



# ALAMEDA-CONTRA COSTA TRANSIT DISTRICT

## Master Minute Order

**File Number: 21-140e**

**Report ID:** 21-140e

**Type:** Regular - Finance & Audit

**Status:** Received

**Agenda  
Section:**

**Meeting Body:** Board of Directors -  
Regular Meeting

**Report Created:** 12/14/2021

**Final Action:** 01/26/2022

**ded Action:** Consider receiving the FY 21-22 Mid-Year Budget Review and adopt Resolution No. 22-002 amending the FY 21-22 Annual Operating and Capital Budget.

**Sponsors:**

**Enactment Date:**

**Attachments:** STAFF REPORT, Att 1 Resolution 22-002, Exh. A to Res. 22-002 - FY22 Proposed Mid Year Adjustment Table, Att 2 Proposed New Positions, Att 3 Proposed Mid-year capital budget, Letter from EBTRU Re Hazard Pay

**Enactment Number:**

**Hearing Date:**

**Effective Date:**

### History of Legislative File

Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
Board of Directors - Regular Meeting	01/26/2022	Received				Pass
<b>Action Text:</b> MOTION:PEEPLE/BECKLES to receive the FY 21-22 Mid-Year Budget Review and adopt Resolution No. 22-002 amending the FY 21-22 Annual Operating and Capital Budget. The motion carried by the following vote:						
<b>Notes:</b> <i>[Written comment received prior to the meeting is incorporated into the file by reference.]</i>						

Chief Financial Officer Chris Andrichak presented the staff report.

**Public Comment:**

**Katy Scott-Smith**, People's Transit Alliance - East Bay Democratic Socialists of America (PTA-EBDSA), appreciated the budget as presented and expressed hope that American Rescue Plan (ARP) funds will be used towards hazard pay. Scott-Smith asked if additional funds would be used towards the hiring programs for new bus operators.

**Brandi Donaldson** noted that the recommended accommodation for Appreciation Pay equates to a pay rate of less than \$1/hour. Donaldson provided experiences

faced by ATU 192 members to advocate the merits of a larger pay rate.

**Sultana Adams**, D3 Operator, Asst. Shop Steward, expressed displeasure with the labeling of Hazard Pay as "Appreciation Pay" because the naming does not acknowledge the hazardous conditions faced by transit workers. Adams commented that the current pay offer and payroll tax methodology is inadequate, unreasonable, and needs to better reflect the value of the employees to the District.

**Connie McFarland** urged the Board to instruct the General Manager to continue appreciation pay negotiations with union leadership and work for a more equitable offer. McFarland commented on reasons the current appreciation pay offer is inadequate.

**Richard Marcantonio**, Public Advocates, commented and offered alternative considerations, ideas, and priorities related to the District's budget, including lowering bus fares by one dollar to increase ridership and utilize ARP funds towards appreciation pay to transit workers.

**Ivonne Maldonado** expressed reasons to eliminate the District's mask mandate and award hazard pay to transit workers.

**Steven Jefferson**, Asst. Shop Steward, D2, noted that transit workers face many infection dangers at work, and hazard pay should be used to adequately compensate transit workers.

**Elliott Cobb**, PTA-EBDSA, expressed support to ATU 192 members and hoped that the District would offer a hazard pay amount comparable, if not in excess of, to the offer made by Santa Clara Valley Transportation Authority (VTA) to its workers.

**Lee Uribe**, Facilities Maintenance Mechanic D2, expressed reasons to eliminate the District's mask mandate, allow transit workers to choose to be vaccinated or not, and award hazard pay to transit workers.

**Ed Sanchez** commented on COVID-19 vaccination effectiveness and safety. Sanchez noted that transit workers face on-the-job hazards brought on by COVID-19 and deserve hazard pay.

**Linda Mohammad (Jenkins)**, New Bus Operator, commented on safety issues faced by bus operators and asked if more frequent rides by law enforcement could be scheduled to support bus operator safety concerns.

