

Amended

NORTH GILLIAM COUNTY HEALTH DISTRICT

Special Meeting

District Office

Thursday, July 31, 2025

11:00am

120 On the Mall, Arlington, Oregon 97812

Benjamin

Attendees: Grant Wilkins, Brian Foster, Denny Newell and Benjamin Tucker was on the phone via speaker. Jayden Mustafic via zoom and Carrie Schadewitz

Sherrie Wilkins Present

Called to Order – Grant Wilkins Called the Special meeting to order at 11:02am.

Public Comment: No public comment

Board went straight into Executive Session: ORS 192.660(2)(f): to consider information or records that are exempt by law from public inspection.

Special meeting resumed at 11:15am to discuss agenda items.

Agenda Business:

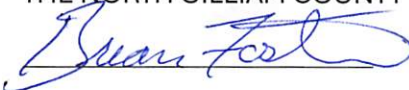
EMS Back Pay and EMS On Call Pay

Denny Newell made a motion for NGCHD to pay no more than \$116,602.62 to EMS staff involved in the Settlement agreement. Sherrie Wilkins Seconded the motion. All were in favor. Motion passed unanimously

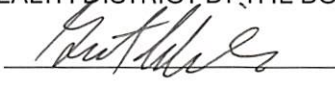
Denny Newell presented a motion to have Attorney; Andrew Meyers draft a First Out Policy pertaining to EMS staff. Sherrie Wilkins Seconded the motion, all were in favor, motion passed unanimously.

Meeting Adjourn 11:18am

THESE MINUTES ARE APPROVED AS THE OFFICIAL July 31st, 2025 SPECIAL MEETING MINUTES OF THE NORTH GILLIAM COUNTY HEALTH DISTRICT BY THE BOARD OF DIRECTORS SIGNING BELOW:



NGCHD Board Member



NGCHD Board Member



Submitted by

**SETTLEMENT AGREEMENT
AND RELEASE OF WAGE CLAIMS**

This Settlement Agreement and Release of Wage Claims ("Agreement") is entered into by Laurel Williams ("Employee") and the North Gilliam County Health District and all of its current and former employees, board members, attorney, insurers, and agents (hereinafter collectively referred to as the "District").

RECITALS

A. Employee is one of several current and former District employees who support the District's ambulance services ("Impacted Employees").

B. Impacted Employees and the District have identified confusion as to how Employee and others have been paid while Employees are off duty but required to be available to perform services supporting the ambulance service in the event the District receives an emergency request for ambulance services during non-regular work hours (hereinafter "First Out Time").

C. To resolve this confusion, the District and Impacted Employees have confirmed and agreed that Impacted Employees have the right and ability to use First Out Time effectively for their own purposes, such that First Out Time is not legally required to be paid. However, the District has agreed that, going forward, employees will be paid \$8.00 per hour, with no overtime, during First Out Time.

D. The District has also agreed to pay Employee an amount to be attributed to back pay to resolve any claims related to wage and hour issues that may have arisen prior to Employee signing this Agreement. Although all Impacted Employees are being offered a similar settlement payment to address the previous confusion, the choice to accept this offer is strictly up to Employee alone and not contingent on what, if anything, other Impacted Employees decide to do.

NOW, THEREFORE, in consideration of the terms, conditions, mutual covenants and promises set forth herein, it is agreed as follows:

TERMS AND SETTLEMENT

1. **Monetary Consideration.** In exchange for the promises and representations in this Agreement, the District shall pay Employee \$ 49,983.73. This amount shall be designated as wages and subject to all standard payroll withholdings.

2. **Limited Release for Wage and Hour Claims.** Employee releases the District and all of its current employees, officers, board members, directors and insurers (collectively "Releasees") from any and all charges, claims, damages, costs, expenses, compensation and actions arising out of only Employee's compensation for hours worked, to the extent any such claim existed as of the date Employee signs this Agreement. This release is related to only wage and hour claims, under state or federal statute, and does not apply to any other claims or causes of action.

3. **No Filings and Agreement Not to Sue.** As further consideration for this Agreement, Employee represents that neither Employee nor any other person or entity over which Employee has direction or control or authority, will take any action, lawsuit, claim, charge or complaint relating to any wage and hour claim that arose prior to Employee signing this Agreement.

4. **Nonadmission of Liability.** This Agreement is entered into in compromise of disputed claims. All parties acknowledge that the execution of this Agreement is not in any way an admission of wrongdoing or liability on the part of any party. The parties intend, by their actions pursuant to this Agreement, merely to resolve previous confusion as to how Employee was paid for on-call assignments.

