



AGENDA

Regular Meeting

BOARD OF DIRECTORS
Thursday, February 20, 2014, 6:00 p.m.
Gonzales City Council Chambers
117 Fourth Street, Gonzales, California

CALL TO ORDER

TRANSLATION SERVICES AND OTHER MEETING ANNOUNCEMENTS

PLEDGE OF ALLEGIANCE

ROLL CALL

Board Directors

County: Fernando L. Armenta
County: Simon Salinas
Salinas: Gloria De La Rosa
Salinas: Jyl Lutes, Vice President
Salinas: Tony R. Barrera
Gonzales: Elizabeth Silva, President
Soledad: Richard J. Perez
Greenfield: Annie Moreno
King City: Robert S. Cullen

Alternate Directors

County: Louis R. Calcagno
Salinas: Joseph D. Gunter
Gonzales: Scott Funk
Soledad: Christopher K. Bourke
Greenfield: Raul C. Rodriguez
King City: Carlos R. Victoria

GENERAL MANAGER/CAO COMMENTS

DEPARTMENT MANAGER COMMENTS

BOARD DIRECTOR COMMENTS

PUBLIC COMMENT

Receive public comment from audience on items which are not on the agenda. The public may comment on scheduled agenda items as the Board considers them. Speakers are limited to three minutes at the discretion of the Chair.

ELECTION OF OFFICER

A. 2014 ELECTION OF ALTERNATE VICE PRESIDENT

- A. Receive a Report from the Nominating Committee
- B. Public Comment
- C. Board Discussion
- D. Recommended Action – Conduct Election

CONSENT AGENDA:

All matters listed under the Consent Agenda may be enacted by one motion unless a member of the Board, a citizen, or a staff member requests discussion or a separate vote.

- 1. [Minutes of January 23, 2014, and February 13, 2014, Meetings](#)
- 2. [December 2013 Claims and Financial Reports](#)
- 3. [Tonnage and Diversion Report for the Quarter Ended December 31, 2013](#)
- 4. [A Resolution Approving the 2014 Employee Handbook](#)

5. [Fiscal Year 2013-14 Mid-Year Budget Adjustments](#)
6. [A Resolution Approving Amendment No. 1 to the Cattle Grazing Lease with Richard Casey dba Vaquero Organic Beef](#)
7. [A Resolution Approving the Revised 2013-15 Strategic Plan Goals and Six-Month Objectives through July 2014](#)
8. [Citizens Advisory Group Meeting Report](#)
9. [Community Choice Aggregation \(CCA\) 2013 Activities Report](#)

PRESENTATIONS

10. [EXPANDED PUBLIC OUTREACH EFFORTS REVIEW](#)
 - A. Receive Report from HR/Organizational Development Manager Rose Gill
 - B. Public Comment
 - C. Board Discussion
 - D. Recommended Action – Provide Direction
11. [RESULTS OF \\$31,390,000 REFUNDING REVENUE BONDS, SERIES 2014](#)
 - A. Receive Report from Finance Manager Roberto Moreno
 - B. Public Comment
 - C. Board Discussion
 - D. Recommended Action – None, Informational Only

CONSIDERATION

12. [FISCAL YEAR 2014-15 PRELIMINARY BUDGET](#)
 - A. Receive Report from Finance Manager Roberto Moreno
 - B. Public Comment
 - C. Board Discussion
 - D. Recommended Action – Provide Direction
13. [JOHNSON CANYON LANDFILL OPERATIONS PRIVATE VS. PUBLIC](#)
 - A. Receive Report from Operations Manager Cesar Zuñiga
 - B. Public Comment
 - C. Board Discussion
 - D. Recommended Action – Provide Direction
14. [A RESOLUTION ACCEPTING THE GLOBAL ORGANICS ENERGY, LLC PROPOSAL TO SITE A DEMONSTRATION AUTOCLAVE UNIT AT THE JOHNSON CANYON LANDFILL](#)
 - A. Receive Report from Diversion Manager Susan Warner
 - B. Public Comment
 - C. Board Discussion
 - D. Recommended Action – Adopt Resolution
15. [APPOINTMENTS TO THE CITIZENS ADVISORY GROUP](#)
 - A. Receive Report from Authority General Manager/CAO Patrick Mathews
 - B. Public Comment
 - C. Board Discussion
 - D. Recommended Action – Make Appointments

FUTURE AGENDA ITEMS

16. [AGENDA ITEMS – VIEW AHEAD SCHEDULE](#)

CLOSED SESSION

17. Pursuant to Government Code Section 54957 (b) to consider the Performance Evaluation of the General Manager/Chief Administrative Officer.
18. Pursuant to Government Code Section 54957.6 to provide instruction to General Manager /CAO to negotiate salaries and benefits with SVSWA employees - management and non-management.

RECONVENE

ADJOURNMENT

.....
This agenda was posted at the Administration Office of the Salinas Valley Solid Waste Authority, 128 Sun Street, Suite 101, Salinas, and on the Gonzales Council Chambers Bulletin Board, 117 Fourth Street, Gonzales, **Friday, February 14, 2014**. The Salinas Valley Solid Waste Authority Board will next meet on **Thursday, March 20, 2014**. Staff reports for the Authority Board meetings are available for review at:

- ▶ Salinas Valley Solid Waste Authority: 128 Sun Street, Ste. 101, Salinas, CA 93901, Phone 831-775-3000
- ▶ Web Site: www.salinavalleyrecycles.org ▶ Public Library Branches in Gonzales, Prunedale and Soledad
- ▶ City Halls of Salinas, Gonzales, Greenfield, King City & Soledad

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in the meeting, please contact Elia Zavala, Clerk of the Board at 831-775-3000. Notification 48 hours prior to the meeting will enable the Authority to make reasonable arrangements to ensure accessibility to this meeting (28 CFR 35.102-35.104 ADA Title II).

Spanish interpretation will be provided at the meeting. *Se proporcionará interpretación a Español.*



SalinasValleyRecycles.org

SALINAS VALLEY SOLID WASTE AUTHORITY

Report to the Board of Directors

Date: February 20, 2014
From: Patrick Mathews, General Manager/CAO
Title: Election of Alternate Vice President

ITEM NO. A

N/A

Finance Manager/Controller-Treasurer

N/A

Legal Counsel

General Manager/CAO

RECOMMENDATION

Staff recommends that the Board elect the Alternate Vice President for 2014.

STRATEGIC PLAN RELATIONSHIP

This is a routine item and does not relate to the Board's strategic plan.

FISCAL IMPACT

None

DISCUSSION & ANALYSIS

At the January 23 meeting, the Board elected the 2014 President and Vice President, and appointed the Immediate Past President to the Executive Committee. At the request of the Nominating Committee, the election of Alternate Vice President was deferred to the February 20 meeting so that issues with the County appointment could be resolved.

The complexity with the County appointment was that Director Calcagno was the Authority's primary Director but had not been attending meetings regularly, and Alternate Director Salinas could not be elected as an officer as an "alternate" director.

On February 4, the County Board of Supervisors appointed Supervisor Simon Salinas as the primary Director to the Authority Board and appointed Supervisor Lou Calcagno as the alternate. The Nominating Committee was notified and is scheduled to provide their recommendation at the February 20 meeting.

BACKGROUND

Section 8 of the Joint Powers Authority Agreement provides for the election by the Authority Board for the office of President, Vice President. The term of office is one year commencing upon election at the regular meeting held in January and ending upon election of a successor. A Board Member may serve as an officer for no more than two consecutive terms. Authority Code Sections 2.01.010 and 2.01.011 specify that each elected Office shall rotate between a representative from the City of Salinas, a south county city (i.e., Gonzales, Greenfield, King City, and Soledad) and the County of Monterey but shall not be from the same member agency's legislative body.

ATTACHMENT(S)

1. Elected Officers of the Salinas Valley Solid Waste Authority

Officers of the Salinas Valley Solid Waste Authority

TERM	PRESIDENT	VICE PRESIDENT	ALTERNATE VICE PRESIDENT
2014	Elizabeth Silva City of Gonzales	Jyl Lutes City of Salinas	
2013	Fernando Armenta County of Monterey	Elizabeth Silva City of Gonzales	Jyl Lutes City of Salinas
2012	Fernando Armenta County of Monterey	Elizabeth Silva City of Gonzales	Dennis Donohue City of Salinas
2011	Gloria De La Rosa City of Salinas	Fernando Armenta County of Monterey	Elizabeth Silva City of Gonzales
2010	Gloria De La Rosa City of Salinas	Richard Ortiz ¹ City of Soledad	Fernando Armenta County of Monterey
2009	Lou Calcagno Monterey County	Gloria De La Rosa City of Salinas	Richard Ortiz City of Soledad
2008	George Worthy City of Gonzales	Lou Calcagno Monterey County	Gloria De La Rosa City of Salinas
2007	George Worthy City of Gonzales	Lou Calcagno Monterey County	Gloria De La Rosa City of Salinas
2006	Janet Barnes City of Salinas	George Worthy City of Gonzales	Lou Calcagno Monterey County
2005	Janet Barnes City of Salinas	George Worthy City of Gonzales	Lou Calcagno Monterey County
2004	Fernando Armenta Monterey County	Janet Barnes City of Salinas	George Worthy City of Gonzales
2003	Fernando Armenta Monterey County	Janet Barnes City of Salinas	N/A
2002	Zeke Bañales ² City of Greenfield	Fernando Armenta Monterey County	N/A
2001	Jan Collins ³ City of Salinas	Zeke Bañales City of Greenfield	N/A
2000	Simon Salinas ⁴ County of Monterey	Jan Collins City of Salinas	N/A
1999	Gary Gerbrandt City of Soledad	Simon Salinas County of Monterey	N/A
1998	Gary Gerbrandt City of Soledad	Simon Salinas County of Monterey	N/A
1997	Juan Olivarez City of Salinas	Fabian Barrera City of Soledad	N/A

¹ Was not re-elected to City Council

² Was not re-elected to City Council

³ Declined second term – leaving office at end of year

⁴ Left office of County Supervisor

**MINUTES OF
THE SALINAS VALLEY SOLID WASTE AUTHORITY
BOARD MEETING
JANUARY 23, 2014**

DRAFT

CALL TO ORDER

President Armenta called the meeting to order at 6:00 p.m.

MEETING ANNOUNCEMENTS

Translation services were announced. No member of the public requested the service.

ROLL CALL

The following Board Directors were present:

County of Monterey	Fernando Armenta, President
County of Monterey	Simon Salinas (Alternate)
City of Salinas	Gloria De La Rosa
City of Salinas	Tony Barrera
City of Salinas	Jyl Lutes, Alternate Vice President
City of Gonzales	Elizabeth Silva, Vice President
City of Soledad	Richard Perez
City of King	Robert Cullen

The following Board Directors were absent:

County of Monterey	Louis Calcagno
City of Greenfield	Annie Moreno

Staff Members Present:

Patrick Mathews, General Manager/CAO	Dave Meza, Authority Engineer
Roberto Moreno, Finance Manager	Elia Zavala, Clerk of the Board
Susan Warner, Diversion Manager	Cesar Zuniga, Operations Manager
Rose Gill, HR/Organization Development Manager	Thomas Bruen, General Counsel

GENERAL MANAGER COMMENTS

General Manager/CAO Mathews announced that all the bond sale documents are almost complete and are schedule to close the next day.

DEPARTMENT MANAGER COMMENTS

None

BOARD DIRECTOR COMMENTS

Director Cullen requested that at the next Board meeting, staff report on the utilization of translation services in the past 12 months with a potential to take action to make a change.

PUBLIC COMMENT

(6:03) None

ELECTION OF OFFICERS

A. 2014 ELECTION OF OFFICERS – PRESIDENT, VICE PRESIDENT, AND ALTERNATE VICE PRESIDENT

ITEM NO. 1-A

Agenda Item

T. Bruen by ez
General Counsel Approval

Robert Cullen
General Manager

AND

CONSIDER APPOINTMENT OF IMMEDIATE PAST PRESIDENT TO EXECUTIVE COMMITTEE

(6:03) Director Cullen announced that the Nominating Committee recommended deferring the election of the Alternate Vice President to the next meeting until a proper County recommendation can be resolved, because from the two potential candidates, Director Calcagno is not currently attending the meetings and Director Salinas is an Alternate Director who can't be an elected officer. The attendance of City of Greenfield Mayor John Huerta was acknowledged.

Motion: Director Cullen made a motion to elect Vice President Silva as President and Alternate Vice President Lutes to Vice President, appoint Director Armenta to serve as immediate Past President on the Executive Committee, and defer the election of Alternate Vice President to the February 20 Board meeting. Director De La Rosa seconded the motion.

Votes: Motion carried 8, 0

Ayes: Armenta, Barrera, Cullen, De La Rosa, Lutes, Perez, Salinas (Alt), Silva
Noes: None
Abstain: None
Absent: Calcagno, Moreno

B. PROCLAMATION HONORING OUTGOING PRESIDENT FERNANDO ARMENTA

(6:06) General Manager/CAO Mathews presented a proclamation to outgoing President Fernando Armenta. The Board commended Mr. Armenta for his leadership.

CONSENT AGENDA (6:13)

1. Minutes of December 19, 2013, Meeting
2. November 2013 Claims and Financial Reports
3. December 2013 Quarterly Investments Report
4. Resolution No. 2014-01 Approving a Budget Transfer and Accept Notice of Bid Award to SCS Field Services for the Johnson Canyon Landfill Gas Well Construction Project

Public Comment: None

Board Comments: None

Motion: Director Barrera made a motion approve the consent agenda as presented. Director Perez seconded the motion.

Votes: Motion carried 8, 0

Ayes: Armenta, Barrera, Cullen, De La Rosa, Lutes, Perez, Salinas (Alt), Silva
Noes: None
Abstain: None
Absent: Calcagno, Moreno

PRESENTATION

5. RECOGNITION OF BATTERY COLLECTION PROGRAM PARTNERS

(6:14) Diversion Manager Warner recognized six entities for their partnership with the Authority in the household battery collection program: Russ's TV of Gonzales, Monterey County Free Libraries (Soledad and Greenfield Branches), King City Rite-Aid, Salinas Ace Hardware, Ace Hardware of Prunedale. Karen Fellows of Russ's TV and Denise Campos with the Monterey County Libraries were present to receive their recognition.

Public Comment: None

Board Comments: President Silva suggested partnering with the high school in Gonzales.

6. 2013 ANNUAL EMPLOYEE SURVEY RESULTS

(6:17) HR/Organizational Development Manager Gill provided a report and indicated the responses reflected overall improvement from last year's survey.

Public Comment: None

Board Comments: The Board asked about employee participation on the survey. Staff responded that 27 of the 40 employees completed the 2013 survey and the numbers varies by year, so the figures presented are shown in percentages. The Board felt that the survey is a valuable tool and wanted staff to know that they take employee responses seriously.

7. STRATEGIC PLAN MONTHLY PROGRESS REPORT

(6:25) The management team provided an update on the progress made to date on the current six-month objectives of the Strategic Plan, noting the tasks completed and those that have been delayed due to various factors.

Public Comment: None

Board Comments: The Board applauded staff's accomplishment of refinancing the revenue bonds. It inquired about progress on the private recyclers data, whether there is an area market for compost. The Board commented on the relocation of the Sun Street facility and why the process has taken so long to find the ideal location. Staff stated that it will be mirroring the process the County used to site its new juvenile hall facility and expects to have a selected site by this year.

8. CLOSED LANDFILLS REVENUE GENERATING OPTIONS

(6:46) Authority Engineer Meza provided a report with some ideas for using the closed sites to generate revenue and invited Board suggestions. The concepts introduced were solar projects, recreational open space, and storage accommodations for most of the properties and specific concepts such as agricultural uses at Jolon Road, a swap meet at Crazy Horse, and a subdivision at Lewis Road.

Public Comment: Doug Kenyon suggested an open-air amphitheater such as the Shoreline Amphitheater in Mountain View to have open air concerts.

Board Comments: The Board asked staff to look at the cost to have a consultant develop recommendations and mitigation measures, seek any possible grants, and involve the Citizens Advisory Group for input.

9. STANDARD & POOR'S RATING ON 2014 REFUNDING BONDS

Finance Manager Moreno reviewed S&P's Rating Report, which granted the Authority an A+ rating with a stable outlook. Staff announced that with the restructure of the bonds, staff was able to utilize the \$2.8 million of reserves in the old bond to pay down 10% of the new bond principal. Also, the bond component to pay-off the City of Salinas was restructured to be completed 5 years ahead of the previous schedule and staff was able to purchase bond insurance, which increased the agency's rating to AA-. A full report on the bond issue will be provided at the February meeting.

Public Comment: Greenfield Mayor Huerta inquired about the resolution with the County regarding rate increases. Staff responded that the Authority agreed to not raise rates through June 30, 2015 unless an emergency situation occurred.

Board Comments: The Board inquired about the impacts to the Authority if its rating was ever downgraded. Staff stated that the Authority's rates are set and it would not be affected, however the bond holders would be. Vice President Lutes announced that Kurt Yeiger, who has been working for the City of Salinas for 30 years, has given high remarks of Finance Manager Moreno and the Authority is very lucky to have him.

CONSIDERATION

10. APPOINTMENTS TO THE CITIZENS ADVISORY GROUP

(7:14) General Manager/CAO Mathews announced that there were no appointments to be made at this meeting. He encouraged those that have not made their nominations to submit them promptly.

Public Comment: None

Board Comments: The Board asked for a CAG meeting attendance report.

FUTURE AGENDA ITEMS

11. AGENDA ITEMS – VIEW AHEAD SCHEDULE

(7:16) The Board reviewed the future agenda items.

12. DRAFT AGENDA FOR FEBRUARY 13, 2014 STRATEGIC PLANNING RETREAT

The Board discussed items for the February 13 Strategic Planning retreat, including planning for the 1) relocation project and the autoclave, 2) fund balance, and 3) the operation of Johnson Canyon Landfill. Vice President Lutes and Director De La Rosa announced that they would not be able to attend but have asked Alternate Director Mayor Gunter to attend in their place.

CLOSED SESSION

General Manager/CAO Mathews announced that there was no need to go into closed session.

ADJOURN

(7:22) President Silva adjourned the meeting.

APPROVED: _____
Elizabeth Silva, President

Attest:

Elia Zavala, Clerk of the Board

**MINUTES OF
THE SALINAS VALLEY SOLID WASTE AUTHORITY
SPECIAL BOARD MEETING
FEBRUARY 13, 2014**

DRAFT

CALL TO ORDER

Past President Armenta called the meeting to order at 8:30 a.m.

ROLL CALL

The following Board Directors were present:

County of Monterey	Fernando Armenta
County of Monterey	Simon Salinas
City of Salinas	Gloria De La Rosa
City of Salinas	Tony Barrera
City of Salinas	Joe Gunter, alternate
City of Soledad	Richard Perez
City of Greenfield	Annie Moreno
City of King	Robert Cullen

The following Board Directors were absent:

City of Salinas	Jyl Lutes, Vice President
City of Gonzales	Elizabeth Silva, President

Staff Members Present:

Patrick Mathews, General Manager/CAO
Roberto Moreno, Finance Manager
Susan Warner, Diversion Manager
Rose Gill, Administrative Manager

David Meza, Authority Engineer
Cesar Zuniga, Operations Manager
Elia Zavala, Clerk of the Board

Translation Services were available; no members of the public used the service

BOARD DIRECTORS AND STAFF COMMENTS

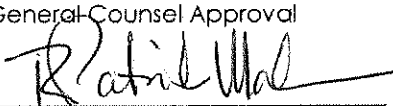
None

PUBLIC COMMENT

None

STRATEGIC PLANNING WORKSHOP

- Review of Strengths and Accomplishments since July 31, 2013
- Fund Balance Allocation Report, Discussion and Identification of Next Steps
- Review Three-Year Goals (2013-16)
 - A. Develop a Three-year Finance Plan to Fund 75% Diversion
 - B. Complete Development of Salinas Valley Area Station/Materials Recovery Center
 - C. Develop a Use Plan for Jolon Road/Crazy Horse/Lewis Road Landfills
 - D. Increase Public Involvement/Engagement
 - E. Develop Johnson Canyon Landfill Operations Plan (Post Recology)
- Discuss Board Members' Priorities
- Identify Six-Month Strategic Objectives for Each of the Three-Year Goals

ITEM NO. 1- B
Agenda Item
N/A
General Counsel Approval

General Manager

The workshop was facilitated by Marilyn Snider, of Snider and Associates. A record of the meeting is attached hereto.

ADJOURN

Past President Armenta adjourned the meeting at 1:00 p.m.

APPROVED: _____
Elizabeth Silva, President

Attest:

Elia Zavala, Clerk of the Board

SALINAS VALLEY SOLID WASTE AUTHORITY

STRATEGIC PLANNING RETREAT

13 February 2014 * 128 Sun St., Suite 201, Salinas

Marilyn Snider, Facilitator—Snider and Associates (510) 531-2904
Gail Tsuboi, Graphic Recorder — Tsuboi Design (925) 376-9151

MISSION STATEMENT

To manage Salinas Valley solid waste as a resource, promoting sustainable, environmentally sound and cost effective practices through an integrated system of waste reduction, reuse, recycling, innovative technology, customer service and education.

VISION STATEMENT

**To reduce the amount of waste by promoting individual and corporate responsibility.
To recover waste for its highest and best use while balancing rates and services.
To transform our business from burying waste to utilizing waste as a resource.
To eliminate the need for landfills.**

CORE VALUES

not in priority order

- ♦ *Innovation*
- ♦ *Integrity*
- ♦ *Public Education*
- ♦ *Efficiency*
- ♦ *Fiscal Prudence*
- ♦ *Resourcefulness*
- ♦ *Customer Service*
- ♦ *Community Partnerships*

THREE-YEAR GOALS

*2013 - 2016 * not in priority order*

- ▶ **Fund and implement 75% diversion of waste from landfills**
- ▶ **Complete development of the Salinas Area Transfer Station and Materials Recovery Center**
- ▶ **Utilize Jolon Road, Crazy Horse and Lewis Road closed landfills to generate revenue**
- ▶ **Increase public access, involvement and awareness of SVSWA activities**
- ▶ **Reduce costs and improve services at the Johnson Canyon Landfill and other SVSWA facilities**

NEXT STEPS / FOLLOW-UP PROCESS

WHEN	WHO	WHAT
Friday, February 14, 2014	Rose	Distribute the Strategic Planning Retreat record to meeting attendees and invitees.
Within 48 hours of receipt	All	Read the retreat record.
At the Feb. 20, 2014 Board meeting	Board of Directors	Formally adopt the Strategic Plan.
By February 28, 2014	Management Team	Share the updated Strategic Plan with SVSWA employees.
By March 31, 2014	Board Members	Share the updated Strategic Plan with your public agency.
Monthly	Board & General Manager	Monitor progress on the goals and objectives and revise objectives (add, amend and/or delete), as needed.
Monthly	Rose	Prepare and distribute the written Strategic Plan Objectives Grid update to the Board and employees.
July 31, 2014 (Thursday) 8:00/8:30 am – 1:00 pm	Board & Management Team	Strategic Planning Retreat to: - more thoroughly assess progress on the goals and objectives - develop strategic objectives for the next six months

NEXT STEPS REGARDING THE PROPOSED FUND BALANCE ALLOCATION

WHEN	WHO	WHAT
For the March Board meeting packet	Management Team (Robert – lead)	Provide the amounts of money needed for each of the reserves.
For the March Board meeting packet	Management Team (Robert – lead)	Provide options and recommended timelines for funding each of the reserves.
For the March Board meeting packet	Management Team (Robert – lead)	Provide options and recommendations for funding the reserves.
For the March Board meeting packet	Management Team (Robert – lead)	Provide options and recommend priorities for funding the reserves
At the March 2014 Board meeting	Board	Work session to consider amending the fiscal policies.

STRENGTHS AND ACCOMPLISHMENTS OF THE SALINAS VALLEY SOLID WASTE AUTHORITY (SVSWA) SINCE THE JULY 31, 2013 STRATEGIC PLANNING RETREAT

Brainstormed Perceptions:

- Refinanced our bond
- We became a regional agency
- Formed a Citizens Advisory Group
- Worked with the county to rescind the notice of withdrawal
- We have very engaged employees based on the annual employee survey
- Ran effective TV ads
- We've stuck together as a team
- Stable finances
- Received another unqualified audit
- We do not have much employee turnover; people are happy working here
- Received second place in a parade
- Community members who come to the transfer station praise our employees for their kindness
- Effective outreach to schools
- Received an A+ rating from Standard & Poor's
- Collaborated with other stakeholders (e.g., MRWMD, City Managers' Group, Monterey Co.)
- Received Monterey County Business Council's award as "A Best Place to Work"
- Flexible staff
- Good attendance and participation by Board members at Board meetings
- In refinancing, we were able to restructure in order to reduce the principal to reduce long-term debt
- Dedicated the landfill Gas-to-Energy (LFG) at Johnson Canyon
- We have the environmental review going on for the sites of the transfer station
- Achieved 70% diversion of waste from landfills
- Improved staff communication with the City agencies involved in the Authority
- Constructed a methane digester pilot
- Communication has improved with some of our business owners who have been upset with us in the past
- We've taken some huge steps by looking at options for managing the landfill
- Working toward a lease agreement with Monterey County to site a cell tower
- Looking at alternative sources of revenue from closed landfills
- Improved communication with private recyclers
- Made progress with the county on repairing and rebuilding the landfill access truck route
- Saved \$40,000-\$50,000 by constructing a landfill gas extraction program in-house

STRATEGIC PLAN ELEMENTS

Marilyn Snider, Snider and Associates; Strategic Planning Facilitator

“SWOT” ANALYSIS

Assess the organization's:

- Internal **S**trengths - Internal **W**eaknesses
- External **O**pportunities - External **T**hreats

MISSION/PURPOSE STATEMENT

States WHY the organization exists and WHOM it serves

VISION STATEMENT

A vivid, descriptive image of the future—what the organization will BECOME

CORE VALUES

What the organization values, recognizes and rewards—strongly held beliefs that are freely chosen, publicly affirmed, and acted upon with consistency and repetition

THREE YEAR GOALS

WHAT the organization needs to accomplish (consistent with the Mission and moving the organization towards its Vision) – usually limited to 4 or 5 key areas

THREE YEAR KEY PERFORMANCE MEASURES

WHAT success will look like when the goal is achieved

SIX MONTH STRATEGIC OBJECTIVES

HOW the Goals will be addressed: By when, who is accountable to do what for each of the Goals

FOLLOW-UP PROCESS

Regular, timely monitoring of progress on the goals and objectives; includes setting new objectives every six months

SIX-MONTH STRATEGIC OBJECTIVES

February 13, 2014 through July 15, 2014

THREE-YEAR GOAL: <i>FUND AND IMPLEMENT 75% DIVERSION OF WASTE FROM LANDFILLS</i>						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. At the Feb. 20, 2014 Board meeting	Diversion Manager	Recommend to the Board for consideration the Global Organics Energy (GOE) proposal to demonstrate autoclave waste recovery technology at the Johnson Canyon Landfill.				
2. At the March 20, 2014 Board meeting	Diversion Manager, working with private recyclers, cities and the county	Request diversion data from countywide private recyclers to be included in the SVSWA diversion rate and report the preliminary results to the Board.				
3. June 15, 2014	Diversion Manager	Provide the Board an interim report on the USDA Digester Pilot Project and make a recommendation(s) to the Board for action on how the digester can contribute to 75% diversion goal.				
4. At the June 19, 2014 Board meeting	General Manager	Report to the Board on the process to move the Transfer Station Materials Recovery Center and autoclave technology to move the Environmental Review process forward.				
5. July 15, 2014	General Manager	Actively participate in and provide information to the City Managers' Group regarding the Regional Solid Waste Study and provide an update the Board.				

SUGGESTED BOARD PRIORITIES:

- Work closer with cities and the county to continue the dialog and get the word out to the public
- Complete the regional study proposed by the City Manager Group
- Bring the GOE Autoclave
 - Contact private recyclers to get data
 - Work toward a partnership with private recyclers
 - Continue USDA digester evaluation

THREE-YEAR GOAL: COMPLETE DEVELOPMENT OF THE SALINAS AREA TRANSFER STATION AND MATERIALS RECOVERY CENTER					
WHEN	WHO	WHAT	STATUS		COMMENTS
1. On or before the June 19, 2014 Board meeting	General Manager	Present the Citizens Advisory Group's recommendations of acceptable sites for the Salinas Area Transfer Station and Materials Recovery Center to the Board for direction.			
2. July 15, 2014	General Manager	Contingent upon approval of an acceptable site, begin a development plan for the Salinas Area Transfer Station and Materials Recovery Center.			
3. FUTURE OBJECTIVE _____	General Manager	Prepare and present to the Board for deliberation a Salinas Area Transfer Station and Materials Recovery Center project implementation schedule.			

SUGGESTED BOARD PRIORITIES:

- Any more refinements, opportunities and barriers needed to implement the objectives?
- Figure out a site and whether it's city- or county-owned
- Develop a plan
- Get it done

THREE-YEAR GOAL: UTILIZE JOLON ROAD, CRAZY HORSE AND LEWIS ROAD CLOSED LANDFILLS TO GENERATE REVENUE						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
At the April 17, 2014 Board meeting	Authority Engineer and the Diversion Manager	Recommend to the Board for consideration a process for selecting and funding a consultant to identify potential revenue opportunities.				
At the July 31, 2014 Board retreat	General Manager and a consultant, with input from the Citizens Advisory Group and the cities and the county (e.g., economic development directors)	Present to the Board feedback from meetings to generate revenue from the closed landfills.				
FUTURE OBJECTIVE _____	HR/Organization Development Manager, working with CSUMB student interns and a consultant	Develop a Business Plans for generating revenues from closed landfills.				

SUGGESTED BOARD PRIORITIES:

- Utilize the Citizens Advisory Group to develop ideas
- Hire a consultant to identify potential uses and who would bring people in to look at the sites
- Utilize the private sector to get recommendations (e.g., have focus groups)
- Identify what has been done so far

THREE-YEAR GOAL: **INCREASE PUBLIC ACCESS, INVOLVEMENT AND AWARENESS OF SVSWA ACTIVITIES**

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. At the May 15, 2014 Board meeting	Management Team (Gen. Mgr. – lead)	Propose new ideas for Board consideration on how to expand public and stakeholder information on the Board's diversion goals and activities.				
2. At the May 15, 2014 Board meeting	Diversion Manager, working with the Recycling Coordinator and alternate Board member Joe Gunther	Develop and present to the Board a plan to expand and enhance (e.g., contests, rewards) education of students about the importance of recycling.				
3. July 15, 2014	Each Board and Management Team member	Be visible and promote SVSWA at at least one community event.				
4. July 15, 2014	HRI/Organization Development Manager, working with staff and Board and in partnership with community groups	Get at least 1000 messages (i.e., fliers, email, social media, presentations) out to the community (e.g., Rotary, American Legion, Elks Club) to increase visibility and participation in SVSWA activities.				
5. July 15, 2014	HRI/Organization Development Manager	Ensure broadcasting of at least two new SVSWA radio and TV ads targeting the Hispanic community.				

SUGGESTED BOARD PRIORITIES:

- Stop doing activities that do not yield desired results (e.g., public meetings)
- Be accessible and continue community relationships; collaborate with community leaders
- Maximize use of PSAs
- Support the Citizens Advisory Group; Board members have a continuing dialog with appointed citizens
- Be visible in the schools (e.g., contests, rewards)
- Continue TV ads
- Staff and Board to be visible at community events
- Review, expand and further develop a plan to use volunteers, staff and Board to achieve the goal

THREE-YEAR GOAL: REDUCE COSTS AND IMPROVE SERVICES AT THE JOHNSON CANYON LANDFILL AND OTHER SVSWA FACILITIES

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. At the Feb. 20, 2014 Board meeting	Operations Manager and Authority Engineer	Present to the Board for action the results of the RFP for ongoing operations of the Johnson Canyon Landfill.				
2. July 15, 2014	Authority Engineer – lead, General Manager and Board of Directors	Request a commitment for county, regional agency, state and federal funding to construct the Regional Landfill Truck Route (i.e., Gloria Road, Iverson Road, Johnson Canyon Road) and report results to the Board.				
3. July 15, 2014	Diversion Manager	Determine the viability and possible funding opportunities of a compost operation at the Johnson Canyon Landfill and report results to the Board.				
4. July 15, 2014	Operations Manager	Solicit ideas from the staff for cost saving opportunities at SVSWA facilities and present the ideas to the Board.				

SUGGESTED BOARD PRIORITIES:

- Continue to solicit staff input
- Make clear to the public where we're at, that we have a plan and our funding opportunities



SalinasValleyRecycles.org

SALINAS VALLEY SOLID WASTE AUTHORITY

Report to the Board of Directors

ITEM NO. 2

Finance Manager/Controller-Treasurer

General Manager/CAO

N/A

Board President

Date: February 20, 2014
From: Roberto Moreno, Finance Manager
Title: December 2013 Claims and Financial Reports

RECOMMENDATION

The Executive Committee recommends acceptance of this item.

DISCUSSION & ANALYSIS

Please refer to the attached financial reports and checks issued report for the month of December for a discussion of the Authority's financial position as of December 31, 2013. Following are highlights of the Authority's financial activity for the month of December.

Results of Operations

For the month of December 2013, FY 2013-14 operating revenue exceeded expenditures by \$459,652. Year to Date operating revenues exceeded expenditures by \$1,606,796.

Revenues

Revenues for the month of December totaled \$1,387,966. The monthly Tipping Fees totaled \$857,650 and year to date totaled \$5,766,193 or 51.75% of the forecasted total of \$11,141,800. As of December 31, after six months of the fiscal year (50.0% of the fiscal year) revenues total \$9,139,040 or 50.69% of the total annual revenues forecast of \$18,029,847.

Operating Expenditures

As of December 31 (50.0% of the fiscal year) year-to-date operating expenditures total \$7,532,244. This is 46.37% of the operating budget of \$16,242,955.

Capital Project Expenditures

For the month of December 2013, capital project expenditures totaled \$46,216. \$37,600 of the total was for Johnson Canyon LFG Equipment.

Claims Checks Issued Report

The Authority's Checks Issued Report for the month of December 2013 is attached for review and acceptance. The December checks issued total \$895,112.16 of which \$257,582.60 was paid from the payroll checking account for payroll and payroll related benefits. Selected major payments to vendors are listed below.

Vendor	Service	Amount
COAST OIL COMPANY LLC	BIODIESEL FUEL 11-12/13	\$ 35,371.28
SWRCB	JR/SS SWRCB ANNUAL PERMIT FEES	3,582.00
	CH ANNUAL PERMIT FEES FY 13-14	64,817.00
	LR ANNUAL PERMIT FEES FY 13-14	22,438.00
VISION RECYCLING INC	C & D OUTSIDE GRINDING 11/13	4,427.50
	MISC SERVICES 11/13	250.00
	JC/SS ORGANICS PROGRAM 11/13	42,846.89
AMERESCO	PER EPC AGREEMENT ATTACHMENT	37,600.00
RECOLOGY WASTE SOLUTIONS INC	JC DIV ASST & MATERIAL FEES 11/13	9,869.22
	JC LANDFILL OPS & EXTENDED 12/13	165,740.00
	JC MOVE GAS PIPE LINES	395.47
WASTE MANAGEMENT INC	BFI WASTE DELIVERED TO MADISON 11/13	13,154.81
	JOLON ROAD OPERATIONS 11/13	57,779.10
MOCO HEALTH DEPARTMENT	MO CO REGIONAL FEES 7-9/13	28,442.21
	MO CO REGIONAL FEES 7-9/13	13,009.83

Cash Balances

The Authority's cash position increased \$500,282.13 during December to \$14,508,119.87 primarily due to normal business activity for this time of the year. Most of the cash balance is restricted as shown below:

Restricted by Legal Agreements:

Crazy Horse Closure Fund	\$ (4,609.00)
Johnson Canyon Closure Fund	2,908,886.67
Bond Debt Service Reserve	2,820,700.00
State & Federal Grants	155,572.69

Restricted by Board policy:

Expansion Fund (South Valley Revenues)	7,044,190.92
Salinas Transportation Surcharge	216,777.33
Salinas Rate Stabilization Fund	47,415.03

Funds Held in Trust:

Central Coast Media Recycling Coalition	117,677.59
Employee Unreimbursed Medical Claims	2,200.72

Unrestricted - Assigned:

Operations and Capital Projects	1,199,307.92
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\$ 14,508,119.87

ATTACHMENTS

1. December 2013 Consolidated Statement of Revenues and Expenditures
2. December 2013 Consolidated CIP Expenditures Report
3. December 2013 Checks Issued Report



Salinas Valley Solid Waste Authority
Consolidated Statement of Revenues and Expenditure
For Period Ending December 31, 2013

	CURRENT BUDGET	M-T-D REV/EXP	Y-T-DREV/EXP REV/EXP	% OF BUDGET	REMAINING BALANCE	Y-T-D ENCUMBRANCES	UNENCUMBERED BALANCE
Revenue Summary							
Tipping Fees - Solid Waste	11,141,800	857,650	5,766,193	51.75%	5,375,607	0.00	5,375,607
Tipping Fees - Surcharge	1,034,000	77,372	521,334	50.42%	512,666	0.00	512,666
Tipping Fees - Diverted Materials	956,800	78,304	561,860	58.72%	394,940	0.00	394,940
AB939 Service Fee	1,732,000	144,332	865,992	50.00%	866,008	0.00	866,008
Tipping Fees - South Valley	2,318,800	203,375	1,220,252	52.62%	1,098,548	0.00	1,098,548
Charges for Services	117,000	7,684	7,684	6.57%	109,316	0.00	109,316
Sales of Materials	572,500	17,243	181,335	31.67%	391,165	0.00	391,165
Investment Earnings	80,200	1,307	11,062	13.79%	69,138	0.00	69,138
Grants/Contributions	76,747	0	0	0.00%	76,747	0.00	76,747
Other Non-Operating Revenue	0	698	3,327	0.00%	(3,327)	0.00	(3,327)
Total Revenue	18,029,847	1,387,966	9,139,040	50.69%	8,890,807	0.00	8,890,807

Expense Summary							
Administration	2,175,500	168,914	1,067,812	49.08%	1,107,688	88,527	1,019,161
Resource Recovery	2,564,055	147,815	951,563	37.11%	1,612,492	705,697	906,795
Scalchouses Operations	371,930	26,396	176,556	47.47%	195,374	2,533	192,842
Transfer Stations Operations	2,625,740	206,392	1,227,607	46.75%	1,398,133	613,840	784,292
Landfills Operations	3,715,350	243,824	1,356,269	36.50%	2,359,081	1,525,929	833,152
Postclosure Maintenance	939,670	104,304	388,318	41.32%	551,352	160,929	390,424
Environmental Control Systems	431,910	8,891	120,023	27.79%	311,887	124,867	187,020
Debt Service - Interest	1,979,200	0	1,002,696	50.66%	976,504	976,419	85
Debt Service - Principal	1,162,600	0	1,097,517	94.40%	65,083	64,989	94
Closure Set-Aside	277,000	21,777	143,883	51.94%	133,117	0	133,117
Total Expense	16,242,955	928,313	7,532,244	46.37%	8,710,711	4,263,730	4,446,981
Revenue Over/(Under) Expenses	1,786,892	459,652	1,606,796	89.92%	180,097	(4,263,730)	4,443,826



Salinas Valley Solid Waste Authority
Consolidated Statement of Revenues and Expenditure
For Period Ending December 31, 2013

	CURRENT BUDGET	M-T-D REV/EXP	Y-T-DREV/EXP REV/EXP	% OF BUDGET	REMAINING BALANCE	Y-T-D ENCUMBRANCES	UNENCUMBERED BALANCE
Expense Summary							
Executive Administration	376,550	38,613	169,577	45.03%	206,973	795.00	206,178
Administrative Support	397,680	23,790	195,400	49.13%	202,280	69,544.09	132,736
Human Resources Administration	326,910	20,855	143,439	43.88%	183,471	1,679.95	181,791
Clerk of the Board	165,450	10,577	70,881	42.84%	94,569	5,404.62	89,164
Finance Administration	657,000	47,329	316,487	48.17%	340,513	2,949.17	337,563
Operations Administration	251,910	27,750	172,028	68.29%	79,882	8,153.96	71,728
Resource Recovery	682,610	47,210	292,928	42.91%	389,682	24,683.77	364,999
Marketing	75,000	0	22,041	29.39%	52,959	48,208.86	4,750
Public Education	167,700	12,104	43,426	25.90%	124,274	30,619.58	93,654
Household Hazardous Waste	669,510	27,537	228,352	34.11%	441,158	135,480.58	305,677
C & D Diversion	30,000	4,678	19,045	63.48%	10,955	10,955.00	0
Organics Diversion	587,530	43,166	260,068	44.26%	327,462	327,462.38	0
Diversion Services	144,750	9,655	51,955	35.89%	92,795	88,866.89	3,928
Tire Amnesty Grant	76,747	2,915	14,567	18.98%	62,180	35,569.66	26,611
DOC Grant	130,208	550	19,181	14.73%	111,027	3,850.00	107,177
Scalehouse Operations	371,930	26,396	176,556	47.47%	195,374	2,532.69	192,842
JR Transfer Station	723,060	57,779	310,100	42.89%	412,960	406,674.60	6,286
ML Transfer Station	150,000	13,155	90,810	60.54%	59,190	58,952.21	238
SS Disposal Operations	671,591	53,021	329,152	49.01%	342,439	37,781.53	304,657
SS Transfer Operations	891,999	79,598	444,982	49.89%	447,017	69,237.56	377,780
SS Recycling Operations	189,090	2,839	52,564	27.80%	136,526	41,194.46	95,332
JC Landfill Operations	3,715,350	243,824	1,356,269	36.50%	2,359,081	1,525,928.99	833,152
Crazy Horse Postclosure Maintenance	546,630	73,741	223,107	40.82%	323,523	115,484.04	208,039
Lewis Road Postclosure Maintenance	219,360	27,512	102,109	46.55%	117,251	39,087.07	78,163
Johnson Canyon ECS	322,540	4,671	73,302	22.73%	249,238	75,684.13	173,554
Joion Road Postclosure Maintenance	173,680	3,051	63,101	36.33%	110,579	6,357.69	104,221
Sun Street ECS	109,370	4,221	46,721	42.72%	62,649	49,183.10	13,466
Debt Service - Interest	1,979,200	0	1,002,696	50.66%	976,504	976,418.73	85
Debt Service - Principal	1,162,600	0	1,097,517	94.40%	65,083	64,989.22	94
Closure Set-Aside	277,000	21,777	143,883	51.94%	133,117	0.00	133,117
Total Expense	16,242,955	928,313	7,532,244	46.37%	8,710,711	4,263,729.53	4,446,981
Revenue Over/(Under) Expenses	1,786,892	459,652	1,606,796	89.92%	180,097	(4,263,729.53)	4,443,826



Salinas Valley Solid Waste Authority
Consolidated CIP Expenditure Report
For Period Ending December 31, 2013

	CURRENT BUDGET	M-T-D REV/EXP	Y-T-D REV/EXP	% OF BUDGET	REMAINING BALANCE	Y-T-D ENCUMBRANCES	UNENCUMBERED BALANCE
Fund 131 - Crazy Horse Closure Fund							
131 9301 CH Closure Preparation	5,793	0	0	0.0 %	5,793	0	5,793
131 9306 CH PH 1E Liner Placement	22,960	0	22,957	100.0 %	3	0	3
131 9307 CH PH 1F Winterization	1,245	0	0	0.0 %	1,245	0	1,245
131 9312 CH PH 2E Complete Liner Work	8,942	0	0	0.0 %	8,942	0	8,942
131 9314 CH Closure Quality Assurance	16,105	0	2,430	15.1 %	13,675	0	13,675
131 9315 CH Closure Contingency	101,656	0	12,518	12.3 %	89,138	0	89,138
131 9316 CH Corrective Action Program	174,720	5,090	5,090	2.9 %	169,630	0	169,630
Total Fund 131 - Crazy Horse Closure Fund	331,421	5,090	42,994	13.0 %	288,427	0	288,427
Fund 180 - Expansion Fund							
180 9003 USDA Autoclave Studies	124,315	304	30,964	24.9 %	93,351	843	92,508
180 9021 Autoclave CEQA	576,564	0	5,171	0.9 %	571,393	165,060	406,334
180 9801 Ameresco JCL LFG Equipment	37,600	37,600	37,600	100.0 %	0	0	0
Total Fund 180 - Expansion Fund	738,479	37,904	73,734	10.0 %	664,745	165,903	498,842
Fund 211 - State Grants							
211 9201 HHW - HD20 Cycle Grant	63,444	126	994	1.6 %	62,450	0	62,450
Total Fund 211 - State Grants	63,444	126	994	1.6 %	62,450	0	62,450
Fund 800 - Capital Improvement Projects Fl							
800 9010 JC Roadway Improvements	1,510,214	1,133	16,632	1.1 %	1,493,582	14	1,493,569
800 9012 Work St Transfer Station	27,130	1,124	6,491	23.9 %	20,639	0	20,639
800 9101 Equipment Replacement	49,400	0	49,333	99.9 %	67	0	67
800 9317 CH SCADA System	30,000	0	0	0.0 %	30,000	29,572	428
800 9318 CH 401/404 Improvements	150,000	0	63,149	42.1 %	86,851	0	86,851
800 9501 JC LFG System Improvements	75,000	0	57,703	76.9 %	17,297	0	17,297
800 9502 JC Flare Station Improvements	200,000	0	1,503	0.8 %	198,497	0	198,497
800 9503 JC Module 1 Horizontal Wells	310,000	0	0	0.0 %	310,000	0	310,000



Salinas Valley Solid Waste Authority

Consolidated CIP Expenditure Report

For Period Ending December 31, 2013

	CURRENT BUDGET	M-T-D REV/EXP	Y-T-D REV/EXP	% OF BUDGET	REMAINING BALANCE	Y-T-D ENCUMBRANCES	UNENCUMBERED BALANCE
800 9504 JC Module 456B Liner Improvemen	30,000	0	0	0.0 %	30,000	0	30,000
800 9701 SSTS Equipment Replacement	110,000	0	110,439	100.4 %	(439)	0	(439)
800 9702 SSTS NPDES Improvements	48,100	0	0	0.0 %	48,100	0	48,100
800 9703 SSTS Improvements	55,000	0	0	0.0 %	55,000	0	55,000
800 9704 SSTS Equipment Retrofit	0	840	840	0.0 %	(840)	0	(840)
800 9913 CH LFG to Energy Project	5,295	0	0	0.0 %	5,295	0	5,295
Total Fund 800 - Capital Improvement Proje	2,600,139	3,097	306,089	11.8 %	2,294,050	29,586	2,264,464
Total CIP Expenditures	3,733,483	46,216	423,812	11.4 %	3,309,671	195,489	3,114,182

Salinas Valley Solid Waste Authority
Checks Issued Report for 12/1/2013 to 1/31/2014

Check #	Name	Check Date	Amount	Check Total
12126	ALEXANDRA BRISTOW RecycleRama Nov. 2013	12/4/2013	200.17	200.17
12127	AT&T SERVICES INC JC TELEPHONE SERVICES 11/19/2013 JC TELEPHONE SERVICES 11/20/2013	12/4/2013	296.84 16.10	312.94
12128	BRANDY ELLEN ACEVEDO RecycleRama No. 2013	12/4/2013	960.52	960.52
12129	COAST COUNTIES TRUCK & EQUIPMENT CO. Spacers Assembly 2 Sets of Wiper Blades	12/4/2013	27.39 51.30	78.69
12130	COAST OIL COMPANY, LLC SS TS EQUIPMENT BIODIESEL FUEL 11.21.13 SS TS VEHICLE BIO-DIESEL FUEL VEH 132	12/4/2013	1,519.90 11,309.96	12,829.86
12131	EMILY MELISSA MOLINAR RecycleRama Nov. 2013	12/4/2013	132.50	132.50
12132	FEDEX Overnight Shipments	12/4/2013	57.51	57.51
12133	GOLDEN STATE TRUCK & TRAILER REPAIR 16094 FRT LEFT TIRE REPAIRED 950G BUCKET & HARNESS RECONNECTED 950K HYDRAULIC HOSE REPLACED DRIP PANS FOR RO001, WATER TRUCK 950G & 210LE FORD RANGER - SERVICED TRLR 002 BOTTOM BEARING 10 BOLTS/NUTS ON DOOR TRLR 003 REPLACED X4 LEFT SIDE WITH NEW	12/4/2013	44.69 90.00 185.00 1,111.64 90.00 281.47 449.03	2,251.83
12134	GRAINGER 1 PK OF 100 EA DISPOSABLE GLOVES	12/4/2013	26.29	26.29
12135	IVY CONTRERAS RecycleRama Nov. 2013	12/4/2013	1,125.00	1,125.00
12136	JOHN DAVID ACEVEDO II RecycleRama Nov. 2013	12/4/2013	200.00	200.00
12137	MONTEREY COUNTY TREASURER/TAX COLLECTOR JR 420-081-015-000 12/10/2013 CH 125-271-058-000 12/10/2013 CH 125-271-063-000 12/10/2013 CH 125-491-012-000 12/10/2013 JC 223-042-017-000 12/10/2013 JC 223-042-018-000 JR 420-081-016-000 12/10/2013 LR 412-102-006-000 12/10/2013	12/4/2013	17.25 11.68 810.42 6.99 2,591.18 7,844.72 17.25 1,104.20	

Salinas Valley Solid Waste Authority
Checks Issued Report for 12/1/2013 to 1/31/2014

Check #	Name	Check Date	Amount	Check Total
	SS 003-051-086-000 12/10/2013		326.21	
	SS 003-051-087-000 12/10/2013		332.00	
				13,061.90
12138	MONTEREY SANITARY SUPPLY, INC. Janitorial Supplies - SS 11.19.13	12/4/2013	649.66	
				649.66
12139	OFFICE DEPOT Batteries & Tissue Divider Tabs Pushpins	12/4/2013	106.24 29.16 4.31	
				139.71
12140	PLASTICS SOLUTIONS INC kitchen Compost caddies	12/4/2013	4,140.00	
				4,140.00
12141	PURE WATER BOTTLING ADM BOTTLED WATER DELIVERIES 12.1.13 JC BOTTLED WATER DELIVERIES 12.1.13 SS TS BOTTLED WATER DELIVERIES 12.01.13	12/4/2013	49.75 27.00 56.25	
				133.00
12142	ROBERT B GOMEZ RecycleRama Nov. 2013	12/4/2013	160.52	
				160.52
12143	SHARPS SOLUTIONS, LLC 38 Gall. Regulated Waste	12/4/2013	80.00	
				80.00
12144	STURDY OIL COMPANY 55 GAL DRUM DIESEL/EXHAUST FLUID SS TS 1 WASH/2 STEAMS	12/4/2013	177.60 130.00	
				307.60
12145	UNITED RENTALS (NORTHWEST), INC LOADER LANDSCAPER RENTAL 11.18.13 - 11.20.13	12/4/2013	606.78	
				606.78
12146	A-1 SWEEPING SS TS SWEEP YARD & EXT ST NOV 2013	12/11/2013	900.00	
				900.00
12147	ALEXANDRA BRISTOW RecycleRama NOV 11-22,2013	12/11/2013	306.14	
				306.14
12148	ASSURED AGGREGATES CO., INC SS TS 20.77 TONS ENTRY LOCK	12/11/2013	628.08	
				628.08
12149	AT&T SERVICES INC HHW & SS SCALE HOUSE INTERNET SERVICE NOV 2013 HHW & SS SCALE HOUSE INTERNET SERVICE NOV 2013	12/11/2013	291.36 271.86	
				563.22
12150	BRANDY ELLEN ACEVEDO RecycleRama NOV 11-22,2013	12/11/2013	1,204.75	
				1,204.75
12151	CALIFORNIA HIGHWAY ADOPTION CO. HIGHWAY 101 LITTER ABATEMENT NOVEMBER 2013	12/11/2013	550.00	
				550.00

Salinas Valley Solid Waste Authority
Checks Issued Report for 12/1/2013 to 1/31/2014

Check #	Name	Check Date	Amount	Check Total
12152	COAST COUNTIES TRUCK & EQUIPMENT CO. 16096 APRING AIR BAG & AIRBAG STUD TRK002 FUEL/WATER, OIL/LUBE, FUEL, BREATHER FILTER	12/11/2013	147.05 105.38	
				252.43
12153	COAST OIL COMPANY, LLC SS TS VEHICLE DIESEL FUEL USAGE NOV 2013	12/11/2013	8,263.47	
				8,263.47
12154	Comcast Interenet Services	12/11/2013	136.36	
				136.36
12155	CSC OF SALINAS/YUMA 2-WIRE HYD HOSES, HOSE ENDS, JIC MALE TO FEMALE	12/11/2013	57.46	
				57.46
12156	FERGUSON ENTERPRISES INC #795 JC 20EA 1 5/8 X 1 5/8 X 10 12 GALV STRUTS	12/11/2013	41.58	
				41.58
12157	GEOLOGIC ASSOCIATES, INC. ALL SITES GROUND WATER MONITORING OCT 2013 CH NR SERVICES SEPTEMBER/OCTOBER 2013 ALL SITES GROUND WATER MONITORING OCT 2013 ALL SITES GROUND WATER MONITORING OCT 2013 ALL SITES GROUND WATER MONITORING OCT 2013	12/11/2013	1,535.00 4,794.00 630.00 696.25 3,265.75	
				10,921.00
12158	GOLDEN STATE TRUCK & TRAILER REPAIR SS TS 24 FT DRAIN COVER HINGES WELDED Trailer 17235 - Replaced Hubcab Gasket and Lense. Trailer 17236 - Replaced Marker Lights Trailer#17236 - Replaced Air Valve TRL 0001 - Replacement Tire Truck 003 - Replaced Hydraulic Hose	12/11/2013	301.00 117.51 95.00 305.31 75.00 190.00	
				1,083.82
12159	GRAINGER CH PH CALIBRATION RINSE, PH ELECTRODE SOLUTION	12/11/2013	59.59	
				59.59
12160	GREENWASTE RECOVERY INC. MRF CARPET COLLECTION 12.02.13	12/11/2013	500.00	
				500.00
12161	GUERITO JC & SS PORTABLE TOILET SERVICE NOV 2013 JC & SS PORTABLE TOILET SERVICE NOV 2013	12/11/2013	170.00 340.00	
				510.00
12162	HD SUPPLY CONSTRUCTION SUPPLY, LTD BRANCH #6186 CH 1 ROLL 140NC 12.5' X 360' 4500 SF MIRAFILM	12/11/2013	388.80	
				388.80
12163	HOME DEPOT 12'X400' .7MIL CLEAR PLASTIC, PADLOCK, 60 PK BLADE 3 EA 12'X400' .7MIL CLEAR PLASTIC	12/11/2013	93.25 176.48	
				269.73
12164	INFINITY STAFFING SERVICES, INC. SS TS CONTRACT DRIVERS WK ENDING 11.24.13	12/11/2013	1,221.75	

Salinas Valley Solid Waste Authority
Checks Issued Report for 12/1/2013 to 1/31/2014

Check #	Name	Check Date	Amount	Check Total
				1,221.75
12165	IVY CONTRERAS RecycleRama 11.18.13 - 11.22.13	12/11/2013	1,406.25	1,406.25
12166	JOCELIN SNOW Truck Wrap for back of Transfer Truck	12/11/2013	1,228.00	1,228.00
12167	JOHN DAVID ACEVEDO II RecycleRama 11.18.13 - 11.22.13	12/11/2013	250.00	250.00
12168	JOSE RAMIRO URIBE 16094 F/R TIRE REPAIR TRK 002 RT OUTER TIRE REPAIR	12/11/2013	109.55 109.55	219.10
12169	JUAN C. RUIZ CH PICK UP 210JD SCRAPER DELIVER TO SS TS	12/11/2013	200.00	200.00
12170	LIEBERT CASSIDY WHITMORE PROFESSIONAL SERVICES THROU 10.31.13	12/11/2013	2,016.00	2,016.00
12171	MONTEREY AUTO SUPPLY INC SS TS VEHICLE SUPPLIES - 5 GAL TIRE SEALANT	12/11/2013	741.54	741.54
12172	ORCHARD SUPPLY HARDWARE LLC 2 EA LENOX BLADES 3 EA MAX EXPAND SEALANTS SS TS 2 EA TYING TWINE 6500' VARIOUS STRAPS, TARPS, COILS	12/11/2013	43.18 25.88 75.58 228.42	373.06
12173	PACIFIC MUNICIPAL CONSULTANTS CH CEQA CONTINUATION OF ENVIRON SERVICES	12/11/2013	295.64	295.64
12174	PACIFIC TRUCK PARTS, INC Truck Upgrade - Particulate Filter Truck Upgrade - Particulate Filter	12/11/2013	540.00 300.00	840.00
12175	PLACEMENT PROS CONTRACT LABORERS WK ENDING 11.17.13 CONTRACT LABORERS WK ENDING 11.24.13 CONTRACT LABORERS WK ENDING 11.24.13	12/11/2013	119.92 464.70 607.60	1,192.22
12176	QUINN COMPANY 950G SWITCH A MASTER 950K FUEL CAP C15 ACTUATOR KIT & CORE CHARGE	12/11/2013	72.45 79.71 653.60	805.76
12177	ROBERT B GOMEZ RecycleRama 11.18-13 - 11.22.13	12/11/2013	281.94	281.94
12178	STATE WATER RESOURCES CONTROL BOARD JR SWRCB ANNUAL PERMIT FEE	12/11/2013	1,791.00	

Salinas Valley Solid Waste Authority
Checks Issued Report for 12/1/2013 to 1/31/2014

Check #	Name	Check Date	Amount	Check Total
	SS TS SWRCB ANNUAL PERMIT FEE		1,791.00	
				3,582.00
12179	US BANK CORPORATE PAYMENT SYSTEM	12/11/2013		
	The Salinas Californian Newspaper		159.05	
	BuildeSign.com: Safety Signs for SS		160.25	
	Jossey-Bass An imprint of Wiley		118.80	
	SALINAS BUILDING MATERIALS		258.77	
	NEW PIG FEDERAL - SS Spill Prevention		133.69	
	ELECTRICAL DISTRIBUTORS		120.50	
	SALINAS/MONTEREY KOA		303.85	
	AMAZON		3.88	
	SAFETEQUIP		779.62	
	APPLE I-TUNES		33.99	
	OFFICE STAR		265.50	
	Amazon.com: Board Meeting Supplies		49.97	
	CHEVRON		62.69	
	INTERMEDIA EXCHANGE SERVICE FY 2012-13		209.81	
	HUGHESNET.NET		91.54	
	MONTEREY COAST BREWING		90.78	
	NAPA VALLEY MARRIOTT - CSDA Leadership Academy		11.82	
	MARRIOTT AUTOCAD CIVIL 3D TRAINING, DM 11.03-11.07		467.16	
	MARRIOTT AUTOCAD CIVIL 3D TRAINING, DM 11.03-11.07		82.81	
	Marriott Hotel - Calpers Educational Forum 2013		460.16	
	Walmart		81.00	
	OIL CAN HENRY'S - 2005 F150 VEHICLE MAINTENANCE		198.70	
	Organizational Development Network		115.00	
	Smart & Final		15.65	
	Sharefile.com: FTP Site - FY 2013-14		32.95	
	Smart & Final		21.59	
	Ready To Manage		14.95	
	BATTERIES PLUS RAINFALL LOGGERS		45.40	
	Smart & Final: EC Mtg Refreshments 11/6/13		17.68	
	Smart & Final: Office Supplies		5.69	
	KELLY-MOORE PAINTS - Maintenance Supply Paint		161.43	
	GEOTECHNICAL SERVICES		163.06	
	Safeway		21.10	
	Walmart		19.20	
	Walmart		31.01	
	WP - MIND TOOLS LTD		27.00	
				4,836.05
12180	**Void**	12/11/2013	0.00	
				0.00
12181	**Void**	12/11/2013	0.00	
				0.00
12182	**Void**	12/11/2013	0.00	
				0.00
12183	VISION RECYCLING INC	12/11/2013		
	C & D OUTSIDE GRINDING NOV 2013		4,427.50	

Salinas Valley Solid Waste Authority
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Check #	Name	Check Date	Amount	Check Total
	MISC SERVICES NOV 2013		250.00	
				4,677.50
12184	WEST COAST RUBBER RECYCLING, INC Tire Amnesty Trailers for Tire Recycling 11.22.13	12/11/2013	1,100.00	
				1,100.00
12185	STATE WATER RESOURCES CONTROL BOARD CH Annual Permit Fees FY 2013-14 LR Annual Permit Fees FY 2013-14	12/11/2013	64,817.00 22,438.00	
				87,255.00
12186	AMERESCO PER EPC AGREEMENT ATTACHMENT E CONTRACT COST	12/19/2013	37,600.00	
				37,600.00
12187	CESAR ZUÑIGA EDUCATION ASSISTANCE	12/19/2013	500.00	
				500.00
12188	CITY OF GONZALES GONZALES HOSTING FEES NOV 2013	12/19/2013	20,833.33	
				20,833.33
12189	CITY OF SALINAS (ENVIRONMENTAL COMPLIANCE BUREAU) SS TS INDUSTRIAL STORM WATER PERMIT	12/19/2013	236.20	
				236.20
12190	COAST COUNTIES TRUCK & EQUIPMENT CO. SS TS 15 OUTER HINGES 16094 6 COOLANTS, 5 HEATER HOSES, 4 GROMMET SEALS	12/19/2013	60.91 126.12	
				187.03
12191	COAST OIL COMPANY, LLC EQUIPMENT BIODIESEL FUEL 12.02.13 EQUIPMENT BIODIESEL FUEL 12.13.13 SS TS VEHICLE BIO-DIESEL FUEL 12.12.13	12/19/2013	1,457.43 1,473.46 11,347.06	
				14,277.95
12192	COSTCO WHOLESALE OFFICE SUPPLIES Office Supplies	12/19/2013	36.57 19.42	
				55.99
12193	CSC OF SALINAS/YUMA 17 2-WIRE HYD HOSES, 2 HOSE ENDS, 2 CRIMP CHGS HOSE ENDS, AIR BRAKE CLOTH COVER, CRIMP CHARGES	12/19/2013	230.04 65.97	
				296.01
12194	CUTTING EDGE SUPPLY ROLL OF CABLE 3/4 X 35' WIRE ROPE ROLL	12/19/2013	129.82	
				129.82
12195	DAVE J. DEERING Administrative Office 12.06.13 Sun Street Transfer Station 12.06.13	12/19/2013	1,040.00 790.00	
				1,830.00
12196	EDWARDS TRUCK CENTER, INC 2 SETS OF WIPER BLADES	12/19/2013	22.68	
				22.68

Salinas Valley Solid Waste Authority
Checks Issued Report for 12/1/2013 to 1/31/2014

Check #	Name	Check Date	Amount	Check Total
12197	FIRST ALARM BLDG ALARM SERVICES 01.01.14 - 03.31.14 BLDG ALARM SERVICES 01.01.14 - 03.31.14 BLDG ALARM SERVICES 01.01.14 - 03.31.14 BLDG ALARM SERVICES 01.01.14 - 03.31.14 BLDG ALARM SERVICES 01.01.14 - 03.31.14	12/19/2013	101.07 106.08 149.76 101.07 300.66	758.64
12198	GOLDEN STATE TRUCK & TRAILER REPAIR 16094 REPLACED FUEL FILTER 16096 X2 LEFT SIDE AIR BAG REPLACED/ADJ ALL BRAKES 17236 REPLACED X5 R & L SIDE TORQUE ARMS, 12 SLABS 17236 TRAILER BOLTS REPLACED 210 JOHN DEER REPAIRED X1 RT SIDE TIRE 210LE FUEL PUMP AND ECM REPLACED 210LE SWAPPED OUT SOLID TIRES TO RENTAL & BACK 210LE TIRE REPAIRED CAT950K RT SIDE HYD CYLINDER CLAW ON BUCKET CHGD SS TS VEHICLE MAINTENANCE SUPPLIES SS TS REINSTALL CLAMPS ON BACK OF FENCE SS TS VEHICLE MAINTENANCE SUPPLIES SS TS VEHICLE MAINTENANCE SUPPLIES SS TS VEHICLE MAINTENANCE SUPPLIES TRK 002 SERVICED, ADDED 2 GALS OF COOLANT TRK 003 TIGHTENED UP LUG NUTS ON X3 RT SIDE TRK001 1, 2, 5 & 6 ACTUATORS, HARNESS REPLACED TRK002 CLAMP TO HOSE GOING TO HEATER REPLACED	12/19/2013	156.68 320.00 3,023.41 290.40 126.15 4,190.04 263.23 41.23 185.00 149.62 147.00 993.16 216.00 225.72 307.85 75.00 691.00 145.00	11,546.49
12199	**Void**	12/19/2013	0.00	0.00
12200	GREEN RUBBER - KENNEDY AG, LP 7 4X2 RED BUSH, 4 4" TEES, 8 4" 90 ELLBOWS JC WELD-ON GLUE, VARIOUS COUPLING SLIPS & CAPS	12/19/2013	320.36 409.47	729.83
12201	HUDDLE HUDDLE 10 ANNUAL LICENSES	12/19/2013	3,600.00	3,600.00
12202	INFINITY STAFFING SERVICES, INC. SS TS CONTRACT DRIVER WK ENDING 12.01.13	12/19/2013	1,188.00	1,188.00
12203	IVY CONTRERAS Reimbursement for RecycleRama Shirts and Props	12/19/2013	109.23	109.23
12204	LAMAR BROS TIRE SERVICE, INC. 2005 FORD F 150 L/R TIRE REPAIR	12/19/2013	81.58	81.58
12205	MALLORY CO. INC 2 CASES MICROMAX MEDIUM CVRALLS	12/19/2013	90.15	

Salinas Valley Solid Waste Authority
Checks Issued Report for 12/1/2013 to 1/31/2014

Check #	Name	Check Date	Amount	Check Total
	2 LG CVRL 1 S7100 XL CVRALL, 3 BX GLOVES		302.28	
	23 EA XL MICROMAX CVRALLS, 1 BOX DISP GLOVES		210.46	
				602.89
12206	MONTEREY BAY OFFICE PRODUCTS	12/19/2013		
	Office Equipment Maintenance 12.17.13 - 03.16.14		247.97	
				247.97
12207	MONTEREY COUNTY AGRICULTURAL COMMISSIONER	12/19/2013		
	JC 2014 COMMERCIAL DEVICE REGISTRATION		624.00	
	SS TS 2014 COMMERCIAL DEVICE REGISTRATION		520.00	
				1,144.00
12208	NEXIS PARTNERS, LLC	12/19/2013		
	RENT & COMMON AREAS ADM BLDG JAN 2014		1,515.00	
	RENT & COMMON AREAS ADM BLDG JAN 2014		7,194.00	
				8,709.00
12209	NEXTEL OF CALIFORNIA, INC	12/19/2013		
	Cell Phone Service NOV 2013		45.00	
	Cell Phone Service NOV 2013		53.32	
	Cell Phone Service NOV 2013		207.31	
	Cell Phone Service NOV 2013		124.50	
				430.13
12210	OFFICE DEPOT	12/19/2013		
	1 BELIN 6' COVER CORD, CALCULATOR, 2 BX BATTERIES		71.32	
				71.32
12211	PACIFIC GAS AND ELECTRIC COMPANY	12/19/2013		
	ELECTRICAL SERVICES FY 2013-14		2,718.62	
				2,718.62
12212	PLACEMENT PROS	12/19/2013		
	CONTRACT LABORERS ENDFING 12.08.13		1,034.82	
	SS TS CONTRACT LABORERS WK ENDING 12.01.13		862.34	
				1,897.16
12213	QUINN COMPANY	12/19/2013		
	Slider Returned		(585.49)	
	SS TS EQUIP MAIN & SUPPLIES		517.96	
	SS TS EQUIP MAIN & SUPPLIES		867.14	
				799.61
12214	RECOLOGY WASTE SOLUTIONS, INC	12/19/2013		
	JC DIV ASST FEE & MATERIAL FEES NOV 2013		8,154.00	
	JC LANDFILL OPS & EXTENDED DEC 2013		2,706.00	
	JC LANDFILL OPS & EXTENDED DEC 2013		163,034.00	
	JC DIV ASST FEE & MATERIAL FEES NOV 2013		1,001.11	
	JC DIV ASST FEE & MATERIAL FEES NOV 2013		318.64	
	JC OUT OF SCOPE MOVE OLD GAS PVC PIPE LINES TO TRA		395.47	
				175,609.22
12215	REPUBLIC SERVICES #471	12/19/2013		
	96 GALLON GARBAGE CART SERVICE DEC 2013		64.87	
				64.87
12216	SOUTH COUNTY NEWSPAPER	12/19/2013		
	Newspapers In Education Ad in So Co Papers		399.00	
				399.00
12217	STURDY OIL COMPANY	12/19/2013		

Salinas Valley Solid Waste Authority
Checks Issued Report for 12/1/2013 to 1/31/2014

Check #	Name	Check Date	Amount	Check Total
	55 GAL 15-40 GRDOL CJ-4 ECT		723.58	723.58
12218	THOMAS M BRUEN LEGAL SERVICES RENDERED NOV 2013 LEGAL SERVICES RENDERED NOV 2013	12/19/2013	12,925.00 687.50	13,612.50
12219	URS CORPORATION JC ROADWAY PROJECT ENGINEERING ENDING 11.15.13	12/19/2013	1,133.25	1,133.25
12220	VALLEY PACIFIC PETROLEUM SERVICES, INC. DIESEL FUEL USAGE THRU 12.15.13	12/19/2013	269.10	269.10
12221	VERIZON WIRELESS SERVICES, LLC Cell Phone Service NOV 2013	12/19/2013	119.03	119.03
12222	VISION RECYCLING INC JC ORGANICS PROGRAM NOV 2013 SS ORGANICS PROGRAM NOV 2013	12/19/2013	35,378.82 7,468.07	42,846.89
12223	WASTE MANAGEMENT INC BFI WASTE DELIVERED TO MADISON NOV 2013 JOLON ROAD OPERATIONS NOV 2013	12/19/2013	13,154.81 57,779.10	70,933.91
12224	WEST COAST RUBBER RECYCLING, INC Tire Amnesty Trailers for Tire Recycling 12.09.13	12/19/2013	1,100.00	1,100.00
12225	WESTERN EXTERMINATOR COMPANY JC SHOP RODENT CONTROL NOV 2013 JC STORAGE CONTAINER RODENT CONTROL NOV 2013 SSTS RODENT CONTROL NOV 2013	12/19/2013	53.00 55.00 228.00	336.00
12226	WRIGHT EXPRESS FINANCIAL SERVICES CORPORATION Vehicle Fuel 2013-14 Vehicle Fuel 2013-14 Vehicle Fuel 2013-14 Vehicle Fuel 2013-14	12/19/2013	1,190.21 113.55 159.49 200.72	1,663.97
12227	MONTEREY COUNTY HEALTH DEPARTMENT MO CO REGIONAL FEES JUL - SEPT 2013 MO CO REGIONAL FEES JUL - SEPT 2013	12/20/2013	28,442.21 13,009.83	41,452.04
DFT2014471	WAGeworks FSA MONTHLY ADMIN FEES NOVEMBER 2013 FSA MONTHLY ADMIN FEES NOVEMBER 2013 FSA MONTHLY ADMIN FEES NOVEMBER 2013 FSA MONTHLY ADMIN FEES NOVEMBER 2013 FSA MONTHLY ADMIN FEES NOVEMBER 2013 FSA MONTHLY ADMIN FEES NOVEMBER 2013	12/16/2013	12.00 6.00 8.00 6.00 6.00 12.00	50.00
Total				<u>637,529.56</u>

Salinas Valley Solid Waste Authority
Checks Issued Report for 12/1/2013 to 1/31/2014

Check #	Name	Check Date	Amount	Check Total
	Payroll Disbursements			257,582.60
	Grand Total			<u>895,112.16</u>



SalinasValleyRecycles.org
SALINAS VALLEY SOLID WASTE AUTHORITY

Report to the Board of Directors

ITEM NO. 3

[Signature]
Finance Manager/Controller-Treasurer

N/A

Legal Counsel

[Signature]
General Manager/CAO

Date: February 20, 2014
From: Roberto Moreno, Finance Manager
Title: Tonnage and Diversion Report for the Quarter Ended December 31, 2013

RECOMMENDATION

Staff recommends that the Board accept this report.

STRATEGIC PLAN RELATIONSHIP

This is a routine information item.

FISCAL IMPACT

For the quarter ended December 31, 2013, the Authority paid Recology \$497,220 for landfilling 41,035 tons of solid waste. This is an average of \$12.12 per ton.

DISCUSSION & ANALYSIS

Total Tons Landfilled

Total tons landfilled increased by 0.1% for the quarter ended December 31, 2013 as shown below:

<u>Service Area</u>	4Q 2013 Tonnage	4Q 2012 Tonnage	Change in Tonnage	% Change
Authority Service Area	41,026	43,382	-2,356	-5.4%
South Santa Clara Valley	19,889	17,468	2,421	13.9%
Out of District	9	3	6	200.0%
Total Landfilled	60,924	60,853	71	0.1%

For the quarter ended December 31, 2013, the Authority landfilled 41,026 tons of solid waste generated from the Authority's service area. This is a decrease of 5.4% over the same quarter of the previous year's total of 43,382.

As of December 31, 2013, the Authority landfilled a total of 60,924 tons for the quarter including 19,889 from South Santa Clara Valley. This represents a 0.1% increase over the same period in the previous year's total landfilled tonnage of 60,853.

