



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

DATE: June 12, 2008
 TO: Board of Directors
 FROM: General Manager
 SUBJECT: Application of Negotiated Changes to Employees who are not Represented by a Bargaining Unit

RECOMMENDATION: Approve compensation improvements negotiated with bargaining groups to unrepresented employees as appropriate to relevant employee units.

DISCUSSION

Newly negotiated contracts are before the Board for consideration. If approved, all but seven employees who are in positions not represented by bargaining units will receive increases in wages and benefits. Consistent with past practices, I recommend that the Board approve the same adjustments to these seven individuals.

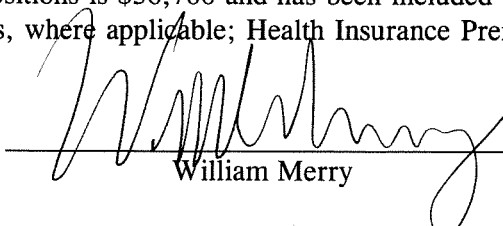
The at-will employment contract with the Assistant General Manager states that unless the employee negotiates, on behalf of the District, with the Management Unit; the employee would be automatically entitled to the same salary and benefit changes as those in the management unit. Since he did not negotiate with the Management Unit, his contract specifies that he receive those increases as well.

I also propose that the same compensation adjustments be made for the unrepresented positions of Administrative Services Manager, three part-time Deputy Weighmasters, the Site Support Assistant, and the General Manager. Such action would be consistent with past decisions by the Board in providing the same adjustments, after contract negotiations end, as received by the Management Unit for the positions of Administrative Services Manager and the General Manager. It would keep the current relative pay structures in place, maintain internal consistency, and avoid salary compression as well. In my case, it would also be consistent with my employment contract.

Similarly, the same adjustments received by employees represented by SEIU have been provided to the unrepresented three part-time Deputy Weighmasters and the Site Support Assistant. This would provide these four employees with the 2.9% cost of living adjustment and continued contribution of up to 10% for health insurance premium increases if needed.

FISCAL/BUDGET CONSIDERATIONS

The cost to implement the adjustments for these seven positions is \$36,700 and has been included in the 08-09 Budget. It includes 2.9% COLA; 10-Year Longevity Adjustments, where applicable; Health Insurance Premium Increases; and estimated costs related to additional leave conversions.


 William Merry