



# Memorandum

## MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

**DATE:** September 11, 2015  
**TO:** Board of Directors  
**FROM:** Personnel Committee Chair  
**SUBJECT:** Summary of Personnel Committee Meeting of September 2, 2015

The Personnel Committee met on September 2<sup>nd</sup> at 10:30 a.m., at the District administrative offices. Committee members in attendance were Committee Chair Allion, Directors Pendergrass, Downey and Theis. Staff members in attendance were Tim Flanagan and Berta Torres. District Counsel Rob Wellington was also present. Discussion is summarized below and followed the attached agenda.

1) **Report on Voluntary Early Retirement Incentive (VERI) Program**

Staff provided an update on the impact of the VERI program and reported that the cost savings goals were accomplished since the implementation of the program in March, 2011. Staff reported that future reporting on the VERI program would not be possible due to the changes in staffing levels and tracking the different variables in the future. The Committee agreed future reports were not necessary. The VERI update will also be presented to the Board at the next meeting.


2) **Retention of Hagemann & Associates for Assistance with Engineering Planning and Management Resources**

Staff presented the Committee with a revised scope of work from Hagemann and Associates. Staff discussed the recent storm water regulations and further opportunities for shared services with the Monterey Regional Water Pollution Control Agency. The Committee Chair thanked staff for providing a list of specific deliverables as requested by the Committee at the August meeting. The Committee indicated their support for retaining Hagemann and Associates to provide the services as outlined in the scope of work. The cost for services are within the General Manager's authority to approve the proposal.

3) **General Manager Comments**

No additional comments were provided.

4) **Next Meeting Date:** Thursday, October 1, 2015 at 11:00 a.m.



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Dennis Allion

Attachment

BOARD OF DIRECTORS  
DENNIS ALLION  
CHAIR

IAN OGLESBY  
VICE CHAIR

GARY BALES  
DAVID PENDERGRASS  
LEO LASKA  
LIBBY DOWNEY  
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BRUCE DELGADO  
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TIMOTHY S. FLANAGAN  
GENERAL MANAGER

GUY PETRABORG, P.E., G.E.  
PRINCIPAL ENGINEER

RICHARD SHEDDEN, P.E.  
SENIOR ENGINEER

ROBERT WELLINGTON  
COUNSEL

# MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

*Home of the Last Chance Mercantile*

## MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT PERSONNEL COMMITTEE MEETING

Wednesday  
September 2, 2015  
10:30 a.m.

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

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

### AGENDA

- 1) Report on Voluntary Early Retirement Incentive Program
- 2) Retention of Hagemann & Associates for Assistance with Engineering Planning and Management Resources
- 3) General Manager Comments
- 4) Next Meeting Date: 11:00 a.m., Thursday, October 1, 2015