

MEMO



Discussion/Action Item #: 15

Meeting Date: June 23, 2023

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

Subject: Approve Revised Pay Schedule for General Manager and Unrepresented, Confidential, At-Will Classifications to Incorporate Cost of Living Adjustment for FY 2023/24

RECOMMENDATION

That the Board accept the Approve Revised Pay Schedule for General Manager and Unrepresented, Confidential, At-Will Classifications to Incorporate Cost of Living Adjustment for FY 2023/24

BACKGROUND AND DISCUSSION

Cost of living adjustments (COLA) for Unrepresented classifications are 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 2023 for the San Francisco Area is 4.2% (Attachment A). 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:

1. Unrepresented, Confidential, At-Will Classifications:
 - i. Exempt Classifications: 4.2% (in par with Management Unit)
 - ii. Non-Exempt Classifications: 4.0% (in par with Support Unit)

2. General Manager: 4.2% (in par with Management Unit)

Accordingly, the Pay Schedules for the Unrepresented, Confidential, At-Will Classifications and the General Manager (Attachments B-C), have been adjusted as noted above, effect. July 1, 2023.

FISCAL IMPACT

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

CONCLUSION

Your approval of the Pay Schedules for the 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 positions.

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Consumer Price Index, San Francisco Area — April 2023

Area prices were up 0.4 percent over the past two months, up 4.2 percent from a year ago

News Release Information

23-996-SAN
Wednesday, May 10, 2023

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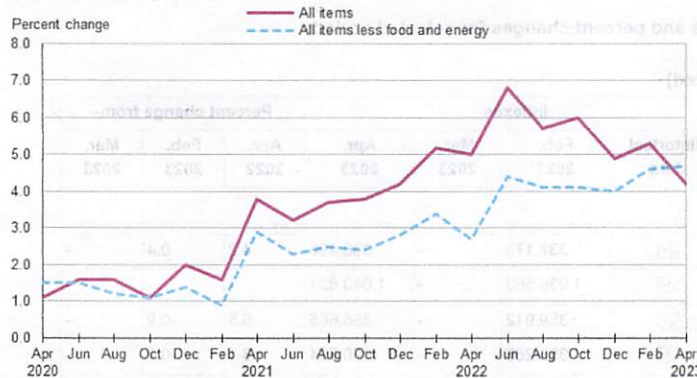
Related Links

[CPI historical databases](#)

Prices in the San Francisco area, as measured by the Consumer Price Index for All Urban Consumers (CPI-U), advanced 0.4 percent for the two months ending in April 2023, 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 shelter. (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 advanced 4.2 percent. (See [chart 1](#) and [table A](#).) Food prices rose 6.1 percent. Energy prices decreased 7.9 percent, largely the result of a decrease in the price of gasoline. The index for all items less food and energy rose 4.7 percent over the year. (See [table 1](#).)

Chart 1. Over-the-year percent change in CPI-U, San Francisco-Oakland-Hayward, CA, April 2020–April 2023



Source: U.S. Bureau of Labor Statistics.

[View Chart Data](#)

Food

Food prices decreased 0.7 percent for the two months ending in April. (See [table 1](#).) Prices for food at home decreased 1.1 percent, with lower prices in five of the six subcategories. Prices for food away from home advanced 0.4 percent for the same period.

Over the year, food prices rose 6.1 percent. Prices for food at home increased 5.2 percent since a year ago, with higher prices in five of the six subcategories. Prices for food away from home increased 7.9 percent.

Energy

The energy index declined 3.8 percent for the two months ending in April. The decrease was mainly due to lower prices for natural gas service (-36.0 percent). Prices for electricity rose 4.7 percent, and prices for gasoline advanced 4.2 percent for the same period.

Energy prices decreased 7.9 percent over the year, largely due to lower prices for gasoline (-14.4 percent). Prices paid for natural gas service declined 15.9 percent, but prices for electricity advanced 9.5 percent during the past year.

All items less food and energy

The index for all items less food and energy advanced 0.8 percent in the latest two-month period. Higher prices for new and used motor vehicles (2.4 percent) and shelter (1.1 percent) were partially offset by lower prices for apparel (-3.7 percent).

Over the year, the index for all items less food and energy rose 4.7 percent. Components contributing to the increase included recreation (7.6 percent), household furnishings and operations (6.4 percent), and shelter (5.4 percent). Partly offsetting the increases was a price decrease in used cars and trucks (-5.2 percent).

