



**Board of Trustees
Minutes of Regular Meeting
Tuesday, March 3, 2026**

5:00 P.M. | Board Room
Minden-Gardnerville Sanitation District
1790 Hwy. 395
Minden, Nevada

Board Members Present:

Ted Thran
Daniel Griffith
Chris Shorten
Michele Wagner
Sondra Condrón

Board Members Absent:

None

Staff Members Present:

Peter Baratti
Bill Peterson
Cliff Simpson
LaVonne Ghanavati
Haley Freeman
Jessica Kneefel
Erik Novak
Bruce Scott

Staff Members Absent:

None

Others Present: Greg Reed

1. Meeting called to order at 5:00 p.m. by Ted Thran.

2. Public Comment: There was no public comment.

3. Chairman's Comment: There was no chairman's comment.

4. District Manager's Report: Peter reported that the District will begin the hiring process for two operator positions. Chairman Thran asked about the Pineview amendment. Peter explained that the USDA requested the amendment to address compensation for MGSD's reimbursable hours on the project, noting that both Bill and Bruce are involved in the discussions. Bill added that he has followed up with Frank Flaherty, Pineview's attorney, who indicated the amendment language is acceptable and that requirements have been satisfied.

Trustee Condrón expressed concern about the potential for additional infrastructure repairs. Peter acknowledged this is likely, given that the pipes are over 60 years old and have been degraded by hydrogen sulfide gas. He explained that these repairs could be incorporated into the ongoing concrete rehabilitation project, including piping to a new wet well and bypassing the existing one, allowing for a retrofit during construction.

5. Claims Review and Approval: Vice Chair Shorten questioned the NV Energy bill. Staff explained that the District receives two separate bills: one for the pump station that lifts from the District's ponds to Bently's pond, and another for the treatment plant. Bruce Scott added that during recent discussions with Bently regarding their amendment, the District requested that Bently share in the pump station energy costs.

Motion: To approve the claims received in January 2026 in the amount of \$152,449.57 and the payroll-related expenses paid during January 2026 in the amount of \$242,015.90

Made by: Chris Shorten

Seconded by: Sondra Condrón

Vote: Motion carried.

Ayes: Thran, Wagner, Shorten, Griffith, Condrón

Nays: None

Abstain: None

Absent: None



6. Minutes of February 3, 2026 Regular Board Meeting: There were no comments or discussion regarding the minutes.

Motion: To approve the minutes of the February 3rd, 2026 Regular Board Meeting.

Made by: Michele Wagner

Seconded by: Sondra Condron

Vote: Motion carried.

Ayes: Thran, Shorten, Wagner, Griffith, Condron

Nays: None

Abstain: None

Absent: None

7. Designation of Auditor: Haley reported that Casey Neilon had an ownership change and is now known by Sorren CPA's. The Board was given the engagement letter to review.

Motion: Motion to designate Sorren CPA's, formerly Casey Neilon Inc, as auditor for the FY ending June 30, 2026.

Made by: Chris Shorten

Seconded by: Dan Griffith

Vote: Motion carried.

Ayes: Thran, Wagner, Shorten, Griffith, Condron

Nays: None

Abstain: None

Absent: None

8. MGSD Tentative Budget Hearing: The board discussed dates and times for the tentative budget meeting and the final budget hearing.

Motion: Motion to schedule the meeting date for the Tentative Budget Meeting for April 10, 2026 at 12:00pm and to schedule the Final Budget Hearing for May 18, 2026 at 5:00pm.

Made by: Sondra Condron

Seconded by: Michele Wagner

Vote: Motion carried.

Ayes: Thran, Wagner, Shorten, Griffith, Condron

Nays: None

Abstain: None

Absent: None



9. MGSD Compensation Survey: Haley Freeman presented the results of the Compensation Survey to the Board. Vice Chair Shorten raised concerns that benefits were not included in the comparison with other agencies. Haley acknowledged the importance of benefits but noted that survey data indicates that take home salary is the primary factor for job seekers. She added that if the Board adopts regular compensation surveys, future analyses could include both salary and benefits. Trustee Condron agreed that while salary attracts employees, benefits are key to retention. Discussion followed.

