

RESOLUTION NO. 2025 – 22

A RESOLUTION APPROVING AMENDMENT NO. 2 TO THE ADMINISTRATION, FINANCE, AND RESOURCE RECOVERY BENEFITS COMMITTEE (ABC) MEMORANDUM OF UNDERSTANDING (MOU) AND APPROVING THE REVISED SALARY SCHEDULE EFFECTIVE JULY 1, 2025

WHEREAS, on August 18, 2022, the Board of Directors of the Salinas Valley Solid Waste Authority approved the ABC MOU effective July 1, 2022, and Salary Schedule effective July 11, 2022; and,

WHEREAS, on December 15, 2022, the Board of Directors of the Salinas Valley Solid Waste Authority approved Amendment 1 to the ABC MOU and Revised Salary Schedule effective retroactive to July 11, 2022; and,

WHEREAS, in November 2024 the Chief Administrative Officer entered into negotiations with the ABC after completion of a regional compensation study and the ABC requested MOU adjustments including changes to the MOU cost-of-living (COLA) provisions, longevity pay, compensation study salary adjustments, and other minor MOU language changes; and,

WHEREAS, the Board of Directors, in consultation with the Chief Administrative Officer, discussed the requests and found them reasonable and directed the CAO to prepare an amendment to the MOU and return at its march 2025 meeting for final consideration; and,

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE SALINAS VALLEY SOLID WASTE AUTHORITY, that the General Manager and Chief Administrative Officer for the Authority is hereby authorized and directed for, and on behalf of, the Salinas Valley Solid Waste Authority to execute Amendment No. 2 to the ABC MOU attached hereto and marked "Exhibit A."

BE IT FUTHER RESOLVED, BY THE BOARD OF DIRECTORS OF THE SALINAS VALLEY SOLID WASTE AUTHORITY, that the Salary Schedule effective July 1, 2025, attached hereto and marked "Exhibit B" is hereby approved.

PASSED AND ADOPTED by the Board of Directors of the Salinas Valley Solid Waste Authority at its meeting duly held on the 20th day of March 2025, by the following vote:

AYES:	BOARD MEMBERS:	ALEJO (ALT), BAÑUELOS, BARAJAS, CULLEN, DE LA ROSA, JONES, LOPEZ, SILVA
NOES:	BOARD MEMBERS:	NONE
ABSENT:	BOARD MEMBERS:	CHURCH, SANDOVAL
ABSTAIN:	BOARD MEMBERS:	NONE

Signed by:
Liz Silva
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Elizabeth Silva, President

ATTEST:

DocuSigned by:
Erika Trujillo
087ACDFB22A74F6...
Erika J. Trujillo, Clerk of the Board

APPROVED AS TO FORM:

Signed by:
Roy C. Santos
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Roy C. Santos, General Counsel

EXHIBIT A

**AMENDMENT NO. 2 TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE SALINAS VALLEY SOLID WASTE AUTHORITY
AND THE ADMINISTRATIVE, FINANCE AND RESOURCE RECOVERY BENEFITS COMMITTEE**

This Amendment is made and entered into this 20th day of March, 2025, by and between the Salinas Valley Solid Waste Authority, a joint powers authority organized under the laws of the State of California (hereinafter "Authority"), and the Administrative, Finance and Resource Recovery Benefits Committee (ABC) jointly referred to herein as "Parties."

The Authority and ABC entered into a successor MOU on August 18, 2022, and Amendment 1 dated December 15, 2022. All terms of the aforementioned ABC MOU and amendments will continue in force, with the exception of the following changes:

Article 1.2 is modified in its entirety to read as follows:

Term. This MOU amendment shall cover the period commencing July 1, 2025, and ending June 30, 2028.

Article 2.3 the first paragraph is modified in its entirety to read as following:

Bargaining Unit. The Unit includes all employees who are employed by the Authority in the following classifications, and any new non-management classifications added within the Administration, Finance, and Resource Recovery Unit during the term of this MOU.

Article 2.3 to be modified to add the following classification:

Human Resources Technician

Article 5.2 the first sentence is modified in its entirety to read as follows:

The ABC may select up to three (3) Unit employees as Shop Stewards.

