



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

Reviewed by: [Signature] Date: 6/12/2020
General Manager

DATE: June 12, 2020
TO: Board of Directors
FROM: Human Resources Manager
SUBJECT: Pay Increases for Operating Engineers Local 3 Classifications

RECOMMENDATION: That the Board approve the Operating Engineers Local 3 (OE3) Operations Unit, Laborers & Salesclerks Unit, and Support Unit Pay Schedules.

BACKGROUND & DISCUSSION

In June 2019, the Board approved OE3 Operations Unit, Laborers & Salesclerks Unit and Support Unit Collective Bargaining Agreements, which, in part, stipulate that effective July 1, 2020, all members receive a 3.5% payrate increase.

Accordingly, the OE3 Operations Unit, Laborers & Salesclerks Unit and Support Unit Pay Schedules (Attachment A), effective July 1, 2020, have been adjusted by 3.5% for all classifications.

FISCAL IMPACT

Related costs have been taken into consideration and are included in the 2020/21 Final Budget.

CONCLUSION

Approval of the OE3 Operations Unit, Laborers & Salesclerks Unit and Support Unit Pay Schedules is requested, to implement the payrate increases as discussed above, to comply with the respective labor contract obligations.

[Signature]
Berta R. Torres

Attachment

LSC Unit
Effective July 1, 2020

Attachment A

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	LONGIVITY	
							10 Year	15 Year
Sales Associate								
Bi-weekly	1,498.12	1,573.03	1,651.65	1,734.85	1,821.74	1,912.68	1,960.50	2,009.51
Hourly	18.73	19.66	20.65	21.69	22.77	23.91	24.51	25.12
Maintenece Shop Asst II								
Bi-weekly	1,380.80	1,449.50	1,521.93	1,598.28	1,678.36	1,762.16	1,806.21	1,851.37
Hourly	17.26	18.12	19.02	19.98	20.98	22.03	22.58	23.14
MRF Maintenece Asst II								
Bi-weekly	1,380.80	1,449.50	1,521.93	1,598.28	1,678.36	1,762.16	1,806.21	1,851.37
Hourly	17.26	18.12	19.02	19.98	20.98	22.03	22.58	23.14
Site & Facilities Asst II								
Bi-weekly	1,380.80	1,449.50	1,521.93	1,598.28	1,678.36	1,762.16	1,806.21	1,851.37
Hourly	17.26	18.12	19.02	19.98	20.98	22.03	22.58	23.14
Sorter II								
Bi-weekly	1,380.80	1,449.50	1,521.93	1,598.28	1,678.36	1,762.16	1,806.21	1,851.37
Hourly	17.26	18.12	19.02	19.98	20.98	22.03	22.58	23.14
Recycling Attendant								
Bi-weekly	1,305.06	1,370.66	1,438.74	1,511.37	1,587.11	1,666.56	1,708.22	1,750.93
Hourly	16.31	17.13	17.98	18.89	19.84	20.83	21.35	21.89
Sales Assistant								
Bi-weekly	1,305.06	1,370.66	1,438.74	1,511.37	1,587.11	1,666.56	1,708.22	1,750.93
Hourly	16.31	17.13	17.98	18.89	19.84	20.83	21.35	21.89
MRF Maintenece Asst I								
Bi-weekly	1,177.19	1,235.96	1,297.21	1,363.00	1,431.29	1,502.69	1,540.26	1,578.77
Hourly	14.71	15.45	16.22	17.04	17.89	18.78	19.25	19.73
Site & Facilities Asst I								
Bi-weekly	1,177.19	1,235.96	1,297.21	1,363.00	1,431.29	1,502.69	1,540.26	1,578.77
Hourly	14.71	15.45	16.22	17.04	17.89	18.78	19.25	19.73
Sorter I								
Bi-weekly	1,177.19	1,235.96	1,297.21	1,363.00	1,431.29	1,502.82	1,540.39	1,578.90
Hourly	14.71	15.45	16.22	17.04	17.89	18.79	19.25	19.74

