



The Minden Town Board meeting was held at 5:30 p.m. on Wednesday, November 2, 2011, at 1602 Esmeralda Avenue, Minden, Nevada.

Board members present: Matt Bernard, Charlie Condron, Roxanne Stangle, John Stephans and Steve Thaler.

Staff present: Greg Hill, George Keele, Trish Koepnick, and Bruce Scott.

The meeting called to order by Chairman John Stephans at 5:30 p.m.

The Pledge of Allegiance was led by John Stephans.

Stangle/Thaler moved to approve the agenda as published. Motion carried unanimously.

Thaler/Stangle moved for the approval of the minutes of the October 5, 2011 Board Meeting, noting the need to correct the date on page 4 pertaining to Carson City coming on line for water delivery; the correct date is April, 2013. Motion carried unanimously.

Acknowledgment of gifts: None

Acknowledgement of service awards: None.

**Public comment:**

Robert McMillan said that many things come up before the Board, and he wished to refresh memories on actions and results. He expressed interest in the outcome of the presentation concerning the possibility of electrical savings. Also, he would like to hear the results of the work done at Jake's Wetlands. He would like the Board to consider making the public aware of what has happened with projects. Mr. Hill said that the work in the Wetlands ensued and much improvement has been made. He will make a full report next month if desired. Mr. Condron remembers the lighting issue being researched by the former manager, and we discovered that the true savings which had been spoken about were not actually going to be there, so the concept was not pursued.

**STAFF REPORTS**

**1. Public Works: Monthly report of activities by Greg Hill**

Mr. Hill said that his staff is very happy to be in the new facility and they will finish a few things during the winter months. They are completely out of the storage yard and out of the old yard. They are in the process of pursuing the possibility of allowing someone to lease the old yard. The Town will keep the old garage in front that houses the well controls as well as the old panel truck now.

The process is continuing with the No Parking Zone on Mahogany, and we are waiting for the approval by the County before placing the signs.

Iron bacteria were determined to be in the water at the Mahogany Court Apartments inside the complex, but the Town water outside the complex was free of the bacteria. The units have been disinfected and the problem has been resolved; all parties are happy. There has been a small article in the local paper mentioning the outcome. The Town will be implementing a sampling procedure to periodically test for the iron bacteria in the wells as a precaution.

**2. Engineering Report: Monthly report by Bruce Scott.**

The Ranch at Gardnerville is getting ready to pull five building permits. The Town has approved the Ranch's dedication of water rights to the Town as an offset to the water rights portion of the water permit fee. They will probably dedicate the water rights to us in two steps, as they will need to pull the permits before the larger block of water is available, with some minor fine tuning needed.

We received a check for the Plymouth Mountain Interagency Facility for our water rights sales.

The water rights changes in the comprehensive water project are in the process of publication. We are in the protest period now which should be over by the middle of November. With no protests, the water engineer will move things forward.

We made some routine water rights filings last month which included extensions of times.

Mimi Moss sent out a letter regarding Monterra, asking Syncon Homes to proceed with the more important elements that were requested.

Mr. Scott is expecting to have an agreement with NDOT fairly soon regarding the visual improvements at Minden Gateway, and Sandra Wendel is working on an updated landscaping plan. We are trying to follow up with the buyer's representative regarding the participation by the prospective Gateway developers.

Mr. Thaler asked if we are putting the word out for help with this project. He would like to see participation from the County beyond the funds that are already committed for economic development.

### **3. Attorney Report: Monthly report by George Keele.**

Mr. Keele has provided the Board with a memo regarding parking, and another memo regarding a non-employee confidential memo. He suggested laminating cheat sheets for Ethics issues that could be available at each Board meeting for reference. Caren Jenkins with the Ethics Commission is available for training when the Board should so desire. In reference to item five on the agenda, he feels confident that we can make the employment contract that we received from Douglas County work for us. There will be certain things to bear in mind regarding severance pay, COBRA, certain protections, etc.

Mr. Stephans requested that the Ethics training be scheduled through the Office.

