



## Agenda EXECUTIVE COMMITTEE

Wednesday March 6, 2013

4:00 p.m.

Conference Room

128 Sun Street, Suite 101, Salinas, California

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### CALL TO ORDER

### ROLL CALL

President	Fernando Armenta (County of Monterey)
Vice President	Elizabeth Silva (City of Gonzales)
Alternate Vice President	Jyl Lutes (City of Salinas)

### GENERAL MANAGER COMMENTS

### DEPARTMENT MANAGER COMMENTS

### COMMITTEE MEMBER COMMENTS

### PUBLIC COMMENTS

Receive public communications from audience on items which are not on the agenda.  
Speakers are limited to three minutes.

### CONSIDERATION ITEMS

1. [Minutes of February 6, 2013 Meeting](#)
  - A. Committee Discussion
  - B. Public Comment
  - C. Recommended Committee Action – Approval
2. [January 2012 Claims and Financial Reports](#)
  - A. Receive a report from Finance Manager Roberto Moreno
  - B. Committee Discussion
  - C. Public Comment
  - D. Recommended Committee Action – Forward to the Board for Approval
3. [A Resolution Approving the Revised Personnel Allocation, Classification Plan and Salary Schedule, Unfreezing the Diversion II Position, Filling the Field Operations Field Supervisor I Position, and Changing the Title of Operations Superintendent to Operations Manager Effective July 1, 2013](#)
  - A. Receive a report from Administrative Manager Rose Gill
  - B. Committee Discussion
  - C. Public Comment
  - D. Recommended Committee Action – Forward to the Board for Approval

### **INFORMATIONAL ITEM**

4. [Public Outreach Update on the Proposed Rate Increase](#)
  - A. Receive a report from Finance Manager Roberto Moreno
  - B. Committee Discussion
  - C. Public Comment
  - D. Recommended Committee Action – None, informational only

### **FUTURE AGENDA ITEMS**

5. [Agenda Items – View Ahead](#)

### **CLOSED SESSION**

6. Pursuant to Government Code Section 54956.8 to confer with legal counsel and real property negotiators General Manager/CAO Patrick Mathews, Assistant General Manager Jose Gamboa, Finance Manager Roberto Moreno, and Legal Counsel Tom Bruen, concerning the possible terms and conditions of acquisition or lease of APN 003-012-005, APN 003-012-017 and APN 003-012-018, located between Work Street, Work Circle and Elvee Circle, Salinas, California. The Authority's negotiators will negotiate with the City of Salinas and Matthew Ottone and Ottone-Salinas, Inc., the owners of the property.
7. Pursuant to Government Code Section 54956.8 to confer with legal counsel and real property negotiators General Manager/CAO Patrick Mathews, Assistant General Manager Jose Gamboa, Finance Manager Roberto Moreno, and Legal Counsel Tom Bruen, concerning the possible terms and conditions of a sale or exchange of APN 003-051-086 and 003-051-087, located at 135-139 Sun Street, Salinas, California. The Authority's negotiators will negotiate with the City of Salinas, Cooley Development and Bristol Alisal Marketplace, LLC, and their affiliates.
8. Pursuant to **Government Code Section 54957 (b)** to consider the Performance Evaluation of the General Manager/Chief Administrative Officer.

### **RECONVENE**

### **ADJOURNMENT**

This meeting agenda was posted at the Salinas Valley Solid Waste Authority office at 128 Sun Street, Suite 101, Salinas, on **Friday February 1, 2013**. The Executive Committee will next meet on regular session on **Wednesday, March 6, 2013, at 4:00 p.m.** Staff reports for the Authority Executive Committee meetings are available for review at 128 Sun Street, Suite 101, Salinas, California 93901, Phone 831-775-3000 and at [www.salinasvalleyrecycles.org](http://www.salinasvalleyrecycles.org).

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)

**MINUTES OF MEETING  
SALINAS VALLEY SOLID WASTE AUTHORITY  
EXECUTIVE COMMITTEE MEETING  
February 6, 2013**

draft

**CALL TO ORDER**

President Armenta called the meeting to order at 4:11 p.m.

**Committee Members Present**

Fernando Armenta President  
Elizabeth Silva Vice President  
Jyl Lutes Alternate Vice President, *arrived at 4:18 pm*

**Staff Members Present**

Patrick Mathews, General Manager/CAO  
Jose Gamboa, Assistant General Manager  
Roberto Moreno, Finance Manager  
Susan Warner, Diversion Manager

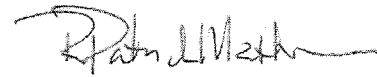
David Meza, Authority Engineer  
Cesar Zuniga, Operations Superintendent  
Elia Zavala, Clerk of the Board  
Thomas Bruen, General Counsel (*via telephone*)

**ITEM NO. 1**

Agenda Item

**T. Bruen by ez**

General Counsel Approval



General Manager/CAO

**GENERAL MANAGER COMMENTS**

None

**DEPARTMENT MANAGER COMMENTS**

Assistant General Manager Gamboa announced he will be retiring within one month.

**COMMITTEE MEMBER COMMENTS**

President Armenta announced that he needed to leave at 5:00 p.m.

**PUBLIC COMMENT**

Mark Dias, new Solid Waste Supervisor for Monterey County Environmental Health, introduced himself.

**CONSIDERATION ITEMS**

**1. Minutes of January 9, 2013 Meeting**

(4:13)

*Public Comment:* None

*Committee Action:* Vice President Silva made a motion to approve the minutes as presented. President Armenta seconded the motion. The motion passed unanimously.

**2. December 2012 Claims and Financial Reports**

(4:13) Finance Manager Moreno provided a financial report for the month of December. He mentioned that revenues and expenditures are on schedule with budget projections.

*Public Comment:* None

*Committee Discussion:* The Committee discussed the report.

*Committee Action:* Vice President Silva made a motion to recommend Board approval. President Armenta seconded the motion. The motion passed unanimously.

### **3. Mid Year Budget Adjustments**

(4:16) Finance Manager Moreno provided a report outlining the budget adjustments needed as a result of necessary appropriation increases.

*Public Comment:* None

*Committee Discussion:* The Board discussed the report and commented on the budgeting process for grant funds and overall grant application success.

*Committee Action:* Vice President Silva made a motion to forward this item to the Board for consideration. Alternate Vice President Lutes seconded the motion. The motion passed unanimously.

### **4. Financial Policies Review**

(4:27) Finance Manager Moreno provided a report on adherence to the financial policies. He noted that the agency has not been setting aside funds for depreciation, operating reserves, or undesignated fund balance. General Manager/CAO Mathews commented on Financial Policy No. 1 that provides that the Authority will maintain a revenue system that is equitable and reliable, emphasizing the importance of ending reliance on imported waste revenue and implementation of a sustainable rate model.

*Public Comment:* None

*Committee Discussion:* The Committee discussed the report.

*Action:* Alternate Vice President Lutes made a motion to forward this item to the Board. Vice President Silva seconded the motion. The motion passed unanimously.

### **FUTURE AGENDA ITEMS**

### **5. Agenda Items – View Ahead**

General Manager/CAO Mathews commented on the public outreach planned for the March 21 rate setting public hearing. Alternate Vice President Lutes confirmed her attendance to the March 1 joint meeting with the County.

### **CLOSED SESSION**

General Manager/CAO Mathews announced that there was nothing to report in closed session.

### **ADJOURNMENT**

President Armenta adjourned the meeting at 4:44 p.m.

APPROVED: \_\_\_\_\_  
Fernando Armenta, President

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




SalinasValleyRecycles.org

SALINAS VALLEY SOLID WASTE AUTHORITY

## Report to the Executive Committee

### ITEM NO. 2

  
Finance Manager/Controller-Treasurer

N/A  
Legal Counsel  
  
General Manager/CAO

**Date:** March 6, 2013  
**From:** Roberto Moreno, Finance Manager  
**Title:** January 2013 Claims and Financial Reports

### RECOMMENDATION

Staff recommends acceptance of the January 2013 Claims and Financial Reports.

### DISCUSSION & ANALYSIS

Please refer to the attached financial statements and check register for the month of January for a detail discussion of the Authority's financial position as of January 31, 2013. Following are highlights of the Authority's financial activity for the month of January.

#### Results of Operations

For the month of January 2013, operating revenues exceeded expenditures by \$241,764. Year to date operating revenues exceed operating expenditures by \$1,203,030.

#### Revenues

Revenues for the month of January totaled \$1,299,785. As of January 31, after seven months (58.33%) of the fiscal year, revenues total \$9,459,979. This is 59.18% of the estimated revenues of \$15,985,611. Year-to-date solid waste tipping fees are \$6,765,699. This is 61.20% of the estimated \$11,054,500 in solid waste tipping fees.

#### Operating Expenditures

Expenditures for the month of January totaled \$1,058,022. As of January 31, (58.3% of the fiscal year) year-to-date operating expenditures total \$8,256,949. This is 52.22% of the operating budget of \$15,811,606.

All operating programs are within trend line projections except for debt service-interest which is paid twice a year and debt service principal which is paid primarily once a year.

#### Capital Project Expenditures

For the month of January 2013, capital project expenditures totaled \$261,565. The Crazy Horse Landfill closure project accounted for \$259,574.

#### Claims Checks Issued Report

The Authority's Checks Issued Report for the month of January 2013 is attached for review and acceptance. The January claims checks issued total \$1,398,921.15 of which \$338,423.67 was paid from the payroll checking account for payroll and payroll related benefits. Major payments to vendors are shown below.

Vendor	Amount	Services
Recology Waste Solutions, Inc.	162,778.00	JC Basic Facility & Extended Hours 12/12
	165,740.00	JC Basic Facility & Extended Hours 01/13
San Benito Supply	128,215.16	CH Closure Project 12/12
	38,896.28	CH Closure Project 01/13
Ca State Board Of Equalization	2,597.00	Use Tax Calendar Year 2012
	85,192.80	Qtrly Integrated Waste Mgmt Fees
Vision Recycling, Inc.	4,840.00	C & D Outside Grinding 12/12
	42,131.78	Organics Program 12/12
Waste Management, Inc.	12,224.12	Republic Waste Delivered To MLTS 12/12
	56,727.89	JR Operations 12/12

#### Cash Balances

The Authority's cash position increased \$13,037.85 during January to \$14,417,004.25. Most of the cash balance is restricted as shown below:

#### Restricted by Legal Agreements:

Crazy Horse Closure Fund	670,320.83
Johnson Canyon Closure Fund	2,658,389.83
Bond Debt Service Reserve	2,820,700.00
State & Federal Grants	115,663.30

#### Restricted by Board policy:

Expansion Fund (South Valley Revenues)	6,183,882.53
Salinas Transportation Surcharge	89,326.50
Salinas Rate Stabilization Fund	47,415.03

#### Funds Held in Trust:

Central Coast Media Recycling Coalition	87,582.60
Employee Unreimbursed Medical Claims	4,470.54

#### Unrestricted - Assigned:

Operations and Capital Projects	1,739,253.09
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14,417,004.25

