




# Memorandum

## MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

Reviewed by:  Date: June 10, 2022  
General Manager

DATE: June 10, 2022  
TO: Board of Directors  
FROM: Berta Torres, Human Resources Manager  
SUBJECT: Approval of Pay Schedules for Operating Engineers Local 3 Classifications

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

### **BACKGROUND & DISCUSSION**

In June 2019, the Board approved OE3, Support Unit and Laborers & Salesclerks Unit Collective Bargaining Agreements, which, in part, stipulate that effective July 1, 2022, all members receive a cost of living adjustment (COLA) payrate increase, based on the April 2022 Consumer Price Index (CPI) for the San Francisco Area, up to 4%.

**Other Pay Changes:** Additionally, as discussed in more detail in the Final Budget for FY 2022/23, the Safety Coordinator classification has been added to the Support Unit to more accurately reflect the scope of responsibilities of the role in place of the Compliance Support Assistant classification, which has been eliminated. Compensation for the Safety Coordinator classification is set based on current market rate and internal alignment.

The April 2022 CPI for San Francisco is 5.0% (Attachment A). Accordingly, the OE3 Support Unit and Laborers & Salesclerks Unit Pay Schedules (Attachments B-C), have been adjusted by 4.0% for all classifications, effective July 1, 2022.

### **FISCAL IMPACT**

Related costs have been taken into consideration and are included in the Final Budget for 2022/23.

### **CONCLUSION**

Your approval of Pay Scheduled for OE3 Support Unit and Laborers & Salesclerks Unit is requested, to implement the COLA payrate increases in compliance with the respective labor contract obligations as noted above.

Respectfully submitted,





**For Release: Wednesday, May 11, 2022**

**22-872-SAN**

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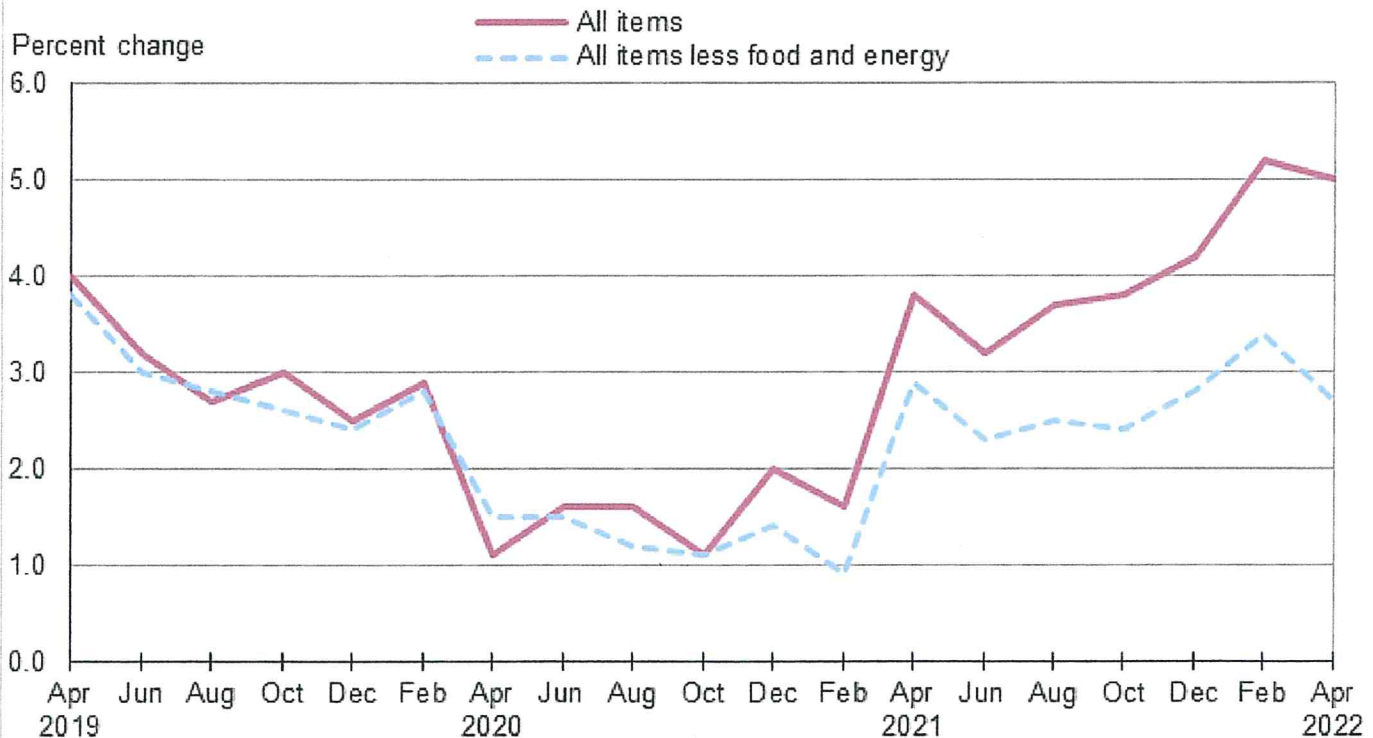
## Consumer Price Index, San Francisco Area — April 2022

