



AGENDA Regular Meeting

BOARD OF DIRECTORS

December 15, 2022 | 6:00 p.m.

ZOOM Meeting ID No. **883 2804 8822**

Passcode: **493329**

Meeting Information – *This meeting will be held virtually. For details on how to observe the meeting or participate virtually read the notice on page 2.*

Board Norms

- ✓ Avoid assuming intent or motives.
- ✓ Commit to the shared success of the Authority.
- ✓ Govern as a body.
- ✓ Maintain an Authority perspective and balance it with individual city/county interests.
- ✓ Recognize the success of employees.
- ✓ Hold regular meetings between the General Manager and one-on-ones with Board members.
- ✓ Communicate effectively with the public.
- ✓ Respect the form of government.
- ✓ Avoid criticizing staff or each other in public; coach privately.
- ✓ Refrain from using technology during Board meetings.
- ✓ Approach the business of government in a professional manner.

CALL TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL

Board Directors

County: John M. Phillips
County: Chris Lopez, *President*
Salinas: *Vacant*
Salinas: Kimbley Craig
Salinas: Anthony Rocha
Gonzales: Elizabeth Silva
Soledad: Ben Jimenez, Jr.
Greenfield: Andrew Tipton, *Alt. Vice President*
King City: Robert S. Cullen

Alternate Directors

County: Luis Alejo
Salinas: Orlando Osornio
Gonzales: Scott Funk
Soledad: *Vacant*
Greenfield: Robert White
King City: Darlene Acosta

TRANSLATION SERVICES AND OTHER MEETING ANNOUNCEMENTS

Translation Services in Spanish will only be available by logging in to Zoom.

Meeting ID: 883 2804 8822 | Passcode: 493329

APPROVAL OF AGENDA

GENERAL MANAGER/CAO COMMENTS

DEPARTMENT MANAGER COMMENTS

BOARD DIRECTOR COMMENTS

PUBLIC COMMENT

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

RECOGNITIONS

- A. A PROCLAMATION HONORING CHRISTIE CROMEENES MEMBER SINCE JANUARY 2019**
- B. A PROCLAMATION HONORING JOHN PHILLIPS MEMBER SINCE JANUARY 2015**
- C. A PROCLAMATION HONORING DREW TIPTON MEMBER SINCE JANUARY 2019**

CONSENT AGENDA:

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

1. [Minutes of the November 17, 2022 Meeting](#)
2. [October 2022 Claims and Financial Report](#)

3. [Member and Interagency Activities Report for November 2022](#)
4. [A Resolution Making Findings Related to the Continued Existence of a State of Emergency Due to Covid-19 and Re-Authorizing the Conduct of Public Meetings of the Legislative Bodies of the Authority Via Remote Teleconferencing for a 30-Day Period Pursuant to the Ralph M. Brown Act as Amended by Assembly Bill No. 361](#)
5. [A Resolution Approving Amendment No. 1 to the Memorandum of Understanding \(MOU\) Between the Salinas Valley Solid Waste Authority and the Administration, Finance, and Resource Recovery Benefits Committee \(ABC\) and Revised Salary Schedules effective July 11, 2022 and July 10, 2023](#)
6. [A Resolution Approving Amendment No. 1 to the Memorandum of Understanding \(MOU\) Between the Salinas Valley Solid Waste Authority and the At-Will Management Employees \(AWME\) and Revised Salary Schedules effective July 11, 2022, January 1, 2023, and July 10, 2023](#)
7. [A Resolution Adopting Salaries and Benefits for the Field Operations Supervisors as Unrepresented Employees and Revised Salary Schedule effective July 11, 2022](#)
8. [A Resolution Approving Amendment No. 12 to the Revised and Restated Agreement Between the Salinas Valley Solid Waste Authority and R. Patrick Mathews for Services as General Manager/Chief Administrative Officer \(GM/CAO\) and Revised Salary Schedule effective January 1, 2023](#)

FUTURE AGENDA ITEMS

9. AGENDA ITEMS – VIEW AHEAD SCHEDULE

ADJOURNMENT

Meeting Information

In accordance with AB361 and State, County, and local recommendations on protocols to contain the spread of COVID-19, the Board meeting will be conducted in virtual format. All of the Board members will be attending remotely from various locations.

To observe the meeting, go to our YouTube channel at <https://www.youtube.com/user/svswa831>.

To participate virtually during the meeting and make a general comment or comments on a specific agenda item as an item is being heard, join the meeting thru Zoom using the link below. Join with computer audio at:

<https://us02web.zoom.us/j/88328048822?pwd=MjI6N2NrVEJDdVBEVXRCSFVoTU1FZz09>. When ready to make a public comment, click the Raise Hand icon.

To participate by telephone dial any of the numbers listed below and enter the meeting ID number and passcode:

+1 669 900 9128	+1 253 215 8782	+1 346 248 7799
+1 301 715 8592	+ 1 312 626 6799	+ 1 646 558 8656
Enter Meeting ID: 883 2804 8822 #		Passcode: 493329
To Raise your Hand press *9		To Mute and Unmute yourself press *6

Public comments may also be submitted via e-mail to the Clerk of the Board at comment@svswa.org. Comment must be received by 4 p.m. on Thursday, December 15, 2022 and should be limited to 250 words or less. Every effort will be made to read your comment into the record, but some comments may not be read due to time limitations. Comments received via e-mail after 4 p.m. will be made part of the record if received prior to the end of the meeting. To assist the Clerk in identifying the agenda item relating to your public comment please indicate in the Subject Line, the item number (i.e., Item No. 10).

This agenda was posted at the Administration Office of the Salinas Valley Solid Waste Authority, 128 Sun St., Ste 101, Salinas, on the Gonzales Council Chambers Bulletin Board, 117 Fourth Street, Gonzales, and the Authority's Website on **Thursday, December 8, 2022**. The Salinas Valley Solid Waste Authority Board will next meet in regular session on, **Thursday, January 19, 2023**. Staff reports for the Authority Board meetings are available for review at: ► Salinas Valley Solid Waste Authority: 128 Sun Street, Ste. 101, Salinas, CA 93901, Phone 831-775-3000 ► Web Site: www.salinavalleyrecycles.org. In compliance with the Americans with Disabilities Act, if you need special assistance to participate in the meeting, please contact Erika J. Trujillo, Clerk of the Board at 831-775-3000. Notification 48 hours prior to the meeting will enable the Authority to make reasonable arrangements to ensure accessibility to this meeting (28 CFR 35.102-35.104 ADA Title II). Spanish interpretation will be provided at the meeting. *Se proporcionará interpretación a español.*

**MINUTES OF
THE SALINAS VALLEY SOLID WASTE AUTHORITY
BOARD MEETING
NOVEMBER 17, 2022**

This meeting was conducted in virtual format via Zoom.

CALL TO ORDER

Vice President Cromeenes called the meeting to order at 6:01 p.m.

PLEDGE OF ALLEGIANCE

The flag salute was recited.

ROLL CALL**Board Directors**

County of Monterey	John M. Phillips	Virtual
City of Salinas	Christie Cromeenes, <i>Vice President</i>	Virtual
City of Salinas	Anthony Rocha	Virtual
City of Gonzales	Elizabeth Silva (<i>logged in at 6:05pm, logged off at 7:30pm</i>)	Virtual
City of Soledad	Ben Jimenez	Virtual
City of Greenfield	Andrew Tipton	Virtual
City of King	Robert Cullen	Virtual

Absent City of Greenfield

County of Monterey	Christopher M. Lopez, <i>President</i>
City of Salinas	Kimbley Craig

Staff Member Present

Patrick Mathews, General Manager/CAO	Virtual
Cesar Zuñiga, Asst. GM/Operations Manager	Virtual
Mandy Brooks, Resource Recovery Manager	Virtual
Ray Hendricks, Finance and Administration Manager	Virtual
Brian Kennedy, Engineering and Environmental Compliance Manager	Virtual
Roy Santos, General Legal Counsel	Virtual
Rosie Ramirez, Administrative Assistant	Virtual
Erika J. Trujillo, Clerk of the Board	Virtual

MEETING ANNOUNCEMENTS

(6:03) Clerk of the Board Trujillo announced in Spanish the availability of translation services via Zoom.

APPROVAL OF AGENDA

Board Discussion: None

Public Comment: None

Motion: Alternate Vice President Tipton made a motion to approve the agenda as presented. Director Phillips seconded the motion.

Votes: Motion carried 8,0

Ayes: Cromeenes, Cullen, Jimenez, Phillips, Rocha, Tipton

Noes: None

Abstain: None


Absent: Craig, Lopez, Silva

GENERAL MANAGER/CAO COMMENTS

(6:03) None

ITEM NO. 1

Agenda Item



General Manager/CAO

R. Santos by E.T.

Authority General Counsel

Approval

DEPARTMENT MANAGER COMMENTS

(6:04) None

BOARD DIRECTOR COMMENTS

(6:05) Director Cullen commented on the cleanup event that took place on November 5. He thanked Authority staff for attending.

PUBLIC COMMENT

(6:08) None

CONCENT AGENDA (6:13)

1. Minutes of the October 20, 2022 Meeting
2. September 2022 Claims and Financial Report
3. Member and interagency Activities Report for October 2022
4. Tonnage and Diversion Report for the Quarter Ended September 30, 2022
5. Resolution No. 2022-73 Making Findings Related to the Continued Existence of a State of Emergency Due to Covid-19 and Re-Authorizing the Conduct of Public Meetings of the Legislative Bodies of the Authority Via Remote Teleconferencing for a 30-Day Period Pursuant to the Ralph M. Brown Act as Amended by Assembly Bill No. 361
6. Resolution No. 2022-74 Approving the Allocation of Cash Balances for Fiscal Year 2021-22, and Supplemental Appropriation to Fund Adjustments to the Operating Budget
7. Resolution No. 2022-75 Approving the Replacement of the Administration Office Flooring by Wheeler's Flooring in the Amount of \$69,500
8. Resolution No. 2022-76 Declaring Surplus Property and Authorizing the General Manager /CAO to Dispose of Property

Public Comment: None

Board Discussion: None

Motion: Director Phillips made a motion to approve the consent as presented. Director Cullen seconded the motion.

Votes: Motion carried 7,0

Ayes: Cromeenes, Cullen, Jimenez, Phillips, Rocha, Silva, Tipton

Noes: None

Abstain: None

Absent: Craig, Lopez

PRESENTATION

9. RECYCLING RECOGNITION

(6:11) Resource Recovery Manager Brooks introduced Resource Recovery Technician's Estela Guerrero and Julia Brooker. Mrs. Guerrero and Mrs. Brooker presented awards to three local businesses for improving their existing recycling programs, continuing recycling education to employees, and implementing food scraps diversion programs. The businesses recognized were Constellation Brands in Gonzales and Soledad, Carl's Jr. in Soledad, and Mi Tierra in Salinas.

Public Comment: Gina Miller with Constellation Brands expressed her appreciation for the recognition and her gratitude for the assistance Authority staff and Maury Treleven for the assistance provided.

Board Discussion: The Board commended the recipients on their efforts and staff for their assistance.

Motion: None; Informational Only

10. EDIBLE FOOD RECOVERY GRANT AWARD FOR FISCAL YEAR 2022-23

(6:24) Resource Recovery Manager Brooks presented the awards for the second round of grant funds developed by the Edible Food Recovery Committee), a subcommittee of the larger SB 1383 Technical Advisory Committee (TAC). She explained that similar to the pilot grant awards, the applications for this second funding cycle were scored based on various criteria including: a cost-effective and reasonable budget, ability to serve more than one community, and percent of increased capacity. Mrs. Brooks indicated that moving forward the grant funds will be awarded on an annual basis and will continue to total \$100,000. The funds for the program are a collaboration between the Authority and ReGen Monterey, with each contributing \$50K. The Salvation Army serving the Salinas area was awarded \$14,500, the Salvation Army serving the Monterey County was awarded \$20,000, the Salvation Army serving the Sand City area was awarded \$16,850, the Boys & Girls Club serving Monterey County was awarded \$16,850, and St. George's Episcopal Church serving the Salinas area awarded \$20,000.

Public Comment: Jessica Holback with the Boys and Girls Club, Joan Dresser with St. George's Episcopal Church, Maria Romero with the Salvation Army of Monterey County, and Ezequiel Hernandez with Salvation Army of Salinas expressed their gratitude for the grants.

Board Discussion: None

Motion: None; Informational Only

11. CLARIFY GUIDELINES RELATED TO BOARD AGENDAS AND SUPPORTING DOCUMENTATION

(6:33) General Manager/CAO Mathews provided detailed report on the Brown Act noticing and agenda posting requirements, and the Authorities current process were detailed to the Board.

Public Comment: None

Board Discussion: None

Motion: None; Informational Only

12. AMERESCO LANDFILL GAS/BIOGAS UTILIZATION PROPOSAL

(6:40) General Manager/CAO Mathews provided a brief history on the current partnership with Ameresco and explained to the Board that two years ago, Machado & Sons, Inc. approached Ameresco with a partnership proposal on a new project idea to convert agricultural wastes and landfill gas to Renewable Natural Gas. Mrs. Mathews introduced Sean Kilgrow from Machado & Sons, Inc. Mr. Kilgrow provided a presentation on the proposed project, the potential partnership with Ameresco, the details of the process, the potential benefits, development status, and the challenges of the project.

Public Comment: None

Board Discussion: The Board discussed the presentation.

Motion: None; Informational Only

CONSIDERATION

13. DISCUSSION REGARDING MADISON LANE TRANSPORT OPERATIONS

(7:05) General Manager/CAO Mathews reported on the meeting held between the Authority and Republic Services of Salinas. Asst. General Manager/Operations Manager Zuñiga provided a brief history of the Transportation Agreement signed between Republic Services of Salinas and the Authority. He explained the reasons for submitting a request to use a sub-hauler for transportation and the response from Republic Services denying the request. He explained the reasons that the concerns expressed in the response are deemed not accurate by the Authority or the Authority General Legal Counsel.

Board Discussion: The Board discussed the report inquiring about the increase in rates due to the use of sub-haulers.

General Legal Counsel: General Legal Counsel Santos clarified there could not be an increase in the rates as per the agreement if a sub-hauler were used. The Board requested more data to be collected and presented related to the increase in fees.

Public Comment: Claudia Warkentin with Republic Services of Salinas provided a brief background on the partnership between the Authority, the City of Salinas, and the County. She provided a history on the experience Republic Services and herself have on managing transfer station, MRF, and Landfills. Ms. Warkentin explained the reasoning behind Republic Services denying the request.

Motion: By Consensus the Board directed staff to work collaboratively with Republic Services to resolve the issue.

(7:30) Director Silva logged off.

14. APPOINTMENT OF NOMINATING COMMITTEE FOR THE 2023 ELECTION OF OFFICERS

(7:38) General Manager/CAO Mathews explained the nomination process and rotation for the election of offices based on the Authority Code. He detailed each of the options available indicating that the Board and Nominating Committee are faced with a unique situation as all three current officers have served two-year terms and both the Vice President and Alternate Vice President were not re-elected for their respective council seats. Past practice of the Board has been to nominate a member of the Executive Committee to be Board President.

Public Comment: None

Board Discussion: None

Motion: Vice President Phillips made a motion to elect Director Cullen, Director Rocha and Director Silva to form the Nominating Committee. Alternate Vice President Tipton seconded the motion.

Votes: Motion carried 6,0

Ayes: Cromeenes, Cullen, Jimenez, Phillips, Rocha, Tipton

Noes: None

Abstain: None

Absent: Craig, Lopez, Silva

FUTURE AGENDA ITEMS

15. AGENDA ITEM – VIEW AHEAD SCHEDULE

(7:36) The Board reviewed the future agenda items.

CLOSED SESSION

(7:48) Vice President Cromeenes indicated there was nothing to discuss under item numbered 20 and 21.

16. Pursuant to **Government Code Section 54957.6** to provide instruction to General Manager/CAO Patrick Mathews, General Counsel Roy C. Santos, and Labor Counsel Colin J. Tanner, to negotiate salaries and benefits of Non-management Administration unit, Operating Engineers Local Union No. 3, AFL-CIO, and at-will Management Employees.

17. Pursuant to **Government Code Section 54957 (b)** to consider the Performance Evaluation of the General Manager/Chief Administrative Officer R. Patrick Mathews for 2022

PUBLIC COMMENT

None

ADJOURNED

(7:49) Vice President Cromeenes adjourned the meeting into closed session to discuss items numbered 17 and 18.

(8:15) Quorum was lost. Meeting was Adjourned.

RECONVENE

(8:17) General Legal Counsel indicated quorum was lost with Director Phillips and Director Rocha logging off. Mr. Santos indicated that there were no reportable actions taken in closed session.

ADJOURNED

(8:19) Vice President Cromeenes adjourned the meeting.

APPROVED: _____
Christopher M. Lopez, President

Attest: _____
Erika J. Trujillo, Clerk of the Board



Report to the Board of Directors

ITEM NO. 2

Finance and Administration
Manager/Controller/Treasurer

General Manager/CAO

N/A

Authority General Counsel

Date: December 15, 2022

From: C. Ray Hendricks, Finance and Administration Manager

Title: October 2022 Claims and Financial Reports

RECOMMENDATIONS

Staff recommends acceptance of the October 2022 Claims and Financial Reports.

DISCUSSION & ANALYSIS

Please refer to the attached financial reports and checks issued report for the month of October for a summary of the Authority's financial position as of October 31, 2022. The following are highlights of the Authority's financial activity for the month of October.

Results of Operations (Consolidated Statement of Revenues and Expenditures)

For the month of October 2022, operating revenues exceeded expenditures by \$890,719.

Revenues (Consolidated Statement of Revenues and Expenditures)

	October Budget	October Actual	Over/(Under)	
Tipping Fees - Solid Waste	1,195,919	1,283,640	87,721	7.3%
Tipping Fees - Diverted Materials	280,849	233,392	(47,457)	-16.9%
Other Revenues	527,779	530,161	2,382	0.5%
Total Revenue	<u>2,004,547</u>	<u>2,047,193</u>	<u>42,646</u>	2.1%

Solid Waste revenues for October were \$87,721 or 7.3% over budgeted amounts. Diverted Material revenues for October were \$47,457 or 16.9% under budgeted amounts. October total revenue was \$42,646 or 2.1% over budgeted amounts.

	Y-T-D Budget	Y-T-D Actual	Over/(Under)	
Tipping Fees - Solid Waste	4,779,820	5,211,307	431,487	9.0%
Tipping Fees - Diverted Materials	1,121,442	1,184,341	62,899	5.6%
Other Revenues	2,227,458	2,174,450	(53,008)	-2.4%
Total Revenue	<u>8,128,720</u>	<u>8,570,098</u>	<u>441,378</u>	5.4%

Solid Waste revenues year to date as of October were \$431,487 or 9.0% over budgeted amounts. Diverted Material revenues year to date as of October were \$62,899 or 5.6%

over budgeted amounts. Year to date total revenue as of October was \$441,378 or 5.4% over budgeted amounts.

Operating Expenditures (Consolidated Statement of Revenues and Expenditures)

As of October 31, 2022 (33.3% of the fiscal year), year-to-date operating expenditures totaled \$8,069,705. This is 38.7% of the operating budget of \$20,851,000.

Capital Project Expenditures (Consolidated Grant and CIP Expenditures Report)

For the month of October 2022, capital project expenditures totaled \$338,243. \$187,990 was for the MLTS Equipment Replacement. \$53,629 was for the CH Postclosure Maintenance. \$43,379 was for the Community-Based Social Marketing. \$18,835 was for the Administration Office Improvements. \$14,637 was for the LR Postclosure Maintenance.

Claims Checks Issued Report

The Authority's Checks Issued Report for the month of October 2022 is attached for review and acceptance. October disbursements total \$1,432,264.39 of which \$533,571.77 was paid from the payroll checking account for payroll and payroll related benefits.

Following is a list of vendors paid more than \$50,000 during the month of October 2022.

Vendor	Services	Amount
Western Trailer Company	2023 Western Trailer	\$108,766.08
Cal. Dep. Of Tax and Fee Admi.	Quarterly BOE Landfill Fee	\$84,932.00
The Pape' Group Inc.	2019 John Deere 210L	\$79,223.72
Admanor, Inc.	Marketing Services	\$70,897.92
Southern Counties Lubricants LLC	Monthly Vehicle & Equipment Fuel	\$70,086.87
Aon Risk Insurance Services West	Annual Insurance - Property	\$67,990.13
Geologic Associates	Monthly Groundwater Monitoring	\$50,588.50

Cash Balances

The Authority's cash position increased \$893,717.20 during October to \$32,036,189.29. Most of the cash balance is restricted, held in trust, committed, or assigned as shown below. Cash for Capital Improvements and post closure funded from operations is transferred at the beginning of the year. Additionally, cash for debt service payments are transferred in October and January. While these transfers and payments leave the balance available for operations with a negative balance, profitable operations should improve the balance to a positive amount by the end of the fiscal year.

