



# Memorandum

## MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

DATE: June 10, 2022

Reviewed by: 

Date: June 10, 2022

TO: Board of Directors

General Manager

FROM: Berta Torres, Human Resources Manager

SUBJECT: Approval of Pay Schedules for Management Unit

**RECOMMENDATION:** That the Board approve the Pay Schedule for the Management Unit

### BACKGROUND & DISCUSSION

**Management Unit:** In June 2019, the Board approved the Management Unit Collective Bargaining Agreements, which, in part, stipulate that effective July 1, 2022, all members receive a cost of living adjustment (COLA) equal to the SF/Bay CPI for the twelve-month period ending April 2022, with a maximum of 4.5%. The April 2022 CPI for San Francisco is 5.0%.

**Other Pay Changes:** As discussed in more detail in the Final Budget for FY 2022/23, the MRF Manager pay schedule reflects a 5% pay increase due to an increase in responsibilities.

Accordingly, the Pay Schedules for the Management Unit (Attachment A) have been adjusted in accordance with the above pay increases, effective July 1, 2022.

### FISCAL IMPACT

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

### CONCLUSION

Board approval of the Pay Schedule for the Management Unit is requested, to implement the COLA payrate increases in compliance with the Management Unit labor contract obligation as noted above.

Respectfully submitted,



Berta R. Torres

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

A

Board Approved: 6/17/22

| CLASSIFICATION                            | STEP 1   | STEP 2   | STEP 3   | STEP 4   | STEP 5   | STEP 6   |
|---|----------|----------|----------|----------|----------|----------|
| Senior Engineer                           |          |          |          |          |          |          |
| Bi-weekly                                 | 5,687.39 | 5,973.29 | 6,270.16 | 6,583.42 | 6,913.79 | 7,259.21 |
| Hourly                                    | 71.09    | 74.67    | 78.38    | 82.29    | 86.42    | 90.74    |
| Site Operations Manager                   |          |          |          |          |          |          |
| Bi-weekly                                 | 5,186.28 | 5,445.59 | 5,717.88 | 6,003.77 | 6,303.97 | 6,619.16 |
| Hourly                                    | 64.83    | 68.07    | 71.47    | 75.05    | 78.80    | 82.74    |
| MRF Manager                               |          |          |          |          |          |          |
| Bi-weekly                                 | 5,186.28 | 5,445.60 | 5,717.87 | 6,003.77 | 6,303.96 | 6,619.17 |
| Hourly                                    | 64.83    | 68.07    | 71.47    | 75.05    | 78.80    | 82.74    |
| *Equipment Maintenance Manager            |          |          |          |          |          |          |
| Bi-weekly                                 | 4,939.32 | 5,186.28 | 5,445.59 | 5,717.88 | 6,003.77 | 6,303.97 |
| Hourly                                    | 61.74    | 64.83    | 68.07    | 71.47    | 75.05    | 78.80    |
| Safety Manager                            |          |          |          |          |          |          |
| Bi-weekly                                 | 4,266.81 | 4,480.15 | 4,704.15 | 4,939.36 | 5,186.32 | 5,445.65 |
| Hourly                                    | 53.34    | 56.00    | 58.80    | 61.74    | 64.83    | 68.07    |
| Solid Waste Engineer                      |          |          |          |          |          |          |
| Bi-weekly                                 | 4,266.81 | 4,480.15 | 4,704.15 | 4,939.36 | 5,186.32 | 5,445.65 |
| Hourly                                    | 53.34    | 56.00    | 58.80    | 61.74    | 64.83    | 68.07    |
| Communications & Public Education Manager |          |          |          |          |          |          |
| Bi-weekly                                 | 4,083.55 | 4,287.72 | 4,502.11 | 4,727.22 | 4,963.58 | 5,211.76 |
| Hourly                                    | 51.04    | 53.60    | 56.28    | 59.09    | 62.04    | 65.15    |
| Assistant MRF Manager                     |          |          |          |          |          |          |
| Bi-weekly                                 | 3,870.04 | 4,063.54 | 4,266.72 | 4,480.06 | 4,704.06 | 4,939.27 |
| Hourly                                    | 48.38    | 50.79    | 53.33    | 56.00    | 58.80    | 61.74    |

\* 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.