustees, Dr. Mathis, the former Trustee and the general manager to reflect on exactly who benefitted from the BOT meeting of June 8th.

Joseph Schulz

To: Dr. Mathis

From: Diane Becker, Full-time Incline Village Resident

Re: ACCOMPLISHMENTS OF TRUSTEE SARA SCHMITZ

Date: June 28, 2022

Dear Dr. Mathis,

I believe that your attacks on Trustee Schmitz at the June 8, 2022 Board of Trustee meeting were improper, unfounded and based on your lack of knowledge of what Trustee Schmitz has accomplished for the benefit of the District and the public. The following is a list of some, but by no means all, of the accomplishments of Trustee Schmitz over the last two years, based on my recollections/observations of her contributions during the Audit Committee and Board of Trustee meetings which I have viewed.

1. **Remade the current Audit Committee into a true Audit Committee.** The Audit Committee before Trustee Schmitz became a Trustee met only once a year (contrary to the Government Finance Officers Association ("GFOA") standard of meeting at least four times per year). As Board Treasurer and a Member of the Audit Committee, Trustee Schmitz revised Policy 15.1 which govern the Audit Committee. Her revised Policy 15.1 follows the guidelines from the GFOA and the templates provided by leading independent accounting organizations. These comprehensive changes, which were approved by the IVGID Board and supported by the General Manager and Director of Finance, enable the Audit Committee to effectively assist the Board with oversight of the District's financial statements, its systems of internal controls, internal audit plans and the independent external auditor's assessment of the annual District financial statements. Among the notable changes is that the composition of the Committee was changed from three Trustees, to a Committee of two Trustees and three Board appointed at large members. Throughout the process, Trustee Schmitz worked collaboratively with the General Manager, Director of Finance and members of the community to obtain their input and buy-in. After working tirelessly on the Audit Committee, identifying accounting errors and required compliance with Board policies (or required changed in Board policies to conform to actual practices), she was not appointed to the Audit Committee as of July 1, 2022, as the Chair nominated two other Trustees, one of whom will only be a Trustee for another six months as she will no longer be a Trustee in 2023.
2. **Operating, maintaining and improving our recreational and beach venues for the benefit and safety of our property owners and residents is of paramount importance to our community.** Trustee Schmitz has constantly impressed upon the Board the need to commit the fees the District has collected to specific capital projects, thereby ensuring the improvements and projects the public supports are funded and completed in a timely manner.
3. **After years of unanswered questions, the District hired Moss Adams as an independent expert reviewing the issues to formulate recommendations, which strengthened the District's foundation and improved the District's accounting and reporting policies and practices.** Trustee Schmitz led the effort to conduct an independent review of the District's current use of Special Revenue Fund accounting for the activities of the Community Services and Beach Funds; the practice of contra revenue accounting for punch card utilization at our Recreational venues and our Beaches; the policies and practices for capitalizing consultant studies and staff time;

the review of the District's practice of central services cost allocations, the review of District contracts, etc. Although many of these issues and concerns were brought to the attention of the former Audit Committee before the Audit Committee was remade into the current format, they were not addressed in the past. She also spearheaded the District's hiring of external consultants to guide the District with "Best practices" for contract management.

4. **As Board Treasurer, Trustee Schmitz worked with the Director of Finance to modify the District's monthly financial reports to include ALL revenues and ALL expenditures.** Prior to this change, all revenue and operational expenses were included while all capital improvement costs were omitted. **These efforts were a firm step forward in improving Board and Citizen oversight of our District's Monthly Financial Performance.**
5. **To improve existing Board policies and Handbooks, Trustee Schmitz revised Policy 3.1 "Conduct Meetings of the Board of Trustees."** Significant changes included **clarifying the spending authority of the General Manager and the General Manager and Board's role in matters involving litigation.** The Conduct of Public Meetings and the Roles and Responsibilities of Trustees are of vital importance to ensuring the best government practices for our District. In addition, her revisions to the Trustee Handbook to better define the roles and responsibilities of Trustees was approved by the Board of Trustees in June.
6. Trustee Schmitz worked collaboratively with the General Manager and the Director of Finance on the drafting of the **new District Pricing Policy.**
7. Trustee Schmitz was instrumental in **facilitating standardized District contract forms** and standard language for greater consistency with District contracts and as a cost savings measure.
8. Trustee Schmitz consistently **reviews Board of Trustee meeting minutes** to assure they are correct and to cause items left for future action to be retained as future follow-up items.
9. Trustee Schmitz follows up on general questions/comments from members of the public to assure proper District compliance with procedures. The following are examples, all of which resulted in more accurate and transparent financial and accounting reports and better contracts for the public. For example,
 - a. She worked to initiate the Moss Adams #1 consulting contract. As a result, Moss Adams gave management internal control improvements to be made.
 - b. She researched and identified numerous capitalized items that impacts the financial statements, and urged a consistent practice in conformance with Board policies on capitalization and expensing items. Where practices were not in conformance with Board policies, she urged compliance with Board policies or a request from the operating departments to change the Board policies.
 - c. Trustee Schmitz spends countless hours reviewing the accuracy of Board packets, including the financial documents and draft proposed policies and Ordinances. During the Board and Audit Committee meetings, she has repeatedly identified numerical errors in financial documents provided, for the benefit of the public and the District, including identifying a \$4+ million error in a draft of the State Tentative Budget presented to the Board at a Board meeting. While it would be best if there were no such errors, I assume that the accounting department appreciates the corrections. She spends countless hours reviewing proposed contracts in Board Packets and makes comments to improve and correct the contracts for the benefit of the District.

- d. In her role as Treasurer, she identified that the District had multiple memberships to Sam's Club, and identified similar issues which resulted in significant changes being made to the procurement card procedures, for the benefit of the District. In her role as Treasurer she also regularly reviewed and reported on bill pay and reported any discrepancies which she identified. For example, when she found something in expenses that should have been treated as a capital improvement, she reported this in her bill pay reports so that the Board was aware of the abnormalities and to bring it to the attention of Director of Finance. These were her part of her responsibilities as Treasurer, and a Member of the Audit Committee, and were not micromanaging.
 - e. Trustee Schmitz has worked tirelessly to review the community concerns on the District's authority and Dillon's Rule, and a number of District policies have been modified and improved.
10. Trustee Schmitz was assigned by the Board as Trustee to collaborate with Staff on the design and renovation of the locker rooms and worked with Staff to refine the locker rooms and to identify potential cost savings.
11. The recent amendment to Ordinance 7 was a huge effort by the General Manager and the Ordinance 7 Committee, of which I was a member. When the draft of Ordinance 7 went to the public for comment, many members of the public had no idea what was in it. Trustee Schmitz prepared a detailed summary which she published in Incline Village Crystal Bay Community 1st, a 501(c)3 which she formed in 2019 (which lists all upcoming public hearings at Washoe County, IVGID, TRPA, TTD, etc. related to Incline Village Crystal Bay. The summary was fully accurate since she had the General Manager review it and then I reviewed and edited it as well. Later when the final version of Ordinance 7 came out before the final Board of Trustee hearing, she updated the summary, and I edited that version for accuracy as well, and it was published on Incline Village Community 1st. It really helped the public understand the Ordinance and enabled the public to make public comment, and I believe eliminated a lot of public questions. Later, when the District passed the Amended Ordinance 7 and a summary was needed by the District, the District basically used that summary...saved time and expense of creating the summary and I know that it was accurate!

My name is Stan Heirshberg and I am a full time local resident. The IVGID Trustees and General Manager should terminate all consulting services with Dr. Mathis.

In my career I conducted numerous performance reviews. I believe Dr. Mathis's process was deficient and preempted the Trustee's individual fiduciary duties to oversight and review of the General Manager.

