



# Memorandum

## MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

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DATE: December 4, 2008  
TO: Board of Directors  
FROM: Leo Laska, Ad Hoc Personnel Committee Chair  
SUBJECT: Report on Committee Meeting December 2, 2008

The ad hoc Personnel Committee met on December 2, 2008 from 9 to 11 a.m. at the administrative offices of the Pebble Beach Community Services District. All four members of the Committee, which included Directors Pendergrass, Jordan and Russell, attended the meeting. The purpose of the meeting was to receive several staff reports as outlined below provide direction and approval as necessary. The agenda for the meeting is attached. All items will be brought to the full Board for consideration at the December meeting.

### RECOMMENDATIONS

1. The Committee received a staff report on employee health insurance premium changes and supported the staff recommendation to take some of the savings from a 28% reduction in the single premium rate to offset some of the 21% increase to the family premium rate, and subsequent increase in the employees' contributions.  
  
This action would take place in conjunction with a move from the current two-tier plan to a three-tier rate plan, which provides additional reductions for the District in total premium costs. It would be consistent with the intent of the existing labor contracts to control total costs for health insurance and provides real help to District families in this very difficult economic time.  
  
Such actions would result in a 2% (\$1,700) increase to the costs for providing health, dental, and vision coverage for the 69 salaried employees, well below the 10% increase provided for in the budget.
2. The Committee reviewed and provided comments to a new Succession Plan for the position of the General Manager, which will provide for an orderly six month transition in the event of a sudden and unexpected vacancy.
3. The Committee supported retaining the firm of Liebert and Cassidy to assist with upcoming labor negotiations with SEIU.
4. The Committee supported a staff recommendation providing salary adjustments to six staff positions. Funds were included in the FY 2008/2009 Budget to accommodate the anticipated adjustments. The adjustments were made in large part as a result of commitments made during labor negotiations completed earlier this year with the management bargaining group.
5. The Committee conducted a performance evaluation of the General Manager, wherein they reviewed his Summary of 2008 Goals and concluded he had satisfactorily achieved his goals for 2008. They also reviewed his goals for 2009 and concluded they were reasonable and realistic goals. The General Manager's level of compensation was not adjusted, at his request, at this time.

Leo Laska

Attachment

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