South Valley Tonnage

The total tonnage delivered from outside of the County by Recology South Valley Disposal and Recycling during this quarter was 19,889 tons or 33% of all landfilled tonnage. This is a 13.9% increase over the same quarter of 2012. The revenue earned for the guaranteed minimum importation of waste from Recology South Valley Disposal during this quarter was \$610,126.

As of December 31, 2013, the Authority has received 40,133 tons or 51% of the guaranteed 79,226 tons for the fiscal year per the agreement with Recology South Valley Disposal & Recycling.

Authority Service Area Tonnage Analysis

The following table analysis is for the Authority Service Area tonnage only as accepted at the Johnson Canyon Landfill:

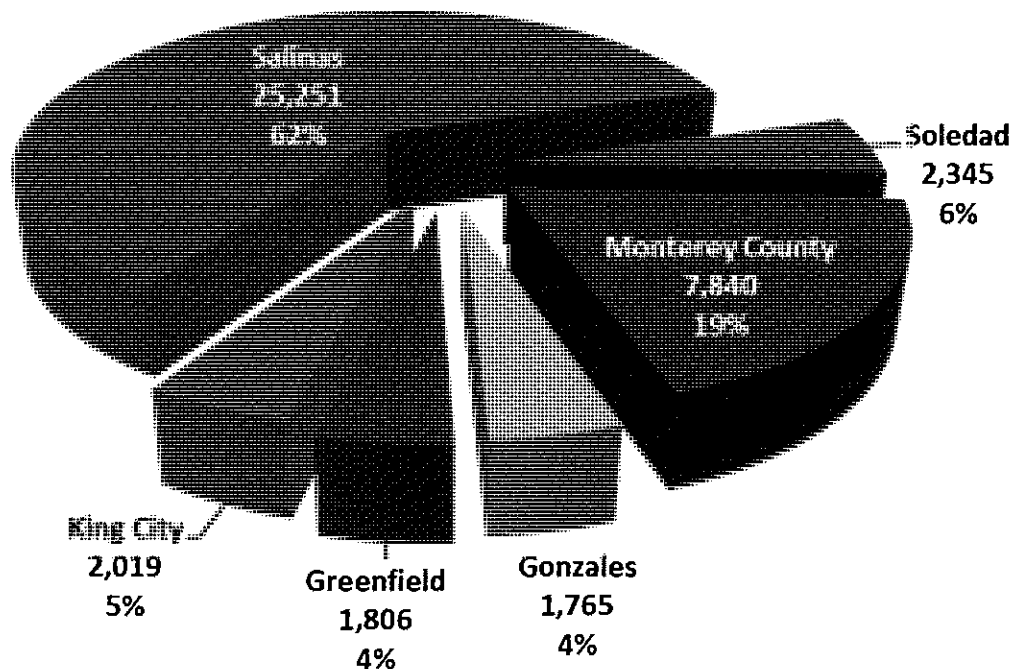
	Oct-Dec 2013		Oct-Dec 2012		Change in	%
	Tonnage	%	Tonnage	%	Tonnage	Change
Total Tons Accepted	49,859	100%	52,488	100%	(2,629)	-5.0%
Less Diverted Materials	8,833	18%	9,106	17%	(273)	-3.0%
Total Landfilled	41,026	82%	43,382	83%	-2,356	-5.4%

Compared to the corresponding quarter in 2012, the total tons accepted for the quarter ending December 31, 2013 decreased by 5.4% and diverted material decreased by 3%, resulting in a net decrease of 5.4% in tons landfilled.

Waste Origin

Of the 41,026 tons landfilled from the Authority's service area, the City of Salinas accounts for 62% of the waste and the County accounts for 19%.

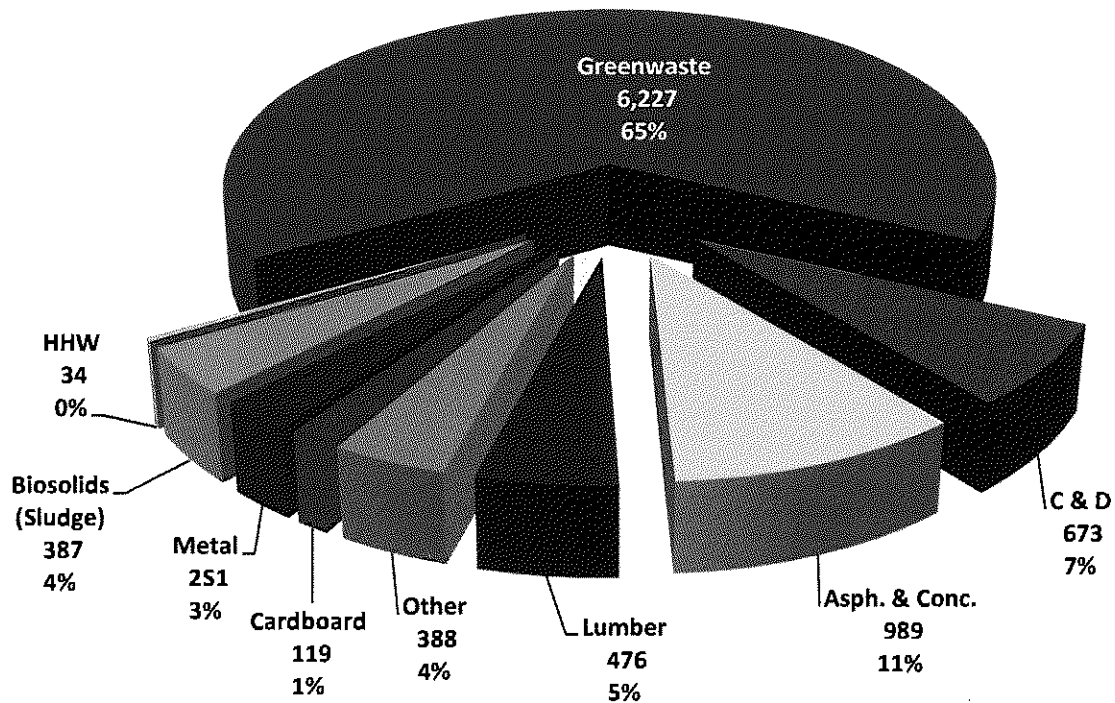
QUARTER ENDED December 31, 2013 AUTHORITY LANDFILLED WASTE ORIGIN- 41,026 TONS



Diverted Materials

The Diverted Tonnage chart below shows the Authority received a grand total of 9,544 tons of diverted materials for the quarter ended December 31, 2013. In addition to the 8,833 tons of diverted materials received at Johnson Canyon, as shown in the *Authority Service Area Tonnage* table, the Authority sent 711 tons of recyclable materials to market directly from the Sun Street Transfer Station. The Authority also diverted approximately 34 tons of Household Hazardous Waste (HHW) materials. Total tons of diverted materials for the quarter ended December 31, 2013 has resulted in a net decrease in recycling of 122 tons or 1.3% over the same quarter of the previous year.

QUARTER ENDED DECEMBER 31, 2013 DIVERTED MATERIALS - 9,544



ATTACHMENTS

None



SalinasValleyRecycles.org
SALINAS VALLEY SOLID WASTE AUTHORITY

Report to the Board of Directors

ITEM NO. 4

N/A

Finance Manager/Controller-Treasurer

Patricia Malt

General Manager/CAO

N/A

Board President

Date: February 20, 2014
From: Rose Gill, HR/Organizational Development Manager
Title: A Resolution Approving the 2014 Employee Handbook

RECOMMENDATION

The Executive Committee recommends that the Board adopt the resolution.

STRATEGIC PLAN RELATIONSHIP

This item was part of the previous strategic plan goals and objectives, to develop an administrative procedures manual. However, due to budgeting constraints, the legal review was postponed until this fiscal year. The Employee Handbook is the first of two parts to complete the manual. A more detailed procedures manual will be presented at a later time.

FISCAL IMPACT

Legal review for this document was included in current fiscal budget.

DISCUSSION & ANALYSIS

The updated version of the Employee Handbook was analyzed by Liebert, Cassidy and Whitmore (LCW). LCW reviewed the entire handbook and made corrections, additions and deletions to make sure the Employee Handbook was updated according to state and federal laws.

BACKGROUND

The original Employee Handbook was developed in 2004 and required updates for compliance purposes.

ATTACHMENT(S)

1. Resolution
2. Exhibit A – Employee Handbook

RESOLUTION NO. 2014 -

**A RESOLUTION OF THE SALINAS VALLEY SOLID WASTE AUTHORITY
APPROVING THE 2014 EMPLOYEE HANDBOOK**

BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE SALINAS VALLEY SOLID WASTE AUTHORITY, that the Employee Handbook, attached hereto and marked "Exhibit A" is hereby approved.

PASSED AND ADOPTED by the Board of Directors of the Salinas Valley Solid Waste Authority at its regular meeting duly held on the 5th day of February 2014, by the following vote:

AYES: BOARD MEMBERS:

NOES: BOARD MEMBERS:

ABSENT: BOARD MEMBERS:

ABSTAIN: BOARD MEMBERS:

Elizabeth Silva, President

ATTEST:

Elia Zavala, Clerk of the Board



EMPLOYEE HANDBOOK

January 2014

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CHAPTER 1 ABOUT THE SALINAS VALLEY SOLID WASTE AUTHORITY

It is our pleasure to welcome you as an employee to the Salinas Valley Solid Waste Authority (Authority). We feel a very strong commitment to you as an employee. We want you to feel good about a job well done and we will try our best to give you the tools, direction and support necessary to enable you to be successful. The Authority is not a large or formal entity. The Authority is a great place to work and we hope you will always feel like a member of a team here. If there is anything you need as we all strive to please the public, just speak with any of the management staff.

Congratulations on being part of our team!

1.01 OUR MISSION STATEMENT

To manage Salinas Valley solid waste as a resource, promoting sustainable, environmentally sound and cost effective practices through an integrated system of waste reduction, reuse, recycling, innovative technology, customer service and education.

1.02 OUR HISTORY

The Salinas Valley Solid Waste Authority is a joint powers agency formed on January 1, 1997. The Authority operates under a Board of Directors comprised of representatives from its member agencies, including the cities of Gonzales, Greenfield, King City, Salinas, Soledad and Monterey County. The overall responsibility of the Authority is to provide solid waste transfer and disposal services to its member agencies through the operation of a system of transfer stations and landfills.

1.03 INTRODUCTION

One of our objectives is to provide a work environment that is conducive to both personal and professional growth. This handbook is designed to acquaint you with the Authority and to provide you with information about working conditions, your benefits and some of the policies affecting your employment.

You should read, seek necessary clarification, and comply with all provisions of the handbook. It describes many of your responsibilities as an employee and outlines the programs developed to benefit you.

No employee handbook can anticipate every circumstance or question about policy. As we continue to grow, the need may arise to change policies described in the handbook. The Authority therefore reserves the right to revise, supplement, or rescind any policies or portion of the handbook, from time to time as is deemed appropriate. Employees will be notified of any written revisions/updates to these policies. No oral statements or representations can in any way alter the provisions of this handbook.

Understandably, you will have questions throughout the course of your employment. We encourage you to first ask these questions of your supervisor. If your supervisor is unable to answer your questions, or you do not feel it is appropriate to ask such questions of him/her, you should then speak with the HR/Organizational Development Manager or the Chief Administrative Officer.

1.04 PUBLIC SERVICE POLICY

At the Authority our goal is to leave a positive, lasting impression with the members of the public who choose to do business with us. We accomplish this through caring and professional employees who strive to provide exceptional Public service by not only meeting, but exceeding the Public's expectations in every way possible and by providing exceptional service. We serve the individuals and businesses that utilize the Authority's landfills and transfer stations and the member agencies of Salinas, Gonzales, Soledad, Greenfield, King City and Monterey County.

What we say to the Public and *how* we say it are the basic building blocks to exceptional Public service internally and externally. All of us should constantly look for opportunities to enhance the satisfaction of the Public. This requires a committed, team approach. We are all expected to accommodate Public requests and needs as they arise. The primary tools in accomplishing this are *knowledge* of your job, the products and services we provide the Public, and your *attitude* when delivering that knowledge or service. Remember to always interact with the Public in the most pleasant and efficient manner.

1.05 DISCUSSING AUTHORITY BUSINESS

All of us depend on the goodwill of the public who utilize our facilities and our services. Negatively portraying the Authority to the public will make all of our jobs more difficult and less secure. Understandably, both our internal and external customers are interested in courteous and prompt service; not excuses or complaints from any of us. Our primary concern at all times should be public satisfaction. If problems or difficulties arise, communicate directly with management who will work with you to resolve them.

CHAPTER 2 EMPLOYMENT POLICIES

2.01 NATURE OF EMPLOYMENT

Employees are held to a high expectation of service and are not employed for any specific term of employment. The Authority intends to recruit and retain employees who are proficient, productive, enterprising, and dedicated. Employees whose performance becomes unsatisfactory or who engage in misconduct or other behavior that disrupts the operations of the Authority or that discredits the Authority will be terminated consistent with the procedures in this Employee Handbook. Employees are also subject to layoff as a result of reorganization, change in business direction for the Authority, lack of funding or reduction of work.

Additionally, other terms and conditions of employment such as compensation, benefits, title, duties and corrective action may be modified at the sole discretion of the Authority.

2.02 EQUAL EMPLOYMENT OPPORTUNITY

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at the Authority will be based on merit, qualifications and abilities. Employment practices will not be influenced or affected by an applicant's or employee's race, color, creed, national origin, ancestry, citizenship, sex, gender, sexual orientation, religion, age, mental or physical disability, military/veteran's status, political affiliation, medical condition including genetic characteristics or information, marital status, pregnancy or any other characteristic protected by federal, state or local law. In addition, the Authority also prohibits any form of unlawful employment discrimination based on these characteristics, the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics. All such discrimination is unlawful.

This promise governs all aspects of employment including selection, job assignment, compensation, corrective action, termination and access to benefits and training. All employment-related decisions will be based on objective/job-related standards.

If you have questions or concerns about any type of discrimination in the workplace, you are encouraged to bring these issues to the attention of your immediate supervisor, the HR/Organizational Development Manager or the Chief Administrative Officer. Your complaint should be specific and should include the names of the individuals involved and the names of any witnesses. You can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to corrective action, up to and including termination of employment.

2.03 REASONABLE ACCOMMODATIONS OF DISABILITIES

It is the Authority's intent to comply with the provisions of disability anti-discrimination requirements. The Authority will make reasonable accommodations for qualified applicants and employees with known disabilities if the person is otherwise qualified to safely perform all the essential functions of the position and if the accommodation does not constitute an undue hardship on the Authority. Therefore, if you feel you need reasonable accommodation to perform the essential functions of your job, contact your supervisor or the HR/Organizational Development Manager to begin an interactive process in determining the appropriateness of accommodation.

Because anti-discrimination laws require accommodations for disabled individuals, and because these accommodations must be determined on an individual, case-by-case basis, the provisions of this handbook may be disregarded in order for the Authority to avoid discrimination relative to hiring, promotion, transfer, layoff, reassignment, termination, rehire, rates of pay, leaves, fringe benefits, training opportunities, hours of work or other terms and privileges of employment. The Authority has the legal obligation to meet with the individual employee to be accommodated before any adjustment is made in working conditions.

2.04 HARASSMENT AND DISCRIMINATION

The Authority is committed to providing all of its employees with a workplace free of unlawful or prohibited harassment and discrimination. The Authority maintains a strict policy prohibiting sexual harassment and harassment on the basis of race, color, creed, national origin, ancestry, citizenship, sex, gender, sexual orientation, religion, age, mental or physical disability, military/veteran's status, political affiliation, medical condition including genetic characteristics or information, marital status, pregnancy or any other characteristic protected by federal, state or local law. It also prohibits unlawful harassment based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics. All such harassment is unlawful.

This prohibition applies to all persons involved in the operation of the Authority, including Authority employees, supervisors and managers, as well as vendors, independent contractors and the public. No employee is expected to tolerate any conduct prohibited by this policy from anyone while at work or engaged in Authority business.

2.04.01 SEXUAL HARASSMENT DEFINED

Sexual harassment prohibited by this policy includes any unwanted sexual advances, requests for sexual favors or visual, verbal or physical conduct of a sexual nature when:

- A.** Submission to such conduct is made a term or condition of employment; or submission to or rejection of such conduct is used as a basis for employment decisions affecting the individual; or
- B.** Such conduct has the purpose or effect of unreasonably interfering with an employee's work performance or creating an intimidating, hostile or offensive working environment.
- C.** The following is a partial list of conduct that would be considered sexual harassment:
 - 1. Unwanted sexual advances.
 - 2. Offering employment benefits in exchange for sexual favors.
 - 3. Making or threatening retaliation after a negative response to sexual advances.
 - 4. Visual conduct such as leering, making sexual gestures, displaying offensive, derogatory, obscene or sexually suggestive objects, e-mails, computer graphics or images, unwelcome notes or letters, photographs, cards, drawings, gestures, pictures, cartoons, calendars or posters placed on walls, bulletin boards, or elsewhere on Authority premises or circulated in the workplace.
 - 5. Verbal conduct such as making or using derogatory comments, epithets, slurs, sexually explicit jokes, negative stereotyping, comments about an employee's body or dress.
 - 6. Written communications of a sexual nature distributed in hard copy or via a computer network.
 - 7. Verbal sexual advances or propositions.
 - 8. Verbal abuse of a sexual nature, graphic verbal commentary about an individual's body, sexually degrading words to describe an individual, suggestive or obscene letters, notes or invitations.
 - 9. Physical conducts such as touching, assault, impeding or blocking movements, unwelcome physical contact or staring at a person's body.
 - 10. Retaliation for making harassment reports or threatening to report harassment.

Sexual harassment can occur between employees of the same sex. It is unlawful for males to sexually harass females or other males, and for females to sexually harass males or other females.

2.04.02 OTHER TYPES OF HARASSMENT PROHIBITED

The Authority also prohibits all other forms of harassment based on the characteristics protected by federal, state or local law, as outlined in Section 2.04. Such prohibited harassment includes, but is not limited to, the following examples of offensive conduct:

- A.** Verbal conduct such as threats, epithets, derogatory comments or slurs.
- B.** Visual conduct such as derogatory posters, photographs, cartoons, drawings or gestures.
- C.** Written communications containing statements that may be offensive to individuals in a particular protected group, such as racial or ethnic stereotypes or caricatures.
- D.** Physical conduct such as assault, unwanted touching or blocking normal movement.
- E.** Retaliation for making or threatening to make harassment reports to the Authority, or for participating in an investigation into harassment allegations.

2.04.03 COMPLAINT PROCEDURE

If you believe that you have been subjected to harassment prohibited by this policy, you should immediately tell the harasser to stop his/her unwanted behavior. You are required to immediately report the offensive behavior, preferably in writing, to your own supervisor, the HR/Organizational Development Manager or the Chief Administrative Officer.

If you become aware of harassing conduct engaged in or suffered by another Authority employee, regardless of whether such harassment directly affects you, you should immediately report that information, preferably in writing, to your own supervisor, the HR/Organizational Development Manager or the Chief Administrative Officer.

Complaints should include details of the incident(s), names of individuals involved, and the names of any witnesses. No adverse action will be taken against an employee who makes a report or cooperates in the investigation of a report of harassment. Supervisors, managers and the HR/Organizational Development Manager must immediately refer all harassment complaints to the Chief Administrative Officer.

The Authority's policy is to conduct an immediate, thorough and objective investigation of any harassment claims.

The Authority will protect the confidentiality of the harassment allegations to the extent possible. However, the Authority cannot guarantee complete confidentiality, since we cannot conduct an investigation without revealing certain information to the alleged harasser and potential witnesses. If, at the conclusion of the investigation, the Authority determines that unlawful harassment has occurred, effective remedial action will be taken in accordance with the circumstances involved. Any employee determined by the Authority to be responsible for unlawful harassment will be subject to appropriate discipline, up to, and including termination. Steps will be taken, as necessary, to prevent any further harassment. An Authority representative will advise all parties concerned of the results of the investigation.

The Authority strictly prohibits retaliation against any person by another employee or by the Authority for using this complaint procedure, reporting harassment, or for filing, testifying, assisting or participating in any manner in any investigation, proceeding or hearing conducted by the Authority or a governmental enforcement agency.

The Authority specifically prohibits conduct in violation of this policy, considers such conduct to be outside the course and scope of employment, and neither condones nor ratifies such conduct on the part of any employee, including management employees.

2.04.04 ADDITIONAL ENFORCEMENT INFORMATION

The Authority encourages all employees to report any instances of harassment forbidden by this policy immediately so that complaints can be quickly resolved. In addition to the Authority's internal complaint procedure, employees should also be aware that the federal Equal Employment Opportunity Commission (EEOC) and the California Department of Fair Employment & Housing (DFEH) investigate and prosecute complaints of unlawful discrimination and harassment in employment. Employees who believe that they have been harassed may file a complaint with the Department of Fair Employment and Housing within one year of the last date of unlawful harassment, or with the Equal Employment Opportunity Commission within 180 days of the alleged discriminatory act.

For more information, contact the HR/Organizational Development Manager, the Chief Administrative Officer or his/her designee, or the nearest office of the EEOC or DFEH. The address and telephone number of the local offices of the EEOC and DFEH are located in the telephone directory.

2.05 IMMIGRATION LAW COMPLIANCE

We are committed to full compliance with federal immigration laws and will not unlawfully discriminate on the basis of citizenship or national origin.

In compliance with the Immigration Reform and Control Act of 1986, each new employee, as a condition of employment, must complete the Employment Eligibility Verification Form I-9 and present documentation establishing identity and employment eligibility. Required documentation must be presented within 72 hours of a new employee's first report to work. Failure to present documentation within 72 hours will preclude the employee from returning to work without the required documentation. Former employees who are rehired must also complete the form if they have not completed an I-9 with the Authority within the past three (3) years, or if their previous I-9 is no longer retained or valid. Employees may raise questions or complaints about immigration law compliance without fear of reprisal by the Authority.

2.06 EMPLOYEE RELATIONS

The Employee Handbook outlines the Authority's expectations of its employees consistent with those procedures in the Authority's Administrative Procedures Manual. The Authority strives to provide competitive working conditions, wages and benefits with those offered by other employers in this industry. If employees have concerns about working conditions or compensation, they are encouraged to voice these concerns openly and directly with their supervisor or manager, the HR/Organizational Development Manager, or the Chief Administrative Officer or his/her designee.

Our experience has shown that when employees deal openly and directly with one another, the work environment can be productive, communications can be clear, and attitudes can be positive. Open communication is a "two-way street," so speak with us if you have any questions or concerns.

2.07 APPLICATION FOR EMPLOYMENT

All employees are required to fully complete the Authority's Application for Employment. We rely upon the accuracy of information contained in the employment application, as well as the accuracy of other data presented throughout the hiring process and employment. Any misrepresentations, falsifications or material omissions in any of this information or data may result in the exclusion of the individual from further consideration for employment or termination from employment if the person has been hired.

2.08 EMPLOYMENT CATEGORIES

There are employment classifications that determine your employment status and benefits eligibility. However, these classifications do not necessarily guarantee employment for any specified period of time. Your position is designated as either non-exempt or exempt. Employees in non-exempt positions are paid hourly and entitled to overtime pay as specified by federal law and other provisions of federal wage and hour laws. Employees in exempt positions are paid by salary and excluded from overtime and other specific provisions of federal wage and hour laws. You will be informed of the exempt or nonexempt status of your position upon hire.

In addition to the above classifications, each employee will belong to one of the following employment categories:

2.08.01 PROBATIONARY

A newly hired, promoted or transferred employee is considered to be a probationary employee for the initial six (6) months of actual and continuous service in that job position. During this time, management and the new employee closely evaluate the compatibility, abilities, and interest in the position. See Section 2.09 Probationary Period for more detailed information.

2.08.02 REGULAR FULL-TIME

Regular full-time employees are those who are not in a part-time, temporary or probationary status and who are regularly scheduled to work at least 40 hours per week. These employees are entitled to receive all legally mandated benefits (Workers' Compensation, State Disability, Unemployment, Medicare Insurances, and similar benefits), and are also eligible for Authority-provided benefits (retirement, health insurance, Paid Time Off (PTO), paid holidays, and similar benefits).

2.08.03 REGULAR PART-TIME

Regular part-time employees are those who are not assigned to a full-time, temporary or probationary status and who are regularly scheduled between 20 hours per week but less than 40 hours per week. These employees are not (per Administrative Procedures) eligible for Authority-provided benefits (retirement, health insurance, PTO, paid holidays, and similar benefits) except to the extent required by law.

2.08.04 TEMPORARY

Temporary employees are hired as at-will employees, on a part-time or full-time basis and for a specific period of time. Temporary employees may be hired as interim replacements to temporarily supplement the work force (i.e. peak season) or to assist in the completion of a specific project. Employment assignments in this category are for a limited duration. Although a temporary position has a defined duration, there is no guarantee that the temporary employee will be retained throughout the entire period of the assignment. The Authority also reserves the right to extend the duration of a temporary employee's appointment. Therefore, employment beyond any initially stated period does not in any way imply a change in employment status. Temporary employees retain that status unless and until notified of a change. These employees are not eligible for Authority-provided benefits (health insurance, PTO, paid holidays, and similar benefits) except to the extent required by law.

2.09 PROBATIONARY PERIOD

All new or rehired employees work on a probationary status for a period of 6 months of actual and continuous service following their initial employment. The probationary period is intended to give you, as a new employee, the opportunity to demonstrate your ability to achieve a satisfactory level of performance and to determine whether the new position meets your expectations. This period is used to evaluate your capabilities, work habits, and overall performance.

Employees who are promoted or transferred must also complete a new probationary period of six (6) months of actual and continuous service with each reassignment to a new position. Benefits, eligibility and employment status do not change during the secondary probationary period that result from a promotion or transfer within the Authority.

Any significant absence (30 days or more) will extend the probationary period by the length of the absence. Periods of time on paid or unpaid leave of one work week or more shall automatically extend the probationary period until the successful completion of the probationary period. If the Authority determines that the designated probationary period does not allow sufficient time to thoroughly evaluate your performance, the probationary period may be extended for an additional six (6) month period at the Chief Administrative Officer's discretion. Upon satisfactory completion of the initial probationary period, employees enter the "regular" employment classification.

2.10 PERFORMANCE EVALUATIONS

We all strive for a common goal of excellence; therefore the informal evaluation (and possible discussion) of your performance is an ongoing process. In addition, formal performance reviews are conducted on a regular basis. The purpose of these appraisals, or evaluations, is to let you know those areas in which you have performed well, in addition to areas where improvement is needed to meet the established standards.

We will endeavor to conduct a written appraisal of your performance on or about the completion of your probationary period. Subsequent performance evaluations will be conducted on or about the anniversary date of your classification as a regular employee. Performance reviews may also be conducted at other times during your employment. It is important to note that while merit increases based on performance may occur, satisfactory performance reviews do not guarantee increases in salary, promotions or continued employment. Salary increases, promotions, and continued employment will be determined by other factors, in addition to performance.

Evaluations will be reviewed in a private meeting between you and your supervisor. You will see the evaluation, have the opportunity to add written comments, sign the evaluation, and receive a copy. You are welcome to discuss your evaluation further, if you wish.

This formal review is not necessarily the only time job performance is discussed. If you have any questions about how you are doing, or what you can do to improve your performance, please ask us to discuss this with your supervisor in private.

2.11 WORK SCHEDULES

Administrative office hours are from 8:00 a.m. to noon and 1:00 p.m. to 5:00 p.m. Monday through Friday, however, work schedules for employees vary throughout our organization. Field operations hours will vary depending on assignment, season, etc. Staffing needs and operational demands may necessitate variations in starting and ending times, as well as changes in the total hours that may be scheduled each day and week. Your supervisor will notify you of your work schedule.

2.12 ACCESS TO PERSONNEL FILES

Personnel files are the property of the Authority and access to the information they contain is restricted. Generally only members of management staff of the Authority, who have a legitimate reason to review information in a personnel file, are allowed to do so. If you wish to review your own personnel file, you may do so with reasonable advance notice, and in the presence of authorized management personnel.

2.13 INFORMATION CHANGES

It is your responsibility to promptly notify us of any changes in important information such as name, address, telephone number and person(s) to be notified in case of an emergency. Other information such as changes in marital status or dependents may affect the number of exemptions claimed for income tax withholding purposes and/or benefits.

2.14 SECURITY INSPECTIONS

It is our policy to maintain a work environment that is free of illegal drugs, alcohol, firearms, explosives, or other improper materials. To this end, the possession, transfer, sale, or use of such materials on its premises or within Authority vehicles or equipment is strictly prohibited. We ask for the cooperation of all employees in administering this policy. Vehicles, lockers, desks, furniture and other storage areas or devices may be provided for the convenience of employees, but remain the sole property of the Authority. Accordingly, they, as well as any articles found within them, can be inspected by any agent or authorized representative of the Authority at any time with or without prior notice.

2.15 EMPLOYMENT SEPARATION

We hope you find your employment relationship with the Authority rewarding and satisfying. However, separation of employment is an inevitable part of the personnel activity within any organization. Upon separation, all Authority property, including keys, pagers, uniforms, handbooks, manuals, cell phones, safety equipment and other Authority items and documents, must be returned. Management may schedule an exit interview as part of your separation from the Authority. This interview will allow you to communicate your views on the work experience with the Authority including the job requirements, general operations, and training needs.

Below are examples of the more common circumstances under which employment is separated:

2.15.01 RESIGNATION

Resignation is defined as employment separation initiated by an employee who chooses to leave the Authority voluntarily. Resigning employees must submit a written Notice of Resignation (available from your supervisor) and are asked to give no less than two (2) weeks' notice. Supervisors and employees in key positions are expected to provide four (4) weeks written notice of their intention to resign employment. This advance notice does not include PTO or any other compensated or non-compensated working time.

Circumstances may exist where the Authority, in its sole and absolute discretion, may exercise its right to accept a resignation immediately or to accelerate the final date of employment. Whether the date designated by the employee or a date selected by the Authority becomes the employee's last day of work, the employee's personnel records will normally indicate voluntary resignation.

Employees who fail to report to work for three (3) consecutive work shifts without proper notification will be considered to have abandoned their job and to have voluntarily resigned from the Authority.

2.15.02 TERMINATION

Employment separation initiated by the Authority either during or after the probationary status. The Authority has high expectations concerning the conduct and performance of its employees—our customers and members of the public deserve no less. In the event your performance does not satisfy our expectations, or should your actions violate our Code of Conduct (Section 3.01), the Authority may initiate termination proceedings.

Probationary and Temporary Employees are employed at-will. They may be released at -will, with or without cause and with or without notice at any time during the probationary period.

Employees (except Temporary Employees) who have successfully completed their probationary period are considered Regular Employees. Regular Employees may be released from employment according to the procedures outlined in Section 5.7 of the Authority's Administrative Procedures as adopted by the Board of Directors and summarized in this Handbook.

Prior to reaching a final administrative determination as to whether to terminate a regular employee's employment, the employee will be given a written statement concerning the grounds for the proposed termination. The employee will be given an opportunity to meet with the immediate supervisor and the Chief Administrative Officer to discuss allegations against him or her. Alternatively, the employee may choose to respond to the allegations by preparing a written response. The Chief Administrative Officer must receive any such written response within five (5) days of when the employee received the notice of proposed termination. Upon review of the allegations and the employee's response, should the Chief Administrative Officer determine that there is an insufficient basis for terminating the employee's employment; the Chief Administrative Officer shall notify the employee in writing that the proposed termination is being withdrawn. Should the Chief Administrative Officer determine that there are sufficient grounds for terminating the employment of the employee, the Chief Administrative Officer shall notify the employee in writing of the reasons and effective date for the termination.

Regular employees who disagree with the decision to terminate their employment may appeal that decision to the Authority's Board of Directors. Any such appeals must be in writing and received by the Authority's Chief Administrative Officer on behalf of the Board of Directors no less than ten (10) days following the date on which the employee received the Notice of Termination. All timely appeals should be referred to the Board of Directors which will conduct a hearing. The hearing shall be scheduled within thirty days of the date the employee's written appeal was received by the Chief Administrative Officer.

The administration of the Authority shall retain the burden of proof that sufficient grounds exist to justify the employee's termination, although technical rules of evidence shall not apply. The inquiry of the Board of Directors shall be whether the greater weight of the evidence supports the determination of the administration that the employee's employment should be terminated.

Should the Board of Directors determine that there was an insufficient basis for terminating the employee's employment, the employee shall be immediately reinstated with back pay, less any income the employee earned in mitigation. Should the Board of Directors determine that there was a sufficient basis for terminating the employee's employment, the Board of Directors shall so inform the employee in writing of its decision within thirty days of the date of the determination.

2.15.03 LAYOFF/REDUCTION IN WORKFORCE

Layoff/reduction in workforce is defined as involuntary employment separation initiated by the Authority. Under some circumstances, the Authority may need to restructure or reduce its workforce. If it becomes necessary to restructure our operations or reduce the number of employees, we will attempt to provide advance notice, if possible, so as to minimize the impact on those affected. If possible, employees subject to restructure or reductions will be informed of the

nature and the foreseeable duration of the restructure or reduction, whether short-term, long-term or permanent.

In determining which employees will be subject to a restructure or reduction, the Authority will take into account, among other things, operational requirements, the skills, productivity, ability and past performance of those involved and also, where feasible, the employee's length of service.

2.15.04 RETIREMENT

Retirement is defined as employee initiated voluntary retirement from active employment. Employees who would like to discuss retirement are encouraged to do so with management. Retiring employees are asked to provide the same notification required of employees who voluntarily resign.

2.16 REHIRING PAST EMPLOYEES

If you voluntarily leave the employment of the Authority in good standing, and after having provided proper notice, your personnel records will indicate that you are eligible for rehire if you should seek employment with us in the future. Employees who are involuntarily terminated, whose work record is unsatisfactory, or who do not provide proper notice will generally not be considered eligible for rehire for any position within the Authority.

2.17 EMPLOYMENT REFERENCE CHECKS

The Authority is extremely concerned about the accuracy of information provided to individuals outside the Authority regarding current or former employees. Any inquiries, which are received either by telephone or in writing regarding a present or past employee, are to be referred to the HR/Organizational Development Manager, or his/her designee, for proper handling. No other employees of the Authority may provide (either on- or off-the-record) any information regarding current or former employees.

2.18 PARKING

Each employee is to park in an approved space near the office or work site. It may be necessary for certain employees to park at public or street parking. You are responsible to find appropriate locations for your personal vehicles. Your supervisor can assist in directing you to the closest parking areas. Please keep in mind that if you are given a parking citation for illegal or overtime parking, you will be responsible for any fines, towing or other related expenses. Lock your car at all times. The Authority cannot be responsible for anything that happens to your car or belongings while you are at work.

Employees provided with a parking permit must comply with the provisions of the policy associated with the permit or parking lot regulations.

2.19 BULLETIN BOARDS AND POSTING REQUIREMENTS

The Authority posts certain required notices in each primary work location in a conspicuous location frequented by employees and where employees may easily read the notices during the workday. Please contact your immediate supervisor if you have questions about where to locate these postings.

2.20 MEDIA RELATIONS

It is the Authority's policy to cooperate with news media inquiries and communicate truthfully with the media regarding Authority-related matters that are appropriate for public knowledge. The Chief Administrative Officer is responsible for all releases to and inquiries from communication media (press, radio, television, etc.). All inquiries shall be referred to her/his office. No statement that involves the Authority, its policies or employees is to be released verbally or in writing without clearance by the CAO or her/his designee.

Courtesy and common sense should always be used in dealing with reporters. If a reporter seeks information or requests an interview, politely refer her/him to the CAO. If appropriate, ask the reporter's name, the name of the publication or television or radio station, a telephone number, and the topic that they wish to discuss. This information will help the CAO effectively respond to the request for interview.

Inquiries regarding the Authority or department matters are to be referred to a Management Staff member.

CHAPTER 3 EMPLOYEE CONDUCT AND WORK RULES

3.01 CODE OF CONDUCT

To assure orderly operations and provide the best possible work environment, we expect all employees to follow the rules of conduct listed below, that will protect the interests and safety of you, your co-workers, members of the public and the Authority. It is, of course, not possible to list all the forms of behavior that are considered unacceptable in the workplace. Accordingly, conduct that is unacceptable in the Authority's opinion, whether specifically listed below or not, may result in corrective action up to and including termination.

- A.** Theft or inappropriate removal or possession of property
- B.** Dishonesty or unlawful conduct
- C.** Falsification of timekeeping records
- D.** Working under the influence of alcohol or illegal drugs
- E.** Possession, distribution, sale, transfer, or use of alcohol or illegal drugs in the workplace, while on duty, or while operating employer-owned vehicles or equipment
- F.** Fighting or threatening violence in the workplace
- G.** Boisterous or disruptive activity in the workplace
- H.** Negligence or improper conduct leading to damage of Authority-owned or public property
- I.** Insubordination or other disrespectful conduct
- J.** Violation of safety or health rules
- K.** Sexual or other unlawful harassment or discrimination
- L.** Possession of dangerous or unauthorized materials, such as explosives, firearms, or weapons, in the workplace
- M.** Excessive absenteeism or absence without notice
- N.** Unauthorized absence from work station during the workday
- O.** Unauthorized use of telephones, fax machines, mail system, copiers, computers, or other Authority-owned equipment
- P.** Unauthorized disclosure of business "secrets" or confidential information
- Q.** Violation of personnel policies or unsatisfactory performance or conduct

3.02 CORRECTIVE ACTION

The Authority will ordinarily give notice of problems with conduct or performance in order to provide an opportunity to correct those problems. This may include verbal counseling, written counseling, or suspension as appropriate for the specific situation. Certain conduct or performance problems may result in termination even for the first offense.

3.03 ATTENDANCE AND PUNCTUALITY

To maintain a safe and productive work environment, the Authority expects all employees to be reliable and to be punctual in reporting for scheduled work. Absenteeism and tardiness place a burden on other employees and on working operations. In the event that you become aware of an anticipated tardiness or absence please notify your supervisor or the HR/Organizational Development Manager as soon as possible, and no later than one (1) hour prior to the beginning of your scheduled shift. If it is before or after normal working hours, you should notify your supervisor by leaving a message with a return number.

Excessive absenteeism (*excused or not*), including early departures, will not be tolerated and may result in counseling or corrective action, up to and including termination of employment. Each situation of excessive absenteeism or tardiness shall be evaluated on a case-by-case basis. Employees who fail to report for work without any notification to management for a period of three (3) consecutive work-shifts, will be considered to have abandoned his/her employment and have voluntarily resigned.

3.04 PERSONAL APPEARANCE

Dress, grooming, and personal cleanliness standards contribute to the morale of all employees and affect the business image the Authority presents to Board members, regulatory agency representatives, clients and visitors. Work attire and grooming standards should complement an environment that reflects an efficient, orderly, and professionally operated business.

You are to dress conservatively, in good taste, and in accordance with the requirements of your position, including any health and safety equipment. Appropriate dress and grooming includes neat, clean, professional office attire. Extreme styles that are non-professional, overly casual, or distracting and do not conform to traditional business dress codes are not acceptable.

The Authority does not permit employees to wear visible body piercings, with the exception of conventional piercings in each earlobe. Any non-conforming piercing shall be removed, covered with a bandage, or replaced with a clear, plastic spacer. The Authority shall make additional exceptions, which may be required as a result of a legitimate religious accommodation.

If you have any questions as to what constitutes proper attire and grooming, ask your supervisor or division manager. Employees who appear for work inappropriately dressed, or wearing clothing that constitutes a safety hazard, will be sent home and directed to return to work in proper attire. Under such circumstances, employees will not be compensated for the time away from work.

3.05 USE OF AUTHORITY EQUIPMENT

Equipment essential in accomplishing job duties is often expensive and may be difficult to replace. When using Authority property, employees are expected to exercise care, perform required maintenance, and follow all operating instructions, safety standards, and guidelines.

Please notify your Supervisor if any equipment, machines, or tools appear to be damaged, defective, or in need of repair. Prompt reporting of damages, defects, and the need for repairs can prevent deterioration of equipment and possible injury to employees or others. Your supervisor can answer any questions about an employee's responsibility for maintenance and care of equipment used on the job.

The improper, careless, negligent, destructive, or unsafe use or operation of equipment can result in corrective action, up to and including termination of employment.

3.06 AUTHORITY PROPERTY

Employees are responsible for all property, materials, or written information issued to them or in their possession or control. All Authority property, including keys, desks, storage areas, work areas, lockers, file cabinets, desk or portable computer systems, office and cellular telephones, modems, facsimile machines, copy machines and Authority vehicles and equipment must be kept clean, neat and maintained in good working order. All Authority property may be used only for business purposes. Employees who lose, misuse or misappropriate Authority property may be subject to corrective action up to and including termination of employment. You must return all Authority property immediately upon request or upon separation of employment. The Authority may take all action deemed appropriate to recover or protect its property.

The Authority reserves the right to inspect all Authority property to ensure compliance with its rules and regulations, without notice to the employee and at any time, not necessarily in the employee's presence. Prior authorization must be obtained before any Authority property may be removed from the premises.

3.07 SMOKING

For health, safety, and business considerations, employees are discouraged from smoking. Secondhand smoke can be harmful to nonsmokers as well as smokers. Smoking is not permitted on Authority premises or in Authority vehicles. Employees who wish to smoke may do so in designated areas only.

3.08 DRUG AND ALCOHOL USE

The Authority is committed to providing a drug-free, healthy, and safe workplace. To promote this goal, all employees are required to report to work fit to perform their jobs in a satisfactory manner. While on Authority premises and while conducting business-related activities off the Authority premises, no employee may use, possess, distribute, sell, or be under the influence of alcohol or engage in the unlawful manufacture, sale, purchase, distribution, possession or use of illegal drugs.

Violations of this policy may lead to corrective action, up to and including immediate termination of employment, and/or referral to a substance abuse rehabilitation or treatment program.

The legal use of prescribed drugs is permitted on the job only if it does not impair the employee's ability to perform the essential functions of his/her job effectively and in a safe manner that does not endanger other individuals in the workplace.

3.08.01 REASONABLE SUSPICION/POST ACCIDENT DRUG AND ALCOHOL TESTING

When there is reasonable evidence to suspect any employee has reported to work in an impaired condition, or is working under the influence, the employee may be subject to drug and alcohol screening. This type of drug or alcohol screening is called "reasonable suspicion" testing. In addition, "post-accident" testing may be required following accidents involving property damages estimated at more than \$100, fatalities, or personal injuries that require medical treatment. Refusal to submit to such screening will be considered an act of insubordination with disciplinary consequences. Further information on the Authority's drug and alcohol testing policies and procedures are available in the Authority's Administrative Procedures Section 5.3 – "Drugs and Alcohol".

Employees with any questions on this policy, or issues related to substance abuse in the workplace are encouraged to talk with their supervisor, the HR/Organizational Development Manager, or the Chief Administrative Officer.

3.09 USE OF AUTHORITY VEHICLES

Use of Authority vehicles for personal transportation or unapproved use is prohibited unless authorized in writing by the Chief Administrative Officer. On call employees shall have use of an authorized vehicle during the entire on call period. Only authorized passengers shall be transported in Authority vehicles. Employees not allowed to operate motor vehicles within the State of California due to suspension or termination of driving privileges are prohibited from using Authority vehicles.

3.10 TRAVEL AUTHORIZATION

All business-related travel outside of the County of Monterey must receive advance written authorization. A request for travel should specify all relevant information concerning, as appropriate, including destination, mileage, event registration, lodging reservation, and travel reservation(s). Attendance at conferences or events outside the state will be considered only if the function was requested and included in the fiscal year budget. The Authority may not reimburse expenses for travel which has not been preauthorized.

3.11 INFORMATION/COMMUNICATION SYSTEMS

3.11.01 CELL PHONE USE

If provided with an Authority cell phone, employees are required to reimburse all costs determined to be for personal use.

3.11.02 INFORMATION AND COMMUNICATIONS SYSTEMS SECURITY POLICY

The Authority's computer, phone, and other electronic systems are important assets and have been installed to facilitate business communications. All electronic information created by any employee using any means of Electronic Communications Resources is the property of the Authority and remains the property of Authority. Personal passwords may be used for purposes of security, but the use of a personal password does not affect the Authority's ownership of the electronic information. The Authority will override all personal passwords if necessary for any reason.

In keeping with this intention, the Board of Directors adopted Resolution No. 2006-49 which approves the Information and Communications Systems Security Policy. The Policy describes the standards for security, administration, and appropriate usage of computers, networks, workstations, and associated peripherals, software, telephones, cellular phones, PDAs and voice mail and messaging systems owned or leased by the Authority. The Authority reserves the right to access and review electronic files, messages, mail, and other digital archives, and to monitor the use of electronic communications as necessary to ensure that no misuse or violation of Authority policy or any law occurs. Therefore, employees should not assume that such information is confidential or that access by the Authority or its designated representatives will not occur.

Employees are not permitted to access the electronic communications of other employees or third parties unless directed to do so by Authority management. No employee may install or use anonymous e-mail transmission programs or encryption of e-mail communications, except as specifically authorized by the Finance Manager.

3.11.03 PERSONAL CELL PHONES AND PAGERS

The use of personal cellular phones and pagers can be a problem while working. The use of these devices is distracting and can portray a negative image to any individual (management, coworkers, members of the public, vendors and guests) who may see employees using such devices while at work. You are asked to not use such devices while working and are encouraged to instead give out the Authority's main phone number to be used in emergencies.

3.11.04 MAIL AND POSTAGE USE

Please do not have any personal mail sent to the Authority. The use of Authority paid postage, Federal Express or UPS accounts for personal mail or deliveries is not permitted.

3.12 SUPPLEMENTAL EMPLOYMENT

We have no objection to you holding another job, provided you can effectively meet the performance standards for your position with the Authority, that such employment does not result in overtime obligations, and that the additional position does not conflict with the interests of the Authority or reflect adversely upon it. If you have/desire supplemental employment, we ask that you inform management to discuss the appropriateness and to avoid potential conflicts of interest of such employment. All employees will be held to the same standards of performance and scheduling demands. Exceptions cannot be made for employees who choose to maintain supplemental employment.

3.13 PROBLEM SOLVING

It is the desire of the Authority to provide a method for employees to register complaints or problems concerning working conditions, and the interpretation or application of policies and procedures. Efforts will be made to provide employees an opportunity to raise their questions or problems in confidence.

Through the following procedure, the Authority will make diligent efforts to investigate and settle an employee's problem on a fair and equitable basis. This problem solving procedure in no way changes the fact that, for management staff, employment is at will and may be terminated at any time, by the employee or the Authority. Further, the Authority retains the sole discretion to deviate from or disregard, in whole or in part, any provision(s) of this policy.

For purpose of this policy, a "problem" shall be defined as any dispute between the Authority and an employee concerning and term or condition of employment or the employee's termination of employment. Written policies or regulations are conditions of employment and are not themselves subject to challenge. Any matter not resolved under this policy shall be submitted to binding arbitration in accordance with the terms and provisions of the Authority's Alternate Dispute Resolution Policy.

There are several important goals to the Authority's problem solving procedures, including:

- To ensure all employees are treated with consideration and fairness.
- To ensure all employees understand they have been treated with consideration and fairness.
- To enable the Authority to handle employees' problems and complaints in a timely manner.

It is the responsibility of the Manager/Supervisor to listen and resolve employee problems. The following guidelines should be considered:

- Be alert to the usual causes of employee problems and complaints.
- Do not knowingly violate any the Authority personnel policies and procedures in the Employee Handbook or this Manual.
- Let employees know how they are performing on a regular basis.
- Correct minor problems promptly.
- Encourage constructive suggestions.
- Assign work and schedule employees impartially.
- Provide an explanation for your directives.
- Be consistent.
- Explain change.
- Act as soon as possible on requests.
- Avoid showing favoritism.
- If corrective action is to be taken, do so privately.

All current regular and probationary employees, and any regular employee involuntarily terminated, may utilize the problem solving procedure. No problem will be considered which is presented later than thirty (30) calendar days after such incident has occurred. Exceptions in the form of extensions to this policy will be considered on a case-by-case basis. There are four (4) steps in the problem solving procedure. These steps will be taken in order until the complaint is resolved.

The Authority encourages that all complaints and problems be handled at the department level.

However, the following exceptions are recognized as instances in which an employee may file a written complaint with the CAO without first meeting with the supervisor or Department Manager:

1. If the employee reasonably suspects or has proof that a federal or state law is being violated or is about to be violated.
2. If the problem directly involves either the Supervisor or Manager and the employee can reasonably demonstrate that their Supervisor or Manager may not be able to deal objectively with the situation.

The employee and each management level designated in the following steps should be present in problem solving meetings unless the complaint or problem pertains to unlawful harassment and directly involves a Manager/Supervisor. Most problems should be resolved in Steps I or II.

If the problem directly involves the CAO, the employee and the CAO shall first attempt to resolve the matter informally. This shall include the use of a neutral third party mediator. If the matter cannot be resolved informally, the employee may submit a request for arbitration according to the provisions of the Alternate Dispute Resolution Procedure, policy # 235.

STEP I – Supervisor

An employee having a complaint concerning his or her employment, should discuss the matter with his/her supervisor first. The employee and supervisor should try to effect a settlement at this stage. It is of the utmost importance that in all instances the supervisor verbally notify the employee of the action to be taken to correct the situation. If the supervisor believes no action is warranted or possible, the employee should receive a verbal explanation as to the reasoning of such decision. The supervisor must document the complaint and action taken for the employee's file. Generally the supervisor should provide a verbal reply to the employee within three (3) to five (5) working days.

If, after discussion, the problem is not resolved, and the employee wishes further review, the employee will be provided a PROBLEM SOLVING SUBMISSION FORM (see ATTACHMENT) and advised by the supervisor to submit the form to the appropriate Department Manager within ten (10) working days. The supervisor should advise the employee that assistance in filling out the Problem Solving Submission Form is available, and arrange for such assistance through the Human Resources Department, if the employee desires.

Meanwhile, the supervisor will fully inform the Management Staff member of all details (including written documentation) of Step I. If the supervisor is a Management Staff member at Step I, Step III is to be followed. The supervisor should document their understanding of the circumstances and note the content of the discussion in the Step I meeting.

STEP II - Department Manager

The Department Manager will fully inform the CAO of all details (including written documentation) of Step I and discuss the most appropriate method(s) of responding to the Problem Solving Submission Form. Within five (5) working days (or as soon as reasonably possible) of receipt of the Problem Solving Submission Form, the Department Manager will arrange a meeting with the employee and the supervisor to discuss the problem. The meeting should be documented carefully.

After assessing the problem and formulating a solution, the Department Manager will orally communicate it to the employee, generally within three (3) to five (5) working days following the meeting. This will ordinarily end the problem solving procedure.

If the employee is not satisfied with the proposed solution, the Department Manager will then advise the

employee of the next step available in the process. The Department Manager will refer the problem to the CAO, as described in Step III.

STEP III - CAO

Within five (5) working days of formal notification of the Step III problem, the CAO will arrange for a meeting with the employee and involved parties. The arranged meeting should be scheduled to take place within 15 working days unless it is determined that additional time is required under the circumstances.

Prior to the meeting with the employee, the CAO will meet with the Department Manager and Supervisor and review the written problem submitted including documented results of Steps I and II. The CAO may interview other employees, and involved parties as indicated. After completing his/her review and investigation of the problem, the CAO will prepare a written decision to be presented at the previously arranged meeting with the employee and involved parties.

STEP IV - Decision

If the employee chooses to appeal the CAO's decision, he/she is required to resolve the matter in final and binding arbitration in accordance with the terms and provisions of the Authority's Alternate Dispute Resolution policy #235

NON-RETALIATION

It is the intention of the Authority to be as fair and as impartial as possible in the application of this procedure. No employee will be discriminated or retaliated against, or in any way penalized for using this procedure. Moreover, appropriate disciplinary action will be taken against any individual who violates the understanding of Non-Retaliation.

CHAPTER 4 EMPLOYEE BENEFITS

4.01 GENERAL

Eligible employees at the Authority are provided a wide range of benefits. A number of the programs (such as Workers' Compensation, State Disability, and Unemployment Insurance) cover all employees in the manner prescribed by law.

In addition, the following benefit programs are also available to eligible employees: Paid Time Off (PTO), Paid Holidays, Flex Leave Compensation Plan, a Section 457 Defined Compensation Plan, Medical Insurance, and Short and Long-Term Disability Insurance.

The HR/Organizational Development Manager can assist you in determining which benefits you are eligible for, and can also provide further information regarding these benefits.

4.02 HEALTH INSURANCE

The Authority will provide employees with health and welfare benefits consistent with the Authority's economic resources and the Board's desire to fairly compensate as well as attract and retain quality employees and in accordance with any applicable state or federal laws.

Regular or probationary employees regularly scheduled for 20 or more hours each week in non-temporary positions are provided with a plan that includes medical, vision, dental, long-term disability and life insurance coverage. Eligibility begins on the first day of the month following the date the completed Health Benefits Enrollment is received by human resources. Part-Time Employees working more than 20 hours per week but less than full time shall contribute a portion of the premiums per month at an amount established by the Board of Directors or a Memorandum of Understanding.

Temporary Employees are not eligible for health insurance benefits except to the extent required under state or federal law

A plan booklet will be forwarded to employees as they become eligible for coverage under these plans. These benefits and the portion of the premium paid for dependent coverage are subject to change periodically at the Authority Board's discretion. Additional information can also be requested from the HR/Organizational Development Manager.

4.03 LIFE INSURANCE

The Authority also provides eligible regular and probationary employees with life insurance benefits. Non-management employees are eligible for a \$50,000 life insurance policy. Management employees are eligible for a policy equal to their annual salary, up to policy maximum. Employees must work a full month after the date of hire before they are eligible for this benefit. Additional details about these life insurance benefits are available from the HR/Organizational Development Manager.

4.04 CAFETERIA PLAN

Eligible employees can opt, through a payroll deduction, to set aside pre-tax monies for expected benefit options (example: employer sponsored but employee paid health insurance premiums, such as the partial employee premium for less than full time employees and the full dependent premium), out-of-pocket medical expenses, and dependent care costs, such as childcare, and supplemental insurance premiums. Employees who 1) are a minimum of 18 years of age, 2) have completed 30 consecutive days of employment, and 3) continue to work at least 20 hours per week are eligible to enroll in the program on January 1 of each year. Employees must work a full 30 days before the January 1 enrollment date to be eligible. Additional information will be provided to you and information is available from the HR/Organizational Development Manager.

4.05 PAID TIME OFF (PTO)

The Authority provides PTO benefits to regular employees who regularly work 20 or more hours per week. Part-time employees working less than 20 hours per week and all temporary employees are not eligible for PTO.

PTO can be used for such things as vacation, sick leave, family leave, etc. Employees begin PTO accrual upon hire, and the employee may request PTO upon successful completion of their probationary period.

Eligible employees with regular work schedules of less than 40 hours per week, receive PTO on a pro-rata basis based on the percentage of full-time they are actually assigned to work. PTO is earned at a rate equivalent to the actual number of hours the employee is regularly assigned to work per day up to a maximum of forty (40) hours per week. The amount of PTO earned by employees increases each year with the length of their employment as shown below. Requests for time off more than 180 days in the future will not be considered.

<i>Employment Year</i>	<i>Days accrued per year</i>	<i>Hours accrued per biweekly pay period</i>
1 st year	22	6.77 hours/pay period
2 nd year	23	7.08 hours/pay period
3 rd year	24	7.39 hours/pay period
4 th year	25	7.70 hours/pay period
5 th year	26	8.01 hours/pay period
6 th through 10 th year	27	8.31 hours/pay period
11 th through 15 th year	29	8.92 hours/pay period
16 th through 17 th year	30	9.23 hours/pay period
18 th through 19 th year	31	9.54 hours/pay period
20 th through 24 th year	32	9.85 hours/pay period
25 th through retirement	33	10.15 hours/pay period

*The above PTO accrual reflects an employee who regularly works 40 hours per week. Part-time employees who work 20 hours per week would earn ½ of the above schedule.

The length of eligible service is calculated on the basis of an anniversary year. This is the 12-month period that begins when the employee completes his/her probationary period. An employee's benefit year may be extended for any significant leave of absence at the Authority's discretion.

Individuals who were City of Salinas employees assigned to the Authority prior to July 1, 2004, shall accrue PTO commencing at their initial date of employment.

PTO can be used in minimum increments of one (1) hour for non-exempt employees and full days for exempt employees. To take PTO, employees should request approval from their supervisor. Requests will be reviewed based on a number of factors, including business needs and staffing requirements. PTO is paid at the employee's adjusted hourly pay rate at the time it is taken. It does not include overtime or any special forms of compensation such as incentives or bonuses.

An employee may request payment of accrued PTO hours. The maximum annual PTO cash payment in a calendar year is 10 days (80 hours) for employees with less than 20 years of service and 15 days (120 hours) for over 20 years of service. Employees requesting a cash out must have taken at least 10 days (80 hours) of leave during the preceding 12-month period to receive a cash payment of PTO.

Accrued PTO hours shall be limited to the maximum established in the Memorandum of Understanding. An employee who exceeds the maximum hours will receive a payment equal to forty (40) hours of the employee's current base hourly rate in the regular pay check following the date when the maximum was exceeded, regardless of previous PTO used or taken in the preceding calendar year. In lieu of payment, an employee may submit a leave request for forty (40) hours of PTO or may elect to donate forty (40) hours to the Paid Time Off Donation Program.

If PTO is used for illness or injury, the following provisions apply:

- A. Failure to follow reporting procedures outlined in the Section 3.03 Attendance and Punctuality may result in an unexcused absence;
- B. A doctor's certificate may be required as proof of need for absence of three or more days and to medically release you to return to work;
- C. Up to one-half of the current year's PTO accrual can be used for the injury or illness of the employee's child, parent, spouse, domestic partner or domestic partner's child.

4.06 PAID TIME OFF DONATION PROGRAM

In the unfortunate event that an employee is required to take an extended period of time off for either his/her own serious illness or family emergency, other employees may opt to donate or transfer accrued PTO that she/he has in excess of forty (40) hours. Donations can be made by filling out a PTO Request Form and forwarding it to the HR/Organizational Development Manager. Payroll will confirm your hours and make the transfer to the PTO Leave Bank.

To qualify for reception of donated PTO, the employee must have a need in excess of their current PTO balance. If you would like to apply for a PTO transfer under this program, contact the HR/Organizational Development Manager.

4.07 HOLIDAYS

The Authority recognizes the following holidays. The landfill and transfer stations will be closed on those holidays marked with a (*):

New Year's Day *	January 1st
Martin Luther King Jr. Day	Third Monday in January
Lincoln's Birthday	February 12
Presidents' Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day *	July 4th
Labor Day	First Monday in September
Veteran's Day	November 11th
Thanksgiving Day *	Fourth Thursday in November
Day after Thanksgiving	Fourth Friday in November
Christmas Eve Day	December 24th
Christmas Day *	December 25th

Employees are also granted one Floating Holiday to be used at employee's discretion subject to approval. The first time an employee uses a full day of eight (8) PTO hours will be considered an employee's election to use his/her Floating Holiday.

Easter Sunday will be recognized as a holiday for any employee whose regular work schedule includes Sundays.

All holidays listed above will be observed on the day designated by federal proclamation, subject to applicable restrictions. If a holiday falls on a Saturday, it is observed on the previous Friday. If a holiday falls on a Sunday, it is observed on the following Monday. The above schedule may be modified in years in which an obvious opportunity exists to optimize or group holidays with weekends.

All regular full and part-time, non-exempt employees who **work** on a designated holiday will receive holiday pay at their regular rate of pay (as of the date of the holiday), for the number of hours worked, *in addition* to receiving their holiday pay.

All regular full and part-time, non-exempt employees who **do not work** on a designated holiday, will receive holiday pay at their regular rate of pay (as of the date of the holiday) times the number of hours that employee is scheduled to work.

Employees must work the last scheduled day before a holiday and the first scheduled working day following the holiday to be eligible for pay. If an employee has a preapproved and/or excused absence on a holiday, the supervisor may authorize providing holiday pay in lieu of reducing an employee's paid absence (e.g., PTO).

PTO for holidays will not be counted as hours worked for the purposes of determining overtime.

4.08 SECTION 457 DEFERRED COMPENSATION PLAN

The Authority currently provides a 457(k) Plan to all eligible employees. This plan allows employees to have pre-tax salary deductions placed into a tax-deferred account. Saving money through the plan can reduce your tax burden now even as you set aside income for retirement. Upon eligibility, you will be provided further details.

4.09 CalPERS RETIREMENT PLAN

Retirement for Current Members - For employees hired after 1/1/2013 who are CURRENT MEMBERS of CalPERS or a reciprocal agency as of 12/31/12 and have not been separated from service from such agency for six months or more, the retirement benefit shall be 2 % @ age 55; 1 year final compensation. The Authority pays the employee's full contribution portion of 7%, which is subject to change based on the current MOU. The Authority does not participate in Social Security; thus, employees do not bear this additional 6.2% expense.

Retirement for New Members - For employees hired 1/1/2013 or later and who ARE NOT a member of CalPERS or a reciprocal agency as of 12/31/12, or those who have been separated from a public agency which contracts with CalPERS or a reciprocal agency for six months or more, the retirement benefit shall be 2% at age 62; 3 year final compensation. The Authority pays the employee's full contribution portion of 6.25% until the expiration of the current MOU on 07/01/14. The Authority does not participate in Social Security; thus, employees do not bear this additional 6.2% expense.

This summary is for general information purposes only. If you have prior service credit with another agency or within agencies, please contact CalPERS at (888) 225-7377 to determine which retirement Tier you would be eligible. CalPERS is governed by the Public Employee's Retirement Law and the Alternate

Retirement Program provision in the Government Code, together referred to as the Retirement Law. The Retirement Law is complex and subject to change. If there's any conflict between this summary and the law, the law will prevail over this summary.

4.10 SOCIAL SECURITY

The Authority does not participate in Social Security.

4.11 MEDICARE

The Authority and employee each contribute a percentage of earnings for Medicare as required by law.

4.12 PHYSICAL FITNESS/WELLNESS PROGRAM

Regular employees are eligible for reimbursement of up to \$500 per year for actual costs of individual participation in a health or fitness club, subject to the following conditions:

- A. Reimbursement shall not exceed \$500 per calendar year, per employee.
- B. Reimbursement shall only be for employee health club costs.
- C. Reimbursement requires the submission of actual receipts by December 16 for that reimbursement year; to be payable on the last payroll of the calendar year.

Misuse of the physical fitness reimbursement can result in immediate termination of the benefit.

4.13 TUITION REIMBURSEMENT

If qualified and interested, regular, full-time employees are encouraged to advance job-related skills and education through the Authority's tuition reimbursement program. Reimbursement is limited to not more than \$500 per person per fiscal year. Courses of instruction must be job-related and approved in advance of registration by management. You must be employed by the Authority during the entire length of the educational course or program to be eligible for reimbursement. Requests for continuing education should be submitted in writing to management and include the following information:

- A. Description of the course and its relevance to the employee's work performance or career development
- B. Dates of enrollment
- C. Costs of tuition, materials, books and parking

Within 30 days of completion of the approved course or program, you must submit proof of completion in the form of an official transcript with the final grade and receipts for the actual costs as pre-approved. A minimum grade of "C" or equivalent is required for reimbursement. Incomplete courses or grades lower than this will not be eligible for reimbursement.

While educational assistance is expected to enhance the employee's performance and professional abilities, the Authority cannot guarantee that participation in formal education will entitle the employee to automatic advancement, a different job assignment, or pay increases.

4.14 WAGE REPLACEMENT INSURANCES

A pamphlet is provided to all new employees describing how to apply, how benefits are paid, and how your benefit rate is determined. To be eligible, you are responsible for filing your claim and other forms promptly and accurately. These insurances address the payment of monies during time away from work, but do not guarantee that a leave of absence will be provided. Please review the leave of absences policies in this handbook for procedures on requesting a leave.

4.14.01 STATE DISABILITY INSURANCE FOR ILLNESS/INJURY

To help provide compensation for employees who miss work due to a non-work related accident or illness, the law requires that a small percentage of your wages be deducted each pay period for State Disability Insurance (SDI), as administered by the California Employment Development Department (EDD).

4.14.02 PAID FAMILY LEAVE BENEFITS

To help provide compensation for time taken off to care for a new child or to care for a family member's serious health condition, the law requires that a small percentage of your wages be deducted each pay period to fund the state's Paid Family Leave program (PFL), as administered by the California Employment Development Department (EDD). Employer will continue health care premiums in the manner prior to the leave commencement. Employee assumes full cost for leave beyond 30 days.

4.14.03 LONG-TERM DISABILITY INSURANCE

The Authority provides an employer-paid long-term disability insurance policy that provides a certain level of benefit to eligible employees. Additional information on these benefits is available from the HR/Organizational Development Manager.

4.14.04 UNEMPLOYMENT INSURANCE

If your employment separates with the Authority, you may be eligible to receive Unemployment Insurance Benefits. This insurance is fully paid by the Authority and is administered by the state. In most cases, you must file a claim in order to collect this benefit. Benefits are generally available to employees who are out of work through no fault of their own (including a reduction in regular workweek). Eligibility for benefits is determined by the Employment Development Department.

4.14.05 WORKERS' COMPENSATION INSURANCE

A comprehensive Workers' Compensation Insurance program is provided at no cost to you. This program covers any injury or illness sustained in the course of employment that requires medical, surgical, or hospital treatment. Subject to applicable legal requirements, Workers' Compensation Insurance provides benefits after a short waiting period or, if you are hospitalized, immediately. All employees are given a pamphlet explaining their benefits upon hire.

Employees Who Sustain Work Related Injuries Or Illnesses Must Immediately Inform A Supervisor.

No matter how minor an on-the-job injury may appear, it is important that it is immediately reported. This will enable an eligible employee to qualify for coverage as quickly as possible. You will be furnished an "Employee's Claim Form" within one (1) business day of reporting the injury, which you must complete and return to your supervisor as soon as possible.

In the case of a one-time treatment of **minor** scratches, cuts, burns, splinters or other minor injuries, as long as there is no lost work time beyond the date of the injury, it will be treated as a "first aid" case. If additional care and treatment is needed, or if time is lost from work after the date of the injury, the claim will no longer be considered a "first aid" claim, but will be processed as a regular claim under Workers' Compensation Insurance.

If treatment is required, management will send you (or arrange transportation, if necessary) to the medical facility noted on the Workers' Compensation poster. You must receive medical attention from this facility unless you have notified the Authority in writing of your

personal physician before the injury. A written notice by the physician is required to authorize a return to work. Should the physician indicate physical limitations upon return to work, such limitations must be discussed with and approved by management.

Neither the Authority nor the insurance carrier will be liable for the payment of Workers' Compensation benefits for injuries that occur during your voluntary participation in any off-duty recreational, social or athletic activity sponsored by the Authority. All employees should be aware that California anti-fraud laws require the Authority to notify the workers' compensation insurance carrier of any concern of false or fraudulent claims.

Any person who makes or causes to be made any knowingly false or fraudulent material statement or material misrepresentation for the purpose of obtaining or denying workers' compensation benefits or payments is guilty of a felony. A violation of this law is punishable by imprisonment for 1-5 years or by a fine not to exceed \$50,000.00 or double the value of the fraud, whichever is greater or both. Additional civil penalties may also be assessed. Acceptance of employment with a different employer that requires the performance of activities that you have stated that you cannot perform because of the injury for which you are receiving temporary disability benefits could constitute fraud and could result in criminal prosecution. If convicted, you could lose your rights to workers' compensation benefits and face imprisonment for up to five (5) years and a fine of up to fifty thousand dollars (\$50,000.00) or double the amount of the fraud, whichever is greater.

4.15 BIENNIAL PHYSICAL EXAMINATIONS

The Authority provides regular employees with a physical examination for preventative health measures. Employees shall be eligible for the first such physical 24 months from the date of hire and every 24 months thereafter while employed.

Regular employees who are age 40 and over are eligible for the Authority-paid physical exam after 18 months from date of hire and every 18 months thereafter while employed.

4.16 EMPLOYEE ASSISTANCE PROGRAM (EAP)

All regular employees enrolled in the medical plan are eligible to use the Authority-paid EAP which provides counseling visits and referrals for issues such as drug and alcohol dependence, child, marital relationship, or stress management.

4.17 FLEXIBLE TIME LEAVE

The flexible leave benefit allows an employee to take time off with approval of his or her supervisor, or to cash out all or part of a flexible leave balance. Any employee who has an accumulated balance as of the final pay date of any calendar year will receive payment of accrued hours at their then current rate of hourly pay. Should the employee separate employment any advanced flex leave used or paid out would be withheld from the employee's final paycheck.

Non-management employees shall receive 60 Flex Leave hours per calendar year. Management employees will annually receive 120 Leave hours each calendar year. Individuals not employed as of January 1 of any calendar year shall receive a prorated leave amount based on the number of pay periods remaining in the calendar year. Hours are subject to change based on MOUs.

4.18 VEHICLE ALLOWANCE

Management employees may elect to receive either a \$500 per month Vehicle Allowance or the use of an Authority-owned vehicle. Employees may indicate their selection on the Auto Allowance Selection Form. Both benefits qualify as taxable income.

Neither the Vehicle Allowance nor the Use of an Authority Vehicle is CalPERS reportable compensation. By selecting the Vehicle Allowance, employees acknowledge that they will use their vehicle for Authority business and will not submit mileage reimbursement for any official travel.

CHAPTER 5 LEAVES OF ABSENCE

5.01 GENERAL

The Authority may grant leaves of absence to employees in certain circumstances. Request any leave in writing as far in advance as possible, keep in touch with your supervisor or the HR Organizational Development Manager during your leave, and give prompt notice of any change in your anticipated return date. If your leave expires and you fail to return to work without contacting your supervisor or the Human Resources Department, the Authority will assume that you do not plan to return and that you have terminated your employment. Upon return from a leave of absence, you will generally resume all aspects of your employment status that existed prior to the start of your leave.

Any leave taken under this provision that qualifies as leave under the state and/or federal Family and Medical Leave Acts will be counted as family/medical leave and charged to your entitlement of 12 or 26 workweeks of family/medical leave in a 12-month period.

Unless stated otherwise in this handbook, an employee who is granted a leave of absence must utilize any unused PTO benefits during the period of the employee's leave of absence. Employees on Family and Medical Leave Act/California Family Rights Act (FMLA/CFRA) leave will not continue PTO benefits during an unpaid leave of absence. Employees returning from an unpaid leave of absence during the course of a calendar year will receive only a prorated portion of accrued PTO benefits for the duration of that year. If you take a leave of absence under this provision that qualifies you for payments for Paid Family Leave (PFL), you will be required to use any accrued and unused PTO, up to a maximum of two weeks.

The Authority does not continue to pay premiums for health insurance coverage for employees on non-medical unpaid leaves of absence. However, you may self-pay the premiums under the COBRA provisions. The Human Resources Department can provide you with additional information regarding this issue.

5.02 FAMILY/MEDICAL LEAVES OF ABSENCE

5.02.01 FAMILY AND MEDICAL LEAVE ACT (FMLA/CFRA)

The Authority will provide unpaid family and medical care leave for eligible employees as required by state and federal law. The following provisions set forth certain of the rights and obligations with respect to such leave. Rights and obligations which are not specifically set forth below are set forth in the Department of Labor regulations implementing the Federal Family and Medical Leave Act of 1993 ("FMLA "), and the regulations of the California Family Rights Act ("CFRA"). Unless otherwise provided by this policy, "leave" under this policy shall mean leave pursuant to the FMLA and CFRA.

Definitions

- A) "12-Month Period" means a rolling 12-month period measured backward from the date leave is taken and continuous with each additional leave day taken.
- B) "Single 12-month period" means a 12-month period which begins on the first day the eligible employee takes FMLA leave to take care of a covered service member and ends 12 months after that date.
- C) "Child" means a child under the age of 18 years of age, or 18 years of age or older who is incapable of self care because of a mental or physical disability. An employee's child is one for whom the employee has actual day-to-day responsibility for care and includes, a biological, adopted, foster or step-child.

A child is "incapable of self care" if he/she requires active assistance or supervision to provide daily self care in three or more of the activities of daily living or instrumental activities of daily living—such as, caring for grooming and hygiene, bathing, dressing and eating, cooking, cleaning, shopping, taking public transportation, paying bills, maintaining a residence, using telephones and directories, etc.

- D) "Parent" means the biological, adoptive, step or foster parent of an employee, or an individual who stands or stood in loco parentis (in place of a parent) to an employee when the employee was a child. This term does not include parents-in-law.
- E) "Spouse" means a husband or wife as defined or recognized under California State law for purposes of marriage.
- F) "Domestic Partner," as defined by Family Code §§ 297 and 299.2, shall have the same meaning as "Spouse" for purposes of CFRA Leave.
- G) "Serious health condition" means an illness, injury impairment, or physical or mental condition that involves:
 - (1) Inpatient Care (i.e., an overnight stay) in a hospital, hospice, or residential medical care facility, including any period of incapacity (i.e., inability to work, or perform other regular daily activities due to the serious health condition, treatment involved, or recovery therefrom); or
 - (2) Continuing treatment by a health care provider: A serious health condition involving continuing treatment by a health care provider includes any one or more of the following:
 - a. A period of incapacity (i.e., inability to work, or perform other regular daily activities) due to serious health condition of more than three full consecutive calendar days, and any subsequent treatment or period of incapacity relating to the same condition, that also involves:
 - i. Treatment two or more times within 30 days of the first day of incapacity, unless extenuating circumstances exist by a health care provider, by a nurse, or by a provider of health care services (e.g., a physical therapist) under orders of, or on referral by a health care provider. The first in-person treatment visit must take place within seven days of the first day of incapacity; or
 - ii. Treatment by a health care provider on at least one occasion which must take place within seven days of the first day of incapacity and results in a regimen of continuing treatment under the supervision of the health care provider. This includes for example, a course of prescription medication or therapy requiring special equipment to resolve or alleviate the health condition. If the medication is over the counter, and can be initiated without a visit to a health care provider, it does not constitute a regimen of continuing treatment.
 - b. Any period of incapacity due to pregnancy or for prenatal care. This entitles the employee to FMLA leave, but not CFRA leave. Under California law, an employee disabled by pregnancy is

entitled to pregnancy disability leave. (See Procedure #9.2.)

