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 2 INCLINE VILLAGE  
 3 GENERAL IMPROVEMENT DISTRICT  
 4 BOARD OF TRUSTEES  
 5  
 6  
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 8  
 9 TRANSCRIPT OF HEARING  
 10 PUBLIC MEETING  
 11 Live and Via Zoom  
 12  
 13 Held at the Boardroom  
 14 893 Southwood Boulevard  
 15 Incline Village, Nevada  
 16  
 17 Wednesday, June 26, 2024  
 18  
 19  
 20  
 21  
 22  
 23  
 24 Reported by: Brandi Ann Vianney Smith  
 25 Job Number: IVGID 46

1 APPEARANCES  
 2  
 3 **BOARD MEMBERS PRESENT**  
 4 SARA SCHMITZ, CHAIR  
 5 MATTHEW DENT, VICE CHAIR  
 6 MICHAELA TONKING, SECRETARY  
 7 RAY TULLOCH, TREASURER  
 8 DAVE NOBLE, MEMBER (via Zoom telephonic)  
 9  
 10  
 11 **ALSO PRESENT**  
 12 SERGIO RUDIN, LEGAL COUNSEL  
 13 HEIDI WHITE, DISTRICT CLERK  
 14  
 15 -o0o-  
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1 Incline Village, Nevada - 6/26/2024 - 6:00 P.M.  
 2 -o0o-  
 3  
 4  
 5 CHAIR SCHMITZ: Good evening. I'd like to  
 6 call the meeting of the Incline Village General  
 7 Improvement District Board of Trustees meeting to  
 8 order at six o'clock here on June 26th at the  
 9 Boardroom at 893 Southwood Boulevard, Incline  
 10 Village, Nevada.  
 11 We will kick off with the Pledge of  
 12 Allegiance.  
 13 A. PLEDGE OF ALLEGIANCE  
 14 (Pledge of Allegiance.)  
 15 CHAIR SCHMITZ: Moving on to roll call of  
 16 trustees.  
 17 B. ROLL CALL OF TRUSTEES  
 18 CHAIR SCHMITZ: Trustee Tonking?  
 19 TRUSTEE TONKING: Here.  
 20 CHAIR SCHMITZ: Trustee Tulloch?  
 21 TRUSTEE TULLOCH: Here.  
 22 CHAIR SCHMITZ: Trustee Dent?  
 23 Is he online? No, he is not. He is  
 24 intending to call in, and I'm expecting Trustee  
 25 Noble here shortly. He's online.

6

1 TRUSTEE NOBLE: Here.  
 2 CHAIR SCHMITZ: We do have a quorum of the  
 3 trustees. And I do know that Trustee Dent is taking  
 4 the meeting via his travel today. He will be on but  
 5 we may drop him periodically, and he'll call back  
 6 in.  
 7 Moving on to initial public comments.  
 8 C. INITIAL PUBLIC COMMENTS  
 9 MR. KATZ: Good evening, Board members.  
 10 Aaron Katz, Incline Village. Several written  
 11 statements to be attached to the minutes of this  
 12 meeting.  
 13 If you board members didn't realize it  
 14 before that the District is not sustainable  
 15 financially, now you should. You can't find a  
 16 general manager who will work here more than a  
 17 couple of months. And we have to offer a salary, it  
 18 now looks like, of \$330,000 a year or more plus  
 19 benefits, plus a housing allowance, plus relocation  
 20 payment. We don't even advertise our vacant Public  
 21 Works director position. And as our way of saying  
 22 thanks, we give an unqualified employee a \$50,000 or  
 23 greater per year promotion to Public Works director.  
 24 And her side kick, a similar promotion for Ms.  
 25 Nelson's former position. I'm not a hundred percent

7

1 certain of that statement, but you board members  
 2 will find out if it's accurate or not. But I know  
 3 the way you guys breathe, and so all I have to do is  
 4 listen and I know the truth.  
 5 And overspending continues and it's  
 6 unsustainable. And how do you intend to manage this  
 7 overspending, you trustees or candidates for  
 8 trustees here?  
 9 Then remember the disc golf course where  
 10 the North Tahoe Disc Golf Association promised to  
 11 for pay maintenance for ten years, and we let them  
 12 sell the naming rights to that to the Lions Club so  
 13 they could collect ten thousand bucks? Well,  
 14 they're gone.  
 15 And now I learn local parcel owners have  
 16 been the ones forced to pick up the tab with no  
 17 corresponding revenue source from user fees. And  
 18 now I have learned that outsiders from Grass Valley  
 19 are putting on the disc golf tournament at our  
 20 facility for Labor Day and their charging tournament  
 21 fees and expecting to generate a \$1,000 in revenues.  
 22 Now, who at IVGID knew this was happening?  
 23 And who authorized this, if anyone? And how much is  
 24 the District being paid? You know, you keep  
 25 advertising that you're transparent, yet I don't

8

1 hear any transparency.  
 2 Well, it's time to hire a professional  
 3 asset disposal firm, as far as I'm concerned, to  
 4 liquidate all of our money-losing businesses. We  
 5 just can't seem to turn around on a break-even or a  
 6 profit. It's time for IVGID as we know it to end.  
 7 You'll see I'm right sometime in the future soon.  
 8 Thank you.  
 9 MR. DOBLER: Cliff Dobler, 995 Fairway.  
 10 I've been getting your attention, I expect  
 11 you to listen, Sara, on Item G 5, regarding the Rec  
 12 Center priorities.  
 13 Now, apparently Mr. Magee hired Mr. Craig  
 14 Bronson as a special advisor. Apparently he works  
 15 for Baker Tilly, however, there is no record of his  
 16 employment on Baker Tilly's website. The agenda  
 17 item was only to address the Rec Center, however the  
 18 special advisor decided to throw in the beaches,  
 19 tennis, and pickleball.  
 20 On May 8th, the trustees asked the special  
 21 advisor to prioritize the list of capital projects  
 22 for the Rec Center based on a report submitted by --  
 23 to some trustees but not all. With his charming  
 24 special advisor role, he listed 21 priority projects  
 25 as Exhibit A, but we find on Exhibit B a mishmash of

9

1 a lot of irrelevant data.

2 For an example, there are 61 projects not

3 21. There are 11 projects which have been completed

4 and should not be even addressed. There are 4

5 wish-list projects, the largest being 25 million for

6 the dead Rec Center expansion project. So there

7 remains 46 six projects planned, which is more than

8 doubled Mr. Special Advisor's priority list.

9 The Board asked for prioritization of all

10 projects, not just 21. Fifteen projects have no

11 estimates. The parking lot replacement and the HVAC

12 replacement have combined estimates of only

13 1.125 million, but the five-year capital plan just

14 approved by the Board indicates \$3,000,695 for both

15 projects.

16 Mr. Special Advisor claims he needs to

17 work hard to match projects that are contained

18 within the '24/'25 budget. There are only 15

19 projects and two carryover projects on the five-year

20 plan. I timed myself to do special advisor's match

21 task, and it took 20 minutes. Results of the match:

22 Five projects are planned for 198,000, but are not

23 listed on Mr. Special Advisor's list. Six projects

24 match Mr. Advisor's list. One capital project is on

25 Mr. Special Advisor's wish list. Why? Five

10

1 projects are not even budgeted of 4,240,000, but

2 Mr. Special Advisor has only a 1.231 million. Is

3 this what you want from the Mr. Special Advisor to

4 make prudent decisions?

5 Thank you very much.

6 MS. JEZYCKI: Good evening. Michelle

7 Jezycki. I grew up in Incline, and I'm a long-time

8 resident as well as a candidate for IVGID.

9 Regarding the resignation of our GM, I see

10 that there are several options presented before the

11 Board. While the direction has likely been already

12 determined, the first is appointing an interim. It

13 seems to me that Mike Bandelin did a good job as

14 interim. Why would we not provide a temporary

15 increase and our community gratitude to Mr. Bandelin

16 to cover the position until the end of the year?

17 The second option is to appoint an

18 external individual to take over the role. I would

19 hope that the Board would not go this route with an

20 external person or even a current board member.

21 The third option was to open the

22 recruitment cycle and have HR begin the RFP process

23 with an executive. I find this curious when we just

24 went through this only months earlier, and we were

25 told that the recruitment firms couldn't find

11

1 anyone. There are plenty of pools for this type of

2 position that we can fish in with our own

3 recruitment efforts. If this is the route you take,

4 I would ask that we not spend further money on

5 consultants to find our next GM but allow our HR

6 department to carry out their roles as the

7 professionals that they are.

8 Search firms on average charge 30 percent

9 of the first year's salary of the employee that is

10 being placed and oftentimes in addition to their

11 service fees. So we would be paying an additional

12 \$105,000 at minimum.

13 Regardless, I would hope in the spirit of

14 collaboration with the new incoming board that the

15 current board might find a temporary solution for

16 our GM search, an interim filling of the position,

17 as to not handcuff the new board with another

18 multiyear contract.

19 I also find it curious that in August of

20 last year, HR was directed by the Board to add to

21 the new position description, or updated position

22 description, that the GM must live in the area, yet

23 months later, pushed to get someone from out of town

24 into that position who did not live in the area.

25 Beaches, at the end of a long day

12

1 yesterday, my spouse and I decided to walk down to

2 the beach and watch the sunset, only to find out

3 that the gates were closed. The gates used to close

4 at 10:00 p.m., so why are we closing them before the

5 sun is even down?

6 We are in the season of the longest days

7 of the year, so this makes no sense and robs our

8 community of enjoying one of the most magical times

9 of the day at one of our most prized amenities.

10 Further, there were still people on the other side

11 of this now-locked gate.

12 What is it that we're trying to deter by

13 doing this? What is the problem being solved?

14 Finally, there have been many meetings

15 were public statements and some board statements

16 were made with sweeping generalizations about our

17 IVGID staff: They're overpaid, they don't do their

18 jobs, and the like.

19 I would like to be clear in stating that I

20 do not think this is fair nor productive. Staff

21 should not be walking on eggshells, reporting to

22 others other than their supervisors and the GM, and

23 we really need to to move from this gotcha mentality

24 and demeaning our staff if we expect to build back a

25 strong IVGID team. There are ways to handle

13

1 underperformers, and generalizing them as unpaid and  
 2 underperforming is not one of them.  
 3 Thank you.  
 4 CHAIR SCHMITZ: I would like the record to  
 5 reflect that Trustee Dent is online attending the  
 6 meeting.  
 7 DR. WYMAN: Hello, Trustee Dent. Andrew  
 8 Wyman, Incline Village.  
 9 A few items. One, I wanted to go back to  
 10 the District facilities for expression, the  
 11 discussion that was undertaken the last time in the  
 12 board decision for a moment.  
 13 In the memorandum that Bobby Magee put  
 14 forward, it said: There were emails received by the  
 15 Board including complaints of being an involuntary  
 16 audience and having negative impact on the enjoyment  
 17 of recreational facilities.  
 18 None of those emails are noted. There are  
 19 no complaints specifically noted, and I find this  
 20 not exactly transparent. I have no idea what the  
 21 complaints were or whether they were legitimate  
 22 complaints. That's not really what I'm here to talk  
 23 about.  
 24 First, I want you to know that I'm not  
 25 contagious. I went to the dermatologist yesterday

14

1 and the dermatologist made a lot of money. That  
 2 speaks for my current appearance.  
 3 The issue I really wanted to talk about  
 4 for the next two minutes has to do with the next  
 5 general manager. I would hope that the Board  
 6 tonight does not make decisions which cannot be  
 7 readily undone by the next board, should it come to  
 8 that. And I will not bother to repeat the episodes  
 9 of the last several months that got us into this  
 10 situation we're in now.  
 11 What I would hope that you will have a  
 12 spirited discussion about is what you want to do  
 13 regarding the next general manager. And if you  
 14 think as individuals that it is the best idea for  
 15 Incline going forward for this GED to appoint a  
 16 general manager presently, negating or making it  
 17 very difficult for the next board to make that  
 18 decision, that you will articulate clearly your  
 19 reasons for doing that and why that's in the best  
 20 interest of IVGID.  
 21 Thank you.  
 22 CHAIR SCHMITZ: Do we have any other  
 23 comments here in the room?  
 24 Seeing none, do we have any online?  
 25 MR. BELOTE: We do not, Chair.

15

1 CHAIR SCHMITZ: Seeing none, that will  
 2 close out agenda item C. Moving on to agenda D.  
 3 D. APPROVAL OF AGENDA  
 4 CHAIR SCHMITZ: Approval on the agenda.  
 5 Do we have any requests for modifications or changes  
 6 to the agenda?  
 7 TRUSTEE TULLOCH: Item F 8 on the consent  
 8 calendar, I believe it's incorrect, so I'd like it  
 9 to be moved to general business. Sorry. F 9.  
 10 CHAIR SCHMITZ: You'd like F 9 to be moved  
 11 to general business?  
 12 TRUSTEE TULLOCH: Correct. There's an  
 13 error in the recommendation.  
 14 CHAIR SCHMITZ: Okay. Any other changes  
 15 or suggestions? Trustee Dent, did you want to chime  
 16 in?  
 17 TRUSTEE DENT: I'm fine at this time.  
 18 Thank you.  
 19 CHAIR SCHMITZ: All right. Thank you.  
 20 I would like to also remove -- I believe  
 21 this is staff's recommendation -- item F 7, the  
 22 Jacobs contract. There are some minor language  
 23 modifications that I believe staff and legal counsel  
 24 have decided they want to include. I believe in  
 25 order to accomplish that, that would need to be

16

1 moved to general business; correct? Okay. We will  
 2 move that to general business as well.  
 3 And I would like to defer E 3 to our next  
 4 meeting so that the materials that are to be  
 5 included as part of the contract can be provided to  
 6 the Board for the Board's review prior to the  
 7 meeting. So, I'd like this one to just be deferred  
 8 to our meeting on July 10th.  
 9 Any other changes?  
 10 TRUSTEE TONKING: I think you might want  
 11 to be careful just because that enters fire season,  
 12 and most of their staff starts to have to travel.  
 13 We might have to keep that flexible if we keep  
 14 pushing it.  
 15 CHAIR SCHMITZ: I don't think it should  
 16 get pushed, but we just need to have a complete, the  
 17 complete material.  
 18 Any other requests and are these  
 19 modifications acceptable to the Board?  
 20 Seeing no concern, we will move item F 7  
 21 to general business number 1. And F 9 will become  
 22 general business number 2, and then the other  
 23 general business items will follow.  
 24 TRUSTEE TONKING: Can we move the GM  
 25 discussion higher up because we've noted that

17

1 both -- I know that Trustee Noble said he didn't  
 2 know how great his internet was, and Trustee Dent  
 3 was going to be in and out. I feel like that is  
 4 something we need all five of us on for, so the  
 5 earlier the better.  
 6 CHAIR SCHMITZ: Why don't we do that.  
 7 Given what we have on general business, why don't we  
 8 leave current general business number 1, the  
 9 veteran's memorial, leave that there. Leave item G  
 10 2 as is. And then put in F 7 and F 9 after that.  
 11 TRUSTEE TONKING: Perfect.  
 12 CHAIR SCHMITZ: I hope all of you will  
 13 keep me on track. Does that make sense? Okay.  
 14 Then moving on to item E.  
 15 E. REPORTS TO THE BOARD  
 16 E 1. Parasol - Receive and File Annual Report  
 17 CHAIR SCHMITZ: Reports to the Board. E 1  
 18 is receive and file an annual report from Parasol  
 19 Community Foundation, pages 8 through 14.  
 20 MR. BRONZAN: Good evening. Craig  
 21 Bronzan, special advisor on some of these staff  
 22 reports.  
 23 This is just an annual report. All this  
 24 is is submitted to the Board for your acceptance.  
 25 Members of the Parasol Foundation couldn't be here

18

1 tonight, but they indicated if there was another  
 2 meeting that you would like to invite them to, they  
 3 can make themselves available.  
 4 CHAIR SCHMITZ: Any questions?  
 5 E 2. Treasurer's Report  
 6 CHAIR SCHMITZ: Moving on to report E 2,  
 7 the treasure's report. Pages 15 through 37 of the  
 8 board packet. I'll hand that over to Trustee  
 9 Tulloch and also Mr. Cripps.  
 10 TRUSTEE TULLOCH: The treasurer's report,  
 11 we haven't made all the changes we previously  
 12 discussed because, obviously, the budget process  
 13 took up an inordinate amount of time.  
 14 If we look at the first page, page 17 in  
 15 your packet, you'll see what I've been flagged up  
 16 over the last several months that we're consistently  
 17 overshooting our monthly payroll budget. There's  
 18 only three months that we haven't overshot it. And  
 19 if you look at page 19, you'll see that we're  
 20 currently overshooting by 1.35 million out of a 21.2  
 21 million budget. And if we extrapolate that out to  
 22 the end the year, we're probably looking at 1.5, 1.6  
 23 million overshoot on salaries.  
 24 Those of you that listened to the budget  
 25 discussions, you will know I highlighted that in

19

1 several instances. I think three or four of our  
 2 venues overshot on their salaries and wages.  
 3 Of course, then this is subsidized by  
 4 dipping into fund balance, which has typically been  
 5 accrued because we haven't carried out capital  
 6 projects. Hopefully we will see in the coming  
 7 financial year, venue managers actually start  
 8 looking at following their payroll budget. The fact  
 9 that the overall budget increased the salaries and  
 10 wages by 18 percent, if we can't live within that,  
 11 we do have a serious problem.  
 12 Moving on to, if we look at our  
 13 investments on page 20 of the packet, you'll see  
 14 we're healthy. Again, we're making 132 grand a  
 15 month investment, interest in dividends. A large  
 16 part of that is from vesting the operating account,  
 17 having an operating account accruing interest, which  
 18 wasn't happening for several of the last years, and  
 19 that's since January, general Manager Magee, I think  
 20 we've been accruing interest on it, 132 grand a  
 21 month, which certainly helps.  
 22 If you look to page 22, looking at cost  
 23 center year-to-date revenues versus year-to-date  
 24 expenses, if you look at this, start with this, this  
 25 looks excellent. We look at the beaches and, yes,

20

1 they're making 2.9 million net. Unfortunately, this  
 2 graph is incorrectly labeled. I've spoken to  
 3 Assistant Finance Director Cripps about this. What  
 4 we're showing here, expenses, but we're also showing  
 5 the budget which includes CapEx. If we strip out  
 6 the 4 million CapEx for the beaches for instance, it  
 7 makes a significant difference in it. You'll see  
 8 the same impact on the other venue's revenues. This  
 9 isn't revenues versus expenses, this is revenues  
 10 versus total budget, which includes CapEx.  
 11 I've asked for next month we shall split  
 12 this out so we will track CapEx separately. It's  
 13 important that we don't just comingle these funds  
 14 because then we're not making investments in the  
 15 community, investments that we budgeted and provided  
 16 for. It's going to other miscellaneous expenses  
 17 instead.  
 18 That covers all the highlights. We also,  
 19 if you look at Appendix A, it shows all the checks  
 20 that we've paid out. Appendix B and Appendix C show  
 21 the procurement card transactions. There's a few of  
 22 these I've highlighted I will be discussing further  
 23 with staff. I had some queries about them. From a  
 24 random look-through of them, several jumped out that  
 25 I'll be following up on these.

21

1 Happy to take any questions on it.

2 CHAIR SCHMITZ: Any questions for Trustee

3 Tulloch or for Mr. Cripps?

4 I don't see hands or mics getting unmuted.

5 I have just a couple of comments.

6 When are we going to start seeing a

7 financial report with this? Because we're doing

8 these treasurer reports monthly, we should also have

9 monthly financial reports, so when are we going to

10 start seeing financial reports?

11 TRUSTEE TULLOCH: Hopefully very soon.

12 We've been -- the extended budget process has

13 screwed up several things. But, yes, I expect to

14 see that, and hopefully we should have a year-end

15 one, probably.

16 CHAIR SCHMITZ: When are we going to have

17 OpenGov up and running so that we have our financial

18 information available to our general public?

19 TRUSTEE TULLOCH: In think that one, I've

20 brought up in previously meetings, I think we will

21 need to defer that to our IT department and the

22 finance department and find out where it is.

23 Personal view, I've made this statement before, I'm

24 not sure why we're paying \$25,000 a month or

25 something for OpenGov and we're not using it and

22

1 haven't used it for 18 to 24 months now.

2 CHAIR SCHMITZ: I don't think it costs

3 that much. Are we on track of getting OpenGov back

4 up and running and loaded with data so that we can

5 actually, realtime, look and analyze or financial

6 information?

7 MR. CRIPPS: Yes. We do have an open

8 ticket with OpenGov as far as what correlation is

9 happening between our two systems. And I do not

10 have the solution to that, but there is an open

11 ticket currently.

12 CHAIR SCHMITZ: Are we paying for their

13 service during this 18 months when we haven't been

14 able to use their services?

15 MR. CRIPPS: Yes, we are.

16 CHAIR SCHMITZ: How much are we paying

17 annually for those services?

18 MR. CRIPPS: I would have to look into

19 that.

20 CHAIR SCHMITZ: I think that we should

21 stop paying for services until we can actually use

22 the tool. I find it unacceptable. We were told

23 this was going to be -- I mean, Mr. Navazio had told

24 us that it was up and running July of last year. So

25 we're approaching a year and it still isn't up and

23

1 running.

2 I think that we should be looking at the

3 contract and the terms of that contract, and, legal,

4 if you could help the financial department with that

5 because I think that we shouldn't be paying for

6 something we've had a ticket in for, I think,

7 a year.

8 Then moving on on page 23, I'm quite

9 troubled by the fact that in all of our venues we

10 are all over budget for salaries and benefits. And

11 you already touched on it, but then what troubles me

12 is that were under budget for some of our other

13 expenses, which tells me that we're overbudgeting

14 our expenses and we're having to use those funds to

15 cover our salaries.

16 And this has been an issue and this is not

17 a sustainable business model and we need make sure

18 that when we start July 1, that we are managing to

19 our line items and our line items shouldn't be

20 overspent, including on capital expenditures.

21 Capital expenditures for both golf and ski were over

22 budget.

23 So we're consistently running things over

24 budget, and we're dipping into fund balance in order

25 to do that. I think that when we start July 1, we

24

1 need to be managing to these line items budgets much

2 more closely, and we need to have financial reports

3 so that we can actually see what's going on one

4 month to the next. Otherwise, we've been sitting

5 here in the dark for almost two years when it comes

6 to financial statements.

7 I know that your team has done a stellar

8 job in bringing us back up to speed. This goes long

9 before all of you, most of you were even here. From

10 a management of the District's perspective, we have

11 got to have timely financial reports. I don't know

12 how we can run our businesses without them.

13 And so I'm hoping that come July 1, we're

14 back on track, and that we're back on track from our

15 audit perspective as well because we need to make

16 sure that we have an audit that our auditor actually

17 weighs in on. Not like last year.

18 Thank you for that. Sorry. I was on a

19 bit of a soapbox.

20 TRUSTEE TULLOCH: It's all right. I think

21 it's actually worse because as we noticed during the

22 budget process when we suddenly find that million

23 bucks allocated for the dog park that suddenly

24 dropped off the program and moved back into fund

25 balance, for years we've operated just dipping into

25

1 fund balance. We're actually committing a fraud on  
 2 our taxpayers because we're collecting monies  
 3 supposedly for capital investment and to improve  
 4 venues. We've put projects in the capital program  
 5 that then drop out of the program and the money just  
 6 goes back into fund balance and then it gets applied  
 7 to operating expenses to cover overspends.  
 8           Again, I'll take my soapbox slightly,  
 9 stated multiple times during the budget process, the  
 10 fact that we had three out of four venues overspent  
 11 between 20 and 40 percent on salaries and benefits  
 12 is completely unsustainable. It just means that,  
 13 for whatever reason, we're just ignoring budget. So  
 14 I'm not sure why having spent so much time in the  
 15 budget and then it seems to get ignored. We can't  
 16 continue that way.  
 17           CHAIR SCHMITZ: Any other comments,  
 18 questions?  
 19           TRUSTEE TULLOCH: Just one thing, I just  
 20 got a text that nobody could get in to call because  
 21 the log-in information was screwed up, that's why  
 22 there's been no dial-in comments because they  
 23 weren't able to access it.  
 24           TRUSTEE TONKING: I received that text as  
 25 well.

27

1           MR. BELOTE: I will.  
 2           CHAIR SCHMITZ: Then what we will do --  
 3 for those of you online, what we will do is when we  
 4 have that updated information posted on the  
 5 District's website, we will take your public  
 6 comments after we just complete whatever agenda item  
 7 that we are on.  
 8           I apologize for the inconvenience, but I  
 9 think -- legal counsel, is that acceptable of how to  
 10 handle it? Do we need to take a break and get this  
 11 resolved?  
 12           MR. RUDIN: Why don't we take a break and  
 13 get this resolved. I will also take a couple  
 14 minutes to see if there's anything else we need to  
 15 do.  
 16           CHAIR SCHMITZ: Let's at least finish out  
 17 the treasure's report -- correction. We will take a  
 18 break and we will get this resolved before we  
 19 continue on with the meeting. I stand corrected.  
 20           Are there any other questions or comments  
 21 anything?  
 22           TRUSTEE TULLOCH: No. I think I've  
 23 covered it all. Thank you for your comments,  
 24 Trustee Schmitz. I think they're consistent with  
 25 what we've been recording. Hopefully we're going to

26

1           TRUSTEE TULLOCH: Can we --  
 2           CHAIR SCHMITZ: General counsel, how do we  
 3 handle this if it wasn't posted for people to make  
 4 public comment online?  
 5           MR. RUDIN: Yeah, I think we should  
 6 correct that as quickly as we possibly can, and I  
 7 would suggest that we should try to take public  
 8 comment at the earliest opportunity. At the very  
 9 least, hopefully, it will be corrected before the  
 10 closing public comment period so that people can  
 11 make public comment today.  
 12           I'm checking if there's anything else we  
 13 should do.  
 14           CHAIR SCHMITZ: IT?  
 15           MR. BELOTE: I'm reaching out to our web  
 16 guy now to make sure we get it updated. I'll keep  
 17 you apprised.  
 18           CHAIR SCHMITZ: It's not that it was just  
 19 an issue with not being published. Is there a  
 20 bigger technical issue than that?  
 21           MR. BELOTE: It appears that the webinar  
 22 ID is not correct.  
 23           CHAIR SCHMITZ: I see. Okay. Can you  
 24 flag me when you think you have that correct and we  
 25 can get that posted?

28

1 see financial statements.  
 2           CHAIR SCHMITZ: We will take a break until  
 3 we're able to -- I'm being told that we need ten  
 4 minutes. We will come back at roughly 6:45. Thank  
 5 you.  
 6           (Recess from 6:32 p.m. to 6:47 p.m.)  
 7           MR. WRIGHT: Frank Wright, Crystal Bay.  
 8           We have a new appointment, I understand,  
 9 for our utilities department. We have a new  
 10 manager. I filed an EEOC complaint when our last  
 11 person was promoted without going out to the public.  
 12 You'd think that the human resource department would  
 13 get the hint that you can't operate like this. Did  
 14 we get the best qualified possible candidate? Were  
 15 all members of the employment within IVGID given an  
 16 opportunity to apply for that position? Did we have  
 17 a competent, talented search committee? Did we  
 18 interview and talk to people? Did the Board even  
 19 know that this motion was going to take place? The  
 20 answer to all those questions is hell no. Why not?  
 21 Because that's what we do here. We give people  
 22 massive raises that are probably not even qualified  
 23 for the jobs that they're going to be doing, and it  
 24 doesn't get any better. It just keeps on going on  
 25 and on.

29

1           There are people in this community which I  
 2 think might have liked to have that job and would  
 3 have applied for it if it was ever open to the  
 4 public. But it wasn't. If we don't stop doing  
 5 things that are wrong and start doing the things  
 6 that are right, how do you expect this place ever to  
 7 turn itself around?

