



**THE \$50 PER DAY PROMOTER FEE TO BE HELD ON DECEMBER 6 AND 7, 1997, BY THE CARSON ADVOCATES FOR CANCER**

**B. LIBRARY DIRECTOR - APPOINT MS. GEORGETTE MADDOX TO A FOUR YEAR TERM (1997-2001) ON THE CARSON CITY LIBRARY BOARD OF TRUSTEES**

**C. HUMAN SERVICES MANAGER - ACTION TO RENEW INTERLOCAL AGREEMENT BETWEEN THE NEVADA DEPARTMENT OF HUMAN RESOURCES AND CARSON CITY RELATIVE TO COUNTY LONG-TERM NURSING HOME PATIENTS**

**D. PURCHASING DEPARTMENT**

**i. ACTION ON CONTRACT NO. 9798-52 - 32 CHANNEL DIGITAL RECORDING SYSTEM, AWARD**

**ii. ACTION ON CONTRACT NO. 9798-51 - CARSON CITY DETOXIFICATION CENTER, PHASE II, AWARD**

**iii. ACTION ON CONTRACT NO. 9798-122 - COMBS CANYON BANK STABILIZATION PROJECT, AWARD**

**iv. ACTION ON CONTRACT NO. 9798-125 - DOUBLE DRUM VIBRATORY COMPACTOR, AWARD**

**v. ACTION ON CONTRACT NO. 9798-143 - 1997 STREET OVERLAY, TESTING SERVICES AGREEMENT**

**vi. ACTION ON CONTRACT NO. 9798-144 - JOINDER CONTRACT WITH PERSHING COUNTY NEVADA TO PURCHASE A STREET DEPARTMENT LOADER**

**vii. ACTION ON CONTRACT NO. 9798-145 - CARSON CITY'S OPEN SPACE ELEMENT TO THE MASTER PLAN AGREEMENT, REQUEST FOR CONTRACT APPROVAL**

**E. UTILITIES AND PUBLIC WORKS DIRECTOR**

**i. ACTION ON DEVELOPMENT AGREEMENT RELEASE AND CANCELLATION FOR DAVID BARTOSZ CONSTRUCTION, APN 3-071-27 AND APN 3-071-28, LOCATED AT 1004 AND 1006-1008 SOUTH MINNESOTA STREET FOR SEWER MAIN REPLACEMENT**

**ii. ACTION ON DEVELOPMENT AGREEMENT RELEASE AND CANCELLATION FOR CHARLES AND CARROL M. TIMMERMAN, APN 9-112-06, LOCATED AT 3301 S. CARSON STREET, CARSON CITY, NEVADA, FOR WATER MAIN PARTICIPATION**

**iii. ACTION ON DEVELOPMENT AGREEMENT RELEASE AND CANCELLATION FOR STANTON PARK DEVELOPMENT, INC., LOCATED AT EMPIRE RANCH ESTATES SUBDIVISION, CARSON CITY, NEVADA, FOR WATER MAIN PARTICIPATION**

**iv. ACTION ON DEVELOPMENT AGREEMENT RELEASE AND CANCELLATION FOR STANTON PARK DEVELOPMENT, INC., LOCATED AT EMPIRE RANCH ESTATES SUBDIVISION, CARSON CITY, NEVADA, FOR SEWER MAIN PARTICIPATION**

**v. ACTION ON A DEVELOPMENT AGREEMENT RELEASE AND CANCELLATION FOR STANTON PARK DEVELOPMENT, INC., LOCATED AT EMPIRE RANCH ESTATES SUBDIVISION, CARSON CITY, NEVADA, FOR ADDITIONAL EXPENDITURES FOR SEWER MAIN EXTENSION AND ENGINEERING FEES FOR SEWER MAIN PARTICIPATION**