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

Month	2019		2020		2021		2022		2023	
	2-month	12-month	2-month	12-month	2-month	12-month	2-month	12-month	2-month	12-month
February	0.5	3.5	0.9	2.9	0.5	1.6	1.4	5.2	1.8	5.3
April	1.2	4.0	-0.5	1.1	1.7	3.8	1.5	5.0	0.4	4.2
June	0.2	3.2	0.7	1.6	0.0	3.2	1.7	6.8		
August	0.1	2.7	0.0	1.6	0.5	3.7	-0.5	5.7		
October	1.0	3.0	0.5	1.1	0.7	3.8	1.0	6.0		
December	-0.5	2.5	0.4	2.0	0.8	4.2	-0.3	4.9		

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 and the CPI section of the BLS Handbook of Methods available on the internet at 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. 2023	Mar. 2023	Apr. 2023	Apr. 2022	Feb. 2023	Mar. 2023
Expenditure category							
All items	✓	337.173	-	338.496	4.2	0.4	-
All items (1967=100)	✓	1,036.563	-	1,040.631	-	-	-
Food and beverages	✓	359.912	-	356.665	5.5	-0.9	-
Food	✓	363.265	-	360.824	6.1	-0.7	-
Food at home	✓	330.202	326.526	326.592	5.2	-1.1	0.0
Cereals and bakery products	✓	329.783	-	325.167	5.3	-1.4	-
Meats, poultry, fish, and eggs	✓	351.353	-	347.694	-2.9	-1.0	-
Dairy and related products	✓	331.704	-	332.173	3.4	0.1	-
Fruits and vegetables	✓	431.651	-	430.010	9.1	-0.4	-
Nonalcoholic beverages and beverage materials ⁽¹⁾	✓	239.599	-	226.074	3.4	-5.6	-
Other food at home	✓	289.097	-	288.244	11.4	-0.3	-
Food away from home	✓	398.992	-	400.510	7.9	0.4	-
Alcoholic beverages	✓	323.971	-	311.678	-1.5	-3.8	-
Housing	✓	390.701	-	392.105	5.2	0.4	-
Shelter	✓	434.093	437.421	438.763	5.4	1.1	0.3
Rent of primary residence ⁽²⁾	✓	491.874	494.283	494.560	4.9	0.5	0.1
Owners' equiv. rent of residences ⁽²⁾⁽³⁾	✓	466.191	469.749	470.284	5.8	0.9	0.1
Owners' equiv. rent of primary residence ⁽¹⁾⁽²⁾	✓	466.191	469.749	470.284	5.8	0.9	0.1
Fuels and utilities	✓	585.793	-	544.685	1.8	-7.0	-
Household energy	✓	558.268	525.883	498.355	0.4	-10.7	-5.2
Energy services ⁽²⁾	✓	560.531	527.636	499.851	0.5	-10.8	-5.3
Electricity ⁽²⁾	✓	561.548	587.322	587.821	9.5	4.7	0.1
Utility (piped) gas service ⁽²⁾	✓	547.333	422.256	350.276	-15.9	-36.0	-17.0
Household furnishings and operations	✓	172.101	-	172.967	6.4	0.5	-

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.

