



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

Reviewed by Wmm Date 12/21/07
General Manager

DATE: December 13, 2007
TO: General Manager
FROM: Administrative Services Manager
SUBJECT: Assistant General Manager's Salary

RECOMMENDATION: That the Board authorize a 7.5% Salary Adjustment for Assistant General Manager, effective January 1, 2008.

BACKGROUND

In July 2005, the District hired Tim Flanagan as the Assistant General Manager. His monthly salary was \$9,143 and increased to \$10,234 with 3.2% and 3.3% cost-of-living adjustments to all District employees in 2006 and 2007 as well as a 5% step increase after the first year for satisfactory performance. Pursuant to District policy, his next step increase is scheduled to take place July 16, 2009.

Historically, the position of the Assistant General Manager has been paid within a range where the top step is 10% below the General Manager and 15% above the classifications reporting directly to the position. The Assistant General Manager's salary range today is approximately 15% below that of the General Manager (and will be over 20% in January) and 10% above his highest compensated subordinates.

Tim Flanagan has brought strong management skills and experience to the Assistant General Manager position and in the performance of his duties has exceeded the General Manager's expectations in terms of his abilities and assigned deliverables. A larger (10%) increase would align his salary range to the historic level relative to the General Manager's compensation and promote his retention with the District. However, with the current financial situation, staff is recommending a 7.5% increase which will bring the salary range about 12.5% below that of the General Manager in January 2008. The ad hoc Personnel Committee recommended a salary increase and narrowing the gap between these positions to this range when they met in November.

BUDGET INFORMATION

The recommended 7.5% increase, effective January 1, 2008, would bring the maximum step to \$11,565/month and would cost \$6,200 for the remainder of FY 2007/08.

Richard Norton