**Area prices were up 1.5 percent over the past two months, up 5.0 percent from a year ago**

Prices in the San Francisco area, as measured by the Consumer Price Index for All Urban Consumers (CPI-U), advanced 1.5 percent for the two months ending in April 2022, the U.S. Bureau of Labor Statistics reported today. (See [table A](#).) Regional Commissioner Chris Rosenlund noted that the April increase was influenced by higher prices for gasoline. (Data in this report are not seasonally adjusted. Accordingly, month-to-month changes may reflect seasonal influences.)

Over the last 12 months, the CPI-U rose 5.0 percent. (See [chart 1](#) and [table A](#).) Food prices moved up 10.2 percent. Energy prices jumped 31.1 percent, largely the result of an increase in the price of gasoline. The index for all items less food and energy increased 2.7 percent over the year. (See [table 1](#).)

**Chart 1. Over-the-year percent change in CPI-U, San Francisco-Oakland-Hayward, CA, April 2019–April 2022**



Source: U.S. Bureau of Labor Statistics.



## Food

Food prices rose 1.1 percent for the two months ending in April. (See [table 1.](#)) Prices for food at home advanced 1.7 percent, led by higher prices for meats, poultry, fish, and eggs (7.3 percent) and dairy and related products (6.3 percent). Prices for food away from home advanced 0.3 percent for the same period.

Over the year, food prices rose 10.2 percent. Prices for food at home jumped 13.9 percent since a year ago. Increases across food at home expenditure categories ranged from 6.8 percent for fruits and vegetables to 19.3 percent for meats, poultry, fish, and eggs. Prices for food away from home increased 6.0 percent.

## Energy

The energy index jumped 13.5 percent for the two months ending in April. The increase was mainly due to higher prices for gasoline (20.4 percent). Prices for electricity increased 8.6 percent, but prices for natural gas service declined 1.8 percent for the same period.

Energy prices jumped 31.1 percent over the year, largely due to higher prices for gasoline (43.0 percent). Prices paid for natural gas service rose 23.4 percent, and prices for electricity increased 18.2 percent during the past year.

## All items less food and energy

The index for all items less food and energy rose 0.7 percent in the latest two-month period. Higher prices for other goods and services (3.2 percent) and medical care (1.0 percent) were partially offset by lower prices for apparel (-2.4 percent), recreation (-2.1 percent), and used cars and trucks (-2.1 percent).

Over the year, the index for all items less food and energy increased 2.7 percent. Components contributing to the increase included used cars and trucks (22.3 percent), recreation (8.0 percent), and medical care (3.2 percent). Partly offsetting the increases was a price decrease in shelter (-0.1 percent).

**Table A. San Francisco-Oakland-Hayward, CA, CPI-U 2-month and 12-month percent changes, all items index, not seasonally adjusted**

Month	2018		2019		2020		2021		2022	
	2-month	12-month	2-month	12-month	2-month	12-month	2-month	12-month	2-month	12-month
February .....	1.4	3.6	0.5	3.5	0.9	2.9	0.5	1.6	1.4	5.2
April .....	0.8	3.2	1.2	4.0	-0.5	1.1	1.7	3.8	1.5	5.0
June.....	0.9	3.9	0.2	3.2	0.7	1.6	0.0	3.2		
August.....	0.6	4.3	0.1	2.7	0.0	1.6	0.5	3.7		
October.....	0.7	4.4	1.0	3.0	0.5	1.1	0.7	3.8		
December.....	0.1	4.5	-0.5	2.5	0.4	2.0	0.8	4.2		

