

RESOLUTION NO. 2025 – 63

A RESOLUTION OF THE SALINAS VALLEY SOLID WASTE AUTHORITY (AUTHORITY) APPROVING AMENDMENT 1 TO THE AMENDED AND RESTATED MEMORANDUM OF UNDERSTANDING WITH THE SALINAS VALLEY RECYCLES FIELD OPERATIONS UNIT (SVRFOU) FOR REPRESENTED EMPLOYEES FOR FISCAL YEARS 2026-2027 THROUGH 2028-2029

WHEREAS, on October 20, 2022, the Authority approved a Memorandum of Understanding with Operating Engineers Local Union No. 3, AFL-CIO (OE3) representing the Operations and Engineering Unit of the Authority; and,

WHEREAS, on December 16, 2022, a Petition to Decertify OE3 as exclusive representative was submitted to the Authority along with a Petition for Recognition of a new employee organization, SVRFOU; and,

WHEREAS, on April 20, 2023, after certification of secret ballot elections by California Public Employees Relation Board, OE3 was decertified as the exclusive representative for the Operations and Engineering Unit and SVRFOU was recognized as the new employee organization with the adoption of an Amended and Restated SVRFOU MOU on June 15, 2023, which expires on June 30, 2026; and,

WHEREAS, in August 2025 the Chief Administrative Officer (Personnel Officer) and Assistant General Manger entered into negotiations with the SVRFOU, including completion of a regional compensation study, and the SVRFOU requested MOU adjustments including changes to the MOU cost-of-living (COLA) provisions, longevity pay, compensation study salary adjustments, and other minor benefit and 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 December 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. 1 to the SVRFOU 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, 2026, attached hereto and marked "Exhibit B" is hereby approved.

PASSED AND ADOPTED by the Board of Directors of the Salinas Valley Solid Waste Authority this 18th day of December 2025, by the following vote:

AYES: BOARD MEMBERS: BAÑUELOS, BARAJAS, CULLEN, DE LA ROSA, DONOHUE, GARCIA (ALT), SILVA

NOES: BOARD MEMBERS: NONE

ABSENT: BOARD MEMBERS: CHURCH, JONES, LOPEZ

ABSTAIN: BOARD MEMBERS: NONE

Signed by:
Liz Silva
8DC517F53795435
Elizabeth Silva, President

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

APPROVED AS TO FORM:
Roy C. Santos
306B1988120B4FC...
Roy C. Santos, Authority General Counsel

EXHIBIT A

**AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN THE SALINAS VALLEY SOLID WASTE AUTHORITY
AND THE SALINAS VALLEY RECYCLES FIELD OPERATIONS UNIT**

This Amendment is made and entered into this 18th day of December 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 Salinas Valley Recycles Field Operations Unit (SVRFOU) jointly referred to herein as "Parties."

The Authority and SVRFOU entered into an Amended and Restated MOU on June 15, 2023. All terms of the aforementioned SVRFOU MOU and amendments will continue in force with the exception of the following changes:

Article 1.2 to be replaced in its entirety with the following:

Term. This MOU amendment shall cover the period commencing July 1, 2026, and ending June 30, 2029.

Article 14.1 to be replaced in its entirety with the following:

Cost of Living Adjustment 2026/27. Effective July 1, 2026, all Unit employees will receive a cost-of-living base pay increase of 4.0%.

Article 14.2 to be replaced in its entirety with the following:

Cost of Living Adjustment 2027/28. Effective July 1, 2027, all Unit employees will receive a cost-of-living base pay increase of 3.0%.

Article 14.3 to be replaced in its entirety with the following:

Cost of Living Adjustment 2028/29. Effective July 1, 2028, 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 for San Francisco/Oakland/San Jose Urban Wage Earner and Clerical Worker (CPI-W) percentage increase from December 2026-December 2027.

Article 14.4 to be replaced in its entirety with the following:

[Reserved]

Article 14.6 to be replaced in its entirety with the following:

Longevity. SVRFOU 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 14.10 section heading to be replaced with the following:

Compensation and Benefits Study 2028/29

Article 14.11 to be replaced in its entirety with the following:

Equity Adjustments. Based on the 2025/26 Compensation Study, the Authority and SVRFOU agree to salary equity adjustments as follows:

Diversion Worker I/II & Diversion Systems Maintenance Worker

- increase 4.4% on July 1, 2026
- increase 4.4% on July 1, 2027
- increase 4.4% on July 1, 2028

Heavy Equipment Operator & Heavy Equipment Operator Lead

- increase 3.5% on July 1, 2026
- increase 3.5% on July 1, 2027
- increase 3.5% on July 1, 2028

Equipment Operator/Driver & Equipment Operator/Driver Lead

- increase 2.5% on July 1, 2026

Household Hazardous Waste Maintenance Worker I /II & Household Hazardous Waste Technician

- increase 2.5% on July 1, 2026

The above Equity Adjustments are included in the attached Salary Schedule, Exhibit B.

