CITY OF VICTOR

PHONE (208) 787-2940
www.victoridaho.gov

City Council Staff Report

REPORT DATE: August 11, 2026

MEETING DATE: August 12, 2026

SUBJECT	**Interviews for City Council Appointment**
ITEM TYPE	☐ Public Hearing ☒ WorkSession
PRESENTER	Mayor Muncaster

PURPOSE & PROCESS

The purpose of this item is to interview candidates for 2026 City Council Vacancy

BACKGROUND/ALTERNATIVES

Six candidates for City Council applied for the position. All candidates have been certified as eligible residents of the City of Victor by the Teton County Clerk.

Candidates – all application materials attached to this report
Charles Nussbaum
Bonnie Chambers
Carol Nowakowski
Cindy Riegel
Erica Linnell
Robert Paul Schnoebelen

Below are the questions all applicants will be asked during the 15-minute interview. As time permits, a Councilor or Mayor will ask a follow-up questions.

1. Victor often faces decisions where important values are in tension, such as individual property rights vs. the common good; housing affordability vs. small-town character; environmental stewardship and infill development; short-term fiscal restraint and long-term investment. Please choose one of these tensions (or another example) and explain which value you tend to prioritize, why, and what information or circumstances could cause you to reconsider.
2. Council members should listen closely to public input, but they also have to make decisions based on law, budgets, staff analysis, long-term impacts, and the needs of the common good of the whole city. Describe a leadership decision you were part of where reasonable people disagreed. What made it complicated, and how did you land on your decision?
3. Why do citizens of Victor want you to represent them on city council?
4. What is a beautification project you would love to advocate for in Victor?

No public comment will be taken at this time. Public comment and Council Discussion will take place at the regular meeting work session Aug 12, 2026.

FISCAL IMPACT

None

STAFF IMPACT

LEGAL REVIEW

None

RECOMMENDATION

The confirmation sent to all applicants states:

An ideal applicant will be a qualified Victor resident who is able to meet the time commitments of City Council, including regular meetings, packet review, training, and service through the 2027 election, when the seat will be filled by voters. In reviewing applicants, the Mayor and Council will consider each person's understanding of the Council's role in policy, budget, legislative, and quasi-judicial matters; their ability to distinguish Council oversight from staff direction; their knowledge of current Victor issues such as growth, infrastructure, wastewater, housing, transportation, public trust, and regional relationships; and their demonstrated judgment, preparation, humility, and ability to work respectfully with people who disagree. The City will also consider relevant civic, volunteer, professional, financial, land use, infrastructure, nonprofit, or community experience; clear and respectful communication; a commitment to representing the whole city rather than a single issue or faction; and any ethics, conflict-of-interest, open meeting, public records, or legal-process concerns that could affect the applicant's ability to serve fairly and effectively.

SUGGESTED MOTION

No nomination will be made during the interview process. The meeting will need to be continued to 5:00 pm to accommodate evening interviews.

I move to continue this special meeting to 5:00 pm, August 12, 2026

CITY OF VICTOR
Idaho, Established 1889

CITY OF VICTOR
CITY CLERK

208.274.7082/WWW.VICTORIDAHO.GOV

August 11, 2026

Please be advised that the following individuals have applied for the Victor City Council Vacancy position.

Charles Nussbaum - Thursday, August 6, 2026 -7:18 AM
Bonnie Chambers - Thursday, August 6, 2026 -9:15 PM
Carol Nowakowski- Saturday August 8, 2026 -5:48 PM
Cindy Riegel submitted Monday August 10, 2026 -9:57 AM and updated her application at 4:45 pm
Erica Linnell submitted Monday August 10, 2026 -11:05- [She was told by City Attorney that the deadline was end of day]
Robert Paul Schnoebelen submitted Monday August 10, 2026- 5:40 PM

City Council Vacancy Application

Applications due Monday, August 10, 2026, 10:00 AM

The City of Victor is accepting letters of interest and applications from qualified Victor residents interested in serving on the City Council. The appointed Councilmember will serve only until the 2027 general city election. To continue serving beyond that, the appointee would need to run for election and be elected by Victor voters.

Submit this application online, by email to michelles@victoridaho.gov by mail PO Box 122, Victor, ID 83455, or in person at City Hall (Mon-Thurs 8-6). Attach or include a letter of interest and resume/short biography if available. Application materials may be public records, subject to redaction as allowed or required by law. Please do not submit unnecessary personal information.

Applicant Information

Full legal name: Charles Enzer Nussbaum

Physical residence address within Victor city limits: [redacted]

Mailing address, if different: _____

Phone: [redacted]

Email: [redacted]

Eligibility and Availability

■ I reside within Victor city limits.

■ I am eligible to serve as a qualified city elector, subject to County Clerk verification.

■ I am available to attend regular Council meetings, special meetings as needed, packet review, training, and other Council assignments.

■ I understand that the appointment runs only until the 2027 general city election.

Additional Application Materials

■ Letter of interest attached or included below

■ Resume / short biography attached or included below

Written Questions

1. Why are you interested in serving on the Victor City Council at this time?

I am retired from full time work, and would like to contribute to the city of Victor continuing to be a special place to live and raise a family.

2. What experience, skills, or perspective would you bring to the Council, and how would that benefit the whole community?

I am a retired surgeon, and continue to serve in leadership positions. I am comfortable making decisions that can be difficult and taking responsibility for adverse events. My administrative expereiences have given me an ability to try to achieve consensus prior to reaching a conclusion and also to see the other side of a situation. I am also able to assimilate data to support a conclusion, and to change my mind if new information becomes avaialble. My experience in the operating room has also provided me with an ability to make decisions quickly if that is what is needed.

3. What are the two or three most important issues facing Victor over the next 12 to 18 months, and how would you approach them as one member of Council?

1. Affordable housing
2. Working with Driggs on the waste water plant.
3. Continuing growth without impairing quality of life.

I would evaluate these topics in a data driven manner while receiving input from citizens, city staff, and the mayor and other council members.

4. How do you understand the role of an individual Councilmember, including the difference between setting policy and directing staff?

I view the role as being someone who collects information about a situation from the citizens and staff. After that, working collaboratively with the Mayor and other Councilmembers to set a policy that will benefit our

city. I also feel it is important to rasie an objection when I disagree with a matter and provide a data driven explanation for the disagreement. I think it is also important for a Council member to listen to others, including the citizens and other members of the city council and staff. I feel it is important to ask questions and listen to others before reaching a conclusion.

5. Please disclose any actual or potential conflicts of interest. Have you, an immediate family member, or an entity in which you have an ownership or leadership interest been involved in active litigation, a pending claim, a contested proceeding, an enforcement matter, an appeal, a contract, or a pending application involving the City of Victor? If yes, briefly describe.

I have no conflicts of interest. I do serve on the finance committee for Mountain Bike the Tetons. I am not involved in the real estate or development business. I am not affiliated with any political party.

Certification

I certify that the information provided is true and complete to the best of my knowledge. I understand that application materials may be public records, subject to redaction as allowed or required by law.

Signature: Charles E Nussbaum **Date:** August 6, 2026

Charles Enzer Nussbaum, M.D., FAANS

HOME ADDRESS:
[redacted]

EDUCATION

A.B., Summa cum laude, Biochemistry, Bowdoin College — 1980
Brunswick, Maine

M.D., University of Rochester School of Medicine and Dentistry — 1984
Rochester, New York

INTERNSHIP AND RESIDENCY

Internship in General Surgery, University Hospitals of Cleveland — 1984-1985
Cleveland, Ohio

Residency in Neurosurgery, University of Rochester Medical Center — 1985-1990
Rochester, New York

PREVIOUS POSITIONS

Attending Neurosurgeon — 1990 – February 2019
ical Center
[address redacted]
[address redacted]
101
[phone redacted]

Providence Medical Group — July 2019- August 2020
[address redacted]
62
[phone redacted] Contract terminated due to low volumes secondary to COVID

CURRENT POSITIONS

Locums Coverage, Kadlec hospital, Richland Washington, various dates
Medical Faculty MagMutual liability insurance company2019 to present

Teton Valley health 9/2022 to 6/30/2024

LICENSURE

Idaho	2022-present
Washington (inactive)	1990 –2024
Oregon	2020
New York (1986)	
Ohio (1990)	

BOARD CERTIFICATION

Board Certified, American Board of Neurological Surgery Lifetime	1992 – present

MEDICAL SOCIETY AND PROFESSIONAL MEMBERSHIPS

King County Medical Society	
Washington State Medical Association	
American Medical Association	
American Association of Neurological Surgeons	
Western Neurosurgical Society	
Historian	2019-present
Past President	ongoing
President	2017
President Elect	2016
Executive Committee	2005-17, 2019-present
Nominating Committee Chair	2018
Awards Committee Chair	2015
CME Committee Chair	2010-2014
Secretary-treasurer	2009-2013
Local Arrangements Committee	2002-2017
Program Committee	2010-2013
Site Selection Committee	2010-present
Nominating Committee	2019, 2020
Awards Committee	2019-2021
Membership Committee	2004-2008, 2010
Chairman, membership	2005-2008
Think First of Washington	
Board of Directors	1994-1998

HONORS/AWARDS

Seattle's Best Doctors, *Seattle Metropolitan*, Seattle, Washington	2010, 2013, 2015, 2016
Multiple top doc awards in Seattle Magazine	
Operator's Choice Award, Virginia Mason Hospital	2015
Visiting Alumni Professor, University of Rochester	2015

CLINICAL AND HOSPITAL APPOINTMENTS

Musculoskeletal Task Force	1995-2000
Telemedicine Development Group	1995-2000
Professional Liability Committee	2004-2019
Chairman, Professional Liability	2016-2019
Section Head, Neurosurgery	1994-2015
Critical Care Committee	1995-2003
Quality Assurance Committee	1995-2002

Co-director, Neuroscience Update CME, Virginia Mason Medical Center, October 13, 2006.

