

Minutes of the Special Joint December 13, 1990, Meeting
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A special joint meeting of the Carson City Board of Supervisors and Carson City Golf Course Advisory Committee on Thursday, December 13, 1990, at the Community Center Sierra Room, 851 East William Street, Carson City, Nevada, beginning at 6 p.m.

PRESENT: Marv Teixeira Mayor
Ron Swirczek Supervisor, Ward 1
Tom Fettic Supervisor, Ward 2
Tom Tatro Supervisor, Ward 3
Kay Bennett Supervisor, Ward 4

GOLF COURSE ADVISORY COMMITTEE PRESENT: James J. Jackson, Chairperson
Gary Sheerin, Vice-Chairperson
Dick Campagni, Marilyn Griffin,
Joe Masini, Dave Perondi, Bob
Tobias

STAFF PRESENT:

John Berkich	City Manager
Ted P. Thornton	Treasurer
Gary Kulikowski	Internal Auditor
Tom Duncan	Golf Pro-Golf Course Manager
Mary Walker	Administrative Services Director
John Iratcabal	Purchasing Assistant
Bob Auer	Deputy District Attorney
Tom Kunkle	Golf Course Superintendent
Katherine McLaughlin	Recording Secretary

(B.O.S. 12/13/90 Tape 1-0058)

Mayor Teixeira called the meeting to order at 6:05 p.m. Supervisor Fetic lead the Pledge of Allegiance. Roll call of both the Board and Committee was taken and quorums were present.

1. DISCUSSION AND ACTION ON GOLF PRO'S RESIGNATION (1-0095) - Mr. Duncan thanked the Board for the opportunity to have been involved with the expansion and noted the various accomplishments which had been made during his tenure. The Board commended him on his efforts and wished him well in his new endeavor. Discussion also pointed out the need to resolve several differences of opinion on his contract's interpretation. Board comments stressed that if his resignation is accepted, the contract differences would not be affected. Mayor Teixeira directed the City Manager to provide a status report on the negotiations at the next Board meeting which is scheduled for December 20. Comments were solicited from the Committee and public but none made. Supervisor Swirczek then moved that the Board accept the resignation of Tom Duncan, the Golf Pro at the two Carson City Golf Courses. Following Mr. Auer's request for an amendment, Supervisor Swirczek continued his motion to include effective December 31, 1990. Supervisor Tatro seconded the motion. Discussion indicated a desire to include resolution of the contract dispute, however, the motion was not amended. The motion to accept the resignation effective December 31, 1990, was voted and carried 5-0.

Mayor Teixeira wished Mr. Duncan well in his future endeavors and Mr. Duncan wished Carson City well in the future.

5. DISCUSSION AND ACTION ON THE LEASE OR CONCESSION AGREEMENT FOR OPERATION OF THE EAGLE VALLEY GOLF COURSE BAR AND RESTAURANT (1-0295) - Mayor Teixeira requested direction from the Committee and Board concerning whether to separate the bar and restaurant

concession from the Golf Pro's contract. Chairperson Jackson advised the Board of the Committee's recommendation which was made at its last meeting to split the contracts. Board and Committee discussion noted that one individual could bid on both contracts and the need for both contractors to work together. Supervisor Fetic moved that the Board split the Golf Pro contract from the food and beverage contract and that the food and beverage contract go out for requests for proposals. Motion died for a lack of a second. Further discussion ensued among the Board on the need to address other contract considerations first which was agendaized as Item 3.

2. DISCUSSION AND ACTION ON TERMS AND CONDITIONS FOR TEMPORARY APPOINTMENT OF AN INTERIM GOLF PRO FOR EAGLE VALLEY EAST AND WEST GOLF COURSES (1-0415) - Mayor Teixeira introduced Gary Bushman. Mr. Bushman explained his willingness to serve as an Interim Golf Pro for a minimum of one year, to buyout Mr. Duncan's inventory, and to bid on the food and beverage concession. Board discussion with Mr. Berkich noted that other individuals had expressed an interest in the position. These resumes had not indicated whether the interest was in either an interim or permanent position. Board discussion with Mr. Bushman explored his willingness to bid on the food and beverage concession, to buyout Mr. Duncan's inventory, and to accept the position for an interim period of one year only. Discussion indicated the feeling that a new permanent pro could be selected by April 1 at the latest. The need to have continuity, to be able to schedule tournaments, the pros and cons of appointing Mr. Bushman due to his knowledge of the tournaments and experience at the course, time needed to solicit applications and select a permanent golf pro, funding needs, the City's lack of information concerning the operation, and purpose of the courses were discussed among the Board, Committee, Mr. Bushman, and Mr. Bushman's attorney Karen Peterson. Mayor Teixeira asked the audience if anyone else was interested in the interim position. When no one responded Mayor Teixeira felt that this was due to the uncertainty concerning the period of time which would be involved. Further discussion ensued among the Board, Committee and Mr. Berkich concerning Mr. Bushman's tenure and experience; that Mr. Bushman would be required to submit a proposal (application) along with any other applicants; commitments which Mr. Bushman was willing to make for the one year contract; funding needs; tournament needs; fee subsidies; economic impacts created by the courses on the City; need for management changes at the courses; the amount of time required to advertise and interview an applicant and for him to get the operation up and running; differences between the Washoe and Carson City courses; and desire to have the Deputy City Manager function as a liaison between the Golf Pro and Golf Superintendent. Discussion then ensued with Ms. Peterson concerning the ability to negotiate a contract before January 1. Mr. Berkich was directed to work with Mr. Bushman and Ms. Peterson and return with a contract on December 20. Discussion indicated the feeling that the time being granted by Mr. Bushman's contract should be used to address the present management problems and seek RFP's for a permanent contract.

