



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

Reviewed by: *[Signature]* Date: 9/13/19
General Manager

DATE: September 13, 2019
TO: Board of Directors
FROM: Human Resources Manager
SUBJECT: Pay Schedules Revisions

RECOMMENDATION: That the Board approve the Pay Schedules for the Laborers & Sales Clerks Unit, Operations Unit, Support Unit, Management Unit and Unrepresented Positions, effective September 15, 2019.

BACKGROUND & DISCUSSION

The four (4) District's Pay Schedules for FY 2019/20 were approved at the August 7, 2019 Special Board Meeting, which included the negotiated pay increases. Subsequent to this action, the following changes to the Payroll Schedules occurred:

- Staff discovered that a budgeted and Board-approved position (Industrial Maintenance Technician) had inadvertently been excluded from the Operations Unit Pay Schedule. The position has been added.
- The Accounting Manager and Assistant Account Manager positions were reclassified as confidential positions effective September 15, 2019 and have been eliminated from the Management Unit Pay Schedule and added to the Unrepresented Positions Pay Schedule.
- In August 2019, agreement was reached with the Operating Engineers Local 3 to change the District's payroll schedule from semi-monthly to bi-weekly, effective September 15, 2019. Along with this change, the District's internal process of calculating payroll based on projected-time-worked to actual-time-worked also changed, effective September 15, 2019.

The attached Salary Schedules (4) reflect the above changes.

FISCAL IMPACT

These changes have no impact to the FY 2019/20 budget.

CONCLUSION

Board approval is requested for the District's four (4) Pay Schedules described above, which reflect the changes discussed above.

[Signature]
Berta Torres

Attachments

LSC Unit
Effective September 15, 2019

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	LONGIVITY	
							10 Year	15 Year
Sales Associate								
Bi-weekly	1,447.46	1,519.84	1,595.80	1,676.18	1,760.14	1,848.00	1,893.60	1,940.00
Hourly	18.09	19.00	19.95	20.95	22.00	23.10	23.67	24.25
Maintenece Shop Asst II								
Bi-weekly	1,334.11	1,400.48	1,470.46	1,544.23	1,621.60	1,702.57	1,744.80	1,787.20
Hourly	16.68	17.51	18.38	19.30	20.27	21.28	21.81	22.34
MRF Maintenece Asst II								
Bi-weekly	1,334.11	1,400.48	1,470.46	1,544.23	1,621.60	1,702.57	1,744.80	1,787.20
Hourly	16.68	17.51	18.38	19.30	20.27	21.28	21.81	22.34
Site & Facilities Asst II								
Bi-weekly	1,334.11	1,400.48	1,470.46	1,544.23	1,621.60	1,702.57	1,744.80	1,787.20
Hourly	16.68	17.51	18.38	19.30	20.27	21.28	21.81	22.34
Sorter II								
Bi-weekly	1,334.11	1,400.48	1,470.46	1,544.23	1,621.60	1,702.57	1,744.80	1,787.20
Hourly	16.68	17.51	18.38	19.30	20.27	21.28	21.81	22.34
Recycling Attendant								
Bi-weekly	1,260.93	1,324.31	1,390.09	1,460.26	1,533.44	1,610.20	1,650.40	1,690.40
Hourly	15.76	16.55	17.38	18.25	19.17	20.13	20.63	21.13
Sales Assistant								
Bi-weekly	1,260.93	1,324.31	1,390.09	1,460.26	1,533.44	1,610.20	1,650.40	1,690.40
Hourly	15.76	16.55	17.38	18.25	19.17	20.13	20.63	21.13
MRF Maintenece Asst I								
Bi-weekly	1,137.38	1,194.16	1,253.34	1,316.91	1,382.89	1,451.87	1,488.00	1,524.00
Hourly	14.22	14.93	15.67	16.46	17.29	18.15	18.60	19.05
Site & Facilities Asst I								
Bi-weekly	1,137.38	1,194.16	1,253.34	1,316.91	1,382.89	1,451.87	1,488.00	1,524.00
Hourly	14.22	14.93	15.67	16.46	17.29	18.15	18.60	19.05
Sorter I								
Bi-weekly	1,137.38	1,194.16	1,253.34	1,316.91	1,382.89	1,452.00	1,488.00	1,524.00
Hourly	14.22	14.93	15.67	16.46	17.29	18.15	18.60	19.05