- c. Any period of incapacity or treatment for such incapacity due to a chronic serious health condition. A chronic serious health condition is one which:
 - i) Requires periodic visits (defined as at least twice a year) for treatment by a health care provider or by a nurse;
 - ii) Continues over an extended period of time (including recurring episodes of a single underlying condition); and
 - iii) May cause episodic rather than a continuing period of incapacity (e.g., asthma, diabetes, epilepsy, etc.). Absences for such incapacity qualify for leave even if the absence lasts only one day.
- d. A period of incapacity which is permanent or long term due to a condition for which treatment may not be effective. The employee or family member must be under the continuing supervision of, but need not be receiving active treatment by, a health care provider.
- e. Any period of absence to receive multiple treatments (including any period of recovery therefrom) by a health care provider or by a provider of health care services under orders of, or on referral by, a health care provider, either for restorative surgery after an accident or other injury, or for a condition that would likely result in a period of incapacity of more than three consecutive calendar days in the absence of medical intervention or treatment.

H) "Health Care Provider" means:

1. A doctor of medicine or osteopathy who is authorized to practice medicine or surgery by the State of California;
2. Individuals duly licensed as a physician, surgeon, or osteopathic physician or surgeon in another state or jurisdiction, including another country, who directly treat or supervise treatment of a serious health condition;
3. Podiatrists, dentists, clinical psychologists, optometrists, and chiropractors (limited to treatment consisting of manual manipulation of the spine to correct a subluxation as demonstrated by X-ray to exist) authorized to practice in California and performing within the scope of their practice as defined under California State law;
4. Nurse practitioners and nurse-midwives, clinical social workers, and physician assistants who are authorized to practice under California State law and who are performing within the scope of their practice as defined under California State law;
5. Christian Science practitioners listed with the First Church of Christ, Scientist in Boston, Massachusetts; and
6. Any health care provider from whom an employer or group health plan's benefits manager will accept certification of the existence of a serious health condition to substantiate a claim for benefits.

- I) "Covered active duty" means: (1) in the case of a member of a regular component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country, or (2) in the case of a member of a reserve component of the Armed Forces, duty during the deployment of member of the Armed Forces to a foreign country under a call or order to active duty under certain specified provisions.
- J) "Covered Servicemember" means (1) a current member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness; or (2) a veteran who is undergoing medical treatment, recuperation, or therapy, for a serious injury or illness and who was a member of the Armed Forces, including a member of the National Guard or Reserves, at any time during the period of five years preceding the date on which the veteran undergoes that medical treatment, recuperation, or therapy.
- K) "Outpatient Status" means, with respect to a covered servicemember, the status of a member of the Armed Forces assigned to either: (1) a military medical treatment facility as an outpatient; or (2) a unit established for the purpose of providing command and control of members of the Armed Forces receiving medical care as outpatients.
- L) "Next of Kin of a Covered Servicemember" means the nearest blood relative other than the covered servicemember's spouse, parent, son, or daughter, in the following order of priority: Blood relatives who have been granted legal custody of the covered servicemember by court decree or statutory provisions, brothers and sisters, grandparents, aunts and uncles, and first cousins, unless the covered servicemember has specifically designated in writing another blood relative as his or her nearest blood relative for purposes of military caregiver leave under the FMLA.
- M) "Serious Injury or Illness ": (1) in the case of a member of the Armed Forces, including a member of the National Guard or Reserves, means an injury or illness that was incurred by the member in the line of duty on active duty in the Armed Forces (or existed before the beginning of the member's active duty and was aggravated by service in the line of duty on active duty in the Armed Forces) and that may render the member medically unfit to perform the duties of the member's office, grade, rank, or rating; or (2) in the case of a veteran who was a member of the Armed Forces, including a member of the National Guard or Reserves, at any time during the period of five years preceding the date on which the veteran undergoes that medical treatment, recuperation, or therapy, means a qualifying injury or illness that was incurred by the member in the line of duty on active duty in the Armed Forces (or existed before the beginning of the member's active duty and was aggravated by service in the line of duty on active duty in the Armed Forces) and that manifested itself before or after the member became a veteran.

Employee Eligibility

State and federal family medical leave laws (FMLA/CFRA) provide up to 12 workweeks (26 workweeks to care for an injured servicemember) of unpaid family medical leave within a 12-month period, under the following conditions:

1. The employee has more than 12 months of service to the Authority that need not be consecutive. If the leave only qualifies under FMLA, the 12 months of nonconsecutive service must have accumulated within the previous seven years. There is no such time limitation under CFRA;
2. The employee has worked at least 1,250 hours during the previous 12 -month period before the need for leave; and
3. The employee is employed at a work site where there are 50 or more employees within a 75-mile radius.

Reasons for Leave

Leave is only permitted for one or more of the following reasons:

1. The birth of the employee's child, or placement of a child with the employee for adoption or foster care (FMLA/CFRA);
2. To care for the employee's spouse, registered domestic partner, child, or parent who has a serious health condition (FMLA/CFRA);
3. To care for the employee's registered domestic partner with a serious health condition (CFRA only);
4. For a serious health condition that makes the employee unable to perform his or her job (FMLA/CFRA);
5. Any period of incapacity or treatment due to pregnancy or prenatal care (FMLA only);
6. For any "qualifying exigency" (as defined by FMLA regulation) because an employee's spouse, son, daughter, or parent is on active military duty or has been notified of an impending call or order to active duty in a foreign country or in support of a contingency operation involving the United States Armed Forces (FMLA only); or
7. To care for a spouse, son, daughter, parent, or "next of kin" servicemember or veteran who was in the United States Armed Forces at some time during the preceding five years and who has a serious injury or illness incurred in the line of duty while on active military duty or existed before the beginning of the member's active duty and was aggravated by service in the line of duty on active duty in the Armed Forces (this leave can run up to 26 weeks of unpaid leave during a single 12 -month period) (FMLA only).

Amount of Leave

Eligible employees are entitled to a total of 12 workweeks of unpaid leave during any 12-month period. Under most circumstances, leave under federal and state law will run at the same time and the eligible employee will be limited to a total of 12 weeks of family and medical leave.

For leave to care for an injured servicemember, the eligible employee will receive 26 workweeks of unpaid leave during a single 12-month period.

Generally, there is no minimum amount of leave that may be taken. However, the notice and medical certification provisions of this policy must be complied with.

A. Leave for Pregnancy, Childbirth, or Related Medical Condition

Leave because of an employee's disability for pregnancy, childbirth, or related medical conditions is not counted as time used under CFRA, but is counted under the federal FMLA. Employees taking time off for pregnancy disability and who are eligible for family and medical leave will be placed on FMLA that runs at the same time as their pregnancy disability leave (PDL). Once the pregnant employee is no longer disabled, she may apply for leave under CFRA, for purposes of baby bonding.

If leave is requested for the birth, adoption or foster care placement of a child of the employee, leave must be concluded within one year of the birth or placement of the child. In addition, the basic minimum duration of such leave is two weeks. However, an employee is entitled to leave for one of these purposes (e.g., bonding with a newborn) for at least one day, but less than two weeks duration on any two occasions.

B. Parents Both Employed by the Authority

When both parents are employed by Authority, and request simultaneous leave for the birth or placement for adoption or foster care of a child or to care for a child who is an injured servicemember, the Authority will not grant more than an aggregate total of 12 workweeks (26 workweeks to care for an injured servicemember) of family/medical leave for this reason.

Employee Benefits While on Leave

A. While on leave, employees will be allowed to continue participating in any health and welfare benefit plan in which he/she was enrolled before the first day of the leave for a maximum of 12 workweeks (26 workweeks for injured servicemember leave) at the level and conditions of coverage as if the employee had continued in employment for the duration of such leave.

B. Employees may make the appropriate contributions for continued coverage under the preceding non-health benefit plans by payroll deductions or direct payments made to these plans. Depending on the particular plan, the Authority will inform you whether the premiums should be paid to the carrier or to the Authority. An Employee's coverage may be dropped if he/she is more than 30 days late in making a premium payment. The Employee will receive 15 days' notice before coverage ceases, advising him/her to make a premium payment by a particular date. Employee contribution rates are subject to change while the employee is on leave.

- C. The Authority may recover from an employee premiums paid to maintain health coverage if the employee fails to return to work after his/her entitlement has been exhausted or expires, unless the employee does not return because of the continuation, recurrence, or onset of a serious health condition of the employee or his/her family member which would entitle the employee to leave, or because of circumstances beyond the employee's control.
- D. During any period of an FMLA/CFRA leave, an employee will not accrue service hours for the purposes of merit increases. Because discretionary merit increases are guided by performance reviews conducted after 12 months of completed service with the Authority, the evaluation period will be delayed by the amount of unpaid FMLA/CFRA leave an employee takes during the 12-month period.
- E. During any period of an FMLA/CFRA leave, an employee will discontinue any special pay compensation. Any substitution of paid leave will be based solely on base pay.

Substitution of Paid Accrued Leaves

Paid leave **will be** substituted for unpaid leave in the following circumstances:

- A. Accrued Paid Time Off (PTO) is required to be used during FMLA/CFRA leave for the employee's own serious health condition, or, up to the limit of that which is accrued over six months of the work year, to attend to the illness of a child, parent, or spouse of the employee, except leave that is also pregnancy disability leave.
- B. An employee will not accrue PTO during any leave of absence without pay. If substitution is in coordination with unpaid leave, the employee can accrue PTO on a pro-rated basis.

Required Procedures for Requesting FMLA/CFRA Leave

The following procedures shall apply when an employee requests family leave:

- A. Please contact the Human Resources Department as soon as you realize the need for family/medical leave.
- B. If the leave is based on the expected birth, placement for adoption or foster care, or planned medical treatment for a serious health condition of the employee or a family member, the employee must notify the Authority at least 30 days before leave is to begin. The employee must consult with his or her supervisor regarding scheduling of any planned medical treatment or supervision in order to minimize disruption to Authority operations. Any such scheduling is subject to the approval of the health care provider of the employee or the health care provider of the employee's child, parent, or spouse.
- C. If the employee cannot provide 30 days' notice, the Authority must be informed as soon as is practical.
- D. If the FMLA/CFRA request is made because of the employee's own serious health condition, Authority may require, at its expense, a second opinion from a health care provider that the Authority chooses. The health care provider designated to give a second opinion will not be one who is employed on a regular basis by the Authority.

- E. If the second opinion differs from the first opinion, Authority may require, at its expense, the employee to obtain the opinion of a third health care provider designated or approved jointly by the employer and the employee. The opinion of the third health care provider shall be considered final and binding on Authority and the employee.
- F. Authority requires the employee to provide certification within 15 days of any request for family and medical leave under state and federal law, unless it is not practicable to do so. Authority may require recertification from the health care provider if additional leave is required.

If the leave is needed to care for a sick child, spouse, or parent, the employee must provide a certification from the health care provider stating:

- A. Date of commencement of the serious health condition;
- B. Probable duration of the condition;
- C. Estimated amount of time for care by the health care provider; and
- D. Confirmation that the serious health condition warrants the participation of the employee.

Employees who request leave to care for an injured servicemember who is a child, spouse, parent, or "next of kin" of the employee must provide written certification from a health care provider regarding the injured servicemember's serious injury or illness.

Employees who request leave due to a "qualifying exigency" related to military service must be supported by a certification of its necessity.

If an employee cites his/her own serious health condition as a reason for leave, the employee must provide a certification from the health care provider stating:

- A. Date of commencement of the serious health condition;
- B. Probable duration of the condition; and
- C. Inability of the employee to work at all or perform any one or more of the essential functions of his/her position because of the serious health condition.

Company will require certification by the employee's health care provider that the employee is fit to return to his or her job.

Failure to provide certification by the health care provider of the employee's fitness to return to work will result in denial of reinstatement for the employee until the certificate is obtained.

Job Reinstatement Following FMLA/CFRA Leave

Under most circumstances, upon return from family/medical leave, an employee will be reinstated to his or her original job or to an equivalent job with equivalent pay, benefits, and other employment terms and conditions. However, an employee has no greater right to reinstatement than if he or she had been continuously employed rather than on leave. For example, if an employee on family/medical leave would have been laid off had he or she not gone on leave, or if the employee's job is eliminated during the leave and no equivalent or comparable job is available, then the employee would not be entitled to reinstatement. In addition, an employee's use of family/medical leave will not result in the loss of any employment benefit that the employee earned before using family/medical leave.

Reinstatement after family/medical leave may be denied to certain salaried "key" employees under the following conditions:

- A. An employee requesting reinstatement was among the highest-paid 10 percent of salaried employees employed within 75 miles of the work site at which the employee worked at the time of the leave request;
- B. The refusal to reinstate is necessary because reinstatement would cause substantial and grievous economic injury to the Authority's operations;
- C. The employee is notified of the Authority's intent to refuse reinstatement at the time the Authority determines the refusal is necessary; and
- D. If leave has already begun, the Authority gives the employee a reasonable opportunity to return to work following the notice described previously.

Intermittent Leave

Employees may take Family and Medical Leave Act/California Family Rights Act leave intermittently in blocks of time, or by reducing their normal weekly or daily work schedule if the leave is for the serious health condition of the employee's child, parent, spouse, next of kin (injured servicemember leave only), or of the employee, and the reduced leave schedule is medically necessary as determined by the health care provider of the person with the serious health condition.

Required Forms

Employees must fill out the following applicable forms in connection with leave under this policy:

- 1. "Request for Family or Medical Leave Form" prepared by the Authority to be eligible for leave.
- 2. Medical certification— either for the employee's own serious health condition or for the serious health condition of a child, parent, spouse or domestic partner.
- 3. Authorization for payroll deductions for benefit plan coverage continuation.
- 4. Fitness- for -duty to return from leave form.

Please see your Human Resources Department to obtain proper documentation.

5.02.02 WORKERS' COMPENSATION DISABILITY LEAVE

The Authority will grant a workers' compensation disability leave of absence in accordance with other state and federal leave of absence laws such as the federal Family Medical Leave Act (FMLA) and/or California Family Rights Act (CFRA). In addition, the Authority will engage in a disability interactive process to determine if it can reasonably accommodate any work restrictions resulting from an occupational illness or injury as it would for any such disability or medical condition as required the Americans with Disabilities Act (ADA) and the California Fair Employment Housing Act (FEHA). As an alternative, the Authority may also offer you modified work in accordance with state and federal law.

Subject to the terms, conditions, and limitations of the applicable plans, health insurance premiums will continue to be paid by the Authority to the same degree it was provided before the leave began (for up to 12 weeks) in which the approved leave begins. After those 12 weeks, you will become responsible for the full costs of these benefits if you wish coverage to continue pursuant to any applicable state and federal COBRA health insurance continuation rights. When you return from the leave, benefits will again be provided by the Authority according to the applicable plans.

Benefits accrual such as PTO, Flex Leave and holiday benefits will be suspended during the leave and will resume upon return to active employment.

Upon submission of a medical certification that you are able to return to work, you will be reinstated in accordance with applicable law. Should the physician indicate physical limitations upon return to work, such limitations must be discussed with you and approved by the Chief Administrative Officer or his/her designee.

Worker's Compensation Light-Duty Program

When practicable, the Authority may assist injured workers to continue a productive career by providing them with a temporary modified position designed to meet their physical limitations until they can return to their full-unlimited duties. The Authority will not provide accommodation(s) that would pose an undue hardship upon the Authority's existing operational conditions or finances, or that would endanger the health or safety of the employee or others. These modified positions are transitional in nature and are to provide an injured employee the opportunity to continue working while recovering from their injury. All modified positions will be within the physical limitations of the injured employee. All light duty jobs will be compensated at minimum wage or at 2/3 their regular wage whichever is higher. PTO may be used for the other 1/3 portion of regular wages.

5.02.03 PREGNANCY DISABILITY LEAVE (PDL)

Entitlement to Leave

The Authority provides and grants to pregnant employees the right to take an unpaid Pregnancy Disability Leave (PDL) during the period of time that a health care provider determines the employee is actually disabled by pregnancy or a related medical condition and is unable to perform the essential functions of her job or perform her duties without undue risk to herself or other persons for **up to four (4) months**. Pregnancy disability leave may be taken intermittently, or on a reduced hours schedule, as medically advisable. Part-time employees are entitled to leave on a pro rata basis.

A pregnant employee may temporarily transfer to a less strenuous or hazardous position or to less strenuous or hazardous duties if she so requests, provided the transfer request is supported by proper medical certification and the transfer can be reasonably accommodated. An employee taking PDL may use any accrued and unused PTO for her leave.

Certification

Any request for a PDL must be supported by medical certification from a health care provider, which shall provide the following information: (a) the date on which the employee became disabled due to pregnancy; (b) the probable duration of the period or periods of disability; and (c) an explanatory statement that, due to the disability, the employee is unable to work at all or is unable to perform any one or more of the essential functions of her position without undue risk to herself, her pregnancy, or to other persons.

In the case of a Pregnancy-Disability transfer, the medical certification shall provide the following information: (a) the date on which the need to transfer became medically

advisable; (b) the probable duration of the period or periods of the need to transfer; and (c) an explanatory statement that, due to the employee's pregnancy, the transfer is medically advisable. Upon expiration of the time period for the leave or transfer estimated by the health care provider, the Authority may require the employee to provide another medical certification if additional time is requested for leave or transfer.

Notification

Except for circumstances involving medical emergencies, the employee must provide 30 days' notice in advance of the date the leave is to begin and the estimated date upon which the employee will return to work. If it is not practicable to give 30 days' advance notice of the need for leave or transfer, the employee must notify the Authority as soon as practicable after she learns of the need for the pregnancy disability leave or transfer.

Benefits During Leave

Subject to the terms, conditions, and limitations of the applicable plans, health insurance will continue to be paid by the Authority to the same degree it was provided before the leave began until the end of the month in which a sixteen (16) week (4 month) period ends and during the time that an employee is using accrued Paid Time Off or is in no-pay status. At that time you will become responsible for the full costs of these benefits if you wish coverage to continue. When you return from the leave benefits will again be provided by the Authority according to the applicable plans. If you do not return to work from an unpaid Paid Disability Leave (PDL), or return for less than 30 days and then resign, the Authority requires you to reimburse the Authority the amount it paid for your health insurance premium during the leave period. Benefits accrual such as PTO, Flex Leave or holiday benefits will be suspended during the leave and will resume upon return to active employment.

Return to Duty

An employee who has taken a PDL must notify the Authority at least five (5) days before her scheduled return to work or, as applicable, transfer back to her former position. An employee who timely returns to work at the expiration of her PDL will be reinstated to her former position, or an available comparable position consistent with applicable laws. Employees returning from PDL have no greater right to reinstatement than if the employee had been continuously employed.

Upon completion of the leave, a written notice by the health care provider is required to authorize a return to work. Should the health care provider indicate physical limitations upon return to work, such limitations must be discussed with and approved by management.

5.02.04 LACTATION ACCOMMODATION

The Authority will provide reasonable lactation accommodation for employees who wish to express breast milk for their infant when they return to work. Employees may use paid rest break times provided by the Authority. The Authority will provide a private place to express milk in close proximity to the employee's work area, or the employee's normal work area may be used if it allows privacy.

5.02.05 EXTENDED MEDICAL LEAVE OF ABSENCE

A medical leave of absence may be granted for non-work-related temporary medical disabilities (other than pregnancy, childbirth, and related medical conditions) not covered under FMLA/CFRA for up to as required for a reasonable accommodation under state and federal law with a doctor's written certificate of disability. Employees should request any leave in writing as far in advance as possible. If you are granted a medical leave, The Authority will pay you for the period of time equivalent to your accumulated PTO available to use during such medical leave.

A medical leave begins on the first day your doctor certifies that you are unable to work, and ends when your doctor certifies that you are able to return to work per the terms of this policy. Your supervisor will supply you with a form for your doctor to complete, showing the date you were disabled and the estimated date you will be able to return to work. An employee returning from a medical disability leave must present a doctor's certificate declaring fitness to return to work.

If returning from a non-work-related medical leave, you will be offered the same position you held at the time your leave began, if available. If your former position is not available, a comparable position will be offered. If neither the same nor a comparable position is available, your return to work will depend on job openings existing at the time of your scheduled return. The Authority makes no guarantees of reinstatement, and your return will depend on your qualifications for existing openings.

5.02.06 TEMPORARY TRANSFERS

Employees who request a temporary transfer for medical and/or family medical leave reasons will be considered for that transfer if a position exists at the time the transfer is requested and the employee is qualified to perform the job. The employee will be paid in accordance with the responsibilities and duties of the temporary job.

5.02.07 HEALTH INSURANCE PREMIUMS FOR EMPLOYEES ON DISABILITY LEAVE

The Authority shall pay the employer's portion of the health insurance premium for up to one (1) year for the employee only who is on approved medical leave without pay status for either work-related or personal injury or illness provided that the employee continues to pay the employee's portion, if any (prior to injury or illness) of the health insurance premium.

5.03 NON-FAMILY/MEDICAL LEAVES OF ABSENCE

5.03.01 PERSONAL LEAVE

The Authority may provide a leave of absence without pay to employees who wish to take time off from work duties to fulfill personal obligations. Requests for personal leave should be limited to unusual circumstances requiring an absence of longer than two weeks. Regular full-time employees, who have completed 365 calendar days of service are eligible to request personal leave as described in this policy. As soon as you become aware of the need for a personal leave of absence, you should submit a written request for leave to your supervisor.

Requests for personal leave will be evaluated based on a number of factors, including anticipated workload requirements and staffing considerations during the proposed period of absence and may or may not be granted based on these considerations. Personal leave may be granted for a period of up to 30 calendar days in any 12-month period. An employee who is granted a non-medical personal leave of absence must first utilize any unused accrued PTO during the personal leave. The use of accrued PTO during a non-medical personal leave of absence does not extend the maximum time period approved by the Authority for leave.

Subject to the terms, conditions, and limitations of the applicable plans, the Authority will continue to pay for health insurance premiums as was done prior to the leave for a period not to exceed one (1) month. At that time, you will become responsible for the full cost of these benefits if you wish coverage to continue. When you return from a Personal Leave benefits will again be provided by the Authority according to the applicable plans.

If you do not return to work from an unpaid Personal Leave, or return for less than 30 days and then resign, you will be required to reimburse the Authority the amount it paid for your health insurance premium during the leave period.

Benefits accrual such as PTO or holiday benefits will be suspended during the leave and will resume upon return from leave. When a personal leave ends, every reasonable effort will be made to return you to the same position, if it is available, or to a similar available position for which you are qualified. However, the Authority cannot guarantee reinstatement.

Employees who accept other employment during the approved leave and/or employees who fail to report to work promptly at the expiration of the approved leave period will be considered to have resigned from employment with the Authority.

5.03.02 MILITARY LEAVE OF ABSENCE

The Authority provides military leaves of absence to employees who serve in the uniformed military services as required by the Uniformed Services Employment and Reemployment Rights Act of 1994 and applicable state laws. Leave is available for active duty, active duty for training, and initial active duty for training, inactive duty training, full-time National Guard duty, and for examinations to determine fitness for duty.

Duration

Total military leave time may not exceed five (5) years during employment, except under specified circumstances required by law. Advance notice of leave is required. Employees must inform their manager of anticipated military leave time as far in advance as possible and submit copies of military orders, training notices, or induction information as soon as received.

Pay and Benefits

In accordance with state and federal law, the Authority will ascertain the exact status of an employee's call to military leave. The Authority's obligation to continue an employee's salary and health benefits shall be determined by the type of military duty taken, the employee's military branch, and length of military and Authority service. Please contact the HR/Organizational Development Manager for information about your rights before and after taking military leave.

Return From Leave

Employees who have honorably completed their military service are eligible for reinstatement. Employees returning from military leave must report for work or submit applications for reemployment within specified time limits, except in limited circumstances required by law:

- A. Employees returning from a leave of fewer than 31 days must report to work at the beginning of the first full regularly scheduled work period on the first full calendar day following completion of service.
- B. Employees returning from a military leave of more than 30 but fewer than 181 days must submit an application for reemployment within 14 days of completion of service and must provide documentation that establishes the timeliness of their application for reemployment, as well as the length and character of their military service.
- C. Employees returning from a military leave of more than 180 days must submit an application for reemployment within 90 days of completion of service and must provide documentation that establishes the timeliness of their application for reemployment, as well as the length and character of their military service.
- D. Temporary employees may not be eligible for reinstatement following military leave and reinstatement may not be required for other employees in some circumstances. Employees should contact the Human Resources Department for information specific to their situation.

As with other leaves of absence, failure to return to work or to reapply within applicable time limits may result in termination of employment.

5.03.03 PARENT/GUARDIAN SCHOOL LEAVE

Any employee who is a parent, guardian, or grandparent of a child having custody of one or more children in kindergarten through twelfth (12th) grade, or whose child or grandchild is attending a licensed day care facility, may take up to 40 hours each calendar year, not exceeding eight (8) hours in any calendar month of the calendar year, regardless of the number of children the employee has, to participate in activities of the school or licensed day care facility of any child or grandchild if the employee, prior to taking the time off, gives reasonable notice to the Authority.

The employee does not have to be residing with the child in order to be entitled to parent's leave. However, the employee must have custody of the grandchild in order to be eligible for grandparent's leave. The employee may use parent's/guardian's leave for any type of school or licensed day care facility function. Employees must use PTO time during parent's/guardian's leave. If an employee does not have PTO time available, the employee may take unpaid leave.

5.03.04 SCHOOL DISCIPLINE LEAVE

Any employee who is the parent or guardian of a child and is actually living with the child, or grandparent who has custody of the grandchild, is eligible for school discipline leave. If an employee is the parent, guardian, or grandparent of a child facing suspension from school is summoned to the school to discuss the matter, the employee should alert his or her supervisor as soon as possible before leaving work. In accordance with California Labor Code Section 230.7, the Authority will not take any discriminatory action against an employee who takes time off for this purpose.

The Authority may require the employee to provide a copy of the notice received from the school, prior to granting school-discipline leave, and may require documentation from the school as proof that the visit took place. The Authority may ask the employee to reschedule the conference if the employee's attendance at work is essential at the time originally scheduled. There is no limit to how frequently employees may be provided school-discipline leave. Employees must use PTO time during school-discipline leave. If an employee does not have any PTO time available, the employee may take unpaid leave.

5.03.05 DOMESTIC VIOLENCE/SEXUAL ASSAULT/STALKING LEAVE

If an employee is the victim of domestic violence, sexual assault, or stalking, time off may be necessary to seek judicial relief to help ensure the health, safety or welfare of the employee or a child. An employee may use available PTO or unpaid leave to obtain a temporary restraining order, a restraining order, or other injunctive relief from a court, to serve on a jury or to appear in court. PTO or unpaid leave may also be granted to allow a victim-employee of domestic violence, sexual assault, or stalking to seek medical attention, to obtain services from a support program, shelter or rape crisis center, to obtain psychological counseling, or to participate in safety planning.

If an employee needs time off from work for this purpose, reasonable advance notice must be provided to your supervisor in writing, if possible. If an unscheduled absence or emergency court appearance is required for the health, safety or welfare of the employee or a child, the employee must provide certification of the absence within a reasonable time after the court appearance. Certification shall be any of the following:

- A.** A police report indicating that the employee was a victim of domestic violence or sexual assault;
- B.** A court order protecting or separating the employee from the perpetrator of an act of domestic violence or sexual assault, or other evidence from the court or prosecuting attorney that the employee appeared in court;
- C.** Documentation from a medical professional, domestic violence or sexual assault advocate, health care provider, or counselor that the employee was undergoing treatment for injuries resulting from an act of domestic violence or sexual assault.

In addition, an employee who is a victim of domestic violence, sexual assault, or stalking may be provided a reasonable accommodation in the workplace to address any safety concerns as can be accommodated by the Authority without creating an undue hardship. An employee requesting such a reasonable accommodation should contact the Human Resources Department for more information

The Authority will, to the extent allowed by law, make reasonable efforts to maintain the confidentiality of an employee who requests Domestic Violence or Sexual Assault Leave.

5.03.06 EMERGENCY DUTY LEAVE

The Authority will provide unpaid leave to volunteer firefighters, reserve peace officers, and emergency rescue personnel when they are required to perform emergency duty. You are expected to notify your supervisor as soon as you are aware of the need to perform emergency duty. "Emergency rescue personnel" is defined as any person who is an officer, employee, or member of a fire department or fire protection or firefighting agency of the federal government, the State of California, a city, county, city and county, district, or other public or municipal corporation or political subdivision of California, or of a sheriff's department, police department, or a private fire department, whether that person is a volunteer or partly paid or fully paid, while he or she is actually engaged in providing emergency services.

5.03.07 VOLUNTEER FIREFIGHTER/RESERVE PEACE OFFICER/EMERGENCY RESCUE PERSONNEL TRAINING LEAVE

The Authority allows for an employee who is a volunteer firefighter, reserve peace officer or emergency rescue personnel to take temporary leaves of absence, up to a total of fourteen (14) days per calendar year, to engage in training. You are expected to notify your supervisor as soon as you are aware of the dates you will be on leave for training.

5.03.08 COMMUNITY SERVICE LEAVE

In recognition of the value of community service, the Authority allows up to twenty-four (24) hours of PTO during a calendar year to employees who participate in events or activities sponsored by valid nonprofit organizations. Leave requests should be submitted to your supervisor as far in advance as possible and should be for a minimum period of four (4) hours.

Community Service PTO is non-transferrable, cannot be accrued or banked, and will not be paid out in the event that the employment relationship is terminated. It cannot be applied to the Authority's PTO Cash Out or Donation programs. Employees must use the leave during the calendar period in which it is available or forfeit the benefit for that period.

5.03.09 BEREAVEMENT LEAVE

A leave of absence with pay for up to three (3) days (in state) and five (5) days (out of state) will be granted in the event of death of an immediate family member of an employee (immediate family members are defined as current spouse, registered domestic partner, child, parent, legal guardian, brother, sister, grandparent, grandchild, all "step" or "in-law" variations of the preceding list, or the same relatives of a domestic partner). At the discretion of your supervisor, this leave may be extended with or without pay in cases of great distance or severe emotional hardship.

With prior approval, time off without pay may be arranged for an employee who wishes to attend the funeral of other relatives or close friends.

5.03.10 JURY DUTY

The Authority encourages you to fulfill your civic responsibilities by serving on a jury or as a witness when required and allows all employees time off for these purposes. Jury duty and witness leave is provided on a paid basis for regular full-time employees for the duration of the service. No deductions will be made from exempt employee's salaries for absences caused by jury or witness duty. If you receive notice to report for jury duty, please notify your supervisor immediately so arrangements can be made to accommodate your absence. You must present the Summons for Jury Duty to your supervisor prior to the beginning date of such duty. Of course, you are expected to report for work whenever the court schedule permits.

The Authority will pay the difference between the jury duty per diem rate and the employee's regular pay for each day she/he is required to be absent from regularly scheduled work for jury duty. Jury leave pay will be calculated based on the employee's straight-time pay rate (as of the date of the jury leave). A signed statement from the clerk of the court in which the employee served as a juror is required. The statement needs to indicate the amount of fees received as a juror to be eligible for pay as outlined above. In addition, the employee will be required to sign an Authorization to Deduct Jury Fees.

The Authority encourages you to fulfill your civic responsibilities by serving on a jury or as a witness when required and allows all employees time off for these purposes.

5.03.11 VOTING LEAVE

If a non-exempt employee does not have sufficient time to vote outside of working hours to vote in a statewide election, the employee may take up to two hours off without the loss of pay at the beginning or the end of his/her work schedule, whichever provides sufficient time to vote. Prior notice to and approval by the employee's supervisor 48 hours before the leave for this time off is required.

CHAPTER 6 COMPENSATION

6.01 COMPENSATION STRUCTURE

The Authority strives to establish equitable wage rates and benefits so that every employee is paid according to the working conditions, responsibilities, and requirements of the job. We try to keep our rates equal to or better than competitors in our industry, and with employers in our area who draw from the same labor market.

In addition, the Authority believes in rewarding employees based on their individual performance. Changes to an employee pay range or step shall be effective with the pay period inclusive of the effective date of the change.

6.02 MERIT INCREASES

Merit increases are based on a number of factors, including job performance, the Authority's financial resources, and other economic influences. Employee performance is measured against standards of performance for their particular job, as well as their department's performance standards and organizational goals and objectives in general. Newly promoted employees are not eligible for a merit increase following completion of their probationary period. Regular employees are eligible for, but not guaranteed, a merit increase upon their annual performance evaluations thereafter.

Merit increases awarded at the end of a probationary period will not exceed one step (2.5%). The Performance Evaluation includes a numerical scale to correspond with a level of performance. Meets standard = 2.5%, Exceeds standard = 5%, Outstanding = 7.5%.

The Authority's financial resources and other economic factors are used in the development of the wage and salary budget. There is no guarantee that merit increases will be made annually or otherwise. The amount of a merit increase is based on the current annual Compensation Plan and Salary Schedule adopted by the Authority Board.

6.03 INCENTIVE PAY PROGRAM

All non-exempt employees will be eligible for an incentive pay program, which can be earned as a result of exceptional performance on a specific project or achievement. This incentive pay, up to 2.5% of the employee's base salary per year, may be approved by the Chief Administrative Officer based upon recommendations submitted by the Division Managers.

Division Managers will be eligible for an annual performance incentive of up to 10% of their base pay, which may be paid in cash or taken in paid time-off.

Exceptional performance does not guarantee receipt of incentive pay, the availability of which is discretionary and influenced by a variety of economic factors. Incentive pay is subject to the criteria and annual budget established by the Board of Directors.

6.04 SPECIAL ASSIGNMENT PAY

The Authority has established two categories of special assignment pay which may be paid for special assignments of not less than two (2) weeks or more than six (6) months duration.

- A.** Special Assignment Pay While Working Out of Class. An employee who is assigned by a Division Manager with approval from the Chief Administrative Officer to perform a majority of the duties of a higher classification shall receive a ten percent (10%) Special Assignment Pay while performing

those duties. Such pay shall start on the first day of assignment and be based on the employee's established salary. Request for special assignment, out of class pay must be submitted within the pay period in which the special assignment pay was worked.

- B. Special Assignment Pay While Performing Additional Responsibilities.** An employee who is assigned by a Division Manager with approval from the Chief Administrative Officer a significant increase in duties and responsibility in his/her classification may receive ten percent (10%) special assignment pay.

The Chief Administrative Officer may approve additional special assignment pay beyond six (6) months for exceptionally difficult long-range assignments or until the conclusion of a recruitment to fill a vacancy

6.05 EMERGENCY RESPONSE PAY

Any exempt employee who is called to work other than on a scheduled basis, shall be compensated for actual hours worked with a minimum of two (2) hours at time and one-half (1½) the employee's current hourly rate of pay commencing at the time the employee reaches the place where she/he is directed to report and continues until she/he is released or the work is completed, whichever is earlier.

6.06 SEVERANCE PAY

As "at-will" employees, Division Managers will be entitled to a severance package that provides one month's base salary per year of service up to a maximum severance pay of six (6) months. The severance pay will apply only in the case of involuntary termination of employment without cause.

6.07 REST AND MEAL PERIODS (*Non-exempt positions*)

Employees are authorized and permitted to take one ten-minute rest period during each four (4) hour work period. Rest periods are not provided if the total daily work schedule is less than 3-1/2 hours. To the extent possible, rest periods are to be taken in the middle of work periods. Rest periods may not be combined or added to meal periods. Employees are not required to clock in and out for rest periods. Since this time is counted and paid as time worked, you must not be absent from your workstation beyond the allotted time.

Employees in non-exempt positions who are scheduled for shifts in excess of five (5) hours will be provided with one unpaid meal period of 30 minutes in length. Meal periods are determined by individual flexible schedules or management will schedule meal periods to accommodate operation requirements and will relieve the employee of all active responsibilities and restrictions during meal periods. Meal periods are unpaid and employees are required to document in and out for meal periods. If your work shift is six (6) hours, you may waive your unpaid meal period in writing – please see your supervisor to obtain the meal period waiver form.

6.08 TIMEKEEPING (*Non-exempt positions*)

Accurately recording time worked is the responsibility of every non-exempt employee. Federal laws require the Authority to keep an accurate record of time worked in order to calculate pay and benefits. Time worked is all the time actually spent on the job performing assigned duties. Please accurately record the time work begins and ends (round time to the closest quarter hour), as well as the beginning and ending time of each meal period. Also record the beginning and ending time of any split shift or departure from work for any reason other than Authority business. Overtime work must always have prior approval. Any errors on an employee's timecard should be reported immediately to their supervisor. Altering, falsifying, tampering with time records, or recording time on another employee's time record may result in corrective action, up to and including termination of employment.

You should not start work more than seven (7) minutes prior to your scheduled starting time or work more than seven (7) minutes after your scheduled stop time without reporting to your supervisor.

It is each employee's responsibility to sign the time record to certify the accuracy of all time recorded. In addition, if corrections or modifications are made to the time record, both the employee and management must verify the accuracy of the changes by initialing the time record.

Employees who report to a duty station at a location or time other than their normal schedule shall record their time performing assigned duties or attending educational or training events. Travel time to/from worksite locations is not considered time worked.

6.09 OVERTIME (*Non-exempt positions*)

When operating requirements or other needs cannot be met during regular working hours, employees in non-exempt positions will be assigned or given the opportunity to volunteer for overtime work assignments. All overtime work must receive management's prior authorization. Overtime assignments will be distributed as equitably as practical to all employees in non-exempt positions who are qualified to perform the required work.

As required by law, overtime pay is based on actual hours worked. Time on PTO leave or any leave of absence will not be considered hours worked for purposes of performing overtime calculations. Failure to work scheduled overtime or overtime worked without prior authorization (written or verbal) from management may result in corrective action, up to and including termination of employment.

Overtime is paid to employees in non-exempt positions according to federal and/or state regulations, which are subject to change. The current overtime rate is posted and can be requested from your supervisor. Currently, overtime is computed as outlined below:

Weekly: Up to 40 hours – straight time
Over 40 hours – time & one-half

Overtime may be compensated at time-and a-half in pay or in hours. Accrued compensatory time shall not exceed 80 hours.

In case of disaster, state of emergency or peril, exempt employees shall be paid time and one half of the employee's hourly rate for hours worked in excess of 60 hours in one work week.

In the event of a sustained state of emergency declared by the Authority Board, a federal or state agency, overtime procedures shall not be in effect and compensation procedures shall be determined at the time such conditions exist by the Executive Committee to be ratified by the Authority Board.

6.10 WORK WEEK

The workweek at the Authority begins at 12:00 a.m. on Monday and ends seven (7) consecutive days later on Sunday at 11:59 p.m.

6.11 MAKE-UP TIME (*Non-exempt positions*)

With prior approval from your Supervisor, you may request time off for personal obligations (such as child care or doctors appointments) and make-up that time in the same workweek only if all of the following five (5) points are met:

- A. You must give your supervisor a signed written request for each time you want to take *make-up time*. Your supervisor and the HR/Organizational Development Manager have *Make-up Time Forms*.

- B. Management *must approve* your request in writing prior to using the make-up time. (Requests will be evaluated based on a variety of factors including staffing needs, frequency of requests, and overtime obligations)
- C. The time can only be made-up in the same workweek the time was lost. (For example, if you request to leave early on a Friday and would like to make-up that time on the next Monday, your request will be denied because the make-up time is not within the same workweek.)
- D. The total hours worked for the workweek must not exceed 40 hours due to make-up time. (Or overtime will be incurred.)
- E. If you take time off and are unable to make-up the time for any reason the hours missed will be unpaid. Conversely, if you work make-up time before you actually take the time off, you must take that time off, even if you no longer need to take the time off.

6.12 FLEXIBLE WORK SCHEDULE

The Authority maintains a flex-time program in which non-exempt and exempt employees can alter their regular work schedule. Individual participation in the program will be subject to the review and written approval of the Chief Administrative Officer or his/her designee. The flextime program may include flexing hours or days within each Monday through Sunday workweek. Flextime agreements may be altered no more than two (2) times annually.

6.13 TELECOMMUTING

Based upon the scope and nature of a specific assignment or employee situation, employees may request to work from the employee's residence or another suitable location. Authorization to work offsite is subject to Board approval, provisions and the agreed terms.

6.14 ON-CALL PAY

Employees assigned to on-call status shall be compensated \$250 per two-week assignment. The on-call period will be the same as the established biweekly pay period and will rotate between eligible employees as established by the Chief Administrative Officer or his/her designee. Additionally, an employee who responds to a site when called out will be compensated for a minimum of two (2) hours of pay or for the actual hours worked, whichever is greater. An employee who is on call and fails to respond to a call shall forfeit \$50 of on-call pay per occurrence, not to exceed \$250 per pay period.

6.15 BILINGUAL PAY

The Authority shall designate certain job classifications which require the ability to speak Spanish and English. If an employee assigned to one of these classifications successfully demonstrates the ability to fluently speak, read and write both Spanish and English, she/he shall be eligible for bilingual pay equal to 5% of the employee's base pay.

6.16 FLEXIBLE COMPENSATION LEAVE

Authority employees may receive a flexible compensation subject to the current Memorandum of Understanding for non-exempt employees. Flexible Leave must be depleted by December 31 of each year. Flex Leave cannot be requested for a period more than 180 days in the future.

The Flexible Compensation Plan is subject to IRS rules and regulations.

6.17 PAYDAYS

All employees are paid every other Friday for the two (2) week period ending the previous Sunday. Your paycheck will include earnings for all work performed through the end of the previous payroll period. If a regularly scheduled holiday falls on, or is observed on, that payday Friday, paychecks will be available on the workday preceding the holiday.

6.18 PAY DEDUCTIONS

The Authority is required by law to make certain deductions from your paycheck. Among these are applicable federal and state taxes. If you have questions concerning why deductions were made from your paycheck or how they were calculated, management can assist in having your questions answered.

6.19 MANAGEMENT LEAVE

Exempt employees may receive Management Leave annually subject to the terms of the current Memorandum of Understanding for exempt employees.

CHAPTER 7 HEALTH AND SAFETY

7.01 WORKPLACE VIOLENCE

The Authority is committed to providing a safe, violence-free workplace and strictly prohibits employees, members, visitors or anyone else on the Authority premises or engaging in Authority-related activity from behaving in a violent or threatening manner. As part of this policy, the Authority seeks to prevent workplace violence before it begins and reserves the right to deal with behavior that suggests a propensity towards violence even prior to any violent behavior occurring.

The Authority's policy provides "zero tolerance" for actual or threatened violence against co-workers, visitors, or any other persons on the Authority premises or attending the Authority business-related activities. Employees are required to immediately report to their supervisor any incident involving a threat of violence or act of violence, or any violation of this policy.

Workplace violence includes:

- A. Threats of any kind (*including those that are meant as "humorous" or a "joke"*);
- B. Threatening or violent behavior, such as intimidation of or attempts to instill fear in others;
- C. Other behavior that suggests a propensity toward violence. This can include belligerent speech, excessive arguing or swearing, theft or sabotage of Authority property, or a demonstrated pattern of refusal to follow the Authority policies and procedures;
- D. Defacing Authority property or effecting physical damage to the facilities or;
- E. Bringing weapons or firearms of any kind on Authority premises, in Authority vehicles, parking lots, or while conducting Authority business.

If any employee observes or becomes aware of such actions or behavior by an employee, member, visitor, or anyone else, they are required to notify their supervisor immediately, and/or call the police or 911 as appropriate. Further, an employee should notify the HR/Organizational Development Manager if any restraining order is in effect, or if a potentially violent non work-related situation exists which could result in violence in the workplace.

All reports of workplace violence will be taken seriously and will be investigated promptly and thoroughly. In appropriate circumstances, the Authority will inform the reporting individual of the results of the investigation. To the extent possible, the Authority will maintain the confidentiality of the reporting employee and of the investigation, but may need to disclose results in appropriate circumstances in order to protect individual safety. The Authority will not tolerate retaliation against any employee who reports workplace violence.

If the Authority determines that workplace violence has occurred, the Authority will take appropriate corrective action. The appropriate corrective action will depend on the particular facts but may include written or oral warnings, probation, and re-assignment of responsibilities, suspension, or termination. If the violent behavior is that of a non-employee, the Authority will take appropriate corrective action in an attempt to ensure that such behavior is not repeated.

7.02 SAFETY RULES

The Authority is concerned with the health and safety of every employee and member of the public using facilities owned and/or operated by the Authority. **SAFETY IS EVERYONE'S RESPONSIBILITY!** All employees are required to be alert to potential hazards, be well informed about specific safety requirements of their job, and to adhere to the established Safety Rules.

For our safety program to be successful, every employee must participate and comply fully with the standards and practices of the Authority to promote safety in the workplace. Any failure to participate or comply with the Authority's standards, policies and practices may result in immediate discipline.

If injuries occur on the job, no matter how slight, immediately report it to your supervisor. If you see unsafe conditions in any Authority location, please immediately report them to management so they can be corrected. Employees who report unsafe work conditions or practices may do so without fear of reprisal. In addition, these safety guidelines, which are based on the experience and suggestions of past and current employees in many industries, can be of benefit:

- A. Whether anyone is hurt or not, immediately report all accidents to management. In case of injury, seek first aid at once.
- B. A good worker is a safe worker. Be sure to know the safe way to perform any job given to you. If you have any doubt about the safety of a practice or procedure, talk to management.
- C. Horseplay and practical jokes are dangerous and against the rules at the Authority.
- D. Lift properly, keep your back straight, and then squat down at the knees to reach the object being lifted. Do not twist your body when lifting. If it is necessary to turn, shift your feet. Do not attempt to lift heavy objects alone. Get help!
- E. Prevent slips and falls. Watch for spills or loose objects on floors. Clean up spills and immediately pick up debris.
- F. Electrical cords are hazards. Do not allow cords to extend across doorways, aisles or other walkways. When removing plugs from an electrical outlet, employees should grasp the plugs, not the cords.
- G. Use special safety equipment wherever provided. Do not take a chance "just this once." That is usually when an accident happens.

7.03 PERSONAL PROTECTIVE EQUIPMENT

Personal Protective Equipment (PPE) will be provided for employees as appropriate. Employees will be trained in the care and use of equipment and will be responsible for wearing/using equipment when work duties or conditions warrant. Employee will also be responsible for the upkeep of PPE and informing management of any defects or deteriorating conditions, as necessary. Failure to use PPE may result in disciplinary action up to and including termination. Purchase of safety boots will be reimbursed.

7.04 INJURY AND ILLNESS PREVENTION PROGRAM

The Injury and Illness Prevention Program is provided under separate cover.

7.05 SECURITY

As an employee of the Authority, one of your primary responsibilities is the protection of members of the public, their property, and the assets of the Authority. This effort requires each employee's full dedication.

The following information provides a number of ideas about what you can do to assist in the security of our grounds and buildings. While no one expects you to be an expert in security, your awareness and assistance will be a tremendous asset to this effort.

What You Should Do

- A.** If you notice anyone that appears to be acting suspiciously, report him or her to management immediately. Suspicious activity includes someone waiting or loitering in an area not designed for that purpose (i.e. a visitor area, parking lot, or other public or restricted area). If you come upon an individual who looks surprised or nervous to see you, report them. Also, if you see a non-employee in an area designed for employees only, they should be reported.
- B.** If you hear any loud or unusual noises, report them. This would include mechanical noises, alarms, loud yelling, etc.
- C.** If you are ever confronted by a thief, don't try to be a hero! Give that person everything he/she wants. You and your safety are more important to us than anything the thief may get away with.

7.06 EMERGENCY PROCEDURES

A. Fire

In case of a fire, the employees should follow this procedure:

1. Relocate visitors in immediate danger to safety.
2. **CALL 911.**
3. Close all windows and doors shut off all fans, etc., to prevent drafts and to keep the fire from spreading. Keep fire doors closed.
4. Station people at the entrance to the area or building to guide the fire department to the fire's location.
5. Check the door to the room in which the fire is burning. If the door is warm, **DO NOT OPEN THE DOOR.** Wait for the fire department to deal with the fire.
6. Follow instructions as calmly as possible.

B. Earthquake

In the event an earthquake strikes and affects any of Authority property, the safety of visitors and employees is of paramount importance. The following guidelines should be followed:

During an Earthquake

1. If you're indoors, get under a table or desk, or brace yourself in a doorframe. Hang on! Watch out for falling, flying, and sliding objects. Stay away from windows.
2. If you're outdoors, move to an open area away from buildings, power poles, and brick or block walls that could fall.
3. If you're in an automobile, stop and stay in it until the shaking stops. Avoid stopping near trees and power lines, on or under overpasses.
4. Do not use elevators; use stairs. Wait for instructions from building authorities.
5. Do not dash for the exit. Choose your exit carefully.

After an Earthquake

1. Put on heavy shoes immediately to avoid injury from stepping on glass and other debris. Look out for falling or ready-to-fall objects.
2. Check for injuries and give first aid, as you feel qualified.
3. Check emergency supplies.
4. Check for fires and fire hazards. Sniff for gas leaks. If you smell gas or suspect a leak, open windows and carefully leave the area. Do not turn lights on or off or light matches or do anything that makes a spark.
5. Go to your designated area and report on injuries and conditions. Wait for instructions.
6. Do not touch downed power lines or objects touched by downed wires.
7. Stay in undamaged areas.
8. Do not use the phone.
9. Do not go sightseeing.
10. Cooperate with public safety officials. Be prepared to evacuate when necessary.

Employees should inform their supervisors if they require assistance or accommodation in complying with the Emergency Procedures or any aspect of the Authority's safety plan. If you have any questions regarding any of these procedures, please seek clarification from Authority Management.

7.07 OPEN FLAME

For safety reasons, no form of open flame (i.e. candles or incense) shall be allowed on Authority premises or in Authority owned vehicles.

Salinas Valley Solid Waste Authority

ACKNOWLEDGMENT OF RECEIPT OF EMPLOYEE HANDBOOK

Effective December 2013

This is to acknowledge that I have received a copy of the Employee Handbook and understand that it contains important information on the Authority's general personnel policies and on my privileges and obligations as an employee. The policies contained in this Employee Handbook apply to all employees and supersede and replace all previously communicated policies both in written and verbal form. I acknowledge that I am expected to read, understand, and adhere to these policies and will familiarize myself with the material in the Handbook. Additionally, I agree to abide by any new or revised policy.

I have been given an opportunity to ask questions about policies I do not understand. If I am unable to understand any part of the Handbook, I will arrange to have it translated or explained to me. I further understand that if I am unable to arrange such help, I will immediately notify my supervisor or HR/Organizational Development Manager who will make arrangements for needed assistance.

I understand that I am governed by the contents of the Handbook. I acknowledge and agree that this Handbook exclusively sets forth Authority's employment policies and procedures and represents and expresses their complete agreement regarding the terms and conditions of employment. I also acknowledge and agree that the Authority may change, rescind or add to any policies, benefits or practices described in the Handbook from time to time and in its sole and absolute discretion with or without prior notice. The Authority will advise employees of material changes within a reasonable time. I understand that none of these policies and procedures can be amended, modified or altered in any way by oral statements or in any other way, but can only be altered by written amendment signed by the Chief Administrative Officer of the Authority and stating that it is a modification to this Handbook. I also understand that, because the Authority cannot anticipate every issue that may arise during my employment, if I have any questions regarding any of the Authority's policies or procedures, I should contact my supervisor or the HR/Organizational Development Manager

I hereby acknowledge receipt of the Employee Handbook for the Authority. I have thoroughly read and understand the Company policy and rules set forth in the Employee Handbook of the Authority and agree to abide by them. This Acknowledgement supersedes all prior or contemporaneous oral or written statements to the contrary. The terms of this Acknowledgment may not be modified or superseded except by a written agreement signed by the Chief Administrative Officer with a statement that it is a modification to this Acknowledgment.

Employee Signature

Date

Print or Type Name




SalinasValleyRecycles.org

SALINAS VALLEY SOLID WASTE AUTHORITY

Report to the Board of Directors

ITEM NO. 5


Finance Manager/Controller-Treasurer


General Manager/CAO


Board President

Date: February 20, 2014
From: Roberto Moreno, Finance Manager
Title: FY 2013-14 Mid-Year Budget Adjustments

RECOMMENDATION

The Executive Committee recommends approval of this item.

The budget adjustments will ensure that the budget reflects current activity.

STRATEGIC PLAN RELATIONSHIP

The recommended action helps support Goal A – Fund and Implement 75% Diversion, by ensuring that the budget is balanced.

FISCAL IMPACT

The net fiscal impact of the recommended budget adjustments is a net increase to fund balance of \$2,500 for the fiscal year.

DISCUSSION & ANALYSIS

Based on activity during the first six months staff recommends the following budget adjustments.

- Decrease estimated investment revenues by \$50,000
- Decrease operating appropriations by \$172,500
- Increase Capital Improvements appropriations by \$120,000

Decrease estimated investment earnings by \$50,000

With the continued Federal Reserve support of the economy investment earnings continue to be minimal.

Decrease operating appropriations by \$172,500

The following appropriation adjustments are recommended:

\$+ 20,000	Retrofit of Transfer Trailer to meet AB32 requirements
<u>\$-192,500</u>	3/01/14 Crazy Horse IPA payment included in bond refunding
\$-172,500	Total Appropriation Increases

Increase capital improvements appropriations by \$120,000

The Johnson Canyon Flare Station Project No. 9502 requires an additional \$120,000 for additional gas handling capacity. The current budget of \$200,000 is for modernizing the current flare which is 15 years old. Due to increased methane gas generation the

capacity of the flare has to be increased. This is a regulatory issue so that methane gas does not migrate away from the landfill.

BACKGROUND

The FY 2013-14 budget is doing quite fine due to constant monitoring by management staff. However some minor adjustments are required as stated above.

ATTACHMENT(S)

1. FY 2013-14 Mid-Year Budget Adjustments



Salinas Valley Solid Waste Authority
Mid Year Budget Adjustments
Based on December 31, 2013

	CURRENT BUDGET	Y-T-D REV/EXP	% OF BUDGET	REMAINING BALANCE	BUDGET ADJUSTMENTS	ADJUSTED BUDGET
Revenue Summary						
Tipping Fees - Solid Waste	11,141,800	5,766,193	51.75%	5,375,607		11,141,800
Tipping Fees - Surcharge	1,034,000	521,334	50.42%	512,666		1,034,000
Tipping Fees - Diverted Materials	956,800	561,860	58.72%	394,940		956,800
AB939 Service Fee	1,732,000	865,992	50.00%	866,008		1,732,000
Tipping Fees - South Valley	2,318,800	1,220,252	52.62%	1,098,548		2,318,800
Charges for Services	117,000	7,684	6.57%	109,316		117,000
Sales of Materials	572,500	181,335	31.67%	391,165		572,500
Investment Earnings	80,200	11,062	13.79%	69,138	(50,000)	30,200
Grants/Contributions	76,747	0	0.00%	76,747	(50,000)	76,747
Other Non-Operating Revenue	0	3,327	0.00%	(3,327)		0
Total Revenue	18,029,847	9,139,040	50.69%	8,890,807	(50,000)	17,979,847
Expense Summary						
Administration	2,175,500	1,067,812	49.08%	1,107,688		2,175,500
Resource Recovery	2,564,055	951,563	37.11%	1,612,492		2,564,055
Scalehouses Operations	371,930	176,556	47.47%	195,374		371,930
Transfer Stations Operations	2,625,740	1,227,607	46.75%	1,398,133	20,000	2,645,740
Landfills Operations	3,715,350	1,356,269	36.50%	2,359,081		3,715,350
Postclosure Maintenance	939,670	388,318	41.32%	551,352		939,670
Environmental Control Systems	431,910	120,023	27.79%	311,887		431,910
Debt Service - Interest	1,979,200	1,002,696	50.66%	976,504	(192,500)	1,786,700
Debt Service - Principal	1,162,600	1,097,517	94.40%	65,083		1,162,600
Closure Set-Aside	277,000	143,883	51.94%	133,117		277,000
Total Expense	16,242,955	7,532,244	46.37%	8,710,711	(172,500)	16,070,455
Revenue Over/(Under) Expenses	1,786,892	1,606,796	89.92%	180,097	122,500	1,909,392




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SALINAS VALLEY SOLID WASTE AUTHORITY

Report to the Board of Directors

ITEM NO. 6


Finance Manager/Controller-Treasurer

TB by R. Moreno
Legal Counsel


General Manager/CAO

Date: February 20, 2014
From: Roberto Moreno, Finance Manager
Title: A Resolution Approving Amendment No. 1 to the Cattle Grazing Lease with Richard Casey dba Vaquero Organic Beef

RECOMMENDATION

Staff recommends that the Authority Board approve this item. This amendment to the lease allows for fencing improvements to the Jolon Road property.

STRATEGIC PLAN RELATIONSHIP

The recommended action helps support Goal C - Utilize Jolon Road, Crazy Horse and Lewis Road closed landfills to generate revenue, by continuing to receive lease revenue while improvements are made to the property.

FISCAL IMPACT

Approval of this item will reduce the rental income from the lease by about \$2,500 annually for the next two years. Thereafter the lease amount will return to approximately \$5,900 annually.

DISCUSSION & ANALYSIS

Richard Casey, dba Vaquero Organic Beef has been leasing the Jolon Road property since the Authority purchased it in 2006. He has proposed to replace the fencing that is in need of repair. The improvements will cost approximately \$5,600. He wishes to deduct the cost of the improvements from his annual rent over a two-year period. Since the fencing improvements are a benefit to the Authority and will become Authority property when completed staff believes the proposal to be mutually beneficial.

The lease automatically renews annually unless either party chooses to cancel the lease. This is necessary in case the Authority should need to take back the property to satisfy programatic or regulatory requirements. This amendment will allow for a two-year lease and for the tenant to deduct the cost of the fencing improvements over that two-year period.

BACKGROUND

When the Authority purchased the Jolon Road property from USA Waste in May 2006, Mr. Richard Casey was leasing the property for a small cattle-grazing operation. Since Mr. Casey already had his cattle on the property, and the Authority had no current plans for using any of the property except the area where the transfer station and landfill are located, the Authority entered into a cattle grazing lease with Mr. Casey, a copy of which is attached.

Mr. Casey's father leased the property from 1987 until 1998 when Mr. Casey assumed the lease. He runs about 30 head of cattle on the property. He has been an excellent tenant caring for the property and has been very accommodating regarding to the landfill closure project.

ATTACHMENT(S)

1. Resolution approving Amendment No 1 to Cattle Grazing Lease Agreement
2. Resolution 2007-38 approving the Cattle Grazing Lease Agreement

RESOLUTION NO. 2014-

A RESOLUTION OF THE SALINAS VALLEY SOLID WASTE AUTHORITY APPROVING AMENDMENT NO. 1 AUTHORIZING A TWO-YEAR EXTENSION TO THE CATTLE GRAZING LEASE WITH RICHARD CASEY DBA VAQUERO ORGANIC BEEF FOR THE JOLON ROAD PROPERTY

WHEREAS, on August 16, 2007 the Board of Directors adopted Resolution No. 2007-38 approving a Cattle Grazing Lease with Richard Casey for Jolon Road Property; and

WHEREAS, the lease is for one-year terms that automatically renew on July 1, unless either party provides a written notice of its election not to renew the lease; and

WHEREAS, Richard Casey has submitted a proposal to improve the fencing on the property at his expense subject to being able to recover the expense over a two-year period out of the lease payment to the Authority; and

WHEREAS, the Authority considers the improvements beneficial; and

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE SALINAS VALLEY SOLID WASTE AUTHORITY that the Chief Administration Officer is hereby authorized and directed for and on behalf of the Salinas Valley Solid Waste Authority to execute Amendment No. 1 authorizing a two-year lease agreement with Richard Casey for the Jolon Road Property as attached hereto and marked "Exhibit A".

PASSED AND ADOPTED by the Board of Directors of the Salinas Valley Solid Waste Authority this 20th day of February 2014 by the following vote:

AYES: BOARD MEMBERS:

NOES: BOARD MEMBERS:

ABSENT: BOARD MEMBERS:

ABSTAIN: BOARD MEMBERS:

Elizabeth Silva, President

ATTEST:

Elia Zavala, Clerk of the Board

EXHIBIT A



**AMENDMENT NO. 1
TO THE GRAZING LEASE AGREEMENT BETWEEN
SALINAS VALLEY SOLID WASTE AUTHORITY AND
Richard Casey
FOR
Cattle Grazing Lease Agreement**

This amendment, is made and entered into this 20th of February 2014, 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 Richard Casey, dba Vaquero Organic Beef, a California sole proprietor (hereinafter "Tenant").

The Authority and Tenant entered into an Agreement on August 16, 2007. The initial term of the agreement expired on June 30, 2008 subject to automatic renewal on July 1 of each succeeding year for an additional one year term. Amendment No. 1 provides one two-year (2-year) term instead of annual renewals in order to allow Tenant the ability to recover the cost of fencing improvements over a two-year period from the annual rents.

Tenant has proposed to improve the fencing on the property at a cost of approximately \$5,100. Tenant proposes to finance the improvements and be allowed to the deduct the cost of such improvements from the annual rents over a two-year period, since the improvements will belong to the Authority. The Authority desires to cooperate in this manner since the improvements will also benefit the Authority.

All terms of the aforementioned agreement will continue in force with the exception of the following changes:

1. Term

The Authority and Tenant hereby mutually agree to extend the agreement for one (1) two-year term effective July 1, 2013 and ending June 30, 2015 for the purpose of allowing the Tenant to recover the cost of fencing improvements estimated at \$5,100 over this two year period. After recovery of the cost of improvements the term will revert back to annual renewals.

2. Rent

Tenant will be allowed to deduct one-half of the cost of fencing improvements from each of the next two annual lease payments, but such annual deductions shall not exceed \$2,550. Tenant will provide proof of the cost of fencing improvements. Thereafter rents will return to the normal schedule.

3. Covenants and Restrictions

Section (a) of the covenants and restrictions states that any fencing improvements made by Tenant shall be at tenant's expense. In view of the beneficial nature of the fencing improvements, the Authority will allow Tenant to deduct the cost of the fencing improvements for this one project only. The Authority hereby also grants approval for the fencing improvements. All such tenant improvements shall become property of the Authority.

IN WITNESS THEREOF, the parties hereto have made and executed this Amendment No. 1 on the date first above written.

SALINAS VALLEY SOLID WASTE AUTHORITY:

APPROVED AS TO FORM:

R. Patrick Matthews
Chief Administrative Officer

Thomas M. Bruen
Authority General Counsel

ATTEST:

Richard Casey:

Elia Zavala
Clerk of the Board

Tenant

RESOLUTION NO. 2007 – 38

**A RESOLUTION OF THE SALINAS VALLEY SOLID WASTE AUTHORITY
AUTHORIZING THE EXECUTION OF A CATTLE GRAZING LEASE FOR THE
JOLON ROAD PROPERTY WITH RICHARD CASEY dba GABILAN CATTLE CO.**

**BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE SALINAS
VALLEY SOLID WASTE AUTHORITY** that the Chief Administrative Officer is hereby
authorized and directed, for and on behalf of, the Salinas Valley Solid Waste Authority to
execute a lease agreement with Richard Casey dba Gabilan Cattle Co , with the terms and
conditions as stated in the lease, as attached hereto and marked "Exhibit A."

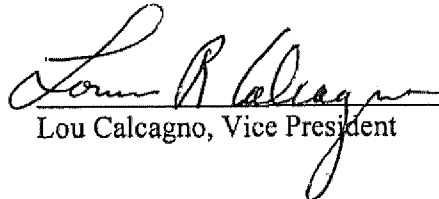
PASSED AND ADOPTED by the Board of Directors of the Salinas Valley Solid Waste
Authority this 16th day of August 2007, by the following votes

AYES	BOARD MEMBERS	ARMENTA, BARNES, CALCAGNO, CAMPOS, TENYUQUE
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NOES	BOARD MEMBERS	NONE
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ABSENT	BOARD MEMBERS	DE LA ROSA, DONOHUE, ORTIZ, WORTHY
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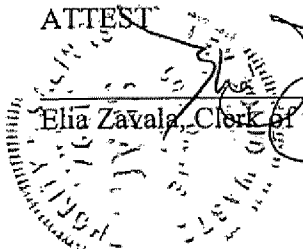
ABSTAIN	BOARD MEMBERS	NONE
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Lou Calcagno, Vice President

ATTEST


Elia Zavala, Clerk of the Board





"Promoting the environmental health of the Salinas Valley"

EXHIBIT A

SALINAS VALLEY SOLID WASTE AUTHORITY GRAZING LEASE FOR JOLON ROAD PROPERTY WITH RICHARD CASEY dba GABILAN CATTLE CO.

This Grazing Lease (the "Lease"), dated as of May 26, 2007, is made and entered into by and between the Salinas Valley Solid Waste Authority, a joint powers authority ("Landlord") and Richard Casey dba Gabilan Cattle Co. ("Tenant"). The term "Party" shall refer to a referenced party and if no party is referenced, then to all parties.

For payment of good and adequate consideration, the receipt and adequacy of which are hereby acknowledged, Landlord hereby leases to Tenant and Tenant hires from Landlord the Premises (as hereinafter defined) for the term and subject to the terms, covenants, agreements and conditions hereinafter set forth to each and all of which Tenant and Landlord hereby mutually agree:

SECTION 1 – PREMISES: Landlord leases unto the Tenant and the Tenant hires of, and from, the Landlord the following described real property:

In the County of Monterey, State of California, lots 1-9, the southeast quarter of the southeast quarter, the west half of the southeast quarter, the southeast quarter of the northwest quarter and the east half of the southwest quarter of section 30, Township 20 south, Range 8 east, Mount Diablo Meridian, containing approximately 496 plus acres more or less.

EXCEPTING AND RESERVING therefrom the oil, gas, and mineral rights thereto.

FURTHER EXCEPTING AND RESERVING unto the Landlord a parcel to be designated by the Landlord consisting of 43 acres, more or less, for use by the Landlord as a public solid waste disposal site as shown on the map included here as Attachment A. The 43 acres, more or less, include three acres southerly outside of the existing fence boundaries of the presently designated disposal site parcel.

SECTION 2 – USE: Tenant shall use the leased premises for no other purpose than cattle grazing and/or animal husbandry without prior written approval of the Landlord. No buildings or structures associated with such use shall be placed on said premises without such written approval. All buildings and improvements made or constructed shall comply with all local, state, and federal laws and regulations.

SECTION 3 – TERM: The Lease shall commence as of May 26, 2007. The initial term shall be from May 26, 2007 through June 30, 2008. Thereafter, this Lease shall be automatically renewed on July 1, 2008, and each succeeding year, for an additional one year term; provided, however, that if either party has given the other party written notice of its election not to renew the lease in advance of the upcoming July 1st anniversary date, this Lease shall not renew and shall terminate at the end of the then current one year term.

SECTION 4 - RENT: The annual rent for the initial term of this Lease shall be the sum of \$5,205.88 and shall be due and payable upon the receipt of the signed Lease by the Tenant. Thereafter, the annual rent shall be adjusted effective each July 1st using the percentage change in the Consumer Price Index-All Urban Consumers (CPI-W) for the San Francisco-Oakland-San Jose, CA area for the year ending in April of that year and shall be applied to the current annual sum. Rent shall be due and payable on July 1st of each succeeding one year term.

SECTION 5 - COVENANTS AND RESTRICTIONS:

- (a) Tenant agrees that any fencing, filling, leveling, grading or other improving of such property desired or made by tenant shall be made by tenant at tenant's expense. Before doing any of the foregoing or making any improvements on such property, Tenant shall obtain the written approval of the Landlord;
- (b) Tenant will defend, indemnify, and hold the Landlord and its members, board, officers, consultants, agents and employees harmless from any and all liability, costs, claims and damages due to or arising out of, the Tenant's possession or use of the leased premises. This provision shall survive termination of this Lease;
- (c) Tenant shall, at Tenant's expense, obtain and keep in force during the term of this Lease Commercial general liability insurance, including property damage, against liability for bodily injury, personal injury, death, and damage to property occurring on the Premises with combined single limit coverage of at least \$1,000,000 per occurrence and a general aggregate combined single limit of bodily injury and property damage liability of at least \$1,000,000; that policy shall include contractual liability, insuring Tenant's performance of indemnification obligations contained in this Lease. Any such policy obtained in accordance with this section must be approved by the Landlord as to form and content. Tenant shall provide Landlord with a certificate of such insurance and, if requested by Landlord, a copy of the insurance policy.
- (d) Tenant will commit no waste upon the leased premises, and will use them in a good, sound and former like manner, or in accordance with good practices of animal husbandry and soil conservation, returning them at the end of this Lease in at least as good a condition as when received.
- (e) Landlord agrees not to unreasonably interfere with Tenant's cattle grazing operation on those portions of the leased premises not being used by Landlord as a transfer station and disposal site. Landlord shall have access to the Premises for any purposes not inconsistent with Tenant's cattle grazing operations.
- (f) Tenant may develop and maintain at Tenant's expense a water supply solely for Tenant's use and occupation of the Premises. In the event that the Tenant, for its own purposes and use, makes water available upon the said parcel, it agrees that the Landlord may also use a reasonable amount thereof, excluding irrigation uses, but the Landlord shall, at its own expense, provide such plumbing as it deems necessary to transport such water to Landlord's site. Upon termination of this Lease or any extension thereof providing Tenant is not in default hereunder, Tenant shall have the right to keep and remove any pumps, motors, shafts and bowls from wells, but no underground pipeline.

SECTION 6 - SUCCESSORS AND ASSIGNS: This Lease shall bind and inure to the benefit of the successors and permitted assigns of each of the parties hereto. This Lease has been entered into with Tenant as an accommodation to Tenant in view of the fact that Tenant has been a good tenant, has a small scale family run grazing operation on the premises, and has no plans to expand his use of the leased premises. Therefore, Tenant shall not have the right to assign this Lease or sublet the premises or any part thereof, and Landlord may refuse any requested assignment or subletting of this Lease in Landlord's sole and absolute discretion, whether such refusal is reasonable or unreasonable.

SECTION 7 - ATTORNEYS' FEES: In the event that any suit be brought by either party hereunder for any reason or purpose whatsoever arising out of or connected with this Lease, or the use of the aforesaid demised property, then the prevailing party shall be entitled to necessary attorneys' fees from the other party incurred by said prevailing party for commencing, prosecuting, or defending any such action in an amount to be fixed and made a part of any judgment rendered therein by the court.

SECTION 8 - NOTICE: Any notice required or permitted to be given hereunder will be sufficiently served if in writing and given personally to the person to be served, or if deposited in the United States Mail postage prepaid and addressed to the party to be served as follows, or at any other place designated by the parties from time to time:

Written notices to the Authority hereunder shall, until further notice by Authority, be addressed to:

Via Mail

Salinas Valley Solid Waste Authority
Attn: Mr. Stephen T. Johnson,
General Manager/CAO
P.O. Box 2159
Salinas, CA 93902-2159

Hand Delivered

Salinas Valley Solid Waste Authority
Attn: Mr. Stephen T. Johnson,
General Manager/CAO
128 Sun Street Ste. 101
Salinas, Ca 93901

Written notices to the Tenant shall, until further notice by the Tenant, be addressed to:

Mr. Richard Casey
dba Gabilan Cattle Co.
52293 Pine Canyon Road
King City, CA 93930

SECTION 9 - ENTIRE AGREEMENT: This agreement contains the entire agreement made by and between the parties hereto, and no modification thereof, or change made therein, shall be valid or of any effect unless reduced to writing and signed by the parties hereto.

SECTION 10 - TAXATION: The property interest created by this Lease may be subject to property taxation, and Tenant may be subject to property taxes levied on such interest.

SECTION 11 - RIGHT OF ENTRY: Landlord reserves the right to enter the property for purposes to inspect, survey, repair, and maintain former landfills, etc.

SECTION 12 - TERMINATION: Either party may terminate this Lease for convenience by providing a 90-day written notice to the other party. Upon termination Landlord will return the unused portion of the rent on a pro-rata basis.

SECTION 13 - TIME IS OF THE ESSENCE: Time is of the essence in this Lease.

SECTION 14 - HOLDING OVER: Any holding over after expiration of the Lease with the consent of Landlord shall be construed as a month-to-month tenancy in accordance with the terms of the Lease as applicable. During such holding over period, Tenant shall pay Landlord as rent the sum of \$1,000 per month.

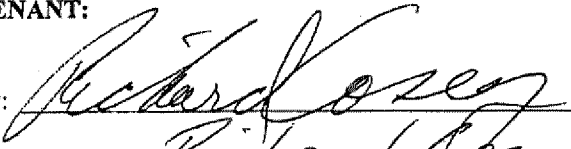
SECTION 15 - COUNTERPARTS: This Lease may be executed in one or more counterparts, each of which shall be deemed an original and all of which taken together shall constitute one and the same instrument.

SECTION 16 - GOVERNING LAW: The validity, meaning, and effect of this Lease shall be determined in accordance with California law.

IN WITNESS WHEREOF:

Tenant has executed this Lease as of the date first written above.


TENANT:

By: 
Printed Name: Richard Casey

Landlord accepts and agrees to the Lease.