5. **Full and Independent Knowledge.** Both parties represent and agree that they have had a thorough opportunity to discuss all aspects of this Agreement with their respective attorneys, if they desire, that they have carefully read and fully understand all the provisions of the Agreement, and that they are voluntarily entering into this Agreement.

6. **Miscellaneous.**

a. This Agreement is made and entered into in the State of Oregon and shall in all respects be interpreted, enforced, and governed under the laws of that State. The language of all parts in this Agreement shall be construed as a whole, according to its fair meaning, and not strictly for or against either party.

b. Should any provision in this Agreement be declared or determined to be illegal or invalid, the validity of the remaining parts, terms, or provisions shall not be affected thereby, and the illegal or invalid part, term, or provision shall be deemed not to be part of this Agreement, and all remaining provisions shall remain valid and enforceable.

c. This Agreement sets forth the entire agreement between the parties as to its content and fully supersedes any and all prior agreements and understandings between the parties pertaining to the subject matter of this Agreement.

PLEASE READ CAREFULLY. THIS AGREEMENT INCLUDES THE RELEASE OF ALL KNOWN AND UNKNOWN CLAIMS.

North Gilliam County Health District:

Employee:


Signature of Board Member


Signature

Benjamin L. Tucker
Print Name

Laurel Williams
Print Name

Dated: 7-31-25

Dated: 7/31/25

SETTLEMENT AGREEMENT AND RELEASE OF WAGE CLAIMS

This Settlement Agreement and Release of Wage Claims ("Agreement") is entered into by Kathy Covey ("Employee") and the North Gilliam County Health District and all of its current and former employees, board members, attorney, insurers, and agents (hereinafter collectively referred to as the "District").

RECITALS

A. Employee is one of several current and former District employees who support the District's ambulance services ("Impacted Employees").

B. Impacted Employees and the District have identified confusion as to how Employee and others have been paid while Employees are off duty but required to be available to perform services supporting the ambulance service in the event the District receives an emergency request for ambulance services during non-regular work hours (hereinafter "First Out Time").

C. To resolve this confusion, the District and Impacted Employees have confirmed and agreed that Impacted Employees have the right and ability to use First Out Time effectively for their own purposes, such that First Out Time is not legally required to be paid. However, the District has agreed that, going forward, employees will be paid \$8.00 per hour, with no overtime, during First Out Time.

D. The District has also agreed to pay Employee an amount to be attributed to back pay to resolve any claims related to wage and hour issues that may have arisen prior to Employee signing this Agreement. Although all Impacted Employees are being offered a similar settlement payment to address the previous confusion, the choice to accept this offer is strictly up to Employee alone and not contingent on what, if anything, other Impacted Employees decide to do.

NOW, THEREFORE, in consideration of the terms, conditions, mutual covenants and promises set forth herein, it is agreed as follows:

TERMS AND SETTLEMENT

1. **Monetary Consideration.** In exchange for the promises and representations in this Agreement, the District shall pay Employee \$ 44,680.63 . This amount shall be designated as wages and subject to all standard payroll withholdings.

2. **Limited Release for Wage and Hour Claims.** Employee releases the District and all of its current employees, officers, board members, directors and insurers (collectively "Releasees") from any and all charges, claims, damages, costs, expenses, compensation and actions arising, out of only Employee's compensation for hours worked, to the extent any such claim existed as of the date Employee signs this Agreement. This release is related to only wage and hour claims, under state or federal statute, and does not apply to any other claims or causes of action.

3. **No Filings and Agreement Not to Sue.** As further consideration for this Agreement, Employee represents that neither Employee nor any other person or entity over which Employee has direction or control or authority, will take any action, lawsuit, claim, charge or complaint relating to any wage and hour claim that arose prior to Employee signing this Agreement.

4. **Nonadmission of Liability.** This Agreement is entered into in compromise of disputed claims. All parties acknowledge that the execution of this Agreement is not in any way an admission of wrongdoing or liability on the part of any party. The parties intend, by their actions pursuant to this Agreement, merely to resolve previous confusion as to how Employee was paid for on-call assignments.

5. **Full and Independent Knowledge.** Both parties represent and agree that they have had a thorough opportunity to discuss all aspects of this Agreement with their respective attorneys, if they desire, that they have carefully read and fully understand all the provisions of the Agreement, and that they are voluntarily entering into this Agreement.