Article 16.9 replaced in its entirety with the following:

Physical Fitness/Wellness Program and Child or Dependent Adult Care Services.

The Authority will reimburse employees, with proof of payment, up to \$500 annually towards the cost of employee's health or fitness club membership, or cost of child or dependent adult care services.

Article 16.11 (new) to be added as follows:

The Authority shall provide each Equipment Maintenance Technician I/II a tool replacement stipend in the amount of \$2,000 per fiscal year for replacement of worn, damaged or lost personal tools to be paid in 26 equal payments with each payroll.

Article 17.7 the following Holiday shall be added to the Authority recognized holidays in exchange for reducing Community Service hours from 24 to 16 per year:

Juneteenth Day.....June 19th

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

On behalf of the SALINAS VALLEY RECYCLES FIELD OPERATIONS UNIT

Signed by:

8512D4535047435
Michael Silva, SVRFOU Representative

12/31/2025
Date:

Signed by:

484C582079C949A...
Ray Raucha, SVRFOU Representative

12/30/2025
Date:

Signed by:

CF520DCA8EB048A...
Jesus Chavez, SVRFOU Representative

12/31/2025
Date:

On behalf of the SALINAS VALLEY SOLID WASTE AUTHORITY

Signed by:

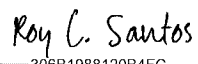
706CA2999B60439...
Cesar Zuñiga, Interim General Manager/CAO

12/30/2025
Date:

Attest:
Signed by:

087ACDEB22A74E6...
Erika J. Trujillo, Clerk of the Board

12/30/2025

Approved as to Form:
Signed by:

306B1988120B4FC...
Roy C. Santos, General Counsel

12/30/2025

EXHIBIT B

SALINAS VALLEY SOLID WASTE AUTHORITY
 SALINAS VALLEY RECYCLES FIELD OPERATIONS UNIT
 EFFECTIVE: JULY 1, 2026

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	
		2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	
Field Operations Supervisors	Hourly	47.27	48.45	49.66	50.90	52.17	53.47	54.81	56.18	57.58	59.02	60.50
	Bi-Weekly	3,781.60	3,876.00	3,972.80	4,072.00	4,173.60	4,277.60	4,384.80	4,494.40	4,606.40	4,721.60	4,840.00
	Monthly	8,193.47	8,398.00	8,607.73	8,822.67	9,042.80	9,268.13	9,500.40	9,737.87	9,980.53	10,230.13	10,486.67
	Annual	98,321.60	100,776.00	103,292.80	105,872.00	108,513.60	111,217.60	114,004.80	116,854.40	119,766.40	122,761.60	125,840.00
Senior Solid Waste Technician	Hourly	41.63	42.67	43.74	44.83	45.95	47.10	48.28	49.49	50.73	52.00	53.30
	Bi-Weekly	3,330.40	3,413.60	3,499.20	3,586.40	3,676.00	3,768.00	3,862.00	3,959.20	4,058.40	4,160.00	4,264.00
	Monthly	7,215.87	7,396.13	7,581.60	7,770.53	7,964.67	8,164.00	8,368.53	8,578.27	8,793.20	9,013.33	9,238.67
	Annual	86,590.40	88,753.60	90,979.20	93,246.40	95,576.00	97,968.00	100,422.40	102,939.20	105,518.40	108,160.00	110,864.00
Equipment Maintenance Technician II	Hourly	37.85	38.80	39.77	40.76	41.78	42.82	43.89	44.99	46.11	47.26	48.44
	Bi-Weekly	3,028.00	3,104.00	3,181.60	3,260.80	3,342.40	3,425.60	3,511.20	3,599.20	3,688.80	3,780.80	3,875.20
	Monthly	6,560.67	6,725.33	6,893.47	7,065.07	7,241.87	7,422.13	7,607.60	7,798.27	7,992.40	8,191.73	8,396.27
	Annual	78,728.00	80,704.00	82,721.60	84,780.80	86,902.40	89,065.60	91,291.20	93,579.20	95,908.80	98,300.80	100,755.20
HHW Technician	Hourly	37.85	38.80	39.77	40.76	41.78	42.82	43.89	44.99	46.11	47.26	48.44
	Bi-Weekly	3,028.00	3,104.00	3,181.60	3,260.80	3,342.40	3,425.60	3,511.20	3,599.20	3,688.80	3,780.80	3,875.20
	Monthly	6,560.67	6,725.33	6,893.47	7,065.07	7,241.87	7,422.13	7,607.60	7,798.27	7,992.40	8,191.73	8,396.27
	Annual	78,728.00	80,704.00	82,721.60	84,780.80	86,902.40	89,065.60	91,291.20	93,579.20	95,908.80	98,300.80	100,755.20
Solid Waste Technician II	Hourly	37.85	38.80	39.77	40.76	41.78	42.82	43.89	44.99	46.11	47.26	48.44
	Bi-Weekly	3,028.00	3,104.00	3,181.60	3,260.80	3,342.40	3,425.60	3,511.20	3,599.20	3,688.80	3,780.80	3,875.20
	Monthly	6,560.67	6,725.33	6,893.47	7,065.07	7,241.87	7,422.13	7,607.60	7,798.27	7,992.40	8,191.73	8,396.27
	Annual	78,728.00	80,704.00	82,721.60	84,780.80	86,902.40	89,065.60	91,291.20	93,579.20	95,908.80	98,300.80	100,755.20
Heavy Equipment Operator Lead	Hourly	35.49	36.38	37.29	38.22	39.18	40.16	41.16	42.19	43.24	44.32	45.43
	Bi-Weekly	2,839.20	2,910.40	2,983.20	3,057.60	3,134.40	3,212.80	3,292.80	3,375.20	3,459.20	3,545.60	3,634.40
	Monthly	6,151.60	6,305.87	6,463.60	6,624.80	6,791.20	6,961.07	7,134.40	7,312.93	7,494.93	7,682.13	7,874.53
	Annual	73,819.20	75,670.40	77,563.20	79,497.60	81,494.40	83,532.80	85,612.80	87,755.20	89,939.20	92,185.60	94,494.40
Equipment Operator/Driver Lead	Hourly	35.15	36.03	36.93	37.85	38.80	39.77	40.76	41.78	42.82	43.89	44.99
	Bi-Weekly	2,812.00	2,882.40	2,954.40	3,028.00	3,104.00	3,181.60	3,260.80	3,342.40	3,425.60	3,511.20	3,599.20
	Monthly	6,092.67	6,245.20	6,401.20	6,560.67	6,725.33	6,893.47	7,065.07	7,241.87	7,422.13	7,607.60	7,798.27
	Annual	73,112.00	74,942.40	76,814.40	78,728.00	80,704.00	82,721.60	84,780.80	86,902.40	89,065.60	91,291.20	93,579.20
Equipment Maintenance Technician I	Hourly	34.29	35.15	36.03	36.93	37.85	38.80	39.77	40.76	41.78	42.82	43.89
	Bi-Weekly	2,743.20	2,812.00	2,882.40	2,954.40	3,028.00	3,104.00	3,181.60	3,260.80	3,342.40	3,425.60	3,511.20
	Monthly	5,943.60	6,092.67	6,245.20	6,401.20	6,560.67	6,725.33	6,893.47	7,065.07	7,241.87	7,422.13	7,607.60
	Annual	71,323.20	73,112.00	74,942.40	76,814.40	78,728.00	80,704.00	82,721.60	84,780.80	86,902.40	89,065.60	91,291.20
Solid Waste Technician I	Hourly	34.29	35.15	36.03	36.93	37.85	38.80	39.77	40.76	41.78	42.82	43.89
	Bi-Weekly	2,743.20	2,812.00	2,882.40	2,954.40	3,028.00	3,104.00	3,181.60	3,260.80	3,342.40	3,425.60	3,511.20
	Monthly	5,943.60	6,092.67	6,245.20	6,401.20	6,560.67	6,725.33	6,893.47	7,065.07	7,241.87	7,422.13	7,607.60
	Annual	71,323.20	73,112.00	74,942.40	76,814.40	78,728.00	80,704.00	82,721.60	84,780.80	86,902.40	89,065.60	91,291.20

SALINAS VALLEY SOLID WASTE AUTHORITY
SALINAS VALLEY RECYCLES FIELD OPERATIONS UNIT
EFFECTIVE: JULY 1, 2026

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%	
Heavy Equipment Operator	Hourly	32.15	32.95	33.77	34.61	35.48	36.37	37.28	38.21	39.17	40.15	41.15
	Bi-Weekly	2,572.00	2,636.00	2,701.60	2,768.80	2,838.40	2,909.60	2,982.40	3,056.80	3,133.60	3,212.00	3,292.00
	Monthly	5,572.67	5,711.33	5,853.47	5,999.07	6,149.87	6,304.13	6,461.87	6,623.07	6,789.47	6,959.33	7,132.67
	Annual	66,872.00	68,536.00	70,241.60	71,988.80	73,798.40	75,649.60	77,542.40	79,476.80	81,473.60	83,512.00	85,592.00

