

**REGULAR MEETING OF BOARD OF DIRECTORS
ROGUE VALLEY SEWER SERVICES
September 15, 2021**

TIME AND PLACE OF MEETING

The regular meeting of the Board of Directors of the Rogue Valley Sewer Services, Jackson County, Oregon, was held on September 15, 2021 at noon. This meeting was both an in person and Zoom meeting.

PRESENT

Kay Harrison, Chair; Jim Snyder, Director; Roger Thom, Director.

Absent: Wayne Brown, Director; Mike Parker, Vice-Chair

ALSO PRESENT

Carl Tappert, Manager; Brenda Baldovino, Finance Director; Joan Pariani, Executive Secretary; Nick Bakke, District Engineer; Jennie Morgan, Stormwater Manager. Shane Macuk, Operations Manager, Kevin James, Treatment Plant Manager; Mike Parson, Central Point Liaison

CONSENT AGENDA

Roger Thom motioned and Jim Snyder seconded approval of the consent agenda consisting of minutes of the August 18, 2021 Board Meeting and an ethics memo. The motion carried with a unanimous vote of the all board members.

RESOLUTION 21-26: PIPE UPSIZING REIMBURSEMENT RATES

This is an annual resolution to update rates.

Roger Thom motioned approval and Jim Snyder seconded approval of Resolution 21-26. The motion carried with a unanimous vote of the all board members.

RESOLUTION 21-28: ADOPTION OF AN IGA WITH JACKSON COUNTY

This Intergovernmental Agreement has been in the works for quite some time. This outlines responsibilities of the implementation of the MS4 permit for RVSS and Jackson County.

Roger Thom motioned approval and Jim Snyder seconded approval of Resolution 21-28. The motion carried with a unanimous vote of the all board members.-

PROJECT UPDATES

Nick presented the Project updates. Report is attached.

STORMWATER UPDATES

Jennie then updated the Board on Stormwater department activities.

O&M UPDATES

Shane updated the Board on what's going on in the Maintenance Department. Report attached.

MANAGER'S REPORT

Carl just received a message from FEMA Tuesday stating that all claims submitted have made it through the first round of review. There seems to be nothing else that Carl needs to do. This could result in a reimbursement of around \$500,000.

The City of Ashland contacted Carl and asked him to attend their council work session on October 5th. Ashland is still considering a vote to be connected to the RVSS system. The Ashland treatment plant needs to have extensive upgrades.

City of Gold Hill has hired a new City Manager. Carl will meet with him Thursday. RVSS' contract with the City of Gold Hill expires June 2022.

Carl spoke of the Performance Incentive Program. He is impressed that, even with the fire recovery efforts, more was completed over the past year than he expected. He then briefly explained what was achieved and the few items that were missed. Roger asked how the incentive was split between the staff. Carl explained the formula used.

Last month the governor's order regarding vaccine mandate was discussed. No decision was reached last month. Carl prepared some analysis on the risk RVSS has without a vaccine mandate. Roger stated that he was very impressed with the depth and composition of the report. After considering all the information Carl provided, Roger is not ready to mandate a vaccine at this time. Jim Snyder also is not willing to mandate a vaccine. He was very impressed after reading Carl's report twice. Jim feels the requiring a vaccine just makes people more resistant to receiving it. Jim also feels that what RVSS needs is a personnel management system so that if many employees are out at the same time due to COVID, there is a backup plan. Kay is also against a mandate of the vaccine. She feels that an increase of staff is warranted. Not just due to COVID, but also because other entities are relying on RVSS more and more. Carl address the staffing levels and compensation. He also agrees that staffing needs to be increased, especially in the O&M department. At this time, in this area jobs that require less expertise are paying higher wages, so the current compensation needs to be analyzed, as well. Executive Secretary, Joan Pariani has been working on a compensation study to help with the analysis. Hopefully by October, Carl will have his report on this subject.

Carl also expanded on the vaccine mandate issue. The Federal Government has required that all employers with more than 100 employees have a vaccine mandate. Oregon is not bound by Federal OSHA rules. Oregon has its own OSHA program. Once the Federal OSHA publish their rules, Oregon OSHA has 30 days to publish their own rules and they have to be at least as strict, but can go further. It's not out of the outside the realm of possibilities that Oregon OSHA may mandate a vaccine for an employers with less than 100 employees. It's also possible that they could make different rules for public and private entities. The decision the Board made today may be overruled by Oregon OSHA in the future.

Mike Parsons commended the Board on their decision to not mandate the vaccine.

CLAIMS LISTING

Jim Snyder motioned and Roger Thom seconded to approve the September Claims Listing in the amount of \$1,007,030.83. The motion carried with a unanimous vote of the all remaining board members.

ADJOURNMENT

There being no further business, the meeting was adjourned at 12:55 p.m.

ROGUE VALLEY SEWER SERVICES



Kay Harrison, Chair
Board of Directors



Joan Pariani, Executive Secretary