6. **Miscellaneous.**

a. This Agreement is made and entered into in the State of Oregon and shall in all respects be interpreted, enforced, and governed under the laws of that State. The language of all parts in this Agreement shall be construed as a whole, according to its fair meaning, and not strictly for or against either party.

b. Should any provision in this Agreement be declared or determined to be illegal or invalid, the validity of the remaining parts, terms, or provisions shall not be affected thereby, and the illegal or invalid part, term, or provision shall be deemed not to be part of this Agreement, and all remaining provisions shall remain valid and enforceable.

c. This Agreement sets forth the entire agreement between the parties as to its content and fully supersedes any and all prior agreements and understandings between the parties pertaining to the subject matter of this Agreement.

PLEASE READ CAREFULLY. THIS AGREEMENT INCLUDES THE RELEASE OF ALL KNOWN AND UNKNOWN CLAIMS.

North Gilliam County Health District:




Signature of Board Member

Bensaman L. Tudor

Print Name

Dated: 7-31-25

Employee:



Signature

Kathy Covey

Print Name

Dated: 7/31/25

**SETTLEMENT AGREEMENT
AND RELEASE OF WAGE CLAIMS**

This Settlement Agreement and Release of Wage Claims ("Agreement") is entered into by Brian Foster ("Employee") and the North Gilliam County Health District and all of its current and former employees, board members, attorney, insurers, and agents (hereinafter collectively referred to as the "District").

RECITALS

A. Employee is one of several current and former District employees who support the District's ambulance services ("Impacted Employees").

B. Impacted Employees and the District have identified confusion as to how Employee and others have been paid while Employees are off duty but required to be available to perform services supporting the ambulance service in the event the District receives an emergency request for ambulance services during non-regular work hours (hereinafter "First Out Time").

C. To resolve this confusion, the District and Impacted Employees have confirmed and agreed that Impacted Employees have the right and ability to use First Out Time effectively for their own purposes, such that First Out Time is not legally required to be paid. However, the District has agreed that, going forward, employees will be paid \$8.00 per hour, with no overtime, during First Out Time.

D. The District has also agreed to pay Employee an amount to be attributed to back pay to resolve any claims related to wage and hour issues that may have arisen prior to Employee signing this Agreement. Although all Impacted Employees are being offered a similar settlement payment to address the previous confusion, the choice to accept this offer is strictly up to Employee alone and not contingent on what, if anything, other Impacted Employees decide to do.

NOW, THEREFORE, in consideration of the terms, conditions, mutual covenants and promises set forth herein, it is agreed as follows:

TERMS AND SETTLEMENT

1. **Monetary Consideration.** In exchange for the promises and representations in this Agreement, the District shall pay Employee \$ 0. This amount shall be designated as wages and subject to all standard payroll withholdings.

2. **Limited Release for Wage and Hour Claims.** Employee releases the District and all of its current employees, officers, board members, directors and insurers (collectively "Releasees") from any and all charges, claims, damages, costs, expenses, compensation and actions arising out of only Employee's compensation for hours worked, to the extent any such claim existed as of the date Employee signs this Agreement. This release is related to only wage and hour claims, under state or federal statute, and does not apply to any other claims or causes of action.

3. **No Filings and Agreement Not to Sue.** As further consideration for this Agreement, Employee represents that neither Employee nor any other person or entity over which Employee has direction or control or authority, will take any action, lawsuit, claim, charge or complaint relating to any wage and hour claim that arose prior to Employee signing this Agreement.

4. **Nonadmission of Liability.** This Agreement is entered into in compromise of disputed claims. All parties acknowledge that the execution of this Agreement is not in any way an admission of wrongdoing or liability on the part of any party. The parties intend, by their actions pursuant to this Agreement, merely to resolve previous confusion as to how Employee was paid for on-call assignments.

5. **Full and Independent Knowledge.** Both parties represent and agree that they have had a thorough opportunity to discuss all aspects of this Agreement with their respective attorneys, if they desire, that they have carefully read and fully understand all the provisions of the Agreement, and that they are voluntarily entering into this Agreement.

