

RESOLUTION NO. 2023-07-19-01

**THE SECOND RESOLUTION OF THE BOARD OF DIRECTORS OF
THE SALTON COMMUNITY SERVICES DISTRICT CENSURING DIRECTOR
LIDIA A. SIERRA FOR DEROGATORY COMMENTS TO DISTRICT
EMPLOYEES**

WHEREAS, communications between the staff, the General Manager, and the Board of Directors of the District must be conducted in a civil, businesslike and respectful manner as reflected in the Districts Code Of Ethics And Conduct For Elected And Appointed Officials; and

WHEREAS, in the past Director Sierra has been identified as communicating in a disrespectful manner to staff and in a manner that questions their honesty, ethics and competency;

WHEREAS, Director Sierra has previously been warned not to engage in this behavior and she has been previously censured for such behavior;

WHEREAS, despite having received warnings and being censured employees and former employees continue to complain about their interactions with Ms. Sierra;

WHEREAS, one or more employees of the District have sought recourse from the State of California, Business, Consumer Services and Housing Agency, Civil Rights Division, in regards to complaints of discrimination by Ms. Sierra which has resulted in the filing of an administration action (“Action”) against the District alleging that as a result of her discriminatory conduct and derogatory comments he was forced to quit; and

WHEREAS, the Action has and will cause the District to incur attorney’s fees needlessly to defend the Action which may result in fines and penalties against the District;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE SALTON COMMUNITY SERVICES DISTRICT AS FOLLOWS:

Section 1. The Board of Directors hereby censures Director Sierra for comments and actions putting the District at financial and legal risk, and interfering with and disrespecting previous Interim General Manager and staff, and violating District Policies.

Section 2. The Board of Directors signed a letter demanding that Ms. Sierra cease and desist engaging in conduct in derogation of the rights of the employees, advising her that the District will no longer defend her in any lawsuit or


administrative complaint alleging misconduct by her, and advising her that she must retain her own legal counsel for any complaints that identify or name her as a defendant, and instructing her to refrain from any and all interactions with the District's employees other than the General Manager with regard to District-related business only.

Section 3. The Board of Directors thanks and supports the employees of the District for their services and fruitful efforts to stabilize and strengthen the District.

Section 5. This Resolution is effective upon passage.

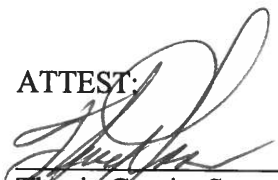
PASSED AND ADOPTED BY the Board of Directors of the Salton Community Services District, Salton City, California, after a public hearing held at a regular meeting on the July 19, 2023, by the following vote:

	YES	NO
Michelle Gilmore, President	<u>X</u>	___
Mr. Michael Friese, Vice President	<u>X</u>	___
Mr. Manuel H. Ramos, Director	<u>X</u>	___
Mr. Dale Johnson, Director	<u>X</u>	___
Ms. Lidia Sierra, Director	___	<u>Abstain</u>



Michelle Gilmore, President of the Board of Directors

ATTEST:



Thania Garcia, Secretary of the Board of Directors