



# Memorandum

## MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

Reviewed by WJM Date 12/12/08  
General Manager

DATE: December 12, 2008  
TO: Board of Directors  
FROM: Administrative Services Manager  
SUBJECT: Consider Approval of Salary Adjustments for Six Designated Positions

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**RECOMMENDATION:** Approve adjustments to the salary ranges for designated positions and corresponding amendments to Memoranda of Understanding with bargaining groups.

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### Background

The last salary survey for the management group was conducted in 2002. The subsequent three-year contract included the provision to conduct a new study before July 2005; however, it was dropped during the 2005 negotiations. The next three-year contract included similar language that obligated the District to conduct a study before July 2008 but again it was negotiated away. As you will recall, the management group exchanged several benefits for a study they believed would confirm that they were in line for equity increases. In addition to the commitment to conduct a salary study before the end of the current three-year contract (July 2011); salary adjustments of 1% and 1.5% in the second and third year of the contract and the verbal agreement to proceed with an in-house study targeting a handful of management positions were agreed to. The study before you fulfills the last part of the agreement.

Eight positions were identified for evaluation and \$60,000 was added to the budget to fund adjustments, if warranted, consistent with the external market and internal equity standards. These positions include: Administrative Support Supervisor, Equipment Maintenance Manager, Finance Manager, Information Systems Manager, Last Chance Mercantile/Hazardous Materials Manager, MRF Operations Supervisor (new classification), Public Education/Recycling Manager, and Senior Engineer. We were aware that several positions are relatively unique; hence, comparisons would be difficult, if possible at all. Such turned out to be the case with Last Chance Mercantile/Hazardous Materials Manager and the Equipment Maintenance Manager position. In addition, it was necessary to go outside the local area to find additional comparisons for Public Education/Recycling Manager position. Before the work began, my position, Administrative Services Manager, was added to the study.

### Salary Survey

Over 20 public agencies, including the District's 9 member agencies, have been contacted, either by phone and/or e-mail in an effort to find comparable positions and their salaries. Table I lists those agencies and identifies where comparisons were made for the seven positions surveyed. The data is presented by position and includes the name of the public agency, the comparative position title, the minimum and maximum salary (generally the agency's 5<sup>th</sup> step in which employees become potentially eligible for in the 5<sup>th</sup> year of employment). Where appropriate, I have included the results of the California Special District Association's Administrative Salary Survey using special districts across the state with an operating budget of at least \$10,000,000. Recommendations based on the study are presented on Table II. They include adjustments for three of the seven positions surveyed.

### Internal Equity Adjustments

Early in the project, two positions, Equipment Maintenance Manager and Last Chance Mercantile/Hazardous Materials Manager, were identified by the Assistant General Manager in need of adjustment for internal equity reasons. As

previously mentioned, I did not find enough similarity to draw reasonable conclusions from the survey on either. Please see his memo, included, for further discussion and the recommendation to provide salary adjustments to both.

### Reclassification

In April 2007, the Assistant MRF Manager was promoted to the position of Safety Manager. The Assistant MRF Manager position has remained vacant since. One essential reason we have been able to operate successfully without this important manager in the MRF, is because of the efforts and initiative by one of the four MRF Supervisors. He has received a 5% salary increase for working "out-of-class"; however, a more appropriate change is warranted. Currently, this employee supervises the other supervisors; takes operational charge of the MRF when the manager is off or otherwise occupied; and performs many of the administrative duties that were performed by the Assistant MRF Manager. With Board approval, staff would like to create a new classification, "MRF Operations Supervisor" with a new job description (copy attached). We recommend a 12.5% increase, just under the midpoint between the Assistant MRF Manager position and the MRF Supervisor Classification. Furthermore, staff is requesting that it be applied retroactively to July 1, 2008 in recognition of the great job he has done for the District during the past 20 months. Largely because of his hard work, in conjunction with the efforts of the MRF Manager and others, the MRF continues to operate well despite the loss of an important management position. Under these circumstances, we think it is appropriate to backdate the proposed increase. The cost for a full year is substantially less than what it would have been if the vacant position had been filled, a real possibility in the absence of his efforts and skills.

