

ALAMEDA-CONTRA COSTA TRANSIT DISTRICT



STAFF REPORT

MEETING DATE: 12/14/2022

Staff Report No. 22-644

TO: AC Transit Board of Directors
FROM: Michael A. Hursh, General Manager/Chief Executive Officer
SUBJECT: Memorandum of Understanding with AFSCME Local 3916

ACTION ITEM

AGENDA PLANNING REQUEST:

RECOMMENDED ACTION(S):

Consider the adoption of Resolution No. 22-047 authorizing the General Manager to enter into a Memorandum of Understanding with the American Federation of State, County and Municipal Employees (AFSCME) Local 3916 for an Appreciation Pay Bonus.

Staff Contact:
Sebron Flenaugh III, Executive Director of Human Resources
Michael Hursh, General Manager/Chief Executive Officer

STRATEGIC IMPORTANCE:

Goal - High-Performing Workforce
Initiative - Employee Recruitment, Training and Retention

Aligns with the Districts strategic plan goal of maintaining a high-performing workforce.

BUDGETARY/FISCAL IMPACT:

The appreciation pay bonus will be a total one-time expense including estimated employer payroll taxes of \$745,000. Existing FY 2022-23 budget for wages will accommodate the payments and staff will increase the full-year budget with the planned mid-year adjustment to account for the expense.

BACKGROUND/RATIONALE:

The 2019 novel coronavirus disease (COVID-19) has brought tremendous health and operational challenges to the District. This state of emergency and stay at home order dictated that District staff work remote. Although there were positions that easily transitioned to remote work, there were other key positions that required staff to work on the front lines during acute exposure to the COVID-19 virus. In recognition of AFSCME employees who worked tirelessly above and beyond expectations, the District in solidarity with other agencies, extends its heart felt gratitude to the AFSCME employees by extending appreciation pay bonus.

AFSCME provided a list of 223 employees to receive appreciation pay bonus out of 313 current and former members considered. The amount designated for each employee is based on the amount of eligible hours

worked in the tiers shown in Attachment 1 Exhibit A.

ADVANTAGES/DISADVANTAGES:

This proposal provides an opportunity to recognize and reward those District AFSCME employees who compromised their health and welfare for the benefit of the District to ensure quality service during an intense time of uncertainty. The only identified disadvantage is the cost.

ALTERNATIVES ANALYSIS:

Although other alternatives were considered, none out-weigh the opportunity to recognize others for a job well done.

PRIOR RELEVANT BOARD ACTION/POLICIES:

The District previously recognized Amalgamated Transit Union (ATU) with Appreciation Pay earlier this year.

ATTACHMENTS:

1. Resolution No. 22-047 and Related Exhibit A

Prepared by:

Sebron Flenaugh III, Executive Director of Human Resources

Approved/Reviewed by:

Sebron Flenaugh III, Executive Director of Human Resources

Jill A. Sprague, General Counsel/Chief Legal Officer

Chris Andrichak, Chief Financial Officer