



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

DATE: April 6, 2018
 TO: Board of Directors
 FROM: Personnel Committee Co-Chair
 SUBJECT: Personnel Committee Meeting of April 4, 2018

The Personnel Committee met on April 4th, at 10:30 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, Tim Brownell, Berta Torres, and Becky Aguilar. Rob Wellington was also in attendance. Discussion was held on the following agenda items:

OPEN SESSION AGENDA

1. **Discussion on Preliminary Staffing Plan for Fiscal Year 2018/19.** The Committee reviewed a memo from staff that outlined the projected staffing levels and personnel budget for FY 2018/19. Staff was proposing eliminating 2 positions in the Materials Recovery Facility (MRF). Staff also proposed adding 11 positions in the MRF, 1 in the maintenance shop, and one at the scales for a total addition of 11 positions. Now that the MRF has been in operation for a couple of months, staff is able to better determine needs

Staff also reviewed projected staffing costs. The projected employee compensation and benefits budget for FY 2018/19 is \$14,970,00 for a 13% increase over the current year's budget. Discussion was held regarding employee benefits and costs, and specifically related to health insurance. Staff plans to conduct a compensation study prior to commencing employee negotiations early next year. Staff will also be seeking Board guidance on compensation philosophy. The Personnel Committee supported staff proposed staffing for FY 2018/19.

2. **General Manager Comments.** There were no additional manager comments.
3. **Next Meeting Date: Wednesday, May 2, 2018, 10:30 a.m.**

Carrie Theis