**vi. ACTION ON AN AGREEMENT BETWEEN CARSON CITY AND MARY A. NEUMANN FOR THE PURCHASE OF A PORTION OF PROPERTY LOCATED AT 2511 CENTURY DRIVE (APN 8-783-19) FOR USE IN THE EXTENSION OF GRAVES LANE - Supervisor Smith pulled the purchase agreement between Carson City and Mary Neumann for discussion. Supervisor Plank moved that, with the exception of the final item on the Consent Agenda, that the Consent Agenda be approved. Supervisor Tatro seconded the motion. Motion carried 4-0.**

**3. B. (1-0220.5) - Library Director Sally Edwards introduced Library Board of Trustees Chairperson Bernie Sease and newly appointed Trustee Georgia Maddox. She briefly described Ms. Maddox' involvement with the Library and experience. Chairperson Sease indicated her selection had been a unanimous decision of the Board and the Board's excitement at having her as a member. Mayor Masayko commended her on her appointment and welcomed her. Trustee Maddox thanked the Board for its vote of confidence and indicated**

she would do the best job she could.

**E. vi. (1-0252.5)** - Supervisor Smith explained his contact with Ms. Neumann and her concern that during construction a temporary fence be installed. He indicated that there will be a temporary fence installed and her backyard would at no time be open. Mary Neumann briefly described her reasons for wanting a sound wall. Supervisor Smith indicated that the sound wall would be installed before Graves Lane is opened. Ms. Neumann then requested that Sherman Lane be closed to through traffic when Graves Lane is opened due to her safety concerns for the children. Supervisor Smith indicated that the RTC engineers had agreed to analyze her request and that additional discussion would occur on it in January during a workshop. He indicated that he would personally contact her when the meeting is finalized. The engineers had expressed enthusiasm for closing Sherman on the east side but not the west side. Ms. Neumann described the street and continued to explain her suggestion. Supervisor Smith explained that the problem with street closures is that it forces the traffic into another area which in turn creates a problem for that area. Supervisor Smith then moved to approve the agreement between Carson City and Mary A. Neumann for the purchase of a portion of property located at 2511 Century Drive, APN 8-783-19, for the use in the extension of Graves Lane, fiscal impact is \$5,450, and the funding source is the RTC Construction Account. Supervisor Plank seconded the motion. Motion carried unanimously on a 4-0 vote. Chief Deputy District Attorney Lipparelli explained the completion and recording process to Ms. Neumann.

#### **4. BOARD OF SUPERVISORS**

**A. NON-ACTION ITEMS - INTERNAL COMMUNICATIONS AND ADMINISTRATIVE MATTERS (1-0362.5)** - Supervisor Smith reported on the RTC meeting, the plan for a joint RTC and Airport Authority meeting on December 11, the recent Traffic Advisory Ad-Hoc Committee meeting, and the Subconservancy District meeting. Supervisor Plank explained his discussion with staff about the Ice and Snow Removal Policy and indicated that the manufacturing area is included in the high priority areas. The Spooner Drive near Marian road problems had also been discussed. He had suggested that a follow-up letter be sent to all of the correspondents on this situation. He had been assured by Deputy Public Works Director Tim Homann and Paratransit Representative Mark Reynolds that the transportation program is high on their priority list. A report on a consolidated plan is to be made in January. The Convair culvert had been overlooked. Street Superintendent Flansberg had indicated it would be addressed. Supervisor Plank then reported on the Parks and Recreation Commission meeting and, specifically, the Railroad Association's request for a waiver of its contract fee for 1997 and the Aquatic Club's request for the contingency RCT funds. This request will be reconsidered in May or June if the funds are still available. Mr. Kastens is checking to determine if the request could be funded with Question 18 funds. Supervisor Plank reported on the Senior Center Advisory Council, the TRPA, and the HOME Consortium meetings. Mr. Berkich further described the HOME Consortium decision to reconsider Carson City's selection as the administrative/lead agency. Its next meeting was scheduled for December 15. City staff is working to finalize the Consortium's plan which will then be submitted to HUD. Supervisor Plank expressed his surprise at the number of individuals who had attended this meeting and that none had expressed any comments although ample opportunities had been extended. Mayor Masayko commended Supervisors Plank and Smith on their dedication and efforts on the HOME Consortium. Benefits of the program and the need for clear direction from the members were noted. Mayor Masayko announced the Capital and City Christmas Tree Lighting Programs scheduled for December 4. He then reported on the Tri-County Railway Commission meeting and, specifically, its decision to hire a grant writer and the \$2+ million ISTEA Enhancement Project for the Overland Pit fill/track restoration. His comments included an indication that this project may be over its budget and that the Tri-County Railway may be liable for this overage. He explained his and his wife's attendance at the Carson City Nugget's 40 anniversary party, his attendance at meetings preparing for the 1999 Legislature, and his feeling that the electorate may decide through the ballot to restrict the legislative sessions to 120 days. This may mandate that programs are fully developed prior to consideration by the Legislature. A potential program for centrally assessed properties, the impact of deregulation on public service utilities, and the deregulation's impact on the ad valorem tax base were then described. He had welcomed the Nevada's National Silver Haired Congress members at a meeting at the Senior Citizen's Center. The purpose of this group and its concerns were noted. He then reported on the RSVP Advisory Council meeting and the Council's decision to hire a Director of Development and a Volunteer

