

PACIFIC CITY JWSA BOARD OF DIRECTORS  
SPECIAL MEETING MINUTES

August 24, 2021

Chair McVicker stated that the board was meeting via video conference call due to the pandemic and the Oregon Governors social distancing recommendation.

Directors Present: Carolyn McVicker, Sean Carlton, Cameron Gogas, and Anne Price. (via video conference call). Tom Donohue was absent.

Guests Present: Tim Hirsch

Staff Present: Michelle Hughes, Leonard Whiteman, and Rachelle DeLoc.

Chair McVicker called to order the special meeting at 5:00 PM.

**MANAGERS REPORT**

**CURRENT EMPLOYEE HEALTH STATUS**

Mr. Wesely reported that the Board of Directors was notified that PCJWSA had one employee previously out with Covid-19, and that the employee had returned to work and was in very good health.

Mr. Wesely also reported that he had received a call from another employee over the weekend who reported a Covid-19 positive in their household. Mr. Wesely continued, that the employee reported some Covid type symptoms with congestion but does have serious allergies and the symptoms were similar. The employee did a self-antigen test, and it had come back negative. Mr. Wesely said that those tests were commonly used on a person who has covid symptoms but were not 100% accurate. Mr. Wesely recommended that the employee receive a PCR test via a clinic or a hospital and analyzed in a lab. The employee stated that the person in his household had been quarantining within the house. Mr. Wesely stated that he would continue checking in the with employee as to his status. Mr. Wesely reported that the employee would not be allowed back to work for fourteen days.

**DAILY EMPLOYEE WELLNESS CHECKS**

Mr. Wesely stated that he had implemented additional measures at the Authority. Mr. Wesely continued that there was now a daily employee wellness check; the employee had their temperature checked and screened, and answered a couple of questions, i.e., do you have any symptoms and or been around anyone who had symptoms. Mr. Wesely stated that if an employee

had a temperature of 100.4° or higher, they were sent home until they had a negative PCR test performed.

Director Carlton asked who was conducting the daily wellness check and Mr. Wesely responded that Rachelle DeLoe had been performing the screening, recording the date, time and results of the tests for each individual employee.

Director Gogas asked what happened on the weekends? Mr. Wesely reported that Monday mornings is the same screening.

## **EMPLOYEE VACCINATION STATUS**

Mr. Wesely said that there was one additional person vaccinated and the person that had Covid-19 now had anti bodies. Mr. Wesely continued that early on there was a concern that if Covid-19 took out enough people that the continuity of operations would be affected. Mr. Wesely stated that considering the number of employees who had been vaccinated and who had had Covid-19, if there was a Covid-19 breakout there was now enough staff to maintain continuity.

Director Gogas asked how many employees were unvaccinated. Mr. Wesely said he was concerned that the more the numbers were talked of who and who have not been vaccinated the less we preserve the employee privacy. Mr. Wesely said he reported 40% were unvaccinated at the last meeting and the number was currently less.

Director Gogas asked if there were any statistics regarding studies and boosters. Mr. Wesely stated he was not an expert and there were discussions regarding the booster and people who had had Covid-19 could still be contagious.

## **COVID-19 EMPLOYEE SCREENING**

### **SUMMARY OF SCREENING OPTIONS**

Mr. Wesely said that at the last meeting the Board had asked him to research employee testing. Mr. Wesely stated he completed the research, and the potential options were as follows:

1. Utilizing the local hospital and urgent care agencies for diagnostic testing, but only for those with Covid symptoms and or had been exposed. Mr. Wesely said they did not have the resources for asymptomatic employees.
2. Testing that could be self-administered, but still tested in a laboratory. Mr. Wesely said those tests could be done at work but sent off for results which were the most accurate. Mr. Wesely continued that it would take days to get a result which was too long and expensive.

3. Antigen rapid test which was performed at work with the results in fifteen to thirty minutes. Mr. Wesley reported that the tests cost \$30.00 but the disadvantage was the accuracy, in which the positive tests have a high accuracy, but the negative test was less accurate creating false negatives.

Director Carlton asked if antigen testing would be more accurate if it were tested more often. Mr. Wesely replied in the affirmative, and it would depend on the County positivity rate.

Director Price stated that she appreciated the depth of Mr. Wesley's research and what he was bringing to the conversation.

Chair McVicker asked Mr. Wesely to share with the Board what information he had received from SDAO and the PCJWSA legal counsel? Mr. Wesely reported that he had contacted Risk Management at SDAO, and they had said that the best advice would be to talk to our legal counsel. Mr. Wesely asked legal counsel and they had cleared the way stating there was nothing to preclude them from these types of programs. Discussion ensued regarding actions and the necessity of a second opinion on a positive inhouse test.

Director Gogas asked if Oregon was still under a State of Emergency. Director Price asked if Oregon was put back into a State of Emergency as she thought it was rescinded. Director Carlton stated that it was never rescinded, it continued to be under a State of Emergency.

## **CONCLUSIONS AND RECOMMENDATIONS**

Mr. Wesely stated that it came down to a couple of things, one being if a decision like this was based on losing all of the staff due to Covid, he thought that it would no longer be an issue. Mr. Wesley continued that the CDC didn't endorse any program, but they were not always right. PCJWSA had implemented a daily wellness check. Mr. Wesley said that if a screening program was implemented that it should be the rapid antigen testing, and could be done with little risk.

Chair McVicker asked if there was a screening program would it be for all employees or only unvaccinated employees and for how long.

Mr. Wesely said that if there was to be a screening program that it be for all employees until all employees were vaccinated and turned the meeting over to the Board of Directors.

## **POLICY CONSIDERATIONS**

Chair McVicker asked Director Carlton his opinion and he replied that he believed that the antigen test screening was appropriate at this time. Director Carlton also said it was important that all the employees feel that they work in a safe environment, but was concerned that one person was doing all the daily health checks.

Director Gogas agreed with the previous Board Members and agreed that weekly testing was needed.

Director Price stated that she could make an argument for both sides and she believed that protocol was being followed and had confidence in the staff. Director Price stated however that she had concerns regarding the accuracy of the antigen test. Director Price added that she would like the tests to be verified by another employee.

Mr. Wesely said that there may be a scenario that PCJWSA implemented the screening program and an employee would refuse to take the test. Director Gogas replied unemployment. Chair McVicker asked Mr. Wesely what the legal answer was, and he replied he had not asked legal counsel, but he did believe it was a condition of employment and if they didn't it would be a mistake.

Director Price asked if there was analogous to the drug policy testing.

Chair McVicker thought the drug testing was a state mandate and that screening is only for the time when the rate of positivity cases of Covid-19 was high. Chair McVicker continued that it was a policy to protect the staff and not a punitive action. Chair McVicker thought that testing should end when the positivity was below to 12% or 15% and increase when it was over 20%.

Chair McVicker told Mr. Wesely that he had the Boards full support for testing and to put a policy together for the Board to adopt.

Chair McVicker adjourned the meeting at 7:08 PM.

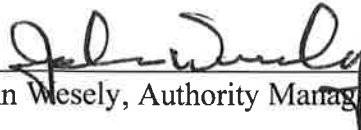
The PCJWSA Board of Directors approved these minutes on September 14, 2021, by the following votes:

Aye 3 Nay \_\_\_\_\_ Abstain 1 Absent 1

ATTEST:



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Carolyn McVicker, Chair



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John Wesely, Authority Manager