



**SANTA CRUZ METROPOLITAN TRANSIT DISTRICT (METRO)
PERSONNEL/HUMAN RESOURCES STANDING COMMITTEE AGENDA
MEETING MINUTES*
NOVEMBER 9, 2018 – 10:30 AM
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 Office 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 Ed Bottorff, Board Vice Chair	City of Capitola
Director Jimmy Dutra, Immediate Past Board Chair	City of Watsonville
Director Norm Hagen	County of Santa Cruz
Director John Leopold	County of Santa Cruz
Director Bruce McPherson, Board Chair	County of Santa Cruz
Alex Clifford	METRO CEO/General Manager
Julie Sherman	METRO District Counsel

CALL TO ORDER at 10:35 AM by Board Chair McPherson

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

Director Norm Hagen	County of Santa Cruz
Director John Leopold	County of Santa Cruz
Director Bruce McPherson, Board Chair	County of Santa Cruz

Directors Bottorff and Dutra were absent.

METRO EMPLOYEES AND MEMBERS OF THE PUBLIC WHO VOLUNTARILY INDICATED THEY WERE PRESENT (IN ALPHABETICAL ORDER) THROUGH A SIGN IN SHEET OR VERBAL INTRODUCTION WERE:

Holly Alcorn, SEIU	Joan Jeffries, SEIU
Shonoa Ruddick, METRO	

ADDITIONS OR DELETIONS FROM AGENDA/ADDITIONAL DOCUMENTATION TO SUPPORT EXISTING AGENDA ITEMS

None

ORAL AND OTHER COMMUNICATIONS TO THE PERSONNEL/HUMAN RESOURCES STANDING COMMITTEE

None

RECOMMEND TO THE BOARD OF DIRECTORS THE CPS HR CONSULTING SEIU CLASSIFICATION STUDY, NEW POSITIONS DESCRIPTIONS AND TOTAL COMPENSATION METHODOLOGY

Alex Clifford, CEO/General Manager, introduced Angela Aitken, CFO and Acting HR Director, noting this agenda item is an update for the committee. The process is ongoing as not all of the meet and confers concerning position descriptions have been completed.

Ms. Aitken reiterated today's ask is for a recommendation from the Committee to the Board that the CPS HR Consulting SEIU Classification Study, new position descriptions and total compensation methodology be approved in concept. She noted a few of the differences between the management study and the SEIU study; i.e., seven agencies for management versus ten for SEIU, the logic behind recommending 5% below median for SEIU, as compared to median recommendation for managers (job responsibilities for a staff position would be relatively the same in a large agency as it would be in a small agency; i.e., mechanic. A Manager in a large agency would have a larger band of responsibility than a Manager in a smaller agency; i.e., Fleet Manager at METRO, one facility; Fleet Manager at VTA would have multiple sites and fleets.

CEO Clifford added that this initial methodology recommendation is consistent with what Metro has been doing, in that periodic SEIU reclass requests have included the, larger comparable properties as well as a salary 5% below median.

In response to Director Leopold's inquiries regarding the management study, Ms. Aitken and CEO Clifford responded that CPS has not yet responded to all employee inquires. METRO anticipates any changes to be within what is currently budgeted in the FY19 Operating Budget when this is presented to the Board on November 16th.

Public comment:

Eduardo Montesino, representing the bus and paratransit unions, asked that the Committee not "forget the little people". He cited the difficulties METRO is having recruiting ParaCruz operators and compared their starting salary to those at McDonalds. He expressed concern that the peer properties used in the study are not equitable and asked to see the comparables as he anticipates SEIU and management will receive increases.

Joan Jeffries, representing SEIU SEA, said they are opposed to making the recommendation at this point as the ten agencies used in this study are not the same used historically; e.g., SamTrans is not included. Additionally, the 95% is a relatively new practice that began in 2014 Accountant reclass. She asked that the Committee look at the numbers before making a recommendation, and not forward a recommendation at this time.

Michael Rios, PSA representative, echoed Ms. Jeffries' comments noting that the ten agencies were negotiated.

Olivia Martinez, SEIU representative, expressed her appreciation to Ms. Aitken and Mr. Aguirre for their teamwork on this. She then stated that this is the worst class and comp study she's been involved in over the past eight years. As a result, she is asking METRO to hold CPS accountable for the

unprofessional work product; e.g., they have not responded to employees' questions, conducted horrible desk audits, etc. She stated that it is not okay to ask that the agencies agreed upon in the side letter agreement be changed. She asked that the Committee not agree with the recommendation regarding compensation methodology. She added that wages are a mandatory bargaining subject.

CEO Clifford reiterated today's subject was focused on job specifications. He recommends the Committee approve these in concept in order to move forward. Other conversations will follow. He added this is a total compensation process.

MOTION TO RECOMMEND FORWARDING THE CPS STUDY AND POSITION DESCRIPTIONS TO THE BOARD OF DIRECTORS, USING THE AGENCIES HEREIN, OBTAINING THE SALARY INFORMATION FOR 5% ABOVE MEDIAN, AT MEDIAN AND 5% BELOW MEDIAN IN ORDER TO OBTAIN BOARD APPROVAL IN CONCEPT.

MOTION: DIRECTOR LEOPOLD

SECOND: DIRECTOR HAGEN

MOTION PASSED WITH 3 AYES (Directors Hagen, Leopold and McPherson)

Directors Bottorff and Dutra were absent.

Meeting was adjourned at 11:15 AM by Board Chair McPherson Bottorff.

Respectfully submitted by,

Gina Pye
Executive Assistant