



**SANTA CRUZ METROPOLITAN TRANSIT DISTRICT (METRO)
BOARD OF DIRECTORS AGENDA MEETING MINUTES*
SEPTEMBER 27, 2019 – 9:00 AM
METRO ADMIN OFFICES
110 VERNON STREET, SANTA CRUZ, CA**

A regular meeting of the Board of Directors of the Santa Cruz Metropolitan Transit District (METRO) was convened on Friday, September 27, 2019 at the Santa Cruz City Chambers, 809 Center Street, Santa Cruz, CA.

The Board Meeting Agenda Packet can be found online at www.SCMTD.com and is available for inspection at Santa Cruz METRO's Administrative offices at 110 Vernon Street, Santa Cruz, California. *Minutes are "summary" minutes, not verbatim minutes. Audio recordings of Board meeting open sessions are available to the public upon request.

This document has been created with accessibility in mind. With the exception of certain 3rd party and other attachments, it passes the Adobe Acrobat XI Accessibility Full Check. If you have any questions about the accessibility of this document, please email your inquiry to accessibility@scmttd.com

SECTION I: OPEN SESSION

CALL TO ORDER at 9:00 AM by Chair Bottorff.

ROLL CALL: The following Directors were present, representing a quorum:

Director Ed Bottorff	City of Capitola
Director Trina Coffman-Gomez	City of Watsonville
Director Aurelio Gonzalez	City of Watsonville
Director John Leopold	County of Santa Cruz
Director Donna Lind	City of Scotts Valley
Director Cynthia Mathews	City of Santa Cruz
Director Donna Meyers	City of Santa Cruz
Director Bruce McPherson	County of Santa Cruz
Director Larry Pageler	County of Santa Cruz
Director Dan Rothwell	County of Santa Cruz
Director Mike Rotkin	County of Santa Cruz

Ex-Officio Director Alta Northcutt	Cabrillo College
Ex-Officio Director Stephen Preston	UCSC

Directors Coffman-Gomez, Leopold, Lind and Ex-Officio Directors Northcutt and Preston were absent.

STAFF PRESENT:

Alex Clifford	METRO CEO/General Manager
Julie Sherman	METRO General Counsel

METRO EMPLOYEES AND MEMBERS OF THE PUBLIC WHO VOLUNTARILY INDICATED THEY WERE PRESENT (IN ALPHABETICAL ORDER) WERE:

None signed in

3 ANNOUNCEMENTS

Chair Bottorff introduced Mindy Esqueda and her Spanish Language interpretation services. Ms. Esqueda announced her services in Spanish for the assembly. Chair Bottorff also announced that the meeting is being televised by Community Television of Santa Cruz County with technician, Mr. Kingston Rivera.

Chair Bottorff announced there would not be a closed session today. (Proposed as Agenda Items 4 – 7)

8 BOARD OF DIRECTORS COMMENTS

Hearing none, Chair Bottorff moved to the next agenda item

9 ORAL AND WRITTEN COMMUNICATIONS TO THE BOARD OF DIRECTORS

Rachelle read a letter from Marilyn Garrett to Mr. Isaac Holly, IT & ITS Director at Santa Cruz METRO regarding the potential biological harm to bus riders and the public caused by exposure to radio frequency, etc..

Marilyn Garrett spoke briefly of the dangers associated with exposure to radiation, likening it to second hand smoke except it is an invisible assault. She believes this is a health and safety issue for the Operators and the passengers, which is discouraging her from riding the bus.

Hearing no further comments, Chair Bottorff moved to the next agenda item.

10 WRITTEN COMMUNICATIONS FROM MAC

Having none, Chair Bottorff moved to the next agenda item.

11 LABOR ORGANIZATION COMMUNICATIONS

Olivia Martinez, SEIU internal organizer, asked that the Board members get involved to understand the various types of situations occurring at METRO. Using visual aids and documentation provided at the meeting (see attached), she and union representatives stated there are examples of bad faith bargaining wherein METRO management had verbally agreed to one thing then proceeded to act differently. She also stated the union was unable to counter the latest proposal before being presented with the latest last best and final, which the employees voted down. SEIU believes this is regressive bargaining. No communication has been sent to the workers regarding recent safety-related matters. .

James Sandoval, SMART Local 21, reminded the Board that there remain issues to be ironed out and thanked them for their support.

