



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

DATE: June 16, 2017
TO: Board of Directors
FROM: General Manager
SUBJECT: Compensation Increase for Represented Classifications

RECOMMENDATION: That the Board approve updated Salary Schedules to include a 3% hourly rate increase for all OE3 Operations Unit, Laborers & Sales Clerks Unit and Support Unit Classifications; and a 3.8% salary increase for all Management Unit Classifications for Fiscal Year 2017/18.

BACKGROUND

On October 17, 2014, the Board approved OE3 Operations Unit, Laborers and Sales Clerks Unit and Support Unit Collective Bargaining Agreements, which, in part, stipulate that effective July 1st of each contract year, all members would receive a 3% on-schedule rate increase.

Additionally, on October 17, 2014, the Board approved the Management Unit Collective Bargaining Agreement, which, in part, stipulate that effective July 1st of each contract year, a Cost of Living Adjustment (COLA) salary increase of 1.5% to 4.5% would be applied to the ranges of the classifications of the unit as determined by the SF/BAY CPI-U for the twelve-month period ending April 30th of each year.

The four Collective Bargaining Agreements (CBAs) were due to expire on June 30, 2017. With Board direction, staff reached agreement with the four bargaining units to extend the respective collective bargaining agreements by 24 months. Pending final Board approval, the extension of the four CBAs, prescribe the following rate adjustments for each contract year:

- OE3 Operations Unit 3%
- OE3 Laborers & Sales Clerks 3%
- OE3 Support Unit 3%
- Management Unit COLA, based on CPI for area of San Francisco-Oakland-San Jose

DISCUSSION

In accordance with the CBAs, the attached 2017 Salary Schedules (Attachment A) for the OE3 Operations Unit, Laborers and Sales Clerk Unit and Support Unit reflect a 3% rate increase for all classifications within the units. The previous two increases for these Units were also 3%.

The SF/Bay CPI-U for April 2017 indicates a 3.8% COLA. The attached 2017 Salary Schedule (Attachment B) for the Management Unit reflects a 3.8% rate increase for all classification within the unit. The previous two COLA adjustments for the Management Unit were 2.4% (2015) and 2.7% (2016).

STRATEGIC PLAN

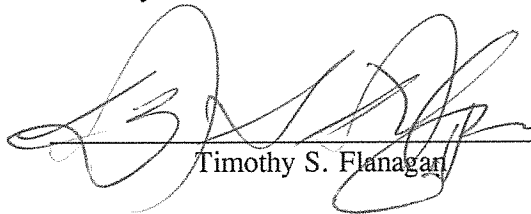
People: An engaged and talented workforce allows us to pursue the District's mission.

FISCAL IMPACT

The change to the salary schedules for represented employees amounts to an increase in wages of approximately \$227,000 for FY 2017/18.

CONCLUSION

Staff therefore recommends Board approval of the salary schedules as discussed, which is needed to comply with District's labor contract obligations.



