



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

DATE: June 16, 2017
TO: Board of Directors
FROM: General Manager
SUBJECT: Compensation Increase for Unrepresented, Confidential and At-Will Classifications

RECOMMENDATION: That the Board approve updated an Salary Schedule to include a 3.0% hourly rate increase for all Unrepresented and Confidential Classifications; and 3.8% salary increase for all At-Will Classifications for Fiscal Year 2017/18.

HISTORY

Rate adjustments are negotiated between District Management and the bargaining units representatives and are effective in July of each year, in accordance with the Collective Bargaining Agreements (CBA). Historically, the unrepresented employees have been given rate adjustments in line with the represented employees in similar positions. 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 3.0%
- OE3 Laborers & Sales Clerks 3.0%
- OE3 Support Unit 3.0%
- Management Unit 3.8% COLA, based on CPI for area of San Francisco-Oakland-San Jose

DISCUSSION

Unrepresented and Confidential Classifications: The Deputy Weighmaster, Human Resources Coordinator and Human Resources Assistant are Unrepresented or Confidential, non-exempt classifications. The past-practice has been to award these classifications the same salary adjustments as the OE3 Support and Operations Units, respectively, as the roles are similar to those in the respective bargaining units. At this time, we recommend a 3% hourly rate increase, effective July 1, 2017, for the three classifications.

At-Will Classifications: The Director of Operations, Director of Engineering & Compliance/District Engineer, Director of Finance & Administration, Director of Communications & Sustainability and Human Resources Manager are At-Will, exempt classifications. At this time, we recommend a 3.8% rate increase, effective July 1, 2017, in accordance with the Consumer Price Index (CPI) Cost of Living Adjustment published in April 2017 for the San Francisco-Oakland-San Jose area, and in accordance with the past practice of adjusting the At-Will Classifications at the same level as the Management Unit. The previous two COLA adjustments for the Management Unit were 2.4% (2015) and 2.7% (2016).

The 2017 Salary Schedule (Attachment A) of the District's At-Will, Confidential and Unrepresented Classifications reflect the rate increases as described.

STRATEGIC PLAN

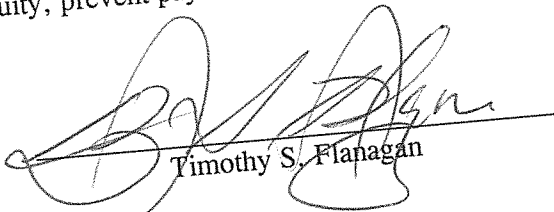
People: An engaged and talented workforce allows us to pursue the District's mission.

FISCAL IMPACT

The change to the salary schedules for unrepresented, confidential, and at-will employees amounts to an increase in wages of approximately \$28,000 for FY 2017/18.

CONCLUSION

Your approval of the salary adjustments for the all Unrepresented, Confidential and At-Will Classification as discussed above will help maintain internal equity, prevent pay compression and maintain the integrity of the District's compensation structure.


Timothy S. Flanagan

Attachment

MRWMD Unrepresented Classifications
Effective: July 1, 2017

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
EXEMPT								
General Manager						16,050.84	16,452.12	16,853.38
Semi-Monthly						8,025.42	8,226.06	8,426.69
Hourly						92.60	94.92	97.23
Director of Operations	11,840.62	12,432.66	13,054.30	13,707.00	14,392.36	15,111.98	15,489.76	15,867.58
Semi-Monthly	5,920.31	6,216.33	6,527.15	6,853.50	7,196.18	7,555.99	7,744.89	7,933.79
Hourly	68.31	71.72	75.31	79.08	83.03	87.18	89.36	91.54
Director of Engineering & Compliance/District Engineer	11,014.54	11,565.26	12,143.52	12,750.72	13,388.24	14,057.64	14,409.10	14,760.54
Semi-Monthly	5,507.27	5,782.63	6,071.76	6,375.36	6,694.12	7,028.82	7,204.55	7,380.27
Hourly	63.55	66.72	70.06	73.57	77.24	81.10	83.13	85.16
Director of Finance & Administration	11,014.54	11,565.26	12,143.52	12,750.72	13,388.24	14,057.64	14,409.10	14,760.54
Semi-Monthly	5,507.27	5,782.63	6,071.76	6,375.36	6,694.12	7,028.82	7,204.55	7,380.27
Hourly	63.55	66.72	70.06	73.57	77.24	81.10	83.13	85.16
Director of Communications & Sustainability	9,983.34	10,483.88	11,008.08	11,558.48	12,136.42	12,743.24	13,061.82	13,380.40
Semi-Monthly	4,991.67	5,241.94	5,504.04	5,779.24	6,068.21	6,371.62	6,530.91	6,690.20
Hourly	57.59	60.48	63.51	66.68	70.02	73.52	75.36	77.19
Human Resources Manager	9,983.34	10,483.88	11,008.08	11,558.48	12,136.42	12,743.24	13,061.82	13,380.40
Semi-Monthly	4,991.67	5,241.94	5,504.04	5,779.24	6,068.21	6,371.62	6,530.91	6,690.20
Hourly	57.59	60.48	63.51	66.68	70.02	73.52	75.36	77.19
NON-EXEMPT								
Human Resources Coordinator (Confidential)	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
HR Assistant (Confidential)	22.94	24.09	25.29	26.55	27.88	29.28	30.01	30.74
With Bilingual Pay	24.09	25.30	26.56	27.88	29.28	30.74	31.51	32.28
Deputy Weighmaster	22.81	23.94	25.14	26.39	27.71	29.11	29.84	30.57
With Bilingual Pay	23.38	24.54	25.77	27.05	28.40	29.84	30.59	31.33