

MEMO

Discussion / Action
Item #: 14



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 Management Unit Classifications to Incorporated Cost of Living Adjustments for Fiscal Year 2023/24:

RECOMMENDATION

That the Board Approve Revised Pay Schedules for the Management Unit Classifications to Incorporate Cost of Living Adjustments for Fiscal Year 2023/24:

BACKGROUND AND DISCUSSION

The board-approved Memorandum of Understanding between ReGen Monterey and the Management Unit stipulate that effective July 1,2023, the Management Unit 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.

Based on the above, the Final Budget for FY 2023/24 includes pay increase of 4.2% for all Management Unit classifications, based on the CPI, San Francisco Area of April 2023.

Accordingly, the Pay Schedules for the Management Unit, Attachment A, has been adjusted in accordance with the board-approved Memorandum 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 Management Unit Pay Schedules is requested to implement pay increases in compliance with the respective labor contract obligations as noted above.

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Monterey Regional Waste Management District

ATTACHMENT A

Pay Schedule | Management Unit

Effective July 1, 2023

Board Approved:						
CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Senior Engineer						
Bi-weekly	5,926.26	6,222.57	6,533.70	6,860.39	7,203.41	7,563.58
Hourly	74.08	77.78	81.67	85.75	90.04	94.54
Assistant Director of Operations						
Bi-weekly	5,404.10	5,674.31	5,958.03	6,255.93	6,568.73	6,897.17
Hourly	67.55	70.93	74.48	78.20	82.11	86.21
MRF Manager						
Bi-weekly	5,404.10	5,674.31	5,958.03	6,255.93	6,568.73	6,897.17
Hourly	67.55	70.93	74.48	78.20	82.11	86.21
*Equipment Maintenance Manager						
Bi-weekly	5,146.77	5,404.11	5,674.32	5,958.04	6,255.94	6,568.74
Hourly	64.33	67.55	70.93	74.48	78.20	82.11
Safety 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
Communications & Public Education Manager						
Bi-weekly	4,255.06	4,467.81	4,691.20	4,925.76	5,172.05	5,430.65
Hourly	53.19	55.85	58.64	61.57	64.65	67.88
Assistant MRF Manager						
Bi-weekly	4,032.58	4,234.21	4,445.92	4,668.22	4,901.63	5,146.71
Hourly	50.41	52.93	55.57	58.35	61.27	64.33

* 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.