

**Minutes**  
**Indian Hills General Improvement District**  
**Board of Trustees Meeting**  
**District Office**  
**3394 James Lee Park Rd. #A**  
**Carson City, NV 89705**  
**November 15, 2023**  
**Regular Board Meeting 6:00 P.M.**

**Trustees Present:** Chairman Dunham, Vice Chairman Stulac, Secretary/Treasurer Lufrano, Trustee Garcia, and Trustee Siegman.

**Trustees Absent:** none.

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

**Others Present:** District Counsel Chuck Zumpft, District Engineer's Collin Sturge and Tim Russell. Residents Kathy Waters, Ben Walker, Debbie Walker, and Tammy James.

**6:00P.M. - Regular Meeting**

**1. Call to Order**

Request that Cell Phones and Pagers be turned off for recording purposes.  
Chairman Dunham called the meeting to order at 6:00PM.

**2. Pledge of Allegiance:** Led by Trustee Garcia.

**3. Public Interest Comment:** Resident Kathy Waters stated that she lives at 963 Opalite drive. Kathy stated thank you for changing the agenda and placing the reports at the top, it really helps it is hard for her to get through everything before the reports and the reports are also important. Kathy thanked Chris for coming out to her house to do the fire inspection on defensible space. Kathy stated that she got a call from BLM an hour later and he was there two hours later, this was on a totally unrelated matter, but she told him about the inspection visit and he, the BLM employee volunteered to help her out and it should be done by spring. Today the rockery work, they were able to deliver rock and she will be able to finish her yard. She is happy with the progress being made.

**4. Approval of Agenda**

*Vice Chairman Stulac motioned to approve the agenda. Secretary/Treasurer Lufrano seconded. Motion carried unanimously.*

**5. Reports to the Board:**

**a. General Manager Report**

General Manager Chris Johnson reviewed his report with the board.

**1. Administrative**

General Manager Chris Johnson reviewed the Administrative report with the board.

**2. Water**

General Manager Chris Johnson reviewed the Water report with the board.

**3. Wastewater**

General Manager Chris Johnson reviewed the Wastewater report with the board.

**b. District Accountant Report**

General Manager Chris Johnson reviewed the Accountant report with the board.

**c. Engineer Report**

District Engineer Collin Sturge stated on the Indian Drive project, we are in contract and construction will start on November 20<sup>th</sup> with the water and sewer portion complete by January 8<sup>th</sup> and the road in May. May 1<sup>st</sup> is the final completion date.

**d. Attorney Report**

District Counsel Chuck Zumpft stated he has nothing to report.

**Public comment: none.**

**6. Discussion only regarding the District's monthly water and sewer rates.**

General Manager Chris Johnson stated that the water rates for the regional water will be increasing 4.0% next fiscal year. Chris stated that he will bring a proposal back to the board in January.

The board briefly discussed this item.

**Public comment:** Resident Kathy Waters stated that she did see an increase in her utility bills between the summer and winter months, it was a 150% increase. The water is a small number on the bill stick with the water and think of things that will help residents offset the increase to balance it out.

**7. Discussion and possible action regarding General Manager Chris Johnson's annual performance evaluation.**

General Manager Chris Johnson went through a slide show presentation showing accomplishments over the last year with the board and showing what other GMs in similar positions make. Chris' salary is approximately \$20,000 less than the others. Chris stated that he wanted to ask for a 10% increase, but he is also the GM and knows that is out of the question, so he asked for a 7.0% increase.

The board stated that Chris is doing a good job and gave him a favorable evaluation for the year.

Secretary/Treasurer Lufrano stated she thinks that is fair.

Chairman Dunham stated he thinks that is fair, he thinks the 10% is fair too.

Vice Chairman Stulac stated he agrees that 7% is fair.

Trustee Garcia stated that he is a little surprised with a 7% increase request. Robert stated that Chris is right where he needs to be as a second year General Manager. Robert stated he believes 5% was Chris' previous increase and stated that he was out of the country during Chris' evaluation at year one and when the 5% increase was approved by the board. He would not have voted to give an increase at year one. Robert stated that his personal experience as a manager giving reviews and an employee receiving reviews having never witnessed a merit increase in year one while learning a new job. Robert stated that the increases for the last General Manager as a contracted employee were consistently around but below 5%. Robert asked if the board would consider holding off and bringing this item back to the board in December so the board can review the long-term impact of the requested 7% increase. He thinks the board should take time to review how a 7% increase would impact the budget especially if we are talking about possible rate increases.

Vice Chairman Stulac asked if we could give a 5% increase now and look at the numbers to possibly give another 2% later, at the December meeting.

Chairman Dunham asked Chris to pull up his slide show again, Dale stated we can't afford to replace him. If he were to leave now we could not replace him for the same amount. He has done a great job.

Trustee Siegman stated we are talking about a couple thousand dollars, he deserves an increase. We are arguing over a couple thousand dollars here.

**Public comment:** Resident Tammy James stated that the board knew this evaluation was coming and should have been prepared for it at the time it was given. To wait and think about it is just not appropriate. As a Manager who worked for Douglas County, if she gave a review to her employees but said she had to think about giving them an increase, her employees would not have been happy, there would have been problems. It is just not right.

Member of the public, Brooke Thompson stated that Chris just received a good review, and the board does not want to give him a raise. It is not fair; he is doing a great job. We have come so far in the last two years, the progress we have made with employee moral from the previous General Manager has increased so much. Not giving Chris a raise will hinder that progress, what it will do to IHGID will not be good. He is not even asking for the same amount that the rest of the employees received. He deserves a raise; we are only talking about a couple thousand dollars.

*Trustee Siegman motioned to approve a 7.0% merit increase to General Manager Chris Johnson's annual salary based on his successful performance evaluation. Vice Chairman Stulac seconded. Motion passed 4-0. Yay by Chairman Dunham, Vice Chairman Stulac, Secretary/Treasurer Lufrano and Trustee Siegman. Trustee Garcia abstained from voting.*

**8. Discussion and possible action to approve Draft Minutes from the October 18, 2023, Board Meeting.**

*Vice Chairman Stulac motioned to approve Draft Minutes from the October 18, 2023, Board Meeting. Chairman Dunham seconded. Motion carried unanimously.*

**9. 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.**

**10. Adjournment**

*Trustee Garcia motioned to adjourn the meeting. Chairman Dunham seconded. Motion carried unanimously.*

Meeting adjourned at 8:21P.M.

**FINAL APPROVED MINUTES AS PRESENTED**

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**Secretary/Treasurer  
Russ Siegman**