**Operations Unit
Effective September 15, 2019**

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	LONGEVITY	
							10 Year	15 Year
Power Systems Supervisor								
Bi-weekly	3,530.71	3,706.99	3,892.69	4,087.17	4,291.06	4,505.62	4,618.26	4,730.90
Hourly	44.13	46.34	48.66	51.09	53.64	56.32	57.73	59.14
Power Systems Senior Technician								
Bi-weekly	3,201.98	3,361.96	3,530.71	3,706.99	3,892.69	4,087.17	4,189.35	4,291.52
Hourly	40.02	42.02	44.13	46.34	48.66	51.09	52.37	53.64
Maintenance Shop Supervisor								
Bi-weekly	3,043.27	3,194.40	3,354.48	3,522.17	3,698.15	3,883.78	3,980.88	4,077.97
Hourly	38.04	39.93	41.93	44.03	46.23	48.55	49.76	50.97
MRF Maintenance Supervisor								
Bi-weekly	2,904.00	3,049.54	3,201.98	3,361.96	3,530.71	3,706.99	3,799.67	3,892.34
Hourly	36.30	38.12	40.02	42.02	44.13	46.34	47.50	48.65
Heavy Equipment Supervisor								
Bi-weekly	2,834.36	2,974.88	3,123.56	3,280.39	3,444.76	3,616.03	3,706.43	3,796.83
Hourly	35.43	37.19	39.04	41.00	43.06	45.20	46.33	47.46
Heavy Equipment Technician III								
Bi-weekly	2,766.60	2,904.00	3,049.54	3,201.98	3,361.96	3,530.71	3,618.98	3,707.25
Hourly	34.58	36.30	38.12	40.02	42.02	44.13	45.24	46.34
Site Maintenance Supervisor								
Bi-weekly	2,634.23	2,766.60	2,904.00	3,049.54	3,201.98	3,361.96	3,446.01	3,530.06
Hourly	32.93	34.58	36.30	38.12	40.02	42.02	43.08	44.13
Heavy Equipment Operator								
Bi-weekly	2,570.25	2,698.85	2,834.36	2,974.88	3,123.56	3,280.40	3,362.41	3,444.42
Hourly	32.13	33.74	35.43	37.19	39.04	41.01	42.03	43.06
MRF Supervisor								
Bi-weekly	2,570.25	2,698.85	2,834.36	2,974.88	3,123.56	3,280.40	3,362.41	3,444.42
Hourly	32.13	33.74	35.43	37.19	39.04	41.01	42.03	43.06
Scale Supervisor								
Bi-weekly	2,508.76	2,634.23	2,766.60	2,904.00	3,049.54	3,201.98	3,282.03	3,362.08
Hourly	31.36	32.93	34.58	36.30	38.12	40.02	41.03	42.03
Power Systems Maintenance Tech								
Bi-weekly	2,389.56	2,508.76	2,634.23	2,766.60	2,904.00	3,049.54	3,125.78	3,202.02
Hourly	29.87	31.36	32.93	34.58	36.30	38.12	39.07	40.03
Senior HHW Technician								
Bi-weekly	2,330.59	2,447.90	2,570.25	2,698.85	2,834.36	2,974.88	3,049.26	3,123.63
Hourly	29.13	30.60	32.13	33.74	35.43	37.19	38.12	39.05
Senior Maintenance Worker								
Bi-weekly	2,330.59	2,447.90	2,570.25	2,698.85	2,834.36	2,974.88	3,049.26	3,123.63
Hourly	29.13	30.60	32.13	33.74	35.43	37.19	38.12	39.05