Dr. Mathis' conduct at the June 8th meeting was one of the most unprofessional displays which I have ever witnessed and it should never have been allowed to occur. He arrogantly took over the review process and made himself the star of his own show which appeared to be designed to encourage IVGID to engage him for additional services. He attacked and made accusations against a specific Trustee and made comments far outside of the Agenda and therefore violated the open meeting laws. In so doing Dr. Mathis has sown animosity, divisiveness, distrust, and anger between the Trustees and at least one of the Trustees and the General Manager. This is the exact opposite of what he was hired to do. He has completely and entirely failed in his mission and his services must be immediately terminated and the product of his so-called GM performance review should be thrown out and completely redone.

The review process was flawed in many ways:

1. Dr. Mathis wrote up, reviews attributed to each Trustee, based on a faulty and inadequate review outline that consisted of incomprehensible notes and incomplete thoughts using his sole discretion of what to include, and then submitted and published these purported reviews under the names of the individual Trustees without their review. His review outline had almost no examples for the General Manager to learn from, either positively or negatively. The General Manager and the District deserve better. Where, when and why was the review of the General Manager delegated to Dr. Mathis as this was never agendaized, discussed or debated in a public forum or voted on by the Trustees. The review was the responsibility of the Trustees who should have met with the GM for his input and to discuss the review before the review was finalized.
2. Dr. Mathis fraudulently attributed Trustee Schmitz's name to an incompetent and semi illiterate review that he wrote, in what was a transparent move intended to cause embarrassment to her, divisiveness among the Trustees and anger and upset to the General Manager, as support for Dr. Mathis's diatribe and unjustified verbal attack against Trustee Schmitz at the Meeting. This was clearly designed to justify his bid for his further consulting services.
3. The worst part of Dr. Mathis' outrageous performance was his expressed anger when Trustee Schmitz made a statement that she had not authorized him to write the review on her behalf and she disavowed the review and criticized the review process. Dr. Mathis then relentlessly resumed his attack on Trustee Schmitz and falsely accused her of sending him an email stating that she had mental illness, which email he did not produce and does not exist. He lied or at best made a vile and false statement against a Trustee and violated HPPA laws which cannot be excused and must not be sanctioned by the Board.

I urge the Board and General Manager to listen to the outrage from the public and terminate the services of Dr. Mathis and to give some serious thought as the damage that was done and the animosity shown to Trustee Schmitz. at the June 8th meeting who a great many in this community recognize as a well meaning, knowledgeable and hardworking Trustee and member of our community.

IVGID BOARD OF TRUSTEE'S MEETING JUNE 29, 2022 – comments by resident

ITEM: INITIAL PUBLIC COMMENTS

First, the public comment period prior to and after each meeting is a valuable part of running a public organization. I commend and am thankful for the extensive work and research by many regular commentators who add substantially to public information about IVGID operations.

On the other hand, I give no thanks to the commentators who focus on personal character assaults that add nothing to the conversation. The last meeting had such useless, insulting, and disgraceful comments by a former trustee.

Unless a trustee or a staff member is specifically on the agenda e.g. for an appointment or performance review; the Chair should rule any individual named and/or directed comments as "off topic" i.e. not on the agenda and promptly turn off the microphone of the speaker. To fail to enforce this limitation suggests the Chair supports the comments; for why else would a Chair allow off agenda comments?

ITEM: CONSENT CALENDAR G 1

Second, I find it astounding that after years of discussion regarding the media buy contracts and their value to the community; that the "consent" proposal for tonight contains zero measures or comments on results – historical or projected.

Contracting to spend \$308,000 for the coming year without any historical or projected measures and/or anticipated results; is simply wrong.

Please do not consent to this expenditure until proper results and targeted objectives are provided to the Trustee's by staff.

ITEM: GENERAL BUSINESS DRAFT PURCHASING POLICY H 4

Authorizing the General Manager to spend up to \$100,000 betrays the public trust. We live in a time when Trustees are easily contacted around the world electronically by word or voice. All such urgent expenditures can then be confirmed by Board action at the next meeting.

Refuse to increase the current \$50,000 limit while adding that even for that amount; prior electronic approval by at least three trustees be required.

ITEM: GENERAL BUSINESS POLICY 15.1.0 AUDIT COMMITTEE TERM DATE CHANGES

I support these date changes. They make sense.

What is noteworthy and for the public to understand; is that two Trustee's voted in their personal interest by appointing themselves while the Chair, whatever his motives, voted contrary to this policy when he failed to support Trustee Schmitz for one of the positions.

If one reads the policy being amended tonight, it states:

"Appointing Trustees to serve successive years increases continuity and allows for knowledge retention."

I strongly recommend that to enhance continuity and knowledge retention that this policy be amended by adding this sentence in the appropriate paragraph:

In accordance with GFOA recommendations, Trustees considered for appointment to the Committee shall not be exercising managerial responsibilities that fall within the scope of the audit of the District. **IN ADDITION, TRUSTEE'S APPOINTED TO THE COMMITTEE MUST BE APPOINTED BY A MAJORITY OF THE TRUSTEE'S LESS THE TRUSTEE BEING APPOINTED WHO IS NOT ALLOWED TO VOTE ON THEIR APPOINTMENT.**

Testimony submitted in writing and given in person by:

Paul E Smith

1437 Tirol Dr

Incline Village, NV 89451

775.833.2509 res.

**STATEMENT TO THE INCLINE VILLAGE
GENERAL IMPROVEMENT DISTRICT
BOARD OF TRUSTEES**

June 29, 2022

Submitted by Linda L. Smith
1437 Tirol Drive

I have been a property owner in this community for over 24 years and am speaking tonight to ask you to remove from the minutes of the June 8, 2022, meeting the statements made by Mr. Peter Morris during the public comment period at the beginning and the end of that meeting.

Mr. Morris's comments were repugnant, false, and a disservice to this community. They do not belong in an official record and should be stricken as inappropriate and possibly slanderous. On June 8th, the Chairman of the Board should have called an immediate recess and dismissed Mr. Morris, who should be barred from speaking before this body for the foreseeable future.

Mr. Morris impugned the character of Trustee Schmitz, and all of us who support what she is doing to improve this community. Trustee Schmitz has diligently carried out the duties of her office which is to both oversee and question the manner in which IVGID is operating. We applaud her persistent efforts to delve into management flaws, inappropriate spending, and contracting issues. She is doing exactly what she was selected to do. She is not an agitator but an advocate for all of us who live and pay taxes in Incline Village.

I am also deeply concerned that a contractor hired to evaluate the performance of the General Manager would instead question the rankings of Trustee Schmitz about the GM's performance. Like the old folktale the *Emperor's New Clothes*, Sara is the only Trustee who honestly said, "the emperor has no clothes." Instead of squandering our IVGID fees on a so-called performance consultant, the Trustees should step up and conduct the performance review themselves. This is one of the core functions of your position.

On behalf of all of us who call Incline Village home, I want to thank Trustee Schmitz for putting up with these vicious attacks. I again ask that the minutes be revised to expunge the slanderous statements made on June 8th, the contract with Dr. Mathis be terminated, and the Trustees refocus on addressing the numerous fiscal and operational problems facing our improvement district. Thank you.

Patrick McBurnett

I moved my aerospace engineering company to Incline 29 years ago, and I have been a full-time resident ever since. In that time, I have seen the good the bad and the ugly. Lately I have felt things were going pretty well. Ordnance 7 changes worked out well, recently there was a problem at the Pickleball court where the previous manager signed a contract allowing commercial use of the courts when residents wanted them. Sheila Lejon stepped in and fixed the problem. Good work Sheila. Little did I know what was going on at the board level. One of my friends said you really need to listen to the tapes of the last board meeting. I was appalled and disgusted. The consultant psychologist who was supposed to bring the board together, did the exactly opposite. Tim, you have done many good things but bringing this guy turned out to be a major mistake. Having him write the reviews was ridiculous and against all common HR practice. Prior to starting my engineering company, I was vice president/ Gm of a large aerospace company which designed and manufactured rocket engines. I had approximately 1000 people working for me, I have written many reviews and my directors and managers wrote their own reviews, not some psychologist. Reviews are very personal. Listening to the personal attacks from the audience and between trustees was sickening. Tim and Indra know how these insults feel. The personal attacks on Sara Schmitz were vindictive and uncalled for.

