



# Memorandum

## MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

Reviewed by: WMM  
General Manager

Date: 6/10/10

DATE: June 11, 2010  
 TO: Board of Directors  
 FROM: Administrative Services Manager  
 SUBJECT: Consider Salary Adjustments and Health Insurance Premium Increases for Unrepresented Employees

**RECOMMENDATION:** That the Board of Directors approve the same Wage and Benefit increases, to be implemented July 1, 2010 on behalf of Represented Employees, for the positions (six employees) that are not members of a bargaining unit.

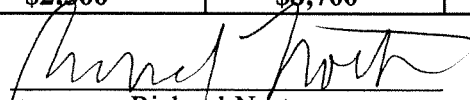
### BACKGROUND

The three-year contracts negotiated with the two Operating Engineers bargaining units and the Management bargaining unit in 2008 provide 68 employees with a 1.7% cost-of-living-adjustment (COLA) and funding to pay for increases in health insurance premiums of up to 10%. In the case of the management group, the contract also provides for a 1.5% equity adjustment, which was a negotiated contract provision resulting from the delay in conducting a compensation study. In addition, the Board is scheduled to approve a one-year contract extension for the Hourly Represented Unit to give these 44 employees the same COLA and similar funding for expected health insurance premium increases during the upcoming year.

The positions of the General Manager, Assistant General Manager, Administrative Services Manager, and three Deputy Weighmasters, are not represented by a bargaining unit and are not scheduled to receive the compensation adjustments provided the other employees. 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. Since 2000, the part-time Deputy Weighmasters have received the same compensation improvements given to those represented by the hourly bargaining unit. Similarly, the Administrative Services Manager position, with Board approval, has received the same increases provided to the management unit after leaving that group in 2005.

The General Manager requests Board approval to provide the unrepresented employees the same wage adjustments and health insurance premium increases, and by doing so, maintain the current internal equity between classifications. Costs associated with the recommendations are provided in the following table. These costs are included in the 2010/11 Final Budget.

Position	COLA	Health Insurance	Mgmt Adjust	Total
General Manager	\$3,800	\$800	\$3,400	\$8,000
Assistant General Manager	\$3,300	\$400	\$2,900	\$6,600
Admin. Services Manager	\$2,700	\$800	\$2,400	\$5,900
Deputy Weighmasters	\$700	\$500	N/A	\$1,200
<b>TOTAL</b>	<b>\$10,500</b>	<b>\$2,500</b>	<b>\$8,700</b>	<b>\$21,700</b>

  
Richard Norton