

AGENDA STAFF REPORT

MEETING NAME: SPECIAL BOARD MEETING

MEETING DATE(S): MAY 19, 2025

FROM: ORIANA HOFFERT – HUMAN RESOURCES MANAGER

FOR: ACTION X DIRECTION _____ INFORMATION _____



HUMAN RELATIONS COMMITTEE REPORT, MINUTES APPROVAL & RECOMMENDATION FOR ACTION

STAFF RECOMMENDATION

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

SUMMARY

On May 5, 2025, 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 met to discuss ways of improving competitiveness with surrounding districts relative to compensation and benefits.

Staff identified four items for consideration by the HR Committee:

1. Cost of Living Adjustment (COLA) increase of 2.6%.
2. One additional optional holiday.
3. Flexible Spending Account (FSA).
4. Compensatory Time - increase accrual limit to 80 hours.

The HR Committee thoroughly vetted the above item as described in the attached May 5, 2025 Meeting Minutes.

FISCAL IMPACT & STRATEGIC PLAN IMPLEMENTATION

The fiscal impact will vary based on the specific requests that are approved and implemented. A detailed Fiscal Impact Analysis Report is attached for reference. This action aligns with Strategic Plan Smart Goal 7: Workforce Excellence.

ATTACHMENTS

HR Committee Meeting PowerPoint Presentation
HR Committee Meeting Minutes
Analysis/Fiscal Impact Report.

| FINANCIAL DATA | | |
|---|------------------------------|--|
| Cost Associated with this action: | \$142,300 | |
| Current FY cost: | | |
| Future FY cost: | \$142,300 | |
| Is it covered in current year budget: | YES <input type="checkbox"/> | NO <input checked="" type="checkbox"/> |
| Budget adjustment needed: | YES <input type="checkbox"/> | NO <input checked="" type="checkbox"/> |
| If yes, year needed: | NA | |
| All previous contracts including dates, amounts and board approvals are attached or have been made available. | | |
| FUNDING SOURCES | | |
| Source of funds: | Operating | |
| BID/Job# | Various | |
| Current BID/Job balance | N/A | |
| Balance remaining if approved: | N/A | |