

MEMO

Consent Item #: 4

Meeting Date: November 17, 2023



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

Subject: Approval of Revised Operating Engineers Local 3, Support Unit Pay Schedule

RECOMMENDATION

That the Board approve the Revised Operating Engineers Local 3, Support Unit Pay Schedule.

BACKGROUND AND DISCUSSION

At the October 20, 2023, Board Meeting, the Board approved the addition of a new classification, Associate Engineer, and related pay schedule. As discussed in my memo of October 13, 2023, the intent in adding a new level in the Engineer series is to expand the pool of potential candidates from which to select one (1) engineer with sufficient experience to support the current and future workload and/or create natural advancement opportunity for the Assistant Engineer to grow into in the future. The addition of the new classification is not intended to increase headcount.

In accordance with CalPERS compensation requirements, the new classification has been added to the master salary schedule and is hereby presented to the governing body for approval and adoption.

FINANCIAL IMPACT

As discussed in the memorandum accompanying the request for approval of the new classification dated October 13, 2023, the addition of the new classification may result in a decrease of approximately \$40K to \$55K to the FY 2023/24 staffing budget as only one (1) engineer position will be filled, based on candidate qualifications and experience. The FY 2023/24 staffing budget includes compensation for the highest-level civil engineer.

CONCLUSION

Board approval of the Revised Operating Engineers Local 3 Support Unit Pay Schedule requested, at this time for compliance with CalPERS employee compensation requirements.

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Monterey Regional Waste Management District

Pay Schedule | Support Unit

Effective July 1, 2023

Revised and Approved: November 17, 2023						
CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
EXEMPT						
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
Associate Engineer						
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
NON-EXEMPT						
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

Monterey Regional Waste Management District

Pay Schedule | Support Unit

Effective July 1, 2023

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

*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.