

## MEMORANDUM

**TO:** Board of Trustees

**FROM:** Indra Winqest  
District General Manager

**SUBJECT:** Discussion and possible action on revising the District's Gold and Silver Card Program for Employees and past Trustees to no longer allow access to District restricted-access Beaches

**DATE:** November 9, 2022

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### **I. RECOMMENDATION**

That the Board of Trustees discuss and possibly make a motion to revise the District's Gold and Silver Card program for Employees and past Trustees to no longer allow access to District restricted-access Beaches and, allow Staff to proceed with notifying current and past Employees and/or Trustees.

### **II. BACKGROUND**

The District's Gold & Silver Card Program is a recruitment and retention privilege provided by the District to full time year round employees who are consistently employed for 10 years (silver card) and 20 years (gold card) as well as past IVGID Trustees. The holder of these cards get discounted and/or complimentary use of District venues including the restricted-access beaches. Discounted rates and use are allowed for the cardholder only.

In 1977, the IVGID Board created "Gold Card" privileges to reward the then current outgoing Trustees for their service to IVGID and this practice, at the time, was informal. In 1985 (at which the IVGID Board adopted a formal policy to reward retiring Trustees with Gold Cards), Gold Cards were awarded by Board discretion and decisions were generally made by resolution of the IVGID Board. In 1988, the IVGID Board took action to amend the District's Personnel Policy to provide certain recreational privileges to long time employees who leave the District in good standing which were the Gold and Silver Cards. Finally in 1995, the District eliminated issuance of Gold and Silver Cards to Trustees. No Trustees who were issued a card prior were affected by this action.

The General Manager's Advisory Committee on Ordinance 7 was tasked with evaluating and formalizing recommendations for much needed revisions to the ordinance. During discussion and deliberation between the committee, the committee recommended that although not specifically referenced in Ordinance 7, the subject of beach access for District employees and past Trustees that are Gold and Silver cardholders should be evaluated by the District as it relates to the

language in the Beach Deed and beach overcrowding. Additionally, the Board of Trustees authorized Staff to hire special counsel to review potential revisions to Ordinance 7, including employee and gold and silver cardholder access as they relate to the Beach Deed.

This item would remove access to restricted-access beaches for gold and silver cardholders. It is not and should not be construed as an admission that the Beach Deed does not permit gold and silver cardholders to restricted-access beaches but reflects a very conservative view of the issue.

This was agendized for the September 28, 2022 Board of Trustees Meeting. The Board decided to table any action on the agenda item to perform further evaluation as well as seek additional information from Special legal Counsel on this matter.

### III. ADDITIONAL COMMENTS

If revised, Staff proposes to notify all current and past employees and/or Trustees who are in possession of silver and gold cards that the District, by action of the Board of Trustees, has made this decision in an effort to remain within the strict parameters of the Beach Deed in an abundance of caution. Staff has attached a draft letter for the Board of Trustees consideration and recommendations for revisions.

Presently, there are 131 silver and/or gold cardholders of which 29 holders are current employees. Below is a chart of five years of overall visits to IVGID beaches by gold/silver cardholders.

	<b>Gold</b>	<b>Silver</b>	<b>Total</b>
2017	43	106	149
2018	37	104	141
2019	33	173	206
2020	44	195	239
2021	28	196	224
2022	88	99	187
<b>Total</b>	273	873	1146

**SAMPLE LETTER**

Dear X,

With this letter dated November XX, 2022, we are notifying you that your silver and/or gold card issued by the Incline Village General Improvement District (District) will no longer allow you access to the District's restricted-access beaches; all other privileges related to your silver or gold card remain as is.

The District's Board of Trustees has made this difficult decision after evaluating and approving revisions to Ordinance 7. One of the primary purposes to revising Ordinance 7 is to ensure the District is in strict compliance with the beach deed. As you are aware, the District, at its discretion, may revise the privileges extended to the holders of gold and silver cards at any time. We appreciate your attention to this communication and apologize for any inconvenience. Please contact the Human Resources Department at 775-832-1100 if you have any questions related to this matter.

Regards,

Indra S. Winquest  
District General Manager