Restricted by Legal Agreements:

Johnson Canyon Closure Fund	4,994,640.40
Restricted for Pension Liabilities (115 Trust)	362,363.36
State & Federal Grants	323,321.24
BNY - Bond 2022A Payment	19,423.36

Funds Held in Trust:

Central Coast Media Recycling Coalition	98,735.46
Employee Unreimbursed Medical Claims	8,526.58

Committed by Board Policy:

AB939 Services	(214,141.08)
Undesignated Fund Balance	1,719,573.86
Designated for Capital Projects Reserve	2,702,715.89
Designated for Environmental Impairment Reserve	2,272,084.68
Designated for Operating Reserve	3,078,750.00
Expansion Fund (South Valley Revenues)	4,780,261.23

Assigned for Post Closure and Capital Improvements

Crazy Horse Post Closure	1,124,398.77
Lewis Road Post Closure	354,288.59
Jolon Road Post Closure	190,785.81
Johnson Canyon Post Closure	2,265,328.88
Capital Improvement Projects	11,758,061.03

Available for Operations: (3,802,928.77)

Total	<u><u>32,036,189.29</u></u>
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ATTACHMENTS

1. October 2022 Consolidated Statement of Revenues and Expenditures
2. October 2022 Consolidated Grant and CIP Expenditures Report
3. October 2022 Checks Issued Report

Salinas Valley Solid Waste Authority
Consolidated Statement of Revenues and Expenditure
For Period Ending October 31, 2022

	CURRENT BUDGET	M-T-D REV/EXP	Y-T-D REV/EXP	% OF BUDGET	REMAINING BALANCE	Y-T-D ENCUMBRANCES	UNENCUMBERED BALANCE
<u>Revenue Summary</u>							
Tipping Fees - Solid Waste	13,532,700	1,283,640	5,211,307	38.5 %	8,321,393	0	8,321,393
Tipping Fees - Surcharge	255,000	24,639	211,793	83.1 %	43,207	0	43,207
Tipping Fees - Diverted Materials	3,287,200	233,392	1,184,341	36.0 %	2,102,859	0	2,102,859
AB939 Service Fee	3,633,000	302,750	1,211,000	33.3 %	2,422,000	0	2,422,000
Charges for Services	2,267,000	199,157	713,111	31.5 %	1,553,889	0	1,553,889
Sales of Materials	200,000	3,615	71,521	35.8 %	128,479	0	128,479
Gas Royalties	290,000	0	77,457	26.7 %	212,543	0	212,543
Investment Earnings	50,000	0	(110,432)	-220.9 %	160,432	0	160,432
Total Revenue	23,514,900	2,047,193	8,570,099	36.4 %	14,944,801	0	14,944,801
<u>Expense Summary</u>							
Executive Administration	499,100	26,320	135,016	27.1 %	364,084	71,014	293,070
Administrative Support	466,700	24,401	131,214	28.1 %	335,486	43,228	292,258
Human Resources Administration	279,800	17,180	75,941	27.1 %	203,859	530	203,328
Clerk of the Board	204,400	10,504	65,941	32.3 %	138,459	14	138,446
Finance Administration	883,000	47,973	259,388	29.4 %	623,612	5,278	618,334
Operations Administration	593,500	41,491	172,505	29.1 %	420,995	4,945	416,050
Resource Recovery	1,250,200	88,147	380,123	30.4 %	870,077	2,685	867,392
Marketing	75,600	2,000	5,338	7.1 %	70,262	67,500	2,762
Public Education	279,300	10,490	63,284	22.7 %	216,016	67,112	148,904
Household Hazardous Waste	810,700	42,209	169,179	20.9 %	641,521	40,412	601,109
C & D Diversion	370,000	2,179	12,545	3.4 %	357,455	0	357,455
Organics Diversion	2,131,300	12,220	321,267	15.1 %	1,810,033	1,546,907	263,126
Diversion Services	30,000	0	10,560	35.2 %	19,440	3,916	15,524
JR Transfer Station	723,600	59,197	226,910	31.4 %	496,690	9,340	487,350
JR Recycling Operations	186,300	12,308	49,022	26.3 %	137,278	14	137,264

Salinas Valley Solid Waste Authority
Consolidated Statement of Revenues and Expenditure
For Period Ending October 31, 2022

	CURRENT BUDGET	M-T-D REV/EXP	Y-T-D REV/EXP	% OF BUDGET	REMAINING BALANCE	Y-T-D ENCUMBRANCES	UNENCUMBERED BALANCE
SS Disposal Operations	125,500	0	163,166	130.0 %	(37,666)	5,730	(43,396)
SS Transfer Operations	85,700	11,431	164,944	192.5 %	(79,244)	4,426	(83,669)
SS Recycling Operations	113,200	0	113,140	99.9 %	60	0	60
ML Transportation Operations	1,574,200	129,352	527,673	33.5 %	1,046,527	36,135	1,010,391
ML Recycling Operations	679,200	44,899	116,393	17.1 %	562,807	113,653	449,154
JC Landfill Operations	3,610,900	334,611	1,171,845	32.5 %	2,439,055	603,322	1,835,734
JC Recycling Operations	615,100	28,146	125,701	20.4 %	489,399	8,247	481,152
Johnson Canyon ECS	542,000	42,220	84,873	15.7 %	457,127	96,871	360,257
Sun Street ECS	227,000	41,796	113,103	49.8 %	113,897	14,106	99,791
Debt Service - Interest	415,300	0	182,661	44.0 %	232,639	0	232,639
Debt Service - Principal	2,700,000	0	2,700,000	100.0 %	0	0	0
Closure/Post Closure Set-Aside	334,400	30,885	127,994	38.3 %	206,406	0	206,406
Cell Construction Set-Aside	1,045,000	96,516	399,980	38.3 %	645,020	0	645,020
Total Expense	20,851,000	1,156,474	8,069,705	38.7 %	12,781,295	2,745,383	10,035,912
Revenue Over/(Under) Expenses	2,663,900	890,719	500,394	18.8 %	2,163,506	(2,745,383)	4,908,889

Salinas Valley Solid Waste Authority

Consolidated CIP Expenditure Report For Period Ending October 31, 2022

	CURRENT BUDGET	M-T-D REV/EXP	Y-T-D REV/EXP	% OF BUDGET	REMAINING BALANCE	Y-T-D ENCUMBRANCES	UNENCUMBERED BALANCE
<u>Fund 131 - Crazy Horse Post-Closure Fund</u>							
131 9316 CH Corrective Action Program	253,000	0	0	0.0 %	253,000	0	253,000
131 9319 CH LFG System Improvements	146,500	0	0	0.0 %	146,500	0	146,500
131 9321 CH Postclosure Maintenance	918,084	53,629	193,214	21.0 %	724,869	107,968	616,902
Total Fund 131 - Crazy Horse Post-Closure	1,317,584	53,629	193,214	14.7 %	1,124,369	107,968	1,016,402
<u>Fund 141 - Lewis Road Post-Closure Fund</u>							
141 9402 LR LFG Well Replacement	65,000	0	0	0.0 %	65,000	0	65,000
141 9403 LR Postclosure Maintenance	375,990	14,637	86,701	23.1 %	289,289	55,540	233,748
Total Fund 141 - Lewis Road Post-Closure F	440,990	14,637	86,701	19.7 %	354,289	55,540	298,748
<u>Fund 161 - Jolon Road Post-Closure Fund</u>							
161 9604 JR Postclosure Maintenance	398,915	4,706	208,129	52.2 %	190,786	15,421	175,365
Total Fund 161 - Jolon Road Post-Closure F	398,915	4,706	208,129	52.2 %	190,786	15,421	175,365
<u>Fund 211 - Grants</u>							
211 9228 Tire Amnesty 2021-22	38,482	0	0	0.0 %	38,482	0	38,482
211 9230 SB1383 Local Assistance Grant Pr	332,235	0	0	0.0 %	332,235	0	332,235
211 9258 Cal Recycle - 2020-21 CCPP	3,259	0	1,800	55.2 %	1,459	0	1,459
211 9261 Cal Recycle - 2021-22 CCPP	21,393	325	975	4.6 %	20,418	5,879	14,539
Total Fund 211 - Grants	395,369	325	2,775	0.7 %	392,594	5,879	386,715
<u>Fund 800 - Capital Improvement Projects Fu</u>							
800 9105 Concrete Grinding	29,614	0	0	0.0 %	29,614	0	29,614
800 9107 Scale House Software Upgrade	100,000	0	0	0.0 %	100,000	0	100,000
800 9108 Emergency Generators	59,515	0	36,217	60.9 %	23,299	0	23,299
800 9109 Organics Infrastructure Upgrades	3,000,000	0	0	0.0 %	3,000,000	0	3,000,000
800 9110 Administration Office Improvements	350,000	18,835	43,394	12.4 %	306,606	116,311	190,295
800 9214 Organics Program 2016-17	735,733	0	0	0.0 %	735,733	0	735,733
800 9222 Community-Based Social Marketing	50,000	43,379	50,000	100.0 %	0	0	0

Salinas Valley Solid Waste Authority

Consolidated CIP Expenditure Report

For Period Ending October 31, 2022

	CURRENT BUDGET	M-T-D REV/EXP	Y-T-D REV/EXP	% OF BUDGET	REMAINING BALANCE	Y-T-D ENCUMBRANCES	UNENCUMBERED BALANCE
800 9223 Outdoor Education Center	56,963	0	4,675	8.2 %	52,288	0	52,288
800 9501 JC LFG System Improvements	188,268	2,297	8,593	4.6 %	179,676	2,282	177,394
800 9505 JC Partial Closure	140,846	2,387	6,231	4.4 %	134,615	0	134,615
800 9506 JC Litter Control Barrier	79,625	0	0	0.0 %	79,625	0	79,625
800 9507 JC Corrective Action	250,070	0	0	0.0 %	250,070	0	250,070
800 9509 JC Groundwater Well	400,000	0	0	0.0 %	400,000	0	400,000
800 9526 JC Equipment Replacement	2,016,025	0	0	0.0 %	2,016,025	0	2,016,025
800 9527 JC Module Engineering and Constr	2,113,797	8,618	39,656	1.9 %	2,074,142	0	2,074,142
800 9528 Roadway Improvements	400,049	0	0	0.0 %	400,049	0	400,049
800 9601 JR Transfer Station Improvements	882,138	0	0	0.0 %	882,138	0	882,138
800 9602 JR Equipment Purchase	360,000	0	182,539	50.7 %	177,461	211	177,250
800 9603 JR Well Replacement	235,622	0	0	0.0 %	235,622	0	235,622
800 9701 MLTS Equipment Replacement	303,100	187,990	187,990	62.0 %	115,110	0	115,110
800 9703 SSTS Improvements and Cleanup	160,934	1,441	1,441	0.9 %	159,492	0	159,492
Total Fund 800 - Capital Improvement Proje	11,912,300	264,946	560,735	4.7 %	11,351,565	118,803	11,232,761
Total CIP Expenditures	14,465,157	338,243	1,051,554	7.3 %	13,413,603	303,612	13,109,991

Salinas Valley Solid Waste Authority
Checks Issued Report for 10/1/2022 to 10/31/2022

Check #	Name	Check Date	Amount	Check Total
29918	A & G PUMPING, INC JR Portable Toilet	10/6/2022	550.00	550.00
29919	ADMANOR, INC Sun St Closure Media Campaign	10/6/2022	25,319.15	25,319.15
29920	AMERICAN NATIONAL RED CROSS & ITS CONSTITUENT CHAPTERS & BRANCHES CPR Staff Training	10/6/2022	2,200.00	2,200.00
29921	AON RISK INSURANCE SERVICES WEST, INC . Insurance - Property Damage	10/6/2022	67,990.13	67,990.13
29922	ARAM AND TAVIT KARABETAN JR Facility Maintenance	10/6/2022	117.80	117.80
29923	AT&T SERVICES INC HHW Telephone Service	10/6/2022	613.21	613.21
29924	CITY OF GONZALES JC Water Service	10/6/2022	114.84	114.84
29925	COAST COUNTIES TRUCK & EQUIPMENT CO. ML Vehicle Maintenance	10/6/2022	773.66	773.66
29926	CSC OF SALINAS/YUMA JC Equipment Maintenance	10/6/2022	112.42	112.42
29927	DOUGLAS NOLAN School Assembly Program	10/6/2022	4,900.00	4,900.00
29928	FIRST ALARM JC Building Alarm Services	10/6/2022	70.00	70.00
29929	FULL STEAM STAFFING LLC All Sites Contract Labor	10/6/2022	2,246.12	2,246.12
29930	GFOA - GOVERNMENT FINANCE OFFICERS ASSOCIATION GFOA Training	10/6/2022	135.00	135.00
29931	GOLDEN STATE TRUCK & TRAILER REPAIR All Sites Equipment Maintenance	10/6/2022	5,868.99	5,868.99
29932	GONZALES ACE HARDWARE JC Facility Maintenance Supplies	10/6/2022	114.07	114.07
29933	GRAINGER JC Org Facility Maintenance Supplies	10/6/2022	679.09	679.09
29934	GREEN RUBBER - KENNEDY AG, LP All Sites Maintenance Supplies	10/6/2022	214.79	214.79
29935	INFINITY STAFFING SERVICES, INC. JC & JR Contract Labor	10/6/2022	4,908.02	4,908.02
29936	KING CITY HARDWARE INC. JR Facility Maintenance Supplies	10/6/2022	123.33	123.33

Salinas Valley Solid Waste Authority
Checks Issued Report for 10/1/2022 to 10/31/2022

Check #	Name	Check Date	Amount	Check Total
29937	MISSION LINEN SUPPLY JR Uniforms	10/6/2022	57.31	57.31
29938	MONTEREY COUNTY HEALTH DEPARTMENT ML Vehicle Safety Inspection	10/6/2022	214.00	214.00
29939	ONHOLD EXPERIENCE Adm Telephone Hold Service	10/6/2022	207.00	207.00
29940	PRICILLA RODRIGUEZ SS Hauling Services	10/6/2022	11,430.72	11,430.72
29941	QUINN COMPANY All Sites Equipment Maintenance Supplies	10/6/2022	2,586.15	2,586.15
29942	REFRIGERATION SUPPLIES DISTRIBUTOR HHW Disposal Supplies	10/6/2022	389.84	389.84
29943	RONNIE G. REHN HHW Facility Maintenance Supplies	10/6/2022	196.10	196.10
29944	SAFETEQUIP HHW Safety Supplies	10/6/2022	153.76	153.76
29945	SCALES UNLIMITED JC Scale Maintenance	10/6/2022	641.50	641.50
29946	SECURITY SHORING & STEEL PLATES, INC. SS Equipment Rental	10/6/2022	291.00	291.00
29947	SHARPS SOLUTIONS, LLC HHW Hauling & Disposal	10/6/2022	150.00	150.00
29948	SOUTHERN COUNTIES LUBRICANTS LLC All Sites Biodiesel Fuel	10/6/2022	7,488.79	7,488.79
29949	THE PAPE' GROUP INC. 2019 JOHN DEERE 210L TRACTOR	10/6/2022	79,223.72	79,223.72
29950	UNITED RENTALS (NORTHWEST), INC JC Equipment Rental	10/6/2022	4,947.87	4,947.87
29951	VALERIO VARELA JR JC Facility Maintenance	10/6/2022	900.00	900.00
29952	VALLEY FABRICATION, INC. SS Facility Maintenance Supplies	10/6/2022	207.95	207.95
29953	W&W MARKETING GROUP, INC. RR- Special Dept Supply uniform order	10/6/2022	1,589.86	1,589.86
29954	WESTERN EXTERMINATOR COMPANY JC Exterminator Service	10/6/2022	86.55	86.55

Salinas Valley Solid Waste Authority
Checks Issued Report for 10/1/2022 to 10/31/2022

Check #	Name	Check Date	Amount	Check Total
29955	US BANK CORPORATE PAYMENT SYSTEM	10/6/2022		
	Costco: Ops/Admin Supplies		17.38	
	Lowes: HHW Maintenance Supplies		65.42	
	Smart & Final: Finance Supplies		27.98	
	Ariat: Work Boots		201.46	
	Walmart: HHW Office Supplies		55.68	
	Walmart: HR Safety Supplies		174.58	
	Experian: Charge Account Credit Report		49.95	
	Traffic Management: SSTs Sign		113.56	
	US Dept of Transportation: HR Investigations		1.25	
	Intermedia: Monthly Exchange Server Hosting		557.51	
	Event Brite: RR Public Outreach		20.00	
	Nick's Garage: JC Vehicle Maintenance		88.00	
	Uline: HHW Office Supplies		1,624.33	
	Home Depot: ML Supplies		13.09	
	Nextiva: HR Subscription		74.44	
	Smart & Final: JC Ops Supplies		231.21	
	AT&T: JC Ops Internet		113.23	
	Ace Hardware: HHW Supplies		5.44	
	Costco: Audit Supplies		54.35	
	Amazon: Ex Admin Meeting Supplies		509.22	
	Amazon: JC Facility Supplies		16.15	
	Amazon: ML HHW Desk		163.86	
	Costco: Ops Admin Supplies		370.54	
	Zoom: Online Meetings		146.96	
	National Office: RR Office Supplies		1,075.34	
	Amazon: Ex Admin Office Supplies		31.67	
	USPS: HR Postage		7.96	
	Indeed: Ops Recruitment		43.82	
	Home Depot: RR Supplies		65.59	
	Smart & Final: Executive Meeting Supplies		313.00	
	La Plaza Bakery: RR Customer Appreciation		49.59	
	Constant Contact: RR Subscriptions		238.50	
	Amazon: SS Facility Maintenance		1,070.60	
	Event Brite: RR Public Outreach		20.00	
	CA DMV: JC Ops Vehicle Maintenance		1,377.33	
	Perfect Water Tech: CH Maintenance Supplies		714.22	
	SM Auto Body: JC Vehicle Maintenance		320.00	
	Microsoft: HHW Software		199.00	
	Microsoft: HHW Software		199.00	
				10,421.21
29956	**Void**	10/6/2022	-	
				-
29957	**Void**	10/6/2022	-	
				-
29958	**Void**	10/6/2022	-	
				-
29959	**Void**	10/6/2022	-	
				-
29960	**Void**	10/6/2022	-	
				-
29961	HOME DEPOT	10/6/2022		
	All Sites Facility Maintenance Supplies		3,280.27	
				3,280.27

Salinas Valley Solid Waste Authority
Checks Issued Report for 10/1/2022 to 10/31/2022

Check #	Name	Check Date	Amount	Check Total
29962	**Void**	10/6/2022	-	-
29963	A & G PUMPING, INC JR & JC Portable Toilet	10/13/2022	405.13	405.13
29964	AMERICAN SUPPLY CO. Adm Janitorial Services	10/13/2022	403.30	403.30
29965	BLUE STRIKE ENVIRONMENTAL SB 1383 Organic Waste Sampling	10/13/2022	8,059.25	8,059.25
29966	CESAR ZUÑIGA CalOSHA Conference Travel	10/13/2022	91.34	91.34
29967	CITY OF GONZALES JC Water Services Monthly Hosting Fees	10/13/2022	114.84 41,666.66	41,781.50
29968	COAST COUNTIES TRUCK & EQUIPMENT CO. ML Vehicle Maintenance	10/13/2022	1,449.80	1,449.80
29969	CSC OF SALINAS/YUMA All Sites Equipment Maintenance Supplies	10/13/2022	1,087.13	1,087.13
29970	Elevator Service Co. of Central California Inc. Common Area Maintenance	10/13/2022	175.00	175.00
29971	FIRST ALARM SS Alarm Services	10/13/2022	409.37	409.37
29972	FIRST NIGHT MONTEREY, INC Greenfield Harvest Festival Sponsorship	10/13/2022	2,000.00	2,000.00
29973	FRESNO OXYGEN ML Vehicle Maintenance Supplies	10/13/2022	36.63	36.63
29974	FULL STEAM STAFFING LLC JC & SS Contract Labor	10/13/2022	2,500.09	2,500.09
29975	GEOLOGIC ASSOCIATES, INC. JC Engineering Services	10/13/2022	317.00	317.00
29976	GLOBAL EQUIPMENT COMPANY INC. Antifreeze Tank	10/13/2022	6,385.21	6,385.21
29977	GOLDEN STATE TRUCK & TRAILER REPAIR ML Vehicle Maintenance	10/13/2022	1,317.17	1,317.17
29978	GONZALES ACE HARDWARE JC Facility Maintenance Supplies	10/13/2022	134.24	134.24
29979	GONZALES TIRE & AUTO SUPPLY JC Vehicle Maintenance Supplies	10/13/2022	574.99	574.99
29980	GREEN RUBBER - KENNEDY AG, LP JC Facility Maintenance	10/13/2022	324.61	324.61

Salinas Valley Solid Waste Authority
Checks Issued Report for 10/1/2022 to 10/31/2022

Check #	Name	Check Date	Amount	Check Total
29981	GUARDIAN SAFETY AND SUPPLY, LLC JC Safety Supplies	10/13/2022	784.38	784.38
29982	JT HOSE & FITTINGS All Sites Vehicle Maintenance Supplies	10/13/2022	3,360.65	3,360.65
29983	KING CITY HARDWARE INC. JR Facility Maintenance	10/13/2022	51.06	51.06
29984	LANDSCAPE MAINTENANCE OF AMERICA RR Litter Abatement	10/13/2022	325.00	325.00
29985	Maestro Health Maestro Monthly Fees	10/13/2022	150.00	150.00
29986	MANUEL PEREA TRUCKING, INC. All Sites Equipment Rental	10/13/2022	2,080.00	2,080.00
29987	MANUEL TINAJERO LR Landscaping Services	10/13/2022	1,575.00	1,575.00
29988	MISSION LINEN SUPPLY All Sites Uniforms	10/13/2022	132.20	132.20
29989	NEU-SCAPES, INC. Common Area Maintenance	10/13/2022	550.00	550.00
29990	ODP BUSINESS SOLUTIONS, LLC All Sites Office Supplies	10/13/2022	6,018.52	6,018.52
29991	**Void**	10/13/2022	-	-
29992	ONE STOP AUTO CARE/V & S AUTO CARE, INC RR Vehicle Maintenance	10/13/2022	330.26	330.26
29993	PACE ANALYTICAL SERVICES, LLC JC Lab Water Analysis	10/13/2022	693.95	693.95
29994	PRICILLA RODRIGUEZ JR Hauling Services	10/13/2022	4,695.00	4,695.00
29995	PROBUILD COMPANY LLC Adm Remodeling	10/13/2022	1,190.92	1,190.92
29996	PURE WATER BOTTLING JR Water Service	10/13/2022	169.85	169.85
29997	QUINN COMPANY JC Equipment Maintenance	10/13/2022	2,140.69	2,140.69
29998	REPUBLIC SERVICES #471 Adm bldg. Trash Service	10/13/2022	89.08	89.08
29999	ROSSI BROS TIRE & AUTO SERVICE All Sites Equipment Maintenance	10/13/2022	1,192.09	1,192.09