**Operations Unit
Effective September 15, 2019**

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	10 Year	15 Year
Industrial Maintenance Technician								
Bi-weekly	2,330.59	2,447.90	2,570.25	2,698.85	2,834.36	2,974.88	3,049.26	3,123.63
Hourly	29.13	30.60	32.13	33.74	35.43	37.19	38.12	39.05
Senior MRF Operator								
Bi-weekly	2,330.59	2,447.90	2,570.25	2,698.85	2,834.36	2,974.88	3,049.26	3,123.63
Hourly	29.13	30.60	32.13	33.74	35.43	37.19	38.12	39.05
Heavy Equipment Technician II								
Bi-weekly	2,275.39	2,389.56	2,508.76	2,634.23	2,766.60	2,904.00	2,976.60	3,049.20
Hourly	28.44	29.87	31.36	32.93	34.58	36.30	37.21	38.12
LCM Assistant Manager								
Bi-weekly	2,275.39	2,389.56	2,508.76	2,634.23	2,766.60	2,904.00	2,976.60	3,049.20
Hourly	28.44	29.87	31.36	32.93	34.58	36.30	37.21	38.12
Hazardous Material Technician								
Bi-weekly	2,219.55	2,330.59	2,447.90	2,570.25	2,698.85	2,834.36	2,905.21	2,976.07
Hourly	27.74	29.13	30.60	32.13	33.74	35.43	36.32	37.20
Heavy Equipment Technician I								
Bi-weekly	2,167.49	2,275.39	2,389.56	2,508.76	2,634.23	2,766.60	2,835.77	2,904.93
Hourly	27.09	28.44	29.87	31.36	32.93	34.58	35.45	36.31
Weighmaster								
Bi-weekly	2,167.49	2,275.39	2,389.56	2,508.76	2,634.23	2,766.60	2,835.77	2,904.93
Hourly	27.09	28.44	29.87	31.36	32.93	34.58	35.45	36.31
LCM Supervisor								
Bi-weekly	2,113.53	2,219.55	2,330.59	2,447.90	2,570.25	2,698.85	2,766.32	2,833.79
Hourly	26.42	27.74	29.13	30.60	32.13	33.74	34.58	35.42
Maintenance Worker II								
Bi-weekly	2,113.53	2,219.55	2,330.59	2,447.90	2,570.25	2,698.85	2,766.32	2,833.79
Hourly	26.42	27.74	29.13	30.60	32.13	33.74	34.58	35.42
MRF Operator II								
Bi-weekly	2,113.53	2,219.55	2,330.59	2,447.90	2,570.25	2,698.85	2,766.32	2,833.79
Hourly	26.42	27.74	29.13	30.60	32.13	33.74	34.58	35.42
Sort Systems Operator								
Bi-weekly	2,014.41	2,113.53	2,219.55	2,330.59	2,447.90	2,570.25	2,634.50	2,698.76
Hourly	25.18	26.42	27.74	29.13	30.60	32.13	32.93	33.73
Maintenance Worker I								
Bi-weekly	2,014.41	2,113.53	2,219.55	2,330.59	2,447.90	2,570.25	2,634.50	2,698.76
Hourly	25.18	26.42	27.74	29.13	30.60	32.13	32.93	33.73
MRF Operator I								
Bi-weekly	2,014.41	2,113.53	2,219.55	2,330.59	2,447.90	2,570.25	2,634.50	2,698.76
Hourly	25.18	26.42	27.74	29.13	30.60	32.13	32.93	33.73
Associate Operator								
Bi-weekly	1,493.27	1,567.93	1,646.52	1,729.05	1,815.50	1,905.88	1,953.53	2,001.18
Hourly	18.67	19.60	20.58	21.61	22.69	23.82	24.42	25.01

