

# STAFF REPORT

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**DATE:** July 22, 2024  
**TO:** Sacramento Regional Transit Board of Directors  
**FROM:** David Topaz, VP, Employee Development and Engagement  
**SUBJ:** APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, DISTRICT COUNCIL 57, LOCAL 146, SUPERINTENDENT UNIT FOR THE TERM OF JULY 1, 2024 THROUGH DECEMBER 31, 2026

## RECOMMENDATION

Adopt the Attached Resolution.

## RESULT OF RECOMMENDED ACTION

If approved by the Board of Directors, Sacramento Regional Transit District (SacRT) and American Federation of State, County and Municipal Employees (AFSCME) would enter into the first Collective Bargaining Agreement (CBA) for this new unit retroactive to July 1, 2024 through December 31, 2026 (30 months) covering all wages, hours, and working conditions for bargaining unit employees.

## FISCAL IMPACT

The current FY 24/25 budget for this group is \$2,560,167 for a total of 15 funded positions. The recommended agreement will increase the costs for FY 24/25 by \$343,345, for a new estimated total cost of \$2,903,512. A budget amendment is not required at this time, however, expenditures will be monitored, and an amendment will be submitted to the Board for approval if needed at a later date.

## DISCUSSION

Representatives of SacRT and AFSCME have negotiated a first CBA for employees in various Superintendent classifications listed below in the AFSCME unit:

Transportation Superintendent  
Materials Management Superintendent  
Bus Maintenance Superintendent  
Light Rail Maintenance Superintendent  
Wayside Maintenance Superintendent  
Facilities Maintenance Superintendent

## Police Services Superintendent

The negotiating teams reached tentative agreement for a full and complete settlement of issues opened for negotiation. The agreement has already been ratified by AFSCME and is subject to approval by the SacRT Board of Directors.

The CBA provides an equitable total compensation package for employees while maintaining fiscal responsibility based upon important compromises on the part of each party, including:

1. Term of Agreement: 2.5 years (30 months) from July 1, 2024 through December 31, 2026.
2. Wage/Salary Package:
  - Creates a competitive 6-step salary range for each classification, 4.3% per step, starting just above the top step of those employees that a Superintendent would supervise, which will encourage promotion to these ranks from within the organization and improve recruitment for external candidates as well.
  - Provides up to 3% match into a 401a for each employee contributing an equal or greater amount into their 457.
  - Creates a call-out pay procedure to recognize the extraordinary efforts required by Superintendents at times to successfully manage the organization.
  - Creates a 40 hour compensatory time off bank for hours worked during call outs and holidays.
3. All Terms and Conditions Inclusive of Coverage by the SacRT Personnel Policy Manual (PPM)
  - Codifies all normal working conditions, leaves, and benefits consistent with the existing benefits structure of the AFSCME Supervisors Unit and the PPM.

Staff recommends approval of the CBA and adoption of the attached Resolution.

RESOLUTION NO. 2024-07-076

Adopted by the Board of Directors of the Sacramento Regional Transit District on this date:

July 22, 2024

**APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, DISTRICT COUNCIL 57, LOCAL 146, SUPERINTENDENT UNIT FOR THE TERM OF JULY 1, 2024 THROUGH DECEMBER 31, 2026**

NOW, THEREFORE, BE IT HEREBY RESOLVED BY THE BOARD OF DIRECTORS OF THE SACRAMENTO REGIONAL TRANSIT DISTRICT AS FOLLOWS:

THAT, the labor contract settlement terms between Sacramento Regional Transit (SacRT) and American Federation of State, County and Municipal Employees (AFSCME), District Council 57, Local 146, Superintendent Unit (AFSCME), establishing compensation, benefits, retirement, and other terms and conditions of employment for members of the AFSCME Superintendent bargaining unit, for the period of July 1, 2024 through December 31, 2026, are approved.

THAT, the General Manager/CEO is hereby authorized to bind SacRT to a Collective Bargaining Agreement (CBA) with AFSCME, establishing compensation, benefits, and other terms and conditions for employees.

THAT, the General Manager/CEO is hereby authorized to execute the CBA on behalf of SacRT to implement the terms.

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PATRICK KENNEDY, Chair

A T T E S T:

HENRY LI, Secretary

By: \_\_\_\_\_  
Tabetha Smith, Assistant Secretary