Salinas Valley Solid Waste Authority
Checks Issued Report for 10/1/2022 to 10/31/2022

Check #	Name	Check Date	Amount	Check Total
30000	SALINAS FALSE ALARM REDUCTION PROGRAM SS Bldg. Alarm Service	10/13/2022	95.75	95.75
30001	SCALES UNLIMITED JC Scale Maintenance	10/13/2022	704.00	704.00
30002	SCS ENGINEERS JC Engineering Services	10/13/2022	1,500.00	1,500.00
30003	SCS FIELD SERVICES All Sites Environmental Engineering Services	10/13/2022	20,087.67	20,087.67
30004	SECURITY SHORING & STEEL PLATES, INC. SS Equipment Rental	10/13/2022	362.58	362.58
30005	SOUTHERN COUNTIES LUBRICANTS LLC All Sites Biodiesel Fuel	10/13/2022	24,618.47	24,618.47
30006	Southern Counties Oil Co., a CA Limited Partnership JC & JR Monthly Fuel	10/13/2022	4,332.14	4,332.14
30007	TELCO BUSINESS SOLUTIONS Monthly Network Support	10/13/2022	279.01	279.01
30008	VALERIO VARELA JR SS Facility Maintenance	10/13/2022	2,500.00	2,500.00
30009	VOSTI'S INC All Sites Equipment Maintenance Supplies	10/13/2022	236.34	236.34
30010	ASBURY ENVIRONMENTAL SERVICES HHW Disposal Services	10/20/2022	95.00	95.00
30011	AT&T Internet Services Adm Telephone Service	10/20/2022	401.18	401.18
30012	CITY OF GONZALES JC Water Service Monthly Hosting Fees	10/20/2022	448.92 20,833.33	21,282.25
30013	CLARK PEST CONTROL, INC Adm Exterminator Services	10/20/2022	100.00	100.00
30014	COMPUTERSMITHS LLC DOT BAT	10/20/2022	40.00	40.00
30015	CUTTING EDGE SUPPLY JC Equipment Maintenance	10/20/2022	2,110.69	2,110.69
30016	DATAFLOW BUSINESS SYSTEMS INC. Adm Equipment Maintenance Supplies	10/20/2022	38.93	38.93
30017	GOLDEN STATE TRUCK & TRAILER REPAIR JR Vehicle Maintenance Supplies	10/20/2022	7,105.74	7,105.74
30018	GONZALES ACE HARDWARE JC Facility Maintenance Supplies	10/20/2022	11.06	11.06

Salinas Valley Solid Waste Authority
Checks Issued Report for 10/1/2022 to 10/31/2022

Check #	Name	Check Date	Amount	Check Total
30019	GREEN VALLEY INDUSTRIAL SUPPLY, INC JR Vehicle Maintenance Supplies	10/20/2022	153.83	153.83
30020	HERC RENTALS INC. JC Equipment Rental	10/20/2022	6,126.92	6,126.92
30021	INFINITY STAFFING SERVICES, INC. All Sites Contract Labor	10/20/2022	5,220.20	5,220.20
30022	JOAQUIN VASQUEZ JR Facility Maintenance Supplies	10/20/2022	50.00	50.00
30023	JT HOSE & FITTINGS JC Equipment Maintenance Supplies	10/20/2022	272.06	272.06
30024	ODP BUSINESS SOLUTIONS, LLC Adm Office Supplies	10/20/2022	976.89	976.89
30025	PACE ANALYTICAL SERVICES, LLC JC Lab Water Analysis	10/20/2022	1,937.42	1,937.42
30026	PAPE MATERIAL HANDLING, INC JC Equipment Rental	10/20/2022	595.33	595.33
30027	PROBUILD COMPANY LLC 126 SS Construction Supplies	10/20/2022	2,614.52	2,614.52
30028	PURE WATER BOTTLING Adm Bottled Water Service	10/20/2022	65.75	65.75
30029	QUINN COMPANY JC Equipment Maintenance	10/20/2022	1,315.33	1,315.33
30030	ROSSI BROS TIRE & AUTO SERVICE ML Vehicle Maintenance	10/20/2022	7,614.18	7,614.18
30031	SCS FIELD SERVICES All Sites Non-routine Engineering	10/20/2022	4,248.00	4,248.00
30032	SOCIAL VOCATIONAL SERVICES, INC. JC Litter Abatement	10/20/2022	7,926.59	7,926.59
30033	SOUTHERN COUNTIES LUBRICANTS LLC All Sites Biodiesel Fuel	10/20/2022	21,993.72	21,993.72
30034	**Void**	10/20/2022	-	-
30035	**Void**	10/20/2022	-	-
30036	**Void**	10/20/2022	-	-
30037	TODD V. RAMEY JC Consulting Engineering	10/20/2022	2,387.00	2,387.00

Salinas Valley Solid Waste Authority
Checks Issued Report for 10/1/2022 to 10/31/2022

Check #	Name	Check Date	Amount	Check Total
30038	VALERIO VARELA JR JR Vehicle Maintenance	10/20/2022	835.00	835.00
30039	WRIGHT EXPRESS FINANCIAL SERVICES CORPORATION All Sites Fuel	10/20/2022	4,220.68	4,220.68
30040	ADMANOR, INC CCRMC Monthly Media & Marketing Service Sun St Closure Media Campaign	10/26/2022	26,265.25 19,313.52	45,578.77
30041	ASSOCIATED HEATING AIR CONDITIONING & SHEETMETAL, INC Network Upgrades - Replacement AC Unit Server Room	10/26/2022	13,702.64	13,702.64
30042	AUTOZONE LLC. All Sites Equipment Maintenance Supplies	10/26/2022	410.34	410.34
30043	BLUE STRIKE ENVIRONMENTAL SB 1383 Edible Food Recovery Special Event Recycling	10/26/2022	629.00 4,000.00	4,629.00
30044	CALIFORNIA SPECIAL DISTRICTS ASSOCIATION Annual Membership	10/26/2022	1,881.00	1,881.00
30045	CALIFORNIA WATER SERVICE SS Water Service	10/26/2022	171.81	171.81
30046	COAST COUNTIES TRUCK & EQUIPMENT CO. ML Vehicle Maintenance Supplies	10/26/2022	393.61	393.61
30047	COMCAST Monthly Internet Service	10/26/2022	434.74	434.74
30048	EDGES ELECTRICAL GROUP, LLC SS Offices Construction Supplies	10/26/2022	252.41	252.41
30049	EDUARDO ARROYO JC Facility Maintenance	10/26/2022	600.00	600.00
30050	FIRST ALARM SS Alarm Service	10/26/2022	36.82	36.82
30051	FULL STEAM STAFFING LLC JC & ML Contract Labor	10/26/2022	4,937.56	4,937.56
30052	GEOLOGIC ASSOCIATES, INC. Monthly Groundwater Monitoring Services	10/26/2022	50,271.50	50,271.50
30053	GOLDEN STATE TRUCK & TRAILER REPAIR JC Equipment Maintenance Supplies	10/26/2022	102.19	102.19
30054	GONZALES ACE HARDWARE JC Facility Maintenance Supplies	10/26/2022	60.86	60.86
30055	GRAINGER JC Facility Maintenance Supplies	10/26/2022	144.26	144.26
30056	INFINITY STAFFING SERVICES, INC. JC & JR Contract Labor	10/26/2022	9,739.83	9,739.83

Salinas Valley Solid Waste Authority
Checks Issued Report for 10/1/2022 to 10/31/2022

Check #	Name	Check Date	Amount	Check Total
30057	MANUEL PEREA TRUCKING, INC. ML Vehicle Maintenance	10/26/2022	2,001.18	2,001.18
30058	MISSION LINEN SUPPLY All Sites Uniform Service	10/26/2022	298.08	298.08
30059	MONTEREY BAY UNIFIED AIR POLLUTION CONTROL DISTRICT JC Air Board Fees	10/26/2022	14,509.16	14,509.16
30060	ONE STOP AUTO CARE/V & S AUTO CARE, INC All Sites Vehicle Maintenance	10/26/2022	510.91	510.91
30061	PACE ANALYTICAL SERVICES, LLC JR Lab Testing	10/26/2022	534.68	534.68
30062	PROBUILD COMPANY LLC SS Office Construction Supplies	10/26/2022	1,057.80	1,057.80
30063	PURE WATER BOTTLING All Sites Water Service	10/26/2022	35.75	35.75
30064	QUINN COMPANY All Sites Equipment Maintenance	10/26/2022	1,057.01	1,057.01
30065	RAMON N VALLEJO Pre-employment livescan	10/26/2022	171.00	171.00
30066	SCS FIELD SERVICES All Sites Routine Engineering Services	10/26/2022	5,204.75	5,204.75
30067	SHARPS SOLUTIONS, LLC Sharps Disposal	10/26/2022	150.00	150.00
30068	SOUTHERN COUNTIES LUBRICANTS LLC All Sites Biodiesel Fuel	10/26/2022	15,985.89	15,985.89
30069	VALERIO VARELA JR All Sites Equipment Maintenance	10/26/2022	3,950.00	3,950.00
30070	VALLEY FABRICATION, INC. All Sites Facility Maintenance Supplies	10/26/2022	178.62	178.62
30071	VERIZON WIRELESS SERVICES All Sites Internet Service	10/26/2022	152.04	152.04
30072	VOSTI'S INC JR Vehicle Maintenance Supplies	10/26/2022	596.59	596.59
30073	WESTERN TRAILER COMPANY 2023 Western Trailer	10/26/2022	108,766.08	108,766.08
30074	WHITE CAP, L.P. JC Facility Maintenance Supplies	10/26/2022	147.55	147.55
23-00202-DFT	PACIFIC GAS AND ELECTRIC COMPANY All Sites Electrical Services	10/18/2022	19,923.16	19,923.16

Salinas Valley Solid Waste Authority
Checks Issued Report for 10/1/2022 to 10/31/2022

Check #	Name	Check Date	Amount	Check Total
23-00221-DFT	California Department of Tax and Fee Administration Quarterly BOE Landfill Fee	10/24/2022	84,932.00	84,932.00
23-00222-DFT	REPUBLIC SERVICES #471 ML Rent	10/27/2022	16,234.17	16,234.17
Total:				898,692.62
Payroll Disbursements				<u>533,571.77</u>
Grand Total				<u>1,432,264.39</u>



Report to the Board of Directors

Date: December 15, 2022

From: Mandy Brooks, Resource Recovery Manager

Title: Member and Interagency Activities Report for November 2022

ITEM NO. 3

N/A

Finance and Administration Manager/
Controller/Treasurer

General Manager/CAO

N/A

Authority General Counsel

RECOMMENDATION

Staff recommends that the Board accept this item. The report is intended to keep the Board apprised of activities and communications with member agencies and regulators.

STRATEGIC PLAN RELATIONSHIP

Promote the Value of SVR Services and Programs to the Community.
The Authority provides a wide array of recycling and waste recovery services and programs to the public including local businesses, schools, multifamily complexes and participates in numerous community events and cleanups. Providing monthly reports highlighting these activities ensures that the strategic plan goal is being met.

FISCAL IMPACT

This agenda item is a routine operational item and does not have a direct budget impact.

DISCUSSION & ANALYSIS

Monterey County Environmental Health Bureau (Local Enforcement Agency - LEA)

Johnson Canyon Landfill & Composting Facility: The monthly inspection for the Johnson Canyon Landfill and Composting Facility was conducted on Nov 28. No violations or areas of concern were noted during the inspection.

Jolon Road Transfer Station: The monthly inspection for Jolon Road Transfer Station was conducted on Nov 30. No areas of concern or violations were noted for the inspection.

Sun Street Transfer Station (closed): The monthly inspection for the Sun St Transfer Station was conducted on Nov 28. No violations or areas of concern were noted during the inspection.

Gonzales Clothing Closet

During December the Clothing Closet will be working with the City of Gonzales to distribute donated holiday gifts to 175 children in over 73 families. The site continues to be open Tuesdays - Thursdays from 3:00pm to 5:00pm.

Gonzales Clothing Closet

Q4 2022	# of Volunteers	Hours	Clothing Items Distributed	# of Families Served	# of Family Members Served
Oct 2022	4	62	498	28	139
Nov 2022	3	82	513	39	177
Dec 2022	-	-	-	-	-
TOTALS	3.5 (avg.)	144	1,011	67	316

Clean Up Events

Four (4) clean up events occurred in November and one from Oct with the results from three listed in the table below. The franchised haulers have completed the 2022 community cleanup schedule for each city and the county. The 2023 community cleanup schedule will be provided in Jan 2023.

Date	Location	Hauler/ Volunteer Group	Trash (tons)	Recycling (tons)	ABOP Materials (SVR)	Diversion %
Oct 8	Salinas District 3	Republic Services	7.1	9.4	n/a	57%
11/05	Salinas	Republic Services	12.3	6.3	n/a	34%
11/05	King City	WM	12.3	5.8	1,505 lbs.	32%
11/12	Gonzales	Tri-Cities/ GHS Cross Country/Track Team	7.9	7.3	1,116 lbs.	48%
11/19	Pajaro	WM	15.8	9.3	1,520 lbs.	37%

FY 22-23 Current & Future Events with SVR Staff Participation

Gonzales: 12/07/22 Composting Tour for SB 1383 TAC members, JCLF
12/17/22 Annual Holiday Parade

Greenfield: None

King City: 12/02/22 Annual Lighted Christmas Parade, Fairgrounds to Broadway St
12/14/22 Multifamily Food Scrap Outreach, Villa San Miguel Apartments

Salinas: 11/27/22 Holiday Parade of Lights, S Main St/Downtown
12/09/22 School Site Visit, Creekside Elementary
12/12/22 Food Scrap Implementation, Bardin Elementary
12/13/22 School Site Visit, Natividad Elementary

Soledad: 12/06/22 Food Scrap Training for SUSD Cafeteria Staff, Soledad HS
12/10/22 Soledad Holiday Parade, Main St (Rescheduled from 12/3)

Mo. Co.: 12/06/22 School Site Visit, Ohlone Elementary

BACKGROUND

Established in November 2014 as part of the FY 14-15 Strategic Plan 3-year goal to increase public access, involvement, and awareness of Salinas Valley Recycles activities, the monthly report keeps the Board apprised of communications with member agencies and regulators. In addition, the report has evolved over the years to also include a current and future event list to inform Board members and the public of community events and cleanups occurring in each member agency's service area.

ATTACHMENT(S) None



Report to the Board of Directors

ITEM NO. 4

Finance and Administration
Manager/Controller/Treasurer

General Manager/CAO

R. Santos by E.T.

Authority General Counsel

Date: December 15, 2022

From: R. Patrick Mathews, General Manager/CAO
Roy Santos, General Counsel

Title: A Resolution Making Findings Related to the Continued Existence of a State of Emergency Due to Covid-19 and Re-Authorizing the Conduct of Public Meetings of the Legislative Bodies of the Authority Via Remote Teleconferencing for a 30-Day Period Pursuant to the Ralph M. Brown Act as Amended by Assembly Bill No. 361

RECOMMENDATION

Staff recommends that the Board approve the Resolution authorizing the conduct of public meetings of the legislative bodies of the Authority via remote teleconferencing.

STRATEGIC PLAN RELATIONSHIP

This item does not relate to the Board's Strategic Plan but does however reflect one of the Authority's key core values to be "Fiscally Prudent."

FISCAL IMPACT

No fiscal impact.

DISCUSSION & ANALYSIS

On September 16, 2021, Governor Newsom signed AB 361 into law. AB 361 allows legislative bodies to continue to utilize remote/virtual platforms for meetings. To implement remote meetings under AB 361, one of three criteria must be met at the time the Authority is holding a meeting during a proclaimed state of emergency by the Governor that includes area within the jurisdictional boundaries of the Authority:

- State or local officials have imposed or recommended measures to promote social distancing; or
- For the purpose of determining, by majority vote, whether as a result of the state of emergency, meeting in person would present imminent risks to the health or safety of attendees; or
- The Board of Directors has previously determined, by majority vote, that, as a result of the state of emergency, meeting in person would present imminent risks to the health or safety of attendees.

In other words, the Board of Directors can meet remotely under AB 361, during a declared state of emergency that includes the Authority, if the Board of Directors determines that one of the following is also true:

- State or local officials have imposed or recommended social distancing; or
- The Salinas Valley Solid Waste Authority holds a remote meeting to determine by a majority vote whether to hold remote future meetings; or
- The Salinas Valley Solid Waste Authority holds a meeting having already determined by a majority vote to hold remote meetings.

If one of these three criteria is met, then the Salinas Valley Solid Waste Authority can conduct meetings remotely via Government Code sections 54953(e) *et seq.* For the first and second conditions, the Salinas Valley Solid Waste Authority must determine, by majority vote and by adoption of a resolution, the grounds for electing to continue with remote meeting procedures.

The Authority has considered the existing conditions of the state of emergency in the State of California, County of Monterey and the Authority and, consistent with the provisions of Government Code section 54953(e), finds and determines that: (1) a proclaimed state of emergency and a proclaimed local emergency related to COVID-19 are both currently in effect and persist in the jurisdictional boundaries of the Authority; and (2) State, local and CDC officials have recommended measures to promote social distancing in connection with the COVID-19 emergency.

BACKGROUND

In March of 2020, at the onset of the COVID-19 pandemic, Governor Newsom enacted Executive Order N-25-20 allowing legislative bodies to meet using remote/virtual platforms pursuant to health orders. Since that time several other Executive Orders were issued that waived Brown Act requirements for the Board of Directors of the Salinas Valley Solid Waste Authority, staff, or the public to appear in person for meetings.

These executive orders allowed the Board of Directors, and other committees to modify how meetings were conducted to ensure both the health and safety of staff and the public, while ensuring the transparency and accessibility for open and public meetings.

ATTACHMENT(S)

1. Resolution

RESOLUTION NO. 2022 -

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE SALINAS VALLEY SOLID WASTE AUTHORITY MAKING FINDINGS RELATED TO THE CONTINUED EXISTENCE OF A STATE OF EMERGENCY DUE TO COVID-19 AND RE-AUTHORIZING THE CONDUCT OF PUBLIC MEETINGS OF THE LEGISLATIVE BODIES OF THE AUTHORITY VIA REMOTE TELECONFERENCING FOR AN INITIAL 30-DAY PERIOD PURSUANT TO THE RALPH M. BROWN ACT AS AMENDED BY ASSEMBLY BILL NO. 361

WHEREAS, the Board of Directors of the Salinas Valley Solid Waste Authority ("Authority") are committed to preserving and nurturing public access and participation in meetings of the legislative bodies (as that term is defined in Government Code section 54952, including commissions, boards and committees subject to the Brown Act) of the Authority (collectively, the "Legislative Bodies"); and

WHEREAS, all meetings of the Legislative Bodies are open and public as required by the Ralph M. Brown Act, codified as Government Code sections 54950 *et seq.*, so that any member of the public may attend, participate, and observe the Legislative Bodies conduct their business; and

WHEREAS, the Brown Act, at Government Code section 54953(e), as amended by Assembly Bill (AB) 361 effective October 1, 2021, makes provision for remote teleconferencing participation in public meetings by members of a Legislative Body without compliance with the provisions of Government Code section 54953(b)(3), subject to the existence of certain conditions; and

WHEREAS, a required condition under Government Code section 54953(e) is that the meeting is held during a state of emergency that has been declared by the Governor pursuant to Government Code section 8625, proclaiming the existence of conditions of disaster or of extreme peril to the safety of persons and property within the state caused by conditions as described in Government Code section 8558; and

WHEREAS, a proclamation can be made under circumstances including conditions when there is an actual incident, threat of disaster, or extreme peril to the safety of persons and property within the jurisdictions that are within the Authority's boundaries, caused by natural, technological, or human-caused disasters

WHEREAS, it is further required that state or local officials continue to impose or recommend measures to promote social distancing, or that the legislative body is meeting to determine or has previously determined that meeting in person would present imminent risks to the health or safety of attendees; and

WHEREAS, starting in March 2020, in response to the spread of COVID-19 in the State of California, the Governor proclaimed a state of emergency for the State of California and thereafter issued a number of executive orders aimed at containing COVID-19; and

WHEREAS, in March of 2020, the Authority adopted Resolution declaring and

proclaiming the existence of a local emergency in the Authority in response to COVID-19. The Legislative Bodies have since conducted many of their meetings via remote teleconferencing consistent with the declaration of local emergency and executive orders issued by the Governor; and

WHEREAS, the Governor's proclaimed state of emergency, the County of Monterey's proclaimed local emergency and the Authority's proclaimed local emergency related to COVID-19 remain in effect and encompass the jurisdictional boundaries of the Authority. State of California and County of Monterey Public Health officials have recommended measures to promote social distancing, and the Centers for Disease Control and Prevention ("CDC") continue to recommend physical distancing; and

WHEREAS, the Authority as a consequence of the persisting state of emergency and the recommended social distancing measures, the Legislative Bodies may conduct their meetings without compliance with paragraph (3) of subdivision (b) of Government Code section 54953, as authorized by subdivision (e) of Government Code section 54953, and that the Legislative Bodies may comply with the requirements to provide the public with access to the meetings as prescribed in paragraph (2) of subdivision (e) of Government Code section 54953; and

WHEREAS, consistent with AB 361, during the effectiveness of this Resolution, the Legislative Bodies and their staff may choose to avail themselves with AB 361 and give notice of the manner by which members of the public may access the Legislative Bodies' meetings and offer public comment; identify and include an opportunity for all persons to attend via a call-in option or an internet-based service option; and allow members of the public to access the meeting, and the agenda shall include an opportunity for members of the public to address the Legislative Body directly.