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#### **ATTACHMENTS**

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



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

	<b>CURRENT BUDGET</b>	<b>M-T-D REV/EXP</b>	<b>Y-T-D REV/EXP</b>	<b>% OF BUDGET</b>	<b>REMAINING BALANCE</b>	<b>Y-T-D ENCUMBRANCES</b>	<b>UNENCUMBERED BALANCE</b>
<b><u>Revenue Summary</u></b>							
Tipping Fees - Solid Waste	11,054,500	875,590	6,765,699	61.20%	4,288,801	0	4,288,801
Tipping Fees - Surcharge	725,600	58,698	432,034	59.54%	293,566	0	293,566
Tipping Fees - Diverted Materials	901,800	87,704	637,661	70.71%	264,139	0	264,139
Tipping Fees - South Valley	2,340,900	195,080	1,365,561	58.33%	975,339	0	975,339
Charges for Services	117,000	22,155	55,560	47.49%	61,440	0	61,440
Sales of Materials	572,500	52,054	170,832	29.84%	401,668	0	401,668
Investment Earnings	80,200	8,379	27,741	34.59%	52,459	0	52,459
Grants	133,111	0	0	0.00%	133,111	0	133,111
Miscellaneous/Other	60,000	126	4,892	8.15%	55,108	0	55,108
<b>Total Revenue</b>	<b>15,985,611</b>	<b>1,299,785</b>	<b>9,459,979</b>	<b>59.18%</b>	<b>6,525,632</b>	<b>0</b>	<b>6,525,632</b>
<b><u>Expense Summary</u></b>							
Administration	2,353,160	196,837	1,295,560	55.06%	1,057,600	70,932	986,668
Resource Recovery	2,431,196	111,069	1,092,671	44.94%	1,338,525	648,408	690,118
Scalehouses Operations	342,490	27,992	183,743	53.65%	158,747	5,824	152,923
Transfer Stations Operations	2,652,180	68,952	625,452	23.58%	526,458	283,639	242,818
Landfills Operations	3,691,380	592,366	2,560,404	69.36%	2,631,246	1,609,558	1,021,688
Postclosure Maintenance	603,280	34,851	262,890	43.58%	340,390	168,403	171,987
Environmental Control Systems	320,800	25,955	161,392	50.31%	159,408	155,941	3,468
Debt Service - Interest	2,037,120	0	1,031,988	50.66%	1,005,132	1,005,075	57
Debt Service - Principal	1,103,000	0	1,042,850	94.55%	60,150	60,138	12
Closure Set-Aside	277,000	0	0	0.00%	277,000	0	277,000
<b>Total Expense</b>	<b>15,811,606</b>	<b>1,058,022</b>	<b>8,256,949</b>	<b>52.22%</b>	<b>7,554,657</b>	<b>4,007,918</b>	<b>3,546,739</b>
<b>Revenue Over/(Under) Expenses</b>	<b>174,005</b>	<b>241,764</b>	<b>1,203,030</b>	<b>691.38%</b>	<b>(1,029,025)</b>	<b>(4,007,918)</b>	<b>2,978,893</b>



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

	CURRENT BUDGET	M-T-D REV/EXP	Y-T-D REV/EXP	% OF BUDGET	REMAINING BALANCE	Y-T-D ENCUMBRANCES	UNENCUMBERED BALANCE
<b>Fund 131 - Crazy Horse Closure Fund</b>							
131 9227 CH Landfill Closure	0	0	0	0.00%	0	0	0
131 9301 CH Closure Preparation	126,327	262	14,618	11.57%	111,709	0	111,709
131 9302 CH PH 1A Leachate Recirculation	33,705	2,531	33,131	98.30%	574	574	0
131 9303 CH PH 1B Site Prep Work	5,021	21	120	2.38%	4,901	4,901	0
131 9304 CH PH 1C Bench Preparation	0	0	0	0.00%	0	0	0
131 9305 CH PH 1D Liner Termination	7,918	0	7,918	100.00%	0	0	0
131 9306 CH PH 1E Liner Placement	1,524,496	206,863	1,252,391	82.15%	272,105	227,049	45,056
131 9307 CH PH 1F Winterization	23,470	1,977	14,055	59.88%	9,415	390	9,025
131 9308 CH PH 2A Module 1	658,524	15,654	553,271	84.02%	105,253	28,760	76,494
131 9309 CH PH 2B Lower Access Road	2,215	0	2,215	100.00%	0	0	0
131 9310 CH PH 2C Remaining LF Prep	(12,143)	0	(12,143)	100.00%	0	0	0
131 9311 CH PH 2D Liner Placement	9,524	0	9,524	100.00%	0	0	0
131 9312 CH PH 2E Complete Liner Work	129,627	4,892	108,841	83.96%	20,786	4,236	16,550
131 9313 CH Closure Equipment Purchases	31,505	543	31,454	99.84%	51	0	51
131 9314 CH Closure Quality Assurance	219,938	26,816	157,088	71.42%	62,850	43,153	19,696
131 9315 CH Closure Contingency	9,179	15	441	4.81%	8,738	574	8,164
<b>Total Fund 131 - Crazy Horse Closure Fund</b>	<b>2,769,306</b>	<b>259,574</b>	<b>2,172,925</b>	<b>78.46%</b>	<b>596,382</b>	<b>309,638</b>	<b>286,744</b>
<b>Fund 180 - Expansion Fund</b>							
180 9003 USDA Autoclave Studies	167,375	0	2,203	1.32%	165,172	0	165,172
180 9021 Autoclave CEQA	240,875	0	0	0.00%	240,875	3,650	237,225
180 9801 Ameresco JCL LFG Equipment	376,000	0	225,600	60.00%	150,400	150,400	0
<b>Total Fund 180 - Expansion Fund</b>	<b>784,250</b>	<b>0</b>	<b>227,803</b>	<b>29.05%</b>	<b>556,447</b>	<b>154,050</b>	<b>402,397</b>





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

	CURRENT BUDGET	M-T-D REV/EXP	Y-T-D REV/EXP	% OF BUDGET	REMAINING BALANCE	Y-T-D ENCUMBRANCES	UNENCUMBERED BALANCE
<b>Fund 211 - State Grants</b>							
211 2620 DOC Grant	112,906	871	28,948	25.64%	83,958	16,604	67,353
211 9019 Biodiesel Fuel Station	20,205	0	8,727	43.19%	11,478	0	11,478
<b>Total Fund 211 - State Grants</b>	133,111	871	37,675	28.30%	95,436	16,604	78,831
<b>Fund 216 - Plasco Reimbursement</b>							
216 9022 Gasifier CEQA	663,195	0	0	0.00%	663,195	472,945	190,250
<b>Total Fund 216 - Plasco Reimbursement</b>	663,195	0	0	0.00%	663,195	472,945	190,250
<b>Fund 800 - Capital Projects Fund</b>							
800 9010 JC Roadway Improvements	0	0	0	0.00%	0	0	0
800 9012 Work St Transfer Station	59,892	1,120	31,135	51.99%	28,757	9,323	19,434
800 9019 Biodiesel Fuel Station	0	0	3,985	0.00%	(3,985)	0	(3,985)
800 9101 Equipment Replacement	0	0	0	0.00%	0	0	0
800 9199 Sun Street Transfer Station Expansion	0	0	6,547	0.00%	(6,547)	0	(6,547)
800 9701 SSTS Equipment Replacement	0	0	0	0.00%	0	0	0
800 9702 SSTS NPDES Improvements	0	0	0	0.00%	0	0	0
800 9703 SSTS Improvements	0	0	0	0.00%	0	0	0
800 9913 CH LFG to Energy Project	5,295	0	0	0.00%	5,295	0	5,295
<b>Total Fund 800 - Capital Projects Fund</b>	65,187	1,120	41,666	63.92%	23,521	9,323	14,198
<b>Total CIP Expenditures</b>	4,415,050	261,565	2,480,069	56.17%	1,934,980	962,560	972,420

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

Check #	Name	Check Date	Amount	Check Total
10568	MANUEL TINAJERO CH CLOSURE45 TREES TRIMED OFF	01/08/13	(975.00)	(975.00)
10613	GREEN VALLEY FLORAL REFUND OF CREDIT BALANCE	01/08/13	(45.60)	(45.60)
10648	AON RISK INSURANCE SERVICES WEST, INC . 2005 HONDA PILOT AUTO INSURANCE 07.01.12-07.01.13	01/09/13	367.00	367.00
10649	ASSURED AGGREGATES CO., INC CH CAD 3 ROCK SLINGER 12.25 HRS 12.13 & 12.14.12	01/09/13	2,021.25	2,021.25
10650	AT&T SERVICES INC ADMIN 8317701023355 PHONE SERVICE THRU 12.14.12 HHW PHONE SERVICE THRU 12.23.12 JC TELEPHONE SERVICES THRU 12.18.12 LR TELEPHONE SERVICE 8317610775940 THRU 12.19.12 SCALE HOUSE PHONE SERVICE THRU 12.23.12	01/09/13	865.33 168.27 148.67 16.08 75.00	1,273.35
10651	BC LABORATORIES, INC CH GRDWTR ANALYTICAL SERVICES THRU 12.03.12 SS TS LAB WATER ANALYSIS 11.28.12	01/09/13	358.00 226.00	584.00
10652	BECKS SHOE STORE, INC. SAFETY SHOES FOR IN	01/09/13	169.44	169.44
10653	CALIFORNIA HIGHWAY ADOPTION CO. HWY 101 LITTER ABATEMENT DEC 2012	01/09/13	550.00	550.00
10654	COAST COUNTIES TRUCK & EQUIPMENT CO. TRK 003 GASKET VALAVE COVER	01/09/13	104.36	104.36
10655	COAST OIL COMPANY, LLC DIESEL & BIO DIESEL USAGE DEC 2012	01/09/13	20,769.41	20,769.41
10656	COSTCO WHOLESALE Costco	01/09/13	17.58	17.58
10657	CSC OF SALINAS/YUMA HOSE ENDS, HYD HOSES, REDUCERS, O-RINGS HYDR HOSE, HOSE ENDS, HOSE ASSYM, HOSE WRAPS WELD SPUDS, BALL VALVES, NIPPLES, WRAPS	01/09/13	234.43 101.11 71.70	407.24
10658	CUTTING EDGE SUPPLY 1 EA ROLL OFF LINE 3/4" X 35'	01/09/13	121.62	121.62
10659	DAVE S. DEERING Janitorial Services 11.30.12 - 12.02.12	01/09/13	705.00	705.00
10660	DOCTORS ON DUTY	01/09/13		

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

Check #	Name	Check Date	Amount	Check Total
	HEPATITIS B - JOHN NAEGLE		84.00	
				84.00
10661	DON CHAPIN INC CH ASPHALT CONCRETE & MOBILIZATION	01/09/13	4,842.68	
				4,842.68
10662	EVERGREEN OIL INC HHW Disposal 12.17.12	01/09/13	66.00	
				66.00
10663	F.A.S.T. SERVICES Intepreting Services 12.14.12	01/09/13	180.00	
				180.00
10664	FEDEX Overnight Shipments	01/09/13	268.35	
				268.35
10665	FERGUSON ENTERPRISES INC #588 20 EA 6X20 FT PVC S80 PE PIPE, 2EA 6 PVC COUP/CAPS	01/09/13	387.88	
				387.88
10666	FORRER SUPPLY CO INC 20 12" PIPE X 50' STICK, TEES, REDUCERS, ADPATERS,	01/09/13	1,291.23	
				1,291.23
10667	GEOLOGIC ASSOCIATES, INC. ALL SITES GRDWTR MONITORING & REPORTING	01/09/13	29,388.33	
				29,388.33
10668	GOLDEN STATE TRUCK & TRAILER REPAIR TRLR 002 REPAIRED X5 LEFT SIDE INNER TIRE 310LE X2 RT TIRE REPLACED 950 LOADER BATTERIES REPLACED F2200 BOBCAT LEFT REAR TIRE REPAIR FAB SHELVES FOR OIL PANS, ADD TIERS & DRAIN VALVES LOADER NEW BOLT INSTALLED ON BUCKET LOADER REPLACED HYDRAULIC OIL HOSE CH PS9000 EQUIP MAIN REPAIR & SUPPLIES	01/09/13	1,640.23 1,149.60 275.00 125.00 1,847.59 140.00 278.00 1,221.82	
				6,677.24
10669	**Void**	01/09/13	0.00	
				0.00
10670	GRAINGER 4 FILTER CARTRIDGES	01/09/13	246.53	
				246.53
10671	GUERITO PORTABLE TOILET SERVICE 12.20.12	01/09/13	440.00	
				440.00
10672	HD SUPPLY CONSTRUCTION SUPPLY, LTD BRANCH #6186 6 EA 3'X100' 10' SILT FENCE, 30 SANDBAGS	01/09/13	(129.31)	
				(129.31)
10672	HD SUPPLY CONSTRUCTION SUPPLY, LTD BRANCH #6186 6 EA 3'X100' 10' SILT FENCE, 30 SANDBAGS	01/09/13	129.31	
				129.31

