

MEMO



**Discussion/Action
Item #: 7.c**

Meeting Date: July 19, 2024

To: Board of Directors
From: Berta R. Torres, Director of Human Resources
Approved by: General Manager, Felipe Melchor

Subject: Approval of Pay Schedules for the Operating Engineers Local 3: Support Unit, Operations Unit; and Unrepresented, Confidential and At-Will Classifications

RECOMMENDATION

Approve Revised Pay Schedules for the Operating Engineers Local 3 (OE3): 1) Support Unit, 2) Operations Unit; and 3) Unrepresented, Confidential and At-Will Classifications, effective July 1, 2024; And a one-time lump sum payment equivalent to 3.8% of base annual earnings to the Deputy Weighmaster incumbent.

BACKGROUND AND DISCUSSION

On June 21, 2024, the Board received a Total Compensation Study dated April 26, 2024. The study concluded that ReGen's base salaries are competitive overall with 78% of the 40 benchmark classifications having been found to be within or above the market median and 22% of the benchmark classifications were found to be below market median. The final report includes recommendations for salary range placements to align with market median. This includes multi-year phased pay increases for classifications found to be below the market median to reduce the disparity and "freezing" pay schedules of classifications found to be above market median until they fall within market median. The Board authorized Staff to implement the recommendations of the compensation study.

With this guidance, staff negotiated labor agreements with the Operating Engineers Local 3 (OE3) Support Unit and Operations Unit and reached agreement for wage adjustments based on the following criteria:

- A market rate adjustment of 5% to classifications found to be below the market median by -5% or more. And, an additional cost-of-living adjustment (COLA) of 3.8% based on the San Francisco Bay Area Consumer Price Index-U (April 2024).
- A 3.8% COLA to classifications found to be within the market median.

In accordance with the above-referenced labor agreements, the following pay schedules have been revised to incorporate the COLA and market rate adjustments described above:

- Pay Schedule for the OE3 Support Unit – **Attachment A**
- Pay Schedule for the OE3 Operations Unit – **Attachment B**

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Additionally, to maintain fair market wages and ensure internal equity, Staff requests approval to award non-union employees pay increases utilizing the same criteria described above and as reflected on the following pay schedule:

- Pay Schedule for the Unrepresented, Confidential and At-Will Classifications – **Attachment C**

It should be noted that upon Board approval of the MOUs referenced above, the Board authorized one-time, lump sum payments equivalent to 3.8% of employee's regular annual wages, to active employees in OE3 Support Unit and OE3 Operations Unit classification that were found to be above market median by more than 10%. The pay schedule of these classifications will not be adjusted for FY 2024/25.

Similarly, Staff requests the Board authorize a one-time lump sum payment equivalent to 3.8% of employee's regular annual earnings to the Deputy Weighmaster incumbent. The Deputy Weighmaster classification is a part-time position and the only non-affiliated classification that was found to be above the market median by more than 10%. The pay schedule for this classification will not be adjusted for FY 2024/25.

FISCAL IMPACT

The first-year financial impact of compensation adjustments described herein, is approximately \$432,000 and is included in the FY 2024/25 Final Budget.

CONCLUSION

Board approval is necessary to implement pay adjustments in accordance with labor agreements and to maintain fair market wages and ensure internal equity for non-affiliated employees. Staff requests the Board approve the revised pay schedules effective July 1, 2024.

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**Monterey Regional Waste Management District
Pay Schedule | Support Unit
Effective July 1, 2024**