8           We have an election coming up soon. I'm a  
 9 candidate. I hope the people in town understand  
 10 that I have always been for this community. I've  
 11 always tried to fix what's wrong. The people who  
 12 are running that have created this cabal of  
 13 threesome, they're not for our community. They have  
 14 done nothing to help our community, they've done  
 15 nothing but take from our community, and we have to  
 16 change that. I hope in your vote this year, you try  
 17 to vote sanity. The insanity has got to go away.

18           Thank you.

19           (No Zoom audio from 6:49 p.m. to 6:51  
 20 p.m.)

21           MR. BELOTE: It should be resolved at this  
 22 time.

23           CHAIR SCHMITZ: We will await Trustee  
 24 Noble and Trustee Dent, perhaps, both calling back  
 25 in.

31

1 wages and benefits was 5.4 million, and this year's  
 2 adopted budget, that's 5.8 million, so it's actually  
 3 a very small increase to the overall wages and  
 4 benefits line. But I will remind the Board that one  
 5 of the ways that we will be achieving that budgetary  
 6 savings is through a number of different items that  
 7 we did talk about during the budget process as well.

8           For example, there are multiple ways to  
 9 allocate salaries out, and so we are no longer using  
 10 the wage allocation system for the information  
 11 technology department, however, the Board did direct  
 12 that we put them into the cost allocation plan. And  
 13 so when those positions are cost allocated out, the  
 14 reduction and burden to the general fund is almost  
 15 \$800,000.

16           And then as the Board is aware, we're  
 17 intending to hold the finance director position  
 18 vacant for six months, that's a salary savings -- a  
 19 burdened savings of about 151,000, and then we have  
 20 a vacant accountant on the books that we are  
 21 intending to continue to hold vacant. The savings  
 22 to that position is about \$137,000. And then  
 23 there's a number of other smaller activities that  
 24 we've taken into account that affect both the salary  
 25 lines as well as the services and supplies lines.

30

1           TRUSTEE TONKING: He was saying that he  
 2 could hear the call-in audio, not the dais audio.  
 3 He will call back in. We can keep going. I just  
 4 wanted to ping that here.

5           CHAIR SCHMITZ: Mr. Magee, would you like  
 6 to continue without Trustee Noble or would you  
 7 prefer to give him a moment?

8           MR. MAGEE: Certainly it is the Board's  
 9 meeting not a staff meeting. Whatever you want,  
 10 Chair.

11           CHAIR SCHMITZ: That's Trustee Dent.  
 12 Let's hope that Trustee Noble chimes in here  
 13 shortly, and we'll bring him up to speed. If you  
 14 would like to continue, go ahead.

15           E 4. GM's Process for Managing '24/'25 Budget

16           MR. MAGEE: Thank you, Chair.

17           And so as I had started to say, staff  
 18 throughout all departments, organization-wide, have  
 19 been looking at their budgets and coming up --  
 20 formulating plans on how they're going to manage to  
 21 this budget over the course of the year.

22           I did want to bring to the Board's  
 23 attention a handful of things. And so, for example,  
 24 in the general fund just one of the areas that we've  
 25 been focused on, the '23/'24 adopted budget for

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1           I don't think it would be appropriate use  
 2 of the Board's time for me to walk you through each  
 3 one of these minor things, but what I will say is is  
 4 that with respect to how staff is going to achieve  
 5 this, the Board has heard me say a number of times,  
 6 Mr. Cripps now has the reports, the financial  
 7 reporting system of Tyler Enterprise, which was  
 8 formally known as "Munis," it's up, it's running,  
 9 the directors have been trained, staff throughout  
 10 the departments have been trained on how to run  
 11 their budget to actual reports. And the finance  
 12 department will be conducting monthly meetings with  
 13 each one of the departments to make sure that these  
 14 items are trending and tracking appropriately. That  
 15 will be reported back to the Board each and every  
 16 month.

17           Currently, we are up to date with all of  
 18 our financial reporting through May, and as soon as  
 19 June -- the month of June ends, the finance  
 20 department is going to be on one, and they're going  
 21 to get on that right away.

22           The intention is that, as you had  
 23 mentioned earlier, starting July 1st, these reports  
 24 will be generated as soon as the month is closed.  
 25 And I can tell you that most finance departments



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1 shoot for around the 10th from the 12th of each  
 2 month to close the books. At that point, those  
 3 reports will be run, those meetings will be held,  
 4 and those reports will be provided back to the  
 5 Board.

6 CHAIR SCHMITZ: Questions for General  
 7 Manager Magee?

8 TRUSTEE TULLOCH: General Manager Magee,  
 9 so we're reallocating -- you're taking 800,000 out  
 10 by reallocating IT costs to other departments. How  
 11 does that impact the budgets that we just spent an  
 12 awful lot of hours less than three weeks ago, it  
 13 seems a lot longer, but less than three weeks ago?  
 14 Is that changing allocations and what's the impact  
 15 on the operating venues?

16 MR. MAGEE: Yes. And that has been taken  
 17 into consideration. As I had mentioned, every  
 18 director throughout the building has been working on  
 19 exactly that, and they were aware, as part of budget  
 20 process, that this allocation was going to occur so  
 21 that each venue paid its fair share of the  
 22 information technology costs.

23 TRUSTEE TULLOCH: Understood. But venue  
 24 managers have agreed to their budgets, and some of  
 25 them have quite demanding targets, as they should

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1 have. If we're throwing another wrench in the  
 2 machine here by changing these allocations, I'm not  
 3 sure, what's the impact? Can you provide further  
 4 details of where that 800,000 is going and who is  
 5 the winners and the losers from it?

6 MR. MAGEE: Staff is not making any  
 7 changes to the allocations.

8 TRUSTEE TULLOCH: Okay. So it's the same  
 9 allocations as they were previously?

10 MR. MAGEE: As was adopted by the Board,  
 11 that is correct.

12 TRUSTEE TONKING: So it's not a further  
 13 saving to the general fund; it's just what was  
 14 agreed in the budget.

15 MR. MAGEE: That is not additional savings  
 16 on top of what was directed by the Board during the  
 17 budget hearings; that is correct.

18 TRUSTEE TULLOCH: And so it's there. And  
 19 it doesn't actually address costs; all it does is,  
 20 the same as all the central services, is just throws  
 21 the ball over the wall sort of thing.

22 CHAIR SCHMITZ: I have a question as it  
 23 relates to these IT costs. When we approved the  
 24 budget for salaries and wages, my understanding, my  
 25 recollection is, anyway, is that the IT salaries

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1 were incorporated in that budget. And now you're  
 2 saying, well, we're just going to go and allocate  
 3 those out and that's how we're going to fix our gap  
 4 in the salaries and wages number. Because there  
 5 was -- I mean, in our budget report, there was --  
 6 and I think in our budget packet, I believe it was  
 7 roughly a \$600,000 reduction that was needed in  
 8 general fund salaries, and now I hear you saying, oh  
 9 no, we don't have to reduce anything because we're  
 10 going to take \$800,000 and charge it out.

11 Are we using different methodologies from  
 12 how we actually approve the budget?

13 MR. MAGEE: No, we're not. We have not  
 14 made any changes. This is what the Board directed  
 15 us to do. This is what we have done.

16 Now, I'm aware of the supplemental  
 17 material sheet that was added earlier today, and I  
 18 can tell you that there's an additional 500,000 that  
 19 was in this document. I don't know who created this  
 20 document. I'm not familiar with it. I did talk to  
 21 the finance department, and they did not generate  
 22 it, is what they told me.

23 But there are four positions, for example,  
 24 that are related to the revenue operations of the  
 25 finance department. That's roughly \$500,000 right

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1 there that is actually not in the general fund, and  
 2 it's actually never been in the general fund. Those  
 3 are actually community services funded. I'm not  
 4 sure why they've been erroneously identified on this  
 5 sheet.

6 But just as we were leading up to the  
 7 board meeting tonight, I did talk to the finance  
 8 team and verified that those positions are budgeted  
 9 through the finance department but they are paid  
 10 through community services, and then they were also  
 11 budgeted correctly both this year and last year.

12 So, there's a lot of places that we're  
 13 looking for every dime we can find. One of the  
 14 things that I will add to this discussion, though,  
 15 is I have provided direction to all of the directors  
 16 that all vacant positions will continue to be held  
 17 vacant throughout the year, absent any specific  
 18 approvals by the general manager and the finance  
 19 department to make sure that we are appropriately  
 20 capturing all of the current salaries and wages and  
 21 making sure that we're staying within budget.

22 There are only a couple of positions that  
 23 are currently under recruitment that were asked for  
 24 specifically by the Board; those are continuing to  
 25 move forward. One of them is the IT tech position.

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1 The other one is the purchasing and contracts  
 2 manager position. Both of those are pretty far  
 3 along in the process. We are intending on filling  
 4 both of those positions.

5 CHAIR SCHMITZ: I believe, if my memory  
 6 serves me correctly, that the Board directed that as  
 7 well?

8 MR. MAGEE: That is correct.

9 CHAIR SCHMITZ: I see Trustee Tonking  
 10 would like to chime in. I just have one follow-up  
 11 question.

12 Just so we know what this data, it comes  
 13 from, it comes from HR, and HR provided the list of  
 14 positions and what they're fully burdened salaries  
 15 are and then included the COLA and merit increases.  
 16 This information came from HR. And if you'll notice  
 17 on these sheets, some of positions are allocated  
 18 out, the marketing manager, the marketing  
 19 coordinator, so there's only a small amount that  
 20 remains within the general fund.

21 And so my question is as it relates to IT,  
 22 I would assume there's also still some percentage  
 23 because the general fund does use IT services. So  
 24 if we could, offline, just understand what  
 25 percentage is remaining with the general fund for

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1 those IT positions, then we can have something that  
 2 we're all on the same page.

3 MR. MAGEE: Sure. I have that number  
 4 handy. We've already done the math on that.

5 Pursuant to Board direction, the cost allocation  
 6 plan is 80 percent. And so the fiscal year '25  
 7 budget for information technology was \$983,659, 20  
 8 percent of that is 196,732, and the net savings  
 9 to -- the net impact, I should say, to the general  
 10 fund is 786,927.

11 CHAIR SCHMITZ: Thank for that. Then this  
 12 can get updated with that corrected information.

13 And if there's other positions that HR had  
 14 classified in the wrong department, those things can  
 15 get cleaned up as well.

16 MR. MAGEE: Yeah. And I think that's just  
 17 a simple communication between the two departments,  
 18 and we would be happy to clarify that with HR that  
 19 those positions, while it would make sense they're  
 20 in the finance department, that a layperson would  
 21 look at that and assume that's in the general fund.  
 22 It actually isn't.

23 And so we'll follow up with HR and make  
 24 sure that everyone's on the same page.

25 TRUSTEE TONKING: Thank you for putting

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1 those ideas together and addressing the general fund  
 2 that have been a large concern of mine.

3 And I have two questions. One is just a  
 4 clarification of what you're saying. You're saying  
 5 the "revenue staff," so the people we see at the  
 6 golf course or the ones at Diamond Peak then just go  
 7 to the community service but they are within the  
 8 finance department; is that correct?

9 MR. MAGEE: There are four potions that  
 10 within the finance department that are considered  
 11 the revenue operations. And, yes, some of those  
 12 positions do alternate. You'll see them out at the  
 13 golf course and you will see them also at Diamond  
 14 Peak. They alternate between their locations each  
 15 year.

16 Then we also have the revenue manager,  
 17 which has historically been here in the Southwood  
 18 offices. That position is currently vacant and  
 19 we're intending to keep that position vacant  
 20 throughout the year.

21 TRUSTEE TONKING: Are we filling that  
 22 payroll generalist position? My only concern with  
 23 that is I feel like we talked a lot about the fraud  
 24 triangle, and that is a good arm on that fraud  
 25 triangle.

40

1 MR. MAGEE: That position is currently not  
 2 under recruitment. We are not intending to fill  
 3 that position at this time. However, we do have a  
 4 person who is handling payroll for us, internally.

5 And the director of human resources and myself have  
 6 been trying to figure out what best method there is  
 7 in placing that position to make sure that the  
 8 reporting structure is not such that it's reporting  
 9 to the HR director and how we best manage that.

10 We're currently trying to figure that one  
 11 out.

12 TRUSTEE TONKING: The director of Parks  
 13 and Recreation, why do we have 10 percent of that  
 14 allocated to the general fund, or 5 percent?

15 MR. MAGEE: Sure. I don't really know  
 16 how -- who actually worked on that. A percentage of  
 17 that, obviously -- with Parks being in the general  
 18 fund and the other operations of that position being  
 19 in the rec fund, obviously, it would make sense to  
 20 split that apart.

21 Typically why you would do that is you  
 22 would ask the individual to track their time and  
 23 report back to the finance department what  
 24 percentage of your time is being utilized on any  
 25 given function, and that's who those items are

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1 typically generated, how that percentage is  
 2 generating, I should say.  
 3 CHAIR SCHMITZ: Any other questions or  
 4 comments?  
 5 TRUSTEE TULLOCH: Can you clarify the  
 6 hiring freeze? Are we also putting a freeze on  
 7 promotions and things as well?  
 8 MR. MAGEE: As of now, I have not put a  
 9 freeze on promotions. I have not directed that. I  
 10 have directed the hiring freeze for any positions  
 11 that become vacant.  
 12 And throughout the year, there will be, in  
 13 any organization, natural attrition and those  
 14 positions will be held vacant. They will all  
 15 individually be evaluated and we will work with  
 16 finance, the department head, and the general  
 17 manager in determining if the position is truly  
 18 needed and if it still fits within budget given  
 19 whatever has happened in the department as far as  
 20 part-time wages, seasonal staff, whatever. We will  
 21 take a look at everything.  
 22 But as of right now, no, I have not put a  
 23 freeze on promotions.  
 24 TRUSTEE TULLOCH: Can I suggest you do  
 25 since we've seen significant impacts from that in

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1 various places in recent years. I think if we're  
 2 putting a hiring freeze, we should find ways of  
 3 circumventing it. It should all go through the same  
 4 process.  
 5 I have interest, when did -- from what  
 6 date did that hiring freeze start?  
 7 MR. MAGEE: I don't know the exact date  
 8 that I put that into affect, but I have been saying  
 9 that since the budget was approved. And I've shared  
 10 with directors multiple times, I know I've put it in  
 11 writing to the directors a couple of times as well.  
 12 It would not be my recommendation to  
 13 institute a promotions freeze at this time, but if  
 14 the Board directs, we will certainly do that.  
 15 TRUSTEE TULLOCH: I think it would be  
 16 there. Basically, this has been in place. The  
 17 first person to break the hiring freeze is the  
 18 person that's put it in place, since I see a  
 19 Director of Public Works been announced yesterday.  
 20 MR. MAGEE: That has been in works since  
 21 May 10th, and that position was flyered.  
 22 CHAIR SCHMITZ: I think that I want to  
 23 stay on topic. And I also think that there's an  
 24 element of, as a board, we can't be doing things and  
 25 making decisions that actually hamper the ability

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1 for the District to deliver the services to the  
 2 community.  
 3 One of things we discovered last year was  
 4 how understaffed or finance department was. And we,  
 5 as a board, had no idea, we didn't know. So it  
 6 wasn't intentional, it wasn't board-directed, and I  
 7 was very concerned to say, well, if we have people  
 8 who depart, we're not going to fill their position  
 9 because there are positions that it's  
 10 mission-critical to the District, whether it's in  
 11 the finance department or whether it's in Public  
 12 Works, whether it's servicing our community, you  
 13 have to be very careful when you make statements to  
 14 say if we have attrition, we're not going to --  
 15 we're categorically not going to fill positions  
 16 because that's not realistic to provide the service  
 17 to our community.  
 18 I think that we would look to management  
 19 to make good business decisions based on the  
 20 finances and the budget that has been put forward  
 21 and not just put in blanket statements of we're not  
 22 going to do this without understanding that there's  
 23 repercussions of making those types of statements.  
 24 I would caution you, and I would caution  
 25 also when it relates to promotions. But I think

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1 that the Board is wanting to be informed, and  
 2 especially with your short tenure here remaining  
 3 with the District, I think the Board wants to feel  
 4 comfortable and with the decisions that are being  
 5 made.  
 6 And I hope you can appreciate that.  
 7 MR. MAGEE: I certainly can. And I'll  
 8 reiterate, I've asked the directors to put --  
 9 institute a hiring freeze, and the exceptions to  
 10 that freeze is that if the directors feel that this  
 11 is a mission-critical position and we can find it  
 12 within the budget, the process will be that the  
 13 director will work with the human resources  
 14 director, the finance director, and the general  
 15 manager, and it will not go under recruitment  
 16 without everyone being in agreement that we have the  
 17 funds for this position and this position is  
 18 mission-critical.  
 19 So, there's going to be a review process  
 20 on anything that does go forward. It is not a hard  
 21 cap.  
 22 CHAIR SCHMITZ: I did hear you say that.  
 23 But so often people latch on to snippets: The Board  
 24 directed this, and the Board is saying, you know, if  
 25 someone departs, we can't fill it.

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1 And I just want to be clear that that is  
 2 not a broad brush that is wise for our community  
 3 members.  
 4 TRUSTEE TONKING: I was just going to  
 5 reiterate that I heard a little differently on what  
 6 he had said, and that I also did not feel that I am  
 7 in support, so I do not want it to be board  
 8 direction once we have a form of -- on the promotion  
 9 aspect.  
 10 I just want to make that very clear.  
 11 CHAIR SCHMITZ: I think what I did request  
 12 is that I think the Board, given the fact that  
 13 Mr. Magee is soon to be departing, I think the Board  
 14 would like to at least be informed so that we can  
 15 feel comfortable with the ongoing decisions being  
 16 made.  
 17 I think that if we could ask that as a  
 18 board, I think that would be -- that would address  
 19 the concern, I think, or the question.  
 20 MR. MAGEE: Sure. For clarification, are  
 21 you referring to senior-level positions or all  
 22 positions?  
 23 CHAIR SCHMITZ: I'm not the one who made  
 24 suggestion, so ...  
 25 MR. MAGEE: We're happy to do -- report

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1 whatever the Board wants.  
 2 CHAIR SCHMITZ: I'm reading into Trustee  
 3 Tulloch's statement and I'm try to find a bridge and  
 4 a compromise, and just to say we all just want to be  
 5 comfortable. We all want to be on the same team, we  
 6 all want to be supportive of one of another. And I  
 7 think it would be at the senior level, but I will  
 8 allow Trustee Tulloch to elaborate.  
 9 MR. MAGEE: Just one second. I will say  
 10 there are no other senior-level positions that are  
 11 currently under recruitment, nor do we have any  
 12 plans to do so.  
 13 TRUSTEE TULLOCH: Before my words get  
 14 misstated again, I was making a suggestion. I'm  
 15 actually surprised to hear a suggestion that, oh,  
 16 now we're going to review every single position that  
 17 becomes vacant to see if we actually need it. I  
 18 would hope standard practice would be to do that  
 19 under any instant, not just to suddenly fill it.  
 20 When I look through the IVGID magazine,  
 21 which is another 25, 50 grand-a-year potential  
 22 saving, I see all these promotions announced every  
 23 time, and I struggle to understand that.  
 24 I've also looked through in previously  
 25 budgets and seen that we've got positions keep

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1 getting moved up the scale because they've got to  
 2 the top of the scale so we promote them to the next  
 3 scale.  
 4 All I'm asking for is that we do a  
 5 sensible practice, the same practice as would happen  
 6 anywhere else, we should be looking very carefully  
 7 at every position to be filled, whether it's  
 8 actually required.  
 9 I mean, I was astounded yesterday to read  
 10 the announcement since I have absolutely zero  
 11 knowledge of it. And being the Public Works  
 12 representative, I would have thought I might have  
 13 had the courtesy to inform, but we shall take that  
 14 up separately.  
 15 That's -- just to make my position very  
 16 clear, we should be looking very carefully at all  
 17 these things because I've been through hiring  
 18 freezes in various other organizations as well, it's  
 19 a perfectly normal approach, and there's no point  
 20 putting some freezes in place but then leaving other  
 21 work-arounds. That's, just to be very clear, that's  
 22 there.  
 23 If promotions are deserved and necessary,  
 24 yes, they should go through the same process. But  
 25 that should be a standard operating practice under

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1 any circumstances.  
 2 CHAIR SCHMITZ: Any other -- Mr. Magee,  
 3 would you care to clarify, do you have clear  
 4 direction of what the Board is asking for?  
 5 MR. MAGEE: I believe that's clear  
 6 direction, yes.  
 7 CHAIR SCHMITZ: Okay. Any other comments,  
 8 other than whispering? Would you like comments on  
 9 the record at all?  
 10 TRUSTEE TULLOCH: No. I've put mine on  
 11 the record. Thank you.  
 12 CHAIR SCHMITZ: Moving on to consent  
 13 calendar.  
 14 F. CONSENT CALENDAR  
 15 F 1. Meeting Minutes 5/23/2024  
 16 F 2. Meeting Minutes 5/28/2024  
 17 F 3. Meeting Minutes 5/29/2024  
 18 F 4. Meeting Minutes 5/30/2024  
 19 F 5. Parking Lot Sweeping Services  
 20 F 6. Parking Lot Striping Services  
 21 F 8. Burn Cedar Water Disinfection Plant Inlet  
 22 Pump Electrical Repair  
 23 F 10. Wetlands Effluent Disposal Facility  
 24 Improvement  
 25 F 11. Veteran's Club/EnviroSports 2024  
 Sharkfest  
 F 12. Red, White and Tahoe Blue II/IVGID Boat  
 Ramp  
 CHAIR SCHMITZ: And we have moved consent  
 calendar 7 to be general business 3, and we've moved  
 consent calendar 9 to be general business 4. Other  
 than that, the consent calendar remains unchanged.

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1 TRUSTEE TONKING: I move that the Board  
2 approve the consent calendar.  
3 CHAIR SCHMITZ: A motion's been made.  
4 TRUSTEE TULLOCH: I'll second.  
5 CHAIR SCHMITZ: Motion's been made and  
6 seconded. All those in favor?  
7 TRUSTEE TONKING: Aye.  
8 TRUSTEE TULLOCH: Aye.  
9 TRUSTEE NOBLE: Aye.  
10 CHAIR SCHMITZ: Aye. Motion passes four  
11 to zero. Moving on, then, to general business item  
12 number one.  
13 G. GENERAL BUSINESS  
14 G 1. Veteran's Memorial  
15 CHAIR SCHMITZ: Which is review, discuss,  
16 and possibly approve the proposed veteran's memorial  
17 design and location, and provide direction to staff  
18 on subsequent actions relating to the project. I  
19 actually put this memorandum together, but I did it  
20 collaboratively with legal counsel, I believe,  
21 Mr. Magee, and also Michael Gross. So you can find  
22 this on page 376 through 343 of the packet.  
23 And with that, I will open it up to the  
24 Board for any discussion. Any questions or comments  
25 on this?

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1 My one question is when we think about  
2 this as a recommendation, I don't know, I'm not an  
3 engineer. My one consideration is if there is some  
4 other area issues with there, like, that we would  
5 have to be worried about, so I just want to leave it  
6 open that staff could come back and tell us that  
7 this is not the right place because of some thing we  
8 have not thought about.  
9 That is my only concern.  
10 CHAIR SCHMITZ: Just to clarify -- and,  
11 again, I'm going from memory, but Judy Miller was  
12 kind enough to send us the master plan, I don't  
13 believe that the parking spots were tied with a dog  
14 park affiliation. It was more of a redesign of the  
15 Village Green. And I just don't know why we would  
16 need seven additional parking spaces there. I don't  
17 quite know the justification for that.  
18 I think that it's a beautiful place to  
19 have a monument just because it's elevated, which  
20 our veterans should feel elevated. I don't have any  
21 concerns or issues about the location. And in  
22 thinking about the parking spots, to me, I feel that  
23 it's a better community use to recognize our  
24 veterans than to have seven parking spaces.  
25 Anyway, that's my perspective.

50

1 TRUSTEE NOBLE: I still have the same  
2 concern that given the competing uses at Village  
3 Green and the potential that that area is going to  
4 be made into additional parking, that that's --  
5 while I support the concept of a memorial somewhere  
6 in Incline Village, I don't think that that's the  
7 correct location in my mind.  
8 For that reason and that reason only,  
9 that's why I will be voting no.  
10 CHAIR SCHMITZ: Trustee Noble brings up a  
11 point, and that is that our general plan actually  
12 had some of that space being converted into some  
13 diagonal parking spaces. I didn't count how many  
14 parking spaces and I didn't look to see if both  
15 could be accommodated. But I'm not sure what the  
16 driving need for the additional diagonal parking at  
17 that location was intended for.  
18 TRUSTEE TONKING: I think it was seven  
19 parking spots, and it was originally for when -- the  
20 idea of having the dog park was there, it was part  
21 of that dog park design so that people were pulling  
22 in and dogs were not running into the street. I  
23 don't know if that is necessarily the top Board  
24 priority right now, but I do -- I like the location  
25 a lot. I do feel like it's a good location.

52

1 TRUSTEE TONKING: I agree with that  
2 perspective. I also think there's opportunity to  
3 think about maybe moving in a little bit further off  
4 the road from -- which would still leave plenty of  
5 space for this opportunity as well if we needed some  
6 more space for parking. You can just make the side  
7 of the road a little larger, just moving it a tiny  
8 bit.  
9 CHAIR SCHMITZ: Trustee Dent, would you  
10 like to weigh in on this?  
11 TRUSTEE DENT: I thought the concern of  
12 Trustee Tonking just (Zoom audio drop) we don't know  
13 what we don't know, so I don't have an issue with  
14 it. (Zoom audio drop).  
15 CHAIR SCHMITZ: You broke up on us.  
16 TRUSTEE DENT: I'm fine with it. I don't  
17 have an issue with it. But if there's some concerns  
18 that we aren't aware of as it relates to the  
19 location, the conflict, and then I'll let -- I'm  
20 fine with staff slightly modifying that location if  
21 need be.  
22 TRUSTEE TULLOCH: I think I'm certainly in  
23 favor of the project. I'm not -- I'll disagree with  
24 my colleague since I used to park up there when I  
25 had a dog, I used to park regularly there. I think

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1 there's certainly a section, I'm not sure if it  
2 belongs to Washoe County, the easement, or to us.  
3 Yeah, the boulders are ours, but there's a section  
4 there in order to be able to complete the memorial  
5 as well provide a pull-in, you'd be using part of  
6 the county easement.  
7 (Inaudible discussion amongst the  
8 Board.)  
9 TRUSTEE TULLOCH: Yeah, I just -- I don't  
10 think there's that much space, but that's all right.  
11 I'll let you have that one, for the record. But,  
12 yeah, no, my only concern, I see reference to the  
13 work breakdown structure and the work schedule and  
14 things, but I don't see any details of it.  
15 And, again, the other outstanding issue as  
16 the contracts company as currently drafted, if this  
17 comes to significantly more than the amount that's  
18 being donated, we're on the hook for it, and we've  
19 just spent ten minutes talking about how we're  
20 actually trying to control our expenses. I'm not  
21 sure, I think we need to revisit that, we need to  
22 see what the quotes are, and then work out what the  
23 issue is. Hopefully it can be done in this.  
24 I'm also a little bit concerned about the  
25 limitation of liability, 12.1, on page 5.