Support Unit
Effective September 15, 2019

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	LONGEVITY	
							10 Year	15 Year
Executive Assistant/Clerk of the Board								
Bi-weekly	2,903.99	3,049.54	3,201.98	3,361.96	3,530.71	3,706.99	3,799.67	3,892.34
Hourly	36.30	38.12	40.02	42.02	44.13	46.34	47.50	48.65
Public Education & Outreach Coordinator								
Bi-weekly	2,766.60	2,903.99	3,049.54	3,201.98	3,361.96	3,530.71	3,618.98	3,707.25
Hourly	34.58	36.30	38.12	40.02	42.02	44.13	45.24	46.34
Accounting Technician								
Bi-weekly	2,634.23	2,766.60	2,903.99	3,049.54	3,201.98	3,361.96	3,446.00	3,530.05
Hourly	32.93	34.58	36.30	38.12	40.02	42.02	43.08	44.13
Accounting Assistant II								
Bi-weekly	2,167.49	2,275.39	2,389.57	2,508.76	2,634.23	2,766.60	2,835.77	2,904.93
Hourly	27.09	28.44	29.87	31.36	32.93	34.58	35.45	36.31
Administrative Support Specialist II								
Bi-weekly	2,167.49	2,275.39	2,389.57	2,508.76	2,634.23	2,766.60	2,835.77	2,904.93
Hourly	27.09	28.44	29.87	31.36	32.93	34.58	35.45	36.31
Public Education & Outreach Specialist								
Bi-weekly	2,167.49	2,275.39	2,389.57	2,508.76	2,634.23	2,766.60	2,835.77	2,904.93
Hourly	27.09	28.44	29.87	31.36	32.93	34.58	35.45	36.31
Operations Support Specialist								
Bi-weekly	2,167.49	2,275.39	2,389.57	2,508.76	2,634.23	2,766.60	2,835.77	2,904.93
Hourly	27.09	28.44	29.87	31.36	32.93	34.58	35.45	36.31
Accounting Assistant I								
Bi-weekly	1,966.11	2,064.60	2,167.49	2,275.39	2,389.57	2,508.76	2,571.48	2,634.20
Hourly	24.58	25.81	27.09	28.44	29.87	31.36	32.14	32.93
Administrative Support Specialist I								
Bi-weekly	1,966.11	2,064.60	2,167.49	2,275.39	2,389.57	2,508.76	2,571.48	2,634.20
Hourly	24.58	25.81	27.09	28.44	29.87	31.36	32.14	32.93

Management Unit
Effective September 15, 2019

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	LONGEVITY	
							10 Year	15 Year
Senior Engineer								
Bi-weekly	4,993.56	5,244.58	5,505.23	5,780.28	6,070.34	6,373.62	6,532.96	6,692.30
Hourly	62.42	65.56	68.82	72.25	75.88	79.67	81.66	83.65
Landfill Operations & LFG Systems Manager								
Bi-weekly	4,486.29	4,711.13	4,945.34	5,193.30	5,454.37	5,725.44	5,868.57	6,011.71
Hourly	56.08	58.89	61.82	64.92	68.18	71.57	73.36	75.15
MRF Manager								
Bi-weekly	4,486.29	4,711.13	4,945.34	5,193.30	5,454.37	5,725.44	5,868.57	6,011.71
Hourly	56.08	58.89	61.82	64.92	68.18	71.57	73.36	75.15
Equipment Maintenance Manager								
Bi-weekly	4,486.29	4,711.13	4,945.34	5,193.30	5,454.37	5,725.44	5,868.57	6,011.71
Hourly	56.08	58.89	61.82	64.92	68.18	71.57	73.36	75.15
LCM/HHW Manager								
Bi-weekly	4,486.29	4,711.13	4,945.34	5,193.30	5,454.37	5,725.44	5,868.57	6,011.71
Hourly	56.08	58.89	61.82	64.92	68.18	71.57	73.36	75.15
Safety & Risk Manager								
Bi-weekly	3,875.46	4,069.70	4,272.69	4,486.29	4,711.13	4,945.34	5,068.98	5,192.61
Hourly	48.44	50.87	53.41	56.08	58.89	61.82	63.36	64.91
Assistant MRF Manager								
Bi-weekly	3,515.08	3,690.58	3,875.46	4,069.70	4,272.69	4,486.29	4,598.44	4,710.60
Hourly	43.94	46.13	48.44	50.87	53.41	56.08	57.48	58.88

