

# AGENDA STAFF REPORT

**MEETING NAME:** REGULAR BOARD MEETING

**MEETING DATE(S):** May 14 & May 18, 2026

**FROM:** ORIANA HOFFERT – HUMAN RESOURCES  
MANAGER

**FOR:** ACTION  X  DIRECTION \_\_\_\_\_ INFORMATION \_\_\_\_\_



## HUMAN RELATIONS REPORT AND RECOMMENDATION FOR ACTION

**STAFF RECOMMENDATION**

Consider the Human Relations Committee’s recommendations and direct the General Manager to implement action items as part of the annual budget process.

**SUMMARY**

On April 22, 2026, the Human Relations (HR) Committee, comprised of two members of the Board of Directors, the General Manager, Assistant General Manager, the Director of Operations, the Accounting Manager, and the Human Resources Manager met to discuss ways of improving competitiveness with surrounding districts relative to compensation and benefits.

Staff identified seven items for consideration by the HR Committee:

- |  |   |
|--|---|
| 1. Cost of Living Adjustment (COLA) increase of 2.91%. | 5. Compensation for time spent on customer calls. |
| 2. One additional optional holiday.                    | 6. Increase bilingual pay                         |
| 3. Increased standby pay for holidays                  | 7. Increase boot allowance                        |
| 4. Implement minimum pay per call out.                 |   |

The HR Committee thoroughly vetted the above item as described in the attached April 22, 2026 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 Minutes
- Analysis/Fiscal Impact Report

FINANCIAL DATA	
Cost Associated with this action:	\$224,049
Current FY cost:	0
Future FY cost:	\$224,049
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:	
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