

REGIONAL TRANSIT ISSUE PAPER

Agenda Item No.	Board Meeting Date	Open/Closed Session	Information/Action Item	Issue Date
2	12/11/17	Open	Action	11/30/17

Subject: Approving the Terms for Extension of the Labor Contract Between Regional Transit and the AFSCME, District Council 57, Local Union 146 (Administrative/Technical Unit) - January 1, 2018 - December 31, 2020

ISSUE

Whether to approve the terms for settlement of labor contract negotiations between Sacramento Regional Transit District (SacRT) and American Federation of State, County and Municipal Employees, District Council 57, Local 146, Administrative/Technical Unit (AFSCME), for the three year term of January 1, 2018 through December 31, 2020.

RECOMMENDED ACTION

Adopt Resolution No. 17-12-____, Approving the Terms for Settlement of Labor Contract Negotiations between Sacramento Regional Transit District and American Federation of State, County and Municipal Employees, District Council 57, Local 146, Administrative/Technical Unit, for the Three Year Term of January 1, 2018 through December 31, 2020.

FISCAL IMPACT

Budgeted:	Yes	This FY: 2018 (6 months)	\$	22,601
Budget Source:	Operating	FY: 2019	\$	95,419
		FY: 2020	\$	98,835
		FY: 2021 (6 months)	\$	69,119
		Total Amount:	\$	285,974

DISCUSSION

Representatives of SacRT and AFSCME began meeting on August 7, 2017 for the purpose of discussing an extension of the existing Collective Bargaining Agreement (CBA), which is set to expire on December 31, 2017. The negotiating teams reached tentative agreement which converted the salary schedule increases from World to Work to a fixed rate with no other modifications to contract provisions, subject to ratification and approval by the AFSCME membership and the SacRT Board of Directors.

In summary, the substantive terms for the contract extension are as follows:

1. Term of Extension of Agreement:

Three Years from January 1, 2018 through December 31, 2020.

Approved:

Presented:

Final 12/6/17

General Manager/CEO

Director, Labor Relations

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2. Wages/Salaries:

Effective January 1, 2018, the existing District-wide pay ranges for each bargaining unit classification shall be converted to Salary Schedules contained within the CBA. This change is reflected in Section 17.01 of the contract (see Exhibit A)

In lieu of annual adjustments to the salary schedules based upon the World at Work Index, the salary schedules shall be adjusted as follows:

- Effective January 1, 2018 - two and one-half percent (2.5%);
- Effective January 1, 2019 - two and one-half percent (2.5%); and
- Effective January 1, 2020 - two and one-half percent (2.5%).

The adjustments to the salary ranges will affect only those employees who have reached the top of their respective salary ranges. These range changes are reflected in Exhibit B.

Consistent with the language contained in the current agreement, employees who have not reached the top of their salary range will continue to receive annual step increases of up to 5%. This language reflects current contract language, which has been in effect since July 2012.

The terms for settlement have been reduced to writing and are attached to the accompanying Resolution as Exhibit A (**Note:** The Salary Schedule contained in Exhibit A reflects table format only for the conversion of current salary schedules into the contract. The scheduled pay range adjustments will be added as an addendum to the collective bargaining agreement and are contained in Exhibit B.). The employee membership of the Union voted to ratify the terms for settlement on December 1, 2017. Staff recommends the Board approve the terms for extending the CBA for the three year term of January 1, 2017 through December 31, 2020.

RESOLUTION NO. 17-12-_____

Adopted by the Board of Directors of the Sacramento Regional Transit District on this date:

December 11, 2017

**APPROVING THE TERMS FOR SETTLEMENT OF LABOR CONTRACT
NEGOTIATIONS BETWEEN SACRAMENTO REGIONAL TRANSIT DISTRICT AND
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES,
DISTRICT COUNCIL 57, LOCAL 146, ADMINISTRATIVE/TECHNICAL UNIT, FOR
THE THREE YEAR TERM OF JANUARY 1, 2018 THROUGH DECEMBER 31, 2020**

BE IT HEREBY RESOLVED BY THE BOARD OF DIRECTORS OF THE
SACRAMENTO REGIONAL TRANSIT DISTRICT AS FOLLOWS:

THAT, the labor contract settlement terms attached hereto as Exhibit A, between Sacramento Regional Transit (SacRT) and American Federation of State, County and Municipal Employees, District Council 57, Local 146, Administrative/Technical Unit (AFSCME), establishing compensation for employee members of AFSCME, for the period of January 1, 2018 through December 31, 2020, are hereby approved.