Board Approved: 07/19/24						
CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
EXEMPT						
Project Manager						
Bi-weekly	4,614.97	4,845.72	5,088.01	5,342.41	5,609.53	5,890.01
Hourly	57.69	60.57	63.60	66.78	70.12	73.63
Associate Engineer						
Bi-weekly	4,615.17	4,845.92	5,088.22	5,342.64	5,609.77	5,890.26
Hourly	57.69	60.57	63.60	66.78	70.12	73.63
NON-EXEMPT						
Assistant Engineer (non-affiliated)						
Bi-weekly	4,046.58	4,248.91	4,461.35	4,684.42	4,918.64	5,164.58
Hourly	50.58	53.11	55.77	58.56	61.48	64.56
Sr. Communications Coordinator						
Bi-weekly	3,476.78	3,650.62	3,833.16	4,024.82	4,226.05	4,437.35
Hourly	43.46	45.63	47.91	50.31	52.83	55.47
Regulatory Compliance Technician						
Bi-weekly	3,152.79	3,310.43	3,475.95	3,649.75	3,832.24	4,023.86
Hourly	39.41	41.38	43.45	45.62	47.90	50.30
*Accounting Technician						
Bi-weekly	3,037.37	3,189.24	3,348.70	3,516.14	3,691.95	3,876.55
Hourly	37.97	39.87	41.86	43.95	46.15	48.46
Safety Coordinator						
Bi-weekly	2,723.88	2,860.07	3,003.08	3,153.23	3,310.90	3,476.44
Hourly	34.05	35.75	37.54	39.42	41.39	43.46
Communications Specialist						
Bi-weekly	2,723.88	2,860.07	3,003.08	3,153.23	3,310.90	3,476.44
Hourly	34.05	35.75	37.54	39.42	41.39	43.46
Administrative Support Specialist II						
Bi-weekly	2,594.17	2,723.88	2,860.07	3,003.08	3,153.24	3,310.90
Hourly	32.43	34.05	35.75	37.54	39.42	41.39

**Monterey Regional Waste Management District
Pay Schedule | Support Unit
Effective July 1, 2024**

*Operations Support Specialist						
Bi-weekly	2,594.17	2,723.88	2,860.07	3,003.08	3,153.24	3,310.90
Hourly	32.43	34.05	35.75	37.54	39.42	41.39
Accounting Assistant II						
Bi-weekly	2,493.70	2,618.39	2,749.31	2,886.77	3,031.12	3,182.67
Hourly	31.17	32.73	34.37	36.08	37.89	39.78
Administrative Support Specialist I						
Bi-weekly	2,353.15	2,470.80	2,594.35	2,724.06	2,860.27	3,003.29
Hourly	29.41	30.89	32.43	34.05	35.75	37.54
Accounting Assistant I						
Bi-weekly	2,267.00	2,380.35	2,499.37	2,624.34	2,755.56	2,893.34
Hourly	28.34	29.75	31.24	32.80	34.44	36.17

*Employees hired prior to June 30, 2019, are eligible for longevity pay at 2.5% over base after 10 years of service and 5% over base rate after 15 years of service.

**Monterey Regional Waste Management District
Pay Schedule | Operations Unit
Effective July 1, 2024**

Board Approved: 07/19/24						
CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
*Power Systems Supervisor						
Bi-weekly	4,466.94	4,690.29	4,924.80	5,171.04	5,429.60	5,701.08
Hourly	55.84	58.63	61.56	64.64	67.87	71.26
Power Systems Senior Technician						
Bi-weekly	3,858.14	4,051.05	4,253.61	4,466.29	4,689.60	4,924.09
Hourly	48.23	50.64	53.17	55.83	58.62	61.55
*Maintenance Shop Supervisor						
Bi-weekly	3,850.24	4,042.75	4,244.89	4,457.13	4,679.99	4,913.99
Hourly	48.13	50.53	53.06	55.71	58.50	61.42
Senior Heavy Equipment Technician						
Bi-weekly	3,675.22	3,858.97	4,051.93	4,254.52	4,467.25	4,690.62
Hourly	45.94	48.24	50.65	53.18	55.84	58.63
*Heavy Equipment Technician III						
Bi-weekly	3,500.22	3,675.23	3,858.98	4,051.94	4,254.53	4,467.26
Hourly	43.75	45.94	48.24	50.65	53.18	55.84
MRF Maintenance Supervisor						
Bi-weekly	3,499.10	3,674.05	3,857.76	4,050.65	4,253.18	4,465.84
Hourly	43.74	45.93	48.22	50.63	53.16	55.82
Electro-Mechanical Technician						
Bi-weekly	3,499.10	3,674.05	3,857.76	4,050.65	4,253.18	4,465.84
Hourly	43.74	45.93	48.22	50.63	53.16	55.82
*Landfill Operations Supervisor						
Bi-weekly	3,415.19	3,585.95	3,765.24	3,953.50	4,151.18	4,358.74
Hourly	42.69	44.82	47.07	49.42	51.89	54.48
*MRF Supervisor						
Bi-weekly	3,414.40	3,585.12	3,764.37	3,952.59	4,150.21	4,357.72
Hourly	42.68	44.81	47.05	49.41	51.88	54.47