55

1 Tonight was just to finalize this location  
2 before we get too far down the line.  
3 TRUSTEE TONKING: I move that we accept  
4 the proposed veteran memorial design, accept the  
5 proposed location for the veteran's memorial after  
6 staff input, and the Board directs legal counsel to  
7 formulate the District's staff time, related cost  
8 estimate for moving the project forward. Does that  
9 work as a motion? I guess I need to actually  
10 rephrase that.  
11 Accept the proposed veteran's memorial  
12 design, accept the proposed location for the  
13 veteran's memorial, unless staff deems it unfit, and  
14 then the Board directs staff and legal counsel to  
15 formulate district staff time and related cost  
16 estimates for moving the project forward.  
17 CHAIR SCHMITZ: I think there's a question  
18 about what is the definition of --  
19 MR. RUDIN: Unless staff -- yeah, because  
20 as a practical matter, that would be very difficult  
21 for staff to figure out how to move forward on the  
22 project because -- and also who on staff, you know?  
23 I think if there's a -- you could do  
24 something like that if you give much more clear  
25 criteria in terms of how staff are supposed to make

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1 CHAIR SCHMITZ: I just want to pause for a  
2 second because those things will be phase two.  
3 Tonight, all we're doing tonight is indicating  
4 whether we support the location and the design, and  
5 then to direct staff to come back with what cost  
6 estimates there might be. There's actually more  
7 documentation provided than what really is  
8 applicable to tonight's agenda item.  
9 Sorry to interrupt, but I was just trying  
10 to save you.  
11 TRUSTEE TULLOCH: Understood. I read the  
12 full packet rather than just reading the  
13 recommendations. My bad. My bad. But, again,  
14 these are obviously concerns that we need to take  
15 into account.  
16 But, yeah, location-wise, I'm good with  
17 it. I think it's a suitable location.  
18 CHAIR SCHMITZ: So tonight on the agenda  
19 was to potentially accept the location and to  
20 approve the design that they had formulated and  
21 shared and then to direct staff and legal counsel to  
22 formulate what district time would be related to  
23 this particular project. The next step, then, would  
24 be to come back to the Board with the funding and  
25 how things would be handled.

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1 that decision.  
2 TRUSTEE TONKING: Can we just accept the  
3 motion -- or make the motion and accept it and then  
4 know that if something comes up that ends up being  
5 an issue we can -- I just don't know what to do  
6 since we have not done the due diligence on the  
7 space itself.  
8 TRUSTEE TULLOCH: Could we not change it  
9 to ask staff to inspect and come -- bring back any  
10 concerns for review by the Board? That would be the  
11 way to phrase it.  
12 MR. RUDIN: Yeah. Because as a practical  
13 matter, this is just step one in the project.  
14 You're deciding this is where the project is going  
15 to go and we're going to move forward on that,  
16 unless, for example, TRP- -- the staff report in the  
17 agenda packet talks about, for example, coverage  
18 being sufficient. But let's just say TRPA changes  
19 their mind for some reason, that would be an issue  
20 that would require us to come back to the Board and  
21 say, well, we have unanticipated circumstances that  
22 we need to address.  
23 TRUSTEE TONKING: Then I can just make the  
24 motion as it is, knowing that if unanticipated  
25 circumstances come up, we're fine, that's something

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1 we will come back and talk about.

2 MR. RUDIN: If something would render the

3 project infeasible, obviously we're going to come

4 back to the Board. We're also going to have to deal

5 with the donor, we're also going to have to deal

6 with anyone else who is involved in the project.

7 TRUSTEE TONKING: So then I move that we

8 accept the veteran's memorial design, accept the

9 proposed location for the memorial, and direct staff

10 and legal counsel to formulate district staff time

11 and related cost estimates for the moving the

12 project forward.

13 CHAIR SCHMITZ: A motion's been made. Is

14 there a second?

15 TRUSTEE DENT: Second.

16 CHAIR SCHMITZ: Motion's been made and

17 seconded. All those in favor?

18 TRUSTEE TONKING: Aye.

19 TRUSTEE TULLOCH: Aye.

20 TRUSTEE DENT: Aye.

21 CHAIR SCHMITZ: Aye.

22 Opposed?

23 TRUSTEE NOBLE: No.

24 CHAIR SCHMITZ: Motion passes four to one.

25 We will move on to item general business

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1 2.

2 G 2. GM Letter of Resignation

3 CHAIR SCHMITZ: Which is found on page 435

4 to 444 of your board packet. It is to accept the

5 General Manager's letter of resignation and to

6 direct staff as it relates to filling the position.

7 I will hand it over to our Director of Human

8 Resources.

9 MS. FEORE: As you can see in your board

10 memo, I have asked the Board of Trustees to do a

11 couple of things tonight.

12 Number one, consider and approve the

13 resignation letter for General Manager Magee

14 effective October 5th, 2024.

15 And then we have some further decision

16 points to discuss, whether the Board of Trustees

17 would like to appoint an internal interim general

18 manager or review, interview, and appoint an

19 external general manager and/or recruiting process

20 to include providing direction to me to engage in

21 the RFP processes for executive recruitment firms.

22 Also that the Board of Trustees re-examine

23 and recommend any changes to the current general

24 manager job description. I know we just did this so

25 I feel like it's pretty firm, but if you would like

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1 to make any changes, now would be a great time to

2 make those recommendations.

3 To review and recommend any changes to the

4 current salary range, which was last recommended

5 back in August of 2023.

6 And then provide direction and feedback as

7 to additional skills, experience, background of

8 preferred candidate, just to set up the -- if we are

9 going to go by way of working with an executive

10 search firm, we want to make sure that we're giving

11 them all the tools they need to be successful. So

12 if we can hone in on some of those expectations,

13 that would be really great. And then set a deadline

14 for recruitment and anticipated date of interviews.

15 That second section is really dependent

16 upon which direction you'd like to go tonight. So I

17 will leave that to the Board and take some feedback.

18 CHAIR SCHMITZ: What questions, discussion

19 would the Board like to have on this? Trustee Dent,

20 I see that you're unmuted. Now he muted. No, not

21 him.

22 I think that, as a board, we need to

23 probably have some discussion and some dialogue on

24 this. I think that all of us were very disappointed

25 to receive the email from General Manager Magee with

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1 his resignation. I think that we had all had pretty

2 high hopes of working together for a longer period

3 of time, but people make decisions for a variety of

4 reasons, and we are in this situation.

5 I think, as a board, we need to have some

6 really good discussion about what are our thoughts

7 and our ideas how to move forward. This has impact

8 on all of our staff here, it has an impact on our

9 community, and I think we need to be reflective and

10 thoughtful on how we want to address this.

11 I'm just trying to give all of you time to

12 think and chime in, so please interrupt me.

13 TRUSTEE TONKING: I just one quick

14 question before discussion to Director Feore. In

15 that option about engaging in the RFP process for an

16 executive recruitment firm selection, I know back in

17 January/February, we were told that no executive

18 firms seemed to be interested in possibly working

19 with us further. Has that changed in the last five,

20 four months and how do we plan on using this option

21 if it doesn't actually exist?

22 MS. FEORE: Great question. Honestly, I

23 wouldn't know until I went out to work with the

24 firms. We learned some lessons from the last

25 process, and I think we got great ideas on how to

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1 do this moving forward.

2 I think one of the things that is going to

3 be super helpful moving forward, if we do engage

4 with an executive recruitment firm, is to have a

5 very clear direction on who it is that we want to

6 hire for this role. We did have some -- we didn't

7 have consensus or total consensus from the Board as

8 far as what skills were most important. We had some

9 of the Board that wanted somebody who had

10 significant business background, and then we had

11 other folks who were looking for someone who had a

12 lifetime of experience in the governmental world.

13 I think one of the things we can do to set

14 ourselves up for success so we can set the executive

15 recruitment firms up for success is to have a

16 consensus, a more generalized consensus on what it

17 is that we're looking for so that we don't end up in

18 a situation where we've engaged with a firm and some

19 of the candidates that they have returned to us are

20 fairly panned because they don't meet the

21 expectations of the Board.

22 I hope that is making a lot of sense.

23 CHAIR SCHMITZ: My question for Director

24 Feore is have you had referrals or recommendations

25 from either Mr. Magee or even our legal counsel for

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1 that we are barely breaking even in most cases. If

2 you add in the real costs of depreciation, et

3 cetera, we're losing money on all of them. We've

4 survived, as I said earlier, by using capital money

5 to cover operating expenses. We've pulled all sorts

6 of things out there. We need to look closely at

7 what we're doing with these businesses.

8 If we're running a business that is 80

9 percent of its audience is external to that, we

10 should not be expecting the community to subsidize

11 that business.

12 I remain -- as I pushed for the last time,

13 we need somebody that knows how to drive change,

14 knows how to run operating businesses, and run them

15 effectively. Yes, the Board can make decisions to

16 where to subsidize businesses, but if we're

17 pretending we're running commercial businesses, we

18 need somebody that knows how to do that.

19 And no disrespect to any of the previous

20 candidates or anything, but running a local

21 government operation where you are just relying on

22 tax revenue is one thing. Running a business where

23 you're relying on 75, 80 percent of your revenue

24 coming in through the ticket office, through

25 revenues there requires a very different skill set.

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1 viable candidates?

2 MS. FEORE: I have, actually. I've had

3 one person reach out to me. I have had

4 recommendations for a couple of other folks.

5 Pending the direction that I get from this board, I

6 will be will talking with these folks. I didn't

7 want to start the conversation until I understood

8 specifically which direction the Board would like to

9 take this opportunity.

10 But once we get that settled tonight, then

11 if so directed, I will begin reaching out to these

12 folks to start talking about what their interest is

13 and maybe get some additional into their

14 backgrounds.

15 TRUSTEE TULLOCH: Yes, I think there was

16 some disagreement among the Board last time. I

17 think we've consistently gone down the practice of

18 thinking that this needs a lot of local government

19 experience. The reality is most our revenue comes

20 from commercial operations. We're basically a

21 collection of operating businesses under a local

22 government cloak.

23 What we need is a very strong operating

24 executive that actually knows how to run these

25 businesses. We're running a bunch of businesses

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1 We also need to stop just thinking we can just keep

2 going down the same way. We saw through the budget

3 process all the issues.

4 It's not a case now, well, if we go back

5 to an \$800 rec fee everything will be fine and keep

6 subsidizing everything. It's not. We're facing

7 huge investment challenges. We're looking at all

8 sorts of required expenditures. We need to bring in

9 somebody that can actually do that. And I'm sure

10 that will upset lots of people, but as you know,

11 I'll tell the truth.

12 Lots of people make all false promises,

13 oh, yes, if we bring so-and-so back, if we do this,

14 everything will be fine again and it won't cost us

15 any more. Yes, it will cost us a whole lot of

16 money. We probably got about a hundred million

17 dollars of investment required to upgrade our

18 facilities to what we expect. All that costs money.

19 Yes, you can bond it. Yes, we can put it on the

20 credit card. Suddenly we're looking at 2,000 bucks

21 a year in bonding fees.

22 And, yes, I see Michaela's nodding her

23 head, shaking her head again because she's heard

24 this speech before, but that is the reality and we

25 should face up to that. We should bring somebody



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1 that can actually drive that and deliver that.  
2 TRUSTEE TONKING: I am going to disagree  
3 with my fellow colleague, and this is why we are not  
4 on the same page.  
5 I do think that, yes, you do need somebody  
6 with a business sense, but you are still under a lot  
7 of government rules and regulations which are much  
8 different than a private organization. And I  
9 believe that you need somebody who can understand  
10 those, can work through the politics. We need  
11 someone who can work with Washoe County to help get  
12 us more funding for things like parks and recreation  
13 that we're not receiving our funding for. Subsidies  
14 for youth programming, senior programming. There's  
15 a lot of things that also go into this that don't  
16 function the exact same way a running a for-profit  
17 business.  
18 And I'm fine if we find somebody that does  
19 and can understand some of those idiosyncrasies, I  
20 just think that saying you need someone who does  
21 this one thing is really pigeon holding us, and I'm  
22 going to push back on that.  
23 Moving on from that, my other question is  
24 there are -- this maybe to Director Feore, there are  
25 recruitment firms I know that will work with the

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1 there. But I believe that that was the intention of  
2 the previous agency. And I do think that there is a  
3 value in doing that so that they can get those  
4 perspectives.  
5 Trustee Tulloch, to speak to what you  
6 said, and I do appreciate the fact that you and I  
7 can respectfully disagree with our positionings  
8 here, I do appreciate what you're saying about this  
9 having a significant background in managing  
10 businesses. I want to make sure that you  
11 specifically understand that I understand that.  
12 I also know that the legalities with a  
13 special district are complex, and my biggest  
14 concern -- I'll just share this with you as a senior  
15 leadership team member, by biggest concern is that  
16 if I don't have the right direction or I'm given  
17 direction that, perhaps, violates some obscure NRS  
18 code and we find out after the fact when Sergio is  
19 contacting us and asking us why we've done what  
20 we've done, there is a risk with that.  
21 And so I do think that there is value in  
22 finding somebody who has, maybe, two sides of the  
23 coin as opposed to all one or all the other.  
24 TRUSTEE TULLOCH: You're welcome to  
25 disagree with me.

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1 Board and then sometimes they will do stakeholder  
2 engagement. They will work with the Board to really  
3 sit down with each of them and then sit down as a  
4 whole to really discuss what their needs are to  
5 really understand what they're looking for before  
6 they go out and begin this recruitment process in  
7 these types of focus group settings.  
8 I'm wondering if we do go with a firm, I  
9 think that might be helpful to really understand the  
10 ideas of each board member and where the direction  
11 is that people are thinking, as well as possibly,  
12 like, a focus group of stakeholders and community  
13 members. I've seen it done in many local government  
14 organizations, and I can send you the name of a few  
15 that have done it.  
16 Just a thought of a way to really start to  
17 get a big picture of what that person would be  
18 coming into and help vet who applies and who  
19 doesn't.  
20 MS. FEORE: I do agree. I know that with  
21 the last firm, that was something that they had  
22 requested. And I believe because we were in a time  
23 crunch, specifically we were looking to kind of get  
24 the ball rolling so that we could get Mr. Bandelin  
25 back to ski before ski opened. Close but no cigar

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1 As to my colleague, I'll come back her  
2 comments as well, I think we overstated -- I think  
3 the definition of insanity is doing the same thing  
4 and expecting different results. Our previous two  
5 hires before Mr. Magee were also supposedly very  
6 well versed in local government and that. And where  
7 did it get us? Yes, it got us a \$768,000 effluent  
8 tank that we're now finally having to build at \$8  
9 million. So, yes, I think we need to look what  
10 we're actually doing.  
11 And to my colleague's point, I'm quite  
12 happy for her to disagree with me. At least now  
13 we're having some open discussion of it.  
14 As I recall, the last recruitment  
15 consultant we used came here, promised he'd sit down  
16 with each of us to do that, and then the report I  
17 got when I asked when he was going to speak with us  
18 was, well, he didn't need to, he knew what we  
19 wanted. So he didn't -- we never actually had that  
20 opportunity to talk with him.  
21 To my colleague, yes, we can go and try to  
22 get some more money at Washoe County, we can go and  
23 try and get 100,000 here, \$20,000 dollars to  
24 maintain the park here, that doesn't get us anywhere  
25 near the numbers we actually need to get to. We

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1 need to get to real numbers, not just playing around  
 2 the edges, oh, isn't this wonderful, we're getting  
 3 25,000, 30,000 here.  
 4           We've been singularly unsuccessful in it  
 5 up until now. If you can show we can make several  
 6 million, that would be great. But I have yet to see  
 7 that. Let's just have an open and honest  
 8 discussion.  
 9           As to comments from there, well, you  
 10 should leave it to the next board. I don't recall  
 11 the previous board -- when I came in, the previous  
 12 board had just signed up a new two-year contract for  
 13 the general manager. They didn't wait for the new  
 14 board coming for that. That's not the way  
 15 operations work.  
 16           It's a case of let's see what happens, but  
 17 at moment this is board seated, and it's this  
 18 board's duty to come up with a general manager. Mr.  
 19 Bandelin did a great job standing in as interim. I  
 20 think he did great. I would welcome him to take the  
 21 position, but I know he put himself under a lot of  
 22 stress.  
 23           We need to start the process moving, but  
 24 let's start with an open discussion of what we need  
 25 and what's going to achieve the results we need to

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1 get.  
 2           CHAIR SCHMITZ: I appreciate the dialogue  
 3 back and forth. And I have somewhat of a different  
 4 opinion than both of you. And that is, first of  
 5 all, I don't think that we should go down the route  
 6 of hiring another recruitment firm. I think that we  
 7 found that to be less than satisfactory.  
 8           But set that aside, what Mr. Magee and Mr.  
 9 Cripps and our accounting team walked into last year  
 10 was a bit -- I'm going to use the word "disaster."  
 11 It was a diaster. And they have been working, and  
 12 since Mr. Magee has taken on the role of general  
 13 manager, I believe that he has found that we have  
 14 challenges across -- I'm going to say across  
 15 community services more -- and I'll exclude  
 16 Mr. Bandelin and Diamond Peak -- but I think that  
 17 Public Works is running, we're managing things,  
 18 we've got water, we've got our sewer, but when it  
 19 comes to community services, I've heard from  
 20 Mr. Magee that there are just sort of challenges a  
 21 bit everywhere. And given what we -- how difficult  
 22 our budgeting process was and one of the words that  
 23 we all used during our budgeting process is that the  
 24 way we're approaching things is not sustainable. We  
 25 all used that word at some point or another. And I

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1 personally feel that Mr. Magee has stepped into a  
 2 situation that was, perhaps, a bit more of a mess  
 3 than what he knew about and maybe what we knew  
 4 about.  
 5           And I'm questioning whether we -- whether  
 6 one person can come in and tackle all of the  
 7 challenges that we have throughout -- I'm going to  
 8 say community services, excluding Diamond Peak,  
 9 because we've had challenge, we've got challenges at  
 10 the Rec Center with the budget and the finances and  
 11 the services being provided and golf course and the  
 12 tennis and pickleball. There's so much at every one  
 13 of these that are a bit of a challenge that I'm  
 14 sitting here thinking we need to bring people in who  
 15 know how to take a mess and fix it and get it  
 16 operating smoothly. Everything from contracts to  
 17 programs -- I mean, we have contracts that we're  
 18 sitting here going we don't even know, do we have a  
 19 contract with this disc golf tournament? Did we  
 20 have a contract with Tahoe? We don't know. Nobody  
 21 knows. So we just have things that seem like  
 22 they're a bit mismanaged. And I'm not saying that  
 23 to be critical of staff members, not at all.  
 24           But it is a situation where our costs just  
 25 keep going up, our staffing just keeps going up, and

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1 only have so much revenue. We need to figure this  
 2 out. And whoever comes into this role, I'll look to  
 3 Mr. Magee and say I know for a fact he's been  
 4 working extremely long hours, so is it realistic to  
 5 have one person step into this with everything going  
 6 on with our audit and our due diligence forensic and  
 7 our contracts and this and that, is it realistic, or  
 8 do we need to look for a firm that comes in and says  
 9 we will get it squared away, we'll get your point of  
 10 sales system squared away, we're going to do this  
 11 stuff and get it cleaned up and then hand it over to  
 12 a manager to manage the status quo?  
 13           I'm just sitting here going: To put one  
 14 person in this situation, we've got a lot of --  
 15 maybe let me change my word, a little bit of chaos.  
 16           And I think that Mr. Magee, perhaps, part  
 17 of what the challenge has been is the amount of time  
 18 and effort between dealing with staffing issues and  
 19 community issue and what have you, I'm just throwing  
 20 it out as another alternative. And I don't think  
 21 that going down the route with a recruiting firm is  
 22 going to give us anything that we're looking for,  
 23 and I would be interested to hear any of your  
 24 thoughts relative to my thoughts.  
 25           TRUSTEE NOBLE: I'll chime in.

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1 First, I think with regards to the  
 2 resignation letter, I think we should accept it with  
 3 that October 5th, 2024, date in mind.  
 4 And also have a succession plan if by  
 5 chance we don't have that position filled or another  
 6 option in place by that point. My suggestion would  
 7 be an internal interim GM if we get to October 5th  
 8 and we don't have another alternative.  
 9 With regards to whether or not the job is  
 10 too big to handle for one person, I do acknowledge  
 11 that over the last years the amount of institutional  
 12 knowledge that IVGID has lost as a result of senior  
 13 management leaving for various reasons, it's been a  
 14 massive hit, and we're seeing the results of that.  
 15 My concern with bringing in a firm is,  
 16 one, the cost, two, they will -- even if they can  
 17 improve things the problem is that institutional  
 18 knowledge that they built will go away with them,  
 19 and that's my big concern is that we're not -- we  
 20 don't have a plan to rebuild that.  
 21 And so whether it takes six months or six  
 22 weeks to fill that position or a couple positions,  
 23 I'm fine with that as long as we do it methodically  
 24 and we're not trying to rush a decision.  
 25 TRUSTEE TONKING: I have a question for

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1 efficiently so that we do have some improved  
 2 sustainability across the District, and set it up  
 3 for us so that there's -- it's now a well-oiled  
 4 machine that a general manager could then come in  
 5 and manage.  
 6 So, it was just really an idea, and I  
 7 don't have a lot of specifics behind it.  
 8 TRUSTEE TONKING: That's helpful. I was  
 9 trying to understand where you were so that we could  
 10 be on the same page with our conversation.  
 11 I've said this every time we talk about  
 12 hiring a consultant, I am a consultant, so that's  
 13 really even worse when I say this, I really don't  
 14 like the idea of hiring a bunch of consultants  
 15 because you lose the knowledge of the person. That  
 16 person comes in, they learn all this stuff, we pay  
 17 them a ton of money, and then I leave with that  
 18 knowledge. And I think that is really hard.  
 19 I am going to go down a slightly different  
 20 difficult idea. I think you have an opportunity to  
 21 possibly hire a consultant to help advise someone  
 22 you hire as a GM if you don't feel like they have  
 23 the full skill set, and then those two can work  
 24 together and that can be somebody who helps move it.  
 25 I just have a hard time hiring a short-term firm,

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1 you, Chair Schmitz. When you're thinking of a firm,  
 2 what type of firm are thinking of?  
 3 My first instinct was there are firms that  
 4 do that. My other instinct is are you trying to  
 5 outsource the district to a private entity? And  
 6 there's companies that do that. And so I want to  
 7 clear that up on the record right now.  
 8 CHAIR SCHMITZ: I don't think so. It's  
 9 just sort of idea that I was putting out there  
 10 because I'm seeing what Mr. Magee has been  
 11 confronted with, and I'm recognizing the challenges  
 12 that were before him.  
 13 I don't think we want to outsource the  
 14 District, but I think that if we had some ability to  
 15 have some massive conscious effort to improve, to  
 16 figure things out, and lay it out and get it all  
 17 organized in a methodical manner so that it could be  
 18 handed over.  
 19 And I know some of firms -- and I'm just  
 20 throwing it out as an idea. I don't have an agenda.  
 21 It's just an idea because I'm recognizing all of the  
 22 challenges that we're sitting here dealing with.  
 23 And, you know, is there -- are there organizations  
 24 who could come in and help and expedite getting  
 25 things organized and operating effectively and

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1 and I think it would have to be on the short term  
 2 for the costs that those are and for the amount of  
 3 knowledge that they will be learning, I don't want  
 4 them to continuously get more and more knowledge and  
 5 we're not giving it to anyone else.  
 6 Yeah, I feel a little hesitant. I would  
 7 be more into hiring somebody and then having them  
 8 work with -- having someone else, but I just don't  
 9 think the full firm is really --  
 10 CHAIR SCHMITZ: Before we go to Trustee  
 11 Tulloch, may I just ask Mr. Magee, the things that  
 12 I'm saying about the challenges that you've been  
 13 confronted with, am I representing things accurately  
 14 that there's challenges on many different fronts?  
 15 MR. MAGEE: I'm not sure I should comment  
 16 at this time.  
 17 CHAIR SCHMITZ: I'm sort of putting words  
 18 in your mouth, and I don't want to be doing that  
 19 inaccurately. If what I'm saying is an accurate  
 20 reflection, you know, I'm not trying to create a  
 21 problem. I'm trying to get is my perception  
 22 accurate?  
 23 MR. MAGEE: I think it would be fair to  
 24 say it has been more of a challenge than I had  
 25 initially anticipated. Let's leave it there.

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1 TRUSTEE TULLOCH: Some good points from  
 2 all my colleagues. For once, I'll make that  
 3 comment. Even if I think half of them are wrong,  
 4 there are some good comments.  
 5 As I said earlier, finally we're getting  
 6 some open and honest discussion about that, and  
 7 that's what's been missing in this community. We've  
 8 got all sorts of people spreading all sorts of  
 9 stories, oh, this is an easy fix. Let's just this  
 10 and do that.  
 11 We are -- let's call it "sustainability."  
 12 I've got some more colorful words for it. We are at  
 13 an inflection point in the community. Most our  
 14 facilities are going to need a lot of investment,  
 15 we're going to need to drive a lot of change on how  
 16 we do it. We've got to be open to new ideas,  
 17 whether that's outsourcing, I know that's a dirty  
 18 word, but we can't keep saying, well, can't get  
 19 staff to do this function when there's other  
 20 businesses here and they have seemed to be quite  
 21 successfully run the same businesses.  
 22 Our solution is always: Let's just start  
 23 throwing more money at it.  
 24 And to Trustee Tonking's point, maybe if  
 25 we'd done something like that a few years, if people

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1 it that, but there's people that do that. It's a  
 2 tough job to do, but you know what you're taking on  
 3 when you go there.  
 4 And, unfortunately, we keep drawing out of  
 5 the same pool of city managers and things that think  
 6 this is a city. This is not. When our costs go up  
 7 25 percent, our salaries go up 25 percent in a year,  
 8 that's not just a rounding out that people see in  
 9 the property taxes. You see it directly, you see  
 10 the full thing. We don't have it graduated, we  
 11 don't have a means-tested recreation fee or  
 12 anything. Everyone pays the same thing. The people  
 13 working three jobs to try and survive here are  
 14 paying the same as the multibillionaires down on  
 15 Lakeshore. We've got to consider that. It just  
 16 doesn't get hidden in property taxes. Every  
 17 increase we make go straight through to the bottom  
 18 line there.  
 19 We've survived in past years because we  
 20 overcollected for years. We paid off bonds and we  
 21 then didn't give the money back to taxpayers as  
 22 promised, we just kept --  
 23 CHAIR SCHMITZ: What is your suggestion?  
 24 What is your suggestion to move this initiative  
 25 forward?

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1 would be prepared to listen to advice, that might  
 2 have worked. But now we've raised the ante to  
 3 300,000-bucks-plus-a-year job. For that we should  
 4 not just be training somebody and then spending  
 5 another fortune on consultants to come in and change  
 6 it.  
 7 There's two different roles where a  
 8 situation where we need to drive a lot of change, we  
 9 need to completely revisit or general plan, our  
 10 strategic plan, what the community is going to look  
 11 like, and that should have a lot of community input  
 12 and everything as well. But we need a change agent  
 13 to drive that because it will involve a lot of hard  
 14 decisions. There's no easy decisions. Having done  
 15 multiple takeovers and restructures, there's no easy  
 16 decisions. You've got to be prepared to make the  
 17 hard decisions, and they're not necessarily popular.  
 18 But if you're going to keep everything  
 19 sustainable and keep it going, you've got to have  
 20 somebody that's prepared to do that. And the type  
 21 of person that does that is different from the  
 22 person that is going to -- happy to run a steady  
 23 state operation. Whether you do it as an 18-month,  
 24 two-year general manager to come in and drive the  
 25 change, basically a mercenary, if you want to call

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1 TRUSTEE TULLOCH: My suggestion is we need  
 2 to bring in a change -- we need a manager, a GM  
 3 that's going to be a change agent to drive change.  
 4 CHAIR SCHMITZ: Thank you.  
 5 TRUSTEE DENT: I heard -- I just got a  
 6 couple questions because I've listening but also not  
 7 getting the full picture. What was general  
 8 manager's response to your question?  
 9 CHAIR SCHMITZ: He said -- and correct me  
 10 if I'm wrong -- he felt that my -- I was correct. I  
 11 think --  
 12 TRUSTEE TONKING: His direct words were  
 13 "more of a challenge than he had thought."  
 14 CHAIR SCHMITZ: Yes. It was more of a  
 15 challenge than he had thought, was what his response  
 16 was.  
 17 TRUSTEE DENT: Thank you.  
 18 Then, Trustee Tonking, you had asked Chair  
 19 Schmitz just to clarify the idea a little bit more.  
 20 Is that all it was?  
 21 TRUSTEE TONKING: I wanted her to clarify,  
 22 and I just talked about being a little bit concerned  
 23 about the loss of institutional knowledge by  
 24 bringing somebody in as a consultant, but that was  
 25 all I really said.