Joan Jeffries, SEA President, expressed her disappointment over not reaching an agreement. She provided documentation (see attached) which purports to delineate the negotiation progression of the transit supervisor and training coordinator positions, offering to go into more detail with the board members if they would like.

Vice Chair Rotkin thanked everyone for their respectful comments.

Having no further comments, Chair Bottorff moved to the next item.

12 ADDITIONAL DOCUMENTATION

The following items were distributed and are available at the table in the lobby:

- Agenda Item 12 and 12C, Public Hearing on Fixed Route Free Fare Program for Legally Blind Customers, updated staff report and Attachment C to reflect current number of public comments received.
- Agenda Item 16, REDLINE version of the Fixed Route Discount Fare Program Policy
- News Clips were posted to the website and are available at the back of the room.

CONSENT AGENDA

- 13-01 ACCEPT AND FILE PRELIMINARY APPROVED CHECK JOURNAL DETAIL FOR THE MONTH OF AUGUST 2019 – **PULLED FROM CONSENT BY CHAIR BOTTORFF TO BECOME AGENDA ITEM 21A**
- 13-02 ACCEPT AND FILE MINUTES OF THE AUGUST 23, 2019 REGULAR AND SPECIAL BOARD OF DIRECTORS MEETINGS
- 13-03 ACCEPT AND FILE THE FISCAL YEAR END MONTHLY BUDGET STATUS REPORT FOR JUNE 30, 2019 and THE YEAR TO DATE MONTHLY FINANCIAL REPORT AS OF JULY 31, 2019
- 13-04 ACCEPT AND FILE QUARTERLY PROCUREMENT REPORT FOR 2ND QUARTER OF FY20
- 13-05 APPROVE: CONSIDERATION OF DECLARING VEHICLES AND/OR EQUIPMENT AS EXCESS FOR PURPOSES OF DISPOSAL OR AUCTION
- 13-06 APPROVE: CONSIDERATION OF RESOLUTION APPROVING THE FY20 REVISED CAPITAL BUDGET
- 13-07 CONSIDERATION OF ADOPTING METRO'S AMENDED TITLE VI PROGRAM REGULATION
- 13-08 APPROVE: CONSIDERATION OF AUTHORIZING THE CEO TO EXECUTE A 1ST CONTRACT AMENDMENT WITH MANSFIELD OIL COMPANY TO INCREASE THE CONTRACT FUNDS AND AUTHORITY BY \$300,000 FOR FURNISHING AND DELIVERING CARB ULTRA-LOW SULFUR DIESEL FUEL

At Director Mathews' request the Chair pulled Agenda Item 13-01, Accept and File Preliminary Approved Check Journal Detail for the Month of August 2019, to become Agenda Item 21A.

There was no public comment.

ACTION: MOTION TO ACCEPT THE CONSENT AGENDA AS PRESENTED.

MOTION: DIRECTOR ROTKIN

SECOND: DIRECTOR McPHERSON

MOTION PASSED WITH 8 AYES (Directors Bottorff, Gonzalez, Mathews, McPherson, Meyers, Pageler, Rothwell and Rotkin) Directors Coffman-Gomez, Leopold and Lind were absent.

REGULAR AGENDA

- 14 PRESENTATION OF EMPLOYEE LONGEVITY AWARDS FOR 15 YEARS:** Candis Almanza, Sandra Howard, Melody Martin and Lupe Sanchez Vice Chair Rotkin provided brief bios of the employees and congratulated them.

Sandra Howard and Lupe Sanchez accepted their certificates from Chair Bottorff and expressed their thanks to the board.

- 15 INTRODUCTION OF NEW MECHANIC (Gabriel Moreno) AND FIXED ROUTE OPERATORS** (Bernabe Carranco, Pio Quinto Carrillo, Michell Collins, David DeMara, Cindi Farrell, Jaime Jimenez-Neri, Theresa Lustik, Pablo Martinez, Maribel Negrete, Darna Stewart, Daniela Leal, Miguel Avalos)

Michael Rios, Training and Safety Coordinator, and Leo Pena, Assistant Training and Safety Coordinator, introduced themselves and the new employees who individually commented on becoming a member of the METRO team.