Co-director, "Cerebrovascular Update", Eight hour CME at VMMC. 1995 (date approximate)

PRESENTATIONS

1. **Nussbaum C**. "Sudden back pain and paraparesis in a 30 year old man". University of Rochester Surgery Grand Rounds, Rochester, NY. November 1988.
2. **Nussbaum C.** "Use of Vicryl Mesh as a dural substitute and to limit post laminectomy scar Formation". University of Rochester Surgery Grand Rounds, Rochester, NY. March 1989.
3. **Nussbaum C.** "Use of Vicryl Mesh as a dural substitute and to limit post laminectomy scar Formation". University of Rochester Surgery Grand Rounds, Rochester, NY. March 1989.
4. **Nussbaum C.** "Aneurysmal subarachnoid hemorrhage". University of Rochester Surgery Grand Rounds, Rochester, NY. February 1990.
5. **Nussbaum C**. "Early diagnosis of aneurysmal subarachnoid hemorrhage". Virginia Mason Medical Center Grand Rounds, Seattle, WA. 1991.
6. **Nussbaum C**. "Pituitary adenoma – surgical aspects". Virginia Mason Medical Center Radiosurgery Course, Seattle, WA. November 1991.
7. **Nussbaum C**. "AVM – surgical aspects". Virginia Mason Medical Center Radiosurgery Course, Seattle, WA. November 1991.
8. **Nussbaum C.** "Low Back Pain", CME Presentation, Valley General Hospital, Monroe, WA, September 13, 1993.
9. **Nussbaum C.** "Diagnosis and Treatment of Low Back Pain", CME Presentation, Sequim, WA, November 18, 1993.
10. **Nussbaum C.** Neurology and Neurosurgery Update. CME Presentation, Port Ludlow Resort, Port Ludlow, WA, April 23, 1994.
11. **Nussbaum C.** "Office Management of Low Back Pain" and "Aneurysmal subarachnoid hemorrhage", CME Presentation, Jefferson General Hospital, Port Townsend, WA, April 13, 1994.
12. **Nussbaum C.** "Subarachnoid hemorrhage", CME Presentation, Valley General Hospital, Monroe, WA, March 14, 1994.
13. **Nussbaum C.** "Early Diagnosis of Subarachnoid hemorrhage", CME Presentation, Community Memorial Hospital, Enumclaw, WA, October 18, 1994.
14. **Nussbaum C**. "Spinal angiolipoma: Case reports and literature review". Western Neurosurgical Society. Ojai, CA, September 1997.
15. **Nussbaum C**. "Trigeminal neurolgia" and "Spinal stenosis", CME Presentation, Olympic Memorial Hospital, Port Angeles, WA, May 21, 1997.
16. **Nussbaum C**. "Earky Diagnosis of Subarachnoid Hemorrhage". CME Presentation, Sitka, AK, August 21, 1997. (Teleconference)
17. **Nussbaum C**. "Degenerative Spine Disease", CME Presentation, Jefferson General Hospital, Port Townsend, WA, February 14, 1998.
18. **Nussbaum C.** "Degenerative Spine Disease", CME Presentation, Sequim, WA, March 19, 1998.
19. **Nussbaum C**. "Indications for cervical spine surgery and how to evaluate cervical spine disease", CME Presentation, Olympic Memorial Hospital, Port Angeles, WA, October 21, 1998.
20. **Nussbaum C**. "Subarachnoid hemorrhage: Diagnosis and early management", CME Presentation, Central Peninsula Hospital, Soldotna, AK, November 13, 1998.

21. **Nussbaum C**. "Subarachnoid hemorrhage update:, Affiliated Health Services, Mount Vernon, WA, January 6, 1999.
22. **Nussbaum C**. "Subarachnoid hemorrhage update", CME Presentation, Ketchikan General Hospital, Ketchikan, AK, January 26, 1999. (Teleconference)
23. **Nussbaum C**. "Indications for surgical decompression and stabilization of lumbar spine:, CME Presentation, Virginia Mason Medical Center, Seattle, WA, April 4, 2003.
24. **Nussbaum C.** "Medical aspects of Adult Brain Tumors", CME Presentation, Caregiver Conference, American Brain Tumor Foundation, November 10, 2006.
25. **Nussbaum C**. "Intersection between lean production techniques and medicine". Western Neurosurgical Society. Colorado Springs, CO, September 2012.
26. **Nussbaum C.** "Pros and Cons of Hospital Employed Neurosurgical Practice". University of Rochester visiting alumnus professor. Rochester, NY. September 2012.
27. Farrokhi FR, Leveque JC, **Nussbaum C**. Management of Sellar and Suprasellar Neoplasms: Endoscope vs. Microscope, Endoscopic Skullbase Surgery Course. Seattle, WA. August 2014.
28. **Nussbaum, C**. Presidential address: "Spine Center of Excellence Program at Virginia Mason: Lessons Learned". Western Neurosurgical Society Annual meeting, Banff, AB, September 10, 2017.

PUBLICATIONS

Journals

1. **Nussbaum CE**, McDonald JV, Maurer PK. Use of Vicryl (polyglactin 910) mesh as a dural substitute it the presence of pia arachnoid injury. Journal of Neurosurgery, 1989;71:124-127.
2. **Nussbaum CE**, McDonald JV, Baggs RB. Use of Vicryl (polygalctin 910) mesh to limit epidural scar after laminectomy. Neurosurgery, 1990;26:649-654.
3. **Nussbaum CE**, Okawara SH, Jacobs LS. Lymphocytic Hypophysitis with cavernous sinus and hypothalamic involvement. Neurosurgery, 1991; Mar 28:440-444. Review.
4. Hashimoto BE, **Nussbaum CE**, Brennan L, Lewis GP. Adult Duplex Transcranial Doppler: Promising technique in Evaluation of Vascular Spasm. J Ultrasound Med, 11; 1992: S63.
5. Kopacz DJ, Helman JD**, Nussbaum CE**, Hsiang JN, Nora PC, Allen HW. A comparison of epidural levobupivacaine 0.5% with or without epinephrine for lumbar spine surgery. Anesth Analg. 2001 Sep;93(3):755-60.
6. Contributor: "Navigating Life with a Brain Tumor" Published Oct, 2012 by the American Association of Neurology.

LANGUAGES

English

August 6, 2026

To: michelles@victoridaho.gov

From: Charles Nussbaum

RE: Interest in appointment to Victor City Council

To whom it may concern:

I am interested in being appointed to the vacant seat on the Victor City Council. I feel my experiences as a practicing surgeon, liability consultant, and leadership in both a large hospital and a professional society would serve me well as a member of the Council.

My CV and completed application are attached. Thanks for your consideration.

Sincerely,



Charles Nussbaum, MD

[redacted]

Victor, ID 83455

[redacted]

[redacted]

Telephone No. [phone redacted]
FAX No. [phone redacted]

Teton County Clerk

150 Courthouse Dr #208
Driggs, Id. 83422

August 7, 2026

I hereby certify that Charles Nussbaum, residing at [redacted], Victor, Idaho 83455, is a qualified elector residing within the incorporated city limits of the City of Victor, Idaho. Based upon the records of the Teton County Clerk's Office, he meets the elector qualifications required for appointment to the Victor City Council.

(Seal of office)

Signed: _____
Julie Wenger
County Clerk or Deputy

BONNIE M. CHAMBERS

[redacted] • Victor, Idaho 83455

Mobile: [redacted] • [redacted]

RESUMÉ

WORK EXPERIENCE

Bonnie M. Chambers Architect — Jackson, WY & Victor, ID
Principal Architect — *10/2021 – present*

Architectural consulting services.

Vera Iconica Architecture — Jackson, WY
Senior Project Architect — *8/2014 – 4/17, 8/18 – 7/2021*

Responsible for the coordination of all project efforts, administrative and technical, to assure the most efficient and cost-effective execution of assigned projects. Prepare strategic plans for project success. Serve as primary liaison contact with clients to bring projects to completion on schedule, within budget and with maximum client satisfaction. Actively manage client budgets, schedules, and programs; update staffing needs to meet budget and schedule; project communications and documentation; office administrative tasks; and project team assignments. Estimate fees, determine scope of work, and prepare proposals and contracts on the most complex projects. Provide oversight and monitoring of work of less experienced project managers.

Projects: Custom residential and light commercial buildouts reflecting 'Wellness Architecture' ethos of the VIA company.

Technologies: Proficient use of ArchiCAD & BIMx modeling software, BQE Core (project management and billing), Apple office products. AIA Contracts. Familiarity with GoodNotes and InDesign.

Chambers Design-Build, Inc. — Pinedale, WY
Vice President, Principal Architect — *7/1997 – 2014*

Responsibilities: Prepare and write proposals, contracts, and correspondences. Manage 1-3 person design team. Meet with clients (individuals and boards), design projects, review for Code compliance, and prepare CDs. Prepare submittals for permitting (local and state.) Assist with construction bidding. Meet, hire, and coordinate with project engineers and consultants. Oversee Office Manager and all accounting, and payroll for 5-12 employees. Provide Construction Administration during construction and project close out.

Scope of Projects: Custom residential - frame, SIPS, timber, and log structures with budgets from $200k - $5million. Commercial and public projects - frame, steel moment frame, concrete panels with budgets from $700k - $7million. Building programs including ambulance barns, road & bridge shop with offices and fueling station, FBO hanger, senior center, visitor center, and several commercial kitchens.

