

JOSHUA BASIN WATER DISTRICT

RESOLUTION NO. 26-1095

**A RESOLUTION OF THE BOARD OF DIRECTORS OF THE JOSHUA BASIN WATER DISTRICT
FORMALLY CENSURING DIRECTOR STACY DOOLITTLE FOR CONDUCT INCONSISTENT WITH
THE DISTRICT'S ADMINISTRATION CODE, BOARD-MANAGER FORM OF GOVERNANCE,
PROFESSIONAL BOUNDARIES, AND STANDARDS OF COURTESY AND DECORUM**

WORKING DRAFT FOR REVIEW AND APPROVAL

WHEREAS, the Joshua Basin Water District ("District") is committed to responsible, ethical, professional, and effective governance and to maintaining appropriate and respectful working relationships among the Board of Directors, the General Manager, District employees, legal counsel, and the public;

WHEREAS, Article 4.01 of the District's Administration Code establishes that the General Manager serves as the District's Chief Executive and is responsible for supervising the District's operations, staffing, and administrative affairs;

WHEREAS, Article 4.02 of the Administration Code provides that the Board shall deal with the District's administrative services through the General Manager, that neither the Board nor an individual Director shall give orders to employees who report to the General Manager, and that the General Manager receives direction from the Board acting collectively at a duly held meeting;

WHEREAS, Article 4.03 provides that the General Manager has authority to control and direct District employees and to manage District consultants or designees;

WHEREAS, Articles 3.12 and 7.12.04 provide that Board committees are intended to assist the Board in carrying out its policy responsibilities, not to assist with or direct the work of staff, and shall ordinarily have no direct dealings with staff operations or interfere with authority delegated to the General Manager;

WHEREAS, Article 7.08.03 requires Board members to preserve order and decorum, extend the utmost courtesy to District employees, and refrain from rude or derogatory remarks, reflections on integrity, abusive comments, or statements concerning motives and personalities;

WHEREAS, Article 7.08.03 further provides that Board-member questions to District staff during meetings shall be addressed through the General Manager or District counsel, who may answer or designate an appropriate staff member to respond;

WHEREAS, Article 5 requires Board members to receive ethics and anti-harassment training in accordance with applicable law;

WHEREAS, the Board recognizes that individual Directors retain the right and responsibility to ask questions, seek information, disagree with recommendations, introduce policy matters for public consideration, and hold the General Manager accountable through the collective governance process;

WHEREAS, those responsibilities must be exercised consistently with the Administration Code, established reporting relationships, the collective authority of the Board, and the District's obligation to maintain a professional and functional workplace;

WHEREAS, the Board has reviewed documented information concerning Director Doolittle's repeated and unusually frequent communications with the General Manager, direct communications with District staff, and interactions involving operational and administrative matters;

WHEREAS, the Board has considered reports and concerns regarding repeated conduct that has blurred or crossed the boundary between individual Board oversight and District administration, created uncertainty regarding reporting relationships and priorities, and placed additional pressure on the General Manager and District employees;

WHEREAS, the Board has considered concerns regarding interactions and communications that were perceived as personal, intimidating, disrespectful, or inconsistent with the standards of professional courtesy expected of Board members;

WHEREAS, the General Manager previously attempted to address these concerns through direct discussions, requests that staff communications be coordinated through the General Manager, clarification of governance boundaries, consultation with District counsel, and recommendations for governance and leadership training;

WHEREAS, despite those efforts, the Board finds that the pattern of conduct and its effect on District management, staff, operations, and governance have continued;

WHEREAS, the Board finds that Director Doolittle's conduct, considered cumulatively, has been inconsistent with the Board-Manager governance structure and with the professional-boundary, courtesy, and decorum requirements reflected in Articles 3.12, 4.01, 4.02, 4.03, 7.08.03, and 7.12.04 of the Administration Code; and

WHEREAS, the Board finds that formal action is necessary to reaffirm governance boundaries, protect District operations and employees, restore clarity regarding Board and management roles, and preserve public confidence in the orderly functioning of the District.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Joshua Basin Water District as follows:

1. Formal Censure

The Board of Directors hereby formally censures Director Stacy Doolittle for a sustained pattern of conduct inconsistent with the District's Administration Code, including:

- a. Excessive or inappropriate involvement in administrative and operational matters assigned to the General Manager;
- b. Direct communications with District employees that bypassed or undermined established management and reporting relationships;
- c. Conduct that interfered with or created confusion regarding the General Manager's authority to coordinate staff work, priorities, and assignments;
- d. Communications or interactions inconsistent with the standards of courtesy, professionalism, decorum, and respect expected of a member and officer of the Board;
- e. Conduct that contributed to disruption, additional administrative burden, staff discomfort, and diminished confidence in established governance boundaries; and

- f. Failure to adequately correct the conduct after concerns, boundaries, and training opportunities were raised.

2. Public Reprimand

This censure constitutes the Board's formal and public expression of disapproval of the conduct described in this resolution.

The Board emphasizes that this action concerns Director Doolittle's conduct in office and does not remove her from her elected position or limit her lawful right to participate and vote as a member of the Board.

3. Nonretaliation

No Director shall retaliate against the General Manager, a District employee, another Director, a consultant, or any other person for:

- a. Raising a workplace or governance concern;
- b. Providing information to the Board, Human Resources, or District counsel;
- c. Participating in the consideration of this resolution; or
- d. Exercising any right protected by law or District policy.

Any alleged retaliatory conduct shall be promptly referred to District counsel or another appropriate independent reviewer.

4. Expectations for Future Conduct

The Board expects Director Doolittle to:

- a. Respect the collective authority of the Board;
- b. Maintain the distinction between Board governance and District administration;
- c. Communicate with the General Manager and staff professionally and respectfully;
- d. Follow established channels for information, staff assistance, agenda development, and legal services;
- e. Avoid conduct that could reasonably be perceived as intimidating, personally demeaning, disruptive, or retaliatory; and
- f. Comply with all applicable provisions of the Administration Code and any subsequent Board-adopted governance protocols.

5. Additional Board Action

Further conduct inconsistent with this resolution, the Administration Code, or applicable law may result in additional action within the Board's lawful authority.

6. No Limitation on Elected Office

Nothing herein shall be interpreted as removing Director Doolittle from her elected seat or preventing her from performing the statutory duties of a Director.

7. Severability

If any provision of this resolution is determined to be invalid or unenforceable, the remaining provisions shall remain in full force and effect.

8. Effective Date

This resolution shall take effect immediately upon adoption.

PASSED AND ADOPTED at a regular or special meeting of the Board of Directors of the Joshua Basin Water District held on _____, 2026, by the following vote:

Director	Vote
Director Fick	_____
Director Floen	_____
Director Jarlsberg	_____
Director Short	_____
Director Doolittle	_____

AYES: _____

NOES: _____

ABSTAIN: _____

ABSENT: _____

APPROVED:

Board President / Presiding Officer
Joshua Basin Water District

ATTEST:

Board Secretary
Joshua Basin Water District