



**SANTA CRUZ METROPOLITAN TRANSIT DISTRICT (METRO)
PERSONNEL/HUMAN RESOURCES STANDING COMMITTEE AGENDA
REGULAR MEETING MINUTES*
JANUARY 16, 2018 - 1:00PM
METRO ADMIN OFFICES
110 VERNON STREET
SANTA CRUZ, CA 95060**

The Personnel/Human Resources Standing Committee convened a meeting as referenced above. The Meeting Agenda Packet can be found online at www.SCMTD.com and is available for inspection at Santa Cruz Metro's Administrative offices at 110 Vernon Street, Santa Cruz, California. *Minutes are "summary" minutes, not verbatim minutes. Audio recordings of Board meeting open sessions are available to the public upon request.

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COMMITTEE ROSTER

Director Jimmy Dutra, Chair	City of Watsonville
Director Norm Hagen	County of Santa Cruz
Director John Leopold	County of Santa Cruz
Director Bruce McPherson, Vice Chair	County of Santa Cruz
Director Mike Rotkin, Past Immediate Chair	County of Santa Cruz
Alex Clifford	METRO CEO/General Manager
Julie Sherman	METRO General Counsel

CALL TO ORDER at 1:10PM by Committee Chair Dutra

ROLL CALL: The following Directors were present, representing quorum:

Director Jimmy Dutra, Chair	City of Watsonville
Director Norm Hagen	County of Santa Cruz

The members discussed the high cost of living and the cost of wages in Santa Cruz County, particularly as they apply to the comparable agencies. Ms. Bernard explained the CPS methodology and how it will affect the compensation outcome(s). In summary, the Cost of Living and the Cost of Wages has already factored into the methodology through the selection of the comparative agencies.

CEO Clifford provided a brief history of difficulties encountered when METRO attempted to fill management positions.

Suggestions were made to possibly use a phased approach to setting the pay ranges to work within current and future METRO financial conditions.

Public Comment:

Mr. Montesino assumed the question of total compensation as it applies to an individual versus to a family would be addressed at a later date.

Joan Jeffries asked questions regarding methodology; e.g., How will wage compaction issues be handled: How would total cost of benefits from different areas be addressed when different insurance providers are offered? What if an employee is paid above the salary level recommended? Etc.

Olivia Martinez referred to Article 7.1 in the MOU addressing her concerns with the study and requested a meeting with CPS and management before the study is undertaken for the SEIU.

Management responded that a meeting would be set up with the SEIU prior to the implementation of the SEIU study.

MOTION TO APPROVE THE POSITION DESCRIPTIONS AND APPROVE THE METHODOLOGY AS PRESENTED, RESERVING APPROVAL OF THE PAY RANGES UNTIL DATA IS RECEIVED AT ALL THREE LEVELS: 5% BELOW MEDIAN, AT MEDIAN AND 5% ABOVE MEDIAN TO DETERMINE COST IMPACT TO METRO.

MOTION: DIRECTOR ROTKIN SECOND: DIRECTOR McPHERSON

The motion was passed unanimously with Chair Dutra abstaining.

REVIEW UPDATES TO METRO BYLAWS AND CONSIDER APPROVING RECOMMENDATION TO BOARD OF DIRECTORS

Julie Sherman, METRO General Counsel, provided a brief summary of recommended changes. CEO Clifford announced he plans to ask the Board to appoint an ad hoc committee to address legislative initiatives, including corrections to METRO's enabling legislation that affect board gap terms at the next board meeting.

CEO Clifford brought the Committee's attention to page 12 of 26, noting that a per diem option would now be offered for travel reimbursement.

There was no public comment.

MOTION TO ACCEPT AND PROVIDE A RECOMMENDATION TO THE BOARD OF DIRECTORS AS PRESENTED

MOTION: DIRECTOR ROTKIN SECOND: DIRECTOR HAGEN

The motion was passed unanimously with Chair Dutra abstaining.

MEETING WAS ADJOURNED AT 2:51P BY CHAIR DUTRA

Submitted by

Gina Pye
Executive Assistant