



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

DATE: February 3, 2009
 TO: Board of Directors
 FROM: Leo Laska, Ad Hoc Personnel Committee Chair
 SUBJECT: Report on ad hoc Personnel Committee Meeting of January 28, 2009

The ad hoc Personnel Committee met on January 28th from 2 to 4 p.m. at the administrative offices of the Pebble Beach Community Services District. All members of the current Committee were present, which included Directors Pendergrass and Russell. 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.

RECOMMENDATIONS

1. The Committee reviewed draft wording relative to District labor negotiations or personnel matters, and requested staff to prepare a new Board policy for consideration at the February Board meeting.
2. The Committee discussed the District's reserve policy. There was some sentiment expressed that the current reserve level of 25% of annual expenses, was too high, and should perhaps be reduced to 20%, in light of the current economy. Staff was requested to consider the comments as they enter into preparation of the Budget for Fiscal Year 2009/10.

Leo Laska

Attachment

BOARD OF DIRECTORS

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DISTRICT ENGINEER

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RICHARD SHEDDEN, P.E.
SENIOR ENGINEER

RICHARD NORTON
ADMIN. SERVICES MGR.

ROBERT WELLINGTON
COUNSEL

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

Home of the Last Chance Mercantile

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

Wednesday
January 28, 2009
2 p.m.

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

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

AGENDA

1. Update Regarding Current Staffing Levels
2. Results of Salary Survey, Classification Changes and Recommendations
3. Negotiations with Service Employees International Union in 2009
4. Succession Planning Phase I and II
5. New District Policy on Board Consideration of Personnel Matters
6. Set Next Meeting Date