NOW, THEREFORE, the Board of Directors of the Salinas Valley Solid Waste Authority do hereby resolve as follows:

SECTION 1. The foregoing recitals are true and correct and are incorporated herein by reference.

SECTION 2. The Authority has considered the existing conditions of the state of emergency in the State of California, County of Monterey and the Authority and, consistent with the provisions of Government Code section 54953(e), hereby finds and determines that: (1) a proclaimed state of emergency and a proclaimed local emergency related to COVID-19 are both currently in effect and persist in the jurisdictional boundaries of the Authority; and (2) State, local and CDC officials have recommended measures to promote social distancing in connection with the COVID-19 emergency.

SECTION 3. The Board of Directors of the Salinas Valley Solid Waste Authority hereby acknowledges and affirms the continued effectiveness of the proclaimed state of emergency, the County of Monterey's proclaimed local emergency and the Authority's proclaimed local emergency (as may have been amended since their initial proclamation) which encompass their jurisdictional boundaries.

SECTION 4. The Legislative Bodies and staff are hereby authorized and directed to take all actions necessary to carry out the intent and purpose of this Resolution, which may include the alternative of conducting all open and public meetings of the Legislative Bodies in accordance with Government Code section 54953(e) and other applicable provisions of the Brown Act.

SECTION 5. This Resolution shall take effect immediately upon its adoption and shall be effective until the earlier of (i) January 14, 2023, or (ii) such time as the Board of Directors of the Salinas Valley Solid Waste Authority adopts a subsequent resolution in accordance with Government Code section 54953(e)(3) to extend the time during which the Legislative Bodies may continue to teleconference without compliance with paragraph (3) of subdivision (b) of Government Code section 54953.

SECTION 6. Should any provision, section, paragraph, sentence or word of this Resolution be rendered or declared invalid by any final court action in a court of competent jurisdiction or by reason of any preemptive legislation, the remaining provisions, sections, paragraphs, sentences or words of this Resolution as hereby adopted shall remain in full force and effect.

PASSED AND ADOPTED by the Board of Directors of the Salinas Valley Solid Waste Authority at a regular meeting duly held on the 15th day of December 2022, by the following vote:

AYES: BOARD MEMBERS:

NOES: BOARD MEMBERS:

ABSENT: BOARD MEMBERS:

ABSTAIN: BOARD MEMBERS:

Christopher M. Lopez, President

ATTEST:

APPROVED AS TO FORM:

Erika J. Trujillo, Clerk of the Board

Roy C. Santos, Authority General Counsel



Report to the Board of Directors

ITEM NO. 5

Finance and Administration
Manager/Controller-Treasurer

C. Lopez by P.M.

President, Salinas Valley Solid Waste
Authority & Executive Committee Chair

R. Santos by E.T.

Authority General Counsel

Date: December 15, 2022

From: Patrick Mathews, General Manager/CAO

Title: A Resolution Approving Amendment No. 1 to the Memorandum of Understanding (MOU) Between the Salinas Valley Solid Waste Authority and the Administration, Finance, and Resource Recovery Benefits Committee (ABC) and Revised Salary Schedules effective July 11, 2022 and July 10, 2023

RECOMMENDATION

The Executive Committee and staff recommend that the Board adopt the resolution.

STRATEGIC PLAN RELATIONSHIP

This is an administrative item and does not relate to the Board's Strategic Plan.

FISCAL IMPACT

Funding is available in the Administration budget for this adjustment and will be included in future budgets.

DISCUSSION & ANALYSIS

The Executive Committee and Board reviewed and considered an October 18, 2022 request (Attachment 5) from the Administration, Finance, and Resource Recovery Benefits Committee to modify certain cost-of-living adjustment (COLA) provisions within their August 18, 2022 ABC MOU to assure pay parity/equity between employee bargaining units. The OE3 Operations Unit MOU approved 2 months later received slightly higher COLA adjustments for the current and future years. The key reasons for their request is that ABC negotiated in good faith, completed negotiations expeditiously at a lower cost to the Authority, and came to tentative agreement prior to the previous MOU expiration on June 30, 2022. Their timely efforts saved the Authority staff and legal costs as a result.

On November 3rd, 2023, the Executive Committee considered and discussed the ABC requested terms for COLA parity/equity adjustments and recommended the Board consider the request. The proposed terms for this amendment were discussed with the full Board in closed session at its November 17, 2022, meeting. The Executive Committee and Board has considered the proposed terms of the amendment and directed the amendment to the ABC MOU be prepared and returned at the Board's December 15, 2022, meeting with recommendations for final consideration.

The following changes are proposed in Amendment No. 1 to the ABC MOU based on the Board's direction:

1. Article 14.1 to be amended to increase the July 2022 COLA from 3.5% to 4.0%.

2. Article 14.2 to be amended to increase the July 2023 COLA from 3.5% to 4.0%.
3. Article 14.3 to be amended to increase the July 2024 COLA floor from 1.5% to 2% based on the San Francisco/Oakland/San Jose Urban Wage Earner and Clerical Worker (CPI-W).

BACKGROUND

The Executive Committee and Board have discussed the COLA parity/equity adjustment requests from ABC and recommended bringing an MOU amendment forward for final consideration at its December 15, 2022, meeting.

ATTACHMENT(S)

1. Resolution Approving Amendment No. 1 to ABC Unit MOU
2. Exhibit B - Amendment 1 to the ABC Unit MOU of August 18, 2022
3. Exhibit C - ABC Unit Salary Schedule Effective July 11, 2022
4. Exhibit D - ABC Unit Salary Schedule Effective July 10, 2023
5. Letter of October 18, 2022, from ABC Unit requesting equity adjustments

RESOLUTION NO. 2022 -

A RESOLUTION APPROVING AMENDMENT NO. 1 TO THE ADMINISTRATION, FINANCE, AND RESOURCE RECOVERY BENEFITS COMMITTEE (ABC) MEMORANDUM OF UNDERSTANDING (MOU) AND APPROVING THE REVISED SALARY SCHEDULES EFFECTIVE JULY 11, 2022, AND JULY 10, 2023

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

WHEREAS, on October 18, 2022, the Board of Directors of the Salinas Valley Solid Waste Authority received a letter from ABC requesting adjustments in the ABC MOU cost-of-living (COLA) provisions based on parity/equity with the OE3 Unit MOU which was to be considered by the Board on the same date; and,

WHEREAS, the Board has considered the ABC request and agreed to amend the COLA provisions in the ABC MOU previously approved on August 18, 2022, to be equivalent to those of other employee bargaining units.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE SALINAS VALLEY SOLID WASTE AUTHORITY, that the General Manager and Chief Administrative Officer for the Authority is hereby authorized and directed for, and on behalf of, the Salinas Valley Solid Waste Authority to execute Amendment No. 1 to the ABC MOU attached hereto and marked "Exhibit B."

BE IT FUTHER RESOLVED, BY THE BOARD OF DIRECTORS OF THE SALINAS VALLEY SOLID WASTE AUTHORITY, that the Salary Schedule effective July 11, 2022, attached hereto and marked "Exhibit C" is hereby approved.

BE IT FUTHER RESOLVED, BY THE BOARD OF DIRECTORS OF THE SALINAS VALLEY SOLID WASTE AUTHORITY, that the Salary Schedule effective July 10, 2023, attached hereto and marked "Exhibit D" is hereby approved.

PASSED AND ADOPTED by the Board of Directors of the Salinas Valley Solid Waste Authority at its meeting duly held on the 15th day of December 2022, by the following vote:

AYES: BOARD MEMBERS:

NOES: BOARD MEMBERS:

ABSENT: BOARD MEMBERS:

ABSTAIN: BOARD MEMBERS:

Christopher M. Lopez, President

ATTEST:

APPROVED AS TO FORM:

Erika J. Trujillo, Clerk of the Board

Roy C. Santos, General Counsel

EXHIBIT B

AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE SALINAS VALLEY SOLID WASTE AUTHORITY AND THE ADMINISTRATIVE, FINANCE AND RESOURCE RECOVERY BENEFITS COMMITTEE

This Amendment is made and entered into this 15th day of December 2022, by and between the Salinas Valley Solid Waste Authority, a joint powers authority organized under the laws of the State of California (hereinafter "Authority"), and the Administrative, Finance and Resource Recovery Benefits Committee (ABC) jointly referred to herein as "Parties."

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

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

Cost of Living Adjustment 2022/23. Effective the first full pay period in July 2022 all Unit employees will receive a cost-of-living adjustment of 4.0% of base pay as reflected in the attached Salary Schedule, Exhibit C.

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

Cost of Living Adjustment 2023/24. Effective the first full pay period in July 2023 all Unit employees will receive a cost-of-living adjustment of 4.0% of base pay as reflected in the attached Salary Schedule, Exhibit D.

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

Cost of Living Adjustment 2024/25. Effective the first full pay period in July 2024, all Unit employees will receive a cost-of-living base pay increase of a minimum of 2% and maximum of 3.5% as determined by the Consumer Price Index US City Average Urban Wage Earner and Clerical Worker (CPI-W) percentage increase from December 2022 to December 2023.

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

On behalf of the ADMINISTRATIVE, FINANCE AND RESOURCE RECOVERY UNIT

Janna Faulk, ABC Representative

Date:

Rosalinda Ramirez, ABC Representative

Date:

On behalf of the SALINAS VALLEY SOLID WASTE AUTHORITY

R. Patrick Mathews, General Manager/CAO

Date:

Attest:

Erika J. Trujillo, Clerk of the Board

Approved as to Form:

Roy C. Santos, General Counsel

Exhibit C

SALINAS VALLEY SOLID WASTE AUTHORITY
DRAFT SALARY SCHEDULE (4.0% COLA)
ADMINISTRATIVE/FINANCE/RESOURCE RECOVERY BENEFITS COMMITTEE (ABC)
EFFECTIVE: JULY 11, 2022

POSITION		STEP 1	STEP 2 2.5%	STEP 3 2.5%	STEP 4 2.5%	STEP 5 2.5%	STEP 6 2.5%	STEP 7 2.5%	STEP 8 2.5%	STEP 9 2.5%	STEP 10 2.5%	STEP 11 2.5%
Human Resources Supervisor	Hourly	44.240	45.346	46.480	47.642	48.833	50.054	51.305	52.588	53.903	55.250	56.631
	Bi-Weekly	3,539.23	3,627.71	3,718.40	3,811.36	3,906.65	4,004.31	4,104.42	4,207.03	4,312.21	4,420.01	4,530.51
	Monthly	7,668.33	7,860.04	8,056.54	8,257.96	8,464.40	8,676.01	8,892.91	9,115.24	9,343.12	9,576.70	9,816.11
	Annual	92,019.99	94,320.49	96,678.50	99,095.46	101,572.85	104,112.17	106,714.97	109,382.85	112,117.42	114,920.35	117,793.36
Business Services Supervisor	Hourly	44.240	45.346	46.480	47.642	48.833	50.054	51.305	52.588	53.903	55.250	56.631
	Bi-Weekly	3,539.23	3,627.71	3,718.40	3,811.36	3,906.65	4,004.31	4,104.42	4,207.03	4,312.21	4,420.01	4,530.51
	Monthly	7,668.33	7,860.04	8,056.54	8,257.96	8,464.40	8,676.01	8,892.91	9,115.24	9,343.12	9,576.70	9,816.11
	Annual	92,019.99	94,320.49	96,678.50	99,095.46	101,572.85	104,112.17	106,714.97	109,382.85	112,117.42	114,920.35	117,793.36
Contracts & Grants Analyst	Hourly	41.154	42.183	43.237	44.318	45.426	46.562	47.726	48.919	50.142	51.396	52.680
	Bi-Weekly	3,292.31	3,374.61	3,458.98	3,545.45	3,634.09	3,724.94	3,818.07	3,913.52	4,011.36	4,111.64	4,214.43
	Monthly	7,133.33	7,311.67	7,494.46	7,681.82	7,873.86	8,070.71	8,272.48	8,479.29	8,691.27	8,908.55	9,131.27
	Annual	85,599.99	87,739.99	89,933.49	92,181.82	94,486.37	96,848.53	99,269.74	101,751.49	104,295.27	106,902.65	109,575.22
Recycling Coordinator	Hourly	41.154	42.183	43.237	44.318	45.426	46.562	47.726	48.919	50.142	51.396	52.680
	Bi-Weekly	3,292.31	3,374.61	3,458.98	3,545.45	3,634.09	3,724.94	3,818.07	3,913.52	4,011.36	4,111.64	4,214.43
	Monthly	7,133.33	7,311.67	7,494.46	7,681.82	7,873.86	8,070.71	8,272.48	8,479.29	8,691.27	8,908.55	9,131.27
	Annual	85,599.99	87,739.99	89,933.49	92,181.82	94,486.37	96,848.53	99,269.74	101,751.49	104,295.27	106,902.65	109,575.22
Clerk of the Board	Hourly	33.777	34.622	35.487	36.374	37.284	38.216	39.171	40.150	41.154	42.183	43.238
	Bi-Weekly	2,702.17	2,769.72	2,838.97	2,909.94	2,982.69	3,057.26	3,133.69	3,212.03	3,292.33	3,374.64	3,459.01
	Monthly	5,854.70	6,001.07	6,151.10	6,304.87	6,462.49	6,624.06	6,789.66	6,959.40	7,133.38	7,311.72	7,494.51
	Annual	70,256.41	72,012.82	73,813.14	75,658.47	77,549.93	79,488.68	81,475.90	83,512.79	85,600.61	87,740.63	89,934.14
Accounting Technician II	Hourly	32.953	33.777	34.622	35.487	36.374	37.284	38.216	39.171	40.151	41.154	42.183
	Bi-Weekly	2,636.28	2,702.18	2,769.74	2,838.98	2,909.95	2,982.70	3,057.27	3,133.70	3,212.05	3,292.35	3,374.66
	Monthly	5,711.93	5,854.73	6,001.10	6,151.12	6,304.90	6,462.52	6,624.09	6,789.69	6,959.43	7,133.42	7,311.75
	Annual	68,543.16	70,256.73	72,013.15	73,813.48	75,658.82	77,550.29	79,489.05	81,476.27	83,513.18	85,601.01	87,741.03
Resource Recovery Tech II	Hourly	32.953	33.777	34.622	35.487	36.374	37.284	38.216	39.171	40.151	41.154	42.183
	Bi-Weekly	2,636.28	2,702.18	2,769.74	2,838.98	2,909.95	2,982.70	3,057.27	3,133.70	3,212.05	3,292.35	3,374.66
	Monthly	5,711.93	5,854.73	6,001.10	6,151.12	6,304.90	6,462.52	6,624.09	6,789.69	6,959.43	7,133.42	7,311.75
	Annual	68,543.16	70,256.73	72,013.15	73,813.48	75,658.82	77,550.29	79,489.05	81,476.27	83,513.18	85,601.01	87,741.03
Accounting Technician I	Hourly	29.853	30.600	31.365	32.149	32.952	33.776	34.621	35.486	36.373	37.283	38.215
	Bi-Weekly	2,388.26	2,447.96	2,509.16	2,571.89	2,636.19	2,702.09	2,769.64	2,838.89	2,909.86	2,982.60	3,057.17
	Monthly	5,174.55	5,303.92	5,436.52	5,572.43	5,711.74	5,854.53	6,000.90	6,150.92	6,304.69	6,462.31	6,623.87
	Annual	62,094.66	63,647.02	65,238.20	66,869.15	68,540.88	70,254.40	72,010.76	73,811.03	75,656.31	77,547.72	79,486.41
Resource Recovery Tech I	Hourly	29.853	30.600	31.365	32.149	32.952	33.776	34.621	35.486	36.373	37.283	38.215
	Bi-Weekly	2,388.26	2,447.96	2,509.16	2,571.89	2,636.19	2,702.09	2,769.64	2,838.89	2,909.86	2,982.60	3,057.17
	Monthly	5,174.55	5,303.92	5,436.52	5,572.43	5,711.74	5,854.53	6,000.90	6,150.92	6,304.69	6,462.31	6,623.87
	Annual	62,094.66	63,647.02	65,238.20	66,869.15	68,540.88	70,254.40	72,010.76	73,811.03	75,656.31	77,547.72	79,486.41

Exhibit C

SALINAS VALLEY SOLID WASTE AUTHORITY
DRAFT SALARY SCHEDULE (4.0% COLA)
ADMINISTRATIVE/FINANCE/RESOURCE RECOVERY BENEFITS COMMITTEE (ABC)
EFFECTIVE: JULY 11, 2022

POSITION		STEP 1	STEP 2 2.5%	STEP 3 2.5%	STEP 4 2.5%	STEP 5 2.5%	STEP 6 2.5%	STEP 7 2.5%	STEP 8 2.5%	STEP 9 2.5%	STEP 10 2.5%	STEP 11 2.5%
Administrative Assistant II	Hourly	28.415	29.125	29.853	30.600	31.365	32.149	32.953	33.776	34.621	35.486	36.373
	Bi-Weekly	2,273.19	2,330.02	2,388.27	2,447.98	2,509.18	2,571.91	2,636.20	2,702.11	2,769.66	2,838.90	2,909.88
	Monthly	4,925.25	5,048.38	5,174.59	5,303.95	5,436.55	5,572.46	5,711.78	5,854.57	6,000.93	6,150.96	6,304.73
	Annual	59,102.95	60,580.52	62,095.04	63,647.41	65,238.60	66,869.56	68,541.30	70,254.84	72,011.21	73,811.49	75,656.77
Administrative Assistant I	Hourly	25.743	26.387	27.046	27.723	28.416	29.126	29.854	30.600	31.365	32.150	32.953
	Bi-Weekly	2,059.45	2,110.94	2,163.71	2,217.80	2,273.25	2,330.08	2,388.33	2,448.04	2,509.24	2,571.97	2,636.27
	Monthly	4,462.14	4,573.69	4,688.04	4,805.24	4,925.37	5,048.50	5,174.72	5,304.08	5,436.69	5,572.60	5,711.92
	Annual	53,545.69	54,884.33	56,256.44	57,662.85	59,104.42	60,582.03	62,096.58	63,649.00	65,240.22	66,871.23	68,543.01

Exhibit D

SALINAS VALLEY SOLID WASTE AUTHORITY
DRAFT SALARY SCHEDULE (4.0% COLA)
ADMINISTRATIVE/FINANCE/RESOURCE RECOVERY BENEFITS COMMITTEE (ABC)
EFFECTIVE: JULY 10, 2023

