



**SANTA CRUZ METROPOLITAN TRANSIT DISTRICT (METRO)
BOARD OF DIRECTORS AGENDA MEETING MINUTES*
JUNE 28, 2019 – 9:00 AM
WATSONVILLE CITY COUNCIL CHAMBERS
275 MAIN STREET, WATSONVILLE, CA**

A regular meeting of the Board of Directors of the Santa Cruz Metropolitan Transit District (METRO) was convened on Friday, June 28, 2019, at the Santa Cruz City Chambers, 809 Center Street, Santa Cruz, CA.

The Board 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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SECTION I: OPEN SESSION

CALL TO ORDER at 9:01AM by Chair Bottorff.

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

Director Ed Bottorff	City of Capitola
Director Trina Coffman-Gomez	City of Watsonville
Director Aurelio Gonzalez	City of Watsonville
Director John Leopold	County of Santa Cruz
Director Donna Lind	City of Scotts Valley
Director Cynthia Mathews	City of Santa Cruz
Director Donna Meyers	City of Santa Cruz
Director Bruce McPherson	County of Santa Cruz
Director Larry Pageler	County of Santa Cruz
Director Dan Rothwell	County of Santa Cruz
Director Mike Rotkin	County of Santa Cruz
Ex-Officio Director Alta Northcutt	Cabrillo College
Ex-Officio Director Stephen Preston	UCSC

Ex-Officio Director Northcutt and Director Lind were absent.

STAFF PRESENT:

Alex Clifford	METRO CEO/General Manager
Julie Sherman	METRO General Counsel

METRO EMPLOYEES AND MEMBERS OF THE PUBLIC WHO VOLUNTARILY INDICATED THEY WERE PRESENT (IN ALPHABETICAL ORDER) WERE:

Heather Adamson, AMBAG	Bonnie Morr, SMART
Eddie Benson, SCMTD	Keith Otto, Self/County Resident
Antonio Castillo, SEIU	Freddy Rocha, SCMTD
Anna Marie Gouveia, SCMTD	Josh Shaw, SYA
Isaac Holly, METRO	Daniel Zaragoza, SCMTD

3 ANNOUNCEMENTS

- 3-1. Mindy Esqueda introduced her Spanish language interpretation services, which will be available during "Oral Communications" and for any other agenda item for which these services are needed.
- 3-2. Today's meeting is being broadcast by Community Television of Santa Cruz County.

4 BOARD OF DIRECTORS COMMENTS

Director Mathews shared that the Santa Cruz City Council voted to approve a contract amendment to complete the Final 5 Design on the Highway 9 interchange improvement at its last meeting. She also requested METRO provide support for the improvements at this intersection.

Director McPherson advised that the County is anticipating an update regarding the availability of federal funding for Santa Cruz County roads.

Director Gonzalez anticipates the Watsonville Transit Center mural will be complete by the end of the year.

There were no public comments.

5 ORAL AND WRITTEN COMMUNICATIONS TO THE BOARD OF DIRECTORS

- 5.1 May 10, 2019 Letter from Jimmy Panetta, Congressman
- 5.2 May 31, 2019 Letter from Rick Longinotti, Campaign for Sustainable Transportation

Mr. Keith Otto spoke of riders throughout the county and the connection between the SCCRTC and the METRO. (See the attached letter dated June 28 from Brett Garrett, which was received at the board meeting.)

Carl Sigman complimented the Bus Operators. He requested METRO adjust the 31 day pass policy, which currently expires at midnight, rather than 31 full days from the first use of the card; e.g., 7:59AM. Additionally, the downtown clock system needs to be adjusted to accurately reflect the time.

Mario Espinoza, Bus Operator for 30+ years, was present to advocate for his son, Corey, who was terminated 10 weeks after he was hired. He provided the attached documentation citing examples of the successes Corey had during the training period, highlighting the potential dangerous passenger situation he diffused, and asked that Corey be given a second opportunity.

James Sandoval provided the attached petition signed by Operators supporting a second chance for Corey, saying he had been unable to discover a reason for his termination. Given the problems METRO is currently facing with the recruiting and retaining of qualified Operators, he asked the Board to reconsider Mr. Espinoza's termination.

Chair Bottorff said they would look into the issue.

There was no public comment.

6 WRITTEN COMMUNICATIONS FROM MAC (if applicable)

Having none, Chair Bottorff moved to the next agenda item.

7 LABOR ORGANIZATION COMMUNICATIONS

Olivia Martinez, SEIU representative, provided a brief history and status on the negotiations. She expressed concerns noting the union has worked in good faith with management to complete the class and compensation study, etc. The union is asking the Board to direct the

METRO team to return to the table and bargain in good faith. She highlighted the differences between the handling and outcome of the management compensation, CEO compensation and union expectations, which vary greatly. Nathan Meisenheimer spoke of the high cost of living in Santa Cruz and the distances many employees travel to provide for their families. Everyone is an important member of the METRO family and should be treated as such.

Wes Guild, Electronic Tech and VMU Chapter President, expressed concern about the working conditions and impact to the employees in terms of physical and emotional effects.

Joan Jeffries, representing SEA, spoke of the class and compensation study, which came at a cost of \$70K+, just for the SEIU portion. A number of positions were not adequately represented; the comparables do not accurately reflect certain classifications. Yet, we realize we have to move forward with the results of the study. COLA increases are important. Due to the current salary structure wherein a typical employee tops out after five years, a number of members will see no increase otherwise. She provided the attached table delineating COLAs from 2014 through today by year. As represented in the attached salary scales, the METRO increase from 2014 to today is 2%.

James Sandoval asked the Board to intervene in the negotiations, outlining the delays, numerous outstanding proposals intended to reach parity, etc., which represent regressive bargaining and bad faith. He reminded the assembly that they stood back while management received their increases. They are now requesting equal consideration when reviewing their comprehensive package. Recognizing the \$8M+ in reserves, they ask that the Board delay funding any OPEB shortages until the MOUs are ratified.

Nate Abrego, ParaCruz representative on the SMART Local 23 bargaining team, restated a number of the previous comments, emphasizing they want what is fair.

Brandon Freeman, SMART Local 23 Vice Chair, suggested CEO Clifford sit at the bargaining table. He said if the Board looked at today's schedules, they could verify that none of the Operators took OT today. He reminded the assembly that the union gave back 2% over the past couple of years and are now expecting to receive nothing in return.

Vickie Trent, METRO Operator for a number of years, would like to see this come to a close quickly. She thanked the Board in advance for being fair.

Bonnie Morr, Bus Operator since 1989, reminded the assembly that they have worked repeatedly to help METRO meet their obligations to the public. The Operators gave up their raises for four years. METRO is taking the medical benefit back to 2005 levels. We are asking the Board to direct the METRO team to move forward in a productive manner. We are your employees; give us the ability to get a decent contract, keep what we have and earn wages to make up for four years of nothing.

Erlyn Osorio, Eulalio Abrego, Ryan MacDonnell, Elmer Torres, and Karen Blight made similar comments as those summarized above.

Chair Bottorff said the Board heard everyone's comments and acknowledged the commenters' request(s) to be fairly compensated for what they do. The Board will discuss these issues in today's Closed Session.

8 ADDITIONAL DOCUMENTATION TO SUPPORT EXISTING AGENDA ITEMS

Having none, Chair Bottorff moved to the next agenda item.