### Fiscal/Budget

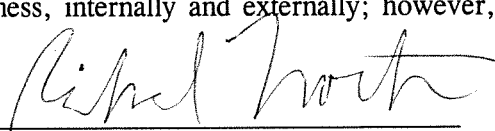
The \$48,500 expense to implement all of the adjustments is substantial but less than the \$60,000 budgeted. Early this year, during negotiations, it was agreed that if there were increases recommended, we would ask to implement retroactive to July 2008; however, when we met last week to share the results of the survey, the management representatives expressed the desire to apply the increases proactively, given the difficult economic situation. The costs shown below are based on an effective date of January 1<sup>st</sup>, 2009, with the exception of the MRF Operations Supervisor which based on July 1, 2008.

<b>Incremental Cost to Increase the Salary Ranges of Designated Positions</b>			
<b>Position</b>	<b>Adjustment</b>	<b>FY 08-09 Expense</b>	<b>FY 09-10 Expense*</b>
Administrative Support Supervisor	10%	\$4,400	\$9,000
Equipment Maintenance Manager	15%	\$7,900	\$16,000
Finance Manager	15%	\$9,800	\$20,000
Last Chance Mercantile/HM Manager	15%	\$9,100	\$19,000
MRF Operations Supervisor	12.5%	\$4,600	\$5,000
Public Education/Recycling Manager	25%	\$12,800	\$26,000
<b>Total</b>		<b>\$48,600</b>	<b>\$95,000</b>

*\*FY 09-10 Expense estimate includes 3% cost-of-living adjustment.*

### Conclusion

Staff understands that what is being considered is hard to accept given the difficult economic times. The fiscal struggles that most agencies, including the District, are dealing with are substantial. We believe that what is being presented represents a path to parity that is based on fairness, internally and externally; however, we realize that there are other issues to be considered in the decision.



Richard Norton

# Monterey Regional Waste Management District



## SALARY SURVEY

For Positions of:

**ADMINISTRATIVE SERVICES MANAGER**  
**ADMINISTRATIVE SUPPORT SUPERVISOR**  
**EQUIPMENT MAINTENANCE MANAGER**  
**FINANCE MANAGER**  
**INFORMATION SYSTEMS MANAGER**  
**PUBLIC EDUCATION AND RECYCLING MANAGER**  
**SENIOR ENGINEER**

November 2008

**Table I**  
**2008 MRWMD Salary Study: Position Matches**

Agency Name	Admin Services Manager	Admin.Sup. Supervisor	Equip.Maint. Manager	Finance Manager	Info Systems Manager	Pub Ed/Recycling Manager	Senior Engineer
1 Carmel Area Wastewater District		X					
2 Carmel by the Sea	X	X		X	X		
3 Del Rey Oaks							
4 Marina	X	X		X			X
5 Marina Coast Water District		X		X			
6 Monterey	X	X		X	X	X	X
7 Monterey Bay Unified Air Pollution Control District							X
8 Monterey County							X
9 Monterey Peninsula Airport District	X	X		X			
10 Monterey Peninsula Water Management District		X			X		X
11 MRWPCA		X					X
12 MST	X	X	X	X	X		
13 Pacific Grove							
14 Pebble Beach CSD		X					
15 Salinas	X	X	X	X	X		X
16 Salinas Valley Solid Waste Authority	X	X		X		X	
17 Sand City		X					
18 Santa Cruz County					X		X
19 Seaside	X	X		X	X		X
20 South Bayside Waste Management Authority						X	
21 Sunnyvale						X	
<b>Total Comparisons</b>	<b>8</b>	<b>14</b>	<b>2</b>	<b>9</b>	<b>7</b>	<b>4</b>	<b>9</b>
2007-08 CSDA Administrative Salary Survey	X	X		X	X	X	X

## MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT: 2008 SURVEY - SALARY

### Administrative Services Manager

Public Agency	Title	Min./Month	Max./Month
Carmel Area Wastewater District	No Match		
Carmel by the Sea	Human Resources Manager	6,840	8,314
Del Rey Oaks	No Match		
Marina	Human Resources/Risk Management Director	8,153	13,986
Marina Coast Water District	Management Services Administrator		
Monterey	Human Resources Director		12,568
Monterey Bay Unified Air Pollution Control	No Match		
Monterey County			
Monterey Peninsula Airport District	Human Resources Manager	5,804	6,878
Monterey Peninsula Water Management	No Match		
MRWPCA	No Match		
MST	Director of Human Resources/Risk Mgmt	6,279	8,495
Pacific Grove			
Pebble Beach CSD	No Match		
Salinas	Human Resources Officer	8,073	9,813
Salinas Valley Solid Waste Authority	Administrative Manager	6,183	7,533
Sand City	No Match		
Santa Cruz County			
Seaside	Personnel Services Manager	8,174	9,936
MRWMD	Administrative Services Manager	7,483	9,096
Average (not including MRWMD)		7,072	9,690
% MRWMD Above (+) or Below (-) Average		6%	-6%
Median (not including MRWMD)		6,840	9,154
% MRWMD Above (+) or Below (-) Median		9%	-1%
CSDA 2007-08 Salary Survey:	Human Resources/Personnel Director	7,104	8,985
(42 responses from Special Districts Statewide - Average Low and High Salary Range)		5%	1%

## MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT: 2008 SURVEY - SALARY

### Administrative Support Supervisor

Public Agency	Title	Min./Month	Max./Month
Carmel Area Wastewater District	Admin. Services Coordinator/Board Secretary *	4,715	5,731
Carmel by the Sea	Executive Assistant *	3,873	4,708
Del Rey Oaks	No Match		
Marina	Deputy City Clerk	4,585	5,574
Marina Coast Water District	Executive Assistant/Clerk of the Board *	3,717	4,528
Monterey	Senior Executive Assistant	4,896	5,952
Monterey Bay Unified Air Pollution Control	No Match		
Monterey County			
Monterey Peninsula Airport District	Administrative Assistant III *	3,957	4,763
Monterey Peninsula Water Management	Executive Assistant *	4,319	5,204
MRWPCA	Executive Assistant to GM/Board *	5,796	7,047
MST	Executive Assistant *	3,387	4,582
Pacific Grove			
Pebble Beach CSD	Admin. & Technical Support Specialist *	4,498	5,467
Salinas	Executive Assistant	4,116	5,003
Salinas Valley Solid Waste Authority	Clerk of the Board *	4,164	5,074
Sand City	Deputy City Clerk/Administrative Assistant *	4,429	5,383
Santa Cruz County			
Seaside	Senior Admin Assistant to City Mgr & CC	4,619	5,614
MRWMD	Administrative Support Supervisor	4,068	4,945
Average (not including MRWMD)		4,362	5,331
% MRWMD Above (+) or Below (-) Average		-7%	-7%
Median (not including MRWMD)		4,374	5,294
% MRWMD Above (+) or Below (-) Median		-8%	-7%

\* Position does not include supervisory responsibilities.

CSDA 2007-08 Salary Survey:	Executive Assistant/Administrative Secretary	4,776	5,909
(52 responses from Special Districts Statewide - Average Low and High Salary Range)		-17%	-19%

## MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT: 2008 SURVEY - SALARY

### Equipment Maintenance Manager

Public Agency	Title	Min./Month	Max./Month
Carmel Area Wastewater District	No Match		
Carmel by the Sea	No Match		
Del Rey Oaks	No Match		
Marina	No Match		
Marina Coast Water District	No Match		
Monterey	No Match		
Monterey Bay Unified Air Pollution Control	No Match		
Monterey County			
Monterey Peninsula Airport District	No Match		
Monterey Peninsula Water Management	No Match		
MRWPCA	No Match		
MST	Fleet Manager	5,414	7,325
Pacific Grove			
Pebble Beach CSD	No Match		
Salinas	Fleet Maintenance Manager	6,264	7,614
Salinas Valley Solid Waste Authority	No Match		
Sand City	No Match		
Santa Cruz County			
Seaside	No Match		
MRWMD	Equipment Maintenance Manager	5,864	7,128
Average (not including MRWMD)		5,839	7,469
% MRWMD Above (+) or Below (-) Average		0%	-5%
Median (not including MRWMD)		5,839	7,469
% MRWMD Above (+) or Below (-) Median		0%	-5%

## MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT: 2008 SURVEY - SALARY

### Finance Manager

Public Agency	Title	Min./Month	Max./Month
Carmel Area Wastewater District	Finance Director	8,529	10,366
Carmel by the Sea	No Match		
Del Rey Oaks	No Match		
Marina	Finance Director	10,091	14,794
Marina Coast Water District	Director of Finance	6,115	7,451
Monterey	Finance Director		12,568
Monterey Bay Unified Air Pollution Control	No Match		
Monterey County			
Monterey Peninsula Airport District	Accounting Manager/Controller	6,761	7,962
Monterey Peninsula Water Management	No Match		
MRWPCA	No Match		
MST	AGM/Finance & Administration	7,281	9,851
Pacific Grove			
Pebble Beach CSD	No Match		
Salinas	Finance Director		15,077
Salinas Valley Solid Waste Authority	Finance Manager	6,824	8,315
Sand City	No Match		
Santa Cruz County			
Seaside	Financial Services Manager	8,174	9,936
MRWMD	Finance Manager	6,788	8,252
Average (not including MRWMD)		7,541	10,744
% MRWMD Above (+) or Below (-) Average		-10%	-23%
Median (not including MRWMD)		7,053	9,893
% MRWMD Above (+) or Below (-) Median		-4%	-20%

CSDA 2007-08 Salary Survey: Controller/CFO/Finance Director 8,052 10,374  
 (49 responses from Special Districts Statewide - Average Low and High Salary Range) -19% -26%

## MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT: 2008 SURVEY - SALARY

### Information System Manager

Public Agency	Title	Min./Month	Max./Month
Carmel Area Wastewater District	No Match		
Carmel by the Sea	Information Systems/Network Manager	6,840	8,314
Del Rey Oaks	No Match		
Marina	No Match		
Marina Coast Water District	No Match		
Monterey	Information Services Manager	8,256	10,038
Monterey Bay Unified Air Pollution Control	No Match		
Monterey County			
Monterey Peninsula Airport District	No Match		
Monterey Peninsula Water Management	Chief Technology Officer	6,789	8,187
MRWPCA	No Match		
MST	Director of Information Technology	6,279	8,495
Pacific Grove			
Pebble Beach CSD	No Match		
Salinas	Information Systems Manager	7,287	8,858
Salinas Valley Solid Waste Authority	No Match		
Sand City	No Match		
Santa Cruz County		8,187	9,916
Seaside	Information Services Coordinator	6,863	8,342
MRWMD	Information System Manager	7,857	9,552
Average (not including MRWMD)		7,277	8,973
% MRWMD Above (+) or Below (-) Average		8%	6%
Median (not including MRWMD)		7,075	8,676
% MRWMD Above (+) or Below (-) Median		10%	9%

CSDA 2007-08 Salary Survey: Management Information Systems/IT Director 7,206 9,007  
(35 responses from Special Districts Statewide - Average Low and High Salary Range) 8% 6%

## MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT: 2008 SURVEY - SALARY

### Public Education/Recycling Manager

Public Agency	Title	Min./Month	Max./Month
Carmel by the Sea	No Match		
Del Rey Oaks	No Match		
Marina	No Match		
Monterey	Communications & Outreach Manager	6,228	7,568
Monterey County			
Pacific Grove			
Sand City	No Match		
Seaside	No Match		
Pebble Beach CSD	No Match		
Carmel Area Wastewater District	No Match		
Marina Coast Water District	No Match		
Monterey Bay Unified Air Pollution Control	No Match		
Monterey Peninsula Airport District	No Match		
Monterey Peninsula Water Management	No Match		
MRWPCA	No Match		
MST	No Match		
Salinas	No Match		
Salinas Valley Solid Waste Authority	Diversion Manager	7,721	9,407
Santa Cruz County			
South Bayside Waste Management Authority	Recycling Outreach & Sustainability Manager	7,750	9,420
Sunnyvale	Communications Officer	7,981	9,389
MRWMD	Public Education/Recycling Manager	5,319	6,465
Average (not including MRWMD)		7,420	8,946
% MRWMD Above (+) or Below (-) Average		-28%	-28%
Median (not including MRWMD)		7,736	9,398
% MRWMD Above (+) or Below (-) Median		-45%	-45%

