

WRITTEN STATEMENT REQUESTED TO BE INCLUDED IN THE WRITTEN MINUTES OF THIS JANUARY 12, 2022 REGULAR IVGID BOARD MEETING – AGENDA ITEM C – MORE EVIDENCE YOUR STAFF ARE A BUNCH OF LIARS – THIS TIME IT’S THE DISTRICT’S PUBLIC RECORDS (“PRO”) AND INFORMATION (“PIO”) OFFICER AS WELL AS OUR GM – SO WHAT ARE YOU GOING TO DO ABOUT IT BOARD?

Introduction: For some twelve (12) or more years now I have been criticizing much of our senior staff as lacking competence, being deceitful (i.e., concealing material facts from the Board and the public), being grossly over compensated and over benefited, and the willing poster children for “the IVGID culture.”¹ And now we have yet another example...again. Your PRO’s concealment of public records. And that’s the purpose of this written statement.

My Public Records Request of November 7, 2021: On November 7, 2021 I made a public records request to “examine records evidencing the time internal services staff (allegedly) spent...on any aspect of the Phase I of the Mountain Golf cart pathway replacement project.”² NEVER has Mr. Herron ever provided these records for my examination³.

My Public Records Request of December 1, 2021: Ms. Herron came up with a phony document obviously created after-the-fact in response to my November 7, 2021 records request; a “project accounting” sheet. To demonstrate that this was and is a phony document, on December 1,, 2021 I asked to examine every project accounting sheet for every capital improvement project (“CIP”) taking place on/after July1, 1979². After all, and just like project summaries for every CIP, project accounting sheets should exist assuming such a sheet is not a phony document. Right?

Ms. Herron’s December 9, 2021 Response: On December 9, 2021 I received an e-mail response to my December 1, 2021 records request where she informed me that “staff is working up a response ...and we hope to have that to (me) by the end of the week.”² I never heard anything more from Ms. Herron insofar as this records request were concerned. Not by the end of the December 9, 2021 week, and not ever!

Our GM’s January 12, 2022 Update Insofar as My December 9, 2021 Records Request Were Concerned: At page 10 of the packet of materials prepared by staff in anticipation of the Board’s January 12, 2022 meeting [https://www.yourtahoeplace.com/uploads/pdf-ivgid/Package_-_01122022.pdf (“the 1/12/2022 Board packet”)}, Indra provided the IVGID Board and the public with an update insofar as public records requests post-dating December 1, 2021 were concerned. With

¹ A culture where un-elected staff care more about themselves, their colleagues and select “favored collaborators” than the public they were hired to serve.

² See my recital of this fact in my January 9, 2022 e-mail to the Board and our GM. That e-mail is attached as Exhibit “A” to this written statement.

³ See my recital of how Ms. Herron responded in Exhibit “A” to this written statement.

respect to my December 9, 2021 request Mr. Winquest recited that “staff is preparing a cost estimate for providing these records (and) Mr. Katz has been advised of the same.”⁴

My January 9, 2022 E-Mail to Our GM Insofar as His Representations on Page 10 of the 1/12/2022 Board Packet Were Concerned: When I read what Mr. Winquest had informed the Board and the public insofar as my December 1, 2021 public records request were concerned, *which was false*, I sent him an e-mail (on January 9, 2022) giving him until 5:00 o’clock P.M. that day to produce written evidence which supported his statements to the Board and the public, otherwise I would go public and make a big deal regarding the same⁵.

Mr. Winquest never responded to my January 9, 2022 e-mail, one way or the other. And so at 9:46 P.M. that evening I went public with my e-mail to the Board of even date².

Ms. Herron’s E-Mail Admission to Me of January 10, 2022: The following morning, I received an e-mail from Ms. Herron admitting that contrary to Mr. Winquest’s assertion of fact, she had “not follow(ed) up with (me) on (my) records request (insofar as)...Staff providing (me with) an estimate.”⁶

My January 10, 2022 E-Mail to the IVGID Board: After Ms. Herron admitted that she had committed public records concealment, I shared this evidence with the Board and Mr. Winquest asking what members “intend(ed) to do about it?”⁶ And how did the Board respond? Nothing, nada, zip, etc.

Conclusion: The concealment of public records is a crime⁷. Given that’s what we have here and I’m tired of having to deal with the same criminal activity, time-after-time, the public should be aware of the same. Which explains this written statement.

And You Wonder Why You’re Recreation (“RFF”) and Beach (“BFF”) Facility Fees Are as High as They Are? I’ve now provided more answers.