Timothy S. Flanagan

Attachments

MRWMD Operations Unit
Effective: July 1, 2017

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
NON-EXEMPT								
Power Systems Supervisor	7,141.40	7,497.96	7,873.56	8,266.92	8,679.32	9,113.30	9,341.12	9,568.96
Semi-Monthly	3,570.70	3,748.98	3,936.78	4,133.46	4,339.66	4,556.65	4,670.56	4,784.48
Hourly	41.20	43.26	45.42	47.69	50.07	52.58	53.89	55.21
Power Systems Sr. Technician	6,476.50	6,800.08	7,141.40	7,497.96	7,873.56	8,266.92	8,473.60	8,680.26
Semi-Monthly	3,238.25	3,400.04	3,570.70	3,748.98	3,936.78	4,133.46	4,236.80	4,340.13
Hourly	37.36	39.23	41.20	43.26	45.42	47.69	48.89	50.08
Maintenance Shop Supervisor	6,155.48	6,461.16	6,784.96	7,124.14	7,480.08	7,855.54	8,051.94	8,248.32
Semi-Monthly	3,077.74	3,230.58	3,392.48	3,562.07	3,740.04	3,927.77	4,025.97	4,124.16
Hourly	35.51	37.28	39.14	41.10	43.15	45.32	46.45	47.59
MRF Maintenance Supervisor	5,873.78	6,168.16	6,476.50	6,800.08	7,141.40	7,497.96	7,685.42	7,872.86
Semi-Monthly	2,936.89	3,084.08	3,238.25	3,400.04	3,570.70	3,748.98	3,842.71	3,936.43
Hourly	33.89	35.59	37.36	39.23	41.20	43.26	44.34	45.42
Heavy Equipment Supervisor	5,732.92	6,017.16	6,317.88	6,635.10	6,967.56	7,313.98	7,496.82	7,679.68
Semi-Monthly	2,866.46	3,008.58	3,158.94	3,317.55	3,483.78	3,656.99	3,748.41	3,839.84
Hourly	33.07	34.71	36.45	38.28	40.20	42.20	43.25	44.31
Heavy Equipment Technician III	5,595.88	5,873.78	6,168.16	6,476.50	6,800.08	7,141.40	7,319.94	7,498.48
Semi-Monthly	2,797.94	2,936.89	3,084.08	3,238.25	3,400.04	3,570.70	3,659.97	3,749.24
Hourly	32.28	33.89	35.59	37.36	39.23	41.20	42.23	43.26
Site Maintenance Supervisor	5,328.14	5,595.88	5,873.78	6,168.16	6,476.50	6,800.08	6,970.08	7,140.08
Semi-Monthly	2,664.07	2,797.94	2,936.89	3,084.08	3,238.25	3,400.04	3,485.04	3,570.04
Hourly	30.74	32.28	33.89	35.59	37.36	39.23	40.21	41.19
Heavy Equipment Operator	5,198.72	5,458.84	5,732.92	6,017.16	6,317.88	6,635.12	6,801.00	6,966.88
Semi-Monthly	2,599.36	2,729.42	2,866.46	3,008.58	3,158.94	3,317.56	3,400.50	3,483.44
Hourly	29.99	31.49	33.07	34.71	36.45	38.28	39.24	40.19
MRF Supervisor	5,198.72	5,458.84	5,732.92	6,017.16	6,317.88	6,635.12	6,801.00	6,966.88
Semi-Monthly	2,599.36	2,729.42	2,866.46	3,008.58	3,158.94	3,317.56	3,400.50	3,483.44
Hourly	29.99	31.49	33.07	34.71	36.45	38.28	39.24	40.19
Scale Supervisor	5,074.36	5,328.14	5,595.88	5,873.78	6,168.16	6,476.50	6,638.40	6,800.32
Semi-Monthly	2,537.18	2,664.07	2,797.94	2,936.89	3,084.08	3,238.25	3,319.20	3,400.16
Hourly	29.28	30.74	32.28	33.89	35.59	37.36	38.30	39.23
Power Systems Maint. Tech	4,833.26	5,074.36	5,328.14	5,595.88	5,873.78	6,168.16	6,322.36	6,476.56
Semi-Monthly	2,416.63	2,537.18	2,664.07	2,797.94	2,936.89	3,084.08	3,161.18	3,238.28
Hourly	27.88	29.28	30.74	32.28	33.89	35.59	36.48	37.36
Senior HHW Technician	4,713.98	4,951.26	5,198.72	5,458.84	5,732.92	6,017.16	6,167.58	6,318.02
Semi-Monthly	2,356.99	2,475.63	2,599.36	2,729.42	2,866.46	3,008.58	3,083.79	3,159.01
Hourly	27.20	28.57	29.99	31.49	33.07	34.71	35.58	36.45

