

Minutes
Indian Hills General Improvement District
Board of Trustees Meeting
District Office
3394 James Lee Park Rd. #A
Carson City, NV 89705
March 22, 2022
Regular Board Meeting 3:00 P.M.

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

Trustees Present via Zoom Meeting: none.

Trustees Absent: Trustee Eisele

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

Others Present: none.

Others Present via Zoom Meeting: none.

3:00 P.M. - Regular Meeting

- 1. Call to Order**
Request that Cell Phones and Pagers be turned off for recording purposes.
Chairman Garcia called the meeting to order at 3:02PM.
- 2. Pledge of Allegiance:** Led by Vice Chairman Dunham.
- 3. Public Interest Comment:** no public is present.
- 4. Approval of Agenda**

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

- 5. Discussion and possible action to approve an increase to the Ridgeview Water Tank Rehabilitation Project and authorize the transfer of these additional funds from the Water Reserves.**
General Manager Chris Johnson stated that this is a hot item because the crew is already there doing work, this problem was discovered in middle of the project. In the board packet there is a letter from Lumos talking about the issue but in laymen's terms, at the bottom of the water tank there are rust nodules which is normal, we were expecting them, but we were not expecting this amount of them or the severity. The reason for that is because this tank has not been serviced in 40 years. Our options are to weld some plates down. The guys

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scrapped the nodules off a number of them are deep pits. Once the pits are deeper than a quarter inch, we have to address them. They will weld steel plates over those to patch the holes and then we have to use a thicker treatment on the floor. The thicker coating on the floor will be an additional cost. We have two options the welding we have to do but the thicker coating can be done on just the floor and eighteen inches up the wall, or we can go with the thicker coating on the floor and all the way up the wall. Lumos recommends option one that is a savings of \$6,000, Chris stated he also recommends option one.

District Counsel stated how thick are the plates.

District Engineer Tim Russell stated he believes they are half inch; the thicker paint is to make sure the transition is good and that the edges do not come through.

Trustee Garcia asked if it would be penny wise and pound foolish to save \$6,000 by going with option one, what is the logic behind it.

District Engineer Tim Russell stated the only need for the thicker coating is because of the plates and with the other nodules that will not be covered with plates this will give it extra protection, there are no other benefits. The tank is already sandblasted.

Trustee Garcia stated so the nodules and pits are only on the floor. District Engineer Tim Russell stated correct and just to have some continuity is why we will go up the walls a foot and a half.

General Manager Chris Johnson showed the pictures of the work. He pointed out the nodules on the floor.

Secretary/Treasurer Gray stated if we do the eighteen inches up the wall the floor is what mostly gets the pits.

General Manager Chris Johnson stated yes, the nodules are on the floor.

Trustee Garcia asked if the pits are covered first and then the plates over them.

General Manager Chris Johnson stated no, only the plates then the paint treatment goes over it to seal it.

Trustee Garcia stated so the welded plates will cover the whole bottom.

General Manager Chris Johnson stated not the whole bottom just where the nodules and deep pits are.

Trustee Garcia stated so there will be some pits that will be visible, but it is not a concern.

General Manager Chris Johnson stated that is correct, it is insignificant the thicker coating will fill those in.

Vice Chairman Dunham stated do we know the name of the product.

District Engineer Tim Russell stated not off the top of his head, but it is an AWWA approved paint, and it is typically a primer then a paint, he can get that information.

Vice Chairman Dunham stated some of these are pretty deep, what company is doing the work. District Engineer Tim Russell stated Olympus. Vice Chairman Dunham stated so the coating on the floor and up eighteen inches on the wall is all that is needed.

General Manager Chris Johnson stated that they discussed it with the contractor, and he doesn't think we need to go all the way up the wall, there is no added benefit to it.

Vice Chairman Dunham stated nothing they use will be toxic to our health. General Manager Chris Johnson stated no.

Trustee Garcia stated it doesn't effect immediately but what is being done to get all the tanks now on a regular schedule, so we are not waiting 40 years anymore. These need to be on the books and part of the budgeting process.

General Manager Chris Johnson stated yes, it is part of the budgeting process and capital improvements. We have a schedule and know when they need to be done again.

Trustee Garcia stated what is the regular cycle of this maintenance.

General Manager Chris Johnson stated 20 years. Chris stated right now we have \$905,000 in water reserves remaining but also the Verizon reserves of \$10,367 which are set aside specifically for this tank. We will use the Verizon reserves for this and pull the remaining out of water reserves.

Secretary/Treasurer Gray stated she has nothing to add except that this is necessary to do.

Chairman Clark-Ross stated sounds good

General Manager Chris Johnson stated that he appreciates the support, there is not a need to spend the extra money.

Public comment: none

Board of Trustees further discussion/comment: none

Trustee Garcia motioned to approve an increase in the amount of \$22,100 to the Ridgeview Water Tank Rehabilitation Project and authorize the transfer of these additional funds from the Water Reserves. Chairman Clark-Ross seconded. Motion carried 4-0, Trustee Eisele was absent from the meeting.