CSDA 2007-08 Salary Survey: Public Affairs/PR/Communications Director 6,643 8,399  
 (30 responses from Special Districts Statewide - Average Low and High Salary Range) -25% -30%

## MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT: 2008 SURVEY - SALARY

### Senior Engineer

Public Agency	Title	Min./Month	Max./Month
Carmel Area Wastewater District	No Match		
Carmel by the Sea	No Match		
Del Rey Oaks	No Match		
Marina	Engineering Service Manager	7,011	8,522
Marina Coast Water District	District Engineer	9,188	11,195
Monterey	Senior Engineer	8,026	9,752
Monterey Bay Unified Air Pollution Control	No Match		
Monterey County	Senior Civil Engineer	7,077	8,762
Monterey Peninsula Airport District	No Match		
Monterey Peninsula Water Management	Water Resources Engineer	6,034	7,271
MRWPCA	Principal Engineer	7,770	9,445
MST	No Match		
Pacific Grove			
Pebble Beach CSD	No Match		
Salinas	Deputy City Engineer	7,651	9,300
Salinas Valley Solid Waste Authority	No Match		
Sand City	No Match		
Santa Cruz County	Senior Civil Engineer	7,571	9,181
Seaside	Associate Civil Engineer	6,925	8,262
MRWMD	Senior Engineer	7,857	9,552
Average (not including MRWMD)		7,473	9,077
% MRWMD Above (+) or Below (-) Average		5%	5%
Median (not including MRWMD)		7,571	9,181
% MRWMD Above (+) or Below (-) Median		4%	4%

CSDA 2007-08 Salary Survey:	Engineering Director	8,379	11,098
(36 responses from Special Districts Statewide - Average Low and High Salary Range)		-7%	-16%

**Table II**

**MRWMD Salary Survey Recommendations**

<b>Position</b>	<b>Average</b>	<b>Median</b>	<b>Adjustment</b>
Administrative Services Manager	0	4%	None
Administrative Support Supervisor	-7%	-7.5%	10%
Equipment Maintenance Manager	Not enough Data	Not enough Data	None
Finance Manager	-16.5%	-12%	15%
Information Systems Manager	7%	9.5%	None
Public Education/Recycling Mgr.	-28%	-45%	25%
Senior Engineer	5%	4%	None

The percent MRWMD is above the external market sample is shown as a positive (+) and the percent MRWMD is below the market is shown as a negative (-).

Since the averages and medians were not the same for the minimum and maximum salaries, I have used a composite of both.





# Memorandum

## MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

DATE: November 26, 2008  
TO: Personnel Committee  
FROM: Assistant General Manager  
SUBJECT: Internal Equity Assessment for Last Chance Mercantile/Hazardous Materials Manager and Equipment Maintenance Manager

### **BACKGROUND**

In FY 2005-2006 the reporting structure for two positions changed - the Equipment Maintenance Manager (previously Maintenance Supervisor reporting to Site Superintendent) and the Last Chance Mercantile/Hazardous Materials (LCM/HM) Manager reporting to same Site Superintendent (later Site Manager). With the elimination of the Site Superintendent position, these two positions were required to report to the Assistant General Manager (AGM) on par with the Site Manager, Senior Engineer and the MRF Manager. In all there are four operations management positions that report through the AGM. Each have a similar span of control for personnel directly reporting into them, each has about the same amount of financial responsibility (the shop actually has more direct non-labor expenses than any other area of operation), and each have approximately the same amount of regulation oversight (with the Household Hazardous Waste (HHW) program having perhaps the most direct impact so far as it is heavily regulated and the HHW program has responsibility for the District's enhanced waste screening program mandated through the interaction the District Attorney's office).

### **DISCUSSION**

These two positions were to be evaluated for a period of time after their change with the current personnel in those positions. As presently structured, the salary range for these two positions are 15% below the other two operations management positions. The following are items for consideration for adjusting these two positions on an internal equity basis.

