

AGENDA STAFF REPORT

MEETING NAME: Regular Board Meeting
MEETING DATE(S): April 15 & 19, 2021
FROM: Oriana Hoffert – Human Resource Specialist



FOR: ACTION X DIRECTION INFORMATION

HUMAN RELATIONS COMMITTEE REPORT AND RECOMMENDATION FOR ACTION

STAFF RECOMMENDATION

Consider recommendations from the Human Relations Committee and direct staff to implement action item: revise language to the District's Compensatory Time policy as part of the Employee Handbook update effective July 2021.

BACKGROUND

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

SUMMARY

MSWD staff identified one item for consideration by the HR Committee:

-Compensatory time to be sold back throughout the year.

Currently, accrued compensatory time can be used throughout the year, but only sold back at the end of the fiscal year. Employees would to be able to cash out throughout the year.

The HR Committee thoroughly vetted the above item as described in the attached April 6th Meeting Minutes.

FISCAL IMPACT AND STRATEGIC PLAN IMPLEMENTATION

None

ATTACHMENTS

HR Committee Meeting PowerPoint Presentation
HR Committee Meeting Minutes
MSWD Benefits Summary