6. **Miscellaneous.**

a. This Agreement is made and entered into in the State of Oregon and shall in all respects be interpreted, enforced, and governed under the laws of that State. The language of all parts in this Agreement shall be construed as a whole, according to its fair meaning, and not strictly for or against either party.

b. Should any provision in this Agreement be declared or determined to be illegal or invalid, the validity of the remaining parts, terms, or provisions shall not be affected thereby, and the illegal or invalid part, term, or provision shall be deemed not to be part of this Agreement, and all remaining provisions shall remain valid and enforceable.

c. This Agreement sets forth the entire agreement between the parties as to its content and fully supersedes any and all prior agreements and understandings between the parties pertaining to the subject matter of this Agreement.


PLEASE READ CAREFULLY. THIS AGREEMENT INCLUDES THE RELEASE OF ALL KNOWN AND UNKNOWN CLAIMS.

North Gilliam County Health District:

Employee:



Signature of Board Member



Signature

Benjamin L. Tucker

Print Name

Brian Foster

Print Name

Dated: 7-31-25

Dated: 7/31/25

**SETTLEMENT AGREEMENT
AND RELEASE OF WAGE CLAIMS**

This Settlement Agreement and Release of Wage Claims ("Agreement") is entered into by Stacey Rading ("Employee") and the North Gilliam County Health District and all of its current and former employees, board members, attorney, insurers, and agents (hereinafter collectively referred to as the "District").

RECITALS

A. Employee is one of several current and former District employees who support the District's ambulance services ("Impacted Employees").

B. Impacted Employees and the District have identified confusion as to how Employee and others have been paid while Employees are off duty but required to be available to perform services supporting the ambulance service in the event the District receives an emergency request for ambulance services during non-regular work hours (hereinafter "First Out Time").

C. To resolve this confusion, the District and Impacted Employees have confirmed and agreed that Impacted Employees have the right and ability to use First Out Time effectively for their own purposes, such that First Out Time is not legally required to be paid. However, the District has agreed that, going forward, employees will be paid \$8.00 per hour, with no overtime, during First Out Time.

D. The District has also agreed to pay Employee an amount to be attributed to back pay to resolve any claims related to wage and hour issues that may have arisen prior to Employee signing this Agreement. Although all Impacted Employees are being offered a similar settlement payment to address the previous confusion, the choice to accept this offer is strictly up to Employee alone and not contingent on what, if anything, other Impacted Employees decide to do.

NOW, THEREFORE, in consideration of the terms, conditions, mutual covenants and promises set forth herein, it is agreed as follows:

TERMS AND SETTLEMENT

1. **Monetary Consideration.** In exchange for the promises and representations in this Agreement, the District shall pay Employee \$ 13,704.32 . This amount shall be designated as wages and subject to all standard payroll withholdings.

2. **Limited Release for Wage and Hour Claims.** Employee releases the District and all of its current employees, officers, board members, directors and insurers (collectively "Releasees") from any and all charges, claims, damages, costs, expenses, compensation and actions arising out of only Employee's compensation for hours worked, to the extent any such claim existed as of the date Employee signs this Agreement. This release is related to only wage and hour claims, under state or federal statute, and does not apply to any other claims or causes of action.

3. **No Filings and Agreement Not to Sue.** As further consideration for this Agreement, Employee represents that neither Employee nor any other person or entity over which Employee has direction or control or authority, will take any action, lawsuit, claim, charge or complaint relating to any wage and hour claim that arose prior to Employee signing this Agreement.

4. **Nonadmission of Liability.** This Agreement is entered into in compromise of disputed claims. All parties acknowledge that the execution of this Agreement is not in any way an admission of wrongdoing or liability on the part of any party. The parties intend, by their actions pursuant to this Agreement, merely to resolve previous confusion as to how Employee was paid for on-call assignments.

5. **Full and Independent Knowledge.** Both parties represent and agree that they have had a thorough opportunity to discuss all aspects of this Agreement with their respective attorneys, if they desire, that they have carefully read and fully understand all the provisions of the Agreement, and that they are voluntarily entering into this Agreement.

6. **Miscellaneous.**

a. This Agreement is made and entered into in the State of Oregon and shall in all respects be interpreted, enforced, and governed under the laws of that State. The language of all parts in this Agreement shall be construed as a whole, according to its fair meaning, and not strictly for or against either party.

b. Should any provision in this Agreement be declared or determined to be illegal or invalid, the validity of the remaining parts, terms, or provisions shall not be affected thereby, and the illegal or invalid part, term, or provision shall be deemed not to be part of this Agreement, and all remaining provisions shall remain valid and enforceable.

c. This Agreement sets forth the entire agreement between the parties as to its content and fully supersedes any and all prior agreements and understandings between the parties pertaining to the subject matter of this Agreement.