Technologies: Eighteen years' experience with AutoCAD (R2012) on a PC platform. Proficient with MasterSpec, Microsoft Office Suite (Word, Excel, PowerPoint, Outlook), Master Builder (project management & accounting, AKA Sage), and QuickBooks Pro (accounting). Familiar with Revit. Transitioned to MacBook Pro with Parallels platform.

Berlin Architects Jackson, WY
Intern, Staff Architect *1/1995 - 6/1998*

Projects: Custom homes, log structures ($500k - $5mill range). Project Coordinator (oversee production, manage 3-person team, coordinate with engineers/consultants), Construction Administration (site visits, construction clarifications/troubleshooting, process pay requests), Drafting, Millwork Detailing. AutoCAD software on PC and Microsoft platform.

Jung/Brannen Associates, Inc. Boston, MA
Intern / Drafter 1/1993 – 1/1995

Projects: Federal Courthouse, Boston (drafter on 12-person design team) advancing to Millwork Detailing. Bank of Boston: main office remodel, various tenant fit-outs.

EDUCATION

Roger Williams University Bristol, RI
Bachelor of Architecture (Tau Sigma Delta) *May 1992*
Civil Engineering Technology Minor

RELATED INFORMATION

Wyoming State License #B-0184, *1999 - Current*
NCARB Certified (National Council of Architectural Registration Boards), *Current*
American Institute of Architects: Member, *1999 – 2013, 2014 – Present. Idaho Chapter since 2024*
SAP (Safety Assessment Program) Evaluator in training Certificate Holder, *6/2025 – 6/2030*

Valley of the Tetons Library, Schematic Design Taskforce (Driggs Library), *11/2025 – present*
Valley of the Tetons Library, Architectural Selection Taskforce (Driggs Library), *3/2025 – 10/2025*
Trail creek Springs HOA Board Member *1/1/2026 - present*
Jackson Hole Community Band: Member 2012 – present, Board Member *2014 - 2023*

Center Residents Council: Founding Board Member, 2018 – 2023, Chair *2021-23*

Citizens to Save White Pine (ski area): Founding Member, *2009 - 2013*
Pinedale Jr. Nordic Ski Program: Founding Member, *2009 – 2012*
Sublette Group for Community Initiative: Founding Board Member, *2005 - 2009*
Sublette County Chamber of Commerce: Member, *2005 – 2010*
Sublette County Historic Society: Member, *2004 – 2011*
Town of Pinedale Planning and Zoning Board: Member *1999 – 2005*, Chair *2003 – 2005*
Tip Top Search and Rescue: Member, *1997 – 2002*

PERSONAL INTERESTS

Building healthy communities, healthy building materials, travel, time in the outdoors & with family, French Horn

Bonnie M. Chambers
[redacted]
Victor, ID 83455
Phone: [redacted]
Email: [redacted]

July 7, 2026

Victor City Council
PO Box 122
Victor, ID 83455
Email: michelles@victoridaho.gov

RE: Application for Vacant City Council Seat

Mayor Muncaster and Councilmembers,

Today, I write to express my interest in being appointed to Victor's City Council and fill the recently vacated seat until general elections are held next year.

I am a transplant to Teton Valley, having lived here for the last several years after 28 years of living between in Teton County and Pinedale, Wyoming – a small rural ranching community much like Victor. I strongly believe in giving back to the communities we live in and would like to do my part in Victor.

My skills and knowledge as a licensed architect and former small business owner are well outline on my resume. I want to touch on a few of my listed volunteering roles in the rural mountain west communities I have called home.

Since March of last year, I have been on two taskforces for the design of a new Valley of the Tetons Library building in Driggs. This has been a direct use of my work experience/knowledge and a fantastic opportunity to volunteer alongside talented community members, staff, and board members.

I still play with the community band in Jackson and spent nine years on the board in the working role of business manager, which included keeping the books, renewing insurances, registering all the music performed publicly, coordinating with our accountant for tax filings, and coordinating with other community groups like the Lions Club for joint ventures. Small potatoes after running a business, but a solid contribution to this wonderful 37-year-old organization.

The Center Residents Council was formed by the 21 non-profits, including the Jackson Hole Community Band, who occupy The Center for the Arts in Jackson. We self-organized to address a long history and growing concerns with communications between residents and staff. The end-result of all parties coming together during the

hardships of covid shutdowns was truly inspiring, and never would have happened without the groundwork of the CRC. It was disbanded in 2023 when a permanent organization of resident volunteers and staff was formed, which continues to serve and enliven the facility.

Citizens to Save White Pine was a group of six Pinedale business owners who banded together to keep the White Pine Ski Resort open in 2009. The owner and holder of the Forest Service lease would not be opening this hometown ski hill, so our group pooled resources and purchased the business, worked with the USDA to submit a business plan and transfer of the lease, conduct required inspections, hire staff and organize a new volunteer ski patrol, set up gear rentals as well as food & beverage services, and re-brand White Pine in the span of about four months. No small feat, really, given the independent nature and limited resources of small business owners, but we did it. We later petitioned the County Recreation Board to take over this operation for the initial selling price, the group's actual target owner/operator. However, they declined, and we all eventually sold our shares to a private entity. The hill remains open.

Sublette Group for Community Initiative was formed by five of us in Pinedale in response to the increasing stresses within the county during the gas boom impacts of 2002-2008. There was a dire need for information around incumbents and open seats for public office. With the increasing pressure and stretched resources for the towns (while the county was rich with mineral revenue), residents were not happy. Our best effort was to hold candidate forums at each end of the county, where residents could submit questions, vetted by us, to the invited panel of people running for county commissioner seats. These events were well attended and received by the towns. The subsequent crash in 2008 quickly changed peoples focus as the town was evacuated of oil and gas contractors in a matter of weeks and our group went dormant.

For six years, I was on the Pinedale Planning and Zoning Board, with three of those as chair. I have a passion for strengthen communities - physically with the systems of planning and zoning, building civic structures like libraries and visitor and senior centers we can all be proud of and represent our communities, as well as socially with the arts, music, and responsible outdoors activities. I continue to look for opportunities to engage with for the benefit of my community.

Thank you for your consideration. I have a trip scheduled 9/3 – 9/18, but plan to be in the valley more often than not in the coming few years.

Sincerely,



Bonnie M. Chambers

Enclosures/Attachments: Victor Council Vacancy Application, Resume

Telephone No. [phone redacted]
FAX No. [phone redacted]

Teton County Clerk

150 Courthouse Dr #208
Driggs, Id. 83422

August 10, 2026

I hereby certify that Bonnie Chambers, residing at [redacted] Victor, Idaho 83455, is a qualified elector residing within the incorporated city limits of the City of Victor, Idaho. Based upon the records of the Teton County Clerk's Office, she meets the elector qualifications required for appointment to the Victor City Council.

(Seal of office)

Signed: _____
Julie Wenger
County Clerk or Deputy

Victor City Council Application

Official application form for residents interested in serving on the Victor City Council.

Email *

[redacted]

Full Legal Name *

Carol Haverkamp Nowakowski

Physical residence address within Victor City Limits *

[redacted]

Email Address *

[redacted]

Phone Number *

[redacted]

Mailing Address if different than physical

Please Confirm the following by checking the boxes *

- [x] I reside within Victor City limits.
- [x] I am eligible to serve as a qualified city elector, subject to County Clerk verification.
- [x] I am available to attend regular Council meetings, special meetings as needed, packet review, training, and other Council assignments.
- [x] □ I understand that the appointment runs only until the 2027 general city election.

Why are you interested in serving on the Victor City Council at this time? *

In the past I thought it was enough to let elected representatives make decisions about the community where I live. After all I voted in every election and was willing to write letters to influence decision making about environmental issues I was passionate about. Over the past 8 9 months of faithfully attending P & Z and city council meetings, studying documents and engaging with the issues facing the City of Victor I have decided to step forward to serve Victor and the greater Teton Valley in a more active role, if appointed, as a city council member.

What experience, skills, or perspective would you bring to the Council, and how would that benefit the whole community? *

As a public service professional, small business owner, environmental educator, advocate and steward I have decades of experience training and leading teams, managing budgets and operations, and supporting safe and responsible use of community and natural resources.
My Community Leadership Qualifications include:

- Business ownership, budgeting, purchasing, staffing, and day-to-day operational management
- Public-facing service with schools, federal agencies, conservation organizations, and recreation programs
- Experience developing proposals, reports, educational programs, and community information
- Team leadership, staff training, volunteer coordination, and safety and risk management
- Longstanding commitment to environmental stewardship, recreation, youth, and community education

I see the whole community as including voters and non-voting residents, the natural environment and wildlife large and small, that call Victor home. My cross-cultural experiences, biology degree, scientific research experience and participation in Quaker community government all give me a practical, collaborative approach to decision making, public accountability and a thoughtful growth perspective.

What are the two or three most important issues facing Victor over the next 12 to 18 months, and how would you approach them as one member of Council? *

*Rebuild trust in leadership by the citizens of our city and the larger community. When Victor sued Driggs over Wastewater treatment Victor citizens lost trust in government and leaders. Continuing the joint city council meetings and collaboration with Driggs will help rebuild trust.
*Address the growth rate of Victor within the larger context of Teton Valley to insure sustainable and responsible land development that reflects the values of the community not just developers, by more closely following the comprehensive plan and objectives.
*Ensure transparency through better communication between staff and council, more timely and accurate information, better understanding of open meeting laws and procedures and more accurate legal advice. Better communication includes basic attention to accurate website posts, answered phone calls and email and creative new ways to communicate with citizens.
*Positive public engagement through active listening, town hall meetings and neighborhood get togethers.

