

# NOTICE & AGENDA



## Personnel Committee Meeting

November 2, 2022, 10:30 a.m.

In-Person: Bales Board Room

Virtually: <https://us02web.zoom.us/j/86366831015>

Meeting ID: 863 6683 1015

*Please see meeting information notice at the end of this agenda for more details.*

## Call to Order

### Roll Call & Establishment of Quorum

Committee Chair: Carrie Theis, City of Carmel-by-the-Sea

Board Chair: Jason Campbell, City of Seaside

Board Vice Chair: Jerry Blackwelder, City of Sand City

Director: Dan Albert, City of Monterey

### Public Communications

*Anyone wishing to address the Board 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. For information about submitting public comments in writing in advance of the meeting, please see the Meeting Information section of this agenda.*

### Discussion/Action

1. Approve October 5, 2022 Personnel Committee Minutes
2. Discuss MCWD Potable Water Supply Opportunity and Interest in Renewable Energy
3. Market Based Rate Adjustment
4. Discuss Draft White Paper Document for ReGen Monterey
5. Discuss Paperless Board Packet Process

### General Manager Communications

#### Discuss Future Agenda Items

#### 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, real property negotiations or to confer with the ReGen Monterey's Meyers-Milias-Brown Act representative.*

1. Conference with Legal Counsel--Existing Litigation  
Public Employment Relations Board Matter – Case Name Unspecified: One case

#### Physical Address

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### **Return to Open Session**

*Please note: A report out and announcement concerning the closed session will be provided. Anyone requesting a report out of closed session items may contact the board clerk.*

### **Adjournment**

**Next Meeting Date: January 4, 2023**

## **MEETING INFORMATION**

### **Regular Meeting Notice:**

The meeting will be held (1) 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 (2) as a regular meeting.

**To join the Zoom webinar:** Click on this link: <https://us02web.zoom.us/j/86366831015> 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: 863 6683 1015

**Public Comments:** If you are unable to participate virtually or via telephone, you may also submit your comments by e-mailing the board clerk at [IGonzales@ReGenMonterey.org](mailto:IGonzales@ReGenMonterey.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 p.m. on the day prior to the scheduled meeting. All submitted comments will be provided to the Board and may be read into the record or compiled as part of the record.

### **Posting Information**

This agenda was posted at the ReGen Monterey administrative offices at 14201 Del Monte Blvd, Salinas, CA, 93908. The agenda, including staff reports and additional information regarding these items, are available on our website at [ReGenMonterey.org](http://ReGenMonterey.org) and our administrative office during regular business hours (additional fee may apply for copying).

This agenda is subject to revision and may be amended prior to the scheduled meeting. If amended, a final agenda will be reposted.

### **Accessibility**

All meetings are open to the public. ReGen Monterey does not discriminate against persons with disabilities and the boardroom is wheelchair accessible. In compliance with the Americans Disabilities Act, if you need special assistance to participate, please contact Board Clerk, Ida Gonzales at 831-384-5313 or email [IGonzales@ReGenMonterey.org](mailto:IGonzales@ReGenMonterey.org). Notification 48 hours prior to the meeting will enable us to make reasonable arrangements to ensure accessibility to this meeting. Later requests will be accommodated to the extent feasible. Recordings of meetings can be provided upon request.

# MINUTES



The Personnel Committee met on October 5, 2022, at 10:30 a.m., at the District administrative offices and via Zoom virtual conference. Committee members in attendance were Directors Campbell, Blackwelder, and Albert. Staff members in attendance were Felipe Melchor, Guy Petraborg, Helen Rodriguez, Zoe Shoats, Jay Ramos, Garth Gregson, and Ida Gonzales. Legal counsel Rob Wellington was also in attendance.

## 1. Approve September 7, 2022 Personnel Committee Minutes

The Committee approved the minutes of the September 7, 2022 Personnel Committee meeting.

## 2. Discuss Draft White Paper Document for ReGen Monterey

Staff presented a draft White Paper regarding the state of municipal solid waste management in Monterey County. There was discussion by Staff and the Committee members. There were recommendations from the Committee regarding the content and layout of the information in the White Paper. Staff will work with the preparer of the White Paper to incorporate the recommendations of the Committee and will present an updated version of at the next Board meeting.

## 3. Addition of New Pay Stipend

Staff presented on the addition of a new pay stipend for employees who perform tasks that support the shipment process in the Materials Recovery Facility. The committee supports staff recommendation to approve the addition of the new pay stipend. This item will be placed on the agenda of the October Board meeting.

