



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

DATE: June 8, 2007
TO: Board of Directors
FROM: General Manager
SUBJECT: Cost of Living Adjustments and Title Change

RECOMMENDATION: That the Board (1) Approve 3.3% Cost Of Living Adjustments (COLA) pursuant to the Memorandums of Understanding (MOUs) and authorize the same wage adjustment to unrepresented employees; and (2) Approve a title change from Public Education Assistant to Public Education Coordinator.

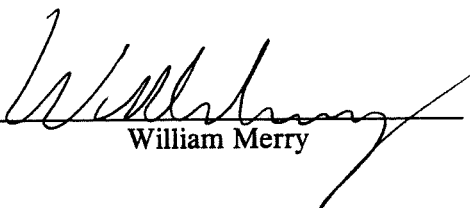
DISCUSSION

In 2005, the Board approved multi-year contracts with the Management Unit, Service Employees International Union, and Operating Engineers bargaining groups that provide wage adjustments based on changes in the consumer price index (All Urban Consumers in San Francisco-Oakland-San Jose Area) during the twelve-month period ending April 30th of each year. The employment contract with the Assistant General Manager states that unless the employee negotiates, on behalf of the District, with the Management Unit (and he did not); the employee would be automatically entitled to the same salary increases as those in the management unit. This year, the increase for the bargaining units and the Assistant General Manager would be 3.3%.

It is also recommended that the same wage adjustment be made for the unrepresented positions of Administrative Services Manager, part-time Deputy Weighmasters and Site Support Assistant, and the General Manager. In the past, after contract negotiations ended, the Board approved the General Manager's recommendation to provide the adjustments received by the Management Unit to the position of Administrative Services Manager. In addition, the same adjustment received by other District employees has been provided to the unrepresented part-time employees (currently four part-time employees). At the time that the wage adjustments have been given to all other District employees, the wages of the General Manager have been traditionally adjusted by the same percentage as other District employees to keep the current relative pay structures in place, maintain internal consistency, and avoid salary compression.

The cost to implement the 3.3% COLA for all employees is \$259,000 and is included in the 2007-08 Final Budget.

Staff also requests that the classification title of Public Education Assistant be changed to Public Education Coordinator to better reflect the primary duty of the position which is to coordinate the school education program including outreach to teachers, scheduling presentations, on-site tours, and the traveling educational vehicle. There are no anticipated fiscal impacts associated with this change.


William Merry

**AMENDMENT NO. 5
TO
OPERATING ENGINEERS, AFL-CIO
OPERATIONS
MEMORANDUM OF UNDERSTANDING
EFFECTIVE JULY 1, 2007**

Effective July 1, 2007, the following changes shall be implemented:

VIII. WAGES

Effective July 1, 2007, a COLA adjustment shall be applied to the ranges as determined by the SF/BAY CPI-U for the twelve-month period ending April 30, 2007. Such an adjustment shall equal 3.3% and the monthly regular salary ranges shall be as follows:

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Power Systems Supervisor	5,298	5,563	5,842	6,133	6,440	6,762
Assistant Power Systems Supervisor	4,806	5,045	5,298	5,563	5,842	6,133
Industrial Electrician	4,359	4,576	4,806	5,045	5,298	5,563
Heavy Equipment Supervisor	4,253	4,465	4,688	4,923	5,169	5,427
Heavy Equipment Mechanic	4,152	4,359	4,576	4,806	5,045	5,298
Heavy Equipment Operator	3,857	4,050	4,253	4,465	4,688	4,923
Maintenance Supervisor	3,857	4,050	4,253	4,465	4,688	4,923
MRF Supervisor	3,857	4,050	4,253	4,465	4,688	4,923
Scale Supervisor	3,765	3,953	4,152	4,359	4,576	4,806
Power Systems Maintenance Tech	3,586	3,765	3,953	4,152	4,359	4,576
Senior HHW Technician	3,498	3,673	3,857	4,050	4,253	4,465
Senior Maintenance Worker	3,498	3,673	3,857	4,050	4,253	4,465
Senior MRF Operator	3,498	3,673	3,857	4,050	4,253	4,465
Assistant Mechanic II	3,414	3,586	3,765	3,953	4,152	4,359
Last Chance Assistant Manager	3,414	3,586	3,765	3,953	4,152	4,359
Hazardous Material Technician	3,331	3,498	3,673	3,857	4,050	4,253
Assistant Mechanic I	3,253	3,414	3,586	3,765	3,953	4,152
Weighmaster	3,253	3,414	3,586	3,765	3,953	4,152
Last Chance Mercantile Supervisor	3,172	3,331	3,498	3,673	3,857	4,050
Maintenance Worker II	3,172	3,331	3,498	3,673	3,857	4,050
MRF Operator II	3,172	3,331	3,498	3,673	3,857	4,050
Maintenance Worker I	3,022	3,172	3,331	3,498	3,673	3,857
MRF Operator I	3,022	3,172	3,331	3,498	3,673	3,857

