




Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

DATE: September 8, 2017
 TO: Board of Directors
 FROM: Personnel Committee Co-Chair
 SUBJECT: Personnel Committee Meeting of September 6, 2017

The Personnel Committee met on September 6th, at 10:30 a.m., at the District administrative offices. Other Committee members in attendance were Board Chair Delgado and Directors Downey (via conference call) and Campbell. Staff members in attendance were Tim Flanagan, Peter Skinner, Berta Torres, and Becky Aguilar. Rob Wellington was also in attendance. The purpose of the meeting was to receive a presentation of the Workforce Development Plan, and discuss the potential partnership with the Veterans Transitions Center for temporary labor, and receive General Manager comments. Discussion is summarized below and followed the attached agenda.

1. **Presentation of Workforce Development Plan.** Human Resources Manager Berta Torres provided the Committee with a presentation on the draft Workforce Development Plan (WDP), in support of the 2017/18 District Goals & Strategic Objective A4, PEOPLE – Long-Term Human Capital Plan. Specifically, the Goal to “*Develop a Human Capital Investment Plan for the entire organization that fosters an engaged, challenged and motivated work force and ensures a stable and skilled staff. The plan will include job and skills training, performance assessment, coaching and recognition programs and career advancement initiatives.*” The presentation provided external and internal assumptions with WDP elements such as organizational alignment, competency & career development, performance management, continuous process improvement, and compensations & rewards. The Committee supported the next steps which was to present the WDP to the full Board, union representatives, and employees.
2. **Potential Partnership with Veterans Transition Center for Temporary Labor.** Staff reported that they had been in discussions with the Veterans Transition Center (VTC) executive director Kurt Schake to explore a potential partnership to support the VTC’s transitional employment program by providing local veterans temporary employment opportunities. The Committee supported the Potential Partnership with VTC for temporary to possible permanent employment.
3. **General Manager Comments.**
Buy Back Center in Sand City. General Manager provided background on the closure of the Buy Back Center in Sand City and his communications with the CalRecycle. It was noted that any change that would improve the service to the community would require legislative action. The businesses that are not within the area of a convenience center buy-back facility face a daily fine of \$100 unless they redeem containers in their store. Staff will continue to monitor and report back to the committee and the full Board.
4. **Next Meeting Date: Wednesday, October 4, 2017.**



 Carrie Theis

Attachment

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MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

Home of the Last Chance Mercantile

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT PERSONNEL COMMITTEE MEETING

Wednesday
September 6, 2017
10:30 a.m.

Board Room
MRWMD Offices
14201 Del Monte Blvd., Marina CA 93933

90 Rowley Circle
Tiburon, CA 94920

Teleconference Location:

Attending: Board Chair Delgado, Directors Campbell, Downey, and Theis
Rob Wellington, Legal Counsel
Tim Flanagan, General Manager
Peter Skinner, Director of Finance and Administration
Berta Torres, Human Resources Manager

OPEN SESSION AGENDA

- 1) **Presentation of Workforce Development Plan.**
- 2) **Potential Partnership with Veterans Transition Center for Temporary Labor.**
- 3) **General Manager Comments.**
- 4) **Next Meeting Date: Wednesday, October 4, 2017, 10:30 a.m.**