Mr. Thaler asked if the contract for the manager needs to come back to the Board. Perhaps there could be a special meeting in which we agree to the contract, as well as Ethics training at the same time? This would be perfectly reasonable according to Mr. Keele.

### **4. Board member reports:**

#### **Board member comments**

Charlie Condron said that there will be a Master Plan study session on December 1, which will help us understand their format for the Master Plan, which will help the Town give viable input.

Steve Thaler attended one more Arts Council meeting. They are excited in keeping a Minden liaison, and hope to have someone also from Gardnerville. The concert dates are set for the next season, and he encourages the Town's involvement.

Matt Bernard said that we will be having one more wrap up Christmas meeting. We will be adhering to the new rules in handing out the candy, and we will be working with Gardnerville to create fire pits for use at the festivities. He urged the Board members to check with Trish as far as setting up a time for working at the Letters to Santa station. Friday night activities will include the lighting of the gazebo, the Chairman doing the countdown to Santa, a number of vendors in the downtown but not at the COD garage, sleigh rides around the park, and the Spaghetti feed and bingo. On Saturday, we have the Parade of Lights, with children's activities in the CVIC Hall, and All Hat and No Cattle playing on Esmeralda Street. He thoroughly enjoyed the Safe Street event and thanked all who participate in making this event such a success. He would love to do it again next year.

#### **Chairman's report**

John Stephans thanked the Board members for all of their hard work, and said that he is more than willing to participate in Safe Street again next year as he had a great time.

#### **CONSENT CALENDAR FOR POSSIBLE ACTION**

1. For possible action: Discussion and possible action regarding approval of the August/September 2011 claims.
2. For possible action: Discussion and possible action regarding approval of a budget transfer within Minden Capital Equipment/Construction Fund.

Condron/Bernard moved to approve both consent items. Motion carried unanimously.

A fifteen minute break was taken.

#### **ADMINISTRATIVE AGENDA 6:30 PM**

##### **1. Presentation only: Q& D Construction Company Inc. will present a summary of the Buckeye Maintenance Facility project. This facility will be referred to as the Town of Minden Public Works Yard.**

Andy Breen with Q&D said this was a great project; they had a lot of fun on it. It was completed before schedule and \$67,000 under budget. They had a great team to work with including Ganthner Melby and RCI. Greg was also great to work with; he knew what he was looking for and was easy to please. There is a one year warranty on the building; some items have a much longer warranty such as the roof and some equipment. Bruce commended Q&D for their efforts; they were professional to work with, and went out of their way to make things work. Overall he felt that the experience with Q&D was outstanding.

Mr. Hill reiterated what Bruce said and noted that he was very pleased with the results of the CMAR (Construction Management at Risk); he is also glad that they were under budget. He reminded the Board and public of the Open House to be held November 12<sup>th</sup> from 9:00 a.m. until noon.

Mr. Condron also was very impressed with the quality of the work and the functionality of the facility, and complimented the previous Board with having the foresight to create a very functional facility designed with the future in mind.

**2. For possible action: Discussion and possible action regarding the approval, approval with conditions, or denial of a request for the zone change for the Booster Station parcel. Appearance by Bruce Scott.**

Mr. Scott said this zone change will allow the Town to create the parcel that will be purchased from Mr. Bently for the North Minden Booster pump station. This is an important step to finish the paperwork in order to complete the process.

Public comment:

Bob Pohlman asked if Douglas County has a standard that Minden has to meet for noise generated by the pump station. Mr. Scott felt that we would meet any standard in the effort to be a good neighbor. Mr. Stephans said we would go above and beyond to make sure the noise is to a minimum. Mr. Pohlman felt that several years from now we might need more equipment to meet the demands.

Condron/Thaler moved to approve the zone change for the Booster Station parcel as presented by RCI. Motion carried unanimously.

**3. For possible action: Discussion and possible action regarding the approval, approval with conditions, or denial of a request to authorize water system telemetry upgrades per the proposal from Sierra Controls dated August 3rd, 2011 in the amount of \$165,755. Appearance by Bruce Scott.**

This particular item is recommended by staff as the highest priority for improvements, utilizing some reserves as discussed at the last Board meeting. This would upgrade the telemetry for all of the wells which will have the ability to communicate and monitor the Douglas County, Indian Hills, and Carson City systems to help us operate our end. Sierra Controls has done our telemetry for many years and the price has been confirmed as still good.