**The June 2022 Consumer Price Index for the San Francisco area is scheduled to be released on July 13, 2022.**

## Technical Note

The Consumer Price Index (CPI) is a measure of the average change in prices over time in a fixed market basket of goods and services. The Bureau of Labor Statistics publishes CPIs for two population groups: (1) a CPI for All Urban Consumers (CPI-U) which covers approximately 93 percent of the total U.S. population and (2) a CPI for Urban Wage Earners and Clerical Workers (CPI-W) which covers approximately 29 percent of

the total U.S. population. The CPI-U includes, in addition to wage earners and clerical workers, groups such as professional, managerial, and technical workers, the self-employed, short-term workers, the unemployed, and retirees and others not in the labor force.

The CPI is based on prices of food, clothing, shelter, and fuels, transportation fares, charges for doctors' and dentists' services, drugs, and the other goods and services that people buy for day-to-day living. Each month, prices are collected in 75 urban areas across the country from about 6,000 housing units and approximately 22,000 retail establishments—department stores, supermarkets, hospitals, filling stations, and other types of stores and service establishments. All taxes directly associated with the purchase and use of items are included in the index.

The index measures price changes from a designated reference date; for most of the CPI-U the reference base is 1982-84 equals 100. An increase of 7 percent from the reference base, for example, is shown as 107.000. Alternatively, that relationship can also be expressed as the price of a base period market basket of goods and services rising from \$100 to \$107. For further details see the CPI home page on the internet at [www.bls.gov/cpi](http://www.bls.gov/cpi) and the CPI section of the BLS Handbook of Methods available on the internet at [www.bls.gov/opub/hom/cpi/](http://www.bls.gov/opub/hom/cpi/).















































In calculating the index, price changes for the various items in each location are averaged together with weights that represent their importance in the spending of the appropriate population group. Local data are then combined to obtain a U.S. city average. Because the sample size of a local area is smaller, the local area index is subject to substantially more sampling and other measurement error than the national index. In addition, local indexes are not adjusted for seasonal influences. As a result, local area indexes show greater volatility than the national index, although their long-term trends are quite similar. **NOTE: Area indexes do not measure differences in the level of prices between cities; they only measure the average change in prices for each area since the base period.**

The San Francisco-Oakland-Hayward, CA. metropolitan area covered in this release is comprised of Alameda, Contra Costa, Marin, San Francisco, San Mateo Counties in the State of California.

Information in this release will be made available to individuals with sensory impairments upon request. Voice phone: 202-691-5200; Telecommunications Relay Service: 7-1-1.













**Table 1. Consumer Price Index for All Urban Consumers (CPI-U): Indexes and percent changes for selected periods San Francisco-Oakland-Hayward, CA (1982-84=100 unless otherwise noted)**

