

# MEMO



**Discussion/Action  
Item #: 13**

Meeting Date: June 23, 2023

To: Board of Directors  
From: Director of Human Resources, Berta R. Torres  
Approved by: General Manager, Felipe Melchor

**Subject: Approve Revised Pay Schedules for the Operating Engineers Local 3 (OE3) Classifications to Incorporate Cost of Living Adjustments for Fiscal Year 2023/24:**

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## RECOMMENDATION

Approve Revised Pay Schedules for the Operating Engineers Local 3 (OE3) Classifications to Incorporate Cost of Living Adjustments for Fiscal Year 2023/24:

## BACKGROUND AND DISCUSSION

The board-approved Memoranda of Understanding between Regen Monterey and the Operating Engineers Local (OE3) stipulate that effective July 1, 2023, OE3 classifications receive a payrate increase/cost-of-living adjustment (COLA). The Consumer Price Index (CPI) for the San Francisco Area is the basis for the rate increases or as otherwise stipulated in the MOUs.

Based on the above, the Final Budget for FY 2023/24 includes pay increase for the following OE3 classifications as follows:

- A. OE3 Operations Unit: 4.2%
- B. OE3 Support Unit: 4.0%
- C. OE3 Allies Unit: 10.0%

Accordingly, the Pay Schedules for the above-referenced OE3 bargaining units, Attachments A, B, and C, respectively have been adjusted in accordance with the board-approved Memoranda of Understanding, effective July 1, 2023.

## FISCAL IMPACT

Related costs have been taken into consideration and are included in the Final Budget for 2023/24.

## CONCLUSION

The Board's approval of the Pay Schedules for Operating Engineer Local 3 classifications is requested, to implement any increases in compliance with the respective labor contract obligations as noted above.

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*Let's not waste this.*

**Monterey Regional Waste Management District**

ATTACHMENT A

**Pay Schedule | Operations Unit**

**Effective July 1, 2023**

Board Approved:						
CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
*Power Systems Supervisor						
Bi-weekly	4,098.49	4,303.41	4,518.58	4,744.51	4,981.74	5,230.83
Hourly	51.23	53.79	56.48	59.31	62.27	65.39
Power Systems Senior Technician						
Bi-weekly	3,716.90	3,902.75	4,097.89	4,302.78	4,517.92	4,743.82
Hourly	46.46	48.78	51.22	53.78	56.47	59.30
*Maintenance Shop Supervisor						
Bi-weekly	3,709.29	3,894.75	4,089.49	4,293.96	4,508.66	4,734.09
Hourly	46.37	48.68	51.12	53.67	56.36	59.18
Senior Heavy Equipment Technician						
Bi-weekly	3,540.67	3,717.70	3,903.59	4,098.77	4,303.71	4,518.90
Hourly	44.26	46.47	48.79	51.23	53.80	56.49
*Heavy Equipment Technician III						
Bi-weekly	3,372.08	3,540.68	3,717.71	3,903.60	4,098.78	4,303.72
Hourly	42.15	44.26	46.47	48.80	51.23	53.80
MRF Maintenance Supervisor						
Bi-weekly	3,371.00	3,539.55	3,716.53	3,902.36	4,097.48	4,302.35
Hourly	42.14	44.24	46.46	48.78	51.22	53.78
Electro-Mechanical Technician						
Bi-weekly	3,371.00	3,539.55	3,716.53	3,902.36	4,097.48	4,302.35
Hourly	42.14	44.24	46.46	48.78	51.22	53.78
*Heavy Equipment Supervisor						
Bi-weekly	3,290.16	3,454.67	3,627.40	3,808.77	3,999.21	4,199.17
Hourly	41.13	43.18	45.34	47.61	49.99	52.49
Site & Facilities Manut. Supervisor						
Bi-weekly	3,281.98	3,446.08	3,618.38	3,799.30	3,989.27	4,188.73
Hourly	41.02	43.08	45.23	47.49	49.87	52.36
*MRF Supervisor						
Bi-weekly	3,289.40	3,453.87	3,626.56	3,807.89	3,998.28	4,198.19
Hourly	41.12	43.17	45.33	47.60	49.98	52.48
*Heavy Equipment Operator						
Bi-weekly	2,983.58	3,132.76	3,289.40	3,453.87	3,626.56	3,807.89
Hourly	37.29	39.16	41.12	43.17	45.33	47.60
*HHW Supervisor						
Bi-weekly	2,983.58	3,132.76	3,289.40	3,453.87	3,626.56	3,807.89
Hourly	37.29	39.16	41.12	43.17	45.33	47.60