POSITION		STEP 1	STEP 2 2.5%	STEP 3 2.5%	STEP 4 2.5%	STEP 5 2.5%	STEP 6 2.5%	STEP 7 2.5%	STEP 8 2.5%	STEP 9 2.5%	STEP 10 2.5%	STEP 11 2.5%
Human Resources Supervisor	Hourly	48.310	49.518	50.756	52.025	53.326	54.659	56.025	57.426	58.862	60.333	61.842
	Bi-Weekly	3,864.84	3,961.46	4,060.50	4,162.01	4,266.06	4,372.71	4,482.03	4,594.08	4,708.93	4,826.65	4,947.32
	Monthly	8,373.82	8,583.16	8,797.74	9,017.69	9,243.13	9,474.21	9,711.06	9,953.84	10,202.69	10,457.75	10,719.20
	Annual	100,485.82	102,997.97	105,572.92	108,212.24	110,917.55	113,690.49	116,532.75	119,446.07	122,432.22	125,493.03	128,630.35
Business Services Supervisor	Hourly	47.160	48.339	49.548	50.786	52.056	53.357	54.691	56.059	57.460	58.897	60.369
	Bi-Weekly	3,772.82	3,867.14	3,963.82	4,062.91	4,164.49	4,268.60	4,375.31	4,484.70	4,596.81	4,711.73	4,829.53
	Monthly	8,174.44	8,378.80	8,588.27	8,802.98	9,023.05	9,248.63	9,479.85	9,716.84	9,959.76	10,208.76	10,463.98
	Annual	98,093.31	100,545.64	103,059.28	105,635.76	108,276.65	110,983.57	113,758.16	116,602.11	119,517.17	122,505.10	125,567.72
Contracts & Grants Analyst	Hourly	42.800	43.870	44.967	46.091	47.243	48.424	49.635	50.876	52.148	53.451	54.788
	Bi-Weekly	3,424.00	3,509.60	3,597.34	3,687.27	3,779.45	3,873.94	3,970.79	4,070.06	4,171.81	4,276.11	4,383.01
	Monthly	7,418.67	7,604.13	7,794.24	7,989.09	8,188.82	8,393.54	8,603.38	8,818.46	9,038.92	9,264.90	9,496.52
	Annual	89,023.99	91,249.59	93,530.83	95,869.10	98,265.82	100,722.47	103,240.53	105,821.54	108,467.08	111,178.76	113,958.23
Recycling Coordinator	Hourly	42.800	43.870	44.967	46.091	47.243	48.424	49.635	50.876	52.148	53.451	54.788
	Bi-Weekly	3,424.00	3,509.60	3,597.34	3,687.27	3,779.45	3,873.94	3,970.79	4,070.06	4,171.81	4,276.11	4,383.01
	Monthly	7,418.67	7,604.13	7,794.24	7,989.09	8,188.82	8,393.54	8,603.38	8,818.46	9,038.92	9,264.90	9,496.52
	Annual	89,023.99	91,249.59	93,530.83	95,869.10	98,265.82	100,722.47	103,240.53	105,821.54	108,467.08	111,178.76	113,958.23
Clerk of the Board	Hourly	35.128	36.006	36.907	37.829	38.775	39.744	40.738	41.756	42.800	43.870	44.967
	Bi-Weekly	2,810.26	2,880.51	2,952.53	3,026.34	3,102.00	3,179.55	3,259.04	3,340.51	3,424.02	3,509.63	3,597.37
	Monthly	6,088.89	6,241.11	6,397.14	6,557.07	6,720.99	6,889.02	7,061.24	7,237.78	7,418.72	7,604.19	7,794.29
	Annual	73,066.67	74,893.33	76,765.67	78,684.81	80,651.93	82,668.23	84,734.93	86,853.30	89,024.64	91,250.25	93,531.51
Accounting Technician II	Hourly	34.272	35.128	36.007	36.907	37.829	38.775	39.745	40.738	41.757	42.801	43.871
	Bi-Weekly	2,741.73	2,810.27	2,880.53	2,952.54	3,026.35	3,102.01	3,179.56	3,259.05	3,340.53	3,424.04	3,509.64
	Monthly	5,940.41	6,088.92	6,241.14	6,397.17	6,557.10	6,721.03	6,889.05	7,061.28	7,237.81	7,418.75	7,604.22
	Annual	71,284.88	73,067.00	74,893.68	76,766.02	78,685.17	80,652.30	82,668.61	84,735.32	86,853.71	89,025.05	91,250.67
Resource Recovery Tech II	Hourly	34.272	35.128	36.007	36.907	37.829	38.775	39.745	40.738	41.757	42.801	43.871
	Bi-Weekly	2,741.73	2,810.27	2,880.53	2,952.54	3,026.35	3,102.01	3,179.56	3,259.05	3,340.53	3,424.04	3,509.64
	Monthly	5,940.41	6,088.92	6,241.14	6,397.17	6,557.10	6,721.03	6,889.05	7,061.28	7,237.81	7,418.75	7,604.22
	Annual	71,284.88	73,067.00	74,893.68	76,766.02	78,685.17	80,652.30	82,668.61	84,735.32	86,853.71	89,025.05	91,250.67
Accounting Technician I	Hourly	31.047	31.824	32.619	33.435	34.270	35.127	36.005	36.906	37.828	38.774	39.743
	Bi-Weekly	2,483.79	2,545.88	2,609.53	2,674.77	2,741.64	2,810.18	2,880.43	2,952.44	3,026.25	3,101.91	3,179.46
	Monthly	5,381.54	5,516.08	5,653.98	5,795.33	5,940.21	6,088.71	6,240.93	6,396.96	6,556.88	6,720.80	6,888.82
	Annual	64,578.44	66,192.90	67,847.73	69,543.92	71,282.52	73,064.58	74,891.19	76,763.47	78,682.56	80,649.63	82,665.87
Resource Recovery Tech I	Hourly	31.047	31.824	32.619	33.435	34.270	35.127	36.005	36.906	37.828	38.774	39.743
	Bi-Weekly	2,483.79	2,545.88	2,609.53	2,674.77	2,741.64	2,810.18	2,880.43	2,952.44	3,026.25	3,101.91	3,179.46
	Monthly	5,381.54	5,516.08	5,653.98	5,795.33	5,940.21	6,088.71	6,240.93	6,396.96	6,556.88	6,720.80	6,888.82
	Annual	64,578.44	66,192.90	67,847.73	69,543.92	71,282.52	73,064.58	74,891.19	76,763.47	78,682.56	80,649.63	82,665.87

Exhibit D

SALINAS VALLEY SOLID WASTE AUTHORITY
DRAFT SALARY SCHEDULE (4.0% COLA)
ADMINISTRATIVE/FINANCE/RESOURCE RECOVERY BENEFITS COMMITTEE (ABC)
EFFECTIVE: JULY 10, 2023

POSITION		STEP 1	STEP 2 2.5%	STEP 3 2.5%	STEP 4 2.5%	STEP 5 2.5%	STEP 6 2.5%	STEP 7 2.5%	STEP 8 2.5%	STEP 9 2.5%	STEP 10 2.5%	STEP 11 2.5%
Administrative Assistant II	Hourly	29.551	30.290	31.048	31.824	32.619	33.435	34.271	35.127	36.006	36.906	37.828
	Bi-Weekly	2,364.12	2,423.22	2,483.80	2,545.90	2,609.54	2,674.78	2,741.65	2,810.19	2,880.45	2,952.46	3,026.27
	Monthly	5,122.26	5,250.31	5,381.57	5,516.11	5,654.01	5,795.36	5,940.25	6,088.75	6,240.97	6,397.00	6,556.92
	Annual	61,467.07	63,003.75	64,578.84	66,193.31	67,848.14	69,544.35	71,282.95	73,065.03	74,891.65	76,763.95	78,683.04
Administrative Assistant I	Hourly	26.773	27.442	28.128	28.831	29.552	30.291	31.048	31.824	32.620	33.436	34.272
	Bi-Weekly	2,141.83	2,195.37	2,250.26	2,306.51	2,364.18	2,423.28	2,483.86	2,545.96	2,609.61	2,674.85	2,741.72
	Monthly	4,640.63	4,756.64	4,875.56	4,997.45	5,122.38	5,250.44	5,381.70	5,516.25	5,654.15	5,795.51	5,940.39
	Annual	55,687.52	57,079.71	58,506.70	59,969.37	61,468.60	63,005.31	64,580.45	66,194.96	67,849.83	69,546.08	71,284.73

October 18, 2022

Salinas Valley Solid Waste Authority
Patrick Mathews, General Manager
128 Sun Street, Suite 101
Salinas, CA 93901

RE: MOU COLA benefit adjustment request

Dear Mr. Mathews,

Administration/Finance/Resource Recovery Benefits Committee (ABC) negotiated in good faith to achieve a fast and mutually agreeable contract that was approved by the Board of Directors on August 18, 2022.

The Board consent item number 8 on October 20, 2022 is for a resolution approving a Memorandum of Understanding with the Operating Engineers Local Union No. 3, AFL-CIO Operations Engineering Unit (OE3) for Fiscal Years 2022- 2023 through 2025-2026. The following table illustrates the COLA for the two MOUs.

COLA Contract Year	ABC MOU	OE3 MOU	Difference
2022/23	3.5%	4.0%	0.5%
2023/24	1.5% - 3.5% CPI	4.0%	0.5%-3.5%
2024/25	1.5% - 3.5% CPI	2% - 3.5% a CPI	0.5%

ABC negotiated timely and in good faith without incurring the Authority any substantial negotiating legal fees. In doing so, ABC did not hold firm to our initial COLA requests and accepted the negotiated COLA from management to quickly approve a contract.

ABC respectfully requests that the ABC COLA amounts be amended to reflect the same increase that OE3 MOU to provide equitable increases in wages across all SVSWA non-management staff.

Regards,



Janna L Faulk

ABC Chair



Report to the Board of Directors

ITEM NO. 6

Finance and Administration
Manager/Controller-Treasurer

C. Lopez by P.M.

President, Salinas Valley Solid Waste
Authority & Executive Committee Chair

R. Santos by E.T.

Authority General Counsel

Date: December 15, 2022

From: Patrick Mathews, General Manager/CAO

Title: A Resolution Approving Amendment No. 1 to the Memorandum of Understanding (MOU) Between the Salinas Valley Solid Waste Authority and the At-Will Management Employees (AWME) and Revised Salary Schedules effective July 11, 2022, January 1, 2023, and July 10, 2023

RECOMMENDATION

The Executive Committee and staff recommend that the Board adopt the resolution.

STRATEGIC PLAN RELATIONSHIP

This is an administrative item and does not relate to the Board's Strategic Plan.

FISCAL IMPACT

Funding is available in the Administration budget for this adjustment and will be included in future budgets.

DISCUSSION & ANALYSIS

The Executive Committee and Board reviewed and considered an October 18, 2022 request (Attachment 5) from the AWME to modify certain cost-of-living adjustment (COLA) provisions within their August 18, 2022 AWME MOU to assure pay parity/equity between employee bargaining units. The OE3 Operations Unit MOU approved 2 months later received slightly higher COLA adjustments for the current and future years than provided in the AWME MOU. The key reasons for their request are that AWME negotiated in good faith, completed negotiations expeditiously at a lower cost to the Authority, and came to tentative agreement prior to the previous MOU expiration on June 30, 2022. Their timely efforts saved the Authority staff and legal costs as a result.

On November 3rd, 2023, the Executive Committee considered and discussed the AWME requested increased COLAs and recommended the Board consider this parity request. The proposed terms for this amendment were discussed with the full Board in closed session at its November 17, 2022, meeting. The Executive Committee and Board has considered the proposed terms of the amendment and directed the amendment to the AWME MOU be prepared and returned at the Board's December 15, 2022, meeting with recommendations for final consideration.

The following changes are proposed as Amendment No. 1 of the AWME MOU Agreement based on the Board's direction:

1. Article 5.1 to be amended to increase the July 2022 COLA from 3.5% to 4.0%.
2. Article 5.2 to be amended to increase the July 2023 COLA from 3.5% to 4.0%.
3. Article 5.3 to be amended to increase the July 2024 COLA floor from 1.5% to 2% based on the San Francisco/Oakland/San Jose Urban Wage Earner and Clerical Worker (CPI-W).

BACKGROUND

The Executive Committee and Board have discussed the COLA parity adjustment requests from the AWME and recommended bringing amendments forward for final consideration at its December 15, 2022, meeting.

ATTACHMENT(S)

1. Resolution Approving Amendment No. 1 to AWME MOU
2. Exhibit B - Amendment 1 to the AWME Unit MOU of August 18, 2022
3. Exhibit C - AWME Unit Salary Schedule Effective July 11, 2022
4. Exhibit D - AWME Unit Salary Schedule Effective January 1, 2023
4. Exhibit E - AWME Unit Salary Schedule Effective July 10, 2023
5. Letter of October 18, 2022, from AWME Unit requesting parity/equity adjustments

RESOLUTION NO. 2022 -

A RESOLUTION APPROVING AMENDMENT NO. 1 TO THE AT-WILL MANAGEMENT EMPLOYEES (AWME) MEMORANDUM OF UNDERSTANDING (MOU) AND APPROVING THE REVISED SALARY SCHEDULES EFFECTIVE JULY 11, 2022, JANUARY 1, 2023, AND JULY 10, 2023

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

WHEREAS, on October 18, 2022, the Board of Directors of the Salinas Valley Solid Waste Authority received a letter from the AWME requesting adjustments in their MOU cost-of-living (COLA) provisions based on parity/equity with the OE3 Unit MOU which was to be considered by the Board on the same date; and,

WHEREAS, the Board has considered the AWME request and agreed to amend the COLA provisions in the AWME MOU of August 18, 2022, to be equivalent to those of other units.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE SALINAS VALLEY SOLID WASTE AUTHORITY, that the General Manager and Chief Administrative Officer for the Authority is hereby authorized and directed for, and on behalf of, the Salinas Valley Solid Waste Authority to execute Amendment No. 1 to the AWME MOU attached hereto and marked "Exhibit B".

BE IT FUTHER RESOLVED, BY THE BOARD OF DIRECTORS OF THE SALINAS VALLEY SOLID WASTE AUTHORITY, that the Salary Schedule effective July 11, 2022, attached hereto and marked "Exhibit C" is hereby approved.

BE IT FUTHER RESOLVED, BY THE BOARD OF DIRECTORS OF THE SALINAS VALLEY SOLID WASTE AUTHORITY, that the Salary Schedule effective January 1, 2023, attached hereto and marked "Exhibit D" is hereby approved.

BE IT FUTHER RESOLVED, BY THE BOARD OF DIRECTORS OF THE SALINAS VALLEY SOLID WASTE AUTHORITY, that the Salary Schedule effective July 10, 2023, 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 meeting duly held on the 15th day of December 2022, by the following vote:

AYES: BOARD MEMBERS:

NOES: BOARD MEMBERS:

ABSENT: BOARD MEMBERS:

ABSTAIN: BOARD MEMBERS:

Christopher M. Lopez, President

ATTEST:

APPROVED AS TO FORM:

Erika J. Trujillo, Clerk of the Board

Roy C. Santos, General Counsel

EXHIBIT B

AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE SALINAS VALLEY SOLID WASTE AUTHORITY AND THE AT-WILL MANAGEMENT EMPLOYEES

This Amendment is made and entered into this 15th day of December 2022, by and between the Salinas Valley Solid Waste Authority, a joint powers authority organized under the laws of the State of California (hereinafter "Authority"), and the At-Will Management Employees (AWME) jointly referred to herein as "Parties."

The Authority and AWME entered into a successor MOU on August 18, 2022. All terms of the aforementioned MOU will continue in force, with the exception of the following amendments:

Article 5.1 "Salaries" is modified in its entirety to read as follows:

Cost of Living Adjustment 2022/23. Effective the first full pay period in July 2022 all Unit employees will receive a cost-of-living adjustment of 4.0% of base pay as reflected in the attached Salary Schedule, Exhibit C.

Article 5.2 "Salaries" is modified in its entirety to read as follows:

Cost of Living Adjustment 2023/24. Effective the first full pay period in July 2023 all Unit employees will receive a cost-of-living adjustment of 4.0% of base pay as reflected in the attached Salary Schedule, Exhibit D.

Article 5.3 "Salaries" is modified in its entirety to read as follows:

Cost of Living Adjustment 2024/25. Effective the first full pay period in July 2024, all Unit employees will receive a cost-of-living base pay increase of a minimum of 2% and maximum of 3.5% as determined by the Consumer Price Index US City Average Urban Wage Earner and Clerical Worker (CPI-W) percentage increase from December 2022 to December 2023.

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

On behalf of the AT-WILL MANAGEMENT EMPLOYEES

Cesar Zuniga, AWME

Date:

Ray Hendricks, AWME

Date:

Mandy Brooks, AWME

Date:

Brian Kennedy, AWME

Date:

On behalf of the SALINAS VALLEY SOLID WASTE AUTHORITY

R. Patrick Mathews, General Manager/CAO

Date:

Attest:

Erika J. Trujillo, Clerk of the Board

Approved as to Form:

Roy C. Santos, General Counsel

Exhibit C

SALINAS VALLEY SOLID WASTE AUTHORITY
DRAFT SALARY SCHEDULE (4.0% COLA/CONVERT HCR TO SALARY)
AT WILL MANAGEMENT EMPLOYEES (AWME)
EFFECTIVE: JULY 11, 2022

POSITION		STEP 1	STEP 2 2.5%	STEP 3 2.5%	STEP 4 2.5%	STEP 5 2.5%	STEP 6 2.5%	STEP 7 2.5%	STEP 8 2.5%	STEP 9 2.5%	STEP 10 2.5%	STEP 11 2.5%
Assistant General Manager	Hourly	60.926	62.449	64.011	65.611	67.251	68.933	70.656	72.422	74.233	76.089	77.991
	Bi-Weekly	4,874.10	4,995.96	5,120.85	5,248.88	5,380.10	5,514.60	5,652.47	5,793.78	5,938.62	6,087.09	6,239.26
	Monthly	10,560.56	10,824.57	11,095.19	11,372.57	11,656.88	11,948.30	12,247.01	12,553.18	12,867.01	13,188.69	13,518.41
	Annual	126,726.69	129,894.85	133,142.23	136,470.78	139,882.55	143,379.62	146,964.11	150,638.21	154,404.16	158,264.27	162,220.87
Engineering and Environmental Compliance Manager	Hourly	55.511	56.898	58.321	59.779	61.273	62.805	64.375	65.985	67.634	69.325	71.058
	Bi-Weekly	4,440.85	4,551.87	4,665.67	4,782.31	4,901.87	5,024.41	5,150.02	5,278.77	5,410.74	5,546.01	5,684.66
	Monthly	9,621.84	9,862.39	10,108.95	10,361.67	10,620.71	10,886.23	11,158.39	11,437.35	11,723.28	12,016.36	12,316.77
	Annual	115,462.09	118,348.65	121,307.36	124,340.05	127,448.55	130,634.76	133,900.63	137,248.15	140,679.35	144,196.33	147,801.24
Finance and Administration Manager	Hourly	54.157	55.511	56.898	58.321	59.779	61.273	62.805	64.375	65.985	67.634	69.325
	Bi-Weekly	4,332.54	4,440.85	4,551.87	4,665.67	4,782.31	4,901.87	5,024.41	5,150.02	5,278.77	5,410.74	5,546.01
	Monthly	9,387.16	9,621.84	9,862.39	10,108.95	10,361.67	10,620.71	10,886.23	11,158.39	11,437.35	11,723.28	12,016.36
	Annual	112,645.94	115,462.09	118,348.65	121,307.36	124,340.05	127,448.55	130,634.76	133,900.63	137,248.15	140,679.35	144,196.33
Operations Manager	Hourly	54.157	55.511	56.898	58.321	59.779	61.273	62.805	64.375	65.985	67.634	69.325
	Bi-Weekly	4,332.54	4,440.85	4,551.87	4,665.67	4,782.31	4,901.87	5,024.41	5,150.02	5,278.77	5,410.74	5,546.01
	Monthly	9,387.16	9,621.84	9,862.39	10,108.95	10,361.67	10,620.71	10,886.23	11,158.39	11,437.35	11,723.28	12,016.36
	Annual	112,645.94	115,462.09	118,348.65	121,307.36	124,340.05	127,448.55	130,634.76	133,900.63	137,248.15	140,679.35	144,196.33
Resource Recovery Manager	Hourly	54.157	55.511	56.898	58.321	59.779	61.273	62.805	64.375	65.985	67.634	69.325
	Bi-Weekly	4,332.54	4,440.85	4,551.87	4,665.67	4,782.31	4,901.87	5,024.41	5,150.02	5,278.77	5,410.74	5,546.01
	Monthly	9,387.16	9,621.84	9,862.39	10,108.95	10,361.67	10,620.71	10,886.23	11,158.39	11,437.35	11,723.28	12,016.36
	Annual	112,645.94	115,462.09	118,348.65	121,307.36	124,340.05	127,448.55	130,634.76	133,900.63	137,248.15	140,679.35	144,196.33

Exhibit D

SALINAS VALLEY SOLID WASTE AUTHORITY
DRAFT SALARY SCHEDULE (CONVERT 60 HRS MANAGEMENT LEAVE TO SALARY)
AT WILL MANAGEMENT EMPLOYEES (AWME)
EFFECTIVE: JANUARY 1, 2023

POSITION		STEP 1	STEP 2 2.5%	STEP 3 2.5%	STEP 4 2.5%	STEP 5 2.5%	STEP 6 2.5%	STEP 7 2.5%	STEP 8 2.5%	STEP 9 2.5%	STEP 10 2.5%	STEP 11 2.5%
Assistant General Manager	Hourly	62.510	64.073	65.675	67.317	69.000	70.725	72.493	74.305	76.163	78.067	80.019
	Bi-Weekly	5,000.83	5,125.85	5,254.00	5,385.35	5,519.98	5,657.98	5,799.43	5,944.42	6,093.03	6,245.35	6,401.49
	Monthly	10,835.13	11,106.01	11,383.66	11,668.25	11,959.96	12,258.96	12,565.43	12,879.57	13,201.56	13,531.59	13,869.88
	Annual	130,021.58	133,272.12	136,603.92	140,019.02	143,519.50	147,107.49	150,785.17	154,554.80	158,418.67	162,379.14	166,438.62
Engineering and Environmental Compliance Manager	Hourly	56.954	58.378	59.837	61.333	62.866	64.438	66.049	67.700	69.393	71.128	72.906
	Bi-Weekly	4,556.31	4,670.22	4,786.98	4,906.65	5,029.32	5,155.05	5,283.92	5,416.02	5,551.42	5,690.21	5,832.46
	Monthly	9,872.01	10,118.81	10,371.78	10,631.07	10,896.85	11,169.27	11,448.50	11,734.72	12,028.08	12,328.79	12,637.01
	Annual	118,464.11	121,425.71	124,461.35	127,572.89	130,762.21	134,031.26	137,382.05	140,816.60	144,337.01	147,945.44	151,644.07
Finance and Administration Manager	Hourly	55.565	56.954	58.378	59.837	61.333	62.866	64.438	66.049	67.700	69.393	71.128
	Bi-Weekly	4,445.18	4,556.31	4,670.22	4,786.98	4,906.65	5,029.32	5,155.05	5,283.92	5,416.02	5,551.42	5,690.21
	Monthly	9,631.23	9,872.01	10,118.81	10,371.78	10,631.07	10,896.85	11,169.27	11,448.50	11,734.72	12,028.08	12,328.79
	Annual	115,574.74	118,464.11	121,425.71	124,461.35	127,572.89	130,762.21	134,031.26	137,382.05	140,816.60	144,337.01	147,945.44
Operations Manager	Hourly	55.565	56.954	58.378	59.837	61.333	62.866	64.438	66.049	67.700	69.393	71.128
	Bi-Weekly	4,445.18	4,556.31	4,670.22	4,786.98	4,906.65	5,029.32	5,155.05	5,283.92	5,416.02	5,551.42	5,690.21
	Monthly	9,631.23	9,872.01	10,118.81	10,371.78	10,631.07	10,896.85	11,169.27	11,448.50	11,734.72	12,028.08	12,328.79
	Annual	115,574.74	118,464.11	121,425.71	124,461.35	127,572.89	130,762.21	134,031.26	137,382.05	140,816.60	144,337.01	147,945.44
Resource Recovery Manager	Hourly	55.565	56.954	58.378	59.837	61.333	62.866	64.438	66.049	67.700	69.393	71.128
	Bi-Weekly	4,445.18	4,556.31	4,670.22	4,786.98	4,906.65	5,029.32	5,155.05	5,283.92	5,416.02	5,551.42	5,690.21
	Monthly	9,631.23	9,872.01	10,118.81	10,371.78	10,631.07	10,896.85	11,169.27	11,448.50	11,734.72	12,028.08	12,328.79
	Annual	115,574.74	118,464.11	121,425.71	124,461.35	127,572.89	130,762.21	134,031.26	137,382.05	140,816.60	144,337.01	147,945.44