LANDLORD:

SALINAS VALLEY SOLID WASTE AUTHORITY

By:  4/24/08
Printed Name: ~~Stephen Johnson~~ R. Patrick Mathews
Title: Chief Administrative Officer

Attachment A: Area Map of Leased Property

ATTACHMENT A



All top soil
- taken
use for
covering
old landfill



SalinasValleyRecycles.org

SALINAS VALLEY SOLID WASTE AUTHORITY

Report to the Board of Directors

ITEM NO. 7

N/A

Finance Manager/Controller-Treasurer

N/A

Legal Counsel

General Manager/CAO

Date: February 20, 2014
From: Patrick Mathews, General Manager/CAO
Title: A Resolution Approving the Revised 2013-15 Strategic Plan Goals and Six-Month Objectives through July 2014

RECOMMENDATION

Staff recommends that the Board adopt the resolution as recommended at the February 13, 2014, Strategic Planning Board retreat.

STRATEGIC PLAN RELATIONSHIP

The Authority's Strategic Plan is reviewed and re-evaluated every six months by the Board.

FISCAL IMPACT

Funding for the implementation of the specific goals and objectives will be allocated as part of the budget process.

DISCUSSION & ANALYSIS

The Board met on February 13 to review the current Strategic Plan Goals and Objectives and provided recommendations for Board action. A revision was recommended for Goal E, as noted in bold/italics/underline.

- A. Fund and implement 75% diversion of waste from landfills
- B. Complete development of the Salinas Area Transfer Station and Materials Recovery Center
- C. Utilize Jolon Road, Crazy Horse and Lewis Road closed landfills to generate revenue
- D. Increase public access, involvement and awareness of SVSWA activities
- E. Reduce costs and improve services at the Johnson Canyon Landfill **and other SVSWA facilities**

Progress reports on the 2013-15 Strategic Plan six-month objectives will be provided monthly to the Board. These will be reviewed and re-evaluated at the next Board retreat which was recommended to be rescheduled to July 31, 2014.

BACKGROUND

The original Three-year Goals were developed by the Board at its July 2013 retreat.

ATTACHMENT(S)

- 1. Resolution
- 2. Exhibit A – 2013-2015 Strategic Plan Goals and Six-month Objectives through July 2014

RESOLUTION NO. 2014 -

A RESOLUTION OF THE SALINAS VALLEY SOLID WASTE AUTHORITY APPROVING THE REVISED 2013-15 STRATEGIC PLAN GOALS AND SIX-MONTH OBJECTIVES THROUGH JULY 2014

WHEREAS, the Salinas Valley Solid Waste Authority Board of Directors met on July 31, 2013, to review and discuss the Authority Strategic Plan and provided recommendations that were subsequently approved at its August 22, 2013, regular meeting; and,

WHEREAS, on a monthly basis, the Authority Board of Directors reviewed the progress on the Goals and Objectives; and,

WHEREAS, on February 13, 2014, the Authority Board of Directors met to review and reevaluate the Strategic Plan Goals and Six-month Objectives and provided further recommendations; and,

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE SALINAS VALLEY SOLID WASTE AUTHORITY, that the 2013-15 Strategic Plan Goals are hereby approved as revised with new Six-month Objectives, as attached hereto and marked "Exhibit A."

PASSED AND ADOPTED by the Board of Directors of the Salinas Valley Solid Waste Authority at its regular meeting duly held on the 20th day of February 2014, by the following vote:

AYES: BOARD MEMBERS:

NOES: BOARD MEMBERS:

ABSENT: BOARD MEMBERS:

ABSTAIN: BOARD MEMBERS:

Elizabeth Silva, President

ATTEST:

Elia Zavala, Clerk of the Board

STRATEGIC PLAN ELEMENTS

Marilyn Snider, Snider and Associates; Strategic Planning Facilitator

"SWOT" ANALYSIS

Assess the organization's:

- Internal **S**trengths - Internal **W**eaknesses
- External **O**pportunities - External **T**hreats

MISSION/PURPOSE STATEMENT

States WHY the organization exists and WHOM it serves

VISION STATEMENT

A vivid, descriptive image of the future—what the organization will BECOME

CORE VALUES

What the organization values, recognizes and rewards—strongly held beliefs that are freely chosen, publicly affirmed, and acted upon with consistency and repetition

THREE YEAR GOALS

WHAT the organization needs to accomplish (consistent with the Mission and moving the organization towards its Vision) – usually limited to 4 or 5 key areas

THREE YEAR KEY PERFORMANCE MEASURES

WHAT success will look like when the goal is achieved

SIX MONTH STRATEGIC OBJECTIVES

HOW the Goals will be addressed: By when, who is accountable to do what for each of the Goals

FOLLOW-UP PROCESS

Regular, timely monitoring of progress on the goals and objectives; includes setting new objectives every six months

SIX-MONTH STRATEGIC OBJECTIVES

February 13, 2014 through July 15, 2014

THREE-YEAR GOAL: FUND AND IMPLEMENT 75% DIVERSION OF WASTE FROM LANDFILLS					
WHEN	WHO	WHAT	STATUS		
			DONE	ON TARGET	REVISED
1. At the Feb. 20, 2014 Board meeting	Diversion Manager	Recommend to the Board for consideration the Global Organics Energy (GOE) proposal to demonstrate autoclave waste recovery technology at the Johnson Canyon Landfill.			
2. At the March 20, 2014 Board meeting	Diversion Manager, working with private recyclers, cities and the county	Request diversion data from countywide private recyclers to be included in the SVSWA diversion rate and report the preliminary results to the Board.			
3. June 15, 2014	Diversion Manager	Provide the Board an interim report on the USDA Digester Pilot Project and make a recommendation(s) to the Board for action on how the digester can contribute to 75% diversion goal.			
4. At the June 19, 2014 Board meeting	General Manager	Report to the Board on the process to move the Transfer Station Materials Recovery Center and autoclave technology to move the Environmental Review process forward.			
5. July 15, 2014	General Manager	Actively participate in and provide information to the City Managers' Group regarding the Regional Solid Waste Study and provide an update the Board.			

SUGGESTED BOARD PRIORITIES:

- Work closer with cities and the county to continue the dialog and get the word out to the public
- Complete the regional study proposed by the City Manager Group
- Bring the GOE Autoclave
 - Contact private recyclers to get data
 - Work toward a partnership with private recyclers
 - Continue USDA digester evaluation

THREE-YEAR GOAL: COMPLETE DEVELOPMENT OF THE SALINAS AREA TRANSFER STATION AND MATERIALS RECOVERY CENTER						
WHEN	WHO	WHAT	STATUS			COMMENTS
1. On or before the June 19, 2014 Board meeting	General Manager	Present the Citizens Advisory Group's recommendations of acceptable sites for the Salinas Area Transfer Station and Materials Recovery Center to the Board for direction.				
2. July 15, 2014	General Manager	Contingent upon approval of an acceptable site, begin a development plan for the Salinas Area Transfer Station and Materials Recovery Center.				
3. FUTURE OBJECTIVE _____	General Manager	Prepare and present to the Board for deliberation a Salinas Area Transfer Station and Materials Recovery Center project implementation schedule.				

SUGGESTED BOARD PRIORITIES:

- Any more refinements, opportunities and barriers needed to implement the objectives?
- Figure out a site and whether it's city- or county-owned
- Develop a plan
- Get it done

THREE-YEAR GOAL: UTILIZE JOLON ROAD, CRAZY HORSE AND LEWIS ROAD CLOSED LANDFILLS TO GENERATE REVENUE						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
At the April 17, 2014 Board meeting	Authority Engineer and the Diversion Manager	Recommend to the Board for consideration a process for selecting and funding a consultant to identify potential revenue opportunities.				
At the July 31, 2014 Board retreat	General Manager and a consultant, with input from the Citizens Advisory Group and the cities and the county (e.g., economic development directors)	Present to the Board feedback from meetings to generate revenue from the closed landfills.				
FUTURE OBJECTIVE _____	HR/Organization Development Manager, working with CSUMB student interns and a consultant	Develop a Business Plans for generating revenues from closed landfills.				

SUGGESTED BOARD PRIORITIES:

- Utilize the Citizens Advisory Group to develop ideas
- Hire a consultant to identify potential uses and who would bring people in to look at the sites
- Utilize the private sector to get recommendations (e.g., have focus groups)
- Identify what has been done so far

THREE-YEAR GOAL: **INCREASE PUBLIC ACCESS, INVOLVEMENT AND AWARENESS OF SVSWA ACTIVITIES**

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. At the May 15, 2014 Board meeting	Management Team (Gen. Mgr. – lead)	Propose new ideas for Board consideration on how to expand public and stakeholder information on the Board's diversion goals and activities.				
2. At the May 15, 2014 Board meeting	Diversion Manager, working with the Recycling Coordinator and alternate Board member Joe Gunther	Develop and present to the Board a plan to expand and enhance (e.g., contests, rewards) education of students about the importance of recycling.				
3. July 15, 2014	Each Board and Management Team member	Be visible and promote SVSWA at at least one community event.				
4. July 15, 2014	HR/Organization Development Manager, working with staff and Board and in partnership with community groups	Get at least 1000 messages (i.e., flyers, email, social media, presentations) out to the community (e.g., Rotary, American Legion, Elks Club) to increase visibility and participation in SVSWA activities.				
5. July 15, 2014	HR/Organization Development Manager	Ensure broadcasting of at least two new SVSWA radio and TV ads targeting the Hispanic community.				

SUGGESTED BOARD PRIORITIES:

- Stop doing activities that do not yield desired results (e.g., public meetings)
- Be accessible and continue community relationships; collaborate with community leaders
- Maximize use of PSAs
- Support the Citizens Advisory Group; Board members have a continuing dialog with appointed citizens
- Be visible in the schools (e.g., contests, rewards)
- Continue TV ads
- Staff and Board to be visible at community events
- Review, expand and further develop a plan to use volunteers, staff and Board to achieve the goal

THREE-YEAR GOAL: *REDUCE COSTS AND IMPROVE SERVICES AT THE JOHNSON CANYON LANDFILL AND OTHER SVSWA FACILITIES*

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. At the Feb. 20, 2014 Board meeting	Operations Manager and Authority Engineer	Present to the Board for action the results of the RFP for ongoing operations of the Johnson Canyon Landfill.				
2. July 15, 2014	Authority Engineer – lead, General Manager and Board of Directors	Request a commitment for county, regional agency, state and federal funding to construct the Regional Landfill Truck Route (i.e., Gloria Road, Nerson Road, Johnson Canyon Road) and report results to the Board.				
3. July 15, 2014	Diversion Manager	Determine the viability and possible funding opportunities of a compost operation at the Johnson Canyon Landfill and report results to the Board.				
4. July 15, 2014	Operations Manager	Solicit ideas from the staff for cost saving opportunities at SVSWA facilities and present the ideas to the Board.				

SUGGESTED BOARD PRIORITIES:

- Continue to solicit staff input
- Make clear to the public where we're at, that we have a plan and our funding opportunities



Report to the Board of Directors

ITEM NO. 8


Finance Manager/Controller-Treasurer

N/A
Legal Counsel


General Manager/CAO

Date: February 20, 2014
From: Patrick Mathews, General Manager/CAO
Title: Citizens Advisory Group Meeting Report

RECOMMENDATION

Staff recommends that the Board accept this item.

STRATEGIC PLAN RELATIONSHIP

The recommended action helps support the Strategic Plan Goal to "Increase Public Access, Involvement and Awareness of the Authority Activities". The Citizens' Advisory Group (CAG) is currently involved with reviewing siting options for relocation of the Sun Street Transfer Station which also supports the Strategic Plan Goal to "Complete Development of the Salinas Area Materials Recovery Center and Transfer Station".

FISCAL IMPACT

This program has minimal cost to the Authority other than staff time to coordinate and participate in the CAG's monthly meetings.

DISCUSSION & ANALYSIS

The CAG has met 4 times since formation in November 2013. The first two meetings were spent reviewing background information and education of the CAG members on local, State issues around solid waste and recycling. The second two meetings were specifically focused on reviewing past and present Authority waste recovery technology considerations and siting of the new Materials Recovery Center and transfer station to replace the Sun Street transfer station. The CAG is now engaged in reviewing site options and conducting a site selection analysis for future presentation to the Board of Directors.

At the Board's direction, staff has also included the attendance record for the 6 seated CAG members. Representative Joel Hernandez has been excused for the last two meetings due to a conflict in his schedule. The CAG has recently made an adjustment in its meeting schedule to accommodate Mr. Hernandez starting in March. Three additional appointments from the County, Greenfield, and Soledad are pending.

BACKGROUND

In order to improve public participation in Authority activities and projects, the Board of Directors formed a Citizens Advisory Group on February 13, 2013. The purpose of the CAG was to engage representatives of the community, for review of proposed programs, major capital projects and other significant Authority activities. The CAG will provide additional public input to the Board of Directors on projects and programs under consideration by the Authority. Examples of such projects would include the proposed Salinas area Materials Recovery Center and future closed landfill reuse projects.

ATTACHMENT(S)

1. CAG attendance record
2. CAG meeting highlights Nov 2013 – Feb 2014

ATTACHEMENT 1

CAG Members Attendance

		Director	Jurisdiction	19-Nov	5-Dec	9-Jan	6-Feb	Total Attendance
1	John Fair	Lutes	Salinas	1	0	1	1	3
2	Joel Hernandez	De La Rosa	Salinas	1	1	0	0	2
3	Victor Hernandez	Barrera	Salinas	1	1	1	1	4
4	Paula Getzelman	Salinas	County	1	1	1	1	4
5	Robert Brandt	Silva	Gonzales	1	0	1	1	3
6	Dan Raquinio	Cullen	King City	1	0	1	1	3
				6	3	5	5	



**CITIZENS ADVISORY GROUP
MEETING NOTES
November 19, 2013
128 Sun Street, Suite 101, Salinas, CA 93901**

MEMBERS PRESENT

City of Salinas:	Joel Hernandez	City of Gonzales:	Robert Brandt
City of Salinas:	Victor Hernandez	City of King:	Daniel Raquinio
City of Salinas:	John Fair	County of Monterey:	Paula Getzelman

STAFF PRESENT

Patrick Mathews, General Manager/CAO	Rose Gill, HR/Organizational Development Manager
Susan Warner, Diversion Manager	Elia Zavala, Clerk of the Board

CITIZENS ADVISORY GROUP OBJECTIVE

General Manager/CAO Patrick Mathews welcomed the Group. Group members introduced themselves.

MEETING TOPICS

**1. OVERVIEW OF THE SALINAS VALLEY SOLID WASTE AUTHORITY
(DBA SALINAS VALLEY RECYCLES)**

Diversion Manager Warner provided a presentation on the history of the Authority. The Group inquired about the master plan for the Works Street Materials Recovery Center and on the reasons for the County's intent to withdraw.

2. OVERVIEW OF AGENCY'S STRATEGIC GOALS

HR/Organizational Development Manager Gill presented an update on the Authority's strategic plan goals and objectives. The Group discussed the refinancing of the revenue bonds, greenhouse gas impacts, and the operation of the Johnson Canyon Landfill.

3. OVERVIEW OF AGENCY'S BUDGET AND GARBAGE RATES

General Manager/CAO Mathews provided a report. The Group discussed the franchise haulers tipping fee, the rates on customer garbage bills, the importation of waste, and the agency's debt service and liabilities.

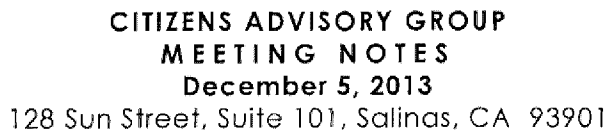
4. DISCUSS FUTURE TOPICS

The Group showed interest in discussing a second-chance store and the Steam Autoclave Project.

5. ESTABLISH THE CITIZENS ADVISORY GROUP MEETING SCHEDULE

The Group concurred on meeting once a month, on the first Thursday of the month for no more than two hours, from 5:00 p.m. to 7:00 p.m. The December meeting was scheduled on December 5 and the January meeting was scheduled on January 9, due to the holidays.

CONCLUSION



City of Salinas:	Joel Hernandez	County of Monterey:	Paula Getzelman
City of Salinas:	Victor Hernandez		

City of Salinas:	John Fair	City of King:	Daniel Raquinio
City of Gonzales:	Robert Brandt		

Patrick Mathews, General Manager/CAO
Roberto Moreno, Finance Manager

Doug Kenyon, Republic Service

MEETING TOPICS

1. BOARD OF DIRECTORS RECENT ACTIONS

General Manager/CAO Mathews provided an update, including discussions on the Johnson Canyon Roadway Improvements and issues with the County pertaining to the refinancing of the revenue bonds, which include the carving out of District 2 to the Marina landfill and conditions for rescinding its notice of intent to withdraw. The Group discussed the difference in rates between the Authority and Monterey Regional Waste Management District.

2. RELOCATION OF THE SUN STREET TRANSFER STATION AND MATERIALS RECOVERY CENTER

General Manager/CAO Mathews provided an overview on the cause for the relocation, mentioning the proposed Alisal Market Place development by the City of Salinas. The Group reviewed and discussed the concept plans, property issues, and costs for the proposed Work Street property. Other parcels discussed were the City's animal shelter, the Madison Lane Transfer Station, Johnson Canyon Landfill. The Group will be asked to complete a scoring matrix on the properties to rank the sites based on their opinions at a future meeting.

3. STEAM AUTOCLAVE PROJECT

General Manager/CAO Mathews provided an overview of the technology and showed a video. The Group discussed the Autoclave system's processes, the conclusion of the Plasco Plasma Arc Gasification Project, and the how the County's recent action affect the Autoclave project.

4. DETERMINE THE CITIZENS ADVISORY GROUP MEETING LOCATION(S)

This item was not discussed.

FUTURE TOPICS

January - list of sites for the potential Salinas Area Materials Recovery Center.

CONCLUSION

The meeting concluded at 7:00 p.m.



**CITIZENS ADVISORY GROUP
MEETING NOTES
January 9, 2014
128 Sun Street, Suite 101, Salinas, CA 93901**

MEMBERS PRESENT

City of Salinas:	John Fair	City of King:	Daniel Raquinio
City of Salinas:	Victor Hernandez	County of Monterey:	Paula Getzelman
City of Gonzales:	Robert Brandt		

MEMBERS ABSENT

City of Salinas: Joel Hernandez

STAFF PRESENT

Patrick Mathews, General Manager/CAO Elia Zavala, Clerk of the Board

MEETING TOPICS

1. BOARD OF DIRECTORS RECENT ACTIONS

General Manager/CAO Mathews provided an update, including the impact of the County's actions on the Autoclave project. The Group discussed the next steps for the project including environmental review and the siting study.

2. RELOCATION OF THE SUN STREET TRANSFER STATION AND MATERIALS RECOVERY CENTER

General Manager/CAO Mathews provided a handout with a detailed matrix with preliminary information for each of the potential properties and a checklist for environmental review for reference. The Group discussed the process and a suggestion was made to include in the environmental review a "growth inducing" factor, because now the agency will have more capacity. The Group reviewed the proposed properties and discussed drawbacks to each of the properties, noting issues as follows:

Work Street - the use of Elvie Drive and the split properties, issue of water reclamation for the Autoclave, and the flood plain.

Madison Lane - the traffic impact, tax assessment for development, perceived impact to agriculture, lack of past community support for increased operations, and the uncertainty of the County's plans to extend Rossi Road.

Sun Street - the City of Salinas' plans for the Alisal Market Place and the developer's request to move the facility out of the development zone.

Hitchcock Road - the animal shelter currently on the property may raise issues with animal protection community, concerns with truck access.

FUTURE TOPICS

At the February 6 meeting, the Group will be evaluating the sites, assigning values to ranking criteria, and ranking the sites to present a recommendation to the Board. Staff will provide site plans. A Group member requested a copy of the proposed Alisal Market Place development.

CONCLUSION

The meeting concluded at 7:12 p.m.



**CITIZENS ADVISORY GROUP
MEETING NOTES
February 6, 2014
128 Sun Street, Suite 101, Salinas, CA 93901**

MEMBERS PRESENT

City of Salinas:	John Fair	City of King:	Daniel Raquinio
City of Salinas:	Victor Hernandez	County of Monterey:	Paula Getzelman
City of Gonzales:	Robert Brandt		

MEMBERS ABSENT

City of Salinas: Joel Hernandez

STAFF PRESENT

Patrick Mathews, General Manager/CAO	Elia Zavala, Clerk of the Board
Susan Warner, Diversion Manager	

MEETING TOPICS

1. MEETING NOTES FOR MEETINGS OF NOVEMBER 19, 2013, DECEMBER 5, 2013, AND JANUARY 9, 2014

The Group received the meeting notes of the previous three meetings.

2. BOARD OF DIRECTORS RECENT ACTIONS

Staff reviewed the January 23, 2014, Board meeting highlights.

3. EVALUATION OF POTENTIAL SITES FOR THE RELOCATION OF THE SUN STREET TRANSFER STATION AND MATERIALS RECOVERY CENTER (MRC)

General Manager/CAO Mathews provided materials that will be used to assist in the siting study, including the County's New Juvenile Hall Project Site Selection Analysis to be used as a model, an overview of the City of Salinas Alisal Market Place Project, and the Executive Summary of the Authority's 2002 Regional Solid Waste Facilities Project Environmental Impact Report (EIR). Also provided were conceptual site plans for the MRC and a preliminary sites matrix for scoring and weighing the potential sites. Staff explained the two phases of the Autoclave system; Phase I would be built to meet the present community needs and Phase II would include expanded capacity. Staff spoke about the importance of having space and conducting the study through a thorough process that includes community involvement upfront to address or mitigate any potential impacts or concerns. The Group reviewed the matrix and discussed the criteria scoring and weighing process. A question was raised if businesses around Elvie Drive were leaving due to the street closure. Staff indicated that only the Ford Dealer has expressed concern. The Group briefly reviewed the County's sites analyses and noted that hazardous material exists on the County's site no. 4, difficult highway access on site no. 7, especially south bound. County sites nos. 9 and 10 are not in the Authority service area.

FUTURE TOPICS

Staff asked the Group to read the County's analyses and review the 2002 EIR summary before the next meeting when values and weights will be assigned to the ranking criteria.

GENERAL GROUP COMMENTS

General Manager/CAO Mathews announced that Group Member Joel Hernandez has advised that he is unable to make the Group meetings on the first Thursday of the month as it conflicts with another committee he serves on. The Group suggested meeting the 2nd Thursday. Staff will confirm and send a notification to the Group.

CONCLUSION

The meeting concluded at 7:12 p.m.



SalinasValleyRecycles.org
SALINAS VALLEY SOLID WASTE AUTHORITY

Report to the Board of Directors

ITEM NO. 9

N/A

Finance Manager/Controller-Treasurer

N/A

Legal Counsel

A handwritten signature in black ink, appearing to read "Patrick Mathews", is written over a horizontal line.

General Manager/CAO

Date: February 20, 2014
From: Patrick Mathews, General Manager/CAO
Title: Community Choice Aggregation (CCA) 2013 Activities Report

RECOMMENDATION

Staff recommends that the Board accept this item.

STRATEGIC PLAN RELATIONSHIP

The recommended action helps support the Strategic Plan Goal to "Increase Public Access, Involvement and Awareness of the Authority activities".

FISCAL IMPACT

This program has minimal cost to the Authority other than staff time to participate in the CCA meetings of the Project Development Advisory Committee.

DISCUSSION & ANALYSIS

This is an informational item only.

BACKGROUND

On March 21, 2013, the Board of Directors approved a resolution supporting the CCA development feasibility study and appointing the General Manager as its representative to the Project Development Advisory Committee.

ATTACHMENT(S)

1. CCA 2013 Activities Report

Copy to: All member agencies

Monterey Bay Community Choice Aggregation Phase 1 Technical Study Project 2013 Report

Date: January 28, 2014

To: Monterey Bay CCA Project Partners

From: Gine Johnson, Project Team Manager
(831) 234-1434 --or-- (831) 454-2200
ginejohnson@comcast.net --or-- virginia.johnson@co.santa-cruz.ca.us

2013 was a year of significant progress for the Monterey Bay CCA Project. Major accomplishments for the year include:

(1) Building a regional partnership by:

- Educating interested local governments and agencies as well as key community stakeholders regarding the project's potential regional environmental and economic benefits.
- Engaging representative participation and support for the project from both the public and private sectors.

(2) Assuring appropriate project governance and transparency by:

- Organizing the project in terms of fiscal sponsorship, governance, project oversight and implementation.
- Engaging community participation through public access meetings and an informational website.

(3) Developing and partially implementing a fundraising plan necessary to initiate the Phase 1 Technical Study.

Building a regional partnership:

25 local governments and agencies have passed resolutions or they have affirmed their intent to participate in or support the Monterey Bay CCA Phase 1 Technical Study. The participants and supporters are:

- Santa Cruz County & Cities of Santa Cruz, Scotts Valley, Capitola, Watsonville
- San Benito County & Cities of San Juan Bautista and Hollister

montereybaycca.org

- Monterey County & Cities of Salinas, Pacific Grove, Seaside, Marina, Gonzales, Soledad, Carmel, Sand, Greenfield, Del Rey Oaks, and King
- Salinas Valley Solid Waste Authority
- Monterey Regional Waste Management District
- Monterey Bay Unified Air Pollution Control District
- Soquel Creek Water District (supporter)
- San Lorenzo Valley Water District (supporter)

The progress we have made in forming a regional partnership during the past 18 months cost other regions (Marin, Sonoma, San Francisco) years of time and millions of dollars. Our success is largely due to the volunteers associated with the project. Over 40 volunteer community leaders have invested an estimated 2000 hours to get to this point. We estimate that in-kind staff hours will exceed 2700 hours by the time the *Request For Proposals* for the study is issued in 2014.

Assuring appropriate project governance and transparency:

The Community Foundation of Santa Cruz County approved fiscal sponsorship of the project in late 2012, which allowed the project's initiating committee to move forward with developing an organizational structure for project implementation. The *Project Development Advisory Committee (PDAC)* was formed early in 2013 comprised of representatives from several public and private sector stakeholders. The PDAC established organizational protocols to govern project oversight and implementation as well as public access to information, progress and decision-making. Primary roles and responsibilities as well as general procedures were adopted as outlined on *Attachment (1)* to this report.

The PDAC met eight times during the year. All meetings complied with standard public meeting protocols and were held at either the Santa Cruz County Board Chamber or the Monterey Regional Waste Management District Board Chamber. PDAC meeting agendas, minutes and associated documents are posted on the project's website, montereybaycca.org, which also contains detailed information regarding the project. The website is regularly updated and automatic emails regarding those updates go out to members of the public who have registered their email address on the site.

The project received regular media coverage throughout the year with articles in the Santa Cruz Sentinel, Scotts Valley Times, Monterey County Herald, Monterey County Weekly and the Good Times. These articles are posted on the website. In addition, the project was highlighted at the Monterey Bay Regional Climate Action Compact's 2013 Summit hosted by CSU Monterey Bay. Over 70 community leaders attended the half-day meeting, including Fred Keeley, Bruce McPherson, CSUMB President Eduardo Ochoa, as well as leaders from UCSC, the Santa Cruz City School Board, the Santa Cruz County Regional Transportation Commission, AMBAG, the Transportation Authority of Monterey County, the Monterey Unified Air Pollution Control District and the Monterey Bay Carbon Fund.

Developing and partially implementing a fundraising plan:

The Project Team developed a fundraising plan early in the year that included outreach to large philanthropic donors and the submittal of grant proposals to foundations focused on environmental initiatives. The plan has been partially implemented with the following results:

- Philanthropic Donors - Ongoing outreach has resulted in private donations or pledges of \$18,125, of which \$1875 has come from relatively small donors through a reputable crowd source fundraising website, RAZOO. An outreach effort to large potential donors is a continual effort.
- Foundation Grants - Two foundation grant proposals have been written and submitted through one of the lead partners in the project, Santa Cruz County:
 - World Wildlife Foundation – Earth Hour City Challenge - \$30,000 request
 - Wells Fargo Environmental Solutions for Communities - \$35,000 requestWe expect to hear from both foundations within the next two months. The Project Team also anticipates submitting a third foundation grant proposal to Funder's Network requesting 1:1 matching funds for the philanthropic donations received. At least \$25,000 in private donations must be raised prior to making this request. We have raised 73% of the necessary amount and estimate that the remaining funding will be raised within the next few months.
- State Grant - A substantial funding request is under development for submittal on 2/28/14 to the Governor's Office of Planning, Strategic Growth Council, Sustainable Communities Planning Grant and Incentive Program. As the applicant must be a local government agency, Santa Cruz County has graciously consented to be the applicant on behalf of the Monterey Bay CCA partners.

Project Goals for 2014 include:

- (1) The PDAC will meet quarterly throughout the year. Please refer to the website for meeting dates, times, venues and documents. Representatives from recent regional partners will be joining the PDAC at its April 10th meeting.
- (2) The Technical Working Group will draft a *Request For Proposals* scope, refined budget and proposed process for PDAC review and approval by the 2nd quarter.
- (3) Sufficient funds will be raised to begin the RFP process by the third quarter.

Attachments:

Attachment (1) - Organization Structure, Roles & Responsibilities

Monterey Bay Community Choice Aggregation

Phase 1 Technical Study Project

Organizational Structure
Primary Roles and Responsibilities
General Procedures

Organizational Structure

The project organizational structure consists of a fiscal sponsor responsible for compliance with all legal regulations and non-profit best practices (*Community Foundation Santa Cruz County*), a steering committee to oversee the project implementation team (*Project Development Advisory Committee*), a *Project Team* to successfully implement the project, and *two Working Groups* to work with the Project Team.

Primary Role and Responsibilities

Each entity fulfills a primary role with associated responsibilities. These are as follows:

Community Foundation of Santa Cruz County (CFSCC) -- Fiscal Sponsor

- Primary role is to fulfill miscellaneous responsibilities as outlined in the fiscal agreement contract.
- Oversees the activities of the Project Development Advisory Committee to assure compliance with the fiscal agreement contract.

Project Development Advisory Committee (PDAC) -- Project Oversight

- Primary role is to provide oversight for all the project implementation team activities and be responsible to the CFSCC and local government partners for successful project completion.
- The PDAC will be comprised of members and alternates who will be designated by their respective governing board or chief administrative officer. Each member will have one vote for purposes of making decisions. Membership will be limited to 15 members and include representation from participating cities and counties, stakeholder special districts and community sectors (business, agriculture.) *The Roster of Designated Appointees is attached to this document.*
- Responsibilities include overseeing compliance with the CFSCC fiscal sponsorship agreement, approval of the implementation team's project management plan, continuous monitoring of project progress, and regularly reviewing all financial transactions, including approval of project expenditures prior to payment by the CFSCC.

- The PDAC will provide regular progress reports to the CFSCC as well as review all financial reports produced by the CFSCC. Regular progress reports will also be sent to the governing boards of participating local government agencies.
- PDAC meetings will be public meetings and, in the interest of transparency, voluntarily comply with all applicable procedural requirements of the Brown Act. In addition, the committee will comply with all elements of this document, which may be revised from time to time with PDAC approval to meet the needs of the project.

Project Team -- Project Implementation

- Primary role is to manage day-to-day project implementation toward successful completion as overseen by the PDAC.
- Will develop a project management plan to be submitted to the PDAC for review and approval. The plan will reflect specific staff level responsibilities such as supporting the PDAC, coordinating financial and reporting activities with the CFSCC, activities of the Working Groups as well as management of the groups, fundraising, managing technical consultants, relationship coordination with statewide CCA groups and regulatory agencies, and managing all communications, outreach and marketing activities.
- Project Team Members with Primary Roles: (Revised 12/31/13)
 - Virginia Johnson Project Team Management, Partner Relations, Fundraising
virginia.johnson@santacruzcounty.us (831) 454-2200
 - Julia Holl PDAC Administrative Assistant
 - Brennen Jensen Partner Relations, Fundraising
 - Joel Kauffman Fundraising, Marketing & Branding
 - Matt Farrell Technical Working Group Coordination
 - Kris Damhorst Webmaster, Social Media Coordination

Technical Working Group (TWG) - Assists the Project Team

- Primary role will be to scope the feasibility study work plan and "request for proposals" packet to be reviewed and approved by the PDAC. TWG members and their primary roles will be approved by the PDAC.

- Will develop a group work plan, which will become a section of the Project Team work plan to be submitted to the PDAC for review and approval. The plan will reflect specific staff level responsibilities such as researching existing feasibility “requests for proposals” as well as reading completed studies and incorporating information and best practices derived from this research.

Communications and Marketing Working Group (CMWG) – Assists the Project Team

- Primary role will be to develop marketing materials and a community outreach plan to be reviewed and approved by the PDAC and the CFSCC. Will also coordinate implementation of the outreach plan. CMWG members and their primary roles will be approved by the PDAC.
- Will develop a group work plan, which will become a section of the Project Team work plan to be submitted to the PDAC for review and approval. The plan will reflect specific staff level responsibilities.

PDAC Meeting Procedures and Schedule

PDAC meetings will be open and accessible to the public and will voluntarily follow the meeting procedures under the Brown Act.

A quorum of members must be present for the PDAC to take action on any agenda item. Actions will be taken via simple majority vote of members in attendance at any given meeting

PDAC meetings will generally occur once a month until project completion. Meeting venues will comply with all accessibility regulations. The PDAC will review and approve a meeting schedule with venues for each calendar year.

PDAC Chair and Vice-Chair

The Chair will be elected by the Project Development Advisory Committee (PDAC) and is responsible for presiding over committee meetings of the assembled group as well as ensuring that the meetings run smoothly and remain orderly. The Chair facilitates the meeting process and works at achieving a consensus on decisions. When the group is not in session, the Chair’s duties may include acting as its representative to the outside world and its spokesperson. The Chair is responsible for recognizing members and witnesses who seek the floor to speak during a meeting and for ensuring that any rules established by the committee concerning the apportioning of speaking time are respected. The Chair is also responsible for maintaining order in the committee's proceedings and following meeting protocols and procedures as adopted by the PDAC. In addition, the Chair reviews meeting packet materials prior to publication.

The Vice-Chair is elected by the Project Development Advisory Committee (PDAC) and is responsible for fulfilling the responsibilities of the Chair when the Chair is unable to attend a committee meeting.

The Chair and Vice-Chair may be nominated by a standard motion and second of two separate duly appointed members of the PDAC. Self-nomination is acceptable as long as there is a second to the motion from another PDAC member. The election is affirmed by a majority vote of PDAC members when a quorum is present at a regularly noticed committee meeting. If the Chair or Vice-Chair is unable to fulfill the responsibilities outlined here, the PDAC will select another member(s) to serve.

PDAC Chair - **Nancy Gordon, Director of General Services, County of Santa Cruz**
nancy.gordon@santacruzcounty.us (831) 454-2714

PDAC Vice-Chair **Richard Stedman, Air Pollution Control Officer**
Monterey Bay Unified Air Pollution Control District
rstedman@mbuapcd.org (831) 647-9411

PDAC Member Responsibilities

- a. Attend at least 75% of Regular PDAC Meetings in a given year or over the term of the project.
- b. Read background & agenda materials prior to each PDAC Meeting, and be prepared to participate so that active, informed participation and guidance is assured.
- c. Communicate to the PDAC Chair, in advance, any anticipated absences to facilitate a quorum for decision making on Action Items.
- d. When the opportunity arises, educate interested parties within the member's constituency groups/community about the MBCCA project.
- e. Act in the best interests of the project and recuse from discussions and votes where there is a conflict of interest.

PDAC Record Keeping

Action Minutes will be taken at all PDAC meetings and posted on the project website. Project progress reports will be submitted to the CFSCC and project partners, as well as posted on the website. All financial transactions will be approved by the PDAC prior to submittal to the CFSCC for payment. The CFSCC will produce regular financial reports and submit them to the PDAC.



SalinasValleyRecycles.org
SALINAS VALLEY SOLID WASTE AUTHORITY

Report to the Board of Directors

Date: February 20, 2014
From: Rose Gill, HR/Organizational Development Manager
Title: Expanded Outreach Efforts Review

ITEM NO. 10

N/A

Finance Manager/Controller-Treasurer

N/A

General Counsel

N/A

General Manager/CAO

**A PRESENTATION WILL BE GIVEN
AT THE MEETING**



SalinasValleyRecycles.org
SALINAS VALLEY SOLID WASTE AUTHORITY

Report to the Board of Directors

ITEM NO. 11

Finance Manager/Controller-Treasurer

N/A
General Counsel

General Manager/CAO

Date: February 20, 2014
From: Roberto Moreno, Finance Manager
Title: Results of \$31,390,000 Refunding Revenue Bonds, Series 2014

RECOMMENDATION

Staff recommends that the Board receive this report.

STRATEGIC PLAN RELATIONSHIP

The recommended action helps support Goal A- Fund and Implement 75% Diversion of Waste from Landfills, by providing funding to accomplish this goal.

FISCAL IMPACT

The Refunding Revenue Bonds, Series 2014, will save the Authority \$4.9 million over the life of the bonds. The refinancing also reduced the outstanding debt by \$3.9 million (11%).

DISCUSSION & ANALYSIS

The 2014 bond issue was sold in two parts – 1) a non-taxable issue subject to Alternative Minimum Tax (2014 AMT) which refunded the 2002 revenue bonds; and 2) a taxable issue (2014 Taxable) which was used to refinance the Crazy Horse Installment Purchase Agreement (IPA). Standard & Poor's rated the bonds "A+". Because the Authority was able to obtain insurance, the insured rating was increased to "AA-".

The refinancing of the 2002 Revenue Bonds and the Crazy Horse Landfill Installment Purchase Agreement is the most important step the Board has taken to improve the Authority's finances. This is evident by the results summarized below:

- Reduced outstanding debt by \$3,885,071
- Achieved cash flow savings of \$4,991,172

Reduced Outstanding Debt by \$3,885,071

As a result of this refunding the Authority was able to reduce the amount of outstanding debt by \$3,885,071 (11%) as show below:

	2014 AMT	2014 Taxable	Total
New Bond Issue, 2014	\$ 27,815,000	\$ 3,575,000	\$ 31,390,000

	2002 Bonds	IPA	Total
Old Outstanding Debt	\$ 32,050,000	\$ 3,225,071	\$ 35,275,071
Debt (Reduction) Increase	\$ (4,235,000)	\$ 349,929	\$ (3,885,071)

How the Debt was Reduced

The debt was reduced because the bonds were sold at a premium of \$2.2 million and the new bond issue did not require a debt service reserve. Thus the current bond reserve of \$2.8 million was used to reduce the total debt principal as shown below:

<u>Source of Funds:</u>	<u>2014 AMT</u>	<u>2014 Taxable</u>	<u>Total</u>
Premium on Bonds	\$ 2,254,049	\$ -	\$ 2,254,049
Use of bond reserve	2,829,714	-	2,829,714
Total Source of addl funds	5,083,762	-	5,083,762
<u>Use of Funds</u>			
Bond Insurance Premium	168,189	21,617	189,806
Underwriter's Discount	497,889	63,993	561,881
Issuance Costs	58,412	133,639	192,050
Contingency	1,661	3,122	4,782
Accrued interest	122,613	127,559	250,172
Total Use of addl funds	848,762	349,929	1,198,691
Used to Reduce Debt	\$ 4,235,000	\$ (349,929)	\$ 3,885,071

Some costs were included in the taxable portion of the bond issue because of tax code limitations on the amounts that can be spent from the AMT bonds.

How do the final results compare to the estimates?

The following table shows the results of the bond issue in comparison to what was authorized and what was estimated to be the results. Overall the results were much better than expected.

	<u>Authorized</u>	<u>Estimated</u>	<u>Actual</u>
Amount of Issue	\$ 38,000,000	\$ 37,400,000	\$ 31,390,000
Cost of Issuance	\$ 800,000	\$ 800,000	\$ 753,931
Debt Service Reserve	\$ 3,200,000	\$ 3,200,000	\$ -
Bond Insurance *	Unknown	Unknown	\$ 189,806
True Interest Cost	5.1%	4.6%	4.70%
Underwriter's Discount	2.0%	1.6%	1.79%
Present Value Savings	3.5%	6.0%	4.89%
Cash Flow Savings		\$ 2,201,929	\$ 4,991,172

*Upfront premium is calculated by multiplying the premium (0.38%) by total debt service on the 2014 bonds

The amount borrowed is \$6 million less than originally estimated due to not needing to fund a reserve of \$3.2 million and the sale of the bonds at a premium of \$2.2 million. The Underwriter's discount increased from 1.6% to 1.79% due to the smaller size of the bond issue. The slight increase in the discount percentage was necessary in order to make the underwriter whole due to the smaller size of the bond issue. The final structure of the bond issue (no reserve, premium bonds, insurance, increased savings) was the result of a lot of work on the part of the Underwriter, De La Rosa & Co. Their efforts were able to generate additional savings of \$2.7 million above and beyond the original estimates.

Bond Insurance

The Board authorized staff to purchase bond insurance only if it made economic sense. Assured Guaranty provided insurance at a cost of \$189,806 (0.38% of the total debt service payments). Since bond insurance is now more difficult to obtain it says quite a bit about the Authority that we were able to obtain insurance at a very favorable rate. By comparison, the bond insurance on the 2002 revenue bonds cost \$1,157,563. This says that the Authority is viewed by the financial markets as a low risk, financially sound operation.

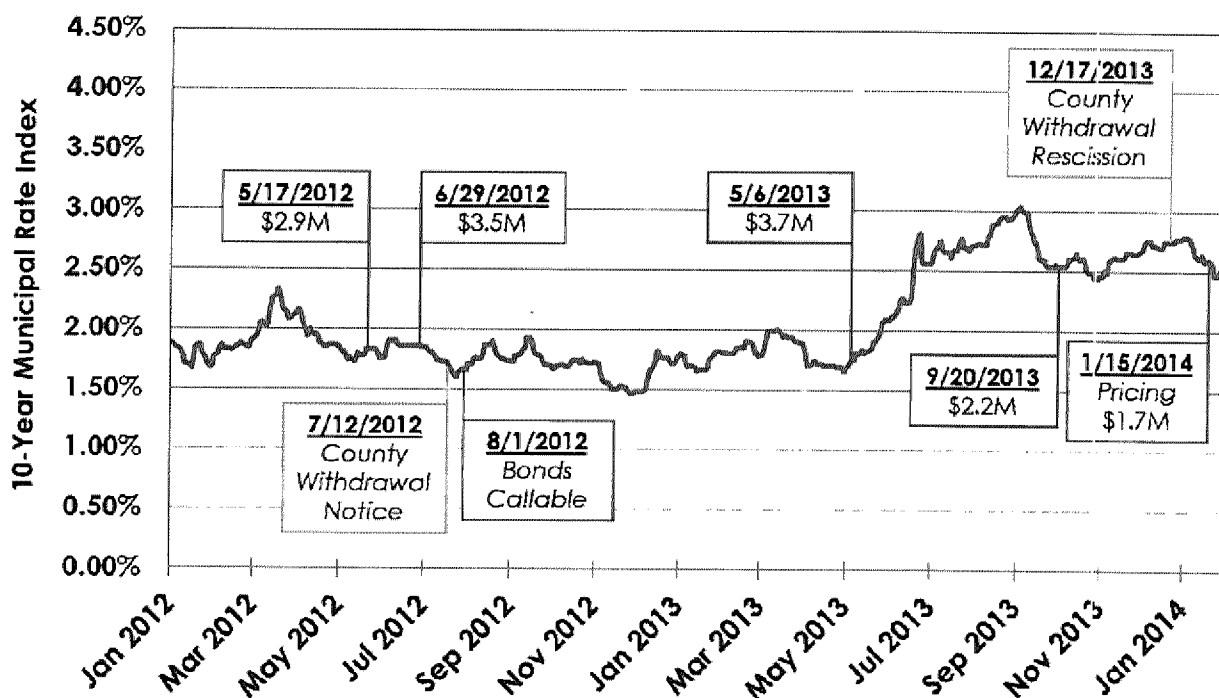
Cash Flow Savings

The \$4,991,172 cash flow savings in debt service payments will allow the Authority to set funds aside for future capital improvements and to fund some of the under-funded reserves. This was a critical component of the bond issue since the Authority does not plan to issue any new debt at this time. The majority of the savings (\$4.8 million) will be received during the next four years, after which time the debt service payment will return to the current level of \$3.1 until 2028. After that, they debt service payments will decrease to \$2.8 million until the debt is paid off in 2032. Refer to page 3 (Savings) of the attached final results for a detail comparison.

Lost Interest Savings Opportunity of \$2 million

Had the Authority been able to refinance earlier, when rates were at an all-time low, it could have saved an additional \$2.0 million in present value savings. The Authority lost out on maximizing its savings due to the 18 months delay in getting this bond issue to market resulting from the prior threat of withdrawal by the County Board of Supervisors. The following table shows the estimated present value savings at various points when the Authority was trying to bring the bond issue to market.

Estimated Refunding Present Value Savings at Various Times



* All scenarios presented are upfront savings refundings of 2002 Bonds and IIA Loan with net present value dollar amount.

BACKGROUND

On August 16, 2012 the Board of Directors authorized staff to proceed with the refinancing. Unfortunately, just prior to the Board authorization, the County of Monterey Board of Supervisors issued a Notice of intent to withdraw from the Authority and from the Waste Delivery Agreements. This action by the County made refinancing of the bonds with savings unachievable. This delayed the bond issue for 18 months while the Board of Supervisors and the Board of Directors determined a solution that would satisfy the County and allow it to approve the bond issue.

The Salinas Valley Solid Waste Authority Refunding Revenue Bonds, Series 2014 were priced on 1/15/14 and closed on 1/28/14.

The non-taxable bonds used to refund the 2002 revenue bonds were sold as private activity bonds subject to Alternative Minimum Tax (AMT). This was done so as to give the Authority greater flexibility in engaging in private-public partnerships and because of the numerous private contracts that the Authority uses to manage operations.

The bonds issued to refund the IPA were sold as taxable bonds due to tax code limitations.

ATTACHMENT(S)

1. Final Cash Flow Schedules

SOURCES AND USES OF FUNDS

Salinas Valley Solid Waste Authority
Refunding Revenue Bonds, Series 2014
2014A (AMT) and 2014B (Taxable)
Final Cash Flows

Dated Date 01/28/2014
Delivery Date 01/28/2014

Sources:	2014A (AMT)	2014B (Taxable)	Total
Bond Proceeds:			
Par Amount	27,815,000.00	3,575,000.00	31,390,000.00
Premium	2,254,048.60		2,254,048.60
	<u>30,069,048.60</u>	<u>3,575,000.00</u>	<u>33,644,048.60</u>
Other Sources of Funds:			
Debt Service Reserve Fund	2,829,713.65		2,829,713.65
Accrued Interest Contribution	848,859.38		848,859.38
	<u>3,678,573.03</u>		<u>3,678,573.03</u>
	<u>33,747,621.63</u>	<u>3,575,000.00</u>	<u>37,322,621.63</u>
Uses:	2014A (AMT)	2014B (Taxable)	Total
Refunding Escrow Deposits:			
Debt Service Reserve Fund	2,829,713.65		2,829,713.65
Accrued Interest Contribution	848,859.38		848,859.38
Bond Proceeds	29,342,899.37	3,352,630.35	32,695,529.72
	<u>33,021,472.40</u>	<u>3,352,630.35</u>	<u>36,374,102.75</u>
Delivery Date Expenses:			
Cost of Issuance	58,411.50	133,638.50	192,050.00
Underwriter's Discount	497,888.50	63,992.50	561,881.00
Bond Insurance (0.38%)	168,188.70	21,616.92	189,805.62
	<u>724,488.70</u>	<u>219,247.92</u>	<u>943,736.62</u>
Other Uses of Funds:			
Additional Proceeds	1,660.53	3,121.73	4,782.26
	<u>33,747,621.63</u>	<u>3,575,000.00</u>	<u>37,322,621.63</u>

Notes:

Authority cash contribution for accrued interest of \$848,859.38 for 2/I payment on Series 2002.
Debt service reserve fund balance as of 1/13/2014 was \$2,829,713.65.

SUMMARY OF REFUNDING RESULTS

Salinas Valley Solid Waste Authority
Refunding Revenue Bonds, Series 2014
2014A (AMT) and 2014B (Taxable)
Final Cash Flows

Dated Date	01/28/2014
Delivery Date	01/28/2014
Arbitrage yield	4.348506%
Escrow yield	
Bond Par Amount	31,390,000.00
True Interest Cost	4.699175%
Net Interest Cost	4.815452%
Average Coupon	5.298568%
Average Life	11.158
Par amount of refunded bonds	35,275,071.00
Average coupon of refunded bonds	5.444280%
Average life of refunded bonds	10.193
PV of prior debt to 01/28/2014 @ 4.348506%	39,264,150.33
Net PV Savings	1,725,616.90
Percentage savings of refunded bonds	4.891888%

SAVINGS

Salinas Valley Solid Waste Authority
Refunding Revenue Bonds, Series 2014
2014A (AMT) and 2014B (Taxable)
Final Cash Flows

Date	Prior Debt Service	Prior Receipts	Prior Net Cash Flow	Refunding Debt Service	Savings	Present Value to 01/28/2014 @ 4.3485057%
06/30/2014	1,041,407.95	848,859.38	192,548.57		192,548.57	191,486.51
06/30/2015	3,137,300.27		3,137,300.27	1,920,875.69	1,216,424.58	1,184,294.57
06/30/2016	3,139,440.89		3,139,440.89	1,908,647.86	1,230,793.03	1,148,490.84
06/30/2017	3,137,925.25		3,137,925.25	1,907,820.48	1,230,104.77	1,100,100.64
06/30/2018	3,137,612.77		3,137,612.77	2,051,271.48	1,086,341.29	930,667.91
06/30/2019	3,138,222.14		3,138,222.14	3,135,977.73	2,244.41	-1,475.72
06/30/2020	3,138,200.26		3,138,200.26	3,134,014.70	4,185.56	67.61
06/30/2021	3,137,734.64		3,137,734.64	3,136,699.20	1,035.44	-2,377.96
06/30/2022	3,138,297.14		3,138,297.14	3,133,955.93	4,341.21	46.76
06/30/2023	3,139,631.52		3,139,631.52	3,135,730.23	3,901.29	-335.57
06/30/2024	3,140,378.38		3,140,378.38	3,136,791.10	3,587.28	-594.84
06/30/2025	3,140,222.14		3,140,222.14	3,137,000.00	3,222.14	-870.52
06/30/2026	3,135,078.39		3,135,078.39	3,130,837.50	4,240.89	-355.18
06/30/2027	3,134,684.63		3,134,684.63	3,132,687.50	1,997.13	-1,796.72
06/30/2028	2,945,967.32		2,945,967.32	2,942,612.50	3,354.82	1,622.26
06/30/2029	2,751,212.50		2,751,212.50	2,750,975.00	237.50	226.70
06/30/2030	2,752,706.25		2,752,706.25	2,752,550.00	156.25	147.00
06/30/2031	2,752,506.25		2,752,506.25	2,751,837.50	668.75	362.33
06/30/2032	2,750,350.00		2,750,350.00	2,748,562.50	1,787.50	841.66
	55,788,878.69	848,859.38	54,940,019.31	49,948,846.90	4,991,172.41	4,550,548.29

Savings Summary

PV of savings from cash flow	4,550,548.29
Less: Prior funds on hand	-2,829,713.65
Plus: Refunding funds on hand	4,782.26
Net PV Savings	1,725,616.90

SAVINGS

Salinas Valley Solid Waste Authority 2014A (AMT)

Date	Prior Debt Service	Prior Receipts	Prior Net Cash Flow	Refunding Debt Service	Savings	Present Value to 01/28/2014 @ 4.3485057%
06/30/2014	848,859.38	848,859.38				-304.25
06/30/2015	2,752,203.13		2,752,203.13	1,487,417.71	1,264,785.42	1,235,745.46
06/30/2016	2,754,343.75		2,754,343.75	1,475,125.00	1,279,218.75	1,197,883.65
06/30/2017	2,752,828.13		2,752,828.13	1,475,125.00	1,277,703.13	1,146,736.72
06/30/2018	2,752,515.63		2,752,515.63	1,616,500.00	1,136,015.63	977,207.44
06/30/2019	2,753,125.00		2,753,125.00	2,701,250.00	51,875.00	43,165.65
06/30/2020	2,753,103.13		2,753,103.13	2,701,375.00	51,728.13	41,291.33
06/30/2021	2,752,637.51		2,752,637.51	2,703,125.00	49,512.51	37,937.53
06/30/2022	2,753,200.01		2,753,200.01	2,701,375.00	51,825.01	38,075.81
06/30/2023	2,754,534.38		2,754,534.38	2,701,000.00	53,534.38	37,721.40
06/30/2024	2,755,281.25		2,755,281.25	2,706,625.00	48,656.25	32,971.48
06/30/2025	2,755,125.00		2,755,125.00	3,137,000.00	-381,875.00	-242,439.51
06/30/2026	2,749,981.25		2,749,981.25	3,130,837.50	-380,856.25	-231,752.46
06/30/2027	2,749,587.50		2,749,587.50	3,132,687.50	-383,100.00	-223,450.58
06/30/2028	2,753,418.75		2,753,418.75	2,942,612.50	-189,193.75	-105,679.78
06/30/2029	2,751,212.50		2,751,212.50	2,750,975.00	237.50	226.70
06/30/2030	2,752,706.25		2,752,706.25	2,752,550.00	156.25	147.00
06/30/2031	2,752,506.25		2,752,506.25	2,751,837.50	668.75	362.33
06/30/2032	2,750,350.00		2,750,350.00	2,748,562.50	1,787.50	841.66
	50,397,518.80	848,859.38	49,548,659.42	45,615,980.21	3,932,679.21	3,986,687.58

Savings Summary

PV of savings from cash flow	3,986,687.58
Less: Prior funds on hand	-2,829,713.65
Plus: Refunding funds on hand	1,660.53
Net PV Savings	1,158,634.46

SAVINGS

Salinas Valley Solid Waste Authority
2014B (Taxable)

Date	Prior Debt Service	Refunding Debt Service	Savings	Present Value to 01/28/2014 @ 4.3485057%
06/30/2014	192,548.57		192,548.57	191,790.77
06/30/2015	385,097.14	433,457.98	-48,360.84	-51,450.89
06/30/2016	385,097.14	433,522.86	-48,425.72	-49,392.80
06/30/2017	385,097.12	432,695.48	-47,598.36	-46,636.08
06/30/2018	385,097.14	434,771.48	-49,674.34	-46,539.53
06/30/2019	385,097.14	434,727.73	-49,630.59	-44,641.37
06/30/2020	385,097.13	432,639.70	-47,542.57	-41,223.72
06/30/2021	385,097.13	433,574.20	-48,477.07	-40,315.49
06/30/2022	385,097.13	432,580.93	-47,483.80	-38,029.05
06/30/2023	385,097.14	434,730.23	-49,633.09	-38,056.97
06/30/2024	385,097.13	430,166.10	-45,068.97	-33,566.33
06/30/2025	385,097.14		385,097.14	241,568.99
06/30/2026	385,097.14		385,097.14	231,397.28
06/30/2027	385,097.13		385,097.13	221,653.86
06/30/2028	192,548.57		192,548.57	107,302.04
	5,391,359.89	4,332,866.69	1,058,493.20	563,860.71

Savings Summary

PV of savings from cash flow	563,860.71
Plus: Refunding funds on hand	3,121.73
Net PV Savings	566,982.44

BOND DEBT SERVICE

Salinas Valley Solid Waste Authority
2014A (AMT)

Period Ending	Principal	Coupon	Interest	Debt Service
08/01/2014			749,855.21	749,855.21
08/01/2015			1,475,125.00	1,475,125.00
08/01/2016			1,475,125.00	1,475,125.00
08/01/2017	145,000	5.000%	1,475,125.00	1,620,125.00
08/01/2018	1,265,000	5.000%	1,467,875.00	2,732,875.00
08/01/2019	1,330,000	5.000%	1,404,625.00	2,734,625.00
08/01/2020	1,400,000	5.000%	1,338,125.00	2,738,125.00
08/01/2021	1,470,000	5.000%	1,268,125.00	2,738,125.00
08/01/2022	1,545,000	5.000%	1,194,625.00	2,739,625.00
08/01/2023	1,630,000	5.000%	1,117,375.00	2,747,375.00
08/01/2024	2,155,000	5.000%	1,035,875.00	3,190,875.00
08/01/2025	2,265,000	5.500%	928,125.00	3,193,125.00
08/01/2026	2,395,000	5.500%	803,550.00	3,198,550.00
08/01/2027	2,335,000	5.500%	671,825.00	3,006,825.00
08/01/2028	2,270,000	5.500%	543,400.00	2,813,400.00
08/01/2029	2,400,000	5.500%	418,550.00	2,818,550.00
08/01/2030	2,535,000	5.500%	286,550.00	2,821,550.00
08/01/2031	2,675,000	5.500%	147,125.00	2,822,125.00
	27,815,000		17,800,980.21	45,615,980.21

BOND DEBT SERVICE

Salinas Valley Solid Waste Authority
2014B (Taxable)

Period Ending	Principal	Coupon	Interest	Debt Service
08/01/2014	315,000	0.990%	60,504.55	375,504.55
08/01/2015	320,000	1.490%	115,906.86	435,906.86
08/01/2016	325,000	2.119%	111,138.86	436,138.86
08/01/2017	335,000	2.675%	104,252.10	439,252.10
08/01/2018	345,000	3.225%	95,290.86	440,290.86
08/01/2019	355,000	3.676%	84,164.60	439,164.60
08/01/2020	370,000	4.076%	71,114.80	441,114.80
08/01/2021	385,000	4.391%	56,033.60	441,033.60
08/01/2022	405,000	4.641%	39,128.26	444,128.26
08/01/2023	420,000	4.841%	20,332.20	440,332.20
	3,575,000		757,866.69	4,332,866.69

BOND DEBT SERVICE

Salinas Valley Solid Waste Authority
2014A (AMT)

Period Ending	Principal	Coupon	Interest	Debt Service	Annual Debt Service
08/01/2014			749,855.21	749,855.21	749,855.21
02/01/2015			737,562.50	737,562.50	
08/01/2015			737,562.50	737,562.50	1,475,125.00
02/01/2016			737,562.50	737,562.50	
08/01/2016			737,562.50	737,562.50	1,475,125.00
02/01/2017			737,562.50	737,562.50	
08/01/2017	145,000	5.000%	737,562.50	882,562.50	1,620,125.00
02/01/2018			733,937.50	733,937.50	
08/01/2018	1,265,000	5.000%	733,937.50	1,998,937.50	2,732,875.00
02/01/2019			702,312.50	702,312.50	
08/01/2019	1,330,000	5.000%	702,312.50	2,032,312.50	2,734,625.00
02/01/2020			669,062.50	669,062.50	
08/01/2020	1,400,000	5.000%	669,062.50	2,069,062.50	2,738,125.00
02/01/2021			634,062.50	634,062.50	
08/01/2021	1,470,000	5.000%	634,062.50	2,104,062.50	2,738,125.00
02/01/2022			597,312.50	597,312.50	
08/01/2022	1,545,000	5.000%	597,312.50	2,142,312.50	2,739,625.00
02/01/2023			558,687.50	558,687.50	
08/01/2023	1,630,000	5.000%	558,687.50	2,188,687.50	2,747,375.00
02/01/2024			517,937.50	517,937.50	
08/01/2024	2,155,000	5.000%	517,937.50	2,672,937.50	3,190,875.00
02/01/2025			464,062.50	464,062.50	
08/01/2025	2,265,000	5.500%	464,062.50	2,729,062.50	3,193,125.00
02/01/2026			401,775.00	401,775.00	
08/01/2026	2,395,000	5.500%	401,775.00	2,796,775.00	3,198,550.00
02/01/2027			335,912.50	335,912.50	
08/01/2027	2,335,000	5.500%	335,912.50	2,670,912.50	3,006,825.00
02/01/2028			271,700.00	271,700.00	
08/01/2028	2,270,000	5.500%	271,700.00	2,541,700.00	2,813,400.00
02/01/2029			209,275.00	209,275.00	
08/01/2029	2,400,000	5.500%	209,275.00	2,609,275.00	2,818,550.00
02/01/2030			143,275.00	143,275.00	
08/01/2030	2,535,000	5.500%	143,275.00	2,678,275.00	2,821,550.00
02/01/2031			73,562.50	73,562.50	
08/01/2031	2,675,000	5.500%	73,562.50	2,748,562.50	2,822,125.00
	27,815,000		17,800,980.21	45,615,980.21	45,615,980.21

BOND DEBT SERVICE

Salinas Valley Solid Waste Authority
2014B (Taxable)

Period Ending	Principal	Coupon	Interest	Debt Service	Annual Debt Service
08/01/2014	315,000	0.990%	60,504.55	375,504.55	375,504.55
02/01/2015			57,953.43	57,953.43	
08/01/2015	320,000	1.490%	57,953.43	377,953.43	435,906.86
02/01/2016			55,569.43	55,569.43	
08/01/2016	325,000	2.119%	55,569.43	380,569.43	436,138.86
02/01/2017			52,126.05	52,126.05	
08/01/2017	335,000	2.675%	52,126.05	387,126.05	439,252.10
02/01/2018			47,645.43	47,645.43	
08/01/2018	345,000	3.225%	47,645.43	392,645.43	440,290.86
02/01/2019			42,082.30	42,082.30	
08/01/2019	355,000	3.676%	42,082.30	397,082.30	439,164.60
02/01/2020			35,557.40	35,557.40	
08/01/2020	370,000	4.076%	35,557.40	405,557.40	441,114.80
02/01/2021			28,016.80	28,016.80	
08/01/2021	385,000	4.391%	28,016.80	413,016.80	441,033.60
02/01/2022			19,564.13	19,564.13	
08/01/2022	405,000	4.641%	19,564.13	424,564.13	444,128.26
02/01/2023			10,166.10	10,166.10	
08/01/2023	420,000	4.841%	10,166.10	430,166.10	440,332.20
	3,575,000		757,866.69	4,332,866.69	4,332,866.69

AGGREGATE DEBT SERVICE

Salinas Valley Solid Waste Authority
Refunding Revenue Bonds, Series 2014
2014A (AMT) and 2014B (Taxable)
Final Cash Flows

Period Ending	2014A (AMT)	2014B (Taxable)	Aggregate Debt Service
06/30/2015	1,487,417.71	433,457.98	1,920,875.69
06/30/2016	1,475,125.00	433,522.86	1,908,647.86
06/30/2017	1,475,125.00	432,695.48	1,907,820.48
06/30/2018	1,616,500.00	434,771.48	2,051,271.48
06/30/2019	2,701,250.00	434,727.73	3,135,977.73
06/30/2020	2,701,375.00	432,639.70	3,134,014.70
06/30/2021	2,703,125.00	433,574.20	3,136,699.20
06/30/2022	2,701,375.00	432,580.93	3,133,955.93
06/30/2023	2,701,000.00	434,730.23	3,135,730.23
06/30/2024	2,706,625.00	430,166.10	3,136,791.10
06/30/2025	3,137,000.00		3,137,000.00
06/30/2026	3,130,837.50		3,130,837.50
06/30/2027	3,132,687.50		3,132,687.50
06/30/2028	2,942,612.50		2,942,612.50
06/30/2029	2,750,975.00		2,750,975.00
06/30/2030	2,752,550.00		2,752,550.00
06/30/2031	2,751,837.50		2,751,837.50
06/30/2032	2,748,562.50		2,748,562.50
	45,615,980.21	4,332,866.69	49,948,846.90

BOND PRICING

**Salinas Valley Solid Waste Authority
2014A (AMT)**

Bond Component	Maturity Date	Amount	Rate	Yield	Price	Yield to Maturity	Call Date	Call Price
Serial Bond - AMT:								
	08/01/2017	145,000	5.000%	1.350%	112.465			
	08/01/2018	1,265,000	5.000%	1.770%	113.936			
	08/01/2019	1,330,000	5.000%	2.200%	114.450			
	08/01/2020	1,400,000	5.000%	2.730%	113.451			
	08/01/2021	1,470,000	5.000%	3.190%	112.000			
	08/01/2022	1,545,000	5.000%	3.580%	110.335			
	08/01/2023	1,630,000	5.000%	3.870%	108.917			
	08/01/2024	2,155,000	5.000%	4.120%	107.444			
	08/01/2025	2,265,000	5.500%	4.340%	109.705 C	4.415%	08/01/2024	100.000
	08/01/2026	2,395,000	5.500%	4.500%	108.299 C	4.619%	08/01/2024	100.000
	08/01/2027	2,335,000	5.500%	4.620%	107.260 C	4.765%	08/01/2024	100.000
		<u>17,935,000</u>						
Term Bond - AMT:								
	08/01/2028	2,270,000	5.500%	4.940%	104.547 C	5.104%	08/01/2024	100.000
	08/01/2029	2,400,000	5.500%	4.940%	104.547 C	5.104%	08/01/2024	100.000
	08/01/2030	2,535,000	5.500%	4.940%	104.547 C	5.104%	08/01/2024	100.000
	08/01/2031	2,675,000	5.500%	4.940%	104.547 C	5.104%	08/01/2024	100.000
		<u>9,880,000</u>						
		<u>27,815,000</u>						

Dated Date	01/28/2014	
Delivery Date	01/28/2014	
First Coupon	08/01/2014	
Par Amount	27,815,000.00	
Premium	2,254,048.60	
Production	30,069,048.60	108.103716%
Underwriter's Discount	-497,888.50	-1.790000%
Purchase Price	29,571,160.10	106.313716%
Accrued Interest		
Net Proceeds	29,571,160.10	

BOND PRICING

**Salinas Valley Solid Waste Authority
2014B (Taxable)**

Bond Component	Maturity Date	Amount	Rate	Yield	Price
Serial Bond - Taxable:					
	08/01/2014	315,000	0.990%	0.990%	100.000
	08/01/2015	320,000	1.490%	1.490%	100.000
	08/01/2016	325,000	2.119%	2.119%	100.000
	08/01/2017	335,000	2.675%	2.675%	100.000
	08/01/2018	345,000	3.225%	3.225%	100.000
	08/01/2019	355,000	3.676%	3.676%	100.000
	08/01/2020	370,000	4.076%	4.076%	100.000
	08/01/2021	385,000	4.391%	4.391%	100.000
	08/01/2022	405,000	4.641%	4.641%	100.000
	08/01/2023	420,000	4.841%	4.841%	100.000
		3,575,000			

Dated Date	01/28/2014	
Delivery Date	01/28/2014	
First Coupon	08/01/2014	
Par Amount	3,575,000.00	
Original Issue Discount		
Production	3,575,000.00	100.000000%
Underwriter's Discount	-63,992.50	-1.790000%
Purchase Price	3,511,007.50	98.210000%
Accrued Interest		
Net Proceeds	3,511,007.50	

BOND SUMMARY STATISTICS

Salinas Valley Solid Waste Authority
Refunding Revenue Bonds, Series 2014
2014A (AMT) and 2014B (Taxable)
Final Cash Flows

Dated Date	01/28/2014
Delivery Date	01/28/2014
Last Maturity	08/01/2031
Arbitrage Yield	4.348506%
True Interest Cost (TIC)	4.699175%
Net Interest Cost (NIC)	4.815452%
All-In TIC	4.770127%
Average Coupon	5.298568%
Average Life (years)	11.158
Weighted Average Maturity (years)	11.107
Duration of Issue (years)	8.457
Par Amount	31,390,000.00
Bond Proceeds	33,644,048.60
Total Interest	18,558,846.90
Net Interest	16,866,679.30
Total Debt Service	49,948,846.90
Maximum Annual Debt Service	3,137,000.00
Average Annual Debt Service	2,852,861.32
Underwriter's Fees (per \$1000)	
Average Takedown	
Other Fee	17.900000
Total Underwriter's Discount	17.900000
Bid Price	105.390786

Bond Component	Par Value	Price	Average Coupon	Average Life
Serial Bond - Taxable	3,575,000.00	100.000	4.014%	5.282
Serial Bond - AMT	17,935,000.00	110.063	5.254%	9.620
Term Bond - AMT	9,880,000.00	104.547	5.500%	16.077
	31,390,000.00			11.158

	TIC	All-In TIC	Arbitrage Yield
Par Value	31,390,000.00	31,390,000.00	27,815,000.00
+ Accrued Interest			
+ Premium (Discount)	2,254,048.60	2,254,048.60	2,254,048.60
- Underwriter's Discount	-561,881.00	-561,881.00	
- Cost of Issuance Expense		-192,050.00	
- Other Amounts	-189,805.62	-189,805.62	-168,188.70
Target Value	32,892,361.98	32,700,311.98	29,900,859.90
Target Date	01/28/2014	01/28/2014	01/28/2014
Yield	4.699175%	4.770127%	4.348506%

BOND SUMMARY STATISTICS

Salinas Valley Solid Waste Authority
2014A (AMT)

Dated Date	01/28/2014
Delivery Date	01/28/2014
Last Maturity	08/01/2031
Arbitrage Yield	4.348506%
True Interest Cost (TIC)	4.711511%
Net Interest Cost (NIC)	4.841829%
All-In TIC	4.734392%
Average Coupon	5.371784%
Average Life (years)	11.914
Weighted Average Maturity (years)	11.800
Duration of Issue (years)	8.899
Par Amount	27,815,000.00
Bond Proceeds	30,069,048.60
Total Interest	17,800,980.21
Net Interest	16,044,820.11
Total Debt Service	45,615,980.21
Maximum Annual Debt Service	3,137,000.00
Average Annual Debt Service	2,605,386.78
Underwriter's Fees (per \$1000)	
Average Takedown	
Other Fee	17.900000
Total Underwriter's Discount	17.900000
Bid Price	106.313716

Bond Component	Par Value	Price	Average Coupon	Average Life
Serial Bond - AMT	17,935,000.00	110.063	5.254%	9.620
Term Bond - AMT	9,880,000.00	104.547	5.500%	16.077
	27,815,000.00			11.914

	TIC	All-In TIC	Arbitrage Yield
Par Value	27,815,000.00	27,815,000.00	27,815,000.00
+ Accrued Interest			
+ Premium (Discount)	2,254,048.60	2,254,048.60	2,254,048.60
- Underwriter's Discount	-497,888.50	-497,888.50	
- Cost of Issuance Expense		-58,411.50	
- Other Amounts	-168,188.70	-168,188.70	-168,188.70
Target Value	29,402,971.40	29,344,559.90	29,900,859.90
Target Date	01/28/2014	01/28/2014	01/28/2014
Yield	4.711511%	4.734392%	4.348506%

BOND SUMMARY STATISTICS

Salinas Valley Solid Waste Authority
2014B (Taxable)

Dated Date	01/28/2014
Delivery Date	01/28/2014
Last Maturity	08/01/2023
Arbitrage Yield	4.105459%
True Interest Cost (TIC)	4.500441%
Net Interest Cost (NIC)	4.352539%
All-In TIC	5.360851%
Average Coupon	4.013637%
Average Life (years)	5.282
Weighted Average Maturity (years)	5.282
Duration of Issue (years)	4.684
Par Amount	3,575,000.00
Bond Proceeds	3,575,000.00
Total Interest	757,866.69
Net Interest	821,859.19
Total Debt Service	4,332,866.69
Maximum Annual Debt Service	434,771.48
Average Annual Debt Service	455,691.50
Underwriter's Fees (per \$1000)	
Average Takedown	
Other Fee	17.900000
Total Underwriter's Discount	17.900000
Bid Price	98.210000

Bond Component	Par Value	Price	Average Coupon	Average Life
Serial Bond - Taxable	3,575,000.00	100.000	4.014%	5.282
	3,575,000.00			5.282

	TIC	All-In TIC	Arbitrage Yield
Par Value	3,575,000.00	3,575,000.00	3,575,000.00
+ Accrued Interest			
+ Premium (Discount)			
- Underwriter's Discount	-63,992.50	-63,992.50	
- Cost of Issuance Expense		-133,638.50	
- Other Amounts	-21,616.92	-21,616.92	-21,616.92
Target Value	3,489,390.58	3,355,752.08	3,553,383.08
Target Date	01/28/2014	01/28/2014	01/28/2014
Yield	4.500441%	5.360851%	4.105459%

SUMMARY OF BONDS REFUNDED

Salinas Valley Solid Waste Authority
Refunding Revenue Bonds, Series 2014
2014A (AMT) and 2014B (Taxable)
Final Cash Flows

Bond	Maturity Date	Interest Rate	Par Amount	Call Date	Call Price
2002 Revenue Bonds, 02REVS:					
SERIAL	08/01/2014	5.625%	1,085,000.00	02/27/2014	100.000
	08/01/2015	5.625%	1,150,000.00	02/27/2014	100.000
	08/01/2016	5.625%	1,215,000.00	02/27/2014	100.000
	08/01/2017	5.625%	1,285,000.00	02/27/2014	100.000
	08/01/2018	5.625%	1,360,000.00	02/27/2014	100.000
TERM2022	08/01/2019	5.125%	1,435,000.00	02/27/2014	100.000
	08/01/2020	5.125%	1,510,000.00	02/27/2014	100.000
	08/01/2021	5.125%	1,590,000.00	02/27/2014	100.000
	08/01/2022	5.125%	1,675,000.00	02/27/2014	100.000
	08/01/2023	5.250%	1,765,000.00	02/27/2014	100.000
TERM2027	08/01/2024	5.250%	1,860,000.00	02/27/2014	100.000
	08/01/2025	5.250%	1,955,000.00	02/27/2014	100.000
	08/01/2026	5.250%	2,060,000.00	02/27/2014	100.000
	08/01/2027	5.250%	2,175,000.00	02/27/2014	100.000
	08/01/2028	5.250%	2,290,000.00	02/27/2014	100.000
TERM2031	08/01/2029	5.250%	2,415,000.00	02/27/2014	100.000
	08/01/2030	5.250%	2,545,000.00	02/27/2014	100.000
	08/01/2031	5.250%	2,680,000.00	02/27/2014	100.000
			32,050,000.00		
IPA Loan, IPALOAN:					
SERIAL	03/01/2014	7.910%	64,989.22		
	09/01/2014	7.910%	67,559.70	03/01/2014	100.000
	03/01/2015	7.910%	70,231.85	03/01/2014	100.000
	09/01/2015	7.910%	73,009.69	03/01/2014	100.000
	03/01/2016	7.910%	75,897.40	03/01/2014	100.000
	09/01/2016	7.910%	78,899.32	03/01/2014	100.000
	03/01/2017	7.910%	82,019.98	03/01/2014	100.000
	09/01/2017	7.910%	85,264.07	03/01/2014	100.000
	03/01/2018	7.910%	88,636.47	03/01/2014	100.000
	09/01/2018	7.910%	92,142.26	03/01/2014	100.000
	03/01/2019	7.910%	95,786.71	03/01/2014	100.000
	09/01/2019	7.910%	99,575.30	03/01/2014	100.000
	03/01/2020	7.910%	103,513.75	03/01/2014	100.000
	09/01/2020	7.910%	107,607.96	03/01/2014	100.000
	03/01/2021	7.910%	111,864.12	03/01/2014	100.000
	09/01/2021	7.910%	116,288.61	03/01/2014	100.000
	03/01/2022	7.910%	120,888.11	03/01/2014	100.000
	09/01/2022	7.910%	125,669.53	03/01/2014	100.000
	03/01/2023	7.910%	130,640.06	03/01/2014	100.000
	09/01/2023	7.910%	135,807.19	03/01/2014	100.000
	03/01/2024	7.910%	141,178.69	03/01/2014	100.000
	09/01/2024	7.910%	146,762.65	03/01/2014	100.000
	03/01/2025	7.910%	152,567.47	03/01/2014	100.000
	09/01/2025	7.910%	158,601.88	03/01/2014	100.000
	03/01/2026	7.910%	164,874.97	03/01/2014	100.000
	09/01/2026	7.910%	171,396.17	03/01/2014	100.000
	03/01/2027	7.910%	178,175.30	03/01/2014	100.000
	09/01/2027	7.910%	185,222.57	03/01/2014	100.000
			3,225,071.00		
			35,275,071.00		

ESCROW REQUIREMENTS

Salinas Valley Solid Waste Authority
2014A (AMT)

2002 Revenue Bonds (02REVS)

Period Ending	Interest	Principal Redeemed	Total
02/01/2014	848,859.38		848,859.38
02/27/2014	122,613.02	32,050,000.00	32,172,613.02
	971,472.40	32,050,000.00	33,021,472.40

Note: Authority cash contribution for accrued interest of \$848,859.38 for 2/1 payment on Series 2002.