A little history lesson. When Kendra Wong was the chair, she had two trustees who voted lock step with her and gave Pinkerton (who we now know was a very bad GM) everything he wanted. Morris and Horan were the trustees. When Horan left town, the board was tasked with seating a new trustee. Sara Schmitz had a lot of community support, but Wong and Morris refused to vote for her. The county supervisors unanimously supported Sara and said IVGID needed to get their financial house in order. Wong lost her chair and has been mad at Sara ever since. Tim took over the chair and the healing began. Peter Morris's vindictive untrue personal attacks at the last meeting were truly disgusting. Wong's attacks have no creditability.

HE PUBLICLY ACCUSED
ME OF BEING NORMAL 12

IMO two things need to happen. The psychologist needs to be fired instantly and the personal attacks have to stop. Sara is going to be a trustee and Indra is going to be the GM; they need to learn to work together. Indra is doing a very good job, I supported him heavily, and Sara works hard. Neither of them is perfect, and we all make mistakes.

We need find a way for them to work together without causing dissention. Indra and Sara are both good people. We don't need a self-promoting psychologist with a big ego to help.

PUBLIC RECORDS REQUEST

CONTRACT + PAY

BILL MATIHS

IVGID

CONSULTANT

Fwd: Responsibilities of IVGID Board members

Cheri Kratka <cakzinn@gmail.com>

Wed, Jun 29, 4:18 PM

To: Cheri Kratka <cakzinn@gmail.com>

IVGID Board members are in place to represent the entire community and to ensure the community is running efficiently

The citizens of IVGID should have trust in the Board to optimize the monies received and being spent on different projects. It is important for the Board to be transparent to their community on the sources of monies received and how the monies are being spent. Transparency with open discussion reduces mistrust.

It appears that there is contention among IVGID Board members because one board member, Sara Schmidt, has asked for clarifications on financial matters. Her digging into situations and asking multiple questions has brought to light information that is important for the community to understand on how we are using our money and the scheduling of projects for the benefit of the community.

For example

Sara identified a \$4 million error in the draft of the State Tentative Budget that had been presented to the Board by the IVGID finance department

I feel that we should be looking for all IVGID Board members to ask questions not just assume that everything is ok.

I feel that Sara's digging has helped this community and we need to thank her for her time and efforts.

Cheri Kratka
768 Tyner Way
Incline Village, NV

Public Comment to the Board of Trustees, IVGID

June 29, 2022

Nancy Carlson – Incline Village Resident

I am here to voice my support for Trustee Schmitz and my concern for the behavior of several Board members and a hired consultant, Dr. Bill Mathis, at the June 8th BOT meeting.

Sitting Chair Callicrate has not followed his responsibilities stated both in Robert's Rules of Order and in his own "Draft Code of Conduct" which he wrote on January 4, 2021. Trustee Wong has also failed to follow these rules. A hired consultant, Dr. Bill Mathis, deviated from his contractual responsibilities and publicly criticized a Trustee at a public meeting. As a result:

1. Chair Callicrate should step down from his position as Chair,
2. Trustee Wong should be reprimanded, and
3. Dr. Mathis should be removed from his role as consultant.

Chair Callicrate began a recent meeting by asking that "we be respectful of one another". In the June 8th meeting it was apparent that these instructions were not followed. The verbal attacks against Trustee Schmitz by both the consultant Dr. Mathis and by Trustee Wong were inappropriate and unprofessional. Trustee Callicrate, in his role as chair, did not take action to curb these attacks.

When Ray Tulloch was hired as a consultant to evaluate IVGID's financial reporting practices, his audit committee voted 4 to 0 against approving IVGID's year-end financial reports. Mr. Tulloch and the committee did an excellent job of providing recommendations to the Board. 3 Board members overruled the audit committee's recommendations - Trustees Callicrate, Wong and Tonkin.

The BOT hired Dr. Bill Mathis as a consultant to conduct training and improve the effectiveness of the team. He was not hired to evaluate the performance of the GM, he was not hired to evaluate the Trustees.

Trustee Schmitz was personally attacked by this Dr. Mathis in a public forum because she is an independent thinker. She insists on obtaining answers to

reasonable questions dealing with IVGID spending and project management. This does not make her an agitator. A competent consultant would acknowledge that differences make for more effective team outcomes. The process promoted by this consultant was unconventional, counter-productive, and divisive.


Dr. Mathis states he can solve the Board's problems with more work, more time (and obviously more of our dollars). His contract should be terminated immediately for failure to do the job he was hired to do, for encouraging division and conflict, and for his egregious lack of professionalism.

In the last BOT meeting Trustee Schmitz was accused of "not performing her duties" by Trustee Wong because she refused to accept the inaccurate appraisal written for her by Dr. Mathis. The statement of "failure to perform duties" by Trustee Wong who hasn't graced this board with her live appearance for years, and even when on Zoom is generally absent from the screen, is hypocritical.

The public bullying of a Trustee who is doing an excellent job fulfilling her fiduciary responsibilities to the community must stop.

The end of 2022 will see the departure of 2 Trustees, this change promises to create a significant improvement in the team.

Thank you.


6/29/2022

Iljosa Dobler, 995 Fairway Blvd. Incline Vlg. NV. Public Comment IVGID BOT Meeting 6/29/22
Please include in the minutes of this meeting.

In regards to the BOT Meeting of June 8th, 2022, I found it odd that you would go all the way to Napa, CA to get a psychologist, Dr. Bill Mathis,(probably recommended by Pinkerton or Navazio) to help with the Trustee's team building.

I also found it odd that a "Team Builder" would single out one Trustee, Sara Schmitz, and berate her for doing her job in asking the GM Indra Winquest questions about agenda items, also her requesting more time to do his evaluation. Does he not realize that the GM works for the trustees and not the other way around? They are entitled to ask questions. They are in turn responsible to the citizens they represent. When did Dr. Mathis's assignment become evaluating the GM anyway? He proceeded to praise the other trustees for completing their evaluations in less than an hour. I'm surprised it even took that long when the coalition of 3 (Calcrate, Tonking and Wong) mostly agree with what management have to say and do. They know they have the majority and can steamroll the other 2. They could care less as to what their comments (speaking of Dent and Schmitz) or opinions are. This is obvious when a motion is made and the Chairman goes right to the vote, without debate. Then gets reprimanded by general counsel for skipping the discussion. This has happened on more than 1 occasion.

When it came to the question of merit increase, of course the motion was for a 4% increase. In the discussion, Ms. Tonking failed to mention that in her evaluation of the GM she suggested only a 2% increase. Just do what the coalition wants.

Just watch the steamrolling begin with this evening's board agenda. Millions will be committed without clear and complete contracts. But let's berate the trustees that ask questions and are concerned about the citizens they represent.

Do you wonder why the audit committee is under attack and Sara removed from it. "Let's kill the messenger" I'm sure Ms Wong will do her best to dissolve it in the 6 mo. that she is on it. By the way Ms. Wong. If public record request were given in a timely manner. The request for the same records would not have to be made multiple times. For example, Cliff requested the CIP report (Construction in Progress) 3 or 4 times since April until he finally got it in June (3 mo. later)

Finally, I will say, Dr. Mathis, you should hone in on your team building skills, I find you very divisive and biased.

That's enough for tonight, I am mentally drained. And no Dr. Mathis, I am not mentally ill. I just have an injured husband, a friend that just passed away, another on chemo., contractors, etc. and don't wish to say another thing tonight.

Once the AC got going two years ago, Trustee Schmitz was able to engage Moss Adams, LLC to provide recommendations on several accounting issues that had been highly questionable. The largest were the aggressive approach used to capitalize predevelopment stage activities and repairs and maintenance.

