



Board of Directors

Special Meeting

Thursday, July 9, 2026, 4:00 p.m.
2015 S Ely St., Kennewick

Minutes

President McKenzie called the meeting to order at 4:00 p.m. and Mr. Leonard called roll.

Directors:

David McKenzie, President
Gene Huffman, Vice President
Kirk Rathbun
Arland Ward
Griffin Hanberg

Other Persons Present:

John Crotty, Western Legal

Staff Present:

Shane Leonard, District Manager
Mardi Perry, Executive Coordinator

CONFIRMATION OF AGENDA: Director Rathbun moved to confirm the agenda. Director Ward seconded. All present voted in favor and the motion carried.

EXECUTIVE SESSION: At 4:01 p.m., Mr. Leonard announced on behalf of the presiding officer that the board would go into executive session at 4:02 p.m. for approximately 30 minutes to review the performance of a public employee pursuant to RCW 42.30.110(1)(g).

Staff were excused from the Boardroom.

OPEN SESSION: At 4:32 p.m., open session resumed. Staff were readmitted. There were no members of the public in person. President McKenzie brought the action item before the board to consider the employment and the employment contract of the Secretary/District Manager.

Director Ward moved for the Board to terminate the at-will employment of Shane Leonard as Secretary/District Manager, effective immediately on July 9, 2026, without cause; to pay the severance provided under the employment contract, conditioned upon Mr. Leonard's execution and delivery of a full waiver and release of all claims as required by the contract; and to authorize the Board President and District Counsel to carry out the terms of the contract and finalize the release. Director Hanberg seconded. Roll call vote: Director Hanberg – Aye; President McKenzie – Aye; Director Rathbun – Aye; Director Ward – Aye; Vice President Huffman – Aye. The motion carried 5 - 0.

President McKenzie called for a motion to adjourn.

Director Rathbun moved to adjourn at 4:35 p.m. Director Ward seconded. All present voted in favor and the motion carried.

Attest:

A handwritten signature in black ink, appearing to read "David McKenzie", is written over a horizontal line.

David McKenzie, Board President
Minutes Approved July 21, 2026

Witness:

A handwritten signature in blue ink, appearing to read "John Crotty", is written over a horizontal line.

Prepared by John Crotty, Western Legal