

AGENDA: October 4, 2007

TO: Regional Transportation Commission

FROM: George Dondero, Executive Director,  
Ellen Aldridge, Agency Consultant

REGARDING: Tentative Agreement with SEIU, Local 521 and SCCRTC

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### ***RECOMMENDATIONS***

Staff recommends that the Santa Cruz County Regional Transportation Commission:

1. Adopt the MOU between SEIU, Local 521 and the SCCRTC.
  2. Authorize the Executive Director to take all necessary administrative actions including signing the appropriate documents to make the benefit and administrative changes to implement the provisions of the MOU.
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### ***BACKGROUND***

The Santa Cruz County Regional Transportation Commission established itself as a new employer separate and apart from the County of Santa Cruz effective November 4, 2006. At that time, certain staff of the RTC were represented by then SEIU, Local 415 and covered by the terms of a memorandum of understanding (MOU) between the County of Santa Cruz and SEIU, Local 415. After separation from the County the RTC and the Union revised the MOU to remove any inapplicable provisions, which clean up MOU was previously approved by your Commission.

The RTC and SEIU, Local 521 have been engaged in negotiations for a successor MOU for the past few months and extended the last MOU through September 24, 2007. On that date, the parties reached tentative agreement for a successor MOU, which agreement was ratified by the RTC CORE bargaining unit.

### ***DISCUSSION***

The major provisions of the tentative agreement, which will be available at your meeting, include the following:

- Term: 3 years, 2 months, through November 13, 2010
- Cost of living increases as follows: 9/11/07: 1%; 9/6/08: 3%; 9/5/09: 3%
- 9/21/07 Elimination of the employer cap on PERS retirement contribution of which employees currently pay 3.24%

- Effective the first pay period after Union ratification and RTC approval a one time signing bonus of \$80.00 for all regular employees, less legally required payroll tax deductions.
- Pay adjustments based on a salary survey of 3.84% for the Planning series of classifications an 5.88% for the Accountant Tech position to bring the classifications to the average of the study in three equal installments, effect march 8, 2008, September 6, 2008 and September 5, 2009.
- Establishment of a Flexible Credit Program effective January 1, 2009 for additional insurance premium contributions.
- Increases in the monthly contribution the RTC makes for insurances through the Flexible Credit program, effective January 1<sup>st</sup> of 2008, 2009 & 2010.
- Increases in the monthly health contributions for retirees effective January 1<sup>st</sup> 2008, 2009, 2020.
- A Commute incentive benefit of \$20/month for employees using public transportation, biking or carpool/vanpool on a regular basis.
- Ability to use paid leave benefits for sick leave upon hire.
- Social Security Divisional election to be held, with those opting out to receive the equivalent of the employer contribution as an employer deferred compensation contribution.
- Swapping Columbus Day for a Floating Holiday.
- Clean up of provisions of the MOU to streamline hiring, employment and disciplinary processes.

The approximate cost of the tentative agreement is as described below. The sources of funding for these increases are revenue increases, program increases and additional funding sources available to the RTC.

2007: \$31,995

2008: \$45,863

2009: \$37,292

2010: \$2,989

Total \$118,139

Attachments (To be distributed at the meeting)

1. MOU between SCCRTC with SEIU, Local 521
2. Track Changes MOU between SCCRTC and SEIU, Local 521
3. CalPERS Resolution to Remove CAP (Included in Packet)