



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

Reviewed by  Date 7/10/09
General Manager

DATE: July 10, 2009
TO: General Manager
FROM: Administrative Services Manager
SUBJECT: Consider Salary Adjustments and Health Insurance Premium Increases to Unrepresented Employees

RECOMMENDATION: Approve Health Insurance Premium Increase for General Manager, Assistant General Manager and Administrative Services Manager, and Salary Adjustment for Administrative Services Manager.

BACKGROUND

On July 1st, the 2nd year of the 3-year contracts negotiated with the two OE3 units and the Management Unit began. The contracts provide those employees with a 1.5% cost-of-living-adjustment (COLA); pickup of up to 10% increases in health insurance premiums; and, in the case of the management group, a 1% equity adjustment.

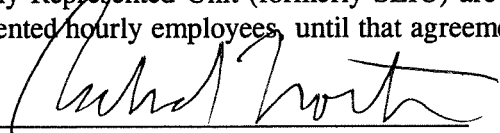
There are seven classifications not represented by a bargaining unit. These include: General Manager, Assistant General Manager, Administrative Services Manager, Site Support Assistant, and three Deputy Weighmasters.

The at-will contract with the Assistant General Manager states that he will be "automatically entitled to the same salary increases and/or benefits as the Management Employees". Likewise, the General Manager's employment agreement contains similar provisions and references. Both have voluntarily waived the COLA and the equity adjustment provided the Management Unit. These actions will result in budget savings of over \$10,000. Approval to cover the increase in health insurance for both will not exceed \$800/year.

The General Manager recommends that the Administrative Services Manager receive the same salary adjustments and health insurance premium contribution as the members of the Management Unit. This action would maintain his salary position relative to the other managers and has been supported by the ad hoc Personnel Committee. Costs associated with the recommendations are shown in the following table:

Position	COLA	Health Insurance	Mgmt Adjust	Total
General Manager	N/A	\$400	N/A	\$400
Assistant General Manager	N/A	\$400	N/A	\$400
Admin. Services Mgr	\$2,400	\$800	\$1,600	\$4,800
TOTAL	\$2,400	\$1,600	\$1,600	\$5,600

Since 2000, when the majority of hourly employees voted to be represented by Service Employees International Union (SEIU), the four unrepresented hourly employees, with Board approval, have received the same provisions given to those represented by SEIU. Since negotiations with the Hourly Represented Unit (formerly SEIU) are not finished, staff will postpone a recommendation, related to the four unrepresented hourly employees, until that agreement has been ratified.


Richard Norton