

REGIONAL TRANSIT ISSUE PAPER

Agenda Item No.	Board Meeting Date	Open/Closed Session	Information/Action Item	Issue Date
6	03/08/10	Open	Action	02/25/10

Subject: Approving Personnel Rules and Procedures for Management and Confidential Employee Group

ISSUE

Whether or not to approve implementation of the Personnel Rules and Procedures (PR&P's) between the District and the Administrative Employees Association (AEA) to govern the terms and conditions of employment for the non-represented Management and Confidential Employees Group (MCEG).

RECOMMENDED ACTION

Adopt Resolution No. 10-03-_____, Approving the Application of the Personnel Rules and Procedures Between the Sacramento Regional Transit District and the Administrative Employees Association (AEA), Effective January 1, 2009, to Govern the Terms and Conditions of Employment for the Non-Represented Management and Confidential Employees Group (MCEG).

FISCAL IMPACT

There is no fiscal impact as a result of approving this action.

DISCUSSION

On June 8, 2009, the Board approved a Memorandum of Understanding (MOU) between the District and Administrative Employees Association (AEA) revising compensation, benefits and other terms and conditions of employment for covered employees for the period of January 1, 2009, through December 31, 2010 (Resolution No. 09-06-0082). All terms and conditions of employment for covered AEA members, including the aforementioned changes set out in the MOA, are codified in a document herein referred to as the "Personnel Rules and Procedures" (PR&P's).

Historically, the PR&P's applicable to non-represented employees of the MCEG have been identical to those covering the AEA members unless the Board specifically approved a deviation. On March 9, 2009, the Board approved a revision to the economic terms and conditions of employment for the MCEG through December 31, 2010 (Resolution No. 09-03-0039). At that time, negotiations with the AEA for a MOU covering non-economic and economic terms and conditions of employment were still underway.

Approved:


General Manager/CEO

Presented:


Director, Labor Relations

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At the conclusion of negotiations, when the District brought the revisions to the PR&P's for AEA members to the Board for approval on June 8, 2009, the Resolution did not contain language which extended coverage of the non-economic items to employees of the MCEG. The proposed action will delegate authority to the General Manager/CEO to apply the recently revised PR&P's with the AEA to employees of the MCEG to the extent that they do not conflict with any provision of Resolution No. 09-03-0039, applicable only to members of the MCEG.

Exhibit 1 to the accompanying Resolution contains a list of terms and conditions of employment applicable only to employees of the MCEG.

These PR&P's applicable to the MCEG will continue in effect year after year unless RT notifies its non-represented MCEG Employees in writing of its intention to modify or terminate the terms in whole or in part and such change is approved by the Board.

Staff recommends approval of the aforementioned action.

RESOLUTION NO. 10-03-_____

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

March 8, 2010

APPROVING THE APPLICATION OF THE PERSONNEL RULES AND PROCEDURES BETWEEN THE SACRAMENTO REGIONAL TRANSIT DISTRICT AND THE ADMINISTRATIVE EMPLOYEES ASSOCIATION (AEA) EFFECTIVE JANUARY 1, 2009, TO GOVERN THE TERMS AND CONDITIONS OF EMPLOYMENT FOR THE NON-REPRESENTED MANAGEMENT AND CONFIDENTIAL EMPLOYEES GROUP (MCEG)

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

THAT, effective March 9, 2010, the General Manager/CEO is hereby authorized to apply the Personnel Rules and Procedures (PR&P's) adopted by Board Resolution No. 09-06-0082, governing compensation, benefits and other terms and conditions of employment for employees of the AEA, to non-represented employees of the Management and Confidential Employee Group (MCEG).

THAT, these PR&P's are applicable to all employees of the MCEG, subject to the exceptions set forth in RT Board Resolution No. 09-03-0039 effective through December 31, 2010, and will renew automatically year to year thereafter, unless RT notifies its non-represented MCEG Employees in writing of its intention to modify or terminate these PR&P's.

THAT, the authority defined above is limited to adoption of the PR&P's governing compensation, benefits and other terms and conditions of employment that are not in conflict with Board authorized Resolution No. 09-03-0039 for MCEG.

THAT, attached hereto as Exhibit 1 is a list of terms and conditions of employment applicable to employees of the MCEG by way of Resolution No. 09-03-0039, which are different from those applicable to employee members of the AEA by Resolution 09-06-0082. In the event there are inconsistent provisions between the PR&P's and the provisions of Resolution No. 09-03-0039 that are not identified on Exhibit 1, the provisions of Resolution No. 09-03-0039 will take precedent for employees of the MCEG through December 31, 2010.

THAT, the General Manager/CEO is authorized and directed to effectuate the changes described above for employees of the MCEG.

A T T E S T:

STEVE MILLER, Chair

MICHAEL R. WILEY, Secretary

By: _____
Cindy Brooks, Assistant Secretary

The following represents the differences in economic terms and conditions of employment between employees of the MCEG employee members of the AEA and as set forth in set forth in Board Resolutions 09-03-0039 and 09-06-0082, respectively.

FURLOUGH DAYS

MCEG – Employees must schedule and take a total of 12 unpaid furlough days between March 16, 2009 and December 31, 2010

AEA - Employees must schedule and take a total of 11 unpaid furlough days between June 16 and December 31, 2010.