THAT, the General Manager/CEO is hereby authorized to bind SacRT to a Collective Bargaining Agreement (CBA) with AFSCME, whereby the existing CBA, including the Retirement Plan, are amended and restated to provide for the changes to compensation, benefits, retirement provisions and other terms and conditions of employment, as set forth in Exhibits A and B.

THAT, the General Manager/CEO is hereby authorized to execute the fully revised CBA and the necessary Retirement Plan amendments on behalf of SacRT to implement their terms.

ANDREW J. MORIN, Chair

A T T E S T:

HENRY LI, Secretary

By: _____
Cindy Brooks, Assistant Secretary

SACRAMENTO REGIONAL TRANSIT
 MANAGEMENT PROPOSAL
 AFSCME ADMIN & TECH UNIT
 OCTOBER, 2017

Sac RT Management proposes the following modifications to Article 17 of the Agreement:

ARTICLE 17 – WAGES / SALARIES

17.01 Salary Schedules

Effective January 1, 2018, the existing pay ranges for each bargaining unit classification shall be converted to Salary Schedules as specified below. Employees will be placed on their respective salary schedule at the level consistent with their current annualized hourly rate.

<i>Non-Exempt Classifications</i>	<u>1/1/2018</u>			
	<i>Hourly Min</i>	<i>Hourly Max</i>	<i>Range Min</i>	<i>Range Max</i>
<i>Accessible Services Eligibility Specialist</i>	<u>\$25.89</u>	<u>\$36.25</u>	<u>\$53,856</u>	<u>\$75,396</u>
<i>Administrative Assistant I</i>	<u>\$19.73</u>	<u>\$27.61</u>	<u>\$41,028</u>	<u>\$57,432</u>
<i>Administrative Assistant II</i>	<u>\$21.74</u>	<u>\$30.44</u>	<u>\$45,228</u>	<u>\$63,312</u>
<i>Administrative Technician</i>	<u>\$24.20</u>	<u>\$33.88</u>	<u>\$50,340</u>	<u>\$70,464</u>
<i>Communications Infrastructure Specialist</i>	<u>\$30.20</u>	<u>\$42.27</u>	<u>\$62,820</u>	<u>\$87,912</u>
<i>Customer Advocate I</i>	<u>\$20.72</u>	<u>\$28.98</u>	<u>\$43,092</u>	<u>\$60,288</u>
<i>Graphic Designer</i>	<u>\$25.89</u>	<u>\$36.25</u>	<u>\$53,856</u>	<u>\$75,396</u>
<i>Information Technology Technician I</i>	<u>\$25.89</u>	<u>\$36.25</u>	<u>\$53,856</u>	<u>\$75,396</u>
<i>Information Technology Technician II</i>	<u>\$27.96</u>	<u>\$39.16</u>	<u>\$58,164</u>	<u>\$81,444</u>
<i>Marketing and Communications Specialist</i>	<u>\$27.96</u>	<u>\$39.16</u>	<u>\$58,164</u>	<u>\$81,444</u>
<i>Network Operations Engineer</i>	<u>\$32.62</u>	<u>\$45.67</u>	<u>\$67,848</u>	<u>\$94,992</u>
<i>Network Operations Technician</i>	<u>\$25.89</u>	<u>\$36.25</u>	<u>\$53,856</u>	<u>\$75,396</u>
<i>Operations Trainer</i>	<u>\$35.22</u>	<u>\$49.32</u>	<u>\$73,260</u>	<u>\$102,576</u>
<i>Route Checker</i>	<u>\$19.73</u>	<u>\$27.61</u>	<u>\$41,028</u>	<u>\$57,432</u>
<i>Safety Specialist I</i>	<u>\$25.89</u>	<u>\$36.25</u>	<u>\$53,856</u>	<u>\$75,396</u>
<i>Safety Specialist II</i>	<u>\$30.20</u>	<u>\$42.27</u>	<u>\$62,820</u>	<u>\$87,912</u>
<i>Senior Customer Advocate</i>	<u>\$25.89</u>	<u>\$36.25</u>	<u>\$53,856</u>	<u>\$75,396</u>
<i>Senior Inspector</i>	<u>\$27.96</u>	<u>\$39.16</u>	<u>\$58,164</u>	<u>\$81,444</u>