ESCROW REQUIREMENTS

Salinas Valley Solid Waste Authority
2014B (Taxable)

IPA Loan (IPALoan)

Period Ending	Principal	Interest	Principal Redeemed	Total
03/01/2014	64,989.22	127,559.35	3,160,081.78	3,352,630.35
	64,989.22	127,559.35	3,160,081.78	3,352,630.35

Note: Authority cash contribution for accrued interest of \$848,859.38 for 2/1 payment on Series 2002.

COST OF ISSUANCE

Salinas Valley Solid Waste Authority
Refunding Revenue Bonds, Series 2014
2014A (AMT) and 2014B (Taxable)
Final Cash Flows

Cost of Issuance	\$/1000	Amount
Bond Counsel	3.17299	99,600.00
Underwriter's Counsel	1.75215	55,000.00
Rating Agency	0.63715	20,000.00
Trustee	0.26919	8,450.00
Printer	0.06371	2,000.00
Verification Agent	0.06371	2,000.00
Contingency	0.15929	5,000.00
	6.11819	192,050.00

FORM 8038 STATISTICS

Salinas Valley Solid Waste Authority
Refunding Revenue Bonds, Series 2014
2014A (AMT) and 2014B (Taxable)
Final Cash Flows

Dated Date 01/28/2014
Delivery Date 01/28/2014

Bond Component	Date	Principal	Coupon	Price	Issue Price	Redemption at Maturity
Serial Bond - AMT:						
	08/01/2017	145,000.00	5.000%	112.465	163,074.25	145,000.00
	08/01/2018	1,265,000.00	5.000%	113.936	1,441,290.40	1,265,000.00
	08/01/2019	1,330,000.00	5.000%	114.450	1,522,185.00	1,330,000.00
	08/01/2020	1,400,000.00	5.000%	113.451	1,588,314.00	1,400,000.00
	08/01/2021	1,470,000.00	5.000%	112.000	1,646,400.00	1,470,000.00
	08/01/2022	1,545,000.00	5.000%	110.335	1,704,675.75	1,545,000.00
	08/01/2023	1,630,000.00	5.000%	108.917	1,775,347.10	1,630,000.00
	08/01/2024	2,155,000.00	5.000%	107.444	2,315,418.20	2,155,000.00
	08/01/2025	2,265,000.00	5.500%	109.705	2,484,818.25	2,265,000.00
	08/01/2026	2,395,000.00	5.500%	108.299	2,593,761.05	2,395,000.00
	08/01/2027	2,335,000.00	5.500%	107.260	2,504,521.00	2,335,000.00
Term Bond - AMT:						
	08/01/2028	2,270,000.00	5.500%	104.547	2,373,216.90	2,270,000.00
	08/01/2029	2,400,000.00	5.500%	104.547	2,509,128.00	2,400,000.00
	08/01/2030	2,535,000.00	5.500%	104.547	2,650,266.45	2,535,000.00
	08/01/2031	2,675,000.00	5.500%	104.547	2,796,632.25	2,675,000.00
		27,815,000.00			30,069,048.60	27,815,000.00

	Maturity Date	Interest Rate	Issue Price	Stated Redemption at Maturity	Weighted Average Maturity	Yield
Final Maturity	08/01/2031	5.500%	2,796,632.25	2,675,000.00		
Entire Issue			30,069,048.60	27,815,000.00	11.7995	4.3485%

Proceeds used for accrued interest	0.00
Proceeds used for bond issuance costs (including underwriters' discount)	556,300.00
Proceeds used for credit enhancement	168,188.70
Proceeds allocated to reasonably required reserve or replacement fund	0.00
Proceeds used to currently refund prior issues	33,021,472.40
Proceeds used to advance refund prior issues	0.00
Remaining weighted average maturity of the bonds to be currently refunded	10.4051
Remaining weighted average maturity of the bonds to be advance refunded	0.0000

FORM 8038 STATISTICS

Salinas Valley Solid Waste Authority
Refunding Revenue Bonds, Series 2014
2014A (AMT) and 2014B (Taxable)
Final Cash Flows

Refunded Bonds

Bond Component	Date	Principal	Coupon	Price	Issue Price
2002 Revenue Bonds:					
SERIAL	08/01/2014	1,085,000.00	5.625%	100.000	1,085,000.00
SERIAL	08/01/2015	1,150,000.00	5.625%	100.000	1,150,000.00
SERIAL	08/01/2016	1,215,000.00	5.625%	100.000	1,215,000.00
SERIAL	08/01/2017	1,285,000.00	5.625%	100.000	1,285,000.00
SERIAL	08/01/2018	1,360,000.00	5.625%	100.000	1,360,000.00
TERM2022	08/01/2019	1,435,000.00	5.125%	100.000	1,435,000.00
TERM2022	08/01/2020	1,510,000.00	5.125%	100.000	1,510,000.00
TERM2022	08/01/2021	1,590,000.00	5.125%	100.000	1,590,000.00
TERM2022	08/01/2022	1,675,000.00	5.125%	100.000	1,675,000.00
TERM2027	08/01/2023	1,765,000.00	5.250%	100.000	1,765,000.00
TERM2027	08/01/2024	1,860,000.00	5.250%	100.000	1,860,000.00
TERM2027	08/01/2025	1,955,000.00	5.250%	100.000	1,955,000.00
TERM2027	08/01/2026	2,060,000.00	5.250%	100.000	2,060,000.00
TERM2027	08/01/2027	2,175,000.00	5.250%	100.000	2,175,000.00
TERM2031	08/01/2028	2,290,000.00	5.250%	100.000	2,290,000.00
TERM2031	08/01/2029	2,415,000.00	5.250%	100.000	2,415,000.00
TERM2031	08/01/2030	2,545,000.00	5.250%	100.000	2,545,000.00
TERM2031	08/01/2031	2,680,000.00	5.250%	100.000	2,680,000.00
		32,050,000.00			32,050,000.00

	Last Call Date	Issue Date	Remaining Weighted Average Maturity
2002 Revenue Bonds	02/27/2014	05/29/2002	10.4051
All Refunded Issues	02/27/2014		10.4051

PROOF OF ARBITRAGE YIELD

Salinas Valley Solid Waste Authority
Refunding Revenue Bonds, Series 2014
2014A (AMT) and 2014B (Taxable)
Final Cash Flows

Date	Debt Service	Total	Present Value to 01/28/2014 @ 4.3485057%
08/01/2014	749,855.21	749,855.21	733,635.35
02/01/2015	737,562.50	737,562.50	706,252.82
08/01/2015	737,562.50	737,562.50	691,223.87
02/01/2016	737,562.50	737,562.50	676,514.73
08/01/2016	737,562.50	737,562.50	662,118.59
02/01/2017	737,562.50	737,562.50	648,028.81
08/01/2017	882,562.50	882,562.50	758,926.09
02/01/2018	733,937.50	733,937.50	617,691.50
08/01/2018	1,998,937.50	1,998,937.50	1,646,532.43
02/01/2019	702,312.50	702,312.50	566,187.14
08/01/2019	2,032,312.50	2,032,312.50	1,603,535.66
02/01/2020	669,062.50	669,062.50	516,670.13
08/01/2020	2,069,062.50	2,069,062.50	1,563,791.33
02/01/2021	634,062.50	634,062.50	469,024.78
08/01/2021	2,104,062.50	2,104,062.50	1,523,284.02
02/01/2022	597,312.50	597,312.50	423,235.79
08/01/2022	2,142,312.50	2,142,312.50	1,485,669.24
02/01/2023	558,687.50	558,687.50	379,198.66
08/01/2023	2,188,687.50	2,188,687.50	1,453,918.71
02/01/2024	517,937.50	517,937.50	336,738.10
08/01/2024	19,547,937.50	19,547,937.50	12,438,682.14
	41,816,855.21	41,816,855.21	29,900,859.90

Proceeds Summary

Delivery date	01/28/2014
Par Value	27,815,000.00
Premium (Discount)	2,254,048.60
Arbitrage expenses	-168,188.70
Target for yield calculation	29,900,859.90

PROOF OF ARBITRAGE YIELD

Salinas Valley Solid Waste Authority
Refunding Revenue Bonds, Series 2014
2014A (AMT) and 2014B (Taxable)
Final Cash Flows

Assumed Call/Computation Dates for Premium Bonds

Bond Component	Maturity Date	Rate	Yield	Call Date	Call Price	Present Value to 01/28/2014 @ 4.3485057%
SERIALAM	08/01/2025	5.500%	4.340%	08/01/2024	100.000	-1,700.53
SERIALAM	08/01/2026	5.500%	4.500%	08/01/2024	100.000	31,875.57
SERIALAM	08/01/2027	5.500%	4.620%	08/01/2024	100.000	55,337.67
TERMAM	08/01/2028	5.500%	4.940%	08/01/2024	100.000	115,382.32
TERMAM	08/01/2029	5.500%	4.940%	08/01/2024	100.000	121,990.12
TERMAM	08/01/2030	5.500%	4.940%	08/01/2024	100.000	128,852.06
TERMAM	08/01/2031	5.500%	4.940%	08/01/2024	100.000	135,968.15

Rejected Call/Computation Dates for Premium Bonds

Bond Component	Maturity Date	Rate	Yield	Call Date	Call Price	Present Value to 01/28/2014 @ 4.3485057%	Increase to NPV
SERIALAM	08/01/2025	5.500%	4.340%			14,369.49	16,070.02
SERIALAM	08/01/2026	5.500%	4.500%			65,144.79	33,269.22
SERIALAM	08/01/2027	5.500%	4.620%			102,974.32	47,636.65
TERMAM	08/01/2028	5.500%	4.940%			175,848.40	60,466.08
TERMAM	08/01/2029	5.500%	4.940%			200,255.00	78,264.88
TERMAM	08/01/2030	5.500%	4.940%			226,024.13	97,172.07
TERMAM	08/01/2031	5.500%	4.940%			253,168.08	117,199.93



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SALINAS VALLEY SOLID WASTE AUTHORITY

Report to the Board of Directors

Date: February 20, 2014
From: Roberto Moreno, Finance Manager
Title: FY 2014-15 Preliminary Budget

ITEM NO. 12

Finance Manager/Controller-Treasurer

N/A

Legal Counsel

General Manager/CAO

RECOMMENDATION

The Executive Committee recommends approval of this item.

STRATEGIC PLAN RELATIONSHIP

The recommended action helps support Goal A - Fund and Implement 75% Diversion, by ensuring that the budget is balanced and sustainable.

FISCAL IMPACT

The preliminary \$14,838,000 Operating Budget represents a decrease of 7.5% over the current operating budget. It is financed with \$15,570,800 in revenues, a decrease of 13.3% over the current operating budget. The Preliminary Operating Budget will generate a surplus of \$732,800 which is being recommended to be used for capital projects and to fund some of the Authority's reserves.

DISCUSSION & ANALYSIS

The preliminary budget represents a status-quo operation for FY 2014-15. While there are some dramatic changes in the budget numbers, the operations remain the same. Following is a summary of the budget. Please refer to the attached budget document for more detail.

\$2,382,300 decrease in revenues

In order to end reliance on importing outside waste, the Board directed staff to terminate the Recology South Valley (RSV) contract. The RSV contract will come to an end no later than December 31, 2014. This represents a future and permanent reduction of \$2,318,800 in revenues from imported waste. RSV revenues are not budgeted beyond June 30, 2014.

Staff is estimating a 3.0% decrease in landfilled tonnage which will reduce estimated revenues by \$334,500. This will be partially offset by a \$3.00 per ton increase (\$228,800) in the Salinas Transportation Surcharge charged to Republic Services of Salinas. This means that during FY 2014-15 Republic Services will be paying the Authority \$14.00 per ton to transport their waste to Johnson Canyon Landfill. This is still a favorable rate in comparison to the \$19.89 per ton the Authority pays Waste Management to transport overflow waste out of Madison Lane Transfer Station. At the October 2012 Board Retreat, the Board agreed to raise the Salinas Transportation Surcharge \$3.00 per ton annually until Republic is paying the full cost of transporting their waste to Johnson Canyon landfill.

In accordance with the agreement with the County to approve the 2014 bond issue, staff is not recommending any rate increases.

\$1,198,000 decrease in operating expenses

The major reason for the decrease in operating expenses is the \$1,220,800 decrease in debt service due to the refunding of the 2002 revenue bonds and the Crazy Horse IPA.

The \$263,490 decrease in Johnson Canyon Landfill (JCL) Operations is due to lowered fees due to the ending of imported waste from Recology South Valley. The JCL operations is the one part of the budget that is truly preliminary. The Authority went out to bid for a new operations contract. Bids were received on January 24, 2014. Staff is still evaluating the results and will be making a recommendation to the Board on February 20. For now the JCL operations contract is budgeted as a status quo item, though staff believes that additional savings will be achieved through restructuring the operations at JCL.

Capital Improvement Projects Budget

The following Projects need to be budgeted in FY 2014-15

\$450,000 Sun Street Transfer Station Pavement Replacement
\$ 80,000 Sun Street Transfer Station Equipment Replacement (Transfer Trailer)
\$ 50,000 Johnson Canyon Landfill Litter Control Barrier
\$ 35,000 Johnson Canyon Landfill Methane Extraction Wells
\$ 25,000 Segunda Vida (Second Life Shop) Start-Up
\$ 35,000 Pick-up Truck Replacement
\$675,000 Total

For FY 2014-15 the tipping pad and a large pavement area at Sun Street Transfer Station will have to be replaced at an estimated cost of \$450,000. Sun Street started operation in January 2005 to operate at 100 tons per day while a larger facility was developed. The transfer station currently handles close to 400 tons per day. Initially, the facility was designed for a lot fewer trucks. After 10 years, the pavement and concrete pad is showing significant distress and needs to be replaced.

Litter control is an important part of the JCLF operation especially with the winds in the Salinas Valley. It will be beneficial to the Authority to install a large perimeter litter barrier.

In order to meet the State Minimum Standards, additional methane extraction wells are also needed along the Southern boundary.

The \$25,000 for the Segunda Vida Shop start-up expenses is to consider starting an operation similar to the Last Chance Mercantile operated by Monterey Regional Waste Management District.

The F250 pickup truck is 10 years old and in need of replacement.

BACKGROUND

Due to the Board's commitment to not increase rates in FY 2014-15 this budget is a status quo budget with minimal increases except where absolutely necessary.

ATTACHMENT(S)

1. FY 2014-15 Preliminary Budget (as a separate document)

S&P A+ Rating

Salinas Valley Solid Waste Authority

Proposed Annual Budget

Fiscal Year 2014-15

\$14,838,000



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SALINAS VALLEY
SOLID WASTE AUTHORITY

2013
BEST
places
to work
**MONTEREY
COUNTY**



SALINAS VALLEY SOLID WASTE AUTHORITY

Proposed Budget

**Fiscal Year
2014-2015**



Prepared by:
The Authority's Finance Division

Roberto Moreno
Finance Manager/Treasurer

PO Box 2159
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Salinas, CA 93901

SALINAS VALLEY SOLID WASTE AUTHORITY

Proposed Budget

FY 2014-2015

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SALINAS VALLEY SOLID WASTE AUTHORITY
Proposed Budget
FY 2014-2015
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February 20, 2014

Salinas Valley Solid Waste Authority Board Members:

We are pleased to present for your consideration the Proposed Operating Budget for fiscal year 2014-15. The \$14,838,000 operating budget represents a 7.5% decrease over the FY 2013-14 budget. This decrease is due primarily to the \$1,220,800 reduction in debt service payments as a result of the 2014 Refunding Revenue Bonds. The budget is financed by \$15,570,800 in operating revenues, which will generate an operating surplus of \$732,800.

The operating surplus will be used to finance \$675,000 in new Capital Improvements. This will still leave a year-end surplus of \$57,800. The current Capital Improvement Budget appropriations will carry over to FY 2014-15 per the Authority's financial policies until such projects are completed.

Achieving a Balanced Budget – A Long-Term Process

The achievement of a balanced budget with a year-end surplus in a budget year with no rate increases and with the loss of \$2.1 million in revenue from ending the importation of waste from Recology South Valley could be viewed as nothing short of a miracle. This is not the result of a miracle, but rather the result of a lot of planning and the Board's commitment to keep the Authority financially sound. It started with the Board's decision to implement an AB939 Fee of \$1.7 million effective July 1, 2013 and to end the importation of waste from South Santa Clara Valley to fund operations. This was followed by the Board's decision to refinance the 2002 revenue bonds and the Crazy Horse Installment Purchase Agreement.

To achieve a balanced budget this document incorporates the following items:

- No increase in tipping fees.
- Increase the Salinas Transportation Surcharge by \$3.00 per ton to \$14.00. This allows the Authority to slowly get out of subsidizing the transportation of Salinas franchise garbage.
- Minimize operating budget increases by maintaining a status quo budget. Budget increases where necessary are primarily for costs beyond the Authority's control. Making more efficient use of Sun Street Transfer Station has allowed the Authority to absorb increased regulatory costs.

Beginning on the next page is a summary of the proposed budget followed by a discussion of how it was developed. Thereafter the budget summaries analyze the budget in various ways.

**Salinas Valley Solid Waste Authority
Two-Year Budget Comparison
FY 2014-15**

	2013 2014 BUDGET	2014 2015 PROPOSED	Increase / (Decrease)	% Change
<u>Operating Revenues</u>				
Tipping Fees - Solid Waste	11,141,800	10,807,300	(334,500)	-3.0%
Tipping Fees - Surcharge	1,034,000	1,262,800	228,800	22.1%
Tipping Fees - Diverted Materials	956,800	1,005,000	48,200	5.0%
AB939 Service Fee	1,732,000	1,732,000	-	0.0%
Tipping Fees - South Valley	2,318,800	-	(2,318,800)	100.0%
Charges for Services	117,000	122,000	5,000	4.3%
Sales of Materials	385,000	351,000	(34,000)	-8.8%
Gas Royalties	187,500	260,000	72,500	38.7%
Investment Earnings	80,200	30,700	(49,500)	-61.7%
Total Operating Revenues	<u>17,953,100</u>	<u>15,570,800</u>	<u>(2,382,300)</u>	-13.3%
<u>Operating Expenditures</u>				
Landfill Operations	4,178,315	3,914,825	(263,490)	-6.3%
Debt Service	3,141,800	1,921,000	(1,220,800)	-38.9%
Transfer Stations	2,622,615	2,719,875	97,260	3.7%
Resource Recovery	2,546,190	2,580,750	34,560	1.4%
Administration	2,175,500	2,341,900	166,400	7.6%
Postclosure/ECS	1,371,580	1,359,650	(11,930)	-0.9%
Total Operating Expenditures	<u>16,036,000</u>	<u>14,838,000</u>	<u>(1,198,000)</u>	-7.5%
Operating Budget Surplus	<u>1,917,100</u>	732,800		
CIP's Funded from Operating Surplus		<u>675,000</u>		
Total Surplus		<u>57,800</u>		

FY 2014-15 BUDGET AT A GLANCE

Operating Revenues

Operating revenues are proposed to decrease \$2.3 million, a 13.3% decrease. The major reasons for the decrease is a follows:

\$2,318,800	ending importation of waste from Recology South Valley
\$ 334,500	anticipated 3% decrease in tonnage with no rate increase
\$ 228,800	increase of \$3.00 per ton on Salinas Transportation Surcharge
\$ 42,200	net decrease in all other revenues
<u>\$2,382,300</u>	Net decrease in revenues

Fortunately, the Authority planned on losing the \$2.3 million from Recology South Valley. The \$1.7 million in AB 939 fees is helping to offset this loss.

Due to the agreement with the County making the bond refinancing possible, there will be no tipping fee rate increase for 2014-15. The Authority will therefore lose out on \$334,500 in revenue.

Operating Expenditures

The proposed operating budget of \$14,838,000 reflects a decrease of \$1,198,000 (7.5%) over the current appropriations. This decrease is due primarily to a decrease of \$1,220,800 in debt service payments as a result of the 2014 bond refinancing. Other operating increases are offset by the decrease of \$263,490 in landfill operations as a result of no longer handling the Recology South Valley tonnage. This savings is the result of not needing to pay for the State or the County the fees associated with Recology South Valley tonnage.

The budget presented includes the amounts necessary to pay Recology Environmental Solutions for operating the Johnson Canyon Landfill. Through the budget deliberations, staff will be discussing with the Board the option of brining this operation in-house with a potential savings. If the decision is made to use Authority employees for the landfill operations there could be further reductions in operating expenses. This is a separate discussion that will be held as part of the budget deliberations.

Use of Operating Budget Surplus for Capital Improvements

The \$732,800 operating surplus is proposed to fund \$675,000 in capital improvements: Refer to page 9 for detailed discussion.

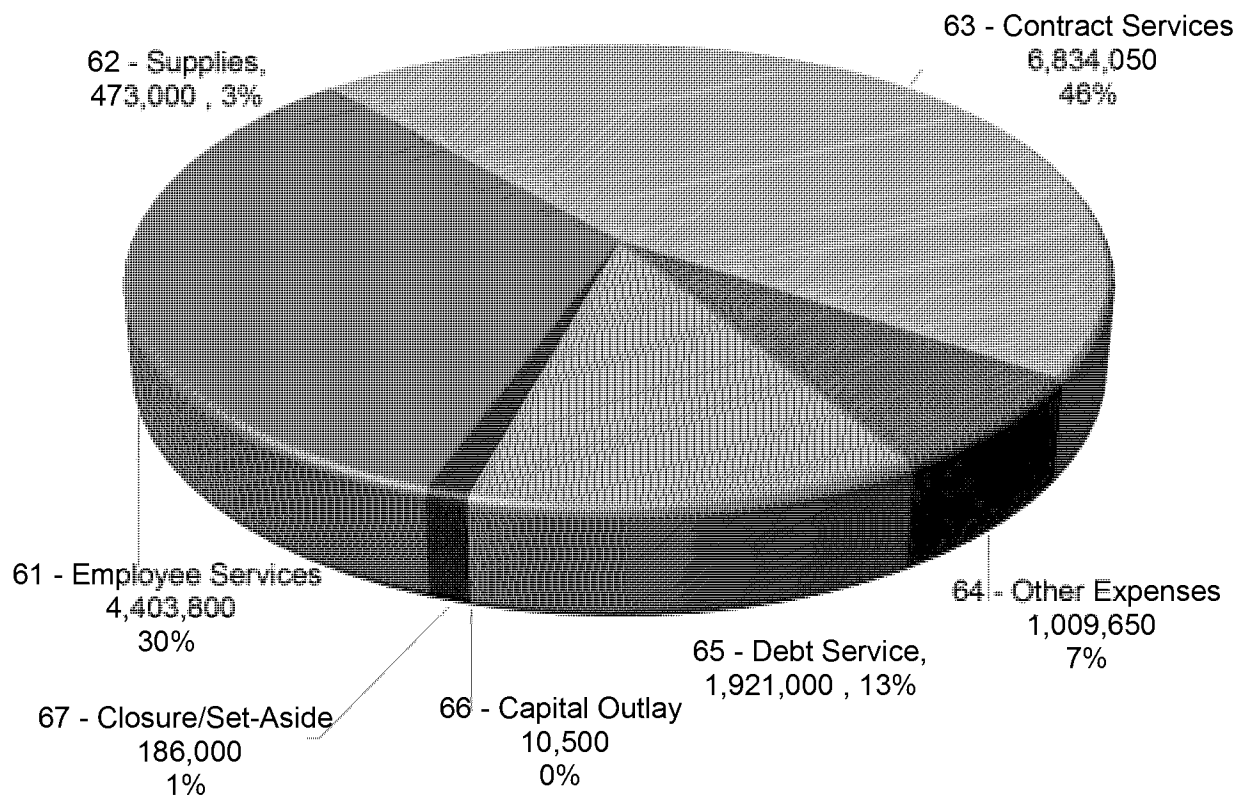
<u>Johnson Canyon Landfill Improvements</u>	
Johnson Canyon Landfill Methane Extraction	35,000
Johnson Canyon Landfill Litter Control Barrier	50,000
 <u>Sun Street Transfer Station</u>	
Sun Street Transfer Station Pavement	450,000
Transfer Trailer Replacement	80,000
Pick-Up Truck Replacement	35,000
 Segunda Vida (Second Life Shop) Start-Up	 <u>25,000</u>
 Total Capital Improvements	 <u>675,000</u>

OPERATING EXPENDITURES BUDGET HIGHLIGHTS

Following is a comparison of the operating budget expenditures by category.

Category	2013 BUDGET	2014 PROPOSED	Increase / (Decrease)	% Change
61 - Employee Services	4,205,400	4,403,800	198,400	4.7%
62 - Supplies	452,198	473,000	20,802	4.6%
63 - Contract Services	6,795,409	6,834,050	38,641	0.6%
64 - Other Expenses	1,153,693	1,009,650	(144,043)	-12.5%
65 - Debt Service	3,141,800	1,921,000	(1,220,800)	-38.9%
66 - Capital Outlay	10,500	10,500	-	0.0%
67 - Closure/Set-Aside	277,000	186,000	(91,000)	-32.9%
Grand Total	16,036,000	14,838,000	(1,198,000)	-7.5%

BUDGET BY CATEGORY FY 2014-15 \$14,838,000



Employee Services - \$4,403,800 (30%)

Employee Services accounts for 30% of operational appropriations. The Authority staff consist of thirty seven full time positions. Please refer to Appendix D for complete personnel allocation.

Employee services are budgeted to increase 4.7% (\$198,400) in 2014-15 to \$4,403,800 due to:

1. Salary schedule adjustments for all employees.
2. Higher Health Insurance Premiums
3. Increase in CalPERS rates.
4. Reduction in hours worked on CIP's.

COLA and increases account for \$79,000 (1.9%) in increased employee costs.

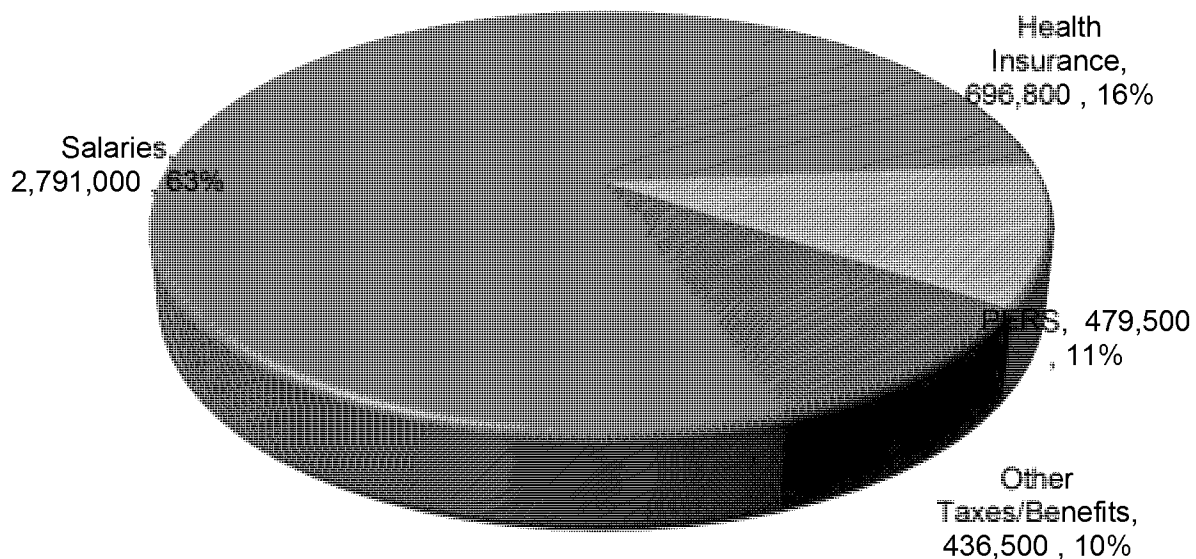
Health Insurance Premiums are expected to increase 4.2% (\$28,100) in 2014-15 to \$696,800. Premium changes occur on January 1, 2015. While the rates are unknown, recent history has shown increases of up to 10% per year.

For FY 2014-15 PERS rates are schedule to increase from 10.695% to 11.435% on July 1, 2014. This will result in a 4.6% (\$21,250) increase in retirement costs.

During 2013-14 the Authority used staff to work on some of the Authority's Capital Improvement Projects. While staff will continue working on some Capital Projects, the amount of time that will be spent on them is unknown at this time. Therefore, for FY 2014-15, there will be no staff time allocated to capital improvement projects in the upcoming fiscal year. This results in an increase of 65,000 (1.9%) in employee payroll costs.

Below is chart for Employee Services

**FY 2014-15 PROPOSED EMPLOYEE SERVICES
\$4,403,800**



Supplies - \$473,000 (3%)

Supplies expense will increase \$20,802 (4.6%) primarily due to an increase of \$23,950 in fuel costs.

Contract Services (Business Partnerships) - \$6,834,050 (46%)

Contract Services is the largest expense category. This category pays for landfill operations, transfer station operations, regulatory compliance and environmental monitoring. Contract services is budgeted to increase \$38,641 (0.6%) to \$6,834,050.

The use of contractors to provide essential services sets the Authority apart from most typical government agencies. This allows the Authority to avoid long term pension and health insurance costs.

Following is a summary of the major expenses in this category.

- The Authority's contract with Norcal Engineering (now Recology) for the Johnson Canyon landfill operations is the single largest contract of the Authority. The total budgeted amount of \$2,778,500 represents a decrease of 1.1% for 2014-15. The contract is set to expire on December 31, 2014. A decision has not been made by the board on how to proceed with the operations of the landfill going forward. Therefore, Authority staff has used current fees to budget for the entire year. The final budget will reflect the budget necessary to implement the Board's decision.

Following are the amounts budgeted for compensating Recology:

Category	2013 2014 BUDGET	2014 2015 PROPOSED	% Change
Landfill Operations	2,030,300	2,016,000	-0.7%
Compaction Incentive	800,000	800,000	0.0%
Out of Scope Work	10,000	10,000	0.0%
Tonnage Band Fees Credit	<u>(130,100)</u>	<u>(144,000)</u>	10.7%
Total Landfill Operations	2,710,200	2,682,000	10.0%
Diversion Assistance Fee-JC	<u>100,000</u>	<u>96,500</u>	-3.5%
Total Fees	<u>2,810,200</u>	<u>2,778,500</u>	-1.1%

- Waste Management will be compensated \$715,000 for operating the Jolon Road Transfer Station and delivering the waste to Johnson Canyon Landfill. This contract terminates on September 1, 2016 at which time the Authority will have an opportunity to drastically reduce this expense.
- Waste Management will be compensated \$150,000 for handling and transporting Republic waste delivered to the Madison Lane Transfer Station. This is due to changing the Sun Street Transfer Station permit limit to a combined total of 400 tons accepted per day. Waste Management will handle an average 20 tons per day. This is financed using a portion of the \$14.00 per ton surcharge on Salinas franchise waste for 2014-15.

Other Expenses - \$1,009,650 (7%)

This category catches everything else not covered in the above categories. There are two major expenses included here that are deserving of more discussion as follows:

California Integrated Waste Management Fees - \$240,800

All landfills are required to pay the State \$1.40 per ton buried at landfills. This expense is decreasing by \$108,300 due to no longer needing to pay for the Recology South Valley tonnage which will cease being delivered on June 30, 2014.

Monterey County Environmental Health Bureau Regional Fees - \$125,500

The Monterey County Environmental Health Division expects to receive \$496,080 in total from the Authority and MRWMD based proportionally on tonnage landfilled at each site. This expense is decreasing by \$59,000 due to no longer needing to pay for the Recology South Valley tonnage which will cease being delivered on June 30, 2014.

Monterey County Local Enforcement Agency (LEA) - \$82,400

The Monterey County Environmental Health Bureau LEA charges permit fees for active and closed landfills.

In total the Authority expects to pay \$207,900 to Monterey County Environmental Health.

Debt Service - \$1,921,000 (13%)

The refinancing of the 2002 Revenue Bonds and the Salinas Installment Purchase Agreement in January 2014 has resulted in a decrease of \$1,220,800 in debt service payments for FY 2014-15. At \$1,921,000 million Debt Service is the third largest expense category at 13% of the budget. In previous years debt service has been about 20% of the operating budget.

The Authority is committed to annual debt service (principal and interest) payments of \$3.1 million through 2028. Thereafter the annual debt service payments reduce to \$2.75 million through 2032, at which time all current debt will be paid off.

Refunding Revenue Bonds, Series 2014

On January 15, 2014, after an 18 month process, the Authority issued Refunding Revenue Bonds, Series 2014 in the amount of \$31,900,000 to refinance the 2002 revenue bonds and the Crazy Horse Installment Purchase Agreement.

For the next four fiscal years 2014-15 through fiscal year 2017-18, the annual debt service will be \$1.9 million. Beginning in FY 2018-19, debt service will increase to \$3.1 million, the current amount of debt service. It will continue at \$3.1 million until 2027-28 after which debt service will decrease to \$2.8 million thru FY 2131-32 when all bonded debt is paid. This gives the Authority four years to save up funds for capital projects and to fund under-funded reserves.

The debt service payments were structured so that the savings from the refinancing can be taken upfront over the first few years instead of spreading out the savings annually over the life of the bond issue.

Following is a summary of the Authority's debt service requirements for the next five fiscal years:

<u>Fiscal Year Ended</u> <u>June 30,</u>	<u>2014A (AMT)</u>		<u>2014B (Taxable)</u>		<u>Total Debt</u> <u>Service</u> <u>Requirement</u>
	<u>Principal</u>	<u>Interest</u>	<u>Principal</u>	<u>Interest</u>	
2015	-	1,487,418	315,000	118,458	1,920,876
2016	-	1,475,125	320,000	113,523	1,908,648
2017	-	1,475,125	325,000	107,695	1,907,820
2018	145,000	1,471,500	335,000	99,771	2,051,271
2019	1,265,000	1,436,250	345,000	89,728	3,135,978

For full Debt Service schedules see:

Appendix G – 2014 AMT Bonds on page 93

Appendix H – 2014 Taxable Bonds on page 95

Capital Outlay - \$10,500

Capital Outlay includes a budget for minor equipment purchases in the HHW and the office.

Closure Set Aside - \$186,000 (1%)

Due to the ending of the importation of waste, closure funding will be reduced to \$186,000. Closure funding is on a per ton basis of \$1.15 per ton.

The calculation of closure and postclosure amounts is based on Governmental Accounting Standards Board Statement No. 18 (GASB 18). GASB 18 states very clearly how the costs of closure and postclosure maintenance are calculated and allocated to accounting periods. The Authority uses GASB 18 methodology to determine the budget amount for closure costs. The funding of liabilities for closure and postclosure are governed by the California Department of Resources Recycling and Recovery (CalRecycle).

Closure Funding Requirement

By the time a landfill stops accepting waste it is required to have set-aside sufficient funds to pay for the closure of the landfill. Closure costs are determined and funded annually based on landfill capacity used. Even though the funds will not be spent until the landfill is closed, the annual required funding amount is considered an expense for the period when the landfill capacity was used. The Authority therefore budgets to set-aside sufficient funds to cover the expense of closure for the fiscal year.

Closure Funding Calculations

The calculation of closure funding is based on a per ton basis. The Johnson Canyon Landfill (JCL) Closure amount is calculated at \$1.15 per ton based on the unfunded liability as of June 30, 2012.

Capital Improvements

The following Projects need to be budgeted in FY 2014-15

\$450,000	Sun Street Transfer Station Pavement Replacement
\$ 80,000	Sun Street Transfer Station Equipment Replacement (Transfer Trailer)
\$ 50,000	Johnson Canyon Landfill Litter Control Barrier
\$ 35,000	Johnson Canyon Landfill Methane Extraction Wells
<u>\$ 35,000</u>	Pick-up Truck Replacement
\$650,000	Total

Sun Street Transfer Station Pavement Replacement

For FY 2014-15 the tipping pad and a large pavement area at Sun Street Transfer Station will have to be replaced at an estimated cost of \$450,000. Sun Street started operation in January 2005 to operate at 100 tons per day while a larger facility was developed. The transfer station currently handles close to 400 tons per day. Initially, the facility was designed for a lot fewer trucks. After 10 years, the pavement and concrete pad is showing significant distress and needs to be replaced.

Sun Street Transfer Trailer Replacement

This transfer trailer is scheduled for replacement. Furthermore this is an possum belly trailer which can no longer be used when Recology removes the tipper due which was brought in to handle the Recology South Valley tonnage.

Johnson Canyon Landfill Litter Control Barrier

Litter control is an important part of the Johnson Canyon Landfill operation especially with the winds in the Salinas Valley. It will be beneficial to the Authority to install a large perimeter litter barrier to keep flying garbage within the landfill property.

Johnson Canyon Landfill Methane Extraction Wells

In order to meet the State Minimum Standards, four additional methane extraction wells are needed along the Southern boundary.

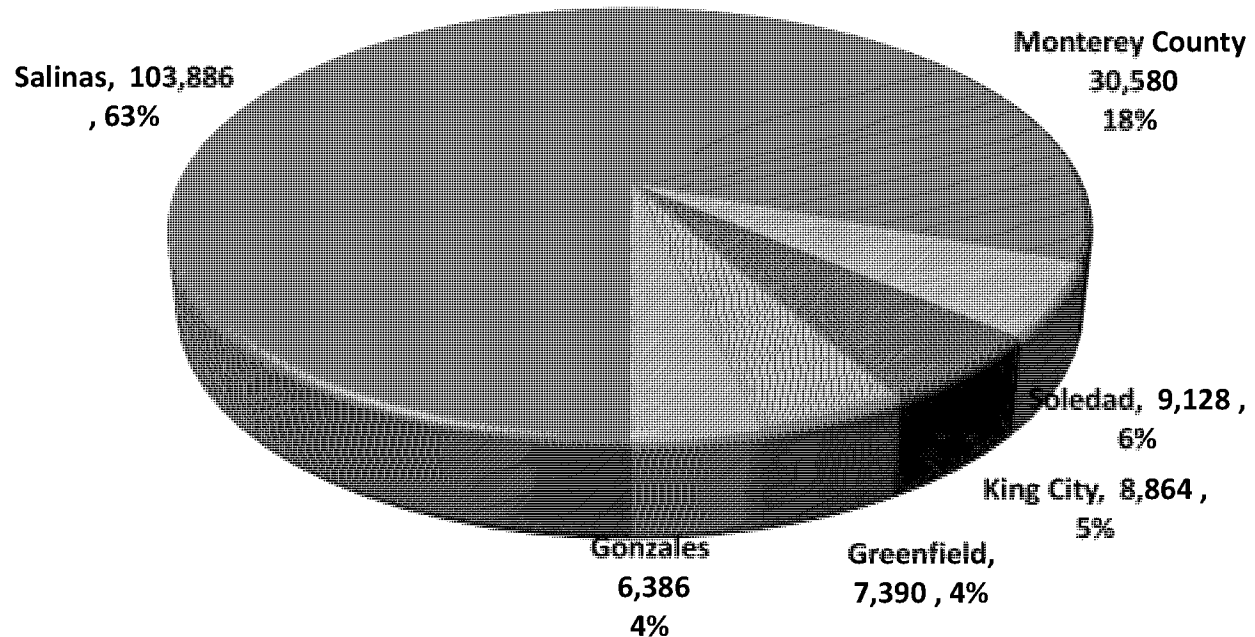
Pick-up Truck Replacement

The F250 pickup truck is 10 years old and in need of replacement. Repairs needed to keep it running efficient are too expensive.

SOLID WASTE ORIGIN

The chart below shows the origin of the solid waste landfilled from the Authority service area for FY 2012-13. The origin of waste has historically been about the same.

PERCENT OF LANDFILLED WASTE FY 2012-13 166,234 TONS



The table below shows the population of the Authority Service Area. This is a good comparison to verify the accuracy of the waste origin. It also allows the Authority to verify that waste disposal services are being used and paid for on a proportional basis.

SALINAS VALLEY SOLID WASTE AUTHORITY Population and Waste Origin

Authority Service Area*	2010	2011	2012	2013	2013 Percentages	
					Population Percent	Waste Origin
Monterey County*	50,107	50,372	50,689	51,043	19%	18%
Gonzales	8,187	8,220	8,247	8,296	3	4
Greenfield	16,330	16,396	16,465	16,729	6	4
King City	12,874	12,942	12,992	13,073	5	5
Salinas	150,441	150,989	151,994	153,215	57	63
Soledad	25,738	26,285	26,196	25,430	9	6
Total	263,677	265,204	266,583	267,786	100	100

LANDFILL CAPACITY

The Authority has one operating landfill remaining, Johnson Canyon Landfill (JCL) located outside of Gonzales. At June 30, 2013 it had 5.8 million tons of remaining permitted capacity. At the current tonnage disposal rate it has 29 years of capacity left.

Johnson Canyon Landfill Rate of Use

In FY 2012-13 236,521 tons of solid waste were buried at JCL. For FY 2014-15 161,500 tons are expected to be buried, all from the Authority service area.

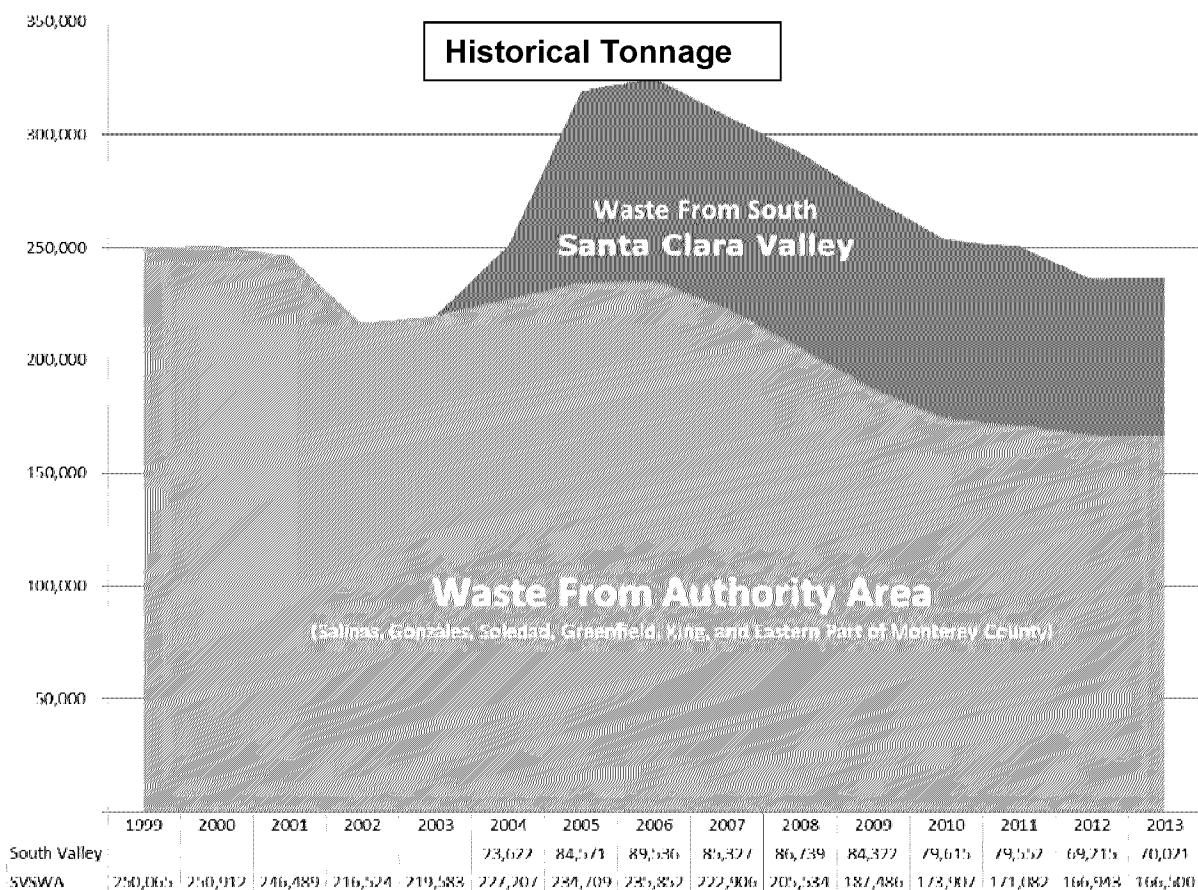
The life of the landfill could be extended substantially if mandatory recycling starts to have an impact on landfill tonnage. If conversion technology is implemented at some point in the future, it could have a dramatic impact on landfill tonnage, further extending the landfill capacity.

Johnson Canyon Landfill Capital Improvements

In order to fully utilize the permitted capacity, Johnson Canyon Landfill will require capital improvements totaling \$17,524,800. At this point in time the Authority does not anticipate constructing all the improvements since changes in technology are expected to impact the amount of waste that needs to be landfilled.

Landfilled Tonnage

The following chart shows that as of June 30, 2013 tonnage has decreased 33.4% since the formation of the Authority. The decreased tonnage has been the basis for the Authority's revenue.



REVENUES AND TONNAGE

Below is a summary of the expected landfill tonnage for FY 2014-15. This is followed with a brief discussion of each of the different types of tonnages.

	2010-11 Actual	2011-12 Actual	2012-13 Actual	2013-14 Budget	2014-15 Budget
Total Franchise Waste	147,732	149,048	150,073	150,900	146,100
Madison Lane Self Haul	2,614	1,414	897	500	500
Total Self Haul Tons	15,906	15,330	14,923	15,000	14,800
Total Field Plastics	<u>566</u>	<u>299</u>	<u>76</u>	<u>100</u>	<u>100</u>
Total Landfilled Tons	<u>166,818</u>	<u>166,091</u>	<u>165,969</u>	<u>166,500</u>	<u>161,500</u>
Percent Change		-0.4%	-0.1%	0.3%	-3.0%

Franchise Solid Waste Tonnage

	2010-11 Actual	2011-12 Actual	2012-13 Actual	2013-14 Budget	2014-15 Budget
Republic Services	89,358	91,753	93,236	94,000	90,200
Rural Dispose-All	26,379	25,660	24,298	24,800	24,300
Jolon Road	15,267	14,326	14,170	14,200	13,500
City of Soledad	6,275	6,147	6,294	6,200	6,200
City of Greenfield	5,704	5,702	5,809	5,700	5,700
Tri-Cities Disposal	1,835	2,660	3,422	3,200	3,400
City of Gonzales	<u>2,914</u>	<u>2,800</u>	<u>2,844</u>	<u>2,800</u>	<u>2,800</u>
Total Franchise Tons	<u>147,732</u>	<u>149,048</u>	<u>150,073</u>	<u>150,900</u>	<u>146,100</u>
		0.9%	0.7%	0.6%	-3.2%

For FY 2013-14 staff prepared the budget based on 150,900 of franchise waste. Indications are that tonnage will not increase in FY 2014-15. In order to prepare a conservative budget that can be depended upon, staff is budgeting a 3.2% reduction in franchise waste.

Self-Haul Solid Waste Tonnage

The second largest source of income for the Authority is Self-Haul solid waste. These are customers that bring their own solid waste to Authority facilities. These customers can go wherever they please. In order to prepare a conservative budget that can be depended upon, staff is budgeting a 1.3% reduction in self-haul.

	2010-11 Actual	2011-12 Actual	2012-13 Actual	2013-14 Budget	2014-15 Budget
Self-Haul	15,906	15,330	14,923	15,000	14,800
		-3.6%	-2.7%	0.5%	-1.3%

Madison Lane Self-Haul Tonnage

The third largest source of revenue for the Authority is the self-haul tonnage that comes from Madison Lane Transfer Station, which is owned and operated by USA Waste, dba Waste Management. In 2005 the Authority entered into an agreement with Waste Management for the delivery of their self-haul waste to an Authority landfill at a reduced rate. The reduced rate was granted because the Authority does not have to provide the services for this waste that it has to provide to customers of its member agencies. The rate started at \$29.00 per ton and goes up by \$1.00 per year. In FY 2014-15 the rate will be \$39.00. Following is a table depicting the self-haul waste delivered to the Authority from Madison Lane Transfer Station.

	2010-11 Actual	2011-12 Actual	2012-13 Actual	2013-14 Budget	2014-15 Budget
Madison Lane Self Haul	2,614	1,414	897	500	500
		-45.9%	-36.6%	-44.3%	0.0%

Field Plastic Tonnage

After the closure of Crazy Horse the Authority lost all field plastic that was being delivered to Crazy Horse. The vast majority of it is now recycled directly in the field by outside recyclers.

Salinas Transportation Surcharge

The Salinas Transportation Surcharge is used to pay for the handling and transporting of Republic waste to Johnson Canyon Landfill from Madison Lane and Sun Street Transfer Stations. The surcharge was originally \$6.00 per ton in FY 2009-10. It decreased to \$5.00 per ton in FY 2010-11 to offset a \$1.00 per ton tipping fee increase. In FY 2012-13 the surcharge was increased by \$3.00 to \$8.00 per ton. In FY 2013-14 it increased another \$3.00 to \$11.00 per ton.

In order to eventually pay for the entire cost of transferring Salinas waste through the Republic surcharge, the surcharge is being increased in FY 2014-15 by \$3.00 per ton. The \$14.00 per ton surcharge will result in \$1,034,000 in tipping fees that will be used to cover the cost of using Madison Lane Transfer Station and a portion of Sun Street Transfer Station for the transporting of Republic Services waste from Salinas to Johnson Canyon Landfill in Gonzales.

EXPANSION FUND – (RECOLOGY SOUTH VALLEY TONNAGE)

The Expansion Fund is used to account for revenue from the sale of landfill capacity to Recology South Santa Clara Valley Disposal (Recology South Valley). Revenue from this contract is not being budgeted past June 30, 2014. The Authority has chosen to end the importation of solid waste as a means to finance operation.

At June 30, 2014 the Expansion Fund is projected to have an available fund balance of \$7,519,332 if all appropriations are spent as budgeted. The only revenue expected to be received in the Expansion Fund beyond June 30, 2014 is the repayment of \$376,000 which was used for the Johnson Canyon Landfill Ameresco Energy Plant. When these funds were used for that purpose it was planned that the funds would be repaid from the gas royalties.

The Expansion Fund, per Board policy, is to be used for developing 50 years of sustainable landfill capacity. During FY 2014-15 the Board will be asked to decide how these funds will be used in the future.

The following table summarizes the use and eventual balance of these monies.

Salinas Valley Solid Waste Authority Estimated Income and Expenditures for South Valley Disposal & Recycling							
	<u>FY12/13 Actual</u>	<u>FY13/14 Budget</u>	<u>FY14/15 Projected</u>	<u>FY15/16 Projected</u>	<u>FY16/17 Projected</u>	<u>FY17/18 Projected</u>	<u>GRAND TOTAL</u>
<u>Tons</u>							
Guaranteed Minimum	78,286	79,226	-	-	-	-	846,680
Excess Tonnage	(8,265)	-	-	-	-	-	(14,803)
Total South Valley Tons	<u>70,021</u>	<u>79,226</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>831,877</u>
Beginning Fund Balance	<u>6,566,596</u>	<u>6,186,077</u>	<u>7,535,498</u>	<u>7,679,631</u>	<u>7,824,064</u>	<u>7,968,898</u>	
<u>Estimated Revenue</u>							
Capacity Sales	2,340,962	2,318,800	-	-	-	-	23,122,717
JC LFG Sales Reimbursement			125,333	125,333	125,333		376,000
Investment Earnings	10,810	26,400	18,800	19,100	19,500	19,900	501,364
Total Estimated Revenue	<u>2,351,772</u>	<u>2,345,200</u>	<u>144,133</u>	<u>144,433</u>	<u>144,833</u>	<u>19,900</u>	<u>24,000,080</u>
<u>Operating Expenses</u>							
Transfer to Operations	(2,103,770)						(4,694,602)
CWMB Fees	(98,029)	(108,300)	-	-	-	-	(1,208,493)
LEA Fees	(51,023)	(59,000)	-	-	-	-	(557,047)
Crazy Horse Closure Setaside	-	-	-	-	-	-	(1,254,733)
Johnson Canyon Closure Set Aside	(77,023)	(90,000)	-	-	-	-	(778,370)
Crazy Horse Operations	-	-	-	-	-	-	(4,916,663)
Total Operating Expenses	<u>(2,329,845)</u>	<u>(257,300)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(13,409,908)</u>
Net Operating Income	<u>21,927</u>	<u>2,087,900</u>	<u>144,133</u>	<u>144,433</u>	<u>144,833</u>	<u>19,900</u>	<u>10,590,172</u>
<u>Capital Projects</u>							
Alternative Technologies							(108,489)
Amaresco LFG Equipment	(338,400)	(37,600)					(376,000)
Autoclave CEQA	(20,986)	(576,564)					(601,675)
Conversion Technology Evaluation							(97,351)
Long Term Expansion							(538,413)
Sun St. Equipment Replacement	-	-	-	-	-	-	(558,305)
USDA Autoclave Studies	(43,060)	(124,315)	-	-	-	-	(321,141)
Total Capital Projects	<u>(402,446)</u>	<u>(738,479)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(2,601,374)</u>
Net Income	<u>(380,519)</u>	<u>1,349,421</u>	<u>144,133</u>	<u>144,433</u>	<u>144,833</u>	<u>19,900</u>	<u>7,988,798</u>
Ending Fund Balance	<u>6,186,077</u>	<u>7,535,498</u>	<u>7,679,631</u>	<u>7,824,064</u>	<u>7,968,898</u>	<u>7,988,798</u>	<u>7,988,798</u>

REVENUE BOND RATE COVENANT

Pursuant to the Master Indenture for the 2014 Refunding Revenue Bonds the Authority agreed “to fix, prescribe and collect rates, fees and charges and manage the operation of the System for each fiscal year so as to yield Net Revenues during such fiscal year equal to at least one hundred fifteen percent (115%) of the Annual Debt Service in such fiscal year.” After paying for operations the Authority must have available 115% of the amount of debt service. This ensures the bond holders that there is a 15% cushion to make debt service payments in the event changes are necessary during the year which would affect revenues or expenditures. For FY 2014-15 the debt service coverage ratio is 138%.

For the Debt Service Coverage Ratio Calculations refer to Appendix J on page 101

CONCLUSION

The budget as presented covers all required operating expenditures, debt service payments, and transfers leaving an operating net income of \$732,800, which will be used to fund necessary capital improvements.

The budget is a never ending cycle. During FY 2014-15 staff will be working on planning how best to use the savings that will be achieved through June 30, 2018, after which, debt service will return to \$3.1 million.

The Board’s approval of refinancing the 2002 Revenue Bonds and the Crazy Horse Installment Purchase Agreement are allowing the Authority to generate an operating surplus of \$732,800 in spite of losing \$2.3 million in revenue from ending the importation of waste from South Santa Clara Valley. This will allow the Authority to use FY 2014-15 to develop more efficient operations as we continue to work on ways to handle the solid waste disposal needs of the Salinas Valley in a “Future Without Landfills”.

Respectfully submitted,



Patrick Mathews
General Manager/CAO



Roberto Moreno
Finance Manager/Treasurer

SALINAS VALLEY SOLID WASTE AUTHORITY



List of Principal Officials

Elizabeth Silva, City of Gonzales
President

Jyl Lutes, City of Salinas
Vice President

Simon Salinas, County of Monterey
Board Member

Tony Barrera, City of Salinas
Board Member

Fernando Armenta, County of Monterey
Board Member

Robert Cullen, City of King
Board Member

Gloria De La Rosa, City of Salinas
Board Member

Annie Moreno, City of Greenfield
Board Member

Richard Perez, City of Soledad
Board Member

R. Patrick Mathews
Chief Administrative Officer

Thomas M. Bruen
General Counsel

Rose Gill
Human Resources/
Organizational Development Manager

Dave Meza
Authority Engineer

Roberto Moreno
Finance Manager/Treasurer

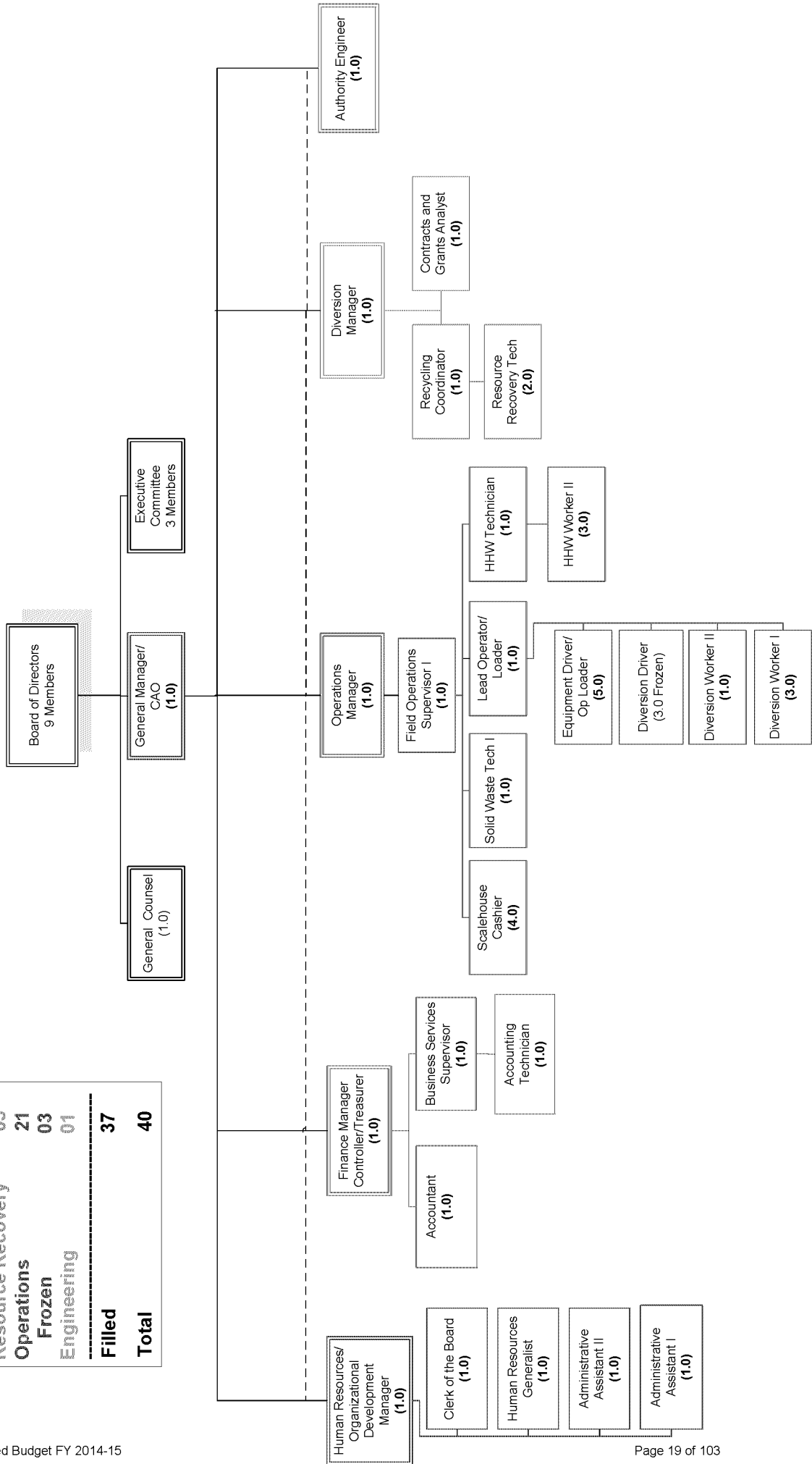
Susan Warner
Diversion Manager

Cesar Zuniga
Operations Manager

Salinas Valley Solid Waste Authority Organizational Chart

Board Approved : September 26, 2013

Administration	06
Finance	04
Resource Recovery	05
Operations	21
Frozen	03
Engineering	01
<hr/>	
Filled	37
Total	40

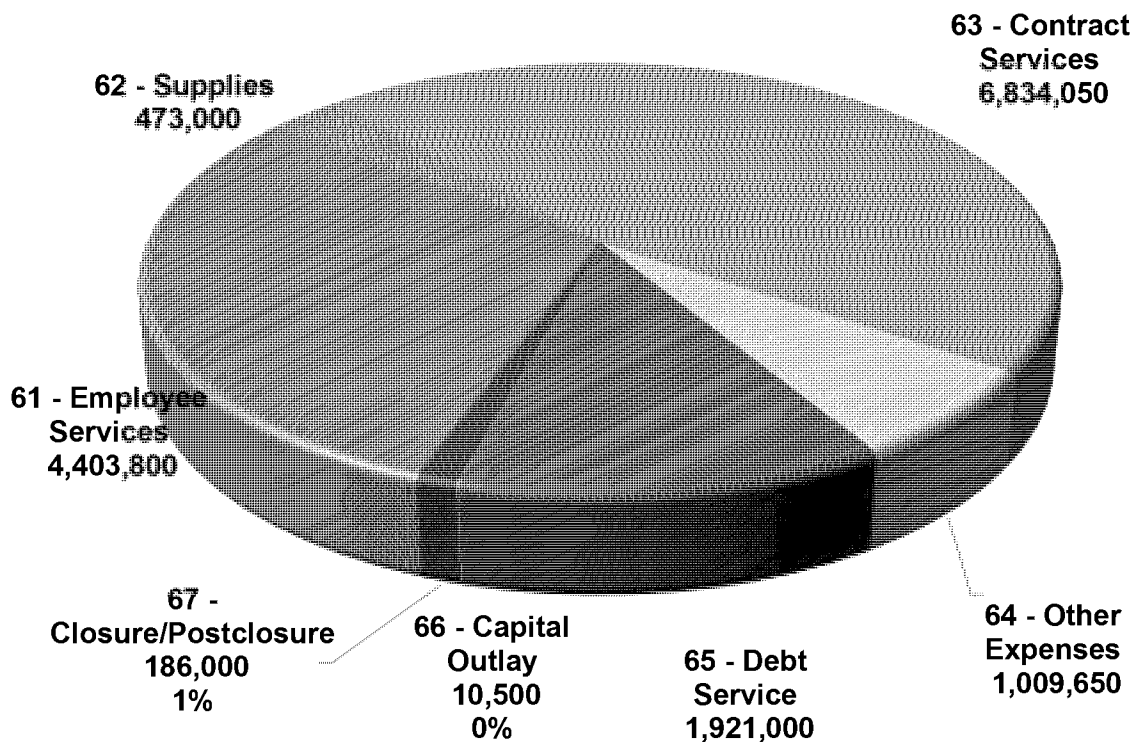


Salinas Valley Solid Waste Authority
Two-Year Budget Comparison
FY 2014-15

	2013 2014	2014 2015	Increase /	%
	BUDGET	PROPOSED	(Decrease)	Change
<u>Operating Revenues</u>	-	-	-	0.0%
51.1 - Tipping Fees - Solid Waste	11,141,800	10,807,300	(334,500)	-3.0%
51.2 - Tipping Fees - Surcharge	1,034,000	1,262,800	228,800	22.1%
51.3 - Tipping Fees - Diverted Materials	956,800	1,005,000	48,200	5.0%
51.4 - AB939 Service Fee	1,732,000	1,732,000	-	0.0%
51.5 - Tipping Fees - South Valley	2,318,800	-	(2,318,800)	-100.0%
52.1 - Charges for Services	117,000	122,000	5,000	4.3%
53.1 - Sales of Materials	385,000	351,000	(34,000)	-8.8%
53.2 - Gas Royalties	187,500	260,000	72,500	38.7%
54.1 - Investment Earnings	80,200	30,700	(49,500)	-61.7%
Total Operating Revenues	17,953,100	15,570,800	(2,382,300)	-13.3%
<u>Expenditures</u>				
1110 - Executive Administration	376,550	405,850	29,300	7.8%
1120 - Administrative Support	397,680	404,000	6,320	1.6%
1130 - Human Resources Administration	326,910	334,400	7,490	2.3%
1140 - Clerk of the Board	165,450	174,750	9,300	5.6%
1200 - Finance Administration	657,000	675,500	18,500	2.8%
1300 - Operations Administration	251,910	347,400	95,490	37.9%
2100 - Resource Recovery	681,110	710,600	29,490	4.3%
2150 - Marketing	75,000	75,000	-	0.0%
2200 - Public Education	167,700	160,000	(7,700)	-4.6%
2300 - Household Hazardous Waste	671,010	684,400	13,390	2.0%
2400 - C & D Diversion	30,000	30,000	-	0.0%
2500 - Organics Diversion	587,530	587,200	(330)	-0.1%
2600 - Diversion Services	144,750	144,750	-	0.0%
3100 - Scalehouse Operations	371,930	389,850	17,920	4.8%
3600 - JR Transfer Station	723,060	739,900	16,840	2.3%
3650 - ML Transfer Station	150,000	150,000	-	0.0%
3710 - SS Disposal Operations	672,841	675,500	2,659	0.4%
3720 - SS Transfer Operations	890,749	959,550	68,801	7.7%
3730 - SS Recycling Operations	189,090	188,800	(290)	-0.2%
4500 - JC Landfill Operations	3,715,350	3,533,900	(181,450)	-4.9%
5300 - Crazy Horse Postclosure Maintenance	546,630	557,450	10,820	2.0%
5400 - Lewis Road Postclosure Maintenance	211,860	203,700	(8,160)	-3.9%
5500 - Johnson Canyon ECS	322,540	318,600	(3,940)	-1.2%
5600 - Jolon Road Postclosure Maintenance	173,680	132,200	(41,480)	-23.9%
5700 - Sun Street ECS	116,870	147,700	30,830	26.4%
6100 - Debt Service - Interest	1,979,200	1,606,000	(373,200)	-18.9%
6200 - Debt Service - Principal	1,162,600	315,000	(847,600)	-72.9%
6605 - Closure Set-Aside	277,000	186,000	(91,000)	-32.9%
Total Expenditures	16,036,000	14,838,000	(1,198,000)	-7.5%
Net Increase to Fund Balance	1,917,100	732,800		

**Salinas Valley Solid Waste Authority
Budget by Category
FY 2014-15**

Category	2013 2014 BUDGET	2014 2015 PROPOSED	Increase / (Decrease)	% Change
61 - Employee Services	4,205,400	4,403,800	198,400	4.7%
62 - Supplies	452,198	473,000	20,802	4.6%
63 - Contract Services	6,795,409	6,834,050	38,641	0.6%
64 - Other Expenses	1,153,693	1,009,650	(144,043)	-12.5%
65 - Debt Service	3,141,800	1,921,000	(1,220,800)	-38.9%
66 - Capital Outlay	10,500	10,500	-	0.0%
67 - Closure/Postclosure	277,000	186,000	(91,000)	-32.9%
Grand Total	16,036,000	14,838,000	(1,198,000)	-7.5%



Salinas Valley Solid Waste Authority
Budget by Program
FY 2014-15

Category	2013 2014 BUDGET	2014 2015 PROPOSED	Increase / (Decrease)	% Change
1110 - Executive Administration	376,550	405,850	29,300	7.8%
1120 - Administrative Support	397,680	404,000	6,320	1.6%
1130 - Human Resources Administration	326,910	334,400	7,490	2.3%
1140 - Clerk of the Board	165,450	174,750	9,300	5.6%
1200 - Finance Administration	657,000	675,500	18,500	2.8%
1300 - Operations Administration	251,910	347,400	95,490	37.9%
2100 - Resource Recovery	681,110	710,600	29,490	4.3%
2150 - Marketing	75,000	75,000	-	0.0%
2200 - Public Education	167,700	160,000	(7,700)	-4.6%
2300 - Household Hazardous Waste	671,010	684,400	13,390	2.0%
2400 - C & D Diversion	30,000	30,000	-	0.0%
2500 - Organics Diversion	587,530	587,200	(330)	-0.1%
2600 - Diversion Services	144,750	144,750	-	0.0%
3100 - Scalehouse Operations	371,930	389,850	17,920	4.8%
3600 - JR Transfer Station	723,060	739,900	16,840	2.3%
3650 - ML Transfer Station	150,000	150,000	-	0.0%
3710 - SS Disposal Operations	672,841	675,500	2,659	0.4%
3720 - SS Transfer Operations	890,749	959,550	68,801	7.7%
3730 - SS Recycling Operations	189,090	188,800	(290)	-0.2%
4500 - JC Landfill Operations	3,715,350	3,533,900	(181,450)	-4.9%
5300 - Crazy Horse Postclosure Maintenance	546,630	557,450	10,820	2.0%
5400 - Lewis Road Postclosure Maintenance	211,860	203,700	(8,160)	-3.9%
5500 - Johnson Canyon ECS	322,540	318,600	(3,940)	-1.2%
5600 - Jolon Road Postclosure Maintenance	173,680	132,200	(41,480)	-23.9%
5700 - Sun Street ECS	116,870	147,700	30,830	26.4%
6100 - Debt Service - Interest	1,979,200	1,606,000	(373,200)	-18.9%
6200 - Debt Service - Principal	1,162,600	315,000	(847,600)	-72.9%
6605 - Closure Set-Aside	277,000	186,000	(91,000)	-32.9%
Grand Total	16,036,000	14,838,000	(1,198,000)	-7.5%

Salinas Valley Solid Waste Authority
Full Cost of Services by Major Category
FY 2014-15

<u>Disposal Services</u>	<u>2013-14 Budget</u>	<u>2014-15 Budget</u>
3600 - JR Transfer Station	873,708	906,687
3650 - ML Transfer Station	181,252	183,813
3710 - SS Disposal Operations	1,037,736	1,066,635
3720 - SS Transfer Operations	1,076,334	1,175,851
4500 - JC Landfill Operations	4,714,143	4,569,373
5500 - Johnson Canyon ECS	389,740	390,418
5700 - Sun Street ECS	141,220	180,994
6605 - Closure Set-Aside	277,000	186,000
Total Disposal Services	<u>8,691,133</u>	<u>8,659,772</u>
<u>Debt Service</u>		
6100 - Debt Service - Interest	1,979,200	1,606,000
6200 - Debt Service - Principal	1,162,600	315,000
Total Debt Service	<u>3,141,800</u>	<u>1,921,000</u>
<u>Postclosure Maintenance</u>		
5300 - Crazy Horse Postclosure Maintenance	660,519	683,110
5400 - Lewis Road Postclosure Maintenance	256,000	249,618
5600 - Jolon Road Postclosure Maintenance	209,866	162,000
Total Postclosure Maintenance	<u>1,126,385</u>	<u>1,094,728</u>
<u>AB939 Programs</u>		
2100 - Resource Recovery	823,017	870,783
2150 - Marketing	90,626	91,906
2200 - Public Education	202,640	196,067
2300 - Household Hazardous Waste	810,813	838,677
3730 - SS Recycling Operations	228,486	231,359
Total AB939 Programs	<u>2,155,583</u>	<u>2,228,792</u>
<u>Recycling Programs</u>		
2400 - C & D Diversion	36,250	36,763
2500 - Organics Diversion	709,940	719,566
2600 - Diversion Services	174,908	177,379
Total Recycling Programs	<u>921,099</u>	<u>933,708</u>
Grand Total	<u>16,036,000</u>	<u>14,838,000</u>