Item and Group	Indexes				Percent change from-		
	Historical data	Feb. 2022	Mar. 2022	Apr. 2022	Apr. 2021	Feb. 2022	Mar. 2022
<b>Expenditure category</b>							
All items .....		320.195	-	324.878	5.0	1.5	-
All items (1967=100) .....		984.369	-	998.766	-	-	-
Food and beverages .....		334.605	-	338.207	9.5	1.1	-
Food .....		336.402	-	340.217	10.2	1.1	-
Food at home .....		305.485	308.745	310.554	13.9	1.7	0.6
Cereals and bakery products .....		308.332	-	308.815	15.1	0.2	-
Meats, poultry, fish, and eggs.....		333.698	-	358.126	19.3	7.3	-
Dairy and related products .....		302.103	-	321.150	12.0	6.3	-
Fruits and vegetables .....		397.584	-	394.023	6.8	-0.9	-
Nonalcoholic beverages and beverage materials(1) .....		216.230	-	218.623	8.1	1.1	-
Other food at home .....		264.150	-	258.799	16.2	-2.0	-
Food away from home.....		370.023	-	371.272	6.0	0.3	-
Alcoholic beverages .....		315.737	-	316.572	1.4	0.3	-
Housing .....		370.763	-	372.662	1.2	0.5	-
Shelter .....		415.760	414.415	416.308	-0.1	0.1	0.5
Rent of primary residence(2).....		469.286	469.629	471.426	0.8	0.5	0.4
Owners' equiv. rent of residences(2)(3).....		444.617	444.852	444.585	1.4	0.0	-0.1
Owners' equiv. rent of primary residence(1)(2).....		444.617	444.852	444.585	1.4	0.0	-0.1
Fuels and utilities.....		514.971	-	535.078	13.9	3.9	-
Household energy .....		469.032	499.960	496.178	18.3	5.8	-0.8
Energy services(2) .....		470.615	501.111	497.554	18.2	5.7	-0.7
Electricity(2).....		494.214	548.767	536.767	18.2	8.6	-2.2
Utility (piped) gas service(2).....		423.823	401.193	416.368	23.4	-1.8	3.8
Household furnishings and operations .....		160.063	-	162.568	4.0	1.6	-
Apparel .....		113.006	-	110.297	3.1	-2.4	-
Transportation .....		238.498	-	257.897	19.1	8.1	-
Private transportation .....		241.233	-	255.212	19.4	5.8	-
New and used motor vehicles(4).....		-	-	117.730	-	-	-
New vehicles(1).....		-	-	189.443	-	-	-
Used cars and trucks(1) .....		376.607	-	368.593	22.3	-2.1	-
Motor fuel .....		343.538	408.338	414.030	43.2	20.5	1.4
Gasoline (all types).....		342.218	406.871	411.914	43.0	20.4	1.2
Gasoline, unleaded regular(4).....		342.591	408.300	413.186	43.5	20.6	1.2
Gasoline, unleaded midgrade(4)(5).....		319.134	377.244	382.446	42.5	19.8	1.4
Gasoline, unleaded premium(4).....		322.988	380.191	385.567	40.8	19.4	1.4
Medical care .....		567.774	-	573.254	3.2	1.0	-
Recreation(6).....		137.237	-	134.314	8.0	-2.1	-
Education and communication(6).....		155.546	-	155.644	2.3	0.1	-
Tuition, other school fees, and child care(1).....		-	-	-	-	-	-
Other goods and services .....		540.581	-	557.976	4.1	3.2	-
<b>Commodity and service group</b>							
All items .....		320.195	-	324.878	5.0	1.5	-
Commodities .....		222.186	-	227.995	12.5	2.6	-
Commodities less food & beverages.....		162.426	-	168.703	15.3	3.9	-
Nondurables less food & beverages .....		212.593	-	226.684	16.3	6.6	-
Durables .....		-	-	114.742	-	-	-
Services.....		402.721	-	406.485	2.0	0.9	-

Note: See footnotes at end of table.

**Table 1. Consumer Price Index for All Urban Consumers (CPI-U): Indexes and percent changes for selected periods San Francisco-Oakland-Hayward, CA (1982-84=100 unless otherwise noted) - Continued**

Item and Group	Indexes			Percent change from-			
	Historical data	Feb. 2022	Mar. 2022	Apr. 2022	Apr. 2021	Feb. 2022	Mar. 2022
<b>Special aggregate indexes</b>							
All items less medical care .....		309.967	-	314.604	5.1	1.5	-
All items less shelter.....		282.565	-	289.662	9.2	2.5	-
Commodities less food .....		169.355	-	175.590	14.4	3.7	-
Nondurables .....		275.005	-	283.926	12.1	3.2	-
Nondurables less food.....		220.811	-	234.134	14.7	6.0	-
Services less rent of shelter(3).....		405.976	-	415.532	5.8	2.4	-
Services less medical care services.....		391.232	-	394.977	2.0	1.0	-
Energy .....		395.621	447.197	449.124	31.1	13.5	0.4
All items less energy .....		320.537	-	323.112	3.7	0.8	-
All items less food and energy .....		318.955	-	321.347	2.7	0.7	-

Footnotes

(1) Indexes on a December 1977=100 base.

(2) This index series was calculated using a Laspeyres estimator. All other item stratum index series were calculated using a geometric means estimator.

(3) Indexes on a December 1982=100 base.

(4) Special index based on a substantially smaller sample.

(5) Indexes on a December 1993=100 base.

(6) Indexes on a December 1997=100 base.

- Data not available

NOTE: Index applies to a month as a whole, not to any specific date.

