



## AGENDA - Amended Regular Meeting

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

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### 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.

### 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 February 20, 2014, Meeting
2. January 2014 Claims and Financial Reports
3. Strategic Plan Monthly Progress Report
4. Diversion Data Report from Private Recyclers
5. Increased Diversion Efforts Report on Construction and Demolition Material
6. A Resolution Declaring a Perennial Energy, Inc. Enclosed Ground Flare Stack and Topcon Total Station Survey Equipment as Surplus Property and Authorizing the General Manager to Dispose of Property
- ADDED \* 15. A Resolution Authorizing the Purchase of a Sterling Elgin Crosswind Regenerative Street Sweeper for the Sun Street Transfer Station from Truck Site for an Amount of \$57,236.20

## **PUBLIC HEARING**

7. **A Resolution Approving Service Fees Effective July 1, 2014 for Recycling, Resource Recovery, and Disposal at Authority Landfills and Transfer Stations and Administrative Services**
  - A. Receive Report from Finance Manager Roberto Moreno
  - B. Public Hearing
  - C. Board Discussion
  - D. Recommended Action – Adopt Resolution

## **PRESENTATION**

- CORRECTED \*
8. **RECOGNITION OF THE TRANSITIONS PROGRAM AT THE SALINAS EDUCATION CENTER ~~SALINAS ADULT SCHOOL-TRANSITION CENTER~~ FOR SUCCESSFUL IMPLEMENTATION OF RECYCLING PROGRAMS**
    - A. Receive Report from Diversion Manager Susan Warner
    - B. Public Comment
    - C. Board Discussion
    - D. Recommended Action – None, Informational Only

## **CONSIDERATION**

9. **JOHNSON CANYON LANDFILL REGIONAL TRUCK ROUTE FAIR SHARE CONTRIBUTION**
  - A. Receive Report from Authority Engineer Dave Meza
  - B. Public Comment
  - C. Board Discussion
  - D. Recommended Action – Provide Direction
10. **A RESOLUTION APPROVING THE IMPLEMENTATION PLAN FOR AUTHORITY STAFF TO PROVIDE LANDFILL OPERATION AND DIVERSION SERVICES AT THE JOHNSON CANYON LANDFILL AND APPROVING THE REVISED PERSONNEL ALLOCATION, SALARY SCHEDULE, NEW AND REVISED JOB DESCRIPTIONS EFFECTIVE MARCH 20, 2014; AND A RESOLUTION AUTHORIZING THE PURCHASE OF USED EQUIPMENT FOR LANDFILL OPERATIONS UNDER SPECIFIC CIRCUMSTANCES**
  - A. Receive Report from Operations Manager Cesar Zuñiga
  - B. Public Comment
  - C. Board Discussion
  - D. Recommended Action – Adopt Resolutions
11. **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**

12. **AGENDA ITEMS – VIEW AHEAD SCHEDULE**

## **CLOSED SESSION**

13. Pursuant to Government Code Section 54957 (b) to consider the Performance Evaluation of the General Manager/Chief Administrative Officer.
14. 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 amended 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, **Monday, March 17, 2014**. The Salinas Valley Solid Waste Authority Board will next meet on **Thursday, April 17, 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](http://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.*

**MINUTES OF  
THE SALINAS VALLEY SOLID WASTE AUTHORITY  
BOARD MEETING  
FEBRUARY 20, 2014**

DRAFT

**CALL TO ORDER**

President Silva 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
County of Monterey	Simon Salinas (Alternate)
City of Salinas	Gloria De La Rosa
City of Salinas	Tony Barrera
City of Salinas	Joseph Gunter (Alternate)
City of Gonzales	Elizabeth Silva, President
City of King	Robert Cullen

The following Board Directors were absent:

City of Salinas	Jyl Lutes, Vice President
City of Soledad	Richard Perez
City of Greenfield	Annie Moreno

**Staff Members Present:**

Patrick Mathews, General Manager/CAO  
Roberto Moreno, Finance Manager  
Susan Warner, Diversion Manager  
Rose Gill, HR/Organization Development Manager

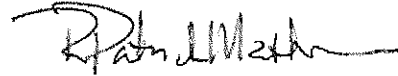
Dave Meza, Authority Engineer  
Cesar Zuniga, Operations Manager  
Elia Zavala, Clerk of the Board  
Thomas Bruen, General Counsel

**ITEM NO. 1**

Agenda Item

***T. Bruen by ez***

General Counsel Approval



General Manager

**GENERAL MANAGER COMMENTS**

(6:05) Diversion Manager Warner reported that the first used tire collection event collected 8,338 tires and there are three more events scheduled in this fiscal year.

**DEPARTMENT MANAGER COMMENTS**

None

**PUBLIC COMMENT**

(6:05) Doug Kenyon of Republic Services mentioned that as of December 2013, Republic Services entire collection fleet is powered by clean-burning compressed natural gas, which significantly reduces the City of Salinas' carbon footprint and greenhouse gases.

**BOARD DIRECTOR COMMENTS**

(6:06) Director Cullen announced that he would be able to attend the July Board retreat. Director Armenta asked staff to contact the Community Alliance for Safety and Peace and assist them with paint for the Hebron Heights Service Center.

## **ELECTION OF OFFICERS**

### **A. 2014 ELECTION OF ALTERNATE VICE PRESIDENT**

(6:08) Director Cullen announced the Nominating Committee's recommendation to elect Director Salinas as the Alternate Vice President.

**Comments:** None

**Motion:** Director Cullen made a motion to elect Director Salinas to the office of Alternate Vice President. Director De La Rosa seconded the motion.

**Votes:** Motion carried 7, 0

Ayes: Armenta, Barrera, Cullen, De La Rosa, Gunter (Alt), Salinas, Silva

Noes: None

Abstain: None

Absent: Lutes, Perez, Moreno

## **CONSENT AGENDA (6:)**

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. Resolution No. 2014-02 Approving the 2014 Employee Handbook
5. Fiscal Year 2013-14 Mid-Year Budget Adjustments
6. Resolution No. 2014-03 Approving Amendment No. 1 to the Cattle Grazing Lease with Richard Casey dba Vaquero Organic Beef
7. Resolution 2014-04 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

**Public Comment:** None

**Board Comments:** None

**Motion:** Alternate Vice President Salinas made a motion to approve the consent agenda with correction to the attendance of the February 13 Minutes. Director De La Rosa seconded the motion.

**Votes:** Motion carried 7, 0

Ayes: Armenta, Barrera, Cullen, De La Rosa, Gunter (Alt), Salinas, Silva

Noes: None

Abstain: None

Absent: Lutes, Perez, Moreno

## **PRESENTATION**

### **10. EXPANDED PUBLIC OUTREACH EFFORTS REVIEW**

(6:10) HR/Organizational Development Manager Gill provided a report listing past, current, and future planned public outreach efforts, including reviewed of the Board adopted outreach policy and strategic plan objectives.

**Public Comment:** None

**Board Comments:** The Board expressed support for the agency's efforts and commitment for communication outreach. It supported conducting more

community group presentations instead of community forums. The Board debated whether to continue having bilingual interpreters at every Board meetings, due to its low usage. Staff advised that the service is provided as part of a condition of the conciliation agreement with Asamblea de Poder Popular de Gonzales, although they have not executed the agreement. After some discussion, there was Board consensus to continue providing the service.

#### **11. RESULTS OF \$31,390,000 REFUNDING REVENUE BONDS, SERIES 2014**

(6:25) Finance Manager provided a report highlighting that the restructure reduced the outstanding debt by \$3.8 million and achieved cash flow savings of \$4.9 million. The agency is now rated low risk and financially stable.

**Public Comment:** None

**Board Comments:** The Board commended Mr. Moreno for his work.

### **CONSIDERATION**

#### **12. FISCAL YEAR 2014-15 PRELIMINARY BUDGET**

(6:36) Finance Manager Moreno provided a report on the proposed \$14.8 million operating budget with a status-quo operation. It reflects an estimated 3% decrease in tonnage, no tipping fee increase, a \$3 increase to the Salinas Transportation Surcharge, the loss of revenue from imported waste, and a small surplus of \$732,000 that is recommended be used mostly for deferred capital projects. The budget is able to proceed without a tipping fee increase due to the bonds refinancing and a decrease in landfill operation costs because of the proposed replacement by Authority employees of Recology as the landfill operator. The capital projects include improvements at Sun Street Transfer Station facility, the Johnson Canyon landfill gas system, and the development of the "Segunda Vida" (second life) thrift store.

**Public Comment:** None

**Board Comments:** The Board discussed the proposed budget and capital projects and expressed support.

**Motion:** Director Barrera made a motion to approve the preliminary budget as presented. Director De La Rosa seconded the motion.

**Votes:** Motion carried 7, 0

Ayes: Armenta, Barrera, Cullen, De La Rosa, Gunter (Alt), Salinas, Silva

Noes: None

Abstain: None

Absent: Lutes, Perez, Moreno

#### **13. JOHNSON CANYON LANDFILL OPERATIONS PRIVATE VS. PUBLIC**

(6:10) Operations Manager Zuñiga provided a report reflecting on a cost comparison between the proposals received and an in-house cost analysis prepared by staff. The contract for landfill operations with Recology is set to expire December 2014. 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.

**Public Comment:** Doug Kenyon inquired about the projected cost of heavy equipment.

**Board Comments:** After discussing the hiring process and the purchasing of equipment, the Board expressed support for moving forward with a plan to bring the landfill operations in-house.

**Motion:** Director De La Rosa made a motion direct staff to move forward to bring the landfill operations in-house. Director Cullen seconded the motion.

**Votes:** Motion carried 7, 0

Ayes: Armenta, Barrera, Cullen, De La Rosa, Gunter (Alt), Salinas, Silva

Noes: None

Abstain: None

Absent: Lutes, Perez, Moreno

**14. RESOLUTION NO. 2014-05 ACCEPTING THE GLOBAL ORGANICS ENERGY, LLC PROPOSAL TO SITE A DEMONSTRATION AUTOCLAVE UNIT AT THE JOHNSON CANYON LANDFILL**

(7:05) Diversion Manager Warner provided a report with the recommendation to move from a pilot scale autoclave project to a full scale commercial demonstration unit in order to conduct the necessary runs to document and evaluate the process. The Authority will provide the space for the system, the waste, and assistance with the environmental permitting and siting. The developer will fund all costs, including staff time reimbursement.

**Public Comment:** None

**Board Comments:** Alternate Vice President suggested changing the word "should" to "shall" in the document related to the funding reimbursement. The Board commented on cost to the developer and the transferability of the unit and expressed support for the demonstration project.

**Motion:** Director Barrera made a motion to adopt the resolution. Director Armenta seconded the motion.

**Votes:** Motion carried 7, 0

Ayes: Armenta, Barrera, Cullen, De La Rosa, Gunter (Alt), Salinas, Silva

Noes: None

Abstain: None

Absent: Lutes, Perez, Moreno

**15. APPOINTMENTS TO THE CITIZENS ADVISORY GROUP**

(7:14) General Manager/CAO Mathews announced that there were no new nominations for appointment.

**FUTURE AGENDA ITEMS**

**16. AGENDA ITEMS – VIEW AHEAD SCHEDULE**

(7:17) The Board reviewed the future agenda items.

**CLOSED SESSION**

(7:18) President Silva adjourned the meeting to Closed Session to discuss the following:

**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**

(8:13) President Silva reconvened the meeting with no reportable action taken in closed session.

**ADJOURN**

(8:13) President Silva adjourned the meeting.

APPROVED: \_\_\_\_\_  
Elizabeth Silva, President

Attest:

\_\_\_\_\_  
Elia Zavala, Clerk of the Board





**SalinasValleyRecycles.org**

SALINAS VALLEY SOLID WASTE AUTHORITY

## Report to the Board of Directors

**ITEM NO. 2**

*[Signature]*

Finance Manager/Controller-Treasurer

*[Signature]*

General Manager/CAO

*[Signature]*

Board President

**Date:** March 20, 2014

**From:** Roberto Moreno, Finance Manager

**Title:** January 2014 Claims, Financial Reports and Change in Estimated Revenue

### RECOMMENDATION

The Executive Committee recommends acceptance of the January 2014 Claims and Financial Reports and approval of the change in estimated revenues.

### DISCUSSION & ANALYSIS

Please refer to the attached financial reports and checks issued report for the month of January for a discussion of the Authority's financial position as of January 31, 2014. Following are highlights of the Authority's financial activity for the month of January.

#### Results of Operations (Consolidated Statement of Revenues and Expenditures)

For the month of January 2014, FY 2013-14 operating revenue exceeded expenditures by \$438,523. Year to Date operating revenues exceeded expenditures by \$2,213,651.

#### Revenues (Budgetary Comparison Revenue Report)

Revenues for the month of January totaled \$1,389,274. The monthly Tipping Fees totaled \$867,402 and year to date totaled \$6,633,595 or 59.54% of the forecasted total of \$11,141,800. As of January 31, after seven months of the fiscal year (58.3% of the fiscal year) revenues total \$10,697,866 or 59.50% of the total annual revenues forecast of \$17,979,847.

Grant Revenue shows no revenue collected as of January 31. No funds have been received as yet on the \$76,747 Tire Amnesty Grant. The grant is for tire collection events held in the fall and the spring until September 2015. The Authority is reimbursed after each event. The February report will show \$18,977 billed to CalRecycle for the fall 2013 collection events.

#### Change in Estimated Revenues for Tire-Derived Aggregate Grant

The Authority received an \$85,208 grant for the use of Tire Derived Aggregate (TDA) as backfill for the installation of Horizontal Landfill gas collection wells at Johnson Canyon Landfill, Project 9503. The Project has a budget of \$310,000. Estimated revenues for February will increase by \$85,208 which will be used to fund part of the \$310,000 for project 9503.

#### Operating Expenditures

As of January 31 (58.3% of the fiscal year) year-to-date operating expenditures total \$8,484,215. This is 52.79% of the operating budget of \$16,070,455.

#### Capital Project Expenditures (Consolidated CIP Expenditures Report)

For the month of January 2014, capital project expenditures totaled \$4,906. \$3,013 of the total was for the HHW Mobile Collection Events Grant.

### Claims Checks Issued Report

The Authority's Checks Issued Report for the month of January 2014 is attached for review and acceptance. The January checks issued total \$851,773.47 of which \$250,001.74 was paid from the payroll checking account for payroll and payroll related benefits. Selected major payments to vendors are listed below.

Name	Service	Amount
Admanor Inc	Recycling, CCRMC, HHW, & Tire Amnesty Media	33,170.35
Philip Svcs Corp	HHW Hauling/Disposal Svcs & Supplies FY 13-14	28,088.88
Recology Waste Sol Inc	JC Landfill Ops & Extended Hrs	165,740.00
	JC Div Asst Fee & Material Fees	8,623.21
	JC Out Of Scope Work 07&08-13	1,450.08
SCS Field Svcs	All Sites Groundwater Monitoring Services	37,406.00
	CH, JC, JR Non-routine Engrng Svcs 11-13	4,922.04
	Non Routine - CH, LR, JC ECS	2,607.50
Waste Management	Republic Waste Delivered To MLTS	6,994.52
	JR Transfer Station Operations	57,779.10
CA BOE	Integrated Waste Mgmt Fees 10 Thru 12-13	85,292.20

### Cash Balances

The Authority's cash position decreased \$2,660,776.72 during January to \$11,847,343.15 due to the utilization of the bond reserve of \$2,820,700 to pay down the principal on the 2002 bonds as part of the 2014 bond refunding. Most of the cash balance is restricted as shown below:

#### Restricted by Legal Agreements:

Crazy Horse Closure Fund	\$ (5,320.25)
Johnson Canyon Closure Fund	2,932,021.90
Bond Debt Service Reserve	0.00
State & Federal Grants	137,648.48

#### Restricted by Board policy:

Expansion Fund (South Valley Revenues)	7,009,051.10
Salinas Transportation Surcharge	216,777.33
Salinas Rate Stabilization Fund	47,415.03

#### Funds Held in Trust:

Central Coast Media Recycling Coalition	107,326.34
Employee Unreimbursed Medical Claims	3,244.56

#### Unrestricted - Assigned:

Operations and Capital Projects	1,399,178.66
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**\$ 11,847,343.15**

### **ATTACHMENTS**

1. January 2014 Consolidated Statement of Revenues and Expenditures
2. January 2014 Consolidated CIP Expenditures Report
3. January 2014 Budgetary Comparison Revenue Report
4. January 2014 Checks Issued Report



**Salinas Valley Solid Waste Authority**  
**Consolidated Statement of Revenues and Expenditure**  
**For Period Ending January 31, 2014**

	CURRENT BUDGET	M-T-D REV/EXP	Y-T-D REV/EXP	% OF BUDGET	REMAINING BALANCE	Y-T-D ENCUMBRANCES	UNENCUMBERED BALANCE
<b>Revenue Summary</b>							
Tipping Fees - Solid Waste	11,141,800	867,402	6,633,595	59.54%	4,508,205	0	4,508,205
Tipping Fees - Surcharge	1,034,000	78,385	599,720	58.00%	434,280	0	434,280
Tipping Fees - Diverted Materials	956,800	85,867	647,727	67.70%	309,073	0	309,073
A8939 Service Fee	1,732,000	144,332	1,010,324	58.33%	721,676	0	721,676
Tipping Fees - South Valley	2,318,800	183,097	1,403,349	60.52%	915,451	0	915,451
Charges for Services	117,000	0	61,949	52.95%	55,051	0	55,051
Sales of Materials	385,000	21,834	187,077	48.59%	197,923	0	197,923
Gas Royalties	187,500	0	131,379	70.07%	56,121	0	56,121
Investment Earnings	30,200	8,249	19,311	63.94%	10,889	0	10,889
Grants/Contributions	76,747	0	0	0.00%	76,747	0	76,747
Other Non-Operating Revenue	0	107	3,435	0.00%	(3,435)	0	(3,435)
<b>Total Revenue</b>	<b>17,979,847</b>	<b>1,389,274</b>	<b>10,697,866</b>	<b>59.50%</b>	<b>7,281,981</b>	<b>0</b>	<b>7,281,981</b>

<b>Expense Summary</b>							
Administration	2,175,500	179,355	1,247,955	57.36%	927,545	86,991	840,555
Resource Recovery	2,564,055	174,470	1,125,804	43.91%	1,438,251	629,032	809,219
Scalehouses Operations	371,930	35,298	212,068	57.02%	159,862	2,024	157,838
Transfer Stations Operations	2,645,740	204,577	1,432,631	54.15%	1,213,109	516,928	696,181
Landfills Operations	3,717,840	283,109	1,639,378	44.09%	2,078,462	1,254,087	824,375
Postclosure Maintenance	929,680	40,679	428,997	46.14%	500,683	129,838	370,845
Environmental Control Systems	439,410	33,263	153,286	34.88%	286,124	106,336	179,787
Debt Service - Interest	1,849,200	0	1,002,696	54.22%	846,504	848,859	(2,356)
Debt Service - Principal	1,100,100	0	1,097,517	99.77%	2,583	0	2,583
Closure Set-Aside	277,000	0	143,883	51.94%	133,117	0	133,117
<b>Total Expense</b>	<b>16,070,455</b>	<b>950,752</b>	<b>8,484,215</b>	<b>52.79%</b>	<b>7,586,239</b>	<b>3,574,096</b>	<b>4,012,144</b>
<b>Revenue Over/(Under) Expenses</b>	<b>1,909,392</b>	<b>438,523</b>	<b>2,213,651</b>	<b>115.93%</b>	<b>(304,259)</b>	<b>(3,574,096)</b>	<b>3,269,837</b>



**Salinas Valley Solid Waste Authority**  
**Consolidated Statement of Revenues and Expenditure**  
**For Period Ending January 31, 2014**

