

RESOLUTION NO. 25-09
RESOLUTION OF THE BOARD OF DIRECTORS OF THE
WEST CONTRA COSTA INTEGRATED WASTE MANAGEMENT AUTHORITY
APPROVING THE FISCAL YEAR 2025-2026 AUTHORITY BUDGET

WHEREAS, the West Contra Costa Integrated Waste Management Authority (“Authority”) is required to adopt annual operating budgets; and

WHEREAS, the Board of Directors has reviewed the proposed Fiscal Year 2025-2026 Authority Budget and Compliance Fund at a public meeting on June 12, 2025; and

WHEREAS, the Board of Directors desires to approve the proposed Fiscal Year 2025-2026 Authority Budget and Compliance Fund;

NOW, THEREFORE, the Board of Directors of the West Contra Costa Integrated Waste Management Authority resolve as follows:

The Fiscal Year 2025-2026 Budget and Compliance Fund as set forth in the Agenda Report to which this Resolution is attached and in Exhibits A-1, A-2, and A-3 to this Resolution, is hereby approved.

ATTEST:

Viviane Vidal

Viviane Vidal, Board Secretary

CHAIR OF THE BOARD:

Cesar Zepeda 30/06/2025
Cesar Zepeda (Jun 30, 2025 09:46 PDT)

Cesar Zepeda, Board Chair Date

I hereby certify that the foregoing Resolution was adopted by the Board of Directors of the West Contra Costa Integrated Waste Management Authority at its meeting on June 12, 2025 by the following vote:

AYES: Directors: Zepeda, Xavier, Robinson, Murphy (Alt), Bhattarai, _____

NOES: Directors: Kstances

ABSENT: Directors: Tave, Brown

Viviane Vidal
Viviane Vidal, Board Secretary

	Checking	LAIF/ Savings		Transfer from Republic	
	Operating Fund	Operating Fund Reserve	Recycling Fund Reserve	Compliance Fund	Total
OPENING FUND BALANCE - July 1, 2025 (Unaudited & Estimate)	\$ 62,200.88	\$ 857,468.69	\$ 100,000.00	\$ 563,204.00	\$ 1,582,873.57
FY 2025-26 REVENUES					
Revenue from Post-Collection Rate	\$ 1,999,051.20	\$ 100,000.00			
Interest		\$ 50,800.00			
Total Revenue	\$ 1,999,051.20	\$ 150,800.00		\$ -	\$ 2,149,851.20
FY 25-26 EXPENDITURES					
Salaries & Benefits	\$ 1,223,228.10	\$ -	\$ -		
Operating Programs	\$ 533,328.10	\$ -	\$ -		
	\$ 242,495.00	\$ -	\$ -	\$ 190,010.53	
Total Expenditures	\$ 1,999,051.20	\$ -	\$ -	\$ 190,010.53	\$ 2,189,061.73
Total Revenue Less Expenditures	\$ -	\$ -	\$ -	\$ (190,010.53)	
Transfer In	\$ -	\$ 331,095.62		\$ -	
Transfer Out	\$ 19,017.49		\$ -	\$ 312,078.13	
PROJECTED YEAR END FUND BALANCE - June 30, 2026	\$ 43,183.39	\$ 1,339,364.31	\$ 100,000.00	\$ 61,115.34	\$ 1,543,663.04
Reserve Fund Policy (Target)	N/A	\$ 1,339,364.31 67% Reserve Requirement	\$ 100,000.00 \$100,000 Reserve Requirement	N/A	
Reserve Fund Deficit/Surplus	\$ 43,183.39	\$ 0.00	\$ -	\$ 61,115.34	