Coordinator. RSVP's Christmas Open House will be on December 19 between 3 and 6 p.m. The Board had been invited. The Board's strategic planning session is scheduled for December 6. He requested the other Board members advise Mr. Berkich if this date is still open. Supervisor Tatro reported on the Convention and Visitors Bureau meeting and its decision to establish a Pony Express Pavilion Task Force Development Committee to develop a management master plan for the facility and Recreational Division staff's proposal to develop the Community Center as a convention center. The Bureau had requested the Division further explore this potential. He commended staff on its foresight and willingness to develop a long-range program for the building particularly if the recreational activities are relocated in the future. He then distributed to the other Board members and explained advertising brochures which had been developed by the Bureau. He also noted that AB 556 had further defined the term transient lodging and indicated that the Municipal Code needed to be amended to reflect this change. A letter from the Bureau's legal counsel to Mr. Lipparelli requesting this modification was given to Mr. Lipparelli. He then announced the United Way Second Annual Trike Race which will be at the Legislative Mall tomorrow morning. The public was invited to attend.

**B. STAFF COMMENTS AND STATUS REPORT (1-0909.5)** - Mr. Berkich reported on the Governor's Conference on Economic Development. Agenda items were requested for the December 6th workshop. He reported on the second Walkable Communities workshop; the Silver Springs regional juvenile detention center proposal; the Golf Course Non-Profit Corporation Board meeting, its decrease in revenue, which had been projected, and its progress on a marketing plan; and the Parks and Recreation Commission meeting and its feeling that Bar-One would make the \$10,000 deposit deadline. Mayor Masayko indicated that the CCCVB Pony Express proposal should be agendaized for consideration/participation with the Parks and Recreation Commission. Mr. Berkich indicated that this request would be made at the Commission's next meeting. The news article on this proposal had generated a lot of public interest. These meetings may begin in January and should be well attended.

