



Memorandum MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

Reviewed by: WmM Date: 6/10/10
General Manager

DATE: June 11, 2010
TO: General Manager
FROM: Administrative Services Manager
SUBJECT: Consider Approval of Amendments to Memorandums of Understanding with the Hourly Represented Unit, Management Unit and Operating Engineers Units.

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

DISCUSSION

The final year of the three-year contracts with the Management Unit and Operating Engineers Units will begin July 1, 2010. Those agreements include provisions for a consumer price index cost-of-living adjustment of 1.7%. In addition, as part of their negotiated agreement, the management group will receive a 1.5% equity adjustment. The agreements also provide for up to 10% pickup for health insurance premium increases during the year. The attached amendments include language to implement these provisions. The associated cost has been included in the 2010/11 Final Budget.

On April 27, 2010, members of the Hourly Represented Unit voted to accept the Board's offer to extend their contract with the District an additional year with the same cost-of-living adjustment and health insurance premium increase as contained in the agreements with the other bargaining units. The attached amendment will implement these provisions. Related cost has been included in the 2010/11 Final Budget.

Richard Norton

**AMENDMENT NO. 1
TO
HOURLY REPRESENTED UNIT
MEMORANDUM OF UNDERSTANDING
EFFECTIVE JULY 1, 2010**

12.00 WAGES

12.01 Effective July 1, 2010, 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, 2010. Such an adjustment shall equal 1.7% and the monthly regular salary ranges shall be as follows:

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Sales Clerk II	13.15	13.81	14.50	15.23	15.99	16.79
Laborer II	12.06	12.66	13.30	13.96	14.66	15.39
Recycling Attendant	10.82	11.36	11.93	12.52	13.15	13.81
Sales Clerk I	10.82	11.36	11.93	12.52	13.15	13.81
Laborer I	9.92	10.42	10.94	11.49	12.06	12.66

13.00 HEALTH AND WELFARE

- 13.01 The District shall increase its contribution for employee health insurance (currently \$515.88/month) by the amount of the increase, but not to exceed 10% in the fiscal year beginning July 1, 2010. If the premium increases more than 15%, the District shall split (50/50) the additional cost (above 15%) with the employee.
- 13.02 The District shall increase its contribution for family health insurance (currently \$1088.73/month) by the amount of the increase but not to exceed 10% in the fiscal year beginning July 1, 2010 for employees with at least one (1) year continuous employment or up to \$600/month for dependent's coverage for employees with less than one year employment.

19.00 TERM OF AGREEMENT

19.01 This Memorandum shall be effective July 1, 2010 and remain in effect until June 30, 2011.

It is the mutual desire of the parties to conclude the meet and confer process as early as possible prior to the expiration of the Agreement. Therefore, it is agreed that the parties agree to commence negotiations sixty (60) days prior to June 30, 2011, or as soon as practical.

DATE: _____

**MONTEREY REGIONAL WASTE
MANAGEMENT DISTRICT**

Unit Representative

General Manager

**AMENDMENT NO. 3
TO
MANAGEMENT UNIT**

**MEMORANDUM OF UNDERSTANDING
EFFECTIVE JULY 1, 2010**

1. SALARIES

Effective July 1, 2010, 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, 2010. Such an adjustment shall equal 1.7%. In addition, an equity adjustment of 1.5% 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.

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Information Systems Manager	8,315	8,733	9,167	9,625	10,108	10,613
Senior Engineer	8,315	8,733	9,167	9,625	10,108	10,613
Finance Manager	8,315	8,733	9,167	9,625	10,108	10,613
Materials Recovery Facility Manager	7,183	7,543	7,918	8,315	8,733	9,167
Site Manager	7,183	7,543	7,918	8,315	8,733	9,167
Equipment Maintenance Manager	7,183	7,543	7,918	8,315	8,733	9,167
LCM/HM Manager	7,183	7,543	7,918	8,315	8,733	9,167
Public Education and Recycling Manager	7,183	7,543	7,918	8,315	8,733	9,167
Safety Manager	6,205	6,516	6,841	7,183	7,543	7,918
Assistant Materials Recovery Facility Manager	5,628	5,909	6,205	6,515	6,841	7,183