Respectfully, Aaron Katz (Your Community Watchdog), Because Only Now Are Others Beginning to Watch!

⁴ A copy of that page together with an asterisk next to the quoted language is attached as Exhibit “B” to this written statement.

⁵ That e-mail is attached as Exhibit “C” to this written statement.

⁶ That e-mail which is part of a string of e-mails between Ms. Herron, me, and the IVGID Board, is attached as Exhibit “D” to this written statement.

⁷ See NRS 239.310 which states it “is...a category C felony (for) a person (to) willfully and unlawfully... conceal...a record, map, book, paper, document or other thing filed or deposited in a public office.”

EXHIBIT "A"

I Keep Telling You it's Essentially Everything These People Do - Our GM's Misrepresentation to the Board and the Public re My Request to Examine Public Records

From: <s4s@ix.netcom.com>
To: "Callicrate, Tim" <tim_callicrate2@ivgid.org>
Cc: "Dent, Matthew" <dent_trustee@ivgid.org>, "Wong, Kendra Trustee" <wong_trustee@ivgid.org>, "Schmitz, Sara" <schmitz_trustee@ivgid.org>, "Tonking, Michaela" <tonking_trustee@ivgid.org>, <ISW@ivgid.org>
Subject: · I Keep Telling You it's Essentially Everything These People Do - Our GM's Misrepresentation to the Board and the Public re My Request to Examine Public Records
Date: Jan 9, 2022 9:46 PM

Chairperson Callicrate and Other Honorable Members of the Board -

I keep telling you it's nearly everything your vaunted staff do. Everything!

By and large senior staff are a bunch of liars. They resent the fact they must report to the Board, or to explain any of their actions to anyone. And they don't give a damn about the public they were hired to serve. Nor the local property owners for whom they are directly accountable. All they really care about is themselves, their public employee colleagues, and their special interest favored collaborators who they can count on to come to their support when evidence of their wrongdoing is made public and they need cheerleaders. It's called the IVGID culture. And who better to be the head of that culture than one of its proud products? Our GM Indra.

About a week ago I made all of you aware of Susan Herron's lies re my request to examine documentation and information pertaining to Greenwood Homes' requests to use the Chateau to conduct a pre-sales dog and pony show for a new 40 unit condominium project being proposed at 947 Tahoe Blvd., first on Jan 10, and later on Jan 24, 2022. And instead of terminating Ms. Herron, all we heard from Indra was "I don't have time for this nonsense." And why did he not have time?

Well it turns out it was because he was engaged in similar lying of his own. To advance another false narrative to make you believe he really is a truthful and appropriate steward to be our GM. Well he's not. And that's the purpose of this e-mail.

Take a look at page 10 of the Board packet for your upcoming Board meeting on Jan 12, 2022. There Indra advances the false narrative of how open and honest he and his staff are when it comes to public records requests. His first entry pertains to a request of mine; something he wrongly describes as a request for "project accountings." And his explanation of its status of this request is: "staff is preparing a cost estimate for providing these records," and, "MR. KATZ HAS BEEN ADVISED OF THE SAME."

NOT TRUE. The correct narrative is that Ms. Herron and Indra are guilty of willful concealment of public records. Or probably more aptly, there is no concealment because the truth of the matter is that none of the records sought to be examined actually exist. A "project summary" sheet has been created after the fact to make it look as if these sheets are regularly prepared for all CIPs, when they do not.

So here is the truth and I've got the documents to back up what I recite:

On November 7, 2021 I made a request to "examine records evidencing the time internal services staff (allegedly) spent

and the costs internal services staff (allegedly) incurred on any aspect of the Phase I of the Mountain Golf cart pathway replacement project." I think we all now know that NONE EXIST because of Mr. Navazio's admissions at the Board's last meeting.

Nonetheless, on December 1, 2021 Ms. Herron provided me with a phony "project accounting" sheet for this project which supposedly included the internal services labor costs advanced by staff to this project I had asked to examine. The problem is it did NOT include any of these labor costs and each of you know this to be fact because I copied you on my e-mail follow up to Ms. Herron where I raised this objection. And BTW, Ms. Herron has NEVER provided the records I requested which translates to a Public Records Act violation which if willful (which it is), is unlawful.

This phony "project accounting" sheet Ms. Herron provided was obviously created AFTER THE FACT to fabricate a record that did not exist to make it look as if she was responding in good faith when the truth is, she was not. And it was intended to make the less informed believe that everything was up front and honest in the expenditures staff was making, when it was not.

