

**RESOLUTION NO. 2026-03**  
**RESOLUTION OF THE BOARD OF DIRECTORS OF**  
**THE PHELAN PIÑON HILLS COMMUNITY SERVICES DISTRICT**  
**ESTABLISHING A ONE-TIME EXTRAORDINARY CIRCUMSTANCES BONUS**

**WHEREAS**, the Phelan Piñon Hills Community Services District ("District") is committed to the responsible and reliable delivery of its services; and

**WHEREAS**, from approximately December 22, 2025 to January 4, 2026, the Phelan and Piñon Hills areas endured a series of severe storm events, which caused considerable damage and critically impacted services to the Phelan Piñon Hills Community Services District's customers; and

**WHEREAS**, during the times described above, District staff worked tirelessly around the clock to restore safe, reliable, and quality service to its customers, including working on the following District holidays: Christmas Eve, Christmas, and New Year's Day; and

**WHEREAS**, non-exempt employees are provided extra compensation for their time worked on holidays, while exempt employees are not provided any extra compensation for work performed on District holidays and one or more exempt employees working during the times identified above; and

**WHEREAS**, the Board of Directors recognizes and extends its sincerest gratitude to all employees who assisted during these extraordinarily times during challenging weather conditions; and

**WHEREAS**, the Board of Directors seeks to ensure that its exempt employees who contributed are compensated by this one-time Extraordinary Circumstances Bonus, as follows:

- 1) The District will pay each exempt employee for all hours worked on Christmas Eve 2025, Christmas 2025, and New Year's Day 2026, at one-and-one-half times their base rate of pay.
- 2) The District will pay each exempt employee for all hours worked over their normal work schedule between December 23, 2025 and January 4, 2026 at one -and- one-half times their base rate of pay.
- 3) This Extraordinary Circumstances Bonus shall be paid in the first pay period following the adoption of the Resolution.

**WHEREAS**, the Board of Directors intends for this to be a one-time bonus that does not set precedent nor is intended to revise or replace any of the District's current policies and practices.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Directors of the Phelan Piñon Hills Community Services District as follows:

**1. Adoption.** The Board of Directors hereby adopts this one-time Extraordinary Circumstances Bonus as set forth in this Resolution and as provided for in the accompany Staff Report which is incorporated herein by reference.

**2. Implementation.** The General Manager or designee is authorized and directed to implement the provisions of this Resolution.

**3. Severability.** If any provision of this Resolution is held to be invalid or unenforceable, such provision shall be severed and the remaining provisions shall remain in full force and effect.

**4. Effective Date.** This Resolution shall take effect immediately upon its adoption.

**APPROVED, SIGNED, AND ADOPTED** by the Board of Directors of the Phelan Piñon Hills Community Services District at a regular meeting held on the 14<sup>th</sup> day of January, 2026, by the following vote:

**Ayes: Kujawa, Mills, Hays, Philips, Snyder**

**Noes:**

**Abstain:**

**Absent:**

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President, Board of Directors  
Phelan Piñon Hills Community Services District

Attest:



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Clerk of the Board of Directors  
Phelan Piñon Hills Community Services District