Support Unit
Effective July 1, 2020

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	3,005.63	3,156.27	3,314.05	3,479.63	3,654.28	3,836.73	3,932.65	4,030.97
Hourly	37.57	39.45	41.43	43.50	45.68	47.96	49.16	50.39
Public Education & Outreach Coordinator								
Bi-weekly	2,863.43	3,005.63	3,156.27	3,314.05	3,479.63	3,654.28	3,745.64	3,839.28
Hourly	35.79	37.57	39.45	41.43	43.50	45.68	46.82	47.99
Accounting Technician								
Bi-weekly	2,726.43	2,863.43	3,005.63	3,156.27	3,314.05	3,479.63	3,566.62	3,655.79
Hourly	34.08	35.79	37.57	39.45	41.43	43.50	44.58	45.70
Accounting Assistant II								
Bi-weekly	2,243.35	2,355.03	2,473.20	2,596.57	2,726.43	2,863.43	2,935.02	3,008.40
Hourly	28.04	29.44	30.92	32.46	34.08	35.79	36.69	37.61
Administrative Support Specialist II								
Bi-weekly	2,243.35	2,355.03	2,473.20	2,596.57	2,726.43	2,863.43	2,935.02	3,008.40
Hourly	28.04	29.44	30.92	32.46	34.08	35.79	36.69	37.61
Public Education & Outreach Specialist								
Bi-weekly	2,243.35	2,355.03	2,473.20	2,596.57	2,726.43	2,863.43	2,935.02	3,008.40
Hourly	28.04	29.44	30.92	32.46	34.08	35.79	36.69	37.61
Operations Support Specialist								
Bi-weekly	2,243.35	2,355.03	2,473.20	2,596.57	2,726.43	2,863.43	2,935.02	3,008.40
Hourly	28.04	29.44	30.92	32.46	34.08	35.79	36.69	37.61
Accounting Assistant I								
Bi-weekly	2,034.92	2,136.86	2,243.35	2,355.03	2,473.20	2,596.57	2,661.48	2,728.02
Hourly	25.44	26.71	28.04	29.44	30.92	32.46	33.27	34.10
Administrative Support Specialist I								
Bi-weekly	2,034.92	2,136.86	2,243.35	2,355.03	2,473.20	2,596.57	2,661.48	2,728.02
Hourly	25.44	26.71	28.04	29.44	30.92	32.46	33.27	34.10

**Operations Unit
Effective July 1, 2020**

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	LONGEVITY	
							10 Year	15 Year
Power Systems Supervisor								
Bi-weekly	3,654.28	3,836.73	4,028.93	4,230.22	4,441.25	4,663.32	4,779.90	4,899.40
Hourly	45.68	47.96	50.36	52.88	55.52	58.29	59.75	61.24
Power Systems Senior Technician								
Bi-weekly	3,314.05	3,479.63	3,654.28	3,836.73	4,028.93	4,230.22	4,335.98	4,444.38
Hourly	41.43	43.50	45.68	47.96	50.36	52.88	54.20	55.55
Maintenance Shop Supervisor								
Bi-weekly	3,149.78	3,306.20	3,471.89	3,645.45	3,827.59	4,019.71	4,120.20	4,223.21
Hourly	39.37	41.33	43.40	45.57	47.84	50.25	51.50	52.79
MRF Maintenance Supervisor								
Bi-weekly	3,005.64	3,156.27	3,314.05	3,479.63	3,654.28	3,836.73	3,932.65	4,030.97
Hourly	37.57	39.45	41.43	43.50	45.68	47.96	49.16	50.39
Heavy Equipment Supervisor								
Bi-weekly	2,933.56	3,079.00	3,232.88	3,395.20	3,565.33	3,742.59	3,836.15	3,932.05
Hourly	36.67	38.49	40.41	42.44	44.57	46.78	47.95	49.15
Senior Heavy Equipment Technician								
Bi-weekly	3,006.60	3,155.92	3,314.09	3,479.75	3,653.61	3,837.00	3,932.93	4,031.25
Hourly	37.58	39.45	41.43	43.50	45.67	47.96	49.16	50.39
Heavy Equipment Technician III								
Bi-weekly	2,863.43	3,005.64	3,156.27	3,314.05	3,479.63	3,654.28	3,745.64	3,839.28
Hourly	35.79	37.57	39.45	41.43	43.50	45.68	46.82	47.99
Site Maintenance Supervisor								
Bi-weekly	2,726.43	2,863.43	3,005.64	3,156.27	3,314.05	3,479.63	3,566.62	3,655.79
Hourly	34.08	35.79	37.57	39.45	41.43	43.50	44.58	45.70
Heavy Equipment Operator								
Bi-weekly	2,660.21	2,793.31	2,933.56	3,079.00	3,232.88	3,395.21	3,480.09	3,567.09
Hourly	33.25	34.92	36.67	38.49	40.41	42.44	43.50	44.59
MRF Supervisor								
Bi-weekly	2,660.21	2,793.31	2,933.56	3,079.00	3,232.88	3,395.21	3,480.09	3,567.09
Hourly	33.25	34.92	36.67	38.49	40.41	42.44	43.50	44.59
Scale Supervisor								
Bi-weekly	2,596.57	2,726.43	2,863.43	3,005.64	3,156.27	3,314.05	3,396.90	3,481.82
Hourly	32.46	34.08	35.79	37.57	39.45	41.43	42.46	43.52
Power Systems Maintenance Tech								
Bi-weekly	2,473.19	2,596.57	2,726.43	2,863.43	3,005.64	3,156.27	3,235.18	3,316.06
Hourly	30.91	32.46	34.08	35.79	37.57	39.45	40.44	41.45
Senior HHW Technician								
Bi-weekly	2,412.16	2,533.58	2,660.21	2,793.31	2,933.56	3,079.00	3,155.98	3,234.88
Hourly	30.15	31.67	33.25	34.92	36.67	38.49	39.45	40.44
Senior Maintenance Worker								
Bi-weekly	2,412.16	2,533.58	2,660.21	2,793.31	2,933.56	3,079.00	3,155.98	3,234.88
Hourly	30.15	31.67	33.25	34.92	36.67	38.49	39.45	40.44

