

**Mission Springs Water District  
Employee Inquiries and Their Estimated Fiscal Impact  
May 2026 for FY 2026/2027 Budget**

On April 22, 2026, the Human Relations Committee reviewed employee-submitted compensation and benefit inquiries and recommends the actions summarized below for consideration in the FY 2026/2027 budget. Estimated fiscal impacts are provided for each item; the optional/floating holiday is anticipated to be absorbed within existing salary and wage allocations.

**Recommendation Details & Fiscal Impact**

**Cost-of-Living Adjustment (COLA)**

The March 2026 Consumer Price Index (CPI) for Urban Wage Earners and Clerical Workers for Riverside, San Bernardino, Ontario, California, as published by the U.S. Department of Labor, Bureau of Labor Statistics, reflects an increase of 2.91%.

Estimated Fiscal Impact: 2.91% = **\$173,739**, based on FY 2026 salaries and wages.

**One Additional Optional Holiday**

MSWD currently provides 14 paid holidays annually (10 designated/observed holidays and 4 optional/floating holidays). To align with prevailing practices, staff recommends adding one optional/floating holiday to the District's holiday schedule.

The cost of the additional holiday is included within existing salary and wage allocations.

Estimated Fiscal Impact: **No additional impact.**

**Increased Standby Pay for Holidays**

MSWD currently provides three (3) hours of standby pay for observed holidays, with the exception of Thanksgiving and Christmas, for which MSWD provides six (6) hours. To align with prevailing practices, staff recommends increasing standby pay for the remaining eight (8) observed holidays from three (3) hours to four (4) hours.

Estimated Fiscal Impact: **\$3,900** annually.

### **Minimum Paid Time per Call-Out**

MSWD does not currently provide a minimum guaranteed pay amount for call-outs. Comparable agencies provide a minimum of 0 to 2 hours per call-out; average 1.5 hours. To align with prevailing practices and support recruitment and retention, staff recommends establishing a minimum of 1.5 hours of pay per call-out.

Estimated Fiscal Impact: **\$24,085** annually.

### **Compensation for Time Spent on Customer Calls.**

MSWD currently provides compensation for time spent responding to calls remotely for Water Production, Wastewater Treatment staff, and Collections staff. Construction and Maintenance standby staff are not currently compensated for time spent assisting customers by phone. Staff recommends extending this compensation to all field staff on standby to promote consistency and equitable treatment.

Estimated Fiscal Impact: **\$12,675** annually.

### **Increase to Bilingual Pay**

Employees who demonstrate, to the satisfaction of the District, the ability to communicate in a foreign language currently receive a stipend of \$25 per pay period. Comparable agency compensation ranges from \$25 - \$100 per pay period. Staff recommends increasing bilingual compensation from \$25 to \$50 per pay period.

Estimated Fiscal Impact: **\$8,450** annually.

### **Increase to Boot Allowance**

Field staff currently receive a \$300 annual boot allowance. Comparable agency allowances vary, with an average reimbursement of \$344 per year. To remain competitive, staff recommends increasing the annual reimbursement from \$300 to \$350.

Estimated Fiscal Impact: **\$1,200** annually.

## **Summary**

<b>Recommended Item</b>	<b>Estimated Fiscal Impact</b>
Cost-of-Living Adjustment (COLA) of 2.91%	\$173,739
Add one optional/floating holiday	No additional impact
Increase standby pay for observed holidays	\$3,900 annually
Implement a minimum paid time per call-out (1.5 hours)	\$24,085 annually
Provide compensation for time spent responding to customer calls while on standby	\$12,675 annually
Increase bilingual pay (from \$25 to \$50 per pay period)	\$8,450 annually
Increase the annual boot allowance (from \$300 to \$350)	\$1,200 annually
<b>Estimated Total Annual Fiscal Impact</b>	<b>\$224,049</b>