Monterey Regional Waste Management District

Pay Schedule | Support Unit

Effective July 1, 2022

B

Board Approved: 6/17/22

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Public Education & Outreach Coordinator						
Bi-weekly	3,067.31	3,219.63	3,381.00	3,550.01	3,727.38	3,914.46
Hourly	38.34	40.25	42.26	44.38	46.59	48.93
Accounting Technician						
Bi-weekly	2,920.55	3,067.31	3,219.63	3,381.00	3,550.01	3,727.38
Hourly	36.51	38.34	40.25	42.26	44.38	46.59
*Accounting Assistant II						
Bi-weekly	2,403.08	2,522.71	2,649.29	2,781.45	2,920.55	3,067.31
Hourly	30.04	31.53	33.12	34.77	36.51	38.34
Administrative Support Specialist II						
Bi-weekly	2,403.08	2,522.71	2,649.29	2,781.45	2,920.55	3,067.31
Hourly	30.04	31.53	33.12	34.77	36.51	38.34
Safety Coordinator						
Bi-weekly	2,403.08	2,522.71	2,649.29	2,781.45	2,920.55	3,067.31
Hourly	30.04	31.53	33.12	34.77	36.51	38.34
Public Education & Outreach Specialist						
Bi-weekly	2,403.08	2,522.71	2,649.29	2,781.45	2,920.55	3,067.31
Hourly	30.04	31.53	33.12	34.77	36.51	38.34
*Operations Support Specialist						
Bi-weekly	2,403.08	2,522.71	2,649.29	2,781.45	2,920.55	3,067.31
Hourly	30.04	31.53	33.12	34.77	36.51	38.34
Accounting Assistant I						
Bi-weekly	2,179.81	2,289.00	2,403.08	2,522.71	2,649.29	2,781.45
Hourly	27.25	28.61	30.04	31.53	33.12	34.77
Administrative Support Specialist I						
Bi-weekly	2,179.81	2,289.00	2,403.08	2,522.71	2,649.29	2,781.45
Hourly	27.25	28.61	30.04	31.53	33.12	34.77

\*Employees hired prior to June 30, 2019, are eligible for longevity pay at 2.5% over base after 10 years of service and 5% over base rate after 15 years of service.



**Monterey Regional Waste Management District**  
**Pay Schedule | Laborers Salesclerks Unit**  
**Effective July 1, 2022**

C

Board Approved: 6/17/22

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Sales Associate						
Bi-weekly	1,604.79	1,685.03	1,769.25	1,858.37	1,951.45	2,048.86
Hourly	20.06	21.06	22.12	23.23	24.39	25.61
Maintenance Shop Asst II						
Bi-weekly	1,479.11	1,552.70	1,630.29	1,712.08	1,797.86	1,887.63
Hourly	18.49	19.41	20.38	21.40	22.47	23.60
MRF Maintenance Asst II						
Bi-weekly	1,479.11	1,552.70	1,630.29	1,712.08	1,797.86	1,887.63
Hourly	18.49	19.41	20.38	21.40	22.47	23.60
Site & Facilities Asst II						
Bi-weekly	1,479.11	1,552.70	1,630.29	1,712.08	1,797.86	1,887.63
Hourly	18.49	19.41	20.38	21.40	22.47	23.60
Sorter II						
Bi-weekly	1,479.11	1,552.70	1,630.29	1,712.08	1,797.86	1,887.63
Hourly	18.49	19.41	20.38	21.40	22.47	23.60
Recycling Attendant						
Bi-weekly	1,397.98	1,468.25	1,541.18	1,618.98	1,700.11	1,785.22
Hourly	17.47	18.35	19.26	20.24	21.25	22.32
Sales Assistant						
Bi-weekly	1,397.98	1,468.25	1,541.18	1,618.98	1,700.11	1,785.22
Hourly	17.47	18.35	19.26	20.24	21.25	22.32
MRF Maintenance Asst I						
Bi-weekly	1,261.01	1,323.96	1,389.57	1,460.05	1,533.20	1,609.82
Hourly	15.76	16.55	17.37	18.25	19.17	20.12
Site & Facilities Asst I						
Bi-weekly	1,261.01	1,323.96	1,389.57	1,460.05	1,533.20	1,609.82
Hourly	15.76	16.55	17.37	18.25	19.17	20.12
Sorter I						
Bi-weekly	1,261.01	1,323.96	1,389.57	1,460.05	1,533.20	1,609.82
Hourly	15.76	16.55	17.37	18.25	19.17	20.12

Employees hired prior to June 30, 2019, are eligible for longevity pay at 2.5% over base after 10 years of service and 5% over base rate after 15 years of service, except if employee opted out in favor of deferred compensation employer match.