



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

Reviewed by WMM Date 8/14/09
General Manager

DATE: August 14, 2009
TO: General Manager
FROM: Administrative Services Manager
SUBJECT: Consider Cost-Of-Living Adjustments (COLA) and Health Insurance Premium Increases to Unrepresented Hourly Employees

RECOMMENDATION: Approve 1.5% COLA and Health Insurance Premium Increase for Unrepresented Hourly Employees effective July 1, 2009.

BACKGROUND

The current employee contracts provide employees who are members of OE3 and the Management Unit with a 1.5% COLA beginning July 1, 2009 and pickup of up to 10% increases in health insurance premiums at renewal in January 2010. It is anticipated that these increases will also be granted to the Hourly Represented Unit at the August Board Meeting.

Since 2000, when the majority of hourly employees formed their own bargaining unit, the few unrepresented employees have received the same compensation improvements provided the employees in the hourly bargaining unit. Negotiations with the Hourly Represented Unit (formerly SEIU) are complete and members have voted to accept the tentative agreement, including a 1.5% COLA and the pick up of health insurance increases. Staff requests Board approval to extend these same improvements to four unrepresented hourly positions, contingent on Board ratification of the agreement with the Hourly Represented Group.

FISCAL/BUDGET

Approval will increase expenditures by \$3,000 (\$1,600 for COLA and \$1,400 for health insurance). This would pay for a 1.5% COLA beginning July 1, 2009 and a 10% premium increase starting September 1, 2009. Staff is not requesting an increase to the final budget as offsetting reductions in the personnel budget are expected with normal turnover and an ongoing hiring freeze.

Richard Norton