PLEASE READ CAREFULLY. THIS AGREEMENT INCLUDES THE RELEASE OF ALL KNOWN AND UNKNOWN CLAIMS.

North Gilliam County Health District:

Employee:



Signature of Board Member



Signature

Benjamin L. Tucker

Print Name

Stacey Reding

Print Name

Dated: 7-31-25

Dated: 7/31/25

**SETTLEMENT AGREEMENT
AND RELEASE OF WAGE CLAIMS**

This Settlement Agreement and Release of Wage Claims ("Agreement") is entered into by Brian Wilkins ("Employee") and the North Gilliam County Health District and all of its current and former employees, board members, attorney, insurers, and agents (hereinafter collectively referred to as the "District").

RECITALS

A. Employee is one of several current and former District employees who support the District's ambulance services ("Impacted Employees").

B. Impacted Employees and the District have identified confusion as to how Employee and others have been paid while Employees are off duty but required to be available to perform services supporting the ambulance service in the event the District receives an emergency request for ambulance services during non-regular work hours (hereinafter "First Out Time").

C. To resolve this confusion, the District and Impacted Employees have confirmed and agreed that Impacted Employees have the right and ability to use First Out Time effectively for their own purposes, such that First Out Time is not legally required to be paid. However, the District has agreed that, going forward, employees will be paid \$8.00 per hour, with no overtime, during First Out Time.

D. The District has also agreed to pay Employee an amount to be attributed to back pay to resolve any claims related to wage and hour issues that may have arisen prior to Employee signing this Agreement. Although all Impacted Employees are being offered a similar settlement payment to address the previous confusion, the choice to accept this offer is strictly up to Employee alone and not contingent on what, if anything, other Impacted Employees decide to do.

NOW, THEREFORE, in consideration of the terms, conditions, mutual covenants and promises set forth herein, it is agreed as follows:

TERMS AND SETTLEMENT

1. **Monetary Consideration.** In exchange for the promises and representations in this Agreement, the District shall pay Employee \$ 1782.38. This amount shall be designated as wages and subject to all standard payroll withholdings.

2. **Limited Release for Wage and Hour Claims.** Employee releases the District and all of its current employees, officers, board members, directors and insurers (collectively "Releasees") from any and all charges, claims, damages, costs, expenses, compensation and actions arising out of only Employee's compensation for hours worked, to the extent any such claim existed as of the date Employee signs this Agreement. This release is related to only wage and hour claims, under state or federal statute, and does not apply to any other claims or causes of action.

3. **No Filings and Agreement Not to Sue.** As further consideration for this Agreement, Employee represents that neither Employee nor any other person or entity over which Employee has direction or control or authority, will take any action, lawsuit, claim, charge or complaint relating to any wage and hour claim that arose prior to Employee signing this Agreement.

4. **Nonadmission of Liability.** This Agreement is entered into in compromise of disputed claims. All parties acknowledge that the execution of this Agreement is not in any way an admission of wrongdoing or liability on the part of any party. The parties intend, by their actions pursuant to this Agreement, merely to resolve previous confusion as to how Employee was paid for on-call assignments.

5. **Full and Independent Knowledge.** Both parties represent and agree that they have had a thorough opportunity to discuss all aspects of this Agreement with their respective attorneys, if they desire, that they have carefully read and fully understand all the provisions of the Agreement, and that they are voluntarily entering into this Agreement.

6. **Miscellaneous.**

a. This Agreement is made and entered into in the State of Oregon and shall in all respects be interpreted, enforced, and governed under the laws of that State. The language of all parts in this Agreement shall be construed as a whole, according to its fair meaning, and not strictly for or against either party.

b. Should any provision in this Agreement be declared or determined to be illegal or invalid, the validity of the remaining parts, terms, or provisions shall not be affected thereby, and the illegal or invalid part, term, or provision shall be deemed not to be part of this Agreement, and all remaining provisions shall remain valid and enforceable.

c. This Agreement sets forth the entire agreement between the parties as to its content and fully supersedes any and all prior agreements and understandings between the parties pertaining to the subject matter of this Agreement.

PLEASE READ CAREFULLY. THIS AGREEMENT INCLUDES THE RELEASE OF ALL KNOWN AND UNKNOWN CLAIMS.

