

TO: SCCRTC

FROM: George Dondero, Executive Director,
Ellen Aldridge, RTC Consultant, Avery Associates

REGARDING: Tentative Agreement with RTC Association of Mid-Managers (RAMM) and
SCCRTC

RECOMMENDATIONS

Staff recommends that the Santa Cruz County Regional Transportation Commission:

1. Adopt the MOU between RAMM 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 the Santa Cruz County Mid-Managers Association and covered by the terms of a memorandum of understanding (MOU) between those entities. After separation from the County the RTC and the RAMM engaged in good faith negotiations to revise the MOU to remove any inapplicable provisions and negotiate a successor agreement.

The RTC and RAMM have been engaged in negotiations for a successor MOU for the past few months. The parties reached tentative agreement for a successor MOU last week, which agreement was ratified by the RAMM bargaining unit.

DISCUSSION

The major provision of the tentative agreement, which is attached hereto, include the following:

- Term: 3 years, 2 months, September 15, 2007 through November 20, 2010
- Cost of living increases as follows: retroactive to 9/11/07: 2.785%; 9/6/08: 3%; 9/5/09: 3%.
- Elimination of the employer cap on PERS retirement contribution
- Pay adjustments based on a salary survey for each bargaining unit position to bring the classifications to the average of the classification study in three equal

installments, effective 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 1st of 2008, 2009 & 2010.
- Increases in the monthly health contributions for retirees effective January 1st 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 sick and vacation leave upon accrual.
- Cash out option for 80 vacation hours.
- Cell phone reimbursement of \$25/month.
- 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.

2007-08: \$ 15,821

2008-09: \$ 16,645

2009-10: \$ 17,513

Total over the 3 year, 2 month term \$49,979

Attachments

1. MOU between SCCRTC with RAMM (Enclosed Separately for Commissioners Only)
2. Track Changes MOU between SCCRTC and RAMM (Enclosed Separately for Commissioners Only)