6. Discussion and possible action to approve Draft Minutes from the February 16, 2022, Board Meeting.

Chairman Clark-Ross motioned to approve Draft Minutes from the February 16, 2022, Board Meeting. Secretary/Treasurer Gray seconded. Motion carried 4-0, Trustee Eisele was absent from the meeting.

7. Chairman and Trustees Reports, Correspondence

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

General Manager Chris Johnson stated that he received communication today that he thinks the board should know and is important to the District. Chris stated as we know cost of living and inflation is through the ceiling as we have seen with our projects, the sewer project is now up to \$977,000. We are seeing a great increase on a lot of things. Douglas County is taking to Board of County Commissioners this Thursday a motion to give all employees a 2% increase on April 1st and another on July 1st of 7%. This is due to a study they did with other entities and in response to increased inflation and loosing personnel to other agencies. Chris stated that he wanted to bring that to the board's attention, this can be a risk to us, we can lose our people. We did have both parks' guys give notice and this morning Miranda gave her notice. We have filled one position in parks and the other is listed. We will interview for parks soon and the billing coordinator position is listed. That being said, he had Stacie crunch some numbers to see if we can do a slight increase around July 1 for our employees. Naturally with the cost-of-living increase and the increase

Douglas County is doing we need to keep up and compensate good employees. Chris stated he will bring back a plan to the board at the next meeting.

District Counsel Chuck Zumpft stated will you touch base with labor counsel.

General Manager Chris Johnson stated he hadn't planned on it, but he will reach out to him. Trustee Garcia stated are we losing people to Douglas County, he has two concerns obviously there is no additional revenue stream for us. He is not saying employees don't deserve it but are we going to be giving pay raises and will we lose them anyway. Is there anything other than monetary that we can do, non-monetary ways to keep our employees. Everyone wants more money.

General Manager Chris Johnson stated that is an observation he has made; the parks guy is interested in benefits the older people are good with it, but the younger people want the money. It is something we balance out.

Trustee Garcia stated he is sure all other GID's will be in the same position Chris should contact the other managers and see what they are doing instead of throwing money at employees. General Manager Chris Johnson stated throwing money is not in response to the risk of losing employees it is in response to the increase in the cost of living right now. Chris stated that we have looked at a rate increase again, he will bring it back to the board.

District Counsel Tim Russell stated they run into the same challenge.

General Manager Chris Johnson stated he just wanted to bring this to the board's attention because the way the economy is right now it is becoming a hot issue for us. The other thing is that there is a shortage of employees. We cannot find a seasonal.

Administrative Services Supervisor/Human Resources stated that it is incredibly challenging, she has called previous applicants to see if they are still interested. We are definitely thinking outside the box. Brooke stated that she and Chris have discussed other incentives for employees, employee of the quarter, and other ideas. We are having those conversations.

Chairman Clark-Ross stated that Scott Morgan is in the same boat, he is trying to compete against Carson. When someone can go to McDonalds and make more it is crazy, we can't compete.

Trustee Garcia stated he would like projections of this long term please, 3, 5 and 7 years of what you will be proposing.

General Manager Chris Johnson stated yes, this is a very loose discussion. He caught news of this increase today. Douglas County is releasing this news today so there will be media coverage. It will become an issue.

Secretary/Treasurer Gray stated the little things are good and will be appreciated more.

General Manager Chris Johnson stated that he has had a conversation with each employee, he has heard some of the issues that have been present in the past.

Chairman Clark-Ross stated oh man the training that goes into it for Brooke.

General Manager Chris Johnson stated the training that goes into it for our parks and streets, OSHA, CPR, First Aid, Flagger all the safety equipment, boots, and their uniforms each time we lose a parks worker we are losing that investment.

Administrative Services Supervisor/Human Resources stated it is detrimental for those entry level positions, think about how much more detrimental it will be for the specialized positions, Water and Sewer, you have to have certifications and grades. We have requirements that we have to live up to for the State. There is a lot to think about.

Trustee Garcia stated these are things we just don't have any control over, the cost of living, fuel costs exc.

Chris stated he will tell you everyone is in the same boat; the airport is down to one maintenance guy from three so he can't take Frank's last guy. One person he knows is interested in the billing coordinator position and that is his old office manager from the airport. He texted her and told her we have an office manager position available she is interested and will be applying.

Vice Chairman Dunham asked if employees have medical coverage, sick and vacation leave. Their total package then adding all of this in is much higher than \$15.00 per hour.

General Manager Chris Johnson stated yes. Trustee Garcia stated and that is what has to be sold. Dan who we just hired for parks was a previous seasonal Brooke head hunted him. He foresees he will be here for a while.

8. Adjournment

Trustee Garcia motioned to adjourn the meeting. Vice Chairman Dunham seconded. Motion carried 4-0, Trustee Eisele was absent from the meeting.

Meeting adjourned at 3:38P.M.

FINAL APPROVED MINUTES AS PRESENTED

**Secretary/Treasurer
Teri Gray**