	FY 24/25		FY 24/25		FY 25/26		FY 25/26		Diff \$	Diff %	From FY 24/25 Adopted
	Adopted Budget		Projected Spending	(Ending 6/30/25)	Proposed Budget	Proposed Budget	BASELINE				
EXPENDITURES - EMPLOYEE SALARY & BENEFITS	\$	1,006,596.00	\$	1,134,711.30	\$	1,170,321.57	\$	1,223,228.10	\$ 216,632.10	17.7%	
Employee Salary	\$	716,299.00	\$	796,898.16	\$	760,398.19	\$	795,051.39			
Employee Benefits	\$	290,297.00	\$	337,813.14	\$	409,923.38	\$	428,176.71			
EXPENDITURES - OPERATIONAL	\$	360,134.00	\$	542,075.38	\$	371,643.73	\$	533,328.10	\$ 173,194.10	32.5%	
Office Equipment & Supplies	\$	16,387.00	\$	14,793.25	\$	16,000.00	\$	16,000.00			
Professional Memberships & Dues	\$	7,300.00	\$	12,354.00	\$	8,500.00	\$	8,500.00			
Rent / Lease	\$	50,000.00	\$	55,000.00	\$	55,000.00	\$	55,000.00			
Property & Liability Insurance			\$	11,003.07	\$	12,000.00	\$	12,000.00			
Automotive	\$	14,790.00	\$	13,537.39	\$	14,000.00	\$	14,000.00			
Technology, Communications & Software	\$	22,657.00	\$	29,101.47	\$	30,110.00	\$	30,110.00			
Professional Consulting Services	\$	180,000.00	\$	336,596.25	\$	201,030.00	\$	311,030.00			
Board Expenses	\$	13,000.00	\$	-	\$	-	\$	-			
Travel & Staff Development	\$	10,000.00	\$	22,634.08	\$	12,000.00	\$	15,000.00			
Marketing	\$	38,500.00	\$	35,422.45	\$	15,300.00	\$	15,500.00			
Other General Expenses & Fees	\$	7,500.00	\$	11,633.41	\$	7,703.73	\$	7,703.73			
Buffer (10%)	\$	-	\$	-	\$	-	\$	48,484.37			
EXPENDITURES - PROGRAMS	\$	339,443.00	\$	297,670.73	\$	187,450.00	\$	242,495.00	\$ (96,948.00)	-40.0%	
Recycling & Organics Programs	\$	127,000.00	\$	122,464.17	\$	126,050.00	\$	129,050.00			
School Programs	\$	25,000.00	\$	10,620.93	\$	15,000.00	\$	15,000.00			
HHW Programs	\$	50,000.00	\$	27,142.63	\$	31,400.00	\$	57,900.00			
Outreach & Events Programs	\$	17,370.00	\$	17,370.00	\$	15,000.00	\$	18,500.00			
Buffer (10%)							\$	22,045.00			
Grants	\$	120,073.00	\$	120,073.00							
TOTAL EXPENDITURES	\$	1,706,173.00	\$	1,974,457.41	\$	1,729,415.29	\$	1,999,051.20	\$ 292,878.20	14.7%	