	CURRENT BUDGET	M-T-D REV/EXP	Y-T-D REV/EXP	% OF BUDGET	REMAINING BALANCE	Y-T-D ENCUMBRANCES	UNENCUMBERED BALANCE
<b>Expense Summary</b>							
Executive Administration	376,550	33,168	202,798	53.86%	173,752	3,782	169,970
Administrative Support	397,080	27,712	223,219	56.22%	173,861	59,714	114,147
Human Resources Administration	324,210	31,651	175,197	54.04%	149,013	1,977	147,036
Clerk of the Board	168,750	10,016	80,950	47.97%	87,800	4,759	83,040
Finance Administration	657,000	55,226	371,964	56.62%	285,036	10,126	274,911
Operations Administration	251,910	21,583	193,826	76.94%	58,084	6,633	51,451
Resource Recovery	681,110	51,998	345,194	50.68%	335,916	24,054	311,861
Marketing	75,000	17,671	39,713	52.95%	35,287	30,537	4,750
Public Education	167,700	5,297	48,724	29.05%	118,976	25,322	93,654
Household Hazardous Waste	671,010	64,628	293,194	43.69%	377,816	105,339	272,477
C & D Diversion	30,000	6,958	26,003	86.68%	3,998	3,998	0
Organics Diversion	587,530	469	260,537	44.34%	326,993	327,037	(44)
Diversion Services	144,750	11,864	63,819	44.09%	80,931	77,003	3,928
Tire Amnesty Grant	76,747	4,402	18,257	23.79%	58,490	32,442	26,048
DOC Grant	130,208	11,183	30,364	23.32%	99,844	3,300	96,544
Scalehouse Operations	371,930	35,298	212,068	57.02%	159,862	2,024	157,838
JR Transfer Station	723,060	57,779	367,879	50.88%	355,181	348,896	6,286
ML Transfer Station	150,000	6,856	97,666	65.11%	52,334	51,958	377
SS Disposal Operations	672,841	53,575	382,853	56.90%	289,988	28,517	261,472
SS Transfer Operations	910,749	77,445	522,749	57.40%	388,000	52,035	335,965
SS Recycling Operations	189,090	8,921	61,485	32.52%	127,605	35,524	92,081
JC Landfill Operations	3,717,840	283,109	1,639,378	44.09%	2,078,462	1,254,087	824,375
Crazy Horse Postclosure Maintenance	558,240	26,678	249,785	44.75%	308,455	93,515	214,940
Lewis Road Postclosure Maintenance	216,090	12,278	114,387	52.93%	101,703	31,459	70,244
Johnson Canyon ECS	322,540	25,867	99,169	30.75%	223,371	61,844	161,527
Jolon Road Postclosure Maintenance	155,350	1,724	64,825	41.73%	90,525	4,864	85,661
Sun Street ECS	116,870	7,396	54,117	46.31%	62,753	44,493	18,260
Debt Service - Interest	1,849,200	0	1,002,696	54.22%	846,504	848,859	(2,356)
Debt Service - Principal	1,100,100	0	1,097,517	99.77%	2,583	0	2,583
Closure Set-Aside	277,000	0	143,883	51.94%	133,117	0	133,117
<b>Total Expense</b>	<b>16,070,455</b>	<b>950,752</b>	<b>8,484,215</b>	<b>52.79%</b>	<b>7,586,239</b>	<b>3,574,096</b>	<b>4,012,144</b>
<b>Revenue Over/(Under) Expenses</b>	<b>1,909,392</b>	<b>438,523</b>	<b>2,213,651</b>	<b>115.93%</b>	<b>(304,259)</b>	<b>(3,574,096)</b>	<b>3,269,837</b>



# Salinas Valley Solid Waste Authority

## Consolidated CIP Expenditure Report

### For Period Ending January 31, 2014

	CURRENT BUDGET	M-T-D REV/EXP	% OF BUDGET	Y-T-D REV/EXP	REMAINING BALANCE	Y-T-D ENCUMBRANCES	UNENCUMBERED BALANCE
<b>Fund 131 - Crazy Horse Closure Fund</b>							
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	100.0 %	22,957	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	15.1 %	2,430	13,675	0	13,675
131 9315 CH Closure Contingency	101,656	0	13.0 %	13,230	88,426	0	88,426
131 9316 CH Corrective Action Program	174,720	0	2.9 %	5,090	169,630	0	169,630
<b>Total Fund 131 - Crazy Horse Closure Fund</b>	<b>331,421</b>	<b>0</b>	<b>13.2 %</b>	<b>43,706</b>	<b>287,715</b>	<b>0</b>	<b>287,715</b>
<b>Fund 180 - Expansion Fund</b>							
180 9003 USDA Autoclave Studies	124,315	0	24.9 %	30,964	93,351	843	92,508
180 9021 Autoclave CEQA	576,564	1,893	1.2 %	7,064	569,500	163,167	406,334
180 9801 Ameresco JCL LFG Equipment	37,600	0	100.0 %	37,600	0	0	0
<b>Total Fund 180 - Expansion Fund</b>	<b>738,479</b>	<b>1,893</b>	<b>10.2 %</b>	<b>75,627</b>	<b>662,852</b>	<b>164,010</b>	<b>498,842</b>
<b>Fund 211 - State Grants</b>							
211 9201 HHW - HD20 Cycle Grant	63,444	3,013	6.3 %	4,007	59,437	239	59,199
<b>Total Fund 211 - State Grants</b>	<b>63,444</b>	<b>3,013</b>	<b>6.3 %</b>	<b>4,007</b>	<b>59,437</b>	<b>239</b>	<b>59,199</b>
<b>Fund 800 - Capital Improvement Projects Funds</b>							
800 9010 JC Roadway Improvements	1,510,214	0	1.1 %	16,632	1,493,582	14	1,493,569
800 9012 Work St Transfer Station	27,130	0	23.9 %	6,491	20,639	0	20,639
800 9101 Equipment Replacement	49,400	0	99.9 %	49,333	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	42.1 %	63,149	86,851	0	86,851
800 9501 JC LFG System Improvements	75,000	0	76.9 %	57,703	17,297	27,816	(10,519)
800 9502 JC Flare Station Improvements	320,000	0	0.5 %	1,503	318,497	0	318,497
800 9503 JC Module 1 Horizontal Wells	310,000	0	0.0 %	0	310,000	34,068	275,932



# Salinas Valley Solid Waste Authority

## Consolidated CIP Expenditure Report

### For Period Ending January 31, 2014

	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 Improvements	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	0	840	0.0 %	(840)	0	(840)
800 9913 CH LFG to Energy Project	5,295	0	0	0.0 %	5,295	0	5,295
<b>Total Fund 800 - Capital Improvement Projects</b>	<b>2,720,139</b>	<b>0</b>	<b>306,089</b>	<b>11.3 %</b>	<b>2,414,050</b>	<b>91,470</b>	<b>2,322,580</b>
<b>Total CIP Expenditures</b>	<b>3,853,483</b>	<b>4,906</b>	<b>429,430</b>	<b>11.1 %</b>	<b>3,424,053</b>	<b>255,719</b>	<b>3,168,334</b>

# Salinas Valley Solid Waste Authority

## Budgetary Comparison Revenue Report

### For Period Ending: 1/31/2014

			CURRENT BUDGET	M-T-D REV/EXP	Y-T-D REV/EXP	% OF BUDGET
<b>Tipping Fees - Solid Waste</b>						
150	51250	Tipping Fees - Landfills	4,250,000.00	316,225.95	2,530,063.19	59.53 %
150	51261	Tipping Fees - MTS Adjustments	750,000.00	42,054.14	437,488.02	58.33 %
150	51265	Bad Debt Write Off	0.00	0.00	358.66	0.00 %
170	51252	Tipping Fees - Transfer Station	6,141,800.00	509,122.22	3,665,685.33	59.68 %
<b>Total Tipping Fees - Solid Waste</b>			<b>11,141,800.00</b>	<b>867,402.31</b>	<b>6,633,595.20</b>	<b>59.54 %</b>
<b>Tipping Fees - Surcharge</b>						
170	51251	Tipping Fees - Surcharge for Operations	1,034,000.00	78,385.23	599,719.71	58.00 %
<b>Total Tipping Fees - Surcharge</b>			<b>1,034,000.00</b>	<b>78,385.23</b>	<b>599,719.71</b>	<b>58.00 %</b>
<b>Tipping Fees - Diverted Materials</b>						
106	51256	Tipping Fees - HHW	59,000.00	6,875.25	31,019.50	52.58 %
107	51255	Tipping Fees - Mattresses	69,000.00	6,375.00	45,285.00	65.63 %
107	51257	Tipping Fees - Green Waste	612,200.00	47,082.89	369,049.42	60.28 %
107	51258	Tipping Fees - C&D	116,000.00	9,767.78	72,361.14	62.38 %
107	51259	Tipping Fees - Diversion	43,000.00	5,496.03	27,203.32	63.26 %
107	51260	Tipping Fees - Biosolids	0.00	4,600.68	57,504.58	0.00 %
107	51262	Tipping Fees - Wood Waste	57,600.00	5,669.28	45,304.17	78.65 %
<b>Total Tipping Fees - Diverted Materials</b>			<b>956,800.00</b>	<b>85,866.91</b>	<b>647,727.13</b>	<b>67.70 %</b>
<b>AB939 Service Fee</b>						
106	51264	AB939 Service Fee	1,732,000.00	144,332.00	1,010,324.00	58.33 %
<b>Total AB939 Service Fee</b>			<b>1,732,000.00</b>	<b>144,332.00</b>	<b>1,010,324.00</b>	<b>58.33 %</b>
<b>Tipping Fees - South Valley</b>						
180	51253	Tipping Fees - South Valley	2,318,800.00	183,097.09	1,403,349.19	60.52 %
<b>Total Tipping Fees - South Valley</b>			<b>2,318,800.00</b>	<b>183,097.09</b>	<b>1,403,349.19</b>	<b>60.52 %</b>
<b>Charges for Services</b>						
105	52110	Tri-Cities Franchise Administrative	45,000.00	0.00	23,051.28	51.23 %
105	52120	BFI Franchise Administrative	72,000.00	0.00	38,897.82	54.02 %
<b>Total Charges for Services</b>			<b>117,000.00</b>	<b>0.00</b>	<b>61,949.10</b>	<b>52.95 %</b>
<b>Sales of Materials</b>						
106	53310	Sales - E-Waste	115,000.00	16,444.54	70,644.06	61.43 %
106	53340	Sales - Metal	215,000.00	0.03	88,604.50	41.21 %
106	53350	Sales - Plastic	9,000.00	827.10	3,403.40	37.82 %
106	53360	Sales - Cardboard	36,000.00	3,756.55	18,540.70	51.50 %
106	53370	Sales - Mixed Paper	4,000.00	309.60	2,081.10	52.03 %
106	53380	Sales - Mixed Glass	1,000.00	336.38	970.62	97.06 %
106	53390	Sales - HHW Material	5,000.00	160.00	2,832.50	56.65 %
<b>Total Sales of Materials</b>			<b>385,000.00</b>	<b>21,834.20</b>	<b>187,076.88</b>	<b>48.59 %</b>

**Salinas Valley Solid Waste Authority**  
**Budgetary Comparison Revenue Report**  
**For Period Ending: 1/31/2014**

			CURRENT BUDGET	M-T-D REV/EXP	Y-T-D REV/EXP	% OF BUDGET
<b>Gas Royalties</b>						
150	53401	Gas Royalties	187,500.00	0.00	131,379.49	70.07 %
		<b>Total Gas Royalties</b>	<b>187,500.00</b>	<b>0.00</b>	<b>131,379.49</b>	<b>70.07 %</b>
<b>Investment Earnings</b>						
105	54001	Investment Earnings	11,000.00	897.01	6,437.08	58.52 %
105	54200	Rental Income	0.00	0.00	1,000.00	0.00 %
105	54310	Late Payment Finance Charges	1,000.00	3,126.51	3,821.73	382.17 %
150	54001	Investment Earnings	100.00	34.53	-2,235.33	-2,235.33 %
150	54200	Rental Income	4,000.00	335.00	2,345.00	58.63 %
151	54001	Investment Earnings	3,000.00	816.23	1,735.33	57.84 %
160	54200	Rental Income	5,200.00	0.00	0.00	0.00 %
190	54001	Investment Earnings	5,900.00	3,073.41	6,269.45	106.26 %
		<b>Total Investment Earnings</b>	<b>30,200.00</b>	<b>8,282.69</b>	<b>19,373.26</b>	<b>64.15 %</b>
<b>Grants/Contributions</b>						
211	55252	Dept of Conservation	0.00	0.00	0.00	0.00 %
211	55256	CJWMB Tire Amnesty Grant	76,747.00	0.00	0.00	0.00 %
211	55257	Biodiesel Fueling Infrastructure Grant	0.00	0.00	0.00	0.00 %
221	55265	USDA Grant	0.00	0.00	0.00	0.00 %
		<b>Total Grants/Contributions</b>	<b>76,747.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00 %</b>



# Salinas Valley Solid Waste Authority

## Revenue Type Summary For Period Ending: 1/31/2014

	CURRENT BUDGET	M-T-D REV/EXP	Y-T-D REV/EXP	% OF BUDGET
Tipping Fees - Solid Waste	11,141,800.00	867,402.31	6,633,595.20	59.54 %
Tipping Fees - Surcharge	1,034,000.00	78,385.23	599,719.71	58.00 %
Tipping Fees - Diverted Materials	956,800.00	85,866.91	647,727.13	67.70 %
AB939 Service Fee	1,732,000.00	144,332.00	1,010,324.00	58.33 %
Tipping Fees - South Valley	2,318,800.00	183,097.09	1,403,349.19	60.52 %
Charges for Services	117,000.00	0.00	61,949.10	52.95 %
Sales of Materials	385,000.00	21,834.20	187,076.88	48.59 %
Gas Royalties	187,500.00	0.00	131,379.49	70.07 %
Investment Earnings	30,200.00	8,282.69	19,373.26	64.15 %
Grants/Contributions	76,747.00	0.00	0.00	0.00 %
Totals	17,979,847.00	1,389,200.43	10,694,493.96	59.48 %

# Salinas Valley Solid Waste Authority

## Fund Summary

For Period Ending: 1/31/2014

	CURRENT BUDGET	M-T-D REV/EXP	Y-T-D REV/EXP	% OF BUDGET
Administration Fund	129,000.00	4,023.52	73,207.91	56.75 %
AB939 Fund	2,176,000.00	173,041.45	1,228,420.38	56.45 %
Recycling Fund	897,800.00	78,991.66	616,707.63	68.69 %
CCRMC Fund	0.00	33.75	62.42	0.00 %
Crazy Horse Closure Fund	100.00	0.78	20.31	20.31 %
Johnson Cyn Project Fund	5,191,500.00	358,615.09	3,099,316.30	59.70 %
Johnson Canyon Closure Fund	3,000.00	816.23	1,735.33	57.84 %
Jolon Road Project Fund	5,200.00	0.00	0.00	0.00 %
Transfer Stations Fund	7,179,700.00	588,634.08	4,267,642.74	59.44 %
Salinas Transportation Surcharge	0.00	0.00	0.00	0.00 %
Expansion Fund	2,320,800.00	185,043.87	1,407,372.67	60.64 %
Debt Service	0.00	0.00	8.27	0.00 %
State Grants	76,747.00	0.00	0.00	0.00 %
USDA Grant	0.00	0.00	0.00	0.00 %
Totals	17,979,847.00	1,389,200.43	10,694,493.96	59.48 %

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

Check #	Name	Check Date	Amount	Check Total
12228	ADMANOR, INC BRANDING & RECYCLING OUTREACH/EDUCATION	1/9/2014	550.00	
	BRANDING & RECYCLING OUTREACH/EDUCATION		10,626.45	
	CCRMC MEDIA & MARKETING SERVICES		10,385.00	
	HHW Grant Media Campaign		1,237.50	22,798.95
12229	ALEXANDRA BRISTOW RecycleRama Performances	1/9/2014	186.01	186.01
12230	ASSURED AGGREGATES CO., INC Sun Street Maintenance Material	1/9/2014	1,869.44	1,869.44
12231	AT&T SERVICES INC TELEPHONE SERVICES	1/9/2014	658.88	
	TELEPHONE SERVICES		34.63	
	TELEPHONE SERVICES		282.91	
	TELEPHONE SERVICES		247.88	
	TELEPHONE SERVICES		16.19	1,240.49
12232	BIOENERGY ASSOCIATION OF CALIFORNIA MEMBERSHIP APPLICATION	1/9/2014	2,500.00	2,500.00
12233	BRANDY ELLEN ACEVEDO RecycleRama Performances	1/9/2014	1,551.45	1,551.45
12234	CALIFORNIA HIGHWAY ADOPTION CO. HIGHWAY 101 LITTER ABATEMENT	1/9/2014	550.00	550.00
12235	CALIFORNIA WATER SERVICE SS WATER SERVICES	1/9/2014	299.02	299.02
12236	COAST COUNTIES TRUCK & EQUIPMENT CO. SS TS VEHICLE MAINTENANCE SUPPLIES	1/9/2014	194.67	194.67
12237	COAST OIL COMPANY, LLC SS TS EQUIPMENT BIODIESEL FUEL	1/9/2014	1,485.71	1,485.71
12238	Comcast Interenet Services	1/9/2014	136.36	136.36
12239	COMMAND CENTER HHW Temporary Staff for HD20 Grant	1/9/2014	229.25	
	HHW Temporary Staff for HD20 Grant		229.25	458.50
12240	COSTCO WHOLESALE OFFICE SUPPLIES	1/9/2014	25.17	25.17
12241	DATA FLOW Office Supplies	1/9/2014	234.93	234.93
12242	DAVE J. DEERING	1/9/2014		

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

Check #	Name	Check Date	Amount	Check Total
	Janitorial Services		650.00	
				650.00
12243	EMILY MELISSA MOLINAR RecycleRama Performances	1/9/2014	285.57	
				285.57
12244	FERGUSON ENTERPRISES INC #795 Supplies	1/9/2014	67.33	
				67.33
12245	GOLDEN STATE TRUCK & TRAILER REPAIR SS TS EQUIP MAIN & SUPPLIES SS TS EQUIP MAIN & SUPPLIES	1/9/2014	150.50 365.00	
				515.50
12246	GRAINGER HHW SUPPLIES	1/9/2014	197.91	
				197.91
12247	GREEN RUBBER - KENNEDY AG, LP FACILITY SUPPLIES CH ECS SUPPLIES	1/9/2014	134.62 10.22	
				144.84
12248	GUERITO JC & SS PORTABLE TOILET SERVICE JC & SS PORTABLE TOILET SERVICE	1/9/2014	170.00 340.00	
				510.00
12249	HOME DEPOT 1 3/4" PADLOCK 2 PK, 48" X 24" RIDGID ON SITE BOX CH LF SUPPLIES SS TS SUPPLIES CH LF SUPPLIES FINANCE CHARGE SUPPLIES	1/9/2014	328.84 8.60 62.60 243.85 35.00 59.46	
				738.35
12250	HOPE SERVICES MATTRESS/BOX SPRING HAULING SERVICE MATTRESS/BOX SPRING HAULING SERVICE MATTRESS/BOX SPRING HAULING SERVICE	1/9/2014	1,092.00 1,152.00 966.00	
				3,210.00
12251	INFINITY STAFFING SERVICES, INC. SS TS CONTRACT DRIVERS SS TS CONTRACT DRIVERS	1/9/2014	2,430.00 945.00	
				3,375.00
12252	INTERNATIONAL INSTITUTE OF MUNICIPAL CLERKS 2014 Membership: Elia Zavala	1/9/2014	245.00	
				245.00
12253	IVY CONTRERAS RecycleRama	1/9/2014	1,687.50	
				1,687.50
12254	JOHN DAVID ACEVEDO II RecycleRama	1/9/2014	375.00	
				375.00
12255	JOSE RAMIRO URIBE VEHICLE REPAIRS & SUPPLIES	1/9/2014	425.65	
				425.65
12256	LOCAL GOVERNMENT COMMISSION	1/9/2014		