In 2020, management made the decision to expense \$830K of predevelopment costs for the Incline High School field and the Community Services master plan. The expenses were considered "Prior Period Adjustment" as the costs were expended in prior years.

In 2021, management decided to expense \$3.3 million mainly for predevelopment costs for the Effluent Pipeline and Pond. The expenses were again considered a "Prior Period Adjustment" since the costs were expended in prior years.

In June, 2021, the AC prepared a report indicating that \$1.2 million of predevelopment costs on the 6 projects **Burnt Cedar Pool, the Incline Beach Building, the Mountain Golf Course Clubhouse, the Tennis Center, the Incline Ball Fields and the Diamond Peak Master plan** should also be expensed as a "Prior Period Adjustment". However, when the 2021 AFCR was issued "prior period adjustments" were NOT made but instead were buried by a journal entry increasing current year expenses and reducing current year capital expenditures. According to GAAP, current year expenditures cannot include prior period expenditures.

In accounting, **consistency requires that a company's financial statements follow the same accounting principles, methods, practices and procedures from one accounting period to the next. This allows the readers of the financial statements to make meaningful comparisons between years.**

The AC reviewed the \$1.2 million capitalized over seven years for tees, greens and bunkers at the two golf courses. We found charges for sand and sod and felt that most costs should have been expensed. We found it odd that ONLY the 2021 expenditures were expensed.

We also found that \$348K to adjust Utilities in the NDOT/Washoe Count Right of Way had to be expensed as the amounts did not meet minimum thresholds. Again only 2021 expenditures were expensed.

We reviewed the \$2.9 million stuffed into four "catch all" capital project accounts. The different type of costs were extensive but we did not see any expenditure for a "kitchen sink". It became apparent that several projects existed and should be better defined. We are awaiting receipt of additional public records. The "catch all" projects were.

- Water **Disinfection** Plant,
- Waste Water Treatment Plant
- 13 Water Pump Stations
- 18 Sewer Pump Stations

Lastly, we found that during 2020 and 2021 an additional \$172K was spent on the Pipeline and Storage Pond which should have been expensed as "a prior period adjustment". During that time period only assessment were being accomplished. A lot of work yet to do and almost \$10 Million in potential charge offs or 6.3% of total net position.

Susan A. Herron

From: rondatycer@aol.com
Sent: Wednesday, June 29, 2022 5:03 PM
To: Susan A. Herron
Subject: Please include this as public input for meeting 6-29-22.

TO: IVGID TRUSTEES

FROM: RONDA TYCER, PHD

As a psychologist by training, but a research and evaluation analyst by profession, I recommend that Trustees reconsider IVGID's current contract with Bill Mathis, PhD. My reasons are as follows:

1 – Dr. Mathis's contract is not specific enough to know what Trustees intend him to do, how Trustees intend he do it, or how what he does will be evaluated. He combined the General Manager's performance review with a psychological intervention to improve working relationships among Trustees and between Trustees and the GM. Although this novel methodology may have been appropriate and workable in some settings, it proved inappropriate for our General Improvement District. **Mathis's approach (a) invalidated the performance review, (b) marginalized Trustee Schmitz, and (c) created even more dissension among Board members.**

2 – Dr. Mathis's novel methodology invalidated the GM's performance review. Although the questions asked were appropriate, the responses were not recorded and cannot be reproduced. Mathis jotted down what he heard Trustees say. Three of the Trustees mentioned that he did not write down exactly what they said. If Dr. Mathis did not record answers, he has no way to validate Trustees' responses. Some of the answers written on the evaluation sheets don't make sense, so it's unclear what the trustees actually said. Interjecting himself in the performance review as he did invalidated it.

3 – Dr. Mathis improperly and unprofessionally made a false statement in the meeting when he said, "I received a note from Sara who said, 'My *mental* health is in danger... I can't do anymore. Can you just give me more time?'" In fact, her exact words were:

"Thursday evening's Board packet contents are once again so troublesome to me that my health is being impacted. I apologize, but feel it best to reschedule our meeting for the next week so that I can focus on this packet and my health. I appreciate your understanding."

The relationship between Trustee Schmitz finding the contents of Mathis's recording of her statements troubling—and her physical problem with her hearing—was not made clear. But what is clear is that she never wrote, as Dr. Mathis stated, "...my *mental* health is in danger." Not only was that statement false, but even had it been true, he as a professional psychologist should never have said in a public forum what she said privately about her health. It was an ethical breach.

4. – Dr. Mathis chastised Trustee Schmitz's rightful concerns with his methodology, and indicated her refusal to accept his methodology was the problem that needed fixing. He said, "...I covered it with Sara very clearly, and she wasn't in agreement. I acknowledge that, and that's fine.... So we still have the opportunity to fix this. And I think the most important thing coming out of here is—if she wants to continue doing things her way, without adjusting to some different methodologies, then she's going to continue having the same problems. Right now we have some desperate issues internally which are created by us not addressing those."

Dr. Mathis created a "different methodology," and then made Trustee Schmitz wrong for not accepting it. In my opinion, the methodology Trustee Schmitz outlined in her recorded statement was the correct one, with initial evaluation discussions of pluses and minuses conducted in private between each Trustee and the GM. Dr. Mathis's process of combining the GM's performance review with a public management intervention **did not work**—as evidenced by the pervasive negativity felt by Trustees, the GM, the speakers who gave input, and most everyone in the room during the meeting.

In conclusion, the GM's performance review was corrupted and invalidated by Dr. Mathis's attempt to combine it with a psychological management intervention that failed. Dr. Mathis continued throughout to mention ways he

intended to “fix things,” but there is no evidence that he is able to do so. At this point—regardless of the impact on Board decisions—Dr. Mathis has lost the confidence of much of the Incline Village community and, I suspect, of some IVGID Trustees. For this reason I believe the IVGID Board needs to reconsider his role and his contract.

Thank you Trustee Schmitz.

Respectfully submitted,

**Ronda Davé Tycer, PhD (UC Berkeley, Cognitive Psychology)
Institute for Professional Development: Research & Statistics Curriculum Writer and Instructor, In-house Student
Research Advisor
University of San Francisco, Instructor, Statistics
American Center for Research and Evaluation, President
Association for Support of Graduate Students, Director
ASGS Thesis News Bulletin for Graduate Students, Author
John Schneider PhD, Bionian Therapist: Personal Editor**

6-29-2022

Sara Schmitz

First, I would like to thank community members for speaking up in support of my efforts as a Trustee and for expressing their disappointment on how the meeting on June 8th was conducted. Know that I will continue to serve our community in the same manner for which I have served the past 2 ½ years. Bullying will not deter me, thanks to your support.

In my career as a software engineer and information technology executive, I had the privilege to be employed by an organization that valued my leadership skills. The CIO and CEO selected me to attend Emery University's Executive Management "boot camp". I was honored and learned a great deal. After that, they appointed me to work with the Center for Creative Leadership to develop curriculum for a course we called "Coaching for Business Results". I am sharing this background information only so you can understand my perspective related to my following comments.

Based on my experience, Dr. Bill Mathis has demonstrated no skills on how to coach for business results. I feel his performance at our meeting on June 8th was unprofessional and divisive. As a licensed psychologist, for him to have stated on the public record that I cancelled our scheduled meeting for May 26th, the day of the Board's Ordinance 7 meeting, due to my "mental health", I feel was unethical and unprofessional. I have a copy of the email he mentions and will include it as part of the public record. In the email I reference "my health". Many of you know I have been having challenges with my hearing for over a year. I am doing everything possible to take care of myself and to minimize the impacts caused by my disease. This has NOTHING to do with "mental health" and I therefore insist on a written apology for the record.

In addition, Dr. Mathis' process for conducting and writing performance reviews was not industry best practice. Best practice for reviews includes the writing of the review by the supervisor, discussing the content of the review the employee, making potential revisions and employee comments as appropriate and then it is to be signed by both parties. In the case of the GM, only then would the review be made public. This is not at all the process used by Dr. Mathis.

