



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

Reviewed by WmM
General Manager

Date 7/9/09

DATE: July 10, 2009
 TO: General Manager
 FROM: Administrative Services Manager
 SUBJECT: Consider Approval of Amendments to Memorandums of Understanding with the Operating Engineers Units and Management Unit

RECOMMENDATION: Approve Amendments to Memorandums of Understanding to implement provisions in the negotiated contracts with OE3-Operation Bargaining Unit, OE3-Support Bargaining Unit, and Management Unit.

DISCUSSION

The second year of the three-year contracts with the employee bargaining groups began July 1st. Those agreements include provisions for a 1.5% cost-of-living-adjustment and, in the case of the management group, a 1% equity adjustment. The attached amendments include language to implement these provisions. The cost, which has been included in the final budget, would be \$88,000 and \$13,000 respectively. Language is also included to apply Phase II salary adjustments, approved in April 2009, for six positions.

Richard Norton

**AMENDMENT NO. 2
TO
OPERATING ENGINEERS, AFL-CIO
OPERATIONS UNIT
MEMORANDUM OF UNDERSTANDING
EFFECTIVE JULY 1, 2009**

Effective July 1, 2009, the following changes shall be implemented:

VIII. WAGES

- A. Effective July 1, 2009, a COLA adjustment shall be applied to the ranges as determined by the SF/BAY CPI-U for the twelve-month period ending April 30, 2009. The SF/BAY CPI-U is 0.8%; however since the adjustments shall not be less than 1.5% nor greater than 4.5%, such an adjustment shall equal 1.5%. The monthly regular salary ranges are shown in the table below.
- B. Effective July 1, 2009, a salary adjustment (Phase II), shall be applied to the position of MRF Operations Supervisor. This adjustment is shown in the table below. Effective January 1, 2010, a final adjustment shall be applied to increase the salary range to 9.5 within the Salary and Classification Plan.

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Power Systems Supervisor	5,534	5,810	6,101	6,406	6,726	7,062
Power Systems Senior Technician	5,019	5,269	5,534	5,810	6,101	6,406
Industrial Electrician	4,552	4,780	5,019	5,269	5,534	5,810
Heavy Equipment Supervisor	4,442	4,663	4,896	5,142	5,399	5,668
MRF Operations Supervisor	4,442	4,663	4,896	5,142	5,399	5,668
Heavy Equipment Mechanic	4,336	4,552	4,780	5,019	5,269	5,534
Heavy Equipment Operator	4,029	4,230	4,442	4,663	4,896	5,142
Maintenance Supervisor	4,029	4,230	4,442	4,663	4,896	5,142
MRF Supervisor	4,029	4,230	4,442	4,663	4,896	5,142
Scale Supervisor	3,932	4,129	4,336	4,552	4,780	5,019
Power Systems Maintenance Tech	3,745	3,932	4,129	4,336	4,552	4,780
Senior HHW Technician	3,653	3,837	4,029	4,230	4,442	4,663
Senior Maintenance Worker	3,653	3,837	4,029	4,230	4,442	4,663
Senior MRF Operator	3,653	3,837	4,029	4,230	4,442	4,663
Assistant Mechanic II	3,566	3,745	3,932	4,129	4,336	4,552
Last Chance Assistant Manager	3,566	3,745	3,932	4,129	4,336	4,552
Hazardous Material Technician	3,479	3,653	3,837	4,029	4,230	4,442
Assistant Mechanic I	3,397	3,566	3,745	3,932	4,129	4,336
Weighmaster	3,397	3,566	3,745	3,932	4,129	4,336
Last Chance Mercantile Supervisor	3,313	3,479	3,653	3,837	4,029	4,230
Maintenance Worker II	3,313	3,479	3,653	3,837	4,029	4,230
MRF Operator II	3,313	3,479	3,653	3,837	4,029	4,230
Maintenance Worker I	3,157	3,313	3,479	3,653	3,837	4,029
MRF Operator I	3,157	3,313	3,479	3,653	3,837	4,029