## 4. Discuss Potential Additions to ReGen Monterey Website Content Including Video/Audio Recordings and Board Polices

Staff presented information about potential additions to the District website to include video and audio recordings of public meetings and various District policies. The number of views of the recordings would be monitored to determine how long the recordings would be available for viewing. There was discussion with the Committee and the This item will be placed on the agenda of the October Board meeting.

## 5. General Manager Communications

- a) The GM recently attended the SWANA Gold Chapter meeting
- b) The District will be holding a wellness fair on October 6 to provide employees an opportunity to receive flu and Covid vaccinations.
- c) The District recently had a third party take photographs of the site using drones. The District will investigate the use of drones for site photography since they are more cost effective than the current photography methods.

**Next Meeting Date:** November 2 at 10:30 a.m.

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# MEMO



Meeting Date: November 2, 2022

To: Personnel Committee  
From: Helen Rodriguez, Director of Finance and Administration  
Approved by: General Manager, Felipe Melchor

**Subject: Recommend Board Approval of the 2022 Market-Based Rate Adjustments and Pay Schedules**

## Recommendation

That the Committee recommend Board approval the 2022 Market-Based Rate Adjustments and Pay Schedules for the MRF Supervisor and Site & Facilities Maintenance Supervisor classifications.

## Background

Prior to the OE3 Operations Unit MOU expiration on June 30, 2022 and as part of negotiations, a Total Compensation Study (Study) for the Operations Unit was completed. The Study, conducted by Koff and Associates, and described in detail in the Final Report of May 11, 2022 was provided to the Board in closed session at the May 2022 Board meeting. The study identified the compensation of two classifications as being below market, as shown on the summary findings enclosed herein as Attachment A.

## Discussion

The OE3 Operations Unit MOU expired on June 30, 2022. ReGen Monterey negotiators began negotiations with the with the union representatives in April 2022 for a successor labor agreement and reached a tentative agreement on September 20, 2022, which was ratified by the bargaining unit members and approved by the Board of Directors on October 21, 2022. However, no agreement was reached with the Operations Unit on implementing the recommendations of the Study to adjust pay rates for the classifications determined to be below market.

ReGen Monterey's General Manager recommends a market-based rate adjustment for the two classifications identified as below market in the Study, as follows:

Classifications	Total Employees	Effective 9/20/22	Effective 7/1/23
MRF Supervisor	2	5.00%	5.00%
Site & Facilities Maintenance Supervisor	1	3.60%	3.60%

The proposed payrate increases have been reviewed with the OE3 union representative and he has indicated his agreement to the proposed rate increases as noted above. A side letter has been drafted and submitted to the union representative formalizing the tentative agreement and we expect to finalize it prior to the Board meeting of November 18, 2022. The market-based rate adjustments will be applied to the pay schedules of the classifications shown above and will be in addition to any cost-of-living adjustment that specified in the Operations Unit Memorandum of Understanding approved by the Board on October 21, 2022. Contingent on Board approval of the market-based rate adjustment, the Operations Unit Pay Schedule for the two classifications will reflect the following effective September 20, 2022:

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<b>CLASSIFICATION</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>
Site & Facilities Maint. Supervisor						
Bi-weekly	3,040.24	3,192.25	3,351.86	3,519.45	3,695.42	3,880.19
Hourly	38.00	39.90	41.90	43.99	46.19	48.50
MRF Supervisor						
Bi-weekly	3,006.49	3,156.81	3,314.65	3,480.38	3,654.40	3,837.12
Hourly	37.58	39.46	41.43	43.50	45.68	47.96

**Financial Impact**

The financial impact to the FY 2022/23 for market-based rate adjustments amounts to \$10,300.

**Conclusion**

Staff request that the Committee recommend Board approval of the Market-Based Rate Adjustment and related Pay Schedules effective September 20, 2022, for the two classifications noted above.

**Operating Engineers Local Union No.3 - Operations Unit  
Result of Compensation Study**

Classification	Number of EE's	Top Monthly Wage % above or below Adjusted Median
Heavy Equipment Operator	7	17.7%
Site Maintenance Worker I, II	4	17.5%
Weighmaster	5	16.6%
MRF Operator I, II	10	4.4%
Heavy Equipment Technician I, II, III	8	3.7%
MRF Maintenance Worker II	6	3.1%
Maintenance Shop Supervisor	1	2.3%
Heavy Equipment Supervisor	1	1.2%
Electro-Mechanical Technician	0	0.6%
Senior Power Systems Technician	1	-0.9%
MRF Maintenance Supervisor	1	-2.0%
HHW Technician	4	-2.3%
Site Maintenance Supervisor	1	-12.2%
MRF Supervisor	2	-15.0%
Power Systems Supervisor	1	Insuff. Data
Scale Supervisor	1	Insuff. Data
Sort Systems Operator	2	Insuff. Data
Total number of employees	55	