

DRAFT additions to the Board Policy Manual

3.11.12 Stipend Policy

Any day when a ~~b~~Board member spends one or more hours traveling or involved in a required activity (duty), that ~~b~~Board member who meets the eligibility requirements listed in ORS 292.495 would be eligible for a stipend. Required activities would include Board meetings (online or in person), pre-meetings, subcommittee meetings, meetings held at the invitation of agency staff, agency organized ~~b~~Board or individual tours, or when the Board Chair or the State Forester authorizes a Board member to ~~represent the Board at an event~~attend an activity. ~~Anytime a combination of the above totals one or more hours daily, it would qualify for a stipend. Activities outside these required duties or without authorization to represent the board are not eligible for a stipend, even if they are related to board work.~~

3.11.13 Reimbursement Policy

Any time a ~~b~~Board member travels or engages in a required duty, and who meets the eligibility requirements as listed in ORS 292.495 would be eligible for expense reimbursement per the [Oregon Accounting Manual](#). Required activities would include Board meetings (online or in person), pre-meetings, subcommittee meetings, meetings held at the invitation of agency staff, agency organized board or individual tours, or when the Board Chair or the State Forester authorizes a Board member ~~to represent the Board at an event~~to attend an activity. ~~Activities outside these required duties or without authorization to represent the board are not eligible for reimbursement, even if they are related to board work.~~

FEEDBACK FROM MARCH 5, 2025:

1. "...or when the Board Chair or State Forester authorizes a Board member to represent the Board at an event"

- Suggestion: Narrow language. Board Chair and State Forester should have the authority to allow Board members to do whatever it is they may need to do. Adjust language and allow more discretion for Board Chair and State Forester to allow Board members the authority to attend any number of activities.
- Counter: Current language is very black and white, could lessen risk of political bias. If changed, Board Chair/State Forester discretion may be challenged, but the number of times this is anticipated to come up is very minimal.

- **Potential solution:**
“...or when the Board Chair or State Forester authorizes a Board member to attend an activity.”

2. “Any day when a board member spends one or more hours...”

- Suggestion: current language is too generous given the per diem rate of \$178. If applied to a one-hour meeting, it looks like an egregious hourly rate. Recommend specification of two or more hours.
- Counter: Most of the commitments (outside of Board Meetings) are scheduled at 1 hour time blocks, such as Division updates, Pre-Boards. Revision of language would drastically reduce the number of meetings eligible for stipend reimbursement.
- Additional notes:
 - o Even though there are instance where a 1 hour meeting is reimbursed at the per diem rate, the amount of volunteer time that a Board member puts in exceeds that one-hour calendar invite and over the course of a year-long commitment, does not add up to much paid out.
 - o Stipends offered at the 1-hour specification allow for more opportunities to have individuals with lower-incomes participate on the Board.