CONSENT AGENDA

- 9-01 RECOMMENDED ACTION ON TORT CLAIMS
- 9-02 ACCEPT AND FILE: PRELIMINARY APPROVED CHECK JOURNAL DETAIL FOR THE MONTH OF MAY 2019
- 9-03 ACCEPT AND FILE: MINUTES OF THE APRIL 17, 2019 METRO ADVISORY COMMITTEE (MAC) MEETING, THE MAY 17, 2019 BOARD OF DIRECTORS MEETING AND THE JUNE 14, 2019 CAPITAL PROJECTS AND FINANCE, BUDGET AND AUDIT STANDING COMMITTEE MEETINGS
- 9-04 ACCEPT AND FILE: THE YEAR TO DATE MONTHLY FINANCIAL REPORTS AS OF APRIL 30, 2019
- 9-05 APPROVE: REVISED CALTIP JPA AGREEMENT AND BYLAWS
- 9-06 APPROVE: RENEWAL OF LIABILITY AND VEHICLE PHYSICAL DAMAGE INSURANCE PROGRAM COVERAGE WITH CALTIP FOR FY20
- 9-07 APPROVE: CONSIDERATION OF RESOLUTION APPROVING THE FY19 REVISED CAPITAL BUDGET
- 9-08 ACCEPT: SEMI-ANNUAL REPORT ON THE STATUS OF METRO'S DISADVANTAGED BUSINESS ENTERPRISE PROGRAM
- 9-09 APPROVE: CONSIDERATION OF AUTHORIZING THE CEO TO EXECUTE A ONE YEAR EXTENSION AMENDMENT (FOURTH AMENDMENT) TO THE CONTRACT FOR TRANSIT SERVICES WITH THE UNIVERSITY OF CALIFORNIA SANTA CRUZ (UCSC)
- 9-10 APPROVE CONSIDERATION OF AUTHORIZING THE CEO TO EXECUTE AN AMENDMENT (FIRST AMENDMENT) TO THE CONTRACT FOR TRANSIT SERVICES WITH CABRILLO COLLEGE
- 9-11 APPROVE: CONSIDERATION OF AWARD OF CONTRACT TO MASABI, LLC FOR ELECTRONIC FARE PAYMENT SYSTEM PILOT PROGRAM NOT TO EXCEED \$100,000
- 9-12 ACCEPT AND FILE: ANNUAL PROGRESS IN THE EVOLUTION OF THE FLEET TO ZERO EMISSIONS BUSES
- 9-13 APPROVAL OF THE 10-YEAR (FISCAL YEAR 2020-29) STRATEGIC BUSINESS PLAN
- 9-14 APPROVAL OF THE SCCRTC RAIL CORRIDOR ALTERNATIVE ANALYSIS STUDY SCOPE OF WORK
- 9-15 APPROVAL OF THE CITY OF SANTA CRUZ DOWNTOWN EMPLOYEE BUS PROGRAM
- 9-16 APPROVE: AUTHORIZE THE CEO TO EXECUTE A SOLE SOURCE CONTRACT WITH ECOLANE FOR DRT SOFTWARE SERVICES

- 9-17 APPROVE: CONSIDERATION OF AUTHORIZING THE CEO TO EXECUTE A 1ST AMENDMENT WITH COMPLETE COACH WORKS (CCW) AND INCREASE THE PROJECT VALUE BY \$299,888 FOR THE TRANSIT BUS REFURBISHMENT PROJECT
- 9-18 APPROVE: CONSIDERATION OF AUTHORIZING THE CEO TO ENTER INTO A SOLE SOURCE CONTRACT WITH THE CENTER FOR TRANSPORTATION AND THE ENVIRONMENT FOR ZERO EMISSION BUS TRANSITION PLANNING SERVICES
- 9-19 ACCEPT AND FILE: QUARTERLY PROCUREMENT REPORT FOR 1ST QUARTER OF FY20

Public comment:

Rick Longonetti spoke to agenda item 9-07 and the accompanying presentation.

Director Mathews requested METRO consider the entire community when filling the MAC vacancies.

Chair Bottorff pulled agenda item 9-14 and asked Guy Preston, SCCRTC Executive Director, to provide some clarification to the item. Mr. Preston informed the assembly that at its June 27, 2019 meeting, the Commission received direction to make improvements to the proposed RFP and return to the SCCRTC in August. Mr. Preston and Chair Bottorff requested METRO review the revised RFP and provide input to the SCCRTC. This item will return to the Board in August.

ACTION: MOTION TO CONTINUE AGENDA ITEM 9-14, APPROVAL OF THE SCCRTC RAIL CORRIDOR ALTERNATIVE ANALYSIS STUDY SCOPE OF WORK, TO THE AUGUST 23, 2019 METRO BOARD MEETING

MOTION: DIRECTOR ROTKIN

SECOND: DIRECTOR LEOPOLD

MOTION PASSED WITH 10 AYES (Directors Bottorff, Coffman-Gomez, Gonzalez, Leopold, Mathews, McPherson, Meyers, Pageler, Rotkin and Rothwell). Director Lind was absent.

Director Mathews requested minor clarifications to the following minutes:

9-03A.2, ParaCruz OnTime Performance: Third paragraph, second sentence: Change "Lyft Line" to "LiftLine".

9-03C.2, Item 7, Receive and Recommend Approval of the 10-Year (Fiscal Year 2020-29 Strategic Business Plan), second paragraph: Replace second sentence to read: "She expressed skepticism about the success of another ballot measure."

9-03C.3, Item 9, Oral Pacific Station Update, third paragraph: Change the word "politicians" to read "elected representatives".

ACTION: MOTION TO ACCEPT THE CONSENT AGENDA AS PRESENTED WITH REQUESTED CORRECTIONS TO THE MINUTES

MOTION: DIRECTOR ROTKIN

SECOND: DIRECTOR LEOPOLD

MOTION PASSED WITH 10 AYES (Directors Bottorff, Coffman-Gomez, Gonzalez, Leopold, Mathews, McPherson, Meyers, Pageler, Rotkin and Rothwell). Director Lind was absent.

REGULAR AGENDA

10 PRESENTATION OF EMPLOYEE LONGEVITY AWARDS FOR 20 YEARS: FRANCISCO CALDERON, PATRICIA CUMMINGS, ANDRE HARTE AND LYNN HERSEY

In the absence of those employees being recognized, Chair Bottorff read their names and titles, thanking them for their service.

11 RESOLUTION OF APPRECIATION, RETIREE: ERNEST BROWN & BILL YEO

In the absence of Messrs. Brown and Yeo, Chair Bottorff announced their names and number of service years.

ACTION: MOTION TO ACCEPT THE RESOLUTIONS AS PRESENTED

MOTION: DIRECTOR LEOPOLD

SECOND: DIRECTOR COFFMAN-GOMEZ

MOTION PASSED WITH 10 AYES (Directors Bottorff, Coffman-Gomez, Gonzalez, Leopold, Mathews, McPherson, Meyers, Pageler, Rotkin and Rothwell). Director Lind was absent.

12 STATE LEGISLATIVE UPDATE FROM JOSH SHAW OF SHAW/YODER/ANTWIH, INC.

Josh Shaw, Shaw/Yoder/Antwih, spoke to the presentation noting that \$20M was added last night to a new cap and trade bill to assist transit agencies in the purchase of electric vehicles, representing a slight increase over past years.

Mr. Shaw will provide CEO Clifford with some suggested dates to host a METRO contingent in Sacramento to visit/meet with legislators and agencies.

Public comment:

Ms. Morr clarified SMART's position on SB336 (a bill regarding autonomous/driverless vehicles), stating their union has been opposing this bill.