Article 14.1 is modified in its entirety to read as follows:

Cost of Living Adjustment 2025/26. Effective July 1, 2025, all Unit employees will receive a cost-of-living base pay increase of 2.8% as determined by the Consumer Price Index, US City Average Urban Wage Earner and Clerical Worker (CPI-W) percentage increase from December 2023-December 2024.

Article 14.2 is modified in its entirety to read as follows:

Cost of Living Adjustment 2026/27. Effective July 1, 2026, all Unit employees will receive a cost-of-living base pay increase of a minimum 2% and maximum 4% as determined by the Consumer Price Index, US City Average Urban Wage Earner and Clerical Worker (CPI-W) percentage increase from December 2024-December 2025.

Article 14.3 is modified in its entirety to read as follows:

Cost of Living Adjustment 2027/28. Effective July 1, 2027, all Unit employees will receive a cost-of-living base pay increase of a minimum 2% and maximum 4% as

determined by the Consumer Price Index, US City Average Urban Wage Earner and Clerical Worker (CPI-W) percentage increase from December 2025-December 2026.

Article 14.5 is modified in its entirety to read as follows:

Longevity. ABC unit employees shall be eligible for longevity pay in the amount of 2.5% of their base pay starting on their 10th year anniversary of hire, and an additional 2.5% for every 5 years of added service thereafter.

Article 14.8 is modified in its entirety to read as follows:

Equity Adjustments. Based on the 2024/25 Compensation Study, the Authority and ABC agree to a salary equity adjustment of a 6.5% increase to the base pay range for the Human Resources Supervisor and a 6.1% increase to the base pay range for the Clerk of the Board. The Equity Adjustments are included in the attached Salary Schedule, Exhibit B.

Article 14.9 title and first sentence to be replaced with the following:

Compensation and Benefits Study 2027/28. In 2027/28, the Authority will commission a Total Compensation and Benefits Study for all ABC classifications to determine how competitive the Authority is within its labor market by collecting and analyzing total compensation inclusive of monthly base salary and benefits data.

Article 17.7 the first paragraph is modified in its entirety to read as follows:

Holiday Leave. Employees are governed by the Holiday provisions set forth in the Authority's Employee Handbook and shall include 16 floating holiday hours and 16 hours of community service.

IN WITNESS WHEREOF, the parties hereto have duly executed and delivered this Amendment No. 1 to the ABC MOU as of the day and year first below written.

On behalf of the ADMINISTRATIVE, FINANCE AND RESOURCE RECOVERY UNIT

Isidro Lopez, ABC Representative

Date:

Julia Brooker, ABC Representative

Date:

On behalf of the SALINAS VALLEY SOLID WASTE AUTHORITY

Patrick Mathews

3/24/2025

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R. Patrick Mathews, General Manager/CAO

Date:

Attest:

Signed by:

Erika Trujillo

3/25/2025

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Erika J. Trujillo, Clerk of the Board

Approved as to Form:

Signed by:

Roy C. Santos

3/24/2025

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Roy C. Santos, General Counsel

Exhibit B

SALINAS VALLEY SOLID WASTE AUTHORITY
 SALARY SCHEDULE - ADMINISTRATION, FINANCE, AND RESOURCE RECOVERY BENEFITS COMMITTEE (ABC)
 EFFECTIVE: JULY 1, 2025