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1 TRUSTEE DENT: And then, Trustee Noble,  
2 did you weigh in at all?  
3 CHAIR SCHMITZ: Yes, he did. He chimed in  
4 about the concern about institution knowledge, that  
5 if we brought people in -- that we've lost  
6 institution knowledge. And so that was one of his  
7 concerns about having somebody come in just to drive  
8 change and then move on, that the institutional  
9 knowledge during that initial engagement then is,  
10 perhaps, lost.  
11 TRUSTEE TONKING: And he brought up costs.  
12 CHAIR SCHMITZ: Yeah, and the cost.  
13 TRUSTEE DENT: Understood. Okay.  
14 I heard a lot of sustainability brought  
15 up. I hear "sustainability" over and over again, we  
16 did talk about that in the budget process, and I  
17 don't know what the right answer is. I just know we  
18 need to do something differently from what we have  
19 been doing because it's not working. And we have  
20 been seeing increases year over year, say, the last  
21 five (Zoom audio drop). And I don't know if  
22 necessarily bringing in a new GM right now is going  
23 to change that. I like your idea of (Zoom audio  
24 drop).  
25 CHAIR SCHMITZ: Trustee Dent, we lost you.

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1 looking for from Mr. Magee, and I think that is  
2 continues to be what we would be looking for is  
3 someone who has the capacity and fortitude to be a  
4 change agent and help the staff and help this board  
5 to improve its operations and streamline things a  
6 bit.  
7 I think Trustee Noble and Dent must have  
8 dropped off.  
9 TRUSTEE TONKING: I just had -- taking  
10 what you just said and whatever I kind of said, I  
11 had thoughts some thoughts of, maybe, our next  
12 steps.  
13 We look -- the first step is I think we  
14 accept the resignation, and I think we can make that  
15 decision today, discuss that. And then maybe look  
16 into the cost of what a firm would look like and  
17 what do they do. I think it's such a new idea and  
18 I'm asking for specifics like you have spent hours  
19 researching this, not helpful, maybe if we can have  
20 HR do that, and staff.  
21 And then have another workshop, but also  
22 have HR and things -- and maybe all of us too --  
23 think about how do you find a change agent. Maybe  
24 it is a firm, but maybe there is a way that there's  
25 somebody that can do that and how can we find that

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1 I will just comment and just sort of do a  
2 little bit of summary and things that I agree.  
3 One of things that when we hired General  
4 Manager Magee, we did tell him that we wanted him --  
5 he was going to be a change agent, and was going to  
6 drive change, that our current situation is not  
7 sustainable long term, and that we have businesses  
8 that we need to run. We should, again, be grateful  
9 for Mr. Bandelin out at Diamond Peak because he does  
10 a great job out there. I want to make sure that he  
11 recognizes that.  
12 But I think that we have issues with  
13 institutional knowledge, but I also think that we  
14 need a change agent. We need somebody who is going  
15 to have -- somebody or however we decide to do it,  
16 that is going to come in and assess and implement  
17 best practices and start implementing changes so  
18 that -- I'm using Mr. Bandelin's words -- we can  
19 become a well-oiled machine, and we're currently  
20 not. I think it's going to take someone who is a  
21 change agent to do that. And a change agent is not  
22 somebody who wants to come in and run a status quo  
23 operation, they're not. They're a different breed  
24 of individual.  
25 And I think that was part of what we were

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1 person and kind of spend some time thinking about  
2 that. I think maybe we can -- at least now we've  
3 thrown some ideas so we can all be thinking about  
4 that same thing together on how we can move forward.  
5 CHAIR SCHMITZ: Trustee Noble?  
6 TRUSTEE NOBLE: Yes, I'm here.  
7 CHAIR SCHMITZ: So would you like to  
8 summarize?  
9 TRUSTEE TONKING: Yes.  
10 Trustee Noble, I suggested that we,  
11 tonight, accept the GM's resignation with the  
12 October 5th date. Then we maybe -- or we direct HR  
13 to look at what the cost of a firm would be and what  
14 the duties and what those would look like. But also  
15 looking at how do we talk about recruiting a change  
16 agent in somebody like that.  
17 I think the firm that -- when I am also  
18 thinking about the firm, I do want it to be clear  
19 that I want it to be a firm that does the management  
20 part, I'm not, contrary to my colleague over here,  
21 really looking for the outsourcing aspect of it. I  
22 would like that to be stated very clearly.  
23 CHAIR SCHMITZ: Trustee Noble, does that  
24 make sense?  
25 TRUSTEE NOBLE: Yes, it makes sense.

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1 CHAIR SCHMITZ: Director Feore, does that  
 2 give you enough specificity or is that too vague  
 3 still?  
 4 MS. FEORE: No. Just to summarize what  
 5 I'm hearing so I'm on the same page, we're going to  
 6 move to accept Mr. Magee's resignation effective  
 7 October 5th, 2024. We're going to begin the process  
 8 of looking into -- would I be correct in saying this  
 9 as "management firms," folks who come in and kind of  
 10 take a look at business operations and provide  
 11 feedback, recommendations? I think I probably need  
 12 some clarification specifically into what you're  
 13 expecting from this management firm, because there  
 14 are firms that will come in and take over management  
 15 for you. There are also firms that come in and just  
 16 analyze the business and give you recommendations.  
 17 I don't know if that needs to be an on- or  
 18 off-the-record conversation, so I will defer to the  
 19 Board on this one. But I'd like a little more  
 20 clarity as to specifically who am I honing in on.  
 21 CHAIR SCHMITZ: I think that what we are  
 22 saying this is that I don't think we're looking at  
 23 consultants to come in and give recommendations  
 24 because then they're nothing other than  
 25 recommendations.

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1 I think we would be looking for a firm  
 2 that would come in and work with staff and implement  
 3 whatever changes and improvements and efficiencies  
 4 and best practices and then be able to turn it over  
 5 so that then we're on high ground, and could then  
 6 potentially hire a general manager to -- or if those  
 7 firms stay on as just some sort of oversight  
 8 management, I don't know. I don't know how they  
 9 work, but I don't think we're looking for just  
 10 consultants to come in and give recommendations.  
 11 MS. FEORE: Okay. And then the folks that  
 12 I'm going to be talking to just to get the initial  
 13 information, we want them to have a focus on our  
 14 community services, not so much on our Public Works  
 15 or administration or are we looking for do the whole  
 16 thing?  
 17 CHAIR SCHMITZ: As far as -- are you  
 18 talking about if we were looking for change  
 19 agent-type of person?  
 20 MS. FEORE: Yeah. I guess what I'm asking  
 21 is twofold. Number one, would this be in place of  
 22 an interim general manager? In other words, are we  
 23 looking for a firm who is going to come in and a  
 24 designee of theirs will be kind of be, I guess, de  
 25 facto interim general manager?

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1 I think what I could do is maybe put some  
 2 thoughts down on paper, and if it's okay to ask  
 3 these questions -- Sergio, I probably need your  
 4 feedback on this one, if it's okay for me to ask  
 5 these questions of the Board and/or a Board  
 6 designee. Otherwise, we could spend a lot of time  
 7 discussing this. I want to get it right, obviously.  
 8 CHAIR SCHMITZ: Here's my suggestion. I  
 9 think that -- we don't know what we don't know. I  
 10 think what we're asking you to do is go out there  
 11 and investigate and come back to us tell us: This  
 12 is how these firms tend to work or not work.  
 13 I think that's what Trustee Tonking is  
 14 saying. And if you can come back to us within a  
 15 couple of weeks and say, okay, this is what I've  
 16 learned, this is how they operate, this is what they  
 17 do or don't do, this is what they cover and don't  
 18 cover. Then at least we can make an informed  
 19 decision.  
 20 Right now, we're just sort of throwing an  
 21 idea around, and I don't want to put constraints on  
 22 it that we don't know. I think what we're asking of  
 23 you is to investigate what types of firms are there  
 24 that would help as it relates most specifically to  
 25 community services, and then as it relates to

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1 individual, how would you go about the  
 2 identification or recruitment process of a potential  
 3 individual who would come in as a GM change agent,  
 4 individually, so that we have two different things  
 5 to sort of evaluate.  
 6 MS. FEORE: Sure.  
 7 TRUSTEE TONKING: You pretty much nailed  
 8 it. I think we just want what do these types of  
 9 firms do, what are the variety, what are your  
 10 options. I don't know anything really about this,  
 11 so I can't make any decision. Just kind of giving  
 12 us the information we don't know. And then what  
 13 does it look like to recruit a person.  
 14 Basically this memo, but with a lot more  
 15 stuff.  
 16 MR. RUDIN: If I can provide a little bit  
 17 of assistance in terms of what I've typically seen  
 18 in these scenarios.  
 19 You have two buckets. One is a firm that  
 20 will place an interim candidate, the other bucket is  
 21 a firm that will either conduct a recruitment,  
 22 which, again, the director has already discussed or  
 23 that will provide technical assistance to an  
 24 existing department, department head, staff person,  
 25 what have you.

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1 I think this discussion, you're sort of  
 2 blending all three concepts, and as I hear the  
 3 director struggling, I think she is seeking very  
 4 clear direction as to which of those buckets you're  
 5 really looking for here.

6 CHAIR SCHMITZ: I think we have two  
 7 buckets, not three buckets.

8 I think the one bucket is tell us what  
 9 firms do, how do they tend to work, how do they  
 10 operate short term versus long term, give us some --  
 11 I don't know. There are firms that do do this. I  
 12 think I had given one name to director earlier  
 13 today. And the other bucket is an individual who  
 14 would come in as a potential GM, but with skills  
 15 that are more aligned with driving change, running  
 16 businesses, taking us to a well-managed, well-oiled  
 17 machine that has long-term substantiality.

18 It's those two buckets; is that correct?  
 19 And we just want information so that we can decide  
 20 what we want to do, because if we -- I don't think  
 21 that we hire a recruiting firm to go look for a  
 22 change agent. I think there are some places that  
 23 change-agent people are out there. But if we have  
 24 to hire a recruiting firm to do that, so be it, we  
 25 need to hear that from our director.

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1 rather than waiting a month to see anything or hear  
 2 anything.

3 CHAIR SCHMITZ: Would the Board be okay  
 4 with that?

5 TRUSTEE TONKING: Yeah. I think it's  
 6 important for the Board to understand that one of  
 7 those weeks is 4th of July, so it might be hard to  
 8 get ahold of people, so knowing that there will be a  
 9 lot more.

10 CHAIR SCHMITZ: Does that sound  
 11 reasonable?

12 MS. FEORE: Yeah. Absolutely. I think  
 13 that's probably our better bet. And then we can,  
 14 again, hone it in from there, and then see what we  
 15 can come up with at the next board meeting.

16 CHAIR SCHMITZ: Okay. And even if you're  
 17 giving us some material, as long as it's not too in  
 18 depth, you can walk us through things, because I do  
 19 think it's important to move it forward.

20 And this was the importance of why in our  
 21 contract we did want a long clause for termination,  
 22 so we have to be grateful that we do have this time.  
 23 Thank you to Trustee Tulloch on that suggestion.

24 If there's no discussion, do we have to  
 25 make it a motion to accept the letter of resignation

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1 MS. FEORE: I do think that I have enough  
 2 information at this point. We're going to kind of  
 3 throw everything at the wall to see what sticks.  
 4 This is going to be one of those times where I'm  
 5 going to come back and say here are some of folks  
 6 that I've talked to, these are some of the services,  
 7 and then we'll hone in and kind of take it from  
 8 there.

9 CHAIR SCHMITZ: Does that sound good with  
 10 everyone? And will it be realistic for you to at  
 11 least just give us more information at our July 10th  
 12 meeting so that we can keep moving this forward and  
 13 making it a priority?

14 MS. FEORE: I will give it my best shot.  
 15 I will tell you that because of the information that  
 16 I have prepared in time for the board packet, those  
 17 are some time constraints, it would basically give  
 18 three or four days to research, talk to, and all of  
 19 this other stuff.

20 What I will do, though, is let the Board  
 21 know if I need to move this to a later board  
 22 meeting.

23 TRUSTEE DENT: Potentially, rather than an  
 24 action item, agenda item, maybe we just have a  
 25 report to the Board and be okay with a verbal update

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1 or has this been sufficient?

2 MR. RUDIN: I don't think you need to make  
 3 a formal motion to accept the letter of resignation  
 4 because the contract allows the General Manager to  
 5 resign. But if you'd like to give any other formal  
 6 direction or action by vote, yeah, this would be the  
 7 appropriate time.

8 CHAIR SCHMITZ: I think we've given clear  
 9 direction. And if that's the case and there's no  
 10 other discussion by members of the Board, we will  
 11 move on to the next agenda item.

12 Seeing no other comments, we will consider  
 13 this agenda item closed and move on to formerly F 7,  
 14 now general business 3.

15 G 3. Jacobs Engineering Group

16 CHAIR SCHMITZ: Review, discuss, and  
 17 approve the agreement for professional services for  
 18 Jacobs Engineering Group in the amount of \$30,000,  
 19 found on pages 314 to 329 of the board packet.

20 MS. NELSON: This item, basically all I'm  
 21 requesting, just to provide further clarification to  
 22 the scope of work, is to add an additional bullet  
 23 point to Section 3.1.1, that states that Jacobs will  
 24 be responsible to provide staff training as  
 25 required. That specifically isn't in the language

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1 of the scope of work. However, with the new SCADA  
2 technician starting on July 8th, we would like to  
3 add that in.  
4 CHAIR SCHMITZ: Just a clarification.  
5 Will the new employee -- because you have hired  
6 someone; correct?  
7 MS. NELSON: Correct.  
8 CHAIR SCHMITZ: Will the new employee be  
9 participating in every one of these things so that  
10 they are learning how to do it themselves? Because  
11 that is important to have clear that Jacobs is going  
12 to be involving our new employee with all of these  
13 things.  
14 MS. NELSON: Correct.  
15 CHAIR SCHMITZ: Can we say that, that all  
16 of these tasks that Jacobs will be involving the  
17 newly hired employee as part of that training? I  
18 don't want to miss opportunities, that's all, for  
19 training.  
20 MS. NELSON: Right. And basically their  
21 scope of work, that is explained already, de facto,  
22 has that integration with the SCADA technician  
23 because Jacobs is doing the back-end work, and the  
24 SCADA technician is on the ground at each facility  
25 doing the work and working closely with them.

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1 to do all of work.  
2 Jacobs is well aware, they were actually  
3 part of the interview process, about the direction  
4 we're going. And so they still have the proprietary  
5 software, and so they still have to be involved.  
6 However, the level of involvement will decrease over  
7 time.  
8 TRUSTEE TULLOCH: I just want that  
9 reassurance for the Board that this just doesn't  
10 become a de facto supervisory position for Jacobs.  
11 I just wanted to make that clear because I've seen  
12 this happen a lot in fleet businesses where you have  
13 one mechanic and suddenly you find the mechanic has  
14 just made himself a fleet manager because he keeps  
15 just outsourcing all the work.  
16 I just want to be sure we are actually  
17 getting value out of this technician. It's a  
18 hand-on position?  
19 MS. NELSON: Correct.  
20 CHAIR SCHMITZ: Any other comments or  
21 questions?  
22 I appreciate it. And one of the things  
23 that we've really been working together on is making  
24 sure that our scopes of work and our contracts are  
25 clear and precise. Thank you for making those

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1 If you want that specifically stated, then  
2 we can put that in.  
3 CHAIR SCHMITZ: I just don't want to lose  
4 the opportunity to make sure we have our staff  
5 member fully trained and ready to go.  
6 Trustee Noble lost connection and he will  
7 not be able to participate for the rest of the  
8 meeting. If the record could just note that Trustee  
9 Noble is no longer attending the meeting this  
10 evening.  
11 TRUSTEE TULLOCH: Director Nelson, can you  
12 just clarify that, you know, we expanded the budget  
13 to take on this new SCADA technician, but now  
14 basically this is going -- and I agree with Trustee  
15 Schmitz, make sure this is training. Can you also  
16 reassure the Board that it's not going to be a case  
17 of that we bring this technician and he's just going  
18 to supervise Jacobs and then we suddenly find that  
19 Jacobs is doing all the work and we've basically  
20 brought in another de facto supervisor?  
21 MS. NELSON: The purpose of this staff  
22 position, we actually had this person on -- a  
23 different person on staff for over a year, and the  
24 actual function of this position is to have SCADA  
25 support in district and not have to rely on Jacobs

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1 revisions. I appreciate it.  
2 How about since our next general business  
3 item, formerly F 9, that also is yours, why don't we  
4 take that on, and then take a short break after  
5 that?  
6 (Inaudible discussion amongst the  
7 Board.)  
8 CHAIR SCHMITZ: I'm just anxious to keep  
9 going. Sorry about that.  
10 TRUSTEE TONKING: I move that we approve  
11 this item with the small changes made by the Chair.  
12 MR. RUDIN: The language recommended by  
13 staff as well as another bullet point that says that  
14 Jacobs will include the SCADA technician in all of  
15 the above scope as requested by the District.  
16 TRUSTEE TONKING: Perfect.  
17 TRUSTEE DENT: I'll second that.  
18 CHAIR SCHMITZ: All those in favor?  
19 TRUSTEE TONKING: Aye.  
20 TRUSTEE TULLOCH: Aye.  
21 TRUSTEE DENT: Aye.  
22 CHAIR SCHMITZ: Aye.  
23 Thank you. Now we'll move on to the next  
24 agenda item that was on the consent calendar.  
25 G 4. Burnt Cedar Water Disinfection Plant



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1 Inlet Pump Inspection

2 CHAIR SCHMITZ: That can be found on pages

3 336 through 341 of the board packet.

4 MS. NELSON: This is another

5 recommendation of replacing language in the

6 recommendation.

7 The recommendation number 1 on page 336 of

8 your board packet, we like to change the word

9 "repair" to "inspection" since the work being done

10 under this contract is solely the inspection of the

11 inlet pump. Based on their inspection, they will

12 determine what work needs to be completed, and then

13 we will bring that back in front of the Board for a

14 different contract.

15 CHAIR SCHMITZ: Trustee Tulloch was the

16 one who pulled this, so I'm going to allow you to

17 ask your question.

18 TRUSTEE TULLOCH: That is the question. I

19 discussed with Director Nelson earlier today when I

20 spotted this repair. I didn't want her to then --

21 when she came back to the Board asking for more, why

22 it hadn't been repaired the first time.

23 CHAIR SCHMITZ: Would you like to make a

24 motion?

25 TRUSTEE TONKING: I move that the Board

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1 approve this item but changing the word "repair" to

2 "inspect."

3 TRUSTEE DENT: I'll second.

4 CHAIR SCHMITZ: All those in favor?

5 TRUSTEE TONKING: Aye.

6 TRUSTEE TULLOCH: Aye.

7 TRUSTEE DENT: Aye.

8 CHAIR SCHMITZ: Aye.

9 Motion passes four to zero. Let's take a

10 break until 8:30, and we will continue back on with

11 general business.

12 (Recess from 8:23 p.m. to 8:30 p.m.)

13 CHAIR SCHMITZ: We'll call the meeting

14 back to order.

15 G 5. Golf Play Pass Rate Structure

16 CHAIR SCHMITZ: We will continue on with

17 former general business item G 3, which is now

18 general business number G 5, and it is to review,

19 discuss, and approve a Play Pass rate structure for

20 the 2024 season. Requesting staff member Golf

21 Operations GM Mr. Sands, on pages 445 through 459.

22 MR. SANDS: Timothy Sands, golf

23 operations, to give a staff recommendation on

24 afternoon Play Passes and 9-hole rate for our

25 Championship Course. After receiving direction from

99

1 this and also quite a bit of resident feedback from

2 different players of different calibers, whether it

3 be beginning golfers aging community, we are looking

4 at trying to recommend an afternoon 10-play and

5 20-play and 9-hole Championship Course rate.

6 CHAIR SCHMITZ: Any questions, discussion

7 from the Board members?

8 TRUSTEE TONKING: On the 9-hole

9 Championship Course rate at \$45 after 5:30 p.m.

10 daily, are you looking for any varying costs in that

11 to be on the weekends or any of the shoulder

12 seasons, or is it just a straight \$45? And I guess

13 we're out of the beginning shoulder season.

14 MR. SANDS: Correct. And with the rates

15 that were for a Picture Pass holder in the

16 offseason, it would drop to \$40 on the weekday and

17 50 on the weekends, so actually a lower rate during

18 those weekday rates. We would probably stick with

19 the \$45 for just the peak season.

20 TRUSTEE TULLOCH: I think this is a good

21 idea. You've got some tough targets. You gotta

22 catch every dollar you can. I've heard a lot of

23 similar feedback so thank you for bringing this

24 forward.

25 TRUSTEE DENT: Director Sands, we

100

1 appreciate you looking into this and bringing back

2 your recommendation. I'd be willing to support it.

3 CHAIR SCHMITZ: I have questions. I don't

4 know what problem is we're trying to solve. Is

5 there a problem that we're trying to solve with

6 doing this?

7 MR. SANDS: Not necessarily a problem, but

8 I think community benefit for our residents that may

9 be work during the morning, trying to take off early

10 afternoons. We are seeing a gap in that time slot

11 that if we could provide back to the community to

12 fill those spots with these types of Play Passes or

13 9-hole rates, we could bolster revenue through that.

14 CHAIR SCHMITZ: Will you be measuring this

15 and know how and if you're successful with that?

16 MR. SANDS: Absolutely. That will go into

17 our play mix percentages and as we do monthly

18 financial breakdowns.

19 CHAIR SCHMITZ: Any other comments or

20 questions?

21 Seeing none.

22 TRUSTEE TONKING: I move that the Board

23 approve this item.

24 MR. SANDS: One quick recommendation. If

25 we do go through the approval process, could we make

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1 a date of July 1st? Just so we can make sure we  
 2 implement the computer program properly.

3 TRUSTEE TONKING: I move that the Board  
 4 approve this recommendation effective July 1st.

5 TRUSTEE DENT: Second.

6 CHAIR SCHMITZ: Motion's been made and  
 7 seconded. All those in favor?

8 TRUSTEE TONKING: Aye.  
 9 TRUSTEE TULLOCH: Aye.  
 10 TRUSTEE DENT: Aye.  
 11 CHAIR SCHMITZ: Aye.  
 12 Motion passes four to zero.

13 G 6. Parks and Recreation Recommended Fees  
 14 CHAIR SCHMITZ: Moving on to formerly G 4,  
 15 now G 6, review, discuss, and approve the Parks and  
 16 Recreation recommended fees. This is being  
 17 requested by Mr. Bronzan on pages 460 through 479.

18 MR. BRONZAN: Kind of a tough night to be  
 19 a consultant with all the issues that are going on,  
 20 but that's okay, that's what I'm responsible to do.

21 To remind the Board, you are aware that  
 22 the new Parks and Recreation director will be coming  
 23 on board on the 22nd of July. I am finishing my  
 24 term, my two months here. I just want to let you  
 25 know, and General Manager Magee, I've enjoyed my

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1 time here. You've got wonderful facilitates,  
 2 outstanding staff, you've got a bright future. I  
 3 know you've got a lot issues to work through, and  
 4 one of the things you talked about is  
 5 sustainability, which I want to cover a little bit  
 6 about tonight.

7 What I have before you are the Park and  
 8 Recreation facility fees that we're worked on by  
 9 staff and under the previous director that are in  
 10 place, ready to go for your approval that will  
 11 implement the budget that you've approved. Staff  
 12 has put these fees together, we've been following  
 13 your current Practice 6.2.0.

14 And I wanted to take just a moment as a  
 15 little bit of a background, there's a lot of study  
 16 for how fees are set, and every agency, every  
 17 community, every park and recreation department  
 18 whether it's a special district, a city, a county,  
 19 they go about how they present their fees based on  
 20 how they are funded. Some of them are completely  
 21 tax dollars, other ones are completely revenue based  
 22 on participation. But there's a lot of  
 23 behind-the-scenes work on sustainability. In fact,  
 24 there is now a certification that's been started by  
 25 the Nation Recreation of Parks Association, and I

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1 want to let you know that two of your employees have  
 2 gone through that certification program.

3 In addition to recommending the fees to  
 4 you in the hopes you move these forward, I am also  
 5 asking the Board to direct staff in the coming year  
 6 to start implementing a lot of the practices behind  
 7 the scenes for fiscal stability. That has to do  
 8 with when you set a fee, you need to know who your  
 9 target market is, who your competitors are. You  
 10 need to determine with Board's direction on what  
 11 your subsidies should be, realizing that any time  
 12 you are reimbursed by an agency for someone to  
 13 participate, that's a willful intent by the Board to  
 14 realize that -- when we talk about running as  
 15 business -- you've decided from your funds that  
 16 you're going to subsidize an activity. Many  
 17 agencies look at programs like learn to swim is one  
 18 of the most important things because you want to  
 19 teach your young kids to swim, you don't want it to  
 20 just be available to those who can afford it.

21 I've given a lot of methodology. I can  
 22 expound on any of these. I don't know that we  
 23 necessarily need to tonight, but I think the Board  
 24 would do well in next year when the fees come back  
 25 to the Board, in addition to your priority pyramid

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1 that the District has adopted, every program that  
 2 you run needs to be identified where it fits in that  
 3 pyramid, what your cost report recovery should be.  
 4 If you have a program that is supposed to recover  
 5 50 percent, when staff brings back the fees to you  
 6 next year, they should tell you it recovered 48  
 7 percent which is why we're increasing the fee to get  
 8 to 50, or it recovered 52 and so we're going to back  
 9 it down.

10 But the Board, I think, needs to drive  
 11 what you want in cost recovery, the types of  
 12 subsidies that you want, and then staff would come  
 13 on a yearly basis to report to you on how they're  
 14 able to affect those rates.

15 With that, I'd open it up if there's any  
 16 questions.

17 CHAIR SCHMITZ: Any questions or comments?  
 18 TRUSTEE TULLOCH: I mean, I would thank  
 19 you for the fact for pointing out that the whole  
 20 setup is a lot more complex than just the simple  
 21 pricing pyramid, as some people would have had us  
 22 believe in the past. There's a whole lot more  
 23 factors to it.

24 However, my question to you, I go through  
 25 all these proposed new fees, and I don't see any

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1 difference. I see a couple of very, very minor  
2 changes, but nothing there. We've just gone through  
3 a budget that has shown a 20 percent increase in  
4 costs of salaries and benefits. We go to the budget  
5 for the Recreation Center, we're showing under  
6 1.5 million in revenues, and 3.5 million in  
7 expenses, and yet I go through all these costs and I  
8 see next to no change in them.  
9 Why is that?  
10 MR. BRONZAN: It's primarily because one  
11 of the first things that the new Parks and  
12 Recreation director is going to need to do is based  
13 on your final approved budget, go back and look at  
14 all these fees to see if there's any changes that  
15 are necessary for that.  
16 One of difficulties of this that parks and  
17 recreation departments and agencies have is trying  
18 to anticipate revenue and expenses in any type of a  
19 program where it could be higher or lower based on  
20 weather or based on other types of circumstances.  
21 And so what the department has traditionally been  
22 doing is they've been looking at their revenue based  
23 on the minimum amount of people who are in the  
24 programs, which is one of the reasons,  
25 traditionally, parks and recreation departments do

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1 MR. BRONZAN: True. And a lot of the  
2 staffing increases are tied to the full-time staff,  
3 and most of the programs are run by part time staff,  
4 which the seasonal staff have not had the increases,  
5 from what I'm aware, as compared on a percentage  
6 basis to the full time.  
7 TRUSTEE TULLOCH: Well, no. When we went  
8 through the budget, we saw all sorts of areas in the  
9 Recreation Center budget, oh, we're increasing hours  
10 and increasing rates for part-time staff and season  
11 staff, so I don't think that's correct to say that  
12 these have not changed. That concerns me.  
13 If we're losing the first quarter of  
14 revenues, even if it's only a 5 or 6 percent  
15 increase across the board, it's stupid otherwise. I  
16 mean, that's --  
17 CHAIR SCHMITZ: So what's your  
18 recommendation?  
19 TRUSTEE TULLOCH: I think we should be  
20 putting some increases in place as of now.  
21 CHAIR SCHMITZ: Thank you.  
22 Any other -- I, too, don't quite  
23 understand why we have no increases. We have  
24 increase in everything. Services and supplies,  
25 salaries, wages, everything. I just think that our

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1 better on revenue because they tend to underestimate  
2 what the real numbers are. The methodology that  
3 I've presented to you takes that equation out of it.  
4 The short answer right now is that's one  
5 of the first things the Parks and Recreation  
6 director is going to need to do is start tracking  
7 budgets on a monthly basis instead of waiting for  
8 once a year and then going back and looking at it,  
9 which allows them, if there's any modifications or  
10 changes they need to do, they bring them back to the  
11 Board.  
12 TRUSTEE TULLOCH: Yes. But we know  
13 already from -- that we're moving forward from 1st  
14 of July, we're looking at a 20 percent increase in  
15 staffing costs. Large part of the costs are Parks  
16 and Recreation here in the Recreation Center,  
17 staffing costs.  
18 To say, well, we're -- I understand and  
19 respect you for leaving some decisions to the new  
20 director, but she starts on the 22nd of July, so the  
21 earliest we're going to see changes, then, is  
22 probably September. So we're already been through  
23 the first quarter of the year, yet we're still  
24 holding rates where we know the staffing costs have  
25 gone up by 20 percent.