13 FEDERAL LEGISLATIVE UPDATE FROM CHRIS GIGLIO OF CAPITAL EDGE

Chris Giglio, Capital Edge, provided commentary to the presentation, adding they are hopeful that the alternative fuel tax may be extended and made retroactive by Congress at the end of this year. He has been working with local elected representatives in DC to address the Federal Highway Administration (FHWA) reimbursements for the 2016-17 storm damage to County roads.

At Director Mathews' request, Mr. Giglio spoke briefly about the 2017 "Opportunity Zones" program, which would permit investors with capital gains exposure to take advantage of tax breaks if they invest in "opportunity zones". The state has designated three opportunity zones in Santa Cruz: one in downtown Santa Cruz and two in Live Oak. The program is still in its developmental stages, awaiting additional guidance from the IRS, but there is interest.

Public comment:

In response to public comment, Mr. Giglio provided a brief update on the proposed Green New Deal.

14 PUBLIC HEARING: FINAL ADOPTION OF SANTA CRUZ METRO'S FY20 AND FY21 OPERATING BUDGETS, FY20 CAPITAL BUDGET – TO COMMENCE AT 9:00AM OR AS SOON THEREAFTER AS POSSIBLE

Angela Aitken, CFO, opened the public hearing at 10:47AM and spoke to the presentation, focusing on changes made since the budget was last presented to the Board.

Public comment:

Mr. Sandoval asked the Board to delay approving the budget until there is agreement on the three outstanding Union Memorandums of Understanding.

Ms. Casby expressed her difficulties in following the financial presentation and displeasure with the manner in which public meetings are held.

Vice Chair Rotkin reminded the assembly that all information is available to the public and offered to meet with any member of the public to discuss the information. He added that it is possible to make amendments to the budget if required in the future.

Director Coffman-Gomez noted the budget has been reviewed and discussed in detail at the Committee and Board levels. She also expressed her appreciation to staff for their efforts.

Ms. Trent noted that the District's enabling statute uses the term "General Manager" throughout. She recommended Mr. Clifford be referred to as the "General Manager", rather than the CEO.

The public hearing was closed at 11:05AM

ACTION: MOTION TO ACCEPT THE RESOLUTION AS PRESENTED

MOTION: DIRECTOR ROTKIN

SECOND: DIRECTOR MATHEWS

MOTION PASSED WITH 10 AYES (Directors Bottorff, Coffman-Gomez, Gonzalez, Leopold, Mathews, McPherson, Meyers, Pageler, Rotkin and Rothwell). Director Lind was absent.

15 CEO ORAL REPORT

Alex Clifford, CEO/General Manager, spoke on a variety of issues.

He welcomed new Safety, Security and Risk Management Director, Rufus Francis, and provided a brief bio. Mr. Francis thanked the Board and the organization for the opportunity.

New Hires:

- 6/10 Jess Martinez, Fleet Maintenance Supervisor
- 6/10 Virginia Vaquero Casey, Administrative Assistant
- 6/24 Rufus Francis, Safety, Security and Risk Management Director

Promotions:

- Miguel Villarruel, promoted from Mechanic I to Mechanic II
- Christopher Perez, promoted from Mechanic I to Mechanic II

At the request of Director Mathews, CEO Clifford provided a brief Pacific Station update. CEO Clifford and staff met a couple of times with City of Santa Cruz representatives and discussed

a path forward, while continuing to review bus tarmac concept and design. Within the next couple of months, we plan to move towards grant applications. The City has mentioned opportunities for multi-year funding. Director Mathews said she and Director Meyers talked with Bonnie Lipscomb, Santa Cruz City Director of Economic Development, who is submitting a grant application today to the Department of Toxic Control to do some further characterization of the Pacific Station site that may open some additional grant opportunities. She suggested the NIAC building (purchased by the City a few years ago) as an interim site option for METRO offices. She and Ex-Officio Director Preston requested regular updates.

Director Coffman-Gomez inquired as to the status of the Flixbus commercial bus services and their use of Pacific Station space. COO Aguirre responded there has not been much movement from Flixbus.

There was no public comment.

16 ORAL METRO ADVISORY COMMITTEE (MAC) SEMI-ANNUAL REPORT

Veronica Elsea, MAC Chair, spoke on a variety of issues and thanked METRO staff for their contributions to the MAC. The Committee looks forward to working with METRO. Meeting quarterly is challenging as things may come up between their scheduled meeting(s); e.g., closing and removing of bus stops. She reminded everyone that the Committee can be an asset with public outreach to minimize surprises.

She thanked outgoing MAC members, Kevin Andrews and Cassity Mega, for their terms on the Committee and noted that recruitment for the two openings will be ending in the near future.

There was no public comment.

17 INTRODUCTION OF LEADERSHIP SANTA CRUZ COUNTY GRADUATES: DAWN CRUMMIÉ, GINA PYE AND FREDDY ROCHA

CEO Clifford introduced the graduates of Class 34 and said a few words about the program.

Dawn Crummie spoke of the insights the program provided her as a resident of Santa Clara County.

Freddy Rocha said one of the benefits of meeting the program participants is the contacts he now has with other agencies and businesses in the County.

Gina Pye thanked the assembly for the opportunity and highlighted some of her experiences within the program.

16 REVIEW OF ITEMS TO BE DISCUSSED IN CLOSED SESSION

Julie Sherman, General Counsel, announced the Board will not be taking any reportable action today as none of the three labor agreements had been agreed upon.

Mr. Sandoval thanked the Board for listening to their concerns.

17 ANNOUNCEMENT OF NEXT MEETING: FRIDAY, AUGUST 23, 2019 AT 9:00 AM, AT METRO ADMIN OFFICES, 110 VERNON STREET, SANTA CRUZ, CA

Ed Bottonoff, Board Chair

RECESS TO CLOSED SESSION AT 11:37A

RECONVENE TO OPEN SESSION AT 1:26P

Chair Bottorff adjourned the meeting at 1:27P

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Attachment A

June 28, 2019

Dear Santa Cruz METRO Board Members and Staff,

Personal Rapid Transit (PRT) offers many advantages, including safety, low operating costs, high efficiency, on-demand service, and an unsurpassed level of convenience that will help to persuade more people to ride transit instead of driving.

Regarding the RTC/Metro's scope of work Alternatives Analysis for High Capacity Public Transit on the Rail Right-of-Way, I suggest the following changes to ensure full consideration of Automated Transit Networks (ATN) including Personal Rapid Transit:

The phrase **high capacity public transit** must be defined, in terms of the number of *passengers per hour*, per direction. A large number of small vehicles can provide better carrying capacity than a small number of large vehicles. A primitive PRT system taking six passengers every 15 seconds would serve 1,440 passengers per hour, while a conventional rail system on the branch line would likely serve at most 400 passengers per train or 800 passengers per hour (per direction).

Task 2.1 could include reviewing *citizen-provided studies* such as PRT Consulting's UCS Conceptual ATN Evaluation which demonstrated significant evidence that an elevated ATN system would provide superior results for all of the criteria established in the Unified Corridors Study. <http://tinyurl.com/prt-ucs-382> or <http://www.prtconsulting.com/docs/20181102-UCS-Conceptual-ATN-Evaluation-Final.pdf>

Transit travel time in **Task 3.1** should explicitly account for *time spent waiting* for a transit vehicle, including transfers.

The modes to be studied in **Task 6.1** should explicitly include *elevated Automated Transit Networks*. Please consider citing specific vendors such as Modutram, skyTran, and CyberTran.

I highly recommend choosing a consultant who has significant working knowledge of emerging technologies such as PRT/ATN. The scope of work could encourage partnership with PRT/ATN experts.

