

Administrative Report
December 15, 2022

Paid Leave Oregon

Withholding starts January 1, 2023

Projected timeline funds available for employees: September 1, 2023

Withholding: 1% of employee's gross wages

Paid by: Employee: 60%
 Employer: 40%

Or, Employer can opt to pay 100%

Employer portion waived for companies under 25 employees

Verified with state that government is included in this waiver

Eligible employees have earned at least \$1,000 in the prior year

Can receive up to 12 weeks paid leave (14 weeks for pregnancy)

Employer must protect job for employee's return

If leave is foreseeable, employee is required to give at least 30 days' notice,
or their first weekly benefit will be reduced by 25%

Example of payroll contributions

(**State average weekly wage for 2023: \$1,224.82)

	Annual Earnings (Weekly Earnings)	Annual Employee Contribution	Annual Employer Contribution	Benefit Weekly
Minimum Wage	\$28,080 (\$540)	\$168.48	\$112.32	\$540
Median income:	\$67,058 (\$1,289.58)	\$402.35	\$268.23	\$1,042.86

QUESTION: DOES THE BOARD WANT TO PICK UP THE EMPLOYEE'S CONTRIBUTION?

(Currently, for Worker's Benefit Fund, the full tax is 2.2% - 1.1% Employer and 1.1% Employee.
WEID has paid full tax for over 25 years)

SEE ATTACHED POSTER – REQUIRED TO BE POSTED BY JANUARY 1, 2023

Website

Current: Developed in 2015
Not mobile friendly
Not ADA compliant (Fed. Law)
Hosted by Eastern Oregon Net (EONI) (La Grande) for \$260/year (2022)
Disk space: 20 mb
No support for website maintenance, updates, etc.
EONI will stop website/email hosting in early 2023

OPTIONS:

EOT: Does not offer website/email hosting

Visionary: Holds our old email addresses (@oregontrail.net)
Can do website/email hosting
Disk space: 50 GB
No support for website maintenance, updates, etc.
Out of Wyoming, but very responsive
Cost: **\$288/year** (includes encryption for payments)
Cost for just domain emails: **\$79/year** (up to 25 emails)

Streamline: Vendor partner with SDAO
Specifically for special districts and local governments
Out of California
Fee based on annual budget, negotiated with SDAO, **\$200/MONTH**
They maintain website, updates, etc.
Good support, based upon other districts who use them
Will waive set-up fee
Does not offer domain emails (@westextension.com)
Disk space: unlimited
Key features:

- Meeting dashboard
- Agenda reminders
- Transparency dashboard
- Clear indication of State compliance
- Compliance with all current and upcoming government requirements
- Full ADA / Section 508 compliance
- People can sign up for emails for updates and notices
- Ability to initiate broadcast emails to those who have signed up

Sample websites: sdao.com, arnoldirrigationdistrict.com

RECOMMENDATION: Switch to Streamline.
Still looking at domain email options.