#### **Equipment Maintenance Manager**

Since Ron Mooneyham has taken over the shop position, he has accomplished the following:

- Saved the District approximately \$300,000 from the budgeted 2006/07 - 2007/08 in shop expenses.
- Internalized shop repairs and reduced outside maintenance expenses.
- Fully implemented CFA for all shop repairs.
- Took over the maintenance functions for the MRF operations (adding an additional seven full-time employees and two open positions) and bring the MRF operations under CFA.
- Assumed the site responsibility for AB 32 (carbon credit) and compliance.
- Put together bid packages and staff reports for several equipment purchases.

The Equipment Manager position warrants the same pay range since its elevation to a reporting level equal to the other operation managers. Ron specifically has elevated the financial accountability, environmental compliance, and site support functions of the shop. He has also taken on the maintenance functions of the MRF and the personnel in the MRF. This position in my evaluation is on par with the other operation managers on the site and belongs at the same pay range.

**HHW/LCM Manager**

Since Glen has taken over sole responsibility for the operation of the LCM and HHW, reporting to the AGM,

- LCM revenue has increased over 20% - from just over \$500,000 annually to over \$640,000 last fiscal year with no increase in LCM staff.
- Glen has overseen the implementation for compliance of the e-waste ban for the site and (with the addition of just one person to that staff) has seen the number of e-waste items handled grow from 4443 (just CRT's) to 19,860 representing 715,000 lbs. in FY 2008 .
- Adoption of the enhanced waste screening program has grown from 5 inspections per week to 25 screening along with the tracking and documentation of the additional 50 inspections per week performed by MRF personnel
- Continued expansion of the HHW diversion program which saves the District approximately \$50,000 per year in avoided disposal costs.
- Functions as the overall on-site Manager for the facility on Saturday in the absence of any other senior management on a regular basis

The LCM/HM Manager position is a unique combination of two very different operational disciplines. A retail perspective and a regulatory compliance perspective under one manager, Glen has demonstrated his ability to operate independently and the AGM oversight of his areas of responsibility is less than the other operational areas due to his workplace performance, organizational skills, and managerial acumen. This position in my evaluation is on par with the other operation managers on the site and belongs at the same pay range.



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Timothy S. Managan

MRWMD: RANGES FOR SALARIED CLASSIFICATIONS - JULY 2008

Range		Repair & Maintenance	Scales, Site and Power Project	Last Chance HHW	MRF	Accounting	Administration
Min	Max						
25.0							
9,552	11,610						
24.5							Assistant General Manager
9,324	11,335						
24.0							
9,096	11,058						
23.5							
8,881	10,794						
23.0							
8,663	10,531						
22.5							
8,459	10,281						
22.0							
8,252	10,030						
21.5							
8,055	9,791						
21.0						Finance Manager	1. Information Systems Mgr 2. Senior Engineer
7,857	9,552						
20.5						▲	
7,671	9,324					▲	
20.0						▲	Administrative Services Manager
7,483	9,096					▲	
19.5						▲	
7,306	8,881					▲	
19.0						▲	
7,128	8,663					▲	
18.5						▲	
6,958	8,459					▲	
18.0		Equipment Maintenance Manager	Site Manager	LCM/HM Manager	MRF Manager	Finance Manager	Public Education/ Recycling Manager
6,788	8,252						
17.5		▲		▲			▲
6,627	8,055	▲		▲			▲
17.0		▲		▲			▲
6,465	7,857	▲		▲			▲
16.5		▲		▲			▲
6,311	7,671	▲		▲			▲
16.0		▲		▲			▲
6,158	7,483	▲		▲			▲
15.5		▲		▲			▲
6,011	7,306	▲		▲			▲
15.0		Equipment Maintenance Manager		LCM/HM Manager			Safety Manager
5,864	7,128						
14.5							▲
5,724	6,958						▲
14.0							▲
5,584	6,788						▲
13.5			Power Systems Supervisor				▲
5,452	6,627						▲
13.0					Assistant MRF Manager		Public Education/ Recycling Manager
5,319	6,465						