What are the two or three most important issues facing Victor over the next 12 to 18 months, and how would you approach them as one member of Council? *

see above as this is a duplicate of that question

How do you understand the role of an individual Councilmember, including the difference between setting policy and directing staff?

City council is part of the legislative branch of city government. The council is responsible for making policy, setting the budget, approving ordinances and overseeing city operations. It is the role of the mayor to hire, supervise and direct staff.
Each councilor plays a vital role in managing city operations and ensuring that the needs of the residents of Victor are met. It is essential that each councilor takes an active role understanding each issue by reading staff reports and conducting their own research about the issue and engaging the public in major decisions particularly those that involve large capital expenditures and by utilizing critical thinking skills to project the impact of their decisions into the future.
As one member of the council is it important to actively listen during meetings to understand the perspective of other councilors and the public, show respect for different opinions, challenge assumptions, and support your understanding with fact to arrive at a decision that is appropriate.

*

Please disclose any actual or potential conflicts of interest. Have you, an immediate family member, or an entity in which you have an ownership or leadership interest been involved in active litigation, a pending claim, a contested proceeding, an enforcement matter, an appeal, a contract, or a pending application involving the City of Victor? If yes, briefly describe.

I was a party in the appeal of the Annexation of LU2025 10 which is no longer active.
No other existing or potential conflict of interest.

Please upload a copy of your resume or CV for committee review.

Carol_Haverkam...

Add file

Please upload a Letter of interest. (optional)

Add file

Certification *

- [x] I certify that the information provided is true and complete to the best of my knowledge. I understand that application materials may be public records, subject to redaction as allowed or required by law.

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CAROL HAVERKAMP NOWAKOWSKI

Victor, ID 83455 | [redacted]

Strengths

- ✔ Trustworthy
- ✔ Loyal
- ✔ Dedicated
- ✔ Engaged
- ✔ Committed
- ✔ Hard-working

Professional Summary

Experienced educator, program manager, business owner, and outdoor recreation professional with over 35 years of leadership experience in education, environmental interpretation, customer service, staff supervision, program development, and operations management.

Core Qualifications

- Staff Hiring, Training & Supervision
- Business Operations Management
- Customer Service & Client Relations
- Program Development & Administration
- Budget Planning & Resource Management
- Environmental & Outdoor Education
- Team Leadership
- Safety & Risk Management

Professional Experience

Business Owner, Cold Nose Warm Heart Pet Care

Leadville, CO | 2007–2020

Owned and operated a successful pet care business providing pet food, supplies, boarding, grooming, employee supervision, and customer service.

Bus Driver, Paraprofessional & Substitute Teacher

Lake County School District | 2007–2015

Provided transportation services, classroom support, and taught math and science as a substitute teacher.

Interpretive Nature & Hiking Program Supervisor

Copper Mountain Ski Resort | 2003–2007

Developed and managed educational hiking and interpretive programs, budgets, staff, and sponsorships.

Youth Ski School Supervisor

Copper Mountain Ski Resort | 2001–2005

Supervised and trained approximately 130 ski instructors and managed daily operations.

Project Leader and Administrator

The Keystone Center | 1997–2001

Directed professional-development institute, fundraising support and database management

Field Coordinator & Adjunct Faculty

Colorado Mountain College | 1992–1997

Taught wilderness leadership, outdoor skills, natural history, and environmental ethics.

Additional experience includes field education, research, and teaching roles with the U.S. Forest Service, The Keystone Center, National Park Service, conservation boards, University of Maine, University of Iowa, Sierra Club, National Wildlife Federation, and multiple environmental education organizations.

Education

M.S., Environmental Education, National Audubon Society Expedition Institute / Lesley College (1984)

B.S., Biology, Mount Mercy College (1980)

Certifications

- PSIA Level II Certified Ski Instructor
- Children's Accreditation Level 2

- Commercial Driver's License (CDL)
- EMT, Colorado 1996 to 2020

Telephone No. [phone redacted]
FAX No. [phone redacted]

Teton County Clerk

150 Courthouse Dr #208
Driggs, Id. 83422

August 10, 2026

I hereby certify that Carol Haverkamp Nowakowski, residing at [redacted] Victor, Idaho 83455, is a qualified elector residing within the incorporated city limits of the City of Victor, Idaho. Based upon the records of the Teton County Clerk's Office, she meets the elector qualifications required for appointment to the Victor City Council.

(Seal of office)

Signed: _____
Julie Wenger
County Clerk or Deputy

Victor City Council Application

Official application form for residents interested in serving on the Victor City Council.

Email *

[redacted]

Full Legal Name *

Cynthia Riegel

Physical residence address within Victor City Limits *

[redacted]

Email Address *

[redacted]

Phone Number *

[redacted]

Mailing Address if different than physical

Please Confirm the following by checking the boxes *

- [x] I reside within Victor City limits.
- [x] I am eligible to serve as a qualified city elector, subject to County Clerk verification.
- [x] I am available to attend regular Council meetings, special meetings as needed, packet review, training, and other Council assignments.
- [x] □ I understand that the appointment runs only until the 2027 general city election.

Why are you interested in serving on the Victor City Council at this time? *

I want to help improve governance in my city so that the focus can return to the what matters the most - residents and their quality of life.

What experience, skills, or perspective would you bring to the Council, and how would that benefit the whole community? *

See resume, CL and Bio. I have extensive local government experience and knowledge of the current issues the city is facing (from going to most Victor City Council meetings for the past 2 years), so I can step in without a huge learning curve and provide immediate assistance that will benefit the whole community.

What are the two or three most important issues facing Victor over the next 12 to 18 months, and how would you approach them as one member of Council? *

1. Communication with the public and local businesses start with the basics: remote comments, text alert system, social media campaign, town halls.
2. Detailed Comprehensive Plan and Transportation Plan Review planning staff would do this report to the Mayor, City Council, and the public. Priorities for the next 18 months would be identified by City Council based on that report.
3. Public safety especially traffic and transportation has to be looked at in the context of the current Transportation Plan as well as growth management and infill development.

What are the two or three most important issues facing Victor over the next 12 to 18 months, and how would you approach them as one member of Council? *

See above (same question)

How do you understand the role of an individual Councilmember, including the difference between setting policy and directing staff?

City council members set policy in open meetings by discussion and vote. Mayor and staff implement the policies and plans. Discussion and direction can be given to the Mayor and staff in public meetings with agreement (and vote) of city council. Staff is not to be directed by individual city council members outside of public meetings.

*

Please disclose any actual or potential conflicts of interest. Have you, an immediate family member, or an entity in which you have an ownership or leadership interest been involved in active litigation, a pending claim, a contested proceeding, an enforcement matter, an appeal, a contract, or a pending application involving the City of Victor? If yes, briefly describe.

The Association of Idaho Cities (AIC) relies on the definition of a conflict of interest set forth in Idaho's Ethics in Government Act (Idaho Code § 74 403(4)) and related statutes. A conflict of interest is any official action, decision, or recommendation by a public official that would result in a private pecuniary (financial) benefit for the official, their household member, or an associated business. I do not foresee any conflicts of interest if I were to be appointed to City Council. As a citizen of Victor, I was involved in a challenge to the city's attempt to use judicial confirmation to borrow 35 million dollars for a new wastewater treatment plant. I exercised my legal rights as a Victor resident and voter to challenge the judicial confirmation process (which has been dropped). That action does not constitute a conflict of interest. However, if I was on city council when the question of attorney fees for that case came up for discussion and a vote, I would publicly state my involvement in the case and recuse myself from the discussion and vote on attorney fees. That is how elected officials should handle conflicts of interest according to the law.

Please upload a copy of your resume or CV for committee review.

Resume and Bio ...

Add file

Please upload a Letter of interest. (optional)

CJR Cover Letter...

Add file

Certification *

- [x] I certify that the information provided is true and complete to the best of my knowledge. I understand that application materials may be public records, subject to redaction as allowed or required by law.

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August 10, 2026

Dear Mayor and Members of the Victor City Council,

I am writing to express my sincere interest in the open seat on the Victor City Council. As a Victor resident and longtime public servant in Teton Valley, my decades of local government experience combined with my career in environmental consulting and nonprofit leadership positions me to help restore rigor, transparency, and public trust to city government at a critical moment.

I served as a Teton County Commissioner from 2015 to 2025, including six years as Chair of the Board, and before that as a Planning and Zoning Commissioner. As an elected official, I worked effectively with four different boards, multiple department heads, regional mayors, statewide county commissioners, Idaho legislators, and state and federal agencies. My primary focus was always on implementing Teton County's Comprehensive Plan. A few of my accomplishments included overhauling the county's zoning and land development code, completing the 80-acre Buxton River Park project, and establishing the Teton County Joint Housing Authority.

That experience gave me a working knowledge of Idaho-specific laws and procedures for local government including Idaho's Open Meeting and Public Records laws, Local Land Use Planning Act (LLUPA), taxation authority, and local government budgeting. I am also fully aware that Idaho cities can only exercise the authority the state specifically grants them. I understand how those constraints shape what Victor can and can't do, and I already know how to work within them effectively, rather than learning them on the job.

I'm familiar with Victor's Comprehensive Plan (Re-envision Victor) and have specific thoughts on where implementation has succeeded and where it has stalled. More broadly, I see room for the city to improve on fiscal discipline and expenditure approval policies; transparency practices that bring decisions to the council table rather than ratifying them after the fact; modernized resident communication (reliable phone/email systems, text alerts for road and utility issues, remote access to hearings); and stronger collaboration with neighboring jurisdictions.