POSITION		STEP 1	STEP 2 2.5%	STEP 3 2.5%	STEP 4 2.5%	STEP 5 2.5%	STEP 6 2.5%	STEP 7 2.5%	STEP 8 2.5%	STEP 9 2.5%	STEP 10 2.5%	STEP 11 2.5%
Human Resources Supervisor	Hourly	54.637	56.003	57.403	58.838	60.309	61.816	63.362	64.946	66.570	68.234	69.940
	Bi-Weekly	4,370.94	4,480.21	4,592.22	4,707.02	4,824.70	4,945.31	5,068.95	5,195.67	5,325.56	5,458.70	5,595.17
	Monthly	9,470.36	9,707.12	9,949.80	10,198.54	10,453.51	10,714.85	10,982.72	11,257.28	11,538.72	11,827.18	12,122.86
	Annual	113,644.35	116,485.46	119,397.59	122,382.53	125,442.10	128,578.15	131,792.60	135,087.42	138,464.60	141,926.22	145,474.38
Business Services Supervisor	Hourly	50.081	51.333	52.616	53.931	55.280	56.662	58.078	59.530	61.018	62.544	64.107
	Bi-Weekly	4,006.45	4,106.61	4,209.27	4,314.51	4,422.37	4,532.93	4,646.25	4,762.41	4,881.47	5,003.50	5,128.59
	Monthly	8,680.64	8,897.65	9,120.09	9,348.10	9,581.80	9,821.34	10,066.88	10,318.55	10,576.51	10,840.93	11,111.95
	Annual	104,167.64	106,771.83	109,441.12	112,177.15	114,981.58	117,856.12	120,802.52	123,822.58	126,918.15	130,091.10	133,343.38
Contracts & Grants Analyst	Hourly	45.450	46.587	47.751	48.945	50.169	51.423	52.708	54.026	55.377	56.761	58.180
	Bi-Weekly	3,636.03	3,726.93	3,820.10	3,915.60	4,013.49	4,113.83	4,216.68	4,322.09	4,430.15	4,540.90	4,654.42
	Monthly	7,878.06	8,075.01	8,276.89	8,483.81	8,695.90	8,913.30	9,136.13	9,364.54	9,598.65	9,838.62	10,084.58
	Annual	94,536.71	96,900.13	99,322.63	101,805.69	104,350.84	106,959.61	109,633.60	112,374.44	115,183.80	118,063.39	121,014.98
Recycling Coordinator	Hourly	45.450	46.587	47.751	48.945	50.169	51.423	52.708	54.026	55.377	56.761	58.180
	Bi-Weekly	3,636.03	3,726.93	3,820.10	3,915.60	4,013.49	4,113.83	4,216.68	4,322.09	4,430.15	4,540.90	4,654.42
	Monthly	7,878.06	8,075.01	8,276.89	8,483.81	8,695.90	8,913.30	9,136.13	9,364.54	9,598.65	9,838.62	10,084.58
	Annual	94,536.71	96,900.13	99,322.63	101,805.69	104,350.84	106,959.61	109,633.60	112,374.44	115,183.80	118,063.39	121,014.98
Clerk of the Board	Hourly	39.579	40.568	41.583	42.622	43.688	44.780	45.900	47.047	48.223	49.429	50.664
	Bi-Weekly	3,166.32	3,245.48	3,326.61	3,409.78	3,495.02	3,582.40	3,671.96	3,763.76	3,857.85	3,954.30	4,053.16
	Monthly	6,860.36	7,031.87	7,207.67	7,387.86	7,572.55	7,761.87	7,955.91	8,154.81	8,358.68	8,567.65	8,781.84
	Annual	82,324.31	84,382.42	86,491.98	88,654.28	90,870.64	93,142.40	95,470.96	97,857.74	100,304.18	102,811.79	105,382.08
Accounting Technician II	Hourly	36.394	37.304	38.236	39.192	40.172	41.176	42.206	43.261	44.342	45.451	46.587
	Bi-Weekly	2,911.50	2,984.29	3,058.90	3,135.37	3,213.76	3,294.10	3,376.45	3,460.86	3,547.39	3,636.07	3,726.97
	Monthly	6,308.26	6,465.97	6,627.62	6,793.31	6,963.14	7,137.22	7,315.65	7,498.54	7,686.00	7,878.15	8,075.11
	Annual	75,699.13	77,591.60	79,531.39	81,519.68	83,557.67	85,646.61	87,787.78	89,982.47	92,232.03	94,537.84	96,901.28
Human Resources Technician II	Hourly	36.394	37.304	38.236	39.192	40.172	41.176	42.206	43.261	44.342	45.451	46.587
	Bi-Weekly	2,911.50	2,984.29	3,058.90	3,135.37	3,213.76	3,294.10	3,376.45	3,460.86	3,547.39	3,636.07	3,726.97
	Monthly	6,308.26	6,465.97	6,627.62	6,793.31	6,963.14	7,137.22	7,315.65	7,498.54	7,686.00	7,878.15	8,075.11
	Annual	75,699.13	77,591.60	79,531.39	81,519.68	83,557.67	85,646.61	87,787.78	89,982.47	92,232.03	94,537.84	96,901.28
Resource Recovery Technician II	Hourly	36.394	37.304	38.236	39.192	40.172	41.176	42.206	43.261	44.342	45.451	46.587
	Bi-Weekly	2,911.50	2,984.29	3,058.90	3,135.37	3,213.76	3,294.10	3,376.45	3,460.86	3,547.39	3,636.07	3,726.97
	Monthly	6,308.26	6,465.97	6,627.62	6,793.31	6,963.14	7,137.22	7,315.65	7,498.54	7,686.00	7,878.15	8,075.11
	Annual	75,699.13	77,591.60	79,531.39	81,519.68	83,557.67	85,646.61	87,787.78	89,982.47	92,232.03	94,537.84	96,901.28
Accounting Technician I	Hourly	32.970	33.794	34.639	35.505	36.393	37.302	38.235	39.191	40.171	41.175	42.204
	Bi-Weekly	2,637.59	2,703.53	2,771.12	2,840.40	2,911.41	2,984.19	3,058.80	3,135.27	3,213.65	3,293.99	3,376.34
	Monthly	5,714.78	5,857.65	6,004.09	6,154.20	6,308.05	6,465.75	6,627.40	6,793.08	6,962.91	7,136.98	7,315.41
	Annual	68,577.40	70,291.83	72,049.13	73,850.36	75,696.62	77,589.03	79,528.76	81,516.98	83,554.90	85,643.77	87,784.87