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

Check #	Name	Check Date	Amount	Check Total
10673	HERTZ EQUIPMENT RENTAL CORPORATION CH EQUIP RENTAL 4 WHEEL CART 12.05.12-01.02.13 LOADER RENTAL 11.29.12 - 12.27.12 PAID TWICE AS 264073300-001 & 26407330-001	01/09/13	713.21 2,143.93 (414.84)	2,442.30
10674	HOME DEPOT 1 EA BEHR DEEP BASE, 4 POLY LEAF RAKES 2 GAL BEHR DEEP BASE, HUSKY CONTRACTOR BAGS 24 HR ELECTRICAL WATER HEATER, 300 V CORD, ETC 4 ANCHORS, 8 STEEL STAKES 4 GALS DW, 1 PALMOLIVE CH CLOSURE SUPPLIES HOPE SERVICES SUPPLIES 5 EA 24" POLY LEAF RAKES ANCHOR SLEAVES, TORCH BLADES, ELEC TAPE, ETC SCREW BOXES CH FUSION WELDER SUPPLIES & PARTS	01/09/13	142.45 319.16 142.15 86.08 383.06 76.07 31.39 406.77 67.60 339.00	1,993.73
10675	HOPE SERVICES JC MATTRESS/BOX SPRING RECYCLING 12.19.12	01/09/13	137.50	137.50
10676	INFINITY STAFFING SERVICES, INC. SS TS CONTRACT DRIVERS WK ENDING 12.16.12	01/09/13	1,296.00	1,296.00
10677	J D BLACK Reimbursement: Janitorial Supplies J.D Black - Monterey County Recorder's Office	01/09/13	32.26 10.00	42.26
10678	MANUEL TINAJERO CH CLOSURE45 TREES TRIMED OFF	01/09/13	975.00	975.00
10679	MONTEREY BAY OFFICE PRODUCTS Copier Service Contract	01/09/13	512.99	512.99
10680	MONTEREY COUNTY AGRICULTURAL COMMISSIONER JC & SS TS 2013 COMMERICAL DEVICE REGISTRATION	01/09/13	1,144.00	1,144.00
10681	MONTEREY REGIONAL WATER POLLUTION CONTROL AGENCY MRWPCA & CITY SERVICE FEE 12.01.12 - 01.31.13	01/09/13	25.58	25.58
10682	NETPIPE INTERNET SERVICES INTERNET SERVICES JAN 2013	01/09/13	300.00	300.00
10683	OFFICE DEPOT W-2 TAX FORMS, POST-ITS, TISSUE, WIPES, PAPER TOWE	01/09/13	383.40	383.40
10684	ORCHARD SUPPLY HARDWARE LLC 10 EA HARDWARE CLOTH, SCREWS, BLADE 2 SETS OF WIPER BLAES 4 EZ REACHERS,3 RUBBER STR, 6 RUBBER STRAPS	01/09/13	78.12 25.84 112.78	216.74

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

Check #	Name	Check Date	Amount	Check Total
10685	PACIFIC GAS AND ELECTRIC COMPANY ELECTRIC SERVICES THRU 12.21.12	01/09/13	4,831.62	4,831.62
10686	PLACEMENT PROS SS TS CONTRACT EMPLOYEE THRU 12.16.12	01/09/13	505.52	505.52
10687	PURE WATER BOTTLING BOTTLED WATER SERVICE 01.01.13	01/09/13	177.25	177.25
10688	QUINN COMPANY 950K FILTER, ELEMENTS, SEAL, RING, O-RING, ETC 950K HOSE, COUPLING, SEAL-O-RING, GUARD C15 FLANGE NUTS, TIES, CLIPS, HARNESS ASSYM C15 WASHERS, STUBOLTS, ISOLATION ASSYM CORE CHARGE REFUND	01/09/13	346.91 187.07 334.53 45.41 (205.78)	708.14
10689	RECOLOGY WASTE SOLUTIONS, INC JC BASIC FACILITY & EXTENDED HOURS DEC 2012	01/09/13	162,778.00	162,778.00
10690	SAN BENITO SUPPLY, CONSTRUCTION, CONCRETE & QUARRY CH CLOSURE PROJECT AS OF 12.13.12	01/09/13	87,072.97	87,072.97
10691	**Void**	01/09/13	0.00	0.00
10692	TRI-COUNTY FIRE PROTECTION, INC. 1 NEW HEAVY DUTY BRACKET FOR CATERPILLER 11 DRY CHEMICAL SERVICE, 1 TRAINING CLASS HHW 5 DRY CHEMICAL MAIN SERVICE	01/09/13	45.79 432.20 215.08	693.07
10693	US BANK CORPORATE PAYMENT SYSTEM SPORTS AUTHORITY - CH STRMWTR POND MAINTENANCE SPORTS AUTHORITY - CH STRMWTR POND MAINTENANCE ENVIRSAFETY - CH CLOSURE SUPPLIES GOVERNMENT FINANCE OFFICERS ASSOCIAITON Monterey Signs inc Elrinconcito:Board Meeting Supplies Oreilly Auto Parts: Booster Cables BUCKLES - SMITH BUCKLES-SMITH BUCKLES-SMITH BUCKLES-SMITH MAP SERVICE CENTER ACE HARDWARE PRUNEDALE RAIN WISE AUTO ZONE The Drainage Products Store - Down Spout Adaptor HomeDepot:Floor Mats for Entrance GOGOAIR.COM	01/09/13	294.36 416.06 63.81 180.00 151.55 100.00 107.66 828.13 195.89 479.05 479.05 2.50 161.75 9.62 4.30 62.13 81.76 11.95	

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

Check #	Name	Check Date	Amount	Check Total
	LOGMEIN		29.00	
	ENVIRONSAFETY		117.04	
	INTERMEDIA EXCHANGE SERVICE DEC 2012		20.88	
	INTERMEDIA EXCHANGE SERVICE DEC 2012		218.90	
	JC INTERNET SERVICE 12.11.12 - 01.11.13		79.99	
	RAIN WISE		9.61	
	ACE HARDWARE		25.72	
	RAIN WISE		9.62	
	VEGETABLE GROWERS SUPPLY		31.93	
	Northern CA Human Resource Association		167.00	
	MAP SERVICE CENTER		2.50	
	Sharefile.com: FTP Monthly Service DEC 2012		32.95	
	THE POST BOX		20.00	
	World Centric		233.95	
	Ragan		139.00	
	My Jeep Chrysler Dodge: Veh. Maintenance Dodge Van		405.95	
	4IMPRINT		1,196.62	
	OIL CAN HENRY'S		194.80	
	All City Emissions: smog for ranger		40.75	
	Subway: BD Mtg Food		4.29	
	Enterprise Car rental		650.12	
	All City Emissions: 2 Vehicle Smogs		109.41	
	AMPCO-SanJose: Waste Conversion Congress West Coas		66.00	
				7,435.60
10694	**Void**	01/09/13	0.00	
				0.00
10695	**Void**	01/09/13	0.00	
				0.00
10696	**Void**	01/09/13	0.00	
				0.00
10697	VALLEY PACIFIC PETROLEUM SERVICES, INC. SS TS DIESEL FUEL USAGE THRU 12.27.12	01/09/13	502.65	
				502.65
10698	A-1 SWEEPING CH CLOSURE ROAD SWEEPING 12.19.12 SWEEP YARD & EXTERIOR STREET @ SUN ST DEC 2012	01/17/13	770.00 684.00	
				1,454.00
10699	BC LABORATORIES, INC CH GRDWTR ANALYTICAL SERVICES 10.18.12	01/17/13	15.00	
				15.00
10700	BOYDS ASPHALT SERVICES SS FAC MAIN - ASPHALT CURB	01/17/13	3,900.00	
				3,900.00
10701	CA STATE BOARD OF EQUALIZATION USE TAX CALENDAR YEAR 2012	01/17/13	2,597.00	
				2,597.00

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

Check #	Name	Check Date	Amount	Check Total
10702	COAST COUNTIES TRUCK & EQUIPMENT CO. TRK 003 AIR, FUEL, OIL, FUEL/WATER FILTERS	01/17/13	252.54	252.54
10703	CSC OF SALINAS/YUMA 2 90 DEGR MALE ORING TO MALE JIC	01/17/13	17.15	17.15
10704	DON CHAPIN INC CH WATER TRUCK USAGE DEC 2012	01/17/13	1,190.33	1,190.33
10705	FERGUSON ENTERPRISES INC #588 12 9 IN X 25 FT ROLLS STRAW WATTLE	01/17/13	418.93	418.93
10706	GOLDEN STATE TRUCK & TRAILER REPAIR 17236 FRONT HINGE BOLTS, WASHERS AND NUTS REPLACED 950K FUEL, HYDRAULIC, OIL TRANS FILTERS REPLACED HERTZ WATER WAGON HITCH ASSEMBLY & PIN REFUND OF OVERPAYMENT SIS WEB PURCHASE SS TS FENCING MATERIALS	01/17/13	845.00 643.20 297.65 25.00 5,564.61	7,375.46
10707	HUDDLE HUDDLE SUBSCRIPTION 12.07.12 - 12.06.13	01/17/13	3,600.00	3,600.00
10708	INFINITY STAFFING SERVICES, INC. SS TS CONTRACT DRIVERS WEEK ENDING 01.06.13	01/17/13	1,377.00	1,377.00
10709	INTERNATIONAL LINING TECHNOLOGY ACCEPTANCE OF CHECK ACKNOWLEDGES PAYMENT IN FULL	01/17/13	24,542.71	24,542.71
10710	LIEBERT CASSIDY WHITMORE MONTEREY BAY EMPLOYMENT RELATIONS CONSORTIUM	01/17/13	2,962.00	2,962.00
10711	LUMBERMENS INC SS TS SUPPLIES & JC POTHOLING SUPPLIES	01/17/13	38.30	38.30
10712	MANUEL PEREA TRUCKING, INC. EQUIPMENT TRANSPORTATION	01/17/13	4,900.00	4,900.00
10713	MONTEREY COUNTY BUSINESS COUNCIL MCBC ANNUAL MEMBERSHIP DUES 02/13 - 01/14	01/17/13	2,000.00	2,000.00
10714	MONTEREY SANITARY SUPPLY, INC. Janitorial Supplies	01/17/13	526.90	526.90
10715	OFFICE DEPOT SS Office Supplies 1 LG BOX INTER-OFFICE ENVELOPES W-2 FORMS, POST-ITS, KLEENIX, LYSOL WIPES, ETC Scalehouse Supplies 3 DOZ STICK PENS	01/17/13	117.44 263.94 2.94	384.32

