KLAMATH 9-1-1 COMMUNICATIONS DISTRICT
MINUTES OF DISTRICT BOARD MEETING
Wednesday, August 11, 2026
Klamath 9-1-1, 2543 Shasta Way, Klamath Falls OR

I. Call to Order

The meeting was called to order at 4:01 p.m. by Sandra.

B. Roll Call

Board Members Present:	John Ketchum Sandra Fox Adam Yancey Mike Cook - Virtual Jan Bos Aimee Reichlin - Virtual Neil Valiton
Board Members Absent:	
Others Present:	Jessica Gibson - Business Manager Joanie Rote - Operations Manager Holly Kessler - Communications Supervisor Nathan Ratliff - Board Attorney Mandy Coon - Dispatcher

II. Pledge of Allegiance

III. New Business:

A. Executive Session per ORS 192.660(2)(h): Sandra announced that they would enter executive session and excused the public. Entered at 4:02 pm. Resumed public meeting at 4:47pm.

Adam joined at 4:09pm.

Mandy joined at 4:48pm.

Nathan noted for the record that the board received communications from Michael Egbert via email on July 26th and August 3rd. Nathan reviewed the communications and as legal council did not set forth any additional action needed by the board. Additionally, they received a letter from the union on June 17th which Nathan reviewed and did not set forth any additional action needed by the board. The communications did not substantiate a violation of law, district policy or anything that requires a separate investigation.

B: Board Action: Authorization of Response to Complaints Regarding the Executive Director: John motioned to accept the attorney's advice and conclusion on the matter with an acknowledgement that they reviewed the information.
Sandra said the motion regarding Michael Egbert Communications is to move that the Board find, based upon its review of the communications and materials submitted by Michael Egbert in his July 26 and August 3, 2026, emails concerning the Executive Director and the workplace investigation involving his communications with a fellow employee that the materials presented do not provide evidence sufficient to establish a violation of applicable law, regulation, district policy, collective bargaining agreement, or other governing requirement warranting further investigation or Board action at this time.

I further move that the Board conclude its review of the matter and direct district legal counsel to provide Mr. Egbert written notice that the Board has completed its review, that no further investigation or Board action is warranted based upon the information presently submitted, and that the matter is considered resolved unless materially new information is presented. Jan seconded, the motion carried.

Yes: John, Jan, Mike, Aimee, Adam, Sandra and Neil
No: None

Sandra said the next item is regarding a response to the Teamsters letter regarding employee concerns. Sandra asked if there was any discussion or a motion. Neil said he would make a motion to follow the same procedure as the last.

Sandra said the motion Regarding Teamsters Local 223 / Employee Concerns is to move that the Board find, based upon its review of the June 17, 2026 correspondence from Teamsters Local 223 and the accompanying employee concerns and survey information, that the materials presented do not provide evidence sufficient to establish a violation of applicable law, regulation, district policy, collective bargaining agreement, or other governing requirement warranting a separate investigation or further board action at this time. I further move that the Board acknowledge the concerns raised regarding employee morale, workplace culture, staffing priorities, communication, and organizational effectiveness; confirm that those concerns have been considered by the board and communicated to the Executive Director as part of the board's oversight and strategic direction; and direct district legal counsel to provide Teamsters Local 223 and the submitting employees written notice of the board's disposition of the matter. The board's action is not intended to preclude employees or their representatives from utilizing applicable grievance, collective bargaining, whistleblower, discrimination, or other legally protected processes, or from presenting materially new information to the Board in the future.

C: Executive Director Pay: Sandra said the employee evaluation has been completed and wage discussed per the amount approved in the budget. John said when looking at the budget Amandas pay was below those she supervises, and he felt it should be greater than.

Nathan left at 4:56pm.

Sandra asked for the budgeted amounts. Jessica provided the approved budget amounts of $140,000 for the Executive Director and $135,944 for the Operations Manager. John motioned to make the adjustment to increase the Executive Director pay to $140,000. Sandra added for it to be retroactive to July 1, 2026. Mike said he would make the motion to increase the pay to $140,000 with a retroactive date of July 1, 2026, Jan seconded. Amanda said that she appreciates the increase but wanted to bring to their attention that she currently receives the 3% cert incentive so if they approve it for $140,000 it would go over budget with her incentive. Discussion followed regarding pay amount and incentive. Mike amended the motion to increase the Executive Director pay to $140,000 total including the incentive, Jan seconded, the motion carried.

Yes: John, Jan, Mike, Aimee, Adam, Sandra and Neil
No: None

VI. Public Comment and Other Matters: Mike asked if the Wright Springs fire has affected the Swan repeater site or dispatch operations. Amanda said at the moment no operations have been affected. The fire crews have worked hard to protect Swan and a couple of retardant drops were made. The teams have been in communication, and plans are in place for backup radio options if Swan is affected.

Sandra noted she will be remote for next week's meeting.

VII: Adjourn: Sandra adjourned the meeting at 5:04 pm.

Approved and Adopted September 16, 2026

________________________________ __________________________
Sandra Fox, Board Chair Date