

## **BOARD OF DIRECTORS**

### **KLICKITAT COUNTY EMERGENCY MEDICAL SERVICES DISTRICT NO. 1**

September 8, 2021 – 3:15 p.m.

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## **SPECIAL MEETING MINUTES**

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A special meeting of the Klickitat County Emergency Medical Services District No. 1 (KCEMSD1) Board of Directors was held on Wednesday, September 8, 2021, at 3:15 pm via virtual attendance on the Zoom Meeting app. Chuck Virts was the presiding officer. A quorum was present including, Director Tony Gilmer, Director Leslie Hiebert, Director Heiko Stopsack and Director JJ McCray. All Directors noted they were able to hear and be heard over Zoom conferencing.

Also present: William Harryman, EMS Chief; Erika Cooper, Finance Administrator; Nate Herbeck, Maria Roeder-Simms, Suzanne Gilmer, Sarah Smith, Zack Phillips, and Justin Baker, EMS Services.

### **CALL TO ORDER**

Director Virts called the meeting to order at 3:15 pm.

### **GOVERNOR MANDATED VACCINATION POLICY DISCUSSION**

Director Virts stated the Board needs to approve the Mandatory Vaccination policy from Snure Law. The policy states that all employees must have received the second dose of vaccine (Pfizer/Moderna) or single dose vaccine (J&J) by October 4<sup>th</sup> to be in compliance with the mandate by October 18<sup>th</sup>. Director Stopsack stated he read and understood the policy.

Director Hiebert questioned the PTO policy in a termination vs. quit. She wanted to know if the district requires a two-week notice for the employees to receive their PTO. Chief Harryman didn't remember anything in the policy. Nate said there is nothing in the contract that requires the employees to give notice.

Chief Harryman suggested N95 masks being a requirement for non-vaccinated employees and wondered if they should remain in their room while on shift to lessen exposure. Director Stopsack stated we let our guard down and said for workers' and public's safety we need to go back to pre-vaccination procedures, mask up, and continue taking temperatures. Chief Harryman suggested having the non-vaccinated test the night before their shift.

Director Hiebert stated to remind the employees that the situation is ever changing and will be subject to change when the Governor's mandate changes.

Nate stated he had read somewhere that employees could take a year leave of absence to hold the position until the mandate ends. Director Hiebert stated we cannot accept someone being absent for a year, it would hurt the district. She stated a leave of absence does not hold a

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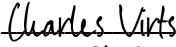
position. The leave of absence would put a burden on the organization and per the policy the employee could be terminated for that reason.

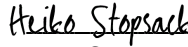
Chief Harryman stated these are all items we already have in place to protect patients and other employees. He stated with the mandate, employees really don't have a choice now they either need to get vaccinated or fill out the form to apply for an exemption and follow it. Director Virts stated the exemption form is very cut and dry. The board agreed that it could extend religious or medical exemptions to employees that applied and approved the exemption form with the district's information added to it.

Director Stopsack moved that the vaccination policy be approved, Director McCray seconded the motion. The motion carried unanimously.

**ADJOURNMENT**

There being no further business to come before the Board of Directors, Director McCray moved that the meeting be adjourned at 3:54 pm. Director Heibert seconded the motion. The motion carried unanimously.

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A5A21B6C7D7A1FFD  
Chair of the Board of Directors

DocuSigned by:  
  
1EB61E044CF61451  
Secretary of the Board of Directors