Sincerely,



Brett Garrett
190 Walnut Ave #307
Santa Cruz, CA 95060

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Attachment A

James Sandoval

From: Santa Cruz METRO <noreply@scmtd.com>
Sent: Tuesday, May 21, 2019 7:30 AM
To: James Sandoval
Subject: [CSV-0000001594] 5/21 incident

Hello,

A new ticket has been added:

[CSV-0000001594](#)

my831life@gmail.com wrote:

My morning driver for the 5:45 AM outbound trip of the Hwy 17 Express was re-training a driver behind the wheel (very descriptive, professional, and thorough), when we reached the bus stop in downtown San Jose, at Santa Clara St and Almaden Blvd. The trainee driver pulled into the stop for a woman who tried to flag him down. Upon opening the doors, the women seemed disoriented, as if she were under the influence of drugs of some sorts. She told both drivers she was going to Target, in east San Jose, in which I personally advised her to board VTA Line 22. The regular driver quickly noticed she had a knife on her, and told her that not weapons were allowed onboard the bus whatsoever, and made repeated attempts to make her deboard the bus for safety reasons. When she realized that the bus fare was \$7.00, she easily became disgruntled and refused to board the bus, due to "high fare." At one point, she mentioned something about being pregnant, and about using her knife to cut open her own stomach to prove whether or not she was pregnant. I advised the driver I was going to call San Jose Police, but he told me he was going to try and attempt to get her off the bus, which thankful, both drivers did. Both drivers did a tremen job, assuring the safety of themselves, but also for us passengers as well.

Your Phone - Include Area Code: [REDACTED]

Preferred method of contacting you: Email address entered above

Your Address: [REDACTED]

Your City: Marina

Your State: CA

Your Zip: 93933

Nature of Comment: Compliment

Date of Incident: 05.21.2019

Time of Incident: 7:00 AM

Route: 17 - Amtrak Highway 17 Express

Choose location : At Bus Stop (enter Stop ID below)

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Attachment A

Location - additional information:

Vehicle Number - If Known: 2805

Direction of Travel: Outbound

Employee Name or Number - If Known:

Employee Position: Bus Operator

If Other, Please Describe:

James,

Attachment A

My son gave the original copy
to Dispatch last night. "John Newk"

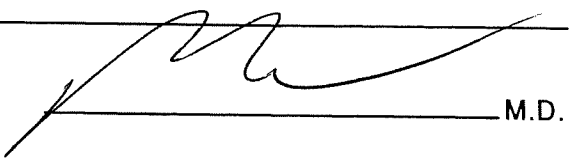
WATSONVILLE COMMUNITY HOSPITAL

EMERGENCY ROOM

Esphoza Corey (May)
(May not) return to work

On/Until Please cover from work

Comments 5/29/19

 M.D.

152-7230-21 4/01

Attachment A

Santa Cruz Metropolitan
Transit District
Board of Directors

June 26, 2019

Dear Directors,

On May 20th of this year I received a phone call from S-61 Michael Rios, assistant to S-56 Leo Peña. Leo is the Safety and Training Coordinator. Michael told me I would be spending the day that following Thursday with Corey Espinosa in Line Instruction. Line Instruction is the final step in training to be a Bus Operator where the Trainee drives in service with a senior Driver along. The senior Driver is along to give advice, answer questions, and evaluate his performance. The block of work we did that day was University routes in an articulated bus 2318. Mr. Espinosa was profesional, drove safely, and was cordial and friendly and engaging with the passengers. I was pleased with his performance and felt his addition to our team would be a positive one. I was sorry to hear of his dismissal.

Sincerely,

A handwritten signature in black ink that reads "Ed Davidson". The signature is written in a cursive style with a large, stylized "E" and "D".

Ed Davidson, Bus Operator 512

Attachment A

Route Depart

MONDAY - FRIDAY

Santa Cruz Metro
Transit District

Block 0401

My name is Uriel Mendoza
I have been a metro bus driver
for 19 years
and I'm also a line instructor

MR. Corey Espinoza

was driving my Routes on this day
and he did a great job
he had an excellent performance on
the square turns

During the training MR. Espinoza
mentioned that his ribs was
hurting and he was going to
see a doctor

Uriel Mendoza

Attachment A

COMMENT/SUGGESTION SHEET

NAME Jose Luis Barriga MAILBOX # 87 DATE 6-22-19

BLOCK # _____ RTE # _____ BUS # _____ DIRECTION IB / OB TIME _____

STREET _____ CROSS STREET/ADDRESS _____

ADDITIONAL LOCATION INFORMATION IF NEEDED: _____

TYPE OF COMMENT:

SAFETY ACCESSIBILITY STOP/BENCH/SHELTER
 VEHICLE MAINT. ROUTE & SERVICE PASSENGER PROBLEMS
 SERVICE REVIEW FARES/PASSES OTHER Bus operator.

COMMENT/SUGGESTION:

my name is Jose Luis Barriga, I am writing this letter in regards of Corey Espinoza with the intent to let you guys know that Corey was a really great operator. I had the privilege to be his line instructor and observe his qualities as a driver. He was receptive to instruction. Followed instruction well, Had excellent customer service. He performed really well as a bus operator. Followed rules and policies.

FORWARD COMPLETED FORM TO DISPATCH SUPERVISOR

+++++

FOR OFFICE USE ONLY

DATE: _____

TO: _____

FROM: _____, OPERATIONS DEPARTMENT

If Applicable, FACILITIES TICKET #: _____

RESPONSE: _____

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Attachment A

LINE INSTRUCTORS

JULIO GARCIA
MIKE MILLER
JOSE BARICA
ED DAVIDSON
URIEL MENDOZA
JOHNNY LOPEZ

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Attachment A

We, the undersigned below, respectfully request that the Metro and it's Board members reconsider its position on the training employee **Cory Espinoza** , and let him have a second chance. Having Commendations from customers come through straight out of training is remarkable and through the few instances we have gotten to work with him it has been nothing but positive. Please take some time to reconsider the facts and hopefully give Mr. Espinoza (Cory) a deserving second chance. Thank you for your time. 06/05/2019

66. Mano	105. Amber Genocoy
67. Dancy Jose	106. MARIA MARTINEZ
68. RO M - Jose	107. DJ Horro
69. OSCAR HERRERA	108. Grace Cumberland
70. Patrick Fortner	109. Kristina Varcora
71. JOSE ORNELAS	110. Bailey Jeffs
72. Brandon Dellip	111. Jose Sanchez
73. Mano	112. Balluago
74. Mano	113. as
75. Mano	114. Beibella Narez
76. TOMEO UDAL	115. Juan Pons Garcia
77. Mano	116. JESSICA Ali
78. Mano	117. Mano
79. Mano	118. Jennifer Sandberg
80. Mano	119. Justin Case Conder
81. Mano	120. Bella Rose
82. Mano	121. Alena Alane
83. Mano	122. Juan Flores
84. Mano	123. Lolo Cruz
85. Mano	124. Berry Rodriguez
86. Mano	125. Candice Drake
87. Mano	126. Kate Berigo
88. Mano	127. James Santos
89. Mano	128. Mano
90. Mano	129. Alok Soon
91. ANDY HILL	130. Jennifer Sandberg
92. Mano	131. Mano
93. Mano	132. Mano
94. Mano	133. Mano
95. Mano	134. Mano
96. Mano	135. Mano
97. Mano	136. Mano
98. Mano	137. Mano
99. Jennifer Cutas	138. Mano
100. Mano	139. Mano
101. Amelra Narez	140. Eddie Torres
102. Alison Walker	141. David Hill
103. Stephanie Zambrano	142. Mano
104. Mano	143. Mano