**Monterey Regional Waste Management District
Pay Schedule | Operations Unit
Effective July 1, 2024**

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
*HHW Supervisor						
Bi-weekly	3,251.80	3,414.40	3,585.12	3,764.37	3,952.59	4,150.22
Hourly	40.65	42.68	44.81	47.05	49.41	51.88
Facilities Maintenance Technician						
Bi-weekly	3,163.43	3,321.60	3,487.68	3,662.06	3,845.17	4,037.43
Hourly	39.54	41.52	43.60	45.78	48.06	50.47
Scale Supervisor						
Bi-weekly	3,022.86	3,174.01	3,332.71	3,499.35	3,674.31	3,858.03
Hourly	37.79	39.68	41.66	43.74	45.93	48.23
*Heavy Equipment Operator						
Bi-weekly	2,983.58	3,132.76	3,289.40	3,453.87	3,626.56	3,807.89
Hourly	37.29	39.16	41.12	43.17	45.33	47.60
Senior MRF Maintenance Technician						
Bi-weekly	2,948.58	3,096.01	3,250.81	3,413.35	3,584.02	3,763.22
Hourly	36.86	38.70	40.64	42.67	44.80	47.04
*Senior Maintenance Worker						
Bi-weekly	2,948.58	3,096.01	3,250.81	3,413.35	3,584.02	3,763.22
Hourly	36.86	38.70	40.64	42.67	44.80	47.04
Power Systems Maintenance Technician						
Bi-weekly	2,879.23	3,023.19	3,174.35	3,333.07	3,499.72	3,674.71
Hourly	35.99	37.79	39.68	41.66	43.75	45.93
*Heavy Equipment Technician II						
Bi-weekly	2,878.75	3,022.69	3,173.82	3,332.51	3,499.14	3,674.09
Hourly	35.98	37.78	39.67	41.66	43.74	45.93
Senior HHW Technician						
Bi-weekly	2,808.17	2,948.58	3,096.01	3,250.81	3,413.35	3,584.02
Hourly	35.10	36.86	38.70	40.64	42.67	44.80

**Monterey Regional Waste Management District
Pay Schedule | Operations Unit
Effective July 1, 2024**

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
*Senior MRF Operator						
Bi-weekly	2,808.17	2,948.58	3,096.01	3,250.81	3,413.35	3,584.02
Hourly	35.10	36.86	38.70	40.64	42.67	44.80
Senior Weighmaster						
Bi-weekly	2,641.84	2,773.93	2,912.63	3,058.26	3,211.17	3,371.73
Hourly	33.02	34.67	36.41	38.23	40.14	42.15
Heavy Equipment Technician I						
Bi-weekly	2,742.24	2,879.35	3,023.32	3,174.48	3,333.20	3,499.87
Hourly	34.28	35.99	37.79	39.68	41.67	43.75
*Hazardous Material Technician						
Bi-weekly	2,674.39	2,808.10	2,948.51	3,095.94	3,250.74	3,413.28
Hourly	33.43	35.10	36.86	38.70	40.63	42.67
MRF Maintenance Technician II						
Bi-weekly	2,673.97	2,807.67	2,948.05	3,095.45	3,250.22	3,412.74
Hourly	33.42	35.10	36.85	38.69	40.63	42.66
*MRF Operator II						
Bi-weekly	2,546.64	2,673.97	2,807.67	2,948.04	3,095.45	3,250.23
Hourly	31.83	33.42	35.10	36.85	38.69	40.63
Weighmaster						
Bi-weekly	2,516.04	2,641.84	2,773.93	2,912.63	3,058.26	3,211.17
Hourly	31.45	33.02	34.67	36.41	38.23	40.14
Maintenance Worker II						
Bi-weekly	2,453.41	2,576.08	2,704.88	2,840.12	2,982.13	3,131.24
Hourly	30.67	32.20	33.81	35.50	37.28	39.14
MRF Maintenance Technician I						
Bi-weekly	2,427.21	2,548.57	2,676.00	2,809.79	2,950.29	3,097.80
Hourly	30.34	31.86	33.45	35.12	36.88	38.72