Exhibit E

**SALINAS VALLEY SOLID WASTE AUTHORITY
DRAFT SALARY SCHEDULE (4.0% COLA)
AT WILL MANAGEMENT EMPLOYEES (AWME)
EFFECTIVE: JULY 10, 2023**

POSITION		STEP 1	STEP 2 2.5%	STEP 3 2.5%	STEP 4 2.5%	STEP 5 2.5%	STEP 6 2.5%	STEP 7 2.5%	STEP 8 2.5%	STEP 9 2.5%	STEP 10 2.5%	STEP 11 2.5%
Assistant General Manager	Hourly	65.011	66.636	68.302	70.010	71.760	73.554	75.393	77.277	79.209	81.190	83.219
	Bi-Weekly	5,200.86	5,330.88	5,464.16	5,600.76	5,740.78	5,884.30	6,031.41	6,182.19	6,336.75	6,495.17	6,657.54
	Monthly	11,268.54	11,550.25	11,839.01	12,134.98	12,438.36	12,749.32	13,068.05	13,394.75	13,729.62	14,072.86	14,424.68
	Annual	135,222.44	138,603.01	142,068.08	145,619.78	149,260.28	152,991.78	156,816.58	160,736.99	164,755.42	168,874.30	173,096.16
Engineering and Environmental Compliance Manager	Hourly	59.232	60.713	62.231	63.786	65.381	67.016	68.691	70.408	72.169	73.973	75.822
	Bi-Weekly	4,738.56	4,857.03	4,978.45	5,102.92	5,230.49	5,361.25	5,495.28	5,632.66	5,773.48	5,917.82	6,065.76
	Monthly	10,266.89	10,523.56	10,786.65	11,056.32	11,332.72	11,616.04	11,906.44	12,204.11	12,509.21	12,821.94	13,142.49
	Annual	123,202.67	126,282.74	129,439.81	132,675.80	135,992.70	139,392.51	142,877.33	146,449.26	150,110.49	153,863.25	157,709.84
Finance and Administration Manager	Hourly	57.787	59.232	60.713	62.231	63.786	65.381	67.016	68.691	70.408	72.169	73.973
	Bi-Weekly	4,622.99	4,738.56	4,857.03	4,978.45	5,102.92	5,230.49	5,361.25	5,495.28	5,632.66	5,773.48	5,917.82
	Monthly	10,016.48	10,266.89	10,523.56	10,786.65	11,056.32	11,332.72	11,616.04	11,906.44	12,204.11	12,509.21	12,821.94
	Annual	120,197.73	123,202.67	126,282.74	129,439.81	132,675.80	135,992.70	139,392.51	142,877.33	146,449.26	150,110.49	153,863.25
Operations Manager	Hourly	57.787	59.232	60.713	62.231	63.786	65.381	67.016	68.691	70.408	72.169	73.973
	Bi-Weekly	4,622.99	4,738.56	4,857.03	4,978.45	5,102.92	5,230.49	5,361.25	5,495.28	5,632.66	5,773.48	5,917.82
	Monthly	10,016.48	10,266.89	10,523.56	10,786.65	11,056.32	11,332.72	11,616.04	11,906.44	12,204.11	12,509.21	12,821.94
	Annual	120,197.73	123,202.67	126,282.74	129,439.81	132,675.80	135,992.70	139,392.51	142,877.33	146,449.26	150,110.49	153,863.25
Resource Recovery Manager	Hourly	57.787	59.232	60.713	62.231	63.786	65.381	67.016	68.691	70.408	72.169	73.973
	Bi-Weekly	4,622.99	4,738.56	4,857.03	4,978.45	5,102.92	5,230.49	5,361.25	5,495.28	5,632.66	5,773.48	5,917.82
	Monthly	10,016.48	10,266.89	10,523.56	10,786.65	11,056.32	11,332.72	11,616.04	11,906.44	12,204.11	12,509.21	12,821.94
	Annual	120,197.73	123,202.67	126,282.74	129,439.81	132,675.80	135,992.70	139,392.51	142,877.33	146,449.26	150,110.49	153,863.25

October 18, 2022

Patrick Mathews - CAO/General Manager
128 Sun Street Suite 101
Salinas, CA 93901

Re: Cost of Living Adjustment for Management Unit

Dear Mr. Mathews,


The Board of Directors agenda for its October 20, 2022, meeting has Item 9 going forward for approval by the Board of Directors, Memorandum of Understanding (MOU) with Operating Engineers Local Union No. 3, AFL-CIO Operations Engineering Unit (OE3 unit) of the Salinas Valley Solid Waste Authority. The MOU covers the fiscal years 2022/23 through 2025/26.

The Management unit negotiated with the Authority in good faith to reach a mutually agreeable MOU in a timely order to avoid budget delays and impacts. The Management unit accepted a lower COLA than initially requested in order to come to agreement prior to the end of the fiscal year as was requested. In doing so we avoided budget impacts and legal costs associated with long drawn-out negotiations. Below you will find a breakdown of the COLA's as they stand if item 9 is approved:

Fiscal Year	OE3 MOU	Management MOU	Difference
2022/23	4.0%	3.5%	+0.5%
2023/24	4.0%	1.5% - 3.5% CPI	+.5% to +02.5%
2024/25	2% - 3.5% a CPI	1.5% - 3.5% CPI	+0.5%
2024/25	2% - 3.5% a CPI	N/A	N/A

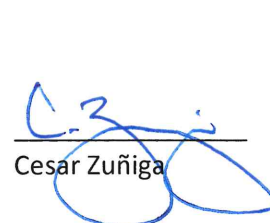
The management team respectfully requests that the Board consider matching the proposed COLA increases being offered to the OE3 unit to the Management MOU which will provide equitable increases in pay to our unit who negotiated in good faith and within a reasonable timeframe and without significant impacts to the Authority's finances.



Respectfully,


Mandy Brooks


Ray Hendricks


Brian Kennedy


Cesar Zuñiga

 <p>Report to the Board of Directors</p>	<p>ITEM NO. 7</p> <hr/>  <p>Finance and Administration Manager/Controller-Treasurer</p> <hr/> <p><i>C. Lopez by P.M.</i></p> <hr/> <p>President, Salinas Valley Solid Waste Authority & Executive Committee Chair</p> <hr/> <p><i>R. Santos by E.T.</i> Authority General Counsel</p>
<p>Date: December 15, 2022</p> <p>From: Patrick Mathews, General Manager/CAO</p> <p>Title: A Resolution Adopting Salaries and Benefits for the Field Operations Supervisors as Unrepresented Employees and Revised Salary Schedule effective July 11, 2022</p>	

RECOMMENDATION

The Executive Committee and staff recommend that the Board adopt the resolution.

STRATEGIC PLAN RELATIONSHIP

This is an administrative item and does not relate to the Board's Strategic Plan.

FISCAL IMPACT

Funding is available in the Operations budget for this adjustment and will be included in future budgets.

DISCUSSION & ANALYSIS

The Board of Directors of the Salinas Valley Solid Waste Authority ("Authority") sets all employee compensation and benefits by Authority resolution. The Authority adopted a Memorandum of Understanding ("MOU") made and entered into October 18, 2007 between the Authority and the Non-Management Employee Benefits Committee by Resolution No. 2007-51 ("EBC MOU"), which covered the classification of Field Operations Supervisor I & II (FOS) and provided for salaries and benefits for that classification, among others. The Authority adopted various amendments to the EBC MOU extending the EBC MOU through June 30, 2022, with the last Amendment No. 5 being adopted by the Authority by Resolution No. 2017-38 dated December 21, 2017.

The Operating Engineers Local Union No.3 ("OE#3") filed an Amended Petition for Recognition and Certification as Exclusive Bargaining Representative/Recognized Employee Organization for the Operations and Engineering Unit with the Authority which the Authority determined to be appropriate and thereby formally recognized OE#3 on December 15, 2021 as the exclusive recognized employee organization for the Operations and Engineering Unit. The Operations and Engineering Unit was defined as including the FOS classification at the time of recognition of OE#3 on December 15, 2021. OE#3 subsequently entered into a successor MOU negotiation with the Authority for the Operations and Engineering Unit, which OE#3 MOU was approved by the Authority at its meeting held on October 19, 2022.

OE#3 and the Authority negotiated as part of the successor MOU that the FOS classification would not be included in the Operations and Engineering Unit, which was approved by the Authority through approval of the OE#3 MOU at its meeting held on October 19, 2022. Accordingly, the FOS classification was no longer a represented position after October 19, 2022 and requires a resolution formally adopting salaries and benefits for the classification retroactive to the expiration of their previous governing EBC MOU and going forward.

The Executive Committee and Board have both discussed and considered this situation and support moving forward with a Resolution of Salaries and Benefits for the FOS employees at this time. Staff and legal counsel were directed to prepare the resolution and return at the Board's December 15, 2022, meeting with recommendations for final consideration. The attached Resolution of Salaries and Benefits contains similar salary and benefit provisions to those already approved for the MOU governing the OE3 Operations unit.

BACKGROUND

The Executive Committee and Board have discussed the Resolution of Salaries and Benefits for the FOS and recommended bringing the item forward for final consideration at its December 15, 2022, meeting.

ATTACHMENTS

1. Resolution Adopting Salaries and Benefits for the FOS
2. Exhibit B - FOS Salary Schedule Effective July 11, 2022

**A RESOLUTION OF THE BOARD OF DIRECTORS OF THE SALINAS VALLEY SOLID
WASTE AUTHORITY ADOPTING SALARIES AND BENEFITS FOR
FIELD OPERATIONS SUPERVISORS AS UNREPRESENTED EMPLOYEES**

WHEREAS, the Board of Directors of the Salinas Valley Solid Waste Authority ("Authority") sets all employee compensation and benefits by Authority resolution;

WHEREAS, the Authority adopted a Memorandum of Understanding ("MOU") made and entered into October 18, 2007 between the Authority and the Non-Management Employee Benefits Committee by Resolution No. 2007-51 ("NMEBC MOU"), which covered the classification of Field Operations Supervisor I & II and provided for salaries and benefits for that classification, among others;

WHEREAS, the Authority adopted various amendments to the NMEBC MOU extending the NMEBC MOU through June 30, 2022, with the last Amendment No. 5 being adopted by the Authority by Resolution No. 2017-38 dated December 21, 2017;

WHEREAS, the Operating Engineers Local Union No.3 ("OE#3") filed an Amended Petition for Recognition and Certification as Exclusive Bargaining Representative/Recognized Employee Organization for the Operations and Engineering Unit with the Authority which the Authority determined to be appropriate and thereby formally recognized OE#3 on December 15, 2021 as the exclusive recognized employee organization for the Operations and Engineering Unit;

WHEREAS, the Operations and Engineering Unit was defined as including the Field Operations Supervisor I/II classification at the time of recognition of OE#3 on December 15, 2021;

WHEREAS, OE#3 subsequently entered into a successor MOU negotiation with the Authority for the Operations and Engineering Unit, which MOU was approved by the Authority at its meeting held on October 19, 2022;

WHEREAS, OE#3 and the Authority negotiated as part of the successor OE#3 MOU that the Field Operations Supervisor I/II classification would not be included in the Operations and Engineering Unit, which was approved by the Authority's approval of the OE#3 MOU at its meeting held on October 19, 2022;

WHEREAS, the Field Operations Supervisor I/II classification was no longer a represented position after October 19, 2022 and requires a resolution formally adopting salaries and benefits for them retroactive to the expiration of their previous governing NMEBC MOU and going forward;

NOW, THEREFORE, the Board of Directors of the Salinas Valley Solid Waste Authority do hereby resolve as follows:

SECTION 1. The foregoing recitals are true and correct and are incorporated herein by reference.

SECTION 2. The Salaries and Benefits set forth in the marked and attached "Exhibit A" hereto are approved, adopted and implemented as of December 15, 2022 and pursuant to the provisions contained therein, including some provisions therein being expressly retroactive to July 1, 2022.

SECTION 3. The Clerk of the Board shall certify to the adoption of this Resolution and deem it effective as of December 15, 2022, but with some provisions therein being expressly retroactive to July 1, 2022.

PASSED AND ADOPTED by the Board of Directors of the Salinas Valley Solid Waste Authority this 15th day of December 2022 by the following vote:

AYES: BOARD MEMBERS:

NOES: BOARD MEMBERS:

ABSENT: BOARD MEMBERS:

ABSTAIN: BOARD MEMBERS:

Christopher M. Lopez, President

ATTEST:

APPROVED AS TO FORM:

Erika J. Trujillo, Clerk of the Board

Roy C. Santos, Authority General Counsel

Exhibit A: SALARIES AND BENEFITS FOR FIELD OPERATIONS SUPERVISORS

EXHIBIT A

1. SALARIES

- 1.1 Cost of Living Adjustment 2022/23. Effective the first full pay period in July 2022, all Field Operations Supervisors (hereinafter “FOS”) will receive a cost of living adjustment of 4.0% above FY 2021/22 base pay and salary range as reflected in the attached Salary Schedule, Attachment 1.
- 1.2 Bilingual Pay. The Authority shall designate which FOS positions require the ability to speak Spanish and English. A FOS assigned to one of these positions who successfully demonstrates the ability to fluently speak, read and write both Spanish and English shall be eligible for bilingual pay equal to 5% of the employee’s base pay. If the Authority determines that other languages are needed, the same concept shall apply for bilingual pay for those additional languages as long as English is one of the languages.
- 1.3 Longevity Pay. All FOS shall be eligible for longevity pay on their 10th, 15th and 20th year anniversary of hire as follows: 2.5% increase in Base Pay on their 10th year anniversary, 5% increase in base pay on their 15th year anniversary, and 7.5% increase in base pay on their 20th year anniversary; these pays shall not be cumulative.

2. COMPENSATION STRUCTURE, SALARY RANGES AND STEPS

- 2.1 Compensation Structure. The Authority strives to establish equitable wage rates and benefits so that every employee is paid according to the working conditions, responsibilities, and requirements of the job. The Authority endeavors to keep wages and benefits equal to or better than that of employees performing similar services in comparable public agencies in our industry. Attachment 1, Salary Schedule, shall be effective the first full pay period in July, 2022. Each salary range consists of 11 Steps and each Step within the salary range shall be 2.5% apart. Initial probationary increases awarded at the end of a probationary period will not exceed one Step (2.5%) and shall never exceed Step 11, which is the highest allowed Step.
- 2.2 Merit/Evaluation Increases. The Authority believes in rewarding employees based on their individual performance through annual Merit/Evaluation increases based on a number of factors, including job performance. FOS employee performance is measured against standards of performance for their particular job, as well as their department’s performance standards and organizational goals and objectives in general. Subsequent Merit/Evaluation increases shall take place on the employee’s annual evaluation date and must be approved by the CAO. Regular employees are eligible for, but not guaranteed, a Merit/Evaluation increase. Changes to an employee pay range or step shall be effective with the pay period inclusive of the effective date of the change. Annual Merit/Evaluation salary range step increases are based on a numerical scale to correspond with level of performance: Meets standards = 2.5%, Exceeds = 5%, and Outstanding = 7.5%. Employees who have

reached Step 11 will not be eligible for a Merit/Evaluation increase. An employee receiving a less than satisfactory evaluation may not receive a Merit/Evaluation increase.

3. BENEFITS

- 3.1 Health Insurance. The Authority will continue to offer CalPERS provided medical insurance to FOS employees, as well as Dental and Vision Services coverage and shall contribute ninety percent (90%) of the total 2022 premium amount. Employees electing medical, dental and/or vision coverage shall pay ten percent (10%) of the total 2022 premium amount. The premium amounts are established by the respective insurance providers and are subject to change.

Effective January 1, 2023, the Authority shall pay eighty-five percent (85%) of all FOS employee selected health care premiums and the FOS shall pay fifteen (15%) of all their selected health care premiums.

Payroll deductions for the January 1, 2023, medical insurance premiums (and all future monthly medical insurance premiums) occur in the month prior to premium due date.

The FOS contribution toward the premium amount is based on the employee selected Plans and levels of dependent care coverage and will be paid as a pre-tax payroll deduction.

- 3.2 Section 125 Flexible Benefits Plan. FOS may elect to use pre-tax earnings for supplemental benefits for cancer insurance, intensive care insurance, accident insurance, hospital indemnity insurance, special health events, medical expenses reimbursement, or dependent care reimbursements. The Authority shall continue to pay the Administrative Fee associated with this benefit.
- 3.3 Employee Assistance Program. FOS, their dependents, spouse or domestic partner may seek family counseling and professional services referrals through Concern Employee Assistance Program for areas such as stress, finances, family legal, alcohol, drugs and health. The current plan provides for up to five (5) visits per issue per twelve (12) month period.
- 3.4 Short and Long Term Disability Insurance. FOS participate in the worker-funded State of California State Disability Insurance program at the cost established by the Employment Development Department. Long-term disability insurance is offered at no cost to FOS. The Authority covers 100% of the premium for the employee. The benefit will provide up to 60% of compensation and a maximum of \$7,500 per month up to age 65 with a 90-day waiting period due to a non-work-related disability. FOS also participate in the State funded short-term disability program.

- 3.5 Life Insurance. The Authority provides FOS a life and AD&D insurance policy at one-time their annual salary, with a minimum coverage of \$50,000 and a maximum coverage of \$200,000. FOS are eligible for this benefit on the first of the month following date of hire.
- 3.6 California Public Employee Retirement System (“CalPERS”). FOS defined by CalPERS as “Classic Members” shall pay the FOS contribution to CalPERS as determined by CalPERS, currently 7% of earnable compensation. The Authority’s CalPERS contract provides that represented Classic Members shall also make an additional 1% cost sharing contribution to the employer’s contribution to CalPERS with the additional 1% credited to the employee’s account.
- FOS defined by CalPERS as “PEPRA” members are subject to the Public Employees’ Pension Reform Act of 2013, according to which they are required to contribute 50% of normal costs as required by CalPERS.
- 3.7 Deferred Compensation. The Authority shall offer an opportunity for FOS to voluntarily contribute to an IRS 457 Deferred Compensation Plan through pre-tax payroll deductions.
- 3.8 Education Assistance. The Authority will reimburse FOS for books and tuition for a job-related course of study up to \$2,000/year maximum. Reimbursement shall be for trade school and/or accredited 2 or 4-year college course work. The employee will receive reimbursement upon successful completion of the course with a “pass” or grade of “C” or better.
- 3.9 Physical Fitness/Wellness Program. The Authority will reimburse FOS up to \$500 annually toward the cost of the employee’s health or fitness club membership.
- 3.10 Protective Footwear Voucher/Reimbursement. FOS whose work requires Protective Footwear will receive a purchase voucher from the CAO annually for up to \$240.00 for safety boots that meet the approved Protective Footwear specifications. This voucher shall increase annually by \$10 per year on July 1st of each subsequent year until otherwise changed by Board resolution. The CAO will check and verify the employee’s last purchase date and ensure that employee did not purchase safety boots less than twelve (12) months prior when requesting new safety boots. Approved Protective Footwear Specifications:

° Steel Toe/Plate ° Puncture Resistant ° Laced up with ankle support ° Oil Resistant

If a FOS chooses to purchase the safety footwear with the approved specs from a non-vendor, the Authority will reimburse up to \$240.00 per employee, per twelve (12) month period for the acquisition, replacement and or/repair of safety boots purchase. No more than one (1) pair of safety boots will be reimbursed in a twelve (12) month period. Each employee shall provide original proof of purchase and/or repair for approval by the CAO, prior to receiving reimbursement. Costs in excess of \$240.00 is the responsibility of the employee.