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

Check #	Name	Check Date	Amount	Check Total
	MEMEBERSHIP RENEWAL, NOV 2013 - NOV 2014		75.00	
				75.00
12257	MALLORY CO. INC	1/9/2014		
	HHW Safety Supplies		264.20	
	HHW Safety Supplies		200.88	
				465.08
12258	MARTA M. GRANADOS	1/9/2014		
	BD Meeting Interpreter		180.00	
	BD Meeting Interpreter		180.00	
	BD Meeting Interpreter		180.00	
				540.00
12259	NEXTEL OF CALIFORNIA, INC	1/9/2014		
	Cell Phone Service		45.00	
	Cell Phone Service		53.45	
	Cell Phone Service		207.31	
	Cell Phone Service		124.14	
				429.90
12260	OFFICE DEPOT	1/9/2014		
	Office Supplies		341.23	
	Office Supplies		10.79	
	Office Supplies		200.79	
	Office Supplies		235.65	
	Office Supplies		39.66	
	Office Supplies		2.26	
	Office Supplies		192.22	
	Office Supplies		83.03	
	Office Supplies		15.75	
	Office Supplies		41.79	
	Office Supplies		136.94	
	Office Supplies		2,581.59	
				3,881.70
12261	**Void**	1/9/2014		
			0.00	
				0.00
12262	PACIFIC GAS AND ELECTRIC COMPANY	1/9/2014		
	ELECTRICAL SERVICES		750.43	
	ELECTRICAL SERVICES		136.68	
	ELECTRICAL SERVICES		2,648.94	
	ELECTRICAL SERVICES		987.13	
	ELECTRICAL SERVICES		22.29	
	ELECTRICAL SERVICES		2,124.66	
	ELECTRICAL SERVICES		230.08	
	ELECTRICAL SERVICES		479.18	
				7,379.39
12263	PHILIP SERVICES CORP	1/9/2014		
	HHW HAULING/DISPOSAL SERVICES & SUPPLIES		11,659.15	
	HHW HAULING/DISPOSAL SERVICES & SUPPLIES		11,571.73	
	HHW HAULING/DISPOSAL SERVICES & SUPPLIES		2,366.00	
	HHW HAULING/DISPOSAL SERVICES & SUPPLIES		2,492.00	
				28,088.88
12264	PITNEY BOWES GLOBAL	1/9/2014		
	Postage Machine Lease		298.48	

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

Check #	Name	Check Date	Amount	Check Total
12265	PLACEMENT PROS CONTRACT LABOR CONTRACT LABOR CONTRACT LABOR CONTRACT LABOR CONTRACT LABOR	1/9/2014	795.29 277.32 630.39 749.50 1,336.13	298.48     3,788.63
12266	RECOLOGY WASTE SOLUTIONS, INC JC OUT OF SCOPE WORK JULY & AUGUST 2013 JC OUT OF SCOPE WORK JULY & AUGUST 2013 JC OUT OF SCOPE WORK JULY & AUGUST 2013 JC OUT OF SCOPE WORK JULY & AUGUST 2013	1/9/2014	222.71 294.82 90.24 842.31	    1,450.08
12267	ROBERT B GOMEZ RecycleRama Performances	1/9/2014	438.53	438.53
12268	SALINAS CALIFORNIAN Pub Not: JC LFG Well Project	1/9/2014	235.96	235.96
12269	SALINAS VALLEY CHAMBER OF COMMERCE FEES & DUES	1/9/2014	235.00	235.00
12270	SCS FIELD SERVICES ALL SITES GRDWTR MONITORING SERVICES ALL SITES GRDWTR MONITORING SERVICES CH, JC, JR NR ENGINEERING SERVICES ALL SITES GRDWTR MONITORING SERVICES ALL SITES GRDWTR MONITORING SERVICES ALL SITES GRDWTR MONITORING SERVICES ALL SITES GRDWTR MONITORING SERVICES ALL SITES GRDWTR MONITORING SERVICES CH, JC, JR NR ENGINEERING SERVICES CH, JC, JR NR ENGINEERING SERVICES ALL SITES GRDWTR MONITORING SERVICES ALL SITES GRDWTR MONITORING SERVICES CH, JC, JR NR ENGINEERING SERVICES ALL SITES GRDWTR MONITORING SERVICES CH, JC, JR NR ENGINEERING SERVICES	1/9/2014	2,150.00 1,344.00 282.20 1,400.00 4,712.00 2,195.00 3,539.00 1,487.66 190.00 782.00 712.00 77.50 3,691.00 2,884.68	                    25,447.04
12271	**Void**	1/9/2014	0.00	0.00
12272	SHARPS SOLUTIONS, LLC WASTE DISPOSAL	1/9/2014	120.00	120.00
12273	STURDY OIL COMPANY SS TS VEHICLE MAIN SUPPLIES & WASHES/STAMS	1/9/2014	130.00	130.00
12274	TELCO AUTOMATION, INC. PHONE SYSTEM SUPPORT	1/9/2014	147.00	147.00
12275	TOYOTA MATERIAL HANDLING Equipment Supplies	1/9/2014	374.00	

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

Check #	Name	Check Date	Amount	Check Total
12276	WEST COAST RUBBER RECYCLING, INC Tire Amnesty Trailers for Tire Recycling	1/9/2014	2,200.00	374.00 2,200.00
12277	ADMANOR, INC TIRE AMNESTY MEDIA & MARKETING SERVICES	1/15/2014	928.15	928.15
12278	BC LABORATORIES, INC GROUND WATER ANALYTICAL SERVICES	1/15/2014	1,834.00	1,834.00
12279	CALIFORNIA CHAMBER OF COMMERCE MANDATED 2014 EMPLOYEE POSTER	1/15/2014	135.03	135.03
12280	CLINTON HENDRICKS EDUCATION ASSISTANCE	1/15/2014	284.30	284.30
12281	COAST OIL COMPANY, LLC SS TS VEHICLE DIESEL FUEL USAGE	1/15/2014	8,121.87	8,121.87
12282	COSTCO WHOLESALE Office Supplies	1/15/2014	68.94	68.94
12283	HOPE SERVICES SS TS LITTER ABATEMENT & DIVERSION SS TS LITTER ABATEMENT & DIVERSION	1/15/2014	6,704.88 3,610.32	10,315.20
12284	MALLORY CO. INC HHW Safety Supplies	1/15/2014	225.51	225.51
12285	MONTEREY REGIONAL WATER POLLUTION CONTROL AGENCY MRWPCA & CITY SERVICE FEE	1/15/2014	27.00	27.00
12286	ORCHARD SUPPLY HARDWARE LLC SS TS SUPPLIES	1/15/2014	10.43	10.43
12287	URS CORPORATION MRC ENGINEERING SERVICES	1/15/2014	1,893.00	1,893.00
12288	US BANK CORPORATE PAYMENT SYSTEM FORESTER.NET - 3 WEBINARS ZERO WASTE MASTER SERIES American Society Civil Engineers - 1 Year Membership ASSOC OF ENVIRONMENTAL PROFESSIONALS - 1 Year Memb WALMART - BD MTG SUPPLIES SMART & FINAL - OFFICE SUPPLIES Amazon.com: Replacement Equipment CVS - OFFICE SUPPLIES BOOHER DIRECT - TRAINING VIDEOS Salinas Golf & Country Club: Annual Emp. Mtg. LOGMEIN.com - NETWORK ACCESS TARGET MARKETING GROUP - HHW GUIDES INTERMEDIA EXCHANGE SERVICE - Email Hosting HUGHESNET.NET - JC Internet Connection Mikes Pizza: 12/5/13 BD Mtg Refreshment	1/22/2014	189.00 270.00 150.00 234.12 15.97 47.96 10.77 22.98 455.00 29.00 773.40 229.79 91.54 61.85	

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

Check #	Name	Check Date	Amount	Check Total
	SMART & FINAL - OFFICE SUPPLIES		17.94	
	Sharefile.com: FTP Site December		32.95	
	ALL CITY EMISSIONS - Vehicle Smog		40.75	
	ALL CITY EMISSIONS - Vehicle Smog		40.75	
	WP - MIND TOOLS LTD		27.00	
				2,740.77
12289	**Void**	1/22/2014	0.00	
				0.00
12290	**Void**	1/22/2014	0.00	
				0.00
12291	A-1 SWEEPING	1/29/2014		
	SS TS SWEEP YARD & EXT ST 2X P/WK		1,080.00	
				1,080.00
12292	ADMANOR, INC	1/29/2014		
	BRANDING		6,495.00	
	RECYCLING OUTREACH/EDUCATION		2,948.25	
				9,443.25
12293	ASSURED AGGREGATES CO., INC	1/29/2014		
	SS TS SUPPLY		689.44	
				689.44
12294	BUSCH SYSTEMS INT'L INC	1/29/2014		
	Recycling Bins for Businesses		7,600.00	
				7,600.00
12295	CITY OF GONZALES	1/29/2014		
	GONZALES HOSTING FEES		20,833.33	
				20,833.33
12296	COAST OIL COMPANY, LLC	1/29/2014		
	SS TS EQUIPMENT DIESEL FUEL		1,479.28	
				1,479.28
12297	COMMAND CENTER	1/29/2014		
	Contract Labor		424.00	
	HHW Temporary Staff for HD20 Grant		384.25	
	HHW CONTRACT LABOR		334.00	
				1,142.25
12298	CSC OF SALINAS/YUMA	1/29/2014		
	SS TS VEHICLE MAIN SUPPLIES		27.38	
	SS TS VEHICLE MAIN SUPPLIES		5.40	
				32.78
12299	CUTTING EDGE SUPPLY	1/29/2014		
	SS EQUIPMENT SUPPLIES AND REPAIR		76.18	
	SS EQUIPMENT SUPPLIES AND REPAIR		259.09	
				335.27
12300	DAVE J. DEERING	1/29/2014		
	Janitorial Services		1,040.00	
	Janitorial Services		790.00	
				1,830.00
12301	FEDEX	1/29/2014		
	Overnight Shipments		33.80	
				33.80
12302	FIRST ALARM	1/29/2014		
	ALARM SERVICE SERVICE CALL		85.00	



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

Check #	Name	Check Date	Amount	Check Total
				85.00
12303	GOLDEN STATE TRUCK & TRAILER REPAIR	1/29/2014		
	SS TS VEHICLE MAINTENANCE		47.25	
	SS TS VEHICLE MAINTENANCE		239.00	
	SS TS VEHICLE MAINTENANCE		1,239.32	
	SS TS VEHICLE MAINTENANCE		178.68	
	SS TS VEHICLE MAINTENANCE		239.00	
	SS TS VEHICLE MAINTENANCE		544.78	
	SS TS VEHICLE MAINTENANCE		2,021.03	
	SS EQUIPMENT SERVICE AND REPAIRS		547.64	
	SS EQUIPMENT SERVICE AND REPAIRS		1,988.37	
	SS TS VEHICLE MAINTENANCE		273.00	
	SS TS VEHICLE MAINTENANCE SUPPLIES		813.75	
	SS TS EQUIP MAIN REPAIRS/SUPPLIES		239.00	
	SS EQUIPMENT SERVICE AND REPAIRS		624.75	
				8,995.57
12304	**Void**	1/29/2014	0.00	
				0.00
12305	GONZALES CHAMBER OF COMMERCE ANNUAL MEMBERSHIP	1/29/2014	75.00	
				75.00
12306	GRAINGER SUPPLIES	1/29/2014	259.63	
				259.63
12307	GREENWASTE RECOVERY INC. MRF CARPET COLLECTION	1/29/2014	500.00	
				500.00
12308	GUERITO JC & SS PORTABLE TOILET SERVICE JC & SS PORTABLE TOILET SERVICE	1/29/2014	170.00 340.00	
				510.00
12309	INFINITY STAFFING SERVICES, INC. CONTRACT LABOR CONTRACT LABOR SS TS CONTRACT STAFFING	1/29/2014	999.00 1,046.25 1,120.50	
				3,165.75
12310	J D BLACK Office Supplies Reimbursement	1/29/2014	26.70	
				26.70
12311	LIEBERT CASSIDY WHITMORE ANNUAL MEMBERSHIP	1/29/2014	3,105.00	
				3,105.00
12312	LINDA VALLEJO GRANT WRITING SEMINAR	1/29/2014	600.00	
				600.00
12313	LUMBERMENS INC SUPPLIES	1/29/2014	14.73	
				14.73
12314	MANUEL TINAJERO SS TS GROUNDS MAINTENANCE	1/29/2014	1,380.00	
				1,380.00
12315	MONTEREY AUTO SUPPLY INC	1/29/2014		

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

Check #	Name	Check Date	Amount	Check Total
	TIRE LABOR		95.00	
				95.00
12316	MONTEREY BAY OFFICE PRODUCTS	1/29/2014		
	Printer Maintenance		311.80	
	Printer Maintenance		85.00	
	Printer Maintenance		85.00	
				481.80
12317	MONTEREY COUNTY BUSINESS COUNCIL	1/29/2014		
	2014 ANNUAL MEMBERSHIP		2,000.00	
				2,000.00
12318	NEXIS PARTNERS, LLC	1/29/2014		
	RENT & COMMON AREAS ADM BLDG FEBRUARY 2014		1,515.00	
	RENT & COMMON AREAS ADM BLDG FEBRUARY 2014		7,194.00	
				8,709.00
12319	OFFICE DEPOT	1/29/2014		
	Office Supplies		36.15	
	Office Supplies		64.51	
	Office Supplies		59.29	
	Office Supplies		80.35	
	Office Supplies		1,061.53	
	Office Supplies		81.93	
	Office Supplies		137.59	
	Office Supplies		63.96	
	Office Supplies		154.41	
	Office Supplies		8.62	
	Office Supplies		33.43	
	Office Supplies		41.03	
	Office Supplies		43.92	
	Office Supplies		17.33	
				1,884.05
12320	**Void**	1/29/2014		
			0.00	
				0.00
12321	ONHOLD EXPERIENCE	1/29/2014		
	On Hold Service		207.00	
				207.00
12322	PITNEY BOWES - POSTAGE	1/29/2014		
	Postage		1,000.00	
				1,000.00
12323	PURE WATER BOTTLING	1/29/2014		
	BOTTLED WATER DELIVERIES		53.00	
	BOTTLED WATER DELIVERIES		23.75	
	BOTTLED WATER DELIVERIES		69.92	
				146.67
12324	QUINN COMPANY	1/29/2014		
	SS TS VEHICLE SERVICE AND REPAIRS		121.48	
	SS TS VEHICLE SERVICE AND REPAIRS		294.78	
	SS TS VEHICLE SERVICE AND REPAIRS		924.31	
	SS TS VEHICLE SERVICE AND REPAIRS		340.00	
				1,680.57
12325	RBF CONSULTING	1/29/2014		
	JC SURVEYING SERVICES		4,027.50	
				4,027.50

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

Check #	Name	Check Date	Amount	Check Total
12326	RECOLOGY WASTE SOLUTIONS, INC JC DIV ASST FEE & MATERIAL FEES JC LANDFILL OPS & EXTENDED HRS JC LANDFILL OPS & EXTENDED HRS JC DIV ASST FEE & MATERIAL FEES	1/29/2014	8,154.00 2,706.00 163,034.00 469.21	174,363.21
12327	REPUBLIC SERVICES #471 96 GALLON GARBAGE CART SERVICE	1/29/2014	64.87	64.87
12328	SCALES UNLIMITED SCALES MAINTENANCE SCALES MAINTENANCE	1/29/2014	940.00 970.00	1,910.00
12329	SCS ENGINEERS Engineering Services	1/29/2014	550.00	550.00
12330	SCS FIELD SERVICES ALL SITES GRDWTR MONITORING SERVICES ALL SITES GRDWTR MONITORING SERVICES ALL SITES GRDWTR MONITORING SERVICES NON ROUTINE - CH, LR, JC ECS NON ROUTINE - CH, LR, JC ECS ALL SITES GRDWTR MONITORING SERVICES NON ROUTINE - CH, LR, JC ECS ALL SITES GRDWTR MONITORING SERVICES ALL SITES GRDWTR MONITORING SERVICES	1/29/2014	1,344.00 1,400.00 4,712.00 620.00 1,006.50 2,195.00 981.00 3,539.00 3,691.00	19,488.50
12331	SMOKEY KEY SERVICE Supplies	1/29/2014	43.20	43.20
12332	STURDY OIL COMPANY TRUCK & TRAILER SUPPLIES TRUCK & TRAILER SUPPLIES & STEAM WASH	1/29/2014	177.60 520.00	697.60
12333	T. M. FITZGERALD & ASSOCIATES 200 Recycling Containers	1/29/2014	3,032.59	3,032.59
12334	THOMAS M BRUEN LEGAL SERVICES	1/29/2014	9,060.47	9,060.47
12335	VERIZON WIRELESS SERVICES, LLC Cell Phone Service	1/29/2014	118.61	118.61
12336	VISION RECYCLING INC C & D OUTSIDE GRINDING & MISC SERVICES	1/29/2014	6,957.50	6,957.50
12337	WASTE MANAGEMENT INC BFI WASTE DELIVERED TO MADISON JOLON ROAD OPERATIONS	1/29/2014	6,994.52 57,779.10	64,773.62
12338	WESTERN EXTERMINATOR COMPANY JC STORAGE CONTAINER/SHOP, SSTS RODENT CONTROL JC STORAGE CONTAINER/SHOP, SSTS RODENT CONTROL	1/29/2014	53.00 55.00	

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

Check #	Name	Check Date	Amount	Check Total
	JC STORAGE CONTAINER/SHOP, SSTs RODENT CONTROL		228.00	
				336.00
12339	WILLDAN FINANCIAL SERVICES	1/29/2014		
	BOND CONTINUING DISCLOSURE INFORMATION		1,600.00	
				1,600.00
12340	WRIGHT EXPRESS FINANCIAL SERVICES CORPORATION	1/29/2014		
	Vehicle Fuel		1,314.22	
	Vehicle Fuel		137.60	
	Vehicle Fuel		169.27	
	Vehicle Fuel		96.68	
				1,717.77
17540536056	CA STATE BOARD OF EQUALIZATION	1/24/2014		
	INTEGRATED WASTE MGMT FEES OCT - DEC 2013		57,447.60	
	INTEGRATED WASTE MGMT FEES OCT - DEC 2013		27,844.60	
				85,292.20
DFT2014716	WAGeworks	1/27/2014		
	FSA MONTHLY ADMIN FEES DEC 2013		6.00	
	FSA MONTHLY ADMIN FEES DEC 2013		12.00	
	FSA MONTHLY ADMIN FEES DEC 2013		8.00	
	FSA MONTHLY ADMIN FEES DEC 2013		6.00	
	FSA MONTHLY ADMIN FEES DEC 2013		6.00	
	FSA MONTHLY ADMIN FEES DEC 2013		12.00	
				50.00
	<b>Subtotal</b>			<u>601,771.73</u>
	Payroll Disbursements			250,001.74
	<b>Grand Total</b>			<u><u>851,773.47</u></u>



SalinasValleyRecycles.org

SALINAS VALLEY SOLID WASTE AUTHORITY

## Report to the Board of Directors

### ITEM NO. 3

N/A

Finance Manager/Controller-Treasurer

N/A

General Counsel

General Manager/CAO

**Date:** March 20, 2014

**From:** Patrick Mathews, General Manager/CAO

**Title:** 2013-16 Strategic Plan Goals and Six-Month Objectives Monthly Update

### RECOMMENDATION

Staff recommends that the Board accept the report of the progress on the 2013-16 Strategic Plan Goals and Six-month Objectives approved February 2014.

### STRATEGIC PLAN RELATIONSHIP

The Authority's Three-year Strategic Plan reflects specific measurable six-month objectives that will be reported to the Board each month.

- 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

### FISCAL IMPACT

Funding for the implementation of the specific goals (3 year) and objectives (6 month) is allocated as part of the budget process.

### DISCUSSION & ANALYSIS

The Board met on February 13, 2014 to review the Authority's current three-year Strategic Plan goals (2013-16) and six-month objectives. A new set of six-month objectives were developed collaboratively by the Board and staff for each of the goals.

Progress reports on the current Strategic Plan's six-month objectives will be provided monthly to the Board. These will be reviewed and re-evaluated at the next Board retreat which is recommended to be scheduled on July 31, 2014.

### BACKGROUND

In 2007 the Board adopted short and long term goals for the Authority. In 2009, the Board adopted a Mission, Vision and Core Values. In 2010, the Board adopted a three year Strategic Plan (2010-2013) with short term objectives. The Board agreed that new goals would be established every three years with six-month measurable objectives. On July 31, 2013, the Board developed the current three-year Strategic Plan goals (2013-2016).

