

**NORTH GILLIAM COUNTY HEALTH DISTRICT**  
**Special Meeting**  
**Monday, May 13, 2025**  
**6:00 pm**  
**500 W. First Street, Arlington, Oregon**

**Agenda**

**Call to Order – Ron Cecil @6pm**

**Board Present:** Ron Cecil, Erin Weedman-Zoom, Todd Terp, Grant Wilkins, not present: April Aamodt  
**NGCHD Employees/Volunteers Present:** Carrie Schadewitz, Michele Guillian, Stacey Reding, Laurel Williams, Tiffany Wilkins, Brian Foster, Andrew Myers- District Lawyer  
**Guest Present:** Melody Tucker, Lynn and Denise Ball, Denny Newell. David Reding, Dalton Hoffman

**Public Comment**

The NGCHD board members will hear public comments on listed agenda items. Public comment is limited to five minutes per guest. At the conclusion of this portion of the agenda, no member of the public will be allowed to speak unless recognized by the NGCHD Chairperson.

Ron Cecil request: To keep the public comment at the allotted time (five Minutes) about the listed agenda items. EMS Staffing and the BOLI. Hoping that everyone can be cordial and work through this together. We as a board are here trying to do the best we can do. We appreciate the community coming in and helping us with these issues.

Grant: Two quick things he wanted to mention: Grant emailed the board about adding agenda items that he felt needed to be added. They were not added. One was about a board resignation and accepting resignation, and the other is to appoint new EMS Liaison. He did not send them to Carrie to be added to the agenda only to the other board members. New news, according to Ron, April is on short medical leave and is not resigning.

**Public Comments:**

Denise Ball: Based on Grants comments, you can always amend your agenda. He can just ask again later for an amended agenda.

David Reding: A couple of weeks ago he made a post on Facebook to inspire the community to get involved. He in no way despaired anybody on this board. He supports the decisions the board makes. He wanted to make sure to clear the air, he had heard a lot of things about the post and there were a lot of negative comments about it that got back to him. He never mentioned anyone or said anyone did anything negative. He only wanted people to be involved. Ron thanked him for explaining his position on what his post meant. Ron would like to see more people coming to the meetings. It seems that people only come when there is an issue.

Tiffany Wilkins makes a request to be able to save her public comment by raising her hand later during the meeting. Everyone agrees that it would be acceptable to do this as this has happened in other board meetings if the person is recognized by the board.

**Business:**

**A. EMS Staffing / Boli**

- a. Plan 1-not presented
- b. Plan 2-not presented
- c. Email attached from April Aamodt about plan 1 and 2
- d. Stacey brought 2 additional plans for EMS- Attached

**Todd Terp:** Two things bring us here today- One we have some BOLI Laws that changed. That we were unaware of. That has a huge impact on what we're doing. Two- Trying to restructure our financial standing on monies that we didn't get. That we thought the district was going to receive. One impacts the other and trying to find a solution within our capabilities budget wise to satisfy all of that. But I think it's important that you understand how we got here.

-Stacey Presented a plan for EMS Department Pay with all the hours each could possibly work for the next year. She provided a list of employees and volunteers with their current rate of pay and her suggestions on what she would like their rate of pay to be. She also provided a spread sheet of backpay that EMS employees may be owed according to BOLI. - Attached

**Discussions:**

Todd Terp: We could take the contingency funds and move them over to operations which would still leave us short at about \$100,000.00. At that point we would be totally dependent on any grants we get. But we would stay afloat.

Grant: Through to June 2026? Yes, per the budget.

Todd: But that leaves us with no back up at all.

Grant: Believes this is an issue that will be coming to a lot of Districts not just us, where volunteers just can't do this and work full-time jobs. We need to throw more resources into it and figure out how to make this work.

Denny: Are we talking about solving a financial issue in this budget year or are we forecasting July and beyond?

Grant: Both, we have two, we must address this on call time that should have been addressed two years ago. Then the path forward for the on-call time.

There is no time to redo our budget and submit a new one. Budget has been approved by budget committee already. Would have to start the process all over if we want to replace the one that is done. Either way the money is not there we would be relying on getting grants throughout the year to get by. A suggestion from Denny is to go through with the budget approved by the committee and once we know more about what is going to take place with the BOLI backpay do a supplemental budget.

The RHC Certification could alleviate some of the money needed for operations. It is a six-to-nine-month process. The revenue from becoming an RHC is potentially another \$100,000. A year at the clinic.