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1 pricing policy, we should have some standard  
2 statement that says we adjust, at a minimum, to  
3 address inflation because we're not addressing any  
4 inflation here at all. There's literally no changes  
5 in most of these.  
6 But something you said is really  
7 interesting to me. You talked about the pricing  
8 policy and how -- what is needed and what is not  
9 there. Have you shared those thoughts and  
10 recommendations with our Director of Administrative  
11 Services who is currently working on that policy to  
12 come to the Board? Have you shared what you feel  
13 needs to be included in a pricing policy?  
14 MR. BRONZAN: Which is, in general,  
15 outlined in the staff report. But in general, yes,  
16 and that's one reason two of the staff were able to  
17 go to this training. Both Addie and Chad have had  
18 the training on that. I can't speak for them saying  
19 they're excited, but in our talks -- and I went to  
20 the training with them, I did that, not on the steps  
21 of the agency, but I went as a consultant on my own.  
22 But your example of COLA, a lot of  
23 agencies that have gone down the road where they  
24 change their policy is park and recreation fees  
25 change whatever the established COLA is, and there's

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1 a lot of agencies that you can look at to determine  
2 what that is, but there's a belief in parks and  
3 recreation that -- and I'll just look at fee --  
4 round trip boats line, of course that's TRPA so not  
5 a good one, but adult pass for pickleball, \$375. If  
6 inflation goes up 6.2 percent, you increase your  
7 fees by 6.2 percent. If that makes it -- I'm just  
8 pulling a number -- \$393.32, that's what the fee is.  
9 Park and recreation agencies traditionally have a  
10 difficult time ever rounding numbers as appropriate.  
11 So what they do is they don't change their fees for  
12 three or four or five years, then all of a sudden,  
13 they have to change them by 10 or 20 percent, and  
14 the customers, rightly so, are upset.

15 What we're working on and the  
16 recommendations on what staff should come back in  
17 front of the Board for revisions to 6.2.0 are those  
18 types of things.

19 CHAIR SCHMITZ: Well, I think that these  
20 -- I mean, it's page after page of there's no  
21 change, no change. And then when there is a change,  
22 it's maybe a dollar.

23 My feeling is, categorically, there needs  
24 to be an inflationary change to the rates. That is  
25 just my feeling. And then in here, there's rates

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1 rates and do nothing, next year's board is going to  
2 be in a worse situation than we're faced with.

3 I think probably the easiest thing moving  
4 forward would just be to have an inflationary 8  
5 to 10 percent as our interim director has  
6 recommended.

7 TRUSTEE TONKING: I think he just threw  
8 out that number, so I want to kind of bring us back  
9 to the discussion we had had with the golf fees that  
10 if we're going to throw out ideas, we want them  
11 vetted by staff.

12 And so I would ask that this be moved to  
13 the July 10th meeting with having a lense on what  
14 can be raised by the inflationary figure of whatever  
15 you decide is applicable. And maybe there are some  
16 fees in there that maybe there's a daily fee, some  
17 fees, to your point, that may need to be subsidized  
18 and validation as to why they may not hit that same  
19 threshold.

20 That's my recommendation.

21 CHAIR SCHMITZ: Then I have a question  
22 relative to pickleball. The pickleball committee  
23 spent a lot of time coming up with ideas of how to  
24 generate more revenue to make pickleball more  
25 sustainable. And they had some recommendations as

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1 for proposed non-profits, and I struggle with the  
2 concept of proposed non-profits receiving discounts  
3 that are greater than our parcel owners who are  
4 paying the fees. I wasn't comfortable with what you  
5 had in here for the proposed non-profits.

6 MR. BRONZAN: And that goes to my comment  
7 that any subsidy that the Board agrees to is an  
8 intentional act by the Board to subsidize one group  
9 over another. And again, learn to swim, you can  
10 make sense that you want to teach kids to swim.

11 But if your interest tonight was to pick a  
12 number for inflation, 8 percent, 10 percent, adopt  
13 the fees with that inflationary, round them up to  
14 that level, that is appropriate too. And that would  
15 solve the problem of waiting a quarter to try to  
16 make that change.

17 I think that would be something that you  
18 could do.

19 TRUSTEE DENT: Going back to our  
20 discussion during the budget process, we brought up  
21 the miss the board had a few years ago when it came  
22 to water and sewer rates, and we decided not to  
23 increase water and sewer rates when COVID hit. And  
24 then it put us in a huge hole. And I feel like if  
25 we just continue to do the status quo here with the

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1 it related to rates as well.

2 Was any of that taken into consideration  
3 with the pickleball rates?

4 MR. BRONZAN: It was not. And again,  
5 these fees, when they were started to be projected  
6 were back in April. So those comments that have  
7 come in have not been incorporated.

8 I have a long laundry list for things that  
9 the Parks and Recreation director has to deal with,  
10 and a lot of those are some of the ones that are in  
11 that bucket for her to work on.

12 CHAIR SCHMITZ: I appreciate that. I just  
13 want to clarify for the record, and this isn't  
14 yours, but the pickleball committee had their  
15 recommendation in, I believe, around the end of  
16 last year. That information has been available, but  
17 I just wanted to -- I appreciate your honesty,  
18 you're saying no --

19 MR. BRONZAN: Not that I'm aware of. It  
20 could have been. I was not aware of that.

21 TRUSTEE TULLOCH: I agree with Trustee  
22 Dent. The problem is you try to keep these down and  
23 keep them the same, and these are, effectively,  
24 numbers from probably 18 months ago or something.  
25 We've seen a 20 percent rise in salaries

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1 and benefits this year in the budget process. The  
 2 major component of the costs from recreation is  
 3 staff. I mean, to hide that, and even COLA doesn't  
 4 necessarily cover that because it's certainly  
 5 running -- the rate of inflation we've seen is  
 6 running much higher than that.

7 If you just keep leaving them, you're not  
 8 actually doing a favor to anyone because you're just  
 9 trying to catch a falling knife.

10 CHAIR SCHMITZ: So what's your  
 11 recommendation?

12 TRUSTEE TULLOCH: I recommend we make them  
 13 across-the-board increase. I'll look to my  
 14 colleagues for suggestion of what that increase is.  
 15 I think as well, I agree, they should be rounded.  
 16 Keep them at a five or zero end.

17 CHAIR SCHMITZ: I think that Trustee  
 18 Tulloch makes a valid point is that identify, review  
 19 it, and if there's certain things that shouldn't  
 20 have that applied to it because of safety for young  
 21 children, what have you, identify those for us.  
 22 That's getting to the don't just go about 10 percent  
 23 if you truly believe there's certain things that,  
 24 perhaps, should not. But maybe there are other  
 25 things you might recommend it be more.

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1 The one thing that I struggle with is  
 2 having these proposed non-profit rates because we,  
 3 as a board, haven't solidified that pricing policy.  
 4 And I think that how we price for our non-profits  
 5 should be incorporated into that pricing policy, and  
 6 we're still waiting to see that revision.

7 If you could give input to the director  
 8 who is working on this, I think would be helpful.  
 9 Would you be okay with them reviewing it, and this  
 10 should be relatively quick, to say we're going to  
 11 add an inflationary index, we're going to round the  
 12 numbers, and then to Trustee Tonking's point, we're  
 13 going to have staff review it and identify the  
 14 things that, perhaps, should not have that  
 15 inflationary index, and then bring that back for us  
 16 on the 10th, is that acceptable?

17 MR. MAGEE: Yeah.

18 MR. BRONZAN: Yeah.

19 And just to know, I will pass this on  
 20 through Bobby Magee and also through Adam in the  
 21 meantime if it comes back on the 10th. I got one  
 22 more day of work tomorrow from remote. I will work  
 23 with staff as much as I can to prime that pump.

24 MR. MAGEE: Just to be clear, the contract  
 25 for Mr. Bronzan's services is set to expire on the

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1 number of number hours, so tomorrow will be his last  
 2 day with us. But certainly we can find someone to  
 3 continue to move this forward and make sure it comes  
 4 back on the 10th.

5 CHAIR SCHMITZ: Any other discussion?

6 TRUSTEE TULLOCH: Are we suggesting a  
 7 number?

8 CHAIR SCHMITZ: The inflationary index  
 9 number? What is the percentage there?

10 TRUSTEE DENT: Was it like 3 percent or  
 11 something?

12 TRUSTEE TONKING: I think we should just  
 13 let staff use their -- I don't think we need to do  
 14 that.

15 MR. BRONZAN: Have staff come back on the  
 16 10th with the recommended number?

17 TRUSTEE TONKING: With what they did, the  
 18 process and the new rates, yeah.

19 CHAIR SCHMITZ: One of the things that I  
 20 think should be evaluated is to determine whether  
 21 there was any price increase last year, because if  
 22 we've had two years where we haven't had a price  
 23 increase, we did have a year of roughly 10 percent  
 24 inflations.

25 I think we should look and say when was

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1 the last increase and then take into account an  
 2 appropriate inflationary number and then come back  
 3 with what that would be.

4 TRUSTEE TULLOCH: Yeah, I would agree with  
 5 that. It's not just looking at the latest 3 percent  
 6 number, because we've seen here, staff will just  
 7 come back with the same -- with no rate increase.  
 8 We see what the view is there. But we see how the  
 9 gap has grown and how the losses have grown.

10 With regard to the non-profits, I thought  
 11 we had an informal board policy that external users  
 12 should not be getting a lower rate than Picture Pass  
 13 holders?

14 TRUSTEE TONKING: It's in your Pricing  
 15 Policy 6.2.0, right here in the back. In here, it  
 16 tells you about what the non-profit rate is, and  
 17 it's covering the costs of the operations and  
 18 sometimes we pay a little bit more out of the user,  
 19 it doesn't say specifically less, and so maybe  
 20 that's a good change for the pricing policy.

21 TRUSTEE TULLOCH: I seem to recall we'd  
 22 had that discussion before.

23 CHAIR SCHMITZ: This is something that has  
 24 to be incorporated into the revisions for the  
 25 pricing policy. That's why I was saying give your

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1 thoughts and recommendations on that. And the  
 2 pricing policy, I believe, is set for the agenda on  
 3 the 10th as well. It might be a good time to  
 4 reflect on both of those.

5 Is that clear direction?  
 6 MR. BRONZAN: I think so.  
 7 MR. MAGEE: It's clear to me.

8 G 7. Parks and Recreation Prioritized List of  
 9 Projects

10 CHAIR SCHMITZ: Then moving on to former  
 11 or G 4, now G 6, this is also -- I'm sorry. G 7,  
 12 it's reviewing and discussing your possible  
 13 prioritized list for the Recreation Center, and that  
 14 is on pages 480 through 489.

15 MR. BRONZAN: This is another one of those  
 16 projects that was in progress before I came in, and  
 17 my job was to try to keep it moving forward.

18 I'm going to be very honest, I know we had  
 19 a citizen who had some concerns, the coloring and  
 20 the reading of the document is not up to the par,  
 21 and I accept full responsibility. There was some  
 22 criticism of our clerk; it was not Heidi's  
 23 responsibility. That came from our department, and  
 24 I'll take the responsibility for that. It's  
 25 readable on a screen when you're on a computer, and

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1 when you send the file over to print off without  
 2 looking at that, but it does make it very difficult.

3 What you have before you is continuing  
 4 request that, we believe, from staff. It's not an  
 5 action tonight that necessarily needs any action.  
 6 There's no budgeting, there's no projects, there's  
 7 nothing going forward.

8 But starting back on April 24th, there was  
 9 a presentation and a recommendation to replace the  
 10 fitness floor at the Recreation Center, and it was  
 11 brought up by the Board that there was a list of  
 12 projects that Recreation and Parks staff had been  
 13 keeping that had been privy to one of the board  
 14 members and not to the others. The Board asked,  
 15 first of all, can we see that document.

16 I came on board, was here for the May 8th  
 17 meeting, and we presented that list to the Board not  
 18 with anything else, not tied to replacing of the  
 19 floor, but to say: Here's the list.

20 And I think from a consultant's  
 21 standpoint, the good news is if there's a question  
 22 on whether Recreation and Parks staff are keeping  
 23 track of what's going on in the facilities, I think  
 24 the answer is yes. You never have it all, but they  
 25 have been tracking the various projects that are in

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1 need.

2 When we brought it back to the Board on  
 3 May 8th, the request from the Board that I remember  
 4 coming back was this if all great that we have a  
 5 comprehensive list, but it is a list that's kind of  
 6 all over the place. It's not only vehicles, but  
 7 it's the Rec Center. Can you at least prioritize  
 8 the list for the Recreation Center?

9 I went back to staff. And, again, I'm  
 10 using the expertise of staff, I'm not the expert  
 11 right now who can determine what priorities are  
 12 within a facility. I can look at a facility and  
 13 tell you things that need to be fixed, but every  
 14 agency has different priorities.

15 We've given you two attachments.  
 16 Attachment A is asking staff from both Public Works  
 17 who does some of the maintenance, to park staff, to  
 18 the recreation staff, if they prioritize -- and I  
 19 tried to limit them to 20 and they came up with 21,  
 20 but their opinion of needs to be done at the Rec  
 21 Center in order from 1 to 21 is the list that is  
 22 presented to you.

23 It doesn't tie to a budget. It doesn't  
 24 tie to a project. I just sat staff down and said,  
 25 "Can you at least let the Board know from your

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1 perspective and your lens in what order should we go  
 2 through with these?"

3 That's presented to you tonight. It's not  
 4 presented to you also with what it costs to do the  
 5 budget, when it was planned, or when it was done.

6 The other thing, on behalf of staff,  
 7 which, unfortunately again, it didn't come out with  
 8 the colors, staff also wanted to do an exercise  
 9 which I thought was a good exercise which they  
 10 hadn't done before, which is to go through their  
 11 entire project list that they had presented to you  
 12 before and to break it up between what are  
 13 operational maintenance items, what are CIP  
 14 maintenance items, and from a scale of 1 to 5, with  
 15 1 being the most important and 5 being the least,  
 16 what are the things that they wanted to you know  
 17 they're tracking they feel is important. Again,  
 18 it's not tied to a budget, it's not tied to a  
 19 project. Again, this is another one of those that's  
 20 on that bucket list for the new Parks and Recreation  
 21 director to come in with staff and says, okay, we  
 22 know we have a priority, it's a snapshot in time.

23 But approval of the budget, the realities  
 24 that are going on, they're going to need to go back  
 25 and relook at this and try to determine which things

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1 can still be done within an operation budget, which  
 2 ones fit into CIP, and anything that is a  
 3 recommendation that would come back to you as a  
 4 board will be brought forward by staff.  
 5 That's my short -- again, I'm not the one  
 6 who prioritized this, I'm not selling out. I think  
 7 staff did a pretty good job in their world in  
 8 determining what is important. What we've done is  
 9 just brought that back for the Board to look at, if  
 10 you have any comments, directions, anything you want  
 11 to do.  
 12 But these projects in the future as they  
 13 need to be done, will be coming back in front of the  
 14 Board.  
 15 CHAIR SCHMITZ: Since everyone seems to be  
 16 staring at their sheets, I'm going to chime in.  
 17 On this list of 1 through 21 one, my  
 18 feeling is things need to be grouped together. It  
 19 doesn't make sense to have a priority 10 thing of  
 20 replacing the diving board but then you've got  
 21 another priority which is the deck refinished. To  
 22 me, yes, you can prioritize, but you have to group  
 23 things so that you do things efficiently. And doing  
 24 one thing and then going back and doing a diving  
 25 board, that just doesn't make sense.

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1 From my perspective, I think that things  
 2 need to be grouped. What needs to be done to the  
 3 pool, what needs to be done for group fitness, what  
 4 needs to be done to the cardio room?  
 5 And I think that one of the things that  
 6 needs to be looked at is does there need to be some  
 7 reconfiguration of the space? Because we have some  
 8 areas that are underutilized at the Rec Center and  
 9 other places that are needing more space. So, to  
 10 me, it needs to be grouped.  
 11 And then when it came these sheets, I had  
 12 no idea what this was trying to tell me because some  
 13 things were wish lists, some things had prices, some  
 14 things didn't, some things were things are already  
 15 done. The stuff about the \$25 million expansion was  
 16 on there and dog park, I think, was on here and  
 17 something else.  
 18 I think it needs to be categorized and  
 19 grouped, and it needed to tie to some sort of a  
 20 five-year plan. And the five-year plan might be  
 21 there's the portion that is the CIP, but here's the  
 22 five-year plan of the operational activities that we  
 23 think need to be done as part of just ongoing  
 24 maintenance, and that might be some of the pool deck  
 25 and that sort of thing.

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1 But I think we should approach it that  
 2 way, and that will help us, as a board, to tie  
 3 things back to budget and to all be on the same page  
 4 and not have other spreadsheets with different stuff  
 5 on them. The colors are hard. I really did -- I  
 6 just wasn't clear of why is this different than  
 7 that. And I understood the operating versus the  
 8 CIP, that I got, but then it just continued on with  
 9 different things.  
 10 Those are my comments, and hopefully  
 11 that's helpful.  
 12 MR. BRONZAN: Yes.  
 13 TRUSTEE TULLOCH: Can we also link it to  
 14 what's already been requested in the capital for  
 15 this year, this 847,000 or something capital for  
 16 this year, can we link into what that has been  
 17 allocated to or proposed for?  
 18 I'm a little bit surprised. I don't see  
 19 anything in the line here for the capital expense  
 20 projects for Rec Center, if this is the most current  
 21 sheet.  
 22 MR. BRONZAN: Okay. We'll do that. We  
 23 can link that in.  
 24 TRUSTEE TONKING: I agree with my fellow  
 25 trustees. I actually talked to GM Magee about this.

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1 He gave me some good advice too that a lot of  
 2 this -- and I think we need to keep this in mind --  
 3 is an internal document. This is for their  
 4 operations, it's not for us. I did want to suggest  
 5 that maybe there's a smaller version of this that we  
 6 have, so maybe hiding a few of these columns that  
 7 then can be expanded for staff to enter all the  
 8 stuff they want to have, and then we can get the  
 9 updated version of the small columns once in a while  
 10 and tie it to CIP.  
 11 That might make it a little easier so that  
 12 you're not reinventing the wheel and it's still  
 13 something that's useful for internal operations.  
 14 MR. BRONZAN: If I can, staff is excited,  
 15 this is the first time they've been asked, and this  
 16 is the staff level down to coordinators and  
 17 everybody to say they've been tracking for a long  
 18 time a lot of things they need to be working on.  
 19 But that an opportunity, at least, to share to the  
 20 Board, we want you to know we're tracking what we're  
 21 doing, and this is the first time we're kind of  
 22 putting this together.  
 23 I think in fairness to staff and in  
 24 fairness to the Board, whatever they can do to  
 25 better present to you to keep you informed of what's

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1 going on is beneficial to both. I'm glad to take  
2 any of these comments back.  
3 CHAIR SCHMITZ: Any other comments?  
4 I just have two sidebar questions that  
5 were from public comment. The disc golf tournament,  
6 do we have a contract for that for the use of our  
7 disc golf? And then did we have a contract for the  
8 Tahoe 200 for a use of our facilities?  
9 And if you don't know, that's fine, but  
10 could someone just find out?  
11 MR. BRONZAN: Those were brought to my  
12 attention this afternoon. One of our staff spent a  
13 lot of time Googling the disc golf, and come to find  
14 out, there is one that is being advertised. And,  
15 no, they have not contacted us. It's being run  
16 independently. So our staff today was making  
17 contact with them to make sure that they come in and  
18 sign a contract. That's the first one.  
19 The second one, the Tahoe 200, yes,  
20 they've come to do a facility request for use of the  
21 area for an aid station where they pass out water  
22 and whatever it is for the runners and walkers that  
23 are coming by. Yes, that one's been recorded.  
24 CHAIR SCHMITZ: Did legal counsel sign off  
25 on those?

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1 follows the rules and regulations, those don't  
2 normally go to a board for approval.  
3 MR. RUDIN: Yeah. As long as the Board  
4 has delegated authority to enter to those kinds of  
5 lease, license, or rental agreements, and they  
6 usually have delegated authority to the department  
7 head or venue manager, if there's a template that's  
8 been approved by the Board and by legal counsel,  
9 then no.  
10 And a lot of agencies know that would not  
11 get further legal review.  
12 MR. BRONZAN: Right. I'll double check on  
13 that.  
14 CHAIR SCHMITZ: So for clarification, I'm  
15 going from memory, you had requested all of the  
16 forms that you could review them and recommend  
17 changes to them, and those haven't been received as  
18 of yet. Is that what you're saying?  
19 MR. RUDIN: No. And I think we should  
20 talk about that offline because we're veering a  
21 little bit off agenda topic.  
22 CHAIR SCHMITZ: Okay. That's fine.  
23 TRUSTEE TULLOCH: Looking through  
24 Attachment A and B and the wish list, I think that's  
25 also gotta reflect back on the previous item, the

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1 MR. BRONZAN: That one was done through  
2 just a use of facilities permit.  
3 MR. RUDIN: So no.  
4 CHAIR SCHMITZ: And you haven't reviewed  
5 that use of facilities document?  
6 MR. RUDIN: No, I was not asked to review  
7 that.  
8 CHAIR SCHMITZ: I thought -- did you not  
9 ask to receive all of the contracts so that you  
10 could review them?  
11 MR. RUDIN: Yes.  
12 CHAIR SCHMITZ: Okay. All right.  
13 MR. BRONZAN: So for clarification so I  
14 can make sure staff knows, if the Board has approved  
15 a use of facility contract for people to use  
16 facilities, does each of those have to through legal  
17 review? Because if they meet the conditions that  
18 have been approved by the Board, isn't that a legal  
19 use of facility?  
20 MR. RUDIN: Yeah. So if the permit's  
21 already been approved by the Board and there is no  
22 separate contract, then there's nothing to review.  
23 MR. BRONZAN: Okay. But as is traditional  
24 for use of a gym, use of a pool, an agency has a use  
25 of facilities agreement that if a party signs it,

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1 pricing policy, as well. We've got to take all  
2 these into account if you want to spend multiple  
3 hundred million or something in improvements. We've  
4 got to feed it back some way where the revenue's  
5 generated.  
6 CHAIR SCHMITZ: Any other discussion?  
7 We'll continue to work on it. Thank you  
8 for stepping in and assisting the District as well  
9 as GM Magee during your short tenure here.  
10 MR. BRONZAN: Again, I've enjoyed myself  
11 very much. I've been doing parks and rec for 54  
12 years, and this has been as enjoyable as anything  
13 I've done. Great staff. Great facilities.  
14 For the citizen who wanted to know why he  
15 couldn't find me under Baker Tilly, Baker Tilly has  
16 33,000 employees, and they no longer list all of  
17 their special advisors because we're not full-time  
18 employees, we're just consultants.  
19 MR. MAGEE: Chair, if the Board is okay  
20 with it, given the discussion on the last two items,  
21 I'd like to excuse myself for two to three minutes  
22 just to coordinate with Mr. Bronzan, given that  
23 tomorrow's his last day. I would encourage the  
24 Board to continue with the District's business, and  
25 I'll be back in just moment if that's okay with the



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1 Board.

2 CHAIR SCHMITZ: Sure. Appreciate trying

3 to get this across the finish line.

4 G 8. Sewer Pump Station #5 Construction

5 Agreement

6 CHAIR SCHMITZ: Moving on to now what is G

7 8 eight, which was formerly G 6, review, discuss,

8 and approve a construction agreement for sewer pump

9 station number 5, wetland and manhole rehabilitation

10 project, found on pages 490 through 719. Requesting

11 staff member is Public Works Director Kate Nelson.

12 MS. NELSON: This contract is for work to

13 be done on an existing manhole and sewer pump

14 station that dates back to the late 1960s, and it is

15 on the waters of Lake Tahoe.

16 Due to the construction of a new home

17 that's adjacent to the sewer pump station and

18 manhole, IVGID has to opportunity to make these

19 improvements by assessing the pump station and

20 manhole by land. If we didn't have this

21 opportunity, we would have to go in by water which

22 would greatly increase the cost.

23 So we would like to move forward with this

24 relining project. We are also working with the

25 homeowner to develop an easement for the gravity and

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1 forced mains that are located within this property.

2 And the easement will be brought back to the Board

3 in the near future.

4 CHAIR SCHMITZ: Questions?

5 TRUSTEE TULLOCH: In terms of -- should we

6 be starting this before we've got the easement

7 locked down?

8 MS. NELSON: We have been working with

9 this homeowner for over a year to get this easement

10 done. I have no qualms about starting it because

11 actually in sewer, I think it's Sewer Plan-62,

12 there's an actual easement that's located for all

13 the subdivisions within IVGID. So this is actually

14 formally memorializing the easement that's already

15 there, but it's with additional language that the

16 homeowner's agreeing to.

17 TRUSTEE TULLOCH: Okay. But we're not

18 going to be at 160 grand or something and then find

19 that we don't get the easement and don't have access

20 again?

21 MS. NELSON: No.

22 TRUSTEE TULLOCH: Looking at the bid, I'm

23 surprised, we're basically -- 35 percent of this is

24 just for the two bypasses, and the bypasses, if I

25 look at the drawing, it just says they're using a

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1 2.5 inch fire hose or something to do it, behind it,

2 if there something more behind it when it's costing

3 us 29.5 thousand bucks for each bypass?

4 MS. NELSON: Those bypasses are going to

5 need to be monitored for 24 hours. Because of being

6 right on Lake Tahoe, they cannot have any mechanical

7 issues during the bypass time. It's not a simple

8 just plug in a pump and walk away. It will need to

9 be monitored.

10 TRUSTEE TULLOCH: Okay. And we have

11 assurance from the contractor that there's 24 there?

12 MS. NELSON: Um-hum.

13 TRUSTEE TULLOCH: And does the contract

14 language make sure if that fails that we're at risk,

15 we're not exposed?

16 MS. NELSON: Correct. The language in the

17 contract is our standard construction language that

18 does have adequate coverages.

19 TRUSTEE TULLOCH: But, yeah, so if

20 something fails and it goes into the lake, we don't

21 get hit?

22 MS. NELSON: Correct.

23 TRUSTEE TULLOCH: That helps understand

24 it. I couldn't understand it, the cost, otherwise.

25 CHAIR SCHMITZ: Any other questions or

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1 comments?

2 Seeing none, Trustee Dent, go ahead.

3 TRUSTEE DENT: I will move we accept the

4 motion on page 490.

5 TRUSTEE TONKING: I second.

6 CHAIR SCHMITZ: All those in favor?

7 TRUSTEE TONKING: Aye.

8 TRUSTEE TULLOCH: Aye.

9 TRUSTEE DENT: Aye.

10 CHAIR SCHMITZ: Aye.

11 Motion passes four to zero. Moving on, if

12 you would stay seated please.