DATE: _____

**OPERATING ENGINEERS
LOCAL UNION NO. 3**

**MONTEREY REGIONAL WASTE
MANAGEMENT DISTRICT**

Business Representative

William M. Merry
General Manager

**AMENDMENT NO. 2
TO
OPERATING ENGINEERS, AFL-CIO
SUPPORT UNIT
MEMORANDUM OF UNDERSTANDING
EFFECTIVE JULY 1, 2009**

Effective July 1, 2009, the following changes shall be implemented:

VIII. WAGES

- A. Effective July 1, 2009, a COLA adjustment shall be applied to the ranges as determined by the SF/BAY CPI-U for the twelve-month period ending April 30, 2009. The SF/BAY CPI-U is 0.8%; however since the adjustments shall not be less than 1.5% nor greater than 4.5%, such an adjustment shall equal 1.5%. The monthly regular salary ranges are shown in the table below.
- B. Effective July 1, 2009, a salary adjustment (Phase II), shall be applied to the position of Administrative Support Supervisor. This adjustment is shown in the table below. Effective January 1, 2010, a final adjustment shall be applied to increase the salary range to 9.5 within the Salary and Classification Plan.

POSITION	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Administrative Support Supervisor	4,409	4,629	4,861	5,104	5,359	5,627
Accounting Technician	4,129	4,336	4,552	4,780	5,019	5,269
Public Education Coordinator	3,837	4,029	4,230	4,442	4,663	4,896
Accounting Assistant II	3,397	3,566	3,745	3,932	4,129	4,336
Administrative Support Specialist II	3,397	3,566	3,745	3,932	4,129	4,336
Operations Support Specialist	3,397	3,566	3,745	3,932	4,129	4,336
Accounting Assistant I	3,082	3,236	3,397	3,566	3,745	3,932
Administrative Support Specialist I	3,082	3,236	3,397	3,566	3,745	3,932

DATE: _____

**OPERATING ENGINEERS
LOCAL UNION NO. 3**

**MONTEREY REGIONAL WASTE
MANAGEMENT DISTRICT**

Business Representative

William M. Merry
General Manager

**AMENDMENT NO. 2
TO
MANAGEMENT UNIT**

**MEMORANDUM OF UNDERSTANDING
EFFECTIVE JULY 1, 2009**

1. SALARIES

Effective July 1, 2009, a COLA adjustment shall be applied to the ranges as determined by the SF/BAY CPI-U for the twelve-month period ending April 30, 2009. The SF/BAY CPI-U is 0.8%; however since the adjustments shall not be less than 1.5% nor greater than 4.5%, such an adjustment shall equal 1.5%. In addition, an equity adjustment of 1% shall be applied to the salary ranges for positions within the unit. The monthly regular salary ranges, incorporating both adjustments, are shown in the table below.

Effective July 1, 2009, salary adjustments (Phase II), shall be applied to the positions of Finance Manager, Equipment Maintenance Manager, LCM/HM Manager, and the Public Education and Recycling Manager. These adjustments are shown in the table below. Effective January 1, 2010, final adjustments shall be applied to increase the salary ranges to 21, 18, 18, and 18, respectively within the Salary and Classification Plan.

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Information Systems Manager	8,055	8,460	8,881	9,324	9,792	10,282
Senior Engineer	8,055	8,460	8,881	9,324	9,792	10,282
Finance Manager	7,671	8,055	8,460	8,881	9,324	9,792
Materials Recovery Facility Manager	6,959	7,307	7,671	8,055	8,460	8,881
Site Manager	6,959	7,307	7,671	8,055	8,460	8,881
Equipment Maintenance Manager	6,628	6,959	7,307	7,671	8,055	8,460
LCM/HM Manager	6,628	6,959	7,307	7,671	8,055	8,460
Public Education and Recycling Manager	6,399	6,718	7,055	7,409	7,778	8,167
Safety Manager	6,012	6,313	6,628	6,959	7,307	7,671
Assistant Materials Recovery Facility Manager	5,453	5,726	6,012	6,313	6,629	6,960

DATE: _____

**MANAGEMENT EMPLOYEES
UNIT REPRESENTATIVES**

Chuck Rees
Finance Manager

Don Prescott
Information Systems Manager

Jeff Lindenthal
Public Education and Recycling Manager

**MONTEREY REGIONAL WASTE
MANAGEMENT DISTRICT**

William M. Merry
General Manager