So my intent was to call our Ms. Herron and the rest of your vaunted staff as being the liars they really are. So I said to myself; okay, I'll play your silly game. If staff normally prepare project accounting sheets for each of its CIP projects which include the internal services labor costs advanced by staff to those projects, much the same as project summaries which are created for each, it should be a very, very easy thing to make ALL of such sheets available for one's inspection. In fact at the District's admin offices during normal business hours. So on December 1, 2021 I made another public records request "to examine EVERY project accounting sheet for EVERY CIP project approved by the Board from July 1, 2019 to the present." I knew that there would be no way to after the fact fabricate documents that didn't exist, just like what Ms. Herron had provided to me, if I asked for all such sheets. Which explains why I did.

So how did Ms. Herron respond? Instead of just admitting the truth that there were no such sheets, she tried to run me around in circles by disingenuously asking me to provide the CIP project numbers for each of projects I had asked to examine project accounting sheets. Now why would Ms. Herron require CIP numbers for each and every CIP? Nevertheless, I pointed her to all budgeted projects since July 1, 2019 on the District's web site which included the CIP numbers she had requested.

In response, on December 9, 2021 Ms. Herron followed up stating as follows: "staff is working up a response to your request and we hope to have that to you by the end of next week." That's the last I heard from Ms. Herron. And now that more than a month has gone by, I've heard nothing more from Ms. Herron. Nothing! In other words, Ms. Herron never wrote to nor e-mailed me advising "staff is preparing a cost estimate for providing these records" as Indra represents on page 10 of the Board packet.

Up until last Friday afternoon I didn't know about Ms. Herron's and Indra's lies. That was until I was provided with the Board packet for next Wednesday's meeting. And over the weekend I started examining the same. And when I came to page 10 I stopped and said to myself, wait a minutes. THIS IS A LIE! This is an attempt to make you Board members, think staff are open and honest and complying with Nevada's Public Records Act when in truth and in fact, they're guilty of willful concealment because they know the truth will not look kindly upon they and their colleagues.

But before I went public with these facts, at 8:04 A.M. this morning, I e-mail Indra put him on notice of the same. I did not copy anyone with the e-mail. It was just one-on-one. I asked Indra to share with me the so called writing or e-mail allegedly sent to me advising that "staff is preparing a cost estimate for providing these records" because NONE was ever received. In other words, I can't possibly have been advised of the same if nothing was ever sent. I told Indra that UNLESS he provided me with written evidence of the subject advice by 5 P.M. this evening, I was going to go public with the truth and call him out for being the liar he too apparently is.

So what was produced? NOTHING! What did I hear back from Indra on this or any other subject? NOTHING! And it has now been nearly 14 hours! And why? Because the statement is a lie. And Indra knows it is a lie just like the liar who presumably shared this untruth with him.

Yes I'm going to file a criminal complaint. But there's a lesson for all of you to learn.

YOU CAN'T RELY UPON THE TRUTHFULNESS OF ANYTHING YOUR SENIOR STAFF SHARE WITH YOU BECAUSE THEY DON'T SPEAK THE TRUTH. In the past I have provided evidence to you that Mr. Navazio doesn't speak the truth. I did the same insofar as Mr. Underwood is concerned. I did the same insofar as Mr. Howard is concerned. I did the same insofar as Mr. Raymore is concerned. I did the same insofar as Ms. Herron is concerned. And now I do so insofar as our GM himself is concerned. The entire organization is dirty to the core. Because they care more about covering their asses than sharing the truth. And if you had any guts, you'd line them all up at a public meeting, one next to another, and terminate them ALL. And that's what I ask you do.

No one likes to accuse his/her president of being a crook. And I take no glee in calling out Indra and his senior staff as being a bunch of over compensated liars. But that's exactly what they are. And you wonder why and how they steal nearly \$7M annually from local property owners?

And to anyone else reading this e-mail, now you're on notice.

Respectfully, Aaron Katz

EXHIBIT "B"

Policy 3.1.0, Subparagraph 0.4 – Report to the Board on Contracts Signed by the District General Manager

From December 2, 2021 to January 5, 2022

PO Number	Vendor	Description	PO Amount
22-0149	Etcheberry Construction LLC	Golf course tree work	\$15,485.
22-0150	Sanity Solutions	Sanity-as-a-Service – Server software (IT)	\$11,800.
22-0157	Industrial Software Solutions	SCADA Wonderwear software annual lic	\$14,160.
22-0158	Western Nevada Supply	Full-circle repair clamp-high pressure section	\$18,296.25
22-0159	Western Nevada Supply	Repair couplers	\$5,588.66
22-0160	Washoe County Community Svcs	Street cut permit fees	\$5,929.
22-0163	Shafer Equipment Company, Inc.	Drivetrain repair	\$5,173.