Equipment Operator/Driver	Hourly	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78	40.77
	Bi-Weekly	2,547.20	2,611.20	2,676.80	2,744.00	2,812.80	2,883.20	2,956.20	3,028.80	3,104.80	3,182.40	3,261.60
	Monthly	5,518.93	5,657.60	5,799.73	5,945.33	6,094.40	6,246.93	6,402.93	6,562.40	6,727.07	6,895.20	7,066.80
	Annual	66,227.20	67,891.20	69,596.80	71,344.00	73,132.80	74,963.20	76,835.20	78,748.80	80,724.80	82,742.40	84,801.60

HHW Maintenance Worker II	Hourly	29.57	30.31	31.07	31.85	32.65	33.47	34.31	35.17	36.05	36.95	37.87
	Bi-Weekly	2,365.60	2,424.80	2,485.60	2,548.00	2,612.00	2,677.60	2,744.80	2,813.60	2,884.00	2,956.00	3,029.60
	Monthly	5,125.47	5,253.73	5,385.47	5,520.67	5,659.33	5,801.47	5,947.07	6,096.13	6,248.67	6,404.67	6,564.13
	Annual	61,505.60	63,044.80	64,625.60	66,248.00	67,912.00	69,617.60	71,364.80	73,153.60	74,984.00	76,856.00	78,769.60

Scalehouse Cashier	Hourly	28.85	29.57	30.31	31.07	31.85	32.65	33.47	34.31	35.17	36.05	36.95
	Bi-Weekly	2,308.00	2,365.60	2,424.80	2,485.60	2,548.00	2,612.00	2,677.60	2,744.80	2,813.60	2,884.00	2,956.00
	Monthly	5,000.67	5,125.47	5,253.73	5,385.47	5,520.67	5,659.33	5,801.47	5,947.07	6,096.13	6,248.67	6,404.67
	Annual	60,008.00	61,505.60	63,044.80	64,625.60	66,248.00	67,912.00	69,617.60	71,364.80	73,153.60	74,984.00	76,856.00

HHW Maintenance Worker I	Hourly	26.79	27.46	28.15	28.85	29.57	30.31	31.07	31.85	32.65	33.47	34.31
	Bi-Weekly	2,143.20	2,196.80	2,252.00	2,308.00	2,365.60	2,424.80	2,485.60	2,548.00	2,612.00	2,677.60	2,744.80
	Monthly	4,643.60	4,759.73	4,879.33	5,000.67	5,125.47	5,253.73	5,385.47	5,520.67	5,659.33	5,801.47	5,947.07
	Annual	55,723.20	57,116.80	58,552.00	60,008.00	61,505.60	63,044.80	64,625.60	66,248.00	67,912.00	69,617.60	71,364.80

Diversion Systems Maintenance Worker	Hourly	25.92	26.57	27.23	27.91	28.61	29.33	30.06	30.81	31.58	32.37	33.18
	Bi-Weekly	2,073.60	2,125.60	2,178.40	2,232.80	2,288.80	2,346.40	2,404.80	2,464.80	2,526.40	2,589.60	2,654.40
	Monthly	4,492.80	4,605.47	4,719.87	4,837.73	4,959.07	5,083.87	5,210.40	5,340.40	5,473.87	5,610.80	5,751.20
	Annual	53,913.60	55,265.60	56,638.40	58,052.80	59,508.80	61,006.40	62,524.80	64,084.80	65,686.40	67,329.60	69,014.40

Diversion Worker II	Hourly	23.48	24.07	24.67	25.29	25.92	26.57	27.23	27.91	28.61	29.33	30.06
	Bi-Weekly	1,878.40	1,925.60	1,973.60	2,023.20	2,073.60	2,125.60	2,178.40	2,232.80	2,288.80	2,346.40	2,404.80
	Monthly	4,069.87	4,172.13	4,276.13	4,383.60	4,492.80	4,605.47	4,719.87	4,837.73	4,959.07	5,083.87	5,210.40
	Annual	48,838.40	50,065.60	51,313.60	52,603.20	53,913.60	55,265.60	56,638.40	58,052.80	59,508.80	61,006.40	62,524.80

Diversion Worker I	Hourly	21.27	21.80	22.35	22.91	23.48	24.07	24.67	25.29	25.92	26.57	27.23
	Bi-Weekly	1,701.60	1,744.00	1,788.00	1,832.80	1,878.40	1,925.60	1,973.60	2,023.20	2,073.60	2,125.60	2,178.40
	Monthly	3,686.80	3,778.67	3,874.00	3,971.07	4,069.87	4,172.13	4,276.13	4,383.60	4,492.80	4,605.47	4,719.87
	Annual	44,241.60	45,344.00	46,488.00	47,652.80	48,838.40	50,065.60	51,313.60	52,603.20	53,913.60	55,265.60	56,638.40