

1255 Imperial Avenue, Suite 1000 San Diego, CA 92101-7490 619.231.1466 FAX 619.234.3407

Agenda

JOINT MEETING OF THE EXECUTIVE COMMITTEE

for the Metropolitan Transit System San Diego Transit Corporation, and San Diego Trolley, Inc.

January 13, 2011

Executive Conference Room 9:00 a.m.

> **ACTION** RECOMMENDED

- **ROLL CALL** A.
- B. APPROVAL OF MINUTES - November 4, 2010

Approve

- COMMITTEE DISCUSSION ITEMS C.
 - 1. MTS: Appointment of San Diego Association of Governments Transportation Committee Representative and Alternate (Sharon Cooney) Action would take nominations from the floor and elect and appoint a representative and an alternate from the MTS Board to serve on the San Diego Association of Governments (SANDAG) Transportation Committee for the 2011 calendar year.

Elect/ **Appoint**

2. MTS: Trolley Rehabilitation Project Update (John Haggerty of SANDAG) Action would receive a report for information and provide comments.

Receive

3. MTS: Salary Range Adjustments (Jeff Stumbo) Action would forward a recommendation to the Board of Directors to approve proposed modifications to MTS salary ranges and proposed modifications to positions within the MTS salary ranges.

Approve

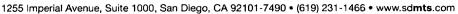
MTS: Interstate 15 Mid-City BRT Stations (Denis Desmond) 4. Action would receive an update on the status of planning for the Mid-City stations on the Interstate 15 (I-15) bus rapid transit (BRT) corridor.

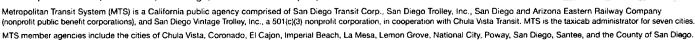
Receive

5. MTS: Master Concessionaire Services Contract Update (Wayne Terry) Action would receive a report for information.

Receive

Please turn off cell phones during the meeting





6. MTS: 2011 State and Federal Legislative Programs (Sharon Cooney)
Action would: (1) receive a report on 2010 legislative and intergovernmental activities; and (2) review staff recommendations for state and federal legislative programs and forward a recommendation to the Board of Directors for approval.

Approve

7. MTS: CLOSED SESSION - PUBLIC EMPLOYEE PERFORMANCE EVALUATION CHIEF EXECUTIVE OFFICER Pursuant to California Government Code Section 54957 (Jeff Stumbo)

Possible Action

8. MTS: CLOSED SESSION - CONFERENCE WITH REAL PROPERTY NEGOTIATORS Pursuant to California Government Code Section 54956.8;

Properties: 7490 and 7550 Copley Park Place, San Diego, California (Assessor Parcel Nos. 356-410-08 and 356-410-09); Agency Negotiators: Karen Landers, General Counsel; Tim Allison, Manager of Real Estate Assets; Negotiating Parties: RV Investment CA, LLC, RV Investment CA, LLC II; Under Negotiation: Price and Terms of Payment

Possible Action

- D. REVIEW OF DRAFT JANUARY 20, 2011, JOINT BOARD AGENDA
- E. REVIEW OF SANDAG TRANSPORTATION COMMITTEE AGENDA
 Review of SANDAG Transportation Committee Agenda and discussion regarding any items pertaining to MTS, San Diego Transit Corporation, or San Diego Trolley, Inc.
 Relevant excerpts will be provided during the meeting.

Possible Action

- F. COMMITTEE MEMBER COMMUNICATIONS AND OTHER BUSINESS
- G. PUBLIC COMMENTS
- H. NEXT MEETING DATE: February 10, 2011
- I. ADJOURNMENT

EXECUTIVE COMMITTEEMETROPOLITAN TRANSIT SYSTEM

ROLL CALL

MEETING OF (DA	TE)	1-13-11		CALL TO ORDER (TIME)	9:01 AM
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CLOSED SESSION	N	11:36 AM	_ (RECONVENE	
			9	ADJOURN	12:01 PM
BOARD MEMBER	₹	(Alternate	·)	PRESENT (TIME ARRIVED)	ABSENT (TIME LEFT)
YOUNG	☑	(Lightner)			Young left at 9:17 AM Lightner left at 11:35 AM
MATHIS					
OVROM	Ø	(Janney)			
ROBERTS	\square	(Cox)			
MINTO	\square	(Cunningham)			
Transportation Co	ommitte	e Representative (Ma	athis)		
SIGNED BY OFFIC	CE OF T	THE CLERK OF THE	BOARD:	Valorie Vizko	Poti
CONFIRMED BY O	OFFICE	OF THE GENERAL	COUNSEI	Jach (uxb

JOINT MEETING OF THE EXECUTIVE COMMITTEE FOR THE METROPOLITAN TRANSIT SYSTEM (MTS), SAN DIEGO TRANSIT CORPORATION (SDTC), AND SAN DIEGO TROLLEY, INC. (SDTI) 1255 Imperial Avenue, Suite 1000 San Diego, CA 92101

November 4, 2010

MINUTES

A. ROLL CALL

Chairman Mathis called the Executive Committee meeting to order at 9:04 a.m. A roll call sheet listing Executive Committee member attendance is attached.

