

RESOLUTION NO. 1679

A Resolution of the Board of Commissioners of Public Utility District No. 1 of Okanogan County Authorizing Nonstandard Discretionary Compensation and Benefits

WHEREAS, the District desires to expediently investigate workplace matters and provide for resolution of such matters; and

WHEREAS, District facility closures may be warranted when conditions arise, such as inclement weather, that may pose a safety risk to District employees and customers; and

WHEREAS, the District desires to promote organizational effectiveness through long standing incentive programs that encourage desired safety behaviors and outcomes, recognize employees' tenure with the District through longevity awards, and allow for employee early release in advance of specified holidays or events;


NOW, THEREFORE, BE IT RESOLVED that the Board of Commissioners of Public Utility District No. 1 of Okanogan County authorizes the General Manager to approve payments of one or more of the following discretionary compensation and benefits for an employee or employees at his or her discretion, as described by this resolution, specifically:

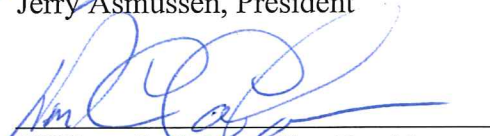
- a) Additional Personal Leave Benefits - Granting of a specified number of additional leave hours or accelerated Personal Leave service accrual rates during the course of recruiting or retention activities.
- b) Paid Administrative Leave - Paid time off authorized by the General Manager or designee, issued during situations which warrant providing the employee paid time away from work, including paying for final partial work days, paying employees during an investigation in which it is determined that the employee or a witness should not be at the work place, or similar situations as approved by the General Manager.
- c) Early Release for Christmas Eve Day, New Year's Eve Day & Annual Employee Recognition Day - Under the approval of the General Manager, employees who report to work for a full shift on the last workday preceding Christmas and New Year's Day or on the annual PUD Employee Recognition Day may be allowed to leave prior to their regularly scheduled quitting time and will be paid their normal pay for the hours of leave.
- d) Unplanned Facility Closure - If due to conditions, such as inclement weather, that pose a safety risk to the District's employees or customers, the General Manager or appointee determines an immediate closure of a District work site(s) is appropriate, employees who are at work and are relieved from duty will be paid in accordance with the Collective Bargaining Agreement or District policy. Employees who do not report to work on the day of the closure or who leave prior to the closure will be

required to take leave (e.g. personal leave, floating holiday, leave of absence) as approved in accordance with the Collective Bargaining Agreement or District policies for the time he/she was absent from work. Certain employees may not be relieved from duty in such instances due to the need to operate the District's electric system and public safety.

e) Service Awards – In recognition of employee service provided to the District the General Manager is authorized to present employees with service awards as set forth in District policy.

PASSED AND APPROVED December 17, 2018.


Jerry Asmussen, President


William C. Colyar, Vice President

ATTEST:


Scott Vejraska, Secretary

APPROVED as to form:


Heidi E. Appel, General Counsel