(1-2281) Dan Flammer explained his role in expanding the course and that the purpose of the course was to make money and attract tourists for the economic benefit of the City. Reasons for selecting Mr. Duncan were given. He urged the Board to consider a "money hungry" individual when applications are considered in order to make the operation an economic success. He encouraged the Board to have the individual retained on a commission basis rather than a salary as an additional incentive. He felt the management problems should be addressed. His comments acknowledged the need for tourists to support the courses. He also stressed his feeling that the golf pro should come from the "private sector" and have the knowledge to operate a course. The Dayton course is backed by private enterprise, would compete with Carson City's courses, and could operate at a loss. He cautioned the Board to avoid creating another "bureaucratic overlay of a very fine situation now".

(1-2771) Jim Robertson expressed his feeling that the Board was facing two problems: 1. The need to fill a key City position by January 1--the Golf Pro; and, 2. A contract for that individual. He felt that the courses had been a financial success for everyone. Private industry always looks to see if a promotion can be made from within the firm when a management position is vacated. For this reason he supported promoting Mr. Bushman. This would eliminate the lengthy advertising process. By using Mr. Duncan's contract as a model and giving Mr. Bushman a one year contract, continuity would be maintained. Changes could be made after evaluation.

(1-2892) E. M. "Doc" Scrivner expressed his feeling that Mr. Duncan had done the best job the City had ever seen. He did not feel that private industry and civil service employees could work well together without strong direction from the Board. He explained his reasons for supporting Mr. Bushman. During that one year period changes could be made. He questioned the funding allocations supported by the Golf Course Enterprise system. He urged the Board to keep the public informed of all expenditures.

BREAK: At 7:30 p.m. a ten minute recess was taken. When the meeting reconvened at 7:40 p.m. the entire Board and Commission were present, constituting quorums of both.

(2-0002) Supervisor Tatro moved that the Board of Supervisors direct the City Manager and the District Attorney to negotiate a one year agreement with Gary Bushman to act as the Golf Professional for Eagle Valley East and West Golf Courses for the year 1991 and have the draft contract brought back to the Board of Supervisors for approval on December 20th which is a regular meeting. Supervisor Feticc seconded the motion. Supervisor Feticc noted a condition of a contract he was reviewing concerning retention of the Golf Pro at a specified salary like a City employee which he could not support. Clarification indicated this term had not been included in the motion. Discussion ensued between Supervisor Swirczek and Mr. Auer concerning the agenda and whether the Board could take the indicated action as amended. Mr. Auer felt that the Board could take the indicated action. Mayor Teixeira felt that Item 3 would allow the motion although Mr. Auer felt Item 2 granted the Board the power. Supervisor Tatro then explained his reasons for making the motion. Additional comments from the Board and Committee were solicited but none made.

(2-0185) Ron Law then expressed his feeling that the bids should be solicited and his willingness to donate \$500 to pay for the cost of advertising. Promotions from within an organization occur when an individual has personnel and management reporting skills. In view of the present major management problems on the course and reporting problems, he questioned the wisdom of promoting from within.

(2-0027) Lynn Kellogg explained his experience as a golf course consultant and urged the Board to be cautious in making a decision this evening. He was willing to donate consulting time to address the problems at the courses.

(2-0255) Tom Kunkle as Golf Course Superintendent expressed a willingness to work with Mr. Bushman and his reasons for supporting him.

(2-0275) John Baker explained his involvement with the Clubhouse expansion project, the need to consider the golf course master plan and the overall betterment of the course in the negotiations, and his support for Mr. Bushman. He also expressed a willingness to help Mr. Bushman as a consultant. He felt so strongly about having Mr. Bushman at the course that he guaranteed the City that it would offer Mr. Bushman an extended contract. Mayor Teixeira responded by explaining his solicitation of Mr. Baker's services two years ago and commended him on his efforts.

Discussion ensued between the Board and Mr. Bushman concerning his willingness to provide tournament information and other business reports, his willingness to work with any committee or the Board to promote an information reporting process as frequently as deemed appropriate, and the December 20th deadline for his contract. If negotiations are not completed by that time, staff is to bring the agreement to the Board for further Board direction/clarification.

