



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

Reviewed by WmM Date 3/13/09
General Manager

DATE: March 12, 2009
TO: Board of Directors
FROM: Administrative Services Manager
SUBJECT: Consider Equity Adjustments for Six Designated Positions

RECOMMENDATION: Staff requests final Board authorization to adjust five salary ranges in the Salary and Classification Plan and to add a new classification, MRF (Materials Recovery Facility) Operations Supervisor, with a new salary range, as presented to and discussed by the Board on two previous occasions. The changes would be implemented in three phases, to be effective January 1, 2009, July 1, 2009, and January 1, 2010.

BACKGROUND

This matter has been evaluated by the ad hoc Personnel Committee and the full Board considered the matter at the December meeting and the February meeting in closed session and directed its negotiators to bring this matter back to this month's meeting in open session.

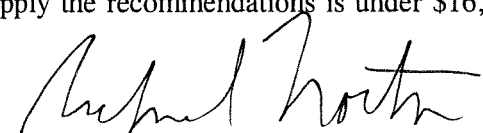
Justification for each recommendation is based on one, or more, of the following components: External Equity – Based on the results of a salary survey showing the District's position below the median paid by other local public agencies; Internal Equity – Comparison of designated District positions in terms of responsibilities such as resource allocation, supervision, problem solving, level of knowledge/skill required and the salaries associated with those duties; Reclassification – Structural expansion in duties warranting a new job description with a higher salary.

RECOMMENDED ADJUSTMENTS

Equity adjustments over an extended three-phase period are recommended for the following classifications: Administrative Support Supervisor - 10%; Equipment Maintenance Manager - 15%; Finance Manager - 15%; Last Chance Mercantile/Hazardous Materials Manager - 15%; and, Public Education/Recycling Manager - 25%. In addition, it is recommended that a new classification of MRF Operations Supervisor be established at 12.5% above the MRF Supervisor classification, based on permanent increases in responsibilities. The position would be filled with a current MRF Supervisor and the vacated position would not be refilled. The first of three equity adjustments are shown in the attached amendments to the Memorandums of Understanding (MOU).

FISCAL/BUDGET

The cost, including benefits, required in this fiscal year to apply the recommendations is under \$16,000 and less than the \$60,000 currently budgeted for such adjustments.


Richard Norton

Attachments: Memorandums of Understanding (3)

O:\m\My Briefcase\Board Issues\Equity Adjustments v312.doc

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

1. WAGES

Effective January 1, 2009, the position of Administrative Support Supervisor shall receive an adjustment to its salary range as shown below. Effective July 1, 2009 and January 1, 2010, additional adjustments shall be applied to increase the salary range to 9.5 as shown in the Salary and Classification Plan.

POSITION	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Administrative Support Supervisor	4,204	4,414	4,634	4,866	5,110	5,365
Accounting Technician	4,068	4,272	4,485	4,709	4,945	5,191
Public Education Coordinator	3,780	3,969	4,167	4,376	4,594	4,824
Site Support Specialist	3,690	3,874	4,068	4,272	4,485	4,709
Accounting Assistant II	3,347	3,513	3,690	3,874	4,068	4,272
Administrative Support Specialist II	3,347	3,513	3,690	3,874	4,068	4,272
Accounting Assistant I	3,036	3,188	3,347	3,513	3,690	3,874
Administrative Support Specialist I	3,036	3,188	3,347	3,513	3,690	3,874

DATE: _____

OPERATING ENGINEERS
LOCAL UNION NO. 3

MONTEREY REGIONAL WASTE
MANAGEMENT DISTRICT

 Business Representative

 William M. Merry
 General Manager

**AMENDMENT NO. 1
TO
MANAGEMENT UNIT**

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

1. SALARIES

Effective January 1, 2009, the positions of Finance Manager, Equipment Maintenance Manager, Last Chance Mercantile/Hazardous Materials Manager, and Public Education and Recycling Manager shall receive an adjustment to their salary ranges as shown below. Effective July 1, 2009 and January 1, 2010, additional adjustments shall be applied to increase the salary ranges to 21, 18, 18, and 18, respectively, as shown in the Salary and Classification Plan.