MRWMD Operations Unit
Effective: July 1, 2017

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Senior Maintenance Worker	4,713.98	4,951.26	5,198.72	5,458.84	5,732.92	6,017.16	6,167.58	6,318.02
Semi-Monthly	2,356.99	2,475.63	2,599.36	2,729.42	2,866.46	3,008.58	3,083.79	3,159.01
Hourly	27.20	28.57	29.99	31.49	33.07	34.71	35.58	36.45
Systems Line Operator	4,713.98	4,951.26	5,198.72	5,458.84	5,732.92	6,017.16	6,167.58	6,318.02
Semi-Monthly	2,356.99	2,475.63	2,599.36	2,729.42	2,866.46	3,008.58	3,083.79	3,159.01
Hourly	27.20	28.57	29.99	31.49	33.07	34.71	35.58	36.45
Senior MRF Operator	4,713.98	4,951.26	5,198.72	5,458.84	5,732.92	6,017.16	6,167.58	6,318.02
Semi-Monthly	2,356.99	2,475.63	2,599.36	2,729.42	2,866.46	3,008.58	3,083.79	3,159.01
Hourly	27.20	28.57	29.99	31.49	33.07	34.71	35.58	36.45
Heavy Equipment Technician II	4,602.32	4,833.26	5,074.36	5,328.14	5,595.88	5,873.78	6,020.62	6,167.46
Semi-Monthly	2,301.16	2,416.63	2,537.18	2,664.07	2,797.94	2,936.89	3,010.31	3,083.73
Hourly	26.55	27.88	29.28	30.74	32.28	33.89	34.73	35.58
LCM Assistant Manager	4,602.32	4,833.26	5,074.36	5,328.14	5,595.88	5,873.78	6,020.62	6,167.46
Semi-Monthly	2,301.16	2,416.63	2,537.18	2,664.07	2,797.94	2,936.89	3,010.31	3,083.73
Hourly	26.55	27.88	29.28	30.74	32.28	33.89	34.73	35.58
Hazardous Material Technician	4,489.38	4,713.98	4,951.26	5,198.72	5,458.84	5,732.92	5,876.24	6,019.56
Semi-Monthly	2,244.69	2,356.99	2,475.63	2,599.36	2,729.42	2,866.46	2,938.12	3,009.78
Hourly	25.90	27.20	28.57	29.99	31.49	33.07	33.90	34.73
Heavy Equipment Technician I	4,384.08	4,602.32	4,833.26	5,074.36	5,328.14	5,595.88	5,735.78	5,875.68
Semi-Monthly	2,192.04	2,301.16	2,416.63	2,537.18	2,664.07	2,797.94	2,867.89	2,937.84
Hourly	25.29	26.55	27.88	29.28	30.74	32.28	33.09	33.90
Weighmaster	4,384.08	4,602.32	4,833.26	5,074.36	5,328.14	5,595.88	5,735.78	5,875.68
Semi-Monthly	2,192.04	2,301.16	2,416.63	2,537.18	2,664.07	2,797.94	2,867.89	2,937.84
Hourly	25.29	26.55	27.88	29.28	30.74	32.28	33.09	33.90
LCM Supervisor	4,274.94	4,489.38	4,713.98	4,951.26	5,198.72	5,458.84	5,595.30	5,731.78
Semi-Monthly	2,137.47	2,244.69	2,356.99	2,475.63	2,599.36	2,729.42	2,797.65	2,865.89
Hourly	24.66	25.90	27.20	28.57	29.99	31.49	32.28	33.07
Maintenance Worker II	4,274.94	4,489.38	4,713.98	4,951.26	5,198.72	5,458.84	5,595.30	5,731.78
Semi-Monthly	2,137.47	2,244.69	2,356.99	2,475.63	2,599.36	2,729.42	2,797.65	2,865.89
Hourly	24.66	25.90	27.20	28.57	29.99	31.49	32.28	33.07
MRF Operator II	4,274.94	4,489.38	4,713.98	4,951.26	5,198.72	5,458.84	5,595.30	5,731.78
Semi-Monthly	2,137.47	2,244.69	2,356.99	2,475.63	2,599.36	2,729.42	2,797.65	2,865.89
Hourly	24.66	25.90	27.20	28.57	29.99	31.49	32.28	33.07
Maintenance Worker I	4,074.46	4,274.94	4,489.38	4,713.98	4,951.26	5,198.72	5,328.68	5,458.64
Semi-Monthly	2,037.23	2,137.47	2,244.69	2,356.99	2,475.63	2,599.36	2,664.34	2,729.32
Hourly	23.51	24.66	25.90	27.20	28.57	29.99	30.74	31.49
MRF Operator I	4,074.46	4,274.94	4,489.38	4,713.98	4,951.26	5,198.72	5,328.68	5,458.64
Semi-Monthly	2,037.23	2,137.47	2,244.69	2,356.99	2,475.63	2,599.36	2,664.34	2,729.32
Hourly	23.51	24.66	25.90	27.20	28.57	29.99	30.74	31.49