The motion to direct the City Manager to negotiate a one year contract with Mr. Bushman as Golf Pro at both courses was voted by roll call with the following result: Bennett - Yes due to her feeling that time was necessary to address the problems at the golf course and based on the comments expressed earlier she could support Mr. Bushman for the one year period; Swirczek - Yes; Feticc - Yes; Tatro - Yes; and Mayor Teixeira - Yes. Motion carried 5-0.

3. DISCUSSION AND ACTION ON TERMS AND CONDITIONS OF FUTURE GOLF PRO CONTRACT

4. DISCUSSION AND ACTION ON REQUEST FOR PROPOSAL FOR FUTURE GOLF PRO CONTRACT (2-0581) - Discussion noted that the Board would consider the Golf Pro's contract at its next meeting. Member Sheerin suggested the Board direct staff to immediately commence work on the RFP and meet with the Committee so that a comprehensive bid request and contract could be accomplished. Mayor Teixeira directed the City Manager to commence this work and to provide copies of Mr. Bushman's contract to the Committee when it is completed and that the Board's consideration of the contract be scheduled at 6 p.m. as a joint meeting with the Committee. There were no other comments on this item. No formal action was taken by the Board on either Item No. 3 or 4.

5. DISCUSSION AND ACTION ON THE LEASE OR CONCESSION AGREEMENT FOR OPERATION OF THE EAGLE VALLEY GOLF COURSE BAR AND RESTAURANT (2-0695) - Mayor Teixeira explained his feeling that the concession should be separated from the other activities, however, the Pro should be allowed to bid on it. Supervisor Bennett felt that if it is contracted it should only be for one year. This would allow evaluation of the facility and allow bidding at the same time as the Pro's contract is considered. Discussion among the Board and Commission indicated items to be considered in the request for proposals and who could bid. Mayor Teixeira felt that Mr. Bushman should be allowed to operate the concession until a contract is made with the successful bidder. Discussion included the inventory owned by the City and Mr. Duncan. Mr. Thornton explained the management agreement under which Mr. Bushman could sell liquor if Mr. Duncan agreed. **Supervisor Swirczek moved that the Board direct the City Manager to prepare all the necessary documents to solicit an RFP for the operation of the Eagle Valley Golf Course Bar and Restaurant. Supervisor Feticc seconded the motion.** Member Masini explained his reasons for feeling that requests for bids at this time would find few takers due to the lack of valid information on the present operation which is now in the middle of its slow period. He did not feel that anyone would want the contract for less than a two year period. Other Members also supported the separation. Supervisor Tatro questioned the possibility that requiring Mr. Bushman to perform on the golf course as well as the bar and restaurant could be placing him in an uncompromising situation. Supervisor Tatro explained that he would vote against the motion until a complete inventory has been made. Supervisor Swirczek felt that if a concessionaire is truly interested in the operation, the restaurant and bar could become viable tourist attractions.

(2-1485) Jim Peusey emphasized his feeling that this is the slowest period for the concession and that granting a concession for this three month period was totally absurd. He urged the Board to allow Mr. Bushman to handle the operation and take a year to assess the type of operation that should be installed.

Supervisor Bennett expressed her feeling that the Board should take time to evaluate the concession rather than rush into a contract. Supervisor Feticc explained his reasons for feeling that the RFP process would address those concerns and that Mr. Bushman should be allowed to continue the operation in the interim until that contractor is selected. Member Sheerin stressed his feeling the contract with Mr. Bushman should consider the concession for a one year period and that a permanent contractor could be determined during that period. He did not feel that the Board was rushing into an agreement nor would there be a problem unless Mr. Bushman's contract is not finalized or does not include the concession. Mayor Teixeira expressed his feeling that Carson City had the only concession operated by the Pro. Supervisor Tatro acknowledged the fact that the two operations were not tied together, however, questioned the City's ability to obtain the best possible contract at this time due to the lack of City records on the present operation.

The motion to direct the City Manager to prepare all the necessary documents to solicit an RFP for the operation of the Eagle Valley Golf Course Bar and Restaurant was voted by roll call with the following result: Feticc - Yes; Bennett - No; Tatro - No; Swirczek - Yes; and Mayor Teixeira - Yes. Motion carried 3-2.

Supervisor Feticc moved to adjourn. Supervisor Swirczek seconded the motion. Motion carried 5-0. Mayor Teixeira adjourned the Board of Supervisors session at 8:35 p.m. Chairperson Jackson adjourned the Golf Advisory Committee.

The Minutes of the Special Joint December 13, 1990, Carson City Board of Supervisors and Carson City Golf Course Advisory Committee Minutes

ARE SO APPROVED ON__December_20__, 1990.

/s/
Marv Teixeira, Mayor

ATTEST:

/s/
Alan Glover, Clerk-Recorder