Public Records Requests

Following are the public records requests from December 2, 2021 to January 4, 2022

12/01/2021	Katz, Aaron	Every project accounting for every CIP project since 7/1/2019 to present		Staff is preparing a cost estimate for providing these records; Mr. Katz has been advised of same.
12/06/2021	Gumz, Joy	IVGID Privilege Document Log	12/08/2021	Complete
12/07/2021	Katz, Aaron	More on the Dog Park – Application, Transition for Charges by Cost Center, Cost Recovery Agreement and Payment	12/07/2021 12/07/2021	USFS Application sent Cost recovery agreement and payment – no records to provide – complete
12/13/2021	Wright, Frank	Community Holiday Lights	12/14/2021	Complete
12/16/2021	Katz, Aaron	RFP and Responses – Special Counsel	01/04/2022	Complete
12/28/2021	Wright, Frank	Copy of e-mail from Rice to Nelson; Nelson to Board	12/29/2021	Complete
01/01/2022	Martini, Margaret	Contract with Thorndahl Armstrong and copy of e-mail transmitting a letter to the BOT	01/04/2022	Complete

EXHIBIT "C"

You Misrepresentation to the Board and the Public re My Request to Examine Public Records

From: <s4s@ix.netcom.com>
To: <ISW@ivgid.org>
Subject: You Misrepresentation to the Board and the Public re My Request to Examine Public Records
Date: Jan 9, 2022 8:04 AM

Hello Indra -

This is between you and me as of this point in time. But unless you provide the evidence TODAY, its going to blow up.

If you don't have the time for this nonsense, either provide the evidence or do what you know you need to do.

On December 1, 2021 Ms. Herron provided me with a phony "project accounting" sheet for the Mtn Golf cart pathway replacement project which supposedly included the internal services labor costs advanced by staff to this project (even though it included none of these costs). This was in response to my November 7, 2021 request to "examine records evidencing the time internal services staff spent and the costs internal services staff incurred on any aspect of the Phase I of the Mountain Golf cart pathway replacement project."

Because Ms. Herron's response suggested staff regularly produce a "project accounting sheet" for every project they prosecute, and I believe this is a lie, on December 1, 2021 I asked "to examine EVERY project accounting for EVERY CIP project approved by the Board from July 1, 2019 to the present." Just like project summaries, this document should exist for every CIP staff prosecuted..ASSUMING IT EXISTS.

These documents have NEVER been made available for examination. Ms. Herron's last disingenuous response to me was received on December 9, 2021 and it states as follows: "Staff is working up a response to your request and we hope to have that to you by the end of next week."

Well a month has gone by. And I have heard nothing more from Ms. Herron.

Meanwhile, page 10 of the Board packet for next Wednesday's meeting references my request for project accounting sheets. But it **WRONGLY** labels my request as one for "project accountings." Be that as it may, your response is "staff is preparing a cost estimate for providing these records. MR. KATZ HAS BEEN ADVISED OF THE SAME."

Before I accuse you of lying Indra, show me the written communication to me stating that "staff is preparing a cost estimate for providing these records." Because I never received the same. Because it was never sent. Because your Ms. Herron is lying. And she is lying to you. But before I go public with all of this I am giving you the opportunity to demonstrate I am wrong and Ms. Herron is innocent.

I understand today is Sunday, but I'm giving you until 5 PM to provide what I request. Call Ms. Herron on the telephone and ask her to provide you with the same so you can provide it to me. IF IT EXISTS because remember, I never received the same. If it isn't provided, I go public.

And let's be clear, Ms. Herron has NEVER, NEVER provided "records evidencing the time internal services staff spent and the costs internal services staff incurred on any aspect of the Phase I of the Mountain Golf cart pathway replacement project" as I requested on November 7, 2021. AN UNLAWFUL ACT.