**Armando Barbosa**, Organizer for ATU 265, expressed support for ATU 192 members' request for hazard pay.

**Jimanette James**, D6 Bus Operator, Asst Shop Steward, supports ATU 192. James noted that appreciation pay should be specifically called hazard pay. James commented that the Board should treat the transit workers more fairly by providing a fair offer of hazard pay as it decides other budget expenditures.

**James Jackson**, ATU Business Agent, noted that District office workers could work from home while the front-line transit workers could not. Jackson noted that transit workers marched in support of the funding for hazard pay by the government to the District but described the District's negotiation with the Union to grant hazard pay as unfair.

**Rachel Garcia Feezel**, ATU 265, commented that putting 'conditions' on the earnings of hazard pay is insulting to transit workers. Feezel noted that non-front-line workers could often work from home; front-line workers cannot and face an unequal hazard that deserves fair compensation.

**Phyllis Jackson**, service employee D3, requested the Board see their situation through the eyes of the transit employees. Jackson described the conditions and situations that transit service workers face daily without adequate supplies nor appreciation despite the expectation to keep the buses clean and safe.

**M.E. (Mia Easley)**, D2 Operator, commented on observations of Director Young's video feed during Public Comment, which Easley believed were impolite.

**Maria Henderson**, D3 Operator, expressed solidarity with AC Transit employees and also agreed with comments made by Easley about Director Young's video feed. Henderson noted that the conditions faced on the job are hazardous and District-imposed mandates create personal and professional conflicts. Henderson recognized these challenges and asked the Board to show transit workers' respect.

**Board Discussion:**

President Ortiz asked whether the Line 1T costs associated with fiberoptic maintenance are an ongoing yearly expenditure. Mr. Andrichak confirmed this was an ongoing maintenance and operations expense.

Director Beckles thanked the members of the public for their comments and acknowledged their sentiment.

Director Beckles commented on the dire projections given in the last budget report and asked staff to explain the plan to remain fiscally solvent. Mr. Andrichak explained that the challenge would be to control expenses to match revenues. General Manager Hursh added that similar to all Bay Area transit agencies, AC Transit needs to identify additional revenue sources as it grapples with low revenues. Mr. Hursh commented staff's plan was to control expenses, hold some of the ARP funds in reserve, and to identify other revenue sources.

Director Walsh asked questions related to new positions and hiring, asking whether one new trainer for bus operators was sufficient given the urgency to hire a large number of operators. Mr. Andrichak advised that two trainers have already been hired and the third hire would fulfill the need for trainers.

Director Walsh commented that EasyPass is a revenue-generating program and asked if there is an option to expand the program and staffing. Mr. Andrichak commented that the program is adequately staffed. General Manager Hursh added that it would be prudent for the program to remain idle until the Metropolitan Transportation Commission's Fare Integration plan rollout, which will impact the EasyPass program.

Director Walsh commented on the increase in spending for temperature-checkers and asked if the expenditure would keep increasing or whether staff should look at installing temperature-reading devices. Mr. Andrichak explained that devices are already in use at some facilities, but because the Divisions have multiple entry points, having a temperature checker would be a more prudent option. Mr. Andrichak explained that the proposed expenditure is planned for the rest of the

year. He further explained that the need for temperature checkers fluctuates depending on the prevalence of COVID. Chief Information Officer Ahsan Baig added that the expenditure includes deploying new technologies to configure the offices for the eventual return-to-office scenario.

Director Williams asked about the potential for new revenue measures or perhaps reviving the Mega Measure in the future. Mr. Hursh commented that work on the Mega Measure was halted and that there is still much to be decided in order to revive it. He also commented that funding mechanisms for public transit are not sustainable, especially now during COVID, and the Bay Area has to bring transit funding discussions to the forefront again.

Ayes: 7 President Ortiz, Vice President Young, Director Walsh, Director Beckles,  
Director Williams, Director Shaw, Director Peeples

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