Mr. Condron asked why there is no Phase 7 for the Heybourne Booster station in the future; is the telemetry in the original construction for the Booster station? Mr. Scott said the telemetry associated with the Booster pump station will be not be paid for by the Town. This is an effort to do it all at once and not piecemeal; in the future, telemetry elements will be plugged into new construction.

Mr. Thaler noted that the proposal said it was only good for 60 days; he did not want to get into any problems because of the dates. Mr. Hill said that he will get a revised bid. Mr. Thaler said he will hold him to that.

Mr. Bernard asked if there were any components from the old telemetry with any value when we switch to the new telemetry. Mr. Hill said that it would have no value to us as it is old technology; he would check to see if there was any entity that would like to have it.

Public comment:

Bob Pohlman commented that the County does not plan to upgrade their system until 2013. He would hope that we could induce them to put the new system in at least going north in the area that we are serving. The Federal government will be shutting down the frequencies that they use. Mr. Stephans said our main concern is being on real time communication.

Mr. Hill said we will be communicating with all of the entities when we switch over to this new system, so we can make sure we meet the demands. We are having regular meetings with our partners to develop and integrate our systems; with this upgrade we will just be ahead of the game.

Thaler/Bernard moved to approve the telemetry upgrades included in the proposal submitted by Sierra Controls dated August 3, 2011 in the amount of \$165,755. Motion carried unanimously.

**4. For possible action: Discussion and possible action regarding the approval, approval with conditions, or denial of a request to move forward with the Well 7 project. Appearance by Bruce Scott.**

Mr. Scott said this is the second priority in the staff recommendation for capital improvements funded by the reserves. This estimate includes the connection of the Bently Science Park; we would connect Mr. Bently's park to our main in Orbit Way. We would then pull the pump, clean, televise, test pump and

properly size new pumping equipment in Well 7. It would then be tied into our system in the Science Park and be another source to meet the kinds of needs we are going to face in early 2013 when Carson City comes on line. This is an economical way to pump a substantial volume of water at a good location in our system. The connections would be done by Town staff. We would include a pressure reducing valve so that Mr. Bentley's system will not see any pressure issues. Mr. Scott said that we will have a pretty good idea for costs once it is test pumped, probably after 3-4 months; the cost shown tonight is based on a worst case scenario not to exceed \$300,000. Mr. Hill said that if this is approved tonight, we will meet with Mr. Goodspeed next week and get a schedule determined. We might consider a generator sometime in the future, but it is not part of the bid. This project will not be put out to bid because it is a lot of small pieces that will be done by a variety of vendors, with the Town taking the lead in most of this work.

Public comment:

Robert McMillan: This \$300,000 being requested for in-house work does not add up. Does it include Town wages? He feels that the Board is giving a blank check for \$300,000. He does not understand and he questions where the money will be spent. Mr. Scott said that there are a number of unknowns. If this was being done from scratch we would do a test well first to give a good idea of the specifics. We are dealing with an existing well and we do not know what we are going to run into; if we would try to spec it now we would have either very high bids or lots of change orders. Mr. Stephans said that he believes in the professionalism and fiduciary responsibilities of our professionals.

Mr. Condron recommended that we have a cost analysis of this project brought to the Board and public every month to see where the money is being spent.

Mr. Scott said there is a worst case possibility that the well itself is in such bad shape that it will not suit our purposes, although he does not expect that.

Sandy Ryan asked if we are evacuating a working line. Greg said we are excavating, exposing and digging up to develop a plan. These are steel casing wells in the ground with a concrete seal outside for sanitary purposes. Ms. Ryan asked how far down do we excavate to test? Mr. Hill said that at some time we will tie the pipeline into the casing underground as it is above ground now; it will probably be 3-4 feet.

Bev Giannopoulos asked if  $\frac{3}{4}$  of the cost is equipment and  $\frac{1}{4}$  wages and time. Bruce said more like 60/40 depending on how much labor is involved with the pump company and testing. A good share of the labor will be outside between the pump company, the well driller, electronic and possibly other minor work.

