



APPROVAL AND ADOPTION OF RESOLUTION ELIMINATING THE BUS OPERATOR TRAINEE CLASSIFICATION AND PAY SCALE

City Council Meeting
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BACKGROUND

The City's representatives and representatives of the Service Employees International Union (SEIU), representing the City's Unit 8 – Transit, have met and conferred concerning a Side Letter Agreement to the existing Memorandum of Understanding to eliminate Classification and corresponding pay range and start employees on the Bus Operator Pay Scale.

- This Agreement would be retroactive to April 1, 2022

Current Economics

Current Language in Section 66.7 of the Unit 8

Memorandum of Understanding states the following:

- “Bus Operators in training shall begin at a wage rate of Step 1 of the Bus Operator Trainee salary range and progress to a maximum of Step 2 of the Bus Operator Trainee salary range according to the terms of the CityBus Operating Procedures.”

CityBus Standard Operating Procedures Section IX (Training) specifies that the training period will not exceed 90 days.

Current Pay Scales:

Position	Step 1	Step 2	Step 3	Step 4	Step 5
Bus Operator Trainee	19.04	20.88			
Bus Operator	24.87	26.09	27.41	28.74	30.23

Benefits

- Attract and retain Bus Operators Moving Forward
- In line with Bus Operator pay in surrounding jurisdictions
- Retroactive to April 1, 2022, to ensure new hires do not come in at a higher rate than incumbents.

Fiscal Impact

By eliminating the Bus Operator Trainee position, the Transit Enterprise Funds will make a one-time payment of retroactive salaries in the amount of \$1,345. This payment can be made from appropriations adopted with the FY 2022-23 annual budget. Since Bus Operators are funded by the Transit Enterprise funds there will be no impact on the General Fund.

RECOMMENDATION

It is recommended by the Human Resources Department that Council, by resolution: 1) adopt a Side Letter to the Memorandum of Understanding for Unit 8 – Transit; and 2) authorize the City Manager to execute the Side Letter and eliminate the Bus Operator Trainee classification and pay scale, as a recruitment and retention strategy, retroactive to April 1, 2022.

QUESTIONS?