**Continued conversations about the budget, the BOIL Laws, and on call pay. There was no plan made, or accepted, and there were no decisions made. This was all tabled for the next meeting on May 20<sup>th</sup>, 2025, Next Tuesday, and Andrew Myers is going to be in conversations with the labor law attorney, Luke. Hoping to have something at the next meeting.**

**ALL HANDOUTS ARE ATTACHED TO THE MINUTES**

**Adjourn Meeting @7:35pm**

THESE MINUTES ARE APPROVED AS THE OFFICIAL May 13<sup>th</sup>, 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

	LW	RUN	KC	RUN	TW	RUN	BW	RU	SR	RUN
1/22-1/25	72	4.5	91	8						
1/26-2/8	256	8.75	288	11.75						
2/9-2/22	256	10	275.5	19.75			11	1		
2/23-3/8	256	14.5	205.5	11						
3/9-3/22	256	1	249.75	4	60	3				
3/23-4/5	256	3	306.75	13.5	30.25					
4/6-4/19	148	4.5	293.5	7.25	85	3.5	39	1	108	3.5
4/20-5/3	128	9.75	333.25	19.75					128	
Total Hrs	1628	56	2043.25	95	175.25	6.5	50	2	236	3.5
subtract RUN	1572		1948.25		168.75		48		232.5	
overtime	1012		1388.25						72.5	
* pay rate	\$ 28,468.60		\$ 25,631.04		\$ 1,636.88		\$ 465.60		\$ 3,681.88	

On call pay for providers included is \$13.70 for 80 hrs of each complete pay period  
On call overtime, anything over 40 hrs per week (80 hrs per complete pay period) is \$20.55  
Driver back pay rates are adjusted to exclude the \$ 4.00 on call pay they had been receiving  
Driver rates: Regular pay @ \$9.70 and overtime pay @ \$14.55

# North Gilliam County Health District

HD-1 Arlington Mall  
P.O. Box 176  
Arlington, OR 97812

January 22, 2018

North Gilliam Medic Volunteer Reimbursement plan:

Payments will be made monthly to the volunteers.

Medical Operations Staff:

These stipends are paid for each ambulance run the member responds to. Maximum ambulance staffing is four, unless authorized by the Director.

Paramedic –	\$75
EMT– Intermediate –	\$65
Advanced EMT –	\$55
EMT –	\$45
EMR –	\$35
Drivers (without EMS License) –	\$30
Provisional –	\$10

Volunteers show and cancel or partial call - \$10

Standby fee for all staff – \$20 for each 3hr block

Logistics Staff:

NGM Ambulance Maintenance Officer - \$150/mo.

NGM Supply Officer - \$150/mo.

David K. Anderson  
District Administrator

S. Mark Mitchell  
Chairperson

## Administrator NGCHealth

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**From:** April Aamodt <aprilngmb@gmail.com>  
**Sent:** Thursday, May 1, 2025 3:25 PM  
**To:** Ronald Cecil; grantwilkins@hotmail.com; Todd Terp; Erin Weedman; Administrator NGCHealth; RN2  
**Subject:** EMS Plan  
**Attachments:** 20250501\_153022.PDF

Caution! This message was sent from outside your organization.

North Gilliam County Board Members,

Todd had asked numerous times previously about getting a plan together for the budget. I have put together two individual staffing plans for the North Gilliam Medic. After Tiffany asked the question about on call time Stacey and I have both completed some research on the subject and as a district how can we comply with the laws? You will see that most of the on call time falls on Stacey and Laurel in Plan 1 and I do not want to burn them out because that has always been a huge issue among the ambulance staff. As a board we have tried to encourage and provide staff with options to take time off. These plans will also only work if we have straight volunteers. I did not figure stipends into each plan but you may use the cost of \$18,000 per year and I computed that on 4 calls per week at \$22 per hour. Kathy has been added as a 1FTE with oncall time and pay for runs. I averaged out benefits, PERS and vacation/sick time.

Each year has 8736 hours that need to be covered. I added to each plan the hours that would be covered by each employee taking shifts. Anything over 40 hours per week is 1.5 times the individuals pay. I did not factor in holiday pay.

Plan 1: Cost to the district is \$392,440.60 with an average of 29 hours per week extra that Laurel and Stacey would each be on call. Kathy would work a 40 hour a week and volunteer drivers would have to “choose” to come to calls since we can not ask someone to do that unless we pay them on call time. Jesse would take the 30 hour per week weekend shift with no benefits except for sick leave which equals out to 1 hour every 30 hours worked.