Mr. Keele said for Mr. McMillan's benefit concerning the wages, these will all be kept and charged back to our customers up north.

Bernard/Condron moved to authorize the Well 7 project up to \$300,000 to move forward. Motion carried unanimously.

A five minute break was taken.

**5. For possible action: Discussion and possible action regarding the selection of a Minden Town Manager. This will include having each of the top five candidates appear before the Town Board to present why they should be chosen as the next Town Manager. Each candidate may not exceed 15 minutes for their presentation. After the presentations, the Board will have discussion. Public comment will then be taken, followed by a vote of the Town Board.**

Mr. Stephans said that public comment will actually come after the presentations and the Board will then vote. Mr. Hill will be the timekeeper.

Jenifer Scott:

Ms. Scott thanked the Board for this opportunity. She gave her background of education and residency in Douglas County. She sees this position as the culmination of years of hard work and dedication, paired with her vested interest in this Town. She is drawn to a position to finish out her career as an ambassador to this great Town. She has been described as hardworking, dependable and resourceful, and has honed her skills as a leader in college; she would like to develop annual large scale community service projects as the Town manager. She has demonstrated leadership skills, and is a skilled project manager and event coordinator. She is well versed in organizing fundraisers for non-profit agencies, and has an extensive background in budget management. She knows and understands the New World System which the County uses, and understands the County fiscal process. She has assisted with various grant writing projects, been involved in every aspect of administration and compliance, and often set the standard for grant writing state wide. She has developed relationships with various state agencies. She exhibits resourcefulness, adapts and learns quickly, has a strong work ethic, is a self-starter, and takes each position she has been in to the next level. She leads by example. Integrity is the most important quality of a successful manager. She will

earn the trust of employees daily, encouraging them to come to her with questions and insights, and focus on their individual contributions. She will continue to lead by example by being open and honest. She will remain committed to the vision of the Town and citizens. The first 60 days will be critical. She will listen to staff to glean as much information from this talented team as she can and integrate into the dynamics seamlessly. This position is unique as it is a new position still needing to be defined and she is planning to be flexible. She will develop a community outreach plan to make herself available. Personal interaction will be key to gain the Town members' confidence. As not everyone believes that this position is necessary, she will use every opportunity to show what an effective Town manager can do. She will cultivate relationships with Douglas County administrators and other local government leaders. She will continue to develop new and more user-friendly budget tools. She will work closely with the Board to develop strategies to deal with budget cuts, as revenue will most likely continue to decline. We do not want to lose sight of the plan set forth in the Plan for Prosperity which she will renew efforts to address efforts for revitalization, to make sure the Town continues to grow with grace. Growing up here she has learned compassion and integrity. She feels confident that she is the manager with that combination of communication skills, finance, innovation and vested interest that this Town needs, and she would be honored if given the opportunity to safeguard the traditions of the Town that blessed her with so much.

Travis Lee:

Mr. Lee said he was honored and he appreciated the opportunity, and thanked the Board for the unique interview process. He felt that his small town background is a benefit for this position. He was involved in the repairs and management of the 4-H camp at Lake Tahoe. He wears lots of hats, and is a can-do type. He lives in Minden and understands the need for a manager to be personable, to work for what Minden represents. He believes that we need to provide a good place for families and small businesses to grow. He has been researching what would attract him to Minden. He is not a micro manager but a participatory leader. He already works with lots of the County administration, and understands the need for the Town to work cooperatively with the County and the other Towns. In 60-90 days he would like to spend time with the Board on the Plan for Prosperity and address some of the neat things that can happen here. He would use the appreciative inquiry process: look at what you do and do it good, looking outside the box and setting measurable goals. The Minden vision and website is already there. One of his first questions is always "do we have the money?" Also, in the first 60-90 days he will do a lot of listening, getting to know the Town. Where is the Town going? He found that Genoa and Virginia City are considered the small town gems of Nevada, but not Minden, and he wonders why that is? He would like to see the Minden Gateway finished and the Ironwood area cleaned up, and work cooperatively with Douglas County Community Development to set common standards. One of the most important things he sees is trying to stick with Minden's vision of maintaining history here. On a final note, we have a lot of longtime employees, and when they go you will lose a lot of history. He would work with that concept so the transition is smooth.