**5. PUBLIC WORKS/UTILITIES DIRECTOR** - Deputy Utilities Director Jay Ahrens - **ORDINANCE - SECOND READING - ACTION ON BILL NO. 165 - AN ORDINANCE APPROVING A WATERLINE REIMBURSEMENT AGREEMENT BETWEEN CARSON CITY AND WESTERN STATES STORAGE I, A NEVADA LIMITED PARTNERSHIP REGARDING ASSESSOR'S PARCEL NUMBERS 9-30-402, 9-304-03 AND 9-304-06 LOCATED AT 47 CLEAR CREEK AVENUE, 5801 SOUTH CARSON STREET AND 5853 SOUTH CARSON STREET, CARSON CITY, NEVADA, FOR WATER MAIN CONSTRUCTION AND REIMBURSEMENT (1-0972.5)** - Supervisor Smith moved that the Board of Supervisors adopt Bill No. 165 on second reading, Ordinance No. 1997-67, AN ORDINANCE APPROVING A WATERLINE REIMBURSEMENT AGREEMENT BETWEEN CARSON CITY AND WESTERN STATES STORAGE I, A NEVADA LIMITED PARTNERSHIP REGARDING ASSESSOR'S PARCEL NUMBERS 9-30-402, 9-304-03 AND 9-304-06 LOCATED AT 47 CLEAR CREEK AVENUE, 5801 SOUTH CARSON STREET AND 5853 SOUTH CARSON STREET, CARSON CITY, NEVADA, FOR WATER MAIN CONSTRUCTION AND REIMBURSEMENT, there is no fiscal impact. Supervisor Tatro seconded the motion. Motion carried 4-0.

**OTHER MATTERS (1-1015.5)** - Supervisor Tatro then commended Mr. Ahrens and his staff for its assistance with a sewerline problem which had occurred at the Nevada Department of Transportation. The problem was not in the City's line but on State property. The response had been immediate, remarkable, and professional. Mr. Ahrens explained the crew members who had worked on the problem and staff's commitment toward immediate response when a customer experiences a problem.

**6. FIRE CHIEF** - Louis Buckley - **ACTION ON FIRE DEPARTMENT REQUEST TO PURCHASE TWO SEMI-AUTOMATIC DEFIBRILLATORS FROM THE GENERAL FUND CONTINGENCY ACCOUNT (1-1048.5)** - Discussion indicated acquisition of the two semi-automatic defibrillators would allow the Fire Chief to reassign two Paramedics and increase the level of emergency response service offered to the community without an increase in personnel costs. The Contingency Account had been suggested for funding the acquisition as the Ambulance Account does not have an adequate surplus to cover the cost. Supervisor Tatro acknowledged the need for the equipment but felt that the contingency account was for emergency only. Mr.

Berkich supported the recommendation to use the Contingency Account as it had not been included in the budget and was not a foreseen or expected expenditure. Fire Chief Buckley explained the personnel changes and that Basic EMT IIs can use this equipment. The increased level of service was discussed in depth. Fifteen percent of the Department's responses are to medical emergencies. The survival rate difference between using CPR and defibrillation is considered dramatic and astounding. Supervisor Smith moved that the Board of Supervisors authorize the purchase of two semi-automatic defibrillators from the General Fund Contingency Account with the fiscal impact being \$7,000 on the basis that this is a unanticipated change in Fire Department's operations. Supervisor Plank seconded the motion. Motion carried 4-0. Mayor Masayko expressed his feeling that the Board had done the right thing by removing itself from the policy issue on the reasons the Fire Chief was making the operational changes. The acquisition is in the best interest of the residents and their health, safety, and welfare.

**7. COMMUNITY DEVELOPMENT DIRECTOR - Walter Sullivan**

**A. ACTION ON MPA-97/98-1 - A MASTER PLAN AMENDMENT REQUEST FROM STANTON PARK DEVELOPMENT AND RATIFICATION OF PLANNING COMMISSION RESOLUTION 1997-PC-4 TO CHANGE THE MASTER PLAN DESIGNATION FROM MEDIUM DENSITY RESIDENTIAL TO OFFICE ON PROPERTY ZONED SINGLE FAMILY 6,000 (SF6000), LOCATED AT 4681 MORGAN MILL ROAD, APN 10-581-14 (PLANNING COMMISSION APPROVED: 7-0-0-0); AND, B. i. ORDINANCES - FIRST READING ACTION ON Z-97/98-2 - AN ORDINANCE EFFECTING A CHANGE OF LAND USE ON APPROXIMATELY TWO ACRES FROM SINGLE FAMILY 6,000 (SF6000) TO RESIDENTIAL OFFICE (RO) ON PROPERTY LOCATED AT 4681 MORGAN MILL ROAD, CARSON CITY, NEVADA, ASSESSOR'S PARCEL NUMBER 10-581-14, AND OTHER MATTERS PROPERLY RELATED THERETO (1-1252.5) -** Discussion explained the surrounding zoning and indicated that HARC had reviewed the request and would review any exterior changes to the building proposed in the future. No telephone calls or letters had been received in response to the notices. The proposal is considered a low impact use. Supervisor Smith moved that the Board of Supervisors approve MPA-97/98-1 and ratify the Planning Commission Resolution No. 1997-PC-4 regarding a request from Stanton Park Development to change the Master Plan designation from Medium Density Residential to Office on property zoned Single Family 6,000 located at 4681 Morgan Mill Road, Assessor's Parcel Number 10-581-14, inclusive of the findings and conditions as approved by the Planning Commission. Supervisor Plank seconded the motion. Motion carried 4-0.

