



MEMO

810 Mission Avenue
Oceanside, CA 92054
GoNCTD.com

Date: November 9, 2022

To: Facility Maintenance Personnel

From: Matthew O. Tucker, Executive Director

CC: Karen Tucholski, Chief Operations Officer- Support Services
Tracey Foster, Chief Development Officer
Scott Loeschke, Deputy Chief Development Officer

Re: Transition of Facility Maintenance Operation to NCTD

As many of you are aware, the North County Transit District (NCTD) is proceeding with the insourcing of Facility Maintenance operations in order to improve the overall efficiency of the maintenance operations. NCTD will assume responsibility for facility maintenance from Bombardier Transportation/Alstom as of June 25, 2023.

I am sure that for many of you, the most important question about this transition is what it means for you in terms of your employment, compensation, and benefits. I want to assure you that we understand the importance of timely and effective communication relative to your current and potential future employment.

The table below contains information related to the job classifications and the number of personnel that NCTD intends to hire within the coming months:

Job Classification	Number of Positions to be Hired	Union Status
COASTER Facilities Manager	1	Non-represented
SPRINTER Facilities Manager	1	Non-represented
Facilities Night Shift Supervisor	1	Non-represented
Facilities Maintenance Technician I	6	SMART Union
Facilities Maintenance Technician I (Lead)	2	SMART Union
Facilities Maintenance Technician II	5	SMART Union
Facilities Maintenance Technician III	1	SMART Union
Facilities Maintenance Technician III (Lead)	2	SMART Union

In filling these positions, NCTD is:

- Providing a hiring priority to contractor employees currently performing the above job duties on NCTD's behalf through a third-party contract in a comparable job

classification (by order of seniority for represented positions), subject to the employee meeting NCTD hiring requirements.

- Making a written offer of employment to each employee, with a minimum acceptance period of at least ten (10) days, subject to the employee meeting NCTD hiring requirements.

To facilitate the application process for current contractor employees, NCTD will be posting notices in the Facilities Trailer at Bus West Division by early December 2022. The notices will contain specific application instructions, as well as details on Open Houses that will be conducted. Also in early December 2022, information about the hiring process and timeline, along with instructions on how to apply will also be available at: www.gonctd.com/Maintenance.

The completion and submittal of an application is required so that NCTD can appropriately initiate and complete its hiring in a timely manner and comply with regulatory requirements to include conducting background checks, determining the actual number of current contractor employees who will be transitioning to direct employment with NCTD, and beginning the process of setting employees up within NCTD payroll and administrative processes. Completion of the application is a critical step in NCTD's overall assessment of applicants. NCTD's assessment may also include activities that will validate that the employee has the knowledge, skills, and abilities to perform the duties specified in the job description. Wage rates, benefits, and other terms and conditions are currently under negotiations with the respective unions.

We hope that the foregoing information is helpful to you, and we encourage you to participate in the Open Houses to be conducted. Many thanks for your ongoing contributions to NCTD's maintenance operations and your support for a smooth transition. For questions regarding the upcoming hiring process please contact Karen Tucholski, Chief Operations Officer – Operations Support Services, at (760) 966-6574 or via email at ktucholski@nctd.org.