

**MINUTES OF THE SPECIAL MEETING OF THE
KINGSBURY GENERAL IMPROVEMENT DISTRICT BOARD OF TRUSTEES
TUESDAY, JUNE 22, 2021**

CALL TO ORDER - The meeting was called to order at the Kingsbury General Improvement District office located at 255 Kingsbury Grade, Stateline, Nevada at 10:03 a.m. by Sandra Parks.

PLEDGE OF ALLEGIANCE

ROLL CALL – In attendance were Trustees Vogt, Parks, Nelson and Schorr. Also, present were Operations KGID employee Judy Brewer and General Counsel Chuck Zumpft. Trustee Yanish arrived at 10:10 a.m.

PUBLIC COMMENT – There was no public comment.

APPROVAL OF AGENDA – Schorr questioned if Dion was on the agenda. McKay confirmed this is addressed in Item 6.

M-6/4/2021-1 - Motion by Vogt seconded by Nelson, and unanimously passed to approve the agenda.

NEW BUSINESS

DISCUSSION AND POSSIBLE ACCEPTANCE OF THE EMPLOYEE AGREEMENT FOR THE GENERAL MANAGER AGREEMENT AT KINGSBURY GENERAL IMPROVEMENT DISTRICT:

Parks offered for any discussion. Nelson questioned if the board reviewed the comments from Mr. Dion referencing sick pay that wouldn't accrue for one year. She stated that this was removed. There was also an allowance for the PEB Plan, up to the amount of the PEB Plan. This is for him and his dependents. McKay explained that Judy reviewed this, and it is for the high deductible plan that it not part of the Union. McKay explained that the dollar amount changes annually, but this will be used as a limit. McKay clarified this is an allowance but has not been offered for other employees. He questioned Zumpft how this will be treated for tax purposes.

Schorr questioned the categories and McKay explained there is a Union Plan and a PEB Plan. McKay confirmed he would be covered as employee and spouse. Schorr questioned the amount and Brewer replied \$15K annually. Schorr stated that he would recommend this as wages and compensation moving forward would be predicated on wage increases instead of reviewing insurance annually.

Brewer explained that Dion's email requested the insurance in the form of an allowance. Nelson explained that there are taxable wages, or an allowance (that is not taxed) or pay insurance directly, which is not taxed. As a non-taxable allowance or direct payment would be beneficial to all. McKay agrees and stated that he, Garden and Brewer receive an allowance for insurance. Nelson stated she doesn't think insurance is reported via 1099 if paid directly to the insurance company. Nelson suggested this in lieu of renegotiating.

Parks questioned the timing of the payment, to which Brewer confirmed would be monthly. McKay explained that insurance would typically be paid monthly. Parks noted that insurance paid for employees is not taxes and it would seem unfair to tax this amount.

Schorr suggested adding an affirmation agreement that Dion will provide insurance for his family and Nelson agreed. He noted that it would be unlikely that Dion would object to this. He questioned if this needs to be a legal document or a signed statement. Zumpft stated this is a prudent statement.

Brewer explained that the new employee paperwork will include a form stating that he has his own insurance and to decline KGID insurance.

Parks offered for any comments from Yanish. She offered for public comment; there was none. Hancock confirmed he has no comment and noted it was difficult to hear. The Board offered to speak up. There was no further board comment.

M-6/4/2021-2 - Motion by Schorr, seconded by Nelson, and passed for the acceptance of employment of Mitch Dion as General Manager at Kingsbury General Improvement District. Yanish opposed.

Schorr stated that he is proud of the Board for the work done to negotiate with Mr. Dion. He noted the prior applications and commended the functioning of the Board. He appreciated McKay and the staff for application review and hours spent on the process. He noted the Board's disagreements are always respectful and commended everyone.

Vogt reiterated Schorr's comments regarding the hard work from the Board. She noted the board is commendable and despite a four to one vote, Dion should see the Board is respectful and knowledgeable. Despite Yanish's vote, she feels Dion will see that she is a knowledgeable and respectful Board Member. She speculated that he will be happy among the Board and appreciate the working process.

DISCUSSION OF POSSIBLE APPROVAL OF COMPENSATION PACKAGE FOR CAMERON McKay FOR TRANSITION/INTERIM MANAGEMENT

Parks offered for board discussion or comments from McKay. McKay confirmed he has reviewed the contract and has no issues except the change in his name.

Schorr requested clarification regarding the length of the contract. McKay explained that the contract is for no longer than 90-days. Schorr requested additional information. McKay explained that he will provide 2-weeks' notice regarding his schedule. He anticipates daily attendance with the exception of Rotary or other appointments until Dion is present. McKay will reduce attendance during the transition.

Schorr questioned Dion's start date, which the Board indicated to be July 27, 2021. Schorr questioned the additional 2-month employment discussion with Dion. McKay explained that this was not discussed as Dion wasn't officially hired. This will be addressed at a later date. McKay added that the contract allows for further assistance to Dion, if needed. Parks added that the contract could be terminated in two weeks by either party. McKay explained that he expects to be finished by Labor Day. Parks agreed.

Parks offered for any public comment.

Hancock explained that this is an at will contract and the two-week cancellation is confusing. He doesn't feel two weeks' notice is necessary and questioned where this is referenced in the contract. Hancock verified with Zumpft that if McKay's services aren't needed, he does not get paid. Hancock thanked Zumpft.

Parks offered for additional public comment; there was none. She offered for additional discussion.

Nelson reviewed the contract and determined it to be acceptable. She thanked McKay for staying on during the transition and working with Dion and the Board. Parks also thanked McKay. He thanked the Board.

Parks questioned the process and Brewer confirmed that Dion has a copy, and we are currently reviewing McKay's.

Parks offered for additional discussion; there was none.

M-6/22/2021-2 - Motion by Parks, seconded by Nelson, and unanimously passed to approve the package to Cameron McKay transition/interim contract.

McKay thanked the board.

FINAL PUBLIC COMMENT – Schorr stated that he will be out of town next week in order to care for his mom. He commended McKay and stated that when he departs from KGID he should be proud for a successful career, and he should be proud of the work he has performed. He wished him well in his retirement. McKay stated that he has enjoyed his employment with KGID and will make a statement in July at his last meeting.

ADJOURNMENT

M-6/22/2021-2 - Motion by Vogt, seconded by Parks, and unanimously passed to adjourn the meeting at 10:23 a.m.

Respectfully submitted,

Sandra Parks, Vice-Chairman

Attest:

Darya Vogt, Secretary