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. 3
TO
OPERATING ENGINEERS, AFL-CIO
OPERATIONS UNIT
MEMORANDUM OF UNDERSTANDING
EFFECTIVE JULY 1, 2010**

Effective July 1, 2010, the following changes shall be implemented:

VIII. WAGES

- A. Effective July 1, 2010, 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, 2010. Such an adjustment shall equal 1.7% and the monthly regular salary ranges shall be as follows:

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Power Systems Supervisor	5,628	5,909	6,205	6,515	6,840	7,182
Power Systems Senior Technician	5,104	5,359	5,628	5,909	6,205	6,515
Industrial Electrician	4,629	4,861	5,104	5,359	5,628	5,909
MRF Operations Supervisor	4,629	4,861	5,104	5,359	5,628	5,909
Heavy Equipment Supervisor	4,518	4,742	4,979	5,229	5,491	5,764
Heavy Equipment Mechanic	4,410	4,629	4,861	5,104	5,359	5,628
Heavy Equipment Operator	4,097	4,302	4,518	4,742	4,979	5,229
Maintenance Supervisor	4,097	4,302	4,518	4,742	4,979	5,229
MRF Supervisor	4,097	4,302	4,518	4,742	4,979	5,229
Scale Supervisor	3,999	4,199	4,410	4,629	4,861	5,104
Power Systems Maintenance Tech	3,809	3,999	4,199	4,410	4,629	4861
Senior HHW Technician	3,715	3,902	4,097	4,302	4,518	4,742
Senior Maintenance Worker	3,715	3,902	4,097	4,302	4,518	4,742
Senior MRF Operator	3,715	3,902	4,097	4,302	4,518	4,742
Assistant Mechanic II	3,627	3,809	3,999	4,199	4,410	4,629
Last Chance Assistant Manager	3,627	3,809	3,999	4,199	4,410	4,629
Hazardous Material Technician	3,538	3,715	3,902	4,097	4,302	4,518
Assistant Mechanic I	3,455	3,627	3,809	3,999	4,199	4,410
Weighmaster	3,455	3,627	3,809	3,999	4,199	4,410
Last Chance Mercantile Supervisor	3,369	3,538	3,715	3,902	4,097	4,302
Maintenance Worker II	3,369	3,538	3,715	3,902	4,097	4,302
MRF Operator II	3,369	3,538	3,715	3,902	4,097	4,302
Maintenance Worker I	3,211	3,369	3,538	3,715	3,902	4,097
MRF Operator I	3,211	3,369	3,538	3,715	3,902	4,097

DATE: _____

**OPERATING ENGINEERS
LOCAL UNION NO. 3**

**MONTEREY REGIONAL WASTE
MANAGEMENT DISTRICT**

Business Representative

William M. Merry
General Manager

**AMENDMENT NO. 3
TO
OPERATING ENGINEERS, AFL-CIO
SUPPORT UNIT
MEMORANDUM OF UNDERSTANDING
EFFECTIVE JULY 1, 2010**

Effective July 1, 2010, the following changes shall be implemented:

VIII. WAGES

A. Effective July 1, 2010, 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, 2010. Such an adjustment shall equal 1.7% and the monthly regular salary ranges shall be as follows:

POSITION	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Administrative Support Supervisor	4,629	4,861	5,104	5,359	5,628	5,909
Accounting Technician	4,199	4,410	4,629	4,861	5,104	5,359
Public Education Coordinator	3,902	4,097	4,302	4,518	4,742	4,979
Accounting Assistant II	3,455	3,627	3,809	3,999	4,199	4,410
Administrative Support Specialist II	3,455	3,627	3,809	3,999	4,199	4,410
Operations Support Specialist	3,455	3,627	3,809	3,999	4,199	4,410
Accounting Assistant I	3,134	3,291	3,455	3,627	3,809	3,999
Administrative Support Specialist I	3,134	3,291	3,455	3,627	3,809	3,999

DATE: _____

**OPERATING ENGINEERS
LOCAL UNION NO. 3**

**MONTEREY REGIONAL WASTE
MANAGEMENT DISTRICT**

Business Representative

William M. Merry
General Manager