### ATTACHMENT(S)

1. 2013-2016 Strategic Plan and Six-month Objectives Matrix as of March 13, 2014

S A L I N A S   V A L L E Y   S O L I D   W A S T E   A U T H O R I T Y

**SIX-MONTH STRATEGIC OBJECTIVES**

February 13, 2014 through July 15, 2014  
AS OF MARCH 13, 2014

THREE-YEAR GOAL: <b>FUND AND IMPLEMENT 75% DIVERSION OF WASTE FROM LANDFILLS</b>						
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.	X			Receive Board direction to proceed with demonstration project, enabling agreement to be completed by early April
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.		X		Report included in March 2014 Board packet
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.		X		Test runs of Pilot Digester to commence in April 2014
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.		X		Siting study is in process with Citizens Advisory Group
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.		X		RPF for consultant services released March 2014 by City of Gonzales (Proj. administrator)

**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.		X	CAG is on track for May or June Siting Study presentation
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.		X	
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.		X		
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.		X		
FUTURE OBJECTIVE	HR/Organization Development Manager, working with CSUMB student interns and a consultant	Develop a Business Plans for generating revenues from closed landfills.		X		Working with CSUMB for an internship to assist with business plans for interested parties

**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.		X		
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.		X		
3. July 15, 2014	Each Board and Management Team member	Be visible and promote SVSWA at at least one community event.		X		
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.		X		Expanding social media contacts list, reaching out to service organizations, participating in community events
5. July 15, 2014	HR/Organization Development Manager	Ensure broadcasting of at least two new SVSWA radio and TV ads targeting the Hispanic community.		X		

#### 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.	X			Presented to the Board on Feb. 20, 2014. Board directed staff to proceed with a public operation and bring back a ops. Plan for approval (on March agenda)
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.		X		Authority "fair share" contribution under negotiation, included in March agenda
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.		X		Preliminary design, costing and permitting underway
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.		X		

**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

**Date:** March 20, 2014  
**From:** Susan Warner, Diversion Manager  
**Title:** Diversion Data from Private Recyclers

### ITEM NO. 4

N/A

Finance Manager/Controller-Treasurer

N/A

Legal Counsel

General Manager/CAO

### RECOMMENDATION

Staff recommends that the Board accept the report.

### STRATEGIC PLAN RELATIONSHIP

The recommended action will assist the Authority in supporting the Strategic Plan Goal to fund and implement 75% diversion of waste from landfills.

### FISCAL IMPACT

No fiscal impact with the exception of the Diversion Manager and Recycling Coordinator's time.

### DISCUSSION & ANALYSIS

On an annual basis the Authority submits AB 939/SB 1016 Annual Reports for each of the member Cities to CalRecycle to demonstrate compliance with AB 939 requirements. Diversion data from the haulers, Transfer Stations, Landfill and Local Buy-Back Center California Redemption Value (CRV) data (provided by the State) is included in the Source Reduction and Recycling Element (SRRE) program section of the report. Any additional diversion data or activities not already accounted for can be included in the SRRE program section of the report and is taken into account by CalRecycle when determining AB 939 compliance.

The most current regional diversion rate is 71% collectively for our five Salinas Valley cities. Monterey County Environmental Health Bureau previously elected to report independent of the Salinas Valley cities. In order to reach our 75% diversion goal or the additional 4%, we need to be able to quantify approximately 23,000 tons of additional recycling and diversion activities. It is believed that a couple of the larger local private recyclers are easily diverting this amount or more on an annual basis.

The Authority does receive annual recycling data from a few private recyclers including Converted Organics (food waste diversion), Tong Hua (cardboard and plastics recycling), and Campus California and 7<sup>th</sup> Generation Recycling (clothing recycling). HOPE Services also provides estimates on their diversion programs (mattress & box spring recycling, electronic waste collection, clothing and household goods, etc.). In 2012, these private recyclers diverted over 6,200 tons of material. Authority staff has contacted two construction and demolition recyclers and is currently working with one of the larger, local metal recyclers, to provide data based on origin. Typically the private recyclers do not track the data by origin so we are working collaboratively to develop a tracking process.

Additional diversion activities in the Salinas Valley area that are difficult to quantify include; local thrift stores, food bank, backyard composting, etc.

Periodic updates on private recycling efforts will be brought to the Board as new data is collected through these collaborative tracking efforts.

## **BACKGROUND**

At the July 31, 2013 Strategic Planning Session, the Board approved an objective to request diversion data from private recyclers to be able to include it in the Authority's annual reporting and report the results to the Board.

Historically, diversion data from private recyclers has been difficult to obtain due to a lack of required reporting requirements from the State or other local authorities. This data has also been regarded as proprietary information by the private recyclers and therefore not provided. The private recyclers also do not necessarily track the data by origin making it difficult to attribute to specific Cities' diversion numbers.

## **ATTACHMENT(S)**

None



**SalinasValleyRecycles.org**

SALINAS VALLEY SOLID WASTE AUTHORITY

## Report to the Board of Directors

**Date:** March 20, 2014

**From:** Susan Warner, Diversion Manager

**Title:** Increased Diversion Efforts Report on Construction and Demolition Material

### ITEM NO. 5

N/A

Finance Manager/Controller-Treasurer

N/A

Legal Counsel

General Manager/CAO

### RECOMMENDATION

Staff recommends that the Board accept the report.

### STRATEGIC PLAN RELATIONSHIP

The recommended action helps support the 75% diversion goal. This report concludes the objective developed at the July 31, 2013, Board Retreat to develop and report to the Board a plan to increase construction and demolition diversion (i.e., keeping construction and demolition materials out of the landfill).

### FISCAL IMPACT

Between July and December of 2013 the Authority received 885 tons of mixed Construction and Demolition (C&D) material at the gate rate of \$58 per ton. Total revenue was \$53,281. An additional 333 tons of ground C&D was received at the rate of \$28 per ton in an agreement with Randazzo Enterprises. Concrete without rebar, suitable for road base is accepted at Johnson Canyon at \$1.00 per ton. A total of 668 tons were received the first 6 months of the fiscal year.

The Authority compensates Vision Recycling to grind and relocate C&D material to be used as ADC or road base. Between July and December 2013, 104 loads were moved within the Johnson Canyon Landfill and 2,035 tons were ground at a cost of \$26,000.

### DISCUSSION & ANALYSIS

Mixed construction and demolition material consists of concrete with and without rebar, asphalt, roof tiles, shingles, bricks, drywall, lumber, dirt, soil, rocks and landscaping debris. Each of these materials may be used as alternative daily cover (ADC), but must first be separated prior to grinding. Currently concrete and asphalt are used as road base at the Johnson Canyon Landfill and the remaining tonnage such as lumber, drywall, roof tiles and shingles are ground up and used as ADC.

In a response to Requests for Proposals in 2009, the County of Santa Cruz was awarded a contract to receive and process C&D materials at \$25 per ton, with the Authority providing transportation to the Buena Vista Landfill. The other bids were between \$46 and \$65 per ton. The County stopped accepting the material in November 2010 due to the high levels of contamination.

The C&D stockpiled at Johnson Canyon will be handled as part of landfill operations. It will continue to be used for road base and ADC as long as allowed by CalRecycle, and/or could be moved off site and marketed by a contracted vendor. The Authority has no established outlets or markets for the material to be sold for beneficial reuse.

Authority staff will continue to evaluate the best alternatives for processing our current small C&D volumes and projected increases in the future as building and growth resumes in the Salinas Valley. Options may include working with the Monterey Regional Waste Management District to accept and process C&D for the Authority, rebidding the project, or installing a small sorting operation on Authority property to recover and market the major C&D materials such as wood and metal.

## **BACKGROUND**

At the July 31, 2013 Strategic Planning Session, the Board approved an objective to develop a plan to increase construction and demolition diversion and to keep the material out of the landfill.

The Authority worked with each of the Building Officials in the Salinas Valley cities to develop and adopt a Construction and Demolition ordinance requiring that a plan be developed by the permit holder to recycle 100% of inert materials from a project. This action was reinforced by the "Green" Uniform Building Code changes and AB32, California's Global Warming Solutions Act adopted in 2006.

Recognizing that the Authority receives very little of the C&D material generated, visits were made to each of the largest contractors serving Monterey County to determine if they could contribute supplemental data. In all cases, the willingness to cooperate exists, but the mechanism does not. Contractors may be able to provide tonnage information, but not always by material type, and none of them track the origin of the material. After revisiting the largest contractor, the same response was received; they can provide tonnage information, but not by origin, although they have committed to implement a solution if it is not cost prohibitive.

## **ATTACHMENTS**

None



## Report to the Board of Directors

ITEM NO. 6

Finance Manager/Controller-Treasurer

N/A

Legal Counsel

General Manager/CAO

**Date:** March 20, 2014

**From:** Cesar Zuniga, Operations Manager

**Title:** A Resolution Declaring a Perennial Energy, Inc. Enclosed Ground Flare Stack and Topcon Total Station Survey Equipment as Surplus Property and Authorizing the General Manager to Dispose of Property

### RECOMMENDATION

Staff recommends Board adoption of the resolution.

### STRATEGIC PLAN RELATIONSHIP

This is an operational item and does not relate to the Board's strategic plan.

### FISCAL IMPACT

The sale of the Perennial Energy Inc. landfill gas flare stack and Topcon Total Station survey equipment will result in some additional revenue for the Authority. The exact amount will not be known until a sale takes place.

### DISCUSSION & ANALYSIS

The Perennial Energy Inc. landfill gas (LFG) flare stack was replaced by a larger LFG flare stack in 2000. This unit has been stored at the Johnson Canyon Landfill since it was replaced. The Topcon Total Station survey equipment is outdated and has been replaced. Staff believes that the Authority will benefit more by declaring these pieces of equipment as surplus property as it no longer has operational value. If approved as surplus property, an informal bid process will be initiated and surplus property will be sold to the highest bidder.

### BACKGROUND

The Authority installed the Perennial Energy flare stack at the Lewis Road Landfill in 1997. Due to the increase production of landfill gas, the flare was replaced with a larger unit in 2000. The Perennial Energy flare stack is undersize for use at any of the Authority's facilities and has been stored at the Johnson Canyon Landfill since it was removed in 2000. The Topcon unit was purchased in 2004 and used for various landfill projects. The unit was replaced in 2011 and is no longer in use.

### ATTACHMENT(S)

1. Resolution

**RESOLUTION NO. 2014 –**

**A RESOLUTION OF THE SALINAS VALLEY SOLID WASTE AUTHORITY DECLARING A PERENNIAL ENERGY, INC. ENCLOSED GROUND FLARE STACK AND TOPCON TOTAL STATION SURVEY EQUIPMENT AS SURPLUS PROPERTY AND AUTHORIZING THE GENERAL MANAGER TO DISPOSE OF PROPERTY**

**BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE SALINAS VALLEY SOLID WASTE AUTHORITY** that the following property is hereby declared surplus to the needs of the Authority:

- Perennial Energy, Inc. Enclosed Ground Flare Stack
- Topcon Total Station Survey Equipment

**BE IT FURTHER RESOLVED** that the General Manager is hereby authorized and directed, for and on behalf of the Salinas Valley Solid Waste Authority, to sell said property to the highest bid received and/or to dispose of the stated property.

**PASSED AND ADOPTED** by the Board of Directors of the Salinas Valley Solid Waste Authority this 20<sup>th</sup> day of March 2014, by the following vote:

AYES: BOARD MEMBERS:

NOES: BOARD MEMBERS:

ABSENT: BOARD MEMBERS:

ABSTAIN: BOARD MEMBERS:

---

Elizabeth Silva, President

ATTEST:

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Elia Zavala, Clerk of the Board





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SALINAS VALLEY SOLID WASTE AUTHORITY


## Report to the Board of Directors

**Date:** March 20, 2014

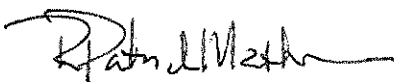
**From:** Cesar Zuñiga, Operations Manager

**Title:** A Resolution Authorizing the Purchase of a Sterling Elgin Crosswind Regenerative Street Sweeper for the Sun Street Transfer Station from Truck Site for an Amount of \$57,236.20

### ITEM NO. 15

  
Finance Manager/Controller-Treasurer

N/A  
Legal Counsel

  
General Manager/CAO

### RECOMMENDATION

Staff recommends that the Board adopt the resolution.

### STRATEGIC PLAN RELATIONSHIP

The purchase of the Regenerative Street Sweeper supports Goal E: Reduce costs and improve services at the Johnson Canyon Landfill and other SVSWA facilities.

### FISCAL IMPACT

The capital improvements budget has \$48,100 in Project #9702 Sun Street-Street Sweeper for this purchase. An additional \$12,000 is needed to fund the entire purchase including DMV fees and transportation of the sweeper to the Sun Street Transfer Station. The additional funding can be transferred from the Sun Street Improvements budget #9703 which has \$55,000 available as of the end of February. There are sufficient funds to accommodate this budget transfer to cover the purchase price.

### DISCUSSION & ANALYSIS

Staff has been looking for a regenerative street sweeper for the Sun Street Transfer Station for compliance with National Pollution Discharge and Elimination System (NPDES) permit requirements. A brand new sweeper would cost approximately \$210,000. Staff has been searching for a used Regenerative Street Sweepers that fit within budget and are California Air Resources Board (CARB) compliant. The Sterling Elgin Crosswind CNG Regenerative Street Sweeper meets both of these requirements.

Since the opening of the Sun Street Transfer Station in 2005, the facility has contracted with a local Street Sweeping company to provide the sweeping of the facility and the streets leading in and out of the facility as part of its NPDES and Storm Water Pollution Prevention Plan (SWPPP). The contract covers sweeping of the facility two times per week between April-September and three times a week between October-March. The purchase of a street sweeper will allow staff to sweep the facility and streets leading in and out of the facility on a more frequent basis and eliminate the use of the contracted street sweeper services,

saving \$11,700 annually. This unit also has a large litter vacuum attached that will allow for litter collection around the site as well as street sweeping

At this time staff is making the recommendation to purchase the Sterling Elgin Crosswind CNG Regenerative Street Sweeper from Truck Site at a cost of \$57,236.20.

**ATTACHMENT(S)**

1. Resolution
2. Exhibit A – Truck Site Proposal

## RESOLUTION NO. 2014 -

### **A RESOLUTION OF THE SALINAS VALLEY SOLID WASTE AUTHORITY AUTHORIZING THE PURCHASE OF ONE STERLING ELGIN CROSSWIND CNG REGENERATIVE STREET SWEEPER FROM TRUCK SITE FOR AN AMOUNT OF \$57,236.20**

**WHEREAS**, the Authority agreed to purchase a street sweeper as part of the CalSPA settlement; and

**WHEREAS**, the purchase of a used equipment can save the Authority \$152,000; and

**WHEREAS**, Section 3.01.130 of the Authority Code allows for exceptions to the competitive bidding in cases where the Board finds that the commodity is unique and not subject to competitive bidding; and

**WHEREAS**, the purchase of used equipment results in the purchase of a unique commodity not subject to competitive bidding; and

**NOW THEREFORE, BE IT RESOLVED, BY THE BOARD OF DIRECTORS OF THE SALINAS VALLEY SOLID WASTE AUTHORITY** that the purchase of a used regenerative street sweeper sweeping is considered as the purchase of a unique commodity not subject to competitive bidding; and,

**BE IT FURTHER RESOLVED**, that a budget transfer of \$12,000 is hereby authorized from CIP Project 9703-SSTS Improvements to CIP Project 9702-SSTS NPDES Improvements; and,

**BE IT FURTHER RESOLVED**, that the General Manager/CAO is hereby authorized and directed for, and on behalf of, the Salinas Valley Solid Waste Authority to purchase a street sweeper for the Sun Street Transfer Station from Truck Site, as attached hereto and marked "Exhibit A," and to carry out all responsibilities necessary.

**PASSED AND ADOPTED** by the Board of Directors of the Salinas Valley Solid Waste Authority at a regular meeting duly held on the 20<sup>th</sup> day of March 2014, by the following vote:

AYES: BOARD MEMBERS:

NOES: BOARD MEMBERS:

ABSENT: BOARD MEMBERS:

ABSTAIN: BOARD MEMBERS:

ATTEST:

\_\_\_\_\_  
Elizabeth Silva, President

\_\_\_\_\_  
Elia Zavala, Clerk of the Board

## Truck Site

575 Display Way Sacramento, CA 95838

Phone: (916) 927-5000  
Fax: (916) 514-0664

Salesperson:  
F&I Manager:

Today's Date: 03/17/2014  
Deal Date: 03/17/2014

**BUYER**  
Name: Salinas Valley Solid Waste Authority  
Address: 128 Sun Street-Suite 101  
Salinas, CA 93901  
County: MONTEREY  
SS#:   
DOB:   
License No/State: CA  
Home Phone: (831) 775-3020  
Cell Phone: (831) 206-7918  
Work Phone:   
Email: cesarz@svswa.org

### CO-BUYER

CA

CA

### INSURANCE

ANNUAL % RATE	FINANCE CHARGE	AMOUNT FINANCED	TOTAL OF PAYMENTS	TOTAL SALE PRICE Down: \$0.00
0.00 %	\$0.00	\$57,236.20	\$57,236.20	\$57,236.20

ITEMIZATION OF AMOUNT FINANCED	BREAK DOWNS	PAYMENT SCHEDULE
Vehicle Cash Price: \$52,500.00 Document Preparation Fee: \$65.00 Sales Tax @ 8.00000%: \$4,205.20 <b>Subtotal: \$56,770.20</b>  License Fees: \$466.00* <b>Total: \$57,236.20</b>  <b>Total Cash: \$0.00</b> <b>Total Down: \$0.00</b> <b>Amount Financed: \$57,236.20</b>	<b>LICENSE FEES</b> Base DMV Fee: \$80.00 Add On Amount: \$10.00 License Title Transfer Fee: \$15.00 Vehicle License Fee: \$341.00 Additional Fees: \$20.00 <b>Total: \$466.00*</b>	<b>Number of Payments: 1</b> <b>Payment Amount: \$57,236.20</b> <b>Due On: 03/17/2014</b>

items marked with \* are estimated

## VEHICLE INFORMATION

### DEAL VEHICLE (USED)

Stock Number: 12241  
VIN: 49HAADB13DK67256  
Year: 2003  
Make: Sterling  
Model: SC8000 Elgin Crosswind  
Body Style:   
Odometer:

### TRADE-IN VEHICLE(S)

Provider of this form makes no warranty, express or implied, as to content or fitness for purpose of this form. Consult your own legal counsel.

This is a non-binding proposal. All sales subject to credit approval.  
DealSummary (Rev.05/13) ©  
03/17/2014 11:39:32AM

 **data consultants**  
(800) 284-8469 [www.dataconsultants.com](http://www.dataconsultants.com)





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SALINAS VALLEY SOLID WASTE AUTHORITY

## Report to the Board of Directors

**ITEM NO. 7**

Finance Manager/Controller-Treasurer

General Manager/CAO

Board President

**Date:** March 20, 2014

**From:** Roberto Moreno, Finance Manager

**Title:** A Resolution Approving Service Fees Effective July 1, 2014 for Recycling, Resource Recovery, and Disposal at Authority Landfills and Transfer Stations and Administrative Services

### RECOMMENDATION

Staff recommends holding the public hearing and considering approval of this item.

The Executive Committee recommends Board approval of this item.

### STRATEGIC PLAN RELATIONSHIP

This is a routine operational item. It does not directly relate to the Board's Strategic Plan.

### FISCAL IMPACT

Approval of the proposed rate schedule will result in a decrease of \$334,500 in solid waste tipping fee revenue due to an anticipated slight decrease in tonnage with no offsetting rate increase. The \$3.00 per ton increase in the Salinas Transportation Surcharge will result in a revenue increase of \$228,800.

### DISCUSSION & ANALYSIS

#### No increase in tipping fees or AB939 fees

No increase in tipping fees or AB939 fees is proposed for FY 2014-15 in accordance with the agreement with the County Board of Supervisors which approved the refunding revenue bonds.

#### Increase of \$3.00 per ton in Salinas Transportation Surcharge

The only proposed increase is a \$3.00 per ton increase in the Salinas Transportation Surcharge fee charged to Republic Services of Salinas to help defray the cost of transporting their waste from Salinas to Johnson Canyon Landfill. This will bring their transportation surcharge to \$14.00 per ton. This is still a favorable rate in comparison to the \$19.89 per ton the Authority pays Waste Management to transport overflow waste from 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.

