




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 Unrepresented Classifications

RECOMMENDATION: That the Board approve Pay Schedules for General Manager; Unrepresented, Confidential, At-Will Classifications.

BACKGROUND & DISCUSSION

Cost of living adjustments (COLA) for Unrepresented classifications have traditionally been based on the Consumer Price Index (CPI) for the San Francisco Area. Consideration is also given to the pay increases of other positions and historically, unrepresented classifications have been granted the same pay increases as similar represented classifications for internal equity purposes and to prevent wage compression. The CPI for April 2022 for the San Francisco Area is 5%.

Based on the above, a COLA has been incorporated as follows in the Final Budget for FY 2022/23 for the Unrepresented, Confidential, At-Will classifications:

- | | |
|--------------------------------|---|
| a. General Manager: | 4.5% |
| b. Exempt Classifications: | 4.5% (Based on SF Area CPI & Management Unit) |
| b. Non-Exempt Classifications: | 4.0% (Based on similar represented classifications) |

Other Pay Changes: As discussed in more detail in the Final Budget for FY 2022/23, the title of HR Assistant is changing to HR Coordinator to more accurately reflect the scope of responsibilities of the role. Compensation is appropriate for the position and no adjustment is recommended or included, other than the COLA. Additionally, the Accounting Manager pay schedule reflects a 5% pay increase due to an increase in responsibilities.

Accordingly, the Pay Schedules for the General Manager and Unrepresented, Confidential, At-Will Classifications (Attachments A-B), have been adjusted as noted above, 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 General Manager and Unrepresented, Confidential, At-Will Classifications is requested, to implement a COLA payrate increases to maintain fair market pay and prevent wage compression for these classifications.

Respectfully submitted,



Berta R. Torres

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

Board Approved: 6/17/22

CLASSIFICATION	1
EXEMPT	
General Manager (At-Will)	
Annual	219,449.88
Bi-weekly	8,440.38
Hourly	105.50

B

Monterey Regional Waste Management District
Pay Schedule | Unrepresented, Confidential, At-Will Classifications
Effective July 1, 2022

Board Approved: 6/17/22

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
EXEMPT						
Director of Operations (At-Will)						
Bi-weekly	6,457.66	6,780.54	7,119.57	7,475.55	7,849.33	8,241.80
Hourly	80.72	84.76	88.99	93.44	98.12	103.02
Director of Engineering & Compliance (At-Will)						
Bi-weekly	6,007.12	6,307.48	6,622.86	6,954.00	7,301.70	7,666.78
Hourly	75.09	78.84	82.79	86.93	91.27	95.83
Director of Finance & Administration (At-Will)						
Bi-weekly	6,006.95	6,307.30	6,622.66	6,953.79	7,301.49	7,666.56
Hourly	75.09	78.84	82.78	86.92	91.27	95.83
Director of Communications (At-Will)						
Bi-weekly	5,235.32	5,497.08	5,771.94	6,060.54	6,363.56	6,681.74
Hourly	65.44	68.71	72.15	75.76	79.54	83.52
Human Resources Manager (At Will)						
Bi-weekly	5,444.73	5,716.97	6,002.83	6,302.97	6,618.12	6,949.02
Hourly	68.06	71.46	75.04	78.79	82.73	86.86
Accounting Manager (Conf.)						
Bi-weekly	4,480.14	4,704.15	4,939.36	5,186.32	5,445.64	5,717.93
Hourly	56.00	58.80	61.74	64.83	68.07	71.47
Assistant Accounting Manager (Conf.)						
Bi-weekly	3,863.12	4,056.27	4,259.09	4,472.04	4,695.64	4,930.43
Hourly	48.29	50.70	53.24	55.90	58.70	61.63
NON-EXEMPT						
Assistant Engineer (non-affiliated)						
Bi-weekly	3,570.00	3,748.50	3,935.92	4,132.72	4,339.36	4,556.32
Hourly	44.63	46.86	49.20	51.66	54.24	56.95
Executive Assistant/Board Clerk (Conf)						
Bi-weekly	3,219.63	3,381.00	3,550.01	3,727.38	3,914.46	4,109.91
Hourly	40.25	42.26	44.38	46.59	48.93	51.37
*HHW Supervisor (non-affiliated)						
Bi-weekly	2,740.02	2,877.11	3,021.57	3,171.37	3,329.87	3,497.07
Hourly	34.25	35.96	37.77	39.64	41.62	43.71
Human Resources Technician (Conf.)						
Bi-weekly	2,490.65	2,614.64	2,745.84	2,882.81	3,026.99	3,179.10
Hourly	31.13	32.68	34.32	36.04	37.84	39.74

Monterey Regional Waste Management District
Pay Schedule | Unrepresented, Confidential, At-Will Classifications

Effective July 1, 2022

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Human Resources Coordinator (Conf.)						
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
Deputy Weighmaster (PT, non-affiliated)						
Bi-weekly	2,166.79	2,274.71	2,388.18	2,507.18	2,632.62	2,765.45
Hourly	27.08	28.43	29.85	31.34	32.91	34.57
LFG Maintenance Assistant (non-affiliated)						
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

*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.