Because of the reasons mentioned, I am requesting the Board terminate the contract with Dr. Mathis at our meeting in July.

I feel the conduct exhibited at the meeting was in violation of the Board approved Code of Conduct. Additionally, it was a violation of Nevada Open Meeting Law due to the review of the Board members and myself by Dr. Mathis, which was not on the publicly noticed meeting agenda.

I look forward to the day the Board transforms itself into a highly effective and collaborative group.

I have a written transcript
I am also requesting ^a written to the public
record related to the "Dr. Mathis"
agenda item

6/12/22, 3:26 PM

Could we please reschedule? - Sara Schmitz

Could we please reschedule?

Email #1

Sara Schmitz

Tue 5/24/2022 12:28 PM

To: dr.bill@mathisgroup.net <dr.bill@mathisgroup.net>;

Dr. Bill,

Thursday evening's Board packet contents are once again so troublesome to me that my health is being impacted. I apologize, but feel it best to reschedule our meeting for next week so that I can focus on this packet and my health.

I appreciate your understanding.

Sara

↳ on 5/26, the day of the Board meeting

Sara Schmitz

Incline Village General Improvement District Trustee and Secretary

893 Southwood Blvd.

Incline Village, NV 89451

925-858-4384



June 8, 2022
Incline Village General Improvement District (IVGID) Board of Trustees Meeting
Excerpts from the live broadcast of the meeting

Board Of Trustee Members:

Tim Callicrate (Chairman)
Kendra Wong (trustee)
Michaela Tonking (Treasurer)
Matthew Dent (Vice Chairman)
Sara Schmitz (Secretary)

IVGID General Manager

Indra Winquist

Consultant:

Dr Bill Mathis

Note: the time stamp is the running time of the meeting and correlates back to the live broadcast of the meeting.

16:35 Meeting called to order

17:09 Roll Call:

Present at the meeting: Tim C., Michaela T., Matthew D., Sara S.

Absent: Kendra W

Public Comment

40:34 Peter Morris, former IVGID Trustee served from ____ to ____

Peter Morris, Incline Village. It's a pleasure to be sitting on this side of the table. I've enjoyed my time off that's for sure and I appreciate the opportunity to address you all and specifically though I really want to speak to Trustee Schmitz. I hope that's some soothing music that you are listening to in your earphones (Sara develop a hearing issue and requires a special ear device to hear during the meeting) cause I have some things to make to say. I am very concerned about well about all your activity on the board and of course what I would consider lack of intellectual capability, capacity to be on the board. I think you are a very good community agitator but these they're not the notable motivations needed by a Trustee who has, should have the good of the entire community and the assets of IVGID totally in their minds at all times and I feel that one very good demonstration of your inability to have an original thought if you look at your report on the GM section c, subsection c, one of the questions was asking you to make recommendations what you would like to see happen next year. It was interesting you couldn't even think of one item that might be addressed next year and I think that sort of rather typical of how you operate, and it would probably be to your advantage of you to stop getting all of your advice from Mr. Cliff Dobbler and that cartwright of people that don't really have the interest of Incline Village General Improvement District at heart. So, I'm really concerned about your abilities to be a Trustee. I know you've got two more years to go and we need to suffer through that but hopefully you'll start to learn some of these things you really ought to be doing as member. Then I think that your essentially personal attacks on the General Manager in your review really demonstrate the lack of professionalism on your part. If you spoke about specifics rather than generalities, I think it would be good and comment here on section 1b that the General Manager is not visible in the community, I would say that he is one of the most visible

members of all six of you Trustees, excuse me, five of you Trustees as it was demonstrated tonight by all the work he does with the schools for example. So, I would say he is very active in the community unlike yourself who is very much an agitator in the community, and it was very interesting that your self grand guizement saying about your paper was the only one published, really, you shouldn't be so....

36:32 Gail Krolige – Close Personal friend to Tim C.

One of the reasons I am up here, I did read the packet thoroughly and I was quite surprised at the General Managers review. It ranged from a 9 to a 7 to a 9+ to a 2.1. Trying to figure out the discrepancy here. I think there just might be a personality conflict. It just doesn't make sense to me at all and I'm hoping that'll be explained at some point during the tonight's meeting. It just doesn't make sense.

44:15 Public comment concludes

44:16 – 1:16:00 General meeting business discussion

Trustee Kendra W. was not present for the for the general meeting business discussion

1:16:00 Tim Callicrate (Chairman)

Asked if Trustee Wong was on the live stream. Tim was informed that Trustee Wong was not present

1:16:01 Tim Callicrate

Asked to take a break then we will come back then we will come back and go to the next item under general business, the General Manager's performance review

During the break, Trustee Wong was contacted to join the meeting

The meeting resumed at 7:20 pm

1:23:58 Tim Callicrate

Welcome Trustee Wong. We know that you had a conflict so I'm glad you are on with us so all 5 of us are here for the next item, which is going to be item H, general business 2 subject review, discuss and conduct Incline Village General Improvement District General Manager Indra S. Winquest performance evaluation to include a possible salary increase. This will be conducted by Dr. Bill Mathis. Dr. Mathis – welcome

1:24:43 Dr. Bill Mathis

I must comment Mr. chair on how well behaved your group is all across the board. My goodness, this is bot what I'd be looking at as performance

1:24:47 Tim Callicrate

I'm glad, thanks you for that oversight. I think that everybody has been making a concrete effort to remember we all are trying to conduct business of the district as appropriate. We have our disagreements, but we will be agreeable hopefully. We are now with item 2 under general business. Our General Managers performance evaluation. So, I think I can pass out to my fellow board members what the kind of plan of attack is going to be during the board meeting. Is that what you recommend?

1:25:56 Dr. Bill Mathis

Yes, it is my note and we'll go down through the list

1:26:15 Tim Callicrate

OK, we are all set. Dr Mathis, please continue

1:26:18 Dr. Bill Mathis

Thank you very much. There is so much to put together. Some of the observations I think that are going to be helpful. I look at the current roster of board members and I have to say it is an all-star list. Contrary to some of the comments that were made by some of the citizens, I guess, and some other persons. I look at a combination of 5 current board members as quality being able to think through problems, solve problems. In the 5 or 6 Zoom calls I've had with all of them, I would say they are like racehorses, ready to go and just need some guidelines of how to stay in their lanes and not run over each other. So given that, I think that, I am pretty optimistic that, we are looking at an opportunity to come to some new agreements that are going to be necessary before the General Manager can be successful. Some of these are going to be board norms, some are going to be best practices that this group already displayed if they were paying attention to some of those and we can work some of those out and I have a couple examples I want to give you but 1st of all the discussions with the Trustees about the evaluation. About November of last year, the board commissioned me to put together an evaluation process that was a little more pulled together and better and what they've been experiencing. So, I put together kinda very much with consultation of all 5 board members with their ideas about what is important, how to measure a General Manager and sure enough, I found in California, I found in Florida and other places that I work where I think that the coverage of items on the General Manager's evaluation are pretty thorough. So, the importance of discovering board norms we haven't covered yet and best practices are going to be critical, because without them, some of the behaviors that are going on or have gone on in the past are going to be detrimental to the individuals on the board's ability to work together. There's not a team attitude or a team sport about cutting each other into ribbons and sometimes we find that that behavior is not helpful to working together. In fact, creates animosity and problems in the community that we should not have. So, just in summary, I found that everyone is quite able to think through problems, they do so in very different ways, but I'm excited we get to work on some of these new agreements we come to work with. So the comment I would have for you is here is the classic example where we have four Trustees who come up to measure the General Manager's performance where they score between 7 & 10 and in most scoring opportunities, that four giving such high marks that there is a pretty good evaluation of Indra until you get to the fifth one and that was a 2.1 or below which suggest to me as an outside evaluator where I do 100s a year of these evaluations that it unusual to find this type of discrepancy. Usually, they are more nuance. But here we have on that is suggesting I am totally or unhappy with his performance. It suggests he is not capable or able in fact it is accompanied with comments that he doesn't even know how to do finance, or he has no finance understanding. So, there are some disagreements and differences of opinion that have resulted from working relationship with one Trustee that needs to be worked out and I would propose to you that in a few minutes we have I would certainly be open to working with you and Indra and any board member that wants individual coaching for working some of these issue out, we can do that. So, I think that as we look at going into this next year, I want to point out something that need to be remedied that is that we need to approve the goals we set for the General Manager so if we are evaluating last, past year his performance based on goals that have not been approved. So, I really recommend that one of the activities that we get together and schedule over the summer and at least by the end of July that the GM has an opportunity to get started on what is really important. The goals should cover not more than four or five major expenditures and I think kinda now the outline he has provided to us about internal controls, I'm thinking about some of the things that contracts and project management. I've gone back and looked at your material and this I've heard over and over and over again there's never an end. They are brought back over and over and over again so one of the good tenants of project management have someone assigned, have a date when