MRWMD Operations Unit
Effective: July 1, 2017

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Associate Operator (LCM)	3,020.36	3,171.38	3,330.34	3,497.26	3,672.12	3,854.94	3,951.32	4,047.68
Semi-Monthly	1,510.18	1,585.69	1,665.17	1,748.63	1,836.06	1,927.47	1,975.66	2,023.84
Hourly	17.43	18.30	19.21	20.18	21.19	22.24	22.80	23.35
MRF Associate Operator	3,020.36	3,171.38	3,330.34	3,497.26	3,672.12	3,854.94	3,951.32	4,047.68
Semi-Monthly	1,510.18	1,585.69	1,665.17	1,748.63	1,836.06	1,927.47	1,975.66	2,023.84
Hourly	17.43	18.30	19.21	20.18	21.19	22.24	22.80	23.35

MRWMD Laborers Sales Clerks Unit
Effective: July 1, 2017

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	Step 8
NON-EXEMPT								
Sales Associate	2,876.52	3,020.36	3,171.76	3,330.72	3,497.26	3,671.36	3,763.16	3,854.94
Semi-Monthly	1,438.26	1,510.18	1,585.88	1,665.36	1,748.63	1,835.68	1,881.58	1,927.47
Hourly	16.60	17.43	18.30	19.22	20.18	21.18	21.71	22.24
Resource Associate	2,638.08	2,769.28	2,908.08	3,053.16	3,205.82	3,366.04	3,450.20	3,534.34
Semi-Monthly	1,319.04	1,384.64	1,454.04	1,526.58	1,602.91	1,683.02	1,725.10	1,767.17
Hourly	15.22	15.98	16.78	17.61	18.50	19.42	19.90	20.39
Sales Assistant	2,484.16	2,609.06	2,739.02	2,876.52	3,020.36	3,171.76	3,251.04	3,330.34
Semi-Monthly	1,242.08	1,304.53	1,369.51	1,438.26	1,510.18	1,585.88	1,625.52	1,665.17
Hourly	14.33	15.05	15.80	16.60	17.43	18.30	18.76	19.21
Recycling Attendant	2,484.16	2,609.06	2,739.02	2,876.52	3,020.36	3,171.76	3,251.04	3,330.34
Semi-Monthly	1,242.08	1,304.53	1,369.51	1,438.26	1,510.18	1,585.88	1,625.52	1,665.17
Hourly	14.33	15.05	15.80	16.60	17.43	18.30	18.76	19.21
Resource Assistant	2,224.26	2,335.28	2,451.36	2,575.00	2,703.68	2,838.68	2,909.66	2,980.62
Semi-Monthly	1,112.13	1,167.64	1,225.68	1,287.50	1,351.84	1,419.34	1,454.83	1,490.31
Hourly	12.83	13.47	14.14	14.86	15.60	16.38	16.79	17.20