John Greenhut:

Mr. Greenhut said he believes that he has the combination of local and state knowledge, formal experience and practical hands-on experience that the position demands. He has been a Minden resident for 6 years, believing that it has the best sense of community, and he is a 40 year Nevada resident. He has formal training and experience in budget, public administration, as well as public works experience. He is adept at getting and managing grants. He gave examples of his extensive background in Public Works in redevelopment, water departments, enterprise fund management, outcome-based performance budgets, rate setting, and capital improvement projects. He believes that he is a good communicator, coach, and staff mentor; he implements procedures for Board policy, would be a good ambassador and someone invested in the Community. He would attend all special events; he noticed that Minden had no entry in the Nevada Day Parade. He would be very involved with the Chamber, as well as the other Towns' managers to discuss common issues; he would be part of the Nevada organization of cities and municipalities, he would be involved in the community through Rotary, as well as by introducing himself to the local school board. He has managed larger and much more complicated budgets than Minden's, and understands government accounting principals, audits, processes and long term planning. He feels that he has quite an extensive background that will allow him to hit the ground running. He has past economic development experience and likes doing it; he will work with the Town engineer and the planning commission regarding proposed development and CIP projects. He will be finishing his career here and has the time that this position demands. He is confident in his ability to excel in this job and believes that he is the perfect fit for this position. His management style varies; in most cases he is a participatory manager, but is fully capable of making independent decisions. He feels approachable, and plans to spend at least 50% of time in the field. He will make sure we have an efficient operation in place, will head financial oversight, supervise staff including right-sizing the organization with in-house training or succession planning, and assure that staff is accountable in doing their jobs. In 60-90 days he will meet with the Board for goals, review financial

plans, staff concerns, staff reports and agendas, meet with business leaders and residents, attend community events, work to ensure water system redundancy, and set priorities. His vision for five years will be based on the economy, but we need to be ready when the economy turns. He sees the following in five years: Park Cattle expansion, an airport runway south, a waterlines south, a truck bypass, a new high school, a sustainable supermarket in Minden, stalled projects completed, a 25% reserve operating fund fully funded, allocations for capital replacement funds on an annual basis, commercial infill proceeding, and John Greenhut celebrating his 5th anniversary as Town manager.

Public comment:

Bev Giannopoulos said that she was very impressed with all three candidates; she has seen Travis Lee in action and knows he is quite capable and was disappointed that she did not hear more of his strengths and experience. John seemed very well prepared and invoked many things we are looking for, Jenifer is a well skilled lady also, and she thanked them for the preparation that they put into this. She hopes that Mr. Greenhut could actually scale down to a smaller scenario with a more relaxed function.

Ron Sandstrum was also impressed by all three candidates. Travis spoke from the heart and that left a good impression. Jenifer being a home grown product also left a very good impression. He was very familiar with the places John spoke of working in. He was glad that the candidates mentioned the Plan for Prosperity, as an awful lot of time was put into that. He was impressed that John Greenhut mentioned the need for the Gateway completion.

Board comments:

Roxanne Stangle said that she was very impressed with the candidates and we have come up with some really great people. She has said from the first go around that she still is not sure that we need a manager, based largely on the comments from residents. She is not in support of hiring anyone at this point.

Charlie Condron is in awe and appreciates how hard this decision is tonight. He believes we need a manager and does not want to tip his hat yet.

Mr. Bernard found this process most interesting and is amazed at the quality of the applicants, which makes for a difficult decision. He is thoroughly impressed with Jenifer and feels she has a very bright future and fits the ambassador element. Travis also fits the ambassador role and is already networked in with great references. John did an outstanding job; he could hit the job running and is very qualified because of his extensive experience.