Supervisor Smith moved to introduce on first reading Bill No. 166, AN ORDINANCE EFFECTING A CHANGE OF LAND USE ON APPROXIMATELY TWO ACRES FROM SINGLE FAMILY 6,000 (SF6000) TO RESIDENTIAL OFFICE (RO) ON PROPERTY LOCATED AT 4681 MORGAN MILL ROAD, CARSON CITY, NEVADA, ASSESSOR'S PARCEL NUMBER 10-581-14, AND OTHER MATTERS PROPERLY RELATED THERETO, and to include the findings and conditions as contained in the Planning Commission's recommendation. Supervisor Plank seconded the motion. Motion carried 4-0.

**B. ii. ACTION ON Z-97/98-6 - AN ORDINANCE EFFECTING A CHANGE OF LAND USE ON APPROXIMATELY 1.61 ACRES FROM RESIDENTIAL OFFICE (RO) TO GENERAL OFFICE (GO) ON PROPERTY LOCATED AT 755 NORTH ROOP STREET, CARSON CITY, NEVADA, ASSESSOR'S PARCEL NUMBER 4-153-06, AND OTHER MATTERS PROPERLY RELATED THERETO -** Supervisor Plank moved to introduce Bill 167 on first reading, AN ORDINANCE EFFECTING A CHANGE OF LAND USE ON APPROXIMATELY 1.61 ACRES FROM RESIDENTIAL OFFICE (RO) TO GENERAL OFFICE (GO) ON PROPERTY LOCATED AT 755 NORTH ROOP STREET, CARSON CITY, NEVADA, ASSESSOR'S PARCEL NUMBER 4-153-06, AND OTHER MATTERS PROPERLY RELATED THERETO; no fiscal impact. Supervisor Smith seconded the motion. Motion carried 4-0.

**BREAK:** A ten minute recess was declared at 10 a.m. A quorum of the Board was present at 10:10 a.m. when Mayor Masayko reconvened the session although Supervisor Bennett was absent as previously indicated.

**8. AIRPORT AUTHORITY - City Manager Berkich - ACTION TO APPROVE AMENDMENT TO 1996 GRANT AGREEMENT BETWEEN CARSON CITY AND THE FEDERAL AVIATION ADMINISTRATION TO DELETE 0.39 ACRES FOR APPROACH PROTECTION, TO ADD DRAINAGE IMPROVEMENTS TO CONSTRUCT A NORTHERN ACCESS ROAD, AND TO CONSTRUCT AN ALL WEATHER SAFETY AREA (1-1462.5)** - Mayor Masayko pointed out the amendment referenced 0.30 acres which is a separate parcel from the 0.39 acres which is being deleted from the grant. Discussion between Supervisors Tatro and Smith indicated that the barriers to the Arrowhead and Graves Lane extensions are with the FAA and not the Airport Authority. Supervisor Plank moved to approve the amendment to the 1996 grant agreement between Carson City and the Federal Aviation Administration to delete 0.39 acres for approach protection, to add drainage improvements to construct a northern access road, and to construct an all weather safety area. Supervisor Smith seconded the motion. Motion carried 4-0.