**Monterey Regional Waste Management District**  
**Pay Schedule | Operations Unit**  
**Effective July 1, 2023**

ATTACHMENT A

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Scale Supervisor						
Bi-weekly	2,912.20	3,057.81	3,210.70	3,371.24	3,539.80	3,716.79
Hourly	36.40	38.22	40.13	42.14	44.25	46.46
Power Systems Maintenance Tech						
Bi-weekly	2,773.82	2,912.51	3,058.14	3,211.05	3,371.60	3,540.18
Hourly	34.67	36.41	38.23	40.14	42.15	44.25
Senior Weighmaster						
Bi-weekly	2,767.66	2,906.04	3,051.34	3,203.91	3,364.11	3,532.32
Hourly	34.60	36.33	38.14	40.05	42.05	44.15
Senior HHW Technician						
Bi-weekly	2,705.37	2,840.64	2,982.67	3,131.80	3,288.39	3,452.81
Hourly	33.82	35.51	37.28	39.15	41.10	43.16
*Senior Maintenance Worker						
Bi-weekly	2,705.37	2,840.64	2,982.67	3,131.80	3,288.39	3,452.81
Hourly	33.82	35.51	37.28	39.15	41.10	43.16
*Senior MRF Operator						
Bi-weekly	2,705.37	2,840.64	2,982.67	3,131.80	3,288.39	3,452.81
Hourly	33.82	35.51	37.28	39.15	41.10	43.16
*Heavy Equipment Technician II						
Bi-weekly	2,773.36	2,912.03	3,057.63	3,210.51	3,371.04	3,539.59
Hourly	34.67	36.40	38.22	40.13	42.14	44.24
Heavy Equipment Technician I						
Bi-weekly	2,641.85	2,773.94	2,912.64	3,058.27	3,211.18	3,371.74
Hourly	33.02	34.67	36.41	38.23	40.14	42.15
LCM Assistant Manager						
Bi-weekly	2,641.30	2,773.37	2,912.04	3,057.64	3,210.52	3,371.05
Hourly	33.02	34.67	36.40	38.22	40.13	42.14
*Hazardous Material Technician						
Bi-weekly	2,576.48	2,705.30	2,840.57	2,982.60	3,131.73	3,288.32
Hourly	32.21	33.82	35.51	37.28	39.15	41.10
*Weighmaster						
Bi-weekly	2,516.04	2,641.84	2,773.93	2,912.63	3,058.26	3,211.17
Hourly	31.45	33.02	34.67	36.41	38.23	40.14
LCM Supervisor						
Bi-weekly	2,453.41	2,576.08	2,704.88	2,840.12	2,982.13	3,131.24
Hourly	30.67	32.20	33.81	35.50	37.28	39.14

**Monterey Regional Waste Management District  
Pay Schedule | Operations Unit  
Effective July 1, 2023**

ATTACHMENT A

<b>CLASSIFICATION</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>
Maintenance Worker II						
Bi-weekly	2,453.41	2,576.08	2,704.88	2,840.12	2,982.13	3,131.24
Hourly	30.67	32.20	33.81	35.50	37.28	39.14
*MRF Operator II						
Bi-weekly	2,453.41	2,576.08	2,704.88	2,840.12	2,982.13	3,131.24
Hourly	30.67	32.20	33.81	35.50	37.28	39.14
Sort Systems Operator						
Bi-weekly	2,338.35	2,455.27	2,578.03	2,706.93	2,842.28	2,984.39
Hourly	29.23	30.69	32.23	33.84	35.53	37.30
Maintenance Worker I						
Bi-weekly	2,338.35	2,455.27	2,578.03	2,706.93	2,842.28	2,984.39
Hourly	29.23	30.69	32.23	33.84	35.53	37.30
*MRF Operator I						
Bi-weekly	2,338.35	2,455.27	2,578.03	2,706.93	2,842.28	2,984.39
Hourly	29.23	30.69	32.23	33.84	35.53	37.30
Associate Operator						
Bi-weekly	1,733.41	1,820.08	1,911.08	2,006.63	2,106.96	2,212.31
Hourly	21.67	22.75	23.89	25.08	26.34	27.65
<p>*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.</p>						