Salinas Valley Solid Waste Authority
Cost of Services by Program
FY 2014-15

Category	2014 2015 PROPOSED	Scalehouse Allocation	Overhead Allocation	Full Cost of Services
1110 - Executive Administration	405,850		(405,850)	-
1120 - Administrative Support	404,000		(404,000)	-
1130 - Human Resources Administration	334,400		(334,400)	-
1140 - Clerk of the Board	174,750		(174,750)	-
1200 - Finance Administration	675,500		(675,500)	-
1300 - Operations Administration	347,400		(347,400)	-
2100 - Resource Recovery	710,600		160,183	870,783
2150 - Marketing	75,000		16,906	91,906
2200 - Public Education	160,000		36,067	196,067
2300 - Household Hazardous Waste	684,400		154,277	838,677
2400 - C & D Diversion	30,000		6,763	36,763
2500 - Organics Diversion	587,200		132,366	719,566
2600 - Diversion Services	144,750		32,629	177,379
3100 - Scalehouse Operations	389,850	(389,850)	-	-
3600 - JR Transfer Station	739,900		166,787	906,687
3650 - ML Transfer Station	150,000		33,813	183,813
3710 - SS Disposal Operations	675,500	194,925	196,210	1,066,635
3720 - SS Transfer Operations	959,550		216,301	1,175,851
3730 - SS Recycling Operations	188,800		42,559	231,359
4500 - JC Landfill Operations	3,533,900	194,925	840,548	4,569,373
5300 - Crazy Horse Postclosure Maintenance	557,450		125,660	683,110
5400 - Lewis Road Postclosure Maintenance	203,700		45,918	249,618
5500 - Johnson Canyon ECS	318,600		71,818	390,418
5600 - Jolon Road Postclosure Maintenance	132,200		29,800	162,000
5700 - Sun Street ECS	147,700		33,294	180,994
6100 - Debt Service - Interest	1,606,000			1,606,000
6200 - Debt Service - Principal	315,000			315,000
6605 - Closure Set-Aside	186,000			186,000
Grand Total	14,838,000	-	(0)	14,838,000

Salinas Valley Solid Waste Authority
Budget by Category with Line Item Detail
FY 2014-15

Category	2013 BUDGET	2014 PROPOSED	Increase / (Decrease)	% Change
61 - Employee Services				
61110 - Regular Pay	2,513,100	2,622,100	109,000	4.3%
61111 - Regular Pay	75,100	57,500	(17,600)	-23.4%
61115 - Board Member Stipends	12,500	17,400	4,900	39.2%
61120 - Paid Time Off	99,400	103,800	4,400	4.4%
61300 - Overtime - Regular	93,000	92,000	(1,000)	-1.1%
61301 - Overtime - Regular	1,000	2,000	1,000	100.0%
61400 - Education Assistance	18,000	18,000	-	0.0%
61410 - Wellness Program	16,500	18,000	1,500	9.1%
61700 - Flexible Leave	52,500	54,400	1,900	3.6%
61705 - Management Leave	22,300	23,700	1,400	6.3%
61815 - Auto Allowance	30,000	30,000	-	0.0%
61816 - Cell Phone	11,300	11,900	600	5.3%
61822 - PERS Employer Contribution	276,750	297,200	20,450	7.4%
61823 - PERS EPMC	181,500	182,300	800	0.4%
61825 - Medicare	38,650	38,600	(50)	-0.1%
61826 - FICA	900	1,100	200	22.2%
61831 - Health Insurance	668,050	696,000	27,950	4.2%
61832 - Health Insurance - Retired	650	800	150	23.1%
61833 - Long-Term Disability	12,000	12,800	800	6.7%
61834 - Unemployment	20,600	16,000	(4,600)	-22.3%
61836 - Life Insurance	10,400	10,700	300	2.9%
61837 - Insurance - Workers Compensation	116,200	97,500	(18,700)	-16.1%
61999 - CIP/Program Regular Salary Deduct	(65,000)	-	65,000	-100.0%
61 - Employee Services Total	4,205,400	4,403,800	198,400	4.7%
62 - Supplies				
62100 - Office Supplies & Materials	26,050	21,300	(4,750)	-18.2%
62120 - Reproduction Costs	1,000	1,000	-	0.0%
62130 - Copier/Printer Supplies	10,600	12,500	1,900	17.9%
62140 - Janitorial Supplies	4,400	5,400	1,000	22.7%
62230 - Rolling Stock Supplies	5,500	5,500	-	0.0%
62230 - Vehicle Supplies	7,000	7,000	-	0.0%
62290 - Other Repair & Maintenance Supplies	26,710	27,500	790	3.0%
62330 - Fuel	113,100	127,050	13,950	12.3%
62335 - Biodiesel Fuel	185,000	195,000	10,000	5.4%
62510 - Uniforms	2,300	3,550	1,250	54.3%
62800 - Special Dept Supplies	32,750	28,000	(4,750)	-14.5%
62801 - Graffiti Removal Supplies	1,500	2,000	500	33.3%
62802 - Litter Abatement	1,000	2,500	1,500	150.0%
62810 - Software/License Renewals	10,000	10,300	300	3.0%
62840 - Safety Supplies	10,300	10,400	100	1.0%
62850 - Small Tools	500	500	-	0.0%
62910 - Minor Capital Outlay	11,500	10,500	(1,000)	-8.7%
62915 - Minor Computer Equipment	2,988	3,000	12	0.4%
62 - Supplies Total	452,198	473,000	20,802	4.6%
63 - Contract Services				
63116 - Cell Phones	6,800	6,950	150	2.2%
63120 - Telephone	15,900	15,900	-	0.0%
63125 - Internet Services	4,600	4,600	-	0.0%
63126 - Exchange Hosting Services	3,000	3,000	-	0.0%
63127 - Network Access	800	800	-	0.0%
63140 - Postage	5,000	5,000	-	0.0%
63150 - Overnight Shipments	1,600	1,600	-	0.0%
63210 - Water	8,400	9,150	750	8.9%
63220 - Sewer	400	400	-	0.0%
63230 - Gas & Electricity	126,900	111,600	(15,300)	-12.1%
63240 - Portable Toilet	4,100	6,300	2,200	53.7%
63250 - Exterminator Service	4,562	4,600	38	0.8%
63261 - Vector Control	4,568	5,000	432	9.5%

Salinas Valley Solid Waste Authority
Budget by Category with Line Item Detail
FY 2014-15

Category	2013 BUDGET	2014 PROPOSED	Increase / (Decrease)	% Change
63270 - Garbage/Recycling Pickup	800	800	-	0.0%
63320 - Building Rent	86,400	86,400	-	0.0%
63322 - Building Maintenance Fees	21,000	22,000	1,000	4.8%
63410 - Vehicle Maintenance	110,000	125,000	15,000	13.6%
63416 - Building Alarm Service	4,950	5,150	200	4.0%
63430 - Equipment Maintenance	60,300	61,500	1,200	2.0%
63431 - Equip Maintenance - Copier	3,500	2,500	(1,000)	-28.6%
63440 - Equipment Rental	6,500	9,000	2,500	38.5%
63510 - Legal Services	105,000	105,000	-	0.0%
63522 - HR Investigations, Testing	1,300	1,300	-	0.0%
63530 - Audit Services	22,400	22,400	-	0.0%
63540 - Consulting Engineer	20,000	30,000	10,000	50.0%
63542 - Eng. Services - Surveying	39,000	39,000	-	0.0%
63543 - Aerial Topography	6,000	6,000	-	0.0%
63544 - Eng. Services - Leachate	47,500	48,000	500	1.1%
63545 - Eng. Services - GW Monitoring	89,200	89,200	-	0.0%
63546 - TO-15 Testing	7,600	7,600	-	0.0%
63548 - Eng. Services - LFG System	148,000	153,000	5,000	3.4%
63549 - Eng Services - LFG Surface Monitoring	36,000	37,000	1,000	2.8%
63551 - GHG Monitoring (AB32)	25,000	25,500	500	2.0%
63553 - Eng. Services - GW Cap - Non Routine	2,500	2,700	200	8.0%
63554 - Eng. Services - Leachate - Non Routine	11,700	11,500	(200)	-1.7%
63555 - Eng. Services - GW Monitoring - Non Routine	8,500	8,500	-	0.0%
63558 - Eng. Services - LFG System - Non Routine	69,600	62,700	(6,900)	-9.9%
63560 - Custodial Service	26,700	26,500	(200)	-0.7%
63565 - Records Management Disposal Service	400	400	-	0.0%
63570 - Bank of NY -1997 Series A Bond	5,100	5,100	-	0.0%
63571 - Bond Continuing Disclosure Services	1,900	1,900	-	0.0%
63580 - Safety Program/Consulting	5,000	5,000	-	0.0%
63581 - Safety Awards	7,000	7,000	-	0.0%
63587 - Street Sweeping	8,000	12,000	4,000	50.0%
63589 - Cash Over/Short	-	-	-	-
63590 - Other Professional Services	3,000	5,000	2,000	66.7%
63592 - Facility Maintenance	36,500	67,500	31,000	84.9%
63593 - Landscape Maintenance	5,500	5,500	-	0.0%
63594 - Credit Card Fees	8,000	7,500	(500)	-6.3%
63595 - Returned Check Expense	500	400	(100)	-20.0%
63596 - Bank Fees	10,800	10,800	-	0.0%
63597 - Litter Abatement	60,000	60,000	-	0.0%
63598 - FSA Service Fees	900	900	-	0.0%
63599 - EAP Service Fee	5,150	5,150	-	0.0%
63603 - NPDES Improvements	22,500	20,000	(2,500)	-11.1%
63613 - Contract Labor	68,909	65,500	(3,409)	-4.9%
63616 - Madison Lane Transfer Station Services	150,000	150,000	-	0.0%
63622 - Diversion Assistance Fee-JC	100,000	96,500	(3,500)	-3.5%
63623 - Metal Diversion Fees	2,500	2,500	-	0.0%
63624 - Tires Diversion Fees	2,500	2,500	-	0.0%
63625 - Wood Diversion Fees	5,200	5,200	-	0.0%
63628 - Greenwaste Processing @ JC	582,330	582,000	(330)	-0.1%
63630 - C&D Recycling (ST Goal)	30,000	30,000	-	0.0%
63631 - Mattresses Diversion Service	35,750	35,750	-	0.0%
63632 - Carpets Diversion Service	4,000	7,500	3,500	87.5%
63636 - Diversion Assistance Fee-SS	75,000	75,000	-	0.0%
63651 - HHW Hauling & Disposal	150,000	150,000	-	0.0%
63653 - ABOP Disposal	5,000	5,000	-	0.0%
63654 - Freon Removal	2,400	2,400	-	0.0%
63655 - HHW Disposal Supplies	35,000	35,000	-	0.0%
63671 - Network Support	18,800	20,000	1,200	6.4%
63672 - Laserfiche Support	7,200	7,200	-	0.0%

Salinas Valley Solid Waste Authority
Budget by Category with Line Item Detail
FY 2014-15

Category	2013 BUDGET	2014 PROPOSED	Increase / (Decrease)	% Change
63673 - Paradigm Support	17,000	17,000	-	0.0%
63674 - Plan-It Support	200	200	-	0.0%
63675 - Website Hosting Service	800	800	-	0.0%
63676 - INCODE Off Site Backup	2,000	2,000	-	0.0%
63677 - INCODE Support	15,600	15,600	-	0.0%
63679 - Employee Evaluations Software Support	2,000	2,000	-	0.0%
63680 - Symantec Support	6,400	6,400	-	0.0%
63700 - Public Media Relations	10,000	10,000	-	0.0%
63711 - Media Campaign	100,000	100,000	-	0.0%
63715 - Give Aways	5,000	5,000	-	0.0%
63719 - RecycleRama	60,000	60,000	-	0.0%
63750 - Increased Public Education (ST Goal)	107,700	100,000	(7,700)	-7.1%
63760 - Interpreting Services	3,700	3,500	(200)	-5.4%
63810 - Leachate Storage	13,500	11,000	(2,500)	-18.5%
63811 - RWQCB Studies	2,000	2,000	-	0.0%
63812 - Lab Water Analysis	55,000	55,000	-	0.0%
63813 - Eng. Services - GW Cap	17,000	17,000	-	0.0%
63815 - Site Grading	8,860	7,500	(1,360)	-15.3%
63817 - NPDES - Permitting	45,000	45,000	-	0.0%
63818 - Lab Water Analysis - 5 year	-	18,000	18,000	
63850 - Gonzales Host Fees	250,000	250,000	-	0.0%
63921 - Scale Maintenance & Repair - JC	7,200	7,200	-	0.0%
63922 - Scale Maintenance & Repair - SS	6,000	6,000	-	0.0%
63952 - Tonnage Band Fees	(130,100)	(144,000)	(13,900)	10.7%
63955 - Landfill Operations	2,030,300	2,016,000	(14,300)	-0.7%
63956 - Compaction Incentive	800,000	800,000	-	0.0%
63957 - Transfer Station Operations	700,200	715,000	14,800	2.1%
63958 - Out of Scope Work	10,000	10,000	-	0.0%
63960 - Contingencies	49,130	46,500	(2,630)	-5.4%
63 - Contract Services Total	6,795,409	6,834,050	38,641	0.6%
64 - Other Expenses				
63510 - Legal Services	-	6,000	6,000	
64100 - Advertising/Public Notices	9,500	9,600	100	1.1%
64110 - Advertising - Recruitments	1,500	1,500	-	0.0%
64200 - Conferences/Meetings	30,500	31,500	1,000	3.3%
64201 - Travel Expense - General Manager	2,000	2,000	-	0.0%
64210 - Board Meeting Supplies	3,000	3,000	-	0.0%
64220 - Board Retreat	6,500	6,500	-	0.0%
64225 - Confrences/Meetings - Boardmembers	5,400	5,000	(400)	-7.4%
64240 - Employee Recognition	4,300	4,300	-	0.0%
64250 - Training	26,500	30,000	3,500	13.2%
64310 - Association Memberships	13,200	10,200	(3,000)	-22.7%
64320 - Publications & Trade Journals	6,270	6,250	(20)	-0.3%
64411 - Insurance - Commercial Auto	35,700	40,500	4,800	13.4%
64412 - Insurance - Crime	6,060	6,800	740	12.2%
64413 - Insurance - Environmental Impairment Liability	89,400	85,400	(4,000)	-4.5%
64414 - Insurance - General Liability	41,320	45,800	4,480	10.8%
64415 - Insurance - Public Officials and Employment Liabil	17,040	19,700	2,660	15.6%
64416 - Insurance - Property Damage	26,200	22,900	(3,300)	-12.6%
64417 - Insurance - Excess Liability	34,680	40,200	5,520	15.9%
64418 - Insurance - Surety Bond	3,200	3,000	(200)	-6.3%
64700 - Refunds & Reimbursement	1,000	1,000	-	0.0%
64903 - Fees & Permits	900	900	-	0.0%
64904 - Property Taxes	27,700	27,700	-	0.0%
64905 - Mo.Co. LEA Fees	82,400	82,400	-	0.0%
64906 - Mo.Co. Regional Fees	184,500	125,500	(59,000)	-32.0%
64910 - SBOE - CIWMB Fees	349,100	240,800	(108,300)	-31.0%
64920 - MBUAPCD-Air Board Fees	20,600	24,800	4,200	20.4%
64925 - SWRCB Fees	124,223	125,400	1,177	0.9%

Salinas Valley Solid Waste Authority
Budget by Category with Line Item Detail
FY 2014-15

Category	2013 BUDGET	2014 PROPOSED	Increase / (Decrease)	% Change
64943 - Fees and Permits	1,000	1,000	-	0.0%
64 - Other Expenses Total	1,153,693	1,009,650	(144,043)	-12.5%
65 - Debt Service				
65110 - 2002 Rev Bonds Interest	1,721,600	-	(1,721,600)	-100.0%
65120 - Salinas IPA Interest	257,600	-	(257,600)	-100.0%
65130 - 2014A Rev Bonds Interest	-	1,487,500	1,487,500	
65140 - 2014B Rev Bonds Interest	-	118,500	118,500	
65210 - 2002 Rev Bonds Principal	1,035,000	-	(1,035,000)	-100.0%
65220 - Salinas IPA Principal	127,600	-	(127,600)	-100.0%
65240 - 2014B Rev Bonds Principal	-	315,000	315,000	
65 - Debt Service Total	3,141,800	1,921,000	(1,220,800)	-38.9%
66 - Capital Outlay				
66530 - Office Equipment	2,500	2,500	-	0.0%
66550 - Rolling Equipment	8,000	8,000	-	0.0%
66 - Capital Outlay Total	10,500	10,500	-	0.0%
67 - Closure/Postclosure				
67100 - Closure Expense	277,000	186,000	(91,000)	-32.9%
67 - Closure/Postclosure Total	277,000	186,000	(91,000)	-32.9%
Grand Total	16,036,000	14,838,000	(1,198,000)	-7.5%

Salinas Valley Solid Waste Authority
Proposed Budget Worksheets
FY 2014-15

Category	2013 BUDGET	2014 PROPOSED	2015 PROPOSED	Increase / (Decrease)	% Change
105 - Administration Fund					
1110 - Executive Administration					
61 - Employee Services					
61110 - Regular Pay	176,500	185,300	185,300	8,800	5.0%
61120 - Paid Time Off	6,800	7,200	7,200	400	5.9%
61705 - Management Leave	5,100	5,400	5,400	300	5.9%
61815 - Auto Allowance	6,000	6,000	6,000	-	0.0%
61816 - Cell Phone	1,200	1,400	1,400	200	16.7%
61822 - PERS Employer Contribution	18,900	21,200	21,200	2,300	12.2%
61823 - PERS EPMC	12,400	13,000	13,000	600	4.8%
61825 - Medicare	2,600	2,700	2,700	100	3.8%
61831 - Health Insurance	23,400	24,200	24,200	800	3.4%
61833 - Long-Term Disability	800	900	900	100	12.5%
61834 - Unemployment	600	400	400	(200)	-33.3%
61836 - Life Insurance	700	700	700	-	0.0%
61837 - Insurance - Workers Compensation	1,300	900	900	(400)	-30.8%
61999 - CIP/Program Regular Salary Deduct	(5,000)	-	-	5,000	-100.0%
61 - Employee Services Total	251,300	269,300	269,300	18,000	7.2%
62 - Supplies					
62810 - Software/License Renewals	400	400	400	-	0.0%
62915 - Minor Computer Equipment	500	500	500	-	0.0%
62 - Supplies Total	900	900	900	-	0.0%
63 - Contract Services					
63116 - Cell Phones	600	600	600	-	0.0%
63510 - Legal Services	85,000	85,000	85,000	-	0.0%
63540 - Consulting Engineer	15,000	25,000	25,000	10,000	66.7%
63590 - Other Professional Services	3,000	5,000	5,000	2,000	66.7%
63598 - FSA Service Fees	100	100	100	-	0.0%
63599 - EAP Service Fee	150	150	150	-	0.0%
63 - Contract Services Total	103,850	115,850	115,850	12,000	11.6%
64 - Other Expenses					
64200 - Conferences/Meetings	3,000	5,000	5,000	2,000	66.7%
64201 - Travel Expense - General Manager	2,000	2,000	2,000	-	0.0%
64250 - Training	2,000	2,000	2,000	-	0.0%
64310 - Association Memberships	7,000	5,000	5,000	(2,000)	-28.6%
64320 - Publications & Trade Journals	2,000	2,000	2,000	-	0.0%
64412 - Insurance - Crime	500	200	200	(300)	-60.0%
64415 - Insurance - Public Officials and Employment Liabil	800	600	600	(200)	-25.0%
64418 - Insurance - Surety Bond	3,200	3,000	3,000	(200)	-6.3%
64 - Other Expenses Total	20,500	19,800	19,800	(700)	-3.4%
1110 - Executive Administration Total	376,550	405,850	405,850	29,300	7.8%
1120 - Administrative Support					
61 - Employee Services					
61110 - Regular Pay	112,000	104,900	104,900	(7,100)	-6.3%
61120 - Paid Time Off	4,400	4,100	4,100	(300)	-6.8%
61300 - Overtime - Regular	500	500	500	-	0.0%
61400 - Education Assistance	1,000	1,000	1,000	-	0.0%
61410 - Wellness Program	1,000	1,000	1,000	-	0.0%
61700 - Flexible Leave	3,300	3,100	3,100	(200)	-6.1%
61822 - PERS Employer Contribution	12,000	12,000	12,000	-	0.0%
61823 - PERS EPMC	7,900	7,400	7,400	(500)	-6.3%
61825 - Medicare	1,700	1,600	1,600	(100)	-5.9%
61831 - Health Insurance	29,300	44,000	44,000	14,700	50.2%
61833 - Long-Term Disability	500	500	500	-	0.0%
61834 - Unemployment	1,100	800	800	(300)	-27.3%
61836 - Life Insurance	400	500	500	100	25.0%

Salinas Valley Solid Waste Authority
Proposed Budget Worksheets
FY 2014-15

Category	2013 BUDGET	2014 PROPOSED	2015 INCREASE / (DECREASE)	% CHANGE
61837 - Insurance - Workers Compensation	800	500	(300)	-37.5%
61 - Employee Services Total	175,900	181,900	6,000	3.4%
62 - Supplies				
62100 - Office Supplies & Materials	20,250	15,000	(5,250)	-25.9%
62120 - Reproduction Costs	1,000	1,000	-	0.0%
62130 - Copier/Printer Supplies	9,500	12,000	2,500	26.3%
62140 - Janitorial Supplies	2,000	3,000	1,000	50.0%
62230 - Vehicle Supplies	2,000	2,000	-	0.0%
62330 - Fuel	1,200	2,500	1,300	108.3%
62800 - Special Dept Supplies	3,000	2,000	(1,000)	-33.3%
62810 - Software/License Renewals	600	600	-	0.0%
62915 - Minor Computer Equipment	500	500	-	0.0%
62 - Supplies Total	40,050	38,600	(1,450)	-3.6%
63 - Contract Services				
63120 - Telephone	10,000	10,000	-	0.0%
63140 - Postage	5,000	5,000	-	0.0%
63150 - Overnight Shipments	400	400	-	0.0%
63210 - Water	600	700	100	16.7%
63230 - Gas & Electricity	11,700	13,000	1,300	11.1%
63270 - Garbage/Recycling Pickup	800	800	-	0.0%
63320 - Building Rent	86,400	86,400	-	0.0%
63322 - Building Maintenance Fees	21,000	22,000	1,000	4.8%
63416 - Building Alarm Service	700	900	200	28.6%
63430 - Equipment Maintenance	1,000	1,000	-	0.0%
63431 - Equip Maintenance - Copier	3,500	2,500	(1,000)	-28.6%
63560 - Custodial Service	13,700	13,500	(200)	-1.5%
63598 - FSA Service Fees	200	200	-	0.0%
63599 - EAP Service Fee	300	300	-	0.0%
63 - Contract Services Total	155,300	156,700	1,400	0.9%
64 - Other Expenses				
64100 - Advertising/Public Notices	5,000	5,000	-	0.0%
64250 - Training	1,000	1,000	-	0.0%
64412 - Insurance - Crime	300	400	100	33.3%
64413 - Insurance - Environmental Impairment Liability	14,900	14,900	-	0.0%
64414 - Insurance - General Liability	1,080	1,300	220	20.4%
64415 - Insurance - Public Officials and Employment Liabil	900	1,100	200	22.2%
64416 - Insurance - Property Damage	2,300	2,000	(300)	-13.0%
64417 - Insurance - Excess Liability	950	1,100	150	15.8%
64 - Other Expenses Total	26,430	26,800	370	1.4%
1120 - Administrative Support Total	397,680	404,000	6,320	1.6%
1130 - Human Resources Administration				
61 - Employee Services				
61110 - Regular Pay	166,300	170,400	4,100	2.5%
61120 - Paid Time Off	6,400	6,600	200	3.1%
61300 - Overtime - Regular	500	500	-	0.0%
61400 - Education Assistance	1,000	1,000	-	0.0%
61410 - Wellness Program	1,000	1,000	-	0.0%
61700 - Flexible Leave	1,900	1,900	-	0.0%
61705 - Management Leave	3,000	3,100	100	3.3%
61815 - Auto Allowance	6,000	6,000	-	0.0%
61816 - Cell Phone	1,000	1,100	100	10.0%
61822 - PERS Employer Contribution	17,800	19,500	1,700	9.6%
61823 - PERS EPMC	11,700	12,000	300	2.6%
61825 - Medicare	2,500	2,500	-	0.0%
61831 - Health Insurance	37,400	38,700	1,300	3.5%
61833 - Long-Term Disability	800	800	-	0.0%

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Category	2013 BUDGET	2014 PROPOSED	2015 PROPOSED	Increase / (Decrease)	% Change
61834 - Unemployment	1,100		800	(300)	-27.3%
61836 - Life Insurance	600		700	100	16.7%
61837 - Insurance - Workers Compensation	1,200		800	(400)	-33.3%
61 - Employee Services Total	260,200		267,400	7,200	2.8%
62 - Supplies					
62810 - Software/License Renewals	600		500	(100)	-16.7%
62 - Supplies Total	600		500	(100)	-16.7%
63 - Contract Services					
63116 - Cell Phones	600		600	-	0.0%
63510 - Legal Services	20,000		20,000	-	0.0%
63522 - HR Investigations, Testing	1,300		1,300	-	0.0%
63580 - Safety Program/Consulting	5,000		5,000	-	0.0%
63581 - Safety Awards	7,000		7,000	-	0.0%
63598 - FSA Service Fees	100		100	-	0.0%
63599 - EAP Service Fee	300		300	-	0.0%
63679 - Employee Evaluations Software Support	2,000		2,000	-	0.0%
63 - Contract Services Total	36,300		36,300	-	0.0%
64 - Other Expenses					
64110 - Advertising - Recruitments	1,500		1,500	-	0.0%
64200 - Conferences/Meetings	6,000		6,000	-	0.0%
64240 - Employee Recognition	4,300		4,300	-	0.0%
64250 - Training	12,000		12,000	-	0.0%
64310 - Association Memberships	2,000		2,000	-	0.0%
64320 - Publications & Trade Journals	2,000		2,000	-	0.0%
64411 - Insurance - Commercial Auto	710		900	190	26.8%
64412 - Insurance - Crime	400		400	-	0.0%
64415 - Insurance - Public Officials and Employment Liabil	900		1,100	200	22.2%
64 - Other Expenses Total	29,810		30,200	390	1.3%
1130 - Human Resources Administration Total	326,910		334,400	7,490	2.3%
1140 - Clerk of the Board					
61 - Employee Services					
61110 - Regular Pay	72,400		74,200	1,800	2.5%
61115 - Board Member Stipends	12,500		17,400	4,900	39.2%
61120 - Paid Time Off	2,800		2,900	100	3.6%
61300 - Overtime - Regular	500		500	-	0.0%
61400 - Education Assistance	500		500	-	0.0%
61410 - Wellness Program	500		500	-	0.0%
61700 - Flexible Leave	2,100		2,200	100	4.8%
61822 - PERS Employer Contribution	7,800		8,500	700	9.0%
61823 - PERS EPMC	5,100		5,200	100	2.0%
61825 - Medicare	1,100		1,400	300	27.3%
61826 - FICA	900		1,100	200	22.2%
61831 - Health Insurance	21,300		22,000	700	3.3%
61833 - Long-Term Disability	400		400	-	0.0%
61834 - Unemployment	600		1,400	800	133.3%
61836 - Life Insurance	300		300	-	0.0%
61837 - Insurance - Workers Compensation	600		500	(100)	-16.7%
61 - Employee Services Total	129,400		139,000	9,600	7.4%
62 - Supplies					
62810 - Software/License Renewals	300		300	-	0.0%
62915 - Minor Computer Equipment	988		1,000	12	1.2%
62 - Supplies Total	1,288		1,300	12	0.9%
63 - Contract Services					
63250 - Exterminator Service	662		700	38	5.7%
63565 - Records Management Disposal Service	400		400	-	0.0%
63598 - FSA Service Fees	100		100	-	0.0%

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Category	2013 BUDGET	2014 PROPOSED	2015 PROPOSED	Increase / (Decrease)	% Change
63599 - EAP Service Fee	150	150	150	-	0.0%
63672 - Laserfiche Support	7,200	7,200	7,200	-	0.0%
63760 - Interpreting Services	3,700	3,500	3,500	(200)	-5.4%
63 - Contract Services Total	12,212	12,050	12,050	(162)	-1.3%
64 - Other Expenses					
64100 - Advertising/Public Notices	3,900	4,000	4,000	100	2.6%
64200 - Conferences/Meetings	1,500	1,500	1,500	-	0.0%
64210 - Board Meeting Supplies	3,000	3,000	3,000	-	0.0%
64220 - Board Retreat	6,500	6,500	6,500	-	0.0%
64225 - Conferences/Meetings - Boardmembers	5,400	5,000	5,000	(400)	-7.4%
64250 - Training	1,000	1,000	1,000	-	0.0%
64310 - Association Memberships	600	600	600	-	0.0%
64412 - Insurance - Crime	200	200	200	-	0.0%
64415 - Insurance - Public Officials and Employment Liabil	450	600	600	150	33.3%
64 - Other Expenses Total	22,550	22,400	22,400	(150)	-0.7%
1140 - Clerk of the Board Total	165,450	174,750	174,750	9,300	5.6%
1200 - Finance Administration					
61 - Employee Services					
61110 - Regular Pay	356,700	371,300	371,300	14,600	4.1%
61120 - Paid Time Off	13,200	14,300	14,300	1,100	8.3%
61300 - Overtime - Regular	2,500	2,500	2,500	-	0.0%
61400 - Education Assistance	2,000	2,000	2,000	-	0.0%
61410 - Wellness Program	2,000	2,000	2,000	-	0.0%
61700 - Flexible Leave	6,600	6,800	6,800	200	3.0%
61705 - Management Leave	3,300	4,000	4,000	700	21.2%
61815 - Auto Allowance	6,000	6,000	6,000	-	0.0%
61816 - Cell Phone	1,600	1,800	1,800	200	12.5%
61822 - PERS Employer Contribution	36,600	42,500	42,500	5,900	16.1%
61823 - PERS EPMC	24,000	26,000	26,000	2,000	8.3%
61825 - Medicare	5,000	5,400	5,400	400	8.0%
61831 - Health Insurance	79,900	74,300	74,300	(5,600)	-7.0%
61833 - Long-Term Disability	1,600	1,700	1,700	100	6.3%
61834 - Unemployment	2,200	1,600	1,600	(600)	-27.3%
61836 - Life Insurance	1,200	1,400	1,400	200	16.7%
61837 - Insurance - Workers Compensation	2,400	1,700	1,700	(700)	-29.2%
61 - Employee Services Total	546,800	565,300	565,300	18,500	3.4%
62 - Supplies					
62100 - Office Supplies & Materials	600	600	600	-	0.0%
62800 - Special Dept Supplies	1,000	1,000	1,000	-	0.0%
62810 - Software/License Renewals	5,600	6,000	6,000	400	7.1%
62910 - Minor Capital Outlay	1,500	1,000	1,000	(500)	-33.3%
62915 - Minor Computer Equipment	1,000	1,000	1,000	-	0.0%
62 - Supplies Total	9,700	9,600	9,600	(100)	-1.0%
63 - Contract Services					
63125 - Internet Services	2,500	2,500	2,500	-	0.0%
63126 - Exchange Hosting Services	3,000	3,000	3,000	-	0.0%
63127 - Network Access	800	800	800	-	0.0%
63150 - Overnight Shipments	200	200	200	-	0.0%
63430 - Equipment Maintenance	600	600	600	-	0.0%
63530 - Audit Services	22,400	22,400	22,400	-	0.0%
63570 - Bank of NY -1997 Series A Bond	5,100	5,100	5,100	-	0.0%
63571 - Bond Continuing Disclosure Services	1,900	1,900	1,900	-	0.0%
63595 - Returned Check Expense	500	400	400	(100)	-20.0%
63596 - Bank Fees	3,600	3,600	3,600	-	0.0%
63598 - FSA Service Fees	200	200	200	-	0.0%
63599 - EAP Service Fee	600	600	600	-	0.0%

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Category	2013 BUDGET	2014 PROPOSED	2014 2015 Increase / (Decrease)	% Change
63671 - Network Support	18,800	20,000	1,200	6.4%
63674 - Plan-It Support	200	200	-	0.0%
63675 - Website Hosting Service	800	800	-	0.0%
63676 - INCODE Off Site Backup	2,000	2,000	-	0.0%
63677 - INCODE Support	15,600	15,600	-	0.0%
63680 - Symantec Support	6,400	6,400	-	0.0%
63 - Contract Services Total	85,200	86,300	1,100	1.3%
64 - Other Expenses				
64200 - Conferences/Meetings	6,000	5,000	(1,000)	-16.7%
64250 - Training	2,500	2,500	-	0.0%
64310 - Association Memberships	200	200	-	0.0%
64320 - Publications & Trade Journals	500	500	-	0.0%
64412 - Insurance - Crime	800	800	-	0.0%
64415 - Insurance - Public Officials and Employment Liabil	1,800	1,800	-	0.0%
64700 - Refunds & Reimbursement	1,000	1,000	-	0.0%
64 - Other Expenses Total	12,800	11,800	(1,000)	-7.8%
66 - Capital Outlay				
66530 - Office Equipment	2,500	2,500	-	0.0%
66 - Capital Outlay Total	2,500	2,500	-	0.0%
1200 - Finance Administration Total	657,000	675,500	18,500	2.8%
1300 - Operations Administration				
61 - Employee Services				
61110 - Regular Pay	148,400	174,800	26,400	17.8%
61120 - Paid Time Off	14,900	15,200	300	2.0%
61300 - Overtime - Regular	2,000	-	(2,000)	-100.0%
61400 - Education Assistance	2,000	2,000	-	0.0%
61410 - Wellness Program	500	2,000	1,500	300.0%
61700 - Flexible Leave	4,100	4,100	-	0.0%
61705 - Management Leave	7,200	7,400	200	2.8%
61815 - Auto Allowance	6,000	6,000	-	0.0%
61816 - Cell Phone	4,400	4,200	(200)	-4.5%
61822 - PERS Employer Contribution	15,900	20,000	4,100	25.8%
61823 - PERS EPMC	10,400	12,300	1,900	18.3%
61825 - Medicare	2,200	2,600	400	18.2%
61831 - Health Insurance	18,300	23,300	5,000	27.3%
61833 - Long-Term Disability	700	900	200	28.6%
61834 - Unemployment	600	600	-	0.0%
61836 - Life Insurance	600	700	100	16.7%
61837 - Insurance - Workers Compensation	11,300	3,800	(7,500)	-66.4%
61999 - CIP/Program Regular Salary Deduct	(60,000)	-	60,000	-100.0%
61 - Employee Services Total	189,500	279,900	90,400	47.7%
62 - Supplies				
62100 - Office Supplies & Materials	1,200	1,200	-	0.0%
62230 - Rolling Stock Supplies	2,000	2,000	-	0.0%
62330 - Fuel	12,000	14,000	2,000	16.7%
62800 - Special Dept Supplies	2,500	2,500	-	0.0%
62810 - Software/License Renewals	2,500	2,500	-	0.0%
62840 - Safety Supplies	1,000	1,000	-	0.0%
62 - Supplies Total	21,200	23,200	2,000	9.4%
63 - Contract Services				
63116 - Cell Phones	1,200	1,000	(200)	-16.7%
63150 - Overnight Shipments	1,000	1,000	-	0.0%
63430 - Equipment Maintenance	5,000	5,000	-	0.0%
63540 - Consulting Engineer	5,000	5,000	-	0.0%
63598 - FSA Service Fees	100	100	-	0.0%
63599 - EAP Service Fee	600	600	-	0.0%

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Category	2013 BUDGET	2014 PROPOSED	Increase / (Decrease)	% Change
63700 - Public Media Relations	10,000	10,000	-	0.0%
63 - Contract Services Total	22,900	22,700	(200)	-0.9%
64 - Other Expenses				
64200 - Conferences/Meetings	5,000	5,000	-	0.0%
64250 - Training	4,000	7,500	3,500	87.5%
64310 - Association Memberships	3,000	2,000	(1,000)	-33.3%
64320 - Publications & Trade Journals	1,500	1,500	-	0.0%
64411 - Insurance - Commercial Auto	4,150	4,800	650	15.7%
64412 - Insurance - Crime	160	200	40	25.0%
64415 - Insurance - Public Officials and Employment Liabil	500	600	100	20.0%
64 - Other Expenses Total	18,310	21,600	3,290	18.0%
1300 - Operations Administration Total	251,910	347,400	95,490	37.9%
3100 - Scalehouse Operations				
61 - Employee Services				
61110 - Regular Pay	187,800	199,000	11,200	6.0%
61120 - Paid Time Off	8,300	8,800	500	6.0%
61300 - Overtime - Regular	7,500	7,500	-	0.0%
61400 - Education Assistance	2,000	2,000	-	0.0%
61410 - Wellness Program	2,000	2,000	-	0.0%
61700 - Flexible Leave	6,200	6,600	400	6.5%
61822 - PERS Employer Contribution	20,100	22,800	2,700	13.4%
61823 - PERS EPMC	13,200	14,000	800	6.1%
61825 - Medicare	2,800	2,900	100	3.6%
61831 - Health Insurance	56,100	58,000	1,900	3.4%
61833 - Long-Term Disability	800	900	100	12.5%
61834 - Unemployment	1,900	1,400	(500)	-26.3%
61836 - Life Insurance	700	800	100	14.3%
61837 - Insurance - Workers Compensation	1,400	1,000	(400)	-28.6%
61 - Employee Services Total	310,800	327,700	16,900	5.4%
62 - Supplies				
62100 - Office Supplies & Materials	1,000	1,500	500	50.0%
62130 - Copier/Printer Supplies	500	500	-	0.0%
62290 - Other Repair & Maintenance Supplies	1,500	2,000	500	33.3%
62510 - Uniforms	1,100	1,100	-	0.0%
62800 - Special Dept Supplies	500	500	-	0.0%
62840 - Safety Supplies	900	900	-	0.0%
62910 - Minor Capital Outlay	1,500	1,000	(500)	-33.3%
62 - Supplies Total	7,000	7,500	500	7.1%
63 - Contract Services				
63116 - Cell Phones	1,000	750	(250)	-25.0%
63125 - Internet Services	2,100	2,100	-	0.0%
63210 - Water	300	450	150	50.0%
63240 - Portable Toilet	1,400	2,100	700	50.0%
63416 - Building Alarm Service	850	850	-	0.0%
63589 - Cash Over/Short	-	-	-	
63594 - Credit Card Fees	8,000	7,500	(500)	-6.3%
63596 - Bank Fees	7,200	7,200	-	0.0%
63599 - EAP Service Fee	500	500	-	0.0%
63673 - Paradigm Support	17,000	17,000	-	0.0%
63921 - Scale Maintenance & Repair - JC	7,200	7,200	-	0.0%
63922 - Scale Maintenance & Repair - SS	6,000	6,000	-	0.0%
63 - Contract Services Total	51,550	51,650	100	0.2%
64 - Other Expenses				
64250 - Training	500	500	-	0.0%
64412 - Insurance - Crime	500	600	100	20.0%
64415 - Insurance - Public Officials and Employment Liabil	1,580	1,900	320	20.3%

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Category	2013 BUDGET	2014 PROPOSED	2015 INCREASE / (DECREASE)	% CHANGE
64 - Other Expenses Total	2,580	3,000	420	16.3%
3100 - Scalehouse Operations Total	371,930	389,850	17,920	4.8%
105 - Administration Fund Total	2,547,430	2,731,750	184,320	7.2%
106 - AB939 Fund				
2100 - Resource Recovery				
61 - Employee Services				
61110 - Regular Pay	404,800	421,600	16,800	4.2%
61120 - Paid Time Off	15,600	16,300	700	4.5%
61300 - Overtime - Regular	5,000	5,000	-	0.0%
61400 - Education Assistance	2,500	2,500	-	0.0%
61410 - Wellness Program	2,500	2,500	-	0.0%
61700 - Flexible Leave	8,000	8,400	400	5.0%
61705 - Management Leave	3,700	3,800	100	2.7%
61815 - Auto Allowance	6,000	6,000	-	0.0%
61816 - Cell Phone	2,000	2,700	700	35.0%
61822 - PERS Employer Contribution	43,300	48,300	5,000	11.5%
61823 - PERS EPMC	28,400	29,600	1,200	4.2%
61825 - Medicare	5,900	6,200	300	5.1%
61831 - Health Insurance	87,350	91,000	3,650	4.2%
61832 - Health Insurance - Retired	650	800	150	23.1%
61833 - Long-Term Disability	1,800	2,000	200	11.1%
61834 - Unemployment	2,700	2,000	(700)	-25.9%
61836 - Life Insurance	1,500	1,600	100	6.7%
61837 - Insurance - Workers Compensation	2,900	2,100	(800)	-27.6%
61 - Employee Services Total	624,600	652,400	27,800	4.5%
62 - Supplies				
62100 - Office Supplies & Materials	2,500	2,500	-	0.0%
62130 - Copier/Printer Supplies	600	-	(600)	-100.0%
62230 - Rolling Stock Supplies	500	500	-	0.0%
62330 - Fuel	2,000	2,000	-	0.0%
62800 - Special Dept Supplies	2,500	2,500	-	0.0%
62802 - Litter Abatement	1,000	2,500	1,500	150.0%
62910 - Minor Capital Outlay	3,500	3,500	-	0.0%
62 - Supplies Total	12,600	13,500	900	7.1%
63 - Contract Services				
63430 - Equipment Maintenance	700	700	-	0.0%
63598 - FSA Service Fees	100	100	-	0.0%
63599 - EAP Service Fee	750	750	-	0.0%
63711 - Media Campaign	25,000	25,000	-	0.0%
63715 - Give Aways	5,000	5,000	-	0.0%
63 - Contract Services Total	31,550	31,550	-	0.0%
64 - Other Expenses				
64200 - Conferences/Meetings	5,500	5,500	-	0.0%
64250 - Training	1,000	1,000	-	0.0%
64310 - Association Memberships	400	400	-	0.0%
64320 - Publications & Trade Journals	270	250	(20)	-7.4%
64411 - Insurance - Commercial Auto	2,240	2,600	360	16.1%
64412 - Insurance - Crime	700	800	100	14.3%
64415 - Insurance - Public Officials and Employment Liabil	2,250	2,600	350	15.6%
64 - Other Expenses Total	12,360	13,150	790	6.4%
2100 - Resource Recovery Total	681,110	710,600	29,490	4.3%
2150 - Marketing				
63 - Contract Services				
63711 - Media Campaign	75,000	75,000	-	0.0%
63 - Contract Services Total	75,000	75,000	-	0.0%
2150 - Marketing Total	75,000	75,000	-	0.0%

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Category	2013 BUDGET	2014 PROPOSED	2014 2015 Increase / (Decrease)	% Change
2200 - Public Education				
63 - Contract Services				
63719 - RecycleRama	60,000	60,000	-	0.0%
63750 - Increased Public Education (ST Goal)	107,700	100,000	(7,700)	-7.1%
63 - Contract Services Total	167,700	160,000	(7,700)	-4.6%
2200 - Public Education Total	167,700	160,000	(7,700)	-4.6%
2300 - Household Hazardous Waste				
61 - Employee Services				
61110 - Regular Pay	228,400	237,900	9,500	4.2%
61120 - Paid Time Off	8,800	9,200	400	4.5%
61300 - Overtime - Regular	10,000	10,000	-	0.0%
61400 - Education Assistance	2,000	2,000	-	0.0%
61410 - Wellness Program	2,000	2,000	-	0.0%
61700 - Flexible Leave	6,600	6,900	300	4.5%
61816 - Cell Phone	700	700	-	0.0%
61822 - PERS Employer Contribution	24,500	27,200	2,700	11.0%
61823 - PERS EPMC	16,000	16,700	700	4.4%
61825 - Medicare	3,400	3,500	100	2.9%
61831 - Health Insurance	79,900	82,700	2,800	3.5%
61833 - Long-Term Disability	1,000	1,100	100	10.0%
61834 - Unemployment	2,200	1,600	(600)	-27.3%
61836 - Life Insurance	900	900	-	0.0%
61837 - Insurance - Workers Compensation	26,200	21,700	(4,500)	-17.2%
61 - Employee Services Total	412,600	424,100	11,500	2.8%
62 - Supplies				
62230 - Rolling Stock Supplies	3,000	3,000	-	0.0%
62330 - Fuel	2,200	2,800	600	27.3%
62800 - Special Dept Supplies	12,000	12,000	-	0.0%
62801 - Graffiti Removal Supplies	1,500	2,000	500	33.3%
62840 - Safety Supplies	2,000	2,000	-	0.0%
62910 - Minor Capital Outlay	5,000	5,000	-	0.0%
62 - Supplies Total	25,700	26,800	1,100	4.3%
63 - Contract Services				
63120 - Telephone	2,200	2,200	-	0.0%
63230 - Gas & Electricity	12,100	12,100	-	0.0%
63416 - Building Alarm Service	700	700	-	0.0%
63430 - Equipment Maintenance	3,500	3,500	-	0.0%
63599 - EAP Service Fee	600	600	-	0.0%
63613 - Contract Labor	1,000	1,000	-	0.0%
63651 - HHW Hauling & Disposal	150,000	150,000	-	0.0%
63653 - ABOP Disposal	5,000	5,000	-	0.0%
63654 - Freon Removal	2,400	2,400	-	0.0%
63655 - HHW Disposal Supplies	35,000	35,000	-	0.0%
63 - Contract Services Total	212,500	212,500	-	0.0%
64 - Other Expenses				
64200 - Conferences/Meetings	3,500	3,500	-	0.0%
64250 - Training	1,500	1,500	-	0.0%
64411 - Insurance - Commercial Auto	2,210	2,600	390	17.6%
64412 - Insurance - Crime	600	700	100	16.7%
64415 - Insurance - Public Officials and Employment Liabil	1,800	2,100	300	16.7%
64905 - Mo.Co. LEA Fees	2,600	2,600	-	0.0%
64 - Other Expenses Total	12,210	13,000	790	6.5%
66 - Capital Outlay				
66550 - Rolling Equipment	8,000	8,000	-	0.0%
66 - Capital Outlay Total	8,000	8,000	-	0.0%
2300 - Household Hazardous Waste Total	671,010	684,400	13,390	2.0%

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Category	2013 BUDGET	2014 PROPOSED	2014 2015 Increase / (Decrease)	% Change
3730 - SS Recycling Operations				
61 - Employee Services				
61110 - Regular Pay	56,200	60,100	3,900	6.9%
61120 - Paid Time Off	1,200	1,300	100	8.3%
61300 - Overtime - Regular	2,500	2,500	-	0.0%
61400 - Education Assistance	500	500	-	0.0%
61410 - Wellness Program	500	500	-	0.0%
61700 - Flexible Leave	900	1,000	100	11.1%
61822 - PERS Employer Contribution	6,100	6,900	800	13.1%
61823 - PERS EPMC	4,000	4,300	300	7.5%
61825 - Medicare	900	900	-	0.0%
61831 - Health Insurance	18,700	19,300	600	3.2%
61833 - Long-Term Disability	300	300	-	0.0%
61834 - Unemployment	900	600	(300)	-33.3%
61836 - Life Insurance	300	300	-	0.0%
61837 - Insurance - Workers Compensation	3,700	3,200	(500)	-13.5%
61 - Employee Services Total	96,700	101,700	5,000	5.2%
62 - Supplies				
62800 - Special Dept Supplies	5,000	2,500	(2,500)	-50.0%
62840 - Safety Supplies	1,500	1,000	(500)	-33.3%
62 - Supplies Total	6,500	3,500	(3,000)	-46.2%
63 - Contract Services				
63613 - Contract Labor	10,000	7,500	(2,500)	-25.0%
63636 - Diversion Assistance Fee-SS	75,000	75,000	-	0.0%
63 - Contract Services Total	85,000	82,500	(2,500)	-2.9%
64 - Other Expenses				
64412 - Insurance - Crime	210	300	90	42.9%
64415 - Insurance - Public Officials and Employment Liabil	680	800	120	17.6%
64 - Other Expenses Total	890	1,100	210	23.6%
3730 - SS Recycling Operations Total	189,090	188,800	(290)	-0.2%
106 - AB939 Fund Total	1,783,910	1,818,800	34,890	2.0%
107 - Recycling Fund				
2400 - C & D Diversion				
63 - Contract Services				
63630 - C&D Recycling (ST Goal)	30,000	30,000	-	0.0%
63 - Contract Services Total	30,000	30,000	-	0.0%
2400 - C & D Diversion Total	30,000	30,000	-	0.0%
2500 - Organics Diversion				
63 - Contract Services				
63625 - Wood Diversion Fees	5,200	5,200	-	0.0%
63628 - Greenwaste Processing @ JC	582,330	582,000	(330)	-0.1%
63 - Contract Services Total	587,530	587,200	(330)	-0.1%
2500 - Organics Diversion Total	587,530	587,200	(330)	-0.1%
2600 - Diversion Services				
63 - Contract Services				
63622 - Diversion Assistance Fee-JC	100,000	96,500	(3,500)	-3.5%
63623 - Metal Diversion Fees	2,500	2,500	-	0.0%
63624 - Tires Diversion Fees	2,500	2,500	-	0.0%
63631 - Mattresses Diversion Service	35,750	35,750	-	0.0%
63632 - Carpets Diversion Service	4,000	7,500	3,500	87.5%
63 - Contract Services Total	144,750	144,750	-	0.0%
2600 - Diversion Services Total	144,750	144,750	-	0.0%
107 - Recycling Fund Total	762,280	761,950	(330)	0.0%
130 - Crazy Horse Project Fund				
5300 - Crazy Horse Postclosure Maintenance				
61 - Employee Services				

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Category	2013 BUDGET	2014 PROPOSED	2014 2015 Increase / (Decrease)	% Change
61110 - Regular Pay	46,300	32,100	(14,200)	-30.7%
61300 - Overtime - Regular	2,000	2,000	-	0.0%
61822 - PERS Employer Contribution	5,000	1,000	(4,000)	-80.0%
61823 - PERS EPMC	3,300	600	(2,700)	-81.8%
61825 - Medicare	700	200	(500)	-71.4%
61831 - Health Insurance	11,000	8,600	(2,400)	-21.8%
61833 - Long-Term Disability	300	200	(100)	-33.3%
61834 - Unemployment	300	200	(100)	-33.3%
61836 - Life Insurance	200	100	(100)	-50.0%
61837 - Insurance - Workers Compensation	4,300	2,200	(2,100)	-48.8%
61 - Employee Services Total	73,400	47,200	(26,200)	-35.7%
62 - Supplies				
62290 - Other Repair & Maintenance Supplies	1,800	2,500	700	38.9%
62330 - Fuel	700	750	50	7.1%
62 - Supplies Total	2,500	3,250	750	30.0%
63 - Contract Services				
63120 - Telephone	1,400	1,400	-	0.0%
63230 - Gas & Electricity	61,000	52,000	(9,000)	-14.8%
63544 - Eng. Services - Leachate	17,000	17,500	500	2.9%
63545 - Eng. Services - GW Monitoring	49,000	49,000	-	0.0%
63546 - TO-15 Testing	5,000	5,000	-	0.0%
63548 - Eng. Services - LFG System	57,000	59,000	2,000	3.5%
63549 - Eng Services - LFG Surface Monitoring	16,000	16,000	-	0.0%
63551 - GHG Monitoring (AB32)	10,000	10,000	-	0.0%
63553 - Eng. Services - GW Cap - Non Routine	2,500	2,700	200	8.0%
63554 - Eng. Services - Leachate - Non Routine	6,200	6,000	(200)	-3.2%
63555 - Eng. Services - GW Monitoring - Non Routine	5,000	5,000	-	0.0%
63558 - Eng. Services - LFG System - Non Routine	20,000	20,000	-	0.0%
63592 - Facility Maintenance	5,000	20,000	15,000	300.0%
63810 - Leachate Storage	10,000	7,500	(2,500)	-25.0%
63812 - Lab Water Analysis	32,000	32,000	-	0.0%
63813 - Eng. Services - GW Cap	17,000	17,000	-	0.0%
63818 - Lab Water Analysis - 5 year	-	15,000	15,000	
63960 - Contingencies	25,000	20,000	(5,000)	-20.0%
63 - Contract Services Total	339,100	355,100	16,000	4.7%
64 - Other Expenses				
64411 - Insurance - Commercial Auto	2,940	3,400	460	15.6%
64412 - Insurance - Crime	80	100	20	25.0%
64413 - Insurance - Environmental Impairment Liability	14,900	14,100	(800)	-5.4%
64414 - Insurance - General Liability	8,980	10,100	1,120	12.5%
64415 - Insurance - Public Officials and Employment Liabil	250	300	50	20.0%
64416 - Insurance - Property Damage	3,300	2,800	(500)	-15.2%
64417 - Insurance - Excess Liability	7,680	8,900	1,220	15.9%
64904 - Property Taxes	1,700	1,700	-	0.0%
64905 - Mo.Co. LEA Fees	24,500	24,500	-	0.0%
64920 - MBUAPCD-Air Board Fees	12,300	14,000	1,700	13.8%
64925 - SWRCB Fees	55,000	72,000	17,000	30.9%
64 - Other Expenses Total	131,630	151,900	20,270	15.4%
5300 - Crazy Horse Postclosure Maintenance Total	546,630	557,450	10,820	2.0%
130 - Crazy Horse Project Fund Total	546,630	557,450	10,820	2.0%
141 - Lewis Road Closure Fund				
5400 - Lewis Road Postclosure Maintenance				
61 - Employee Services				
61110 - Regular Pay	20,600	17,000	(3,600)	-17.5%
61300 - Overtime - Regular	2,000	2,000	-	0.0%
61822 - PERS Employer Contribution	3,000	700	(2,300)	-76.7%

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Category	2013 BUDGET	2014 PROPOSED	2015 PROPOSED	Increase / (Decrease)	% Change
61823 - PERS EPMC	2,000		400	(1,600)	-80.0%
61825 - Medicare	500		100	(400)	-80.0%
61831 - Health Insurance	7,000		4,500	(2,500)	-35.7%
61833 - Long-Term Disability	200		100	(100)	-50.0%
61834 - Unemployment	200		100	(100)	-50.0%
61836 - Life Insurance	200		100	(100)	-50.0%
61837 - Insurance - Workers Compensation	2,500		1,300	(1,200)	-48.0%
61 - Employee Services Total	38,200		26,300	(11,900)	-31.2%
62 - Supplies					
62290 - Other Repair & Maintenance Supplies	5,410		5,000	(410)	-7.6%
62 - Supplies Total	5,410		5,000	(410)	-7.6%
63 - Contract Services					
63120 - Telephone	300		300	-	0.0%
63230 - Gas & Electricity	5,000		5,000	-	0.0%
63430 - Equipment Maintenance	3,200		3,200	-	0.0%
63440 - Equipment Rental	1,500		1,500	-	0.0%
63542 - Eng. Services - Surveying	5,000		5,000	-	0.0%
63545 - Eng. Services - GW Monitoring	13,200		13,200	-	0.0%
63546 - TO-15 Testing	2,600		2,600	-	0.0%
63548 - Eng. Services - LFG System	45,000		45,000	-	0.0%
63551 - GHG Monitoring (AB32)	5,000		5,000	-	0.0%
63558 - Eng. Services - LFG System - Non Routine	6,400		7,500	1,100	17.2%
63613 - Contract Labor	2,000		2,000	-	0.0%
63812 - Lab Water Analysis	10,000		10,000	-	0.0%
63815 - Site Grading	8,860		7,500	(1,360)	-15.3%
63960 - Contingencies	5,430		5,500	70	1.3%
63 - Contract Services Total	113,490		113,300	(190)	-0.2%
64 - Other Expenses					
64412 - Insurance - Crime	50		100	50	100.0%
64413 - Insurance - Environmental Impairment Liability	14,900		14,100	(800)	-5.4%
64414 - Insurance - General Liability	4,600		4,600	-	0.0%
64415 - Insurance - Public Officials and Employment Liabil	160		200	40	25.0%
64416 - Insurance - Property Damage	1,000		800	(200)	-20.0%
64417 - Insurance - Excess Liability	3,450		4,000	550	15.9%
64904 - Property Taxes	2,300		2,300	-	0.0%
64905 - Mo.Co. LEA Fees	5,000		5,000	-	0.0%
64920 - MBUAPCD-Air Board Fees	3,300		3,300	-	0.0%
64925 - SWRCB Fees	20,000		24,700	4,700	23.5%
64 - Other Expenses Total	54,760		59,100	4,340	7.9%
5400 - Lewis Road Postclosure Maintenance Total	211,860		203,700	(8,160)	-3.9%
141 - Lewis Road Closure Fund Total	211,860		203,700	(8,160)	-3.9%
150 - Johnson Cyn Project Fund					
4500 - JC Landfill Operations					
61 - Employee Services					
61110 - Regular Pay	30,600		34,900	4,300	14.1%
61300 - Overtime - Regular	2,000		2,000	-	0.0%
61822 - PERS Employer Contribution	3,300		2,000	(1,300)	-39.4%
61823 - PERS EPMC	2,200		1,200	(1,000)	-45.5%
61825 - Medicare	500		300	(200)	-40.0%
61831 - Health Insurance	7,000		8,000	1,000	14.3%
61833 - Long-Term Disability	200		200	-	0.0%
61834 - Unemployment	200		200	-	0.0%
61836 - Life Insurance	200		100	(100)	-50.0%
61837 - Insurance - Workers Compensation	3,000		2,900	(100)	-3.3%
61 - Employee Services Total	49,200		51,800	2,600	5.3%
62 - Supplies					

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Category	2013 BUDGET	2014 PROPOSED	Increase / (Decrease)	% Change
62290 - Other Repair & Maintenance Supplies	3,000	3,000	-	0.0%
62 - Supplies Total	3,000	3,000	-	0.0%
63 - Contract Services				
63230 - Gas & Electricity	500	500	-	0.0%
63250 - Exterminator Service	1,200	1,200	-	0.0%
63440 - Equipment Rental	2,500	2,500	-	0.0%
63542 - Eng. Services - Surveying	28,000	28,000	-	0.0%
63543 - Aerial Topography	6,000	6,000	-	0.0%
63592 - Facility Maintenance	7,500	7,500	-	0.0%
63593 - Landscape Maintenance	2,500	2,500	-	0.0%
63613 - Contract Labor	10,000	10,000	-	0.0%
63850 - Gonzales Host Fees	250,000	250,000	-	0.0%
63952 - Tonnage Band Fees	(130,100)	(144,000)	(13,900)	10.7%
63955 - Landfill Operations	2,030,300	2,016,000	(14,300)	-0.7%
63956 - Compaction Incentive	800,000	800,000	-	0.0%
63958 - Out of Scope Work	10,000	10,000	-	0.0%
63 - Contract Services Total	3,018,400	2,990,200	(28,200)	-0.9%
64 - Other Expenses				
64412 - Insurance - Crime	50	100	50	100.0%
64413 - Insurance - Environmental Impairment Liability	14,900	14,100	(800)	-5.4%
64414 - Insurance - General Liability	11,700	12,900	1,200	10.3%
64415 - Insurance - Public Officials and Employment Liabil	160	200	40	25.0%
64416 - Insurance - Property Damage	990	1,200	210	21.2%
64417 - Insurance - Excess Liability	9,750	11,300	1,550	15.9%
64904 - Property Taxes	20,900	20,900	-	0.0%
64905 - Mo.Co. LEA Fees	28,700	28,700	-	0.0%
64906 - Mo.Co. Regional Fees	125,500	125,500	-	0.0%
64910 - SBOE - CIWMB Fees	240,800	240,800	-	0.0%
64920 - MBUAPCD-Air Board Fees	5,000	7,500	2,500	50.0%
64925 - SWRCB Fees	18,000	24,700	6,700	37.2%
64943 - Fees and Permits	1,000	1,000	-	0.0%
64 - Other Expenses Total	477,450	488,900	11,450	2.4%
4500 - JC Landfill Operations Total	3,548,050	3,533,900	(14,150)	-0.4%
5500 - Johnson Canyon ECS				
61 - Employee Services				
61110 - Regular Pay	32,300	40,500	8,200	25.4%
61300 - Overtime - Regular	2,000	2,000	-	0.0%
61822 - PERS Employer Contribution	3,500	2,000	(1,500)	-42.9%
61823 - PERS EPMC	2,300	1,200	(1,100)	-47.8%
61825 - Medicare	500	300	(200)	-40.0%
61831 - Health Insurance	7,800	10,200	2,400	30.8%
61833 - Long-Term Disability	200	200	-	0.0%
61834 - Unemployment	300	200	(100)	-33.3%
61836 - Life Insurance	200	100	(100)	-50.0%
61837 - Insurance - Workers Compensation	3,000	3,000	-	0.0%
61 - Employee Services Total	52,100	59,700	7,600	14.6%
62 - Supplies				
62290 - Other Repair & Maintenance Supplies	5,000	5,000	-	0.0%
62 - Supplies Total	5,000	5,000	-	0.0%
63 - Contract Services				
63120 - Telephone	2,000	2,000	-	0.0%
63230 - Gas & Electricity	31,600	24,000	(7,600)	-24.1%
63544 - Eng. Services - Leachate	27,000	27,000	-	0.0%
63545 - Eng. Services - GW Monitoring	13,500	13,500	-	0.0%
63548 - Eng. Services - LFG System	43,000	46,000	3,000	7.0%
63549 - Eng Services - LFG Surface Monitoring	20,000	21,000	1,000	5.0%

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Category	2013 BUDGET	2014 PROPOSED	2015 PROPOSED	Increase / (Decrease)	% Change
63551 - GHG Monitoring (AB32)	10,000		10,500	500	5.0%
63554 - Eng. Services - Leachate - Non Routine	5,000		5,000	-	0.0%
63555 - Eng. Services - GW Monitoring - Non Routine	3,500		3,500	-	0.0%
63558 - Eng. Services - LFG System - Non Routine	43,000		35,000	(8,000)	-18.6%
63810 - Leachate Storage	3,500		3,500	-	0.0%
63812 - Lab Water Analysis	7,500		7,500	-	0.0%
63817 - NPDES - Permitting	45,000		45,000	-	0.0%
63960 - Contingencies	10,600		10,000	(600)	-5.7%
63 - Contract Services Total	265,200		253,500	(11,700)	-4.4%
64 - Other Expenses					
64412 - Insurance - Crime	60		100	40	66.7%
64415 - Insurance - Public Officials and Employment Liabil	180		300	120	66.7%
64 - Other Expenses Total	240		400	160	66.7%
5500 - Johnson Canyon ECS Total	322,540		318,600	(3,940)	-1.2%
150 - Johnson Cyn Project Fund Total	3,870,590		3,852,500	(18,090)	-0.5%
151 - Johnson Canyon Closure Fund					
6605 - Closure Set-Aside					
67 - Closure/Postclosure					
67100 - Closure Expense	187,000		186,000	(1,000)	-0.5%
67 - Closure/Postclosure Total	187,000		186,000	(1,000)	-0.5%
6605 - Closure Set-Aside Total	187,000		186,000	(1,000)	-0.5%
151 - Johnson Canyon Closure Fund Total	187,000		186,000	(1,000)	-0.5%
161 - Jolon Road Closure Fund					
5600 - Jolon Road Postclosure Maintenance					
61 - Employee Services					
61110 - Regular Pay	28,100		15,300	(12,800)	-45.6%
61300 - Overtime - Regular	2,000		2,000	-	0.0%
61822 - PERS Employer Contribution	3,000		700	(2,300)	-76.7%
61823 - PERS EPMC	2,000		400	(1,600)	-80.0%
61825 - Medicare	500		100	(400)	-80.0%
61831 - Health Insurance	7,000		4,200	(2,800)	-40.0%
61833 - Long-Term Disability	200		100	(100)	-50.0%
61834 - Unemployment	200		100	(100)	-50.0%
61836 - Life Insurance	200		100	(100)	-50.0%
61837 - Insurance - Workers Compensation	2,500		1,200	(1,300)	-52.0%
61 - Employee Services Total	45,700		24,200	(21,500)	-47.0%
62 - Supplies					
62290 - Other Repair & Maintenance Supplies	10,000		10,000	-	0.0%
62 - Supplies Total	10,000		10,000	-	0.0%
63 - Contract Services					
63261 - Vector Control	4,568		5,000	432	9.5%
63542 - Eng. Services - Surveying	6,000		6,000	-	0.0%
63544 - Eng. Services - Leachate	3,500		3,500	-	0.0%
63545 - Eng. Services - GW Monitoring	13,500		13,500	-	0.0%
63548 - Eng. Services - LFG System	3,000		3,000	-	0.0%
63554 - Eng. Services - Leachate - Non Routine	500		500	-	0.0%
63558 - Eng. Services - LFG System - Non Routine	200		200	-	0.0%
63613 - Contract Labor	15,000		10,000	(5,000)	-33.3%
63811 - RWQCB Studies	2,000		2,000	-	0.0%
63812 - Lab Water Analysis	4,500		4,500	-	0.0%
63818 - Lab Water Analysis - 5 year	-		3,000	3,000	
63960 - Contingencies	6,100		6,000	(100)	-1.6%
63 - Contract Services Total	58,868		57,200	(1,668)	-2.8%
64 - Other Expenses					
63510 - Legal Services	-		6,000	6,000	
64412 - Insurance - Crime	50		100	50	100.0%

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64413 - Insurance - Environmental Impairment Liability	14,900		14,100	(800)	-5.4%
64415 - Insurance - Public Officials and Employment Liabil	160		200	40	25.0%
64417 - Insurance - Excess Liability	11,870		13,700	1,830	15.4%
64904 - Property Taxes	1,400		1,400	-	0.0%
64905 - Mo.Co. LEA Fees	3,300		3,300	-	0.0%
64925 - SWRCB Fees	27,432		2,000	(25,432)	-92.7%
64 - Other Expenses Total	59,112		40,800	(18,312)	-31.0%
5600 - Jolon Road Postclosure Maintenance Total	173,680		132,200	(41,480)	-23.9%
161 - Jolon Road Closure Fund Total	173,680		132,200	(41,480)	-23.9%
170 - Transfer Stations Fund					
3600 - JR Transfer Station					
63 - Contract Services					
63957 - Transfer Station Operations	700,200		715,000	14,800	2.1%
63 - Contract Services Total	700,200		715,000	14,800	2.1%
64 - Other Expenses					
64414 - Insurance - General Liability	13,560		15,600	2,040	15.0%
64905 - Mo.Co. LEA Fees	9,300		9,300	-	0.0%
64 - Other Expenses Total	22,860		24,900	2,040	8.9%
3600 - JR Transfer Station Total	723,060		739,900	16,840	2.3%
3650 - ML Transfer Station					
63 - Contract Services					
63616 - Madison Lane Transfer Station Services	150,000		150,000	-	0.0%
63 - Contract Services Total	150,000		150,000	-	0.0%
3650 - ML Transfer Station Total	150,000		150,000	-	0.0%
3710 - SS Disposal Operations					
61 - Employee Services					
61110 - Regular Pay	166,200		169,800	3,600	2.2%
61111 - Regular Pay	75,100		57,500	(17,600)	-23.4%
61120 - Paid Time Off	6,400		6,600	200	3.1%
61300 - Overtime - Regular	25,000		26,000	1,000	4.0%
61301 - Overtime - Regular	1,000		2,000	1,000	100.0%
61400 - Education Assistance	2,000		2,000	-	0.0%
61410 - Wellness Program	2,000		2,000	-	0.0%
61700 - Flexible Leave	4,800		4,900	100	2.1%
61822 - PERS Employer Contribution	25,900		26,000	100	0.4%
61823 - PERS EPMC	17,000		16,000	(1,000)	-5.9%
61825 - Medicare	3,600		3,300	(300)	-8.3%
61831 - Health Insurance	80,500		79,800	(700)	-0.9%
61833 - Long-Term Disability	1,000		1,000	-	0.0%
61834 - Unemployment	2,700		1,900	(800)	-29.6%
61836 - Life Insurance	1,100		1,100	-	0.0%
61837 - Insurance - Workers Compensation	22,000		21,400	(600)	-2.7%
61 - Employee Services Total	436,300		421,300	(15,000)	-3.4%
62 - Supplies					
62100 - Office Supplies & Materials	500		500	-	0.0%
62140 - Janitorial Supplies	2,400		2,400	-	0.0%
62230 - Vehicle Supplies	1,000		1,000	-	0.0%
62335 - Biodiesel Fuel	45,000		45,000	-	0.0%
62510 - Uniforms	1,200		1,200	-	0.0%
62800 - Special Dept Supplies	6,250		5,000	(1,250)	-20.0%
62840 - Safety Supplies	1,900		2,500	600	31.6%
62850 - Small Tools	500		500	-	0.0%
62 - Supplies Total	58,750		58,100	(650)	-1.1%
63 - Contract Services					
63116 - Cell Phones	1,400		2,000	600	42.9%
63210 - Water	7,500		8,000	500	6.7%

Salinas Valley Solid Waste Authority
Proposed Budget Worksheets
FY 2014-15

Category	2013 BUDGET	2014 PROPOSED	2015 INCREASE / (DECREASE)	% CHANGE
63220 - Sewer	400	400	-	0.0%
63230 - Gas & Electricity	5,000	5,000	-	0.0%
63240 - Portable Toilet	2,700	4,200	1,500	55.6%
63250 - Exterminator Service	2,700	2,700	-	0.0%
63416 - Building Alarm Service	2,700	2,700	-	0.0%
63430 - Equipment Maintenance	46,300	47,500	1,200	2.6%
63440 - Equipment Rental	2,500	5,000	2,500	100.0%
63560 - Custodial Service	13,000	13,000	-	0.0%
63592 - Facility Maintenance	24,000	40,000	16,000	66.7%
63593 - Landscape Maintenance	3,000	3,000	-	0.0%
63599 - EAP Service Fee	500	500	-	0.0%
63613 - Contract Labor	10,000	10,000	-	0.0%
63 - Contract Services Total	121,700	144,000	22,300	18.3%
64 - Other Expenses				
64100 - Advertising/Public Notices	600	600	-	0.0%
64250 - Training	500	500	-	0.0%
64411 - Insurance - Commercial Auto	3,120	3,600	480	15.4%
64412 - Insurance - Crime	680	800	120	17.6%
64413 - Insurance - Environmental Impairment Liability	14,900	14,100	(800)	-5.4%
64414 - Insurance - General Liability	1,400	1,300	(100)	-7.1%
64415 - Insurance - Public Officials and Employment Liabil	2,210	2,600	390	17.6%
64416 - Insurance - Property Damage	18,610	16,100	(2,510)	-13.5%
64417 - Insurance - Excess Liability	980	1,200	220	22.4%
64903 - Fees & Permits	900	900	-	0.0%
64904 - Property Taxes	1,400	1,400	-	0.0%
64905 - Mo.Co. LEA Fees	9,000	9,000	-	0.0%
64925 - SWRCB Fees	1,791	-	(1,791)	-100.0%
64 - Other Expenses Total	56,091	52,100	(3,991)	-7.1%
3710 - SS Disposal Operations Total	672,841	675,500	2,659	0.4%
3720 - SS Transfer Operations				
61 - Employee Services				
61110 - Regular Pay	269,500	286,600	17,100	6.3%
61120 - Paid Time Off	10,600	11,300	700	6.6%
61300 - Overtime - Regular	25,000	25,000	-	0.0%
61400 - Education Assistance	2,500	2,500	-	0.0%
61410 - Wellness Program	2,500	2,500	-	0.0%
61700 - Flexible Leave	8,000	8,500	500	6.3%
61816 - Cell Phone	400	-	(400)	-100.0%
61822 - PERS Employer Contribution	28,900	32,800	3,900	13.5%
61823 - PERS EPMC	18,900	20,100	1,200	6.3%
61825 - Medicare	4,000	4,200	200	5.0%
61831 - Health Insurance	93,900	97,100	3,200	3.4%
61833 - Long-Term Disability	1,100	1,300	200	18.2%
61834 - Unemployment	2,700	1,900	(800)	-29.6%
61836 - Life Insurance	1,000	1,100	100	10.0%
61837 - Insurance - Workers Compensation	26,400	27,200	800	3.0%
61 - Employee Services Total	495,400	522,100	26,700	5.4%
62 - Supplies				
62230 - Vehicle Supplies	4,000	4,000	-	0.0%
62330 - Fuel	95,000	105,000	10,000	10.5%
62335 - Biodiesel Fuel	140,000	150,000	10,000	7.1%
62510 - Uniforms	-	1,250	1,250	
62840 - Safety Supplies	3,000	3,000	-	0.0%
62 - Supplies Total	242,000	263,250	21,250	8.8%
63 - Contract Services				
63116 - Cell Phones	2,000	2,000	-	0.0%

Salinas Valley Solid Waste Authority
Proposed Budget Worksheets
FY 2014-15

Category	2013 BUDGET	2014 PROPOSED	2015 PROPOSED	Increase / (Decrease)	% Change
63410 - Vehicle Maintenance	110,000		125,000	15,000	13.6%
63599 - EAP Service Fee	700		700	-	0.0%
63613 - Contract Labor	16,909		20,000	3,091	18.3%
63 - Contract Services Total	129,609		147,700	18,091	14.0%
64 - Other Expenses					
64250 - Training	500		500	-	0.0%
64411 - Insurance - Commercial Auto	20,330		22,600	2,270	11.2%
64412 - Insurance - Crime	700		800	100	14.3%
64415 - Insurance - Public Officials and Employment Liabil	2,210		2,600	390	17.6%
64 - Other Expenses Total	23,740		26,500	2,760	11.6%
3720 - SS Transfer Operations Total	890,749		959,550	68,801	7.7%
5700 - Sun Street ECS					
61 - Employee Services					
61110 - Regular Pay	10,000		26,400	16,400	164.0%
61300 - Overtime - Regular	2,000		2,000	-	0.0%
61822 - PERS Employer Contribution	1,150		3,100	1,950	169.6%
61823 - PERS EPMC	700		1,900	1,200	171.4%
61825 - Medicare	250		400	150	60.0%
61831 - Health Insurance	2,200		6,100	3,900	177.3%
61833 - Long-Term Disability	100		200	100	100.0%
61834 - Unemployment	100		200	100	100.0%
61836 - Life Insurance	100		100	-	0.0%
61837 - Insurance - Workers Compensation	700		2,100	1,400	200.0%
61 - Employee Services Total	17,300		42,500	25,200	145.7%
63 - Contract Services					
63587 - Street Sweeping	8,000		12,000	4,000	50.0%
63597 - Litter Abatement	60,000		60,000	-	0.0%
63603 - NPDES Improvements	22,500		20,000	(2,500)	-11.1%
63613 - Contract Labor	4,000		5,000	1,000	25.0%
63812 - Lab Water Analysis	1,000		1,000	-	0.0%
63960 - Contingencies	2,000		5,000	3,000	150.0%
63 - Contract Services Total	97,500		103,000	5,500	5.6%
64 - Other Expenses					
64412 - Insurance - Crime	20		100	80	400.0%
64415 - Insurance - Public Officials and Employment Liabil	50		100	50	100.0%
64925 - SWRCB Fees	2,000		2,000	-	0.0%
64 - Other Expenses Total	2,070		2,200	130	6.3%
5700 - Sun Street ECS Total	116,870		147,700	30,830	26.4%
170 - Transfer Stations Fund Total	2,553,520		2,672,650	119,130	4.7%
180 - Expansion Fund					
4500 - JC Landfill Operations					
64 - Other Expenses					
64906 - Mo.Co. Regional Fees	59,000		-	(59,000)	-100.0%
64910 - SBOE - CIWMB Fees	108,300		-	(108,300)	-100.0%
64 - Other Expenses Total	167,300		-	(167,300)	-100.0%
4500 - JC Landfill Operations Total	167,300		-	(167,300)	-100.0%
6605 - Closure Set-Aside					
67 - Closure/Postclosure					
67100 - Closure Expense	90,000		-	(90,000)	-100.0%
67 - Closure/Postclosure Total	90,000		-	(90,000)	-100.0%
6605 - Closure Set-Aside Total	90,000		-	(90,000)	-100.0%
180 - Expansion Fund Total	257,300		-	(257,300)	-100.0%
190 - Debt Service					
6100 - Debt Service - Interest					
65 - Debt Service					
65110 - 2002 Rev Bonds Interest	1,721,600		-	(1,721,600)	-100.0%

**Salinas Valley Solid Waste Authority
Proposed Budget Worksheets
FY 2014-15**

Category	2013 2014 BUDGET	2014 2015 PROPOSED	Increase / (Decrease)	% Change
65120 - Salinas IPA Interest	257,600	-	(257,600)	-100.0%
65130 - 2014A Rev Bonds Interest	-	1,487,500	1,487,500	
65140 - 2014B Rev Bonds Interest	-	118,500	118,500	
65 - Debt Service Total	1,979,200	1,606,000	(373,200)	-18.9%
6100 - Debt Service - Interest Total	1,979,200	1,606,000	(373,200)	-18.9%
6200 - Debt Service - Principal				
65 - Debt Service				
65210 - 2002 Rev Bonds Principal	1,035,000	-	(1,035,000)	-100.0%
65220 - Salinas IPA Principal	127,600	-	(127,600)	-100.0%
65240 - 2014B Rev Bonds Principal	-	315,000	315,000	
65 - Debt Service Total	1,162,600	315,000	(847,600)	-72.9%
6200 - Debt Service - Principal Total	1,162,600	315,000	(847,600)	-72.9%
190 - Debt Service Total	3,141,800	1,921,000	(1,220,800)	-38.9%
Grand Total	16,036,000	14,838,000	(1,198,000)	-7.5%

RESOLUTION NO. 2006 - 35

**A RESOLUTION OF THE SALINAS VALLEY SOLID WASTE AUTHORITY
ADOPTING THE FINANCIAL POLICIES**


**BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE SALINAS
VALLEY SOLID WASTE AUTHORITY**, that the Financial Policies attached hereto as Exhibit
"A" are hereby adopted.

