



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

DATE: May 8, 2015
TO: Board of Directors
FROM: Personnel Committee Chair
SUBJECT: Summary of Personnel Committee Meeting of April 29, 2015

The Personnel Committee met on April 29th at 11 a.m., at the District administrative offices. Committee members in attendance were Directors Pendergrass, Downey, and Theis. District Counsel Rob Wellington was present.

OPEN SESSION

- 1) **Staffing Requests.** Interim Human Resources Manager Berta Torres reported on the need for additional staffing in the Public Education and Human Resources departments. Since the implementation of the VERI program in March 2013, the District has replaced only a few of the eleven positions vacated with the program. Staff continues to evaluate the need to refill those positions which were vacated at that time. With the FY 2015-2016 Preliminary Budget staff is proposing to add two new positions, the first a permanent regular full-time Public Education Assistant to meet the growing needs of public education and community outreach. The second position, a term position titled Human Resources (HR) Assistant, is necessary in order to effectively meet the HR needs of the District and to provide day-to-day continuity for safety/risk management. The position would be for a one-year contract term, at which time staff would evaluate the continued need for the position. Staff was requested to provide metrics for the position. The Committee recommended the positions be included in the 2015/16 Preliminary Budget for approval.
- 2) **FY 2015/16 Preliminary Budget Review.** Staff summarized the staffing costs for FY 2015/16, which are estimated to increase by \$430,000 from FY 2014/15.
- 3) **General Manager Comments.** None.
- 4) **Next Meeting Date: 11:00 a.m., Wednesday, August 5, 2015.**

CLOSED SESSION

A closed session was held on the following item; no action was taken.

- 1) Personnel Matter: Selection of General Manager

Dennis Allion

BOARD OF DIRECTORS

DENNIS ALLION
CHAIR

IAN OGLESBY
VICE CHAIR

GARY BALES
DAVID PENDERGRASS
LEO LASKA
LIBBY DOWNEY
JANE PARKER
BRUCE DELGADO
CARRIE THEIS



MONTEREY REGIONAL
WASTE MANAGEMENT DISTRICT

Home of the Last Chance Mercantile

WILLIAM MERRY, P.E., BCEE
GENERAL MANAGER/
DISTRICT ENGINEER

TIMOTHY S. FLANAGAN
ASST. GENERAL MANAGER

RICHARD SHEDDEN, P.E.
SENIOR ENGINEER

ROBERT WELLINGTON
COUNSEL

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT
PERSONNEL COMMITTEE MEETING

Wednesday
April 29, 2015

Approximately 11 a.m., Following Meeting of Finance Committee

Board Room
MRWMD Offices

14201 Del Monte Blvd., Marina CA 93933

Attending: Board Chair Allion, and Directors Pendergrass, Downey, and Theis
Rob Wellington, Legal Counsel
William Merry, General Manager
Tim Flanagan, Assistant General Manager
Berta Torres, Interim Human Resources Manager

OPEN SESSION AGENDA

- 1) Staffing Requests
- 2) FY 2015/16 Preliminary Budget Review
- 3) General Manager Comments
- 4) Next Meeting Date: 11:00 a.m., Wednesday, August 5, 2015.

CLOSED SESSION

As permitted by the Brown Act (California Government Code Sections 54950 and following), the Board may adjourn to closed session to consider the specific items listed below:

- 1) Personnel Matter: Selection of General Manager