**Pay Schedule | Support Unit**

**Effective July 1, 2023**

Board Approved:						
CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
<b>EXEMPT</b>						
Project Manager						
Bi-weekly	4,446.02	4,668.32	4,901.74	5,146.83	5,404.17	5,674.38
Hourly	55.58	58.35	61.27	64.34	67.55	70.93
<b>NON-EXEMPT</b>						
Assistant Engineer						
Bi-weekly	3,712.80	3,898.44	4,093.36	4,298.03	4,512.93	4,738.58
Hourly	46.41	48.73	51.17	53.73	56.41	59.23
Public Education & Outreach Coordinator						
Bi-weekly	3,190.00	3,349.50	3,516.98	3,692.83	3,877.47	4,071.34
Hourly	39.88	41.87	43.96	46.16	48.47	50.89
Accounting Technician						
Bi-weekly	3,037.37	3,189.24	3,348.70	3,516.14	3,691.95	3,876.55
Hourly	37.97	39.87	41.86	43.95	46.15	48.46
Regulatory Compliance Technician						
Bi-weekly	3,037.37	3,189.24	3,348.70	3,516.14	3,691.95	3,876.55
Hourly	37.97	39.87	41.86	43.95	46.15	48.46
*Accounting Assistant II						
Bi-weekly	2,499.20	2,624.16	2,755.37	2,893.14	3,037.80	3,189.69
Hourly	31.24	32.80	34.44	36.16	37.97	39.87
Administrative Support Specialist II						
Bi-weekly	2,499.20	2,624.16	2,755.37	2,893.14	3,037.80	3,189.69
Hourly	31.24	32.80	34.44	36.16	37.97	39.87
Safety Coordinator						
Bi-weekly	2,499.20	2,624.16	2,755.37	2,893.14	3,037.80	3,189.69
Hourly	31.24	32.80	34.44	36.16	37.97	39.87
Public Education & Outreach Specialist						
Bi-weekly	2,499.20	2,624.16	2,755.37	2,893.14	3,037.80	3,189.69
Hourly	31.24	32.80	34.44	36.16	37.97	39.87
*Operations Support Specialist						
Bi-weekly	2,499.20	2,624.16	2,755.37	2,893.14	3,037.80	3,189.69
Hourly	31.24	32.80	34.44	36.16	37.97	39.87
Accounting Assistant I						
Bi-weekly	2,267.00	2,380.35	2,499.37	2,624.34	2,755.56	2,893.34
Hourly	28.34	29.75	31.24	32.80	34.44	36.17
Administrative Support Specialist I						
Bi-weekly	2,267.00	2,380.35	2,499.37	2,624.34	2,755.56	2,893.34
Hourly	28.34	29.75	31.24	32.80	34.44	36.17

**Pay Schedule | Support Unit**

**Effective July 1, 2023**

\*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.

**Pay Schedule | Allies Unit**

**Effective July 1, 2023**

Board Approved:						
CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Maintenance Shop Asst II						
Bi-weekly	1,627.02	1,708.37	1,793.79	1,883.48	1,977.65	2,076.53
Hourly	20.34	21.35	22.42	23.54	24.72	25.96
*MRF Maintenance Asst II						
Bi-weekly	1,627.02	1,708.37	1,793.79	1,883.48	1,977.65	2,076.53
Hourly	20.34	21.35	22.42	23.54	24.72	25.96
Site & Facilities Asst II						
Bi-weekly	1,627.02	1,708.37	1,793.79	1,883.48	1,977.65	2,076.53
Hourly	20.34	21.35	22.42	23.54	24.72	25.96
*Sorter II						
Bi-weekly	1,627.02	1,708.37	1,793.79	1,883.48	1,977.65	2,076.53
Hourly	20.34	21.35	22.42	23.54	24.72	25.96
LFG Maintenance Assistant						
Bi-weekly	1,627.02	1,708.37	1,793.79	1,883.48	1,977.65	2,076.53
Hourly	20.34	21.35	22.42	23.54	24.72	25.96
MRF Maintenance Asst I						
Bi-weekly	1,387.11	1,456.47	1,529.29	1,605.75	1,686.04	1,770.34
Hourly	17.34	18.21	19.12	20.07	21.08	22.13
Site & Facilities Asst I						
Bi-weekly	1,387.11	1,456.47	1,529.29	1,605.75	1,686.04	1,770.34
Hourly	17.34	18.21	19.12	20.07	21.08	22.13
*Sorter I						
Bi-weekly	1,387.11	1,456.47	1,529.29	1,605.75	1,686.04	1,770.34
Hourly	17.34	18.21	19.12	20.07	21.08	22.13

\*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.