

AGENDA STAFF REPORT



MEETING NAME: REGULAR BOARD MEETING

MEETING DATE(S): May 15, 2023

FROM: ORIANA HOFFERT – HUMAN RESOURCES
MANAGER

FOR: ACTION DIRECTION INFORMATION

HUMAN RELATIONS COMMITTEE REPORT AND RECOMMENDATION FOR ACTION

STAFF RECOMMENDATION

Consider the Human Relations Committee's recommendations and direct the Director of Finance to implement action items as part of the annual budget process.

BACKGROUND

Each year, the Human Relations (HR) Committee, comprised of two members of the Board of Directors, the General Manager, Assistant General Manager, the Director of Finance, the Director of Operations, and the Human Resources Manager meet to discuss ways of improving competitiveness with surrounding water districts relative to compensation and benefits.

SUMMARY

MSWD's HR Committee met on April 20, 2023. Staff identified three items for consideration by the HR Committee:

1. Cost of Living Adjustment (COLA) increase of 4.2% which is to be implemented by modifying the District's salary matrix.
2. Bilingual pay \$25/pay period for qualified staff. To be qualified, staff will be required to pass an examination administered by the District.
3. \$500/month medical stipend for employees not enrolling in the District medical insurance plan.

The HR Committee thoroughly vetted the above item as described in the attached April 20, 2023 Meeting Minutes.

FISCAL IMPACT

Fiscal impact of is dependent on which requests are implemented. An Analysis and Fiscal Impact Report is attached.

ATTACHMENTS

HR Committee Meeting PowerPoint Presentation
HR Committee Meeting Minutes
Analysis and Fiscal Impact Report