- 16 PUBLIC HEARING ON FIXED ROUTE FREE FARE PROGRAM FOR LEGALLY BLIND CUSTOMERS**

PUBLIC HEARING OPENED AT 9:34A

Jayme Ackemann, Marketing, Communications and Customer Service Director, provided commentary to the staff report and asked the Board to consider public comment to amend METRO's discount fare program.

Public Comment:

Catherine Fisher, an attorney representing riders of SCMTD, said the current five machines work fine if you can see. Instead of fixing the current machines, METRO is proposing a free fare program until the machines are replaced. They are in support of a free fare program as an alternative, but this must allow the blind customers to access the system at the same time as the seeing public. They are opposed to the medical verification and application process.

Len Burns said he has been a blind user of METRO for almost 40 years. When the TVMs were introduced approximately ten years ago, there was some concern; there has been some limited progress. However, these machines do not meet state or federal law and are in violation of ADA. We do support a free fare program until METRO can fix this problem. He asked the board to rethink how the program is rolled out.

Veronica Elsea, representing herself as a fixed route transit user, has been using the METRO system for 40 years and, as a transit user, said this feels like exchanging one onerous burden for another. In order to comply with the proposed policy, she would have to get an appointment with her primary care provider. The earliest appointment is not until November. Ophthalmologist appointments are even further out. Everyone supports the proposed free fare, not the complicated procedure. She asked that the board not approve the policy as written and allow a self-identified rider to ride the METRO.

Becky Taylor asked that the Board listen to the speakers and permit them to ride free rather than completing the proposed paperwork.

Brandon Freeman, Sr. Vice Chair of SMART Local 23, said the Operators aren't interested in seeing an additional ID for this; they don't want to know what the individual disability is. The Operators prefer to handle it on a case-by-case basis.

Vice Chair Rotkin asked if the policy would be an issue for the Operators.

Mr. Freeman responded that the Operators do not get into conflicts with riders over fare(s).

Mr. Sandoval noted that, from an Operator's perspective, they would now be put into a judgment situation. The best solution is to fix the TVMs.

Director Mathews asked METRO to estimate the number of program participants.

Hearing no further comments, Chair Bottorff closed the hearing and moved to the next agenda item.

PUBLIC HEARING CLOSED AT 9:55AM

17 CONSIDERATION OF ADOPTION OF FREE FARE POLICY FOR LEGALLY BLIND INDIVIDUALS

Taking the public and board comments received above into consideration, the following motion was made:

ACTION: MOTION TO POSTPONE A DECISION ON THE POLICY AS PRESENTED TODAY, AND ASK STAFF TO RETURN NEXT MONTH WITH AN UPDATED RECOMMENDATION.

MOTION: DIRECTOR BOTTORFF

SECOND: DIRECTOR ROTKIN

MOTION PASSED WITH 8 AYES (Directors Bottorff, Gonzalez, Mathews, McPherson, Meyers, Pageler, Rothwell and Rotkin) Directors Coffman-Gomez, Leopold and Lind were absent.

18 ORAL CEO UPDATE

CEO Clifford welcomed and announced the promotion of Monik Delfin to HR Deputy Director and provided a brief update on various federal and state funding programs.

There was no public comment.

19 ORAL UPDATE ON FY19 TRIENNIAL REVIEW

CEO Clifford reported that the FY19 triennial review was completed yesterday, September 26th. There were two small findings regarding preventative maintenance. An event will be planned to celebrate this wonderful result and board members will be invited.

Director Mathews congratulated METRO on the results and segued into the Downtown Santa Cruz EcoPass Program.

Claire Fliesler, City of Santa Cruz Transportation Planner, introduced herself and explained the "Go Santa Cruz" Program which was scheduled to launch October 1st.

Director McPherson departed at 10:05AM

There was no public comment.

20 ORAL PACIFIC STATION UPDATE

Barrow Emerson, Planning and Development Director, provided an update on Pacific Station and funding therefor, noting a draft METRO/Santa Cruz City MOU will be presented to the Board and City Council in the near future.

Director Mathews thanked Mr. Emerson and others for their efforts. She requested support from METRO on an additional mixed-use project that is also part of the Downtown vision.

Director Meyers also thanked staff for their efforts, noting there is a huge need and commitment to build affordable housing in the City.

