



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

DATE: October 5, 2018
TO: Board of Directors
FROM: Committee Co-Chair Downey
SUBJECT: Summary of October 3, 2018 Personnel Committee Meeting


The Personnel Committee met on October 3rd 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 receive information related to the total compensation study and receive General Manager comments.

- Total Compensation Study – Review of Comparator Agency Preliminary Analysis and Recommendations.**
Katie Kaneko of Koff & Associates (K&A) discussed with the Committee aspects of the total compensation study and provided a preliminary list of comparator organizations with services and positions similar to the District's. Because of the uniqueness of the District's operations and its positions, K&A proposed to use some organizations within Monterey County, but also others within the State. The Committee discussed which agencies should be included and provided direction to staff and Ms. Kaneko.
- General Manager Comments.** General Manager reported that a meeting is being scheduled to discuss collaboration between the District and Salinas Valley Recycles. The meeting will include representatives from the County of Monterey, the City of Salinas, and south county cities. He also reported that staff continues to meet and discuss opportunities for cooperation with Monterey One Water.
- Next Meeting Date: Wednesday, November 7, 2018, 10:30 a.m.**

Closed Session: The Committee met in closed session on the following item:

- Conference with Labor Negotiator
District Negotiator: Peter Skinner
Employee Organization(s): Operating Engineers, Local No. 3

It was reported by Legal Counsel that in the closed session, information was received; no other action taken.



Libby Downey