**MRWMD: RANGES FOR SALARIED CLASSIFICATIONS - JULY 2008**

Range Min Max	Repair & Maintenance	Scales, Site and Power Project	Last Chance HHW	MRF	Accounting	Administration
12.5 5,191 6,311						
12.0 5,066 6,158						
11.5 4,945 6,011		Assistant Power Systems Supervisor				
11.0 4,824 5,864						
10.5 4,709 5,724						
10.0 4,594 5,584						
9.5 4,485 5,452		Industrial Electrician		MRF Operations Supervisor		Administrative Support Supervisor
9.0 4,376 5,319		Heavy Equipment Supervisor		▲		▲
8.5 4,272 5,191	Heavy Equipment Mechanic			▲		▲
8.0 4,167 5,066				▲		▲
7.5 4,068 4,945				▲	Accounting Technician	Administrative Support Supervisor
7.0 3,969 4,824		1. Heavy Equip. Operator 2. Maintenance Supervisor		MRF Supervisor		
6.5 3,874 4,709		Scale Supervisor				
6.0 3,780 4,594						Public Education Coordinator
5.5 3,690 4,485		Power Systems Maintenance Technician				Site Support Specialist
5.0 3,599 4,376		Senior Maintenance Worker	Senior HHW Technician	Senior MRF Operator		
4.5 3,513 4,272	Assistant Mechanic II		Last Chance Assistant Manager			
4.0 3,428 4,167			Household Haz. Waste Technician			
3.5 3,347 4,068	Assistant Mechanic I	Weighmaster			Accounting Assistant II	Administrative Support Specialist II
3.0 3,264 3,969		Maintenance Worker II	Last Chance Supervisor	MRF Operator II		
2.5 3,188 3,874						
2.0 3,110 3,780		Maintenance Worker I		MRF Operator I		
1.5 3,036 3,690					Accounting Assistant I	Administrative Support Specialist I
1.0 2,961 3,599						

The difference between ranges (0.5) is 2.5%. Longevity Adjustments are not shown in the range amounts.

**AMENDMENT NO. 1  
TO  
MANAGEMENT UNIT**

**MEMORANDUM OF UNDERSTANDING  
EFFECTIVE JANUARY 1, 2009**

**1. SALARIES**

Effective January 1, 2009, the positions of Finance Manager, Equipment Maintenance Manager, Last Chance Mercantile/Hazardous Materials Manager, and Public Education and Recycling Manager shall receive an adjustment to their salary ranges as shown below:

<b>Position</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
Information Systems Manager	7,857	8,252	8,663	9,096	9,552	10,030
Senior Engineer	7,857	8,252	8,663	9,096	9,552	10,030
<b>Finance Manager</b>	<b>7,857</b>	<b>8,252</b>	<b>8,663</b>	<b>9,096</b>	<b>9,552</b>	<b>10,030</b>
Site Manager	6,788	7,128	7,483	7,857	8,252	8,663
Materials Recovery Facility Manager	6,788	7,128	7,483	7,857	8,252	8,663
<b>Equipment Maintenance Manager</b>	<b>6,788</b>	<b>7,128</b>	<b>7,483</b>	<b>7,857</b>	<b>8,252</b>	<b>8,663</b>
<b>LCM/HM Manager</b>	<b>6,788</b>	<b>7,128</b>	<b>7,483</b>	<b>7,857</b>	<b>8,252</b>	<b>8,663</b>
<b>Public Education and Recycling Manager</b>	<b>6,788</b>	<b>7,128</b>	<b>7,483</b>	<b>7,857</b>	<b>8,252</b>	<b>8,663</b>
Safety Manager	5,864	6,158	6,465	6,788	7,128	7,483
Assistant Materials Recovery Facility Manager	5,319	5,584	5,864	6,158	6,465	6,788

DATE: \_\_\_\_\_

**MANAGEMENT EMPLOYEES  
UNIT REPRESENTATIVES**

\_\_\_\_\_  
Chuck Rees  
Finance Manager

\_\_\_\_\_  
Don Prescott  
Information Systems Manager

\_\_\_\_\_  
Jeff Lindenthal  
Public Education and Recycling Manager

**MONTEREY REGIONAL WASTE  
MANAGEMENT DISTRICT**

\_\_\_\_\_  
William M. Merry  
General Manager

AMENDMENT NO. 1  
TO  
OPERATING ENGINEERS, AFL-CIO  
OPERATIONS UNIT  
MEMORANDUM OF UNDERSTANDING  
EFFECTIVE JANUARY 1, 2009

