

ATTRACTING AND RETAINING QUALITY EMPLOYEES

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The Human Resources Department recently conducted a salary survey of cities comparable to Monterey. Using this information, the City tackled the challenge of recruiting and retaining police officers by bringing their salaries to a more competitive level with other cities. With that incentive, the City attracted seasoned, experienced officers as well as promising new talent to serve the community.

The City of Monterey will explore similar techniques to maintain competitiveness for non-public safety jobs as well. The ability to attract and retain outstanding employees will ultimately result in the City's ability to continue providing outstanding services to our citizens.

RECYCLING REWARDS

By Angela Brantley,
Solid Waste Program

The California Department of Conservation, Division of Recycling has chosen the City of Monterey for a pilot project encouraging people to recycle more cans and bottles. Highlights of the project include:

- You still pay 4 cents (small containers) and 8 cents (large containers) deposit on your bottles and cans but now you can redeem them for 5 cents and 10 cents respectively. Buyback centers are in the Nob Hill parking lot at Lighthouse and David avenues and behind Whole Foods Market at Del Monte Shopping Center.
- City and state staff are meeting with schools, bars, restaurants, hospitals, hospitality groups, military bases and special event organizers to help them begin or enhance their recycling programs.

MONTEREY PINES SURVIVAL

By Robert Reid, *Forestry*



The Monterey Peninsula continues to experience high levels of infection and mortality in Monterey pines from the deadly Pitch Canker fungus disease (*Fusarium subglutinans*). Since the disease was first discovered in 1986, hundreds of pines of all ages have died and their loss has had a noticeable impact on the forested areas and landscapes of the Peninsula. Scientists continue to study and monitor the disease, but have been unable to develop a cure or defense to slow or prevent its spread. In fact, Monterey is currently experiencing an increase in the number of trees becoming infected and dying from the disease.

The increase in the mortality is the result of the disease mutating and becoming more effective at infecting and killing trees. The infection causes pines to ooze sap, which results in greater susceptibility to attack from destructive pine bark beetles. The disease and insects then work together to spread the fungus to the surrounding pines. After 21 years, the populations of both the fungus and the insects are at extremely high levels leading to more trees being infected and dying.

The City of Monterey is moving forward with a plan to produce native Monterey pine seedlings from trees resistant to the Pitch Canker fungus. These pines will then be planted in parks, greenbelts and landscape areas to replace the trees that have died. Eventually the resistant trees will grow and replace the forest canopy that makes Monterey unique to the rest of the world. In the meantime two other species of pines, Italian Stone and Canary Island, are being planted within the City because they do not seem to contract the disease.

A recycling event trailer, purchased by the City with a grant from the state, will be placed at events to collect and separate garbage and recycling material. For more information, contact Angela Brantley or Lesley Milton by email: Brantley@ci.monterey.ca.us or Milton@ci.monterey.ca.us