



MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

Reviewed by:  Date: 2/12/21
General Manager

DATE: February 12, 2021
TO: Board of Directors
FROM: Peter Skinner, Director of Finance and Administration
SUBJECT: Discretionary FY 2020-21 COVID19 Essential Employee Health and Safety Reward

BACKGROUND AND DISCUSSION

At the January 22, 2021 Board Meeting, the Board approved the allocation of funds, not to exceed \$225,000, for a discretionary bonus for employees in the amount of \$2,000 per employee. The bonus is provided as a "Thank You" to front-line employees for doing their part to stay healthy and safe during the COVID19 health crisis and enabling the District to continue providing essential waste management services to the community without interruptions or the added costs of contracting out District services due to an mass employees absences due to illness.

The final structure of the Discretionary 2020/21 COVID-19 Essential Employee Health and Safety Reward (hereinafter "Reward") has been formulated in consultation with the legal counsel and the Operating Engineers Local 3 Representatives and will be awarded in the form of health insurance contributions (\$600 approx.) over and above the amount required per the MOUs and/or a lump sum bonus payment (approx. \$1,400.00). All eligible employees will receive \$2,000.00 total.

The General Manager, Department Directors and non-operations managers are not eligible for the Reward, as it is intended as a special recognition for frontline and operations support staff.

ACTION REQUESTED:

- a. Board approval of Resolution No. 2021-04 Creating a Discretionary 2020/21 COVID-19 Essential Employee Health and Safety Reward is requested.

Respectfully submitted,



Peter S. Skinner

RESOLUTION NO. 2021-04

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT CREATING A DISCRETIONARY 2020/21 COVID-19 ESSENTIAL EMPLOYEE HEALTH AND SAFETY REWARD

WHEREAS, on March 20, 2020, the Monterey County Health Officer declared a State of Emergency due to the COVID-19 crisis; and

WHEREAS, despite the emergency, the employees of the District have routinely reported to work on-site during the pandemic, assuming new compliance responsibilities for COVID-19 Safety Protocols such as daily temperature checks, consistent use of face masks, social distancing, new hygiene protocols, and staying home when sick; and

WHEREAS, employees adherence to COVID-19 safety protocols while at work and while off work, continue to prevent COVID-19 outbreaks at the District and enable the District to maintain operations without interruption or added costs due to employee illness; and

WHEREAS, the District Board wants to thank and reward employees for continued adherence to COVID-19 safety protocols for the remainder of the State of Emergency.

WHEREAS, the MRWMD Board funded this Reward for fiscal year 2020/21 on January 22, 2021 upon approval of the Amended FY 2020/21 Budget.

NOW, THEREFORE, BE IT RESOLVED, by the MRWMD Board of Directors, as follows:

1. The MRWMD Board of Directors hereby adopts a discretionary 2020/21 COVID-19 Essential Employee Health and Safety Reward (hereinafter "Reward") to include a health insurance premium contribution and a one-time discretionary bonus payment, as described below, to employees, who are in the Operating Engineers, Local 3 Operations Unit, Laborers & Salesclerk Unit, Support Unit, Operations Managers (3) and Human Resources staff (2) and are in Active status during the pay period in which the benefit payment is granted:

A. HEALTH INSURANCE PREMIUM CONTRIBUTION

Eligible employees who are in Active status during the pay period in which the benefit payment is granted and enrolled in the OE3 Health & Welfare Trust Fund for health insurance will receive a District-funded contribution in the amount of \$63.44 per pay period towards employee's health insurance (medical, dental, vision) premium, for a maximum of nine (9) pay periods from February 14, 2021 through June 19, 2021, or \$570.96 in total.

This Health Insurance Premium Contribution is limited to the time period and amount noted above and is in addition to the District's health insurance premium contribution described in Section 14.1.a HEALTH AND WELFARE of the Memorandums of Understanding between the parties that is current at the time of execution of this agreement.

B. ONE-TIME DISCRETIONARY BONUS PAYMENT

Eligible employees who are in active status on February 14, 2021, will receive a one-time discretionary bonus payment in an amount of \$1,429.04 (if eligible to receive the health insurance premium contribution) or \$2,000.00 (if eligible for the Reward and not eligible to receive the health insurance premium contribution) per employee.

2. The MRWMD Board authorizes the expenditures noted above for this Reward, not to exceed \$225,000.
3. The general manager, department directors and non-operations managers are not eligible for the Reward.

PASSED, APPROVED AND ADOPTED BY the Board of Directors of the Monterey Regional Waste Management District at a duly noticed regular Board meeting held on February 19, 2021, by the following vote.

AYES:

NOES:

ABSENT:

Jason Campbell
Chair, MRWMD Board of Directors

ATTEST:

Secretary to the Board of Directors