they're suppose to be completed and it seems to me that Indra's team is working towards that so the list that was developed by him, I recommend that the board approve that and in terms of history, yep that's the one we want to do but we have to be totally clear of the four to five goals and being able to hold him accountable for something very much more specific and we share them in concert with the clerk and anybody else who is going to take interest working with Indra to make things better, to make it work. So, I would hope as a result tonight that in fact we would begin that process and do it. Now we've had some setbacks have been we've had some people on vacation on the board, we've had COVID in three or four of us, we've had AFIB, and a whole variety of other things but we overcome it and are getting some of these other things fixed and worked on. Results of a scoring from 1 to 10 in any bodies book is and can be arbitrary but we specifically talked about 1 to 3 being unsatisfactory performance, that the distance between 4 and 7 covers the wider span are used for satisfactory or more satisfactory and finally the 8,9,10 which is exceptional and for you folks to use that as a discussion as to what type of merit if you choose to do that if you should choose to offer one. I think more importantly, in talking to the General Manager, he is interested in seeing the conflict and let's just say the unresolved issues managed so he move on and continue to work with the current group in a satisfactory way would be his biggest desire and successful with that and I agree 100% that alienating or pushing somebody out is not the answer, a group of all-stars could be potentially a very, very reward. So, I would hope that that one of the results you offer as board chair you are offering what we already designed to do and are ready to d it or change. So, the one of the key tenants in this has got to be that your board meetings are very excessive. This comes from 48 years of experience in streamlining and getting to board agendas where we've gotten into bad habits or poor habits as a group. This variety many of you don't have to read much detail in order to understand because you've been around it in your business, you've been a number of years here, so I think what we have is that we have some very smart quick people who learn and talk in different strategies. We need to have some agreements about how does the GM work with the board. The board is doing fairly well obviously with 4 and is not doing well with the 5th one. And I think that there is plenty of room for improvement and if I have to make a guess, sort of an educated guess, I would say that neither one of them is happy or having fun to this current approach of working with each other. An example I would use is very clear, to me it is very clear, when a board member needs to call a person 10x a day to get comments or to get information that there is something wrong with that system. So, I look at it as a system problem, system breakdown because the issues when you take a look at any of the issues that crop up are really important to that individual, but they are not necessarily important to making decisions. So, the board has gotten into a habit of dealing with half policy and half to do things, half of assignments to do. Obviously, "to do" is not in their per view, that is what staff does. When we see a leakage happening, coming from board members, leaking over their influence on staff and getting into their territory. So, when I use the words "stay in your lane" that means we are scooting into their territory to much. Not only are we scooting into there area to much but we're finding fault with them, making it personal. Now Josh is going to cringe when I say this because it brings up legal issues. Any of the issues we are discovering or disagreements that we look at between trying to discover "to do" items which is backwards verses policy which is the board work. We're mixing them up so badly that we are creating turmoil between staff and the Trustees. That's a terrible way to lead this environment. This is the finding we have coming from the GM evaluation. All fixable, I think there is an attitude of good will that could come out of this and I would highly recommend that that would be a success for this whole board pulling that around and getting it together. There is no reason, no reason why a board member needs to go to the GM 10x in a day's time with phone calls, information teasing, getting their

attention. All it takes is for two people sitting down and saying, OK what are the rules we're going to operate in, and I've done this a number of times and so I think there is going to be a lot of success on that. The board only needs to deal with district policies, and we need to shape up on some of our agenda issues, so it is really easy to find what the policy is, and a decision needs to be made using the past example of Jacobs work and looking at past projects is a classic example of doing it right. So, whether it's by mistake or whether its not, that example covers it and make decision was wonderful. So, it is possible to cover very complex material. We have very smart people as Trustees who can figure this out but not put our issues out on the table so other board members have to go and go with her and her style so they can use their own style and I think that is going to release a lot of frustration. Mr. Chair, I would also say that whether you're the chair or the next chair, you have to get things worked out as to the role of the chair. In fact, we can talk about roles for both chairs that are really critical in terms of one topic at a time and not over-push the problem with having bright people, Intrapreneurial people still out working in the work place or creating work they don't just turn their brain off so what we are finding is they're bright, they want to cover the how to, because they want to see the project finished because we haven't shown enough project management which says here is the timeline, here is what we've gotten done, and we need to get back to that project and clarify these things. It seems to me that the Public Works Director is really moving rapidly but I don't have a timeline and there ought to be something that Indra has on major projects that I would call that part of internal controls. But it really is critical for this group that you guys are really bent on getting things done and the frustration is only going to get worse if you don't. So, I would say that working with the chair and setting up a whole set of guidelines and managing that meeting would really work very well and that would not have to go back to Tim because he is not running again, that said, I would have recommended that anyway. So, the chair is responsible for resolving some of the issues involving board conflict. In fact, the board chair is usually the one that takes on the responsibility of solving the problem. One would say well, why if he is part of the problem? You have a Vice Chair to take over that responsibility. The elephant is sitting in the middle of the room. But we want to sit down, we want to work this out. In some ways, I feel like I'm the good family doctor, trying to deliver some good castral oil here. You didn't pay me to come in and not have an opinion. We have some folks that are so frustrated that they are being levered their opinions coming from the board that we are already in some danger of having a legal problem within the staff. In fact because they are not being respectful. Maybe some of them are not being respectful back but we certainly have gained the reputation in the area for not being very kind to our employees. In fact, we're having some problems recently because of the reputation of the district being negative from the board about staff. We don't even have a guideline. Criticizing staff has become a sport which is absolute non-sense because they are your team. So, one of the things I hope we can turn around for the summer is alternative ways to address and solve some of these internal issues that we have because board members are not making this stuff up. They are finding this that are of concern, but we need to handle one problem Indra. We need to have one problem Sara, but we don't need 14 from Sara. I want to appeal to you to have 1st say in Tim in the time he is here, and Indra has to make some sense about it. If you ask Indra right now how he feels about working at the job, I think you might not like the answer, and I think he is quite capable. So, you didn't ask me for my opinion, but four of you said he is doing pretty dam well. You have eight major businesses you are running. Talk about entrepreneurial. The only one I can think of even like this id Beverly Hills where they have ten businesses they run. And so, I think that it can be done. They did it there, we can do it here if we want to. So, the chair is responsible for not solving the problem that is created between the board members but setting up a process for getting these things

