

**KLAMATH 9-1-1 COMMUNICATIONS DISTRICT
MINUTES OF DISTRICT BOARD “SPECIAL MEETING”
TO CONSIDER RESOLUTION FOR EMPLOYEE BONUS
Thursday, April 28, 2022
Klamath 9-1-1, 2543 Shasta Way, Klamath Falls OR**

I. Call to Order

The meeting was called to order at 10:01am by Dave Burnett.

Board Members Present: Chuck Brandsness
 Dave Burnett
 Randy Sword
 Betty Lucht
 Jan Bos - Virtual

Board Members Absent: Larita Ongman
 Bob Moore

Others Present: Keith Endacott
 Jessica Gibson
 Joanie Rote
 Shawn Eads - Virtual

II. Employee Bonus

a. Director Report: Keith said at the last board meeting the board motioned and approved an employee bonus advising of direction for pay out. At the conclusion of that Jessica and himself had some concerns. We reached out to get those concerns vetted through SDAO and HR Answers on compliance. Jessica had also advised him that per prior conversations with our auditor there would need to be a resolution to accompany the motion. Keith informed he spoke with SDAO pre-loss consulting Monica, Spencer, and Laurie regarding questions of pay equity.

Keith said he has tried to capture the boards wishes with the exemptions allowed in pay equity such as time and training. It appears the bonus would be paid different using time and status. Laurie’s advice was that it be reflected in the resolution for the pay difference based on time and status. Keith said he is not proposing any changes, the proposed resolution only reflects the language advised by the legal counsel to implement the boards approved motion. He advised doing the bonus as approved would have an added expense relating to over time calculation. The bonus is wages and must be paid out as such with taxes. The OT calculation is applied per federal standards within the pay period the bonus is paid out. Keith informed this is a non-discretionary bonus and not a discretionary bonus. Chuck asked what the final total would be. Keith said it would be \$43,500.00 including PERS paid as is. It would be \$44,600 if everyone got the same bonus which would be discretionary.

Randy asked what the benefit of everyone getting the same bonus would be. Is there one? Keith said in giving a bonus there is always someone feeling slighted; they can do what they have approved and process. This will not take a lot of work on his or Jessica’s part but is more of a question of what message does the board want to send to the staff.

Keith said he does not need a bonus and that can be taken out. Dave said the board feels the \$500 for admin is appropriate.

b. Board Discussion: Randy said he received an email from Mandy saying they did not feel that the employee receiving the \$2000 should receive less than the rest as she is solo and has done a great job, working hard, and supporting the rest of them. Betty said no, she does not agree with that and thinks the lesser time employee should receive less.

Dave asked Joanie how she felt and if this was fair or not. Joanie said all the staff have worked together from top to bottom to get through the hard time. This specific employee has worked a lot of over time to help the staff work through this time. Keith said the first amount is for a trainee that is not in solo status. The second amount applied to an employee in solo status for many months who has been here over a year. Looking at the criteria, solo status matches training differential. This could be based on solo status for a training differential. Randy said Mandy's email bares little weight on his decision compared to Keith and Dave's input but that is just him and he would like to hear from the rest of the board on their opinion.

Jan said she is ok with giving the \$3000 equal amount to all.

Chuck said the \$3000 was reasonable for all.

Betty said she feels it started out as a really kind gesture and now she is hearing bitching and moaning and non-appreciation and that turns her off to the whole thing. She thinks they should be appreciative for any amount they receive. She has worked for the federal, state, and local government and never received anything, she just did her job and got paid, nothing extra. Dave said he thinks she is miss reading what they are saying. He doesn't think they are complaining or non-appreciative but saying they have all worked just as hard as the next, alongside each other, doing the same job. Randy agreed and said the initial bonus structure was strictly determined based on time and service. Chuck said she worked a lot of overtime, and he feels it's fair to make it equal. Betty disagreed but said she would go with the overall board's decision.

Keith reminded this is a onetime bonus as approved by the board, not applied over a period of time.

Keith informed this is not that employee complaining about what she is getting. It is another employee acknowledging this employee and that she has worked just as much as the rest have. Betty thanked Keith for the explanation. Keith said this is one that landed in the middle, is at the low end of time, but she is solo status and contributes equally. The question to the board is on a second chance to look at, if they want to amend their approval and put them at the same level with the ones that have achieved solo status or not.

Randy said this could be very complex and it may be simplest to say we appreciate you, thank you for your service and give them all the same that are complete with training and solo status. The one having not completed training would receive \$1000. They could look at giving the remaining \$2000 when training is complete and could discuss this option later.

Keith asked Jessica if this change met all areas of pay equity and if she saw any issues. Jessica confirmed it was good and she saw no issues.

Jessica revised Resolution 22-02 per the boards request and printed for distribution.

c. Resolution 22-02: Keith read in its entirety as follows.

In the matter of a one-time bonus for District employees. Whereas, the Klamath 911 Emergency Communications District has available funds to recognize its employees for the essential services they provide.

Now, therefore, be it resolved that the Board of Directors of Klamath 9-1-1 Emergency Communications District authorizes the payment of a one-time bonus for each of its current employees as of April 20, 2022.

Telecommunications Specialists Trainee Kirk will be paid \$1000.00 based on a combination of training and seniority all other Telecommunications Specialists will be paid a bonus of \$3000.00. Administrative employees will be paid a bonus of \$500.00.

This matter having come before them at their special meeting on April 28, 2022, is approved and adopted.

Randy motion to accept Resolution 22-02 as revised and presented, Chuck seconded, motion carried unanimously.

III. Public Comment: None

IV. Adjourn: Chuck motioned to adjourn the meeting, Betty seconded, motion carried unanimously.
Meeting adjourned at 10:32am.