



**Human Relations Committee  
(Chair – Sewell, Member – Wright)  
MEETING NOTICE AND AGENDA  
Tuesday, April 2, 2019 – 2:00 p.m.**

*Notice is hereby given that the Human Relations Committee of Mission Springs Water District will hold a special meeting on the date listed above. The meeting will be held at 66575 2nd Street, Desert Hot Springs, CA 92240.*

---

**ACTION MAY BE TAKEN ON ANY ITEM LISTED ON THIS AGENDA.**

**1. CALL TO ORDER**

**2. ROLL CALL**

**3. PUBLIC INPUT**

This is the opportunity for members of the public to address the Committee on matters within the Committee's jurisdiction. **Please limit comments to three (3) minutes or less.** State law prohibits the Committee from discussing or taking action on any item not listed on the agenda.

**4. REVIEW EMPLOYEE REQUESTS FOR FY 2019-20**

**5. STAFF COMMENTS**

**6. DIRECTORS' COMMENTS**

**7. ADJOURN**

---

*If you need special assistance to participate in this meeting, please contact the Executive Assistant at 760.329.5169 ext 137 at least 48 working hours prior to the meeting.*

---

**ANY DISCLOSABLE PUBLIC RECORDS RELATED TO AN OPEN SESSION ITEM ON A REGULAR MEETING AGENDA AND DISTRIBUTED BY MISSION SPRINGS WATER DISTRICT TO ALL OR A MAJORITY OF THE BOARD OF DIRECTORS LESS THAN 24 HOURS PRIOR TO THAT MEETING ARE AVAILABLE FOR PUBLIC INSPECTION AT THE DISTRICT OFFICE, 66575 2<sup>ND</sup> ST., DESERT HOT SPRINGS, CALIFORNIA DURING NORMAL BUSINESS HOURS AND MAY ALSO BE AVAILABLE ON THE DISTRICT'S WEBSITE AT [WWW.MSWD.ORG/BOARD](http://WWW.MSWD.ORG/BOARD). NOTE: THE PROCEEDINGS MAY BE AUDIO RECORDED.**

**CERTIFICATION OF POSTING**

I certify that on or before April 1, 2019, a copy of the foregoing notice was posted near the regular meeting place of the Board of Directors of Mission Springs Water District at least 24 hours in advance of the meeting (Government Code Section 54954.2)

A handwritten signature in black ink, appearing to read "Arden Wallum", is written over a horizontal line.

Arden Wallum  
Secretary of the Board of Directors

**Mission Springs Water District**  
**Employee Inquiries and Their Estimated Fiscal Impact**  
**April 2019 for 2019/2020 Budget**

These ideas were presented by employees at a recent meeting. Following is a summary of those ideas and their approximate fiscal impact to MSWD:

1. Additional optional holiday(s)
2. Cost of Living Adjustment
3. Additional Administrative day(s)
4. Less employee contribution for Insurances

1. **Additional optional holidays** – each year MSWD employees are given 27 hours (three work days) of optional holidays to use at their discretion. While additional optional holidays would decrease productive employee hours, it would not mean additional expense for the District.

2. **C.O.L.A.** -- As of the date of this memo, the 3/31/19 data has not been published. This exact comparison can be performed as soon as the data is available. The data that is available is as of 1/31/19.

CPI index as of 3/31/18	101.909		
CPI index as of 1/31/19	<u>104.062</u>		
Increase	2.153	2.1%	

Total Salaries & wages for 2018/2019 budget -- \$3,377,145  
 1% = 33,771  
 2% = 67,543  
 3% = 101,314

3. **Additional administrative day(s)** – each year MSWD exempt employees are given 27 hours (three work days) of administrative days to use at their discretion. While additional optional holidays would decrease productive employee hours, it would not mean additional expense for the District.

4. **Less employee contribution for insurances** – Currently employees contribute 5% of the cost of their health, dental and vision insurance premiums.

Total insurances for 2018/2019 budget -- \$1,088,889  
 1% = 10,889