1. WAGES

Effective January 1, 2009, the position of MRF Operations Supervisor shall be added with the salary range as shown below:

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Power Systems Supervisor	5,452	5,724	6,011	6,311	6,627	6,958
Assistant Power Systems Supervisor	4,945	5,191	5,452	5,724	6,011	6,311
Industrial Electrician	4,485	4,709	4,945	5,191	5,452	5,724
<b>MRF Operations Supervisor</b>	<b>4,485</b>	<b>4,709</b>	<b>4,945</b>	<b>5,191</b>	<b>5,452</b>	<b>5,724</b>
Heavy Equipment Supervisor	4,376	4,594	4,824	5,066	5,319	5,584
Heavy Equipment Mechanic	4,272	4,485	4,709	4,945	5,191	5,452
Heavy Equipment Operator	3,969	4,167	4,376	4,594	4,824	5,066
Maintenance Supervisor	3,969	4,167	4,376	4,594	4,824	5,066
MRF Supervisor	3,969	4,167	4,376	4,594	4,824	5,066
Scale Supervisor	3,874	4,068	4,272	4,485	4,709	4,945
Power Systems Maintenance Tech	3,690	3,874	4,068	4,272	4,485	4,709
Senior HHW Technician	3,599	3,780	3,969	4,167	4,376	4,594
Senior Maintenance Worker	3,599	3,780	3,969	4,167	4,376	4,594
Senior MRF Operator	3,599	3,780	3,969	4,167	4,376	4,594
Assistant Mechanic II	3,513	3,690	3,874	4,068	4,272	4,485
Last Chance Assistant Manager	3,513	3,690	3,874	4,068	4,272	4,485
Hazardous Material Technician	3,428	3,599	3,780	3,969	4,167	4,376
Assistant Mechanic I	3,347	3,513	3,690	3,874	4,068	4,272
Weighmaster	3,347	3,513	3,690	3,874	4,068	4,272
Last Chance Mercantile Supervisor	3,264	3,428	3,599	3,780	3,969	4,167
Maintenance Worker II	3,264	3,428	3,599	3,780	3,969	4,167
MRF Operator II	3,264	3,428	3,599	3,780	3,969	4,167
Maintenance Worker I	3,110	3,264	3,428	3,599	3,780	3,969
MRF Operator I	3,110	3,264	3,428	3,599	3,780	3,969

DATE: \_\_\_\_\_

**OPERATING ENGINEERS  
LOCAL UNION NO. 3**

**MONTEREY REGIONAL WASTE  
MANAGEMENT DISTRICT**

\_\_\_\_\_  
Business Representative

\_\_\_\_\_  
William M. Merry  
General Manager

**AMENDMENT NO. 1  
TO  
OPERATING ENGINEERS, AFL-CIO  
SUPPORT UNIT  
MEMORANDUM OF UNDERSTANDING  
EFFECTIVE JANUARY 1, 2009**

**1. WAGES**

Effective January 1, 2009, the position of Administrative Support Supervisor shall receive an adjustment to its salary range as shown below:

POSITION	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<b>Administrative Support Supervisor</b>	<b>4,485</b>	<b>4,709</b>	<b>4,945</b>	<b>5,191</b>	<b>5,452</b>	<b>5,724</b>
Accounting Technician	4,068	4,272	4,485	4,709	4,945	5,191
Public Education Coordinator	3,780	3,969	4,167	4,376	4,594	4,824
Site Support Specialist	3,690	3,874	4,068	4,272	4,485	4,709
Accounting Assistant II	3,347	3,513	3,690	3,874	4,068	4,272
Administrative Support Specialist II	3,347	3,513	3,690	3,874	4,068	4,272
Accounting Assistant I	3,036	3,188	3,347	3,513	3,690	3,874
Administrative Support Specialist I	3,036	3,188	3,347	3,513	3,690	3,874

**DATE:** \_\_\_\_\_

**OPERATING ENGINEERS  
LOCAL UNION NO. 3**

**MONTEREY REGIONAL WASTE  
MANAGEMENT DISTRICT**

\_\_\_\_\_  
Business Representative

\_\_\_\_\_  
William M. Merry  
General Manager