



**SANTA CRUZ METROPOLITAN TRANSIT DISTRICT (METRO)  
BOARD OF DIRECTORS SPECIAL MEETING MINUTES\*  
AUGUST 11, 2023 – 10:00 AM**

A special meeting of the Board of Directors of the Santa Cruz Metropolitan Transit District (METRO) was convened on Friday, August 11, 2023, as a hybrid meeting.

The Board Special Meeting agenda packet can be found online at [www.SCMTD.com](http://www.SCMTD.com) and is available for inspection at Santa Cruz METRO's Administrative office 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.

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**1 CALLED TO ORDER** at 10:00 AM by Board Chair Kalantari-Johnson.

**2 ROLL CALL:**

Director Rebecca Downing announced she was attending via teleconference under the Brown Act's just cause rules.

The following Directors were **present**, representing a quorum:

<b>Director Kristen Brown</b>	<b>City of Capitola</b>
<b>Director Rebecca Downing</b>	<b>County of Santa Cruz</b>
<b>Direct Jimmy Dutra</b>	<b>City of Watsonville</b>
<b>Director Shebreh Kalantari-Johnson</b>	<b>City of Santa Cruz</b>
<b>Director Manu Koenig</b>	<b>County of Santa Cruz</b>
<b>Director Donna Lind</b>	<b>City of Scotts Valley</b>
Director Bruce McPherson	County of Santa Cruz
<b>Director Scott Newsome</b>	<b>City of Santa Cruz</b>
<b>Director Larry Pageler</b>	<b>County of Santa Cruz</b>
Director Quiroz-Carter	City of Watsonville
<b>Director Mike Rotkin</b>	<b>County of Santa Cruz</b>
Ex-Officio Director Dan Henderson	UC Santa Cruz
Ex-Officio Director Alta Northcutt	Cabrillo College
Michael Tree	CEO/General Manager
Julie Sherman	General Counsel
Patrick Glenn	Legal Counsel

**3 ORAL AND WRITTEN COMMUNICATIONS TO THE BOARD OF DIRECTORS**  
Having none, Board Chair Kalantari-Johnson moved to the next agenda item.

**4 LABOR ORGANIZATION COMMUNICATIONS**

Jordan Vascones, President - SEA Chapter of SEIU 521, expressed appreciation for the COLA being presented to the Board of Directors. However, he was disappointed with the negotiation process itself. SEIU has over 30 job classifications and even though we can't appease everyone, the SEIU team put forth many proposals and the negotiating team did not meet us halfway; they simply rejected them.

James Sandoval, SMART Chairperson, Local 23, expressed that the negotiations went well for both of SMART's bargaining units—Fixed Route and ParaCruz. There was a misunderstanding when it came to a certain classification on the ParaCruz side but hopes that can be cleared up. He thanked Michael Tree - CEO/General Manager, Pat Glenn - Legal Counsel, Dawn Crummié - HR Director, Daniel Zaragoza - Operations Manager: ParaCruz Division, and Chuck Farmer - Chief Financial Officer for working with SMART. SMART sees this as a good deal and hopes the Board does, too.

Brandon Freeman, SMART Vice Chair, Local 23, thanked CEO/General Manager Tree for the time he and the negotiating team dedicated to the process.

**5 ADDITIONAL DOCUMENTATION TO SUPPORT EXISTING AGENDA ITEMS**

Having none, Board Chair Kalantari-Johnson moved to the next agenda item.

**6 REVIEW OF ITEMS TO BE DISCUSSED IN CLOSED SESSION**

General Counsel Julie Sherman announced the following items to be discussed in closed session, noting an announcement was anticipated afterwards.

CONFERENCE WITH LABOR NEGOTIATORS (GOVERNMENT CODE SECTION 54957.6)

Agency Negotiators: Michael Tree, CEO/General Manager  
Patrick Glenn, Labor Counsel

Employee Organizations: SMART, Local 23 – Fixed Route  
SMART, Local 23 – ParaCruz  
SEIU, Local 521

**7 RECESSED TO CLOSED SESSION** at 10:08 AM.

**8 RECONVENED TO OPEN SESSION** at 10:54 AM.

**9 REPORT OF CLOSED SESSION ITEMS**

Julie Sherman, General Counsel, reported out that the Board heard a report from METRO's labor negotiators and is ready to entertain a motion for the ratification of labor agreements with all three of METRO's bargaining units. The parties have negotiated three-year agreements with annual wage increases of 5%, 4%, and 4%, effective for hours worked in pay periods that include July 1, 2023. For the Mechanics in SEIU, there will also be an equity adjustment of 3% in the first and second years of the contract, also effective for hours worked in pay periods that

include July 1, 2023. In addition, the Board is also going to be asked to approve corresponding wage scales for all three bargaining units.

CEO Tree added that he's excited about this agreement and management looks forward to working with the labor leadership on a monthly basis so that we can have a great workplace.

Holly Alcorn, Vice President - SEA Chapter of SEIU 521, asked for clarification on the language of "hours worked." It is unclear whether we are including that in accruals or any other kind of leaves. Legal Counsel Pat Glenn answered that he will respond to that offline.

**ACTION: APPROVE THE RATIFICATION OF LABOR AGREEMENTS AND NEW WAGE SCALES WITH ALL THREE BARGAINING UNITS (FIXED ROUTE, PARACRUZ, AND SEIU), ADOPT THE EQUITY ADJUSTMENT FOR THE MECHANICS AND CONTINUE MONTHLY MEETINGS WITH THE BARGAINING UNITS.**

**MOTION: DIRECTOR ROTKIN**

**SECOND: DIRECTOR BROWN**

**MOTION PASSED WITH 9 AYES (roll call vote) (Directors Brown, Downing, Dutra, Kalantari-Johnson, Koenig, Lind, Newsome, Pageler, and Rotkin). Directors McPherson and Quiroz-Carter were absent.**

Director Rotkin thanked the labor unions for this negotiation session. If we had more money, we would pay more because all of you are worth it. The Board feels this is a fair contract and our negotiators did the best they could to offer you the best deal.

Board Chair Kalantari-Johnson echoed Director Rotkin's comments and thanked the labor unions who came to the table as well as staff and legal counsel for all their work. You are worth more than what we are able to give you. We believe this is a fair contract and we value the work that you do every day.

Director Lind added that our Board Chair did bring up the concerns expressed by the labor unions and those concerns were discussed. We encourage everyone to continue communications through monthly meetings.

**10 ANNOUNCEMENT OF NEXT MEETING**

Board Chair Kalantari-Johnson announced the next regular Board meeting will be held on Friday, August 25, 2023, at 9:00 AM at the METRO Admin Office, 110 Vernon Street, Santa Cruz.

**11 ADJOURNMENT**

Board Chair Kalantari-Johnson adjourned the meeting at 11:01 AM.

Respectfully submitted,

Donna Bauer  
Executive Assistant