4. LEAVES

- 4.1 Paid Time Off. FOS are provided with Paid Time Off (“PTO”) as set forth below effective the first full pay period in July 2022, which can be used for such things as vacation, sick leave, family leave, etc. PTO accrual rates are based upon length of service as defined in the table below. New FOS earn 22 days per year which then increases one day per year for the first 6 years of service and then 0.5 (one half) day per year of service up to a maximum of 33 days per year. Employees may request PTO cash-out provided an employee has taken at least 10 days of leave during the preceding year and that an irrevocable request is made in one fiscal year and paid out in a subsequent fiscal year. The maximum accrual for PTO shall be 400 hours. New accrual rates will begin effective the first full pay period in July 2022, based on Employee’s then current number of service years and will not be applied retroactively before that date.

A FOS who exceeds the maximum accrued hours will receive a payment equal to forty (40) hours of the employee’s current base hourly pay rate in the regular pay check following the date when the maximum was exceeded, regardless of the PTO leave taken in the preceding calendar year. In lieu of payment, an employee may submit a leave request for forty (40) hours of PTO or may elect to donate the hours to the Paid Time Off Donation Program.

<i>Employment Year</i>	<i>Days accrued per year</i>	<i>Hours accrued per biweekly pay period</i>
1st year	22	6.77 hours/pay period
2nd year	23	7.08 hours/pay period
3rd year	24	7.38 hours/pay period
4th year	25	7.69 hours/pay period
5th year	26	8.00 hours/pay period
6th year	27	8.31 hours/pay period
7th year	27.5	8.46 hours/pay period
8th year	28	8.62 hours/pay period
9th year	28.5	8.77 hours/pay period
10th year	29	8.92 hours/pay period
11th year	29.5	9.08 hours/pay period
12th year	30	9.23 hours/pay period
13th year	30.5	9.38 hours/pay period
14th year	31	9.54 hours/pay period
15th year	31.5	9.69 hours/pay period
16th year	32	9.85 hours/pay period
17th year	32.5	10.00 hours/pay period
18th year to separation or retirement	33	10.15 hours/pay period

4.2 **PTO Cash Out.** *The above PTO accrual chart reflects an employee who regularly works 40 hours per week.

The length of eligible service is calculated on the basis of an anniversary year, which is the 12-month period that begins when the employee completes their probationary period.

To use PTO, FOS must make a written request to and receive written approval from their supervisor. Requests will be reviewed and considered based on a number of factors, including seniority, business needs and staffing requirements. PTO is paid

at the employee's base hourly pay rate at the time it is used and does not include overtime or any special forms of compensation such as incentives or bonuses.

A FOS may request cash-out of PTO bank hours. The maximum PTO bank cash-out payments in a calendar year is eighty (80) hours for employees with less than twenty (20) years of service and one hundred twenty (120) hours for employees with over 20 years of service. Employees requesting a cash-out must have taken at least eighty (80) hours of PTO during the preceding 12-month period to receive a cash-out payment of PTO. Further, the employee must irrevocably designate the amount of PTO to be cashed-out on or before December 1 of each year on a form to be provided by the Authority, which will be paid in the following calendar year after the accruals for the new calendar year are deposited in the employee's PTO bank and as directed by the employee on their cash-out designation form.

- 4.3 Catastrophic Leave Donation Program. In the unfortunate event that a FOS is required to take an extended period of time off for either their own serious illness or an immediate family emergency, other employees may opt to donate or transfer accrued PTO that they have in excess of forty (40) hours. Donations can be made by filling out a PTO Request Form and forwarding it to the Human Resources Supervisor. Payroll will confirm the donated hours and make the transfer to the Sick Leave Bank. To qualify for donated PTO the employee must have a need in excess of their current combined PTO and Flexible or Management Leave balances.
- 4.4 Flexible Leave. FOS are provided sixty (60) hours of Flexible Leave on January 1st of each year. The flexible leave benefit allows an employee to take time off with approval of their supervisor, or to cash-out all or part of the Flexible Leave balance. Flex Leave cannot be requested for a period more than 180 days in the future. Flexible Leave cannot be carried over beyond the calendar year received and any employee who has an accumulated balance as of the final pay date of any calendar year will receive payment of the accrued hours at their then current base hourly rate of pay. Individuals not employed as of January 1 of any calendar year shall receive a pro-rated leave amount based on the number of pay periods remaining in the calendar year. Should an employee separate employment, any accrued flex leave shall be paid out with the employee's final paycheck.
- 4.5 Holiday Leave. The Authority recognizes the following holidays for FOS employees. The landfill and transfer stations will be closed on those holidays marked with a (*):

New Year's Day *	January 1st
Martin Luther King Jr. Day.....	Third Monday in January
Presidents' Day.....	Third Monday in February
Cesar Chavez Day	March 31st

Memorial Day	Last Monday in May
Independence Day *	July 4th
Labor Day	First Monday in September
Veteran’s Day	November 11th
Thanksgiving Day *	Fourth Thursday in November
Day after Thanksgiving.....	Fourth Friday in November
Christmas Eve Day	December 24th
Christmas Day *	December 25 th

FOS who do not work on a designated holiday due to the facility closure associated with the holiday (*) above, will receive holiday pay at their regular rate of pay (as of the date of the holiday) times the number of hours that employee is scheduled to work on the day of closure. FOS are granted two (2) Floating Holiday to be used at employee’s discretion subject to approval. Requests for the use of floating holidays will be the same as vacation day requests. The first time an employee uses a full day of eight (8) hours of PTO will be considered an employee’s election to use their Floating Holiday. PTO will not be counted as hours worked for the purposes of determining overtime and shall not be counted as days worked prior to or after the holiday for purposes of entitlement to holiday pay. FOS who work on a designated holiday will receive holiday pay at their regular rate of pay for the number of hours actually worked that day. All holidays shall be observed on the dates designated above, and not on any other dates regardless of whether they fall on a weekend.

Easter Sunday is a non-recognized holiday for employees scheduled to work on that Sunday. Employees scheduled to work on Easter Sunday will be provided the option to flex their schedule or use PTO hours.

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

Attachments:

1. Salary Schedule effective first full pay period of July 2022

SALINAS VALLEY SOLID WASTE AUTHORITY
DRAFT SALARY SCHEDULE (4.0% COLA)
FIELD OPERATIONS SUPERVISORS
EFFECTIVE: JULY 11, 2022

Attachment 1

POSITION		STEP 1	STEP 2 2.5%	STEP 3 2.5%	STEP 4 2.5%	STEP 5 2.5%	STEP 6 2.5%	STEP 7 2.5%	STEP 8 2.5%	STEP 9 2.5%	STEP 10 2.5%	STEP 11 2.5%
Field Operations Supervisors	Hourly	41.154	42.183	43.237	44.318	45.426	46.562	47.726	48.919	50.142	51.396	52.680
	Bi-Weekly	3,292.31	3,374.61	3,458.98	3,545.45	3,634.09	3,724.94	3,818.07	3,913.52	4,011.36	4,111.64	4,214.43
	Monthly	7,133.33	7,311.67	7,494.46	7,681.82	7,873.86	8,070.71	8,272.48	8,479.29	8,691.27	8,908.55	9,131.27
	Annual	85,599.99	87,739.99	89,933.49	92,181.82	94,486.37	96,848.53	99,269.74	101,751.49	104,295.27	106,902.65	109,575.22



Report to the Board of Directors

ITEM NO. 8

Finance and Administration
Manager/Controller-Treasurer

C. Lopez by P.M.

President, Salinas Valley Solid Waste
Authority & Executive Committee Chair

R. Santos by E.T.

Authority General Counsel

Date: December 15, 2022

From: Chris Lopez, President and Executive
Committee Chair
Roy Santos, Authority General Counsel

Title: A Resolution Approving Amendment No. 12 to
the Revised and Restated Agreement
Between the Salinas Valley Solid Waste
Authority and R. Patrick Mathews for Services
as General Manager/Chief Administrative
Officer (GM/CAO) and Revised Salary
Schedule effective January 1, 2023

RECOMMENDATION

Executive Committee recommends that the Board adopt the resolution.

STRATEGIC PLAN RELATIONSHIP

This is an administrative item and does not relate to the Board's Strategic Plan.

FISCAL IMPACT

Funding is available in the Executive Administration budget for this adjustment and will be included in future budgets.

DISCUSSION & ANALYSIS

The Board directed its President and General Counsel to initiate negotiations with Mr. Mathews, GM/CAO of the Authority regarding an extension of his current employment contract term, award of a salary merit adjustment for 2022 performance, as well as a cost-of-living (COLA) adjustment for 2023 which was included in Amendment 11 to his contract from December 16, 2021. In addition, the GM/CAO is proposing a contract modification for increasing cost sharing of future health care premium increases to support long-term controls of rising health care premiums and to include the additional longevity salary adjustment policy available to all Authority employees. The Board previously approved a 2.5% ten(10) longevity salary adjustment for the GM/CAO in 2018.

The Executive Committee considered the 2022 GM/CAO evaluation and discussed the proposed terms for a base salary, cost-of-living and longevity salary adjustments. The proposed terms for an amendment were discussed with the full Board in closed session at its November 19, 2022, meeting. The Executive Committee and Board has considered the proposed terms of the amendment and directed the amendments to the Employment Agreement be prepared and returned at the Board's December 15, 2022, meeting with recommendations for final consideration.

The following changes are proposed as Amendment No. 12 of the GM/CAO's Employment Agreement based on the Board's direction:

- (i) **Merit Based Salary Adjustment.** Effective on January 1, 2023, Employee's Base Salary shall be increased by 1% based on the Employees requested.
- (ii) **COLA Based Salary Adjustment.** Effective on January 1, 2023, Employee's Base Salary shall be increased 3% based upon Consumer Price Index for San Francisco/Oakland/Hayward, Urban Wage Earners and Clerical Workers, using the twelve-month percentage increase from December to December of the prior year.
- (iii) **Longevity Salary Adjustment.** Effective January 1, 2023, upon reaching their ten (10), fifteen (15) and twenty (20) year employment anniversaries with the Authority, Employee shall receive the following longevity salary adjustments: 15-year longevity adjustment of 5.0%, and 20-year longevity adjustment of 7.5%.
- (iv) **Base Salary After Adjustments.** Effective on January 1, 2023, Employee's Base Salary shall be increased by 4% (3% cost-of-living and 1% merit) for an amended Base Salary of \$237,986.61.

CalPERS requires that all salary adjustments be included in a salary schedule approved by the Board. The General Manager's review process begins at the end of the calendar year with any salary increases effective on January 1, which requires a subsequent adjustment to the Salary Schedule previously approved effective July 1, 2023 as part of the fiscal year budget adoption. The only change to the attached salary schedule are the combined merit and COLA adjustments included in the GM/CAO Contract Amendment No. 12 herein.

BACKGROUND

The Executive Committee and Board have discussed the 2022 evaluation results for the GM/CAO. The evaluation results qualify the GM/CAO for a merit increase of up to five percent (5%) based on contract guidelines and Board discretion. The GM/CAO has indicated he will not expect a merit increase in excess of one percent (1%) for 2023.

The Executive Committee and Board has considered the proposed terms of the amendment to the GM/CAO's current contract including base salary adjustments and modification of future health care premium cost sharing. This amendment to the Employment Agreement was directed to be prepared and returned at the Board's December 15, 2022, meeting with recommendations for final consideration.

The term of the original GM/CAO contract was from June 23, 2008, through December 31, 2012, with Board approval of subsequent extensions for the periods of January 1, 2013 through December 31, 2016, January 1, 2017 through December 31, 2020, January 1, 2021 through December 31, 2022, and January 1, 2022 through June 30, 2024.

ATTACHMENT(S)

1. Resolution Approving Amendment No. 12 to GM/CAO Employment Agreement
2. Exhibit A - Amendment No. 12
3. Exhibit B - Revised Salary Schedule effective January 1, 2023

RESOLUTION NO. 2021 -

A RESOLUTION APPROVING AMENDMENT NO. 12 TO THE EMPLOYMENT AGREEMENT BETWEEN THE SALINAS VALLEY SOLID WASTE AUTHORITY AND R. PATRICK MATHEWS FOR SERVICES AS GENERAL MANAGER AND CHIEF ADMINISTRATIVE OFFICER AND APPROVING THE REVISED SALARY SCHEDULE EFFECTIVE JANUARY 1, 2023

WHEREAS, on March 26, 2020, the Board of Directors of the Salinas Valley Solid Waste Authority approved the Salary Schedule effective July 1, 2021 and,

WHEREAS, on December 16, 2021, the Board of Directors of the Salinas Valley Solid Waste Authority approved Amendment No. 11 to the Revised and Restated Agreement Between the Salinas Valley Solid Waste Authority and R. Patrick Mathews for Services as General Manager/Chief Administrative Officer (GM/CAO), which includes a 3% COLA increase effective January 1, 2022; and,

WHEREAS, the Board has considered the performance evaluation of the GM/CAO for 2022 and pursuant to the GM/CAO's request is awarding him with a 1% merit increase effective January 1, 2023; and,

WHEREAS, CalPERS requires that all salary adjustments be included on a Salary Schedule approved by the Board in a public meeting.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE SALINAS VALLEY SOLID WASTE AUTHORITY, that the President of the Board of Director is hereby authorized and directed for, and on behalf of, the Salinas Valley Solid Waste Authority to execute Amendment No. 12 to the Employment Agreement with R. Patrick Mathews, attached hereto and marked "Exhibit A" for services as General Manager and Chief Administrative Officer.

BE IT FURTHER RESOLVED, BY THE BOARD OF DIRECTORS OF THE SALINAS VALLEY SOLID WASTE AUTHORITY, that the Salary Schedule effective January 1, 2023, attached hereto and marked "Exhibit B" is hereby approved.

PASSED AND ADOPTED by the Board of Directors of the Salinas Valley Solid Waste Authority at its meeting duly held on the 15th day of December 2022, by the following vote:

AYES: BOARD MEMBERS:

NOES: BOARD MEMBERS:

ABSENT: BOARD MEMBERS:

ABSTAIN: BOARD MEMBERS:

Christopher M. Lopez, President

ATTEST:

APPROVED AS TO FORM:

Erika J. Trujillo, Clerk of the Board

Roy C. Santos, General Counsel

EXHIBIT A

AMENDMENT NO. 12 TO THE EMPLOYMENT AGREEMENT BETWEEN THE SALINAS VALLEY SOLID WASTE AUTHORITY AND R. PATRICK MATHEWS FOR SERVICES AS GENERAL MANAGER AND CHIEF ADMINISTRATIVE OFFICER

This Amendment is made and entered into this 15th day of December 2022, by and between the Salinas Valley Solid Waste Authority, a joint powers authority organized under the laws of the State of California (hereinafter "Authority"), and R. Patrick Mathews ("Employee") jointly referred to herein as "Parties".

The Authority and Employee entered into an Agreement on April 17, 2008. All terms of the aforementioned agreement will continue in force, including those in Amendment No. 1 entered into on May 1, 2009, Amendment No. 2 entered into on April 16, 2009, Amendment No. 3 entered into on April 21, 2011, Amendment No. 4 entered into August 16, 2012, Amendment No. 5 entered into June 19, 2014, Amendment No 6 entered into March 17, 2016, Amendment No. 7 entered into February 15, 2018, Amendment No. 8 entered into February 21, 2019, Amendment No. 9 entered into February 20, 2020, Amendment 10 entered into on April 16, 2020, and Amendment 11 entered into on December 16, 2021, with the exception of the following amendments:

Section 2 "Term" is amended in its entirety to read as follows:

The term of this Agreement shall be effective immediately upon execution by the Parties and shall end June 30, 2024. This Agreement may be extended by the mutual agreement of the Parties. Said agreement shall be in written and signed by both Employee and the Chair of the Authority Board.

Section 3. "Compensation and Benefits" is amended to include the following additional language:

The Parties agreed to the following salary adjustments:

(a). Base Salary

- (i) **Merit Based Salary Adjustment.** Effective on January 1, 2023, Employee's Base Salary shall be increased by 1% based on the Employees requested.
- (ii) **COLA Based Salary Adjustment.** Effective on January 1, 2023, Employee's Base Salary shall be increased 3% based upon Consumer Price Index for San Francisco/Oakland/Hayward, Urban Wage Earners and Clerical Workers, using the twelve-month percentage increase from December to December of the prior year.
- (iii) **Longevity Salary Adjustment.** Effective January 1, 2023, upon reaching their ten (10), fifteen (15) and twenty (20) year employment anniversaries with the Authority, Employee shall receive the following longevity salary adjustments: 15-year longevity adjustment of 5.0%, and 20-year longevity adjustment of 7.5%.
- (iv) **Base Salary After Adjustments.** Effective on January 1, 2023, Employee's Base Salary shall be increased by 4% (3% cost-of-living and 1% merit) for an amended Base Salary of \$237,986.61.

Section 3. "Compensation and Benefits" is amended in its entirety to read as follows:

(e). Health Insurance

Pursuant to the Employee's request, effective January 1, 2023, and during the Term of this Employment Agreement, Authority will continue to offer PERS provided medical insurance, as well as Dental and Vision Services coverage up to the cost of full family plans and shall contribute eighty-five percent (85%) of the total premium amount. Employees electing medical, dental and/or vision coverage shall pay fifteen (15%) percent of the total premium amount. Authority and employees acknowledge that the premium amounts are established by the respective insurance providers and are subject to change.

The employee's contribution toward the premium amount is based on the Employee selected Plans and levels of dependent care coverage and will be paid as a pre-tax payroll deduction.

IN WITNESS WHEREOF, the parties hereto have duly executed and delivered this Amendment as of the day and year first below written.

EMPLOYEE

R. Patrick Mathews

Date:

SALINAS VALLEY SOLID WASTE AUTHORITY

Christopher M. Lopez, President

Date:

Attest:

Erika Trujillo, Clerk of the Board

Approved as to Form:

Roy C. Santos, General Counsel

**SALINAS VALLEY SOLID WASTE AUTHORITY
DRAFT SALARY SCHEDULE
EFFECTIVE: JANUARY 1, 2023**

Exhibit B

POSITION		STEP 1	STEP 2 2.5%	STEP 3 2.5%	STEP 4 2.5%	STEP 5 2.5%	STEP 6 2.5%	STEP 7 2.5%	STEP 8 2.5%	STEP 9 2.5%	STEP 10 2.5%	STEP 11 2.5%
General Manager/CAO	Hourly											114.417
	Bi-Weekly											9,153.33
	Monthly											19,832.22
	Annual											237,986.61
Assistant General Manager	Hourly	62.510	64.073	65.675	67.317	69.000	70.725	72.493	74.305	76.163	78.067	80.019
	Bi-Weekly	5,000.83	5,125.85	5,254.00	5,385.35	5,519.98	5,657.98	5,799.43	5,944.42	6,093.03	6,245.35	6,401.49
	Monthly	10,835.13	11,106.01	11,383.66	11,668.25	11,959.96	12,258.96	12,565.43	12,879.57	13,201.56	13,531.59	13,869.88
	Annual	130,021.58	133,272.12	136,603.92	140,019.02	143,519.50	147,107.49	150,785.17	154,554.80	158,418.67	162,379.14	166,438.62
Engineering and Environmental Compliance Manager	Hourly	56.954	58.378	59.837	61.333	62.866	64.438	66.049	67.700	69.393	71.128	72.906
	Bi-Weekly	4,556.31	4,670.22	4,786.98	4,906.65	5,029.32	5,155.05	5,283.92	5,416.02	5,551.42	5,690.21	5,832.46
	Monthly	9,872.01	10,118.81	10,371.78	10,631.07	10,896.85	11,169.27	11,448.50	11,734.72	12,028.08	12,328.79	12,637.01
	Annual	118,464.11	121,425.71	124,461.35	127,572.89	130,762.21	134,031.26	137,382.05	140,816.60	144,337.01	147,945.44	151,644.07
Finance and Administration Manager	Hourly	55.565	56.954	58.378	59.837	61.333	62.866	64.438	66.049	67.700	69.393	71.128
	Bi-Weekly	4,445.18	4,556.31	4,670.22	4,786.98	4,906.65	5,029.32	5,155.05	5,283.92	5,416.02	5,551.42	5,690.21
	Monthly	9,631.23	9,872.01	10,118.81	10,371.78	10,631.07	10,896.85	11,169.27	11,448.50	11,734.72	12,028.08	12,328.79
	Annual	115,574.74	118,464.11	121,425.71	124,461.35	127,572.89	130,762.21	134,031.26	137,382.05	140,816.60	144,337.01	147,945.44
Operations Manager	Hourly	55.565	56.954	58.378	59.837	61.333	62.866	64.438	66.049	67.700	69.393	71.128
	Bi-Weekly	4,445.18	4,556.31	4,670.22	4,786.98	4,906.65	5,029.32	5,155.05	5,283.92	5,416.02	5,551.42	5,690.21
	Monthly	9,631.23	9,872.01	10,118.81	10,371.78	10,631.07	10,896.85	11,169.27	11,448.50	11,734.72	12,028.08	12,328.79
	Annual	115,574.74	118,464.11	121,425.71	124,461.35	127,572.89	130,762.21	134,031.26	137,382.05	140,816.60	144,337.01	147,945.44
Resource Recovery Manager	Hourly	55.565	56.954	58.378	59.837	61.333	62.866	64.438	66.049	67.700	69.393	71.128
	Bi-Weekly	4,445.18	4,556.31	4,670.22	4,786.98	4,906.65	5,029.32	5,155.05	5,283.92	5,416.02	5,551.42	5,690.21
	Monthly	9,631.23	9,872.01	10,118.81	10,371.78	10,631.07	10,896.85	11,169.27	11,448.50	11,734.72	12,028.08	12,328.79
	Annual	115,574.74	118,464.11	121,425.71	124,461.35	127,572.89	130,762.21	134,031.26	137,382.05	140,816.60	144,337.01	147,945.44
Human Resources Supervisor	Hourly	44.240	45.346	46.480	47.642	48.833	50.054	51.305	52.588	53.903	55.250	56.631
	Bi-Weekly	3,539.23	3,627.71	3,718.40	3,811.36	3,906.65	4,004.31	4,104.42	4,207.03	4,312.21	4,420.01	4,530.51
	Monthly	7,668.33	7,860.04	8,056.54	8,257.96	8,464.40	8,676.01	8,892.91	9,115.24	9,343.12	9,576.70	9,816.11
	Annual	92,019.99	94,320.49	96,678.50	99,095.46	101,572.85	104,112.17	106,714.97	109,382.85	112,117.42	114,920.35	117,793.36
Business Services Supervisor	Hourly	44.240	45.346	46.480	47.642	48.833	50.054	51.305	52.588	53.903	55.250	56.631
	Bi-Weekly	3,539.23	3,627.71	3,718.40	3,811.36	3,906.65	4,004.31	4,104.42	4,207.03	4,312.21	4,420.01	4,530.51
	Monthly	7,668.33	7,860.04	8,056.54	8,257.96	8,464.40	8,676.01	8,892.91	9,115.24	9,343.12	9,576.70	9,816.11
	Annual	92,019.99	94,320.49	96,678.50	99,095.46	101,572.85	104,112.17	106,714.97	109,382.85	112,117.42	114,920.35	117,793.36
Contracts & Grants Analyst	Hourly	41.154	42.183	43.237	44.318	45.426	46.562	47.726	48.919	50.142	51.396	52.680
	Bi-Weekly	3,292.31	3,374.61	3,458.98	3,545.45	3,634.09	3,724.94	3,818.07	3,913.52	4,011.36	4,111.64	4,214.43
	Monthly	7,133.33	7,311.67	7,494.46	7,681.82	7,873.86	8,070.71	8,272.48	8,479.29	8,691.27	8,908.55	9,131.27
	Annual	85,599.99	87,739.99	89,933.49	92,181.82	94,486.37	96,848.53	99,269.74	101,751.49	104,295.27	106,902.65	109,575.22