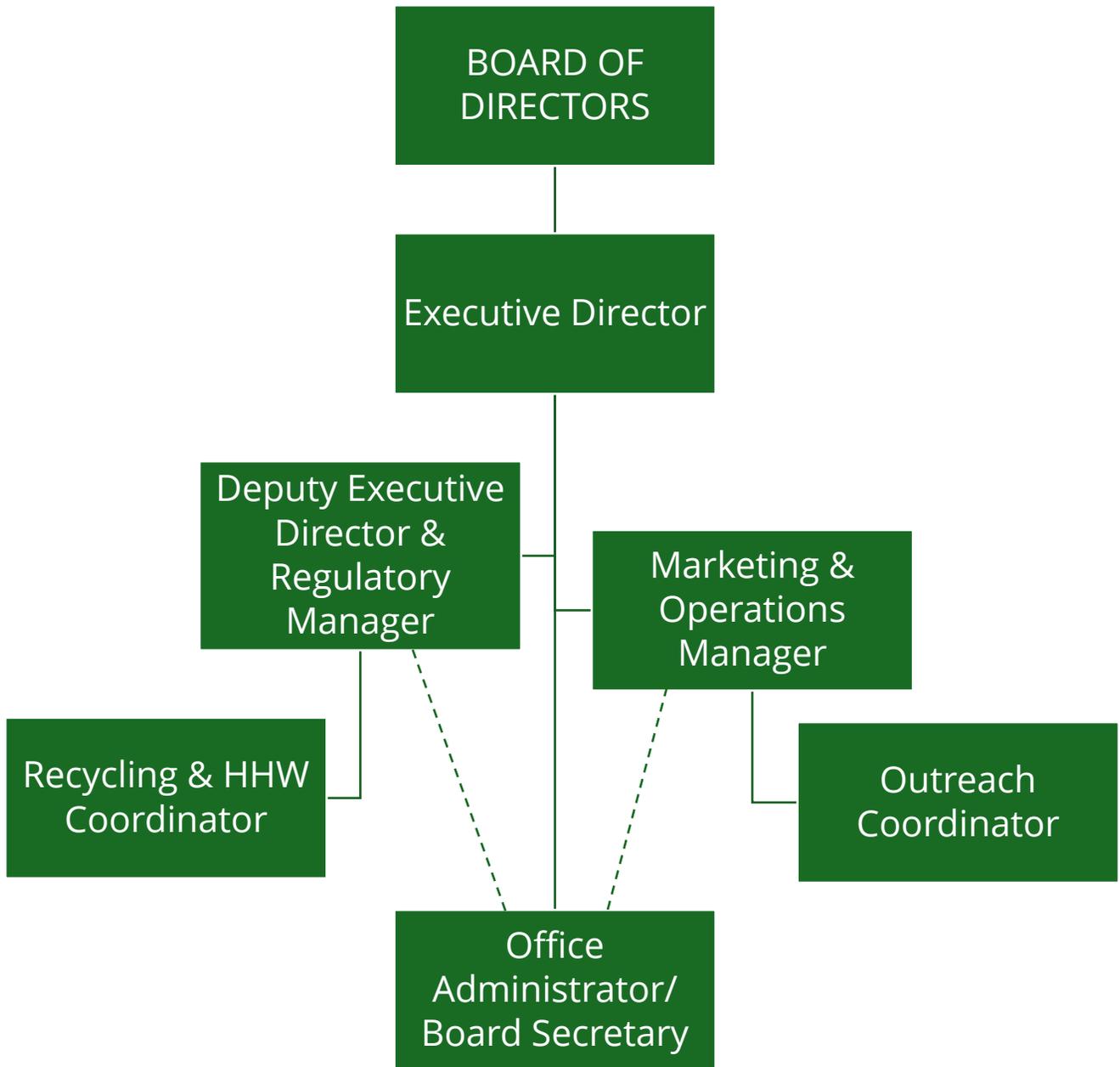
**West Contra Costa Integrated Waste Management Authority
July 1, 2025 Compensation Schedule Steps**

FY 2025-2026

Includes COLA 3.5%
(except ED)