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

Check #	Name	Check Date	Amount	Check Total
10716	ONHOLD EXPERIENCE On Hold Telephone Service THRU MAR 2013	01/17/13	207.00	207.00
10717	PLACEMENT PROS CONTRACT LABORER WK 12.23.12 SS TS CONTRACT LABORER WK 12.30.12	01/17/13	580.97 713.13	1,294.10
10718	QUINN COMPANY 950G 6 COOLANT - ELC 950G GASKET & REGULATOR 950K 8 QTS OI/COLLANT SAMPLES LOADER 2 SEALS, TINK ROLLOUT CYLINER OVERPAYMENT ON PC810610843 TRK 001 DPF FILTER KIT, COMBUST TUBE, LABOR	01/17/13	97.52 23.43 133.92 1,551.44 (25.00) 6,058.79	7,840.10
10719	REPUBLIC SERVICES #471 TRASH CART SERVICE JAN 2013	01/17/13	60.22	60.22
10720	SAN BENITO SUPPLY, CONSTRUCTION, CONCRETE & QUARRY CH CLOSURE PROJECT AS OF 12.27.12	01/17/13	41,142.19	41,142.19
10721	STURDY OIL COMPANY 55 GAL 76 15-40 GUARDOL ECT CJ	01/17/13	756.25	756.25
10722	SWANA ASSOCIATION DUES, NO. CA GOLD RUSH CHAPTER DUES	01/17/13	219.00	219.00
10723	SWT ENGINEERING, INC. Engineering Services THRU DEC 31 2012	01/17/13	1,505.44	1,505.44
10724	THOMAS M BRUEN LEGAL SERVICES RENDERED DECEMBER 2012	01/17/13	9,313.00	9,313.00
10725	VISION RECYCLING INC C & D OUTSIDE GRINDING 12.27 - 12.31.12 SS Organics Program DEC 2012	01/17/13	4,840.00 42,131.78	46,971.78
10726	WASTE MANAGEMENT INC BFI WASTE DELIVERED TO MADISON - DEC 2012 JOLON ROAD OPERATIONS DEC 2012	01/17/13	12,224.12 56,727.89	68,952.01
10727	WESTERN EXTERMINATOR COMPANY RODENT CONTROL SERVICE DEC 2012	01/17/13	325.00	325.00
10728	WRIGHT EXPRESS FINANCIAL SERVICES CORPORATION Fuel Expenses DEC 2012	01/17/13	1,226.00	1,226.00



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

Check #	Name	Check Date	Amount	Check Total
10729	ADMANOR, INC BRANDING DEC 2012 CCRMC MEDIA & MARKETING SERVICES DEC 2012 RECYCLING OUTREACH/EDUCATION DEC 2012	01/24/13	9,124.00 12,763.00 2,010.25	23,897.25
10730	AIR TOXICS LTD CH MODIFIED TO-15 & SUPPLIES LR MODIFIED TO-15 12.18.12 LR MODIFIED TO-15 12.24.12	01/24/13	1,625.00 1,545.00 865.00	4,035.00
10731	ANNE MARIE HUNTER RecycleRama THRU 01.15.13	01/24/13	843.75	843.75
10732	BRANDY ELLEN ACEVEDO RecycleRama THRU 01.15.13	01/24/13	713.99	713.99
10733	BULOS FRANCIS SALIBA RecycleRama THRU 01.15.13	01/24/13	151.49	151.49
10734	CITY OF GONZALES CITY OF GONZALES HOSTING FEES JANUARY 2012	01/24/13	20,833.33	20,833.33
10735	CLINTON HENDRICKS EDUCATION ASSISTANCE	01/24/13	500.00	500.00
10736	COAST COUNTIES TRUCK & EQUIPMENT CO. TRK002 HOLD OPEN LATCH HOOD	01/24/13	1,219.15	1,219.15
10737	COAST OIL COMPANY, LLC CH DIESEL FUEL USAGE 01.14.13	01/24/13	1,597.73	1,597.73
10738	CSC OF SALINAS/YUMA SS TS EQUIP SUPPLIES 2 EA 1 1/4" FILTER ELEMENTS	01/24/13	44.19	44.19
10739	DAVE S. DEERING Janitorial Services 01.15.13	01/24/13	1,150.00	1,150.00
10740	EMC PLANNING GROUP, INC SS CUP CEQA DEC 2012	01/24/13	407.49	407.49
10741	FERGUSON ENTERPRISES INC #588 CH GRIDER WELL SUPPLIES 4 EA FILTER CARTRIDGES	01/24/13	377.83	377.83
10742	GREEN RUBBER - KENNEDY AG, LP 30 TGRFLX BLWTR SUCTIONS, CAMLOCK FITTINGS, ETC Pump Basin Supplies	01/24/13	271.93 21.68	293.61
10743	HOPE SERVICES SS MATTRESS/BOX SPRING RECYCLING 01.02.13	01/24/13	375.00	375.00

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

Check #	Name	Check Date	Amount	Check Total
10744	IVY CONTRERAS Recyclerama THRU 01.15.13	01/24/13	843.75	843.75
10745	JOSEPH A. FRAUSTO RecycleRama THRU 01.15.13	01/24/13	151.49	151.49
10746	LUMBERMENS INC 40 2X4 92-1/4" 28 2X4 8', 10 2X4 10' STUDS, ETC	01/24/13	933.32	933.32
10747	NEXIS PARTNERS, LLC RENT & COMMON AREAS FEB 2013	01/24/13	8,709.00	8,709.00
10748	OFFICE DEPOT 2 EA 100 PK GLOSSY POSTCARDS LEMON CLEANER, FABULOSO, MOPHEAD	01/24/13	313.95 36.68	350.63
10749	PACIFIC MUNICIPAL CONSULTANTS CH CLOSURE CEQA ENGINEERING SERVICE THRU 12.31.12	01/24/13	3,271.24	3,271.24
10750	QUINN COMPANY 950G 1 EA WATER PUMP & CORE CHARGE	01/24/13	455.82	455.82
10751	RECOLOGY WASTE SOLUTIONS, INC JC BASIC SERVICE & EXTENDED HOURS JAN 2013	01/24/13	165,740.00	165,740.00
10752	ROBERT B GOMEZ Recyclerama THRU 01.15.13	01/24/13	151.49	151.49
10753	SAN BENITO SUPPLY, CONSTRUCTION, CONCRETE & QUARRY CH CLOSURE PROJECT AS OF 01.07.13	01/24/13	12,450.88	12,450.88
10754	SCS FIELD SERVICES ALL SITES, LFG, LEACHATE, GRD WTR MONITORING	01/24/13	16,881.00	16,881.00
10755	SHARPS SOLUTIONS, LLC Sharps Disposal 01.08.13	01/24/13	160.00	160.00
10756	STATE WATER RESOURCES CONTROL BOARD CH ANNUAL PERMIT FEE JC ANNUAL PERMIT FEE JC SWRCB ANNUAL PERMIT FEE LR SWRCB ANNUAL PERMIT FEE	01/24/13	1,359.00 15,817.00 1,359.00 1,359.00	19,894.00
10757	STURDY OIL COMPANY SS TS 5 EA TRK/TRLR WASH & 10 EA STEAM CLEANING	01/24/13	650.00	650.00
10758	VALLEY PACIFIC PETROLEUM SERVICES, INC. SS TS DIESEL FUEL USAGE THRU 01.15.13	01/24/13	371.02	371.02

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

Check #	Name	Check Date	Amount	Check Total
10759	WHITSON ENGINEERS Engineering Services THRU 12.31.12	01/24/13	386.50	386.50
10760	AT&T SERVICES INC PHONE SERVICE THRU 01.12.13	01/30/13	1,138.15	1,138.15
10761	BARTELL ASSOCIATES, LLC ONGOING WORK ON OPEB VALUATION DEC 2012	01/30/13	3,000.00	3,000.00
10762	CALIFORNIA WATER SERVICE SS TS WATER SERVICES THRU 01.16.13	01/30/13	308.26	308.26
10763	CDW GOVERNMENT Copier and Toner Supplies	01/30/13	258.64	258.64
10764	COAST COUNTIES TRUCK & EQUIPMENT CO. EXHAUST INJECTOR KIT & DOSER CORE RETURNED LED MRKR LAMPS RETURNED TRK003 PIN-LOCATOR TRK002 RUBBER FRT/REAR PINS, FRONT ABSORBERS	01/30/13	(384.63) (12.87) 802.01 622.36	1,026.87
10765	**Void**	01/30/13	0.00	0.00
10766	CSC OF SALINAS/YUMA TIRE INFLATOR, HOSE END, 1/4" BRAS VALVES	01/30/13	190.77	190.77
10767	GOLDEN STATE TRUCK & TRAILER REPAIR SS TS SUPPLIES 1 LINCOLN POWERLUBER CORDLESS 18V CH CLOSURE BOBCAT 2 FLAT TIRE REPAIRS F250 FRONT DIFFERENTIAL REPLACED SS RECYCLING REPAIRS ON CARTS LOADER THERMOSTAT, WATER BELT, WATER PUMP TEMPORARY REPAIR ON EXCAVATOR 17235 BID INSPECTION & GREASE TRAILER Yard Shakers	01/30/13	285.47 236.46 1,042.01 553.19 770.00 231.00 14,990.68 4,929.04	23,037.85
10768	**Void**	01/30/13	0.00	0.00
10769	**Void**	01/30/13	0.00	0.00
10770	GUERITO CH, JC, SS TS PORTABLE TOILET SERVICE 01.17.13	01/30/13	440.00	440.00
10771	HOPE SERVICES SS TS DIVERSION & LITTER ABATEMENT SEPT 2012	01/30/13	9,654.47	9,654.47

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

Check #	Name	Check Date	Amount	Check Total
10772	HYDROTURF, INC CH 4" S TEE PVC, 19 4' COTTON SWAB, PIPE WRAP, DUC	01/30/13	250.85	250.85
10773	INFINITY STAFFING SERVICES, INC. SS TS CONTRACT DRIVERS WK ENDING 01.20.13	01/30/13	472.50	472.50
10774	JENNY MITCHELL FNDMNTLS OF SCCSSFL PROJ MGMT MILEAGE/PIER DIEM	01/30/13	137.94	137.94
10775	LUMBERMENS INC 840 50LB FENCE POST CONCRETE MIX 840 60# QUICKRETE #1103 SAND/TOPPING BOOTH MATERIAL RETURNED RODS, HEX NUTS, 2X8 20', 2X6 20', 2X4 20', 2X4 10'	01/30/13	2,543.75 4,210.41 (158.90) 240.00	6,835.26
10776	OFFICE DEPOT Office Supplies - DIVIDERS, READY INDEX	01/30/13	72.36	72.36
10777	PACIFIC GAS AND ELECTRIC COMPANY ELECTRIC SERVICE THRU 01.22.13	01/30/13	6,540.59	6,540.59
10778	PHILIP SERVICES CORP HHW Disposal NOV 2012 HHW Supplies NOV 2012	01/30/13	8,539.29 1,965.00	10,504.29
10779	QUINN COMPANY C15 ASSEMBLY CLAMP	01/30/13	67.67	67.67
10780	R. PATRICK MATHEWS CALRECYCLE WORKSHOP - MRF PERFORMANCE STANDARDS	01/30/13	23.00	23.00
10781	SAN BENITO SUPPLY, CONSTRUCTION, CONCRETE & QUARRY CH CLOSURE PROJECT AS OF 01.09.13	01/30/13	26,445.40	26,445.40
10782	SCALES UNLIMITED SS SCALE MAINTENANCE 12.03.12	01/30/13	3,037.61	3,037.61
10783	SCS FIELD SERVICES NR CH LEACHATE, DEC 2012 NR JC LEACHATE DEC 2012 NR LR OM&M DEC 2012	01/30/13	799.50 1,932.72 3,783.49	6,515.71
10784	STURDY OIL COMPANY 10 QTS SP A/W 68 HYDRAULIC OIL	01/30/13	97.76	97.76
10785	TOYOTA MATERIAL HANDLING FORKLIFT REPAIR 7FBEU15	01/30/13	2,264.40	2,264.40