PASSED AND ADOPTED by the Board of Directors of the Salinas Valley Solid Waste
Authority at the regular meeting duly held on the 20th day of July 2006 by the following vote:

AYES:	BOARD MEMBERS:	Fernando Armenta, Lou Calcagno, Janet Barnes, Christopher Bourke (Alt.), Gloria De La Rosa, Annie Moreno (Alt.), Roberto Ocampo
NOES:	BOARD MEMBERS:	None
ABSENT:	BOARD MEMBERS:	Josephine Campos, Richard Ortiz, Yolanda Teneyuque, George Worthy
ABSTAIN:	BOARD MEMBERS:	None


Janet Barnes, President

ATTEST:


Elia Zavala, Clerk of the Board

Salinas Valley Solid Waste Authority

Financial Policies

SUMMARY

The SVSWA Board of Directors recognizes their fiduciary responsibility by virtue of their appointment to the Board. In an effort to promote transparency in the fiscal affairs of the Authority and to promote fiscal accountability, it hereby adopts the following financial policies to guide the Authority's finances:

1. Revenues: The Authority will maintain a revenue system that will assure a reliable, equitable, predictable revenue stream to support Authority services.
2. Expenditures: The Authority shall assure fiscal stability and the effective and efficient delivery of services, through the identification of necessary services, establishment of appropriate service levels, and careful administration of the expenditure of available resources.
3. Fund Balance/Reserves: The Authority shall maintain a fund balance at a level sufficient to protect the Authority's creditworthiness as well as its financial position from unforeseeable occurrences or emergencies.
4. Capital Expenditures and Improvements: The Authority shall annually review the state of its capital assets, setting priorities for its replacement and renovation based on needs, funding, alternatives and availability of resources.
5. Debt: The Authority shall utilize debt financing only to provide needed capital equipment and improvements while minimizing the impact of debt payments on current revenues.
6. Investments: The Authority's cash will be invested in such a manner so as to ensure the absolute safety of principal and interest, meet the liquidity needs of the Authority, and achieve the highest possible yield.
7. Grants: The Authority shall seek, apply for and effectively administer federal, state and foundation grants that address the Authority's current priorities and policy objectives.
8. Closure Funding: The Authority shall properly fund all closure and postclosure costs in accordance with California Integrated Waste Management Board (CIWMB) requirements.
9. Fiscal Monitoring: Authority staff shall prepare and present to the Board regular reports that analyze, evaluate and forecast the Authority's financial performance and economic condition.
10. Accounting, Auditing and Financial Reporting: The Authority's accounting, auditing and financial reporting shall comply with prevailing local, state, and federal regulations, as well as current professional principles and practices as promulgated by authoritative bodies.

Salinas Valley Solid Waste Authority

Financial Policies

11. Internal Controls: The Authority shall establish and maintain an internal control structure designed to provide reasonable assurance that Authority assets are safeguarded and that the possibilities for material errors in the Authority's financial records are minimized.
12. Operating Budget: The Authority's operating budget will implement the policy decisions of the Board. It will provide a clear picture of the Authority's resources and their use.
13. Capital Assets: The Authority will capitalize all capital assets in accordance with Generally Accepted Accounting Principles so as to maintain proper control of all capital assets.

Salinas Valley Solid Waste Authority

Financial Policies

1 - REVENUES

The Authority will maintain a revenue system that will assure a reliable, equitable, predictable revenue stream to support Authority services.

A. User Fees

The Authority shall establish and collect fees to recover the costs of handling specific items that benefit only specific users. The Authority Board shall determine the appropriate cost recovery level and establish the fees. Where feasible and desirable, the Authority shall seek to recover full direct and indirect costs. User fees shall be reviewed on a regular basis to calculate their full cost recovery levels, to compare them to the current fee structure, and to recommend adjustments where necessary.

B. Tipping Fees

Tipping fees shall be set at levels sufficient to cover operating expenditures, meet debt obligations, provide additional funding for capital improvements, and provide adequate levels of working capital. Tipping Fees are not expected to cover depreciation/depletion.

C. One Time Revenues

One-time revenues shall be used only for one-time expenditures.

D. Revenue Estimates

The Authority shall use a conservative, objective, and analytical approach when preparing revenue estimates. The process shall include analysis of probable economic changes and their impacts on revenues, historical collection rates, and trends in revenues. This approach should reduce the likelihood of actual revenues falling short of budget estimates during the year and thus avoid mid-year service reductions.

E. Revenue Collection and Administration

The Authority shall pursue to the full extent allowed by state law all delinquent ratepayers and others overdue in payments to the Authority. Since a revenue should exceed the cost of producing it, the Authority shall strive to control and reduce administrative collection costs.

Salinas Valley Solid Waste Authority

Financial Policies

2 - EXPENDITURES

The Authority shall assure fiscal stability and the effective and efficient delivery of services, through the identification of necessary services, establishment of appropriate service levels, and careful administration of the expenditure of available resources.

A. Current Funding Basis

The Authority shall operate on a current funding basis. Expenditures shall be budgeted and controlled so as not to exceed current revenues.

B. Avoidance of Operating Deficits

The Authority shall take immediate corrective actions if at any time during the fiscal year expenditure and revenue estimates are such that an operating deficit (i.e., projected expenditures in excess of projected revenues) is projected at year-end. Corrective actions can include a hiring freeze, expenditure reductions, fee increases, or use of fund balance within the Fund Balance/Reserves Policy. Expenditure deferrals into the following fiscal year, short-term loans, or use of one-time revenue sources shall be avoided to balance the budget.

C. Maintenance of Capital Assets

Within the resources available each fiscal year, the Authority shall maintain capital assets and infrastructure at a sufficient level to protect the Authority's investment, to minimize future replacement and maintenance costs, and to continue current service levels.

D. Periodic Program Reviews

The General Manager shall undertake periodic staff and third-party reviews of Authority programs for both efficiency and effectiveness. Privatization and contracting with other governmental agencies will be evaluated as alternative approaches to service delivery. Programs which are determined to be inefficient and/or ineffective shall be reduced in scope or eliminated.

E. Purchasing

The Authority shall make every effort to maximize any discounts offered by creditors/vendors. Staff shall use competitive bidding whenever possible to attain the best possible price on goods and services.

Salinas Valley Solid Waste Authority

Financial Policies

3 - FUND BALANCE/RESERVES

The Authority shall maintain a fund balance at a level sufficient to protect the Authority's creditworthiness as well as its financial position from unforeseeable emergencies.

A. Operating Reserve

The Authority shall strive to maintain an Operating Reserve equal to fifteen percent (15%) of the current year operating expenditures, to provide sufficient reserves for emergencies and revenue shortfalls. Operating expenditures for reserve purposes is defined as the total budget less debt service and capital project expenditures. This reserve will be in addition to the Debt Service Reserve required under the 2002 Bond Indenture.

B. Undesignated Fund Balance

The Authority shall strive to maintain an undesignated fund balance of ten percent (10%) of current year operating budget (maintenance and operation expenditures only). Adequate designations shall be maintained for all known liabilities and insurance retentions. After completion of the annual audit, if the undesignated fund balance exceeds 10%, the excess will be allocated to reserves in the following priority:

1. Insurance Retention Reserves
2. Operating Reserve
3. Capital Projects Reserve.

C. Capital Projects Reserve

Due to the capital intensive nature of the Authority's landfill operations the Authority will strive to develop a Capital Projects Reserve for the purpose of funding future capital projects in accordance with the Capital Improvements Financial Policies. After fulfilling all insurance and operating reserve requirements any undesignated funds above 10% will be allocated to the Capital Projects Reserve.

D. Use of Operating Reserve

The Operating Reserve shall be used only for its designated purpose - emergencies, non-recurring expenditures, or major capital purchases that can not be accommodated through current year savings. Should such use reduce the balance below the appropriate level set as the objective, restoration recommendations will accompany the decision to utilize said balance.

Salinas Valley Solid Waste Authority

Financial Policies

4 - CAPITAL EXPENDITURES AND IMPROVEMENTS

The Authority shall annually review the state of its capital assets, setting priorities for their replacement and renovation based on needs, funding, alternatives and availability of resources.

A. Capital Improvement Plan

The Authority shall prepare a 10-Year Capital Improvement Plan (CIP) which will detail the Authority's capital needs financing requirements. The CIP will be reviewed and approved every two (2) years before discussions of the operating budget take place. It will include budget financing for the first two years. The CAO will develop guidelines for what projects to include in the CIP. All projects, ongoing and proposed, shall be prioritized based on an analysis of current needs and resource availability. For every capital project, all operation, maintenance and replacement costs shall be fully disclosed. The CIP will be in conformance with and support the Authority's major planning documents – the Long Term Waste Management Plan and the Regional Solid Waste Facilities Environmental Impact Report (EIR).

B. Capital Improvement Budget

The CIP will be the basis for which projects will be included in the following year's budget. Appropriations will be approved annually using the following criteria:

1. Linkage with needs identified in the Authority's planning documents.
2. Cost/benefit analysis identifying all economic or financial impacts of the project.
3. Identification of available funding resources.

CIP funding will be based on the following priorities:

1. Projects that comply with regulatory requirements.
2. Projects that maintain health and safety standards.
3. Projects that maintain and preserve existing facilities.
4. Projects that replace existing facilities that can no longer be maintained.
5. Projects that improve operations.

C. Capital Expenditure Financing

Projects will be financed using the following preferred order:

1. Use current revenues;
2. Use the Capital Projects Reserve;
3. Borrow money through debt issuance.

Debt financing includes revenue bonds, certificates of obligation, lease/purchase agreements, and other obligations permitted to be issued or incurred under California law. Guidelines for assuming debt are set forth in the Debt Policy Statements.

Salinas Valley Solid Waste Authority

Financial Policies

D. Capital Projects Reserve Fund

A Capital Projects Reserve Fund shall be established and maintained to accumulate funds transferred from the undesignated fund balance. This fund shall only be used to pay for non-routine and one-time capital expenditures such as land and building purchases or construction and maintenance projects with a 10-year life. Expenditures from this Fund shall be aimed at protecting the health and safety of residents, employees and the environment, and protecting the existing assets of the Authority.

E. Capital Projects Management

The Authority will fund and manage its capital projects in a phased approach. The project phases will become a framework for appropriate decision points and reporting. The phasing will consist of:

1. Conceptual/schematic proposal
2. Preliminary design and cost estimate
3. Engineering and final design
4. Bid administration
5. Acquisition/construction
6. Project closeout

Each project will have a project manager who will prepare the project proposal, ensure that required phases are completed on schedule, authorize all project expenditures, ensure that all regulations and laws are observed, periodically report project status and track project expenditures.

Salinas Valley Solid Waste Authority

Financial Policies

5 - DEBT

The Authority shall utilize debt financing only to provide needed capital equipment and improvements while minimizing the impact of debt payments on current revenues.

A. Use of Debt Financing

The issuance of long-term debt will be only for the acquisition of land, capital improvements or equipment.

Debt financing is not considered appropriate for current operations, maintenance expenses, or for any recurring purposes.

B. Conditions for Debt Issuance

The Authority may use long-term debt to finance major equipment acquisition or capital project only if it is established through a cost/benefit analysis that the financial and community benefits of the financing exceed the financing costs. Benefits would include, but not be limited to, the following:

1. Present value benefit: The current cost plus the financing cost is less than the future cost of the project.
2. Maintenance value benefit: The financing cost is less than the maintenance cost of deferring the project.
3. Equity benefit: Financing provides a method of spreading the cost of a facility back to the users of the facility over time.
4. Community benefit: Debt financing of the project enables the Authority to meet an immediate community need.

Debt financing will be used only when project revenues or other identified revenue sources are sufficient to service the debt.

C. Debt Structure

The Authority's preference is to issue fixed-rate, long-term debt with level debt service, but variable rate debt or other debt service structure may be considered if an economic advantage is identified for a particular project.

Bond proceeds, for debt service, will be held by an independent bank acting as trustee or paying agent.

Salinas Valley Solid Waste Authority

Financial Policies

The Authority's minimum bond rating objective for all debt issues is a Moody's and Standard & Poor's rating of A (upper medium grade). Credit enhancements will be used to achieve higher ratings when there is an economic benefit.

The Authority may retain the following contract advisors for the issuance of debt:

1. Financial Advisor - To be selected, when appropriate, by negotiation to provide financial analysis and advice related to the feasibility and structure of the proposed debt.
2. Bond Counsel - To be selected by negotiation for each debt issue.
3. Underwriters - To be selected by negotiation or competitive bid for each bond issue based upon the proposed structure for each issue.

D. Call Provisions

Call provisions for bond issues shall be made as short as possible consistent with the lowest interest cost to the Authority. When possible, all bonds shall be callable only at par.

E. Debt Refunding

Authority staff and the financial advisor shall monitor the municipal bond market for opportunities to obtain interest savings by refunding outstanding debt. As a general rule, the present value savings of a particular refunding should exceed 3.5% of the refunded maturities.

F. Interest Earnings

Interest earnings received on the investment of bond proceeds shall be used to assist in paying the interest due on bond issues, to the extent permitted by law.

G. Lease/Purchase Agreements

Over the lifetime of a lease, the total cost to the Authority will generally be higher than purchasing the asset outright. As a result, the use of lease/purchase agreements and certificates of participation in the acquisition of vehicles, equipment and other capital assets shall generally be avoided, particularly if smaller quantities of the capital asset(s) can be purchased on a "pay-as-you-go" basis.

Salinas Valley Solid Waste Authority

Financial Policies

6 - INVESTMENTS

The Authority's cash will be invested in such a manner so as to insure the absolute safety of principal and interest, meet the liquidity needs of the Authority, and achieve the highest possible yield after meeting the first two requirements.

A. Investment Policy

The Authority Treasurer is both authorized and required to promulgate a written Statement of Investment Policy which shall be presented to the Board annually.

B. Interest Earnings

Interest earned from investments shall be distributed to the operating funds from which the money was provided, with the exception that interest earnings received on the investment of bond proceeds shall be attributed and allocated to those debt service funds responsible for paying the principal and interest due on the particular bond issue.

Salinas Valley Solid Waste Authority

Financial Policies

7 - GRANTS

The Authority shall seek, apply for and effectively administer federal, state and foundation grants-in-aid that address the Authority's current priorities and policy objectives.

A. Grant Guidelines

The Authority shall apply, and facilitate the application by others, for only those grants that are consistent with the objectives and high priority needs previously identified by the Board. The potential for incurring ongoing costs, to include the assumption of support for grant-funded positions from local revenues, will be considered prior to applying for a grant.

B. Indirect Costs

The Authority shall recover full indirect costs unless the funding agency does not permit it. The Authority may waive or reduce indirect costs if doing so will significantly increase the effectiveness of the grant.

C. Grant Review

All grant submittals shall be reviewed for their cash match requirements, their potential impact on the operating budget, and the extent to which they meet the Authority's policy objectives. Departments shall seek Board approval prior to submission of a grant application. Should time constraints under the grant program make this impossible, the department shall obtain approval to submit an application from the CAO and then, at the earliest feasible time, seek formal Board approval. If there are cash match requirements, the source of funding shall be identified prior to application. An annual report on the status of grant programs and their effectiveness shall also be prepared.

D. Grant Program Termination

The Authority shall terminate grant-funded programs and associated positions when grant funds are no longer available unless alternate funding is identified.

Salinas Valley Solid Waste Authority

Financial Policies

8 - CLOSURE FUNDING

The Authority shall properly fund all closure and postclosure costs in accordance with CIWMB requirements.

A. Closure Funding

In accordance with CIWMB requirements, the Authority shall annually set aside sufficient funds to fully fund all accrued closure costs liability. These funds will be held in a separate Closure Fund restricted specifically for this purpose.

B. Postclosure Funding

In accordance with the Financial Assurances, the Authority shall fund postclosure costs from future revenues when those costs are incurred. The Authority will not pre-fund postclosure costs in its operating budget. The Authority has entered into Pledge of Revenue with the CIWMB for this purpose.

C. Closure Funding Calculations

The Authority shall, as part of the budget process, annually recalculate the closure costs on a per ton basis. Funds will be transferred on a monthly basis to the Closure funds based on tonnage land-filled. Post closure expense incurred as a result of current fiscal year solid waste disposal will be recorded as an expense on the Authority's financial statements with a corresponding liability.

Salinas Valley Solid Waste Authority

Financial Policies

9 - FISCAL MONITORING

Authority staff shall prepare and present to the Board regular reports that analyze, evaluate and forecast the Authority's financial performance and economic condition.

A. Financial Status and Performance Reports

Monthly reports comparing expenditures and revenues to current budget, noting the status of fund balances, and outlining any remedial actions necessary to maintain the Authority's financial position shall be prepared for review by the Board.

B. Five-year Forecast of Revenues and Expenditures

A five-year forecast of revenues and expenditures, to include a discussion of major trends affecting the Authority's financial position, shall be prepared in anticipation of the annual budget process. The forecast shall also examine critical issues facing the Authority, economic conditions, and the outlook for the upcoming budget year. The document shall provide insight into the Authority's financial position and alert the Board to potential problem areas requiring attention.

C. Semi-Annual Status Report on Capital Projects

A summary report on the contracts awarded, capital projects completed and the status of the Authority's various capital projects will be prepared at least semi-annually and presented to the Board.

D. Compliance with Board Policy Statements

The Financial Policies will be reviewed annually by the Board and updated, revised or refined as deemed necessary. Policy statements adopted by the Board are guidelines, and occasionally, exceptions may be appropriate and required. However, exceptions to stated policies will be specifically identified, and the need for the exception will be documented and fully explained.

Salinas Valley Solid Waste Authority

Financial Policies

10 - ACCOUNTING, AUDITING, AND FINANCIAL REPORTING

The Authority's accounting, auditing and financial reporting shall comply with prevailing local, state, and federal regulations, as well as current professional principles and practices as promulgated by authoritative bodies.

A. Conformance to Accounting Principles

The Authority's accounting practices and financial reporting shall conform to generally accepted accounting principles (GAAP) as promulgated by the Governmental Accounting Standards Board (GASB), the American Institute of Certified Public Accountants (AICPA), and the Government Finance Officers Association (GFOA).

B. Popular Reporting

In addition to issuing a comprehensive annual financial report (CAFR) in conformity with GAAP, the Authority shall supplement its CAFR with a simpler, "popular" report designed to assist those residents who need or desire a less detailed overview of the Authority's financial activities. This report should be issued no later than six months after the close of the fiscal year.

Salinas Valley Solid Waste Authority

Financial Policies

11 - INTERNAL CONTROLS

The Authority shall establish and maintain an internal control structure designed to provide reasonable assurance that Authority assets are safeguarded and that the possibilities for material errors in the Authority's financial records are minimized.

A. Proper Authorizations

Procedures shall be designed, implemented and maintained to ensure that financial transactions and activities are properly reviewed and authorized.

B. Separation of Duties

Job duties will be adequately separated to reduce, to an acceptable level, the opportunities for any person to be in a position to both perpetrate and conceal errors or irregularities in the normal course of assigned duties.

C. Proper Recording

Procedures shall be developed and maintained that will ensure financial transactions and events are properly recorded and that all financial reports may be relied upon as accurate, complete and up-to-date.

D. Access to Assets and Records

Procedures shall be designed and maintained to ensure that adequate safeguards exist over the access to and use of financial assets and records.

E. Independent Checks

Independent checks and audits will be made on staff performance to ensure compliance with established procedures and proper valuation of recorded amounts.

F. Costs and Benefits

Internal control systems and procedures must have an apparent benefit in terms of reducing and/or preventing losses. The cost of implementing and maintaining any control system should be evaluated against the expected benefits to be derived from that system.

Salinas Valley Solid Waste Authority

Financial Policies

12 - OPERATING BUDGET

The Authority's operating budget will implement the policy decisions of the Board. It will provide a clear picture of the Authority's resources and their use.

A. Budget Format

The budget shall provide a complete financial plan of all Authority funds and activities for the ensuing fiscal year and shall be in such form as the Chief Administrative Officer deems desirable or that the Board may require.

The budget shall begin with a clear general summary of its contents. It shall show in detail all estimated revenues, all carry-over fund balances and reserves, and all proposed expenditures, including debt service, for the ensuing fiscal year.

The total of proposed expenditures shall not exceed the total of estimated revenues plus the un-appropriated fund balance, exclusive of reserves, for any fund.

The budget will be organized on a program/service level format.

The budget development process will include the identification and evaluation of policy options for increasing and decreasing service levels.

B. Estimated Revenues

The Authority will annually update its revenue forecast to enhance the budgetary decision-making process.

In its budget projections, the Authority will attempt to match current expense to current revenue. If it becomes apparent that revenue shortfalls will create a deficit, efforts will be made first to reduce the deficiency through budgetary reductions.

If appropriate reductions are insufficient, the Board may decide, on an exception basis, to use an appropriate existing reserve, which is in excess of minimum reserve requirements.

C. Appropriations

In evaluating the level of appropriations for program enhancements, or reductions, the Authority will apply the following principles in the priority order given:

1. Essential services, which provide for the health and safety of residents will be funded to maintain current dollar levels.
2. The budget will provide for adequate ongoing maintenance of facilities and equipment.
3. Appropriations for program enhancements or reductions will be evaluated on a case-by-case basis rather than across the board.

Salinas Valley Solid Waste Authority

Financial Policies

4. When reductions in personnel are necessary to reduce expenditures, they shall be consistent with the Authority Board's established service level priorities and, when possible, shall be accomplished through normal attrition.
5. Programs, which are self-supported by special revenues or fees, shall be separately evaluated.

Prior to the Authority Board making any supplemental appropriation, the CAO or Finance Manager shall certify that funds in excess of those estimated in the budget are available for appropriation. Any such supplemental appropriations shall be made for the fiscal year by Board action up to the amount of any excess.

Appropriations may be reduced any time during the fiscal year by the Authority Board upon recommendation of the CAO. When appropriation reductions are recommended, the CAO shall provide specific recommendations to the Board, indicating the estimated amount of the reduction, any remedial actions taken, and recommendations as to any other steps to be taken.

The CAO may transfer appropriations between divisions, and division managers may transfer appropriations between programs and accounts within their individual divisions, but only the Board by resolution may appropriate funds from reserves or fund balances.

All appropriations, except for Capital Improvement Program and Grant Programs appropriations, shall lapse at the end of the fiscal year to the extent that they have not been expended or encumbered. An appropriation in the Capital Improvement Program shall continue in force until expended, revised, or cancelled.

The Authority will endeavor to budget an appropriated contingency account in all Divisions operating budget equal to one percent of the total Operating Budget to meet changing operational requirements during the fiscal year.

Salinas Valley Solid Waste Authority

Financial Policies

13 - CAPITAL ASSETS

The Authority will capitalize all capital assets in accordance with Generally Accepted Accounting Principles so as to maintain proper control of all capital assets.

A. Overview – The Finance Division will maintain a capital asset management system that will meet external financial reporting requirements and the needs of the Authority in line with these policies.

1. Capital assets are recorded as expenditures in governmental funds at the time the assets are received and the liability is incurred. These assets will be capitalized at cost on the government wide financial statements. Enterprise fixed assets are recorded as assets within the fund when purchased and a liability is incurred.
- i. GASB 34 defines Capital Assets as land, improvements to land, easements, buildings, building improvements, vehicles, machinery, equipment, works of art and historical treasures, infrastructure, and all other tangible or intangible assets that are used in operations and that have initial useful lives extending beyond a single reporting period.
- ii. GASB 34 defines Infrastructure Assets as long-lived capital assets that normally are stationary in nature and normally can be preserved for a significantly greater number of years than most capital assets. Examples include roads, bridges, tunnels, drainage systems, water and sewer systems, dams and lighting systems. Buildings that are an ancillary part of a network of infrastructure assets are included.

The Authority uses the most current edition of GOVERNMENTAL ACCOUNTING, AUDITING, AND FINANCIAL REPORTING (GAAFR) published by the Government Finance Officers Association (GFOA) as its authoritative guide in setting policy and establishing accounting procedures regarding capital assets.

B. Capitalization – Generally all capital assets with an original cost of \$25,000 or more will be capitalized (recorded as an asset on the balance sheet versus expensing the item). Infrastructure Assets with an original cost of \$150,000 or more will be capitalized. This capitalization policy addresses financial reporting, not control. The Authority follows the GFOA recommended practices for establishing capitalization thresholds. Specific capitalization requirements are described as follows:

1. The asset must cost \$25,000 or more.
2. The asset must have a useful life of two (2) or more years.
3. The capitalization threshold is applied to individual units of capital assets rather than groups. For example, ten items purchased for \$10,000 each will not be capitalized even though the total (\$100,000) exceeds the threshold of \$25,000.
4. For purposes of capitalization, the threshold will generally not be applied to components of capital assets. For example a keyboard, monitor and central processing unit purchased as components of a computer system will not be evaluated individually against the capitalization threshold. The entire computer system will be treated as a single asset. The capitalization threshold will be applied to a network if all component parts are required to make the asset

Salinas Valley Solid Waste Authority

Financial Policies

functional.

5. Repairs to existing capital assets will generally not be subject to capitalization unless the repair extends the useful life of the asset. In this case the repair represents an improvement and is subject to the requirements described number 6 below.
6. Improvements to existing capital assets will be presumed by definition to extend the useful life of the related capital asset and therefore will be subject to capitalization if the cost exceeds \$5,000.
7. Capital projects will be capitalized as “construction in progress” until completed. Personal computers will not be capitalized:

C. Leased Assets-

Operating leased assets are usually short term and cancelable at anytime. The recording of an operating lease as a fixed asset is not required because the item is not purchased.

Capital leases will be capitalized if one or more of the following criteria are met and the chance of cancellation is low:

- a. Ownership is transferred by the end of the lease term
- b. The lease contains a bargain purchase option
- c. The lease term is greater than or equal to 75 percent of the asset’s service life
- d. The present value of the minimum lease payment is greater than or equal to ninety percent (90%) of the fair market value of the asset at the inception of the lease.

Capital lease items are capitalized at the beginning of the lease period, regardless of when the title transfers. Capital leases are recorded at net present value of lease payments.

- D. Capital Asset Recording - It is the responsibility of the Finance Division to record, monitor and inventory all fixed assets. Each division will assign appropriate staff members to respond to verification, inventories, and filling out the necessary forms for recording transfers, dispositions or retired fixed assets.

- E. Acquisition of Capital Assets - Fixed assets may be acquired through direct purchase, lease-purchase or capital lease, construction, eminent domain, donations, and gifts.

When a capital asset is acquired the funding source will be identified.

If funds are provided by a specific funding source, a record will be made of that specific source such as:

- ❖ Bond Proceeds
- ❖ State Grants

- F. Measuring the Cost and/or Value - Capital assets are recorded at their “historical cost”, which is the original cost of the assets. Donations accepted by the Authority will be valued at the fair market value at the time of donation. Costs include purchase price (less discounts) and any other reasonable and necessary costs incurred to place the asset in its intended location and prepare it for service. Costs could include the following:

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Sales Tax
Freight charges
Legal and title fees
Closing costs
Appraisal and negotiation fees
Surveying fees
Land-preparation costs
Demolition costs
Relocation costs
Architect and accounting fees
Insurance premiums and interest costs during construction

- G. Establishing Cost in the Absence of Historical Records - According to the GASB 34, an estimate of the original cost is allowable. Standard costing is one method of estimating historical cost using a known average installed cost for a like unit at the estimated date of acquisition. Another recognized method is normal costing wherein an estimate of historical cost is based on current cost of reproduction new indexed by a reciprocal factor of the price increase of a specific item or classification from the appraisal date to the estimated date acquired. When necessary the Authority will use whichever method gives the most reasonable amount based on available information.
- H. Recording Costs Incurred After Acquisition - Expenditures/expenses for replacing a component part of an asset are not capitalized. However, expenditures/expenses that either enhance a capital asset's functionality (effectiveness or efficiency), or that extend a capital asset's expected useful life are capitalized. For example, periodically slurry sealing a street would be treated as a repair (the cost would not be capitalized), while an overlay or reconstruction would be capitalized. Adding a new lane constitutes an addition and would therefore also be capitalized.
- I. Disposition or Retirement of Fixed Assets - It is the Authority's policy that divisions wishing to dispose of surplus, damaged or inoperative equipment must notify the Finance Division.
- The Authority will conduct public auctions, as necessary, for the purpose of disposing of surplus property. Auctions will be conducted by the Finance Division. The original cost less depreciation will then be removed from the Authority's capital asset management system.
- J. Transfer of Assets - The transfer of fixed assets between divisions requires notification to the Finance Department.
- K. Depreciation - In accordance with GASB Statement No. 34 the Authority will record depreciation expense on all capital assets, except for inexhaustible assets.
- The Authority will use straight-line depreciation using the half-year convention or mid month as appropriate. Depreciation will be calculated for half a year in the year of acquisition and the year of disposition. Depreciation will be calculated over the estimated useful life of the asset.
- L. Recommended Lives - The Authority follows GFOA Recommended Practices when establishing recommended lives for capitalized assets. In accordance with GASB 34 the Authority will rely on "general guidelines obtained from professional or industry organizations." In particular the Authority will rely on estimated useful lives published by GFOA. If the life of a particular asset is estimated to be different than these guidelines, it

Salinas Valley Solid Waste Authority

Financial Policies

may be changed. The following is a summary for the estimated useful lives:

<u>Asset Class</u>	<u>Useful Life</u>
Buildings	20 to 50 years
Improvements	15 to 45 years
Infrastructure	20 to 50 years
Equipment and Machinery	5 to 20 years

- M. Control of Assets – In accordance with GFOA Recommended Practice the Authority will exercise control over the non-capitalized tangible capital-type items by establishing and maintaining adequate control procedures at the division level. The Authority's capitalization threshold of \$5,000 meets financial reporting needs and is not designed for nor particularly suited to maintain control over lower cost capital assets. It is the responsibility of each division to maintain inventories of lower-cost capital assets to ensure adequate control and safekeeping of these assets.
- N. Maintenance Schedules - The Authority shall develop and implement maintenance and replacement schedules with a goal of maximizing the useful life of all assets. The schedules shall include estimates of annual maintenance and/or replacement funding required for each asset.
- O. Maintenance Funding - The Authority shall identify specific sources of funds for the annual maintenance or replacement of each asset. Whenever possible, the maintenance or replacement funding shall be identified from a source other than the Authority General Fund. The Authority shall endeavor to set aside, on an annual basis, one and one-half percent (1½%) of its Operating Budget to provide for on-going maintenance and required replacement of assets that cannot be reasonably funded from other sources.
- Q. Inventorying – The Authority will follow the GFOA recommended practice of performing a physical inventory of its capitalized capital assets, either simultaneously or on a rotating basis, so that all capital assets are physically accounted for at least once every five years.
- R. Tagging – The Authority will tag only moveable equipment with a value of \$5,000 or higher. Rolling stock items will not be tagged. They will be identified by the VIN number. The Finance department will be responsible for tagging equipment.

RESOLUTION NO 2013 – 18

A RESOLUTION OF THE SALINAS VALLEY SOLID WASTE AUTHORITY APPROVING SERVICE FEES EFFECTIVE JULY 1 2013 FOR RECYCLING, RESOURCE RECOVERY AND DISPOSAL AT AUTHORITY LANDFILLS AND TRANSFER STATIONS AND ADMINISTRATIVE SERVICES

WHEREAS the Board of Directors of the Salinas Valley Solid Waste Authority held a public hearing on March 21 2013 to review the Disposal Fees and Rates for FY 2013-14, and

WHEREAS a \$3.00 per ton increase in the Salinas Transportation Surcharge is necessary to cover the cost of transporting Republic Services waste from Salinas to Johnson Canyon Landfill; and

WHEREAS instead of increasing tipping fees, the Authority prefers to impose an AB939 Fee on franchise haulers to cover the net cost of Authority AB939 Services; and

WHEREAS said AB 939 Fee will be calculated as the full cost of AB 939 services, less offsetting revenue and will be allocated to franchise haulers based upon their proportionate share of landfilled tonnage in the previous fiscal year

NOW THEREFORE BE IT RESOLVED by the Board of Directors of the Salinas Valley Solid Waste Authority that the Disposal Fees and Rates Schedule attached hereto as 'Exhibit A' is hereby approved to become effective July 1 2013.

BE IT FURTHER RESOLVED that the General Manager/CAO is hereby authorized to make adjustments to the Disposal Fees and Rates Schedule on a case by case basis for recyclable/diverted materials where there is a clear benefit to the Authority or when there is an instance of a situation not covered by the Disposal Fees and Rates Schedule. In such instances, the Board will be notified at the next scheduled meeting.

PASSED AND ADOPTED by the Board of Directors of the Salinas Valley Solid Waste Authority at a regular meeting duly held on the 16th day of May 2013, by the following vote:

AYES.	BOARD MEMBERS. ARMENTA, BARRERA, BOURKE (ALT), VICTORIA (ALT) DE LA ROSA, GUNTER (ALT), MORENO, SILVA,
NOES.	BOARD MEMBERS. NONE
ABSENT	BOARD MEMBERS. CALCAGNO, CULLEN, LUTES, PEREZ
ABSTAIN:	BOARD MEMBERS. NONE


Fernando Armenta, President

ATTEST

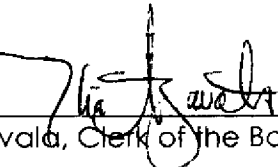

Elia Zavala, Clerk of the Board

EXHIBIT A
SALINAS VALLEY SOLID WASTE AUTHORITY

DISPOSAL FEES AND RATES
Effective July 1, 2013

	Current Fee or Rate	Proposed Changes
<u>LANDFILLED MATERIALS</u>		
<u>Franchise Haulers (Class III Solid Waste)</u>	\$ 67 00	Per Ton
<u>Self Haul Loads at all Sites</u>		
Minimum charge per load (up to 500 lbs)	\$ 15 00	Per Load
Loads weighing between 501 and 999 lbs.	\$ 30.00	Per Load
Loads weighing 1,000 lbs and above	\$ 67.00	Per Ton
<u>Fumigation or Mulch Plastic/Drip Tape - Johnson Canyon only</u>		
Loads weighing 500 lbs. or less	\$ 18.75	Per Load
Loads weighing between 501 and 999 lbs	\$ 37 50	Per Load
Loads weighing 1,000 pounds and above	\$ 75.00	Per Ton
<u>Nonfriable Asbestos</u>	\$ 90 00	Per Ton
Up to 1 cubic yard w/o pre-approval) wetted and double bagged		
Note: Usefulness and suitability of materials is subject to scale house personnel's discretion.		
<u>Special Handling Charge (in addition to cost per ton) - Johnson Canyon only</u>		
Remediated Soil Handling	\$ 100.00	Each
Certified Burials (under 20' trailer)	\$ 105 00	Each
Certified Burials (20' and over trailer)	\$ 210 00	Each
<u>Tarps</u>	\$ 10 00	Each
Untarped Loads	Additional 50% of the Required Fee	
<u>Compost Bins</u>	\$ 49.95	Each
<u>*Soil (Loaded by the Customer) - Johnson Canyon</u>	\$ 1.00	Per Cubic Yard Up to 500 C Y

AB939 Fees (new for FY 2013-14)

AB939 Fees Total	\$ 1,731,980	Annual
Total fee is calculated based on proposed budget of \$2,175,980		
less offsetting revenue of	\$ 444,000	
AB 939 Fees Net Revenue Requirement	\$1,731,980	

Fee is charged to franchise haulers based on prior year tonnage. Fee allocation is as follows:	2011-12 Tons	Percent			
	Landfilled				
Republic Services of Salinas	91,753	63.3%	\$	1,096,269	\$ 91,356
Waste Management - Unincorporated area	30,930	21 3%	\$	369,550	\$ 30,796
Trn-Cities - Soledad	6,147	4 2%	\$	73,450	\$ 6,121
Waste Management - King City	7,627	5 3%	\$	91,133	\$ 7,594
Trn-Cities - Greenfield	5,702	3 9%	\$	68,124	\$ 5,677
Trn-Cities - Gonzales	2,800	1.9%	\$	33,454	\$ 2,788
	144,959	100%	\$	1,731,980	\$ 144,332

EXHIBIT A
SALINAS VALLEY SOLID WASTE AUTHORITY

DISPOSAL FEES AND RATES
 Effective July 1, 2013

	Current Fee or Rate	Proposed Changes
<u>SOURCE SEPARATED DIVERTIBLE MATERIALS</u>		

<u>Cardboard</u>	No Charge	
<u>Recyclable plastic and glass containers, aluminum and paper</u>	No Charge	
<u>Metal</u>	No Charge	
<u>Construction and Demolition materials</u>		
Mixed Dirty	\$ 58.00 Per Ton	
Minimum charge per load (up to 500 lbs.)	\$ - Per Load	\$ 14.50
Loads weighing between 501 and 999 lbs.	\$ - Per Load	\$ 29.00
Loads weighing 1,000 lbs. and above	\$ 58.00 Per Ton	\$ 58.00
<u>Mattresses and box springs</u>	\$ 15.00 Each	
<u>Greenwaste and Wood</u>		
Minimum charge up to 500 lbs.	\$ 10.00 Per Load	
Loads weighing between 501 and 999 lbs.	\$ 15.00 Per Load	
Loads weighing 1,000 lbs. and above	\$ 36.00 Per Ton	
Wood Stumps (3 feet and over in diameter) & Tree limbs	\$ 67.00 Per Ton	
<u>Soil and Aggregate (Johnson Canyon Landfill only)</u>		
Clean Fill Dirt (up to 10 c.y. without pre-approval)	\$ 10.00 Per Ton	
Asphalt (suitable for road base)	\$ 1.00 Per Ton	
Concrete (suitable for road base - no rebar)	\$ 1.00 Per Ton	
Concrete with rebar/pipe	\$ 10.00 Per Ton	
<u>Biosolids - subject to pre-approval (Johnson Canyon Landfill only)</u>	\$ 28.00 Per Ton	
<u>Tires (without rims only)</u>		
Auto/Light Truck Tires less than 42"	\$ 2.00 Each	
Auto/Light Truck Tires more than 42"	\$ 10.00 Each	
Commercial Tires	\$ 75.00 Each	
Equipment Tires	\$ 150.00 Each	
Altered Tires (split, sliced, quartered)	\$ 67.00 Per Ton	

EXHIBIT A
SALINAS VALLEY SOLID WASTE AUTHORITY

DISPOSAL FEES AND RATES
Effective July 1, 2013

	Current Fee or Rate	Proposed Changes
<u>HOUSEHOLD HAZARDOUS WASTE AT COLLECTION FACILITIES</u>		
All commercial customers		
Households outside the Authority's service area		
Minimum charge \$1.50 per lb.		
Absorbent	\$ 1.50	Per Lb
Acids/Bases	\$ 1.50	Per Lb
Aerosols	\$ 1.25	Per Can
Antifreeze	\$ 1.50	Per Lb.
Environmentally Hazardous Substances (Reactive and Solvents)	\$ 5.00	Per Lb.
Flammable Liquids	\$ 1.50	Per Lb.
Flammable Sludge	\$ 1.50	Per Lb.
Motor Oil - contaminated	\$ 1.50	Per Lb
Oil Filters (autos and small trucks)	\$ 1.50	Each
Oil Filters (trucks and equipment)	\$ 10.00	Each
Oxidizers	\$ 1.50	Per Lb.
Paint and Paint Related Materials	\$ 1.50	Per Lb
Pesticides	\$ 1.50	Per Lb.
HHW Clean-up Service Fee	\$ 75.00	Hour
HHW Sorting Fee	\$ 25.00	Per customer
<u>Appliances and Air Conditioners</u>		
Without refrigerant	No Charge	
With refrigerant	\$ 15.00	Each
<u>Gas Cylinders (Propane, helium, fire extinguishers only)</u>		
Must be empty with valve open		
1 liter	\$ 1.50	Each
5 gallons	\$ 8.00	Each
<u>Sharps Disposal (non-commercial only)</u>		
Used needles and lancets (not in an approved container)	\$ 3.00	Per Lb.
Used needles and lancets (in an approved container)	No Charge	
<u>Sharps Containers (non-commercial only)</u>		
1 Quart Container	\$ 2.00	Each
3 Quart Container	\$ 5.00	Each

EXHIBIT A
SALINAS VALLEY SOLID WASTE AUTHORITY

DISPOSAL FEES AND RATES
Effective July 1, 2013

	Current Fee or Rate	Proposed Changes
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UNIVERSAL WASTE AT HHW COLLECTION FACILITIES

Minimum charge \$1.50 per pound

Batteries	
Alkaline or Rechargeable A, AA, AAA, B, C, D and 6 volt Nickel-Cadmium, Lithium, Silver Oxide-Hydride Cells, Lead Gel Cells, Nickel-Metal, and Lithium	\$ 1.50 Per Lb.
UPS/Automobile and Light Truck Batteries	No Charge
CRT (televisions and computer monitors)	No Charge
Cell Phones	No Charge
Computers, keyboard and printers	No Charge
Copiers, mimeographs, facsimile machines	No Charge
Compact Fluorescent Bulbs	\$ 1.50 Per Lb.
Fluorescent Lamps	\$ 1.50 Per Lb.
Halogen, High Pressure Sodium Tubes	\$ 1.50 Per Lb.
Fluorescent Ballasts (PCB)	\$ 2.00 Per Lb.
Kitchen appliances: microwaves, toaster, toaster ovens	No Charge
Mercury	\$ 7.00 Per Lb.
Mercury thermostats, thermometers or switches	\$ 1.00 Each
Toner, developer, ink cartridges (office use)	\$ 1.00 Per Lb.
Toner and developer (industrial use)	\$ 1.50 Per Lb.

ADMINISTRATIVE & SPECIAL FEES

Salinas Transportation Surcharge (applies only to Salinas Franchise Waste)	\$ 8.00 Per Ton	\$ 11.00
Agenda Packets for Board or Executive Committee	\$ 116.00 Annually	
Agendas Only	\$ 26.00 Annually	
Agendas Only for Public Agencies	\$ 18.00 Annually	
Reproduction of Public Records	\$ 0.10 Per Page	
Copies of Weight Tags	\$ 20.00 Each	
Returned Check Fee	\$ 25.00 Each	
Finance Charge on accounts 30+ Days Past Due	1.5% per mo., 18% annually	
Media duplication for disks, cds, tapes	Actual Cost \$5.00 Min Each	
Plans & Specifications for Construction Projects	Actual Cost \$15.00 Min Per Set	
Full Size Plans for Construction Projects	Actual Cost \$15.00 Min Per Set	

Exhibit A

**ADJUSTED SERVICE RATES
EFFECTIVE JANUARY 1, 2014**

**BASIC FACILITY SERVICE FEES FOR
LANDFILL OPERATIONS**

	Johnson Canyon Road Landfill (7-Day per Week Operation)
	When CHL is inactive
First year Minimum annual tonnage level	214,095
Median tonnage level	237,883
First year Maximum annual tonnage level	261,671
Basic Monthly Service Fee (\$/month)	
Current Rate	\$163,034
Increase Factor	1.0132
Adjusted Rate	\$165,186
Excess Tonnage Fee (Authority pays \$/ton)	
Current Rate	\$7.51
Increase Factor	1.0132
Adjusted Rate	\$7.61
Shortfall Tonnage Payment (Contractor pays \$/ton)	
Current Rate	\$2.70
Increase Factor	1.0132
Adjusted Rate	\$2.74
Extended Hours - Landfill	
Cost per year	\$32,474
Increase Factor	1.0132
Adjusted Rate	\$32,903
Cost per month	\$2,742

SALINAS VALLEY SOLID WASTE AUTHORITY
PERSONNEL ALLOCATION APPROVED DATE: SEPTEMBER 26, 2013

Program and Position	11-12	12-13	12-13	13-14	13-14	13-14	14-15
		Approved 06/21/12	Approved 09/20/12	Approved 03/21/13	Approved 06/20/13	Approved 09/26/13	
Administration							
General Manager/CAO	1	1	1	1	1	1	1
Administrative Manager	1	1	1	1	1	0	0
Human Resources/Organizational Development Mgr						1	1
Administrative Support Assistant I	1	1	1	1	1	1	1
Administrative Support Assistant II	0.5	0.5	0.5	0.5	0.5	0.5	0.5
Clerk of the Board	1	1	1	1	1	1	1
Human Resources Technician	1	1	1	1	1	0	0
Human Resources Generalist						1	1
Total Administration	5.5	5.5	5.5	5.5	5.5	5.5	5.5
Finance							
Accountant	1	1	1	1	1	1	1
Accounting Technician	1	1	1	1	1	1	1
Administrative Support Assistant II	0.5	0.5	0.5	0.5	0.5	0.5	0.5
Business Services Supervisor	1	1	1	1	1	1	1
Finance Manager	1	1	1	1	1	1	1
Total Finance	4.5	4.5	4.5	4.5	4.5	4.5	4.5
Resource Recovery							
Contracts & Grants Analyst	1	1	1	1	1	1	1
Diversion Manager	1	1	1	1	1	1	1
Recycling Coordinator	1	1	1	1	1	1	1
Resource Recovery Technician	2	2	2	2	2	2	2
Total Resource Recovery	5	5	5	5	5	5	5
Engineering							
Authority Engineer	1	1	1	1	1	1	1
Total Engineering	1	1	1	1	1	1	1
Operations							
Assistant GM of Engineering and Operations	1	1	1	0	0	0	0
Field Operations Supervisor II	1	1	0	0	0	0	0
Field Operations Supervisor I				1	1	1	1
Diversion Driver	1	1	1	1	0	0	0
Diversion Worker I	2	3	3	3	3	3	3
Diversion Worker II				1	1	1	1
Equipment Operator/Driver	4	4	4	4	5	5	5
Equipment Operator/Driver/Lead	1	1	1	1	1	1	1
HHW Maintenance Worker II	3	3	3	3	3	3	3
Household Hazardous Waste Technician	1	1	1	1	1	1	1
Operations Manager			1	1	1	1	1
Scalehouse Cashier	4	4	4	4	4	4	4
Solid Waste Technician II	1	1	1	1	0	0	0
Solid Waste Technician I					1	1	1
Frozen Positions							
Diversion Driver	3	3	3	3	3	3	3
Diversion Worker I	1	0	0	0	0	0	0
Diversion Worker II	1	1	1	0	0	0	0
Total Operations	24	24	24	24	24	24	24
Total Filled Positions	35	36	36	37	37	37	37
Total Frozen Positions	5	4	4	3	3	3	3
Total Full Time Equivalents	40	40	40	40	40	40	40

**SALINAS VALLEY SOLID WASTE AUTHORITY
SALARY SCHEDULE
SEPTEMBER 26, 2013**

POSITION	SALARY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10 2.50%	STEP 11 2%
1.0	Hourly	7,742	7,938	8,140	8,342	8,550	8,763	8,983	9,208	9,438	9,681	9,877
	Bi-Weekly	619.38	635.08	651.23	667.38	684.00	701.08	718.62	736.62	755.08	774.46	790.15
	Monthly	1,342.00	1,376.00	1,411.00	1,446.00	1,482.00	1,519.00	1,557.00	1,596.00	1,636.00	1,678.00	1,712.00
	Annual	16,104.00	16,512.00	16,932.00	17,352.00	17,784.00	18,228.00	18,684.00	19,152.00	19,632.00	20,136.00	20,544.00
1.5	Hourly	7,938	8,140	8,342	8,550	8,763	8,983	9,208	9,438	9,681	9,923	10,119
	Bi-Weekly	635.08	651.23	667.38	684.00	701.08	718.62	736.62	755.08	774.46	793.85	809.54
	Monthly	1,376.00	1,411.00	1,446.00	1,482.00	1,519.00	1,557.00	1,596.00	1,636.00	1,678.00	1,720.00	1,754.00
	Annual	16,512.00	16,932.00	17,352.00	17,784.00	18,228.00	18,684.00	19,152.00	19,632.00	20,136.00	20,640.00	21,048.00
2.0	Hourly	8,140	8,342	8,550	8,763	8,983	9,208	9,438	9,681	9,923	10,171	10,373
	Bi-Weekly	651.23	667.36	684.00	701.04	718.64	736.64	755.04	774.48	793.84	813.68	829.85
	Monthly	1,411.00	1,446.00	1,482.00	1,519.00	1,557.00	1,596.00	1,636.00	1,678.00	1,720.00	1,763.00	1,798.00
	Annual	16,932.00	17,352.00	17,784.00	18,228.00	18,684.00	19,152.00	19,632.00	20,136.00	20,640.00	21,156.00	21,576.00
2.5	Hourly	8,342	8,550	8,763	8,983	9,208	9,438	9,681	9,923	10,171	10,425	10,633
	Bi-Weekly	667.38	684.00	701.04	718.64	736.64	755.04	774.48	793.84	813.68	834.00	850.62
	Monthly	1,446.00	1,482.00	1,519.00	1,557.00	1,596.00	1,636.00	1,678.00	1,720.00	1,763.00	1,807.00	1,843.00
	Annual	17,352.00	17,784.00	18,228.00	18,684.00	19,152.00	19,632.00	20,136.00	20,640.00	21,156.00	21,684.00	22,116.00
3.0	Hourly	8,550	8,763	8,983	9,208	9,438	9,681	9,923	10,171	10,425	10,685	10,898
	Bi-Weekly	684.00	701.04	718.64	736.64	755.04	774.48	793.84	813.68	834.00	854.80	871.85
	Monthly	1,482.00	1,519.00	1,557.00	1,596.00	1,636.00	1,678.00	1,720.00	1,763.00	1,807.00	1,852.00	1,889.00
	Annual	17,784.00	18,228.00	18,684.00	19,152.00	19,632.00	20,136.00	20,640.00	21,156.00	21,684.00	22,224.00	22,668.00
3.5	Hourly	8,763	8,983	9,208	9,438	9,681	9,923	10,171	10,425	10,685	10,956	11,175
	Bi-Weekly	701.04	718.64	736.64	755.04	774.48	793.84	813.68	834.00	854.80	876.48	894.00
	Monthly	1,519.00	1,557.00	1,596.00	1,636.00	1,678.00	1,720.00	1,763.00	1,807.00	1,852.00	1,899.00	1,937.00
	Annual	18,228.00	18,684.00	19,152.00	19,632.00	20,136.00	20,640.00	21,156.00	21,684.00	22,224.00	22,788.00	23,244.00
4.0	Hourly	8,983	9,208	9,438	9,681	9,923	10,171	10,425	10,685	10,956	11,233	11,458
	Bi-Weekly	718.64	736.64	755.04	774.48	793.84	813.68	834.00	854.80	876.48	898.64	916.62
	Monthly	1,557.00	1,596.00	1,636.00	1,678.00	1,720.00	1,763.00	1,807.00	1,852.00	1,899.00	1,947.00	1,986.00
	Annual	18,684.00	19,152.00	19,632.00	20,136.00	20,640.00	21,156.00	21,684.00	22,224.00	22,788.00	23,364.00	23,832.00
4.5	Hourly	9,208	9,438	9,681	9,923	10,171	10,425	10,685	10,956	11,233	11,510	11,740
	Bi-Weekly	736.64	755.04	774.48	793.84	813.68	834.00	854.80	876.48	898.64	920.80	939.23
	Monthly	1,596.00	1,636.00	1,678.00	1,720.00	1,763.00	1,807.00	1,852.00	1,899.00	1,947.00	1,995.00	2,035.00
	Annual	19,152.00	19,632.00	20,136.00	20,640.00	21,156.00	21,684.00	22,224.00	22,788.00	23,364.00	23,940.00	24,420.00
5.0	Hourly	9,438	9,681	9,923	10,171	10,425	10,685	10,956	11,233	11,510	11,798	12,035
	Bi-Weekly	755.04	774.48	793.84	813.68	834.00	854.80	876.48	898.64	920.80	943.84	962.77
	Monthly	1,636.00	1,678.00	1,720.00	1,763.00	1,807.00	1,852.00	1,899.00	1,947.00	1,995.00	2,045.00	2,086.00
	Annual	19,632.00	20,136.00	20,640.00	21,156.00	21,684.00	22,224.00	22,788.00	23,364.00	23,940.00	24,540.00	25,032.00

SALINAS VALLEY SOLID WASTE AUTHORITY
SALARY SCHEDULE
SEPTEMBER 26, 2013

Rev (09/13)

POSITION	SALARY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10 2.50%	STEP 11 2%
Student Intern	5.5	Hourly	9,681	10,171	10,425	10,685	10,956	11,233	11,510	11,798	12,092	12,335
		Bi-Weekly	774.48	813.68	834.00	854.80	876.48	898.64	920.80	943.84	967.36	986.77
		Monthly	1,678.00	1,720.00	1,807.00	1,852.00	1,899.00	1,947.00	1,995.00	2,045.00	2,096.00	2,138.00
		Annual	20,136.00	20,640.00	21,156.00	21,684.00	22,224.00	22,788.00	23,364.00	23,940.00	24,540.00	25,152.00
	6.0	Hourly	9,923	10,171	10,425	10,685	10,956	11,233	11,510	11,798	12,092	12,335
		Bi-Weekly	793.84	813.68	834.00	854.80	876.48	898.64	920.80	943.84	967.36	991.36
		Monthly	1,720.00	1,763.00	1,807.00	1,852.00	1,899.00	1,947.00	1,995.00	2,045.00	2,096.00	2,148.00
		Annual	20,640.00	21,156.00	21,684.00	22,224.00	22,788.00	23,364.00	23,940.00	24,540.00	25,152.00	25,776.00
	6.5	Hourly	10,171	10,425	10,685	10,956	11,233	11,510	11,798	12,092	12,335	12,578
		Bi-Weekly	813.68	834.00	854.80	876.48	898.64	920.80	943.84	967.36	991.36	1,011.23
		Monthly	1,763.00	1,807.00	1,852.00	1,899.00	1,947.00	1,995.00	2,045.00	2,096.00	2,148.00	2,191.00
		Annual	21,156.00	21,684.00	22,224.00	22,788.00	23,364.00	23,940.00	24,540.00	25,152.00	25,776.00	26,392.00
	7.0	Hourly	10,425	10,685	10,956	11,233	11,510	11,798	12,092	12,335	12,578	12,821
		Bi-Weekly	834.00	854.80	876.48	898.64	920.80	943.84	967.36	991.36	1,016.32	1,041.68
		Monthly	1,807.00	1,852.00	1,899.00	1,947.00	1,995.00	2,045.00	2,096.00	2,148.00	2,202.00	2,257.00
		Annual	21,684.00	22,224.00	22,788.00	23,364.00	23,940.00	24,540.00	25,152.00	25,776.00	26,424.00	27,084.00
	7.5	Hourly	10,685	10,956	11,233	11,510	11,798	12,092	12,335	12,578	12,821	13,064
		Bi-Weekly	854.80	876.48	898.64	920.80	943.84	967.36	991.36	1,016.32	1,041.68	1,067.52
		Monthly	1,852.00	1,899.00	1,947.00	1,995.00	2,045.00	2,096.00	2,148.00	2,202.00	2,257.00	2,313.00
		Annual	22,224.00	22,788.00	23,364.00	23,940.00	24,540.00	25,152.00	25,776.00	26,424.00	27,084.00	27,756.00
	8.0	Hourly	10,956	11,233	11,510	11,798	12,092	12,335	12,578	12,821	13,064	13,307
		Bi-Weekly	876.48	898.64	920.80	943.84	967.36	991.36	1,016.32	1,041.68	1,067.52	1,094.80
		Monthly	1,899.00	1,947.00	1,995.00	2,045.00	2,096.00	2,148.00	2,202.00	2,257.00	2,313.00	2,370.00
		Annual	22,788.00	23,364.00	23,940.00	24,540.00	25,152.00	25,776.00	26,424.00	27,084.00	27,756.00	28,464.00
	8.5	Hourly	11,233	11,510	11,798	12,092	12,335	12,578	12,821	13,064	13,307	13,550
		Bi-Weekly	898.64	920.80	943.84	967.36	991.36	1,016.32	1,041.68	1,067.52	1,094.80	1,121.52
		Monthly	1,947.00	1,995.00	2,045.00	2,096.00	2,148.00	2,202.00	2,257.00	2,313.00	2,370.00	2,430.00
		Annual	23,364.00	23,940.00	24,540.00	25,152.00	25,776.00	26,424.00	27,084.00	27,756.00	28,464.00	29,208.00
	9.0	Hourly	11,510	11,798	12,092	12,335	12,578	12,821	13,064	13,307	13,550	13,793
		Bi-Weekly	920.80	943.84	967.36	991.36	1,016.32	1,041.68	1,067.52	1,094.80	1,121.52	1,149.68
		Monthly	1,995.00	2,045.00	2,096.00	2,148.00	2,202.00	2,257.00	2,313.00	2,370.00	2,430.00	2,491.00
		Annual	23,940.00	24,540.00	25,152.00	25,776.00	26,424.00	27,084.00	27,756.00	28,464.00	29,208.00	30,000.00

**SALINAS VALLEY SOLID WASTE AUTHORITY
SALARY SCHEDULE
SEPTEMBER 26, 2013**

Rev (09/13)

POSITION	SALARY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10 2.50%	STEP 11 2%
	9.5	Hourly	11,798	12,092	12,392	12,704	13,021	13,344	13,685	14,019	14,371	15,029
		Bi-Weekly	943.84	967.36	991.36	1,016.32	1,041.68	1,067.52	1,094.80	1,121.52	1,149.68	1,202.31
		Monthly	2,045.00	2,096.00	2,148.00	2,202.00	2,257.00	2,313.00	2,372.00	2,430.00	2,554.00	2,605.00
		Annual	24,540.00	25,152.00	25,776.00	26,424.00	27,084.00	27,756.00	28,464.00	29,160.00	30,648.00	31,260.00
	10.0	Hourly	12,092	12,392	12,704	13,021	13,344	13,685	14,019	14,371	15,104	15,404
		Bi-Weekly	967.36	991.36	1,016.32	1,041.68	1,067.52	1,094.80	1,121.52	1,149.68	1,208.32	1,232.31
		Monthly	2,096.00	2,148.00	2,202.00	2,257.00	2,313.00	2,372.00	2,430.00	2,491.00	2,618.00	2,670.00
		Annual	25,152.00	25,776.00	26,424.00	27,084.00	27,756.00	28,464.00	29,160.00	30,648.00	31,416.00	32,040.00
Diversion Worker I	10.5	Hourly	12,392	12,704	13,021	13,344	13,685	14,019	14,371	15,104	15,479	15,790
		Bi-Weekly	991.36	1,016.32	1,041.68	1,067.52	1,094.80	1,121.52	1,149.68	1,208.32	1,238.32	1,263.23
		Monthly	2,148.00	2,202.00	2,257.00	2,313.00	2,372.00	2,430.00	2,491.00	2,554.00	2,683.00	2,737.00
		Annual	25,776.00	26,424.00	27,084.00	27,756.00	28,464.00	29,160.00	29,892.00	31,416.00	32,196.00	32,844.00
	11.0	Hourly	12,704	13,021	13,344	13,685	14,019	14,371	14,735	15,104	15,865	16,183
		Bi-Weekly	1,016.32	1,041.68	1,067.52	1,094.80	1,121.52	1,149.68	1,178.80	1,208.32	1,269.20	1,294.62
		Monthly	2,202.00	2,257.00	2,313.00	2,372.00	2,430.00	2,491.00	2,554.00	2,618.00	2,750.00	2,805.00
		Annual	26,424.00	27,084.00	27,756.00	28,464.00	29,160.00	29,892.00	30,648.00	31,416.00	33,000.00	33,660.00
	11.5	Hourly	13,021	13,344	13,685	14,019	14,371	14,735	15,104	15,479	16,258	16,581
		Bi-Weekly	1,041.68	1,067.52	1,094.80	1,121.52	1,149.68	1,178.80	1,208.32	1,238.32	1,300.64	1,326.46
		Monthly	2,257.00	2,313.00	2,372.00	2,430.00	2,491.00	2,554.00	2,618.00	2,683.00	2,818.00	2,874.00
		Annual	27,084.00	27,756.00	28,464.00	29,160.00	29,892.00	30,648.00	31,416.00	32,196.00	33,816.00	34,488.00
	12.0	Hourly	13,344	13,685	14,019	14,371	14,735	15,104	15,479	16,258	16,673	17,008
		Bi-Weekly	1,067.52	1,094.80	1,121.52	1,149.68	1,178.80	1,208.32	1,238.32	1,300.64	1,333.84	1,360.62
		Monthly	2,313.00	2,372.00	2,430.00	2,491.00	2,554.00	2,618.00	2,683.00	2,818.00	2,890.00	2,948.00
		Annual	27,756.00	28,464.00	29,160.00	29,892.00	30,648.00	31,416.00	32,196.00	33,816.00	34,680.00	35,376.00
	12.5	Hourly	13,685	14,019	14,371	14,735	15,104	15,479	15,865	16,258	17,088	17,429
		Bi-Weekly	1,094.80	1,121.52	1,149.68	1,178.80	1,208.32	1,238.32	1,269.20	1,300.64	1,367.04	1,394.31
		Monthly	2,372.00	2,430.00	2,491.00	2,554.00	2,618.00	2,683.00	2,750.00	2,818.00	2,962.00	3,021.00
		Annual	28,464.00	29,160.00	29,892.00	30,648.00	31,416.00	32,196.00	33,000.00	34,680.00	35,544.00	36,252.00
	13.0	Hourly	14,019	14,371	14,735	15,104	15,479	15,865	16,258	17,088	17,515	17,867
		Bi-Weekly	1,121.52	1,149.68	1,178.80	1,208.32	1,238.32	1,269.20	1,300.64	1,333.84	1,401.20	1,429.38
		Monthly	2,430.00	2,491.00	2,554.00	2,618.00	2,683.00	2,750.00	2,818.00	2,962.00	3,036.00	3,097.00
		Annual	29,160.00	29,892.00	30,648.00	31,416.00	32,196.00	33,000.00	34,680.00	35,544.00	36,432.00	37,164.00

SALINAS VALLEY SOLID WASTE AUTHORITY
SALARY SCHEDULE
SEPTEMBER 26, 2013

Rev (09/13)

POSITION	SALARY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10 2.50%	STEP 11 2%
Diversion Worker II	13.5	Hourly	14,371	15,104	15,479	15,865	16,258	16,673	17,088	17,515	17,948	18,306
		Bi-Weekly	1,149.68	1,178.80	1,208.32	1,238.32	1,269.20	1,300.64	1,333.84	1,367.04	1,401.20	1,435.84
		Monthly	2,491.00	2,554.00	2,618.00	2,683.00	2,750.00	2,818.00	2,890.00	2,962.00	3,036.00	3,111.00
		Annual	29,892.00	30,648.00	31,416.00	32,196.00	33,000.00	33,816.00	34,680.00	35,544.00	36,432.00	37,332.00
	14.0	Hourly	14,735	15,104	15,479	15,865	16,258	16,673	17,088	17,515	17,948	18,398
		Bi-Weekly	1,178.80	1,208.32	1,238.32	1,269.20	1,300.64	1,333.84	1,367.04	1,401.20	1,435.84	1,471.84
		Monthly	2,554.00	2,618.00	2,683.00	2,750.00	2,818.00	2,890.00	2,962.00	3,036.00	3,111.00	3,189.00
		Annual	30,648.00	31,416.00	32,196.00	33,000.00	33,816.00	34,680.00	35,544.00	36,432.00	37,332.00	38,268.00
	14.5	Hourly	15,104	15,479	15,865	16,258	16,673	17,088	17,515	17,948	18,398	18,860
		Bi-Weekly	1,208.32	1,238.32	1,269.20	1,300.64	1,333.84	1,367.04	1,401.20	1,435.84	1,471.84	1,508.80
		Monthly	2,618.00	2,683.00	2,750.00	2,818.00	2,890.00	2,962.00	3,036.00	3,111.00	3,189.00	3,269.00
		Annual	31,416.00	32,196.00	33,000.00	33,816.00	34,680.00	35,544.00	36,432.00	37,332.00	38,268.00	39,228.00
	15.0	Hourly	15,479	15,865	16,258	16,673	17,088	17,515	17,948	18,398	18,860	19,338
		Bi-Weekly	1,238.32	1,269.20	1,300.64	1,333.84	1,367.04	1,401.20	1,435.84	1,471.84	1,508.80	1,547.04
		Monthly	2,683.00	2,750.00	2,818.00	2,890.00	2,962.00	3,036.00	3,111.00	3,189.00	3,269.00	3,352.00
		Annual	32,196.00	33,000.00	33,816.00	34,680.00	35,544.00	36,432.00	37,332.00	38,268.00	39,228.00	40,224.00
	15.5	Hourly	15,865	16,258	16,673	17,088	17,515	17,948	18,398	18,860	19,338	19,725
		Bi-Weekly	1,269.20	1,300.64	1,333.84	1,367.04	1,401.20	1,435.84	1,471.84	1,508.80	1,547.04	1,584.96
		Monthly	2,750.00	2,818.00	2,890.00	2,962.00	3,036.00	3,111.00	3,189.00	3,269.00	3,352.00	3,434.00
		Annual	33,000.00	33,816.00	34,680.00	35,544.00	36,432.00	37,332.00	38,268.00	39,228.00	40,224.00	41,208.00
	16.0	Hourly	16,258	16,673	17,088	17,515	17,948	18,398	18,860	19,338	19,812	20,313
		Bi-Weekly	1,300.64	1,333.84	1,367.04	1,401.20	1,435.84	1,471.84	1,508.80	1,547.04	1,584.96	1,625.04
		Monthly	2,818.00	2,890.00	2,962.00	3,036.00	3,111.00	3,189.00	3,269.00	3,352.00	3,434.00	3,521.00
		Annual	33,816.00	34,680.00	35,544.00	36,432.00	37,332.00	38,268.00	39,228.00	40,224.00	41,208.00	42,252.00
	16.5	Hourly	16,673	17,088	17,515	17,948	18,398	18,860	19,338	19,812	20,313	20,815
		Bi-Weekly	1,333.84	1,367.04	1,401.20	1,435.84	1,471.84	1,508.80	1,547.04	1,584.96	1,625.04	1,665.20
		Monthly	2,890.00	2,962.00	3,036.00	3,111.00	3,189.00	3,269.00	3,352.00	3,434.00	3,521.00	3,608.00
		Annual	34,680.00	35,544.00	36,432.00	37,332.00	38,268.00	39,228.00	40,224.00	41,208.00	42,252.00	43,296.00
	17.0	Hourly	17,088	17,515	17,948	18,398	18,860	19,338	19,812	20,313	20,815	21,340
		Bi-Weekly	1,367.04	1,401.20	1,435.84	1,471.84	1,508.80	1,547.04	1,584.96	1,625.04	1,665.20	1,707.20
		Monthly	2,962.00	3,036.00	3,111.00	3,189.00	3,269.00	3,352.00	3,434.00	3,521.00	3,608.00	3,699.00
		Annual	35,544.00	36,432.00	37,332.00	38,268.00	39,228.00	40,224.00	41,208.00	42,252.00	43,296.00	44,388.00

**SALINAS VALLEY SOLID WASTE AUTHORITY
SALARY SCHEDULE
SEPTEMBER 26, 2013**

Rev (09/13)

POSITION	SALARY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10 2.50%	STEP 11 2%
HHW Maintenance Worker I	17.5	Hourly	17,515	17,948	18,398	18,860	19,338	19,812	20,313	20,815	21,340	22,298
		Bi-Weekly	1,401.20	1,435.84	1,471.84	1,508.80	1,547.04	1,584.96	1,625.04	1,665.20	1,707.20	1,748.80
		Monthly	3,036.00	3,111.00	3,189.00	3,269.00	3,352.00	3,434.00	3,521.00	3,608.00	3,699.00	3,789.00
		Annual	36,432.00	37,332.00	38,268.00	39,228.00	40,224.00	41,208.00	42,252.00	43,296.00	44,388.00	45,468.00
	18.0	Hourly	17,948	18,398	18,860	19,338	19,812	20,313	20,815	21,340	21,860	22,863
		Bi-Weekly	1,435.84	1,471.84	1,508.80	1,547.04	1,584.96	1,625.04	1,665.20	1,707.20	1,748.80	1,793.04
		Monthly	3,111.00	3,189.00	3,269.00	3,352.00	3,434.00	3,521.00	3,608.00	3,699.00	3,789.00	3,885.00
		Annual	37,332.00	38,268.00	39,228.00	40,224.00	41,208.00	42,252.00	43,296.00	44,388.00	45,468.00	46,620.00
Diversion Driver	18.5	Hourly	18,398	18,860	19,338	19,812	20,313	20,815	21,340	21,860	22,413	23,435
		Bi-Weekly	1,471.84	1,508.80	1,547.04	1,584.96	1,625.04	1,665.20	1,707.20	1,748.80	1,793.04	1,837.84
		Monthly	3,189.00	3,269.00	3,352.00	3,434.00	3,521.00	3,608.00	3,699.00	3,789.00	3,885.00	3,982.00
		Annual	38,268.00	39,228.00	40,224.00	41,208.00	42,252.00	43,296.00	44,388.00	45,468.00	46,620.00	47,784.00
	19.0	Hourly	18,860	19,338	19,812	20,313	20,815	21,340	21,860	22,413	22,973	24,023
		Bi-Weekly	1,508.80	1,547.04	1,584.96	1,625.04	1,665.20	1,707.20	1,748.80	1,793.04	1,837.84	1,921.85
		Monthly	3,269.00	3,352.00	3,434.00	3,521.00	3,608.00	3,699.00	3,789.00	3,885.00	3,982.00	4,164.00
		Annual	39,228.00	40,224.00	41,208.00	42,252.00	43,296.00	44,388.00	45,468.00	46,620.00	47,784.00	49,968.00
HHW Maintenance Worker II Scalehouse Cashier	19.5	Hourly	19,338	19,812	20,313	20,815	21,340	21,860	22,413	22,973	23,550	24,617
		Bi-Weekly	1,547.04	1,584.96	1,625.04	1,665.20	1,707.20	1,748.80	1,837.84	1,884.00	1,930.64	1,969.38
		Monthly	3,352.00	3,434.00	3,521.00	3,608.00	3,699.00	3,789.00	3,885.00	3,982.00	4,082.00	4,267.00
		Annual	40,224.00	41,208.00	42,252.00	43,296.00	44,388.00	45,468.00	46,620.00	47,784.00	48,984.00	51,204.00
Administrative Assistant I	20.0	Hourly	19,812	20,313	20,815	21,340	21,860	22,413	22,973	23,550	24,133	25,235
		Bi-Weekly	1,584.96	1,625.04	1,665.20	1,707.20	1,748.80	1,793.04	1,837.84	1,884.00	1,930.64	2,018.77
		Monthly	3,434.00	3,521.00	3,608.00	3,699.00	3,789.00	3,885.00	3,982.00	4,082.00	4,183.00	4,374.00
		Annual	41,208.00	42,252.00	43,296.00	44,388.00	45,468.00	46,620.00	47,784.00	48,984.00	50,196.00	52,488.00
	20.5	Hourly	20,313	20,815	21,340	21,860	22,413	22,973	23,550	24,133	24,738	25,869
		Bi-Weekly	1,625.04	1,665.20	1,707.20	1,748.80	1,793.04	1,837.84	1,884.00	1,930.64	1,979.04	2,069.54
		Monthly	3,521.00	3,608.00	3,699.00	3,789.00	3,885.00	3,982.00	4,082.00	4,183.00	4,288.00	4,484.00
		Annual	42,252.00	43,296.00	44,388.00	45,468.00	46,620.00	47,784.00	48,984.00	50,196.00	51,456.00	53,808.00
Administrative Assistant II Equipment Operator/Driver	21.0	Hourly	20,815	21,340	21,860	22,413	22,973	23,550	24,133	24,738	25,362	26,515
		Bi-Weekly	1,665.20	1,707.20	1,748.80	1,793.04	1,837.84	1,884.00	1,930.64	1,979.04	2,028.96	2,121.23
		Monthly	3,608.00	3,699.00	3,789.00	3,885.00	3,982.00	4,082.00	4,183.00	4,288.00	4,396.00	4,596.00
		Annual	43,296.00	44,388.00	45,468.00	46,620.00	47,784.00	48,984.00	50,196.00	51,456.00	52,752.00	55,152.00