Attachment A

We, the undersigned below, respectfully request that the Metro and it's Board members reconsider its position on the training employee Cory Espinoza , and let him have a second chance. Having Commendations from customers come through straight out of training is remarkable and through the few instances we have gotten to work with him it has been nothing but positive. Please take some time to reconsider the facts and hopefully give Mr. Espinoza (Cory) a deserving second chance. Thank you for your time. 06/05/2019

- | | |
|----------------------|--------------------------|
| 1. [Signature] | 34. [Signature] |
| 2. Johnny Lopez 1005 | 35. [Signature] |
| 3. Fernando Calderon | 36. [Signature] |
| 4. [Signature] 993 | 37. [Signature] |
| 5. [Signature] | 38. [Signature] |
| 6. David Rojas | 39. [Signature] |
| 7. [Signature] | 40. Eduardo A Villalobos |
| 8. [Signature] | 41. [Signature] |
| 9. [Signature] | 42. NORMA FLORES |
| 10. HPR | 43. Jose [Signature] |
| 11. [Signature] | 44. Hector Torres |
| 12. [Signature] | 45. [Signature] |
| 13. [Signature] | 46. [Signature] 652 |
| 14. [Signature] | 47. Tomas Mojica |
| 15. [Signature] | 48. [Signature] |
| 16. Manuel Alcala | 49. Robert [Signature] |
| 17. Michael Cochran | 50. [Signature] |
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| 21. [Signature] | 54. [Signature] |
| 22. [Signature] | 55. Dennis Balle |
| 23. HUNG LEE | 56. [Signature] |
| 24. [Signature] | 57. David W. Horvath |
| 25. [Signature] | 58. [Signature] |
| 26. [Signature] | 59. [Signature] |
| 27. [Signature] 308 | 60. [Signature] |
| 28. [Signature] | 61. John Ocho |
| 29. [Signature] | 62. [Signature] |
| 30. [Signature] | 63. [Signature] |
| 31. [Signature] 600 | 64. [Signature] |
| 32. [Signature] 886 | 65. [Signature] |
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Attachment A

Table A. San Francisco-Oakland-Hayward, CA, CPI-U 2-month and 12-month percent changes, all items index, not seasonally adjusted

Month	2015		2016		2017		2018		2019	
	2-month	12-month	2-month	12-month	2-month	12-month	2-month	12-month	2-month	12-month
February	1.0	2.5	0.9	3.0	0.8	3.4	1.4	3.6	0.5	3.5
April	1.1	2.4	0.7	2.7	1.1	3.8	0.8	3.2	1.2	4.0
June	0.6	2.3	0.6	2.7	0.3	3.5	0.9	3.9		
August	0.3	2.6	0.7	3.1	0.2	3.0	0.6	4.3		
October	0.4	2.6	0.9	3.6	0.6	2.7	0.7	4.4		
December	-0.3	3.2	-0.3	3.5	-0.1	2.9	0.1	4.5		

16.1% increase from 2014 to today

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SEA SALARY SCHEDULE

Effective June 19, 2014

Class Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
ACCESS SERVICES COORD	21.78	22.88	24.02	25.18	26.50	27.80
ACCOUNTANT I	26.38	27.68	29.10	30.55	32.11	33.73
ACCOUNTANT II	27.68	29.10	30.55	32.11	33.70	35.37
ACCOUNTING CLERK	17.26	18.17	19.06	20.01	21.04	22.09
ACCOUNTING SPECIALIST	23.82	25.02	26.24	27.57	28.96	30.39
ACCOUNTING TECH	19.75	20.74	21.76	22.87	24.00	25.18
ADMIN ASSISTANT	22.58	23.73	24.90	26.15	27.46	28.84
ADMIN ASSISTANT/SUP	23.72	24.89	26.14	27.45	28.83	30.26
ADMIN CLERK I	17.50	18.38	19.29	20.26	21.28	22.34
ADMIN SERVICES COORD	30.17	31.68	33.26	34.92	36.68	38.52
ADMIN SPECIALIST	23.72	24.87	26.14	27.46	28.79	30.24
BENEFITS ADMINISTRATOR	23.98	25.17	26.42	27.77	29.15	30.63
CLAIMS INVESTIGATOR I	23.76	24.91	26.19	27.48	28.91	30.35
CLAIMS INVESTIGATOR II	26.38	27.69	29.08	30.55	32.12	33.73
CUSTODIAL SVC WKR I	16.64	17.44	18.28	19.19	20.13	21.14
CUSTODIAL SVS WKR II	18.12	19.04	19.99	20.97	21.98	23.08
CUSTOMER SVC COORD	22.07	23.19	24.34	25.49	26.81	28.12
CUSTOMER SVC REP	18.18	19.08	20.04	21.01	22.06	23.18
FAC MAINTENANCE SUP	30.52	32.04	33.64	35.30	37.06	38.89
FAC MAINTENANCE WKR I	18.64	19.58	20.51	21.51	22.57	23.69
FAC MAINTENANCE WKR II	21.78	22.87	24.00	25.17	26.41	27.72
FINANCIAL ANALYST	29.12	30.60	32.13	33.73	35.40	37.17
GRANTS/LEGIS ANALYST	31.41	33.01	34.65	36.35	38.19	40.11
HR CLERK	21.34	22.46	23.56	24.78	25.98	27.29
HR SPECIALIST	22.88	24.02	25.18	26.50	27.80	29.21
IT TECHNICIAN	22.52	23.63	24.82	26.06	27.40	28.73
JR TRANS PLANNER	23.40	24.56	25.82	27.09	28.46	29.87
LEAD CUSTODIAN	20.47	21.51	22.57	23.72	24.87	26.12
LEGAL SECRETARY	21.34	22.46	23.56	24.78	25.98	27.29
PARALEGAL	26.38	27.69	29.08	30.55	32.12	33.73
PARATRAN ELIG COORD	26.38	27.69	29.08	30.55	32.12	33.73
PAYROLL ACCT SP SPEC	22.46	23.56	24.78	26.00	27.29	28.65
PAYROLL SPECIALIST	21.34	22.46	23.56	24.78	25.98	27.29
PERSONNEL TECHNICIAN	24.72	25.95	27.21	28.32	30.04	31.56
PURCHASING AGENT	30.35	31.83	33.46	35.13	36.90	38.77
PURCHASING ASSISTANT	22.46	23.56	24.78	26.00	27.29	28.65
REVENUE SPECIALIST	18.18	19.08	20.04	21.01	22.06	23.18
SCHEDULE ANALYST	29.13	30.58	32.14	33.73	35.40	37.16
SR ACCOUNTING TECH	22.46	23.56	24.78	26.00	27.29	28.65

Attachment A

SR CUSTOMER SVC REP	21.01	22.07	23.17	24.32	25.51	26.82
SR FAC MAINT WKR	23.76	24.91	26.14	27.42	28.74	30.18
SR FINANCIAL ANALYST	32.32	33.96	35.66	37.44	39.30	41.26
SR IT TECHNICIAN	26.06	27.40	28.72	30.16	31.70	33.27
SR SYS ADMINISTRATOR	37.64	39.50	41.49	43.59	45.76	48.06
SR TRANS PLANNER	31.27	32.84	34.49	36.20	38.02	39.92
SUP OF REVENUE COLL	27.73	29.16	30.64	32.16	33.75	35.43
SYS ADMINISTRATOR	32.53	34.13	35.86	37.64	39.50	41.49
T&P PROG SPECIALIST	19.64	20.64	21.66	22.77	23.89	25.08
TRANSIT SURVEYOR	16.67	17.56	18.42	19.31	20.31	21.32
TRANSPORT PLAN AIDE	22.29	23.40	24.56	25.82	27.09	28.46
TRANSPORT PLANNER	29.78	31.27	32.84	34.49	36.20	38.02
VEHICLE SVC DETAILER	19.27	20.21	21.20	22.24	23.33	24.47
VEHICLE SVC TECHNICIAN	21.20	22.24	23.33	24.47	25.64	26.94
VEHICLE SVC WKR I	16.66	17.47	18.31	19.21	20.18	21.18
VEHICLE SVC WKR II	18.34	19.27	20.21	21.20	22.24	23.33

