




Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

Reviewed by: 
General Manager

DATE: June 11, 2021
TO: Board of Directors
FROM: Berta Torres, Human Resources Manager
SUBJECT: Approval of General Manager Pay Schedule

RECOMMENDATION: That the Board approve the General Manager Pay Schedule.

BACKGROUND & DISCUSSION

Under a separate agenda item, the Board will be reviewing the General Manager compensation, at the recommendation of the Personnel Committee and staff, to consider granting the incumbent a cost of living adjustment (COLA) at this time, equal to that of other District managers.

If a COLA is granted, in accordance with past practice, a 3.8% COLA should be awarded effective July 1, 2021, based on the San Francisco Area CPI of April 2021.

In the spirit of process expediency, the General Manager's Pay Schedule reflecting 3.8% pay increase is presented herein for Board approval (Attachment A). Should the Board decide on a different pay increase or on a different timeline to review the General Manager compensation, the approval of the pay scheduled included herein should be denied and the matter tabled for a future Board meeting at the Board's discretion.

FISCAL IMPACT

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

CONCLUSION

Board approval of the General Manager Pay Schedule is requested, to implement the payrate increase recommendations of the Personnel Committee and staff.

Respectfully submitted,



Berta R. Torres

**Monterey Regional Waste Management District
General Manager 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
EXEMPT								
General Manager								
Bi-weekly	7,275.62	7,639.40	8,021.37	8,422.44	8,843.56	9,285.74	9,517.88	9,750.03
Hourly	90.95	95.49	100.27	105.28	110.54	116.07	118.97	121.88