21 ACCEPT AND FILE METRO PLANNING AND MARKETING ANNUAL STATUS REPORT

Mr. Emerson and Jayme Ackemann, Marketing, Communications and Customer Service Director, touched on the six key topics they plan to focus on over the next year: Ridership, Upcoming Bus Service Initiatives, Other Non-Service Major Initiatives, Recent Onboard Rider Survey, Priorities for Future Additional Service and Marketing.

Ms. Ackemann brought the assembly's attention to the slightly modified METRO logo and spoke briefly of the exciting programs rolling out in 2020. One of the highlights will be celebrating METRO's 50th anniversary!

There were various comments surrounding the upcoming marketing programs, applications, case studies, etc. among the board and staff.

There was no public comment.

21A CONSENT AGENDA ITEM 13-01, ACCEPT AND FILE PRELIMINARY APPROVED CHECK JOURNAL DETAIL FOR THE MONTH OF AUGUST 2019, PULLED AND DISCUSSED AS AGENDA ITEM 21A

Director Mathews questioned the inclusion of a monthly check journal.

Angela Aitken, CFO, responded this is informative and provides financial transparency to the public.

There was no public comment.

ACTION: MOTION TO ACCEPT AND FILE THE PRELIMINARY APPROVED CHECK JOURNAL DETAIL FOR THE MONTH OF AUGUST 2019 AS PRESENTED

MOTION: DIRECTOR MATHEWS

SECOND: DIRECTOR ROTKIN

MOTION PASSED WITH 8 AYES (Directors Bottorff, Gonzalez, Mathews, McPherson, Meyers, Pageler, Rothwell and Rotkin) Directors Coffman-Gomez, Leopold and Lind were absent.

22 ORAL UPDATE ON THE PUBLIC TRANSPORTATION AGENCY SAFETY PLAN (PTASP) REQUIREMENT BY THE FTA

Rufus Francis, Safety, Security and Risk Management Director, provided background to the staff report, noting this is the first time the PTASP requires Board approval. He will return to the board in December with a plan as it must be implemented no later than July 2020.

There was no public comment.

23 CONSIDER APPROVAL OF SMART LOCAL 23 FIXED ROUTE WAGE SCALES AND RELATED CONTRACT LANGUAGE

Agenda Items 22 and 23 were discussed together.

24 CONSIDER APPROVAL OF SMART LOCAL 23 PARACRUZ WAGE SCALES AND RELATED CONTRACT LANGUAGE

Angela Aitken, CFO, explained the pay table process, calculation of longevity and formula(s) used to establish the pay tables. Today she is requesting board approval, adding the unions have reviewed and approved.

There was no public comment

ACTION: MOTION TO APPROVE THE SMART LOCAL 23 FIXED ROUTE AND PARACRUZ WAGE SCALES AND RELATED CONTRACT LANGUAGE AS PRESENTED

MOTION: DIRECTOR ROTKIN

SECOND: DIRECTOR ROTHWELL

MOTION PASSED WITH 8 AYES (Directors Bottorff, Gonzalez, Mathews, McPherson, Meyers, Pageler, Rothwell and Rotkin) Directors Coffman-Gomez, Leopold and Lind were absent.

25 ANNOUNCEMENT OF NEXT MEETING: FRIDAY, OCTOBER 25, 2019 AT 9:00 AM, AT METRO ADMIN OFFICES, 110 VERNON STREET, SANTA CRUZ, CA
Chair Bottorff announced the next meeting as above.

Chair Bottorff adjourned the meeting at 10:48A

Respectfully submitted,

Gina Pye
Executive Assistant

- THIS PAGE INTENTIONALLY LEFT BLANK -

SIDE AGREEMENT BETWEEN
SANTA CRUZ METROPOLITAN TRANSIT DISTRICT
AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 521 (SEA)

Service Employees International Union Local 521 (hereinafter SEIU) and the Santa Cruz Metropolitan Transit District (hereinafter METRO) agree as follows:

On June 20, 2019, representatives of SEIU met with METRO management and agreed to the following:

1. Add the classification of "Projects Coordinator" into SEIU-SEA Salary Schedule.
2. The position of "Projects Coordinator" is a non-exempt position.
3. The salary range for the Administrative Specialist was agreed to be used for this new classification, which is based in line with administrative duties and the minimum qualifications for both positions.

It is the intent of the parties that no precedence is set by these actions.