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

Check #	Name	Check Date	Amount	Check Total
10786	TRI-COUNTY FIRE PROTECTION, INC. CH 4 FIRE EXTINGUISHERS	01/30/13	252.72	252.72
10787	TRUCKSIS ENTERPRISES INCORPORATED composting brochures	01/30/13	1,868.20	1,868.20
10788	WEISENBACH SPECIALTY PRINTING INC. Pens and pencils promotional giveaways	01/30/13	1,000.36	1,000.36
10789	WORKWELL MEDICAL GROUP HHW FIRST AID HHW PHYSICAL	01/30/13	303.16 190.00	493.16
14945942056	CA STATE BOARD OF EQUALIZATION QTRLY INTEGRATED WASTE MGMT FEES	01/25/13	85,192.80	85,192.80
DFT2013457	WAGEWORKS FSA MONTHLY ADMIN FEES DEC 2012	01/16/13	50.00	50.00
<b>Total</b>				<u>1,060,497.48</u>
<b>Payroll Disbursements</b>				338,423.67
<b>Total Disbursements</b>				<u><u>1,398,921.15</u></u>





## Report to the Executive Committee

ITEM NO. 3

Finance Manager/Controller-Treasurer

N/A

General Counsel

General Manager/CAO

**Date:** March 6, 2013

**From:** Rose Gill, Administrative Manager

**Title:** A Resolution Approving the Revised Personnel Allocation, Classification Plan and Salary Schedule, Unfreezing the Diversion II Position, Filling the Field Operations Supervisor I Position, and Changing the title of Operations Superintendent to Operations Manager Effective July 1, 2013

### RECOMMENDATION

Staff encourages that the Committee forward this item to the Board for approval.

### STRATEGIC PLAN RELATIONSHIP

The recommended action helps support Goal E: Promote and Maintain a High Performance, Efficient and Flexible Workforce.

### FISCAL IMPACT

Approval of the first recommended changes will achieve savings of \$74,700. Approval of the second recommended change will still achieve a savings of \$10,300.

### DISCUSSION & ANALYSIS

The retirement of the Assistant General Manager (AGM) on March 1, 2013, provides the Authority the opportunity to achieve some savings by realigning staffing to be more consistent with current workloads. It is in the best interest of the Authority not to fill the Assistant General Manager position at this time and focus on operational requirements. Staff would like to re-open the Field Supervisor's classification to help with SSTS operational efficiencies, better coverage and to supervise the SSTS and field staff

Following is a summary of the proposed changes:

Current Allocation	Position	Reallocation
1	Assistant General Manager	0
1	Operations Superintendent	0
0	Operations Manager	1
0	Field Operations Supervisor I	1
0 (1 Frozen)	Diversion Worker II	1
2		3

The proposed changes will achieve savings of **\$74,700** as shown below:

Current <b>Salary and Benefit</b> for Assistant General Manager:	\$ 206,000.00
Proposed <b>Salary and Benefit</b> for Field Operations Supervisor I, Step 5:	\$ (116,300.00)
10% Special Assignment Pay for a manager assuming on AGM responsibilities:	\$ ( 15,000.00)
<hr/>	
Proposed Savings	\$ 74,700.00

Staff would also like to propose unfreezing the Diversion Worker II position. This position will help with diversion efforts. The proposed change would be as follows:

Proposed Savings from Above Recommended Change	\$ 74,700.00
Proposed <b>Salary and Benefit</b> for Diversion Worker II – Step 1	\$ (64,400.00)
<hr/>	
Proposed Savings	\$ 10,300.00

If this second position is also approved, there would still be a net savings of **\$10,300** in operating expenditures.

## **BACKGROUND**

The Assistant General Manager retired on March 1, 2013. This gave the Authority an opportunity to review staff needs and make the recommended changes for additional operational support.

## **ATTACHMENT(S)**

1. Resolution
2. Exhibit A – Personnel Allocation
3. Exhibit B – Classification Plan/Salary Schedule
4. Exhibit C – Organization Chart
5. Exhibit D – Field Operations Supervisor I Job Description
6. Exhibit E – Operations Manager Job Description
7. Exhibit F – Diversion Worker II Job Description



**RESOLUTION NO. 2012 -**

**A RESOLUTION OF THE SALINAS VALLEY SOLID WASTE AUTHORITY APPROVING THE REVISED PERSONNEL ALLOCATION, CLASSIFICATION PLAN AND SALARY SCHEDULE, UNFREEZING A DIVERSION WORKER II POSITON, FILLING THE FIELD OPERATIONS SUPERVISOR I POSITION, AND CHANGING THE TITLE OF OPERATIONS SUPERINTENDENT TO OPERATIONS MANAGER EFFECTIVE JULY 1, 2013**

**WHEREAS**, on March 21, 2012, the Board of Directors adopted Resolution 2012-22 which includes a revised Personnel Allocation and Classification Plan effective July 1, 2012; and,

**WHEREAS**, the Authority has identified further needed changes in order to keep up with increasing workload, provide landfill contract operations oversight, and maintain a lean operation and still keep internal controls in place and provide proper supervision; and,

**NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE SALINAS VALLEY SOLID WASTE AUTHORITY** that the Personnel Allocation effective July 1, 2013, attached hereto and marked "Exhibit A" is hereby approved; and

**BE IT FURTHER RESOLVED** that the Classification Plan - Salary Schedule effective July 1, 2013, attached hereto and marked "Exhibit B" is hereby approved; and,

**BE IT FURTHER RESOLVED** that the Organization Chart, effective July 1, 2013, attached hereto and marked "Exhibit C" is hereby approved; and

**BE IT FURTHER RESOLVED** that the job description for Field Operations Supervisor I, attached hereto and marked "Exhibit D" is hereby approved.

**BE IT FURTHER RESOLVED** that the job description for Operations Manager, attached hereto and marked "Exhibit E" is hereby approved.

**PASSED AND ADOPTED** by the Board of Directors of the Salinas Valley Solid Waste Authority at its regular meeting duly held on the 21<sup>st</sup> day of March 2013, by the following vote:

AYES: BOARD MEMBERS:

NOES: BOARD MEMBERS:

ABSENT: BOARD MEMBERS:

ABSTAIN: BOARD MEMBERS:

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Fernando Armenta, President

ATTEST:

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Elia Zavala, Clerk of the Board

**EXHIBIT A**

<b>PERSONNEL ALLOCATION PROPOSED EFFECTIVE DATE: JULY 1, 2013</b>				
Program and Position	11-12	12-13	12-13	13-14
		Approved 06/21/12	Approved 09/20/12	Proposed 07/01/13
<b>Administration</b>				
General Manager/CAO	1	1	1	1
Administrative Manager	1	1	1	1
Administrative Support Assistant I	1	1	1	1
Administrative Support Assistant II	0.5	0.5	0.5	0.5
Clerk of the Board	1	1	1	1
Human Resources Technician	1	1	1	1
<b>Total Administration</b>	<b>5.5</b>	<b>5.5</b>	<b>5.5</b>	<b>5.5</b>
<b>Finance</b>				
Accountant	1	1	1	1
Accounting Technician	1	1	1	1
Administrative Support Assistant II	0.5	0.5	0.5	0.5
Business Services Supervisor	1	1	1	1
Finance Manager	1	1	1	1
<b>Total Finance</b>	<b>4.5</b>	<b>4.5</b>	<b>4.5</b>	<b>4.5</b>
<b>Resource Recovery</b>				
Contracts & Grants Analyst	1	1	1	1
Diversion Manager	1	1	1	1
Recycling Coordinator	1	1	1	1
Resource Recovery Technician	2	2	2	2
<b>Total Resource Recovery</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>
<b>Engineering</b>				
Authority Engineer	1	1	1	1
<b>Total Engineering</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>Operations</b>				
<i>Assistant General Manager of Engineering and Operations</i>	1	1	1	0
Field Operations Supervisor II	1	1	0	0
<i>Field Operations Supervisor I</i>				1
Diversion Driver	1	1	1	1
Diversion Worker I	2	3	3	3
<i>Diversion Worker II</i>			0	1
<i>Equipment Operator/Driver</i>	4	4	4	4
Equipment Operator/Driver/Lead	1	1	1	1
HHW Maintenance Worker II	3	3	3	3
Household Hazardous Waste Technician	1	1	1	1
<i>Operations Manager</i>			0	1
<i>Operations Superintendent</i>			1	0
Scalehouse Cashier	4	4	4	4
Solid Waste Technician II	1	1	1	1
<b>Frozen Positions</b>				
<i>Diversion Driver</i>	3	3	3	3
Diversion Worker I	1	0	0	0
Diversion Worker II	1	1	1	0
<b>Total Operations</b>	<b>24</b>	<b>24</b>	<b>24</b>	<b>24</b>
<b>Total Full Time Equivalents</b>	<b>40</b>	<b>40</b>	<b>40</b>	<b>40</b>

Salinas Valley Solid Waste Authority  
Classification Plan - Monthly Salary Schedule  
Proposed Effective Date: July 1, 2013