Item and Group	Indexes				Percent change from-		
	Historical data	Feb. 2023	Mar. 2023	Apr. 2023	Apr. 2022	Feb. 2023	Mar. 2023
Apparel	✓	116.586	-	112.229	1.8	-3.7	-
Transportation	✓	248.587	-	254.585	-1.3	2.4	-
Private transportation	✓	248.047	-	253.753	-0.6	2.3	-
New and used motor vehicles ⁽⁴⁾	✓	119.154	-	121.996	3.6	2.4	-
New vehicles ⁽¹⁾	✓	195.768	-	196.100	3.5	0.2	-
Used cars and trucks ⁽¹⁾	✓	331.660	-	349.510	-5.2	5.4	-
Motor fuel	✓	340.659	354.292	354.844	-14.3	4.2	0.2
Gasoline (all types)	✓	338.264	351.951	352.585	-14.4	4.2	0.2
Gasoline, unleaded regular ⁽⁴⁾	✓	338.236	352.119	352.724	-14.6	4.3	0.2
Gasoline, unleaded midgrade ⁽⁴⁾⁽⁵⁾	✓	316.639	328.615	329.100	-13.9	3.9	0.1
Gasoline, unleaded premium ⁽⁴⁾	✓	320.831	333.130	333.852	-13.4	4.1	0.2
Medical care	✓	-	-	583.268	1.7	-	-
Recreation ⁽⁶⁾	✓	144.312	-	144.558	7.6	0.2	-
Education and communication ⁽⁶⁾	✓	160.458	-	160.114	2.9	-0.2	-
Tuition, other school fees, and child care ⁽¹⁾	✓	-	-	-	-	-	-
Other goods and services	✓	579.693	-	601.567	7.8	3.8	-
Commodity and service group							
All items	✓	337.173	-	338.496	4.2	0.4	-
Commodities	✓	233.306	-	233.349	2.3	0.0	-
Commodities less food & beverages	✓	166.994	-	167.951	-0.4	0.6	-
Nondurables less food & beverages	✓	219.813	-	221.205	-2.4	0.6	-
Durables	✓	116.778	-	117.392	2.3	0.5	-
Services	✓	424.692	-	427.126	5.1	0.6	-
Special aggregate indexes							
All items less medical care	✓	326.809	-	328.312	4.4	0.5	-
All items less shelter	✓	299.536	-	299.124	3.3	-0.1	-
Commodities less food	✓	174.188	-	174.862	-0.4	0.4	-
Nondurables	✓	291.607	-	290.870	2.4	-0.3	-
Nondurables less food	✓	228.172	-	228.692	-2.3	0.2	-
Services less rent of shelter ⁽³⁾	✓	435.940	-	434.426	4.5	-0.3	-
Services less medical care services	✓	413.566	-	416.193	5.4	0.6	-
Energy	✓	429.799	424.588	413.641	-7.9	-3.8	-2.6
All items less energy	✓	336.928	-	339.060	4.9	0.6	-
All items less food and energy	✓	333.753	-	336.458	4.7	0.8	-
Footnotes							
(1) Indexes on a December 1977=100 base.							
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(3) Indexes on a December 1982=100 base.							
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(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.							

Last Modified Date: Wednesday, May 10, 2023

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Pay Schedule | Unrepresented, Confidential, At-Will Classifications

Effective July 1, 2023

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
EXEMPT						
Director of Operations (At-Will)						
Bi-weekly	6,728.88	7,065.32	7,418.59	7,789.52	8,179.00	8,587.95
Hourly	84.11	88.32	92.73	97.37	102.24	107.35
Director of Engineering & Compliance (At-Will)						
Bi-weekly	6,259.42	6,572.39	6,901.01	7,246.06	7,608.36	7,988.78
Hourly	78.24	82.15	86.26	90.58	95.10	99.86
Director of Finance & Administration (At-Will)						
Bi-weekly	6,259.24	6,572.20	6,900.81	7,245.85	7,608.14	7,988.55
Hourly	78.24	82.15	86.26	90.57	95.10	99.86
Director of Human Resources (At Will)						
Bi-weekly	5,673.41	5,957.08	6,254.93	6,567.68	6,896.06	7,240.86
Hourly	70.92	74.46	78.19	82.10	86.20	90.51
Director of Communications (At-Will)						
Bi-weekly	5,455.20	5,727.96	6,014.36	6,315.08	6,630.83	6,962.37
Hourly	68.19	71.60	75.18	78.94	82.89	87.03
Accounting Manager (Conf.)						
Bi-weekly	4,668.31	4,901.73	5,146.82	5,404.16	5,674.37	5,958.09
Hourly	58.35	61.27	64.34	67.55	70.93	74.48
Assistant Accounting Manager (Conf.)						
Bi-weekly	4,025.37	4,226.64	4,437.97	4,659.87	4,892.86	5,137.50
Hourly	50.32	52.83	55.47	58.25	61.16	64.22
NON-EXEMPT						
Executive Assistant/Board Clerk (Conf)						
Bi-weekly	3,348.42	3,515.84	3,691.63	3,876.21	4,070.02	4,273.52
Hourly	41.86	43.95	46.15	48.45	50.88	53.42
Human Resources Technician (Conf.)						
Bi-weekly	2,590.28	2,719.79	2,855.78	2,998.57	3,148.50	3,305.93
Hourly	32.38	34.00	35.70	37.48	39.36	41.32
Human Resources Coordinator (Conf.)						
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
Deputy Weighmaster (PT, non-affiliated)						
Bi-weekly	2,253.46	2,366.13	2,484.44	2,608.66	2,739.09	2,876.04
Hourly	28.17	29.58	31.06	32.61	34.24	35.95

*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 | General Manager
Effective July 1, 2023

ATTACHMENT C

Board Approved:	
CLASSIFICATION	1
EXEMPT	
General Manager (At-Will)	
Annual	228,666.88
Bi-weekly	8,794.88
Hourly	109.94