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Information Systems Manager	7,857	8,252	8,663	9,096	9,552	10,030
Senior Engineer	7,857	8,252	8,663	9,096	9,552	10,030
Finance Manager	7,128	7,483	7,857	8,252	8,663	9,096
Site Manager	6,788	7,128	7,483	7,857	8,252	8,663
Materials Recovery Facility Manager	6,788	7,128	7,483	7,857	8,252	8,663
Equipment Maintenance Manager	6,158	6,465	6,788	7,128	7,483	7,857
LCM/HM Manager	6,158	6,465	6,788	7,128	7,483	7,857
Safety Manager	5,864	6,158	6,465	6,788	7,128	7,483
Public Education and Recycling Manager	5,762	6,049	6,353	6,671	7,004	7,354
Assistant Materials Recovery Facility Manager	5,319	5,584	5,864	6,158	6,465	6,788

DATE: _____

**MANAGEMENT EMPLOYEES
UNIT REPRESENTATIVES**

**MONTEREY REGIONAL WASTE
MANAGEMENT DISTRICT**

Chuck Rees
Finance Manager

William M. Merry
General Manager

Don Prescott
Information Systems Manager

Jeff Lindenthal
Public Education and Recycling Manager

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

1. WAGES

Effective January 1, 2009, the position of MRF Operations Supervisor shall be added with the salary range as shown below. Effective July 1, 2009 and January 1, 2010, additional adjustments shall be applied to increase the salary range to 9.5 as shown in the Salary and Classification Plan.

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Power Systems Supervisor	5,452	5,724	6,011	6,311	6,627	6,958
Assistant Power Systems Supervisor	4,945	5,191	5,452	5,724	6,011	6,311
Industrial Electrician	4,485	4,709	4,945	5,191	5,452	5,724
Heavy Equipment Supervisor	4,376	4,594	4,824	5,066	5,319	5,584
Heavy Equipment Mechanic	4,272	4,485	4,709	4,945	5,191	5,452
MRF Operations Supervisor	4,272	4,485	4,709	4,945	5,191	5,452
Heavy Equipment Operator	3,969	4,167	4,376	4,594	4,824	5,066
Maintenance Supervisor	3,969	4,167	4,376	4,594	4,824	5,066
MRF Supervisor	3,969	4,167	4,376	4,594	4,824	5,066
Scale Supervisor	3,874	4,068	4,272	4,485	4,709	4,945
Power Systems Maintenance Tech	3,690	3,874	4,068	4,272	4,485	4,709
Senior HHW Technician	3,599	3,780	3,969	4,167	4,376	4,594
Senior Maintenance Worker	3,599	3,780	3,969	4,167	4,376	4,594
Senior MRF Operator	3,599	3,780	3,969	4,167	4,376	4,594
Assistant Mechanic II	3,513	3,690	3,874	4,068	4,272	4,485
Last Chance Assistant Manager	3,513	3,690	3,874	4,068	4,272	4,485
Hazardous Material Technician	3,428	3,599	3,780	3,969	4,167	4,376
Assistant Mechanic I	3,347	3,513	3,690	3,874	4,068	4,272
Weighmaster	3,347	3,513	3,690	3,874	4,068	4,272
Last Chance Mercantile Supervisor	3,264	3,428	3,599	3,780	3,969	4,167
Maintenance Worker II	3,264	3,428	3,599	3,780	3,969	4,167
MRF Operator II	3,264	3,428	3,599	3,780	3,969	4,167
Maintenance Worker I	3,110	3,264	3,428	3,599	3,780	3,969
MRF Operator I	3,110	3,264	3,428	3,599	3,780	3,969

DATE: _____

**OPERATING ENGINEERS
LOCAL UNION NO. 3**

**MONTEREY REGIONAL WASTE
MANAGEMENT DISTRICT**

Business Representative

William M. Merry
General Manager