		Salary											
Classification		Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1	General Manager		\$ 13,729										
2	Authority Engineer	39.5	\$ 8,997	\$ 9,223	\$ 9,453	\$ 9,690	\$ 9,932	\$ 10,180	\$ 10,434	\$ 10,694	\$ 10,962	\$ 11,235	\$ 11,460
3	Diversion Manager	38.0	\$ 8,356	\$ 8,564	\$ 8,778	\$ 8,997	\$ 9,223	\$ 9,453	\$ 9,690	\$ 9,932	\$ 10,180	\$ 10,434	\$ 10,643
4	Finance Manager	35.5	\$ 7,385	\$ 7,569	\$ 7,759	\$ 7,952	\$ 8,152	\$ 8,356	\$ 8,564	\$ 8,778	\$ 8,997	\$ 9,223	\$ 9,407
5	Operations Manager	35.0	\$ 7,205	\$ 7,385	\$ 7,569	\$ 7,759	\$ 7,952	\$ 8,152	\$ 8,356	\$ 8,564	\$ 8,778	\$ 8,997	\$ 9,177
6	Administrative Manager	33.5	\$ 6,690	\$ 6,858	\$ 7,030	\$ 7,205	\$ 7,385	\$ 7,569	\$ 7,759	\$ 7,952	\$ 8,152	\$ 8,356	\$ 8,523
7	Accountant	29.5	\$ 5,491	\$ 5,628	\$ 5,769	\$ 5,913	\$ 6,061	\$ 6,212	\$ 6,369	\$ 6,527	\$ 6,690	\$ 6,858	\$ 6,995
8	Recycling Coordinator	29.5	\$ 5,491	\$ 5,628	\$ 5,769	\$ 5,913	\$ 6,061	\$ 6,212	\$ 6,369	\$ 6,527	\$ 6,690	\$ 6,858	\$ 6,995
9	Contracts and Grants Analyst	29.5	\$ 5,491	\$ 5,628	\$ 5,769	\$ 5,913	\$ 6,061	\$ 6,212	\$ 6,369	\$ 6,527	\$ 6,690	\$ 6,858	\$ 6,995
10	Business Services Supervisor	29.5	\$ 5,491	\$ 5,628	\$ 5,769	\$ 5,913	\$ 6,061	\$ 6,212	\$ 6,369	\$ 6,527	\$ 6,690	\$ 6,858	\$ 6,995
11	Solid Waste Tech II	27.0	\$ 4,853	\$ 4,974	\$ 5,098	\$ 5,225	\$ 5,357	\$ 5,491	\$ 5,628	\$ 5,769	\$ 5,913	\$ 6,061	\$ 6,182
12	Clerk of the Board	25.5	\$ 4,506	\$ 4,619	\$ 4,734	\$ 4,853	\$ 4,974	\$ 5,098	\$ 5,225	\$ 5,357	\$ 5,491	\$ 5,628	\$ 5,741
13	HHW Technician	24.5	\$ 4,288	\$ 4,396	\$ 4,506	\$ 4,619	\$ 4,734	\$ 4,853	\$ 4,974	\$ 5,098	\$ 5,225	\$ 5,357	\$ 5,464
14	Human Resources Technician	23.0	\$ 3,982	\$ 4,082	\$ 4,183	\$ 4,288	\$ 4,396	\$ 4,506	\$ 4,619	\$ 4,734	\$ 4,853	\$ 4,974	\$ 5,073
15	Resource Rec Tech	23.0	\$ 3,982	\$ 4,082	\$ 4,183	\$ 4,288	\$ 4,396	\$ 4,506	\$ 4,619	\$ 4,734	\$ 4,853	\$ 4,974	\$ 5,073
16	Accounting Technician	23.0	\$ 3,982	\$ 4,082	\$ 4,183	\$ 4,288	\$ 4,396	\$ 4,506	\$ 4,619	\$ 4,734	\$ 4,853	\$ 4,974	\$ 5,073
17	Equip Operator/Driver/Lead	23.0	\$ 3,982	\$ 4,082	\$ 4,183	\$ 4,288	\$ 4,396	\$ 4,506	\$ 4,619	\$ 4,734	\$ 4,853	\$ 4,974	\$ 5,073
18	Admin Assistant II	21.0	\$ 3,608	\$ 3,699	\$ 3,789	\$ 3,885	\$ 3,982	\$ 4,082	\$ 4,183	\$ 4,288	\$ 4,396	\$ 4,506	\$ 4,596
19	Equipment Operator/Driver	21.0	\$ 3,608	\$ 3,699	\$ 3,789	\$ 3,885	\$ 3,982	\$ 4,082	\$ 4,183	\$ 4,288	\$ 4,396	\$ 4,506	\$ 4,596
20	Admin Assistant I	20.0	\$ 3,434	\$ 3,521	\$ 3,608	\$ 3,699	\$ 3,789	\$ 3,885	\$ 3,982	\$ 4,082	\$ 4,183	\$ 4,288	\$ 4,374
21	HHW Maint Worker II	19.5	\$ 3,352	\$ 3,434	\$ 3,521	\$ 3,608	\$ 3,699	\$ 3,789	\$ 3,885	\$ 3,982	\$ 4,082	\$ 4,183	\$ 4,267
22	Scalehouse Cashier	19.5	\$ 3,352	\$ 3,434	\$ 3,521	\$ 3,608	\$ 3,699	\$ 3,789	\$ 3,885	\$ 3,982	\$ 4,082	\$ 4,183	\$ 4,267
23	Diversion Driver	18.5	\$ 3,189	\$ 3,269	\$ 3,352	\$ 3,434	\$ 3,521	\$ 3,608	\$ 3,699	\$ 3,789	\$ 3,885	\$ 3,982	\$ 4,062
24	HHW Maint Worker I	17.5	\$ 3,036	\$ 3,111	\$ 3,189	\$ 3,269	\$ 3,352	\$ 3,434	\$ 3,521	\$ 3,608	\$ 3,699	\$ 3,789	\$ 3,865
25	Diversion Worker II	13.5	\$ 2,491	\$ 2,554	\$ 2,618	\$ 2,683	\$ 2,750	\$ 2,818	\$ 2,890	\$ 2,962	\$ 3,036	\$ 3,111	\$ 3,173
26	Diversion Worker I	10.5	\$ 2,148	\$ 2,202	\$ 2,257	\$ 2,313	\$ 2,372	\$ 2,430	\$ 2,491	\$ 2,554	\$ 2,618	\$ 2,683	\$ 2,737
27	Student Intern	8.0	\$ 1,899	\$ 1,947	\$ 1,995	\$ 2,045	\$ 2,096	\$ 2,148	\$ 2,202	\$ 2,257	\$ 2,313	\$ 2,372	\$ 2,419
28	Senior Project Manager		\$75.00 hr										

## SALINAS VALLEY SOLID WASTE AUTHORITY

Rev (07/13)

## SALARY SCHEDULE

PROPOSED EFFECTIVE DATE: JULY 1, 2013

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
1.0	Hourly		7.742	7.938	8.140	8.342	8.550	8.763	8.983	9.208	9.438	9.681	9.877
	Bi-Weekly	619.38	635.08	651.23	667.38	684.00	701.08	718.62	736.62	755.08	774.46	793.85	813.68
	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	1,720.00	1,763.00
	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	20,640.00	21,156.00
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	813.68	834.00
	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	1,763.00	1,807.00
	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	21,156.00	21,684.00
2.0	Hourly		8.140	8.342	8.550	8.763	8.983	9.208	9.438	9.681	9.923	10.171	10.425
	Bi-Weekly	651.23	667.38	684.00	701.08	718.64	736.64	755.04	774.48	793.84	813.68	834.00	854.80
	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	1,807.00	1,852.00
	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	21,684.00	22,224.00
2.5	Hourly		8.342	8.550	8.763	8.983	9.208	9.438	9.681	9.923	10.171	10.425	10.685
	Bi-Weekly	667.38	684.00	701.04	718.64	736.64	755.04	774.48	793.84	813.68	834.00	854.80	876.48
	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	1,852.00	1,899.00
	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	22,224.00	22,788.00
3.0	Hourly		8.550	8.763	8.983	9.208	9.438	9.681	9.923	10.171	10.425	10.685	10.956
	Bi-Weekly	684.00	701.04	718.64	736.64	755.04	774.48	793.84	813.68	834.00	854.80	876.48	898.64
	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	1,899.00	1,947.00
	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	22,788.00	23,364.00
3.5	Hourly		8.763	8.983	9.208	9.438	9.681	9.923	10.171	10.425	10.685	10.956	11.233
	Bi-Weekly	701.04	718.64	736.64	755.04	774.48	793.84	813.68	834.00	854.80	876.48	898.64	920.80
	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	1,947.00	1,995.00
	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	23,364.00	23,940.00
4.0	Hourly		8.983	9.208	9.438	9.681	9.923	10.171	10.425	10.685	10.956	11.233	11.510
	Bi-Weekly	718.64	736.64	755.04	774.48	793.84	813.68	834.00	854.80	876.48	898.64	920.80	943.00
	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	1,995.00	2,043.00
	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	23,940.00	24,420.00
4.5	Hourly		9.208	9.438	9.681	9.923	10.171	10.425	10.685	10.956	11.233	11.510	11.790
	Bi-Weekly	736.64	755.04	774.48	793.84	813.68	834.00	854.80	876.48	898.64	920.80	943.00	965.20
	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	2,043.00	2,091.00
	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	24,900.00

SALINAS VALLEY SOLID WASTE AUTHORITY  
SALARY SCHEDULE  
PROPOSED EFFECTIVE DATE: JULY 1, 2013

Rev (07/13)

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
	5.0	Hourly	9.438	9.681	9.923	10.171	10.425	10.685	10.956	11.233	11.510	11.798	12.035
		Bi-Weekly	755.04	774.48	793.84	813.68	834.00	854.80	876.48	898.64	920.80	943.84	962.77
		Monthly	1,636.00	1,678.00	1,720.00	1,763.00	1,807.00	1,852.00	1,899.00	1,947.00	1,995.00	2,045.00	2,086.00
		Annual	19,632.00	20,136.00	20,640.00	21,156.00	21,684.00	22,224.00	22,788.00	23,364.00	23,940.00	24,540.00	25,032.00
	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	26,292.00
	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
Student Intern	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

SALINAS VALLEY SOLID WASTE AUTHORITY  
SALARY SCHEDULE  
PROPOSED EFFECTIVE DATE: JULY 1, 2013

Rev (07/13)

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
	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
	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	2,605.00
		Annual	24,540.00	25,152.00	25,776.00	26,424.00	27,084.00	27,756.00	28,464.00	29,160.00	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
Diversion Worker I	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	2,805.00
		Annual	26,424.00	27,084.00	27,756.00	28,464.00	29,160.00	29,892.00	30,648.00	31,416.00	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

SALINAS VALLEY SOLID WASTE AUTHORITY  
SALARY SCHEDULE  
PROPOSED EFFECTIVE DATE: JULY 1, 2013

Rev (07/13)

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
	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
Diversion Worker II	13.5	Hourly	14.371	14.735	15.104	15.479	15.865	16.258	16.673	17.088	17.515	17.948	18.306
		Bi-Weekly	1,149.68	1,178.80	1,208.32	1,238.32	1,269.20	1,300.64	1,333.84	1,367.04	1,401.20	1,435.84	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	18.767
		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	1,501.38
		Monthly	2,554.00	2,618.00	2,683.00	2,750.00	2,818.00	2,890.00	2,962.00	3,036.00	3,111.00	3,189.00	3,253.00
		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	19.235
		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	1,538.77
		Monthly	2,618.00	2,683.00	2,750.00	2,818.00	2,890.00	2,962.00	3,036.00	3,111.00	3,189.00	3,269.00	3,334.00
		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	19.725
		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	1,578.00
		Monthly	2,683.00	2,750.00	2,818.00	2,890.00	2,962.00	3,036.00	3,111.00	3,189.00	3,269.00	3,352.00	3,419.00
		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	20.210
		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	1,616.77
		Monthly	2,750.00	2,818.00	2,890.00	2,962.00	3,036.00	3,111.00	3,189.00	3,269.00	3,352.00	3,434.00	3,503.00
		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
		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	1,657.38
		Monthly	2,818.00	2,890.00	2,962.00	3,036.00	3,111.00	3,189.00	3,269.00	3,352.00	3,434.00	3,521.00	3,591.00
		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	43,092.00
	16.5	Hourly	16.673	17.088	17.515	17.948	18.398	18.860	19.338	19.812	20.313	20.815	21.231
		Bi-Weekly	1,333.84	1,367.04	1,401.20	1,435.84	1,471.84	1,508.80	1,547.04	1,584.96	1,625.04	1,665.20	1,698.46
		Monthly	2,890.00	2,962.00	3,036.00	3,111.00	3,189.00	3,269.00	3,352.00	3,434.00	3,521.00	3,608.00	3,680.00
		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	44,160.00

## SALINAS VALLEY SOLID WASTE AUTHORITY

Rev (07/13)