The position of Projects Coordinator will be added to the SEA Salary Schedule, Appendix A, once the 2019 Memorandum of Understanding is ratified between SEIU and Santa Cruz METRO.

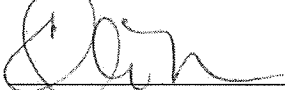
The undersigned have reviewed the side agreement and mutually agree to its intent.

Alex Clifford
Chief Executive Officer

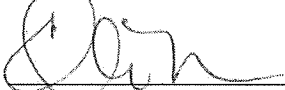
Date

Dawn Crummié
Human Resources Director

Date



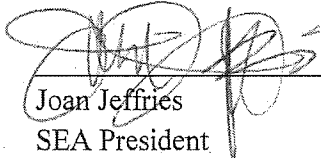
Olivia Martinez
SEIU Local 521 Representative



8/8/19
Date



Joan Jeffries
SEA President



8/8/19
Date

SIDE AGREEMENT BETWEEN
 SANTA CRUZ METROPOLITAN TRANSIT DISTRICT
 AND
 SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 521 (SEA)

WAGE SCALE FOR PROJECTS COORDINATOR
 Effective: 07-01-2019

SEA SALARY SCHEDULE	Step 1	Step 1 L	Step 1 LL	Step 2	Step 2 L	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 4	Step 4 L	Step 4 LL	Step 5	Step 5 L	Step 5 LL	Step 6	Step 6 L	Step 6 LL
PROJECT'S COORDINATOR	24.19	25.40	26.61	25.37	26.64	27.91	26.66	27.99	29.32	28.01	29.41	30.81	29.37	30.84	32.31	30.84	32.38	33.92
ADMIN SPECIALIST*	24.19	25.40	26.61	25.37	26.64	27.91	26.66	27.99	29.32	28.01	29.41	30.81	29.37	30.84	32.31	30.84	32.38	33.92

*For reference only.

 Dawn Crummié
 Human Resources Director

 Olivia Martinez
 SEIU Local 521 Representative

 Joan Jeffries
 SEA President

 Date 8/8/19

 Date 8/8/19

RECEIVED AT 9/27/19 METRO BOARD MEETING



DATE: March 22, 2019
TO: Board of Directors
FROM: Erron Alvey, Purchasing and Special Projects Director
SUBJECT: **AUTHORIZATION OF A PROVISIONAL ADMINISTRATIVE SPECIALIST POSITION IN THE PURCHASING DEPARTMENT**

I. RECOMMENDED ACTION

That the Board of Directors authorize authorized Provisional Administrative Specialist for a period of six months in the Purchasing Department

II. SUMMARY

- Santa Cruz Metropolitan Transit District (METRO) has been awarded several grants for capital projects in the last few years from both the State of California and the Federal Transit Administration.
- Currently there is \$2.2M in the FY19 Capital Budget for open and active projects, some dating back to 2014 grants.
- Since there is no single Project Manager at METRO, the department heads are designated project managers and are responsible for seeing the projects through. Facilities Maintenance has the bulk of the projects.
- Due to a limited number of department-level administrative staff, the Purchasing and Special Projects Director brought in a temporary employee to assist all departments with their capital projects.
- The current temporary employee assigned to the position began in August of 2018 and has reached the annual capacity of hours allowed by CalPERS to be worked by any temporary employee.
- As the job description for a Projects Coordinator and the duties and tasks of the position are still being developed, staff is requesting that the Provisional Administrative Specialist be authorized now in order to retain the employee that has already received training and that this provisional position be funded in FY20 for three months (July – September 2019).

III. DISCUSSION/BACKGROUND

METRO has been very successful with grant awards for capital projects. Capital projects are typically either vehicles (transit buses, paratransit vehicles and support vehicles) or facilities improvements. The bulk of the latter projects are assigned to the Facilities Maintenance Department, where the Facilities Maintenance Manager is designated Project Manager. This department has one

administrative support position, with remaining staff performing maintenance on METRO's buildings and grounds. Many of these grants have extensive administrative requirements such as, regular reporting on formal procurement, expenses, project milestones, vendor performance and closeout activities. Unfortunately, due to the lack of administrative staff, these duties often fall to Planning & Grants and/or Purchasing staff to complete. Project Managers also have difficulties meeting project milestones and have come up against spending deadlines putting funding at risk.