The survey found the District’s compensation to be approximately 11% below market. Staff proposed a two-phase approach to address this. Phase 1 would adjust the salary scale by removing the first three steps, which are no longer competitive, and setting Step 4 as the new entry point. Phase 2 would address employees whose salaries fall below the market midpoint; staff noted this phase is optional.

Vice Chair Shorten asked whether employees would retain their current step following Phase 1. Haley clarified that employees would instead move to a lower step to maintain their current salary. He also requested clarification on the financial impact of Phase 1. Haley explained that the financial impact primarily encompassed the employees at Step 10, as they would move to Step 7 under the new scale and become eligible for both a 5% merit increase (with a favorable review) and a 2.9% COLA, rather than only the COLA. Additional discussion addressed the use of half steps, which are primarily tied to operator certifications.

Vice Chair Shorten expressed concern about employee morale under Phase 2, noting that only employees below the midpoint would receive raises. Haley responded that employees above the midpoint would still benefit from the Phase 1 scale adjustment at the time of their performance reviews, rather than immediate salary increases. The Board discussed morale concerns more broadly and ultimately directed staff to develop alternative options that would provide some level of adjustment for all employees.

Greg Reed noted that Gardnerville Ranchos has adopted a compensation structure using minimum, midpoint, and maximum ranges instead of steps which allows greater flexibility.

The Board and Peter thanked Haley Freeman for her presentation.

Motion: Motion to adopt the salary scale adjustments as presented in Phase 1 and to direct the Administrator to prepare additional compensation options to be reviewed at the April 6, 2026 Regular Board Meeting.

Made by: Sondra Condron

Seconded by: Michele Wagner

Vote: Motion carried.

Ayes: Thran, Wagner, Shorten, Griffith, Condron

Nays: None

Abstain: None

Absent: None

10. District Manager Review: Trustee Griffith commented that Peter’s compensation package is strong and appropriate for an executive-level position, but felt that a COLA alone would not adequately reflect his performance. He noted that executives at similar levels often receive incentives or bonuses during annual reviews and proposed an \$8,500 increase. Peter acknowledged that he is well compensated and said he would like to see employees compensated comparably.



Trustee Condrón proposed a 5% increase, including COLA, and indicated openness to a higher adjustment. Vice Chair Shorten observed that with only COLA increases, Peter’s salary would exceed \$200,000 within a few years. While he supported recognizing Peter’s performance with a merit increase, he emphasized the importance of also considering employee compensation and maintaining morale, noting the potential for a widening pay gap. Discussion followed.

Motion: Motion to approve the renewal of the employment contract for Peter V. Baratti as District Manager for one calendar year, and to grant a salary increase of 6% in addition to a cost-of-living increase of 2.9%.

Made by: Ted Thran

Seconded by: Chris Shorten

Vote: Motion carried.

Ayes: Thran, Wagner, Shorten, Griffith, Condrón

Nays: None

Abstain: None

Absent: None

11. Attorney-Client Conference: Bill Peterson provided brief updates on the Pineview contract revision, the Bently Agreement amendment, and the Multimodal Trail easement. Discussion followed regarding the District boundary and service area.

Bill stated that the Compensation Survey was extremely well done, and recommended that the Board work with Haley to establish a policy for conducting market evaluations every one to three years to ensure the District remains competitive.

12. Engineer’s Report: Bruce reported that the Q&D CMAR contract will be presented at the April meeting. He stated that the Highway 395 Interceptor rehabilitation is estimated to cost \$2.2 million, and the Highway 88 GRGID Interceptor will be \$1.75 million. He noted that a portion of the GRGID interceptor project will be funded by the Gardnerville Ranchos GID. Discussion followed regarding the project details.

13. Administrative Report by Staff: Haley Freeman reported that she finalized the tax assessment for the GRGID billings and that notice would be going out to Greg Reed later in the week. The monthly tax rate for GRGID will be increasing to \$10.70 per EDU on July 1st.

14. Board Comment: There was no Board comment.

15. Public Comment: There was no public comment.

16. Meeting adjourned 7:28 p.m.

Approved by the Board of Trustees as presented on:

Date

By _____
Haley Freeman, District Secretary