## SALARY SCHEDULE

PROPOSED EFFECTIVE DATE: JULY 1, 2013

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
	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
		Bi-Weekly	1,367.04	1,401.20	1,435.84	1,471.84	1,508.80	1,547.04	1,584.96	1,625.04	1,665.20	1,707.20	1,741.38
		Monthly	2,962.00	3,036.00	3,111.00	3,189.00	3,269.00	3,352.00	3,434.00	3,521.00	3,608.00	3,699.00	3,773.00
		Annual	35,544.00	36,432.00	37,332.00	38,268.00	39,228.00	40,224.00	41,208.00	42,252.00	43,296.00	44,388.00	45,276.00
HHW Maintenance Worker I	17.5	Hourly	17.515	17.948	18.398	18.860	19.338	19.812	20.313	20.815	21.340	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	3,189.00	3,269.00	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	42,252.00	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	1,829.08
		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	42,252.00	43,296.00	44,388.00	45,468.00	46,620.00	47,556.00
Diversion Driver	18.5	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	42,252.00	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	42,252.00	43,296.00	44,388.00	45,468.00	46,620.00	47,784.00	48,984.00	49,968.00
HHW Maintenance Worker II Scalehouse Cashier	19.5	Hourly	19.338	19.812	20.313	20.815	21.340	21.860	22.413	22.973	23.550	24.133	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	42,252.00	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	20.0	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	42,252.00	43,296.00	44,388.00	45,468.00	46,620.00	47,784.00	48,984.00	50,196.00	51,456.00	52,488.00
	20.5	Hourly	20.313	20.815	21.340	21.860	22.413	22.973	23.550	24.133	24.738	25.362	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	2,069.54
		Monthly	3,521.00	3,608.00	3,699.00	3,789.00	3,885.00	3,982.00	4,082.00	4,183.00	4,288.00	4,396.00	4,484.00
		Annual	42,252.00	43,296.00	44,388.00	45,468.00	46,620.00	47,784.00	48,984.00	50,196.00	51,456.00	52,752.00	53,808.00



SALINAS VALLEY SOLID WASTE AUTHORITY  
SALARY SCHEDULE  
PROPOSED EFFECTIVE DATE: JULY 1, 2013

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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
Administrative Assistant II Equipment Operator/Driver	21.0	Hourly	20.815	21.340	21.860	22.413	22.973	23.550	24.133	24.738	25.362	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	2,079.68	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
	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	56,532.00
	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	28.558
		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
Accounting Technician Equipment Operator Lead HR Technician Resource Recovery Tech	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	60,876.00
	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	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

SALINAS VALLEY SOLID WASTE AUTHORITY  
SALARY SCHEDULE  
PROPOSED EFFECTIVE DATE: JULY 1, 2013

Rev (07/13)

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
	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	2,585.08
		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	67,212.00
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	2,472.48	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	54,072.00	55,428.00	56,808.00	58,236.00	59,688.00	61,176.00	62,700.00	64,284.00	65,892.00	67,536.00	68,892.00
	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	55,428.00	56,808.00	58,236.00	59,688.00	61,176.00	62,700.00	64,284.00	65,892.00	67,536.00	69,228.00	70,608.00
	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	56,808.00	58,236.00	59,688.00	61,176.00	62,700.00	64,284.00	65,892.00	67,536.00	69,228.00	70,956.00	72,372.00
Solid Waste Technician II	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	2,853.23
		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	6,182.00
		Annual	58,236.00	59,688.00	61,176.00	62,700.00	64,284.00	65,892.00	67,536.00	69,228.00	70,956.00	72,732.00	74,184.00
	27.5	Hourly	28.696	29.412	30.144	30.906	31.679	32.469	33.283	34.113	34.967	35.838	36.554
		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	59,688.00	61,176.00	62,700.00	64,284.00	65,892.00	67,536.00	69,228.00	70,956.00	72,732.00	74,544.00	76,032.00
	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	61,176.00	62,700.00	64,284.00	65,892.00	67,536.00	69,228.00	70,956.00	72,732.00	74,544.00	76,428.00	77,952.00
	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	62,700.00	64,284.00	65,892.00	67,536.00	69,228.00	70,956.00	72,732.00	74,544.00	76,428.00	78,324.00	79,896.00

SALINAS VALLEY SOLID WASTE AUTHORITY  
SALARY SCHEDULE  
PROPOSED EFFECTIVE DATE: JULY 1, 2013

Rev (07/13)

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
	29.0	Hourly	30.906	31.679	32.469	33.283	34.113	34.967	35.838	36.744	37.656	38.596	39.369
		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	64,284.00	65,892.00	67,536.00	69,228.00	70,956.00	72,732.00	74,544.00	76,428.00	78,324.00	80,280.00	81,888.00
Accountant Business Services Supervisor Contracts & Grants Analyst 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	40.356
		Bi-Weekly	2,534.32	2,597.52	2,662.64	2,729.04	2,797.36	2,867.04	2,939.52	3,012.48	3,087.68	3,165.20	3,228.46
		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	6,995.00
		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	83,940.00
	30.0	Hourly	32.469	33.283	34.113	34.967	35.838	36.744	37.656	38.596	39.565	40.558	41.371
		Bi-Weekly	2,597.52	2,662.64	2,729.04	2,797.36	2,867.04	2,939.52	3,012.48	3,087.68	3,165.20	3,244.64	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	40.558	41.567	42.398
		Bi-Weekly	2,662.64	2,729.04	2,797.36	2,867.04	2,939.52	3,012.48	3,087.68	3,165.20	3,244.64	3,325.36	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	40.558	41.567	42.606	43.460
		Bi-Weekly	2,729.04	2,797.36	2,867.04	2,939.52	3,012.48	3,087.68	3,165.20	3,244.64	3,325.36	3,408.48	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	40.558	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	3,563.08
		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	40.558	41.567	42.606	43.667	44.763	45.658
		Bi-Weekly	2,867.04	2,939.52	3,012.48	3,087.68	3,165.20	3,244.64	3,325.36	3,408.48	3,493.36	3,581.04	3,652.62
		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	40.558	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

## SALINAS VALLEY SOLID WASTE AUTHORITY

Rev (07/13)

## SALARY SCHEDULE

PROPOSED EFFECTIVE DATE: JULY 1, 2013

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
	33.0	Hourly	37.656	38.596	39.565	40.558	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	3,837.69
		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
Administrative Manager	33.5	Hourly	38.596	39.565	40.558	41.567	42.606	43.667	44.763	45.877	47.031	48.208	49.171
		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	102,276.00
	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	9,407.00
		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

SALINAS VALLEY SOLID WASTE AUTHORITY  
SALARY SCHEDULE  
PROPOSED EFFECTIVE DATE: JULY 1, 2013

Rev (07/13)

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
	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
	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	8,152.00	8,356.00	8,564.00	8,778.00	8,997.00	9,223.00	9,453.00	9,690.00	9,932.00	10,180.00	10,384.00
		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
Diversion Manager	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	130,896.00
	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
Authority Engineer	39.5	Hourly	51.906	53.210	54.537	55.904	57.300	58.731	60.196	61.696	63.242	64.817	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
Assistant General Manager	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

SALINAS VALLEY SOLID WASTE AUTHORITY  
SALARY SCHEDULE  
PROPOSED EFFECTIVE DATE: JULY 1, 2013

Rev (07/13)

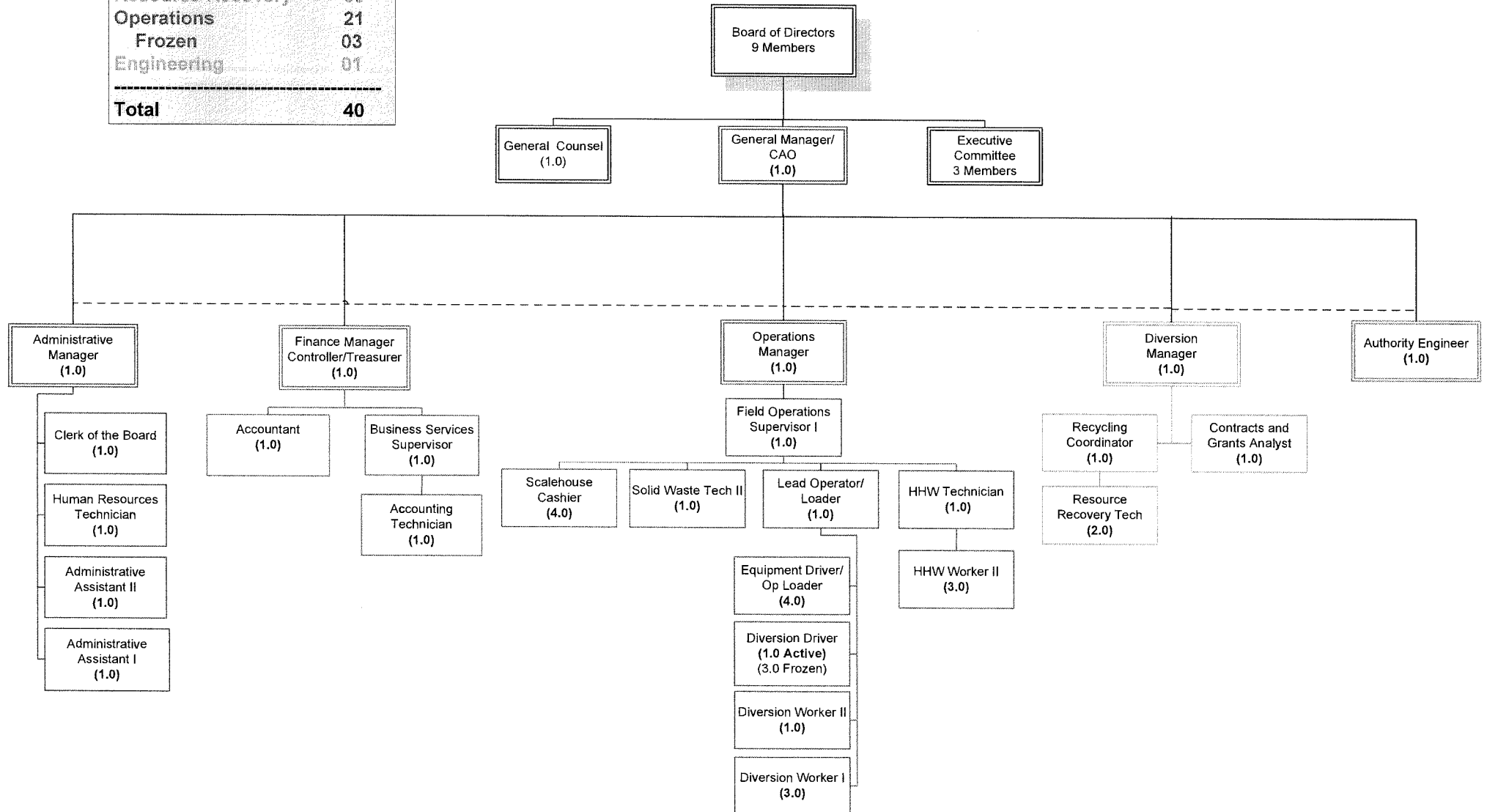
POSITION	SALARY RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
41.0	Hourly		55.904	57.300	58.731	60.196	61.696	63.242	64.817	66.444	68.100	69.808	71.204
	Bi-Weekly		4,472.32	4,584.00	4,698.48	4,815.68	4,935.68	5,059.36	5,185.36	5,315.52	5,448.00	5,584.64	5,696.31
	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
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	6,135.23
	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	N/A												
	(Board Approved Contract)	Hourly		79.208									
		Bi-Weekly		6,336.64									
		Monthly		13,729.39									
		Annual		164,752.64									

# Salinas Valley Solid Waste Authority Organizational Chart

Proposed Effective Date : July 1, 2013

EXHIBIT C

Administration	06
Finance	04
Resource Recovery	05
Operations	21
Frozen	03
Engineering	01
<hr/>	
<b>Total</b>	<b>40</b>







**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>			

**SUMMARY**

Under the direction of the Operations Manager, coordinates the activities of the Authority's transfer stations, landfills, Household Hazardous Waste collection, and 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; organize, and manage transfer stations, landfills, and Household Hazardous Waste facilities 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 scalehouse operations. Develop and submit regulatory reports required by facility permits requirements.