MRWMD Support Unit
Effective: July 2017

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
NON-EXEMPT								
Executive Assistant/Board Clerk	5,873.76	6,168.16	6,476.50	6,800.08	7,141.40	7,497.96	7,685.42	7,872.86
Semi-Monthly	2,936.89	3,084.08	3,238.25	3,400.04	3,570.70	3,748.98	3,842.71	3,936.43
Hourly	33.89	35.59	37.36	39.23	41.20	43.26	44.34	45.42
Public Ed & Outreach Coord.	5,595.88	5,873.78	6,168.16	6,476.50	6,800.08	7,141.40	7,319.94	7,498.48
Semi-Monthly	2,797.94	2,936.89	3,084.08	3,238.25	3,400.04	3,570.70	3,659.97	3,749.24
Hourly	32.28	33.89	35.59	37.36	39.23	41.20	42.23	43.26
Finance Analyst	5,328.14	5,595.88	5,873.78	6,168.16	6,476.50	6,800.08	6,970.08	7,140.08
Semi-Monthly	2,664.07	2,797.94	2,936.89	3,084.08	3,238.25	3,400.04	3,485.04	3,570.04
Hourly	30.74	32.28	33.89	35.59	37.36	39.23	40.21	41.19
Accounting Technician	5,328.14	5,595.88	5,873.78	6,168.16	6,476.50	6,800.08	6,970.08	7,140.08
Semi-Monthly	2,664.07	2,797.94	2,936.89	3,084.08	3,238.25	3,400.04	3,485.04	3,570.04
Hourly	30.74	32.28	33.89	35.59	37.36	39.23	40.21	41.19
Accounting Assistant II	4,384.08	4,602.32	4,833.26	5,074.36	5,328.14	5,595.88	5,735.78	5,875.68
Semi-Monthly	2,192.04	2,301.16	2,416.63	2,537.18	2,664.07	2,797.94	2,867.89	2,937.84
Hourly	25.29	26.55	27.88	29.28	30.74	32.28	33.09	33.90
Admin Support Specialist II	4,384.08	4,602.32	4,833.26	5,074.36	5,328.14	5,595.88	5,735.78	5,875.68
Semi-Monthly	2,192.04	2,301.16	2,416.63	2,537.18	2,664.07	2,797.94	2,867.89	2,937.84
Hourly	25.29	26.55	27.88	29.28	30.74	32.28	33.09	33.90
Public Ed & Outreach Specialist	4,384.08	4,602.32	4,833.26	5,074.36	5,328.14	5,595.88	5,735.78	5,875.68
Semi-Monthly	2,192.04	2,301.16	2,416.63	2,537.18	2,664.07	2,797.94	2,867.89	2,937.84
Hourly	25.29	26.55	27.88	29.28	30.74	32.28	33.09	33.90
Operations Support Specialist	4,384.08	4,602.32	4,833.26	5,074.36	5,328.14	5,595.88	5,735.78	5,875.68
Semi-Monthly	2,192.04	2,301.16	2,416.63	2,537.18	2,664.07	2,797.94	2,867.89	2,937.84
Hourly	25.29	26.55	27.88	29.28	30.74	32.28	33.09	33.90
Accounting Assistant I	3,976.76	4,175.98	4,384.08	4,602.32	4,833.26	5,074.36	5,201.22	5,328.08
Semi-Monthly	1,988.38	2,087.99	2,192.04	2,301.16	2,416.63	2,537.18	2,600.61	2,664.04
Hourly	22.94	24.09	25.29	26.55	27.88	29.28	30.01	30.74
Admin Support Specialist I	3,976.76	4,175.98	4,384.08	4,602.32	4,833.26	5,074.36	5,201.22	5,328.08
Semi-Monthly	1,988.38	2,087.99	2,192.04	2,301.16	2,416.63	2,537.18	2,600.61	2,664.04
Hourly	22.94	24.09	25.29	26.55	27.88	29.28	30.01	30.74