Mr. Thaler complimented the three applicants. With his background he has interviewed a lot of people and found this the most interesting interview process he has ever been through and he is thoroughly impressed by the process as well as the applicants. He believes that we do need a manager because as Vice Chair he has seen first hand the need because of the lack of a manager. In determining the next Town manager, he feels that the public has a right to know what the Board is thinking and the criteria used to make the decision. He believes that the Town manager's position should not be so big and should be scaled back, which is why he used the term ambassador. We have had managers for the Town, starting with Sheila and followed by Trish, because they represented the Town as key people. We have great people already working for us. We do not need an engineer as we have the best one anyone can need; we have an attorney with the historical basis and legal experience. Our front staff is the best; when we look at the manager, this person will need to spend a lot of time with those people. There is no need for micro management. The Town has been managed in the past and the next manager will be trained and molded by the Board, and needs to have the ability to work with five diverse Board members.

Mr. Stephans hoped for transparency in this process and believes that it has worked very well in this process, as it is obvious no one knows what the Board will do tonight. We can agree to disagree with all of the staff and not carry any grudges when stating opinions. The problem with a Town manager is that this person can be pulled five different directions which can be difficult for the manager. He believed all five candidates are very qualified. He does not want to see a person segregated from the staff and not communicate, but he does not want a person glad handing in the community. He does not want a Chamber of Commerce person, but a person whose first interest is the Town of Minden, as we have enough problems that we need to address. The manager will take direction from the Board, because the Board gives policy and he implements it. Also, an ear must be to the ground to take care of the people of the Town of Minden, who have been fully supportive and are the reason that Minden is where it is. If he has a problem with the manager, that person will know about it. We have great professionals and a great staff. The manager will need to take care of resources and needs to sit and listen.

Mr. Thaler said that he remembered tonight the reasons that he hired Ms. Scott. He is not blindly supporting her, but has insight knowledge from working with her and knows she is a self starter and a very impressive person who can go that extra mile. He did not ask her to go after this position. He thinks she

could fill the bill and has full faith that she can do the job.

Mr. Bernard said this is a fascinating process. He understands the M.O. of Minden from the past, that at the time the office staff represented Minden. If that was still the way we wanted to do business we wouldn't have opened the position up. He is looking for someone who has the experience in dealing with Boards, councils, overseeing the employees, and managing; he believes that Mr. Greenhut might bring this to the table because of his vast experience. He has the ability to step right in and fill the role.

Mr. Condran appreciated the difficult decision. He would hire any one of the three, and he would have to give the nod to Mr. Greenhut and he obviously has some tremendous experience and leadership that we critically need at this time, especially in regard to water.

Ms. Stangle said that she is not convinced that the scope we went after is possible to live up to. Most comments she had received from the public centered on whether the Town needed to spend this kind of money to manage three thousand residents. She believes that all people on the Board only want what is best for Minden, and she is trying to represent what the people voted her in to do.

Mr. Stephans cautioned the possible new manager in certain areas. We have expertise in engineering and legal areas, as well as a knowledge base that has led the Town successfully and we will not be reinventing the wheel. In the water area especially, this staff has through the years put the Town in a very good condition being very proactive for the future. He encouraged interfacing and no head bumping with this staff. Mr. Stephans does not like being in the position he is in; he does not believe there is a loser in the midst. He is relying on the Board to give direction and does not want to see a three/two vote.

Mr. Thaler said that he did not intend to diminish how important this position is. He would not have supported Ms. Scott if he did not think she can come in and do the job. He does not want to say that Sheila or Trish has done such a good job representing the Town that we don't need the manager position. We don't need a manager who is going to come in and try to change things. This manager needs to work side by side with the County; though we do have water, we do not need a false sense of superiority. We will be here until we get a vote tonight, and it might be 3/2.

Mr. Bernard said that he agrees 99% with Mr. Thaler, the single place we differ right now is that he believes we need someone with the experience level and ability to step right into the job.

Mr. Condran added that he believes that there should be full support behind the individual chosen tonight. He believes that Mr. Greenhut is the best possible person for the job, which is the criterion on which he bases his opinion.

Ms. Stangle said that no matter how the vote comes out tonight, she believes that the Board will fully support that person. She will be making a decision tonight.

