

**Minutes of the Board meeting of the
Board of Directors of the Republican River Water Conservation District
May 1, 2025**

**offered virtually and in person
Wray Elks Lodge #2409,
36355 US-385, Wray CO 80758**

- A. The board of Directors of the Republican River Water Conservation District convened their board meeting, May 1, 2025 pursuant to notice required by statute and the District's by-laws. President Rod Lenz opened the meeting at 1:08 PM.
- a. Lenz led the group in the pledge of allegiance and Kevin Penny led the group in prayer.
 - b. Secretary Kristen Schneider conducted a roll call of Directors. Board members present for the roll call were:
 - i. Rod Lenz, president
 - ii. Steve Kramer, vice president
 - iii. Aaron Sprague, treasurer
 - iv. Kristen Schneider, secretary
 - v. Don Brown
 - vi. Brooke Campbell
 - vii. Tim Fetzer, via Zoom
 - viii. James Harlow, absent
 - ix. Greg Larson
 - x. Josh Lechman, late
 - xi. Trent Leoffler
 - xii. Robin Liming
 - xiii. Steven Meakins, late
 - xiv. Tim Pautler
 - xv. Kevin Penny
 - xvi. Roger Seedorf
 - xvii. Dennis Wieser
 - xviii. A quorum of the board was declared with 14 members present for roll call, Tim Fetzer participating by Zoom, Josh Lechman and Steven Meakins coming later and James Harlow absent.
 - xix. Staff/consultants present: Deb Daniel, Reon McBride, Payton Liming, David Robbins
 - c. Introduction of guest
 - i. McBride announced those present for the board meeting via Zoom.
 - ii. LeAnn Laybourn, Mel Benton, Brandi Baquera, BreAnn Larson, Jim Hadachek, Kyle Sprouse, Tom May and Tim Fetzer.
 - d. Approve the agenda
 - i. **There was a motion to amend the agenda by adding a second public comment session after Item D and before executive session. There was a second. The vote was unanimous.**

B. 1:10 PM -Statement of the President, Rod Lenz, Board President

Steven Meakins joined the meeting at 1:14 PM via Zoom

- a. Lenz discussed coming on the board and how he was asked to run for President in 2016. Lenz discussed attempting to course correct after the December 3, 2024 meeting. The business of the basin must continue for the good of the District. Lenz discussed the staff working full time on the issues the board is called to decide on and how the staff living the work is important to inform the board's consideration.

Josh Lechman joined the meeting at 1:17 PM

- b. Sprague discussed the quote at the end of the letter he submitted. Coach Mike Krzyzewski once said, "Take passion to the highest level and you will get an outpouring of emotion." Sprague would like to find a way to sit down and figure out how to work together going forward.

C. 1:20 PM- PUBLIC COMMENTERS (3 minutes)

- a. Tom May
- b. LeeAnn Laybourn
- c. Jim Hadachek
- d. Art Waitman
- e. Bruce Gerke
- f. For more information, contact the RRWCD office for a recording of this meeting. This ensures the content of all comments can be heard without simple summarization.
- g. **PUBLIC COMMENT CLOSED AT 1:29 PM**

D. 2:00 PM - Personnel Committee Recommendation - Brooke Campbell, Personnel Committee Chairperson, action if required

- a. The Personnel Committee acknowledges that an incident occurred on December 3, 2024 where the general manager made comments during an Executive Committee meeting. The comments do not constitute a violation of policy, breach of duty or other actionable behavior pursuant to the RRWCD's policies and procedures. However, a review of such policies and/or additional policies, procedures and trainings may be necessary to prevent future allegations of misconduct. The Personnel Committee recommends that during Executive session the entire Board discuss the misconduct allegations and then address possible policy, procedures and trainings outside of the Executive Session.
 - i. The Personnel Committee voted for this recommendation was three votes in support of the recommendation, one vote not in favor and one abstention.
- b. Robbins clarified that policies and procedures will not be discussed in Executive Session

E. 1:33 PM 2nd PUBLIC COMMENTERS (3 minutes)

- a. Alex Rock
- b. Barry Hinkhouse
- c. Joe Newton
- d. Jake Michal
- e. Kenny Helling
- f. Jim Hendrix
- g. Denny Salvado
- h. Scott Weaver
- i. Terry Jaques
- j. Ray Strand
- k. Dennis Coryell
- l. Carrie Lenz
- m. Jim Michal
- n. Mike Leerar
- o. For more information, contact the RRWCD office for a recording of this meeting. This ensures the content of all comments can be heard without simple summarization.
- p. **PUBLIC comment closed at 2:15 PM**

Lenz asked for legal advice: can the Board meet without the manager in Executive Session? Robbins clarified that the Board can meet without Daniel, but it is polite to meet with Daniel. The only thing to be discussed in the Executive Session is the personnel action the Board is to consider. The issues Brought to the Board about how the Board conducts itself will occur in public session. All motions and recommendations coming from the Board will be discussed in the public session.

F. 2:21 PM - Executive Session, for discussion of personnel matters pursuant to Sec 24-6-402(4)(f), C.R.S., personnel matters, identifying the person or position to be discussed, except if the employee who is the subject of the executive session has requested an open meeting; or if the personnel matter involves more than one employee, all of the employees have requested an open meeting

- a. **At 2:21 PM there was a motion to enter the Executive session. There was a second and the vote was unanimous.**
 - i. The Board met in Executive Session to discuss personnel issues.

b. At 4:24 PM that was a motion to exit the Executive session. There was a second and the vote was unanimous.

G. Motions and recommendations which may arise as a result of discussions during Executive Session

- a. The Board finds no conduct that violates existing policies and procedures. However the Board will develop an employee improvement plan to avoid future incidents and additional policies and training for all employees.
- b. There was a second. The vote was 13 votes in favor of the motion with Dennis Wieser and Don Brown abstaining.

H. Discussion of District board policies - Rod Lenz, Board President

a. There was discussion about cleaning up Board policies. The issues brought up include: notification of committee meetings, the edit of the policies, the notification letter for Board member appointments needs to be edited to be just notification. There was also discussion about the District's document retention policy and clarifying the notes for it. Brown requested a redline copy of the policies and procedures be distributed to the Board members. There was discussion about the Google Drive used to provide documents and other information to Board members not being accessible on Apple products. There was also discussion of the chair for the committee to be elected by the committee members going forward.

I. 4:00 PM - Old Business

J. 4:10 PM - New Business

K. 4:45 PM - Adjourn Meeting, there was a motion to adjourn the meeting. There was a second and the vote was unanimous.

Kristina M. Schneider
Secretary

5/20/25
Date

RRWCD

Meeting Sign-in Sheet

Date MAY 1, 2025 Special Meeting

Name	Address	Representing	Phone	Email
Carrie Lantz	38020 CORDS WAY			
DEBBY SAEV ADLER	5473 RD LYNN			
STEVE DANIEL				
Roy Strand	59861 Rd 51	W-Y		
Henry Harman	26990 Cnty Rd RR AK 02	W-Y		
PERCY				
TERY JONES	1070 HAVR LINCOLN CO	Lincoln County	719-340-8319	Terry.Jones@lincolncounty.co.us
BARRY HINKHOUSE	Box 42		719-340-1573	
Mike Leerer	710 S. ASH	Yuma Co	620 5687	
Angus Bellamy	350 E 6th St			
James Bellamy				
Jim Hendrix	36170 CR 35.5	Wray	630-0146	
Cliff Neil	609 W. 1/2 Sec. D T 150		630-8935	
Kent R				
Alv Bach		Central Yuma		
Brian York	Julesburg			

