



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

DATE: November 6, 2009
 TO: Board of Directors
 FROM: Leo Laska, Ad Hoc Personnel Committee Chair
 SUBJECT: Report on ad hoc Personnel Committee Meeting of November 6, 2009

The ad hoc Personnel Committee met on November 6th, from 2:00 to 3:30 p.m. at the administrative offices of the Pebble Beach Community Services District. All members of the Committee were present, which included Directors Pendergrass, Delgado, and Downey. This was Director Downey's first Committee meeting. The agenda for the meeting is attached.

1) The Committee received an update on several items:

- a. Current Staffing Levels. There are currently 119 employees.
- b. Health insurance. Nationally rates are expected to increase more than 10% in 2010. OE3 has informed us that they will not change rates in January 2010 and will renew in July 2010 instead. The delay will reduce this fiscal year's personnel costs by \$58,000; however savings this fiscal year may be offset by larger increases next fiscal year.
- c. Pandemic Flu Update. Level I response has been initiated effective October 4th. In the months of September and October there were a total of eight employees who were absent due to flu-like symptoms – either their own illness or a family member. The 33 days of lost work during these two months is not excessive and the impact on operations has been minimal.

In mid-October, Monterey County Health Officer, Dr. Stallworth, emphasized that the health community continues to believe that this season will be the most severe flu season in generations. Staff monitors developments within the health community and is prepared to respond accordingly.

2) Performance Evaluation of General Manager

The Committee met with the General Manager to review achievements of his 2009 Goals. They also reviewed his proposed goals for 2010. Suggestions and comments were made. The matter will be included on the November Board meeting agenda.

Leo Laska

Attachment

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MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

Home of the Last Chance Mercantile

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

Friday
November 6, 2009
2 p.m.

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

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

AGENDA

1. Review Staffing/Personnel Status and Other Personnel Matters for FY 2009/10.
2. Performance Evaluation of General Manager for 2009.
3. Next Meeting.