**Monterey Regional Waste Management District
Pay Schedule | Operations Unit
Effective July 1, 2024**

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Sort Systems Operator						
Bi-weekly	2,422.76	2,543.91	2,671.10	2,804.65	2,944.89	3,092.13
Hourly	30.28	31.80	33.39	35.06	36.81	38.65
*MRF Operator I						
Bi-weekly	2,422.76	2,543.91	2,671.10	2,804.65	2,944.89	3,092.13
Hourly	30.28	31.80	33.39	35.06	36.81	38.65
Maintenance Worker I						
Bi-weekly	2,338.35	2,455.27	2,578.03	2,706.93	2,842.28	2,984.39
Hourly	29.23	30.69	32.23	33.84	35.53	37.30
Associate Operator						
Bi-weekly	1,799.28	1,889.24	1,983.70	2,082.88	2,187.02	2,296.38
Hourly	22.49	23.62	24.80	26.04	27.34	28.70
*Employees hired prior to June 30, 2019, are eligible for longevity pay at 2.5% over base after 10 years of service and 5% over base rate after 15 years of service.						

**Monterey Regional Waste Management District
Pay Schedule | Unrepresented, Confidential, At-Will Classifications
Effective July 1, 2024**

Board Approved: 07/19/24						
CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
EXEMPT						
Director of Operations (At-Will)						
Bi-weekly	6,984.58	7,333.80	7,700.50	8,085.52	8,489.80	8,914.29
Hourly	87.31	91.67	96.26	101.07	106.12	111.43
Director of Engineering & Compliance (At-Will)						
Bi-weekly	6,497.28	6,822.14	7,163.25	7,521.41	7,897.48	8,292.35
Hourly	81.22	85.28	89.54	94.02	98.72	103.65
Director of Finance & Administration (At-Will)						
Bi-weekly	6,497.09	6,821.94	7,163.04	7,521.19	7,897.25	8,292.11
Hourly	81.21	85.27	89.54	94.01	98.72	103.65
Director of Human Resources (At Will)						
Bi-weekly	6,183.45	6,492.62	6,817.25	7,158.11	7,516.02	7,891.81
Hourly	77.29	81.16	85.22	89.48	93.95	98.65
Director of Communications (At-Will)						
Bi-weekly	5,662.50	5,945.62	6,242.91	6,555.05	6,882.80	7,226.94
Hourly	70.78	74.32	78.04	81.94	86.04	90.34
Accounting Manager (Conf.)						
Bi-weekly	4,845.71	5,088.00	5,342.40	5,609.52	5,890.00	6,184.50
Hourly	60.57	63.60	66.78	70.12	73.63	77.31
Assistant Accounting Manager (Conf.)						
Bi-weekly	4,178.33	4,387.25	4,606.61	4,836.95	5,078.79	5,332.73
Hourly	52.23	54.84	57.58	60.46	63.48	66.66
NON-EXEMPT						
Executive Assistant/Board Clerk (Conf)						
Bi-weekly	3,475.66	3,649.44	3,831.91	4,023.51	4,224.68	4,435.91
Hourly	43.45	45.62	47.90	50.29	52.81	55.45
Human Resources Technician (Conf.)						
Bi-weekly	2,688.71	2,823.14	2,964.30	3,112.52	3,268.14	3,431.56
Hourly	33.61	35.29	37.05	38.91	40.85	42.89
Human Resources Coordinator (Conf.)						
Bi-weekly	2,594.17	2,723.88	2,860.07	3,003.08	3,153.24	3,310.90
Hourly	32.43	34.05	35.75	37.54	39.42	41.39
Deputy Weighmaster (PT, non-affiliated)						
Bi-weekly	2,253.46	2,366.13	2,484.44	2,608.66	2,739.09	2,876.04
Hourly	28.17	29.58	31.06	32.61	34.24	35.95
Intern						
Bi-weekly	1,600.00	1,760.00	2,000.00	-	-	-
Hourly	20.00	22.00	25.00			
*Employees hired prior to June 30, 2019, are eligible for longevity pay at 2.5% over base after 10 years of service and 5% over base rate after 15 years of service.						