1:46:29

solved. For example, we want to have Sara and Indra working magnificently together, not at odds with each other and certainly not thinking the thing they are thinking about. We also want people to enjoy their work and look forward to talking, but not when they are going to be threatened when they walk in the door and that's the feeling some of them have. So, the concern Joshua has is legally he has a board that maybe participating in that kind of activity. So, I think we need to move very carefully, very forthrightly and solve some of these individual problems and make way for 2022 or 2023 when we make change, so things are already in place. I think we need to put some limits on the time that board members have with a district. I used to think that a board member should get most of their issues solved in a good enough way that they don't have to require a lot of attention. Unfortunately, we have some board members who think at a very fast rate and get over involved and expand themselves into areas they should not get on-to or in-to because they are so frustrated. So, we end up micro-managing potentially the GMs time which is really totally unacceptable. But when we come down with agreements, we should be able to accomplish this in two weeks and manage what is the amount of time a board member needs that varies from project to project but there has to be a limit. There has got to be a time where enough is enough. Time management is an issue for Indra and we're doing some things to strengthen the internal baily wig the internal office out there because being the social guy he is, you don't want to lose that ability to connect with the community but also you all want to have someone who produces project management, manage projects in a very clean way financially and otherwise. You want to pay attention to that. We want to have a certain guarantee that quality is there. So in summary Mr. chair, I am suggesting we now go back and I would think we ought to take five minutes per person and you ought to allow me to do work with out loud starting with one board member and say you have up to five minutes and since Kendra just joined us, I would suggest Kendra and I have that conversation and you can talk about your overall impression of giving a rating to the GM or she can comment on other kinds of things she wants to but we want to do it in a respectful way, that's all I'm going to be asking you to do.

1:51:35 End of Dr. Bill Mathis's opening statement.

1:51:35 – 1:53:59 Procedural organization for conducting the GNs review

1:53:59 Matthew Dent fist to verbally present his review

Summary: Accomplishment – Ordinance 7

Development Area – Delegating

Matthew made a statement that the comments in the public review were not his actual comments

1:57:19 Kendra Wong verbally presented her review

Summary: Accomplishment – Ordinance 7, Flexibility, Audit committee Management

Development area – Spend more time in the community and with staff

- Ignore the noise, a lot of things distract Indra, try to find the middle ground, but most of the time, it's just noise
- Delegate to staff more
- More budget for additional staff
 - o One to manage the public request volume
 - o One to support the audit committee – Maybe this was the fault of the audit committee, we'll see
 - o Additional staff in Manager's office

2:03:04 Dr. Bill Mathis

That's very thorough. I appreciate your comments. By the way, we are full tilt heading in that direction of getting the public records requests into a program. Josh has his team ready to go but he tells me in the next two to three months we ought to be up & running.

2:03:32 Kendra Wong

Great, that is great progress.

2:03:40 Michaela Tonking verbally presented her review

Summary: Accomplishments – Generalist, Ordinance 7, Affluent pipeline, Recreation center
Development Area – Delegating to staff, Firefighting

2:06:55 Dr. Bill Mathis

I don't think we have anything to add to that one

2:07:11 Sara Schmitz

For the record, I did NOT write the review contained in tonight's Board packet that has my name attached. I will NOT agree with it nor will I defend it. It was NEVER reviewed or approved by me prior to being published. In my many years of writing performance reviews, I have never delegated what I deem to be my responsibility to another person. It appears that this is exactly what was done this year without me understanding Dr. Mathis was intending to write my review of Indra for me.

In reading what is supposedly my review, I don't understand some of the statements and would never write a review in such a manner. I find it unfair and hurtful to GM Winqest and to the community to have allowed another person to write a review on my behalf.

When I learned, just weeks ago that Dr. Mathis was intending to interview us all and write Indra's performance evaluation, I objected. I have never in my career ever delegated the writing of a performance review. When I expressed this concern, I was told by that the 3 Trustees had no issue with it. To be a "team player", I went along with the interview. The outcome, for which I never reviewed nor approved, is in this packet for which I find highly disappointing.

Over the many years of my career, I have always written a draft review, sat down and reviewed it with my staff member and potentially revised it. This is exactly what I did last year with GM Winqest. This process allows the opportunity to ensure there's understanding and agreement along with a path forward. This was NOT done as part of this process, and I feel the results are disappointing and not helpful.

I will not defend this document but instead offer to GM Winqest my time and effort in writing him a complete and accurate review for which I will review with him before it is shared with the Board and the public. If he prefers this NOT to take place, then my only comment tonight is to state for the record I did not write this review and do not support what has been written.

In January my feedback to the Board was that the contract with the Mathis Group lacked clear deliverables. In hindsight, my concerns were justified. In it is states 'beginning a new General Manager evaluation program'. When this was discussed with Dr. Mathis, he explained how all the Trustees need to be trained and consistent in doing a performance evaluation. This process, of having another person write reviews, to me, isn't training for a consistent performance evaluation.

2:09:56 Dr. Bill Mathis

2:12:14

Mr. Chair, I have a response. The process that we outlined here, seeking materials from board members, and writing it is a time offered opportunity because we want to cut back the amount of time it took to generate a document. **In fact, I received a note from Sara who said my mental health is in danger** and I have that document and it says I can't do this work can you give me more time. I said of course. In fact, what we talked about the choices between me writing her comment down and having a speedy effort in doing that she still preferred to write her own and I said well, what I actually said was the other board members are going to do it this way when we did and if you do it differently you can certainly do that but I'm not condoning it because we're trying to shorten it up. Everybody with an exception of one were able to complete the evaluation in one hour in a very thorough way and the ideas that come across for Indra are clear enough where he knows who wrote what ever____So, I'm not in a contest who's right or wrong on this, it was jut a different process. **So, I covered it with Sara very clearly and she wasn't in agreement, I acknowledge that,** and that's fine. So, we still have the opportunity to fix that **and I think the most important thing coming out of here is if she wants to continue doing things her way without adjusting to some different methodologies, she is going to continue having the same problems and right now we have festering issues internally that are created by not addressing those.** So, Mr. Chair, I'm back to you with your comments

2:12:33 Tim Callicrate verbally presented his review

Summary: Accomplishments – Enterprise fund accounting, getting financial hose in order, affluent pipeline, Ordinance 7, Duffield Foundation Contribution
Development areas: Time Management, Delegating

I will add that I am guilty of reaching out to the General Manager everyday but as the chair it's kind of important, but I also know he has a very, very tight schedule so I'll usually send a text saying when you have a chance, give me a call. I think because longevity in the community and having been on the board before, I am very comfortable with not that less is more but I don't need as much as maybe some others do and that's a personal choice of the individual Trustee of what he or she feels comfortable with and think that going back to the weekly or bi-weekly meeting is probably a very productive opportunity for all of us and **I'm not singling anybody out.** I just think there is an opportunity for all five of us to get on to that same page and move forward. I thin that the team he has assembled around him in the 37 years I have been here it's probably one of the better if not the best. It's easy to forget some of the things that took place way back when but we're in this here and now. I think that Mr. Navasio contrary to some comments that are continually made almost in a hectoring situation he took the city of Woodlands from a I believe \$2.0 million to a positive \$10 million or something close to that. That's tremendous and his first day here was the was starting of the first day of the shutdown due to the pandemic. So, the comments made by some towards Mr. Winqest his youth and inexperience what not. We've had two quote/un-quote professional managers in the past and they would not have been able to handle the pandemic even remotely as well as somebody who has worked their way up 19 years in the district. There are differences in opinion, but we don't need to be disagreeable about that. Indra was hired by this board to surround himself with a team he felt necessary, he has done that. He still has additional people he needs to bring in for his own personal support in the administration and the general managers office to assist Ms. Heron as she transitions positions and I think he has to make a conscious effort to recognize where his short comings are and bring in the people, he needs to help him accomplish these goals. We have had an inordinate amount of crisis that we had to oversee as a board and our General Manager had to manage also management by crisis and that's not always a good way to

be but that's what we've been delt and I think that he has been able to maintain a level head, he has been able to give information and time to those individuals not only at the board level but with his staff and in the community and I think tonight before the meeting started shows what a close knit community we are and how it truly involved Mr. Winqest has been, two back to back state championships is pretty amazing and that's just in his off time. So, I think that he has done a great job steering this ship but sometimes people call it the Titanic and other times they call it the Queen Mary it just depends on where you sit, I guess and what waters you're in, but I believe that our General Manager has done an exemplary job. He has areas for improvement that we have all marked in our reviews. I felt very comfortable after reviewing the information that was put down, some of the syntax, perhaps a couple of the words here or there. Dr. Mathis, you and I may differ on how we write things and because I tend to be fairly particular and I know you are as well, but the overall intent of what I had in my interview with you is spot on throughout my particular review. So, I'm going to leave it at that and get some feedback from you and how we progress to the next step.