To me, public service means conducting the city's business in public and holding myself, staff, and fellow officials to the highest standard of accountability and professionalism. This does not mean second-guessing staff, but it does mean ensuring that the council asks detailed questions publicly so residents can better understand and trust the process. I also intend to use Association of Idaho Cities (AIC) resources including workshops and trainings to stay up to date on the roles and responsibilities of a city council person within a municipal government in Idaho.

I am applying for this position because I do not want to critique from the sidelines. I want to put decades of local government experience directly to work for the town I have lived in for over 25 years. I was proud to win the Victor precinct in all four of the county elections I ran in, a mandate I hope to carry into service for this city. I'd welcome the opportunity to discuss my qualifications further. Thank you for your consideration.

Sincerely,
Cindy Riegel
Victor, Idaho

Updated and handed in around 4:45 PM 8/10/ 2026

CINDY RIEGEL

[redacted] • Victor, Idaho 83455
[redacted] • [redacted]

EDUCATION

M.S. Botany - Field Naturalist Program, University of Vermont, May 2000
B.S. Psychology - St. Lawrence University, May 1992
St. Lawrence University Kenya Semester Program, Spring 1991

PROFESSIONAL EXPERIENCE

Elected Official

2015-2025 County Commissioner, Teton County, ID

- Chair of the Board of County Commissioners 2019-2025
- Approved annual budget for infrastructure, services and personnel ($22 million)
- Supervised (as board of 3) and developed work plans for 7 department heads
- Implemented zoning overlays and policies for natural resource protection
- Established the Teton County Joint Housing Authority and personally raised $500,000 to fund an Executive Director position for five years
- Built local, state, and federal partnerships for conservation and recreation projects (Buxton River Park, Teton Creek Corridor, public shooting range)

Conference Panels & Presentations

2018 Biennial Scientific Conference on the Greater Yellowstone Ecosystem: A Conversation with Five County Commissioners
2019 Future West Conference on Sustaining the New West: Creating Sustainable and Equitable Communities
2023 Winter Wildlands Grassroots Advocacy Conference: Corporate Ski Resort Development and the Public Good
2025 Gallatin Earth Day: Loving our Wild Backyard - How can we save the Mini-American Serengeti
2026 10th Biennial Northern Rockies Conservation Symposium: Power to Protect: Local Government's Role in GYE Conservation

Relevant Boards, Commissions & Steering Committees

- Public Lands Steering Committee for National Association of Counties (NACo)
- Public Lands Steering Committee for Idaho Association of Counties (IAC)
- High Country Resource Conservation & Development (RC&D)
- Magistrate Judge Selection Commission for Eastern Idaho
- Teton County Planning and Zoning Commission
- Founding Board Member of the Yoga Source in Driggs

Law & Policy Initiatives

Local: Teton County Idaho Zoning and Land Development Code update (2022)
State: Lodging tax for counties (voted IAC legislative priority for 2025 & 2026)
Federal: U.S. Forest Service ski area expansion policy (voted NACo platform 2024/25)

Executive Director Positions

2013-2015 Executive Director, Mountain Roots Education, Victor, ID

- Recruited board members and managed finances, fundraising, and staff
- Initiated and implemented the organization's first strategic plan
- Built partnerships with schools, farms, educators, and landowners to provide hands-on farm and garden and sustainable living education

2011-2013 Executive Director, Mountain Academy, Victor, ID

- Managed daily operations of a 90 student independent school
- Coordinated all communications, marketing, PR, and fundraising events
- Facilitated partnership and merger with Teton Science School (TSS) through community outreach and capacity building

Wildlife Research & Conservation

2000-2005 Terrestrial Ecologist, Biota Research & Consulting, Jackson WY

- Identified, mapped and evaluated natural resources on public and private lands for protection, enhancement, and development planning
- Performed site assessments to document vegetation, hydrology, and wildlife habitat and wrote reports that meet local, state, and federal (NEPA) requirements
- Presented findings and recommendations to federal and state agencies, county officials, conservation organizations, and the general public

1998-2000 Graduate Student, University of Vermont, Burlington, VT

- Completed master's degree project - *West Bank Wildlife Study: Habitat Inventory and Linkage Assessment on 7,400 Acres of Private Land in Teton County, Wyoming*
- Investigated forest regeneration and ungulate browse patterns on abandoned logging roads in Northeast Vermont
- Identified wildlife habitat and movement corridors on private land for the Charlotte Conservation Commission

1997-1998 Field Biologist, Craighead Institute, Missoula, MT

- Conducted field assessments to ground truth grizzly bear habitat in the Frank Church and Selway-Bitterroot Wilderness Areas for reintroduction potential
- Collected behavioral data on bighorn sheep dominance and mating for a long-term population genetics study in southern Alberta

Bio

Cindy Riegel is a seasoned public servant, conservation advocate, and persistent problem solver with a career defined by pragmatic leadership and community driven change. With a master's degree in Botany from the University of Vermont's renowned Field Naturalist Program and a bachelor's degree in psychology from St. Lawrence University, Cindy worked for over a decade as an outdoor educator, wildlife biologist, and environmental consultant in the Northern Rockies. Her diverse background conducting field work in rural communities laid the foundation for her deep understanding of the interconnections between land, people, and place.

While raising her three children in Victor, Idaho, Cindy transitioned into community leadership roles, serving as Executive Director of Teton Valley Community School and Mountain Roots Education, and founding Parents Lobbying for Educational Advancement (PLEA). PLEA advocated for students, organized parents, recruited candidates, and won local school board races - an effort that propelled Cindy into local politics.

Serving as a Teton County, Idaho Commissioner for a decade, including six years as Chair of the Board, Cindy built a reputation as a collaborative leader who delivered tangible results for her community. She led efforts to overhaul zoning and land-use codes, establish and fund the county's Housing Authority, manage emergencies effectively (Tie Canyon fire, Covid-19 pandemic, Teton Pass collapse), support social service nonprofits, and strengthen conservation and recreation opportunities through creative partnerships. Her experience extends far beyond the county line. Cindy served on state and national public-lands steering committees, helped draft and pass legislation on city Areas of Impact and annexation, presented at Western policy conferences, and received bipartisan support for her legislative initiatives on lodging-tax reform and ski resort expansion policy.

Whether building coalitions for affordable housing, shaping natural resource policy, educating her community about how to engage with local government, or helping small farmers succeed, Cindy brings curiosity, integrity, and a roll up your sleeves work ethic. She recently founded Project Greater Yellowstone to strengthen civic engagement, community organizing, and local governance in the Greater Yellowstone Ecosystem - demonstrating her commitment to ensuring local voices and values remain powerful drivers of the region's future.

Updated and handed in around 4:45 PM on 8/10/2026

Telephone No. [phone redacted]
FAX No. [phone redacted]

Teton County Clerk

150 Courthouse Dr #208
Driggs, Id. 83422

August 10, 2026

I hereby certify that Cynthia "Cindy" Riegel, residing at [redacted] Victor, Idaho 83455, is a qualified elector residing within the incorporated city limits of the City of Victor, Idaho. Based upon the records of the Teton County Clerk's Office, she meets the elector qualifications required for appointment to the Victor City Council.

(Seal of office)

Signed: _____
Julie Wenger
County Clerk or Deputy

Victor City Council Application

Official application form for residents interested in serving on the Victor City Council.

Email *

[redacted]

Full Legal Name *

Erica D Linnell

Physical residence address within Victor City Limits *

[redacted]

Email Address *

[redacted]

Phone Number *

[redacted]

Mailing Address if different than physical

n/a

Please Confirm the following by checking the boxes *

- [x] I reside within Victor City limits.
- [x] I am eligible to serve as a qualified city elector, subject to County Clerk verification.
- [x] I am available to attend regular Council meetings, special meetings as needed, packet review, training, and other Council assignments.
- [x] □ I understand that the appointment runs only until the 2027 general city election.

Why are you interested in serving on the Victor City Council at this time? *

In truth, many community members over the years have asked if this was something I would consider but I either didn't have capacity and/or I kept telling myself that my skills and personality were best used in other ways, such as in an activist role for specific issues or by supporting candidates who I believed in or by owning a community centered business. I finally ran out of excuses for why I shouldn't try to take on this role and I realized it was time for me to step up and apply to serve the city I love. I think my ability to think critically, ask tough questions, balance the big picture while still holding space for details, and make tough choices even if they create noise will be beneficial. Each decision that the council makes has consequences and may not satisfy every single constituent group. Balancing competing needs will be the challenge at hand. I think this will be the most difficult part of the role for me because as a neighbor, friend or colleague to people in this community, I will sometimes be tasked with making hard choices that people I care about might not agree with. How we communicate those choices is something that the city can keep working on and I hope i can be a part of that effort.

In a small community with limited funds, the goal is to make the best decision we can to serve the majority of the public good, even if there is a loud minority speaking out against some of those decisions. We have to balance the real fears and concerns of how specific groups of people might be impacted with the needs of Victor as a whole and the needs of our partner communities. Admittedly, I do struggle with the reality that sometimes people only take issue/get involved when it impacts them personally. I get it, its human nature! And life can get in the way. But my concern is that even residents who typically support ideas on principle, sometimes have "not in my backyard" impulses that can drive discontent even though many of us came here for the same reasons whether that was a year ago, decades ago and beyond. Sometimes the loudest voices want to maintain the benefits of this incredible valley, but then don't want the community to change, even though they themselves moved here quite recently and thus helped create some of the challenges we face, just like I did! Ultimately, I think the role of city government is to do the most good for the most people while using the vision and values created by the people of this community as its guiding principle.

