

CASS COUNTY JOINT WATER RESOURCE DISTRICT
SPECIAL MEETING
ORIGINATING AT THE CASS COUNTY HIGHWAY DEPARTMENT
HERITAGE CONFERENCE ROOM
WEST FARGO, NORTH DAKOTA
JANUARY 13, 2025
4:00 P.M.

A special meeting of the Cass County Joint Water Resource District was held on January 13, 2025, at 4:00 p.m.

Present were Ken Lougheed, North Cass Water Resource District; Keith Weston, Southeast Cass Water Resource District; Gerald Melvin, Maple River Water Resource District, Jacob Gust and William A. Hejl, Rush River Water Resource District; Melissa Hinkemeyer, Director, Secretary; Leilei Bao, Treasurer; Katie Schmidt, Ohnstad Twichell, P.C.; and Di Wu, Fargo resident.

Office staffing

The Treasurer and Director discussed an office personnel issue regarding the Treasurer. Katie Schmidt explained Cass County Water Resource Districts employees are at-will employees and the Board has discretion on handling personnel matters including disciplinary actions, if any. The Board discussed the matter further. Chairman Lougheed suggested the Cass County Joint Water Resource District Human Resources Committee convene to discuss the matter and make a recommendation to the Board as it is a serious personnel matter. The Board expressed concern regarding the steps taken by the Treasurer without the knowledge of the Director or the Board. Discussion was also held on revisiting and updating the Cass County Water Resource Districts Personnel Policy Manual to better address this and future personnel matters. Following discussion, the Board directed the Cass County Joint Water Resource District Human Resources Committee to convene to discuss the personnel matter and make a recommendation to the Board on corrective action(s), if any.

Adjournment

There being no further business to be considered by the Board, the meeting adjourned without objection.

APPROVED:

Ken Lougheed
Chairman

ATTEST:

Melissa Hinkemeyer
Secretary