

BEFORE THE BOARD OF NORTHEAST TRI COUNTY HEALTH DISTRICT

**IN THE MATTER OF ADOPTING) RESOLUTION 03-2022
AN FLSA EXEMPT EMPLOYEE) ADOPTING FLSA EXEMPT EMPLOYEE
EMERGENCY RESPONSE PAY POLICY) EMERGENCY RESPONSE PAY POLICY**

WHEREAS, and in accordance with the Fair Labor Standards Act, exempt employees are hired to fulfill the duties of their positions and are expected to work the hours needed to complete work assignments and are not eligible for overtime pay;

WHEREAS, during defined public health emergencies, exempt staff may be called upon to work considerable time beyond what is normally expected for their position and/or be assigned additional duties;

WHEREAS, Northeast Tri County Health District’s Public Health Emergency Response Plan provides the framework of how the employees respond to public health emergencies;

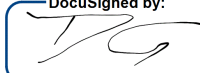
NOW, THEREFORE:

IT IS HEREBY RESOLVED by the Board of Health of the Northeast Tri County Health District approves the following provision regarding exempt employee pay during times of public health emergencies:

“Exempt employees may receive emergency response pay, subject to approval by the Administrator, if NETCHD Incident Command System (ICS) is activated for an emergency for a duration exceeding 14 days, and their hours are excessive beyond the expected work week for exempt employees. Exempt employees are required to be available at all reasonable times during the emergency, and to receive emergency response pay, their work duties must increase/change significantly. Exempt employees who are identified as Incident Management Team (IMT) members of the ICS will be eligible to receive 20% pay increase based the employee’s current monthly salary. If emergency response pay lasts more than two months, the BOH will need to approve an extension of the emergency response pay for a longer duration.”

Done this 21st day of September 2022 and effective immediately upon signatures as of this date.

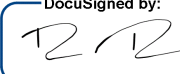
Board Member, Ferry County

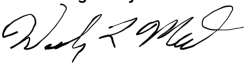
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Board Member, Ferry County

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Board Member, Stevens County

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Health Officer

Board Member, City of Kettle Falls

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Board Member, Town of Metaline

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Board Member, City of Republic