13 G 9. Sewer and Water Rate Increase

14 CHAIR SCHMITZ: New general business 9,

15 formerly general business 7, review, discuss

16 proposed sewer and water rate increase alternative

17 scenarios and adjustments to the fee schedules. Can

18 be found on pages 720 through 739.

19 MS. NELSON: As you may recall in April,

20 the Board requested that we come back with

21 alternatives to the water rates basically because

22 the water fund was not showing a positive, it was

23 showing a negative at the end of the year based on

24 our budget.

25 So we had provided some alternatives

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1 during the budget process. But, as you can imagine,  
2 the budget process was very involved, and I think we  
3 just wanted to come back to the Board and make sure  
4 that you had every opportunity to provide input on  
5 proposed rates, proposed fees that we will be  
6 bringing back for the public hearing on July 10th.  
7 The goal of the alternatives was to --  
8 basically, we have alternative 1, which is  
9 reflective of straight year 2 recommendation in the  
10 existing rate study. Alternative 3 was a  
11 combination of year 2 and 3. And then alternative 3  
12 was the average percent of an 8.5 percent increase  
13 with a restricted reserve fee. And then alternative  
14 4 four was again taking alternative 2 and adding in  
15 that base fee.  
16 Basically the objective was to determine  
17 how best to not show a negative at the end of  
18 the year for our water fund, and so alternative 2  
19 just shows you what a straight percentage increase  
20 would look like. And then alternatives 3 and 4 show  
21 you what happens with a percentage increase and then  
22 a flat fee.  
23 CHAIR SCHMITZ: Questions?  
24 TRUSTEE TULLOCH: I mean, we had a  
25 discussion this afternoon, Director Nelson, about

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1 well, we haven't approved enough capital, but we  
2 wanted to do this so we'll just stick a flat fee on  
3 it and you're basically recovering everything  
4 in year 1.  
5 If it's capitalized, it's going to be  
6 depreciated over the ten years. To me, it's not a  
7 good precedent in terms of that. We don't have a  
8 good track record of collecting money up front for  
9 things.  
10 CHAIR SCHMITZ: So what's your suggestion?  
11 TRUSTEE TULLOCH: I don't think we should  
12 have -- if we've approved this as capital, it should  
13 be coming out of the capital budget that we've  
14 approved, and this should be a separate fee.  
15 MS. NELSON: But your capital has to be  
16 funded from some source, and solid waste does not  
17 that source.  
18 TRUSTEE TULLOCH: So this is capital that  
19 was approved by the Board, so I'm not sure how it  
20 hasn't appeared in the budget.  
21 MS. NELSON: Because there's no funding  
22 mechanism for it.  
23 CHAIR SCHMITZ: To go back, we had this  
24 item, this was the \$120,000 container. And I'm  
25 recalling that it is in the budget, in the Waste Not

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1 the fee for the hazardous waste because this came to  
2 the Board as a capital request to pay for the thing,  
3 and then you put in here an extra fee to recollect  
4 that money over the next year.  
5 I'm not quite sure how that's working.  
6 Did we get that resolved?  
7 MS. NELSON: Basically in the capital plan  
8 under solid waste is where that HHW container sat.  
9 Based in the solid waste budget, there was no  
10 capital improvement fee or any way to collect that  
11 money. So we determine the best way would be to add  
12 a flat fee on everybody's water bill, similar to how  
13 we fund the defensible space, and collect the money  
14 to pay for the container that way.  
15 I worked with Director Cripps, and  
16 accounting will determine if it needs to be  
17 capitalized or expensed, and that is for them to  
18 decide how they want to do that.  
19 I knew that we needed a funding mechanism  
20 for this, and that's the funding mechanism I came up  
21 with.  
22 TRUSTEE TULLOCH: I'm concerned because  
23 we're -- the Board approved this as a capital  
24 project, so I assumed it was there. And, to me, it  
25 sets a kind of disturbing precedent if we think, oh,

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1 hazardous waste budget. But I believe that we were  
2 drawing from fund balance to cover that cost. Is my  
3 memory correct? Because I'm recalling that we had a  
4 negative balance, but I also remember that we said  
5 that hazardous waste had to cover it costs.  
6 Can you just refresh our memory? I think  
7 that's where we were because I think we managed to  
8 have it in the budget and we approved it. So I just  
9 can't recall because I do know that we did spend  
10 time on this particular page.  
11 MS. NELSON: Based on the approved 2024  
12 budget, that capital improvement line item was  
13 removed, the final budget that was approved.  
14 CHAIR SCHMITZ: It was removed.  
15 MS. NELSON: Um-hum.  
16 CHAIR SCHMITZ: Okay. Following up on  
17 Trustee Tulloch's comment, I just have a question.  
18 Hazardous waste, I mean, that's what this is for  
19 the hazardous waste. Do we have any ability to  
20 charge a nominal fee for hazardous waste dropoff?  
21 Because this is -- what we would be doing here is  
22 charging everyone in the District for the hazardous  
23 waste, and not everyone in the District uses --  
24 might use it. Would we potentially have the ability  
25 to collect, when someone makes a reservation for

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1 their hazardous waste dropoff to offer, to say  
 2 there's \$5 fee or what have you? I don't know how  
 3 much it would take to get to the \$120,000, it's,  
 4 maybe, too much.

5 MS. NELSON: I would have to look into  
 6 that, just mechanics of being able to charge that.  
 7 I don't know if our appointment software can do  
 8 that, one. And then we would have look at the  
 9 number of actual engagements during and figure out  
 10 how many years it would take.

11 MR. MAGEE: I think before we head down  
 12 that road, staff should have an opportunity to  
 13 evaluate that concept and bring it back before the  
 14 Board. That would be my suggestion.

15 CHAIR SCHMITZ: That's fine. I had never  
 16 really thought about it. But suddenly when you  
 17 start talking about it charging every single rate  
 18 payer a certainly amount, it might be better tied to  
 19 who actually uses the services.

20 (Inaudible discussion amongst the  
 21 Board.)

22 MR. MAGEE: Understood. All I'm  
 23 suggesting is to give us an opportunity to evaluate  
 24 this and bring that back.

25 CHAIR SCHMITZ: That's fine.

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1 My feedback is that I like the idea of  
 2 having a line item that is specifically for funding  
 3 or fund balance, because once we hit it, we can shut  
 4 it off. If we tie it directly to rates, it's always  
 5 a continuing collection.

6 So I sort of like the idea of saying we're  
 7 going to, over a number of years, have some fee that  
 8 is specifically tied to building our utilities fund  
 9 balance. But then we have to guarantee that once we  
 10 have accomplished the goal, that that has to go  
 11 away, and then that way it's not necessarily built  
 12 into a base rate that only gets increased year  
 13 after year after year.

14 MS. NELSON: Correct. And my  
 15 understanding of that is that the Board is able to  
 16 restrict those funds specifically for fund balance.

17 CHAIR SCHMITZ: Yes. We had that happen  
 18 with our pipeline, and we saw how well that worked.  
 19 Have to be a little cautious on that.

20 But, you know, I appreciate what you're  
 21 doing here, and I like the fact that you laid out  
 22 alternatives. I'm just sitting here still not  
 23 knowing where are we with our fund balance and how  
 24 close are we getting, how much gap do we have. I  
 25 think that that would be helpful.

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1 But I just wanted to share with my fellow  
 2 trustees that I sort of like the idea of having a  
 3 line item that is specifically identified as  
 4 building of fund balance.

5 TRUSTEE TULLOCH: I'll respectfully  
 6 disagree with that because I think we've proven,  
 7 we've kept collecting 2 million-plus a year for the  
 8 pipeline, and most have disappeared. I don't think  
 9 we've got a very good track record of doing that.  
 10 I'm certainly not prepared to vote for collecting  
 11 money like that when we can't guarantee it's not  
 12 moved elsewhere.

13 I also notice that -- I questioned the  
 14 revenues for the water during the budget process,  
 15 and it turns out the revenues projected in the  
 16 budget at 7.5 million is already alternative 2; is  
 17 that correct?

18 MS. NELSON: We used alternative 1 for the  
 19 revenue projections in the budget.

20 TRUSTEE TULLOCH: I thought they were at  
 21 7.5 million? I could be wrong. I'll stand  
 22 corrected and I'll apologize if I am, but 7.5 is  
 23 what rung a bell with me.

24 But, yeah, I'm against -- I'm not in favor  
 25 of collecting the reserve fund fee because we're

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1 basically trying to collect that again, up front,  
 2 from existing customers over a short period to  
 3 benefit customers in the longer term as well.

4 TRUSTEE DENT: We seen this before. And  
 5 when we overrun our budgets, we're just going to  
 6 pull it from reserve, and so then this temporary  
 7 restricted reserve fund fee becomes permanent.

8 I would be in favor of, say, alternative  
 9 2.

10 TRUSTEE TONKING: I'm going to disagree  
 11 with my colleagues. I'm more in favor of  
 12 alternative number 3. I also do kind of like the  
 13 restricted reserve fund fee. I also do believe that  
 14 you have a whole new staff than you did back when  
 15 this happened. We've made it very public about the  
 16 issue that happened with restricted dollars.

17 I feel you have to start to also begin to  
 18 trust the new people you put in and not have them  
 19 live the mistakes of others. That's just a thought.

20 CHAIR SCHMITZ: I have a question. Down  
 21 at the bottom where you have these percentages, I  
 22 didn't sit and calculate them, but my question is it  
 23 has this 8.5 percent, then it has 15.7 percent, then  
 24 it has 8.5 and 15.7 percent. I haven't run the  
 25 numbers, so I'm just puzzled because if we're

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1 putting in a restricted reserve fee, that still is  
2 an increase to the water customer. So when you say  
3 it's 8.5, you're saying that the water rate itself  
4 is 8.5 but then you're adding on this 2.19 million,  
5 so I'm assuming it's still going to come out to that  
6 15.7 percent; is that correct?

7 MS. NELSON: Basically what happens is the  
8 base fee, you can calculate exactly how much you're  
9 going to have, and then the 15.7 percent is an  
10 average over all of the different tiers that we have  
11 whether it's commercial or residential multifamily,  
12 and that's why you see a 1.75.

13 Those rates are increased, but you also  
14 have this flat fee that you're collecting on each  
15 bill.

16 CHAIR SCHMITZ: What I'm asking, then, is  
17 that if you figure in the flat fee that everyone is  
18 paying what is percentage increase that people are  
19 going to see?

20 TRUSTEE DENT: You're almost 30 percent  
21 increase, is alternative 3, and then alternative 4  
22 is like 27 percent overall increase. That's the  
23 only reason I said alternative 2 because it's better  
24 than 1 but it's not 30 percent increase in one year.

25 MS. NELSON: And it's moving in the right

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1 be a negative \$2.195 million. Yep.

2 TRUSTEE TONKING: The amount that you're  
3 in, number 3, that number, that 2.195, that's the  
4 amount you're trying to get to. That gets you to  
5 zero.

6 TRUSTEE DENT: And then you're going to  
7 have another bigger increase next year. The  
8 sustainability of all this is just out of control.

9 CHAIR SCHMITZ: It is. What's staff's  
10 recommendation?

11 MS. NELSON: I would rip the Band-Aid off,  
12 honestly, and go with either alternative 3 or 4,  
13 because the more you delay getting to zero, the  
14 further you fall behind. We're recovering from, I  
15 think, two or three years of not raising rates.  
16 2019, 2020. And then 2021, I don't know that they  
17 were done or the recommendation was changed.

18 So staff's recommendation was we need to  
19 get at least zero.

20 TRUSTEE DENT: Two years ago, we had rates  
21 and projections that were sustainable. Our costs  
22 have just gone through the roof and services and  
23 supplies is a huge piece of this. Or, say, I forget  
24 which one of our departments, but there's huge  
25 deficiencies that were found. So we're having to

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1 direction, albeit slowly, but at least you're making  
2 headway.

3 CHAIR SCHMITZ: I, too, in -- while I say  
4 that I like the concept of having this fee to do  
5 this, I -- our track record has been less than  
6 stellar. I am swayed in my opinion to say I don't  
7 think we should do it because exactly what Trustee  
8 Dent said has happened, and it's been used to tap  
9 into to cover operational costs, to cover other  
10 things, and if we can't legislatively restrict it,  
11 which we're told we can't do, it's a risk again.  
12 And then to customers, if it's that big of an  
13 increase, I just don't think we can hit our rate  
14 payers to that extent.

15 I, too, would be more comfortable with  
16 going with just a little bit more ramp up and go  
17 with alternative 2. At least we're positive.

18 MS. NELSON: We'd still be overall  
19 negative, but we wouldn't be at like a 1.4 negative  
20 as opposed to 2.195.

21 CHAIR SCHMITZ: Wait a minute. So it's  
22 not adding \$532,000 to fund balance? It's still  
23 negative?

24 MS. NELSON: Um-hum. Our net sources and  
25 uses at the end of the fiscal year are estimated to

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1 deal with something that wasn't handled before.

2 We could rip the Band-Aid off and we  
3 increase everyone's water/sewer bill by 30 percent  
4 and we get zero with our budget, and then next year  
5 we're going to have to do something again where it's  
6 at least -- I mean, just basic rates to stay up with  
7 the pipeline are 8 percent.

8 It's not sustainable, but we could do a  
9 huge increase, just everyone's going to know that's  
10 happening this year and it's going to be happening  
11 next year and the year after.

12 It's not sustainable.

13 TRUSTEE TULLOCH: Yeah, I would agree with  
14 Trustee Dent. I mean, basically what this is  
15 showing is a just the 8 percent on alternative 1 is  
16 basically taking the base rate, just the base rate  
17 before any user charges, from 108 bucks to 116.

18 Alternative 3 brings it to 141.22, just  
19 for the base rate before any usage charges. So it  
20 means most users are going to see something like an  
21 average of 200 bucks -- going up toward 200 bucks a  
22 month on that basis.

23 We also know we've got 55 million  
24 identified in the DOWL report investment going to be  
25 required as well, which is basically another

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1 pipeline, which is, again, another order of  
2 magnitude. Suddenly we're going to be looking at  
3 300 to 400 bucks a month bill.  
4 I think need to look very carefully at  
5 these things before we just say let's rip the  
6 Band-Aid off. We've already had seen significant  
7 increases over the last few years.  
8 CHAIR SCHMITZ: One other comment I would  
9 like the make on a different page, that's on page  
10 722. I don't understand how -- our costs are going  
11 up and how can we say we're not going to have any  
12 change? I mean, we just have to have some  
13 incremental inflationary change. We just can't  
14 continue to have things where we're not going to  
15 make any changes this year. Our costs are going up.  
16 Everything is going.  
17 So, to me, these just can't stay at no  
18 change. I would change these to make some  
19 recommendations, at a minimum an inflationary, and  
20 then when it comes to -- I don't know, I think that  
21 staff needs to maybe come back with some suggestions  
22 for how to contain some of the costs because we just  
23 can't keep doing this year after year. We were  
24 supposed to be building a fund balance.  
25 And I do know that one of the things, the

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1 allowance for depreciation. Our budget is made up,  
2 makes no allowance for depreciation. We're actually  
3 collecting money for depreciation but we're not --  
4 which should be going to reserves. We're not  
5 collected that, but the original rate study was  
6 meant to include that.  
7 So the situation is actually worse.  
8 TRUSTEE TONKING: The full capital expense  
9 is in our budget, so it's the same. You're  
10 incurring it earlier. You can't have both.  
11 (Inaudible discussion amongst the  
12 Board.)  
13 TRUSTEE TULLOCH: I've also had discussion  
14 with Director Nelson because for years we've heard  
15 from community that we give very preferential rates  
16 to our two largest water users, which are ourselves,  
17 but then we're going to keep going back to customers  
18 all the time for hugely significant increases, but  
19 we keep providing preferential rates.  
20 We're treating millions of gallons of  
21 water. I'm not sure what Diamond Peak's  
22 numbers are. I know at Mt. Rose, we used 25 million  
23 gallons last year. So I suspect Diamond Peak is a  
24 similar magnitude. But we're cutting them a very  
25 special, much better rate than other water users.

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1 central services cost allocation, we gave the  
2 utility fund in this last fiscal year a holiday to  
3 try to help build up the fund, but in reality, the  
4 utilities, they do use those accounts services and  
5 HR and payroll and all of that, so they need to pay  
6 their fair share.  
7 So I just -- I don't quite know how we do  
8 it, and I don't think we should tack on a dollar  
9 amount this large to get to zero. I mean, we were  
10 trying to stagger in rate increases to build up that  
11 fund balance over a few years, and we haven't  
12 accomplished that at all. So we either have to  
13 figure out what we're doing with rates or we're  
14 going to have to figure out how we can cut some  
15 costs.  
16 I think that to try to tack on to every  
17 rate payer in this fiscal year a fee to get us to  
18 our necessary fund balance -- I do agree that you're  
19 taxing everyone in this one year for a problem that  
20 has been over many years. I think we have to figure  
21 out how do we want to feather it out, and maybe it  
22 is go with alternative 2 and then say we've got to  
23 find some cost savings.  
24 TRUSTEE TULLOCH: The situation is  
25 actually worse because the rate study included an

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1 Maybe it's time we should be looking at that as  
2 well. We should be looking at all options.  
3 CHAIR SCHMITZ: What is the direction we'd  
4 like to give to staff?  
5 I gave direction that on page 722, I think  
6 staff should look at inflationary costs increases  
7 for all of those items instead of having just a flat  
8 fee. I also suggest to staff that this compliance  
9 no-show fee be changed because \$20 doesn't cover the  
10 truck driving to the house let alone the staff time  
11 that's wasted waiting for someone.  
12 I feel that -- I understand we won't  
13 generate the revenue, but we should have a large  
14 enough number there to deter people from using staff  
15 time when there's a no-show because you got to drive  
16 there, you got to show up, you got to wait around  
17 for a while. \$20 doesn't cover it. It should be a  
18 punitive amount. It should be some excessive amount  
19 to try to deter people from doing that so that staff  
20 time is spent doing productive work as opposed to  
21 going to a now-show appointment.  
22 TRUSTEE TONKING: I don't have the email  
23 in front of me, but didn't she say that was the cost  
24 of the gas and the time?  
25 MS. NELSON: It's roughly. But it's not

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1 meant to be punitive, so if we want to make it  
 2 punitive, then we can do that.  
 3 TRUSTEE TONKING: I would ask legal to  
 4 look into that, if we're allowed to do punitive on  
 5 that type of thing because I think there are some  
 6 rules and regulations --  
 7 CHAIR SCHMITZ: Well, \$20, I can tell you,  
 8 does not cover our staff getting in a truck, driving  
 9 up Tyner and waiting around for a no-show and then  
 10 driving back.  
 11 This would be an opportunity for cost  
 12 savings, because now our staff would be assured that  
 13 they are always working on jobs that are productive  
 14 as opposed to a \$20 no-show fee.  
 15 TRUSTEE TONKING: Let's look at actual  
 16 costs and then make sure we're not doing something  
 17 that's in violation with NRS.  
 18 CHAIR SCHMITZ: I have already requested  
 19 that legal counsel review the situation. I'm just  
 20 making the suggestion.  
 21 Then I think that what we need is  
 22 consensus from the Board as far as what direction  
 23 are we giving staff. Trustee Tonking, what  
 24 direction would you like to give staff on the  
 25 alternatives?

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1 lack of ability to truly restrict the funds.  
 2 But we're going to have to, between  
 3 this year and next year, come up with ideas for cost  
 4 savings because we're not accomplishing the goal. I  
 5 think we have to be creative and say we can look at  
 6 how can we reduce or expenses.  
 7 TRUSTEE TULLOCH: Can we, as a board,  
 8 suggest that we look properly at what the true cost  
 9 of providing water to our largest customers are? I  
 10 think we need to do that. I think we owe that to  
 11 our residential customers.  
 12 CHAIR SCHMITZ: If -- I understand what  
 13 you're saying, but in reality, you're just  
 14 increasing costs another place. I understand that.  
 15 But I think we should at least understand our two  
 16 big customers, which is Diamond Peak and the golf  
 17 courses, what are the fees that they're paying  
 18 relative to water.  
 19 TRUSTEE TULLOCH: Correct. But we're  
 20 trying to run them as commercial enterprises, so we  
 21 should make sure that it's proper commercial rate.  
 22 TRUSTEE TONKING: Quick follow-up. I  
 23 didn't answer your other questions, I do agree with  
 24 looking at the current fee schedule.  
 25 Does this come back and then we approve it

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1 TRUSTEE TONKING: I already said where I  
 2 was, 3.  
 3 CHAIR SCHMITZ: And Dent and Tulloch, you  
 4 were both option 2; is that correct?  
 5 TRUSTEE TULLOCH: Option 2, but, yes,  
 6 agreed in increasing the fees. I think our  
 7 technician rate, the loaded rate is something like  
 8 75, 80 bucks an hour. I think look at that and also  
 9 look at the Waste Management bad debt fee, the 25 is  
 10 ridiculous.  
 11 I think if we're charging -- if we're  
 12 going to charge for an appointment no-show, we need  
 13 to make sure that we are actually texting or  
 14 emailing customers at least a couple of days before.  
 15 MS. NELSON: We actually started that,  
 16 implementing it, a 24-hour advanced email should be  
 17 going out to everybody this week.  
 18 So that's started.  
 19 TRUSTEE DENT: The current fee schedule, I  
 20 believe that's an opportunity to at least see an  
 21 inflationary increase across the board.  
 22 And then I stand by the previous comments  
 23 for alternative number 2.  
 24 CHAIR SCHMITZ: I, too, will stick with  
 25 alternative 2. I understand the concerns about our

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1 and then it goes to be noticed, is that timeline?  
 2 CHAIR SCHMITZ: I believe that they will  
 3 be noticing, and that then direction that we give,  
 4 that will be there at the meeting. And then if we  
 5 choose to make changes at that meeting, we have the  
 6 opportunity to do that.  
 7 But we're just giving them direction on  
 8 what to notice.  
 9 TRUSTEE TONKING: So it will be noticed,  
 10 and then we don't have to --  
 11 CHAIR SCHMITZ: Yes.  
 12 MS. NELSON: The notice has already been  
 13 placed for the public hearing, we have to place it  
 14 30 days in advance, and that is to notify people  
 15 that there will be rate increases. That is  
 16 happening on July 10th.  
 17 We just wanted to make sure that we had  
 18 clear direction from the Board just to make that  
 19 public hearing go a little bit more smooth. So  
 20 that's the purpose of this meeting.  
 21 CHAIR SCHMITZ: Any further discussion?  
 22 Do you have what you need, Director Nelson?  
 23 MS. NELSON: I believe so.  
 24 G 10. Incline Beach House and Access Projects  
 25 CHAIR SCHMITZ: Moving on, then, to G 10,

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1 review and discuss the Incline Beach House and  
 2 access projects. Pages 740 and 741.  
 3 I believe what this is our placeholder  
 4 on the meeting just to touch base because the memo  
 5 doesn't really have any decision points or what have  
 6 you. So I'm assuming that you're just giving us an  
 7 update and what you're planning to bring back to us  
 8 on the 10th; is that correct?  
 9 MS. NELSON: Correct.  
 10 Public Works staff met with the food and  
 11 beverage and the General Manager of Golf this  
 12 morning to go over the information that they pulled  
 13 together to date, based on the Board's direction of  
 14 what you're looking for.  
 15 General Manager Sands will be bringing  
 16 back the food and beverage report and the future  
 17 food and beverage plan on July 31st. Staff has also  
 18 received the 30 percent deliverables for the initial  
 19 approved project. As part of the deliverables, an  
 20 updated estimate has been received. That estimate  
 21 does include pricing from subcontractors, which is  
 22 important because it helps to nail down the costs  
 23 for the 30 percent schematic design.  
 24 At this time, the current estimate for the  
 25 30 percent is, for the Beach House, alternatives and

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1 access project for Incline Beach only is at  
 2 approximately \$10,331,000. We are going to prepare  
 3 an internal board memo just to provide you with  
 4 those deliverables so you can review those at your  
 5 leisure.  
 6 And then we will -- like I said, we will  
 7 be bringing back all the food and beverage  
 8 information at the end of July.  
 9 CHAIR SCHMITZ: So you're going to be  
 10 providing for our agenda on the 10th the 30 percent  
 11 design information that you just cited to us, is  
 12 that what's happening on the 10th?  
 13 MS. NELSON: Yeah. We can either do it as  
 14 an internal or provide it at the board meeting.  
 15 It's up to the Board. Because that does include the  
 16 current schematic.  
 17 CHAIR SCHMITZ: Is that acceptable?  
 18 MR. RUDIN: Yeah. I'm not sure exactly  
 19 what you mean by "internal board memo," but, yeah, I  
 20 don't see any reason you can't present a 30 percent  
 21 design to the Board for feedback and comment.  
 22 CHAIR SCHMITZ: Internally as opposed to  
 23 at a board meeting?  
 24 MR. RUDIN: You mean like just circulated  
 25 by email?

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1 CHAIR SCHMITZ: Yeah. I think that's what  
 2 she's saying.  
 3 MS. NELSON: Yeah.  
 4 MR. RUDIN: That's fine. Yeah.  
 5 CHAIR SCHMITZ: That is okay. Okay. And  
 6 we can give feedback and that's okay?  
 7 MS. NELSON: I think it's just for  
 8 informational purposes.  
 9 MR. RUDIN: Yeah, if it's just for  
 10 informational purposes. You can't, individually,  
 11 each give feedback on it. So if you do want to give  
 12 feedback on it, after receiving it, probably want to  
 13 agendize it for subsequent discussion.  
 14 TRUSTEE DENT: I just have a question of  
 15 clarification as it relates to the report on food  
 16 and beverage, I guess. At the meeting on the 10th,  
 17 where we are going to be discussed potential food  
 18 truck option, are we --  
 19 MS. NELSON: That will move with the full  
 20 discussion on the 31st.  
 21 TRUSTEE DENT: So the 31st, we'll  
 22 understand how many days we're actually selling food  
 23 at the beaches and what those large demand days are?  
 24 MS. NELSON: Yeah.  
 25 General Manager Sands and food and

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1 beverage would just like to make sure they have all  
 2 of the information presented to the Board, and  
 3 that's going to take them the little bit of time, so  
 4 they've requested that it comes back at the end of  
 5 July.  
 6 CHAIR SCHMITZ: All right. Thanks.  
 7 Any other questions?  
 8 TRUSTEE TONKING: Do you think if you send  
 9 that schematic design internally then we could have  
 10 that as a part of the discussion when we have the  
 11 food and bev too, it could be together? I just feel  
 12 like we're probably going to want to talk about it.  
 13 CHAIR SCHMITZ: We can -- at least we can  
 14 include it -- we can include it as material. That  
 15 would be great. Then at least we have the  
 16 opportunity to discuss it. And then the public has  
 17 the opportunity to see it also.  
 18 Any other comments or questions?  
 19 Moving on to our last general business  
 20 item.  
 21 G 11. BOT Goals for the Year  
 22 CHAIR SCHMITZ: Review and discuss the  
 23 Board of Trustees goals for the year, on page 742  
 24 through 748.  
 25 I put this together. And what the

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1 material is is from our meeting in January, all of  
 2 the text that is in black was the content of the  
 3 Board's goals for the year. And what I did was I  
 4 just went through each of them and identified where  
 5 we were, and what things have either been  
 6 accomplished or what things are in progress and  
 7 certain things haven't yet started. One of the  
 8 things that hasn't yet started was implementing the  
 9 Moss Adams report or addressing punch card  
 10 alternatives.

11 But all this, the purpose of this was just  
 12 to remind us of what the goals the Board reviewed at  
 13 our meeting in January and to see where we were.  
 14 And we have made progress. But I wanted to bring it  
 15 forward to say are there things on here that we  
 16 don't want to do in the next -- try to accomplish in  
 17 the next six months or things that we should add to  
 18 it.