SACRAMENTO REGIONAL TRANSIT
 MANAGEMENT PROPOSAL
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<i>Exempt Classifications</i>	<i>1/1/2018</i>			
	<i>Hourly Min</i>	<i>Hourly Max</i>	<i>Range Min</i>	<i>Range Max</i>
<i>Information Technology Project Coordinator</i>	<i>\$36.87</i>	<i>\$51.62</i>	<i>\$76,692</i>	<i>\$107,376</i>
<i>Senior Facilities Specialist</i>	<i>\$36.87</i>	<i>\$51.62</i>	<i>\$76,692</i>	<i>\$107,376</i>
<i>Senior Safety Specialist</i>	<i>\$36.87</i>	<i>\$51.62</i>	<i>\$76,692</i>	<i>\$107,376</i>

17.01, 17.02 Annual Salary Adjustment

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Following the date of successful completion of a probationary period and occurring annually on that date during the term of this Agreement, employees shall receive a 5% increase in salary provided the increase does not exceed the maximum of the pay range for the job classification.

~~**17.02 Pay Range Adjustment** — Pay ranges will be reviewed annually in October using the World at Work Index. If warranted, the pay ranges for covered job classifications will be adjusted effective January 1, 2014, January 1, 2015, January 1, 2016 and January 1, 2017.~~

17.03 Salary Schedule Adjustment

Salary schedules will be increased by 2.5% effective January 1, 2018, January 1, 2019 and January 1, 2020.

Current Sections 17.03 through 17.13 will be numbered 17.04 through 17.14.

RT Management proposes the following modifications to Article 48 of the Agreement:

ARTICLE 48 – TERM OF AGREEMENT

48.01 This Agreement shall be effective January 1, 2014, and shall remain in full force and effect through December 31, 2017. The Agreement shall renew automatically year to year thereafter unless either party notifies the other in writing 90 days prior to the December 31, 2017 that they wish to negotiate a successor Agreement.

48.02 In the event notice to modify the Agreement is given, negotiations shall begin as soon as mutually acceptable, any time after June 30, 2017, but no later than 60 days prior to December 31, 2017, or 60 days prior to the end of any subsequent yearly period of extended renewal. Upon mutual agreement, the parties may exchange their respective written proposals for modifying the Agreement at least 7 days in advance of the first scheduled meeting.

48.03 This Agreement shall remain in full force and effect during the period that negotiations are underway until such time as a successor Agreement is executed by the parties.

48.04 Reopener (New Provision)

During the term of this Agreement either party retains the right to reopen the Agreement for the purpose of renegotiating 1 economic and 1 non-economic item between January 1, 2015 and January 1, 2017. The desiring party must send written notice to the other of its intent to reopen the Agreement and negotiations will begin as soon thereafter as can be mutually agreed upon, but no later than 30 calendar days.

~~4.~~ 48.05 Contract Extension

Effective upon ratification by AFSCME and the DISTRICT, the terms of this Agreement as modified herein shall be extended from the first day of January 2018 through midnight on the 31st day of December 2020. If either party wishes to extend, alter or modify the Agreement thereafter, such party shall notify the other party in writing of its intention to terminate, extend or alter the Agreement not less than ninety (90) days prior to midnight the 31st day of December 2020.

48.06 Notice of Intent to Bargain

If notice is given in accordance with Section 5 above to extend or alter the Agreement, formal negotiations shall begin not less than sixty (60) days prior to midnight the 31st day of December 2020 and the parties shall meet at a mutually agreed upon date and time to exchange initial proposals.

Job Title	1/1/2018			
	Hourly Min	Hourly Max	Range Min	Range Max
Accessible Services Eligibility Specialist	\$26.54	\$37.15	\$55,202	\$ 77,281
Administrative Assistant I	\$20.22	\$28.30	\$42,054	\$ 58,868
Administrative Assistant II	\$22.29	\$31.20	\$46,359	\$ 64,895
Administrative Technician	\$24.81	\$34.72	\$51,599	\$ 72,226
Communications Infrastructure Specialist	\$30.96	\$43.32	\$64,391	\$ 90,110
Customer Advocate I	\$21.24	\$29.71	\$44,169	\$ 61,795
Graphic Designer	\$26.54	\$37.15	\$55,202	\$ 77,281
Information Technology Project	\$37.79	\$52.91	\$78,609	\$110,060
Information Technology Technician I	\$26.54	\$37.15	\$55,202	\$ 77,281
Information Technology Technician II	\$28.66	\$40.13	\$59,618	\$ 83,480
Marketing and Communications Specialist	\$28.66	\$40.13	\$59,618	\$ 83,480
Network Operations Engineer	\$33.43	\$46.81	\$69,544	\$ 97,367
Network Operations Technician	\$26.54	\$37.15	\$55,202	\$ 77,281
Operations Trainer	\$36.10	\$50.55	\$75,092	\$105,140
Route Checker	\$20.22	\$28.30	\$42,054	\$ 58,868
Safety Specialist I	\$26.54	\$37.15	\$55,202	\$ 77,281
Safety Specialist II	\$30.96	\$43.32	\$64,391	\$ 90,110
Senior Customer Advocate	\$26.54	\$37.15	\$55,202	\$ 77,281
Senior Facilities Specialist	\$37.79	\$52.91	\$78,609	\$110,060
Senior Inspector	\$28.66	\$40.13	\$59,618	\$ 83,480
Senior Safety Specialist	\$37.79	\$52.91	\$78,609	\$110,060

