



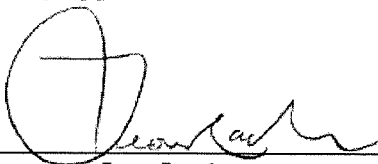
# Memorandum

## MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

DATE: April 8, 2009  
TO: Board of Directors  
FROM: Leo Laska, Ad Hoc Personnel Committee Chair  
SUBJECT: Report on ad hoc Personnel Committee Meeting of April 6, 2009

The ad hoc Personnel Committee met on April 6<sup>th</sup>, from 9:00 to 11:00 a.m. at the administrative offices of the Pebble Beach Community Services District. All members of the Committee were present, which included Directors Pendergrass, Russell and Delgado. The purpose of the meeting was to receive staff reports, provide direction, and make recommendations as necessary to the full Board. The agenda for the meeting is attached.

- 1) The Committee received an update on current staffing levels. There are currently 123 employees and staff expects the count to be 120 by the end of the current fiscal year. One critical position, Industrial Electrician is scheduled to be refilled, pending final review of alternatives in accomplishing the work. No other vacant positions are scheduled to be refilled, while other options are being considered to accomplish the work.
- 2) The Committee reviewed the draft personnel budget for FY 2009/10 and the assumptions underlying the calculations. At this point, the personnel budget is expected to be slightly less than the current budget with staffing reductions offsetting increases in wages and benefits called for in the employee contracts. Direction was provided regarding preparation of the preliminary budget.
- 3) The Committee reviewed the current status of negotiations with Service Employees International Union whose member's contract will expire June 30, 2009.
- 4) The Committee received a report on staff training opportunities relative to the Continuity Succession Plan.



Leo Laska

Attachment

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# MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

*Home of the Last Chance Mercantile*

## MEETING OF THE MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT AD HOC PERSONNEL COMMITTEE

Monday  
April 6, 2009  
9 a.m.

Pebble Beach Community Services District  
Administrative Offices  
3101 Forest Lake Road  
Pebble Beach, CA.

Attending: Board Chair Laska; Directors Pendergrass, Russell and Delgado  
Rob Wellington, Legal Counsel  
William Merry, General Manager  
Richard Norton, Administrative Services Manager

### AGENDA

1. Review Staffing and Personnel Status for FY 2008/2009
2. Review Preliminary Budget Assumptions Related to Personnel for FY 09/10
3. Labor Negotiations-Service Employees International Union Negotiations in 2009
4. Continuity Succession Plan
5. Other Personnel Matters
6. Next Meeting