

MEMO



Item #: 7.d

Meeting Date: September 20, 2024

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

Subject: Approval of Addition of New Classification of Power Systems Manager and Related Pay Schedule

RECOMMENDATION

That the Board approve the addition of the new classification, Power Systems Manager and related Pay Schedule.

BACKGROUND AND DISCUSSION

For the last two years, the Director of Operations and Director of Engineering & Compliance have shared direct oversight of the Landfill Gas (LFG) operations and compliance functions. This arrangement became necessary after the departure of the Landfill Operations Manager in August 2022 and was intended to be temporary.

Given the critical role of landfill gas operations at ReGen Monterey, the specialized nature of the functions, the complex environmental compliance requirements and the potential for increased gas production, staff recommends adding a department manager who can dedicate his time exclusively to the department and optimize operations. A dedicated Power Systems Manager would ensure effective allocation of resources and address the ongoing challenges with maintaining power production uptime and regulatory compliance in both the power plant and the landfill gas well field. This role will be instrumental in enhancing system efficiency, increasing revenue from improved power plant uptime, deferring costs through onsite power generation, and reducing risks through proactive maintenance and compliance planning.

The enclosed Position Requisition (Attachment A) provides further justification for the position. The position will be classified as a member of the Management Unit for consistency with organizational structure.

FISCAL IMPACT

The FY 2024/25 Annual Budget does not include funding for the Power Systems Manager classification. If approved, total compensation expenses in the amount of \$126,000 approx. may be paid from funds of other vacant positions for the current FY. The position is expected to be filled in January 2025. The proposed Salary Schedule for the Power Systems Manager (Attachment B) is approximately 10% above market for the specialized role and is recommended for competitive advantage in the current labor market.

Physical Address

14201 Del Monte Blvd.
Salinas, CA 93908

Mailing Address

P.O. Box 1670
Marina, CA 93933

Phone / Fax

831-384-5313 PHONE
831-384-3567 FAX

Web / Social

ReGenMonterey.org
@ReGenMonterey

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CONCLUSION

The addition of a Power Systems Manager to Regen Monterey's organizational structure would ensure the reliable delivery of electrical power to ReGen's facilities and customers. By prioritizing operational efficiency and environmental responsibility, this position will strengthen the long-term sustainability and success of ReGen's landfill gas operations. Board approval is requested to add the new classification and related pay schedule to the organizational structure.