In order to try and address these needs, the Purchasing and Special Projects Director brought in a temporary employee to assist all departments with their capital projects. Alex Clifford, CEO, has also made closing out the oldest grants the highest priority for this position.

From August 2018 to date, this temporary employee has assisted with closing out nine grant-related projects, and has performed the following duties concurrently on the 40 projects currently assigned:

- Single point of contact for working groups. Schedules project meetings, prepares minutes, distributes action items, follows up for status.
- Organizes project details for easy reference and reports monthly status to CEO and Finance for Board of Directors meetings.
- Resolves problems with expenses, grant rules, meeting deadlines.

The current temporary employee assigned to the position began in August of 2018 and has reached the annual capacity of hours allowed by CalPERS to be worked by any temporary employee.

As the job description for a Projects Coordinator and the duties and tasks of the position are still being developed, staff is requesting that the Provisional Administrative Specialist be authorized now in order to retain the employee that has already received training and that this provisional position be funded in FY20 for three months (July – September 2019).

While this temporary employee has been very helpful with communication and organization, the next step is to identify and develop more tasks that will directly move projects along (a more "hands-on" approach), provide better oversight of expenditures, and ensure project managers stay on schedule in order to meet the required milestones.

This position was discussed with SEIU/SEA Chapter President, Joan Jeffries. She understands the intent and supports authorizing this provisional Administrative Specialist position.

IV. FINANCIAL CONSIDERATIONS/IMPACT

FY19 funding for this position will be provided partially from a separate vacant position (Purchasing Assistant) in the Purchasing Department and the remaining will be unspent FY19 funds. Staff is requesting that funds in the amount of \$19,212 be approved for FY20 to cover three months. Funding sources are as follows:

- FY20 1900-503041 Purchasing – Temp Help
 - \$35,000 budgeted specifically for the original temp position
 - \$19,212 to be moved to Labor & Fringe for an additional Administrative Specialist
- All grants going forward will request funding for administrative support. If awarded, with this as an eligible expense, labor hours worked on that project by this employee will be billed to the grant.

V. ALTERNATIVES CONSIDERED

Continue to use temporary employee services. This is not recommended as temporary employees have limited annual capacity (999 hours out of 2080), and are at a higher cost. This position requires the incumbent to gain institutional knowledge, and bringing in someone new every six months would mean losing knowledge gained and starting over again each time.

VI. ATTACHMENTS

None

Prepared by: Erron Alvey, Purchasing and Special Projects Director

Attachment A

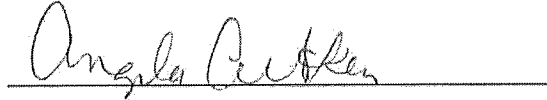
Santa Cruz METRO Board of Directors
March 22, 2019
Page 4 of 4

VII. APPROVALS:

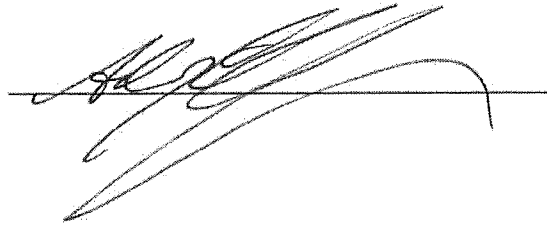
Erron Alvey, Purchasing &
Special Projects Director

A handwritten signature in black ink, appearing to read "Erron Alvey", written over a horizontal line.

Approved as to fiscal impact:
Angela Aitken, Chief Financial Officer

A handwritten signature in black ink, appearing to read "Angela Aitken", written over a horizontal line.

Alex Clifford, CEO/General Manager

A handwritten signature in black ink, appearing to read "Alex Clifford", written over a horizontal line.

VI. Internal Equity Analysis and Recommendations

Step 5: Defining Vertical Series Relationships for Non-Benchmark Classes

During the classification study phase of this project, Santa Cruz METRO established 38 class series' (see Appendix C). Although some series consist of a single class, others have multiple levels. Therefore, after resolving classes with insufficient and possible anomalies and defining the proposed salary bands, CPS HR analyzed the remaining 37 non-benchmark classes based on their relationships to the established benchmarks. The results can be found in Table 9 below. The Proposed New Maximum Salaries reflect the following recommended **spreads between levels**:

Entry: Set 10.0% below Journey Level

Journey

Advanced: Set 10.0% above Journey Level

Advanced-Lead: Set 20.0% above Journey Level

Supervisor 1: Set 27.5% above Journey Level

Supervisor 2: Set 35.0% above Journey Level

Although it is possible to calculate "average" spreads using labor market data, such averages are not reliable when the number of comparator agencies is small and/or when several of the agencies don't have matches for all class levels. The above-proposed spreads incorporate CPS HR's professional experience as well as Santa Cruz METRO's classification structure.

