

## Grievance re Board Chairperson

This is a letter of Grievance against Tumalo Irrigation District Board Chairperson Ron Cochran.

DATE SUBMITTED; 9 December 2025

SUBMITTED to TID BOARD of DIRECTORS by personally handing this written Grievance to Board Chairman RonCochran after the 1030AM Board Meeting, 9 December, 2025.  
64697 Cook Ave, Bend, OR 97703 541-382-3053

BOARD MEMBERS PRESENT:

Ron Cochran - Chairman  
Martin Warbington - Vice Chair  
Steve Putnam  
Carol Shull  
Ed Galazzo

November 17, 2025

During a Tumalo Irrigation District Budget Board Meeting on Monday, 17 November, 2025, it was revealed that the field staff wages were significantly increased mid year by using the wages money from a field staff person who just resigned.

Board Member Carol Shull, said to District Manager Chris Schull, \*\*\* *“You told us at the last Board meeting (would have had to be 11/11/25 Executive Session as it is not in voice recording or written Minutes of Regular Session Board Meeting ) that you went to the ditch riders and said, ‘with Kirby gone, if you 3 can can hold on to the work I’ll split Kirby’s salary amongst you’.”*

*DM Chris: I didn’t give it all to them.*

*BM Carol: \*\*\* “But you didn’t ever tell the board about that before you decided that, and I would think that should have come to the Board. I have an issue with that. I think it should have been brought before the Board and you should have asked the Board “what do you think about this, this is what I’m thinking, this is what I’d like to do”.*

*Board Chair Ron Cochran: \*\*\* “I can’t remember the conversation, I know we had it, Martin do you recall?”* (Martin is the Vice Chair, thus indicating that he may have been involved in making this illegal decision when it was made without bringing it to a quorum of the Board.)

As indicated by her admonishment to DM Chris Schull, Board Member Carol Shull had not, (in spite of being at every Board Meeting except February) heard this brought up at any Regular Session Board meeting, nor had I, a Patron, ever heard it brought up at a Board Meeting. I have attended every Board Meeting this year and also have recorded every meeting and there is no reference to mid year wage increases for field staff in any of the recordings nor any Board Meeting Minutes. All Board Meeting Minutes have been unanimously approved by the Board.

This demonstrates a pattern of Chairperson Cochran, contrary to Oregon State law, making decisions as an individual Board Member over a number of years as evidenced by the lack of Board discussion or action in the Minutes and as per my recollection as an attendee of all Board Meetings, and since January 2025 per recorded and transcribed Minutes of Board Meetings.

**December 2023 & December 2024** Chairman Cochran solely, made the decision to give \$10K bonuses to District Manager Schull. (See Minutes from December 2023 and 2024). It was never brought up in a public Board Meeting,

## Grievance re Board Chairperson

**January 2025** Chairman Cochran authorized DM Chris Schull ,without bringing it to a quorum of the board in a public meeting to allow discussion and a vote, to purchase a new Dodge Ram 2500 Laramie and to dispose of a 2022 Chevy Tahoe. Nor was such a meeting ever given notice to the public per Oregon Public Meeting Laws. {Even though all the Board members 10 months later “ratified” an imaginary vote, it is clear that a prior vote never took place.) This is evidence by the scolding that Board Members Carol Shull and Ed Galazzo gave DM Schull today for buying such a fancy truck because they both said they were hearing from upset Patrons that Patron money was spent this way. After listening to DM Schull’s litany of excuses, Ed Galazzo said \*\*\* *“You didn’t have to buy it that day.”* Clearly, in spite of the Boards vote at the October 14 Board Meeting to “Ratify” the decision, neither of these board members, had ever been given the opportunity to actually weigh in and vote on the purchase of the new Dodge Ram 2500 Laramie.

**June 2025** Chairman Cochran solely and independent of the Board authorized DM Schull to use the wages of a field person who resigned to give substantial raises to remaining field crew. The rest of the Board (with the possible exception of Vice Chair Warbington) knew nothing about this until a Board Meeting (apparently an Executive session, not Public Session as it should have been) in November 2025 as evidenced by Board Member Carol Shull saying to DM Schull the aforementioned conversation during 11/17/25 TID Budget Board Meeting:

For Chairman Cochran to keep saying for every violation of his of Public Meetings Law that “it didn’t get into the minutes” is abuse of power by blaming the Scribe who is not in a position to defend herself to her bosses (DM Schull and Board Chair Cochran) who hold the power over her job.

Furthermore TID Bylaws state that the only time *Ratification* can be used is at the next regular Board Meeting after an Emergency Meeting and that the Emergency must be specified, not months after the supposed quorum vote that isn’t in the approved minutes and wasn’t an emergency. (Exhibit A)

Board Chairperson Ron Cochran should step down as a member of the TID Board since he repeatedly ignores and violates Oregon State Public Meeting Laws as well as the TID Bylaws and TID Policies and Procedures by, as an individual Board Member, making decisions and giving instructions to the District Manager without a Public Meeting of at least a quorum of the Board, without a motion, and without a vote passing by a majority of the Board. Mr Cochran is acting as independent decider and instruction giver to DM Schull, without the knowledge or consent of the rest of the Board. This is contrary to Oregon State Law, contrary to the Oregon DOJ, and contrary to TID Bylaws as well as TID Policies and Procedures.

**Any Board Member and/or TID Attorney that collude** (I have evidence of both) with Chairman Cochran by acquiescing to protect him by participating in planning and/or voting to “Ratify” an imaginary previous board vote that never actually took place are also in violation of the law. Instead of contributing to transparency such actions void any possibility of transparency. Instead of lip service to transparency, Patrons want and demand transparency in actions and deeds from their Board.

Respectfully,  
Susie Hart PO Box 87, Bend, OR 97709 541-480-2224

1. \*\*\* indicates that the verbiage is a transcription from the recording of the meeting
2. Exhibit A