Thank you for your cooperation. Sorry to ruin your Sunday. But you've already ruined mine. Aaron Katz

EXHIBIT "D"

I Keep Telling You it's Essentially Everything These People Do - Our GM's Misrepresentation to the Board and the Public re My Request to Examine Public Records - Ms. Herron's Admission

From: <s4s@ix.netcom.com>
To: "Callicrate, Tim" <tim_callicrate2@ivgid.org>
Cc: "Dent, Matthew" <dent_trustee@ivgid.org>, "Wong, Kendra Trustee" <wong_trustee@ivgid.org>, "Schmitz, Sara" <schmitz_trustee@ivgid.org>, "Tonking, Michaela" <tonking_trustee@ivgid.org>, <ISW@ivgid.org>
Subject: I Keep Telling You it's Essentially Everything These People Do - Our GM's Misrepresentation to the Board and the Public re My Request to Examine Public Records - Ms. Herron's Admission
Date: Jan 10, 2022 10:46 AM

Chairperson Callicrate and Other Honorable Members of the IVGID Board -

So did you see Ms. Herron's e-mail to me (below) in response to my e-mail to you last evening?

So who was right and who was wrong?

This isn't the first such alleged unintentional episode. On September 2 and then again September 30, 2021 I placed the Board on notice of the fact that although I asked to examine a September 11, 1975 OAG opinion requested by IVGID in March of 2021, examination was not provided and Ms. Herron informed me that she had unintentionally neglected to provide the same.

You have a problem. Now what do you intend to do about it?

Respectfully, Aaron Katz

-----Forwarded Message-----

From: Herron, Susan
 Sent: Jan 10, 2022 7:23 AM
 To:
 Subject: Records Request

Mr. Katz,

I sincerely apologize for not following up with you on your records request regarding the CIP projects ie Staff providing an estimate. This was unintentional. I am truly sorry.

Susan

WRITTEN STATEMENT REQUESTED TO BE INCLUDED IN THE WRITTEN MINUTES OF THIS JANUARY 12, 2022 REGULAR IVGID BOARD MEETING – AGENDA ITEM C – MORE EVIDENCE YOUR EMPLOYEES MANAGED BY SENIOR STAFF ARE WORTHLESS – THIS TIME CRITICISM COMES FROM ANOTHER MEMBER OF THE COMMUNITY OTHER THAN “THE USUAL SUSPECTS.”

Introduction: For some twelve (12) or more years now I have been criticizing much of our senior staff as lacking competence, being deceitful (i.e., concealing material facts from the Board and the public), being grossly over compensated and over benefited, and the willing poster children for “the IVGID culture.”¹ And now we have an example this criticism is not limited to senior staff. It turns out our rank and file employees exhibit the very same attitude. And that’s the purpose of this written statement.

A Member of the Community Reaches Out to Me: Although I freely admit I am one of the District’s most vocal critics, I’m not the only one. Shortly before the end of last year a member of the community wrote to me about staff incompetence, waste, and worst of all, the complete lack of managerial oversight. The example in question were the landscape maintenance workers at Ski Beach. Because staff loves to retaliate against any local resident who criticizes, understandably, those residents are reluctant to come forward and criticize. And that’s what we have here. People like this resident feel more comfortable using me as their mouth pieces

My E-Mail of January 2, 2022 to the Board: On January 2, 2022 I replicated this local resident’s criticisms into an e-mail sent to the Board. It was titled “Our Workers at Ski Beach.”² As the reader can see, this e-mail recited the level of work which appears to be the norm for this District, and the complete lack of supervision/management. Again the level this District seems to exhibit.

I’m not going to reiterate what appears in the e-mail. It speaks for itself. But like everything else around here, it doesn’t paint a pretty picture.

Our GM’s January 2, 2022 Response: Obviously this local resident didn’t feel comfortable coming forward with his criticisms. He could have easily communicated with the Board or our GM. But he consciously chose otherwise. So after I communicated the foregoing with the Board and staff, I received a follow up e-mail from Indra asking me to have the individual who wrote to me to reach out directly to our GM¹. Although I felt it was disingenuous for Indra to reach out to me as he did, there is something else in his e-mail follow up which bothers me. And that’s his query how anyone can expect him to “do anything about this...without knowing more and speaking to the source?”

¹ A culture where un-elected staff care more about themselves, their colleagues and select “favored collaborators” than the public they were hired to serve.

² This e-mail is part of the string of e-mails between myself, the Board and our GM, which is attached as Exhibit “A” to this written statement.

Our GMS's January 2, 2022 Response is an Admission Indra's Not the Right Person For the Job of IVGID GM: How can anyone expect Indra to remedy this state of affairs without knowing more and speaking to my source? How about doing your job Indra? How about implementing some internal controls? How about hiring some competent management, assuming any exists? How about hiring personnel whose job it is to root out fraud, incompetence and waste like this? How about offering a cash bounty to members of the public who root out fraud, incompetence and waste like this?