What experience, skills, or perspective would you bring to the Council, and how would that benefit the whole community? *

See resume for more specifics, but my professional background includes local business ownership, nonprofit executive, and leadership educator. My hope is that I can help be a part of an effort to improve communication and education with constituents, foster intra and inter counsel debates while avoiding personal attacks, and under the direction of the mayor, support continued city professionalization, staff retention and performance outcomes if they will better serve the needs of the community.

Additionally, as someone who has worked in leadership education and program supervision, while its important to me to prioritize positive group dynamics and effective feedback, anyone who knows me, understands that I am never one to hold back when I disagree with something! If I think the direction of the mayor or city doesn't reflect our comp plan goals, I will say something and fight for what I think is best for the community. That said, even if I disagree with a decision and speak out against it, as long as that decision still serves the good of our constituents as a whole, I think its important to move forward to achieve the best possible outcome instead of being obstructive.

Lastly fiscal responsibility is important to me and I want to be sure that the decisions we make weigh the various priorities and are can be justified by the budget and the comp plan.

What are the two or three most important issues facing Victor over the next 12 to 18 months, and how would you approach them as one member of Council? *

Obviously the wastewater treatment facility is a major one A lot has transpired and I do not subscribe to a specific course of action, as of yet. I still have more to learn before I can take a concrete position on the best path forward. That said, I also do not subscribe to the premise that one city is at fault and the other is blameless. I believe strongly that EACH council is made up of dedicated city officials who evaluated the information and made logical, measured decisions to try and best represent their constituents within the time constraints and pressures each council faced even if there was disagreement.

While I do think there have been missteps, my assessment from reading public records and articles, listening to past council meetings, and gathering information directly from council members and staff, I think accusations of mal intent, incompetence, and in extreme cases corruption are false and inflammatory. Vitriolic, incomplete, cherry picked, or un nuanced information can cause more harm than good when trying to solve the essential issue at hand and instead of healthy dissent can breed unwarranted skepticism. . Resolving past disagreements and broken trust, modifying/negotiating the contract if needed, and then moving forward from here for future planning are essential to serve our community. We literally can't prioritize other goals in the city if we don't have a safe and concrete plan to deal with our "shit" (pun intended!)

The other major area of concern is how we manage growth as it pertains to infrastructure, environment, and human impacts. Growth will continue to happen, so the question is do we have the guardrails in place and plan to ensure the city grows in a measured way that aligns with the values and vision laid out in the comp plan. Much of this will be in partnership with Driggs and the County because it will take the entire valley to tackle this appropriately. I am a firmly believer in developing the cities while reducing growth rates in the open spaces in Drictor. I'm concerned about traffic, developments and tourism paying their own way, workforce housing, and preserving the rural/mountain landscape that we all love.

Lastly, as a downtown business owner, enhancing and prioritizing growth in our downtown core is important to me and it is an essential part of our Comp Plan. However, the reality is that Main Street landowners have been/continue to be unwilling to sell. That is their prerogative, but until that happens Victor is between a rock and a hard place. I would be interested in seeking out if other western towns have come up with creative solutions to try and enhance, develop, and in fill the downtown core with businesses and housing while still navigating the reality of owner autonomy, market constraints and city goals.

What are the two or three most important issues facing Victor over the next 12 to 18 months, and how would you approach them as one member of Council? *

Note: This is accidentally a repeat question to the one above. If you have a different question you were intending to ask please don't hesitate to send it and I can answer it.

How do you understand the role of an individual Councilmember, including the difference between setting policy and directing staff?

Its fairly clearcut...the role of the mayor is to direct staff; the role of the council is to help set policy!

That said, the council's mission to set and execute short and long term city goals requires that staff have the skills, expertise, and perspective/approach to help put the community's vision into action. While it's imperative that a council person work through the mayor and not insert themselves into supervision of staff, I do think it's important that council share ideas or concerns with the mayor if there are ways staff could better achieve outcomes for the city or improve in their roles. Hopefully the mayor and council can build enough communication and trust as a team even if they don't always agree for the mayor to take council's input into consideration for the benefit of the city as a whole AND visa versa...the council needs to trust the mayor to do her job and not try to micromanage.

Additionally, while it is not council's job to oversee staff, I do think its essential that a council member seek out staff expertise and input when there are issues that a council member needs to understand in more depth or attain more nuanced information for complex issues. Staff can be an essential resource in addition to outside resources and it is up to the council member to take the initiative to learn.

*

Please disclose any actual or potential conflicts of interest. Have you, an immediate family member, or an entity in which you have an ownership or leadership interest been involved in active litigation, a pending claim, a contested proceeding, an enforcement matter, an appeal, a contract, or a pending application involving the City of Victor? If yes, briefly describe.

None. I am homeowner in Mountainside Village which has ongoing business in front of the council, but do not have any leadership role or financial interest with MSV.

Please upload a copy of your resume or CV for committee review.

erica d resume - ...

Add file

Please upload a Letter of interest. (optional)

Add file

Certification *

I certify that the information provided is true and complete to the best of my knowledge. I understand that application materials may be public records, subject to redaction as allowed or required by law.

This content is neither created nor endorsed by Google.

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ERICA D. LINNELL RESUME

Education: B.A. in History with honors from the University of Oregon 1999 (Area of study United States History)
Teton Valley Background: Teton County, ID resident since 2000. Built current home at 135 Victor Cemetery Rd in 2007

Local Business Owner

studioCORE Teton Valley – Founder/Instructor

(2023 – Current) Started teaching Pilates in 2019 for "fun" but over time a seed was planted to open a Pilates studio in Victor. studioCORE Teton Valley has tripled in size since its inception. 75% of clients live in the Victor area / 25% live elsewhere.

Tiny Town Culinary – Founder/Private Chef

(2019 – 2025) Graduated cooking school from the Park City Culinary Institute in 2018. Fall of 2019 opened a Victor-based private chef company cooking custom meals & teaching cooking lessons. 75% of clients in Teton Valley/25% in Jackson.

Nonprofit Employment & Boards

Teton Valley Foundation – Executive Director (FT Paid Position)

(2013 – 2017) Developed TVF (Music on Main/Kotler Ice Arena) into a fiscally and programmatically sustainable entity with improved systems, year-round staff, and enhanced programming, Generated TVF's first operational savings to achieve long term stability & goals. Responsible for the "chiller" era by raising $500K in 1 year to evolve the ice rink from a 2-month inconsistent ice season to a 5+ month reliable season for our community

Community Resource Center – Board Member (Volunteer)

(2021 – 2023) Board Member for local nonprofit Community Resource Center of Teton Valley

Teton Valley Trails and Pathways – Board Member (Volunteer)

(2010 – 2013) Board member for local nonprofit Teton Valley Trails & Pathways

Program Direction & Supervisory Work

National Outdoor Leadership School – Program Supervisor

(2002 – 2010) NOLS Program Supervisor & Women's Initiative Coordinator. Roles included training, supervising & evaluating field staff; project implementation; coordinating operations; risk management guidelines; executing emergency & evacuation responses; enhancing organizational development and improving operational systems. Mentorship & career guidance for female instructors to develop at the school.

Grand Targhee Resort – Nordic Program Director

(2004 – 2009) Duties included training, supervising & hiring staff; operational oversight of Nordic trails; teaching Telemark & Nordic skiing; budget planning; designing & implementing specialty clinics, races & events; improving administrative function of overall ski school.

Adult Education & Teaching Background

Wilderness Medicine Institute – Instructor & Staff Mentor

(2004 – 2013) Taught EMT & wilderness medicine training classes to diverse students ranging from recreational hunters to physicians to climbing guides. Teaching EMT courses instilled a unique understanding of key elements of community emergency response systems & partnerships.

National Outdoor Leadership School – Instructor of Expeditionary Skills & Leadership

(1997 – 2002) Senior instructor for 2-4week outdoor education and wilderness expeditions all over the west. In addition to teaching technical backcountry travel skills, course curriculum emphasized leadership education, communication, & team development.

Other Related Volunteer Roles

Idahoans United – Teton Valley Team lead

(2025 – 2026) Led Teton County's effort to gather signatures to qualify a measure for the Idaho state ballot & support democracy in action

Local Political Engagement – Campaign Manager, Advisor or Volunteer

(2012 – 2022) Believe firmly in civic engagement. Have helped elect multiple Teton County officials including council, school board & commission.

Envision Victor & Teton Valley 2020 – Committee Member

(2009 – 2012) Participated in the Events/Facilities Committee for TV2020 and Envision Victor to help generate city priorities & values

Volunteer Teton Valley Nonprofits

(2005 – 2020) Have volunteer for many activities/events for local non-profits including TVF, CFTV, FSN, TVTAP, TVAS, and more.

Emergency Medical Technician – Teton Valley Ambulance

(2003 – 2005) EMT for TVA, Lander Medical Center, and volunteer patroller at Grand Targhee.

Telephone No. [phone redacted]
FAX No. [phone redacted]

Teton County Clerk

150 Courthouse Dr #208
Driggs, Id. 83422

August 10, 2026

I hereby certify that Erica Linnell, residing at [redacted] Victor, Idaho 83455, is a qualified elector residing within the incorporated city limits of the City of Victor, Idaho. Based upon the records of the Teton County Clerk's Office, she meets the elector qualifications required for appointment to the Victor City Council.

(Seal of office)

Signed: _____
Julie Wenger
County Clerk or Deputy

Victor City Council Application

Official application form for residents interested in serving on the Victor City Council.

