



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

DATE: June 11, 2021
 TO: Board of Directors
 FROM: Berta Torres, Human Resources Manager
 SUBJECT: Approval of Pay Schedules for Operating Engineers Local 3 Classifications

Reviewed by: 
 General Manager

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

BACKGROUND & DISCUSSION

In June 2019, the Board approved OE3, Support Unit, Laborers & Salesclerks Unit and Operations Unit Collective Bargaining Agreements, which, in part, stipulate that effective July 1, 2021, all members receive a 3.0% cost of living adjustment (COLA) payrate increase. Accordingly, the OE3 Support Unit, Laborers & Salesclerks Unit, and Operations Unit Pay Schedules (Attachment A), have been adjusted by 3.0% for all classifications, effective July 1, 2021.

Other Pay Changes: Additionally, as discussed in the detail in the Final Budget for FY 2021/22 (page 4), the Heavy Equipment Technician classification series (including Heavy Equipment Supervisor) in the Operations Unit are being adjusted by 5% based on current market conditions and in an effort to give the District an advantage in recruiting quality candidates.

FISCAL IMPACT

Related costs have been taken into consideration and are included in the Final Budget for 2021/22.

CONCLUSION

Your approval of the OE3 Support Unit, Laborers & Salesclerks Unit, and Operations Unit Pay Schedules is requested, to implement the COLA payrate increases to comply with the respective labor contract obligations and other payrate increases as discussed in detail in the Final Budget for FY 2021/22.

Respectfully submitted,



 Berta R. Torres

**Monterey Regional Waste Management District
OE3 Support Unit Pay Schedule
Effective July 1, 2021**

Attachment A

Board Approved: June 18, 2021

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	LONGEVITY	
							10 Year	15 Year
Public Education & Outreach Coordinator								
Bi-weekly	2,949.33	3,095.80	3,250.96	3,413.47	3,584.02	3,763.91	3,858.01	3,952.10
Hourly	36.87	38.70	40.64	42.67	44.80	47.05	48.23	49.40
Accounting Technician								
Bi-weekly	2,808.22	2,949.33	3,095.80	3,250.96	3,413.47	3,584.02		
Hourly	35.10	36.87	38.70	40.64	42.67	44.80		
Accounting Assistant II								
Bi-weekly	2,310.65	2,425.68	2,547.40	2,674.47	2,808.22	2,949.33	3,023.07	3,096.80
Hourly	28.88	30.32	31.84	33.43	35.10	36.87	37.79	38.71
Administrative Support Specialist II								
Bi-weekly	2,310.65	2,425.68	2,547.40	2,674.47	2,808.22	2,949.33	3,023.07	3,096.80
Hourly	28.88	30.32	31.84	33.43	35.10	36.87	37.79	38.71
Public Education & Outreach Specialist								
Bi-weekly	2,310.65	2,425.68	2,547.40	2,674.47	2,808.22	2,949.33	3,023.07	3,096.80
Hourly	28.88	30.32	31.84	33.43	35.10	36.87	37.79	38.71
Operations Support Specialist								
Bi-weekly	2,310.65	2,425.68	2,547.40	2,674.47	2,808.22	2,949.33	3,023.07	3,096.80
Hourly	28.88	30.32	31.84	33.43	35.10	36.87	37.79	38.71
Accounting Assistant I								
Bi-weekly	2,095.97	2,200.97	2,310.65	2,425.68	2,547.40	2,674.47		
Hourly	26.20	27.51	28.88	30.32	31.84	33.43		
Administrative Support Specialist I								
Bi-weekly	2,095.97	2,200.97	2,310.65	2,425.68	2,547.40	2,674.47	2,741.33	2,808.19
Hourly	26.20	27.51	28.88	30.32	31.84	33.43	34.27	35.10
Compliance Support Assistant								
Bi-weekly	2,095.97	2,200.97	2,310.65	2,425.68	2,547.40	2,674.46		
Hourly	26.20	27.51	28.88	30.32	31.84	33.43		

