



Human Relations Committee
(Chair—Sewell, Member—Martin)
MEETING NOTICE AND MINUTES
Thursday, April 20, 2023 — 8:00 AM

CALL TO ORDER

Chairman Sewell called the meeting to order at 8:00 AM

ROLL CALL

COMMITTEE MEMBERS PRESENT: Chair Ivan Sewell, Member Russ Martin

STAFF MEMBERS PRESENT: Oriana Hoffert, Arturo Ceja, Brian Macy, Arden Wallum, Danny Friend, Dori Petee

PUBLIC INPUT

No public input

REVIEW EMPLOYEE REQUESTS FOR FY 2023-2024

Human Resources Manager, Oriana Hoffert Presented the employee requests. She began with a brief history of this process and what got us here today. Evaluation of the requests is completed by MSWD Senior Management Staff, and the Human Resources Manager based on the following: past Board feedback, legal guidance, labor market conditions and items that can be approved or completed at the administrative level. The requests before the committee for consideration for approval are: Medical stipend in lieu of medical coverage, Bilingual pay, and a Cost-of-Living Adjustment.

The staff reviewed each request with the committee. Cost of Living adjustment for 2023 = 4.2% for a fiscal impact of \$214,569. Medical stipend in lieu of enrolling in the District's medical insurance plan (it is currently required for an employee to receive the District's medical benefits) = \$500 per month stipend. Four employees taking the stipend will allow the District to break even. Employees would be required to show proof of other medical insurance to opt out. Bilingual Pay – All administrative and field employees who need to speak another language to communicate with customers will receive a \$25 stipend per pay period for their ability and willingness to do so. The fiscal impact for this item would be approximately \$15,000 per year.

The process for reporting to the Board was reviewed by the Committee. They noted they are comfortable with moving forward with approval on all requested items.

ADJOURN

With no further business, Chairman Sewell adjourned the meeting at 8:39 AM.

Respectfully,

Arden Wallum
Secretary of the Board of Directors