You don't need to learn more. You don't need to speak to my source. All you need to do is to do your job!

Conclusion: Quoting our local resident, "there appears to be no oversight or management of these 'so called' workers...I find this all quite astonishing." Well I and others I know are not astonished. What this resident describes, is business as usual for the staff and management we pay for. And now the rest of you who maybe never see what we see have a clue to what's wrong in river city? Which explains this written statement.

And You Wonder Why You're Recreation ("RFF") and Beach ("BFF") Facility Fees Are as High as They Are? I've now provided more answers.

Respectfully, Aaron Katz (Your Community Watchdog), Because Only Now Are Others Beginning to Watch!

Re: Our Workers at Ski Beach

From: "Winquest, Indra S." <ISW@ivgid.org>
To: "s4s@ix.netcom.com" <s4s@ix.netcom.com>
Cc: "Tim Callicrate" <callicrate_trustee@ivgid.org>, "Matthew Dent" <dent_trustee@ivgid.org>, "Wong, Kendra" <Wong_trustee@ivgid.org>, "Sara Schmitz" <trustee_schmitz@ivgid.org>, "Michaela Tonking" <tonking_trustee@ivgid.org>
Subject: Re: Our Workers at Ski Beach
Date: Jan 2, 2022 9:06 PM

Aaron -

Please have the individual reach out to me directly. I cannot do anything about this if true without knowing more and speaking to the source.

Cheers, Indra

> On Jan 2, 2022, at 7:51 PM, s4s@ix.netcom.com wrote:
 >
 > Chairperson Callicrate and Other Honorable Members of the IVGID Board -
 >
 > You people are in such denial. You think your vocal critics like me are merely the vocal minority. Or a handful of disgruntled residents. You are so wrong, and that's the purpose of this e-mail.
 >
 > From time to time I hear from other residents and property owners insofar as their issues of the week are concerned. Well recently I heard from one of them on his observations of our wonderful workers. He/she doesn't have the guts to write to you directly. But I do. So what you see below is his/her e-mail to me in its entirety. I have made no modifications/corrections. And since each of you know the way I speak, it should be obvious to you that what is stated below comes from someone other than me. So with that said...
 >
 > "Observation From an Incline Resident:
 >
 > Since the subject of a bloated IVGID employee staff has been raised by a number of residents of this community, I thought it might be illuminating to forward what I have observed the past few summers. I am a kayaker who pays to keep his kayak stored at the IVGID racks at Ski Run Beach
 >
 > I kayak mostly on weekends so my perspective is mostly from this time frame.
 >
 > During these weekend kayak excursions, I have had the opportunity to regularly observe IVGID workers tending to the landscape in and around the kayak storage area.
 >
 > I assume they were hired in some capacity to maintain the gardens and landscape?
 >
 > These are mostly very young workers from what I have seen.
 >
 > What I find so peculiar is they don't seem to actually be working or accomplishing anything that could be interpreted as productive? I sit back and watch these paid employees basically kick and scrape dirt, leaves and weeds around with their feet to hidden areas where people can't see it anymore?
 >

- > This is what I observe when they' are actually moving and trying to appear as if they are working.
- >
- > Most of the time these kids seem to be just shuffling around in what apoears to be a dazed state of mind, shuffling slowly and staring ar the ground?
- >
- > I don't know what these people were actually hired to do but whatever it is it's not getting accomplished in any capacity. Furthermore, they appear to have minimal tools and/or lawn type disposal bags.They mostly stay in a 25-30 ft zone for over 30 minutes just lazily shuffling around.
- >
- > Then they move to another area.
- >
- > If I had worked like this when I was a young man I wouldn't have lasted one day in this job.And when I come back from my 2 or 3 hour kayak trip they are still out there, basically in the same general area/place doing the same thing - just shuffling around trying to look busy.
- >
- > I see this week in and week out when I am in the kayak area and I find this incredulous.
- >
- > There appears to be no oversight or management of these so called workers at all
- >
- > This year I am planing to video my observations, but I question whether this would make any difference because of the way IVGID aapparently manages situations like this.
- >
- > I find this all quite astonishing."
- >
- > So there you go! Now what are you going to do about this? What new perspective are you going to bring to this systemic problem Michaela?
- >
- > And you wonder why we lose so much money attempting to do what any responsible organization would do?
- >
- > Respectfully, Aaron Katz