

**FLORIN COUNTY WATER DISTRICT  
PERSONNEL COMMITTEE MEETING MINUTES**  
**7090 McComber Street**  
**Sacramento, CA 95828**  
**TUESDAY, DECEMBER 30, 2025**  
**2:00 PM**

**1. CALL TO ORDER**

President Johnson called the meeting to order at 2:00 pm.

**2. NAMES OF COMMITTEE/OTHER PARTICIPANTS**

Judi Johnson – Board President  
Victoria Redoble – Board Director  
Lauren Bohanna – Office Assistant

**3. REVIEW THE GOAL-SETTING PROCESS FROM THE DIRECTORS, ALONGSIDE THE GOALS PROVIDED BY THE GENERAL MANAGER**

The Committee Members decided to use the 5 Goals/Objectives that General Manager Leggette presented.

**4. CONSIDER A RECOMMENDED ADJUSTMENT IN THE GENERAL MANAGER'S COMPENSATION**

The Committee opted to go with the 6-month pay scale (\$144,167.88). In addition to that pay scale, the committee would like to present to the Board an additional 3.7% increase on top of \$144,167.88. Totaling \$149,502.09 for the General Manager's yearly compensation.

Since the Board did not meet the timeline set by the lawsuit agreement, once pay has been approved by the Board, salary will be backdated to August 2025 when the Board agreed to complete the General Manager's evaluation and compensation agreement.

**5. REVIEW THE GENERAL MANAGER EVALUATION SCHEDULE FOR 2026**

The Committee would like to present to the Board suggested quarterly reviews for General Manager Leggette beginning in January 2026.

**Respectfully submitted by:**

PERSONNEL COMMITTEE MEMBERS  
President Judi Johnson  
Director Victoria Redoble