**9. CITY MANAGER - John Berkich**

**B. ACTION TO ACCEPT THE PERFORMANCE PLAN FOR THE CITY MANAGER (1-1576.5)** - Mr. Berkich noted the revisions which had been made since the original plan was submitted. Progress on the plan was noted including the implementation of the 887-2000 help line, activation of the complaint program, the December 2 focus meeting, and the customer service center. Mr. Berkich complimented his staff on its assistance in accomplishing these projects. He agreed to furnish summary reports on the complaint program as part of his monthly report. Mayor Masayko indicated that the plan addressed areas of concern but did not include all of the areas of accountability on which the staff has been working. It is a one year plan for providing additional enhancements and work. Mayor Masayko also indicated a desire to see the restructuring of Public Works and the Utilities Department begun before February 5. Mr. Berkich indicated work had already commenced on this issue and that this is the highest priority he has at this time in view of Ms. Timian-Palmer's resignation. Mayor Masayko thanked Mr. Berkich for the timely and professional work which had been done on the plan. Supervisor Smith expressed his feeling that the plan was indicative of Mr. Berkich's efforts when things are pointed out. He had moved swiftly to develop an adequate response and, as is normally the case, a high quality response. He appreciated the professional job. **Supervisor Smith moved that the Board of Supervisors accept the performance plan as presented by the City Manager. Mayor Masayko seconded the motion.** Supervisor Tatro expressed his concern about having the two real action items buried in the plan. These items have external customer focus. They are Numbers 3 and 4 in Section C. There is a strong need for Number 3 to be accomplished. He was not sure of the sequence in which they would be accomplished. He echoed Mayor Masayko's comments that Number 3, restructuring of Public Works and Utilities, is very important. A real opportunity exists now to do this and to improve efficiency and service. Every day that is lost by not improving the efficiency and service is a waste of those opportunities. This is very important to him. Item E is absolutely impossible. He had given this information to Mr. Berkich in his written comments but the item is still there. Although it may not be totally impossible as the composite score is a measuring device, he was unsure what could be done in three months or, if anything could be done, how it would be sustained. It is not a one year plan. It is actually a three month plan, specifically, when you look at all the stars and the fact that on February 5th, Mr. Berkich is going to go fishing for six months. He will then have two months in which to finish the final two items and could pretty much call it a day. He agreed that the plan was a good, first effort at developing this type of a document. Maybe on December 6, we will look at it again. The plan lacks a lot of ongoing goals which are taking the energies of the office. These items are not on the list. Some of those items he considered less important than those which were on the list. Some, however, were more important. The plan is in addition to work which is now in progress. His reasons for feeling that there is very little value in Item E are because he could not see what could be done in a two or three month period to increase the leadership by ten percent nor its ability to be able sustained. President Clinton's efforts to improve his popularity over given periods of time was cited as an example of his concern as those efforts are not all substantial or sustainable. Mayor Masayko indicated that this had been his approach. The plan contained focus areas which the Board felt attention should be called to and should occur. It would not take the place of the other activities and significant responses which are going on. Supervisor Smith indicated that Number 3, restructuring of the Public Works and Utilities Departments, would provide a tremendous opportunity, as Supervisor Tatro had outlined, to improve customer service and streamline the entire situation over there. It will