PSA SALARY SCHEDULE

Effective June 19, 2014

Class Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
FLEET MAINTENANCE SUP	30.52	32.04	33.64	35.30	37.06	38.89
SAFETY/TRAINING COORD	31.18	32.73	34.36	36.07	37.88	39.77
SERVICE PLANNING SUP	32.84	34.51	36.26	38.09	39.98	41.99
SUP OF PARTS & MAT - FM	28.10	29.54	30.99	32.52	34.09	35.78
SUPERVISING ACCT	32.72	34.34	36.05	37.86	39.74	41.73
TRANS PLANNING SUP	32.84	34.49	36.20	38.02	39.92	41.92
TRANSIT SUPERVISOR	28.04	29.44	30.90	32.45	34.09	35.78

VMU SALARY SCHEDULE

Effective June 19, 2014

Class Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
BODY REPAIR MECHANIC	24.79	26.03	27.33	28.70	30.14	31.65
FM LEAD MECHANIC	27.35	28.72	30.16	31.67	33.25	34.91
FM MECHANIC I	23.63	24.81	26.05	27.35	28.72	30.16
FM MECHANIC II	24.81	26.05	27.35	28.72	30.16	31.67
FM MECHANIC III	26.05	27.35	28.72	30.16	31.67	33.25
LEAD PARTS CLERK - FM	24.55	25.78	27.07	28.42	29.84	31.33
PARTS CLERK	19.75	20.74	21.78	22.87	24.01	25.21
RECEIVING PARTS CLERK	19.75	20.74	21.78	22.87	24.01	25.21
UPHOLSTERER I	21.30	22.37	23.49	24.66	25.89	27.18
UPHOLSTERER II	22.37	23.49	24.66	25.89	27.18	28.54

Effective June 14, 2018

	Step 1	Step 1 LL	Step 2	Step 2 L	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 4	Step 4 L	Step 4 LL	Step 5	Step 5 L	Step 5 LL	Step 6	Step 6 L	Step 6 LL
SEA SALARY SCHEDULE																	
ACCESS SERVICES COORDINATOR	22.22	23.33	24.44	23.34	24.51	25.68	24.50	25.73	26.96	25.68	26.96	27.03	28.24	29.73	28.36	29.78	31.20
ACCOUNTANT I	29.05	30.50	31.95	30.50	32.03	33.56	32.03	33.63	35.23	33.63	35.31	37.08	36.99	38.85	37.08	38.93	40.78
ACCOUNTANT II	30.50	32.03	33.56	32.03	33.63	35.23	33.63	35.31	37.08	35.31	37.08	38.85	38.85	40.78	38.93	40.86	42.81
ACCOUNTING CLERK	19.09	20.04	20.99	20.05	21.05	22.10	21.05	22.10	23.15	22.10	23.15	24.37	24.37	25.53	24.37	25.59	26.81
ACCOUNTING SPECIALIST	27.91	29.31	30.71	29.30	30.77	32.24	30.77	32.31	33.85	32.31	33.93	35.63	35.55	37.33	35.62	37.40	39.18
ACCOUNTING TECH	21.71	22.80	23.89	23.89	25.13	26.33	25.13	26.38	27.64	26.38	27.64	29.02	29.02	30.81	29.02	30.89	32.36
ADMIN ASSISTANT	23.03	24.18	25.33	24.20	25.41	26.62	25.40	26.67	27.94	26.67	28.00	29.41	29.41	30.81	29.42	30.89	32.36
ADMIN ASSISTANT/SUPERVISOR	24.19	25.40	26.66	25.39	26.66	27.93	26.66	27.99	29.32	28.00	29.40	30.88	30.88	32.35	30.87	32.41	33.95
ADMIN CLERK I	17.85	18.74	19.63	18.75	19.69	20.63	19.68	20.66	21.64	20.67	21.70	22.73	22.73	23.89	22.79	23.93	25.07
ADMIN SPECIALIST	24.19	25.40	26.61	25.37	26.64	27.91	26.66	27.99	29.32	28.01	29.41	30.84	30.84	32.31	30.84	32.38	33.92
BENEFITS ADMINISTRATOR	24.46	25.68	26.90	25.67	26.95	28.23	26.95	28.30	29.65	28.33	29.75	31.22	31.22	32.71	31.24	32.80	34.36
CLAIMS INVESTIGATOR I	24.24	25.45	26.66	25.41	26.68	27.95	26.71	28.05	29.39	28.03	29.43	30.83	30.83	32.43	30.96	32.51	34.06
CLAIMS INVESTIGATOR II	26.91	28.26	29.61	28.24	29.65	31.06	29.66	31.14	32.62	31.16	32.72	34.28	34.28	36.04	34.40	36.12	37.84
CUSTODIAL SERVICE WORKER I	16.97	17.82	18.67	17.79	18.68	19.57	18.65	19.58	20.51	19.57	20.55	21.53	21.53	22.59	21.56	22.64	23.72
CUSTODIAL SERVICE WORKER II	18.48	19.40	20.32	19.42	20.39	21.36	20.39	21.41	22.43	21.39	22.46	23.54	23.54	24.66	23.54	24.72	25.90
CUSTOMER SERVICE COORDINATOR	22.51	23.64	24.77	23.65	24.83	26.01	24.83	26.07	27.31	26.00	27.30	28.60	28.60	30.09	28.68	30.11	31.54
CUSTOMER SERVICE REP	18.75	19.69	20.63	19.67	20.65	21.63	20.64	21.67	22.70	21.63	22.71	23.85	23.85	24.99	23.85	25.04	26.23
FAC MAINT SUPERVISOR	31.13	32.69	34.25	32.68	34.31	35.94	34.31	36.03	37.75	36.01	37.81	39.69	39.61	41.58	39.67	41.65	43.63
FAC MAINT WKR I	19.01	19.96	20.91	19.97	20.97	21.97	20.92	21.97	23.02	21.94	23.04	24.14	24.14	25.32	24.16	25.37	26.58
FAC MAINT WKR II	22.22	23.33	24.44	23.33	24.44	25.67	24.48	25.70	26.92	25.67	26.95	28.23	28.23	29.64	28.27	29.68	31.09
FINANCIAL ANALYST	34.35	36.07	37.79	36.07	37.87	39.67	37.87	39.76	41.65	39.77	41.76	43.75	43.75	45.94	43.85	46.04	48.23
GRANTS/LEGISLATIVE ANALYST	32.04	33.64	35.24	33.67	35.35	37.03	35.34	37.11	38.88	37.08	38.93	40.78	40.78	42.85	40.91	42.96	45.01
HR CLERK	21.77	22.86	23.95	22.91	24.06	25.21	24.03	25.23	26.43	25.28	26.54	27.80	27.80	29.16	27.84	29.23	30.62
HR GENERALIST	27.80	29.19	30.58	29.14	30.60	32.06	30.64	32.17	33.70	32.17	33.78	35.39	35.39	37.18	35.50	37.28	39.06
HR SPECIALIST	23.34	24.51	25.68	24.50	25.73	26.96	25.68	26.96	28.24	27.03	28.38	29.73	29.73	31.20	29.79	31.28	32.77
IT TECH	22.97	24.12	25.27	24.10	25.31	26.52	25.32	26.59	27.86	26.58	27.91	29.24	29.24	30.75	29.30	30.77	32.24
JR. TRANS PLANNER	23.87	25.06	26.25	25.05	26.30	27.55	26.34	27.66	28.98	27.63	29.01	30.39	30.39	31.93	30.47	31.99	33.51
LEAD CUSTODIAN	20.88	21.92	22.96	21.94	23.04	24.14	23.02	24.17	25.32	24.19	25.40	26.61	26.61	27.91	26.64	27.97	29.30
LEGAL SECRETARY	21.77	22.86	23.95	22.91	24.06	25.21	24.03	25.23	26.43	25.28	26.54	27.80	27.80	29.16	27.84	29.23	30.62
PARALEGAL	26.91	28.26	29.61	28.24	29.65	31.06	29.66	31.14	32.62	31.16	32.72	34.28	34.28	36.04	34.40	36.12	37.84
PARATRANSIT ELIGIBILITY COORDINATOR	26.91	28.26	29.61	28.24	29.65	31.06	29.66	31.14	32.62	31.16	32.72	34.28	34.28	36.04	34.40	36.12	37.84
PAYROLL SPECIALIST	24.04	25.24	26.44	25.25	26.51	27.77	26.51	27.84	29.17	27.84	29.23	30.62	30.62	32.14	30.68	32.21	33.74
PERSONNEL TECHNICIAN	25.21	26.47	27.73	26.47	27.79	29.11	27.75	29.14	30.53	29.18	30.64	32.10	32.10	33.70	32.19	33.80	35.41
PLANNING ANALYST	30.37	31.89	33.41	31.89	33.48	35.07	33.48	35.15	36.82	35.15	36.91	38.67	38.67	40.60	38.75	40.69	42.63
PURCHASING AGENT	30.96	32.51	34.06	32.47	34.09	35.71	34.13	35.84	37.55	35.83	37.62	39.41	39.41	41.40	39.55	41.53	43.51
PURCHASING ASSISTANT	22.91	24.06	25.21	24.03	25.23	26.43	25.28	26.54	27.80	26.54	27.85	29.18	29.18	30.62	29.22	30.68	32.14
REVENUE SPECIALIST	18.54	19.47	20.40	19.46	20.43	21.46	20.44	21.46	22.48	21.43	22.50	23.57	23.57	24.76	23.64	24.82	26.00
SAFETY SPECIALIST	33.18	34.84	36.50	34.81	36.55	38.29	36.58	38.41	40.24	38.39	40.31	42.23	42.23	44.31	42.32	44.44	46.56
SCHEDULE ANALYST	29.71	31.20	32.69	31.19	32.75	34.31	32.78	34.42	36.06	34.40	36.12	37.84	37.84	39.73	37.90	39.80	41.70

