

RESOLUTION NO. 2025-21

A RESOLUTION TO THE BOARD OF DIRECTORS OF MISSION SPRINGS WATER DISTRICT AMENDING THE CODIFIED MISSION SPRINGS WATER DISTRICT PERSONNEL RULES AND REGULATIONS TITLE 3 - PERSONNEL

WHEREAS, the Board of Directors of the Mission Springs Water District (“Board of Directors”) has previously codified as Title 3 – Personnel certain policies, procedures, practices, and standards regarding the relationship, rights, privileges, obligations, and duties of the Mission Springs Water District (“District”) and its employees; and

WHEREAS, it is right and proper for the Board of Directors to review and update provisions of Title 3 to ensure that the District’s policies, procedures, practices, and standards conform with applicable laws and regulations and support a positive and productive workplace; and

WHEREAS, recent governmental accounting standards, including GASB Statement No. 101 – Compensated Absences, require recognition of a liability for earned paid leave expected to be used or paid, and aligning the Optional Holiday benefit with the District’s fiscal year will ensure accurate financial reporting and eliminate ambiguity regarding unused balances at year-end;

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors that Title 3 – Personnel, as shown in Exhibit “A” to this Resolution, is hereby amended and adopted, with such amendments effective January 1, 2026.

BE IT FURTHER RESOLVED that, to transition from a calendar-year to a fiscal-year cycle, each eligible employee shall receive two (2) optional holidays effective January 1, 2026, which shall expire June 30, 2026 and shall not establish any ongoing entitlement or precedent. Subsequently, effective July 1, 2026, the Optional Holiday policy would reset annually on the first day of each fiscal year, providing eligible employees with thirty-six (36) hours of Optional Holiday leave per fiscal year thereafter.

BE IT ALSO RESOLVED by the Board of Directors that the General Manager is directed to carry out those steps reasonable or necessary to inform all employees of the adopted changes to Title 3 - Personnel, and to ensure the ability of the District to enforce these changes as of January 1, 2026.

ADOPTED this ____ day of December 2025, by the following vote:

Ayes:

Noes:

Abstain:

Ivan Sewell
President of Mission Springs Water District
and its Board of Directors

ATTEST:

Brian Macy
Secretary of Mission Springs Water District
and its Board of Directors