

HUMAN RESOURCES/RISK MANAGEMENT COMMITTEE NOTES

April 7, 2022

Attendees:

Committee members: James V. Curatalo (Chair) and Mark Gibboney

Staff members: John Bosler, Eduardo Espinoza, Roberta M. Perez, Rob Hills, Chad Brantley, Agnes Boros, Jennifer Fillinger, and Taya Victorino.

Members of the Public: None.

Call to Order: 11:00 a.m.

Public Comment: None

Additions/Deletions to Agenda: None

Introductory Remarks by Chair Curatalo

Chair Curatalo announced for the record that this meeting was conducted by teleconference pursuant to Resolution No. 2022-3-1 as permitted under AB 361, in an effort to protect public health, prevent the spread of COVID-19 and because the state and/or local officials are recommending or imposing measure to promote social distancing. Further, the agenda states that there is no public location for attending this meeting in person. The agenda also states that the public may listen and provide comment telephonically by calling the number listed on the agenda. Chair Curatalo took a roll call of Committee members and staff present on the call, as listed above.

Amend Employee Policy No. 3.5, Holidays

- Staff proposed amendments to Employee Policy No. 3.5, Holidays. The District provides ten paid holidays for full-time employees. Holiday pay is a benefit that allows employees to take time off for holidays without losing wages; full-time employees are entitled to the most benefits. Historically, part-time employees have not received holiday pay.
- Offering a pro-rated holiday benefit for employees who work fewer hours than a typical full-time workweek is aligned with our goal of investing in our people and benefiting a valued workforce, which leads to overall employee satisfaction and increased retention of our talent pool. The annual fiscal impact is \$1,580, funded through wages and benefits.
- The Committee concurred and recommended forwarding the item to the Board of Directors for review and approval.

Meeting Adjourned at 11:10 a.m.