



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

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

DATE: June 12, 2020
TO: General Manager
FROM: Human Resources Manager
SUBJECT: Compensation Changes for Unrepresented Positions and Management Unit

RECOMMENDATION: That the Board approve a 10% pay reduction for the General Manager; a 5% pay reduction for the Department Directors; and Pay Schedules of the Management Unit and Unrepresented Positions.

BACKGROUND & DISCUSSION

Unrepresented Positions: Due to the negative financial impacts of COVID-19 on the District's projected revenues, the General Manager has agreed to take a 10% payrate reduction and the Department Directors have agreed to take a 5% payrate reduction, effective July 1, 2020 and until further notice. All other Unrepresented employees will not receive a market-based wage adjustment until further notice. Accordingly, the attached Unrepresented Positions Pay Schedule (Attachment A) has been adjusted to reflect the pay reductions, as noted above.

Management Unit: In June 2019, the Board approved the Management Unit Collective Bargaining Agreement, which in part, stipulates that effective July 1, 2020, the Management Unit classification receive a market-based wage adjustment of: 100% of CPI of San Francisco Area – April 2020 (within 1.5% to 4.5%).

The April 2020 San Francisco Area CPI indicates the CPI-U advanced 1.1% (Attachment B), which qualifies the Management Unit members for a payrate increase of 1.5%, effective July 1, 2020.

In consideration of the negative financial impact of COVID-19 on the District's 2020/21 budget, the Management Unit has agreed to freeze the market-based wage adjustments until such time that the District is able to meet certain levels of net revenue (profit) that would allow the District to unfreeze the market-based wage adjustments. If the District achieves an 8% net revenue by the end of FY 2020/21, Management Unit members will receive the pay adjustment due to them retroactive to July 1, 2020. If the 8% net revenue is not achieved, the Management Unit will waive the July 2020 market-based wage adjustment.

Accordingly, the attached Management Unit Pay Schedule (Attachment C) does not include any market-based wage adjustments and has only been updated to remove the LCM/HHW Manager classification that will be eliminated with the retirement of the incumbent, as discussed on page 3 of the FY 2020/21 Final Budget.

Compensation Changes

June 12, 2020

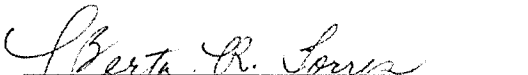
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FISCAL IMPACT

Related cost-savings have been taken into consideration in the 2020/21 Final Budget.

CONCLUSION

Approval is requested to implement a 10% pay reduction for the General Manager; a 5% pay reduction for the Department Directors; and Pay Schedules of the Management Unit and Unrepresented Positions in order to meet the 2020 Final Budget requirements.


Berta R. Torres

Attachments

**Unrepresented Positions
Effective July 1, 2020**

Attachment A

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	LONGEVITY	
							10 Year	15 Year
EXEMPT								
General Manage								
Bi-weekly				7,994.19	8,393.90	8,813.60	8,194.04	8,398.89
Hourly				99.93	104.92	110.17	112.92	115.68
Director of Operations								
Bi-weekly	5,865.37	6,158.64	6,466.58	6,789.90	7,129.40	7,485.87		
Hourly	73.32	76.98	80.83	84.87	89.12	93.57		
Director of Engineering & Compliance								
Bi-weekly	5,456.16	5,728.97	6,015.42	6,316.19	6,632.00	6,963.60		
Hourly	68.20	71.61	75.19	78.95	82.90	87.05		
Director of Finance & Administration								
Bi-weekly	5,456.00	5,728.80	6,015.20	6,316.00	6,632.00	6,964.00		
Hourly	68.20	71.61	75.19	78.95	82.90	87.05		
Director of Communications								
Bi-weekly	4,528.70	4,755.14	4,993.56	5,243.24	5,505.40	5,780.67		
Hourly	56.61	59.44	62.42	65.54	68.82	72.26		
Human Resources Manager								
Bi-weekly	4,945.35	5,193.30	5,452.96	5,725.61	6,011.89	6,312.49		
Hourly	61.82	64.92	68.16	71.57	75.15	78.91		
Accounting Manager (Confidential)								
Bi-weekly	3,875.46	4,069.70	4,272.69	4,486.29	4,711.13	4,945.34		
Hourly	48.44	50.87	53.41	56.08	58.89	61.82		
Assistant Accounting Manager (Conf.)								
Bi-weekly	3,508.80	3,684.24	3,868.45	4,061.87	4,264.97	4,478.22		
Hourly	43.86	46.05	48.36	50.77	53.31	55.98		
NON-EXEMPT								
Human Resources Technician (Conf.)								
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 (Conf.)								
Bi-weekly	2,042.50	2,144.62	2,251.85	2,364.44	2,482.67	2,606.80		
Hourly	25.53	26.81	28.15	29.56	31.03	32.59		
Hourly w/Bilingual Pay	26.81	28.15	29.56	31.04	32.58	34.22		
Compliance Support Assistant (PT)								
Bi-weekly	1,966.11	2,064.60	2,167.49	2,275.39	2,389.57	2,508.76		
Hourly	24.58	25.81	27.09	28.44	29.87	31.36		
Deputy Weighmaster (PT)								
Bi-weekly	1,954.37	2,051.71	2,154.05	2,261.38	2,374.53	2,494.34		
Hourly	24.43	25.65	26.93	28.27	29.68	31.18		
Hourly w/Bilingual Pay	25.04	26.29	27.60	28.98	30.42	31.96		