19 I personally think, given where we are  
 20 with seeking a new general manager, that  
 21 particularly the punch card alternative one, I'm not  
 22 sure we can tackle that between now and year end. I  
 23 don't think it's realistic given the fact that our  
 24 accounting department is still trying to make sure  
 25 that we have a clean audit this year.

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1 right now. Thank you.

2 CHAIR SCHMITZ: Any other comments or  
 3 discussion?

4 TRUSTEE TULLOCH: Is the moss Adams  
 5 report, is that the 2023 one not 2022?

6 CHAIR SCHMITZ: Correct.

7 TRUSTEE TULLOCH: Yeah. That's what  
 8 confused me at first.

9 CHAIR SCHMITZ: I can clarify that.

10 TRUSTEE TULLOCH: Yeah.

11 CHAIR SCHMITZ: Oh, I'm sorry. I did  
 12 write 2022, yep. That was a typo. Sorry. I'll get  
 13 that corrected.

14 TRUSTEE TULLOCH: It's on item 11 as well.

15 CHAIR SCHMITZ: Item 11 as well?

16 TRUSTEE TULLOCH: Yep. It's also on item  
 17 5.

18 CHAIR SCHMITZ: Got it.

19 TRUSTEE TULLOCH: To me, item 11 -- or  
 20 sorry. Yeah, the strategic plan that is there.

21 CHAIR SCHMITZ: Oh, the strategic plan. I  
 22 don't think that's going to -- I think that because  
 23 of where we are with the general manager situation,  
 24 there's going to be -- so do you want me to update  
 25 this and say what things on here I realistically

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1 So, there are things on here that I don't  
 2 think we realistically will probably get  
 3 accomplished.

4 TRUSTEE TONKING: I wanted to thank you  
 5 for putting this together. This was super helpful.  
 6 Thank you for tracking it and keeping it moving.

7 The only thing -- and I could have missed  
 8 it when I was looking in here -- was just something  
 9 along our audit and making sure that we have that --  
 10 I apologize if I missed that in your list. That was  
 11 the only additional I have would have.

12 CHAIR SCHMITZ: It is in here. It is  
 13 under -- if you look on page 743 at the very bottom,  
 14 V, near number 5, the District's annual audits have  
 15 been consistently identified as material and  
 16 substantial weaknesses.

17 So in here, you'll notice on the next  
 18 page, I said, "While there's still work to be done,  
 19 the department is fully staffed, trained, and  
 20 actively working on continuous improvement of  
 21 internal controls and standard operating  
 22 procedures." I got that information from reaching  
 23 out to Mr. Cripps. That was the update on that.

24 Hopefully, that addresses your question.

25 TRUSTEE TONKING: Yeah, that will work for

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1 don't think we're going to be able to accomplish? I  
 2 think there are some things. I can do that and just  
 3 redistribute it for all of us.

4 Is that acceptable, general counsel, for  
 5 me to do to an update that and share it?

6 MR. RUDIN: Yep.

7 CHAIR SCHMITZ: Okay. Yeah.

8 I think -- all I was trying to do is begin  
 9 with the end in mind, and then at midyear check in  
 10 and say how are we doing.

11 H. REDACTIONS FOR PENDING PUBLIC RECORDS REQUESTS

12 CHAIR SCHMITZ: Moving on, I don't believe  
 13 we have any redactions for public records requests.

14 I. LONG RANGE CALENDAR

15 CHAIR SCHMITZ: Then on page 749 through  
 16 754, we have the long range calendar.

17 MR. MAGEE: There's a couple of things  
 18 that have come up since the last time you and I  
 19 talked, and I've not had a chance to brief the full  
 20 board on this. I will now.

21 On the July 10th current calendar, there  
 22 are five separate finance items that are on here,  
 23 and Mr. Cripps has made a request that we push some  
 24 of these to July 31st. And his reasoning for that  
 25 was that he really needed to focus on year end and



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1 make sure that we were getting a head start on the  
 2 audit process.  
 3           And so I told him I'm not going to make  
 4 any commitments to that without sharing it with the  
 5 Board, and so that is what I'm doing now. And I  
 6 want to walk you through each one of those real  
 7 quickly.  
 8           An update on the forensic due diligence  
 9 audit, we do intend to keep that one on July 10th.  
 10 I think that's incredibly important to bring forward  
 11 on the 10th.  
 12           The tax delinquencies for cards to be shut  
 13 off, I talked to Mr. Cripps about this one. He  
 14 believes that was done earlier in the year and is  
 15 not required until next April, I believe. And I  
 16 apologize, it completely slipped my mind, I forgot  
 17 to follow up with him today on that one. But I  
 18 think that one can be removed from the calendar  
 19 completely, but I follow up with him on that one and  
 20 inform the Board.  
 21           The blanket purchase orders, he would like  
 22 to move to the 31st.  
 23           And then the capitalization plan and the  
 24 indebtedness report, he would like to move to the  
 25 31st. I don't see any reason why we couldn't do

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1 that, push that one extra meeting and allow him to  
 2 really focus on the audit preparation is what he  
 3 would like to do.  
 4           Everything else that is currently on the  
 5 July 10th agenda, it is my understanding that staff  
 6 intends to bring those forward.  
 7           And so with that, I'm happy to receive any  
 8 direction from the Board on anything else that you  
 9 would like to see added or removed or moved around.  
 10           TRUSTEE TONKING: Two questions. The July  
 11 10th, the Beach House project, food and beverage, I  
 12 think that also got moved to the 31st.  
 13           MR. MAGEE: Yes.  
 14           TRUSTEE TONKING: Then my other question  
 15 is on this golf club policies. I know it was  
 16 supposed to be on this agenda. I'm clarifying with  
 17 Sergio that it's still just asking for our feedback,  
 18 and is this something we would want --  
 19           MR. RUDIN: Yeah. So, I'm working with  
 20 General Manager Sands on that. And, yeah, I  
 21 anticipate that something would be ready for July  
 22 10th, but it looks like you have already a very  
 23 packed calendar for that agenda.  
 24           CHAIR SCHMITZ: I would prefer that we  
 25 have on July the 10th. This has been an open issue

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1 since, I believe, February, so we have had this  
 2 particular agenda item getting pushed from February  
 3 to March to April to May, we're now at July. I  
 4 would like to see it on the agenda.  
 5           If you have it ready to go, I would like  
 6 to have it on the agenda.  
 7           TRUSTEE TONKING: And my question around  
 8 that was you had mentioned at our last meeting that  
 9 it was something that you just wanted feedback, it  
 10 wasn't going to be something that was moving  
 11 forward. And I'm asking if that's the same case?  
 12 Because I was wondering if we should make sure the  
 13 Golf Advisory Committee gets to weigh in.  
 14           And so if it's just something that we're  
 15 providing feedback, we can then do it after. I just  
 16 want to clarify that.  
 17           MR. RUDIN: Yeah. I'm expecting that it's  
 18 likely to be a discussion/direction item for the  
 19 Board to weigh in on what you would like to see in a  
 20 draft policy before we begin the nuts and bolts  
 21 drafting of said draft policy.  
 22           TRUSTEE TONKING: Perfect. I just wanted  
 23 to clarify that. Thank you.  
 24           CHAIR SCHMITZ: Let's get this moving.  
 25 Okay?

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1           MR. MAGEE: We'll certainly communicate  
 2 that to GM Sands that we'd like to see this on the  
 3 10th.  
 4           TRUSTEE TULLOCH: I'd like to add an  
 5 agenda item for July 10th, a review of Resolution  
 6 1898. Is that the correct, the right -- have I got  
 7 the wrong number again? For board delegations.  
 8           TRUSTEE DENT: The one that would replace  
 9 1480?  
 10           TRUSTEE TULLOCH: Yep. Delegation.  
 11           CHAIR SCHMITZ: Is that something that  
 12 you're going to bring forward?  
 13           TRUSTEE TULLOCH: I'll do a draft,  
 14 suggested draft.  
 15           CHAIR SCHMITZ: I have a  
 16 clarification/suggestion on the Parks and Rec  
 17 Ordinance 7. It's not just the revisions and  
 18 recommendations. We're still waiting, the Board has  
 19 not received a complete report on punch cards, sale  
 20 of punch cards, sale of Picture Passes. The report  
 21 that was provided to the Board was incomplete the  
 22 last time, and I had brought it to the General  
 23 Manager's attention.  
 24           We need to have that so that if the Board  
 25 wants to review and discuss the ramifications of the

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1 decisions that were made prior, which was this new  
2 you can purchase three punch cards, you can purchase  
3 three Picture Passes, that is sort of thing, we need  
4 to have the data so that we can evaluate that as  
5 part of any additional revisions that staff is  
6 proposing.

7 TRUSTEE DENT: And that's the data from  
8 last year and years past?

9 CHAIR SCHMITZ: It's just -- well, this  
10 past year was the first time that we had made --  
11 remember the Board made the changes to allow the  
12 three --

13 TRUSTEE DENT: I understand. No, I  
14 understand. But we also want to see how last year  
15 changed versus prior years. This report, we get  
16 every year. It's a table shows and it shows the  
17 last five years or seven years when it comes to the  
18 usage.

19 CHAIR SCHMITZ: And I don't think that we  
20 had that table even produced for us earlier  
21 this year. It was just a one page and it was not  
22 all inclusive. We need to have that report as part  
23 of this so that we understand where we might need to  
24 make some additional decisions.

25 MR. MAGEE: Sure. I did talk to Mr.

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1 that policy in order to accomplish that?

2 MR. RUDIN: Short answer is yes, you would  
3 probably want to consider modifying the policy and  
4 to clarify some of those issues.

5 So, yeah, if that's the Board's pleasure,  
6 then we will need to schedule that accordingly.

7 CHAIR SCHMITZ: Wasn't this something that  
8 we had talked about at a prior meeting and we gave  
9 direction that we did want this policy revised and  
10 updated? I'm remembering that we did.

11 Is this on your task list?

12 MR. RUDIN: I don't remember that the  
13 Board did give that direction.

14 CHAIR SCHMITZ: Guys, can you help me out  
15 here?

16 TRUSTEE TONKING: What I remember is  
17 Trustee Tulloch had brought it up awhile ago as a  
18 possible revenue idea -- or threw it out. And then  
19 when they talked about the marketing idea, I feel  
20 like it also kind of got skirted around.

21 I don't know if it was directly given. Or  
22 I don't remember direction, but I don't necessarily  
23 think it's a bad idea.

24 CHAIR SCHMITZ: Do we want to have a  
25 placeholder and put it on our long range calendar to

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1 Bronzan about that previously. I have not followed  
2 up with him recently on that, but I will follow up  
3 with staff and see where that report is at because I  
4 do remember the conversation where you requested  
5 that additional information.

6 TRUSTEE TULLOCH: Just on that item, can I  
7 ask that we get clarification of what passes are  
8 being sold? I notice in the Recreation Center, I  
9 saw something like an a.m./p.m. beach pass, which I  
10 was very confused at. I'm not sure how it was there  
11 or how you could even enforce and a.m. or a p.m.  
12 pass.

13 CHAIR SCHMITZ: Why are we selling beach  
14 passes at the Rec Center?

15 TRUSTEE TULLOCH: That was the next  
16 question.

17 CHAIR SCHMITZ: Sergio, we had discussed  
18 -- you had made some recommendations that you  
19 thought our policy as it related to donations and  
20 naming rights, and public comment tonight talked  
21 about naming rights of the disc golf and that the  
22 Lions Club doesn't exist any longer.

23 Do we have the ability to make changes to  
24 some of those things and potentially have some  
25 revenue-generating ideas and would we need to modify

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1 discuss it at the end of July?

2 MR. RUDIN: I think that's reasonable.  
3 And I would start with a discussion/direction item  
4 in terms of -- I'll provide some suggestions that  
5 the Board can respond to.

6 CHAIR SCHMITZ: Okay. So that'll be on  
7 our July 31st.

8 Any other comments or questions?

9 The only thing that I would suggest is --  
10 I'm trying to make sure that we're building the long  
11 range calendar for next year, and I think I heard  
12 you say that in April is when they run this report  
13 for tax delinquencies. Could we ask our clerk to  
14 start building the long range calendar for next  
15 fiscal year so that these things are done --

16 MR. MAGEE: Absolutely. I know she's  
17 listening in right now, so we'll make sure we start  
18 doing that.

19 TRUSTEE TONKING: The other thing you had  
20 on our goals document was to look at -- have some of  
21 those MOUs and review those. And I know that every  
22 year for the last three years this has been brought  
23 up as something to put on long range, and you just  
24 reminded me of that.

25 Can the clerk also -- and it was at some

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1 point, and then they seemed to have disappeared  
 2 again.

3 MR. MAGEE: Yeah. I can provide the Board  
 4 with an update on where we're at with that.

5 And so I've asked the human resources  
 6 department to expedite finishing up the recruitment  
 7 for the procurement and contracts manager position,  
 8 and we're hoping to have -- I will say this: We had  
 9 an excellent, excellent candidate pool for that.  
 10 And they're working their way through the process.

11 As soon as we have an individual on board,  
 12 we intend to assign that to them as one of their  
 13 very first duties. We hope to have that wrapped up  
 14 within the next, hopefully, 30 days, and then we can  
 15 get something on the calendar right away.

16 CHAIR SCHMITZ: I would love to actually  
 17 have that on an agenda before I leave office,  
 18 because I brought this up almost three -- it will be  
 19 three years in September.

20 Anyway, we're getting there. I'm just  
 21 making light of it.

22 MR. MAGEE: Just as a suggestion, maybe we  
 23 can agendize that for either the October 9th or the  
 24 October 30th meeting, and let's get it on the agenda  
 25 now and make sure that everyone's working towards

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1 full-time resident and live on lower Tyner. I've  
 2 been coming to the community since I was school age  
 3 and the late 60s, and very fortunate to wake up  
 4 every morning in this wonderful place.

5 I came before the Board to express my full  
 6 support of the proposal by Michael Gross to donate a  
 7 tribute to those men and women that have served our  
 8 military and protected our freedoms, many providing  
 9 their last full measure.

10 Though I am not a veteran, my father  
 11 served in the Korean War. I had three uncles that  
 12 served in World War II. I have three  
 13 brothers-in-law, two that served in Vietnam, one  
 14 that served in the early Mid-East conflicts, and a  
 15 niece and nephew that have served in our ongoing  
 16 conflicts in the Middle East and around the world.

17 I am very sure that there are others in  
 18 our community that have similar family ties to the  
 19 military. Therefore, I highly value and support  
 20 this most generous proposed contribution by Mr.  
 21 Gross to honor them all who have served for our  
 22 great nation.

23 I am very concerned it has taken so long  
 24 for this proposal to move to the next step to legal  
 25 and staff to work with him to move it forward. In

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1 that.

2 CHAIR SCHMITZ: That would be great.

3 TRUSTEE DENT: Could the trustees just get  
 4 the draft list that we have of all of these MOUs and  
 5 -- we haven't even seen the list. Or have we?

6 CHAIR SCHMITZ: We have. The list itself  
 7 was produced, I want to say, around last year,  
 8 around this time, but it's just a list. It's not  
 9 identifying what action either the Board needs to  
 10 take or what action the other agency, what have you,  
 11 is supposed to take. An example with the Fire  
 12 District, we included that particular contract, and  
 13 we were just trying to start one because we have  
 14 many of them.

15 Anyway, that would be great to do that in  
 16 October.

17 MR. MAGEE: I put that on for the -- as a  
 18 goal, I put it on for the October 9th, and we'll  
 19 make sure that ends up on the long range calendar.

20 CHAIR SCHMITZ: That closes out that  
 21 agenda item. It moves us to final public comment.

22 K. FINAL PUBLIC COMMENT

23 MR. SWENSON: Good evening. My name is  
 24 Harry Swenson. I'm currently a candidate for  
 25 trustee of Incline Village. I'm a 10-year,

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1 Mr. Gross's words, he has never worked so hard or  
 2 for so long to make a donation to anybody. I  
 3 believe, like many laudable proposals within our  
 4 community, we cannot get out of our own way  
 5 sometimes. At this time of the country's 4th of  
 6 July celebration, I implore you to get it done. And  
 7 I want to commend the Board and the four trustees  
 8 that moved it forward today.

9 Thank you.

10 Now I have something completely different.  
 11 It has come to my attention that there are being  
 12 lies spread about me regarding my candidacy. I am  
 13 currently self-funded candidate, I do not have a PAC  
 14 asking for contributions, I do not have any fund  
 15 raisers or have requested anybody to fundraise for  
 16 me. I do not own any STRs to support me.

17 I am simply a retired NASA engineer and  
 18 executive manager at NASA that has saved his money  
 19 to be able to live in this community. I am running  
 20 for trustee simply because I love this community,  
 21 and I believe it could use my extensive management  
 22 and executive experience to help move it forward.

23 Thank you for your time.

24 MR. ZUCK: Hello.

25 I didn't expect to come here tonight.

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1 Harry and I lost in the early round of the golf  
 2 course tonight, so I came down with him. I didn't  
 3 know what he was going to speak about. He did speak  
 4 about it. It impacted me because I get a sense --  
 5 I've been here four years in town, and I think that  
 6 the veteran's recognition at Incline is seemingly  
 7 decreasing over the last three years. And like  
 8 Harry, I never served, but my father's grave marker  
 9 says "USN" on it. He was in the Navy, and my uncle  
 10 is USAF.

11 I just decorated the local hero's parade  
 12 route again this year, last year, year before. I  
 13 took it down last year. I'm very big on this. But  
 14 what I'm seeing is, you know, I sat there four years  
 15 ago, three years ago, they had the paratroppers  
 16 coming in over the lake. I know there's a lot -- we  
 17 talked about that in the Conversation Cafe and why  
 18 we can't do that and all that.

19 Village Green, three years ago, was very  
 20 impressive. They had a Blackhawk equivalent at the  
 21 airports put in. And I think it's very important  
 22 that we show our kids that. The parajumper came  
 23 down, Veteran's Day, Burnt Cedar Beach, we had a  
 24 recognition out there on the pier, and I didn't see  
 25 that last year.

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1 Again last year, my wife and I, we went to  
 2 a flat retirement at Village Green. Two years ago,  
 3 it was canceled because of the fire considerations  
 4 in the area. I get that. But it's just another  
 5 thing that got shunned. And now we -- I do go to --  
 6 my wife and I again -- the Rotary noticed when the  
 7 snow was falling, this year back in January or  
 8 February, the snow's coming down up at The Château,  
 9 and they were talking about putting this memorial  
 10 right in Village Green. I thought it was a done  
 11 deal, and Harry made me aware tonight that it's not  
 12 done deal.

13 What's going on here? I don't think the  
 14 veterans are given enough recognition here, and I  
 15 don't what is delaying stuff, but this is America  
 16 and the more we just push this back -- we can't even  
 17 have the parachute jumpers, we can't do this, we  
 18 can't do this, our kids are going to forget all  
 19 about this.

20 I think we should pay attention to this,  
 21 folks, you give it the recognition and put it  
 22 through.

23 Thank you.

24 MR. DOBLER: This is your favorite person,  
 25 Cliff Dobler.

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1 I want to talk to you a little bit about  
 2 this job for the new general manager and the idea of  
 3 maybe going out and getting some help of people that  
 4 are actually going to get something done rather than  
 5 recommendations.

6 Now, all I know is that Ray Tulloch has  
 7 been in the utility business for umpteen years, and  
 8 people paid him a lot of money to get stuff done.  
 9 Me, of course, I worked for the banks, and I did  
 10 nothing but solve problems. And because of that,  
 11 they paid me a hell of a lot of money. And then I  
 12 turned around and did the college, to transfer it  
 13 from the Mountain Campus down to Lake Campus, and  
 14 then just for the hell of it, I did the pool for you  
 15 guys.

16 Now, if you think for one moment, for one  
 17 moment, that you can solve this broken business,  
 18 you're out of your minds. I mean, if you just take  
 19 a look at this Rec Center thing, you got 61 projects  
 20 listed -- 46 projects that are listed, and guess  
 21 what, he doesn't even have a complete list. You  
 22 don't talk about the Village Green, Preston Field,  
 23 the Ridgeline ball fields, the disc golf, the puck  
 24 track and the bocce ball.

25 Now, if you put all this together, you

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1 need a master plan for that, and I could probably  
 2 get that one in a couple months because I know how  
 3 to fix it. But instead, you're going to dance  
 4 around and you're going to have your three walnut  
 5 shells and put a pea and then you'll switch it  
 6 around and see if you can pick the right shell that  
 7 has the pea under it and think that you're actually  
 8 doing something.

9 You need a person that can actually fix  
 10 things. And I can, I'll do it for a buck a year,  
 11 but I don't last that long because I -- I could  
 12 probably get it done in four or five months, at  
 13 least give you a plan. You don't have a plan for  
 14 anything. You're just dancing around, hoping to  
 15 have another report -- we love those reports -- so  
 16 we can talk about it when I'm sending you guys  
 17 emails saying that the reports aren't worth a damn  
 18 because they're incorrect.

19 So, why don't you just get some smart  
 20 people that know how to fix things and get the  
 21 projects done rather than dancing around like you  
 22 actually think you're doing something. You doing  
 23 nothing, and all we are is getting more deferral,  
 24 more deferral, more deferral of major capital  
 25 projects.

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1 I'm looking at this Park and Recreation, I  
 2 think you need about 15 million bucks. Okay? Now,  
 3 I don't know if that's going to be over one to five  
 4 years, but in five years, you're going to need 15  
 5 million bucks. And you guys can't even figure out  
 6 the number of projects there are or the number of  
 7 venues --  
 8 (Expiration of three minutes.)  
 9 MS. CARS: Linda Cars, 625 Lariat Circle.  
 10 I want to address a couple of things. I  
 11 have attended a lot of the meetings, the budget  
 12 hearings -- a lot of the board meetings in phone and  
 13 in person, and I think the Board needs to do some  
 14 serious soul searching regarding their addressing  
 15 the problems with the general manager. I understand  
 16 why Bobby Magee quit. Whether he was the right  
 17 person or the wrong person, the way he was treated  
 18 was a disgrace.  
 19 And they also needs to look at the terms  
 20 of Bobby Magee's contract because they need to  
 21 change the terms. You just can't bring someone in  
 22 an a two-year contract who is an unknown entity.  
 23 And as a general manager, Bobby Magee was unknown.  
 24 And the second major mistake the Board is  
 25 making is not looking at the community as a resource

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1 for assistance. Michelle Jezycki was the head of HR  
 2 for the United States Senate. She has lots of  
 3 experience and should be tapped as a resource to get  
 4 input for (inaudible). I'm not sure why the Board  
 5 is laughing, I don't know if it's my comments or  
 6 what at this point. Okay. I just see everybody  
 7 laughing. They really -- the Board, my opinion is  
 8 they're approaching this thing in a little bit  
 9 backwards manner. They need to look at how they  
 10 treat people, the terms of the contract needs to be  
 11 revised, no one should be brought in for a year, and  
 12 they also need to utilize the community citizens who  
 13 have a lot of education and experience.  
 14 At this point, I'm not going to say any  
 15 more because I'm not quite sure where I am on this  
 16 whole process.  
 17 Thank you.  
 18 MR. BELOTE: That was our last public  
 19 comment in the queue, Chair.  
 20 CHAIR SCHMITZ: Thank you. We have one  
 21 additional public comment here in the room.  
 22 MR. LYON: Good evening. Jim Lyon. I'm  
 23 the treasurer for the Veteran's Club, and I'm also a  
 24 board member, but I'm speaking individually. I  
 25 haven't been authorized to speak for the Veteran's

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1 Club tonight.  
 2 My personal opinion is I think the Board  
 3 has done a really good job as far as trying to take  
 4 care of the complexity of this donation. We're  
 5 really happy with that Mr. Gross is doing by  
 6 donating this, but there are some pitfalls, I think  
 7 the Board is aware of them, that's why they're being  
 8 careful because somebody's going to have to manage  
 9 the construction and looking at the -- somebody  
 10 already mentioned tonight, if there's an overrun on  
 11 construction, that's all going to come back on  
 12 IVGID.  
 13 And so I really appreciate that you're  
 14 taking your time, even though we'd like to see it  
 15 faster, it's important that you make sure you do it  
 16 the right way and we don't end up having any more  
 17 problems, especially financially.  
 18 That location up there I think is great,  
 19 and there is enough room for what we want to put in  
 20 there. There are going to have to be some trees  
 21 moved and some other things that are minor, but  
 22 somebody from IVGID facilities or somebody will have  
 23 to be in charge of making all that happen.  
 24 Just keep up the good work.  
 25

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1 L. ADJOURNMENT  
 2 CHAIR SCHMITZ: Seeing no other public  
 3 comment in the room, we'll adjourn the meeting at  
 4 10:24. Thank you.  
 5 (Meeting ended at 10:24 p.m.)  
 6  
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 25

1 STATE OF NEVADA )  
2 COUNTY OF WASHOE ) ss.

3

4 I, BRANDI ANN VIANNEY SMITH, do hereby  
5 certify:

6 That I was present on June 26, 2024, at  
7 the of the Board of Trustees public meeting, via  
8 Zoom, and took stenotype notes of the proceedings  
9 entitled herein, and thereafter transcribed the same  
10 into typewriting as herein appears.

11 That the foregoing transcript is a full,  
12 true, and correct transcription of my stenotype  
13 notes of said proceedings consisting of 181 pages,  
14 inclusive.

15 DATED: At Reno, Nevada, this 8th day of  
16 day July, 2024.

17

18 /s/ Brandi Ann Vianney Smith

19

20 BRANDI ANN VIANNEY SMITH

21

22

23

24

25

# INVOICE

**BAVS SM-LLC**  
brandiavsmith@gmail.com  
United States

**BILL TO**  
**Incline Village General Improvement District**  
Susan Herron / Heidi White  
  
775-832-1218  
AP@ivgid.org

**Invoice Number:** IVGID 46

**Invoice Date:** July 8, 2024

**Payment Due:** August 26, 2024

**Amount Due (USD):** \$1,436.00

Items	Quantity	Price	Amount
<b>Base fee</b> June 26, 2024 BOT meeting	1	\$350.00	\$350.00
<b>Per page fee</b> June 26, 2024 BOT meeting	181	\$6.00	\$1,086.00

**Subtotal:** \$1,436.00

**Total:** \$1,436.00

**Amount Due (USD):** \$1,436.00

My son Michael and I have pulled together data on the pros and cons of purchasing a food truck (\$200,000) or spending \$3 million on a commercial kitchen at Incline Beach. We would like the opportunity to provide a power point presentation at a future board meeting.

I respectfully ask that general business item G-6 - Pump Station #5 Wet Well and Manhole Rehabilitation Project. There are too many irregularities in the item and an easement is scheduled for a future meeting and an incomplete estimate for design, inspections and staff time. One additional week for review will not affect the timing of the project.

Now for the garbage. Item G.5 Apparently Mr. Magee hired Mr. Craig Bronzan as a **special advisor**. Apparently, he works for Baker Tilly however there is no record of his employment on the Baker Tilly website.

The subject agenda items was only to address the Recreation Center, however the special advisor decided to throw in the beaches, tennis and pickle ball.

On May 8, The Trustees asked the special advisor to prioritize the list of capital projects for the Recreation Center based on a report submitted to some Trustees but not all.

With his charming Special Advisor role, he listed 21 priority projects as Exhibit A. But we find on Exhibit B a mishmash of irrelevant data.

- There are 61 projects listed
- There are 11 project which have been completed and need not be addressed
- There are 4 wish list projects – the largest being \$25 million for the dead Rec Center Expansion Project.
- So, there remains 46 projects planned which is more than double Mr. Special Advisors priority list. The Board asked for prioritization of all projects
- 15 projects have no estimates.
- the Parking Lot replacement and the HVAC replacement have combined estimates of only \$1,125,000 but the five-year capital plan just approved by the Board indicates \$3,695,000 for both projects

Mr. Special Advisor claims he needs further work to match projects that are contained within the 24/25 budget. There are only 15 projects and 2 carryover projects on the 5 year capital plan. I timed myself to do Special Advisor Match task and it took 20 minutes.



