

BOARD OF DIRECTORS

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MONTEREY REGIONAL
WASTE MANAGEMENT DISTRICT
Home of the Last Chance Mercantile

FELIPE MELCHOR
General Manager

GUY PETRABORG, P.E., G.E.
Director of Engineering & Compliance

TIM BROWNELL
Director of Operations

ZOE SHOATS
Director of Communications

ROBERT WELLINGTON
Legal Counsel

PERSONNEL COMMITTEE MEETING
AGENDA

Wednesday, February 2, 2022

Bales Boardroom

10:30 a.m.

14201 Del Monte Blvd., Monterey County, CA

Please Note: The meeting will be held virtually via Zoom and is compliant with California Government Code Section 54953(e)(1)(A), with Governor Newsom's executive Order N-29-20 and with the Recommendation of the Monterey County Health Official dated September 22, 2021, regarding social distancing including remote meetings of legislative bodies, which together allow 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, and as a regular meeting, To join the zoom webinar, click on this link: <https://us02web.zoom.us/j/86419946859> 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: **864 1994 6859** Public Comments: if you are unable to participate virtually or via telephone, you may also submit your comments by e-mailing them to igonzaless@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 Tuesday, February 1, 2022. 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

ROLL CALL AND ESTABLISHMENT OF QUORUM

PUBLIC COMMUNICATIONS

Anyone wishing to address the Committee on matters not appearing on the Agenda may do so now. *Please limit comments to a maximum of three (3) minutes.* The public may comment on any other matter listed on the agenda at the time the matter is being considered by the Board.

ITEMS FOR COMMITTEE CONSIDERATION, DISCUSSION AND ACTION

1. Strategic Planning
2. Correction to Operations Unit Pay Schedule

GM COMMUNICATIONS

CLOSED SESSION

As permitted by Government Code Section 54956 et seq., the Board may adjourn to a Closed Session to consider specific matters dealing with litigation, certain personnel matters, property negotiations or to confer with the District's Meyers-Milias-Brown Act representative.

1. Conference with Legal Counsel--Anticipated Litigation
Significant exposure to litigation pursuant to paragraph (2) of subdivision (d) of section 54956.9: One case
2. Conference with Labor Negotiators:
District Negotiators: Felipe Melchor, Timothy Brownell, and Berta Torres
Employee Organizations: Operating Engineers

ADJOURNMENT

NEXT MEETING DATE: Wednesday, March 2, 2022 10:30 a.m.

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@mrwmd.org. Requests must be made at least 48 hours in advance of the meeting.



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

DATE: January 28, 2022
TO: Personnel Committee
FROM: General Manager
SUBJECT: Personnel Committee Meeting of February 2, 2022

ITEMS FOR COMMITTEE CONSIDERATION, DISCUSSION AND ACTION

1. **Strategic Planning** – The General Manager, Felipe Melchor, will provide a verbal update on continued strategic planning for the next 5–10 years. What are the next steps to start the Strategic planning process and what are the items that represent the Board's guidance/influential items that should be in the planning session? Helen Rodriguez, Director of Finance & Administration will participate in the process following her start date of February 14, 2022.

Recommendation: Provide Direction

2. **Correction to Operations Unit Pay Schedule**

Please refer to the enclosed memo from Berta Torres, Human Resources Manager.

Recommendation: Information Only

GENERAL MANAGER COMMUNICATIONS

ADJOURNMENT

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Employee Organizations: Operating Engineers

Respectfully submitted,

Felipe Melchor

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Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

Reviewed by:  Date: 1-28-22
General Manager

DATE: January 28, 2022
TO: Finance and Personnel Committees
FROM: Human Resources Manager
SUBJECT: Correction to Operations Unit Pay Schedule

RECOMMENDATION: Informational Only

BACKGROUND & DISCUSSION

In the Spring of 2021, the District and the Operating Engineers Local 3 (OE3) agreed to increase the pay of the Heavy Equipment Technicians and their supervisor by 5%, to give the District a competitive advantage in recruiting for these positions. This decision was made after a journey-level technician position remained vacant for more than one year as recruitment efforts failed to attract qualified candidates. During that time, two qualified candidates rescinded their offer acceptance when the candidates received better offers by either the current employer or another company.

Due to a miscommunication/misunderstanding issue, the pay increase was not only awarded as intended to the Heavy Equipment Technician classifications and their supervisor, but also to the Heavy Equipment Operator classification and their supervisor in error. Staff recently discovered the error and informed the affected employees (8) and the OE3 Business Representative of the error. The erroneous pay increases were discontinued effective with the current pay period and staff will be working out a flexible reimbursement plan with the affected employees.

Since the related pay schedule effective July 1, 2022 included the unintended pay increases for the Heavy Equipment Operator and Heavy Equipment Supervisor classifications, a revised Operations Unit Pay Schedule will be presented to the Board for approval at the January 2022 board meeting.

Staff will be available at the Finance and Personnel Committee to answer any questions you may have regarding this matter.

Respectfully,


Berta R. Torres