

**FLORIN COUNTY WATER DISTRICT
 BOARD OF DIRECTORS CONTINUATION OF FEBRUARY 10 MEETING MINUTES
 7090 McComber Street
 Sacramento, CA 95828
 TUESDAY, FEBRUARY 18, 2025
 6:00P.M.**

1. FLAG SALUTE/PLEDGE OF ALLEGIANCE

2. CALL TO ORDER AND ROLL CALL

President Johnson called the meeting to order at **6:00P.M.**

3. ESTABLISH QUORUM/APPROVAL OF AGENDA

Judi Johnson	President	PRESENT
Leonard Heimericks	Vice President	PRESENT
Edward Taylor	Director	PRESENT
Rachel Walker	Director	PRESENT
Cindy Russell	Director	PRESENT
		<i>*Leaves meeting early</i>
-----	General Manager	-----

Quorum established.

Director Walker made a motion to approve the Agenda. Director Taylor second the motion. Board unanimously in favor to approve the Agenda.

**4. OPPORTUNITY FOR PUBLIC COMMENT ON CLOSED SESSION ITEM
 (Gov. Code § 54954.3(a))**

No public comment.

5. CONVENE CLOSED SESSION

*Conference with Legal Counsel – Anticipated Litigation
 Gov. Code § 54956.9(d)(2) – Claim by Edmond Leggette Dated Nov. 11, 2024*

President Johnson convened closed session at 6:02P.M.

6. RECONVENE OPEN SESSION

President Johnson reconvened open session at 6:20P.M.

7. IF APPLICABLE, PUBLIC REPORT OF (1) ACTION TAKEN DURING CLOSED SESSION, IF ANY, AND (2) VOTE OR ABSTENTION ON THE ACTION OF EVERY BOARD MEMBER PRESENT (Gov. Code § 54957.1(a))

President Johnson asked Attorney Mitchell to provide the report regarding Board action in the closed session.

Attorney Mitchell reports the Board reached a settle agreement with Edmond Leggette. This agreement includes a payment of \$160,000 which consists of three components:

1. Back pay
2. Emotional distress and non-wage damages

3. Attorney's fees

Continuing, Attorney Mitchell adds as part of the settlement agreement, the Board in their next action will consider re-employment for Edmond Leggette as the General Manager which will be discussed during that Agenda Item. There will be a list of goals as part of the employment agreement.

Summarizing the above there will be a release of claims to the District in exchange for payment and consideration of re-employment.

8. PUBLIC COMMENT

No Public Comment.

9. APPOINTMENT OF GENERAL MANAGER

Vice President Heimericks made a motion to appoint Edmond Leggette as the General Manager with the provision that he will have an interim job description that ~~the~~ Edmond Leggette will be able to review with the Board.

Director Taylor second the motion.

By a majority vote, the Board voted to appoint Edmond Leggette as the Florin County Water District General Manager. Discussion on goals and job description will be discussed with Edmond Leggette on a different day. Votes as follows:

Vice President Heimericks – YES

Director Taylor – YES

Director Walker – YES

President Johnson – YES

Director Russell – NO

Edmond Leggette appointed FCWD General Manager by a majority vote.

Attorney Mitchell suggested the Board create an ad hoc committee solely for the General Manager job description. President Johnson agrees and appoints Director Taylor and Vice President Heimericks part of the General Manager Job Description ad hoc committee members.

Director Walker motions that Edmond Leggette report for duty to the District office on Thursday, February 20, 2025 at 8:00A.M. to meet with the ad hoc committee. Director Taylor second the motion. Votes as follows:

Director Walker – YES

Director Taylor – YES

Vice President Heimericks – YES

President Johnson – YES

Director Russell – NO

Motion passed by a majority vote. Edmond Leggette will report for duty on Thursday, February 20 at 8:00A.M.

Director Russell declared she could not listen to the meeting anymore and stormed out of the meeting room. President Johnson asked the record reflect Director Russell's abrupt departure from the meeting at 6:34P.M.

10. DISTRICT EQUIPMENT ESTIMATES

Vice President Heimericks made a motion to approve the purchase of a 2023 Chevy Silverado work truck as long as the FCWD logo is put on the truck, is insured before

leaving the dealership, and the District must trade in the 1999 Ford pickup. If the 1999 Ford pickup cannot be traded in, the District will look at selling it separately. Director Walker second the motion.

In Director Russell's absence, the remaining Board members unanimously approves the motion.

11. WELL REPORT

Vice President Heimericks requests the Board purchase a portable generator for emergency purposes for the District. The Board collectively agrees to postpone this topic until the March regular meeting.

12. COMMITTEE REPORT

No information to report.

13. MANAGERS REPORT

No manager present for report.

DIRECTORS COMMENTS & SUGGESTIONS

Vice President Heimericks would like to start an apprenticeship program to help train young people. This will be discussed at the budget meeting. VP Heimericks would like the General Manager to attend the General Manager summit in South Lake Tahoe.

Director Taylor would like to put on the Agenda for the next meeting for the Board to approve the final payment for the website developer.

ADJOURNMENT: 7:06P.M.

Respectfully submitted by:

General Manager/Secretary to the Board