**Operations Unit
Effective July 1, 2020**

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	10 Year	15 Year
Industrial Maintenance Technician								
Bi-weekly	2,412.16	2,533.58	2,660.21	2,793.31	2,933.56	3,079.00	3,155.98	3,234.88
Hourly	30.15	31.67	33.25	34.92	36.67	38.49	39.45	40.44
Senior MRF Operator								
Bi-weekly	2,412.16	2,533.58	2,660.21	2,793.31	2,933.56	3,079.00	3,155.98	3,234.88
Hourly	30.15	31.67	33.25	34.92	36.67	38.49	39.45	40.44
Heavy Equipment Technician II								
Bi-weekly	2,355.03	2,473.19	2,596.57	2,726.43	2,863.43	3,005.64	3,080.78	3,157.80
Hourly	29.44	30.91	32.46	34.08	35.79	37.57	38.51	39.47
LCM Assistant Manager								
Bi-weekly	2,355.03	2,473.19	2,596.57	2,726.43	2,863.43	3,005.64	3,080.78	3,157.80
Hourly	29.44	30.91	32.46	34.08	35.79	37.57	38.51	39.47
Hazardous Material Technician								
Bi-weekly	2,297.23	2,412.16	2,533.58	2,660.21	2,793.31	2,933.56	3,006.90	3,082.07
Hourly	28.72	30.15	31.67	33.25	34.92	36.67	37.59	38.53
Heavy Equipment Technician I								
Bi-weekly	2,243.35	2,355.03	2,473.19	2,596.57	2,726.43	2,863.43	2,935.02	3,008.40
Hourly	28.04	29.44	30.91	32.46	34.08	35.79	36.69	37.61
Senior Weighmaster								
Bi-weekly	2,467.69	2,590.53	2,720.51	2,856.23	2,999.07	3,149.77	3,228.52	3,309.24
Hourly	30.85	32.38	34.01	35.70	37.49	39.37	40.36	41.37
Weighmaster								
Bi-weekly	2,243.35	2,355.03	2,473.19	2,596.57	2,726.43	2,863.43	2,935.02	3,008.40
Hourly	28.04	29.44	30.91	32.46	34.08	35.79	36.69	37.61
LCM Supervisor								
Bi-weekly	2,187.50	2,297.23	2,412.16	2,533.58	2,660.21	2,793.31	2,863.14	2,934.72
Hourly	27.34	28.72	30.15	31.67	33.25	34.92	35.79	36.68
Maintenance Worker II								
Bi-weekly	2,187.50	2,297.23	2,412.16	2,533.58	2,660.21	2,793.31	2,863.14	2,934.72
Hourly	27.34	28.72	30.15	31.67	33.25	34.92	35.79	36.68
MRF Operator II								
Bi-weekly	2,187.50	2,297.23	2,412.16	2,533.58	2,660.21	2,793.31	2,863.14	2,934.72
Hourly	27.34	28.72	30.15	31.67	33.25	34.92	35.79	36.68
Sort Systems Operator								
Bi-weekly	2,084.91	2,187.50	2,297.23	2,412.16	2,533.58	2,660.21	2,726.72	2,794.89
Hourly	26.06	27.34	28.72	30.15	31.67	33.25	34.08	34.94
Maintenance Worker I								
Bi-weekly	2,084.91	2,187.50	2,297.23	2,412.16	2,533.58	2,660.21	2,726.72	2,794.89
Hourly	26.06	27.34	28.72	30.15	31.67	33.25	34.08	34.94
MRF Operator I								
Bi-weekly	2,084.91	2,187.50	2,297.23	2,412.16	2,533.58	2,660.21	2,726.72	2,794.89
Hourly	26.06	27.34	28.72	30.15	31.67	33.25	34.08	34.94

**Operations Unit
Effective July 1, 2020**

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	10 Year	15 Year
Associate Operator								
Bi-weekly	1,545.53	1,622.81	1,704.15	1,789.57	1,879.04	1,972.59	2,021.90	2,072.45
Hourly	19.32	20.29	21.30	22.37	23.49	24.66	25.27	25.91