

**EAST COLUMBIA BASIN IRRIGATION DISTRICT**

**RESOLUTION 2025 – 07**

**Revising the Personnel Practices and Procedures Manual**

**WHEREAS**, the East Columbia Basin Irrigation District Board of Directors adopted Resolution 85-07 implementing a personnel policy known as "The Personnel Practices and Procedures Manual" on May 1, 1985; and

**WHEREAS**, the East Columbia Basin Irrigation District revised said policy by adopting Resolution 89-03 on February 1, 1989, and by adopting Resolution 89-04 on March 1, 1989, and by adopting Resolution 91-03 on January 9, 1991, and by adopting Resolution 95-03 on January 4, 1995, and by adopting Resolution 98-06 on February 4, 1998, and by adopting Resolution 2000-04 on January 4, 2000, and by adopting Resolution 2003-03 on January 8, 2003, and by adopting Resolution 2007-15 on March 7, 2007, and by adopting Resolution 2017-13 on September 6, 2017, and by adopting Resolution 2020-18 on October 7, 2020; and and by adopting Resolution 2023-18 on May 7, 2023

**WHEREAS**, certain new or revised laws, regulations, agreements and other conditions affecting personnel matters have occurred since May 7, 2023; and

**WHEREAS**, the East Columbia Basin Irrigation District Board of Directors finds it necessary to amend its personnel policy known as "The Personnel Practices and Procedures Manual" to reflect these said changes.

**NOW, THEREFORE BE IT RESOLVED** by the Board of Directors of the East Columbia Basin Irrigation District that the personnel policies attached hereto, known as "The Personnel Practices and Procedures Manual", is hereby approved and adopted as the revised personnel policies of the District:

**BE IT FURTHER RESOLVED** that such personnel policies shall be construed as additional and supplemental to prior personnel policies established by the Board of Directors which relate to matters not otherwise addressed by the personnel policies hereby approved and such personnel policies shall be further construed to amend or replace prior personnel policies to the extent the same are inconsistent with such personnel policies;

**BE IT FURTHER RESOLVED** that management is hereby authorized to implement such personnel policies and to make such policies available in a manual form to all employees of the East Columbia Basin Irrigation District;

**BE IT FURTHER RESOLVED** that management is hereby directed to periodically review with the Board of Directors personnel policies of the East Columbia Basin Irrigation District,

particularly when change is required as a result of State or Federal law, or as a result of an action of the Board of Directors of the East Columbia Basin Irrigation District.

**DULY ADOPTED** in Open Meeting this 7<sup>th</sup> day of May, 2025.

**BOARD OF DIRECTORS**



(Seal)

*Dan Andrew*  
\_\_\_\_\_  
*Gregory Livingston Jr*  
\_\_\_\_\_  
*Kevin Lyle*  
\_\_\_\_\_  
*Lon Westbone*  
\_\_\_\_\_  
*Robert*  
\_\_\_\_\_

ATTEST:

*[Signature]*  
\_\_\_\_\_  
Secretary