Class Title	Class	Salary Rate	Step A (1)	Step B (2)	Step C (3)	Step D (4)	Step E (5)	
Executive Director	Exempt	Monthly	\$ 17,021.58	\$ -	\$ -	\$ -	\$ -	-
		Semi-Monthly	\$ 8,510.79	\$ -	\$ -	\$ -	\$ -	-
		Hourly	\$ 113.48	\$ -	\$ -	\$ -	\$ -	-
		Annually	\$ 204,259.00	\$ -				
Deputy Executive Director & Regulatory Manager	Exempt	Monthly	\$ 13,602.48	\$ 14,078.57	\$ 14,571.32	\$ 15,081.32	\$ 15,609.20	
		Semi-Monthly	\$ 6,801.24	\$ 7,039.28	\$ 7,285.66	\$ 7,540.66	\$ 7,804.60	
		Hourly	\$ 90.68	\$ 93.86	\$ 97.14	\$ 100.54	\$ 104.06	
		Annually	\$ 163,229.79	\$ 168,942.84	\$ 174,855.83	\$ 180,975.79	\$ 187,310.34	\$ 174,855.83
Marketing & Operations Manager	Exempt	Monthly	\$ 12,698.06	\$ 13,142.50	\$ 13,602.48	\$ 14,078.57	\$ 14,571.35	
		Semi-Monthly	\$ 6,349.03	\$ 6,571.25	\$ 6,801.24	\$ 7,039.28	\$ 7,285.68	
		Hourly	\$ 84.65	\$ 87.62	\$ 90.68	\$ 93.86	\$ 97.14	
		Annually	\$ 152,376.76	\$ 157,709.94	\$ 163,229.79	\$ 168,942.84	\$ 174,856.23	\$ 163,229.79
Senior Coordinator /Office Adm	Non-Exempt	Monthly	\$ 7,291.29	\$ 7,546.49	\$ 7,810.62	\$ 8,083.99	\$ 8,366.96	
		Semi-Monthly	\$ 3,645.65	\$ 3,773.24	\$ 3,905.31	\$ 4,041.99	\$ 4,183.48	
		Hourly	\$ 48.61	\$ 50.31	\$ 52.07	\$ 53.89	\$ 55.78	
		Annually	\$ 87,495.52	\$ 90,557.86	\$ 93,727.38	\$ 97,007.84	\$ 100,403.52	\$ 87,495.52
Program Coordinator (Recycling & HHW)	Non-Exempt	Monthly	\$ 5,261.14	\$ 5,445.28	\$ 5,635.87	\$ 5,833.12	\$ 6,037.28	
		Semi-Monthly	\$ 2,630.57	\$ 2,722.64	\$ 2,817.93	\$ 2,916.56	\$ 3,018.64	
		Hourly	\$ 35.07	\$ 36.30	\$ 37.57	\$ 38.89	\$ 40.25	
		Annually	\$ 63,133.72	\$ 65,343.40	\$ 67,630.42	\$ 69,997.48	\$ 72,447.39	\$ 72,447.39
Program Coordinator (Outreach)	Non-Exempt	Monthly	\$ 5,261.14	\$ 5,445.28	\$ 5,635.87	\$ 5,833.12	\$ 6,037.28	
		Semi-Monthly	\$ 2,630.57	\$ 2,722.64	\$ 2,817.93	\$ 2,916.56	\$ 3,018.64	
		Hourly	\$ 35.07	\$ 36.30	\$ 37.57	\$ 38.89	\$ 40.25	
		Annually	\$ 63,133.72	\$ 65,343.40	\$ 67,630.42	\$ 69,997.48	\$ 72,447.39	\$ 67,630.42
							\$ 769,917.95	w/3.5% COLA (All Staff except ED)
							\$ 7,524.06	INCREASE FOR POTENTIAL PROMOTIONS MID YEAR (1 COORDINATOR - RD TO SNR COORDINATOR)
							\$ 1,531.17	INCREASE FOR POTENTIAL STEP INCREASE MID YEAR FOR OFFICE ADMIN-VV)
							\$ 10,513.56	OUT OF CLASSIFICATION PAY - LISA BORREANI (5% of CURRENT MONTHLY SALARY AT \$12,365.89 FOR 17 MONTHS)
							\$ 5,564.65	OUT OF CLASSIFICATION PAY - REKA ABRAHAM (5% of CURRENT MONTHLY SALARY AT \$12,365.89 FOR 9 MONTHS)
							\$ 795,051.39	w/PROJECTIONS

WCCIWMA Organizational Chart



Resolution 25-09 FY2025-26_Budget 250612 061225 with Attachments

Final Audit Report

2025-06-30

Created:	2025-06-23
By:	Viviane Vidal (viviane@recyclemore.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAA9Q7fpLRDHG2MeTLJHdgq9jKpPb4L4OUW

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