



MINUTES

SPECIAL MEETING OF THE NORTH TAHOE PUBLIC UTILITY DISTRICT BOARD OF DIRECTORS Friday, January 22, 2021 at 8:30 A.M. Via Teleconference

CALL TO ORDER/ESTABLISH QUORUM

The regular meeting of the North Tahoe Public Utility District Board of Directors was held on Friday, January 22, 2021, 8:30 a.m. via teleconference. The Directors in attendance were President Coolidge, Directors, Thompson, Hughes, and Daniels. Director Mourelatos was not present.

CALL TO ORDER/OPEN SESSION/PLEDGE OF ALLEGIANCE/REVIEW AGENDA

President Coolidge opened the meeting to the public at 8:30 a.m. The pledge of allegiance was recited. District Staff in attendance included General Manager Johnson, Chief Financial Officer Van Cleave, Human Resources Manager Lazzareschi, and Administrative Liaison Moga. Counsel Nelson was also present.

PUBLIC COMMENT AND QUESTIONS – There were no requests for public comment.

Discuss and Consider Extension of Expired Benefits Provided by the Emergency Paid Sick Leave Act and the Emergency Family and Medical Leave Expansion Act

GM Johnson introduced the item. The Board of Directors and Staff held a brief discussion.

The Board, Staff, and General Council discussed if there will be a possible program extension by the federal government and including language in our policy to address federal government program end dates.

In response to Director Thompson's inquiry, GM Johnson reviewed the circumstances in which these benefits were used by a few of our employees.

The Board and Staff discussed the regular time-off benefits offered by the District such as vacation, sick leave, maternity/paternity leave for new and long-term employees.

The Board and Staff discussed the details of each emergency leave program options and the qualifying circumstances. Additionally, they discussed what other public and private entities are currently offering to their employees.

The Board and Staff discussed if these benefits policies will be impacted by the availability of the vaccine. GM Johnson noted the policies won't be impacted by the vaccine; however, the vaccine will potentially remove the need to utilize the leave.

The Board discussed the challenges with childcare and balancing work and family.

Director Thompson expressed concern to offer a childcare leave program for 50 of our employees; however, it is not available to the rest of the public, but they have to pay for it. The Board discussed the importance of keeping the PUD running.

MOTION: Director Hughes moved to approve an extension of Expired Benefits Provided by the Emergency Paid Sick Leave Act and the Emergency Family and Medical Leave Expansion Act with a consideration to modifying the expiration date based on changes in federal law. Director Daniels seconded the motion which carried (3-1). Director Thompson opposed.

Public Comment – There were no request for public comment.

ADJOURNMENT

There being no further business to come before the Board, the meeting adjourned at 9:41 a.m.