NEWS RELEASE

BUREAU OF LABOR STATISTICS

U. S. DEPARTMENT OF LABOR



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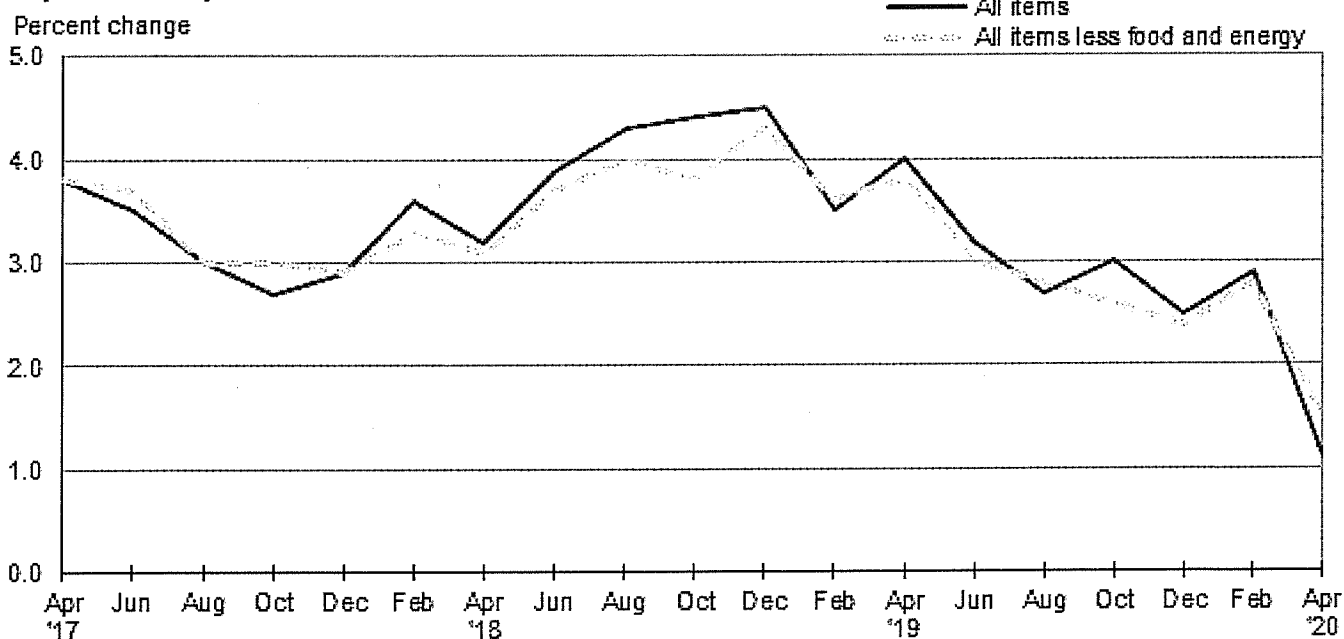
Consumer Price Index, San Francisco Area — April 2020

Area prices were down 0.5 percent over the past two months, up 1.1 percent from a year ago

Prices in the San Francisco area, as measured by the Consumer Price Index for All Urban Consumers (CPI-U), declined 0.5 percent for the two months ending in April 2020, the U.S. Bureau of Labor Statistics reported today. (See table A.) Assistant Commissioner for Regional Operations Richard Holden noted that the April decrease was influenced by lower prices for gasoline and apparel. (Data in this report are not seasonally adjusted. Accordingly, month-to-month changes may reflect seasonal influences.)

Over the last 12 months, the CPI-U advanced 1.1 percent. (See chart 1 and table A.) The index for all items less food and energy advanced 1.5 percent over the year. Food prices rose 4.4 percent. Energy prices fell 13.9 percent, largely the result of a decrease in the price of gasoline. (See table 1.)

Chart 1. Over-the-year percent change in CPI-U, San Francisco-Oakland-Hayward, CA, April 2017–April 2020



Source: U.S. Bureau of Labor Statistics.

**Management Unit
Effective July 1, 2020**

Attachment C

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		
Hourly	62.42	65.56	68.82	72.25	75.88	79.67		
Site Operations Manager								
Bi-weekly	4,710.60	4,946.69	5,192.61	5,452.97	5,727.09	6,011.71		
Hourly	58.88	61.83	64.91	68.16	71.59	75.15		
MRF Manager								
Bi-weekly	4,486.29	4,711.13	4,945.34	5,193.30	5,454.37	5,725.44		
Hourly	56.08	58.89	61.82	64.92	68.18	71.57		
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
Safety & Risk Manager								
Bi-weekly	3,875.46	4,069.70	4,272.69	4,486.29	4,711.13	4,945.34		
Hourly	48.44	50.87	53.41	56.08	58.89	61.82		
Assistant MRF Manager								
Bi-weekly	3,515.08	3,690.58	3,875.46	4,069.70	4,272.69	4,486.29		
Hourly	43.94	46.13	48.44	50.87	53.41	56.08		