

# MEMO



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

Meeting Date: July 19, 2024

To: Board of Directors  
From: General Manager, Felipe Melchor

**Subject: General Manager Compensation Adjustment and Related Pay Schedule**

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## RECOMMENDATION

Consider adjustment to the compensation of the General Manager with approval of related pay schedule (Item will be taken up following the closed session), effective July 1, 2024.

## BACKGROUND AND DISCUSSION

The General Manager's annual performance review was completed by the Board of Directors in June 2024 and a decision as to whether a merit or cost-of-living adjustment (COLA) would be granted was deferred to the July Board meeting.

The General Manager respectfully requests the Board consider the following as it determines the amount of any compensation adjustment to be awarded to the General Manager:

- Total Compensation Study of April 26, 2024, which was received by the Board on June 21, 2024, found the compensation of the General Manager to be -15.40% below the market median.
- Market-rate adjustments in the amount of 5% for FY 2024/25, have been authorized by the Board for classifications found to be below the market median.
- The Consumer Price Index (CPI) for the San Francisco Area (April 2024) increased 3.8% over the previous 12 months.
- On June 21, 2024, the Board approved a 3.8% COLA increase for several members of the Management Unit.

Based on the above, the General Manager requests an 8.8% pay increase effective July 1, 2024, which represents a market rate adjustment of 5%, plus a COLA of 3.8%, as reflected on the enclosed General Manager Pay Schedule (**Attachment A**).

## FISCAL IMPACT

The Final Budget for FY 2024/25 includes compensation and benefits expenses for all employees and the requested compensation increase will not impact the FY 2024/25 budget.

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*Let's not waste this.*



## **CONCLUSION**

The General Manager requests the Board consider a compensation adjustment to the General Manager Pay Schedule, consistent with compensation adjustments of other ReGen employees, effective July 1, 2024.

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**Monterey Regional Waste Management District  
Pay Schedule | General Manager  
Effective July 1, 2024**

<a href="#">Board Approved: 07/19/24</a>	
<b>CLASSIFICATION</b>	
<b>EXEMPT</b>	
General Manager (At-Will)	
Annual	
Bi-weekly	10,064.82
Hourly	125.81