Plan 2: Cost to the district is \$424,749.04. Kathy, Laurel, Stacey, Jesse and another employee would be full time at 2080 hours each per year. There would still be 416 hours of on call or overtime and I averaged that at \$42.98 per hour. All employees would receive benefits, vacation and sick leave. Kathy would work 40 hours per week and volunteer drivers would have to “choose” to come to calls.

I do not have any perfect answers for where these dollars should come out of the budget, because honestly the district does not have the funding. Laurel and Stacey’s benefits, vacation and PERS are

already figured in the budget. If you followed Plan 1 the concern would be finding dollars to cover Kathy's benefits, vacation, PERS and Jesse's sick time.

I would like everyone to keep in mind that any employee that is asked to respond within an hour is Engaged to Wait which means that we have to pay them at least minimum wage for every hour they are not able to live their own life and respond within minutes.

Good luck,

April

Plan 1:

Kathy 13.70 oncall time 1248 hr. on-call  
26.00 runtime 832 hr runs per yr.

17097.60  
21632.00

38729.60  
10,800 medical benefits  
3952.00 vacation/sick

53481.60

Laurel 28.65 per hr 2082 hr. 12 hr. 1.5 x \$42.98  
13.70 per hr on-call 896 hr

59592.00 salary

12275.20 on call

26819.52 1.5x runtime

10,800 medical benefits

4354.80 vacation/sick

113841.52

PERS: \$24,000

Stacey 41.20 per hr 2082 hr. 1.  
13.70 per hr on call 896 hr 12 hr 1.5 x \$62.40.

85696.00

12275.00 on-call

38937.60 1.5x runs

20,000 Medical benefits

6262.40 vacation/sick

163171.00

8736 hr per yr.

5720 hr EMT coverage

3040 on call x

Jesse \$23.54 1560 hrs, 30 per wk weekends

52 hr. sick leave

No benefits

36,722.40

1224.08

37,946.48

Total \$392440.60

No Stipend pay for volunteers

Plan 2:

Laurel: 59,592 salary 2080 hr.  
 10,800 medical  
 4354.80 vacation/sick  
74,746.80

Kathy: 38,729.60 salary 2080 hr  
 10,800 medical  
 3952 Vac/sick  
53,481.60

Stacey: 85,696.00 2080 hr.  
 20,000 medical  
 6262.40 vac/sick  
111,958.40

Jesse: 48,963.20  
 10,800 medical  
 3578.08 vac/sick  
63,341.28

John Doe 48,963.20  
 10,800 medical  
 3578.08 vac/sick  
63,341.28

8736 hr. per yr.  
 8320 hr. covered  
 416 hr. on-call or overtime \$42.98  
 \$17879.68

Total  
 424,749.04

No stipends for volunteers

PERS \$40,000

Louise  $\rightarrow$  113,724

Stacy  $\rightarrow$  139,828

RID

Kathy 40x80000 = 113,984

Driver

367,536

EM

48hrs Drivers

Jesse  $\rightarrow$  24 DC  $\rightarrow$  17097.60

Johanna  $\rightarrow$  12hrs + 12hrs Volunteer = 16440

8548.80

Tiffany  $\rightarrow$  12hrs = 8548.80

Brian  $\rightarrow$  12hrs = 8548.80

or/+

24hrs @ 17097.60

or 26215 or 56115

3846360

418,828.80

3796240

- 778,000 - Admin - Budget

- 125,000 - Driver

115,828.80 -

+

- Holiday Pay - Cell Pay -

- OT

+

Vacation - Sick  
4354.80 - L  
+ 3952 - K  
6062.40 - S

PTO

14,569.20

24hrs x 365 = 8760  
40hrs wk wk = 2080  
128 - on call wk = 6656  
+ 24hrs  
8,986

Lowell  $\rightarrow$  113,724

Shary  $\rightarrow$  139,828

210

Wally 40x80000  
113,984

Driver

Jesse

367,536

EMI

Jesse  $\rightarrow$  24 DC  $\rightarrow$  17097.60

Johanna  $\rightarrow$  12 hrs + 12 hrs volunteer

164.40  
8548.80

Tiffany  $\rightarrow$  12 hrs = 8548.80

Brian  $\rightarrow$  12 hrs 8548.80

or/+

24 hrs @ 17097.60

Or: 262,511.20

48 hrs Drivers

418,828.80

- 778,000 - Admin - Budget

- 125,000 - Driver

115,828.80 -

+

- Holiday Pay - Cell Pay - Vacation - Sick  
4354.80 - L  
+ 3952 - K  
6062.40 - S

+

14,569.20

24 hrs x 365 = 8760

40 hrs wk wk = 2080

128 - on call wk = 6656

+ 24 hrs

8,736