MRWMD Management Unit
Effective: July 1, 2017

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
EXEMPT								
Senior Engineer	10,483.88	11,010.92	11,558.12	12,135.60	12,744.58	13,381.30	13,715.84	14,050.38
Semi-Monthly	5,241.94	5,505.46	5,779.06	6,067.80	6,372.29	6,690.65	6,857.92	7,025.19
Hourly	60.48	63.52	66.68	70.01	73.53	77.20	79.13	81.06
Finance Manager (thru 12/31/17)	10,483.88	11,010.92	11,558.12	12,135.60	12,744.58	13,381.30	13,715.84	14,050.38
Semi-Monthly	5,241.94	5,505.46	5,779.06	6,067.80	6,372.29	6,690.65	6,857.92	7,025.19
Hourly	60.48	63.52	66.68	70.01	73.53	77.20	79.13	81.06
Site Operations & Facilities Manager	9,056.62	9,510.52	9,983.34	10,483.88	11,010.92	11,558.12	11,847.08	12,136.04
Semi-Monthly	4,528.31	4,755.26	4,991.67	5,241.94	5,505.46	5,779.06	5,923.54	6,068.02
Hourly	52.25	54.87	57.60	60.48	63.52	66.68	68.35	70.02
MRF Manager	9,056.62	9,510.52	9,983.34	10,483.88	11,010.92	11,558.12	11,847.08	12,136.04
Semi-Monthly	4,528.31	4,755.26	4,991.67	5,241.94	5,505.46	5,779.06	5,923.54	6,068.02
Hourly	52.25	54.87	57.60	60.48	63.52	66.68	68.35	70.02
Equipment Maintenance Manager	9,056.62	9,510.52	9,983.34	10,483.88	11,010.92	11,558.12	11,847.08	12,136.04
Semi-Monthly	4,528.31	4,755.26	4,991.67	5,241.94	5,505.46	5,779.06	5,923.54	6,068.02
Hourly	52.25	54.87	57.60	60.48	63.52	66.68	68.35	70.02
Last Chance/Haz. Mat. Manager	9,056.62	9,510.52	9,983.34	10,483.88	11,010.92	11,558.12	11,847.08	12,136.04
Semi-Monthly	4,528.31	4,755.26	4,991.67	5,241.94	5,505.46	5,779.06	5,923.54	6,068.02
Hourly	52.25	54.87	57.60	60.48	63.52	66.68	68.35	70.02
Accounting Manager	7,823.52	8,215.64	8,625.42	9,056.62	9,510.52	9,983.34	10,232.92	10,482.50
Semi-Monthly	3,911.76	4,107.82	4,312.71	4,528.31	4,755.26	4,991.67	5,116.46	5,241.25
Hourly	45.14	47.40	49.76	52.25	54.87	57.60	59.04	60.48
Safety & Risk Manager	7,823.52	8,215.64	8,625.42	9,056.62	9,510.52	9,983.34	10,232.92	10,482.50
Semi-Monthly	3,911.76	4,107.82	4,312.71	4,528.31	4,755.26	4,991.67	5,116.46	5,241.25
Hourly	45.14	47.40	49.76	52.25	54.87	57.60	59.04	60.48
Associate Engineer	7,823.52	8,215.64	8,625.42	9,056.62	9,510.52	9,983.34	10,232.92	10,482.50
Semi-Monthly	3,911.76	4,107.82	4,312.71	4,528.31	4,755.26	4,991.67	5,116.46	5,241.25
Hourly	45.14	47.40	49.76	52.25	54.87	57.60	59.04	60.48
Assistant MRF Manager	7,096.00	7,450.30	7,823.52	8,215.64	8,625.42	9,056.62	9,283.04	9,509.46
Semi-Monthly	3,548.00	3,725.15	3,911.76	4,107.82	4,312.71	4,528.31	4,641.52	4,754.73
Hourly	40.94	42.98	45.14	47.40	49.76	52.25	53.56	54.86