

REGIONAL TRANSIT ISSUE PAPER

Agenda Item No.	Board Meeting Date	Open/Closed Session	Information/Action Item	Issue Date
19	06/12/17	Open	Action	06/06/17

Subject: Temporarily Modifying Article 8, Section 8.04(B)(1) of the Personnel Rules and Procedures for Salaried Employees of the Management and Confidential Group (MCEG).

ISSUE

Whether to temporarily modify Article 8 - Employee Pay Plan, Section 8.04(B)(1) - Pay for Performance Merit Increase of the Personnel Rules and Procedures for Salaried Employees Pertaining to Merit Pay Increases for Management and Confidential Employees Group (MCEG) for Fiscal Year 2018.

RECOMMENDED ACTION

Adopt Resolution No. 17-06____, Temporarily Modifying Article 8 - Employee Pay Plan, Section 8.04(B)(1) - Pay for Performance Merit Increase of the Personnel Rules and Procedures for Salaried Employees Pertaining to Merit Pay Increases for MCEG Employees for Fiscal Year 2018.

FISCAL IMPACT

This action results in a cost of \$257,223 in Fiscal Year 2018.

DISCUSSION

While RT has made strides toward economic stability in 2017, continuing to build a strong fiscal foundation, and ensure consistent, quality, "Customer First" transportation services for the citizens of this region is paramount. Reaching our goals (as witnessed by the Amalgamated Transit Union – Local 256's agreement to extend its Collective Bargaining Agreement into the year 2019) is a District-wide team effort.

Maintaining this focus on the future, staff recommends that your Board approve that Article 8 - Employee Pay Plan, Section 8.04(B)(1) - Pay for Performance Merit Increase of the Personnel Rules and Procedures for Salaried Employees in MCEG be temporarily modified for Fiscal Year 2018, whereby the percentage merit pay increase is reduced from 5% to 3.0%.

Approved:

Presented:

Final 06/06/17

General Manager/CEO

Director, Labor Relations

RESOLUTION NO. 17-06-_____

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

June 12, 2017

**TEMPORARILY MODIFY ARTICLE 8 - EMPLOYEE PAY PLAN, SECTION 8.04(B) (1)
– PAY FOR PERFORMANCE MERIT INCREASE OF THE PERSONNEL RULES AND
PROCEDURES FOR SALARIED EMPLOYEES IN MCEG CLASSIFICATIONS FOR
FISCAL YEAR 2018**

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

THAT, Article 8 - Employee Pay Plan, Section 8.04(B)(1) - Pay for Performance Merit Increase of the Personnel Rules and Procedures for Salaried Employees in the Management and Confidential Employees Group (MCEG) be temporarily modified for Fiscal Year 2018 whereby the percentage merit pay increase is reduced from 5% to 3.0%.

THAT, the General Manager/CEO is hereby authorized and directed to implement the modifications to the Personnel Rules and Procedures as described above.

ANDREW J. MORIN, Chair

A T T E S T:

HENRY LI, Secretary

By: _____
Cindy Brooks, Assistant Secretary