**SALINAS VALLEY SOLID WASTE AUTHORITY
DRAFT SALARY SCHEDULE
EFFECTIVE: JANUARY 1, 2023**

Exhibit B

POSITION		STEP 1	STEP 2 2.5%	STEP 3 2.5%	STEP 4 2.5%	STEP 5 2.5%	STEP 6 2.5%	STEP 7 2.5%	STEP 8 2.5%	STEP 9 2.5%	STEP 10 2.5%	STEP 11 2.5%
Field Operations Supervisors	Hourly	41.154	42.183	43.237	44.318	45.426	46.562	47.726	48.919	50.142	51.396	52.680
	Bi-Weekly	3,292.31	3,374.61	3,458.98	3,545.45	3,634.09	3,724.94	3,818.07	3,913.52	4,011.36	4,111.64	4,214.43
	Monthly	7,133.33	7,311.67	7,494.46	7,681.82	7,873.86	8,070.71	8,272.48	8,479.29	8,691.27	8,908.55	9,131.27
	Annual	85,599.99	87,739.99	89,933.49	92,181.82	94,486.37	96,848.53	99,269.74	101,751.49	104,295.27	106,902.65	109,575.22
Recycling Coordinator	Hourly	41.154	42.183	43.237	44.318	45.426	46.562	47.726	48.919	50.142	51.396	52.680
	Bi-Weekly	3,292.31	3,374.61	3,458.98	3,545.45	3,634.09	3,724.94	3,818.07	3,913.52	4,011.36	4,111.64	4,214.43
	Monthly	7,133.33	7,311.67	7,494.46	7,681.82	7,873.86	8,070.71	8,272.48	8,479.29	8,691.27	8,908.55	9,131.27
	Annual	85,599.99	87,739.99	89,933.49	92,181.82	94,486.37	96,848.53	99,269.74	101,751.49	104,295.27	106,902.65	109,575.22
Clerk of the Board	Hourly	33.777	34.622	35.487	36.374	37.284	38.216	39.171	40.150	41.154	42.183	43.238
	Bi-Weekly	2,702.17	2,769.72	2,838.97	2,909.94	2,982.69	3,057.26	3,133.69	3,212.03	3,292.33	3,374.64	3,459.01
	Monthly	5,854.70	6,001.07	6,151.10	6,304.87	6,462.49	6,624.06	6,789.66	6,959.40	7,133.38	7,311.72	7,494.51
	Annual	70,256.41	72,012.82	73,813.14	75,658.47	77,549.93	79,488.68	81,475.90	83,512.79	85,600.61	87,740.63	89,934.14
Accounting Technician II	Hourly	32.953	33.777	34.622	35.487	36.374	37.284	38.216	39.171	40.151	41.154	42.183
	Bi-Weekly	2,636.28	2,702.18	2,769.74	2,838.98	2,909.95	2,982.70	3,057.27	3,133.70	3,212.05	3,292.35	3,374.66
	Monthly	5,711.93	5,854.73	6,001.10	6,151.12	6,304.90	6,462.52	6,624.09	6,789.69	6,959.43	7,133.42	7,311.75
	Annual	68,543.16	70,256.73	72,013.15	73,813.48	75,658.82	77,550.29	79,489.05	81,476.27	83,513.18	85,601.01	87,741.03
Equipment Maintenance Technician II	Hourly	32.953	33.777	34.622	35.487	36.374	37.284	38.216	39.171	40.151	41.154	42.183
	Bi-Weekly	2,636.28	2,702.18	2,769.74	2,838.98	2,909.95	2,982.70	3,057.27	3,133.70	3,212.05	3,292.35	3,374.66
	Monthly	5,711.93	5,854.73	6,001.10	6,151.12	6,304.90	6,462.52	6,624.09	6,789.69	6,959.43	7,133.42	7,311.75
	Annual	68,543.16	70,256.73	72,013.15	73,813.48	75,658.82	77,550.29	79,489.05	81,476.27	83,513.18	85,601.01	87,741.03
Resource Recovery Technician II	Hourly	32.953	33.777	34.622	35.487	36.374	37.284	38.216	39.171	40.151	41.154	42.183
	Bi-Weekly	2,636.28	2,702.18	2,769.74	2,838.98	2,909.95	2,982.70	3,057.27	3,133.70	3,212.05	3,292.35	3,374.66
	Monthly	5,711.93	5,854.73	6,001.10	6,151.12	6,304.90	6,462.52	6,624.09	6,789.69	6,959.43	7,133.42	7,311.75
	Annual	68,543.16	70,256.73	72,013.15	73,813.48	75,658.82	77,550.29	79,489.05	81,476.27	83,513.18	85,601.01	87,741.03
Solid Waste Technician II	Hourly	32.953	33.777	34.622	35.487	36.374	37.284	38.216	39.171	40.151	41.154	42.183
	Bi-Weekly	2,636.28	2,702.18	2,769.74	2,838.98	2,909.95	2,982.70	3,057.27	3,133.70	3,212.05	3,292.35	3,374.66
	Monthly	5,711.93	5,854.73	6,001.10	6,151.12	6,304.90	6,462.52	6,624.09	6,789.69	6,959.43	7,133.42	7,311.75
	Annual	68,543.16	70,256.73	72,013.15	73,813.48	75,658.82	77,550.29	79,489.05	81,476.27	83,513.18	85,601.01	87,741.03
HHW Technician	Hourly	32.150	32.953	33.777	34.622	35.487	36.374	37.284	38.216	39.171	40.150	41.154
	Bi-Weekly	2,571.96	2,636.26	2,702.17	2,769.72	2,838.96	2,909.94	2,982.69	3,057.25	3,133.69	3,212.03	3,292.33
	Monthly	5,572.58	5,711.90	5,854.70	6,001.06	6,151.09	6,304.87	6,462.49	6,624.05	6,789.65	6,959.39	7,133.38
	Annual	66,871.00	68,542.78	70,256.35	72,012.75	73,813.07	75,658.40	77,549.86	79,488.61	81,475.82	83,512.72	85,600.54
Accounting Technician I	Hourly	29.853	30.600	31.365	32.149	32.952	33.776	34.621	35.486	36.373	37.283	38.215
	Bi-Weekly	2,388.26	2,447.96	2,509.16	2,571.89	2,636.19	2,702.09	2,769.64	2,838.89	2,909.86	2,982.60	3,057.17
	Monthly	5,174.55	5,303.92	5,436.52	5,572.43	5,711.74	5,854.53	6,000.90	6,150.92	6,304.69	6,462.31	6,623.87
	Annual	62,094.66	63,647.02	65,238.20	66,869.15	68,540.88	70,254.40	72,010.76	73,811.03	75,656.31	77,547.72	79,486.41

**SALINAS VALLEY SOLID WASTE AUTHORITY
DRAFT SALARY SCHEDULE
EFFECTIVE: JANUARY 1, 2023**

Exhibit B

POSITION		STEP 1	STEP 2 2.5%	STEP 3 2.5%	STEP 4 2.5%	STEP 5 2.5%	STEP 6 2.5%	STEP 7 2.5%	STEP 8 2.5%	STEP 9 2.5%	STEP 10 2.5%	STEP 11 2.5%
Equipment Maintenance Technician I	Hourly	29.853	30.600	31.365	32.149	32.952	33.776	34.621	35.486	36.373	37.283	38.215
	Bi-Weekly	2,388.26	2,447.96	2,509.16	2,571.89	2,636.19	2,702.09	2,769.64	2,838.89	2,909.86	2,982.60	3,057.17
	Monthly	5,174.55	5,303.92	5,436.52	5,572.43	5,711.74	5,854.53	6,000.90	6,150.92	6,304.69	6,462.31	6,623.87
	Annual	62,094.66	63,647.02	65,238.20	66,869.15	68,540.88	70,254.40	72,010.76	73,811.03	75,656.31	77,547.72	79,486.41
Equipment Operator Lead	Hourly	29.853	30.600	31.365	32.149	32.952	33.776	34.621	35.486	36.373	37.283	38.215
	Bi-Weekly	2,388.26	2,447.96	2,509.16	2,571.89	2,636.19	2,702.09	2,769.64	2,838.89	2,909.86	2,982.60	3,057.17
	Monthly	5,174.55	5,303.92	5,436.52	5,572.43	5,711.74	5,854.53	6,000.90	6,150.92	6,304.69	6,462.31	6,623.87
	Annual	62,094.66	63,647.02	65,238.20	66,869.15	68,540.88	70,254.40	72,010.76	73,811.03	75,656.31	77,547.72	79,486.41
Heavy Equipment Operator Lead	Hourly	29.853	30.600	31.365	32.149	32.952	33.776	34.621	35.486	36.373	37.283	38.215
	Bi-Weekly	2,388.26	2,447.96	2,509.16	2,571.89	2,636.19	2,702.09	2,769.64	2,838.89	2,909.86	2,982.60	3,057.17
	Monthly	5,174.55	5,303.92	5,436.52	5,572.43	5,711.74	5,854.53	6,000.90	6,150.92	6,304.69	6,462.31	6,623.87
	Annual	62,094.66	63,647.02	65,238.20	66,869.15	68,540.88	70,254.40	72,010.76	73,811.03	75,656.31	77,547.72	79,486.41
Resource Recovery Technician I	Hourly	29.853	30.600	31.365	32.149	32.952	33.776	34.621	35.486	36.373	37.283	38.215
	Bi-Weekly	2,388.26	2,447.96	2,509.16	2,571.89	2,636.19	2,702.09	2,769.64	2,838.89	2,909.86	2,982.60	3,057.17
	Monthly	5,174.55	5,303.92	5,436.52	5,572.43	5,711.74	5,854.53	6,000.90	6,150.92	6,304.69	6,462.31	6,623.87
	Annual	62,094.66	63,647.02	65,238.20	66,869.15	68,540.88	70,254.40	72,010.76	73,811.03	75,656.31	77,547.72	79,486.41
Solid Waste Technician I	Hourly	29.853	30.600	31.365	32.149	32.952	33.776	34.621	35.486	36.373	37.283	38.215
	Bi-Weekly	2,388.26	2,447.96	2,509.16	2,571.89	2,636.19	2,702.09	2,769.64	2,838.89	2,909.86	2,982.60	3,057.17
	Monthly	5,174.55	5,303.92	5,436.52	5,572.43	5,711.74	5,854.53	6,000.90	6,150.92	6,304.69	6,462.31	6,623.87
	Annual	62,094.66	63,647.02	65,238.20	66,869.15	68,540.88	70,254.40	72,010.76	73,811.03	75,656.31	77,547.72	79,486.41
Administrative Assistant II	Hourly	28.415	29.125	29.853	30.600	31.365	32.149	32.953	33.776	34.621	35.486	36.373
	Bi-Weekly	2,273.19	2,330.02	2,388.27	2,447.98	2,509.18	2,571.91	2,636.20	2,702.11	2,769.66	2,838.90	2,909.88
	Monthly	4,925.25	5,048.38	5,174.59	5,303.95	5,436.55	5,572.46	5,711.78	5,854.57	6,000.93	6,150.96	6,304.73
	Annual	59,102.95	60,580.52	62,095.04	63,647.41	65,238.60	66,869.56	68,541.30	70,254.84	72,011.21	73,811.49	75,656.77
Equipment Operator/Driver	Hourly	27.046	27.722	28.415	29.126	29.854	30.600	31.365	32.149	32.953	33.777	34.621
	Bi-Weekly	2,163.70	2,217.79	2,273.24	2,330.07	2,388.32	2,448.03	2,509.23	2,571.96	2,636.26	2,702.16	2,769.72
	Monthly	4,688.01	4,805.22	4,925.35	5,048.48	5,174.69	5,304.06	5,436.66	5,572.58	5,711.89	5,854.69	6,001.06
	Annual	56,256.18	57,662.58	59,104.15	60,581.75	62,096.30	63,648.70	65,239.92	66,870.92	68,542.69	70,256.26	72,012.67
Heavy Equipment Operator	Hourly	27.046	27.722	28.415	29.126	29.854	30.600	31.365	32.149	32.953	33.777	34.621
	Bi-Weekly	2,163.70	2,217.79	2,273.24	2,330.07	2,388.32	2,448.03	2,509.23	2,571.96	2,636.26	2,702.16	2,769.72
	Monthly	4,688.01	4,805.22	4,925.35	5,048.48	5,174.69	5,304.06	5,436.66	5,572.58	5,711.89	5,854.69	6,001.06
	Annual	56,256.18	57,662.58	59,104.15	60,581.75	62,096.30	63,648.70	65,239.92	66,870.92	68,542.69	70,256.26	72,012.67
Administrative Assistant I	Hourly	25.743	26.387	27.046	27.723	28.416	29.126	29.854	30.600	31.365	32.150	32.953
	Bi-Weekly	2,059.45	2,110.94	2,163.71	2,217.80	2,273.25	2,330.08	2,388.33	2,448.04	2,509.24	2,571.97	2,636.27
	Monthly	4,462.14	4,573.69	4,688.04	4,805.24	4,925.37	5,048.50	5,174.72	5,304.08	5,436.69	5,572.60	5,711.92
	Annual	53,545.69	54,884.33	56,256.44	57,662.85	59,104.42	60,582.03	62,096.58	63,649.00	65,240.22	66,871.23	68,543.01

**SALINAS VALLEY SOLID WASTE AUTHORITY
DRAFT SALARY SCHEDULE
EFFECTIVE: JANUARY 1, 2023**

Exhibit B

POSITION		STEP 1	STEP 2 2.5%	STEP 3 2.5%	STEP 4 2.5%	STEP 5 2.5%	STEP 6 2.5%	STEP 7 2.5%	STEP 8 2.5%	STEP 9 2.5%	STEP 10 2.5%	STEP 11 2.5%
HHW Maintenance Worker II	Hourly	25.115	25.743	26.386	27.046	27.722	28.415	29.126	29.854	30.600	31.365	32.149
	Bi-Weekly	2,009.20	2,059.43	2,110.91	2,163.69	2,217.78	2,273.22	2,330.05	2,388.30	2,448.01	2,509.21	2,571.94
	Monthly	4,353.26	4,462.09	4,573.64	4,687.98	4,805.18	4,925.31	5,048.45	5,174.66	5,304.02	5,436.62	5,572.54
	Annual	52,239.12	53,545.09	54,883.72	56,255.82	57,662.21	59,103.77	60,581.36	62,095.89	63,648.29	65,239.50	66,870.49
Scalehouse Cashier	Hourly	25.115	25.743	26.386	27.046	27.722	28.415	29.126	29.854	30.600	31.365	32.149
	Bi-Weekly	2,009.20	2,059.43	2,110.91	2,163.69	2,217.78	2,273.22	2,330.05	2,388.30	2,448.01	2,509.21	2,571.94
	Monthly	4,353.26	4,462.09	4,573.64	4,687.98	4,805.18	4,925.31	5,048.45	5,174.66	5,304.02	5,436.62	5,572.54
	Annual	52,239.12	53,545.09	54,883.72	56,255.82	57,662.21	59,103.77	60,581.36	62,095.89	63,648.29	65,239.50	66,870.49
HHW Maintenance Worker I	Hourly	22.752	23.321	23.904	24.502	25.114	25.742	26.385	27.045	27.721	28.414	29.125
	Bi-Weekly	1,820.17	1,865.67	1,912.31	1,960.12	2,009.12	2,059.35	2,110.83	2,163.61	2,217.70	2,273.14	2,329.97
	Monthly	3,943.69	4,042.29	4,143.34	4,246.93	4,353.10	4,461.93	4,573.48	4,687.81	4,805.01	4,925.13	5,048.26
	Annual	47,324.33	48,507.43	49,720.12	50,963.12	52,237.20	53,543.13	54,881.71	56,253.75	57,660.10	59,101.60	60,579.14
Diversion Systems Maintenance Worker	Hourly	21.655	22.196	22.751	23.320	23.903	24.501	25.113	25.741	26.384	27.044	27.720
	Bi-Weekly	1,732.39	1,775.70	1,820.09	1,865.59	1,912.23	1,960.04	2,009.04	2,059.27	2,110.75	2,163.52	2,217.61
	Monthly	3,753.51	3,847.35	3,943.53	4,042.12	4,143.18	4,246.75	4,352.92	4,461.75	4,573.29	4,687.62	4,804.81
	Annual	45,042.15	46,168.20	47,322.41	48,505.47	49,718.11	50,961.06	52,235.09	53,540.96	54,879.49	56,251.47	57,657.76
Diversion Worker II	Hourly	19.619	20.109	20.612	21.127	21.655	22.197	22.752	23.320	23.903	24.501	25.113
	Bi-Weekly	1,569.48	1,608.72	1,648.94	1,690.16	1,732.42	1,775.73	1,820.12	1,865.62	1,912.26	1,960.07	2,009.07
	Monthly	3,400.55	3,485.56	3,572.70	3,662.02	3,753.57	3,847.41	3,943.60	4,042.19	4,143.24	4,246.82	4,352.99
	Annual	40,806.60	41,826.77	42,872.44	43,944.25	45,042.86	46,168.93	47,323.15	48,506.23	49,718.89	50,961.86	52,235.90
Diversion Worker I	Hourly	17.774	18.218	18.673	19.140	19.619	20.109	20.612	21.127	21.655	22.197	22.752
	Bi-Weekly	1,421.89	1,457.44	1,493.87	1,531.22	1,569.50	1,608.74	1,648.95	1,690.18	1,732.43	1,775.74	1,820.14
	Monthly	3,080.76	3,157.78	3,236.72	3,317.64	3,400.58	3,485.59	3,572.73	3,662.05	3,753.60	3,847.44	3,943.63
	Annual	36,969.09	37,893.32	38,840.65	39,811.66	40,806.96	41,827.13	42,872.81	43,944.63	45,043.24	46,169.33	47,323.56
Student Intern	Hourly	15.500	15.888	16.285	16.692	17.109	17.537	17.975	18.425	18.885	19.357	19.841

SVR Agenda Item - View Ahead 2022

	Jan	Feb	Mar	Apr	May	Jun
A	Election of Officers					
1	Minutes	Minutes	Minutes	Minutes	Minutes	Minutes
2	Claims/Financials (EC)	Claims/Financials (EC)	Claims/Financials (EC)	Claims/Financials (EC)	Claims/Financials (EC)	Claims/Financials (EC)
3	December 31 Cash & Investments Report	Member Agencies Activities Report	Member Agencies Activities Report	March 31 Cash & Investments Report	Member Agencies Activities Report	Member Agencies Activities Report
4	Member Agencies Activities Report	4th Qtr. Tonnage & Diversion Report	Public Hearing: Rate & Fee Sched (EC)		1st Qtr. Tonnage & Diversion Report	
5	Reinstate Adopting AB 361	Any/All Grants Application Authorization	FY 21-22 Proposed Budget (EC)		FY Investment Policy (EC)	
6	Annual County Used Oil Report	Atlas Organics Update				
7	Mid-Year Budget Adjustment (EC)	FY 22-23 Preliminary Budget (EC)				
8	Scalehouse Software Upgrade					
9	Water Delivery Agreement for JCLF					
10	Public Education Center Update					
11	Annual Employee Survey Results (EC)					
12	Regional Franchise Procurement (EC)					
13	FY 22-23 Budget Direction (EC)					

Consent

Presentation

Consideration

Closed Session

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

(EC) Executive Committee

(sp) Strategic Plan Item