L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)

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Effective June 14, 2018

	Step 1	Step 1 LL	Step 1 L	Step 2	Step 2 LL	Step 2 L	Step 3	Step 3 LL	Step 3 L	Step 4	Step 4 LL	Step 4 L	Step 5	Step 5 LL	Step 5 L	Step 6	Step 6 L	Step 6 LL
SR ACCOUNTING TECHNICIAN	24.65	25.88	27.11	25.89	27.18	28.54	27.18	29.90	28.54	29.97	31.40	29.97	29.97	31.40	31.47	31.47	33.04	34.61
SR CUSTOMER SERVICE REP	21.43	22.50	23.57	22.51	24.77	23.63	24.81	25.99	24.81	26.02	27.29	26.02	26.02	27.32	27.36	27.36	28.73	30.10
SR FAC MAINT WKR	24.24	25.45	26.66	25.41	26.68	27.99	26.66	29.32	27.99	29.37	30.77	29.37	29.37	30.78	30.78	30.78	32.32	33.86
SR FINANCIAL ANALYST	38.18	40.09	42.00	40.09	42.09	44.21	42.10	46.32	44.20	46.41	48.62	46.41	46.41	48.73	51.05	48.73	51.17	53.61
SR IT TECH	26.58	27.91	29.24	27.95	29.35	30.75	29.29	32.21	30.76	32.33	33.84	32.33	32.33	33.95	35.57	33.94	35.64	37.34
SR PAYROLL SPECIALIST	26.92	28.27	29.62	28.26	29.67	31.08	29.68	32.64	31.16	32.72	34.28	32.72	32.72	34.36	36.00	34.35	36.07	37.79
SR SYS ADMIN	38.39	40.31	42.23	40.29	42.30	44.44	42.32	46.56	44.46	46.68	48.90	46.68	46.68	49.01	51.34	49.02	51.47	53.92
SR SAFETY SPECIALIST	38.39	40.31	42.23	40.29	42.30	44.44	42.32	46.56	44.46	46.68	48.90	46.68	46.68	49.01	51.34	49.02	51.47	53.92
SR TRANS PLANNER	31.90	33.50	35.10	33.50	35.18	36.86	35.18	38.70	36.86	38.70	40.62	38.70	38.70	40.72	42.66	40.72	42.76	44.80
SUPERVISOR OF REVENUE COLLECTIONS	28.28	29.69	31.10	29.74	31.23	32.72	31.25	32.81	34.37	32.80	34.44	32.80	34.43	36.15	37.87	36.14	37.95	39.76
SYS ADMIN	33.18	34.84	36.50	34.81	36.55	38.29	36.58	38.41	40.24	38.39	40.31	42.23	40.29	42.30	44.31	42.32	44.44	46.56
TICKET & PASS PROGRAM SPECIALIST	20.03	21.03	22.03	21.05	22.10	23.15	22.09	23.19	24.29	23.23	24.39	25.55	24.37	25.59	26.81	25.58	26.86	28.14
TRANSIT SURVEYOR	17.00	17.85	18.70	17.91	18.81	19.71	18.79	19.73	20.67	19.70	20.69	21.68	20.72	21.76	22.80	21.75	22.84	23.93
TRANSPORT PLANNING	22.74	23.88	25.02	23.87	25.06	26.25	25.05	26.30	27.55	26.34	27.66	28.98	27.63	29.01	30.39	29.03	30.48	31.93
TRANSPORT PLANNER	30.38	31.90	33.42	31.90	33.50	35.10	33.50	35.18	36.86	35.18	36.94	38.70	36.92	38.77	40.62	38.78	40.72	42.66
VEH SERV DETAILER	19.66	20.64	21.62	20.61	21.64	22.67	21.62	22.70	23.78	22.68	23.81	24.94	23.80	24.99	26.15	24.96	26.21	27.46
VEH SERV TECHNICIAN	21.62	22.70	23.78	22.68	23.81	24.94	23.80	24.99	26.18	24.96	26.21	27.46	26.15	27.46	28.77	27.48	28.85	30.22
VEH SERV WKR I	16.99	17.84	18.69	17.82	18.71	19.60	18.68	19.61	20.54	19.59	20.57	21.55	20.58	21.61	22.64	21.60	22.68	23.76
VEH SERV WKR II	18.71	19.65	20.59	19.66	20.64	21.62	20.61	21.64	22.67	21.62	22.70	23.78	22.68	23.81	24.94	23.80	24.99	26.18

L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)

Article 10.2 Longevity.

"METRO shall compensate an employee with longevity increments as follows:

5% of the base salary after ten (10) years of continuous service.

An additional 5% of the base salary after fifteen (15) years of continuous service."