#### Reallocation of AB939 Fee

The total AB939 fee of \$1,731,980 is not proposed to increase as mentioned above. However, each member agency's share of the AB939 fee is proposed to change slightly in accordance with the Board adopted methodology for annual allocation of the AB939 fee,

whereby each franchise hauler's share is based on the previous year's landfilled tonnage. The 2013-14 AB939 fee allocation was based on 2011-12 landfilled tonnage. The 2014-15 AB939 fee should therefore be allocated based on 2012-13 landfilled tonnage. The table below shows the minor changes in allocation between the 2013-14 and 2014-15 fiscal years. Again, there is no change in the net fees collected for the Authority, only changes in how the costs are allocated between member agency franchise haulers.

Franchise Hauler	2011-12		FY 2013-14 Annual AB939 Fee	2012-13		FY 2014-15 Annual AB939 Fee	Increase / (Decrease)
	Tons Landfilled	Percent		Tons Landfilled	Percent		
Republic Services	91,753	63.3%	\$ 1,096,269	93,236	64.4%	\$ 1,115,134	\$ 18,865
WM - Unincorp.	30,930	21.3%	\$ 369,550	29,130	20.1%	\$ 348,407	\$ (21,143)
TCD - Soledad	6,147	4.2%	\$ 73,450	6,294	4.3%	\$ 75,278	\$ 1,828
WM - King City	7,627	5.3%	\$ 91,133	7,497	5.2%	\$ 89,665	\$ (1,468)
TCD - Greenfield	5,702	3.9%	\$ 68,124	5,809	4.0%	\$ 69,477	\$ 1,353
TCD - Gonzales	2,800	1.9%	\$ 33,454	2,844	2.0%	\$ 34,019	\$ 565
Total	144,959	100.0%	\$ 1,731,980	144,810	100.0%	\$ 1,731,980	\$ -

The proposed allocation of the AB939 fee based on FY 2012-13 tonnage will have a minor impact on the franchise haulers.

## BACKGROUND

On November 21, 2013 the Authority agreed as follows:

To the extent permitted by law and barring unforeseen exigent circumstances, the Authority shall not raise rates or impose new rates for the disposal or processing of waste of any kind at any facilities owned, controlled, managed or leased by the Authority (including without limitation tipping fees or AB 939 fees) through and including June 30, 2015, without the express approval of the County's representatives to the Authority's Board of Directors present at the meeting, other than implementation of the previously approved rate increase effective July 1, 2013;

The preliminary budget presented to the Board on February 20, 2014 reflects the proposed rates for FY 2014-15. A Public Hearing is scheduled for March 20, 2014 to consider the proposed rates.

## ATTACHMENT(S)

1. Resolution and Fee Schedule

## RESOLUTION NO. 2014 –

### **A RESOLUTION OF THE SALINAS VALLEY SOLID WASTE AUTHORITY APPROVING SERVICE FEES EFFECTIVE JULY 1, 2014 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 20, 2014 to review the Disposal Fees and Rates for FY 2014-15; 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** the Authority Board previously agreed to not increase tipping fee or AB939 Fees.

**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, 2014.

**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 20th day of March 2014, by the following vote:

AYES: BOARD MEMBERS:

NOES: BOARD MEMBERS:

ABSENT: BOARD MEMBERS:

ABSTAIN: BOARD MEMBERS:

ATTEST:

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Elizabeth Silva, President

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Elia Zavala, Clerk of the Board

**DISPOSAL FEES AND RATES**  
Effective July 1, 2014

**AB939 Fees (Total Remains same as 2013-14)**

	2012-13			
Fee is charged to franchise haulers based on prior year tonnage:	Tons			
Fee allocation is as follows:	Landfilled	Percent	Annual	Monthly
Republic Services of Salinas	93,236	64.4%	\$ 1,115,134	\$ 92,928
Waste Management - Unincorporated area	29,130	20.1%	\$ 348,407	\$ 29,034
Tri-Cities - Soledad	6,294	4.3%	\$ 75,278	\$ 6,273
Waste Management - King City	7,497	5.2%	\$ 89,665	\$ 7,472
Tri-Cities - Greenfield	5,809	4.0%	\$ 69,477	\$ 5,790
Tri-Cities - Gonzales	2,844	2.0%	\$ 34,019	\$ 2,835
	144,810	100%	\$ 1,731,980	\$ 144,332



EXHIBIT A  
**SALINAS VALLEY SOLID WASTE AUTHORITY**

**DISPOSAL FEES AND RATES**  
Effective July 1, 2014

	Current Fee or Rate	Proposed Changes
<b><u>SOURCE SEPARATED DIVERTIBLE MATERIALS</u></b>		

<b><u>Cardboard</u></b>	No Charge	
<b><u>Recyclable plastic and glass containers, aluminum and paper</u></b>	No Charge	
<b><u>Metal</u></b>	No Charge	
<b><u>Construction and Demolition materials</u></b>		
Mixed Dirty	\$ 58.00	Per Ton
Minimum charge per load (up to 500 lbs.)	\$ 14.50	Per Load
Loads weighing between 501 and 999 lbs.	\$ 29.00	Per Load
Loads weighing 1,000 lbs. and above	\$ 58.00	Per Ton
<b><u>Mattresses and box springs</u></b>	\$ 15.00	Each
<b><u>Greenwaste and Wood</u></b>		
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
<b><u>Soil and Aggregate (Johnson Canyon Landfill only)</u></b>		
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
<b><u>Biosolids - subject to pre-approval (Johnson Canyon Landfill only)</u></b>	\$ 28.00	Per Ton
<b><u>Tires (without rims only)</u></b>		
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

**HOUSEHOLD HAZARDOUS WASTE AT COLLECTION FACILITIES**

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

EXHIBIT A  
**SALINAS VALLEY SOLID WASTE AUTHORITY**

**DISPOSAL FEES AND RATES**  
Effective July 1, 2014

	Current Fee or Rate	Proposed Changes
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	
<b><u>Appliances and Air Conditioners</u></b>		
Without refrigerant	No Charge	
With refrigerant	\$ 15.00 Each	
<b><u>Gas Cylinders (Propane, helium, fire extinguishers only)</u></b>		
Must be empty with valve open		
1 liter	\$ 1.50 Each	
5 gallons	\$ 8.00 Each	
<b><u>Sharps Disposal (non-commercial only)</u></b>		
Used needles and lancets ( in an approved container)	No Charge	
<b><u>Sharps Containers (non-commercial only)</u></b>		
3 Quart Container	\$ 5.00 Each	

**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	\$ 1.50 Per Lb.
Nickel-Cadmium, Lithium, Silver Oxide-Hydride Cells,	
Lead Gel Cells, Nickel-Metal, and Lithium	
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

EXHIBIT A  
**SALINAS VALLEY SOLID WASTE AUTHORITY**

**DISPOSAL FEES AND RATES**  
 Effective July 1, 2014

	<u>Current Fee or Rate</u>	<u>Proposed Changes</u>
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)	\$ 11.00 Per Ton	\$ 14.00
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



**SalinasValleyRecycles.org**  
SALINAS VALLEY SOLID WASTE AUTHORITY

## Report to the Board of Directors

**Date:** March 20, 2014

**From:** Susan Warner, Diversion Manager

**Title:** Recognition to Salinas Adult School – Transition  
Center for Successful Implementation of  
Recycling Programs

### ITEM NO. 8

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. 9**

Finance Manager/Controller-Treasurer

N/A

Legal Counsel

General Manager/CAO

**Date:** March 20, 2014  
**From:** Dave Meza, Authority Engineer  
**Title:** Johnson Canyon Landfill Regional Truck Route  
Fair Share Contribution

### RECOMMENDATION

Staff recommends that the Board provide direction regarding the fair share methodology for the Johnson Canyon Landfill Regional Truck Route. Based on the historical circumstances, traffic studies and future projections discussed below, staff recommends, as a compromise, that we do not exceed the original 24% project contribution calculations completed at the time of the conditional use permit issuance in 2007.

### 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 project started with a \$2,300,000 budget. Since the project began, approximately \$55,000 has been spent on pre-engineering studies and design analysis which will be considered part of our fair share contribution. For FY 2013-14, the Board approved temporarily borrowing \$770,000 from this Project's Budget in order to fund other Capital Improvements. Once this amount is repaid, there will be approximately \$2,245,000 remaining that can be used to fund this project. Using the 24% calculated fair share contribution from 2007; and a project cost range of \$5.0 million (County) to \$5.7 million (Authority); and an estimated \$300,000 for permitting, environmental review and engineering costs, the Authority share would be in the range of \$1.3-\$1.5 million all costs included. Sufficient funds are designated and available in the Authority Capital Improvements budget to support this fair share level of project funding.

Final project costs will not be fully known until the County completes environmental review, final engineering and competitive bidding for the project.

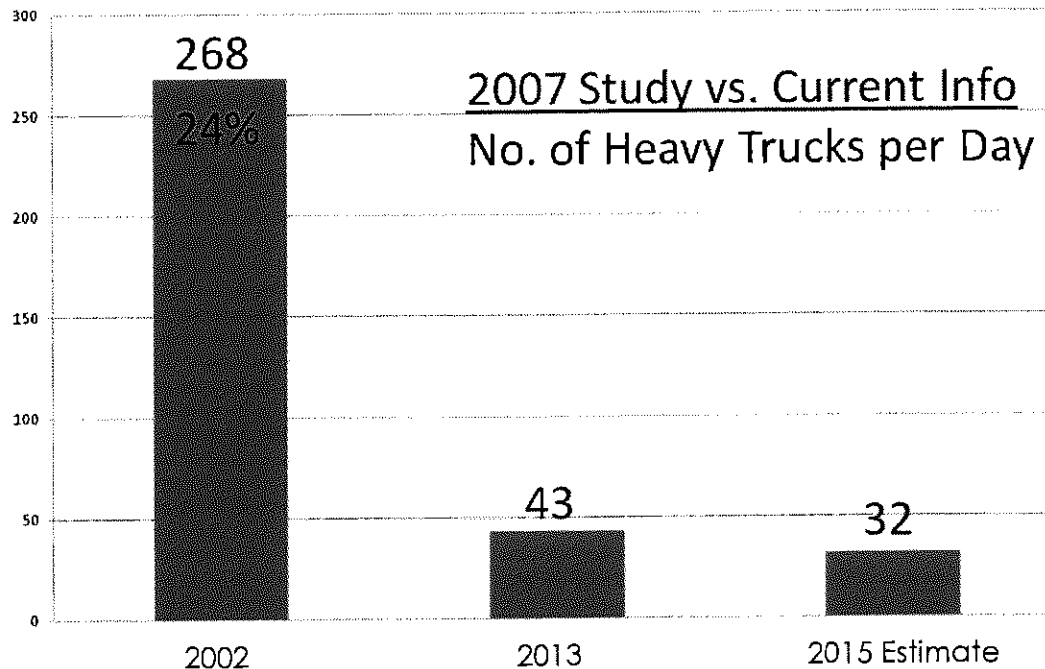
### DISCUSSION & ANALYSIS

As part of the 2002 Regional Solid Waste Facilities Environmental Impact Report (EIR), the SVSWA agreed to contribute towards bringing the regional truck route to County standards for heavy truck traffic. As part of the EIR, an analysis was presented that explained that the SVSWA fair share amount was \$397,062. The fair share method used in the 2002 analysis was based on Average Annual Daily Traffic at that time. The EIR's Mitigation and Monitoring Report, as agreed to by the agencies, says that SVSWA will "ensure payment of the fair-share contribution to the appropriate agency upon implementation of the recommended improvements."

In 2007, the SVSWA developed a preliminary cost estimate to reconstruct the Regional Truck Route. As part of that effort, a traffic study was performed to determine the SVSWA fair share amount. That traffic study projected that some 276 vehicles would use the truck route after the anticipated closure of the Crazy Horse Landfill in 2009 when all landfill operations were consolidated at the Johnson Canyon Landfill. Of that number, some 218 vehicles would be heavy trucks. Then the study added an additional 50 heavy trucks to those numbers. The 50 heavy trucks was an estimate of the number of transfer trucks that will travel from the Salinas Transfer Station after the Crazy Horse Landfill was closed. Combing these numbers, the 2007 Traffic Study used 326 total vehicles of which 268 vehicles were heavy trucks. Based on those numbers, the Authority fair share amount based on Average Annual Daily Traffic is about 24%. The Authority fully funded the fair share estimate of \$2.3 million in 2007 in anticipation of the project being completed soon after the Conditional Use Permit (CUP) was issued by the County in 2007.

The 2007 Traffic Study was performed before the Crazy Horse Landfill was closed and before South Valley Waste was directed to Johnson Canyon via the alternate route using Gloria Road and Iverson Road. Unfortunately, the County of Monterey was not prepared to undertake the road repair project between the 2007 issuance of the CUP and the expected redirection of traffic onto Gloria and Iverson Roads in 2009. This would have been the optimal time to complete the road project before Authority trucks were directed onto Gloria and Iverson Roads which has increased the deterioration.

The 2013, the peak daily truck traffic was 43 trips per day. In 2015, when road construction would likely take place, the peak daily truck traffic would be reduced to 32. The following is a chart showing the differences.



Staff is seeking direction from the Board of Directors with determining the SVSWA fair share amount to reconstruct the roadway. Possible alternatives include:

- 1) Agree with the County's request to pay 50% for a \$5-\$5.7 million project
- 2) Limit the SVSWA fair share amount to the original 24% for a \$5-\$5.7 M project (staff recommended compromise)

- 3) Limit the SVSWA fair share amount to about 5% for a \$5-\$5.7 M project based on projected 2015 traffic impact reductions
- 4) Conduct another traffic study and revise the SVSWA fair share accordingly

**BACKGROUND**

The Johnson Canyon Landfill Truck Route is suffering from pavement disrepair. Much of the roadway requires reconstruction. SVSWA has spent money from its fair share budget to perform engineering, a traffic study, and a geotechnical study, in an effort to understand the scope of the roadway reconstruction scope.

**ATTACHMENT(S)**

1. None



**SalinasValleyRecycles.org**

SALINAS VALLEY SOLID WASTE AUTHORITY

## Report to the Board of Directors

**ITEM NO. 10**

Finance Manager/Controller-Treasurer

T. Bruen by ez

General Counsel

General Manager/CAO

Board President

**Date:** March 20, 2014

**From:** Cesar Zuniga, Operations Manager

**Title:** A Resolution Approving the Implementation Plan for Authority Staff to Provide Landfill Operation and Diversion Services at the Johnson Canyon Landfill and Approving the Revised Personnel Allocation, Salary Schedule, New and Revised Job Descriptions Effective March 20, 2014; AND A Resolution Authorizing the Purchase of Used Equipment for Landfill Operations under Specific Circumstances

### RECOMMENDATION

The Executive Committee and staff recommend adoption of the Resolutions approving the Implementation Plan for Authority staff to provide the operation and diversion services at the Johnson Canyon Landfill.

### 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 Waste Solutions ("Recology"). Authority operation of the landfill is estimated to be \$2,874,524, a savings of \$70,776 under current budget.

The Authority's estimated cost is \$476,000 per year less than the lowest of the two private sector proposals discussed during the February 2014 Board meeting.

### DISCUSSION & ANALYSIS

In order for Authority staff to take over the landfill operation at Johnson Canyon Landfill the following major tasks have to be accomplished:

- Hire nine (9) qualified individuals
- Acquire 14 pieces of equipment, a combination of new and used to control costs

Following is a discussion of steps needed to accomplish these major tasks.



### **Recruitment of nine (9) qualified individuals (March 2014 to November 2014)**

Recology currently has 10 employees working at the landfill, including 1 supervisor, plus they have a superintendent and a General Manager whose time is partially dedicated to the Johnson Canyon Landfill operations.

Before recruitment can begin, the following items need to be approved:

- Exhibit B - Revised Personnel Allocation Plan & Organizational Chart
- Exhibit C - Revised Salary Schedule
- Exhibit D - Revised Field Operations Supervisor I/II, Diversion Worker I/II, and New Heavy Equipment Operator/Lead Job Descriptions

The job descriptions for Field Operations Supervisor I/II and Diversion Worker I/II are being amended to include the landfill as the primary worksite.

In addition, a new job description for Heavy Equipment Operator / Lead needs to be approved. This job description is based on the job description for Equipment Operator/Driver/Lead. The new job responsibilities will be for operating equipment only. It will not include transfer truck driving. Both of these positions will be on the same pay scale.

These changes in job descriptions will allow the Authority to maintain maximum flexibility by allowing the movement of personnel between the landfill and the transfer station as the need arises.

The Salary Schedule is being revised to include the new position. There are no other changes in the Schedule.

If the proposal is approved, staff will initiate the employee recruitment and selection process to conclude with Offers of Employment to qualified candidates by August 31, 2014. This will give any current Recology employees that may not be hired by the Authority a four (4) month window to look for employment elsewhere, before their job ends.

We anticipate beginning employment by December 22, 2014 so that candidates can receive orientation and training.

The Authority would begin official operation of the landfill on January 1, 2015.

### **What happens to current Recology employees?**

As discussed at the February 20, 2014 meeting, the employee selection process will be the same process used when the Authority took over operations at Sun Street Transfer Station on January 1, 2008, and when the Authority took over the scale house operations on September 1, 2009. That process includes holding a Job Fair to promote the Authority as a local employer and assist candidates with the application process. The job fair will help candidates learn about the Authority benefits and how to make the best impression during a recruitment process. The process includes having the Authority's Human Resources/Organizational Development Manager available to answer questions and assist with the application process to all interested candidates, to include Recology candidates.

Our current recruitment policy designates that recruitment would begin with an in-house promotional opportunities for current Authority employees. The Authority would then advertise in the local papers, at which time Recology employees will be encouraged to apply. Recology employees have many years of experience; therefore; they should make

excellent candidates. However, they are still subject to Authority personnel policies and all legal hiring requirements.

**Acquisition of Equipment at a maximum annual cost not to exceed \$839,281 per year**

The most expensive part of starting up a landfill operation is the initial purchase of heavy equipment. Attachment 6 – Equipment Procurement proposal is included for board consideration. While the gross equipment value could be up to \$3.7 million, by utilizing a combination of new and high quality used equipment, and lease-purchase financing over a five year period at 6% (or less) interest, the annual payments will be a not-to-exceed \$839,281 per year. This is included in the \$2,874,524 estimated Authority budget for landfill operations.

The two largest pieces of equipment, the Compactor 826C and Dozer, CAT D-8, account for forty-three percent (43%) of the total equipment purchases. Because these are the two most critical pieces of equipment, staff recommends the purchase of brand new equipment, unless they can be found as certified second-life equipment. Second-life equipment is equipment that has been refurbished and certified under the manufacturer's warranty program. If the equipment is available as second-life equipment it could save the Authority thousands of dollars. If this equipment is purchased as brand new equipment, the order for that equipment needs to be placed by May 1, in order to have the equipment delivered in December.

**Purchase of Used Equipment**

In order to minimize the cost of equipment, staff is recommending that the majority of the remaining equipment be purchased as used equipment. This type of heavy equipment lasts a long time and is not utilized full time in the operations. There is a lot of used equipment with low hours of operation that is in good working order at a much lower price than brand new equipment.

The Authority typically purchases new equipment by developing specifications and putting them out to bid. The lowest responsible bidder is awarded the contract. This does not work when purchasing used equipment. It is very hard to get an "apples to apples" comparison with used equipment. The purchase of used equipment requires more work (inspection of the equipment and service records) but can save a lot of money. It also requires some judgment calls. Quality used equipment may also be sold quickly, so purchasing flexibility is essential to take advantage of opportunities when they arise. In order for the Authority to purchase used equipment the Board will need to approve by Resolution a process that the Authority would use. Attached is a Resolution authorizing the purchase of used equipment that includes the following guidelines:

- o Less than 8 years old
- o Service records must be available for inspection
- o A warranty of some kind is preferable
- o Local service must be available
- o Requires notification to the Board of purchase
- o Gives General Manager authority to purchase specified pieces of used equipment up to \$250,000 each, as outlined in Attachment 7
- o Purchases over \$250,000 must be approved by the Board

**Transition Plan – March 2014 to November 2014**

While the above work is being developed, staff will be working on the following necessary items.