also provide Mr. Berkich with a tremendous opportunity to demonstrate E, Leadership. He understood the concern about how do you measure it, how do you quantify it, how do you sustain it but he felt that leadership is one of the type of things which is very difficult to improve on or measure. It is one of those things which you feel, have a comfort level with, and that you exude. The plan, as much as any single item he could remember since he had been on the Board, is a "biggie". The Board had had to do this once before with the Public Works Department. This was approximately two or three years ago. It has been an ongoing issue. This will give Mr. Berkich an excellent opportunity to demonstrate his leadership by how he handles the situation. He felt that one almost leads to the other. He also understood Supervisor Tatro's comments. Supervisor Plank indicated that Item E is one of the kind of things with which he loved to deal as they are very subjective. It can't be quantified. It could be dealt "with a combination of your head and your guts" or with one and not the other. He felt that it would give Mr. Berkich a good feel on how the Board personally felt he was doing as it is going to the our perception. This is just like the voters. Supervisor Tatro responded by stating his disagreement as it is not the Board's opinion which is being discussed. It is a survey which Mr. Berkich would have done of the other Elected Officials and Department Heads. If Mr. Berkich focuses on Public Works, the people at the Library may decide that Mr. Berkich is ignoring them and his rating there may go down or Mr. Glover may decide that he can't get Mr. Berkich to spend the afternoon with him when he needs to or whatever the case may be. It is not our opinion. It is a survey of a whole bunch of different people. He did wish to add one thing though about the Public Works Department. There are some very good people within the Public Works Department. The systems, however, with which they work within are not the best that they could have. There have been, for example, improvements in RTC during the last year and, specifically, with the performance of the RTC staff. The RTC staff is the same people. They have a different focus. They are now channeling their energies and are coming out with an improved work product. There have been changes in the methods which they use to organize or to perform their work that have made them more effective. He was not saying that the City does not have good people within Public Works as this is not the case. There are good people there but there are barriers to successful performance with the current structure which should be looked at. Mr. Berkich indicated that he was well aware of the urgency and the priority of the Public Works/Utilities issue. He assured the Board that this is occupying the number one position on his agenda. He had literally spent many, many hours since Ms. Timian-Palmer's announcement and would continue to do so until a decision has been made. The one stop shop falls into this area also. The Board was aware that there had been a public/private team working on this concept. They are about to release to the Board a draft report, which may be coming out as soon as this afternoon. The Board can then begin looking at the team's recommendation which may ultimately be part of the structure/restructure of Public Works. He also clarified for Supervisor Tatro that the leadership issue will not be completed by February. He had appreciated Supervisor Tatro's written comments indicating that this would be virtually impossible to do. He agreed that Supervisor Tatro was right in this respect. Supervisor Tatro indicated that he had not been aware of the significance of asterisk which had been there previously and was removed on this plan. Mr. Berkich indicated that he had almost finished the baseline and felt that within the scope of the agreement, which is for a full year, there would be submitted to the Board a second measurement which would define where they stood with this goal. Mayor Masayko indicated as the last comment on the leadership survey, although he would not be able to make one out, it would certainly help him once the score is in to compare his perception with that of Mr. Berkich's colleagues and subordinates. The survey will help him understand how they think and see things as a comparison to how he thinks and sees things. Everyone is entitled to their own perceptions of the realities. This helps him understand Mr. Berkich's leadership skills and approach. It also provides a reflection of what he sees as a comparison to what they see. If the comparisons are in tune, then we are really seeing the same things. It is a good tool for him and he was not trying to make it "warm and fuzzy". Additional comments were requested but none given. The motion to accept the City Manager's performance plan was voted and carried 4-0.

**A. ACTION ON APPROVAL IN CONCEPT TO LEASE A PORTION OF THE BUILDING LOCATED AT 2621 NORTHGATE LANE TO THE NEVADA RURAL HEALTH CENTERS, INC. (1-1924.5) - Deferred.**

There being no other matters for consideration, Supervisor Plank moved to adjourn. Mayor Masayko seconded the motion. Motion carried 4-0. Mayor Masayko adjourned the meeting at 10:30 a.m.

CARSON CITY BOARD OF SUPERVISORS  
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The Minutes of the November 20, 1997, Carson City Board of Supervisors meeting

1998.

ARE SO APPROVED ON\_\_January\_22\_\_,

\_\_\_\_\_/s/\_\_\_\_\_

ATTEST:

Ray Masayko, Mayor

\_\_\_\_\_/s/\_\_\_\_\_  
Alan Glover, Clerk-Recorder