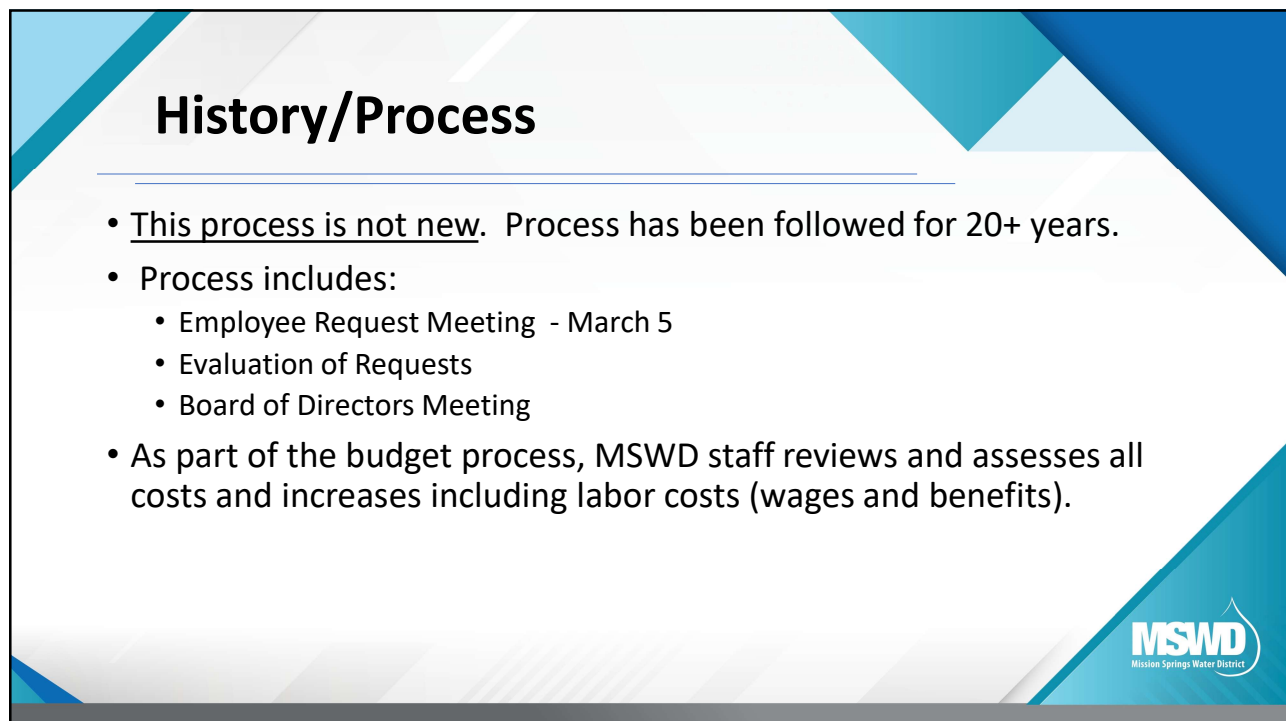




1



2

Employee Requests – March 5, 2025

- Some requests were the same as previous years
 - Cost of Living Adjustment (COLA)
 - Full medical benefits at retirement at age 55 or graduated scale or add spouse.
 - Flexible Spending Account (FSA)
 - Longevity pay
 - Increase District match for deferred compensation
 - Increase in safety boot allowance – no cap
- Other requests
 - Increase comp time to 80 hours
 - Sick time to count towards 40 hours for overtime pay.
 - Provide employees with paid volunteer hours
 - Christmas eve day off
- Items at Administrative level (already in progress, safety...etc.)
 - Lunch picnic table in parking lot
 - Raise procurement policy
 - Employee cross-training program
 - Managers/supervisors to complete performance evaluations on time.



3

Evaluation of Requests

- Evaluation of Requests is completed by MSWD Senior Management Staff based on:
 - Past Board feedback
 - legal guidance
 - labor market conditions
 - Items that can be done administratively (already planned, safety, etc.)
- 12 comparable agencies are surveyed.



4

Recommendations

- Cost of Living Adjustment
 - 2025 = 2.6%
 - Fiscal impact \$139,000
- One additional optional holiday
- Flexible Spending Account (FSA)
 - \$3.75/month per employee
 - Fees (initial documents, amendments, compliance testing).
- Comp Time Increase Accruals to 80 hours
 - Cashout last pay period of each fiscal year.



5

THANK YOU



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