



# Employee Requests Human Relations Committee

April 20, 2023

# History/Process

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- 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 2<sup>nd</sup>
  - Evaluation of Requests – March 13<sup>th</sup> and April 5<sup>th</sup>
  - Human Relations Committee – April 20<sup>th</sup>
  - Board of Directors Meeting – ~~May 11<sup>th</sup>~~ and May 15<sup>th</sup>

# Employee Requests – March 2, 2023

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- 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

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- 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

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- 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 \$15,000



**THANK YOU**