Calculation Method:

Step 1: Calculate 5% of the Base (Base Step x 0.05)

Step 2: Base Step + 5% of the Base (as calculated in Step 1) to calculate L (10 Years)

Step 3: Base Step + 2 x 5% of the Base (as calculated in Step 1) to calculate LL (15 Years)

Example:

Step 1: Base Rate = \$28.36; 5% of the Base Rate = \$28.36 x 0.05 = \$1.42

Step 2: \$28.36 + \$1.42 = \$29.78 (6L)

Step 3: \$28.36 + \$1.42 + \$1.42 = \$31.20 (6LL)

Tentative Agreement

Article 10.1 Pay Rates

Agree to pay scales as provided above.

Alex Clifford, CEO/General Manager, Santa Cruz METRO

Joan Reyes, President, SCA Chapter

Olivia Martinez, Lead Internal Organizer, SEIU Local 521

Date 5/19/17

5/18/17

Effective June 14, 2018

	Step 1	Step 1 L	Step 1 LL	Step 2	Step 2 L	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 4	Step 4 L	Step 4 LL	Step 5	Step 5 L	Step 5 LL	Step 6	Step 6 L	Step 6 LL	
PSA SALARY SCHEDULE																			
ASST SAFETY AND TRAINING COORDINATOR	30.29	31.80	33.31	31.79	33.38	34.97	33.38	35.05	36.72	35.04	36.79	38.54	36.80	38.64	40.48	38.64	40.57	42.50	
FLT MAINT SUPERVISOR	31.13	32.69	34.25	32.68	34.31	35.94	34.31	36.03	37.75	36.01	37.81	39.61	37.80	39.69	41.58	39.67	41.65	43.63	
SAFETY & TRAINING COORDINATOR	31.80	33.39	34.98	33.38	35.05	36.72	35.05	36.79	38.55	36.79	38.63	40.47	38.64	40.57	42.50	40.57	42.60	44.63	
SERVICE PLANNING SUPERVISOR	33.50	35.18	36.86	35.20	36.96	38.72	36.99	38.84	40.69	38.85	40.79	42.73	40.78	42.82	44.86	42.83	44.97	47.11	
SUPERVISOR OF PARTS & MATERIAL - FM	30.10	31.61	33.12	31.64	33.22	34.80	33.19	34.85	36.51	34.82	36.56	38.30	36.51	38.34	40.17	38.32	40.24	42.16	
SUPERVISING ACCOUNTANT	35.97	37.77	39.57	37.77	39.66	41.55	39.66	41.64	43.62	41.64	43.72	45.80	43.72	45.91	48.10	45.91	48.21	50.51	
TRANSPORT PLAN SUPV	33.50	35.18	36.86	35.18	36.94	38.70	36.92	38.77	40.62	38.78	40.72	42.66	40.72	42.76	44.80	42.76	44.90	47.04	
TRANSIT SUPERVISOR	28.60	30.03	31.46	30.03	31.53	33.03	31.52	33.10	34.68	33.10	34.76	36.42	34.77	36.51	38.25	36.50	38.33	40.16	

L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)

Article 10.2 Longevity.

"METRO shall compensate an employee with longevity increments as follows:
 5% of the base salary after ten (10) years of continuous service.
 An additional 5% of the base salary after fifteen (15) years of continuous service."

Calculation Method:

Step 1: Calculate 5% of the Base (Base Step x 0.05)
 Step 2: Base Step + 5% of the base (as calculated in Step 1) to calculate L (10 Years)
 Step 3: Base Step + 2 x 5% of the Base (as calculated in Step 1) to calculate LL (15 Years)

Example:

Step 1: Base Rate = \$38.64; 5% of the Base Rate = \$38.64 x 0.05 = \$1.93
 Step 2: \$38.64 + \$1.93 = \$40.57 (6L)
 Step 3: \$38.64 + \$1.93 + \$1.93 = \$42.50 (6LL)

Tentative Agreement

Article 10.1 Pay Rates

Agree to pay scales as provided above

Alex Clifford, CEO/General Manager, Santa Cruz METRO

Michael Rios, President, PSA Chapter

Date 5/18/17

Effective June 14, 2018

	Step 1	Step 1 LL	Step 1 LL	Step 2	Step 2 L	Step 2 LL	Step 3	Step 3 L	Step 3 LL	Step 4	Step 4 L	Step 4 LL	Step 5	Step 5 L	Step 5 LL	Step 6	Step 6 L	Step 6 LL	
VMU SALARY SCHEDULE																			
BODY REPAIR MECHANIC	25.29	26.55	27.81	26.55	27.88	29.21	27.88	29.27	30.66	29.27	30.73	32.19	30.73	32.27	33.81	32.27	33.88	35.49	
ELECTRONIC TECHNICIAN	26.58	27.91	29.24	27.91	29.31	30.71	29.31	30.78	32.25	30.78	32.32	33.86	32.32	33.94	35.56	33.94	35.64	37.34	
FM LEAD MECHANIC	27.91	29.31	30.71	29.31	30.78	32.25	30.78	32.32	33.86	32.32	33.94	35.56	33.94	35.64	37.34	35.64	37.42	39.20	
FM MECHANIC I	24.10	25.31	26.52	25.31	26.58	27.85	26.58	27.91	29.24	27.91	29.31	30.71	29.31	30.78	32.25	30.78	32.32	33.86	
FM MECHANIC II	25.31	26.58	27.85	26.58	27.91	29.24	27.91	29.31	30.71	29.31	30.78	32.25	30.78	32.32	33.86	32.32	33.94	35.56	
FM MECHANIC III	26.58	27.91	29.24	27.91	29.31	30.71	29.31	30.78	32.25	30.78	32.32	33.86	32.32	33.94	35.56	33.94	35.64	37.34	
LEAD PARTS CLERK-FM	25.04	26.29	27.54	26.29	27.60	28.91	27.60	28.98	30.36	28.98	30.43	31.88	30.43	31.95	33.47	31.95	33.55	35.15	
PARTS CLERK	20.15	21.16	22.17	21.16	22.22	23.28	22.22	23.33	24.44	23.33	24.50	25.67	24.50	25.73	26.96	25.73	27.02	28.31	
RECEIVING PARTS CLERK	21.73	22.82	23.91	22.82	23.96	25.10	23.96	25.16	26.36	25.16	26.42	27.68	26.42	27.74	29.06	27.74	29.13	30.52	
UPHOLSTERER I	22.82	23.96	25.10	23.96	25.16	26.36	25.16	26.42	27.68	26.42	27.74	29.06	27.74	29.13	30.52	29.13	30.59	32.05	
UPHOLSTERER II																			

L = 10 Years Longevity (5%); LL = 15 Years Longevity (5%+5%)

Article 10.2 Longevity

"METRO shall compensate an employee with longevity increments as follows:
 5% of the base salary after ten (10) years of continuous service.
 An additional 5% of the base salary after fifteen (15) years of continuous service."

Calculation Method:

Step 1: Calculate 5% of the Base (Base Step x 0.05)
 Step 2: Base Step + 5% of the Base (as calculated in Step 1) to calculate L (10 Years)
 Step 3: Base Step + 2 x 5% of the Base (as calculated in Step 1) to calculate LL (15 Years)

Example:

Step 1: Base Rate = \$32.27; 5% of the Base Rate = \$32.27 x 0.05 = \$1.61
 Step 2: \$32.27 + \$1.61 = \$33.88 (L)
 Step 3: \$32.27 + \$1.61 + \$1.61 = \$35.49 (LL)

Tentative Agreement

Article 10.1 Pay Rates

Agree to pay scales as provided above.

Date 5/19/17

Alex Clifford, CEO/General Manager, Santa Cruz METRO

Antonio Castillo, President, VMU Chapter

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