2:18:134 Dr. Bill Mathis

I think that one of the things that is really important is to finish the process of the board review and it's usually not done until the board decides if there is going to be a status quo, what the merit is, whether it is a minimal merit, whether it is two, or whatever it is going to be. I feel that finishing that job and leaving it is important. Secondary, is the offer to work out some agreements with Indra and whomever board member, certainly the chair & write them down for posterity and for the next person coming in in that chair as well as anybody else that is interested in following up and making this a better relationship, and making it work, and I would think that would be the next step that we can do following this meeting.

2:20:04 Michaela Tonking

Trustee Schmitz, I just have a question, are you willing to kinda give us your thoughts because I fell like all four of us have gone and I know that you did give a number which I maybe wonder what is written isn't accurate but I'm guessing the number isn't accurate but I think it would be helpful before we get into a merit conversation to kinda understand where you are coming from so we can all have a discussion at the board if you feel comfortable.

2:20:28 Sara Schmitz

I would prefer to just abstain from the merit discussion and the merit discussion because I don't feel that this is an accurate reflection so I'm going to abstain from it.

2:20:42 Michaela Tonking

Is the 2 accurate or no, you don't think so

2:20:46 Sara Schmitz

No.

2:20:52 Tim Callicrate

OK so then I guess (Interrupted by Dr. Bill Mathis)

2:20:55 Dr. Bill Mathis

I would only tell you that the 2, the 2 offered up by the trustee are in writing and she wrote them to me

2:21:13 Tim Callicrate

Well, I don't want to get into a back and forth at this meeting (Interrupted by Dr. Bill Mathis)

2:21:14 Dr. Bill Mathis

But that's what I'm saying, I'm not really sure it is important

2:21:19 Tim Callicrate

Yah, at this point, what we need to do is move forward and we need to realize that these are issues that need to be worked out, some obviously quite critical with the communications with

our General Manager with the staff some time constraints as we go through this process we can figure out what best management practices throughout other districts how we can apply those and have a definite delineated set of goals and Objectives for our General Manager that is approved by the board so that when his next evaluation is given it is cut and dried, here they are as I see. Trustee Wong, I see your hand up.

2:22:05 Kendra Wong

I'm really not sure how to approach this because as a board and as a Trustee, one of our main responsibilities is to give the General Manager an evaluation and I heard what Sara said, I heard what Dr. Mathis said, but I feel like Sara, you are kinda shirking your responsibility and in the process right now and I mean the four of us can absolutely get it done and we will, but I feel like somebody needs to say on the record that Sara is not fulfilling her responsibility as a Trustee right now and participating in this

2:22:55 Tim Callicrate

Thank you, Trustee Wong, OK, we need to, I guess, entertain a motion. Is that correct?

2:23:04 Michaela Tonking

Should we talk about it first?

2:23:05 Tim Callicrate

OK, let me reach out to Dr. Mathis first, I don't want to jump ahead

2:23:53 – 2:27:25 Discussion related to Indra's final performance rating

Based on the four scores from the four Trustees, Indra's performance score was 8.12 which is considered outstanding. Outstanding performance review rating passed by a vote of 3 to 1. Trustee Schmitz abstained

2:27:26 – 2:35:16 Merit Increase Discussion

1% to 5% increase potential. 3% increase approved by a vote of 4 -0. Trustee Schmitz abstained

2:35:18 Indra Winquest

Thank you chair for I'll be brief. First of all, I want to thank the Trustees for going through this process. I know it was different, but I know the Trustee's asked for something different process from last year. I want to take this opportunity to thank the four Trustees that took the time to evaluate me, provide constructive feedback. I always have room for improvement, and I acknowledge that. I am a young GM and there are areas I need to improve in, improve upon. I truly do appreciate the feedback and trust me; I fully understand the areas that you all kinda mentioned. I need to improve are areas like delegation and time management, but I do need to improve in those areas, so I appreciate it. Trustee Wong – Thank You, Trustee Tonking – Thank You, Trustee Callicrate – Thank You, Thank you Trustee Dent. And by the way, I have no issues with anything as far as you not being agreeable to a higher merit. We are good. Thank you so much for our working relationship over the years.

Trustee Schmitz, I understand your sensitivity to the process, and I understand, and I understand that you show your comments and I respect the fact that you don't feel your comments reflect the fact and I do, I am completely comfortable with working with you on improving our relationship. I will say that the fact that you gave me a 2 out of 10 can not be denied. That number is there, the number is out in the public. I do find that unacceptable based on the fact that I invest a tremendous amount of my time working with you over the last two years. I've worked with you twice as much as the other four Trustees combined and that's OK, that's completely fine but based on the amount of time I invested, I really would appreciate a better, as we work together through this process, a better understanding of some of the things that were stated in here because in my opinion they are very insulting and some of the things that were said here, actually in my opinion, were absolutely false. So, I really hope that you and I

could work together moving forward. I clearly have the support of the other four board members and so I relish the opportunity.

So again, thank you. Dr. Bill, thank you for all your time you put into this, and I look forward continuing to work with you on executive mentoring and everything else we will be working together. So, I appreciate it, thank you, thank you chair

2:38:19 Tim Callicrate

Yah, you are welcome and thank you Dr. Bill, I just wanted to say thank you. there are areas obviously that we need to work on and we as a board, all five of us a board acknowledge that and we will just, I as the chair am going to buckle down six months that I'm left on here hopefully whoever sits in this chair after me and the new Trustees are elected will have good guidelines and a template to work with from. So, and thank you very much for the time that you put in and the time you will be putting in the future. We're going to let you go. It's 8:35 and you don't need to stay on unless you want to watch the public comment section which is coming up next.

2:39:10 – 2:42 :19 Meeting closeout

2:41:22 Public Comment Initiated

2:49:19 Mr. Peter Morris

Thank you, members of the board. I want to comment and compliment the board and Dr. Mathison that process that you just undertook for the review. I was really astounded in a positive way by the way Dr. Mathis gave that feedback, so I really hope, I don't know what the plans are in the works, but I really hope that you continue to work with him. Sounds like someone who could really help the board and I think that two things really strike me. I think it is really important that you do set decisive goals that it becomes much less a general but a specific review next year. So, please do work on that and also, I would really recommend that you get some money in the budget for an executive coach for the GM whether the GM is for Indra at the moment, I think that that would be of value for anyone coming in. There isn't anybody that acts as a coach to the GM, and I think that is an outstanding idea and I would recommend to the board that you get that in the budget.

As for negative Sara, I'm sorry to hear about your health issues and I hope you are better soon. I think that I would recommend, I'm not a counselor so what do I know, but I would recommend that as that as well as the coaching, there seems to be an offer between you and Indra that maybe some personal coaching or counseling, I think might help you as well. I am not qualified in the capacity to say but I really wish that you would because I think that you are back pedaling on what you had to say to Dr Mathis in the way that he recorded it and not having the, dare I say while not trying to be too emotional, the guts to say OK, that was all wrong, but this was important, here is my view of how Indra performed last year, I really think you should have stepped up to the plate and said that tonight and that would have made more definitive no you didn't agree with what Dr. Mathis recorded. But given that Dr Mathis did make the comments a couple of times that the information he gave to the board was in writing and there for it surely becomes a public record, I shall be making a public records request to get a copy of all the comments that were sent to and from Dr. Mathis on this review so I can see exactly what was really said and what wasn't said. My time is up but please Sara, get some help.