

**MINUTES OF THE SPECIAL MEETING OF THE
KINGSBURY GENERAL IMPROVEMENT DISTRICT BOARD OF TRUSTEES
TUESDAY, FEBRUARY 12, 2008**

CALL TO ORDER – The meeting was called to order at the KGID office, 160 Pineridge Drive, Stateline, Nevada at 6:02 p.m. by Chairman Cook. Schussel led the pledge to the flag.

ROLL CALL – Present were Trustees Hayes, Cook, Schussel, Beattie and Treanor. Also present was Business & Contracts Manager Michelle Runtzel.

PUBLIC COMMENT – There was no public comment. Beattie asked about the status of the 160 Pineridge lease, Runtzel explained it's being worked on and will be on the next meeting agenda.

GENERAL MANAGER HIRING INCLUDING FURTHER CONSIDERATION OF CANDIDATES, CONSIDERATION OF JOB OFFER TERMS, AUTHORIZATION OF JOB OFFER AND RELATED MATTERS – Beattie provided applicant reference check and credit check information. He obtained two reference checks on the top two candidates. Both applicants declined to authorize a reference check with their current employer.

Hayes noted that each reference check provided included a friend and professional reference. Schussel asks what everyone's thoughts are with the top applicants second job and notes one of his employee's is former employee of KGID; are there time constraint concerns? Beattie has thought about it a lot, and says there's nothing in draft employment agreement related to this, and there should be specific language in the agreement with conditions. Someone runs the business for him. Schussel is not sure that it's possible to run that business without some hiccups or conflict, and asks how many hours is he putting in at his current job? Beattie explains they have only 223 customers, much smaller than our district. Beattie reports McKay occasionally receives calls during working hours that he's been able to handle via the phone and notes when Jacobs was hired, KGID could be dropped at any time if a security issue came up.

Hayes asks how would the language look? What if contamination in lake that affects other water utilities he manages? Schussel asks, what if there was boil water the same day? Beattie thinks somewhere down the line Edgewood may combine with KGID. Hayes comments Edgewood puts out almost as much water as KGID and to sub-contract out that system concerns him. If something goes wrong, there is a lot of risk on Edgewood Water Company. If we can clarify it in the agreement, Hayes would be more comfortable. He also noted he doesn't have a great feeling with the top applicant but it seems a logical next step.

Beattie got the impression from a reference that the second candidate's supervision experience is limited to a small group of engineering people. Beattie thinks he could be run over. Treanor believes they are two different people all together. One is someone we know and someone familiar but she is concerned whether he can separate the two responsibilities; if he gets a call, the board won't know if he takes personal business calls. The other candidate is a worker type individual who would delegate. Two completely different things. What do we want? One would do research and work and the other may not. The BCM's responsibility would increase.

Beattie had the top candidate send an email on ordinances that he wrote on water, roads & sewer. He liked that he went off on his own and got metering set up. Their board however, may be different than KGID board, may not be as active and may need something presented to them.

Treanor thinks second candidate would work harder, work 60-70 hours/wk and save the district money. Top candidate is familiar, knows players, knowledgeable and he says he wants a challenge. Schussel points out McKay is also interested in more money.

Second candidates' challenge is management. Beattie thinks with his skill set he should be making \$150K. Hayes asks where the reference check for Carson City is? Beattie explained the candidate didn't provide that reference.

Runtzel provided her comments as requested by the board.

Hayes is leaning toward McKay; he's familiar with system. Seems like a logical step. Cook commented that staff has formed opinions from working with him that may be working against him.

Treanor comments that in looking at staff reports from Runtzel we'll see how much is delegated. Hayes wishes he were clearly sold on a candidate. We may have issues with salary with McKay. Cook wants to take this item after it is determined who will be offered the position. Beattie reminds that the Board has said the job is no more than \$100k/year. Hayes is prepared to go a little higher than \$100K, not as much as Jacobs without getting rid of the outside contracts.

Schussel has more concerns on one candidate over the other. One candidate would be working hard, the other coming, going and schmoozing. Treanor reports McKay does her backflow testing during business hours at TVHOA and cautions that we can't change either candidate, shouldn't be surprised in 6 months with what we end up with.

Beattie wants someone who treats the staff appropriate and gets work done. Schussel agrees, and adds people want to be creative.

M-2/12/08-1 – Motion by Beattie, seconded Hayes and unanimously passed to offer Cameron McKay the GM position with salary of \$100K per year subject to negotiation of base salary only and subject to a separate written agreement regarding McKay's other business.

Hayes asks if we should offer \$100K? Schussel is more comfortable with \$100K.

Employment Agreement – KGID may want to consider lengthening the 30-day notice period.

Beattie and Schussel will present a job offer in person. Trustees Treanor, Hayes and Cook thank Beattie & Schussel for all their efforts. Beattie will send a thank you letter to applicants when this is done.

CONSIDERATION OF ALTERNATIVE CONSTRUCTION MEANS FOR THE 2008 PAVING PROJECT – Runtzel provided a written report explaining the use and process of a pulverize in place asphalt construction method in lieu of overlay treatment. She explained the benefits and drawbacks of this method but overall the District should receive a better end product for substantially less money. Areas that would receive this treatment were shown to the board via project maps.

M-2/12/08-2 – Motion by Hayes, seconded by Treanor and unanimously passed to determine that Pulverize in-place is a form of pavement reconstruction and authorize the Business & Contracts manager to work with JWA Consulting Engineers on the 2008 Paving Project to design a pulverize in-place construction project for bid, including some overlay and reconstruction as needed.

ADJOURNMENT

M-2/12/08-3 – Upon a motion by Hayes, second by Treanor and unanimous approval, the meeting was adjourned at 7:35 p.m.

Respectfully submitted,

Robert Cook, Chairman

Attest:

Carolyn Treanor, Secretary