Mr. Bernard understands that the best case scenario would be a unanimous vote, but he will be 100% behind whoever is the new manager

Mr. Thaler moved to recommend Ms. Scott be selected as the next Town manager. Motion died for lack of a second.

Condran/Bernard moved to select Mr. Greenhut as the next Town manager for the Town of Minden. Thaler, Stangle and Stephans voted no.

Thaler moved to reconsider Ms. Scott as the next Town manager. There was no second. Mr. Thaler advised Mr. Stephans that he could make a second; Mr. Stephans felt that as Chairman he could not. Mr. Keele confirmed that he indeed could make a second. Motion was tabled.

Mr. Stephans did not want to see a deadlock, and he believed both candidates were great candidates. He did not want to put Ms. Stangle on the spot, but questioned if she would be voting no regardless. She asked her fellow Board members to tell her why she should vote for their respective candidate.

Mr. Thaler did not disagree with Matt and Charlie, and there is no doubt in his mind that Mr. Greenhut could hit the road running. He also wants the vibrancy, energy and the face of Minden. He has had the unique opportunity of having seen Ms. Scott in action. We would see an energy level that we have not seen here in a long, long time because of what he knows she went through at the camp and she hit a grand slam there. He does not believe that she would have applied for this job if she did not believe she could do it. He believes that it is critical that someone comes in and knows the County system, because her strong suit is in finance and personality. He believes that she can do the job and she is here for the long run, even though with her qualifications she could go anywhere. He would not go out on the limb because his reputation is at stake.

Mr. Bernard noted that Mr. Thaler does have the unique position of having worked with Jenifer and knows

what she is capable of doing. He agrees that she did great in the interview process. Mr. Greenhut sold himself and he also does not want to leave Travis out of the equation. He simply feels more comfortable with Mr. Greenhut; his experience level is what we need today and he believes that Mr. Greenhut knows more about what we do, how we do it and why we do it.

Mr. Condron said that from Mr. Greenhut's experience he could probably learn how to interface with Douglas County very quickly; he must have the ability to adapt to the situation and he comes with experience also.

Ms. Stangle asked Mr. Stephans how he is leaning. Mr. Stephans said that the three candidates on his list were Aaron Palmer, John Greenhut and Jenifer Scott. He would rather have the Board come together as opposed to a 3/2 vote. He can not tell right now who he is leaning toward.

A two minute break was called for.

Meeting was called back to order by Chairman Stephans.

Thaler/Stangle moved to reiterate the former motion that Ms. Scott becomes the next Town manager. Stephans voted yes, Condron and Bernard voted no.

Ms. Scott was declared the next Town Manager.

Mr. Bernard thanked the whole crowd, but especially John and Travis for hanging in with them while they made this decision. He told Jenifer that they are all behind her now.

Ms. Stangle said that she was very impressed with John and Travis. Ms. Stangle said that she had to go with her gut and her heart; she welcomed and wished Jenifer good luck and hoped that she is truly prepared as they are a tough Board.

Mr. Condron thanked everyone for being here tonight and said that they are all behind Jenifer.

Mr. Thaler said that this is the process that we are supposed to go through and regardless of the vote; we will all fully support Ms. Scott. He told Travis that the seniors in this community may be very happy because he does a great job for them and they are so lucky to have him. He thanked Mr. Greenhut for going through the process and gave him kudos. He congratulated Ms. Scott and told her to rely on her instincts and he believes that she will make the Town look good. He will hold her to a high standard as one of five. We will figure out a contract as this is one place we lacked last time.

Mr. Stephans thanked Travis and noted that Mr. Greenhut had an outstanding resume; he told Jenifer to be patient with them and they would be patient with her. If she keeps in mind to do what is right she will be successful. Interface is very critical and we need to work together. We have a great office staff, two great professionals, and a great lead in Mr. Hill. We need input from every Board member on the contract and we need to be very transparent. He congratulated Ms. Scott; he said he is very happy for her and hopes she is also very happy. Mr. Keele will meet with the Chairman and the Vice Chairman in the morning to begin the contract process.

#### ADJOURNMENT

Thaler/Stangle moved to adjourn at 9:18 p.m. Motion carried unanimously.