Job Title	1/1/2019			
	Hourly Min	Hourly Max	Range Min	Range Max
Accessible Services Eligibility Specialist	\$27.20	\$38.08	56,582	79,213
Administrative Assistant I	\$20.72	\$29.01	43,105	60,340
Administrative Assistant II	\$22.85	\$31.98	47,518	66,517
Administrative Technician	\$25.43	\$35.59	52,889	74,032
Communications Infrastructure Specialist	\$31.73	\$44.41	66,001	92,363
Customer Advocate I	\$21.77	\$30.45	45,273	63,340
Graphic Designer	\$27.20	\$38.08	56,582	79,213
Information Technology Project	\$38.74	\$54.24	80,574	112,812
Information Technology Technician I	\$27.20	\$38.08	56,582	79,213
Information Technology Technician II	\$29.38	\$41.14	61,108	85,567
Marketing and Communications Specialist	\$29.38	\$41.14	61,108	85,567
Network Operations Engineer	\$34.27	\$47.98	71,283	99,801
Network Operations Technician	\$27.20	\$38.08	56,582	79,213
Operations Trainer	\$37.00	\$51.81	76,969	107,769
Route Checker	\$20.72	\$29.01	43,105	60,340
Safety Specialist I	\$27.20	\$38.08	56,582	79,213
Safety Specialist II	\$31.73	\$44.41	66,001	92,363
Senior Customer Advocate	\$27.20	\$38.08	56,582	79,213
Senior Facilities Specialist	\$38.74	\$54.24	80,574	112,812
Senior Inspector	\$29.38	\$41.14	61,108	85,567
Senior Safety Specialist	\$38.74	\$54.24	80,574	112,812

Job Title	1/1/2020			
	Hourly Min	Hourly Max	Range Min	Range Max
Accessible Services Eligibility Specialist	\$ 27.88	\$ 39.04	57,997	81,193
Administrative Assistant I	\$ 21.24	\$ 29.74	44,183	61,849
Administrative Assistant II	\$ 23.42	\$ 32.78	48,706	68,180
Administrative Technician	\$ 26.06	\$ 36.48	54,211	75,883
Communications Infrastructure Specialist	\$ 32.52	\$ 45.52	67,651	94,672
Customer Advocate I	\$ 22.31	\$ 31.21	46,405	64,924
Graphic Designer	\$ 27.88	\$ 39.04	57,997	81,193
Information Technology Project	\$ 39.71	\$ 55.59	82,588	115,632
Information Technology Technician I	\$ 27.88	\$ 39.04	57,997	81,193
Information Technology Technician II	\$ 30.11	\$ 42.17	62,636	87,706
Marketing and Communications Specialist	\$ 30.11	\$ 42.17	62,636	87,706
Network Operations Engineer	\$ 35.13	\$ 49.18	73,065	102,296
Network Operations Technician	\$ 27.88	\$ 39.04	57,997	81,193
Operations Trainer	\$ 37.93	\$ 53.11	78,893	110,463
Route Checker	\$ 21.24	\$ 29.74	44,183	61,849
Safety Specialist I	\$ 27.88	\$ 39.04	57,997	81,193
Safety Specialist II	\$ 32.52	\$ 45.52	67,651	94,672
Senior Customer Advocate	\$ 27.88	\$ 39.04	57,997	81,193
Senior Facilities Specialist	\$ 39.71	\$ 55.59	82,588	115,632
Senior Inspector	\$ 30.11	\$ 42.17	62,636	87,706
Senior Safety Specialist	\$ 39.71	\$ 55.59	82,588	115,632