



NOTICE OF SPECIAL BOARD MEETING OF  
THE UPPER SAN JUAN HEALTH SERVICE DISTRICT  
d/b/a PAGOSA SPRINGS MEDICAL CENTER  
Tuesday, December 14, 2021, at 5:30 PM  
The Board Room (direct access – northeast entrance)  
95 South Pagosa Blvd., Pagosa Springs, CO 81147

**ALL ATTENDEES MUST BE SCREENED PRIOR TO ENTERING THE MEETING & ALL PERSONS MUST WEAR A MASK DUE TO COVID-19, THE NUMBER OF IN-PERSON ATTENDEES WILL BE LIMITED.**

Please use this link to join the meeting: <https://us02web.zoom.us/j/85395501309>  
or telephone (346) 248-7799 or (669) 900-6833  
Zoom Meeting ID: **853 9550 1309**

#### **AGENDA**

- 1) CALL TO ORDER; ADMINISTRATIVE MATTERS OF THE BOARD**
  - a) Confirmation of quorum
  - b) Board member self-disclosure of actual, potential or perceived conflicts of interest
  - c) Approval of the Agenda (and changes, if any)
- 2) PUBLIC COMMENT** (This is an opportunity for the public to make comment and/or address USJHSD Board. Persons wishing to address the Board need to notify the Clerk to the Board, Heather Thomas, prior to the start of the meeting. All public comments shall be limited to matters under the jurisdiction of the Board and shall be expressly limited to three (3) minutes per person. The Board is not required to respond to or discuss public comments. No action will be taken at this meeting on public comments.)
- 3) DECISION AGENDA:**
  - a) Consideration of Resolution 2021-21 regarding approval of a COVID Hazard Pay bonus to USJHSD employees in recognition of the hazards, stress and work endured to respond to the pandemic during 2021.
- 4) EXECUTIVE SESSION**

The Board reserves the right to meet in executive session for any other purpose allowed pursuant to C.R.S. Section 24-6-402(4) and such topic is announced at open session of the meeting.
- 5) OTHER BUSINESS**
- 6) ADJOURN**

**UPPER SAN JUAN HEALTH SERVICES DISTRICT  
D/B/A PAGOSA SPRINGS MEDICAL CENTER**

**Formal Written Resolution 2021-21  
December 14, 2021**

WHEREAS, the Board of Directors of Upper San Juan Health Service District (“USJHSD”) seeks to provide a hazard pay bonus to every employee in recognition and appreciation for the actual and potential hazards, stress and additional work associated with responding to the pandemic.

WHEREAS the Board proposes to pay every employee of USJHSD employed as of December 14, 2021, the gross amount of \$1,000.00 which sum shall be subject to standard withholdings and taxes.

WHEREAS the estimated total cost of the hazard pay is as follows:

- PSMC estimated payment of hazard pay: \$ 246,000
- PSMC estimated contribution to retirement: \$ 14,760
- PSMC estimated contribution to payroll taxes: \$ 7,380
- Total estimated cost: \$ 268,140

WHEREAS hazard pay is appropriate for USJHSD employees as compensation for the discomfort, stress, risks, and additional workload in responding to the COVID-19 pandemic.

**NOW, THEREFORE, THE BOARD OF DIRECTORS OF THE UPPER SAN JUAN HEALTH SERVICE DISTRICT HEREBY RESOLVES** to approve the hazard pay set forth in this resolution.

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Greg Schulte, as Chairman of the Board of Directors of USJHSD

**Pagosa Springs Medical Center  
Hazard Pay for Workers  
Employed as of December 14, 2021**

	<u># of EES</u>			
Total Hazard Pay	246	\$	246,000	
Retirement		\$	14,760	6.0%
Taxes		\$	7,380	3.0%
 Total Estimated		\$	 268,140	

- 1) Hazard pay of \$1000 to all employees who worked during the pandemic.
- 2) If any employees leave before December 14th, they will not receive the pay.
- 3) If any new hire employees are employed by December 14th, they will receive full amount