**Monterey Regional Waste Management District
OE3 Laborers Salesclerks Unit Pay Schedule
Effective July 1, 2021**

Board Approved: June 18, 2021

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	LONGEVITY	
							10 Year	15 Year
Sales Associate								
Bi-weekly	1,543.06	1,620.22	1,701.20	1,786.90	1,876.39	1,970.06	2,019.31	2,068.56
Hourly	19.29	20.25	21.26	22.34	23.45	24.63	25.24	25.86
Maintenece Shop Asst II								
Bi-weekly	1,422.22	1,492.99	1,567.59	1,646.23	1,728.71	1,815.02	1,860.40	1,905.78
Hourly	17.78	18.66	19.59	20.58	21.61	22.69	23.26	23.82
MRF Maintenece Asst II								
Bi-weekly	1,422.22	1,492.99	1,567.59	1,646.23	1,728.71	1,815.02	1,860.40	1,905.78
Hourly	17.78	18.66	19.59	20.58	21.61	22.69	23.26	23.82
Site & Facilities Asst II								
Bi-weekly	1,422.22	1,492.99	1,567.59	1,646.23	1,728.71	1,815.02	1,860.40	1,905.78
Hourly	17.78	18.66	19.59	20.58	21.61	22.69	23.26	23.82
Sorter II								
Bi-weekly	1,422.22	1,492.99	1,567.59	1,646.23	1,728.71	1,815.02	1,860.40	1,905.78
Hourly	17.78	18.66	19.59	20.58	21.61	22.69	23.26	23.82
Recycling Attendant								
Bi-weekly	1,344.21	1,411.78	1,481.90	1,556.71	1,634.72	1,716.56	1,759.47	1,802.38
Hourly	16.80	17.65	18.52	19.46	20.43	21.46	21.99	22.53
Sales Assistant								
Bi-weekly	1,344.21	1,411.78	1,481.90	1,556.71	1,634.72	1,716.56	1,759.47	1,802.38
Hourly	16.80	17.65	18.52	19.46	20.43	21.46	21.99	22.53
MRF Maintenece Asst I								
Bi-weekly	1,212.51	1,273.04	1,336.13	1,403.89	1,474.23	1,547.77	1,586.46	1,625.16
Hourly	15.16	15.91	16.70	17.55	18.43	19.35	19.83	20.31
Site & Facilities Asst I								
Bi-weekly	1,212.51	1,273.04	1,336.13	1,403.89	1,474.23	1,547.77	1,586.46	1,625.16
Hourly	15.16	15.91	16.70	17.55	18.43	19.35	19.83	20.31
Sorter I								
Bi-weekly	1,212.51	1,273.04	1,336.13	1,403.89	1,474.23	1,547.90	1,586.60	1,625.30
Hourly	15.16	15.91	16.70	17.55	18.43	19.35	19.83	20.32

**Monterey Regional Waste Management District
OE3 Operations Unit Pay Schedule
Effective July 1, 2021**

Board Approved: June 18, 2021 CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	LONGEVITY	
							10 Year	15 Year
Power Systems Supervisor								
Bi-weekly	3,763.91	3,951.83	4,149.80	4,357.13	4,574.49	4,803.22	4,923.30	5,043.38
Hourly	47.05	49.40	51.87	54.46	57.18	60.04	61.54	63.04
Power Systems Senior Technician								
Bi-weekly	3,413.47	3,584.02	3,763.91	3,951.83	4,149.80	4,357.13	4,466.05	4,574.98
Hourly	42.67	44.80	47.05	49.40	51.87	54.46	55.83	57.19
Maintenance Shop Supervisor								
Bi-weekly	3,244.27	3,405.39	3,576.05	3,754.81	3,942.42	4,140.30	4,243.81	4,347.32
Hourly	40.55	42.57	44.70	46.94	49.28	51.75	53.05	54.34
Senior Heavy Equipment Technician								
Bi-weekly	3,251.64	3,413.13	3,584.19	3,763.35	3,951.38	4,149.72	4,253.46	4,357.20
Hourly	40.65	42.66	44.80	47.04	49.39	51.87	53.17	54.47
MRF Maintenance Supervisor								
Bi-weekly	3,095.81	3,250.96	3,413.47	3,584.02	3,763.91	3,951.83	4,050.63	4,149.42
Hourly	38.70	40.64	42.67	44.80	47.05	49.40	50.63	51.87
Electro-Mechanical Technician								
Bi-weekly	3,095.81	3,250.96	3,413.47	3,584.02	3,763.91	3,951.83	4,050.63	4,149.42
Hourly	38.70	40.64	42.67	44.80	47.05	49.40	50.63	51.87
Heavy Equipment Supervisor								
Bi-weekly	3,172.65	3,329.94	3,496.36	3,671.91	3,855.90	4,047.61	4,148.80	4,249.99
Hourly	39.66	41.62	43.70	45.90	48.20	50.60	51.86	53.12
Heavy Equipment Technician III								
Bi-weekly	3,096.80	3,250.60	3,413.51	3,584.15	3,763.22	3,952.10	4,050.91	4,149.71
Hourly	38.71	40.63	42.67	44.80	47.04	49.40	50.64	51.87
Site Maintenance Supervisor								
Bi-weekly	2,808.22	2,949.33	3,095.81	3,250.96	3,413.47	3,584.02	3,673.62	3,763.22
Hourly	35.10	36.87	38.70	40.64	42.67	44.80	45.92	47.04
Heavy Equipment Operator								
Bi-weekly	2,877.02	3,020.96	3,172.65	3,329.94	3,496.36	3,671.92	3,763.72	3,855.52
Hourly	35.96	37.76	39.66	41.62	43.70	45.90	47.05	48.19
MRF Supervisor								
Bi-weekly	2,740.02	2,877.11	3,021.57	3,171.37	3,329.87	3,497.07	3,584.49	3,671.92
Hourly	34.25	35.96	37.77	39.64	41.62	43.71	44.81	45.90
Scale Supervisor								
Bi-weekly	2,674.47	2,808.22	2,949.33	3,095.81	3,250.96	3,413.47	3,498.81	3,584.15
Hourly	33.43	35.10	36.87	38.70	40.64	42.67	43.74	44.80