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

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Employee

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Date



**JOB DESCRIPTION**

<b>JOB TITLE:</b>	Operations Manager	<b>DEPARTMENT:</b>	Field Operations
<b>REPORTS TO:</b>	General Manager/CAO	<b>FLSA STATUS:</b>	Exempt
<b>PREPARED DATE:</b>	August 2012	<b>APPROVED DATE:</b>	September 20, 2012
<b>REVISED DATE:</b>	July 2013		

**SUMMARY**

Under direction from the General Manager/CAO, coordinates the activities of the Authority's transfer or convenience stations, and Landfills collection facilities including ability to organize, coordinate, and manage field operations functions. Oversees and manages Landfill, Household Hazardous Waste, Scalehouse operations and environmental control systems.

**ESSENTIAL DUTIES AND RESPONSIBILITIES**

*(Other duties may be assigned.)*

**Waste Management** – Manages, organizes, and directs the programs/projects/activities of the operation and administration of the Transfer/Convenience Stations and Landfill facilities. Organizes and manages transfer/convenience stations, and Landfill facilities including on-site assessments for solid waste data. Ensures operations are aligned with organizational goals as related to operations and compliance. Monitors contract administration and projects including contractor performance. Oversees proper compliance with specifications on the use of transfer sties; and ensures proper operations compliance with health and safety codes. Manages the maintenance activities of all HHW, Transfer Station, Scalehouse and Landfill Facilities. Assists with the development of diversion activities and programs. Schedules and completes removal and installation of the Landfill gas collection system to assist with landfill fill sequencing.

**Environmental Regulations** – Inspects solid waste facilities and environmental control systems to ensure compliance with regulatory laws. Develops and submits reports required by regulatory agencies including RWQCB, MBUAPCD, and CalRecycle. Assists General Manager to implement new regulatory requirements.

**Construction Compliance** – Oversees and monitors contractor practices to ensure compliance with solid waste regulations, contract agreements, and proper operating practices. Recommends design alterations; provides plan review and comments. Observes and analyzes maintenance and capital improvement projects during construction. Provides construction management assistance with CIP's.

**Site Maintenance** – Inspects solid waste operations and sites including landfills, transfer stations, household hazardous waste facilities to ensure proper operations, including liners, gas collection, destruction systems, drainage structures, ground water and landfill gas probes and sampling wells, leachate collection, storage and removal and re-injection system. Oversees basic maintenance and repairs of pumps and wells.

**Project Management** – Recommends in-house repairs and projects to improve overall operations and assist with budget savings. Develops cost estimates and schedules projects. Reviews and comments on environmental reports prepared by consultants and provides recommendations to department manager(s). Schedules and maintains on-going operation meetings with contractors.

**Financial** - Monitors the financial functions and activities of Transfer/Convenience Stations and Landfill facilities.

**Safety- Analyzes** department safety data and develops 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 and/or potential accidents. Implements appropriate safety suggestions.

**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 General Manager.

### **SUPERVISORY RESPONSIBILITIES**

Supervises staff in the Field Operations Division to include scalehouse and household hazardous waste operations. Responsible for the coordination, and evaluation of the transfer stations. 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:

#### ***Accountability/ Planning/Organizing***

Holds self and others accountable for required work output and standards. Ensures that effective controls and contingency plans are in place. Projects/tasks within area of own accountability are completed on time and within budget. Structures his/her department/team in an organized, efficient manner. Co-ordinates team activities to make the best use of individual skills and specialties. Accurately identifies the resources and time scales needed to meet objectives. Puts plans into action effectively. Has contingency plans in place to counter unforeseen developments.

#### ***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.

#### ***Employee Development/Empowerment***

Provides challenging assignments so employees can learn through practical experience and making mistakes. Actively assists employees in the identification of their learning and development needs and strategies, for current and future positions. Recognizes and builds upon employees' strengths and abilities. Has a formal, written development plan in place for each direct report. Provides relevant learning opportunities for employees to become highly competent. Organizes and structures work for employees in a way that encourages ownership. Encourages and promotes decision making authority and accountability at all levels. Provides the time, resources and opportunities for employees to undergo identified learning activities. Enables employees to take calculated risks and learn from their mistakes in a non-critical environment.

#### ***Financial Management***

Demonstrates a broad understanding of financial management principles. Understands the key financial indicators affecting the organization. Accurately estimates project plans and budgets, using cost-benefit thinking. Manages and controls budgets effectively; monitors expenditures rigorously. Identifies cost-effective approaches to business operations without sacrificing quality.

#### ***Leadership Skills/Strategic Thinking/Visioning***

Establishes unit vision and direction and motivates/inspires team members to follow suit. Believes in self and has a sense of purpose. Has good problem-solving and decision-making skills. Has good communication skills (oral and written). Leads by example, and with confidence and authority; takes charge of difficult situations. Has the courage of his/her convictions, and is not afraid to make difficult or unpopular decisions if necessary. Fosters good morale within the team. Treats others with respect and dignity, and establishes good interpersonal relationships. Makes

others feel appreciated, valued and included, and so gains their respect. Demands excellence and recognizes and rewards excellent performance. Constructively criticizes when required, so underperformers are re-motivated to do better. Not afraid to take calculated risks and learn from mistakes. Embraces and initiates change. Is fair and forthright. Identifies and keeps up to date on key national and international political, economical, social and technological trends that (may) affect the organization. Identifies and acts upon competitive threats and opportunities. Takes a long-term view of organizational issues and priorities. Formulates effective strategies consistent with the vision and mission of the organization. Involves, inspires and energizes others to commit to the vision and translating it into action. Uses the organization's strategies effectively to set realistic yet stretching goals. Develops and refines the vision and strategies to reflect constant and accelerating change. Continually seeks ways to expand and grow the business, and encourages employees to do the same.

## **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**

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; a Bachelor's Degree from an accredited college or university is preferred. Four years of experience can substitute for college years. Bilingual in English/Spanish desirable.

### **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
- Reads, understands and interprets engineering plans and specifications.
- Basic knowledge of the principles of solid waste facility operations.
- Knowledge of sound customer service practices and procedures.
- Working knowledge of Microsoft Office and CAD.
- Principles of solid waste facility operations.
- Principles of inspection and construction monitoring.
- Soil mechanics and geology.
- Applicable County, State, and Federal laws, codes, and ordinances related to the proper operation of solid waste management and landfill facilities.
- Methods, materials, tools, and equipment used in the repair and maintenance of solid waste management, landfill, and related public works systems.
- Field and laboratory water and soil testing procedures.
- Utilization of computers and computerized information systems.
- Sound customer service practices and procedures.
- Leachate and groundwater system operations and maintenance.
- Operations of office equipment
- Operation of surveying equipment
- Review construction plans and specifications for feasibility and compliance with local, state, and federal regulations.
- Detect discrepancies between approved specifications and actual construction.

- Read, understand, and interpret laws, rules, regulations, and policies, which impact the operation of landfills and associated facilities.
- Identify malfunctions and problems with landfill systems such as leachate control, groundwater control, storm water run-off and related systems.
- Identify and initiate corrective actions for landfill operations, which are not in compliance with applicable laws, contract agreements, or sound operating principles.
- Oversee basic maintenance and repairs of pumps and wells.
- Collect and analyze or transmit samples of soils, groundwater, surface water, and other landfill materials.
- Collect data and assist with the preparation of comprehensive technical reports.
- Effectively represent Authority policies, programs, and services with employees, contractors, representatives of other agencies, and the public.
- Provide minor construction maintenance

### **SCALEHOUSE OPERATIONS**

- Laws, rules and regulations regarding the weighing of vehicles and use of solid waste landfill facilities.
- Budget development and expenditure control
- Sound customer service practices and procedures.
- Principles of supervision, training and employee evaluation.
- Recordkeeping procedures.
- Cashiering techniques and practices.
- Safe work practices and procedures.
- Operation of computerized scale and fee computation equipment.
- Plan, organize, and supervise the Authority's scale operation.
- Provide supervision, training, and work evaluations for assigned staff.
- Organize and coordinate accounting functions of the Scale Operations.
- Operate computerized scale and fee computation equipment.
- Gather, organize, evaluate, and analyze a variety of information.
- Direct the preparation and prepare a variety of reports.
- Perform a variety of complex customer service assignments.
- Use a computer and software applications.
- Effectively represent Authority policies, programs, and services with employees, the public, and representatives of other agencies.

### **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 and 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



**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>	August 18, 2007
<b>REVISION DATE:</b>	February 2011		

**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, etc. from waste materials for recycling or reprocessing.
- Assists in loading and unloading trucks;
- May clear and clean transfer station various work areas.
- May be assigned to operate 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 facility.
- May respond to questions from the general public related to the Authority's solid waste and diversion programs.

**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

**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**

Note: Additional qualifying experience may be substituted for the required education on a year per year basis.

**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 Saturdays if necessary.
- Conduct vehicle safety inspections.

### **OTHER REQUIREMENTS**

A valid class "C" California driver's license –commercial "A" preferred. Must report 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.

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.

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

A valid California "C" driver's license is required. Commercial "B" driving license preferred. High School Diploma or GED desirable.

## **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 60 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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Employee

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Date



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

## Report to the Executive Committee

**Date:** March 6, 2013  
**From:** Roberto Moreno, Finance Manager  
**Title:** Public Outreach Update on the Proposed Rate Increase

### ITEM NO. 4

N/A

Finance Manager/Controller-Treasurer

N/A

Legal Counsel

N/A

General Manager/CAO

**AN ORAL REPORT WILL BE GIVEN  
AT THE MEETING**





# SVSWA Agenda Items - View Ahead

Item No. 5

2013

	21-Mar	18-Apr	16-May	20-Jun	19-Jul Retreat	22-Aug
1	Minutes	Minutes	Minutes	Minutes	<b>RETREAT</b>  <b>STRATEGIC PLAN</b>  <b>GOALS &amp; 6-MONTH OBJECTIVES REVIEW</b>	Minutes
2	Claims/Financials (EC)	Claims/Financials (EC)	Claims/Financials (EC)	Claims/Financials (EC)		Claims/Financials (EC)
3	Vision Services Amend 1	QTE March Cash & Investments	QTE March Tonnage & Diversion Reports	FY Investment Policy (EC)		Updated Strategic Plan Approval
4	ECS Refining Amend 2	<b>Strategic Plan Monthly Progress Report</b>	CH Closure Project Completion (sp)	Management MOU (CalPers Pension Reform)		QTE June Tonnage & Diversion Report
5	<b>Strategic Plan Monthly Progress Report</b>	Rate Model Approval (sp)	<b>Strategic Plan Monthly Progress Report</b>	Non-management MOU (CalPERS Pension Reform)		QTE June Cash & Investments (EC)
6	Public Hearing to Adopt New Rates & Budget	Succession Policy (sp)		<b>Strategic Plan Monthly Progress Report</b>		Regulatory Compliance Status
7		Citizens Advisory Committee		Equipment Replacement Program (sp)		2011 Franchise Haulers Performance Rept
8						<b>Annual SSTS Report</b>
9						Admin Procedures Manual (sp)
10						Intro Ord No. 10 Local Suppliers Preference

Consent
<b>Presentation</b>
Consideration
<i>Closed Session</i>

**[Other]** (Public Hearing, Recognition, Informational, etc.)

(EC) Executive Committee

(sp) Strategic Plan Item

