

Interesting Facts & Anecdotes

from your District Operations and Member Services Committee

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Did you know?....

- The principles contained in the ethics statements below provide valuable guidance. As a member of the Board I will:
 - Properly administer district business.
 - Listen to fellow board members and the people I serve.
 - Respect the opinions of fellow board members.
 - Respect and support board decisions.
 - Promote decisions which benefit the public interest.
 - Keep safe all district funds and properties.
 - Maintain a positive image.
 - Keep well-informed of developments relevant to issues that may come before the board.
 - Relate to all employees fairly and equitably.
 - Call to the board's attention issues I believe will have adverse effects.
 - Continually learn more about the board member's job and how to do it better.
 - Consider myself a "trustee" of the district and do my best to ensure the district is well maintained, financially secure, growing, and always acting in the best interest of the people I serve.
 - Declare any conflicts of interest between the district board and me.
 - Regularly attend board and assigned committee meetings.
- Almost all states' labor laws specify that work performed by an employee, but away from the employer's premise or job site is considered work time.
- Conservation districts are liable to pay overtime for nonexempt employees even if the work is performed without authorization, and even if the district has policies prohibiting overtime work without prior authorization. Disciplinary action might ensue, but payment cannot be withheld.
- The DO/MS Committee recommends each district understand how to apply the often confusing and interrelating issues about employee status and pay: salaried vs. hourly, overtime pay vs. "compensatory time", work time vs. volunteer time, and exempt vs. non-exempt. Be careful. These issues can be tricky and complex. The penalties for improperly applying your state's rules can be significant, and lack of knowledge is not a defense.