

**REGIONAL WASTE MANAGEMENT AUTHORITY
MEETING MINUTES
February 19, 2026**

I. Call to Order & Roll Call

The meeting was called to order by Chairman Shaw on February 19, 2026 at 4:31 p.m.

Present: Shaw (Chairman), Buttacavoli (Vice-Chairman), House, Teter, Woten, and Bains

Absent: None

II. Public Business from the Floor

No public comment.

III. Consent Calendar

Director Bains made a motion to approve the Consent Calendar. Director Woten seconded the motion, and it was carried unanimously.

IV. Other Business

A. Organizational and Salary Assessment (Attachment)

RECOMMENDATIONS:

- 1. Approve the reclassification of one Management Analyst II position to a Program Manager position, effective March 1, 2026;**
- 2. Approve the Program Manager job description; and**
- 3. Adopt the updated Salary Schedule (Option A), effective January 1, 2026.**

Chairman Shaw asked for clarification on the difference between the Management Analyst II position and the proposed Program Manager position. Baxter explained that some responsibilities would include financial responsibilities, creating staff reports, and leading the TAC meetings.

Executive Director Baxter explained that the Program Manager position would provide an intermediate management level within the organization, assist with operational continuity, and support succession planning. The Program Manager salary Step A is equivalent to the current Management Analyst II Step E.

Director House asked how many Management Analysts are currently at the RWMA. Baxter explained that there are 3 current analysts on staff.

Director House made a motion to create the Program Manager position. Director Woten seconded the motion. The motion carried unanimously.

4. Director Buttacavoli stated that the 23% increase under Option A was high and indicated he would prefer a more conservative approach, suggesting consideration of CPI-based adjustments over two years.

Director House noted that the Authority is fee-based and not a tax based organization and emphasized the need to remain fiscally conservative.

Director Shaw stated he would like additional review of the benefits package and suggested returning in the summer for further discussion.

Director Bains made a motion to adopt updated Salary Schedule (Option B), effective retroactively to January 1, 2026. Director Shaw seconded the motion, and it was carried unanimously.

Director House made a motion to adopt Salary Schedule (Option C), effective March 1, 2026 for the Program Manager position. Director Buttacavoli seconded the motion. Director Shaw voted no. The motion carried.

B. Authorization To Utilize R3 Consulting Group On-call Services for Audit Preparation and Supplemental Accounting Support

RECOMMENDATION:

1. **Increase the Task 5 on-call services limit under the First Amendment to the Agreement with R3 Consulting Group, Inc., from \$10,000 per month to \$14,000 per month through the end of the current fiscal year; and**
2. **Direct staff to utilize the on-call services as needed to support audit preparation and accounting stabilization, surcharge support and review, Recology contract amendment support, negotiation and City Council presentation support, and related financial/administrative tasks.**

Director House asked how much the Authority would be required to pay per month and whether invoices had been received. Staff clarified that the amount would be up to \$14,000 per month as needed through fiscal year-end and would remain within existing budget appropriations.

Director House made a motion to approve the increase of the Task 5 on-call services limit to \$14,000 per month through the end of the current fiscal year. Director Buttacavoli seconded the motion, and it was carried unanimously.

V. Adjournment

The meeting of February 19, 2026 was adjourned at 5:21 p.m.

**THE NEXT REGULAR MEETING IS SCHEDULED FOR 4:30 P.M. ON THURSDAY, MARCH 19, 2026,
IN YUBA COUNTY BOARD OF SUPERVISORS CHAMBERS.**