



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

DATE: June 9, 2017
 TO: Board of Directors
 FROM: Personnel Committee Co-Chair Downey
 SUBJECT: Personnel Committee Meeting of June 7, 2017

The Personnel Committee met on June 7th 10:45 a.m., at the District administrative offices. Other Committee members in attendance were Board Chair Delgado and Director 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 discuss the compensation adjustments for unrepresented and at-will employees, revisions to the evaluation procedures for the general manager, and receive General Manager comments. Discussion is summarized below and followed the attached agenda.

1. **Unrepresented and At-Will Employees Compensation Adjustments.** General Manager provided the Committee a memorandum recommending the continuation of past practice of providing compensation adjustments that are equivalent to those negotiated for unrepresented and at-will employees their most-comparable bargaining unit members. If approved, for fiscal 2017/18, unrepresented or confidential would receive a 3% increase as negotiated by the Operating Engineers Local 3 bargaining units and at-will would receive 3.8% as negotiated by the management unit and based on CPI for area of San Francisco-Oakland-San Jose a Discussion was held on whether a policy should be established. Director Campbell stated that the absence of a policy provided discretion to the Board. The Committee recommended that discussion be held at employee round tables regarding the difference in the increase.


It was moved and seconded to Support Compensation Adjustments and Present to Full Board at June Meeting for Approval.

2. **Revise General Manager Performance Evaluation Procedures.** The Committee reviewed proposed revisions to the evaluation procedures, mainly to the time schedule. Significant discussion was held by the Committee and staff was provided input on further revisions.

It was moved and seconded to Direct Staff to Revise the General Manager Performance Evaluation Procedures as Suggested and Present to Full Board at June Meeting for Approval. Provide Direction to Staff.

3. **General Manager Comments.** The District will hold its annual community Household Hazardous Waste (HHW) Event/E-waste collection event on June 24th, 2017 at Monterey Peninsula Community College. The upcoming SWANA Waste Con conference will be held in Baltimore in September in conjunction with the International Solid Waste Association World Congress. The District is currently not planning to conduct Board meetings in August and December of 2017.

4. **Next Meeting Date:** Wednesday, July 12, 1 p.m.


 Libby Downey

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MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

Home of the Last Chance Mercantile

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT PERSONNEL COMMITTEE MEETING

Wednesday
June 7, 2017
10:30 a.m., Following the Finance Committee Meeting

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

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) At-Will Employees Compensation Adjustments.
- 2) Revise General Manager Performance Evaluation Procedures.
- 3) General Manager Comments.
- 4) Next Meeting Date: To be Determined (Currently scheduled for July 5, 2017).