Email *

[redacted]

Full Legal Name *

Robert Paul Schnoebelen

Physical residence address within Victor City Limits *

[redacted]

Email Address *

[redacted]

Phone Number *

[redacted]

Mailing Address if different than physical

Please Confirm the following by checking the boxes *

- [x] I reside within Victor City limits.
- [x] I am eligible to serve as a qualified city elector, subject to County Clerk verification.
- [x] I am available to attend regular Council meetings, special meetings as needed, packet review, training, and other Council assignments.
- [x] ☐ I understand that the appointment runs only until the 2027 general city election.

Why are you interested in serving on the Victor City Council at this time? *

I am not, but I feel it's a necessity to apply my knowledge to the inevitable growth that is coming our way.

What experience, skills, or perspective would you bring to the Council, and how would that benefit the whole community? *

I've 18 years of commercial construction and development experience that I feel would be useful for our small hamlet. Additionally, I have a plethora of experience managing complex projects with large groups of stakeholders to a successful conclusion. This experience includes leading US Marines through high stress environments with critical outcomes to large scale commercial projects/developments. This coupled with the experience gained in a large City where they failed to preserve the established culture and fabric, will assist Victor in avoiding the same outcome.

What are the two or three most important issues facing Victor over the next 12 to 18 months, and how would you approach them as one member of Council? *

Wastewater, and getting it into a signed agreement.

This is the whole ballgame. Victor treats its wastewater under a shared arrangement with Driggs, a jointly commissioned CPA examination found the city's debt billing had been overstated and reset the quarterly payment, Victor's attempt to build its own plant was pursued and then unwound, and the litigation between the two cities has been dismissed. Add the state's review of the plant's design and Victor's own facility plan amendment, and you have a city that has spent two years on this without a durable document at the end of it.

As one vote of four, I would push for a written agreement that answers three questions: what capacity Victor is buying, how capital costs are allocated and verified, and what happens procedurally when the two cities disagree. Everything else is negotiable. I would not support another go it alone capital path unless someone puts a financed, permitted, site controlled plan on the table. And I would ask that the underlying billing be reconciled and independently checked on a set schedule, not by exception. The last time it was checked by exception, it took an outside CPA to find the problem.

The FY27 budget and the sewer rate inside it.

The FY27 appropriation is the first budget written after the city walked away from building its own plant, and the sewer rate drops substantially because the money budgeted for that plant is no longer needed. The rate cut has to rest on a multi year capital and debt model, not on a one year absence of a line item. Nothing erodes trust faster than cutting a rate and then raising it back.

The council has also deferred the question of what to do with money collected from ratepayers for a plant the city did not build. Deferring it once was defensible. Letting it quietly become general reserves is not. I would want that decision made in public, on the record, with the legal constraints on enterprise funds spelled out for residents in plain language.

The same budget is under outside pressure: the county has asked both cities to increase their contributions to law enforcement. That is a legitimate ask, and it deserves a real answer about service levels, not a reflex.

What are the two or three most important issues facing Victor over the next 12 to 18 months, and how would you approach them as one member of Council? *

A land use code that makes decisions predictable.

Victor is processing applications against a comprehensive plan adopted in 2021, in a town that no longer looks like it did in 2021. Significant applications become referendums, applicants cannot tell in advance what will be approved, and neighbors feel ambushed. Talk of a subdivision moratorium is a symptom of that, not a cure. A pause answers none of the questions the code currently fails to answer.

My approach: treat the plan and code work as the actual deliverable of this term. Get the standards right on density, connectivity, infrastructure capacity, and workforce housing, so hearings decide whether an application meets adopted standards, not whether anyone likes it. And tie growth decisions to the capacity question above, because in Victor those are the same question.

Administrative reliability, which is a council responsibility.

Victor has been through a mayoral resignation, an appointment, and a staffing transition inside a single year, and the seams have shown. A process appeared in a city FAQ before the council had met to decide it. A resident filed an Open Meeting Law notice of violation. A state comment deadline on a project with direct valley impact went by during the transition. Budget material this year was posted in less detail than in prior years.

None of that is a staff failure to be scolded for, and I would not treat it as one. Council sets the calendar, the standards, and the expectations, then funds the capacity to meet them. My approach would be to ask, in writing, for a published annual calendar of hearings, notices, and budget milestones with the packet posting date attached to each; a standing report to council when a deadline is missed, so it surfaces at the table instead of in the newspaper; and an honest staffing assessment of whether the city has the people to hold that calendar. If the answer is no, that is a budget decision, and it belongs to us.

Residents disagree about Victor's direction, and they will keep disagreeing. They should not also have to guess when a decision is coming or where to read about it beforehand.

How do you understand the role of an individual Councilmember, including the difference between setting policy and directing staff?

A councilmember has no individual authority. Whatever power the office carries exists only when the council acts as a body, in a properly noticed public meeting, on the record. Away from that table I am a resident with a title. That is not a technicality. It is the whole design, and it is what Idaho's Open Meeting Law protects.

Setting policy is the council's work: adopting ordinances, adopting the budget and appropriating money, setting rates and fees, approving intergovernmental agreements, adopting the comprehensive plan and land use code, and establishing the priorities the administration executes against. The budget is the most consequential policy instrument the council holds, because it determines what happens regardless of what any resolution says.

Directing staff is not the council's work. Staff answer to the mayor and the city administrator, not to four separate bosses with four sets of preferences. If I want information, I go through the administrator, and I ask early enough that staff can prepare an answer instead of improvising one at the meeting. If I think a department is underperforming, that is a conversation with the mayor about administration and, if it persists, a policy or budget conversation with the full council. It is not a private instruction to an employee. Practically: I can ask staff for facts. I cannot assign staff work, reorder their priorities, or lean on them about how a recommendation should come out.

On land use applications the council sits in a quasi judicial capacity, not a legislative one. There the job is to decide on the record against adopted standards, avoid ex parte contact, and put the reasoning in writing, even when the room wants something else. Conflating that role with the policy role is how cities lose on appeal

*

Please disclose any actual or potential conflicts of interest. Have you, an immediate family member, or an entity in which you have an ownership or leadership interest been involved in active litigation, a pending claim, a contested proceeding, an enforcement matter, an appeal, a contract, or a pending application involving the City of Victor? If yes, briefly describe.

No

Please upload a copy of your resume or CV for committee review.

BertPS CV - Robe...

Add file

Please upload a Letter of interest. (optional)

Add file

Certification *

I certify that the information provided is true and complete to the best of my knowledge. I understand that application materials may be public records, subject to redaction as allowed or required by law.

This content is neither created nor endorsed by Google.

Google Forms

BERT P. SCHNOEBELEN

[redacted]
Victor, ID 83455
[redacted]
[redacted]

PROFILE

Seasoned construction/real estate development leader with over 17 years of experience. With success in building real estate development programs that exceed organizational objectives. Skilled in program development and management, delivering efficient processes with a focus on cross functional coordination that support organizational objectives. Expertise in developing retail growth strategies, financial reporting, procurement, brand standards, and servant leadership.

WORK EXPERIENCE

- **HiFi: 06/24-Present**
  President:
  - Providing the full spectrum of program development and management services for clients seeking to expand their real estate footprint.
  - Services include real estate development, establishment of internal/external processes/standards, financial forecasting, & owner representation.

- **Tecovas: 09/19-01/24**
  Director of Store Development & Construction: 09/19-01/24
  - Developed a program utilizing cross functional teams both internal & external, to execute the vision for retail real estate development
  - Assisted in the creation of corporate brand, real estate, and operational specifications/standards
  - Created and managed the design, permitting, and construction processes delivering over $75M in capex spanning the continental US.
  - Negotiated lease language and exhibits pertaining to development
  - Achieved 99% project delivery success rate and beat annual budget by an average of 2.5%

- **IE2 Construction: 11/17-09/19**
  Vice President of Construction (Corporate Interiors): 09/18-09/19
  - Accountable for divisional operations, revenue, and profitability
  - Management of client expectations, utilizing local and national relationships
  - Mitigation of risk through the negotiation of legal instruments and project management processes
  - Provided team support through mentorship and servant leadership
  - Delivered over 2M SqFt in commercial interior remodels

  Pre-Construction Manager: 11/17-08/18
  - Managed the pre-construction process to ensure all inbound opportunities were properly addressed
  - Utilized local and national relationships to garner market intelligence
  - Established and executed strategies to secure revenue
  - Evaluate and modify the pre-construction process for optimal efficiency

- **Structure Tone Southwest: 10/16-10/17**
  Director of Business Development:
  - Created and implemented sound business strategies to achieve corporate vision and goals in a new market
  - Fostered new and old relationships to garner local momentum and expand relationships nationally
  - Assembled and led a team of dedicated individuals to achieve local objectives
  - Conducted local marketing efforts to further spread brand awareness

BERT P. SCHNOEBELEN

[redacted]
Victor, ID 83455
[redacted]
[redacted]

- **IE² Construction: 10/11-09/16**
  Business Development: 02/16-09/16
  - Conducted market reconnaissance to identify future opportunities
  - Utilized local relationships to secure potential opportunities
  - Managed team members conducting activities associated with awarded opportunities

  Project Manager: 10/13-02/16
  - Conducted activities associated with the "Assistant Project Manager" responsibilities
  - Responsible for the financial and quality outcome of assigned projects
  - Maintained project specific documentation to ensure the mitigation of risk

  Assistant Project Manager: 02/13-10/13
  - Conducted activities associated with the "Project Engineer" responsibilities
  - Managed the buy-out process for assigned projects
  - Created and negotiated contracts with sub-contractors
  - Established and maintained detailed project schedules