**Unrepresented Positions
Effective September 15, 2019**

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	LONGEVITY	
							10 Year	15 Year
EXEMPT								
General Manager Approved : 11/30/18								
Bi-weekly						8,474.40	8,686.40	8,898.40
Hourly						105.93	108.58	111.23
BELOW Effective 09/15/19								
Director of Operations (At-Will)								
Bi-weekly	5,865.37	6,158.64	6,466.58	6,789.90	7,129.40	7,485.87	7,673.01	7,860.16
Hourly	73.32	76.98	80.83	84.87	89.12	93.57	95.91	98.25
Director of Engineering & Compliance (At-Will)								
Bi-weekly	5,456.16	5,728.97	6,015.42	6,316.19	6,632.00	6,963.60	7,137.69	7,311.78
Hourly	68.20	71.61	75.19	78.95	82.90	87.05	89.22	91.40
Director of Finance & Administration (At-Will)								
Bi-weekly	5,456.00	5,728.80	6,015.20	6,316.00	6,632.00	6,964.00	7,138.40	7,312.00
Hourly	68.20	71.61	75.19	78.95	82.90	87.05	89.23	91.40
Director of Communications & Sustainability (At-Will)								
Bi-weekly	4,755.14	4,993.56	5,243.24	5,505.40	5,780.67	6,069.70	6,221.44	6,373.19
Hourly	59.44	62.42	65.54	68.82	72.26	75.87	77.77	79.66
Human Resources Manager (At-Will)								
Bi-weekly	4,945.35	5,193.30	5,452.96	5,725.61	6,011.89	6,312.49	6,470.30	6,628.11
Hourly	61.82	64.92	68.16	71.57	75.15	78.91	80.88	82.85
Accounting Manager (Confidential)								
Bi-weekly	3,875.46	4,069.70	4,272.69	4,486.29	4,711.13	4,945.34	5,068.98	5,192.61
Hourly	48.44	50.87	53.41	56.08	58.89	61.82	63.36	64.91
Assistant Accounting Manager (Confidential)								
Bi-weekly	3,508.80	3,684.24	3,868.45	4,061.87	4,264.97	4,478.22	4,590.17	4,702.13
Hourly	43.86	46.05	48.36	50.77	53.31	55.98	57.38	58.78
NON-EXEMPT								
Human Resources Technician (Confidential)								
Bi-weekly	2,246.47	2,358.31	2,476.65	2,600.19	2,730.23	2,867.43	2,939.11	3,010.80
Hourly	28.08	29.48	30.96	32.50	34.13	35.84	36.74	37.64
Hourly w/Bilingual Pay	29.48	30.95	32.51	34.13	35.84	37.63	38.58	39.52
Human Resources Assistant (Confidential)								
Bi-weekly	2,042.50	2,144.62	2,251.85	2,364.44	2,482.67	2,606.80	2,671.97	2,737.14
Hourly	25.53	26.81	28.15	29.56	31.03	32.59	33.40	34.21
Hourly w/Bilingual Pay	26.81	28.15	29.56	31.04	32.58	34.22	35.07	35.92
Compliance Support Assistant (Part-Time)								
Bi-weekly	1,966.11	2,064.60	2,167.49	2,275.39	2,389.57	2,508.76	2,571.48	2,634.20
Hourly	24.58	25.81	27.09	28.44	29.87	31.36	32.14	32.93
Deputy Weighmaster (Part-Time)								
Bi-weekly	1,954.37	2,051.71	2,154.05	2,261.38	2,374.53	2,494.34	2,556.69	2,619.05
Hourly	24.43	25.65	26.93	28.27	29.68	31.18	31.96	32.74
Hourly w/Bilingual Pay	25.04	26.29	27.60	28.98	30.42	31.96	32.76	33.56