- Revise Operations Budget (requires Board approval at final budget adoption in May 2014)
- Operations Plan and Schedule
- Annual Solid Waste Fill Plan
- Revise Stormwater Pollution Prevention Plan
- Revise Health and Safety Plan
- Revise Safety Program
- Revise Illness & Injury Prevention Plan
- Equipment Training Plan
- Augmented Safety Program

## **BACKGROUND**

On February 20, 2014, the proposal results from vendors and SVSWA staff were presented to the Board for review and direction. After some discussion, the Board of Directors instructed staff to develop a plan to start the Johnson Canyon Landfill operations on January 1, 2015, utilizing Authority staff and resources.

## **ATTACHMENT(S)**

1. Resolution for Personnel Changes
2. Exhibit A – Implementation Schedule
3. Exhibit B – Revised Personnel Allocation Plan& Organizational Chart
4. Exhibit C - Revised Salary Schedule
5. Exhibit D – Revised Job Description for Field Operations Supervisor I/II;  
Revised Job Description for Diversion Worker I/II;  
New Job Description for Heavy Equipment Operator/Lead
6. Resolution for Equipment Procurement
7. Exhibit A – Equipment Procurement Budget

**RESOLUTION NO. 2014-**

**A RESOLUTION OF THE SALINAS VALLEY SOLID WASTE AUTHORITY  
APPROVING THE JOHNSON CANYON IMPLEMENTATION PLAN FOR AUTHORITY STAFF TO  
PROVIDE OPERATIONS AND DIVERSION SERVICES AT THE JOHNSON CANYON LANDFILL AND  
APPROVING THE REVISED PERSONNEL ALLOCATION, SALARY SCHEDULE, NEW AND REVISED  
JOB DESCRIPTIONS EFFECTIVE MARCH 20, 2014**

**WHEREAS**, the 2002 contract for operation of the Johnson Canyon Landfill with Recology Environmental Solutions expires on December 31, 2014; and

**WHEREAS**, on February 20, 2014 the Board of Directors considered the responses received to the Request for Proposals for landfill operations; and

**WHEREAS**, based on the substantial cost savings and the ability of Authority staff to accomplish the Scope of Services presented in the Request for Proposals, the Authority Board directed staff to develop an Implementation Plan to transition between the current contracted operator and future operations by Authority staff on January 1, 2015.

**THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE SALINAS VALLEY SOLID WASTE AUTHORITY** that the Chief Administration Officer or his delegate is hereby authorized and directed for and on behalf of the Salinas Valley Solid Waste Authority to execute the Implementation Plan outlined in "Exhibit A" in order to commence operation of the Johnson Canyon Landfill on January 1, 2015; and,

**BE IT FURTHER RESOLVED** that the Chief Administration Officer is hereby authorized to reject all proposals received in response to the Request for Proposals for Operations of the Johnson Canyon Landfill; and

**BE IT FURTHER RESOLVED** that the Personnel Allocation and Organizational Chart attached hereto and marked "Exhibit B" are hereby approved; and

**BE IT FURTHER RESOLVED** that the Salary Schedule attached hereto and marked "Exhibit C" is hereby approved; and,

**BE IT FURTHER RESOLVED** that the Job Descriptions, attached hereto and marked "Exhibit D" are hereby approved; and,

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

AYES: BOARD MEMBERS:

NOES: BOARD MEMBERS:

ABSENT: BOARD MEMBERS:

ABSTAIN: BOARD MEMBERS:

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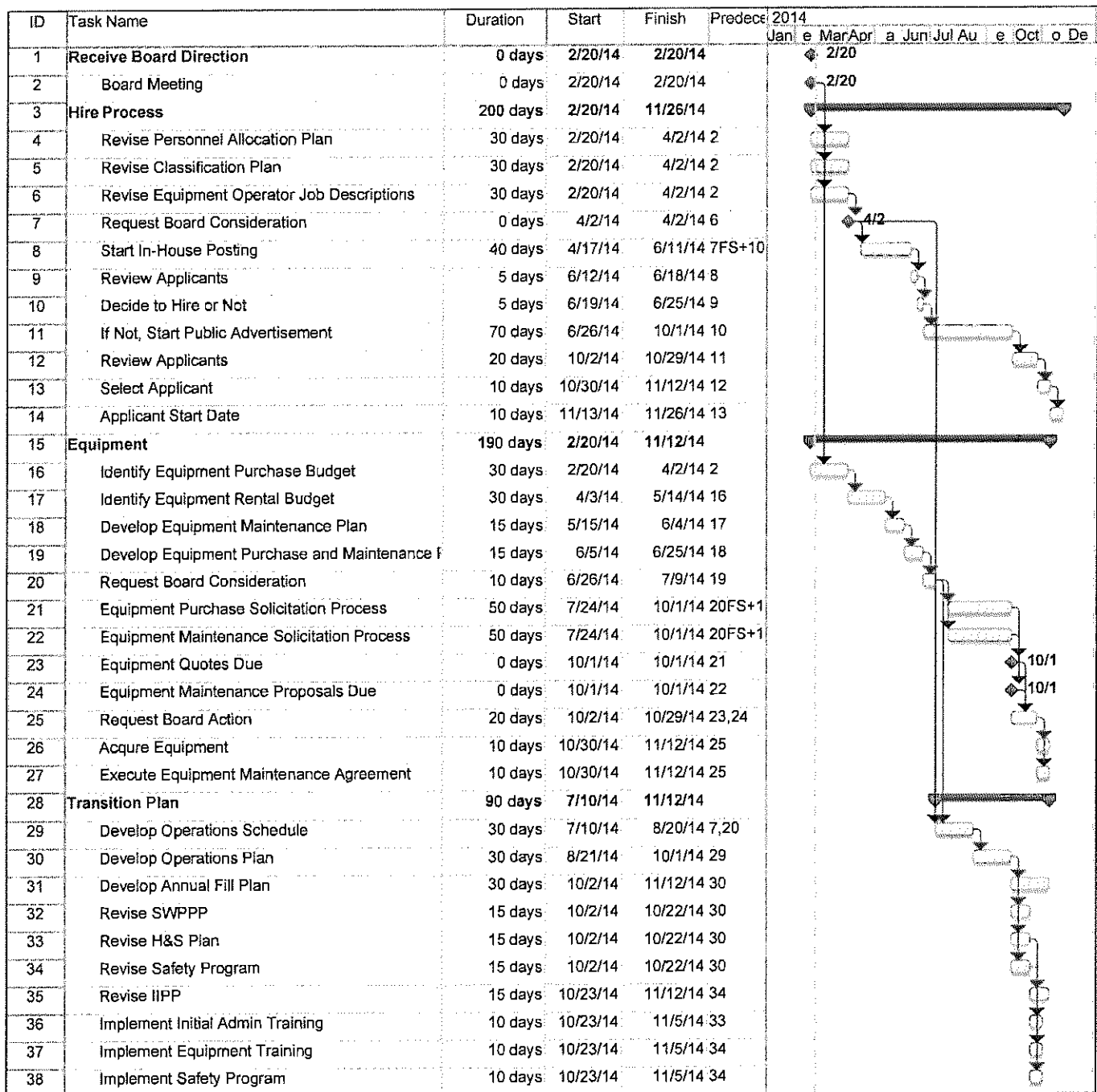
Elizabeth Silva, President

ATTEST:

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Elia Zavala, Clerk of the Board

# Exhibit A

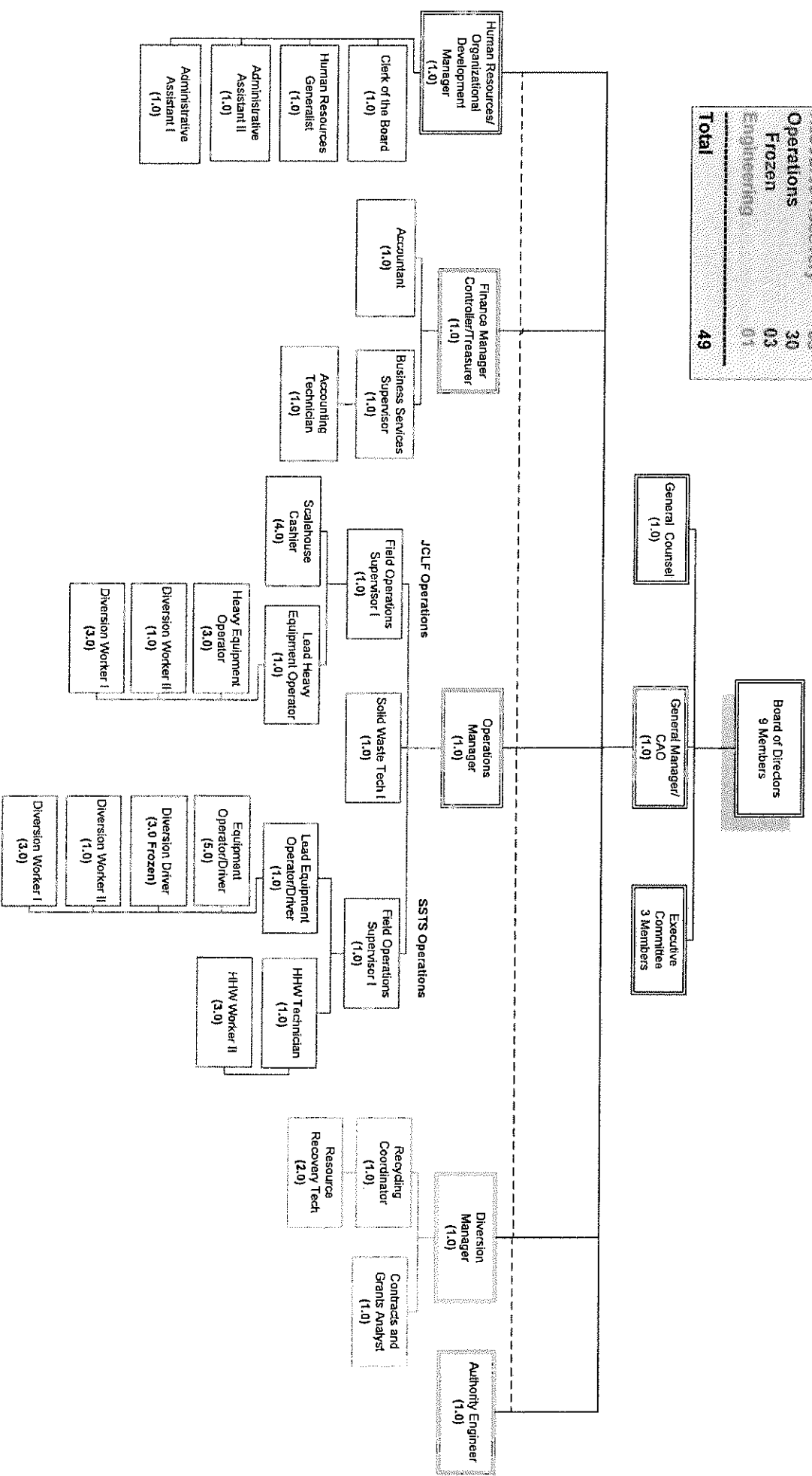




# Salinas Valley Solid Waste Authority Organizational Chart Proposed Effective Date: March 20, 2014

EXHIBIT B

Administration	06
Finance	04
Resource Recovery	05
Operations	30
Frozen	03
Engineering	01
<b>Total</b>	<b>49</b>



**SALINAS VALLEY SOLID WASTE AUTHORITY  
SALARY SCHEDULE**

PROPOSED EFFECTIVE DATE: MARCH 20, 2014

Rev (03/14)

**EXHIBIT C**

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	619.36	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	667.38	684.00	701.04	718.64	736.64	755.04	774.48	793.84	813.68	829.65
	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	813.88	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**  
**PROPOSED EFFECTIVE DATE: MARCH 20, 2014**

Rev (03/14)

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%
5.5	Hourly	9,681	9,923	10,171	10,425	10,685	10,956	11,233	11,510	11,798	12,092	12,335
	Bi-Weekly	774.48	793.84	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	1,763.00	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	25,656.00
6.0	Hourly	9,923	10,171	10,425	10,685	10,956	11,233	11,510	11,798	12,092	12,392	12,640
	Bi-Weekly	793.84	813.68	834.00	854.80	876.48	898.64	920.80	943.84	967.36	991.36	1,011.23
	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	2,191.00
	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	26,392.00
6.5	Hourly	10,171	10,425	10,685	10,956	11,233	11,510	11,798	12,092	12,392	12,704	12,958
	Bi-Weekly	813.68	834.00	854.80	876.48	898.64	920.80	943.84	967.36	991.36	1,016.32	1,036.62
	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	2,202.00	2,246.00
	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	26,424.00	26,952.00
7.0	Hourly	10,425	10,685	10,956	11,233	11,510	11,798	12,092	12,392	12,704	13,021	13,281
	Bi-Weekly	834.00	854.80	876.48	898.64	920.80	943.84	967.36	991.36	1,016.32	1,041.68	1,062.46
	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	2,302.00
	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	27,624.00
7.5	Hourly	10,685	10,956	11,233	11,510	11,798	12,092	12,392	12,704	13,021	13,344	13,610
	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	1,088.77
	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	2,359.00
	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	28,308.00
8.0	Hourly	10,956	11,233	11,510	11,798	12,092	12,392	12,704	13,021	13,344	13,685	13,956
	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	1,116.46
	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	2,372.00	2,419.00
	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	29,028.00
8.5	Hourly	11,233	11,510	11,798	12,092	12,392	12,704	13,021	13,344	13,685	14,019	14,302
	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	1,144.15
	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	2,372.00	2,430.00	2,479.00
	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	29,160.00	29,748.00
9.0	Hourly	11,510	11,798	12,092	12,392	12,704	13,021	13,344	13,685	14,019	14,371	14,660
	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	1,172.77
	Monthly	1,995.00	2,045.00	2,096.00	2,148.00	2,202.00	2,257.00	2,313.00	2,372.00	2,430.00	2,491.00	2,541.00
	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	29,160.00	29,892.00	30,492.00

**SALINAS VALLEY SOLID WASTE AUTHORITY  
SALARY SCHEDULE**

Rev (03/14)

PROPOSED EFFECTIVE DATE: MARCH 20, 2014

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	14,735	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	1,178.80	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	2,491.00	2,554.00	2,606.00
	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	29,892.00	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	14,735	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	1,178.80	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	2,554.00	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	29,892.00	30,648.00	31,416.00	32,040.00
10.5	Hourly	12,392	12,704	13,021	13,344	13,685	14,019	14,371	14,735	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	1,178.80	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	2,618.00	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	30,648.00	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	15,479	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	1,238.32	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	2,683.00	2,750.00	2,806.00
	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	32,196.00	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	15,865	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	1,269.20	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	2,750.00	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	33,000.00	33,816.00	34,488.00
12.0	Hourly	13,344	13,685	14,019	14,371	14,735	15,104	15,479	15,865	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	1,269.20	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	2,750.00	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	33,000.00	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	16,673	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	1,333.84	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	2,890.00	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	33,816.00	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	16,673	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	1,367.04	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	2,890.00	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	33,816.00	34,680.00	35,544.00	36,432.00	37,164.00

**Bay (n114)**

POSITION	SALARY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
											2.50%	2%
Division Worker II	13.5	Hourly 14,371	14,735	15,104	15,479	15,856	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	1,464.46	
	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	3,173.00	
	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	38,076.00	
14.0	Hourly 14,735	15,104	15,479	15,865	16,258	16,673	17,088	17,515	17,948	18,398	18,860	19,235
	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	1,508.80	1,538.77
	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	3,110.00	3,185.00	3,269.00	3,334.00
	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	39,036.00	
14.5	Hourly 15,104	15,479	15,865	16,258	16,673	17,088	17,515	17,948	18,398	18,860	19,338	19,725
	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	1,547.04	1,578.00
	Monthly 2,618.00	2,683.00	2,750.00	2,818.00	2,890.00	2,962.00	3,036.00	3,110.00	3,185.00	3,269.00	3,352.00	3,419.00
	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	40,008.00	
15.0	Hourly 15,479	15,865	16,258	16,673	17,088	17,515	17,948	18,398	18,860	19,338	19,812	20,210
	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	1,584.96	1,616.77
	Monthly 2,683.00	2,750.00	2,818.00	2,890.00	2,962.00	3,036.00	3,110.00	3,189.00	3,269.00	3,352.00	3,434.00	3,503.00
	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	41,028.00	
15.5	Hourly 15,865	16,258	16,673	17,088	17,515	17,948	18,398	18,860	19,338	19,812	20,313	20,717
	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	1,625.04	1,667.38
	Monthly 2,750.00	2,818.00	2,890.00	2,962.00	3,036.00	3,110.00	3,189.00	3,269.00	3,352.00	3,434.00	3,521.00	3,591.00
	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	42,036.00	
16.0	Hourly 16,258	16,673	17,088	17,515	17,948	18,398	18,860	19,338	19,812	20,313	20,717	21,121
	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	1,667.38	1,709.80
	Monthly 2,818.00	2,890.00	2,962.00	3,036.00	3,110.00	3,189.00	3,269.00	3,352.00	3,434.00	3,521.00	3,608.00	3,699.00
	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	43,296.00	
16.5	Hourly 16,673	17,088	17,515	17,948	18,398	18,860	19,338	19,812	20,313	20,815	21,340	21,767
	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	1,667.38	1,709.80	1,752.22
	Monthly 2,890.00	2,962.00	3,036.00	3,110.00	3,189.00	3,269.00	3,352.00	3,434.00	3,521.00	3,608.00	3,699.00	3,773.00
	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	44,340.00	
17.0	Hourly 17,088	17,515	17,948	18,398	18,860	19,338	19,812	20,313	20,815	21,340	21,767	22,194
	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	1,667.38	1,709.80	1,752.22	1,794.64
	Monthly 2,962.00	3,036.00	3,110.00	3,189.00	3,269.00	3,352.00	3,434.00	3,521.00	3,608.00	3,699.00	3,773.00	3,864.00
	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	44,340.00	45,384.00	

**SALINAS VALLEY SOLID WASTE AUTHORITY**  
**SALARY SCHEDULE**  
**PROPOSED EFFECTIVE DATE: MARCH 20, 2014**

Rev (03/14)

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%
HWM Maintenance Worker I	Hourly	17,515	17,948	18,398	18,860	19,338	19,812	20,313	20,815	21,340	21,860	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	1,783.85
	Monthly	3,036.00	3,111.00	3,269.00	3,289.00	3,352.00	3,434.00	3,521.00	3,608.00	3,699.00	3,789.00	3,865.00
	Annual	36,432.00	37,332.00	38,268.00	39,228.00	40,224.00	41,208.00	42,262.00	43,296.00	44,388.00	45,468.00	46,380.00
18.0	Hourly	17,948	18,398	18,860	19,338	19,812	20,313	20,815	21,340	21,860	22,413	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	1,828.08
	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	3,963.00
	Annual	37,332.00	38,268.00	39,228.00	40,224.00	41,208.00	42,262.00	43,296.00	44,388.00	45,468.00	46,620.00	47,566.00
Diversion Driver	Hourly	18,398	18,860	19,338	19,812	20,313	20,815	21,340	21,860	22,413	22,973	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	1,874.77
	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	4,062.00
	Annual	38,268.00	39,228.00	40,224.00	41,208.00	42,262.00	43,296.00	44,388.00	45,468.00	46,620.00	47,784.00	48,744.00
19.0	Hourly	18,860	19,338	19,812	20,313	20,815	21,340	21,860	22,413	22,973	23,550	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	1,884.00	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	4,082.00	4,164.00
	Annual	39,228.00	40,224.00	41,208.00	42,262.00	43,296.00	44,388.00	45,468.00	46,620.00	47,784.00	48,984.00	49,968.00
HWM Maintenance Worker II Scalehouse Cashier	Hourly	19,338	19,812	20,313	20,815	21,340	21,860	22,413	22,973	23,550	24,133	24,617
	Bi-Weekly	1,547.04	1,584.96	1,625.04	1,665.20	1,707.20	1,748.80	1,793.04	1,837.84	1,884.00	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	4,183.00	4,267.00
	Annual	40,224.00	41,208.00	42,262.00	43,296.00	44,388.00	45,468.00	46,620.00	47,784.00	48,984.00	50,196.00	51,204.00
Administrative Assistant I	Hourly	19,812	20,313	20,815	21,340	21,860	22,413	22,973	23,550	24,133	24,738	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	1,979.04	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	4,288.00	4,374.00
	Annual	41,208.00	42,262.00	43,296.00	44,388.00	45,468.00	46,620.00	47,784.00	48,984.00	50,196.00	51,456.00	52,488.00
20.0	Hourly	20,313	20,815	21,340	21,860	22,413	22,973	23,550	24,133	24,738	25,362	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	2,028.96	2,069.64
	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	4,396.00	4,484.00
	Annual	42,262.00	43,296.00	44,388.00	45,468.00	46,620.00	47,784.00	48,984.00	50,196.00	51,456.00	52,752.00	53,808.00
20.5	Hourly	20,815	21,340	21,860	22,413	22,973	23,550	24,133	24,738	25,362	25,996	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	2,079.66	2,121.23
	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	4,396.00	4,506.00
	Annual	42,262.00	43,296.00	44,388.00	45,468.00	46,620.00	47,784.00	48,984.00	50,196.00	51,456.00	52,752.00	54,072.00
Administrative Assistant II Equipment Operator/Driver Heavy Equipment Operator	Hourly	20,815	21,340	21,860	22,413	22,973	23,550	24,133	24,738	25,362	25,996	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	2,079.66	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	4,506.00	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	54,072.00	55,152.00

