

ALAMEDA-CONTRA COSTA TRANSIT DISTRICT



STAFF REPORT

MEETING DATE: 8/5/2020

Staff Report No. 20-257

TO: AC Transit Board of Directors
FROM: Jill A. Sprague, General Counsel
SUBJECT: Board Policy Regarding Temporary Employee Staffing

ACTION ITEM

RECOMMENDED ACTION(S):

Consider approving non-substantive amendments to Board Policy 244 (Temporary Employee Staffing) revising the language on employment category from temporary employee to temporary worker.

STRATEGIC IMPORTANCE:

The act of amending this policy has no strategic importance.

BUDGETARY/FISCAL IMPACT:

There is no budgetary or fiscal impact associated with this report.

BACKGROUND/RATIONALE:

Board Policy 244 was adopted March 22, 2017 to provide guidelines and parameters for temporary employee staffing at the District which included the introduction of new limits on "lifetime temporary hours worked" to prevent long-term employment of temporary employees at the District, and to satisfy regulatory requirement for retirees.

Staff is proposing some minor language changes to the policy to differentiate the categories of workers for temporary employment.

ADVANTAGES/DISADVANTAGES:

The proposed minor amendments to the policy are necessary to provide clarity to the employment categories for temporary workers at the District.

There are no disadvantages to accepting these changes.

ALTERNATIVES ANALYSIS:

There are no practical alternatives to the course of action outlined in this report.

PRIOR RELEVANT BOARD ACTION/POLICIES:

Board Policy 244 was adopted March 22, 2017.

ATTACHMENTS:

1. Board Policy 244: Temporary Employee Staffing Policy

Prepared by:

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Approved/Reviewed by:

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Linda A. Nemeroff, District Secretary

Nathaniel Kramer, Acting Executive Director of Human Resources