  Project Engineer: 10/11-2/13
  - Provided support for the management commercial construction projects
  - Initiated effective communication plans that promoted the successful flow of project information
  - Implemented solutions to multifaceted obstacles that led to successful resolutions

- **Republic National Distributing Company: 1/10-3/10**
  Sales Representative: 1/10-3/10
  - Ensured the satisfaction of existing accounts
  - Increased monthly sales volume by 15% from previous quarter
  - Cultivated new accounts, to expand client base and increase sales volume
  - Created and implemented marketing strategies for clients

- **DCA Construction: 11/08-2/09**
  Construction Superintendent: 11/08-2/09
  - Completed over $2.6 million in commercial projects
  - Responsible for project compliance with all city and federal guidelines
  - Accountable for meeting all budget and schedule requirements
  - Evaluated subcontractor's adherence to contracts and scope of work

- **Gehan Homes: 5/07-11/08**
  Construction Superintendent: 5/07-11/08
  - Managed the construction and code compliance of residential housing projects
  - Completed all construction projects within the deadlines set by Gehan Homes
  - Fostered business relationships with all vendors
  - Met with clients to resolve conflicts and concerns, regarding the construction of their home
  - Maintained documentation, regarding federal guidelines on the safety and environmental aspects of work sites

BERT P. SCHNOEBELEN

[redacted]
Victor, ID 83455
[redacted]
[redacted]

- **United States Marine Corps: 1/03-1/07**

Infantry Team Leader: 1/05-11/06

- Supervised the personal and professional welfare of a four-man team in high stress environments
- Worked effectively in groups with diverse team members
- Directed team members while attached to a security element for the President of Afghanistan
- Implemented a plan providing a secure environment for polling sites and supervised the team during national elections with international visibility

Administrations Chief: 6/04-1/05

- Prepared official correspondence, reports, and charts directly for the commanding officer and senior leaders
- Entered and retrieved personnel information using Microsoft Office, which included creating and submitting official reports in compliance with federal guidelines
- Organized, maintained, and reviewed 164 personnel records to ensure accuracy
- Provided current information about Corps programs and procedures
- Designed a database to streamline the day to day tracking of personnel records

Radio Transmission Operator: 6/03-6/04

- Charged with maintenance, accountability, operational status of classified communications equipment, command & control communications, and indirect fire support
- Trained 39 Marines, how to properly operate communications equipment and transmit properly formatted communications
- Accurately relay critical communications to superiors while conducting combat operations in high stress environments

EDUCATION

St Edward's University: Austin, Texas
Master of Science in Project Management: Conferred 12/11 With Honors

Everglades University: Boca Raton, Florida
Bachelor of Science in Construction Management: Conferred 4/10

University of North Texas: Denton, Texas
Bachelor of Business Administration in Real Estate: Conferred 12/02

- North Texas Rugby Football Club
- Real Estate Club
- ΔΣΦ Fraternity: Vice President

ORGANIZATIONS AND COMMUNITY SERVICE

ΔΣΦ Alumni Association
Project Management Institute
SMPS Austin **(Board Member)**
North Texas Ex's Alumni Association
Navy/Marine Corps Relief Fund
BOMA Austin **(Board Member)**
Veterans of Foreign Wars
Marine For Life

MILITARY SERVICE ACCOMDATIONS

Afghanistan Campaign Medal
Global War on Terrorism Service Medal
Marine Corps Good Conduct Award
National Defense Service Medal
Sea Service Deployment Ribbon
Certificate of Appreciation

BERT P. SCHNOEBELEN

[redacted]
Victor, ID 83455
[redacted]
[redacted]

PROGRAM & PROJECT HISTORY

Program

True Classic Retail Development:
Program Development & Implementation
Design Management
Construction Management
Financial Projections
Vendor Management

Tecovas Retail Development:
Program Development & Implementation
Internal Communications
Design Management
Construction Management
Financial Projections
Vendor Management
Establish Brand Standards & Specifications
Owners Representation
Procurement
-40+ Locations CONUS
-5 Flagship Locations

Project

Hospitality

The LINE Austin:
Austin, TX
-Complete Renovation
-400 Rooms
-Arlo Grey Restaurant
-P6 Lounge & Bar

ATX Cocina:
Austin, TX
-Kitchen
-Restaurant

Austin Beerworks:
Austin, TX
-Brewery
-Taproom

Zilker Brewing Company
Austin, TX
-Brewery
-Taproom

BERT P. SCHNOEBELEN

[redacted]
Victor, ID 83455
[redacted]
[redacted]

Bull & Bowl:
Austin, TX
-Kitchen
-Restaurant
-Bowling Alley

Mayfair Night Club & Terrace:
Austin, TX
-Outdoor Rooftop Terrace

Medical

West Lake Surgery Center:
West Lake Hills, TX

Medical Towers At Shadowglen:
Manor, TX
-3 Story Ground Up Structural Steel

Hays Surgery Center:
Kyle, TX

River Place OBGYN:
Austin, TX

Capital ENT Austin:
Austin, TX

Austin Radiological Association:
Austin, TX
-MRI Vault
-CT Room

Dell Seton Medical Center
Austin, TX
-Operating Room Remodels

Corporate

Over 2M SqFt of Interior Finish Outs Completed

All Clear ID
Austin, TX

Stitch Fix
Austin, TX

Samsung
Austin, TX

BERT P. SCHNOEBELEN

[redacted]
Victor, ID 83455
[redacted]
[redacted]

Khoros
Austin, TX

Polycom
Austin, TX

Colliers International
Austin, TX

Tecovas
Austin, TX

Waterloo Capital
Austin, TX

Flooring Services South West
Pflugerville, TX

Medallia
Austin, TX

Q2
Austin, TX

Non-Profit

Austin Sunshine Camp
Austin, TX
-3 Story Ground Up Structural Steel
-No Build Zone "Zilker Park"
-Commercial Kitchen
-Sleeping Quarters
-Gang Restrooms/Showers

Austin Fire Station #46
Austin, TX
-2 Story Ground Up Wood Frame & CMU
-Equipment Bays
-Living Quarters
-Commercial Kitchen

Telephone No. [phone redacted]
FAX No. [phone redacted]

Teton County Clerk

150 Courthouse Dr #208
Driggs, Id. 83422

August 11, 2026

I hereby certify that Robert Paul Schnoebelen, residing at [redacted], Victor, Idaho 83455, is a qualified elector residing within the incorporated city limits of the City of Victor, Idaho. Based upon the records of the Teton County Clerk's Office, he meets the elector qualifications required for appointment to the Victor City Council.

(Seal of office)

Signed: _____
Julie Wenger
County Clerk or Deputy

Outlook

Deadline extended?

From Ashley Coletti [email redacted]
Date Tue 8/11/2026 8:55 AM
To Michelle Smith <michelles@victoridaho.gov>; Sue Muncaster <suem@victoridaho.gov>

EXTERNAL EMAIL - This email was sent by a person from outside your organization. Exercise caution when clicking links, opening attachments or taking further action, before validating its authenticity.

Hello City of Victor,

I am hearing disturbing rumors that the deadline for the council seat was extended to accommodate someone who submitted their application after the posted deadline.

I know I cannot run for council or submit my own application, but I know people who did submit applications on time and have a serious interest in the open seat. Extending the advertised deadline to accomodate someone who could not submit the application on time is a disservice to those who followed the process and advertised deadlines.

If I were applying for a job and submitted an application after the deadline, I would not expect to have a reasonable chance of getting that position. I would also expect my application to be scrapped and not receive a callback. Making exceptions of this type falls directly in line with the narrative that plagued the last Mayor.

You did extend the deadline, and now the public will be watching what you do next and how you treat this situation. I think you did the community a disservice by doing it, but I will be interested to see how you handle the situation and make your choice. If you choose someone who supports you or is a friend but couldn't get their application in on time, that decision will be very telling.

-Ashley

Outlook

Victor City Council Appointment - Cindy Riegel

From will frohlich <wfrohlich1@gmail.com>
Date Tue 8/11/2026 10:42 AM
To Sue Muncaster <suem@victoridaho.gov>; Victor Mayor <mayor@victoridaho.gov>; Emily S <emilys@victoridaho.gov>; Amy R <amyr@victoridaho.gov>; Stacy Hulsing <stacyh@victoridaho.gov>
Cc Herb Heimerl <[email redacted]>; Jeremy Besbris <jeremyb@victoridaho.gov>

EXTERNAL EMAIL - This email was sent by a person from outside your organization. Exercise caution when clicking links, opening attachments or taking further action, before validating its authenticity.

Dear Mayor and City Council,

I hope this email finds you well.

I am writing to share an additional reason why Cindy Riegel **should not** be considered for the City Council appointment.

Below is a text thread that took place after she was not re-elected to the BOCC.

November 17th, 2024 6:43pm:

Cindy:
- Just curious - were you hoping the current BOCC would adopt Victor's recommendations for the Victor AOI or leave that to the new guys?
- We can either spend a lot of time on it tomorrow or just push it off until January.
- I think Sid Kunz would prefer the later

Will:
- The City would like it passed ASAP prior to the new board being sworn in.

Cindy:
- Did you vote for the new board?
- Because if you did, then I will make sure to put it in their hands.

Will:
- Are you serious right now?

Cindy:
- Yes.
- Tell me you voted for me and Emma and I will do the work.

Will:

- This is not how I conduct city business.

Cindy:

- Good for you.
- You evaded the question.
- As the Mayor, your vote matters. Sounds like you chose Brad and Ron to make important decisions regarding city business.
- If that is not the case, tell me now.
- And I will let them make those decisions.

Best regards,

Will Frohlich