

MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN GOLD COAST TRANSIT DISTRICT AND TEAMSTERS LOCAL 186 DISPATCHER/RESERVATION UNIT 2026-2028

February 4, 2026



Background



- In September 2024, Gold Coast Transit District (GCTD) transitioned GO ACCESS paratransit and demand response services from a contracted model to a directly operated program.
- Dispatcher/Reservationist, currently an eight-unit employee group, are used to operate demand response services.
- On April 17, 2025, the Teamsters Local 186 were officially recognized as the union to represent this job classification.

Background



- Since July 2025, GCTD and Teamsters have been meeting to develop a new MOU for the unit.
- Key focus of negotiations:
 - Wages
 - Schedule and Shift Bidding
 - Overtime Assignment
 - Vacation and Vacation Bidding
 - Benefits
 - Training
- On January 14, 2026, a tentative agreement was reached on a new MOU.
- January 20, 2026, the Dispatchers/Reservationist Unit voted to ratify the New MOU

Wages



Wage Table		Reservationist / Dispatcher						
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
COLA Upon Teamsters Ratification		\$ 55,660	\$ 57,330	\$ 59,049	\$ 60,821	\$ 62,646	\$ 64,525	\$ 66,461
January 18th, 2026		\$ 26.76	\$ 27.56	\$ 28.39	\$ 29.24	\$ 30.12	\$ 31.02	\$ 31.95
COLA Effective								
Wednesday, July 1, 2026		\$ 57,469	\$ 59,193	\$ 60,969	\$ 62,798	\$ 64,682	\$ 66,622	\$ 68,621
		\$ 27.63	\$ 28.46	\$ 29.31	\$ 30.19	\$ 31.10	\$ 32.03	\$ 32.99
COLA Effective								
Thursday, July 1, 2027		\$ 58,618	\$ 60,377	\$ 62,188	\$ 64,054	\$ 65,975	\$ 67,954	\$ 69,993
		\$ 28.18	\$ 29.03	\$ 29.90	\$ 30.79	\$ 31.72	\$ 32.67	\$ 33.65

*Note: Employees eligible for step increase annually on date of hire anniversary, subject to performance review.

COLA'S Dispatcher/Reservationist Unit:

1. January 18, 2026, dated back to Teamsters Ratification, after BOD Approval: four percent (4.0%)
2. July 1, 2026, three-point twenty-five percent (3.25%)
3. July 1, 2027, two percent (2%)

RECOMMENDATION

Consider Adoption of Resolutions 2026-01 approving the GO ACCESS paratransit and demand response Dispatcher/Reservationist Memorandum of Understanding (MOU) between GCTD and International Brotherhood of Teamsters Local 186