



Memorandum MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

DATE: July 13, 2018
TO: Board of Directors
FROM: Committee Co-Chair Downey
SUBJECT: Summary of Personnel Committee Meeting of July 11, 2018

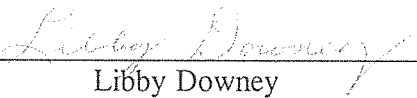
The Personnel Committee met on July 11th at 10:30 a.m., at the District administrative offices. Committee members in attendance were Directors Campbell and Theis. Staff members in attendance were Tim Flanagan, Peter Skinner, Tim Brownell, Berta Torres, Garth Gregson, and Becky Aguilar. District Legal Counsel Rob Wellington was also in attendance. The purpose of the meeting was to review the results of the 2018 Employee Survey, receive a report on the 2017/18 Goals, discuss the 2018/19 goals and objectives, and receive General Manager comments.

1. **Results of 2018 Employee Survey.** HR Manager Berta Torres provided the Personnel Committee with a memorandum summarizing the 2018 employee survey, along with the complete results of the employee survey. She stated that only 36% of the employees responded to the survey, although during the time the online survey was conducted, the improved Materials Recovery Facility (MRF) was also starting up. This may have made it difficult for the large number of employees who work in the MRF to respond since the MRF was undergoing many changes. She provided an overview of the individual questions. All of the 14 questions were affirmative statements with the responses being strongly agree, agree, neither agree nor disagree, disagree, or strongly disagree. The Committee discussed each question in depth.
2. **Report on 2017/18 District Goals.** The Committee reviewed a summary of the completion and status of the FY 2017/18 District goals. General Manager credited staff on working diligently on completing or moving forward the goals that were established last year. The Committee reviewed each goal and its status and asked questions of staff.
3. **Discuss District Goals for 2018/19.** General Manager stated that the goals for FY 2018/9 would be developed in a “bottom up” process similar to the budget process. Supervisor and manager level staff will be involved in establishing their goals and developing the metrics for review of their accomplishments and objectives. Staff anticipates having the 2018/19 goals prepared for Finance and Personnel Committee review in August and presented to the full Board in September. The Committee reviewed a preliminary list of goals and discussed Board Chair Delgado’s comments sent via email. Staff will endeavor to respond to his comments in the final version of the goals, to include meeting with him for clarification.
4. **General Manager Comments.**
General Manager reported that the City of Salinas met on Tuesday, July 3rd to review the adoption of terms to propose to Salinas Valley Recycles (of which Salinas is a member) for a joint MOU between the SVR and the District. Legal Counsel clarified that the MOU would need to be developed between SVR and the District. The action that the city of Salinas took was to recommend to their council was *adoption* of an MOU – they could not themselves act unilaterally on an MOU between themselves and the District.

Staff has continued to meet with M1W staff and is moving forward on discussions with joint efforts on organics processing, electrical generation and power distribution, and long-term care and maintenance of Charlie Benson Lane (CBL) and the trees along CBL.

Discussion was held on the challenges in plastic recycling and related difficulty in education and outreach efforts. Director of Operations stated that staff is working with the haulers and the Technical Advisory Committee. Plastic # 1, 2, and 5 were marketable, 3-4 were difficult but for the ease of education, the District would accept Plastics 1 through 5, but no 6 and 7. August is the soft launch for the "What Goes Where" app that will help educate what is recyclable. Discussion was held with the Committee on how to best "reeducate the public" and the problem with plastic recycling to include lack of manufacturer responsibility.

5. Next Meeting Date: Wednesday, August 1, 2018, 10:30 a.m.



Libby Downey