



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

DATE: June 13, 2008
 TO: Board of Directors
 FROM: Administrative Services Manager

SUBJECT: Revisions to Memorandums of Understanding and Personnel Policy related to Negotiations with Operating Engineers, Local 3 - Operations Unit (OE3-Ops), Operating Engineers, Local 3 - Support Personnel Unit (OE3-Support), and Management Unit.

RECOMMENDATION:

Approve revised Memorandums of Understanding and changes to Personnel Policies to implement three-year contracts that have been ratified by OE3-Ops Bargaining Unit, OE3-Support Bargaining Unit, and Management Unit.

DISCUSSION

Over the past six months, the District bargaining team has been negotiating with representatives of the OE3 groups and the management group. In May, tentative agreements were reached and employees have voted to approve the agreements. Revisions to the memorandums and personnel policies, including the Disciplinary Policy, are attached for your review and approval.

Consistent with past agreements, the three-year contracts provide for cost-of-living adjustments that are based on the consumer price index which would equal 2.9% in the first year. In addition, 10-year longevity wage increases of 2.5% have been included as well as benefit improvements such as additional funding to pickup some of the expected increases for health insurance. Equity adjustments of 1% and 1.5%, effective in the 2nd and 3rd years, have also been included with the management unit in exchange for dropping a compensation study that was specified in the current contract.

Staff will continue to work on agreements with the bargaining units to reach consensus on a Reduction in Staffing Policy. We expect to bring this back to the Board in August or September.

FISCAL CONSIDERATIONS

The 2008-09 Final Budget includes \$338,000 to fund the contract improvements associated with for these bargaining groups. Additional funds have been added to the budget for those employees who are represented by Service Employees International Union and those who are not represented by any bargaining unit; however, these costs, \$48,600 and \$36,700 appear before the Board as separate matters for Board action.

Richard Norton