North Gilliam County Health District:




Signature of Board Member

Benjamin L. Tucker

Print Name

Dated: 7-31-2025

Employee:



Signature

Brian Wilkins

Print Name

Dated: 7/31/25

**SETTLEMENT AGREEMENT
AND RELEASE OF WAGE CLAIMS**

This Settlement Agreement and Release of Wage Claims ("Agreement") is entered into by Tiffany Wilkins ("Employee") and the North Gilliam County Health District and all of its current and former employees, board members, attorney, insurers, and agents (hereinafter collectively referred to as the "District").

RECITALS

A. Employee is one of several current and former District employees who support the District's ambulance services ("Impacted Employees").

B. Impacted Employees and the District have identified confusion as to how Employee and others have been paid while Employees are off duty but required to be available to perform services supporting the ambulance service in the event the District receives an emergency request for ambulance services during non-regular work hours (hereinafter "First Out Time").

C. To resolve this confusion, the District and Impacted Employees have confirmed and agreed that Impacted Employees have the right and ability to use First Out Time effectively for their own purposes, such that First Out Time is not legally required to be paid. However, the District has agreed that, going forward, employees will be paid \$8.00 per hour, with no overtime, during First Out Time.

D. The District has also agreed to pay Employee an amount to be attributed to back pay to resolve any claims related to wage and hour issues that may have arisen prior to Employee signing this Agreement. Although all Impacted Employees are being offered a similar settlement payment to address the previous confusion, the choice to accept this offer is strictly up to Employee alone and not contingent on what, if anything, other Impacted Employees decide to do.

NOW, THEREFORE, in consideration of the terms, conditions, mutual covenants and promises set forth herein, it is agreed as follows:

TERMS AND SETTLEMENT

1. **Monetary Consideration.** In exchange for the promises and representations in this Agreement, the District shall pay Employee \$ 0. This amount shall be designated as wages and subject to all standard payroll withholdings.

2. **Limited Release for Wage and Hour Claims.** Employee releases the District and all of its current employees, officers, board members, directors and insurers (collectively "Releasees") from any and all charges, claims, damages, costs, expenses, compensation and actions arising out of only Employee's compensation for hours worked, to the extent any such claim existed as of the date Employee signs this Agreement. This release is related to only wage and hour claims, under state or federal statute, and does not apply to any other claims or causes of action.

3. **No Filings and Agreement Not to Sue.** As further consideration for this Agreement, Employee represents that neither Employee nor any other person or entity over which Employee has direction or control or authority, will take any action, lawsuit, claim, charge or complaint relating to any wage and hour claim that arose prior to Employee signing this Agreement.

4. **Nonadmission of Liability.** This Agreement is entered into in compromise of disputed claims. All parties acknowledge that the execution of this Agreement is not in any way an admission of wrongdoing or liability on the part of any party. The parties intend, by their actions pursuant to this Agreement, merely to resolve previous confusion as to how Employee was paid for on-call assignments.

5. **Full and Independent Knowledge.** Both parties represent and agree that they have had a thorough opportunity to discuss all aspects of this Agreement with their respective attorneys, if they desire, that they have carefully read and fully understand all the provisions of the Agreement, and that they are voluntarily entering into this Agreement.

6. **Miscellaneous.**

a. This Agreement is made and entered into in the State of Oregon and shall in all respects be interpreted, enforced, and governed under the laws of that State. The language of all parts in this Agreement shall be construed as a whole, according to its fair meaning, and not strictly for or against either party.

b. Should any provision in this Agreement be declared or determined to be illegal or invalid, the validity of the remaining parts, terms, or provisions shall not be affected thereby, and the illegal or invalid part, term, or provision shall be deemed not to be part of this Agreement, and all remaining provisions shall remain valid and enforceable.

c. This Agreement sets forth the entire agreement between the parties as to its content and fully supersedes any and all prior agreements and understandings between the parties pertaining to the subject matter of this Agreement.

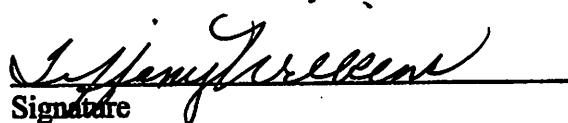
PLEASE READ CAREFULLY. THIS AGREEMENT INCLUDES THE RELEASE OF ALL KNOWN AND UNKNOWN CLAIMS.

North Gilliam County Health District:

Employee:



Signature of Board Member



Signature

Ben Samuel L Tucker

Print Name

Tiffany Wilkins

Print Name

Dated: 7-31-25

Dated: 7/31/25