SALINAS VALLEY SOLID WASTE AUTHORITY
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EFFECTIVE: JULY 1, 2025

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Human Resources Technician I	Hourly	32.970	33.794	34.639	35.505	36.393	37.302	38.235	39.191	40.171	41.175	42.204
	Bi-Weekly	2,637.59	2,703.53	2,771.12	2,840.40	2,911.41	2,984.19	3,058.80	3,135.27	3,213.65	3,293.99	3,376.34
	Monthly	5,714.78	5,857.65	6,004.09	6,154.20	6,308.05	6,465.75	6,627.40	6,793.08	6,962.91	7,136.98	7,315.41
	Annual	68,577.40	70,291.83	72,049.13	73,850.36	75,696.62	77,589.03	79,528.76	81,516.98	83,554.90	85,643.77	87,784.87
Resource Recovery Technician I	Hourly	32.970	33.794	34.639	35.505	36.393	37.302	38.235	39.191	40.171	41.175	42.204
	Bi-Weekly	2,637.59	2,703.53	2,771.12	2,840.40	2,911.41	2,984.19	3,058.80	3,135.27	3,213.65	3,293.99	3,376.34
	Monthly	5,714.78	5,857.65	6,004.09	6,154.20	6,308.05	6,465.75	6,627.40	6,793.08	6,962.91	7,136.98	7,315.41
	Annual	68,577.40	70,291.83	72,049.13	73,850.36	75,696.62	77,589.03	79,528.76	81,516.98	83,554.90	85,643.77	87,784.87
Administrative Assistant II	Hourly	31.381	32.166	32.970	33.794	34.639	35.505	36.393	37.303	38.235	39.191	40.171
	Bi-Weekly	2,510.51	2,573.28	2,637.61	2,703.55	2,771.14	2,840.42	2,911.43	2,984.21	3,058.82	3,135.29	3,213.67
	Monthly	5,439.45	5,575.43	5,714.82	5,857.69	6,004.13	6,154.23	6,308.09	6,465.79	6,627.44	6,793.12	6,962.95
	Annual	65,273.36	66,905.19	68,577.82	70,292.26	72,049.57	73,850.81	75,697.08	77,589.51	79,529.25	81,517.48	83,555.41
Administrative Assistant I	Hourly	28.431	29.141	29.870	30.617	31.382	32.167	32.971	33.795	34.640	35.506	36.394
	Bi-Weekly	2,274.46	2,331.32	2,389.60	2,449.34	2,510.58	2,573.34	2,637.67	2,703.62	2,771.21	2,840.49	2,911.50
	Monthly	4,927.99	5,051.19	5,177.47	5,306.91	5,439.58	5,575.57	5,714.96	5,857.83	6,004.28	6,154.39	6,308.25
	Annual	59,135.91	60,614.31	62,129.67	63,682.91	65,274.98	66,906.86	68,579.53	70,294.01	72,051.37	73,852.65	75,698.97