SALINAS VALLEY SOLID WASTE AUTHORITY
SALARY SCHEDULE
SEPTEMBER 26, 2013

Rev (09/13)

POSITION	SALARY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10 2.50%	STEP 11 2%
Accounting Technician Equipment Operator Lead Human Resources Generalist Resource Recovery Tech	21.5	Hourly	21,340	21,860	22,413	22,973	23,550	24,133	24,738	25,362	25,996	26,648
		Bi-Weekly	1,707.20	1,748.80	1,793.04	1,837.84	1,884.00	1,930.64	1,979.04	2,028.96	2,079.68	2,131.84
		Monthly	3,699.00	3,789.00	3,885.00	3,982.00	4,082.00	4,183.00	4,288.00	4,396.00	4,506.00	4,619.00
		Annual	44,388.00	45,468.00	46,620.00	47,784.00	48,984.00	50,196.00	51,456.00	52,752.00	54,072.00	55,428.00
	22.0	Hourly	21,860	22,413	22,973	23,550	24,133	24,738	25,362	25,996	26,648	27,312
		Bi-Weekly	1,748.80	1,793.04	1,837.84	1,884.00	1,930.64	1,979.04	2,028.96	2,079.68	2,131.84	2,184.96
		Monthly	3,789.00	3,885.00	3,982.00	4,082.00	4,183.00	4,288.00	4,396.00	4,506.00	4,619.00	4,734.00
		Annual	45,468.00	46,620.00	47,784.00	48,984.00	50,196.00	51,456.00	52,752.00	54,072.00	55,428.00	56,808.00
	22.5	Hourly	22,413	22,973	23,550	24,133	24,738	25,362	25,996	26,648	27,312	27,998
		Bi-Weekly	1,793.04	1,837.84	1,884.00	1,930.64	1,979.04	2,028.96	2,079.68	2,131.84	2,184.96	2,239.84
		Monthly	3,885.00	3,982.00	4,082.00	4,183.00	4,288.00	4,396.00	4,506.00	4,619.00	4,734.00	4,853.00
		Annual	46,620.00	47,784.00	48,984.00	50,196.00	51,456.00	52,752.00	54,072.00	55,428.00	56,808.00	58,236.00
	23.0	Hourly	22,973	23,550	24,133	24,738	25,362	25,996	26,648	27,312	27,998	28,696
		Bi-Weekly	1,837.84	1,884.00	1,930.64	1,979.04	2,028.96	2,079.68	2,131.84	2,184.96	2,239.84	2,295.68
		Monthly	3,982.00	4,082.00	4,183.00	4,288.00	4,396.00	4,506.00	4,619.00	4,734.00	4,853.00	4,974.00
		Annual	47,784.00	48,984.00	50,196.00	51,456.00	52,752.00	54,072.00	55,428.00	56,808.00	58,236.00	59,688.00
	23.5	Hourly	23,550	24,133	24,738	25,362	25,996	26,648	27,312	27,998	28,696	29,412
		Bi-Weekly	1,884.00	1,930.64	1,979.04	2,028.96	2,079.68	2,131.84	2,184.96	2,239.84	2,295.68	2,352.96
		Monthly	4,082.00	4,183.00	4,288.00	4,396.00	4,506.00	4,619.00	4,734.00	4,853.00	4,974.00	5,098.00
		Annual	48,984.00	50,196.00	51,456.00	52,752.00	54,072.00	55,428.00	56,808.00	58,236.00	59,688.00	61,176.00
	24.0	Hourly	24,133	24,738	25,362	25,996	26,648	27,312	27,998	28,696	29,412	30,144
		Bi-Weekly	1,930.64	1,979.04	2,028.96	2,079.68	2,131.84	2,184.96	2,239.84	2,295.68	2,352.96	2,411.52
		Monthly	4,183.00	4,288.00	4,396.00	4,506.00	4,619.00	4,734.00	4,853.00	4,974.00	5,098.00	5,225.00
		Annual	50,196.00	51,456.00	52,752.00	54,072.00	55,428.00	56,808.00	58,236.00	59,688.00	61,176.00	62,700.00
	24.5	Hourly	24,738	25,362	25,996	26,648	27,312	27,998	28,696	29,412	30,144	30,906
		Bi-Weekly	1,979.04	2,028.96	2,079.68	2,131.84	2,184.96	2,239.84	2,295.68	2,352.96	2,411.52	2,472.48
		Monthly	4,288.00	4,396.00	4,506.00	4,619.00	4,734.00	4,853.00	4,974.00	5,098.00	5,225.00	5,357.00
		Annual	51,456.00	52,752.00	54,072.00	55,428.00	56,808.00	58,236.00	59,688.00	61,176.00	62,700.00	64,284.00
	25.0	Hourly	25,362	25,996	26,648	27,312	27,998	28,696	29,412	30,144	30,906	31,679
		Bi-Weekly	2,028.96	2,079.68	2,131.84	2,184.96	2,239.84	2,295.68	2,352.96	2,411.52	2,472.48	2,534.32
		Monthly	4,396.00	4,506.00	4,619.00	4,734.00	4,853.00	4,974.00	5,098.00	5,225.00	5,357.00	5,491.00
		Annual	52,752.00	54,072.00	55,428.00	56,808.00	58,236.00	59,688.00	61,176.00	62,700.00	64,284.00	65,892.00
HHW Technician Solid Waste Technician I	24.5	Hourly	24,738	25,362	25,996	26,648	27,312	27,998	28,696	29,412	30,144	30,906
		Bi-Weekly	1,979.04	2,028.96	2,079.68	2,131.84	2,184.96	2,239.84	2,295.68	2,352.96	2,411.52	2,472.48
		Monthly	4,288.00	4,396.00	4,506.00	4,619.00	4,734.00	4,853.00	4,974.00	5,098.00	5,225.00	5,357.00
		Annual	51,456.00	52,752.00	54,072.00	55,428.00	56,808.00	58,236.00	59,688.00	61,176.00	62,700.00	64,284.00
	25.0	Hourly	25,362	25,996	26,648	27,312	27,998	28,696	29,412	30,144	30,906	31,679
		Bi-Weekly	2,028.96	2,079.68	2,131.84	2,184.96	2,239.84	2,295.68	2,352.96	2,411.52	2,472.48	2,534.32
		Monthly	4,396.00	4,506.00	4,619.00	4,734.00	4,853.00	4,974.00	5,098.00	5,225.00	5,357.00	5,491.00
		Annual	52,752.00	54,072.00	55,428.00	56,808.00	58,236.00	59,688.00	61,176.00	62,700.00	64,284.00	65,892.00
	25.5	Hourly	25,996	26,648	27,312	27,998	28,696	29,412	30,144	30,906	31,679	32,452
		Bi-Weekly	2,079.68	2,131.84	2,184.96	2,239.84	2,295.68	2,352.96	2,411.52	2,472.48	2,534.32	2,596.64
		Monthly	4,506.00	4,619.00	4,734.00	4,853.00	4,974.00	5,098.00	5,225.00	5,357.00	5,491.00	5,625.00
		Annual	54,072.00	55,428.00	56,808.00	58,236.00	59,688.00	61,176.00	62,700.00	64,284.00	65,892.00	67,520.00

SALINAS VALLEY SOLID WASTE AUTHORITY
SALARY SCHEDULE
SEPTEMBER 26, 2013

Rev (09/13)

POSITION	SALARY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10 2.50%	STEP 11 2%
Clerk of the Board	25.5	Hourly	25,996	26,648	27,312	27,998	28,696	29,412	30,144	30,906	31,679	32,469
		Bi-Weekly	2,079.68	2,131.84	2,184.96	2,239.84	2,295.68	2,352.96	2,411.52	2,472.48	2,534.32	2,597.52
		Monthly	4,506.00	4,619.00	4,734.00	4,853.00	4,974.00	5,098.00	5,225.00	5,357.00	5,491.00	5,628.00
		Annual	54,072.00	55,428.00	56,808.00	58,236.00	59,688.00	61,176.00	62,700.00	64,284.00	65,892.00	67,536.00
	26.0	Hourly	26,648	27,312	27,998	28,696	29,412	30,144	30,906	31,679	32,469	33,283
		Bi-Weekly	2,131.84	2,184.96	2,239.84	2,295.68	2,352.96	2,411.52	2,472.48	2,534.32	2,597.52	2,662.64
		Monthly	4,619.00	4,734.00	4,853.00	4,974.00	5,098.00	5,225.00	5,357.00	5,491.00	5,628.00	5,769.00
		Annual	55,428.00	56,808.00	58,236.00	59,688.00	61,176.00	62,700.00	64,284.00	65,892.00	67,536.00	69,228.00
	26.5	Hourly	27,312	27,998	28,696	29,412	30,144	30,906	31,679	32,469	33,283	34,113
		Bi-Weekly	2,184.96	2,239.84	2,295.68	2,352.96	2,411.52	2,472.48	2,534.32	2,597.52	2,662.64	2,729.04
		Monthly	4,734.00	4,853.00	4,974.00	5,098.00	5,225.00	5,357.00	5,491.00	5,628.00	5,769.00	5,913.00
		Annual	56,808.00	58,236.00	59,688.00	61,176.00	62,700.00	64,284.00	65,892.00	67,536.00	69,228.00	70,956.00
	27.0	Hourly	27,998	28,696	29,412	30,144	30,906	31,679	32,469	33,283	34,113	34,967
		Bi-Weekly	2,239.84	2,295.68	2,352.96	2,411.52	2,472.48	2,534.32	2,597.52	2,662.64	2,729.04	2,797.36
		Monthly	4,853.00	4,974.00	5,098.00	5,225.00	5,357.00	5,491.00	5,628.00	5,769.00	5,913.00	6,061.00
		Annual	58,236.00	59,688.00	61,176.00	62,700.00	64,284.00	65,892.00	67,536.00	69,228.00	70,956.00	72,732.00
	27.5	Hourly	28,696	29,412	30,144	30,906	31,679	32,469	33,283	34,113	34,967	35,838
		Bi-Weekly	2,295.68	2,352.96	2,411.52	2,472.48	2,534.32	2,597.52	2,662.64	2,729.04	2,797.36	2,867.04
		Monthly	4,974.00	5,098.00	5,225.00	5,357.00	5,491.00	5,628.00	5,769.00	5,913.00	6,061.00	6,212.00
		Annual	59,688.00	61,176.00	62,700.00	64,284.00	65,892.00	67,536.00	69,228.00	70,956.00	72,732.00	74,544.00
	28.0	Hourly	29,412	30,144	30,906	31,679	32,469	33,283	34,113	34,967	35,838	36,744
		Bi-Weekly	2,352.96	2,411.52	2,472.48	2,534.32	2,597.52	2,662.64	2,729.04	2,797.36	2,867.04	2,939.52
		Monthly	5,098.00	5,225.00	5,357.00	5,491.00	5,628.00	5,769.00	5,913.00	6,061.00	6,212.00	6,369.00
		Annual	61,176.00	62,700.00	64,284.00	65,892.00	67,536.00	69,228.00	70,956.00	72,732.00	74,544.00	76,428.00
	28.5	Hourly	30,144	30,906	31,679	32,469	33,283	34,113	34,967	35,838	36,744	37,656
		Bi-Weekly	2,411.52	2,472.48	2,534.32	2,597.52	2,662.64	2,729.04	2,797.36	2,867.04	2,939.52	3,012.48
		Monthly	5,225.00	5,357.00	5,491.00	5,628.00	5,769.00	5,913.00	6,061.00	6,212.00	6,369.00	6,527.00
		Annual	62,700.00	64,284.00	65,892.00	67,536.00	69,228.00	70,956.00	72,732.00	74,544.00	76,428.00	78,324.00
	29.0	Hourly	30,906	31,679	32,469	33,283	34,113	34,967	35,838	36,744	37,656	38,596
		Bi-Weekly	2,472.48	2,534.32	2,597.52	2,662.64	2,729.04	2,797.36	2,867.04	2,939.52	3,012.48	3,087.68
		Monthly	5,357.00	5,491.00	5,628.00	5,769.00	5,913.00	6,061.00	6,212.00	6,369.00	6,527.00	6,690.00
		Annual	64,284.00	65,892.00	67,536.00	69,228.00	70,956.00	72,732.00	74,544.00	76,428.00	78,324.00	80,280.00

**SALINAS VALLEY SOLID WASTE AUTHORITY
SALARY SCHEDULE
SEPTEMBER 26, 2013**

Rev (09/13)

POSITION	SALARY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10 2.50%	STEP 11 2%
Accountant Business Services Supervisor Contracts & Grants Analyst Field Operations Supervisor I Recycling Coordinator	29.5	Hourly	31,679	32,469	33,263	34,113	34,967	35,838	36,744	37,656	38,596	40,356
		Bi-Weekly	2,534.32	2,597.52	2,662.64	2,729.04	2,797.36	2,867.04	2,939.52	3,012.48	3,087.68	3,165.20
		Monthly	5,491.00	5,628.00	5,769.00	5,913.00	6,061.00	6,212.00	6,369.00	6,527.00	6,690.00	6,858.00
		Annual	65,892.00	67,536.00	69,228.00	70,956.00	72,732.00	74,544.00	76,428.00	78,324.00	80,280.00	83,940.00
30.0	30.0	Hourly	32,469	33,263	34,113	34,967	35,838	36,744	37,656	38,596	39,565	41,371
		Bi-Weekly	2,597.52	2,662.64	2,729.04	2,797.36	2,867.04	2,939.52	3,012.48	3,087.68	3,165.20	3,244.64
		Monthly	5,628.00	5,769.00	5,913.00	6,061.00	6,212.00	6,369.00	6,527.00	6,690.00	6,858.00	7,030.00
		Annual	67,536.00	69,228.00	70,956.00	72,732.00	74,544.00	76,428.00	78,324.00	80,280.00	82,296.00	84,360.00
30.5	30.5	Hourly	33,263	34,113	34,967	35,838	36,744	37,656	38,596	39,565	40,558	42,398
		Bi-Weekly	2,662.64	2,729.04	2,797.36	2,867.04	2,939.52	3,012.48	3,087.68	3,165.20	3,244.64	3,325.36
		Monthly	5,769.00	5,913.00	6,061.00	6,212.00	6,369.00	6,527.00	6,690.00	6,858.00	7,030.00	7,205.00
		Annual	69,228.00	70,956.00	72,732.00	74,544.00	76,428.00	78,324.00	80,280.00	82,296.00	84,360.00	86,460.00
31.0	31.0	Hourly	34,113	34,967	35,838	36,744	37,656	38,596	39,565	40,558	41,567	43,460
		Bi-Weekly	2,729.04	2,797.36	2,867.04	2,939.52	3,012.48	3,087.68	3,165.20	3,244.64	3,325.36	3,408.48
		Monthly	5,913.00	6,061.00	6,212.00	6,369.00	6,527.00	6,690.00	6,858.00	7,030.00	7,205.00	7,385.00
		Annual	70,956.00	72,732.00	74,544.00	76,428.00	78,324.00	80,280.00	82,296.00	84,360.00	86,460.00	88,620.00
31.5	31.5	Hourly	34,967	35,838	36,744	37,656	38,596	39,565	40,558	41,567	42,606	44,538
		Bi-Weekly	2,797.36	2,867.04	2,939.52	3,012.48	3,087.68	3,165.20	3,244.64	3,325.36	3,408.48	3,493.36
		Monthly	6,061.00	6,212.00	6,369.00	6,527.00	6,690.00	6,858.00	7,030.00	7,205.00	7,385.00	7,569.00
		Annual	72,732.00	74,544.00	76,428.00	78,324.00	80,280.00	82,296.00	84,360.00	86,460.00	88,620.00	90,828.00
32.0	32.0	Hourly	35,838	36,744	37,656	38,596	39,565	40,558	41,567	42,606	43,667	45,658
		Bi-Weekly	2,867.04	2,939.52	3,012.48	3,087.68	3,165.20	3,244.64	3,325.36	3,408.48	3,493.36	3,581.04
		Monthly	6,212.00	6,369.00	6,527.00	6,690.00	6,858.00	7,030.00	7,205.00	7,385.00	7,569.00	7,759.00
		Annual	74,544.00	76,428.00	78,324.00	80,280.00	82,296.00	84,360.00	86,460.00	88,620.00	90,828.00	93,108.00
32.5	32.5	Hourly	36,744	37,656	38,596	39,565	40,558	41,567	42,606	43,667	44,763	46,794
		Bi-Weekly	2,939.52	3,012.48	3,087.68	3,165.20	3,244.64	3,325.36	3,408.48	3,493.36	3,581.04	3,670.16
		Monthly	6,369.00	6,527.00	6,690.00	6,858.00	7,030.00	7,205.00	7,385.00	7,569.00	7,759.00	7,952.00
		Annual	76,428.00	78,324.00	80,280.00	82,296.00	84,360.00	86,460.00	88,620.00	90,828.00	93,108.00	95,424.00
33.0	33.0	Hourly	37,656	38,596	39,565	40,558	41,567	42,606	43,667	44,763	45,877	47,971
		Bi-Weekly	3,012.48	3,087.68	3,165.20	3,244.64	3,325.36	3,408.48	3,493.36	3,581.04	3,670.16	3,762.48
		Monthly	6,527.00	6,690.00	6,858.00	7,030.00	7,205.00	7,385.00	7,569.00	7,759.00	7,952.00	8,152.00
		Annual	78,324.00	80,280.00	82,296.00	84,360.00	86,460.00	88,620.00	90,828.00	93,108.00	95,424.00	97,824.00

SALINAS VALLEY SOLID WASTE AUTHORITY
SALARY SCHEDULE
SEPTEMBER 26, 2013

Rev (09/13)

POSITION	SALARY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10 2.50%	STEP 11 2%
Human Resources/ Organizational Development Manager	33.5	Hourly	38,596	39,565	40,558	41,567	42,606	43,667	44,763	45,877	47,031	48,208
		Bi-Weekly	3,087.68	3,165.20	3,244.64	3,325.36	3,408.48	3,493.36	3,581.04	3,670.16	3,762.48	3,856.64
		Monthly	6,690.00	6,858.00	7,030.00	7,205.00	7,385.00	7,569.00	7,759.00	7,952.00	8,152.00	8,356.00
		Annual	80,280.00	82,296.00	84,360.00	86,460.00	88,620.00	90,828.00	93,108.00	95,424.00	97,824.00	100,272.00
	34.0	Hourly	39,565	40,558	41,567	42,606	43,667	44,763	45,877	47,031	48,208	49,408
		Bi-Weekly	3,165.20	3,244.64	3,325.36	3,408.48	3,493.36	3,581.04	3,670.16	3,762.48	3,856.64	3,952.64
		Monthly	6,858.00	7,030.00	7,205.00	7,385.00	7,569.00	7,759.00	7,952.00	8,152.00	8,356.00	8,564.00
		Annual	82,296.00	84,360.00	86,460.00	88,620.00	90,828.00	93,108.00	95,424.00	97,824.00	100,272.00	102,768.00
	34.5	Hourly	40,558	41,567	42,606	43,667	44,763	45,877	47,031	48,208	49,408	50,642
		Bi-Weekly	3,244.64	3,325.36	3,408.48	3,493.36	3,581.04	3,670.16	3,762.48	3,856.64	3,952.64	4,051.36
		Monthly	7,030.00	7,205.00	7,385.00	7,569.00	7,759.00	7,952.00	8,152.00	8,356.00	8,564.00	8,778.00
		Annual	84,360.00	86,460.00	88,620.00	90,828.00	93,108.00	95,424.00	97,824.00	100,272.00	102,768.00	105,336.00
Operations Manager	35.0	Hourly	41,567	42,606	43,667	44,763	45,877	47,031	48,208	49,408	50,642	51,906
		Bi-Weekly	3,325.36	3,408.48	3,493.36	3,581.04	3,670.16	3,762.48	3,856.64	3,952.64	4,051.36	4,152.48
		Monthly	7,205.00	7,385.00	7,569.00	7,759.00	7,952.00	8,152.00	8,356.00	8,564.00	8,778.00	8,997.00
		Annual	86,460.00	88,620.00	90,828.00	93,108.00	95,424.00	97,824.00	100,272.00	102,768.00	105,336.00	107,964.00
Finance Manager	35.5	Hourly	42,606	43,667	44,763	45,877	47,031	48,208	49,408	50,642	51,906	53,210
		Bi-Weekly	3,408.48	3,493.36	3,581.04	3,670.16	3,762.48	3,856.64	3,952.64	4,051.36	4,152.48	4,256.80
		Monthly	7,385.00	7,569.00	7,759.00	7,952.00	8,152.00	8,356.00	8,564.00	8,778.00	8,997.00	9,223.00
		Annual	88,620.00	90,828.00	93,108.00	95,424.00	97,824.00	100,272.00	102,768.00	105,336.00	107,964.00	110,676.00
	36.0	Hourly	43,667	44,763	45,877	47,031	48,208	49,408	50,642	51,906	53,210	54,537
		Bi-Weekly	3,493.36	3,581.04	3,670.16	3,762.48	3,856.64	3,952.64	4,051.36	4,152.48	4,256.80	4,362.96
		Monthly	7,569.00	7,759.00	7,952.00	8,152.00	8,356.00	8,564.00	8,778.00	8,997.00	9,223.00	9,453.00
		Annual	90,828.00	93,108.00	95,424.00	97,824.00	100,272.00	102,768.00	105,336.00	107,964.00	110,676.00	113,436.00
	36.5	Hourly	44,763	45,877	47,031	48,208	49,408	50,642	51,906	53,210	54,537	55,904
		Bi-Weekly	3,581.04	3,670.16	3,762.48	3,856.64	3,952.64	4,051.36	4,152.48	4,256.80	4,362.96	4,472.32
		Monthly	7,759.00	7,952.00	8,152.00	8,356.00	8,564.00	8,778.00	8,997.00	9,223.00	9,453.00	9,690.00
		Annual	93,108.00	95,424.00	97,824.00	100,272.00	102,768.00	105,336.00	107,964.00	110,676.00	113,436.00	116,280.00
	37.0	Hourly	45,877	47,031	48,208	49,408	50,642	51,906	53,210	54,537	55,904	57,023
		Bi-Weekly	3,670.16	3,762.48	3,856.64	3,952.64	4,051.36	4,152.48	4,256.80	4,362.96	4,472.32	4,584.00
		Monthly	7,952.00	8,152.00	8,356.00	8,564.00	8,778.00	8,997.00	9,223.00	9,453.00	9,690.00	9,932.00
		Annual	95,424.00	97,824.00	100,272.00	102,768.00	105,336.00	107,964.00	110,676.00	113,436.00	116,280.00	119,184.00

SALINAS VALLEY SOLID WASTE AUTHORITY
SALARY SCHEDULE
SEPTEMBER 26, 2013

Rev (09/13)

POSITION	SALARY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10 2.50%	STEP 11 2%
Division Manager	37.5	Hourly	47,031	48,208	49,408	50,642	51,906	53,210	54,537	55,904	57,300	58,731
		Bi-Weekly	3,762.48	3,856.64	3,952.64	4,051.36	4,152.48	4,256.80	4,362.96	4,472.32	4,584.00	4,698.48
		Monthly	8,152.00	8,356.00	8,564.00	8,778.00	8,997.00	9,223.00	9,453.00	9,690.00	9,932.00	10,180.00
		Annual	97,824.00	100,272.00	102,768.00	105,336.00	107,964.00	110,676.00	113,436.00	116,280.00	119,184.00	122,160.00
Division Manager	38.0	Hourly	48,208	49,408	50,642	51,906	53,210	54,537	55,904	57,300	58,731	60,196
		Bi-Weekly	3,856.64	3,952.64	4,051.36	4,152.48	4,256.80	4,362.96	4,472.32	4,584.00	4,698.48	4,815.68
		Monthly	8,356.00	8,564.00	8,778.00	8,997.00	9,223.00	9,453.00	9,690.00	9,932.00	10,180.00	10,434.00
		Annual	100,272.00	102,768.00	105,336.00	107,964.00	110,676.00	113,436.00	116,280.00	119,184.00	122,160.00	125,208.00
	38.5	Hourly	49,408	50,642	51,906	53,210	54,537	55,904	57,300	58,731	60,196	61,696
		Bi-Weekly	3,952.64	4,051.36	4,152.48	4,256.80	4,362.96	4,472.32	4,584.00	4,698.48	4,815.68	4,935.68
		Monthly	8,564.00	8,778.00	8,997.00	9,223.00	9,453.00	9,690.00	9,932.00	10,180.00	10,434.00	10,694.00
		Annual	102,768.00	105,336.00	107,964.00	110,676.00	113,436.00	116,280.00	119,184.00	122,160.00	125,208.00	128,328.00
	39.0	Hourly	50,642	51,906	53,210	54,537	55,904	57,300	58,731	60,196	61,696	63,242
		Bi-Weekly	4,051.36	4,152.48	4,256.80	4,362.96	4,472.32	4,584.00	4,698.48	4,815.68	4,935.68	5,059.36
		Monthly	8,778.00	8,997.00	9,223.00	9,453.00	9,690.00	9,932.00	10,180.00	10,434.00	10,694.00	10,962.00
		Annual	105,336.00	107,964.00	110,676.00	113,436.00	116,280.00	119,184.00	122,160.00	125,208.00	128,328.00	131,544.00
Authority Engineer	39.5	Hourly	51,906	53,210	54,537	55,904	57,300	58,731	60,196	61,696	63,242	64,817
		Bi-Weekly	4,152.48	4,256.80	4,362.96	4,472.32	4,584.00	4,698.48	4,815.68	4,935.68	5,059.36	5,185.36
		Monthly	8,997.00	9,223.00	9,453.00	9,690.00	9,932.00	10,180.00	10,434.00	10,694.00	10,962.00	11,235.00
		Annual	107,964.00	110,676.00	113,436.00	116,280.00	119,184.00	122,160.00	125,208.00	128,328.00	131,544.00	134,820.00
	40.0	Hourly	53,210	54,537	55,904	57,300	58,731	60,196	61,696	63,242	64,817	66,444
		Bi-Weekly	4,256.80	4,362.96	4,472.32	4,584.00	4,698.48	4,815.68	4,935.68	5,059.36	5,185.36	5,315.52
		Monthly	9,223.00	9,453.00	9,690.00	9,932.00	10,180.00	10,434.00	10,694.00	10,962.00	11,235.00	11,517.00
		Annual	110,676.00	113,436.00	116,280.00	119,184.00	122,160.00	125,208.00	128,328.00	131,544.00	134,820.00	138,204.00
	40.5	Hourly	54,537	55,904	57,300	58,731	60,196	61,696	63,242	64,817	66,444	68,100
		Bi-Weekly	4,362.96	4,472.32	4,584.00	4,698.48	4,815.68	4,935.68	5,059.36	5,185.36	5,315.52	5,448.00
		Monthly	9,453.00	9,690.00	9,932.00	10,180.00	10,434.00	10,694.00	10,962.00	11,235.00	11,517.00	11,804.00
		Annual	113,436.00	116,280.00	119,184.00	122,160.00	125,208.00	128,328.00	131,544.00	134,820.00	138,204.00	141,648.00
	41.0	Hourly	55,904	57,300	58,731	60,196	61,696	63,242	64,817	66,444	68,100	69,808
		Bi-Weekly	4,472.32	4,584.00	4,698.48	4,815.68	4,935.68	5,059.36	5,185.36	5,315.52	5,448.00	5,584.64
		Monthly	9,690.00	9,932.00	10,180.00	10,434.00	10,694.00	10,962.00	11,235.00	11,517.00	11,804.00	12,100.00
		Annual	116,280.00	119,184.00	122,160.00	125,208.00	128,328.00	131,544.00	134,820.00	138,204.00	141,648.00	145,200.00

SALINAS VALLEY SOLID WASTE AUTHORITY
SALARY SCHEDULE
SEPTEMBER 26, 2013

Rev (09/13)

POSITION	SALARY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10 2.50%	STEP 11 2%
	41.5	Hourly	57,300	58,731	60,196	61,696	63,242	64,817	66,444	68,100	69,808	71,556
		Bi-Weekly	4,584.00	4,698.48	4,815.68	4,935.68	5,059.36	5,185.36	5,315.52	5,448.00	5,584.64	5,724.48
		Monthly	9,932.00	10,180.00	10,434.00	10,694.00	10,962.00	11,235.00	11,517.00	11,804.00	12,100.00	12,403.00
		Annual	119,184.00	122,160.00	125,208.00	128,328.00	131,544.00	134,820.00	138,204.00	141,648.00	145,200.00	148,836.00
	42.0	Hourly	58,731	60,196	61,696	63,242	64,817	66,444	68,100	69,808	71,556	73,344
		Bi-Weekly	4,698.48	4,815.68	4,935.68	5,059.36	5,185.36	5,315.52	5,448.00	5,584.64	5,724.48	5,867.52
		Monthly	10,180.00	10,434.00	10,694.00	10,962.00	11,235.00	11,517.00	11,804.00	12,100.00	12,403.00	12,713.00
		Annual	122,160.00	125,208.00	128,328.00	131,544.00	134,820.00	138,204.00	141,648.00	145,200.00	148,836.00	152,556.00
	42.5	Hourly	60,196	61,696	63,242	64,817	66,444	68,100	69,808	71,556	73,344	75,185
		Bi-Weekly	4,815.68	4,935.68	5,059.36	5,185.36	5,315.52	5,448.00	5,584.64	5,724.48	5,867.52	6,014.80
		Monthly	10,434.00	10,694.00	10,962.00	11,235.00	11,517.00	11,804.00	12,100.00	12,403.00	12,713.00	13,032.00
		Annual	125,208.00	128,328.00	131,544.00	134,820.00	138,204.00	141,648.00	145,200.00	148,836.00	152,556.00	156,384.00
General Manager/CAO	N/A (Board Approved Contract)	Hourly										80,792
		Bi-Weekly										6,463.36
		Monthly										14,003.71
		Annual										168,047.69

Bond Debt Service
Salinas Valley Solid Waste Authority
Refunding Revenue Bonds
Series 2014A (AMT)

Period Ending	Principal	Interest	Total	Fiscal Year Ended	Fiscal Year Total
8/1/2014	-	749,855.21	749,855.21		
2/1/2015	-	737,562.50	737,562.50	6/30/2015	1,487,417.71
8/1/2015	-	737,562.50	737,562.50		
2/1/2016	-	737,562.50	737,562.50	6/30/2016	1,475,125.00
8/1/2016	-	737,562.50	737,562.50		
2/1/2017	-	737,562.50	737,562.50	6/30/2017	1,475,125.00
8/1/2017	145,000	737,562.50	882,562.50		
2/1/2018	-	733,937.50	733,937.50	6/30/2018	1,616,500.00
8/1/2018	1,265,000	733,937.50	1,998,937.50		
2/1/2019	-	702,312.50	702,312.50	6/30/2019	2,701,250.00
8/1/2019	1,330,000	702,312.50	2,032,312.50		
2/1/2020	-	669,062.50	669,062.50	6/30/2020	2,701,375.00
8/1/2020	1,400,000	669,062.50	2,069,062.50		
2/1/2021	-	634,062.50	634,062.50	6/30/2021	2,703,125.00
8/1/2021	1,470,000	634,062.50	2,104,062.50		
2/1/2022	-	597,312.50	597,312.50	6/30/2022	2,701,375.00
8/1/2022	1,545,000	597,312.50	2,142,312.50		
2/1/2023	-	558,687.50	558,687.50	6/30/2023	2,701,000.00
8/1/2023	1,630,000	558,687.50	2,188,687.50		
2/1/2024	-	517,937.50	517,937.50	6/30/2024	2,706,625.00
8/1/2024	2,155,000	517,937.50	2,672,937.50		
2/1/2025	-	464,062.50	464,062.50	6/30/2025	3,137,000.00
8/1/2025	2,265,000	464,062.50	2,729,062.50		
2/1/2026	-	401,775.00	401,775.00	6/30/2026	3,130,837.50
8/1/2026	2,395,000	401,775.00	2,796,775.00		
2/1/2027	-	335,912.50	335,912.50	6/30/2027	3,132,687.50
8/1/2027	2,335,000	335,912.50	2,670,912.50		
2/1/2028	-	271,700.00	271,700.00	6/30/2028	2,942,612.50
8/1/2028	2,270,000	271,700.00	2,541,700.00		
2/1/2029	-	209,275.00	209,275.00	6/30/2029	2,750,975.00
8/1/2029	2,400,000	209,275.00	2,609,275.00		
2/1/2030	-	143,275.00	143,275.00	6/30/2030	2,752,550.00
8/1/2030	2,535,000	143,275.00	2,678,275.00		
2/1/2031	-	73,562.50	73,562.50	6/30/2031	2,751,837.50
8/1/2031	2,675,000	73,562.50	2,748,562.50	6/30/2032	2,748,562.50
	<u>27,815,000.00</u>	<u>17,800,980.21</u>	<u>45,615,980.21</u>		<u>45,615,980.21</u>

Bond Debt Service
Salinas Valley Solid Waste Authority
Refunding Revenue Bonds
Series 2014B (Taxable)

Period Ending	Principal	Interest	Total	Fiscal Year Ended	Fiscal Year Total
8/1/2014	315,000	60,504.55	375,504.55		
2/1/2015	-	57,953.43	57,953.43	6/30/2015	433,457.98
8/1/2015	320,000	57,953.43	377,953.43		
2/1/2016	-	55,569.43	55,569.43	6/30/2016	433,522.86
8/1/2016	325,000	55,569.43	380,569.43		
2/1/2017	-	52,126.05	52,126.05	6/30/2017	432,695.48
8/1/2017	335,000	52,126.05	387,126.05		
2/1/2018	-	47,645.43	47,645.43	6/30/2018	434,771.48
8/1/2018	345,000	47,645.43	392,645.43		
2/1/2019	-	42,082.30	42,082.30	6/30/2019	434,727.73
8/1/2019	355,000	42,082.30	397,082.30		
2/1/2020	-	35,557.40	35,557.40	6/30/2020	432,639.70
8/1/2020	370,000	35,557.40	405,557.40		
2/1/2021	-	28,016.80	28,016.80	6/30/2021	433,574.20
8/1/2021	385,000	28,016.80	413,016.80		
2/1/2022	-	19,564.13	19,564.13	6/30/2022	432,580.93
8/1/2022	405,000	19,564.13	424,564.13		
2/1/2023	-	10,166.10	10,166.10	6/30/2023	434,730.23
8/1/2023	420,000	10,166.10	430,166.10	6/30/2024	430,166.10
	<u>3,575,000</u>	<u>757,866.69</u>	<u>4,332,866.69</u>		<u>4,332,866.69</u>

SALINAS VALLEY SOLID WASTE AUTHORITY
Landfilled Tonnage History

Fiscal Year	Service Area			South Valley
	Tonnage	Annual % Change	Cummulative % Change	
1997-98	248,415			
1998-99	250,065	0.70%	0.70%	
1999-00	250,912	0.30%	1.00%	
2000-01	246,489	-1.80%	-0.80%	
2001-02	216,524	-12.20%	-12.80%	
2002-03	219,583	1.40%	-11.60%	
2003-04	227,207	3.50%	-8.50%	23,622
2004-05	234,709	3.30%	-5.50%	84,571
2005-06	235,852	0.50%	-5.10%	89,536
2006-07	222,906	-5.50%	-10.30%	85,327
2007-08	205,534	-7.80%	-17.30%	86,739
2008-09	187,486	-8.80%	-24.50%	84,322
2009-10	173,907	-7.20%	-30.00%	79,615
2010-11	171,082	-1.60%	-31.10%	79,552
2011-12	167,033	-2.40%	-32.80%	69,215
2012-13	166,501	-0.30%	-33.00%	70,021

For the 5 years ended June 30, 2013 there has been a 19% decrease in tonnage within the Authority service area.

Since the Authority was formed there has been a 33.0% decrease in tonnage within the Authority service area.

SALINAS VALLEY SOLID WASTE AUTHORITY
Projected Landfilled Tonnage

Fiscal Year	Service Area	South Valley	Service Area % Change
2013-14	166,500		0.30%
2014-15	161,500		-3.00%
2015-16	161,500		0.00%
2016-17	161,500		0.00%
2017-18	161,500		0.00%
2019-20	161,500		0.00%
2020-21	161,500		0.00%
2021-22	161,500		0.00%

Salinas Valley Solid Waste Authority
Debt Service Coverage Ratio Calculations
FY 2014-15

	2013 2014 BUDGET	2014 2015 PROPOSED	Increase / (Decrease)	% Change
<u>Operating Revenues</u>				
Tipping Fees - Solid Waste	11,141,800	10,807,300	(334,500)	-3.0%
Tipping Fees - Surcharge	1,034,000	1,262,800	228,800	22.1%
Tipping Fees - Diverted Materials	956,800	1,005,000	48,200	5.0%
AB939 Service Fee	1,732,000	1,732,000	-	0.0%
Tipping Fees - South Valley	2,318,800	-	(2,318,800)	-100.0%
Charges for Services	117,000	122,000	5,000	4.3%
Sales of Materials	385,000	351,000	(34,000)	-8.8%
Gas Royalties	187,500	260,000	72,500	38.7%
Investment Earnings	80,200	30,700	(49,500)	-61.7%
Total Operating Revenues (A)	<u>17,953,100</u>	<u>15,570,800</u>	<u>(2,382,300)</u>	-13.3%
<u>Operating Expenditures</u>				
Administration	2,175,500	2,341,900	166,400	7.6%
Resource Recovery	2,546,190	2,580,750	34,560	1.4%
Transfer Stations	2,622,615	2,719,875	97,260	3.7%
JC Landfill Operations	3,901,315	3,728,825	(172,490)	-4.4%
Environmental Control Systems	439,410	466,300	26,890	6.1%
Postclosure Maintenance	932,170	893,350	(38,820)	-4.2%
Closure Set-Aside	<u>277,000</u>	<u>186,000</u>	<u>(91,000)</u>	-32.9%
Total Operating Expenditures (B)	<u>12,894,200</u>	<u>12,917,000</u>	<u>22,800</u>	0.2%
Net Revenues (C)(A-B)	<u>5,058,900</u>	<u>2,653,800</u>	<u>(2,405,100)</u>	-47.5%
Debt Service (D)	<u>3,141,800</u>	<u>1,921,000</u>	<u>(1,220,800)</u>	-38.9%
Debt Service Coverage Ratio (E)(C/D)	161%	138%		
Total Expenditures (F)(B+D)	<u>16,036,000</u>	<u>14,838,000</u>	<u>(1,198,000)</u>	-7.5%
Net Income After Debt Service (G)(A-F)	<u>1,917,100</u>	<u>732,800</u>	<u>(1,184,300)</u>	-61.8%



Promoting a Future Without Landfills

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[SalinasValleyRecycles.org/
pdf/finance/budgetdoc2014_15.pdf](http://SalinasValleyRecycles.org/pdf/finance/budgetdoc2014_15.pdf)



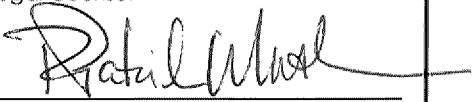
SalinasValleyRecycles.org
SALINAS VALLEY SOLID WASTE AUTHORITY

Report to the Board of Directors

ITEM NO. 13


Finance Manager/Controller-Treasurer

N/A
Legal Counsel


General Manager/CAO

Date: February 20, 2014
From: Cesar Zuniga, Operations Manager
Title: Johnson Canyon Landfill Operations Private vs. Public

RECOMMENDATION

Staff recommends that the Board provide direction on Johnson Canyon Landfill operations and whether they wish staff continue to negotiate with a private vendor or move forward with a plan to assume the operations with Authority staff effective January 1, 2015.

STRATEGIC PLAN RELATIONSHIP

The recommended action helps support the Authority's Goal to *Reduce Costs and Improve Services at the Johnson Canyon Landfill*.

FISCAL IMPACT

The current budget includes \$2,945,300 for operations at the Johnson Canyon Landfill being performed under contract by Recology. The preliminary budget for the operations of the Johnson Canyon Landfill in FY 2014/2015 is \$2,927,500. The internal staff proposal for assumption of landfill operational services is approximately \$476,000 per year less than the lowest of the two private sector proposals. Staff proposal includes staffing at a similar level to the current Recology contract and acquisition and financing of capital equipment necessary to operate the Johnson Canyon Landfill.

DISCUSSION & ANALYSIS

As the Recology contract for the Johnson Canyon Landfill operation nears its expiration, the Authority needs to determine whether it is desirable to have an outside contractor continue the operations, or if it can more cost effectively manage these services internally. With the operation of the Sun Street Transfer Station, the closure of the Crazy Horse Landfill with internal forces, and with qualified operators having landfill disposal experience, one option is to allow the Authority employees to handle the Johnson Canyon Landfill operations.

At the July 2013 board retreat, staff was directed to develop a Request for Proposals (RFP) for the Johnson Canyon Landfill Operations. On October 17, 2013, the Board authorized the release of the Landfill Operations RFP. On January 24, 2014, staff received proposals from Recology Waste Solutions and Waste Connections in response to the Landfill Operations RFP.

Using the vendor responses and applying that to 2013 tonnages, results in the following cost comparison for each proposal:

	Basic Landfill Services	Compaction Incentive	Diversion	Diversion Assistance	Total Cost
2013 Tonnage	165,695	N/A	3,416	1,708	170,820
Current Contract	\$1,988,880	\$750,000 - 1,000,000	\$97,848	\$10,200	\$2,846,928 - \$3,096,928
Recology	\$3,435,300	N/A	\$93,951	\$46,976	\$3,576,227
Waste Connections	\$3,192,000	N/A	\$68,328	\$91,000	\$3,351,328
SVSWA	\$2,491,809	N/A	\$251,380	\$131,335	\$2,874,524

BACKGROUND

The Salinas Valley Solid Waste Authority entered into a contract with Recology in July 2000 for the operations of its facilities, commencing on October 1, 2000, through December 31, 2007. The contract was extended through December 2013, as the result of the South Valley Waste Disposal and Capacity Guaranteed Agreement. In November 2012, Recology was granted an additional one year extension through December 2014.

The contract requires Recology to operate the Johnson Canyon Landfill and provide diversion services at the facility.

The Johnson Canyon Landfill operates from Monday through Sunday and handles approximately 675 tons of waste Monday through Friday (excluding South Valley Disposal). The Recology estimated monthly expense to the Authority for these services is an average fee of \$245,442 per month or \$2,945,300 per year. This fee includes fixed monthly landfill operations fee, diversion assistance fee, per ton diversion fees, out of scope work and the annual density bonus.

ATTACHMENT(S)

1. Exhibit A – 10 Year Cost Comparison
2. Exhibit B – SVSWA 1 Year Cost Proposal Breakdown

**SVSWA 1 year Proposal Breakdown
Labor & Benefits**

	Status	Loaded Hourly Rate	Reg Time	OT Rate	Over Time	Annual Rate	Comments
Site Representative	Full Time	\$ 58.50	2,080	\$40.36	208	\$ 130,075	MSW
Equipment Operator - Lead	Full Time	\$ 55.38	2,080	\$40.36	208	\$ 123,585	MSW
Equipment Operator	Full Time	\$ 49.24	2,080	\$36.12	208	\$ 109,932	MSW
Equipment Operator	Full Time	\$ 49.24	2,080	\$36.12	208	\$ 109,932	MSW
Equipment Operator	Full Time	\$ 49.24	2,080	\$36.12	208	\$ 109,932	MSW/Diversion
Diversion Worker I	Full Time	\$ 35.18	2,080	\$21.76	208	\$ 77,700	MSW
Diversion Worker I	Full Time	\$ 35.18	2,080	\$21.76	208	\$ 77,700	MSW
Diversion Worker I	Full Time	\$ 35.18	2,080	\$21.76	208	\$ 77,700	MSW
Diversion Worker II	Full Time	\$ 38.93	2,080	\$25.05	208	\$ 86,185	MRC / Diversion
Total Labor & Benefits						\$ 902,743	

	Cost	Life	Finance	Interest	Annual Cost
Compactor, 826C	884,275	7	5	6%	\$205,146
Compactor, 826H-used	449,425	10	5	6%	\$104,264
Dozer, CAT D-8	714,708	7	5	6%	\$165,808
Dozer, CAT D-6	237,308	10	5	6%	\$55,054
Grader, CAT 140H	194,342	10	5	6%	\$45,086
Scraper, CAT 623F	416,875	10	5	6%	\$96,712
Loader, 950F, MSW	178,175	10	5	6%	\$41,335
Loader, 938, Diversion	117,958	10	5	6%	\$27,366
Water Truck, 4000 gal	128,808	10	5	6%	\$29,883
Roll off Truck and Trailer	157,018	10	5	6%	\$36,427
Diversion Equipment (boxes & bins)	35,000	10	5	6%	\$8,120
Equipment Truck	66,300	10	5	6%	\$15,381
Field Ops Truck	37,500	10	5	6%	\$8,700
Total Equipment					\$ 839,281

	Annual Cost
Operating Supplies	75,000
Small Tools	25,000
Fuel & Oil	350,000
Communications	7,500
Misc.	90,000
Total Materials, Supplies & Tools	\$ 547,500

	Annual Cost
Insurance	100,000
Litter Control	160,000
Repair & Maint	175,000
Equipment Rental	50,000
Surveying Support	100,000
Total Equipment	\$ 585,000

Total Estimated Annual Cost	\$ 2,874,524
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10-Year Cost Comparison

Landfill Ops Cost Review

Waste Connections

	Landfill Fee		
	Monthly	% Increase	Annual
2015	\$ 266,000		\$ 3,192,000
2016	\$ 276,640	4%	\$ 3,319,680
2017	\$ 287,706	4%	\$ 3,452,472
2018	\$ 299,214	4%	\$ 3,590,568
2019	\$ 311,182	4%	\$ 3,734,184
2020	\$ 323,630	4%	\$ 3,883,560
2021	\$ 336,575	4%	\$ 4,038,900
2022	\$ 350,038	4%	\$ 4,200,456
2023	\$ 364,039	4%	\$ 4,368,468
2024	\$ 378,601	4%	\$ 4,543,212
2025	\$ 393,745	4%	\$ 4,724,940

Diversion	
Cost/Tonnage	
\$ 20.00	\$ 68,328
\$ 20.80	\$ 71,061
\$ 21.63	\$ 73,897
\$ 22.50	\$ 76,869
\$ 23.40	\$ 79,944
\$ 24.33	\$ 83,121
\$ 25.31	\$ 86,469
\$ 26.32	\$ 89,920
\$ 27.37	\$ 93,507
\$ 28.47	\$ 97,265
\$ 29.60	\$ 101,125

Diversion Assistance	
Cost/Tonnage	
\$ 91,000	
\$ 94,640	
\$ 98,426	
\$ 102,363	
\$ 106,457	
\$ 110,715	
\$ 115,144	
\$ 119,750	
\$ 124,540	
\$ 129,521	
\$ 134,702	

Total
\$ 3,351,328
\$ 3,485,381
\$ 3,624,794
\$ 3,769,800
\$ 3,920,585
\$ 4,077,396
\$ 4,240,513
\$ 4,410,125
\$ 4,586,515
\$ 4,769,998
\$ 4,960,768

10-Year Total
\$45,197,204

Recology

	Landfill Fee		
	Monthly	% Increase	Annual
2015	\$ 286,275		\$ 3,435,300
2016	\$ 288,186	1%	\$ 3,458,232
2017	\$ 290,110	1%	\$ 3,481,320
2018	\$ 292,046	1%	\$ 3,504,552
2019	\$ 293,996	1%	\$ 3,527,952
2020	\$ 295,959	1%	\$ 3,551,508
2021	\$ 297,934	1%	\$ 3,575,208
2022	\$ 299,923	1%	\$ 3,599,076
2023	\$ 301,925	1%	\$ 3,623,100
2024	\$ 303,941	1%	\$ 3,647,292
2025	\$ 305,970	1%	\$ 3,671,640

Diversion	
Cost/Tonnage	
\$ 27.50	\$ 93,951
\$ 27.68	\$ 94,566
\$ 27.87	\$ 95,215
\$ 28.05	\$ 95,830
\$ 28.24	\$ 96,479
\$ 28.43	\$ 97,128
\$ 28.62	\$ 97,777
\$ 28.81	\$ 98,426
\$ 29.00	\$ 99,076
\$ 29.20	\$ 99,759
\$ 29.39	\$ 100,408

Diversion Assistance	
Cost/Tonnage	
\$ 27.50	\$ 46,976
\$ 27.68	\$ 47,283
\$ 27.87	\$ 47,608
\$ 28.05	\$ 47,915
\$ 28.24	\$ 48,240
\$ 28.43	\$ 48,564
\$ 28.62	\$ 48,889
\$ 28.81	\$ 49,213
\$ 29.00	\$ 49,538
\$ 29.20	\$ 49,879
\$ 29.39	\$ 50,204

Total
\$ 3,576,227
\$ 3,600,081
\$ 3,624,143
\$ 3,648,297
\$ 3,672,671
\$ 3,697,200
\$ 3,721,874
\$ 3,746,716
\$ 3,771,713
\$ 3,796,930
\$ 3,822,252

10-Year Total
\$40,678,104

SVSWA

	Landfill Fee	
	% Increase	Annual
2015		\$ 2,491,809
2016	4%	\$ 2,591,481
2017	4%	\$ 2,695,141
2018	4%	\$ 2,802,946
2019	4%	\$ 2,915,064
2020	4%	\$ 3,031,667
2021	4%	\$ 3,152,933
2022	4%	\$ 3,279,051
2023	4%	\$ 3,410,213
2024	4%	\$ 3,546,621
2025	4%	\$ 3,688,486

Diversion	
Cost/Tonnage	
\$ 73.58	\$ 251,380
\$ 76.52	\$ 261,435
\$ 79.58	\$ 271,893
\$ 82.77	\$ 282,768
\$ 86.08	\$ 294,079
\$ 89.52	\$ 305,842
\$ 93.10	\$ 318,076
\$ 96.83	\$ 330,799
\$ 100.70	\$ 344,031
\$ 104.73	\$ 357,792
\$ 108.92	\$ 372,104

Diversion Assistance	
Cost/Tonnage	
\$ 76.89	\$ 131,335
\$ 79.96	\$ 136,589
\$ 83.16	\$ 142,052
\$ 86.49	\$ 147,734
\$ 89.94	\$ 153,644
\$ 93.54	\$ 159,789
\$ 97.28	\$ 166,181
\$ 101.18	\$ 172,828
\$ 105.22	\$ 179,741
\$ 109.43	\$ 186,931
\$ 113.81	\$ 194,408


Total
\$ 2,874,524
\$ 2,989,505
\$ 3,109,086
\$ 3,233,449
\$ 3,362,787
\$ 3,497,298
\$ 3,637,190
\$ 3,782,678
\$ 3,933,985
\$ 4,091,344
\$ 4,254,998

10-Year Total
\$38,766,845




Report to the Board of Directors

ITEM NO. 14


Finance Manager/Controller-Treasurer

Tom Bruen by sw
Legal Counsel


General Manager/CAO

Date: February 20, 2014
From: Susan Warner, Diversion Manager
Title: A Resolution Accepting the Global Organics Energy, LLC Proposal to Site a Demonstration Autoclave Unit at the Johnson Canyon Landfill

RECOMMENDATION

Staff recommends that the Board approve the Resolution allowing the siting of a Demonstration Autoclave Unit at the Johnson Canyon Landfill.

STRATEGIC PLAN RELATIONSHIP

The recommended action helps support the 75% diversion goal by advancing the autoclave to the demonstration level.

FISCAL IMPACT

Global OrganicS Energy (GOE) proposes to fund the entire cost of the demonstration unit including reimbursement of Authority staff time.

DISCUSSION & ANALYSIS

Based on numerous tests of the pilot autoclave, moving to the next level of development is the logical step for the Authority and GOE to further investigate the technology. As described in their proposal, GOE will install and operate the demonstration equipment at the Johnson Canyon Landfill, execute the number of operating runs necessary to complete and document the technical, engineering and commercial evaluation of the process. The Authority would prepare for the installation by completing the environmental study, securing appropriate permits, and site preparation. Once the demonstration unit is installed, the Authority would provide solid waste handling and related support. GOE would reimburse expenses for staff time and other costs.

In accordance with the County's rescinding its Notice to Withdraw from the Authority, all Board members present representing the County, must vote in favor of this Resolution for it to pass. Additionally, discussions between the City of Salinas and the Authority concerning relocation of the Sun Street transfer station are not affected by GOE's proposal.

BACKGROUND

Since 2005 the Authority has been working with the United States Department of Agriculture and initially CR³ to research the steam autoclave through a pilot unit located at the Crazy Horse Landfill. The initial direction to study the environmental impacts of the steam autoclave was approved in January 2011. GOE subsequently acquired CR³'s intellectual property and patents, and has developed a fully integrated plan to use the autoclave output and convert it into a clean, recyclable paper pulp. The system includes

a pulp washing system to remove grit, food, and other organics recovered with the raw pulp. The cleaning process creates a market ready pulp feedstock for brown paper production. To perpetuate the study of the autoclave technology, the Authority entered into an Autoclave Process Technology agreement with GOE in March 2012. A Non-Binding Term Sheet for the development of the autoclave technology was approved on May 17, 2012. Neither agreement specifically authorized a demonstration or final autoclave project, recognizes the environmental review requirement under CEQA, and the need to acquire land use and operating permits. The Term Sheet refers to the Final Project, which in Phase I would process up to 600 tons per day; and up to 1,200 tons per day for Phase II.

ATTACHMENTS

1. Resolution
2. Exhibit A GOE Demonstration Autoclave Proposal
3. Project Description

RESOLUTION NO. 2014 -

A RESOLUTION OF THE SALINAS VALLEY SOLID WASTE AUTHORITY ACCEPTING THE GLOBAL ORGANICS ENERGY, LLC. PROPOSAL TO SITE A DEMONSTRATION AUTOCLAVE UNIT AT THE JOHNSON CANYON LANDFILL

WHEREAS, the Authority has participated in the research and development of the Global Organics Energy (GOE) (previously CR3) Autoclave Process Technology since 2007 and has housed the pilot plant at the Authority's Crazy Horse landfill for such purposes, and

WHEREAS, the Authority has determined through its participation in the technology research that the Autoclave Process Technology can significantly reduce the amount of waste currently destined for landfilling, in a manner consistent with the Authority's Mission, Vision and Values, and

WHEREAS, GOE has submitted a Proposal to site a Demonstration Autoclave Project at the Johnson Canyon Landfill, and

WHEREAS, this action is limited to the Demonstration Autoclave Unit and does not alter or amend the "Autoclave Process Technology Agreement" approved March 15, 2012 or the "Term Sheet for Use of the Autoclave Process Technology in Public/Private Partnership" approved May 17, 2012.

THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE SALINAS VALLEY SOLID WASTE AUTHORITY, that the General Manager/CAO is hereby authorized and directed for, and on behalf of, the Salinas Valley Solid Waste Authority (Authority) to accept the Proposal for a Demonstration Autoclave Unit at the Johnson Canyon Landfill presented by Global Organics Energy, LLC, subject to the terms and conditions as attached hereto and marked "Exhibit A", and to prepare and execute with legal counsel approval, all regulatory applications, vendor land leases and agreements necessary to facilitate the demonstration project.

PASSED AND ADOPTED by the Board of Directors of the Salinas Valley Solid Waste Authority at its regular meeting duly held on the 20th day of February 2014, by the following vote:

AYES: BOARD MEMBERS:

NOES: BOARD MEMBERS:

ABSENT: BOARD MEMBERS:

ABSTAIN: BOARD MEMBERS:

Elizabeth Silva, President

ATTEST:

Elia Zavala, Clerk of the Board

Global OrganicS Energy Demonstration Unit Proposal

Global OrganicS Energy // GOE desires to construct an Autoclave Demonstration Unit (the Unit) to complete technical, engineering and commercial evaluation of the technology and to demonstrate the autoclave for local stakeholder's consideration.

The Project Description is attached for review. In summary, the Unit will consist of a 10' x 40' autoclave above an articulation pit, feed hopper and conveyor, discharge conveyor, trommel screens and 30 cubic yard bins for recycled fiber, plastic and metal recyclables recovery. The articulation pit is located under the rear of the autoclave to allow room to achieve the appropriate loading angle. Supporting equipment includes a steam generator, hot oil generator, a steam evacuation eductor with water cooling tank, diesel storage tank, electrical equipment, process controls, tools storage area and an office trailer. A diagram is attached for your review.

GOE proposes to provide all funding for the tasks listed below. GOE will work with the Authority in completing the lease and the listed tasks including:

- a) Permitting and preparing a Site (location to be selected by the Authority at the Johnson Canyon Landfill) and improvements necessary to locate and construct the Unit and ancillary equipment and structures; and securing all necessary permits for grading, construction, temporary buildings and operating.
- b) Obtaining separate PG&E services and metering.
- c) Obtaining adequate water supply.
- d) Providing all equipment and personnel necessary to properly design and construct the Unit.
- e) Providing and coordinating the municipal solid waste associated with the Unit. Removing and properly storing hazardous waste detected prior to introduction into the feed hopper. Storing pre- or post-processed material shall be in covered containers for no more than 24 hours, or in sealed and refrigerated transfer trailers for a period of no more than 7 days. Recyclable materials are to be stored in containers and removed from the project site, as needed.
- f) Providing fully trained personnel to operate and maintain equipment and the facility to the standards of a permitted waste processing facility operator in California, including complying with all applicable Federal, State and local laws, regulations and permits, as well as CalOSHA standards.
- g) Developing an Injury and Illness Prevention Program and Safe Operating practices and ensuring compliance.
- h) Ensuring the test protocol is developed and documentation maintained to attest to compliance. Retention of all records bearing on the operation of the Demonstration Unit. The Authority shall have the right to inspect and review information and specific documents or records.

GOE DEMONSTRATION UNIT PROPOSAL

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- i) Capturing and discharging any wastewater to an approved location.
- j) Removing from the site the autoclave, equipment, structures and buildings within two years of the conclusion of the Demonstration Unit.
- k) Indemnification and insurance as required by the Authority.
- l) Provide a surety in a form and value acceptable to the Authority to financially guarantee completion of all project closeout activities as specific in Item j above.

Global Organics Energy
Autoclave Demonstration Project Description
1-13-14

PROJECT SUMMARY

This document provides a detailed description of the proposed Global Organics Energy (GOE) Demonstration Autoclave System at Johnson Canyon Landfill. This preliminary project description includes information about project objectives, project background, project location, technical characteristics, construction details, operational and maintenance details, and required permits and approvals. GOE will own and operate the equipment. The Salinas Valley Solid Waste Authority (Authority) will own the land and provide the feedstock and disposal capacity for the Demonstration Project.

PROJECT OBJECTIVES

The GOE and Authority objectives for the proposed project are to:

- Construct and operate a Demonstration Autoclave System for municipal solid waste (MSW) at the Johnson Canyon Landfill.

- Increase the recycling and reuse of MSW by using an autoclave technology that can process some waste types not currently recycled to produce a high quality paper fiber for sale to the recycled paper industry.

- Develop the operating criteria that results in effectively reducing MSW to the Authority landfill, by demonstrating the Autoclave System performance for the following purposes:

- Establish overall cycle time determined by both mechanical and process time around Autoclave Operations of loading, steam pressurization, hot oil heating through the internal hot oil heat transfer, optimum cook time and emptying time required

- Verify the optimum water content of the batch in the autoclave

- Determine maximum MSW tonnage per batch processed in the Autoclave

- Evaluate trommel screen openings versus the maximum long fiber recovered.

- Determine recovery effectiveness by separation of hard plastics, steel and aluminum in the trommel screening process

- Optimize size, shape and slope of the feed hoppers, conveyors and for the rejection of unsuitable waste

- Determine impacts of various types of waste streams, i.e. coated versus non coated cardboard

- Produce quantities of fiber to be washed and then trialed by board production companies and participating universities

BACKGROUND

The Authority is currently operating the Sun Street Transfer Station (Sun Street) within the City of Salinas. Sun Street was originally intended to be a temporary transfer station. Sun Street is located in an area that is primarily surrounded by commercial uses. Additionally, the City of Salinas has plans to redevelop the area within which Sun Street is located into a mixed residential/commercial use area (a.k.a. Alisal Market Place). Under these circumstances, the City of Salinas and the Authority are pursuing relocation of the Sun Street facilities to a property (yet to be determined) that would accommodate relocation of existing facilities and the potential co-location of a commercial Steam Autoclave Waste Recovery System proposed by GOE.

Prior to final development of a commercial scale operation, GOE proposes a demonstration unit.

PROJECT LOCATION

The Autoclave Demonstration Unit (Project) would be located in northeastern Monterey County, approximately 2.5 miles east of the City of Gonzales, California on the existing Johnson Canyon Landfill.

PROJECT OVERVIEW

The Project would utilize Municipal Solid Waste currently received at the Johnson County Landfill which serves the City of Salinas and unincorporated communities and cities in the Salinas Valley and northern Monterey County. The facility would have the capacity to process up to 5,000 tons per year of Municipal Solid Waste, operating during the landfill's permitted operating hours of 6:00 am to 6:00 pm five days a week. For demonstration research and development purposes the facility will process no more than 3 batches or 120 maximum tons on any given day. The footprint of the site is proposed as approximately 240 feet by 240 feet. The Demonstration Project would include the following:

- Temporary Scales

- Waste loading area at the current Landfill

- Waste Receiving Area

- Autoclave processing area including the Autoclave, support equipment, temporary storage buildings and a field office.

- Site improvements consisting of excavation of the articulation pit, grading, gravel access roads, asphalt and concrete paving under and around autoclave equipment, perimeter security fence and gate, storm water runoff features and area lighting.

Global Organics Energy Autoclave Demonstration Project Description

FACILITY DESCRIPTION

Facility Access and Parking

The main entrance to the facility would be from the entrance to the landfill along Johnson Canyon Road. The Project would be accessed by existing roadways on the landfill site. Sufficient ADA and standard parking would be provided for employees and visitors. Adequate turn around distances would be maintained and fire lanes would be delineated.

Scales and Scale House

Waste transfer vehicles, the trucks that transport the roll-off bins, for moving waste from the Landfill Receiving Area to the Autoclave Area would be weighed using the existing certified scale system. A set of temporary scales would be set up to weigh the outgoing materials from the Autoclave, such as recyclables, pulp material, and residual material to be landfilled.

Sorting Area

The waste would be ground sorted as necessary, and using a Grapple loader, loaded into the roll-off bins for transport to the Autoclave waste hoppers. Unacceptable wastes which cannot go through the autoclave process would be landfilled. Large wastes, hazardous waste and diverted waste such as tires, appliances, mattresses, or electronics, would be left in the transfer area and recycled as appropriate. The waste receiving area is located at the current landfill near the active waste tipping area.

The remainder of the wastes acceptable for the autoclave process would be loaded directly into the feed hopper and conveyed into the autoclave. Unacceptable incoming and processed waste would be loaded into a transfer trailer weighed and delivered to the landfill. Recyclables such as metal and plastic would be screened after the total waste is processed and isolated into separate bins and weighed, and collected periodically by an off-site vendor.

Autoclave Processing Area

The autoclave processing area would be located adjacent to the Landfill Receiving Area in order to shorten the transfer of waste from the Landfill to the Autoclave. The Proposed Autoclave Demonstration Project would consist of a single 10' x 40' autoclave, feed hopper and conveyor, discharge conveyor, trommel screens and 30 cubic yard roll-off bins for recycled fiber, plastic and metal recyclables recovery. An articulation pit measuring 12' x 20' x 10' is located under the rear of autoclave to allow room to achieve the appropriate loading angle. Supporting equipment includes: a diesel fueled steam generator and hot oil heater, a steam evacuation Eductor with Eductor water tank, waste steam cooling tank, water storage tank, diesel storage tank, and electrical/ process control equipment.

Global Organics Energy Autoclave Demonstration Project Description

Other Structures

All weather storage trailers, small tools storage shed and a field office with restrooms, lockers, and a break area, also containing Personal Protective Equipment and First Aid Storage, Emergency Eye Washing Station and Records Storage.

OPERATIONS

Types of Materials Received and Produced

The Autoclave Facility would receive Municipal Solid Waste (MSW). Wastes received by the facility for processing include paper, foods, plastics, metals, glass, and other fabrics or debris. Table 1, MSW Composition, provides a breakdown of potential waste that would be received.

Table 1. MSW Composition (3 batches/day)

Type of Material	Maximum Tons Per Day
Paper	35.7
Food and starch	7.5
Plastics	8.6
Metals	7.5
Glass and other materials	15.7
Water (inherent)	18.8
Total	93.8

Wastes loaded into the autoclave would be treated so the fibers are softened and separated from other wastes such as food waste. This autoclave process would convert MSW into separated solids (see Table 2, Autoclave Input). Heat, steam, and water would be added to the autoclave to aid in the process. The ability for the autoclave to process one batch of MSW and water within two hours and have the capacity to process up to approximately 43.5 tons of MSW, water, and steam per batch, will be demonstrated. Upon completion of the autoclave processing, the autoclave would produce separated solids such as large waste, plastic byproduct, glass, pulp product, and excess steam (see Table 3, Autoclave Output).

Global Organics Energy
Autoclave Demonstration Project Description

Table 2. Autoclave Input

Input	Maximum Tons Per Day
Municipal Solid Wastes includes water, paper, food, starch, plastics, metals, glass and other materials as noted in Table 1.	300
Additional water added to aid in the process from the water storage tank, and steam production.	80
Total	380

Table 3. Autoclave Output

Output	Maximum Tons Per Day
Separated solid waste includes plastic by-products, large waste, fibers, glass and other materials.	229
Pulp Product. After washing referred to as wet lap to commercial grade for paper recycling companies.	72
Total	300

Upon completion of the autoclave process, the solids would be processed through trommel screens to separate the paper pulp from the other waste solids. The trommel screens would have one-half-inch openings to allow large pieces, such as clothing, plastic, and metal, to separate out. Once the trommel screens filter the pulp product, this product would be weighed in the collection bins. Some quantities of the separated fiber will be sent off site to be washed and then sent on to board producers for commercial trials. Recyclables such as metal and plastic would be screened after all waste is processed and isolated into separate bins, weighed, and collected periodically. The remaining waste solids would be transported to the Landfill. An odor air scrubber would treat the vented air released from various components of the autoclave processes. The design of these two systems and related emissions will be within the permit operating standards required by the Monterey Unified Air Pollution Control District.

UTILITIES AND SITE SPECIFICS

Sewer and Water Services

There would be no sewer service. Portable toilets would serve employees and visitors to the autoclave project site. Potable water would be from containers. Additional water for the Autoclave processing of up to 19,200 gallons per day during peak trial periods would be hauled from off the landfill site and stored in the 400 bbl (16,800 gallon) water storage tank. The wastewater will be hauled to an acceptable treatment facility.

Electricity

Electrical service by PG&E. Final electrical load will be furnished as design proceeds. A temporary power pole and meter will be installed. The heating will be by diesel or propane and will be determined as design proceeds.

Stormwater Facilities

The stormwater facilities for the proposed project would be designed to meet the current NDPS requirements of the Johnson Canyon Landfill. The design and specifications for these facilities will be consistent with landfill permit standards.

Security, Signs, and Lighting

Security, signs and lighting will be consistent with the SVSWA standards.

Chemical Use and Emergency Procedures

California law requires the Authority, as the operator of the facility, to submit a plan to the Monterey County Environmental Health Department that describes in detail the type and volume of chemicals to be used at the proposed facility. The plan must include a reporting and monitoring process for any spills that may occur. It also must include requirements for safety equipment, automatic shut-off valves, and other safety procedures that may be required, depending on the types and volumes of chemicals stored and used. The potential for station upset conditions and accidents would be minimized by careful design (with secondary containments sized to confine the entire contents of stored chemicals), proper training of operators, and having an emergency response plan in place that outlines procedures to quickly react in the event of an accident or spill.

PERSONNEL/WORKFORCE

As shown in Table 4 below, it is anticipated that up to 10 employees and support personnel will be present on a daily basis, as well as up to 10 visitors per day. These amounts would be increased during the construction phase of the Project.

DAYS AND HOURS OF OPERATION

The days and hours of operation will be consistent with the Site's operating permit.

TRUCK AND AUTOMOBILE TRIP GENERATION

The proposed facility would be built to process up to 300 tons per day of MSW. However, it is unlikely it would ever be operated at its daily capacity. The expected demonstrations would consist of 1-3 batches per day with 43 tons of MSW/batch. The truck and automobile trips generated by the proposed project would be contained on the Landfill Site with the exception of recycled and test materials shipped off site. Table 4, Vehicle Trips, shows the breakdown of vehicles trips per day by type of vehicle that would be associated with the proposed Demonstration project. The proposed facility would be designed to accommodate the number and type of vehicles that would be expected to use the facility.

Table 4. Additional Vehicle Trips

Vehicle Type	Trips Per Day
Transfer Trailers	0
Outbound Material	0
Personnel	10
Visitors	10
Total	20

Project Construction

Construction would occur over approximately 6 to 9 months. The construction workforce would include personnel primarily associated with the general contractor and subcontractors, owner, engineer, and construction manager. Visits to the construction site would occur from regulators, special inspectors, equipment vendors, and others.

Potential Future Project Expansion

At the completion of the demonstration period, the equipment at Johnson Canyon would be transported to the site of the full scale commercial facility as soon as permitting allows.

Global Organics Energy Autoclave Demonstration Project Description

The proposed project would require a number of potential permits, authorizations, and consultations from federal, state, and local agencies. These approvals likely include those listed below in Table 5, Potential Permits, Authorizations, or Approvals. The Project will be approved by the Research Development and Demonstration Program.

Table 5. Potential Permits, Authorizations, or Approvals

Regulatory Agency	Potential Permit, Authorization, or Approval
STATE AGENCIES	
Cal Recycle	Solid Waste Facility Permit
REGIONAL AGENCIES	
Salinas Valley Solid Waste Authority	Project approval
Regional Water Quality Control Board	NPDES Construction Permit
Monterey Bay Unified Air Pollution Control District	Authority to Construct and Permit To Operate
LOCAL AGENCIES	
Monterey County Environmental Health Bureau	Solid Waste Facility Permit
Monterey County Planning and Building	Conditional Use Permit
	Site Plan and Design Review Permit
	Storm Water Pollution Prevention Plan
	Construction Permits (e.g., grading, demolition)

SVSWA Agenda Items - View Ahead

Item No. 16

2014					
	20-Mar	17-Apr	15-May	19-Jun	31-Jul
1	Minutes	Minutes	Minutes	Minutes	SIX-MONTH STRATEGIC PLANNING RETREAT
2	Claims/Financials (EC)	Claims/Financials (EC)	Claims/Financials (EC)	Claims/Financials (EC)	
3	Strategic Plan Monthly Progress Report	QTE March Cash & Investments	QTE March Tonnage & Diversion Reports	FY Investment Policy (EC)	
4	Diversion Report Including Private Recyclr data (sp)	Admin Procedures Manual (sp1)	Award Bid for Tire Derived aggregate	CH Closure Project Completion (sp1)	
5	Increased C&D Diversion Plan (sp)	Strategic Plan Monthly Progress Report	Award bid for LFG Pipe	In-house ECS Ops Plan (sp1)	
6	Public Hearing FY 14 15 Rates	USDA Digester Process Diversion Report (sp)	AdManor Contract		
7	Recognition of Salinas Adult School	Financial Policy Updates	Award contract for JC flare replacement		
8	JC Roadway Improvements		FY 2014-15 Budget (EC)		
			Final Salinas Area MRC site(s) to study (sp)		

Consent
Presentation
Consideration
<i>Closed Session</i>
[Other] (Public Hearing, Recognition, Informational, etc.)
(EC) Executive Committee
(sp) Strategic Plan Item