

BOARD OF DIRECTORS

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MONTEREY REGIONAL
WASTE MANAGEMENT DISTRICT
Home of the Last Chance Mercantile

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General Manager

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Director of Engineering & Compliance

PETER SKINNER
Director of Finance & Administration

TIM BROWNELL
Director of Operations

ZOE SHOATS
Director of Communications

ROBERT WELLINGTON
Legal Counsel

**SPECIAL MEETING
NOTICE & AGENDA**

Friday, May 21, 2021

9:00 a.m.

Please Note: The meeting will be held virtually via Zoom and is compliant with Governor Newsom's executive Order N-29-20 which allows local legislative bodies to hold public meetings electronically or via teleconference and to make public meetings accessible telephonically or otherwise electronically to all members of the public seeking to observe and address the local legislative body to avoid public gatherings, and which suspended all contrary provisions of the Brown Act.

To join the zoom webinar, click on this link: <https://us02web.zoom.us/j/81619433475> copy/paste the link into your browser, or type the link into your browser. If your computer does not have audio, you will also need to join the meeting via phone. To participate via phone, please call: 1-669-900-9128; Meeting ID: **816 1943 3475**

Public Comments: if you are unable to participate virtually or via telephone, you may also submit your comments by e-mailing them to igonzales@mrmwd.org with one of the following subject lines "Public Comment Item #" (insert the item number relevant to your comment) or "Public Comment - Non Agenda Item". Comments must be received by 4:00 p.m. on Thursday, May 20, 2021. All submitted comments will be provided to the Board and may be read into the record or compiled as part of the record.

CALL TO ORDER 9:00 AM (In conjunction with regular meeting)

OTHER ITEMS FOR CONSIDERATION

- 12.a) Approve the Reversal of the FY 2020/21 Budget Wage Concessions and the Respective Pay Adjustments to Make Employees Whole.

ADJOURNMENT

This agenda was posted at the District offices at 14201 Del Monte Blvd, Monterey County, CA. Staff reports and additional information regarding these agenda items are available on the District website (www.mrwmd.org) and at the District offices during regular business hours (additional fee for copying). All meetings are open to the public. The District does not discriminate against persons with disabilities and the Boardroom is wheelchair accessible. Recordings of meetings can be provided upon request. To request assistive listening devices, sign language interpreters, readers, large print agendas or other accommodations, please call Ida Gonzales at (831) 384-5313 or e-mail: igonzales@mrmwd.org. Requests must be made at least 48 hours in advance of the meeting.



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

Reviewed by:  Date: 5/14/21
General Manager

DATE: May 14, 2021
TO: Board of Directors
FROM: Peter Skinner, Director of Finance and Administration
SUBJECT: Reversal of FY 20/21 Wage Concessions

RECOMMENDATION: That the Board approve the reversal of the FY 2020/21 Budget Wage Concessions and the respective pay adjustments to make employees whole.

BACKGROUND & DISCUSSION

The original 2020/21 FY Budget was created during the outset of the COVID-19 pandemic when its impacts on the District's future business was uncertain. As such, several employees volunteered wage concessions in the form of paycuts and deferral of cost of living (COLA) pay increase to help meet budget requirements. The wage concessions were contingent on reversal of the same if certain conditions were met during the fiscal year. The financial strength of the first half of the year enabled the District to reverse some of the wage concessions in January 2021, as noted in the FY2020/21 Amended Budget approved by the Board at the January Board Meeting.

As the District's financial strength remains steady and all agreed-upon conditions are certain to be met by FY end, staff requests approval to reverse the wage concessions that remain in effect and make all employees whole at this time. Specifically, the wage adjustments requested are as follows:

- a. Eligible Confidential or Unrepresented, Non-Exempt Employees: A 3.5% COLA pay increase for the period of July 1, 2020 to September 30, 2020.
- b. Eligible Management Unit employees and Directors: A 1.5% COLA pay increase for the period of July 1, 2020 thru September 30, 2020.
- c. All Directors: Reversal of 5% pay cut for the period of July 1, 2020 thru September 30, 2020.
- d. General Manager: Reversal of 10% pay cut retroactive to July 1, 2020.
- e. General Manager: Award the same 1.5% COLA adjustment that was granted to all other District Managers to the General Manager for FY 2020/21.

This was considered at the May 5, 2021 Personnel committee meeting where the committee unanimously supported recommending approval of the reversal of wage concessions.

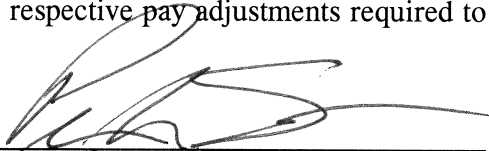
Reversal of FY 20/21 Wage Concessions
May 14, 2021

FINANCIAL IMPACT

These wage changes are estimated to total approximately \$55,000. This amount was included in the FY2020/21 Amended Budget approved by the Board at the January Board Meeting.

CONCLUSION

Staff requests the Board of Directors approve the reversal of the wage concessions taken in FY 2020/21 and the respective pay adjustments required to make the affected employees whole for internal equity purposes.

A handwritten signature in black ink, appearing to read 'Peter Skinner', is written over a horizontal line.

Peter Skinner