



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

DATE: September 11, 2020
 TO: Board of Directors
 FROM: Personnel Committee Chair
 SUBJECT: Personnel Committee Meeting of September 2, 2020


The Personnel Committee met on September 2, 2020 at 10:30 a.m., at the District administrative offices and via Zoom. Directors Albert, Blackwelder, and Campbell were in attendance along with District staff Tim Flanagan, Peter Skinner, Tim Brownell, Zoe Shoats, Berta Torres, and Ida Gonzales. District Legal Counsel Rob Wellington was also in attendance.

1. **Review of 2019/20 Goals and Discussion of Proposed FY 2020/21 Goals** Staff reviewed the 2019/20 goals and presented the District's FY 2020/21 goals. Committee discussion followed.
2. **General Manager Performance Review Procedure** Staff provided information on the current GM Performance review procedures. Discussion followed and the committee recommended that staff continue with the current year performance review procedures, to include a General Manager self-assessment and Board assessment of the General Managers performance.
3. **Update on District Site Security** General Manager informed the committee of an increase in theft around the Last Chance Mercantile during non-business hours. The District has now hired onsite security during these hours to help prevent additional thefts sitewide.
4. **MRF Maintenance Department Positions Review** Staff provided a report on the need for a staffing review in the MRF Maintenance Department. As a result of recent retirements, an assessment of the staffing needs will be completed by the MRF Maintenance Department Management Team and a recommendation will be brought to the Board at the September meeting.
5. **General Manager Communications** General Manager commented that staff will provide a presentation of the Materials Recovery Facility Upgrades at the November Board meeting and the LCM Project Team will present an update at the next Board meeting.

ADJOURNMENT

The meeting was adjourned at 11:30 a.m.

NEXT MEETING DATE: Wednesday, October 7, 2020 at 9:00 a.m.



 Jason Campbell