



N.C.S.D

Northstar Community Services District
900 Northstar Drive, Truckee, CA 96161
P: 530.562.0747 • F: 530.562.1505 • www.northstarscd.org

Board of Directors

John Radanovich, President
Warren "Chip" Brown
Nancy Ives
Marilyn Forni
Candace Roeder

General Manager

Mike Geary, PE

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF DIRECTORS FEBRUARY 26, 2026 – 9:00 A.M. 900 NORTHSTAR DRIVE

Vice President Forni called the meeting to order at 9:00 A.M. Thursday, February 26, 2026. The Pledge of Allegiance and roll call followed.

DIRECTORS PRESENT **Brown, Forni, Ives, Radanovich, Roeder**

DIRECTORS ABSENT: **None**

STAFF PRESENT: **Geary, Gibeaut, Martin, Zangara, Plexico, Evans**

OTHERS PRESENT: **Tara Schoedinger, Maggie Steakley**

PUBLIC COMMENT

There was no public comment.

CONSENT CALENDAR

Director Brown moved to approve the following consent calendar items:

- a. January 21, 2026 Regular Meeting Minutes
- b. Approval of Claims and Demands – Paid and Unpaid

Director Roeder seconded; roll call was taken. Yes: Directors Brown, Forni, Ives, Radanovich, and Roeder. Noes: None. Abstain: None. Absent: None.

NEW BUSINESS

FIVE YEAR STRATEGIC PLAN

Director of Public Works (DPW Martin) Introduced Maggie Steakley, a Principal Associate of Glen Price Group who is the consultant that will be providing services in the development of the District's Strategic Plan Update. Ms. Steakley reviewed her background and experience, defined the purpose of a strategic plan, and outlined the process for the development of a strategic plan.

RECURRING BUSINESS

NORTHSTAR PROPERTY OWNERS ASSOCIATION (NPOA) UPDATE

There was no update for this agenda item.

NORTHSTAR CALIFORNIA/VAIL UPDATE

Tara Schoedinger provided the following report for Northstar California/Vail:

- The resort received eighty inches of snow followed by one and a half inches of rain
- President's Week was extremely busy
- Women's Weekend is scheduled for March 6
- There's a new s'mores cart in the village
- Hoping for the forecast to offer more snow in the coming weeks

NEW BUSINESS

APPROVAL OF NEW JOB DESCRIPTIONS AND SALARY RANGES

Secretary of the Board (SotB) Julie Zangara stated District staff performed a comprehensive, in-house salary and benefit survey with the purpose of identifying the need for salary range adjustments and/or other updates to address the recent restructuring of the administrative department. The survey included a review of other local agencies' wage scales, benefit packages, and job descriptions. Additionally, the District's current job descriptions for approved positions were reviewed. The results of the survey and internal research warranted the creation of three new positions: *Director of Finance and Accounting*, and *Human Resources and Administrative Manager*, as well as the creation of a new *Senior Administrative Specialist* position, which is in series with the *Administrative Specialist* position, to allow for upward advancement. District staff also requested the Board approve retitling the current position of *Customer Service/Administrative Specialist* to *Administrative Specialist*. If approved, new salary ranges take effect as early as March 7, 2026 which is the beginning of the next full pay period.

Director Radanovich moved to approve the Creation of District Positions: Director of Finance and Accounting, Human Resources and Administrative Manager, and Senior Administrative Specialist; the Salary Ranges as proposed, and the retitling of the Customer Service/Administrative Specialist to Administrative Specialist. Director Brown seconded; roll call was taken. Yes: Directors Brown, Forni, Ives, Radanovich, and Roeder. Noes: None. Abstain: None. Absent: None. The motion carried.

APPROVAL OF REVISION TO SALARY RANGES

SotB Zangara stated in conjunction with the research and salary survey performed for the administrative department, a revision to the salary ranges for three positions was warranted. The Administrative Specialist, Senior Accounting Technician, and Accounting Technician positions were below the regional average for similar positions surveyed. If approved the revised salary ranges take effect March 7, 2026 which is the beginning of the next full pay period.

Director Brown moved to approve the Revision to Salary Ranges for Administrative Specialist, Senior Accounting Technician, and Accounting Technician. Director Ives seconded; roll call was taken. Yes: Directors Brown, Forni, Ives, Radanovich, and Roeder. Noes: None. Abstain: None. Absent: None. The motion carried.

CALL FOR NOMINATIONS – SPECIAL DISTRICT APPOINTMENT TO PLACER COUNTY LAFCO

SotB stated Placer County notified the District of a term expiring for the Local Agency Formation Commission (LAFCo). Judy Friedman, who currently serves as the Special District Representative on LAFCO is seeking nominations to continue in her role for the next term. Alternatively, the District may nominate a Director from the Board for the new term. Placer County does not require Board action for the nomination. After a brief discussion, the Board agreed that Judy Friedman should be nominated for the new term.

DIRECTOR REPORTS

There were no updates for this agenda item.

GENERAL MANAGER'S REPORT – GEARY

GM Geary provided the following report:

- Met with direct reports
- Met with Directors and representatives of Easter Placer Futures about the Incorporation of Eastern Placer County

- Met with Fire Chiefs and General Managers from the five Districts included in the Municipal Service Review (MSR), legal counsel, LAFCO representatives and consultants
- Participated in a Strategic Plan kick-off meeting with Maggie Steakley and the core planning team

FIRE DEPARTMENT – GIBEAUT

Fire Chief Jason Gibeaut provided the following report:

- Chief Gibeaut continues to research all viable means of additional revenue or cost-savings for the Northstar Fire Department (NFD) to keep the Board better informed
- Attended the MSR meeting with GM Geary and identified the importance of staying up to date on the regional direction and initiatives
- Will be meeting with the MSR LAFCO consultant to request changes the NFD and other departments would like to see in the study
- Administrative staff working on updating the NFD’s Fiscal Sustainability Analysis
- Met with Fire Prevention Officer Brandon Olk, Forester Joe Barron, and Forestry Assistant Cooper Johnson to discuss the community concerns and outreach for curbside recycling and options for disposal of defensible space materials later in the season

PUBLIC WORKS REPORT – MARTIN/EVANS

Director of Public Works (DPW) Eric Martin and Utility Operations Supervisor (UOS) Shaun Evans provided the following report:

- DPW Martin stated the Wood Energy Facility (WEF) project is progressing quickly:
 - Boiler system manufacturing is nearing completion
 - Billing out the Cal Fire grant
 - The building package is the next big purchase for the WEF
 - The goal is to commission the WEF by the first quarter of 2027
- UOS Evans reviewed the outcome of a trail survey and pet waste bags left on the trail, the District strategy for maintenance on the trail in relation MISSING WORDS HERE
- DPW Martin commended the efforts of the Operations Staff during the recent storms that hit the region
- Several District vehicles that will no longer pass new smog testing requirements and those that have surpassed their serviceable life will be put up for auction in the next few weeks

ADMINISTRATIVE REPORT – ZANGARA

SoTB Zangara provided the following report:

- Ethics training is postponed until the Directors are available to attend.
- Met with GM Geary to discuss the current administrative department and future goals
- Reviewed the draft surveys for the District’s upcoming Strategic Plan development


ADJOURNMENT:

The meeting adjourned at 10:37 A.M.

Respectfully submitted,



Julie Zangara, Secretary of the Board



Marilyn Forni, Vice President of the Board