



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

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DATE: January 12, 2022
TO: Board of Directors
FROM: Human Resources Manager
SUBJECT: Approval of General Manager Pay Schedule

Reviewed by: GA Date: 1-14-22
General Manager

RECOMMENDATION: That the Board approve the General Manager Pay Schedule, effective January 1, 2022.

BACKGROUND & DISCUSSION

The recruitment and selection process for the General Manager concluded in late 2021 and the board granted the new General Manager a starting salary within the range of the approved pay schedule of \$210,000 annually. See Attachment A for the approved Pay Schedule.

For CalPERS compensation compliance purposes, Pay Schedules must reflect exact employee compensation and require approval by the Board of Directors. Please note that the former General Manager's compensation must also be reflected on the Pay Schedule for the period of transition previously approved by the Board of Directors. Attachment B meets these requirements.

FISCAL IMPACT

Amounts are included in the FY 2021/22 Budget.

CONCLUSION

Approval is requested for the General Manager Pay Schedule, effective January 1, 2022, to ensure compliance with CalPERS compensation requirements.

Respectfully,

Berta R. Torres

**Monterey Regional Waste Management District
General Manager 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
EXEMPT General Manager								
Annual	189,166.18	198,624.39	208,555.71	218,983.33	229,932.63	241,429.25	247,464.98	253,500.71
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

Monterey Regional Waste Management District
General Manager Pay Schedule
Effective January 1, 2022

Attachment B

<u>Board Approved: January 21, 2022</u>		
CLASSIFICATION	1	2
EXEMPT		
General Manager		
Annual	210,000.00	241,429.25
Bi-weekly	8,076.92	9,285.74
Hourly	100.96	116.07
Longevity Pay (15 Years)*		5%
NOTE:		
Employees hired prior to June 30, 2019, are eligible for Longevity Pay at 5% over base rate after 15 years of service.		