DATE: _____

**OPERATING ENGINEERS
LOCAL UNION NO. 3**

**MONTEREY REGIONAL WASTE
MANAGEMENT DISTRICT**

Business Representative

General Manager

**AMENDMENT NO. 3
TO
OPERATING ENGINEERS, AFL-CIO
SUPPORT PERSONNEL
MEMORANDUM OF UNDERSTANDING
EFFECTIVE JULY 1, 2007**

Effective July 1, 2007, the following changes shall be implemented:

VIII. WAGES

A. Effective July 1, 2007, a COLA adjustment shall be applied to the ranges as determined by the SF/BAY CPI-U for the twelve-month period ending April 30, 2007. Such an adjustment shall equal 3.3% and the monthly regular salary ranges shall be as follows:

POSITION	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Accounting Technician	3,953	4,152	4,359	4,576	4,806	5,045
Administrative Support Supervisor	3,953	4,152	4,359	4,576	4,806	5,045
Public Education Assistant Coordinator	3,673	3,857	4,050	4,253	4,465	4,688
Site Support Specialist	3,586	3,765	3,953	4,152	4,359	4,576
Accounting Assistant II	3,253	3,414	3,586	3,765	3,953	4,152
Administrative Support Specialist II	3,253	3,414	3,586	3,765	3,953	4,152
Accounting Assistant I	2,950	3,098	3,253	3,414	3,586	3,765
Administrative Support Specialist I	2,950	3,098	3,253	3,414	3,586	3,765

DATE: _____

**OPERATING ENGINEERS
LOCAL UNION NO. 3**

**MONTEREY REGIONAL WASTE
MANAGEMENT DISTRICT**

Business Representative

General Manager

**AMENDMENT NO. 2
TO
SERVICE EMPLOYEE INTERNATIONAL UNION, LOCAL 817
MEMORANDUM OF UNDERSTANDING
EFFECTIVE JULY 1, 2007**

13.00 WAGES

13.01 Effective July 1, 2007 hourly wage ranges, which include a COLA adjustment equal to 3.3%, shall be as follows:

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Sales Clerk II	12.38	13.00	13.65	14.34	15.05	15.81
Sales Clerk I	10.19	10.70	11.23	11.79	12.38	13.00
Recycling Attendant	10.19	10.70	11.23	11.79	12.38	13.00
Laborer II	11.36	11.92	12.52	13.15	13.80	14.49
Laborer I	9.35	9.81	10.30	10.82	11.36	11.92

DATE: _____

**SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 817, AFL-CIO-CLC**

**MONTEREY REGIONAL WASTE
MANAGEMENT DISTRICT**

Business Representative

General Manager

**AMENDMENT NO. 4
TO
MANAGEMENT UNIT**

**MEMORANDUM OF UNDERSTANDING
EFFECTIVE JULY 1, 2007**

Effective July 1, 2007, the following changes shall be implemented:

1. SALARIES

- A. Effective July 1, 2007, a COLA adjustment shall be applied to the ranges as determined by the SF/BAY CPI-U for the twelve-month period ending April 30, 2007. Such an adjustment shall equal 3.3% and the monthly regular salary ranges shall be as follows:

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Information Systems Manager	7,636	8,019	8,419	8,840	9,283	9,747
Senior Engineer	7,636	8,019	8,419	8,840	9,283	9,747
Finance Manager	6,597	6,927	7,272	7,636	8,019	8,419
Site Manager	6,597	6,927	7,272	7,636	8,019	8,419
Materials Recovery Facility Manager	6,597	6,927	7,272	7,636	8,019	8,419
Equipment Maintenance Manager	5,699	5,984	6,283	6,597	6,927	7,272
LCM/HHW Manager	5,699	5,984	6,283	6,597	6,927	7,272
Safety Manager	5,699	5,984	6,283	6,597	6,927	7,272
Assistant Materials Recovery Facility Manager	5,169	5,427	5,699	5,984	6,283	6,597
Public Education and Recycling Manager	5,169	5,427	5,699	5,984	6,283	6,597

DATE: _____

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

William M. Merry
General Manager

MANAGEMENT EMPLOYEES UNIT

Vacant
Assistant Materials Recovery Facility Manager

Ron Mooneyham
Equipment Maintenance Manager

Chuck Rees
Finance Manager

Don Prescott
Information Systems Manager

Glen Evett
Last Chance Mercantile/Household
Hazardous Waste Manager

Harry Hunzie
Materials Recovery Facility Manager

Jeff Lindenthal
Public Education and Recycling Manager

Jack Cook
Safety Manager

Richard Shedden
Senior Engineer

Richard Pettit
Site Manager