**SALINAS VALLEY SOLID WASTE AUTHORITY  
SALARY SCHEDULE  
PROPOSED EFFECTIVE DATE: MARCH 20, 2014**

Rev (03/14)

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 Heavy 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	27,179
		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	2,174.31
		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	4,711.00
		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	56,820.00
	22.0	Hourly 21,860	22,413	22,973	23,550	24,133	24,738	25,362	25,996	26,648	27,312	27,860
		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	2,228.77
		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	4,829.00
		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	57,948.00
	22.5	Hourly 22,413	22,973	23,550	24,133	24,738	25,362	25,996	26,648	27,312	27,998	28,568
		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	2,284.62
		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	4,950.00
		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	59,400.00
	23.0	Hourly 22,973	23,550	24,133	24,738	25,362	25,996	26,648	27,312	27,998	28,696	29,267
		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	2,341.38
		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	5,073.00
		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	60,878.00
	23.5	Hourly 23,550	24,133	24,738	25,362	25,996	26,648	27,312	27,998	28,696	29,412	30,000
		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	2,400.00
		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	5,200.00
		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	62,400.00
	24.0	Hourly 24,133	24,738	25,362	25,996	26,648	27,312	27,998	28,696	29,412	30,144	30,750
		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	2,460.00
		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	5,330.00
		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	63,960.00
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	31,523
		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	2,521.85
		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	5,464.00
		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	65,568.00
	25.0	Hourly 25,362	25,996	26,648	27,312	27,998	28,696	29,412	30,144	30,906	31,679	32,313
		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	2,586.08
		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	5,601.00
		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	67,120.00

**SALINAS VALLEY SOLID WASTE AUTHORITY  
SALARY SCHEDULE**

Rev (03/14)

PROPOSED EFFECTIVE DATE: MARCH 20, 2014

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	33,121
		Bi-Weekly 2,079.68	2,131.84	2,184.96	2,239.84	2,295.68	2,352.96	2,411.52	2,472.46	2,534.32	2,597.52	2,649.69
		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	5,741.00
		Annual \$4,072.00	\$5,428.00	\$6,808.00	\$8,236.00	\$9,688.00	\$11,176.00	\$12,700.00	\$14,284.00	\$15,992.00	\$17,536.00	\$18,992.00
26.0		Hourly 26,648	27,312	27,998	28,696	29,412	30,144	30,906	31,679	32,469	33,283	33,946
		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	2,715.69
		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	5,884.00
		Annual \$5,428.00	\$6,808.00	\$8,236.00	\$9,688.00	\$11,176.00	\$12,700.00	\$14,284.00	\$15,992.00	\$17,536.00	\$19,228.00	\$20,608.00
26.5		Hourly 27,312	27,998	28,696	29,412	30,144	30,906	31,679	32,469	33,283	34,113	34,794
		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	2,783.54
		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	6,031.00
		Annual \$6,808.00	\$8,236.00	\$9,688.00	\$11,176.00	\$12,700.00	\$14,284.00	\$15,992.00	\$17,536.00	\$19,228.00	\$20,956.00	\$22,372.00
27.0		Hourly 27,998	28,696	29,412	30,144	30,906	31,679	32,469	33,283	34,113	34,967	35,665
		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	2,853.33
		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	6,184.00
		Annual \$8,236.00	\$9,688.00	\$11,176.00	\$12,700.00	\$14,284.00	\$15,992.00	\$17,536.00	\$19,228.00	\$20,956.00	\$22,732.00	\$24,184.00
27.5		Hourly 28,696	29,412	30,144	30,906	31,679	32,469	33,283	34,113	34,967	35,838	36,564
		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	2,924.31
		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	6,336.00
		Annual \$9,688.00	\$11,176.00	\$12,700.00	\$14,284.00	\$15,992.00	\$17,536.00	\$19,228.00	\$20,956.00	\$22,732.00	\$24,544.00	\$26,032.00
28.0		Hourly 29,412	30,144	30,906	31,679	32,469	33,283	34,113	34,967	35,838	36,744	37,477
		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	2,998.15
		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	6,496.00
		Annual \$6,176.00	\$7,700.00	\$9,284.00	\$10,992.00	\$12,700.00	\$14,284.00	\$15,992.00	\$17,536.00	\$19,228.00	\$20,956.00	\$22,372.00
28.5		Hourly 30,144	30,906	31,679	32,469	33,283	34,113	34,967	35,838	36,744	37,656	38,412
		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	3,072.92
		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	6,658.00
		Annual \$6,270.00	\$7,700.00	\$9,284.00	\$10,992.00	\$12,700.00	\$14,284.00	\$15,992.00	\$17,536.00	\$19,228.00	\$20,956.00	\$22,372.00
29.0		Hourly 30,906	31,679	32,469	33,283	34,113	34,967	35,838	36,744	37,656	38,596	39,359
		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	3,149.54
		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	6,824.00
		Annual \$6,284.00	\$7,700.00	\$9,284.00	\$10,992.00	\$12,700.00	\$14,284.00	\$15,992.00	\$17,536.00	\$19,228.00	\$20,956.00	\$22,372.00

**SALINAS VALLEY SOLID WASTE AUTHORITY  
SALARY SCHEDULE**

PROPOSED EFFECTIVE DATE: MARCH 20, 2014

Rev (03/14)

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	33,283	34,113	34,967	35,838	36,744	37,656	38,596	39,565	40,568
		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	3,244.64
		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	7,030.00
		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	82,296.00	84,360.00
30.0		Hourly 32,469	33,283	34,113	34,967	35,838	36,744	37,656	38,596	39,565	40,568	41,571
		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	3,309.69
		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	7,171.00
		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	86,052.00
30.5		Hourly 33,283	34,113	34,967	35,838	36,744	37,656	38,596	39,565	40,568	41,567	42,398
		Bi-Weekly 2,662.64	2,729.04	2,797.38	2,867.04	2,939.52	3,012.48	3,087.68	3,165.20	3,244.64	3,325.36	3,391.85
		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	7,349.00
		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	88,188.00
31.0		Hourly 34,113	34,967	35,838	36,744	37,656	38,596	39,565	40,568	41,567	42,606	43,480
		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	3,476.77
		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	7,533.00
		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	90,396.00
31.5		Hourly 34,967	35,838	36,744	37,656	38,596	39,565	40,568	41,567	42,606	43,667	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	3,568.08
		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	7,720.00
		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	92,640.00
32.0		Hourly 35,838	36,744	37,656	38,596	39,565	40,568	41,567	42,606	43,667	44,763	45,668
		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	3,662.62
		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	7,914.00
		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	94,968.00
32.5		Hourly 36,744	37,656	38,596	39,565	40,568	41,567	42,606	43,667	44,763	45,877	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	3,743.54
		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	8,111.00
		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	97,332.00
33.0		Hourly 37,656	38,596	39,565	40,568	41,567	42,606	43,667	44,763	45,877	47,031	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	3,837.99
		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	8,315.00
		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	99,780.00

**SALINAS VALLEY SOLID WASTE AUTHORITY**  
**SALARY SCHEDULE**  
**PROPOSED EFFECTIVE DATE: MARCH 20, 2014**

Rev (03/14)

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 Resource/ 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	49,471
		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	3,933.69
		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	8,523.00
		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	102,776.00
	34.0	Hourly 39,565	40,558	41,567	42,606	43,667	44,763	45,877	47,031	48,208	49,408	50,394
		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	4,031.54
		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	8,735.00
		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	104,820.00
	34.5	Hourly 40,558	41,567	42,606	43,667	44,763	45,877	47,031	48,208	49,408	50,642	51,658
		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	4,132.62
		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	8,954.00
		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	107,448.00
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	52,944
		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	4,235.54
		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	9,177.00
		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	110,124.00
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	54,271
		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	4,341.69
		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	9,401.00
		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	112,884.00
	36.0	Hourly 43,667	44,763	45,877	47,031	48,208	49,408	50,642	51,906	53,210	54,537	55,627
		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	4,450.15
		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	9,642.00
		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	115,704.00
	36.5	Hourly 44,763	45,877	47,031	48,208	49,408	50,642	51,906	53,210	54,537	55,904	57,023
		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	4,561.85
		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	9,884.00
		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	118,608.00
	37.0	Hourly 45,877	47,031	48,208	49,408	50,642	51,906	53,210	54,537	55,904	57,300	58,448
		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	4,675.85
		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	10,131.00
		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	121,572.00



**SALINAS VALLEY SOLID WASTE AUTHORITY**  
**SALARY SCHEDULE**

PROPOSED EFFECTIVE DATE: MARCH 20, 2014

REV 02/14

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%
37.5	Hourly	47,031	48,208	49,408	50,642	51,906	53,210	54,537	55,904	57,300	58,731	59,908
	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	4,792.62
	Monthly	8,162.00	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	10,394.00
	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	124,608.00
38.0	Hourly	48,208	49,408	50,642	51,906	53,210	54,537	55,904	57,300	58,731	60,196	61,402
	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	4,912.15
	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	10,643.00
	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	127,716.00
38.5	Hourly	49,408	50,642	51,906	53,210	54,537	55,904	57,300	58,731	60,196	61,696	62,931
	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	5,034.46
	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	10,908.00
	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	130,886.00
39.0	Hourly	50,642	51,906	53,210	54,537	55,904	57,300	58,731	60,196	61,696	63,242	64,506
	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	5,160.46
	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	11,181.00
	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	134,172.00
39.5	Hourly	51,906	53,210	54,537	55,904	57,300	58,731	60,196	61,696	63,242	64,817	66,115
	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	5,289.23
	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	11,460.00
	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	137,520.00
40.0	Hourly	53,210	54,537	55,904	57,300	58,731	60,196	61,696	63,242	64,817	66,444	67,771
	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	5,421.69
	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	11,747.00
	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	140,964.00
40.5	Hourly	54,537	55,904	57,300	58,731	60,196	61,696	63,242	64,817	66,444	68,100	69,462
	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	5,556.92
	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	12,040.00
	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	144,480.00
41.0	Hourly	55,904	57,300	58,731	60,196	61,696	63,242	64,817	66,444	68,100	69,808	71,204
	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	5,696.31
	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	12,342.00
	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	148,104.00

**SALINAS VALLEY SOLID WASTE AUTHORITY  
SALARY SCHEDULE**

Rev (03/14)

PROPOSED EFFECTIVE DATE: MARCH 20, 2014

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	72,987
	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	5,838.92
	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	12,651.00
	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	151,812.00
42.0	Hourly	58,731	60,196	61,696	63,242	64,817	66,444	68,100	69,808	71,556	73,344	74,810
	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	5,984.77
	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	12,967.00
	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	155,604.00
42.5	Hourly	60,196	61,696	63,242	64,817	66,444	68,100	69,808	71,556	73,344	75,185	76,690
	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	6,136.23
	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	13,293.00
	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	159,516.00
General Manager/CAO	Hourly											
	Bi-Weekly											
	Monthly											
	Annual											
WA Board Approved Contract												



## JOB DESCRIPTION

<b>JOB TITLE:</b>	Diversion Worker I/II	<b>DEPARTMENT:</b>	Operations
<b>REPORTS TO:</b>	Field Operations Supervisor I	<b>FLSA STATUS:</b>	Non-Exempt
<b>PREPARED DATE:</b>	July 2007	<b>APPROVED DATE:</b>	
<b>REVISION DATE:</b>	March 2014		

### SUMMARY

Under general direction of the Field Operations Supervisor I, perform a variety of semi-skilled/unskilled manual laboring tasks. To sort and separate materials for recycling on site, tip floor; and to perform other job related work as required.

### DIVERSION WORKER I

**Essential Job Functions:** Essential functions may include any of the following tasks, knowledge, skills and other characteristics. The list that follows is not intended as a comprehensive list; it is intended to provide a representative summary of the major duties and responsibilities.

- Performs a variety of unskilled manual tasks primarily involving physical strength, dexterity and coordination;
- Lifts and moves heavy objects; separates materials such as tires, mattresses, wood, glass, metals, plastics, etc. from waste materials for recycling or reprocessing.
- Assists in loading and unloading trucks;
- May clear and clean transfer station or landfill various work areas.
- May be assigned to operate skip or wheel loaders.
- May perform some semi-skilled maintenance and repair tasks in a training and learning capacity.
- Moves collection bins with pneumatic forklift to and within the recycling facility.
- Sweeps and removes hazards from the work area floor of the recycling, transfer or disposal facility.
- May respond to questions from the general public related to the Authority's solid waste and diversion programs.
- Interact with customers and direct customers to proper drop off locations for recyclable items.

### DIVERSION WORKER II

**Essential Job Functions:** Same as level I, with the following added task:

- Drive and operate loader

### SUPERVISORY RESPONSIBILITIES

This job has no current supervisory responsibilities.

### MINIMUM QUALIFICATIONS

High school diploma or GED required. Note: Additional qualifying experience may be substituted for the required education on a year per year basis.

### CERTIFICATES, LICENSES, REGISTRATIONS

A valid California "C" driver's license is required. Commercial "A" driving license preferred.

## **OTHER REQUIREMENTS**

A valid class "C" California driver's license –commercial "A" preferred. Must report any changes in status of driver's license. Must possess a sufficient amount of strength and stamina to lift and carry objects weighing up to 80 pounds and must be free from allergies to dust and pollen. Must be willing to work early morning, evening, holiday and weekend shifts. Must be willing to work with exposure to disagreeable and potentially hazardous substances.

## **KNOWLEDGE AND SKILLS:**

Any combination of training and experience which would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the required knowledge and abilities would be:

- Previous work experience performing heavy physical labor is highly desirable.
- Continued possession of a valid California
- Driver's License and a driving record that meets the Authority's auto insurance requirements.
- Ability to handle physically demanding work including lifting/loading bulky and heavy refuse.
- Must possess violation-free driving record for at least 18 months prior to employment with the Authority.
- Ability to work independently and with minimal supervision.
- Must maintain violation-free driving record during employment.
- Ability to effectively deal with the general public and customers.

## **Skill in and Ability to:**

- Perform semi-skilled maintenance, repair and construction assignments in a safe and efficient manner.
- Maintain productivity and focus on assigned tasks, with and without supervision, performing work in a timely and efficient manner.
- Understand and comply with safety policies and procedures.
- Pass District physical examination, which includes drug testing and pre-employment assessment of safe work capacity in relation to the essential job functions of the position including the requirements to wear respiratory protection and other safety equipment if needed.
- Understand and carry out oral/written directions and accept constructive criticism.
- Serve customers in a positive manner maintaining courtesy and respect at all times.
- Cooperate with other employees and promote team harmony and effectiveness.
- Apply sound judgment in a variety of circumstances with or without specific instructions.
- Adhere to an assigned work schedule; adjust working hours to include early evenings and/or Weekends if necessary.
- Conduct vehicle safety inspections.

To perform this job successfully, an individual must be able to perform each essential duty. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

### ***Language Skills***

Ability to read and comprehend simple instructions, short correspondence, and memos; ability to write simple correspondence; ability to effectively present information in one-on-one and small group situations to customers and other employees of the organizations. Bilingual in Spanish is desirable.

**Mathematical Skills**

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals; ability to compute rate, ratio, and percent and to draw and interpret bar graphs.

**Reasoning Ability**

Ability to apply common sense understanding to carry out detailed, but uninvolved written or oral instructions; ability to deal with problems involving a few concrete variables in standardized situations.

**COMPETENCIES**

To perform the job successfully, an individual should demonstrate the following competencies:

***Communication (Oral/Written)***

Expresses views in a fluent, clear, logical manner, with enthusiasm and confidence.

Communicates openly and honestly, and promotes an open exchange of ideas. Is an effective listener – listens openly without interrupting. Keeps people well informed in respect of key organizational and departmental issues, in a timely manner. Delivers information effectively in a variety of written formats, including reports, letters, memos, emails, etc.

***Cost Consciousness***

Does not waste resources. Looks for methods to improve processes that have a positive impact on the bottom line.

***Customer Focus/Interpersonal Skills***

Seeks to understand the (complex) dynamics of the customer's business. Builds effective customer rapport/relationships and treats them as business partners. Makes customers feel appreciated for their business. Actively seeks and listens to customers' needs, suggestions and feedback. Takes a genuine interest in customers and demonstrates urgency, energy and enthusiasm in satisfying their needs. Is friendly, warm and sincere, and easily approachable. Is tactful, compassionate and sensitive, and treats others with respect and dignity. Is patient and understanding, listens empathetically to others and respects their opinions. Makes others feel appreciated, valued and included, and is considerate of their needs and feelings. Is sensitive to cultural diversity, race, gender, and other individual differences.

***Flexibility/Adaptability/Initiative/Proactivity***

Is open to new ways of working, ideas and processes. Adapts quickly and effectively, to new environments, people, and responsibilities. Readily adapts to stressful situations and factors outside of his/her control. Actively attempts to influence events and instigates action without having to be urged on. Adapts and improves working methods in order to achieve goals. Anticipates and responds to future needs and opportunities and seizes opportunities when they arise. Anticipates problems and pro-actively develops contingency plans accordingly. Keeps current on emerging job-relevant trends and issues.

***Functional Expertise***

Has the functional competence (skills & knowledge) to be effective in his/her job. Keeps specialist competence up to date with ongoing learning/studying. Actively seeks assignments and other on-the-job opportunities to improve self. Shares competence willingly with others.

***Teamwork***

Is committed to the team and its goals. Does fair share and is an effective contributor. Fills in for or assists fellow team members when necessary. Develops and maintains productive working relationships within the team. Willingly shares knowledge, skills and job-relevant information. Actively participates in team meetings without monopolizing it or reducing the importance of other team members. Encourages and considers others' ideas, opinions and suggestions. Actively

involves self in team activities, and contributes positively towards team spirit and morale. Works effectively in cross-functional project teams (when required).

### **OTHER QUALIFICATIONS**

**Physical Demands** - The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to stand; walk; sit; use hands to finger, handle, or feel; reach with hands and arms; climb or balance; stoop, kneel, crouch, or crawl; talk or hear.

Frequently stand and walk; ability to stoop, kneel or crouch to pick up or move objects; physical ability to perform heavy physical labor; walk for short/long distances and on uneven surfaces; lift and move objects weighing up to 80 pounds without assistance and heavier objects with assistance; normal manual dexterity and eye-hand coordination; corrected hearing and vision to normal range; verbal communication.

Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus. Employee must be able to wear personal protective equipment including ear and eye protection, latex, rubber or leather gloves, hardhat, rain protection, and steel toe boots.

**Work Environment** - While performing the duties of this job, the employee is occasionally exposed to wet and/or humid conditions; fumes or airborne particles; toxic or caustic chemicals; outside weather conditions; risk of radiation, explosives, and high noise level. The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

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I acknowledge that I have received, read, and sought clarification of any questions I have about the content of this job description. I further understand that, in order for the Authority to retain necessary flexibility to meet organizational needs, this job description may be modified from time to time.