Results of match

- 5 capital projects are planned for \$198,000 but are not on Mr. Special Advisor list
- 6 capital projects budgets match Mr. Special Advisor list
- 1 capital project is on Mr. special Advisor wish list. Why?
- 5 capital projects are budgeted for \$4,240,000 but Mr. Special Advisor has only \$1,231,000 *ON HIS EXHIBIT B*

Is this what you want from Mr. Special Advisor to make prudent decision

**WRITTEN STATEMENT TO BE ATTACHED TO AND MADE A PART OF THE  
WRITTEN MINUTES OF THE IVGID BOARD'S REGULAR JUNE 26, 2024  
MEETING – AGENDA ITEM G(2) – INCREASING OUR NEW GM'S  
SALARY AND BENEFITS TO UNSUSTAINABLE LEVELS**

**Introduction:** Well here's yet "another one" as my friend DJ Kahled would say<sup>1</sup>. More evidence of staff incompetence, lack of professionalism, and a flagrant disregard for the financial sustainability of the District. This time it's staff's proposal we offer more and more salary and benefits in our never ending losing battle to hire a new general manager now that Bobby Magee has notified us of his resignation. After just a couple of months on the job. And that's the purpose of this written statement.

**My June 25, 2024 E-Mail to The Board<sup>2</sup>:** On June 25, 2024 I sent the Board an e-mail wherein I shared with members the likely unsustainable amounts staff propose compensating a new GM, and that the time has come to close shop and turn over this train wreck we know as IVGID to the county. Rather than recounting the substance of my comments, I refer the reader to said Exhibit "A."

What I forgot to suggest to the Board and now take the opportunity, is to suggest we hire an expert is asset disposal. Someone who can bring about an orderly sale of the District's money losing recreational facilities but for local parcel owners' beaches. I make that request now as it will be more productive than trying to overpay a new GM!

**Conclusion:** This behavior just keeps happening over and over and over again. Unqualified, incompetent and over compensated staff get replaced by even more unqualified, more incompetent and more over compensated staff. And look at the results. Here Bobby Magee has been on the job for barely two months and now he's realized what many of us have known for some time. That the District is unsustainable without major generational changes. No effort to eliminate wasteful expenditures like the one the subject of this written statement. As I've pointed out so many times before, these are red flags of a criminal syndicate<sup>3</sup>. And you wonder why your Recreation ("RFF") and Beach ("BFF") Facility Fees continue as involuntary subsidies, and they are as high as they are? And why local parcel owners' have been required to contribute more than \$1 million of increased central service cost transfers to the General Fund which pays for the GM's salary for 2024-25?

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<sup>1</sup> Go to <https://medium.com/cuepoint/the-old-people-s-guide-to-dj-khaled-5618a5aa52b1#:~:text=Another%20One%20%E2%80%94%20One%20of%20the,of%20shoes%2C%20or%20something%20else.>

<sup>2</sup> That e-mail is attached as Exhibit "A" to this written statement.

<sup>3</sup> NRS 207.370 instructs that "criminal syndicate means any combination of persons, so structured that the organization will continue its operation even if individual members enter or leave the organization, which engages in or has the purpose of engaging in racketeering activit(ies)."

When is the Board going to put members' collective feet down and put an end to these improper practices? Given NRS 318.515(1) states that where the: "(a) district...is not being properly managed; (or, its) (b) board of trustees...district is not complying with the provisions of...any other law;" when will the Board notify the Washoe County Board of Commissioners to hold a hearing to consider whether to: (a) adopt an ordinance (substituting)...the board of county commissioners, *ex officio*, as the board of trustees of the district; (b) adopt an ordinance providing for the merger, consolidation or dissolution of the district...(c) file a petition in the district court for the county in which the district is located for the appointment of a receiver for the district; or, (d) determine by resolution that management and organization of the district will remain unchanged?" Don't you think the time has come to become fiscally responsible and for the county to assume supervision over this District? Well I and others I know sure feel that way. Wake up and smell the coffee Mrs. Bueller!

Respectfully submitted, Aaron Katz (Your Community Watchdog Because Nearly No One Else Seems to be Watching).

## **EXHIBIT "A"**

## June 26, 2024 IVGID BOT Meeting - Agenda Item G(2) - Cut The Crap #10 - Increase Our New GM's Salary and Benefits Even More? Are You People Crazy?

**From:** <s4s@ix.netcom.com>  
**To:** Schmitz Sara <schmitz\_trustee@ivgid.org>  
**Cc:** Dent Matthew <dent\_trustee@ivgid.org>, Tonking Michaela <tonking\_trustee@ivgid.org>, Noble Dave <noble\_trustee@ivgid.org>, Tulloch Ray <tulloch\_trustee@ivgid.org>, <bma@ivgid.org>  
**Subject:** June 26, 2024 IVGID BOT Meeting - Agenda Item G(2) - Cut The Crap #10 - Increase Our New GM's Salary and Benefits Even More? Are You People Crazy?  
**Date:** Jun 25, 2024 3:51 PM

Chairperson Schmitz and Other Honorable Members of the IVGID Board -

Well it just keeps happening over and over again. We never learn. We never make change. And here it's happening again.

Aren't we wasting enough money? Obviously Not.

Aren't we running most if not all of our commercial business enterprises at a financial loss? Of course not! Just ask Mick Homan.

Don't we require involuntary financial subsidy to our commercial recreational businesses by local parcel owners as opposed to those who are actually using the facilities of these enterprises? Of course not! That's just Katz and Wright propaganda.

Aren't we assuming a larger and larger footprint to justify hiring more and more over compensated and over benefited employees? How dare we criticize these people who only have our best interests at heart. As evidence by Erin Feore's recommendations to assist in securing a new GM.

Aren't we paying employees to provide professional services, and then using them for menial tasks like assembling materials for an agenda item like this one? That's just our opinion.

Allowing special interests in our community to lie to the Board and the public over and over again? Here's it's not special interests. It's our employees!

Why are we continuing to be involved in crap like this? It's not worth our time. And it's not worth our effort. And we're being used...AGAIN!

Why is it the rest of us are forced to involuntarily go along with your particular flavors of the month Trustees Noble and soon to be Homan? I don't care what your "do good" efforts are. Do them on your own dime and don't include me and others like me.

And why are you as a Board providing a pathway for these takers in our community to drag the majority of us along? Can't you put your collective feet down and just say no?

So here it's a new compensation package for a worthless GM. Erin Feore suggests:

1. We INCREASE the basic salary of any new GM to up to \$300K annually (plus benefits of course);
2. We give our new GM a relocation bonus of \$10K because the Board is unreasonably requiring he/she become a resident of Incline Village; and,
3. Because housing is so expensive in Incline Village, we provide him/her with a monthly housing allowance of up to \$25K!

Don't you people get it? The problem in our finding a replacement GM is not our compensation package. It's our HR Director! And it's people like Mick Homan who think they have the financial solution to all our problems when it's quite evident they don't have a clue! Right Mick? Where's the money for this \$500K+ employment package going to come from? Michaela and Trustee Noble already know. And they don't care! Your Rec Fee stupid.

If it costs us this much to attract a replacement GM, then hasn't the time come to exit from the GM business? Or our money losing commercial recreational businesses? This is the conversation you should be having instead of the garbage on the plate Ms. Feore has dealt up for you.

Remember. We're not a county with 500K inhabitants. Nor a city. Nor a school district with 35K or more students. So why are we even considering paying a GM these kinds of numbers? As Warren Buffet used to say, where do you people think money comes from to pay these costs? The Tooth Fairy?

The time has come to **END THIS MESS YOU CALL IVGID!**

Respectfully submitted, Aaron Katz

**WRITTEN STATEMENT TO BE ATTACHED TO AND MADE A PART OF THE  
WRITTEN MINUTES OF THE IVGID BOARD'S REGULAR JUNE 26, 2024  
MEETING – AGENDA ITEM C – PUBLIC COMMENT – PROMOTING  
UNQUALIFIED PERSONNEL INTERNALLY TO HIGHLY SKILLED  
DIRECTOR POSITIONS IS FINANCIALLY UNSUSTAINABLE**

**Introduction:** Well here's yet "another one" as my friend DJ Kahled would say<sup>1</sup>. More evidence of staff incompetence, lack of professionalism, and a flagrant disregard for the financial sustainability of the District. This time it's the Board's internal promotion of at least one and possibly two high paying positions. Without even advertising to the public. Another payoff for being a good steward. And that's the purpose of this written statement.

**My June 26, 2024 E-Mail to The Board<sup>2</sup>:** On June 26, 2024 I sent the Board an e-mail wherein I alerted members that Kate Nelson had been promoted internally to the position of Public Works Director, and in all probability, her sidekick Hudson Klein had been promoted internally to Ms. Nelson's former "engineering manager" position. Both with substantial pay raises which in all likelihood now cost local parcel owners nearly \$500K annually in salary alone! For the equivalent of a mosquito district. Rather than recounting the substance of my comments, I refer the reader to said Exhibit "A." And so the public can see the Standard Salary Ranges matrix and approved authorized positions referenced in my e-mail, the two are attached as Exhibits "B" and "C," respectively.

**Conclusion:** This behavior just keeps happening over and over and over again. Unqualified, incompetent and over compensated staff get replaced by even more unqualified, more incompetent and more over compensated staff. And look at the results. No effort to eliminate wasteful expenditures like the ones the subject of this written statement. As I've pointed out so many times before, these are red flags of a criminal syndicate<sup>3</sup>. And you wonder why your Recreation ("RFF") and Beach ("BFF") Facility Fees continue as involuntary subsidies, and they are as high as they are? And why local parcel owners' have been required to contribute more than \$1 million of increased central service cost transfers for 2024-25?

When is the Board going to put members' collective feet down and put an end to these improper practices? Given NRS 318.515(1) states that where the: "(a) district...is not being properly

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<sup>1</sup> Go to <https://medium.com/cuepoint/the-old-people-s-guide-to-dj-khaled-5618a5aa52b1#:~:text=Another%20One%20%E2%80%94%20One%20of%20the,of%20shoes%2C%20or%20something%20else.>

<sup>2</sup> That e-mail is attached as Exhibit "A" to this written statement.

<sup>3</sup> NRS 207.370 instructs that "criminal syndicate means any combination of persons, so structured that the organization will continue its operation even if individual members enter or leave the organization, which engages in or has the purpose of engaging in racketeering activit(ies)."

managed; (or, its) (b) board of trustees...district is not complying with the provisions of...any other law;" when will the Board notify the Washoe County Board of Commissioners to hold a hearing to consider whether to: (a) adopt an ordinance (substituting)...the board of county commissioners, *ex officio*, as the board of trustees of the district; (b) adopt an ordinance providing for the merger, consolidation or dissolution of the district...(c) file a petition in the district court for the county in which the district is located for the appointment of a receiver for the district; or, (d) determine by resolution that management and organization of the district will remain unchanged?" Don't you think the time has come to become fiscally responsible and for the county to assume supervision over this District?

Respectfully submitted, Aaron Katz (Your Community Watchdog Because Nearly No One Else Seems to be Watching).



## **EXHIBIT "A"**

## Re: June 26, 2024 IVGID BOT Meeting - Agenda Item C - Public Comments - Cut The Crap #11 - Elevating Kate Nelson to Public Works Director Without Even Advertising The Position

**From:** <s4s@ix.netcom.com>  
**To:** Schmitz Sara <schmitz\_trustee@ivgid.org>  
**Cc:** Dent Matthew <dent\_trustee@ivgid.org>, Tonking Michaela <tonking\_trustee@ivgid.org>, Noble Dave <noble\_trustee@ivgid.org>, Tulloch Ray <tulloch\_trustee@ivgid.org>, <bma@ivgid.org>  
**Subject:** Re: June 26, 2024 IVGID BOT Meeting - Agenda Item C - Public Comments - Cut The Crap #11 - Elevating Kate Nelson to Public Works Director Without Even Advertising The Position  
**Date:** Jun 26, 2024 9:36 AM

Chairperson Schmitz and Other Honorable Members of the IVGID Board -

Well it just keeps happening over and over again. Our familiar tune. It's essentially everything we do! We just never learn. We never make changes. We never learn from our mistakes. And here it's happening again.

Aren't we wasting enough money?

Aren't we running most if not all of our commercial business enterprises at a financial loss?

Requiring involuntary financial subsidy by local parcel owners as opposed to those who are actually using the facilities of these enterprises

Aren't we assuming a larger and larger footprint to justify hiring more and more over compensated and over benefited employees?

Aren't we paying employees to provide professional services, and then using them for menial tasks like assessing the need for new pool furniture simply because reconstruction of the Burnt Cedar Pool came in \$40K+ under budget?

Costing local parcel owners for construction management and maintenance and repair of capital projects when they're represented to be costing us nothing?

And here it's promoting from within. Without even attempting to find more qualified and less expensive candidates. Typical District CRAP.

Yesterday I learned that principle engineer Kate Nelson was promoted to Public Works Director. Besides the fact she's neither qualified nor competent to assume this position, at least in my opinion, let's look at the compensation effect.

I went to Kate Nelson's Linked In page and saw that her position with the District up until she was placed in the interim position, was as a principle engineer. Then I went to the Board packet for the Board's May 20, 2024 meeting where I saw a print out of approved personnel positions and their pay grade/scale for our 2024-25 budget. There I saw a principle engineer is at a pay grade/scale of 41, and a Director of Public Works is at a pay grade/scale of 44. Although staff hide what these numbers mean (their idea of "transparency"), I have a copy of the latest Standard Salary Range matrix. At least as of July 1, 2023. So let's compare the salary ranges for these two positions because they will reveal the massive increase in pay unjustly awarded (in my opinion) to Kate Nelson.

The pay range for pay grade/scale 41 is from \$154,730 to \$216,622 annually, I don't know where Ms. Nelson fit into this range when she was simply a principle engineer. The pay range for pay grade/scale 44 is from \$179,119 to \$250,767 annually. And again, I don't know where Ms. Nelson's new salary fits within these numbers. But I do know this represents a MINIMUM pay increase of 15.7%!

And just so the reader understands, these are simply basic salary numbers. No benefits, add'l pay, whether direct or indirect. Which means at the upper end of the pay range for Public Works Director, the cost to the public including benefits is probably looking at \$400K or more annually. Remember, this is not a GM. It's a Director of Public Works. And we had a Director of Parks and Recreation. And a

Director of Community Services. And a Director of Finance. And a Director of Food and Beverage. And a Director of Human Resources. And a Director of Information Technology. And a Director of Admin Services. **GOT THE PICTURE?**

So what did our wonderful staff do to advertise for a permanent Public Works Director? The answer is **NOTHING**. What did we do to attract the most qualified candidates? **NOTHING**. What did we do to follow up with the GM for Kingsbury GID who has a strong public works background and applied for our GM position prior to the selection of Bobby Magee? **NOTHING**. I don't know what you call this behavior but where I come from it's called a failure to properly manage. One of the grounds you will recall, under NRS 318.515, to notify Washoe County that it's time to determine the future of our beloved GID.

So now if our financial irresponsibility were not fixed to what it is today, it just became worse. Thank you Mr. Magee.

And let me share with you another byproduct of Ms. Nelson's promotion. I went to our web site and looked for available jobs. And under Public Works I saw "principal engineer." Wait a minute. Isn't Hudson Klein our principal engineer? Apparently, no longer. What happened? Why don't you Board members find out but I'm guessing he too received a nice promotion with a nice pay raise. Probably to engineering manager. And that leaves wonderful Brianne Waters. Who was our "project manager." What position has she been elevated to? And at what increased salary range?

So you see it wasn't just Kate Nelson. It was probably the entire engineering department! Good job Mr. Magee.

So who's going to pay for all this enhanced compensation? And why is it that the rest of us are forced to involuntarily go along with your staff's out of control spending?

And why are you as a Board providing a pathway for these takers in our community to drag the majority of us along? Can't you put your collective feet down and just say no?

Here we have a different problem than the one with our GM. But in reality, it's the same one. **If our little GID has to pay \$215K-\$250K per year for a Public Works manager (not director), then it's time to go out of the public works business.** We can't afford it. Pure and simple. Therefore if you don't take reasonable actions like I suggest, you Board members are guilty of not being able to properly run the District. And if you can't perform this basic function, NRS 318.515 tells us it's time for you to end. So how many times do I have to ask?

**END THIS MESS YOU CALL IVGID!**

Respectfully submitted, Aaron Katz

## **EXHIBIT "B"**

**INCLINE VILLAGE GENERAL IMPROVEMENT DISTRICT**

**Standard Salary Ranges**

**Effective July 1, 2023**

*Top of Ranges Increased 4.5%  
from previous year.  
Min to Max 40%*

GRADE	HOURLY			BI-WEEKLY			ANNUAL		
	Minimum	Mid	Max	Minimum	Mid	Max	Minimum	Mid	Max
16	\$21.97	\$26.36	\$30.75	\$1,757	\$2,109	\$2,460	\$45,692	\$54,831	\$63,969
17	\$23.07	\$27.68	\$32.29	\$1,845	\$2,214	\$2,583	\$47,977	\$57,572	\$67,168
18	\$24.22	\$29.06	\$33.91	\$1,938	\$2,325	\$2,713	\$50,376	\$60,451	\$70,526
19	\$25.43	\$30.52	\$35.60	\$2,034	\$2,441	\$2,848	\$52,894	\$63,473	\$74,052
20	\$26.70	\$32.04	\$37.38	\$2,136	\$2,563	\$2,991	\$55,539	\$66,647	\$77,755
21	\$28.04	\$33.64	\$39.25	\$2,243	\$2,692	\$3,140	\$58,316	\$69,979	\$81,643
22	\$29.44	\$35.33	\$41.21	\$2,355	\$2,826	\$3,297	\$61,232	\$73,478	\$85,725
23	\$30.91	\$37.09	\$43.27	\$2,473	\$2,967	\$3,462	\$64,293	\$77,152	\$90,011
24	\$32.46	\$38.95	\$45.44	\$2,596	\$3,116	\$3,635	\$67,508	\$81,010	\$94,511
25	\$34.08	\$40.89	\$47.71	\$2,726	\$3,272	\$3,817	\$70,884	\$85,060	\$99,237
26	\$35.78	\$42.94	\$50.10	\$2,863	\$3,435	\$4,008	\$74,428	\$89,313	\$104,199
27	\$37.57	\$45.09	\$52.60	\$3,006	\$3,607	\$4,208	\$78,149	\$93,779	\$109,409
28	\$39.45	\$47.34	\$55.23	\$3,156	\$3,787	\$4,418	\$82,057	\$98,468	\$114,879
29	\$41.42	\$49.71	\$57.99	\$3,314	\$3,977	\$4,639	\$86,159	\$103,391	\$120,623
30	\$43.49	\$52.19	\$60.89	\$3,480	\$4,175	\$4,871	\$90,467	\$108,561	\$126,654
31	\$45.67	\$54.80	\$63.94	\$3,653	\$4,384	\$5,115	\$94,991	\$113,989	\$132,987
32	\$47.95	\$57.54	\$67.13	\$3,836	\$4,603	\$5,371	\$99,740	\$119,688	\$139,636
33	\$50.35	\$60.42	\$70.49	\$4,028	\$4,834	\$5,639	\$104,727	\$125,673	\$146,618
34	\$52.87	\$63.44	\$74.01	\$4,229	\$5,075	\$5,921	\$109,964	\$131,956	\$153,949
35	\$55.51	\$66.61	\$77.71	\$4,441	\$5,329	\$6,217	\$115,462	\$138,554	\$161,647
36	\$58.29	\$69.94	\$81.60	\$4,663	\$5,595	\$6,528	\$121,235	\$145,482	\$169,729
37	\$61.20	\$73.44	\$85.68	\$4,896	\$5,875	\$6,854	\$127,297	\$152,756	\$178,215
38	\$64.26	\$77.11	\$89.96	\$5,141	\$6,169	\$7,197	\$133,662	\$160,394	\$187,126
39	\$67.47	\$80.97	\$94.46	\$5,398	\$6,477	\$7,557	\$140,345	\$168,414	\$196,482
40	\$70.85	\$85.02	\$99.19	\$5,668	\$6,801	\$7,935	\$147,362	\$176,834	\$206,307
41	\$74.39	\$89.27	\$104.15	\$5,951	\$7,141	\$8,332	\$154,730	\$185,676	\$216,622
42	\$78.11	\$93.73	\$109.35	\$6,249	\$7,498	\$8,748	\$162,466	\$194,960	\$227,453
43	\$82.01	\$98.42	\$114.82	\$6,561	\$7,873	\$9,186	\$170,590	\$204,708	\$238,826
44	\$86.12	\$103.34	\$120.56	\$6,889	\$8,267	\$9,645	\$179,119	\$214,943	\$250,767
45	\$90.42	\$108.50	\$126.59	\$7,234	\$8,680	\$10,127	\$188,075	\$225,690	\$263,305

## EXHIBIT "C"

AUTHORIZED POSITIONS  
2024-2025 BUDGET

Position Number Desc	Salary Grade	Status	Notes	Title formerly
<b>Administrative Services</b>				
TRUSTEE	n/g			
GENERAL MANAGER	Contract	FTE		
ASSISTANT GENERAL MANAGER	42	FTE	Budgeting for FY 24/25	
DISTRICT CLERK	33	FTE		
MEETING/IT COORDINATOR	24	FTE	New for FY 24/25	
DIRECTOR OF ADMINISTRATIVE SERVICES	40	FTE		
DIRECTOR OF FINANCE	42	FTE	Currently unfilled	
ASSISTANT DIRECTOR OF FINANCE	40	FTE		
CONTROLLER	33	FTE		
ACCOUNTANT	25	FTE	3 Positions	
COMMUNITY SVCS BUDGET ANALYST	28	FTE		
SENIOR ACCOUNTANT	27	FTE		
MANAGEMENT ANALYST	28	FTE		
PURCHASING & CONTRACTS MANAGER	33	FTE	Currently unfilled	
ACCOUNTS PAYABLE TECHNICIAN	18	FTE		
PAYROLL GENERALIST	22	FTE	Currently unfilled	
SR. IT ANALYST	28	FTE		
DIR INFO SYSTEMS & TECHNOLOGY	38	FTE		
IT/PROJECT MANAGER	32	FTE	Job title change	Software Specialist
IT NETWORK ADMINISTRATOR	26	FTE		
POS/PRODUCT ADMINISTRATOR	22	FTE	New for FY 24/25	
IT TECHNICIAN	22	FTE	2 Positions	
REVENUE MANAGER	29	FTE	Currently unfilled	
REVENUE OFFICE SUPERVISOR	24	FTE		
REVENUE OFFICE TECHNICIAN	18	FTE	Currently unfilled	
DIRECTOR OF HUMAN RESOURCES	38	FTE		
TALENT ACQUISITION SPECIALIST	28	FTE		
HR/RISK MANAGER	33	FTE	Job title change	Sr HR Analyst/Safety Sprvrs
RECEPTIONIST/SR ADMIN CLERK	18	FTE		
HR/BENEFITS COORDINATOR	25	FTE	Job title change	Payroll/Benefits Coordinator
HR/RECRUITING ASSISTANT	20	FTE		
SAFETY SPECIALIST	25	FTE		
SPECIAL PROJECTS	n/g	PT/OC		
<b>Public Works</b>				
DIRECTOR OF PUBLIC WORKS	44	FTE		
UTILITIES SUPERINTENDENT	36	FTE		
PW ADMINISTRATIVE SUPERVISOR	28	FTE		
CUSTOMER SERVICE CLERK	n/g	PT		
PUBLIC WORKS ADMIN MANAGER	32	FTE		
CUSTOMER SERVICE REP I/II	G3	FTE		
UTILITIES ASSET MGMT TECHNICIAN	G9	FTE		
UTILITIES MAINTENANCE SPECIALIST	32	FTE		
PUBLIC WORKS MAINTENANCE I	G6	FTE		
PUBLIC WORKS MAINTENANCE I/II	G7	FTE	New for FY 24/25	
COLLECTION/DISTRIBUTION SUPV	31	FTE		
COLLECTION/DISTRIBUTION OIT	G6	FTE		
COLLECTION/DISTRIBUTION OP I	G8	FTE	2 Positions	
COLLECTION/DISTRIBUTION OP II	G9	FTE	3 Positions	
COLLECTION/DISTRIBUTION OP III/ASST SPVSR	G11	FTE		
DRIVER PUBLIC WORKS	n/g	PT		
COMPLIANCE SUPRV/CHIEF INSPECTOR	31	FTE		
INSPECTOR I - CERTIFIED	G8	FTE		
INSPECTOR II	G9	FTE		
SENIOR INSPECTOR	G10	FTE		
SENIOR ELECTRICIAN/INSTRUMENTATION TECH	G11	FTE		
ELECTRICIAN/INSTRUMENTATION TECH	G9	FTE		
METER TECHNICIAN I/II	G7	FTE		
SCADA TECHNICIAN/INSTRUMENTATION TECH	G11	FTE	Job title change	SCADA Engineer
WETLANDS HUNTING COORDINATOR	n/g	OC		
WATER/WASTEWATER OIT	G8	FTE	2 Positions	
WATER/WASTEWATER OPERATOR I	G8	FTE		
WATER/WASTEWATER OPERATOR II	G9	FTE		
WATER/WASTEWATER OPERATOR III	G10	FTE		
CHIEF CHEMIST	31	FTE		
LABORATORY ANALYST I/II	G8	FTE		

AUTHORIZED POSITIONS  
2024-2025 BUDGET

Position Number Desc	Salary Grade	Status	Notes	Title formerly
REC SUPV - SPORTS & CMNTY PROG	22	FTE		
PARKS & REC CLERK - I	16	FTE		
SR. PARKS & RECREATION CLERK	18	FTE		
ASST PARKS & RECREATION CLERK	n/g	PT		
PARKS & RECREATION CLERK II	16	FTE		
SENIOR RECREATION LEADER	n/g	PT		
RECREATION LEADER	n/g	PT		
BUS DRIVER RECREATION	n/g	PT		
BUS DRIVER RECREATION	n/g	PT		
SPORTS SITE SUPERVISOR	n/g	PT		
SPORTS SPECIALIST	n/g	PT		
SENIOR CHILD CARE LEADER	n/g	PT		
CHILD CARE LEADER	n/g	PT		
FITNESS FACILITY ROVER	n/g	PT		
SR. FITNESS INSTRUCTOR	n/g	PT		
FITNESS INSTRUCTOR	n/g	PT		
PERSONAL TRAINER	n/g	PT		
SR. AQUACISE INSTRUCTOR	n/g	PT		
AQUACISE INSTRUCTOR	n/g	PT		
PARK & REC MEETING RATE	n/g	PT		
DIRECTOR OF PARKS & RECREATION	38	FTE		
RECREATION ADMINISTRATOR SPECIALIST	18	FTE		
AQUATICS ASSISTANT EXEMPT	17	FTE		
LEAD LIFEGUARD	n/g	SEASONAL		
LIFEGUARD	n/g	SEASONAL		
SWIM INSTRUCTOR	n/g	SEASONAL		
SWIM COACH	n/g	SEASONAL		
REC SUPV-OPS & COMNTY PROGRMG	22	FTE		

**Internal Services**

FLEET SUPERINTENDENT	32	FTE		
MECHANIC I	G8	FTE		
MECHANIC II	G9	FTE		
MECHANIC II CERTIFIED	G9	FTE		
ENGINEERING MANAGER	41	FTE		
SENIOR ENGINEER	34	FTE	Budgeting for FY 24/25	
PRINCIPAL ENGINEER	38	FTE		
ASSOCIATE ENGINEER	32	FTE		
DISTRICT PROJECT MANAGER	34	FTE		
PW CONTRACT ADMINISTRATOR II	25	FTE		
BUILDINGS SUPERINTENDENT	29	FTE		
ASSISTANT BUILDINGS SUPT	24	FTE		
BUILDINGS MAINTENANCE II	G6	FTE		
BUILDINGS MAINTENANCE II	G7	FTE		
BUILDINGS MAINT III-ELECTRICAL	G7	FTE		
BUILDINGS MAINTENANCE III	G7	FTE		