



Employee Requests Human Relations Committee

April 20, 2023

History/Process

- MSWD employees are **NOT** represented by a union
- As part of the budget process, MSWD staff reviews and assesses all costs and increases including labor costs (wages and benefits)
- This process is not new. Process has been followed for 20+ years. Process includes:
 - Employee Request Meeting - March 2nd
 - Evaluation of Requests – March 13th and April 5th
 - Human Relations Committee – April 20th
 - Board of Directors Meeting – ~~May 11th~~ and May 15th

Employee Requests – March 2, 2023

- Some requests were the same as previous years
 - 4/10 work weeks
 - Full medical retirement at 55 or a graduated scale
 - Certification pay for any industry-related certifications
 - Pre-tax FSA
 - Sick leave time donation program
 - Fatigue pay
- Other requests
 - Medical stipend in lieu of medical coverage
 - Bilingual pay
 - Perfect attendance incentive
 - Additional steps to top step of pay range
- Items at Administrative level (already in progress, safety...etc.)
 - Boot allowance -eligible reimbursements
 - More restroom facilities at the yard
 - Uniforms

Evaluation of Requests

- Evaluation of Requests is completed by MSWD Senior Management Staff and the Human Resources Manager based on:
 - Past Board feedback
 - legal guidance
 - labor market conditions
 - Items that can be done administratively (already planned, safety, etc.)

Committee Discussion Items

- Cost of Living Adjustment
 - 2023 = 4.2%
 - Fiscal impact \$214,569
- Medical stipend for Employees not enrolling in the District's medical insurance plans.
 - \$500/month stipend in lieu
 - 4 employees taking the stipend will allow us to break even.
- Bilingual Pay
 - \$25/pay period
 - Fiscal impact \$16,250



THANK YOU