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Employee

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Date

**JOB DESCRIPTION**

<b>JOB TITLE:</b>	Heavy Equipment Operator/Lead	<b>DEPARTMENT:</b>	Operations
<b>REPORTS TO:</b>	Field Supervisor/Operations Manager	<b>FLSA STATUS:</b>	Non-Exempt
<b>PREPARED DATE:</b>	March 2014	<b>APPROVED DATE:</b>	
<b>REVISION DATE:</b>	March 2014		

**SUMMARY**

Under general direction of the Field Operations Supervisor I, assists in the efficient acceptance and disposal of solid waste ; inspects disposal loads for hazardous materials; operates dozers, compactors, scrapers, graders, loaders, and other heavy equipment to disposal of solid waste, divert recyclables, maintain facility and other task as assigned; provides general site maintenance; sorts and relocates materials for recycling; opens the landfill and / or transfer station for business and secures and closes the facilities in accordance with operating hours, ensures compliance with safe site and working conditions. Other related duties may be assigned as required.

**ESSENTIAL DUTIES AND RESPONSIBILITIES**

- Operates a roll-off or water truck on site to collect a wide variety of containers, bins and/or boxes, and provide dust control.
- Operates heavy equipment, such as dozers, scrapers, graders, compactors, loaders and other heavy equipment.
- Identifies and isolates materials for recycling in support of diversion goals.
- Ability to recognize hazardous materials or hazardous conditions.
- Ensures the safety of self and others during all facility operations by observing safety practices and procedures.
- May answer questions from the public regarding recycling and refuse procedures.
- Conducts daily inspection of vehicles and equipment and reports maintenance required.
- Performs minor preventive maintenance.
- Washes and steam-cleans equipment.
- Prepares basic reports or logs.
- Performs related duties as assigned.
- Attendance and punctuality are essential functions to this position.

In addition to the duties listed above, the Lead Operator ensures the efficient and productive operation of the landfilling activities and operations performed by all Equipment Operator. Must work closely with supervisors to define a daily and weekly work plan, and accurately communicate and assign tasks to subordinates and contract workers.

The Lead Operator ensures the safety of the public, customers, and staff while performing and monitoring the various functions and services available. S/he also assists supervisor in completing performance evaluations for assigned staff and may be assigned to participate in meetings and special trainings.

**COMPETENCIES**

To perform the job successfully, an individual should demonstrate the following competencies:

***Communication (Oral/Written)***

Expresses views in a fluent, clear, logical manner, with enthusiasm and confidence.

Communicates openly and honestly, and promotes an open exchange of ideas. Is an effective listener – listens openly without interrupting. Keeps people well informed in respect of key

organizational and departmental issues, in a timely manner. Delivers information effectively in a variety of written formats including reports, letters, memos, emails, etc.

### ***Cost Consciousness***

Does not waste resources. Looks for methods to improve processes that have a positive impact on the bottom line.

### ***Customer Focus/Interpersonal Skills***

Seeks to understand the (complex) dynamics of the customer's business. Builds effective customer rapport/relationships and treats them as business partners. Makes customers feel appreciated for their business. Actively seeks and listens to customers' needs, suggestions and feedback. Takes a genuine interest in customers and demonstrates urgency, energy and enthusiasm in satisfying their needs. Is friendly, warm and sincere, and easily approachable. Is tactful, compassionate and sensitive, and treats others with respect and dignity. Is patient and understanding, listens empathetically to others and respects their opinions. Makes others feel appreciated, valued and included, and is considerate of their needs and feelings. Is sensitive to cultural diversity, race, gender, and other individual differences.

### ***Flexibility/Adaptability/Initiative/Proactivity***

Is open to new ways of working, ideas and processes. Adapts quickly and effectively to new environments, people, and responsibilities. Readily adapts to stressful situations and factors outside of his/her control. Actively attempts to influence events and instigates action without having to be urged on. Adapts and improves working methods in order to achieve goals. Anticipates and responds to future needs and opportunities and seizes opportunities when they arise. Anticipates problems and pro-actively develops contingency plans accordingly. Keeps current on emerging job-relevant trends and issues.

### ***Functional Expertise***

Has the functional competence (skills & knowledge) to be effective in his/her job. Keeps specialist competence up to date with ongoing learning/studying. Actively seeks assignments and other on-the-job opportunities to improve self. Shares competence willingly with others.

### ***Teamwork***

Is committed to the team and its goals. Does fair share and is an effective contributor. Fills in for or assists fellow team members when necessary. Develops and maintains productive working relationships within the team. Willingly shares knowledge, skills and job-relevant information. Actively participates in team meetings without monopolizing it or reducing the importance of other team members. Encourages and considers others' ideas, opinions and suggestions. Actively involves self in team activities, and contributes positively towards team spirit and morale. Works effectively in cross-functional project teams (when required).

## **QUALIFICATIONS**

To perform this job successfully, an individual must be able to perform each essential duty. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

### **MINIMUM QUALIFICATIONS**

Three years of experience with heavy equipment operation and ability to conduct minimal maintenance work on specified equipment. Vocational and/or technical training is desirable. Must possess and maintain a valid California Class C driver's license with no major driving citations on record. Must be able to pass a field test to demonstrate skills and abilities related to equipment operation. Employees are subject to random, unannounced drug and alcohol testing to comply with the Department of Transportation (DOT) Federal Motor Carrier Safety Administration (FMCSA) regulations 49 Code of Federal Regulations (CFR) Part 382.



For the Lead Operator a High School Diploma or GED is required and a minimum of three years of lead/supervisory experience in a similar work environment.

### **DESIRABLE EXPERIENCE AND KNOWLEDGE BASE**

- Operation work methods and limitations of landfill heavy equipment such as dozers, scrapers, compactors, graders and other heavy equipment .
- Occupational safety and health practices related to inspection of solid waste for disposal.
- Applicable disposal policies and procedures.
- Practices and procedures related to the safe handling of hazardous substances.
- Appropriate safety practices such as knowledge of a typical Injury and Illness Prevention Plan.
- Applicable CAL OSHA regulations.
- Ability to read and comprehend simple instructions, short correspondence, and memos.
- Ability to write simple correspondence.
- Ability to effectively present information in one-on-one and small group situations to customers and other employees of the organization.
- Ability to add, subtract, multiply, and divide.
- Sound customer service practices and procedures.
- Effectively represent Authority policies, programs, and services with employees, contractors, representatives of other agencies, and the public.
- Skill in reading, understanding, interpreting and applying relevant rules, codes and regulations.

### **OTHER QUALIFICATIONS**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to stand; walk; sit; use hands to finger, handle, or feel; reach with hands and arms; climb or balance; stoop, kneel, crouch, or crawl; talk or hear.

The employee must occasionally lift and/or move up to 80 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus. Employee must be able to wear personal protective equipment including respirator, dusk mask, ear and eye protection, latex, rubber or leather gloves, hardhat, rain protection, and steel toe boots.

### **WORK ENVIRONMENT**

While performing the duties of this job, the employee is occasionally exposed to wet and/or humid conditions; fumes or airborne particles; toxic or caustic chemicals; outside weather conditions; risk of radiation, explosives, and high noise level. The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

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I acknowledge that I have received, read, and sought clarification of any questions I have about the content of this job description. I further understand that, in order for the Authority to retain necessary flexibility to meet organizational needs, this job description may be modified from time to time.

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Employee

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Date



### JOB DESCRIPTION

<b>JOB TITLE:</b>	Field Operations Supervisor I	<b>DEPARTMENT:</b>	Field Operations
<b>REPORTS TO:</b>	Operations Manager	<b>FLSA STATUS:</b>	Non-Exempt
<b>PREPARED DATE:</b>	March 2013	<b>APPROVED DATE:</b>	
<b>REVISION DATE:</b>	March 2014		

### SUMMARY

Under the direction of the Operations Manager, coordinates the activities of the Authority's transfer stations, landfills, Household Hazardous Waste collection, or scalehouse facilities, including ability to organize, coordinate and supervise field operations functions.

### ESSENTIAL DUTIES AND RESPONSIBILITIES

*(Other duties may be assigned)*

**Waste Management** - Supervises, organizes and directs the programs/projects/activities of the operation and administration of the transfer stations, landfills, Household Hazardous Waste collection facilities and/or the scale house; organize, and manage transfer stations, landfills, Household Hazardous Waste facilities and/or scale house including on-site assessments for solid waste data; ensure operations are aligned with organizational goals as related to operations and compliance, day to day operations, diversion and regulatory compliance of all activities associated with hazardous waste collection and disposal; monitor contract administration and projects including contractor performance; oversee proper compliance with specifications on the use of transfer sites; ensure proper operations compliance with health and safety codes; monitor the maintenance activities of all transfer or convenience stations, landfills, HHW Facilities and/or scalehouse operations. Develop and submit regulatory reports required by facility permits requirements.

**Financial** - Monitors the financial functions and activities of Transfer Stations, landfills, Household Hazardous Waste and/or scalehouse facilities.

**Human Resources** - Oversee the functions and activities of personnel management, including performance evaluations, development, safety, and training of Field Operations staff; analyze department safety data and develop long and short-term strategies to improve adverse accident and injury trends; assists in the development of safety standards for occupations and jobs within the divisions, including written Occupational Safety & Health Standards; conducts safety audits of jobs and work environments, which involve hazards or potential accidents.

**General Responsibilities** - Prepares proposals and enforces contract provisions related to operations and municipal disposal functions; develops and administers portions of division budget; evaluates the performance and outcomes of all supervised staff; develops and recommends policies and policy revisions to the Operations Manager.

### SUPERVISORY RESPONSIBILITIES

Supervises staff in the Field Operations Division. Responsible for the coordination, and evaluation of the transfer stations, landfills, Recycling/Hazardous Waste, and/or scalehouse units of the Authority. Carries out supervisory responsibilities in accordance with the organization's policies, procedures, and applicable laws. Responsibilities include training employees; planning, assigning, and directing work; appraising performance; recommending rewards or discipline of employees; addressing complaints and resolving problems.

## **COMPETENCIES**

To perform the job successfully, an individual should demonstrate the following competencies:

### ***Communication (Oral/Written)***

Expresses views in a fluent, clear, logical manner, with enthusiasm and confidence. Communicates openly and honestly, and promotes an open exchange of ideas. Is an effective listener – listens openly without interrupting. Keeps people well informed in respect of key organizational and departmental issues, in a timely manner. Delivers information effectively in a variety of written formats including reports, letters, memos, emails, etc.

### ***Cost Consciousness/Resource Management***

Does not waste resources. Looks for methods to improve processes that have a positive impact on the bottom line. Demonstrates productive and effective use of resources (e.g. human resources, money, material, tools, time, and information). Ensures effective cost control of resources.

### ***Functional Expertise***

Has the functional competence (skills & knowledge) to be effective in his/her job. Keeps specialist competence up to date with ongoing learning/studying. Actively seeks assignments and other on-the-job opportunities to improve self. Shares competence willingly with others.

### ***Participative/Performance Management***

Encourages team members to contribute ideas, opinions and suggestions. Involves team members in problem-solving and decision-making. Is accessible and responsive when approached. Has written Performance Plans/Agreements collaboratively agreed with each team member. Sets realistic yet stretching goals, objectives and targets. Establishes appropriate procedures to measure and monitor work performance of team members. Regularly discusses progress and issues (using team meetings and one-on-one discussions with each employee). Provides formal and informal feedback on performance on an ongoing basis. Demands excellence and recognizes and rewards excellent performance. Does the necessary coaching, counseling and disciplining where performance or work behavior is not up to standard. Gives criticism balanced, constructively and tactfully. Conducts formal performance appraisals fairly and in a way that motivates and re-commits team members.

### ***Supervisory Skills/Team Building and Motivation***

Distributes tasks fairly among team members based on their individual competencies and workload. Organizes work processes in an effective, efficient, and streamlined manner. Provides employees with the necessary training and resources to get the job done. Communicates clear performance expectations and standards to team members, and discusses progress and issues (using regular team meetings and one-on-one discussions with all employees). Maintains strong control of team performance, and achieves agreed-upon quality end products and deliverables. Works well with allocated resources, support staff and management. Inspires and motivates team members to perform optimally. Gives team members ongoing and balanced performance feedback. Coaches team members effectively to improve their job skills. Is patient and shows an appropriate level of caring. Solves people problems with tact and diplomacy, and resolves internal conflict effectively. Inspires, motivates, and guides team members towards higher task accomplishment. Fosters and sustains cooperative and collaborative working relationships within the team. Fosters team spirit, commitment, passion and enthusiasm. Creates an environment that encourages employees to take initiative and calculated risks. Is quick to reward, praise and compliment where deserved. Criticizes defaulters constructively so that they are re-motivated and re-committed. Jointly celebrates team successes and achievements.

## **MINIMUM REQUIREMENTS**

Six (6) years of work experience in public works maintenance, construction, and operations work or a related field, including at least two (2) years in a supervisory position. A High School diploma is required.

### *Desirable Experience and Knowledge Base*

- Principles and practices of general administration including analysis, and fiscal planning and control
- Basic knowledge of engineering and construction principles applicable to the planning, design and construction of Authority facilities.
- Laws, rules, ordinances and legislative process' controlling solid waste management functions, programs and operations.
- Cost estimating and contract administration.
- Employee relations' practices.
- Principles of supervision, management and general administration.
- Familiarity with Occupational Safety & Health Standards
- Spreadsheet software and Word Processing software.
- Apply mathematical concepts to measuring materials and costs

### **CERTIFICATES, LICENSES, REGISTRATIONS**

- A valid California driver's license is required. Class A is preferred.
- Continued possession of a valid California Driver's license and compliance with established Authority vehicle operation standards, including on-going insurability to drive Authority vehicles, are conditions of employment.
- Possession of a SWANA (Solid Waste Association of North America) Recycling or Transfer station Program Manager Certificate.
- Possession of a SWANA (Solid Waste Association of North America) Manager of Landfill Operations Certificate.
- Possession of Hazardous Materials Operator 40 hour certification within one year of hire.

### **OTHER QUALIFICATIONS**

**Physical Demands** - The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Work is performed both indoors and outdoors in varying temperature, weather and humidity conditions. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to walk; sit; use hands to finger, handle, or feel; reach with hands and arms and talk or hear. The employee is occasionally required to stand and stoop, kneel, crouch, or crawl. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision and distance vision. Employee must be able to wear personal protective equipment including ear and eye protection, respirator. Tyvex or coveralls, gloves, hardhat, rain protection, and steel toe boots.

**Work Environment** - The work environment includes landfills, convenience stations, transfer stations and household hazardous waste collection facilities with frequent travel between sites. While performing the duties of this job, the employee is occasionally exposed to grease, oils, fumes or airborne chemicals, toxic or caustic chemicals, loud noise levels, moving equipment, electrical current, hazardous waste materials and outdoor weather conditions. The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

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I acknowledge that I have received, read, and sought clarification of any questions I have about the content of this job description. I further understand that, in order for the Authority to retain necessary flexibility to meet organizational needs, this job description may be modified from time to time.

\_\_\_\_\_  
Employee

\_\_\_\_\_  
Date

**RESOLUTION NO. 2014-**

**A RESOLUTION OF THE SALINAS VALLEY SOLID WASTE AUTHORITY  
AUTHORIZING THE PURCHASE OF USED EQUIPMENT FOR LANDFILL OPERATIONS UNDER  
SPECIFIC CIRCUMSTANCES**

**WHEREAS**, the Authority needs to purchase equipment in order to take over the landfill operations at Johnson Canyon Landfill; and

**WHEREAS**, the purchase of used equipment can save the Authority a substantial sum; and

**WHEREAS**, Section 3.01.130 of the Authority Code allows for exceptions to the competitive bidding in cases where the Board finds that the commodity is unique and not subject to competitive bidding; and

**WHEREAS**, the purchase of used equipment results in the purchase of a unique commodity not subject to competitive bidding; and

**WHEREAS**, Section 3.01.130 of the Authority Code allows for exceptions to the competitive bidding in cases where the Board finds that the commodity is unique and not subject to competitive bidding.

**THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE SALINAS VALLEY SOLID WASTE AUTHORITY** that the purchase of used equipment for landfill operations is considered as the purchase of a unique commodity not subject to competitive bidding;

**BE IT RESOLVED** that the Chief Administration Officer or his delegate is hereby authorized to purchase used equipment for landfill operations subject to the following conditions:

- Equipment must be less than 8 years old
- Service records must be available for inspection
- A warranty of some kind is preferable
- Local service must be available
- Requires notification to the Board of all equipment purchases
- Gives General Manager authority to purchase used equipment up to \$250,000 per unit
- All purchases over \$250,000 must be approved by the Board in advance

**BE IT FURTHER RESOLVED** that the Chief Administration Officer is hereby authorized to purchase used equipment up to \$250,000 per unit in cost if it appears that the purchase cannot wait for approval at a regular Board Meeting so long as the Board is advised at the next regularly scheduled Board meeting.

**BE IT FURTHER RESOLVED** that the Equipment Procurement Budget, attached hereto and marked "Exhibit A" is hereby approved.

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

AYES: BOARD MEMBERS:

NOES: BOARD MEMBERS:

ABSENT: BOARD MEMBERS:

ABSTAIN: BOARD MEMBERS:

ATTEST:

\_\_\_\_\_  
Elizabeth Silva, President

\_\_\_\_\_  
Elia Zavala, Clerk of the Board

## Exhibit A - Equipment Procurement Budget

	Cost	Life	Finance	Interest	Annual Cost
Compactor, 826C (New)	884,275	7	5	6%	\$205,146
Compactor, 826H-used	439,425	10	5	6%	\$101,944
Dozer, CAT D-8 (New)	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	118,808	10	5	6%	\$27,563
Roll off Truck and Trailer	152,018	10	5	6%	\$35,267
Diversion Equipment (boxes & bins)	35,000	10	5	6%	\$8,120
Equipment Truck	66,300	10	5	6%	\$15,381
Fuel Tank	25,000	10	5	6%	\$5,800
Field Ops Truck (New)	37,500	10	5	6%	\$8,700
<b>Total Equipment</b>					<b>\$ 839,281</b>

# SVSWA Agenda Items - View Ahead

Item No. 12

2014

	17-Apr	15-May	19-Jun	31-Jul	21-Aug	25-Sep
1	Minutes	Minutes	Minutes	<b>SIX-MONTH STRATEGIC PLANNING RETREAT</b>	New Hires & Promotions	Minutes
2	Claims/Financials (EC)	Claims/Financials (EC)	Claims/Financials (EC)		Minutes	Claims/Financials (EC)
3	QTE March Cash & Investments	QTE March Tonnage & Diversion Reports	FY Investment Policy (EC)	Reprt on Feedback for Generating Revenue from C/Ls (sp3)	Claims/Financials (EC)	Regulatory Compliance Status
4	Award contract for JC flare replacement	Strategic Plan Monthly Progress Report	CH Closure Project Completion (sp1)		QTE June Cash & Investments (EC)	Award Bid for Tire Derived aggregate
5	Strategic Plan Monthly Progress Report	AdManor PSA for Marketing Services	In-house ECS Ops Plan (sp1)		QTE June Tonnage Report	Award bid for LFG Pipe
6	Status Report on Grants	Hope Services Materials Process & Litter Abatement	USDA Digester Project -75% DG Contrib Rpt (sp3)		Annual Tonnage & Diversion Performance Report	Authority Annual Report
7	Financial Policy Updates	21st Century Amend 1 for HHW Services	CAG Sites Recommendtn for MRC/Autoclave			
8	Consultant Selectn Process -Revenue Opprtnities (sp3)	RecycleRama Contract	Strategic Plan Monthly Progress Report			
9	CAG Appointments	FY 2014-15 Budget (EC)	Admin Procedures Manual (sp1)			
10	MOUs (EC)	Final Salinas Area MRC site(s) to study (sp2)	Report on Process to move MRC/Autoclave Project thru ER (sp3)			
11		CAG Appointments	Report on Funding Commitment for Regional Landfill Route (sp3)			
12		New Public & Stakeholder Outreach Ideas (sp3)	Viability Report of Compost Operation at JC Landfill (sp3)			
13		Expanded/Enhanced Student Recycling Education Plan	Report on Ideas for Cost Saving Opportunities (sp3)			

Consent	
Presentation	
Consideration	
Closed Session	
<b>[Other]</b> (Public Hearing, Recognition, Informational, etc.) (EC) Executive Committee (sp) Strategic Plan Item	