It is our opinion that a **10% differential between classes in a series recognizes the increased responsibilities of the higher level, provides an adequate salary separation between supervisors and subordinates, and provides a reasonable promotional incentive.**

Likewise, a 15% spread between the top supervisory class (Supervisor 2) and the highest-level non-supervisory class (Advanced-Lead) is also consistent with our market experience.

[Supervisor 2 is 35% above Journey. Advanced-Lead is 20% above Journey. Therefore, the spread between the two is 15%, as $35 - 20 = 15$.]

Attachment A

Final SEIU agreed to 38 series and 75 positions - 011719

75 positions			
	Series across	14	15
	Classes	Transit Supervisor Series	Safety & Training Series
leveling terms	Entry/First working level		Safety and Training Program Specialist Series
	Journey		Safety and Training Program Specialist I
	Advanced		Safety and Training Program Specialist II
	Advanced - Lead		
	Supervisor		Assistant Safety & Training Coordinator
	Supervisor	Transit Supervisor	Safety & Training Coordinator
		Agreement	Agreement

Attachment A

Final SEIU agreed to 37 series and 75 positions - 060619

75 positions				
	Series across	14	15	16
	Classes	<u>Safety & Training Series</u>	<u>Safety and Training Program Specialist Series</u>	<u>Information Technology Support Analyst Series</u>
leveling terms	Entry/First working level		Safety and Training Program Specialist I	Information Technology Support Analyst I
	Journey		Safety and Training Program Specialist II	Information Technology Support Analyst II
	Advanced			
	Advanced - Lead			
	Supervisor I	Transit Supervisor		
	Supervisor II	Assistant Safety & Training Coordinator		
	Supervisor III	Safety & Training Coordinator		
		Agreement	Agreement	Agreement
		Transit Supervisor		
		Agreed to put in this class on 06/06/19, instead of in its own class.		

Attachment A

Final SEIU agreed to 37 series and 75 positions - 060619

75 positions				
	Series across	14	15	16
	<u>Classes</u>	<u>Safety & Training Series</u>	<u>Safety and Training Program Specialist Series</u>	<u>Information Technology Support Analyst Series</u>
leveling terms	Entry/First working level		Safety and Training Program Specialist I	Information Technology Support Analyst I
	Journey		Safety and Training Program Specialist II	Information Technology Support Analyst II
	Advanced			
	Advanced - Lead			
	Supervisor I	Transit Supervisor		
	Supervisor II	Assistant Safety & Training Coordinator		
	Supervisor III	Safety & Training Coordinator		
		Agreement	Agreement	Agreement
		Transit Supervisor		
		Agreed to put in this class on 06/06/19, instead of in its own class.		

Attachment A

Classification	Current Max Salary Hourly	<u>SPREAD</u> % increase above Transit Supervisor
Safety and Training Coordinator	\$ 40.57	11.1%
Assistant Safety and Training Coordinator	\$ 38.64	5.9%
Transit Supervisor	\$ 36.50	

Vendor's Table 9 Recommendation		
New Max Salary Hourly	% inc. from Current Salary	<u>SPREAD</u> % increase above Transit Supervisor
\$ 44.28	9.2%	11.6%
\$ 40.96	6.0%	3.2%
\$ 39.69	8.7%	

Last Best & Final 8/8/2019		
New Max Salary Hourly	% inc. from Current Salary	<u>SPREAD</u> % increase above Transit Supervisor
\$ 47.63	17.4%	20.0%
\$ 43.66	13.0%	10.0%
\$ 39.69	8.7%	

<u>NEW</u> Last Best & Final 9/17/2019		
New Max Salary Hourly	% inc. from Current Salary	<u>SPREAD</u> % increase above Transit Supervisor
\$ 48.78	20.2%	27.5%
\$ 45.91	18.8%	20.0%
\$ 38.26	4.8%	