**Monterey Regional Waste Management District
OE3 Operations Unit Pay Schedule
Effective July 1, 2021**

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	10 Year	15 Year
Power Systems Maintenance Tech								
Bi-weekly	2,547.39	2,674.47	2,808.22	2,949.33	3,095.81	3,250.96	3,332.23	3,413.51
Hourly	31.84	33.43	35.10	36.87	38.70	40.64	41.65	42.67
Senior Weighmaster								
Bi-weekly	2,541.72	2,668.25	2,802.13	2,941.92	3,089.04	3,244.26	3,325.37	3,406.48
Hourly	31.77	33.35	35.03	36.77	38.61	40.55	41.57	42.58
Senior HHW Technician								
Bi-weekly	2,484.52	2,609.59	2,740.02	2,877.11	3,021.57	3,171.37	3,250.65	3,329.94
Hourly	31.06	32.62	34.25	35.96	37.77	39.64	40.63	41.62
Senior Maintenance Worker								
Bi-weekly	2,484.52	2,609.59	2,740.02	2,877.11	3,021.57	3,171.37	3,250.65	3,329.94
Hourly	31.06	32.62	34.25	35.96	37.77	39.64	40.63	41.62
Senior MRF Operator								
Bi-weekly	2,484.52	2,609.59	2,740.02	2,877.11	3,021.57	3,171.37	3,250.65	3,329.94
Hourly	31.06	32.62	34.25	35.96	37.77	39.64	40.63	41.62
Heavy Equipment Technician II								
Bi-weekly	2,546.96	2,674.75	2,808.19	2,948.63	3,096.80	3,250.60	3,331.86	3,413.13
Hourly	31.84	33.43	35.10	36.86	38.71	40.63	41.65	42.66
LCM Assistant Manager								
Bi-weekly	2,425.68	2,547.39	2,674.47	2,808.22	2,949.33	3,095.81	3,173.20	3,250.60
Hourly	30.32	31.84	33.43	35.10	36.87	38.70	39.67	40.63
Hazardous Material Technician								
Bi-weekly	2,366.15	2,484.52	2,609.59	2,740.02	2,877.11	3,021.57	3,097.11	3,172.65
Hourly	29.58	31.06	32.62	34.25	35.96	37.77	38.71	39.66
Heavy Equipment Technician I								
Bi-weekly	2,426.18	2,546.96	2,674.75	2,808.19	2,948.63	3,096.80	3,174.22	3,251.64
Hourly	30.33	31.84	33.43	35.10	36.86	38.71	39.68	40.65
Weighmaster								
Bi-weekly	2,310.65	2,425.68	2,547.39	2,674.47	2,808.22	2,949.33	3,023.07	3,096.80
Hourly	28.88	30.32	31.84	33.43	35.10	36.87	37.79	38.71
LCM Supervisor								
Bi-weekly	2,253.13	2,366.15	2,484.52	2,609.59	2,740.02	2,877.11	2,949.04	3,020.96
Hourly	28.16	29.58	31.06	32.62	34.25	35.96	36.86	37.76
Maintenance Worker II								
Bi-weekly	2,253.13	2,366.15	2,484.52	2,609.59	2,740.02	2,877.11	2,949.04	3,020.96
Hourly	28.16	29.58	31.06	32.62	34.25	35.96	36.86	37.76

**Monterey Regional Waste Management District
 OE3 Operations Unit Pay Schedule
 Effective July 1, 2021**

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	10 Year	15 Year
MRF Operator II								
Bi-weekly	2,253.13	2,366.15	2,484.52	2,609.59	2,740.02	2,877.11	2,949.04	3,020.96
Hourly	28.16	29.58	31.06	32.62	34.25	35.96	36.86	37.76
Sort Systems Operator								
Bi-weekly	2,147.46	2,253.13	2,366.15	2,484.52	2,609.59	2,740.02	2,808.52	2,877.02
Hourly	26.84	28.16	29.58	31.06	32.62	34.25	35.11	35.96
Maintenance Worker I								
Bi-weekly	2,147.46	2,253.13	2,366.15	2,484.52	2,609.59	2,740.02	2,808.52	2,877.02
Hourly	26.84	28.16	29.58	31.06	32.62	34.25	35.11	35.96
MRF Operator I								
Bi-weekly	2,147.46	2,253.13	2,366.15	2,484.52	2,609.59	2,740.02	2,808.52	2,877.02
Hourly	26.84	28.16	29.58	31.06	32.62	34.25	35.11	35.96
Associate Operator								
Bi-weekly	1,591.90	1,671.49	1,755.27	1,843.26	1,935.41	2,031.77	2,082.56	2,133.36
Hourly	19.90	20.89	21.94	23.04	24.19	25.40	26.03	26.67