B. APPROVAL OF MINUTES

Mr. Rindone moved for approval of the minutes of the October 21, 2010, MTS Executive Committee meeting. Mr. Selby seconded the motion, and the vote was 3 to 0 in favor.

C. COMMITTEE DISCUSSION ITEMS

1. MTS: Hosted Text-Messaging System - Contract Award

Mr. Jablonski explained that back in July of 2009, the Executive Committee received a report regarding the benefits of providing real-time arrival information to passengers through text messages. He explained that several products are available that would allow MTS to give bus passengers real-time information.

Devin Braun, Senior Transportation Planner, spearheaded the procurement process and explained that on June 2, 2010, MTS issued a Request for Proposals (RFP) for the purchase of a Hosted Text-Message System. Four proposals were received and were deemed to be responsive. The evaluation panel asked two proposers, Deeplocal and NextBus, to submit Best and Final Offers (BAFOs). Deeplocal was the only proposer to offer MTS a potential revenue stream from the text-messaging program. Deeplocal has a product called Route Shout, which offers text-messaging, two iPhone applications, an Android application, and geographically targeted advertising.

Mr. Braun stated that 93% of the total United States population has a cell phone, 86% of MTS users have texting capability, and 173.2 billion text messages are sent each month. He explained that MTS passengers know the scheduled time of the bus from the printed timetables but not the actual time it will arrive. He also explained that passengers need to know about service disruptions and signing up for system alerts keeps passengers informed of planned and unplanned delays and detours. He discussed the process for passengers to receive text-messages through Route Shout; passenger with cell phone sends text-message to Route Shout and the bus is located via a San Diego MTS server receiving a Global Positioning System (GPS) signal from the bus and transmitted back to Route Shout, and then transmitted back to the passenger with an advertisement at the bottom of the real-time information.

Mr. Braun explained that passengers will soon see a stop ID located on the bus stop blade that includes a "short code" or number to text and stop ID. Once the "short code" for MTS has been established, (Marketing is working on this), passengers can use the text-messaging system to get real-time information for busses. He stated that a stop ID has already been assigned for each bus stop and can easily be found on Google maps bus stop icon, which is a free service. He also stated that bus stop ID information can be found on the MTS website along with the route and schedule page so that customers never have to leave our website to access the information.

Mr. Rindone asked if an app would be available for a specific bus stop because the older generation would most likely use the app for this service. Mr. Braun responded that the iPhone and Droid do have an app with Route Shout. He also said that many other transit systems are currently using Route Shout, such as the Central Ohio Transit Authority.

Mr. Jablonski stated that there are other products on the market that serve large transit systems, but Route Shout is a very cost-effective system to communicate with customers and get a feel for how many customers will use it. He also stated that trolleys will be equipped with GPS systems at some point and will be able to use the same real-time text service to get trolley information.

Mr. Braun explained the pricing for Route Shout and that MTS will pay for the "vanity" short code, which MTS would lease from the wireless carriers at roughly \$18,000 per year, with a \$2,500 set up fee. There would be no per-message fees paid for by MTS; the service would be paid for by advertising. MTS will receive 30% of excess revenues which are expected to be \$50,000 per year, and MTS expects to receive \$15,000 per year or \$75,000 over the full five-year contract. The contract would be a one-year base with 2 two-year options to renew. He stated that it would take roughly three months to get short codes aligned with the carriers and for the texting to commence.

Mr. Rindone felt that a user group of 6 to 10 people of different age groups should be put together to test the text-messaging program.

Action Taken

Mr. Rindone moved to forward a recommendation to the Board of Directors to authorize the Chief Executive Officer (CEO) to execute MTS Doc. No. G1326.0-10 with Deeplocal, Inc. for the procurement of a hosted text-messaging system, including a vanity short messaging service (SMS) short code with a one-year base and 2 two-year options. Mr. Selby seconded the motion, and the vote was 3 to 0.

2. MTS: Trolley Rehabilitation Project Update

John Haggerty, from the San Diego Association of Governments (SANDAG), gave the Committee a schedule overview focusing on activities to rehabilitate and retrofit the trolley system low-floor car operation that are underway. He provided a brief outline of the schedule for the low-floor system improvements and explained the status of the system improvements design and construction phases. He talked about the vehicle status and stated that the engineering phase of the new low-floor vehicles is 90% complete with production scheduled to begin in November 2010. He also talked about the program budget with a total budget including contact wire and freight projects to be \$619 million. He stated

Executive Committee Meeting November 4, 2010 Page 3 of 8

that most of the funding will come from state funds. He also touched on the budget pressures associated with the project and explained that some improvements had been under estimated, such as station shelters and 90# rail replacement.

Mr. Jablonski stated that MTS is contributing close to half of the funding for the low-floor system improvement project. The trolley improvement project has been given TransNet funds for enhancing ridership capacity, and MTS has brought forward all ARRA funds as well as lobbying for additional funding. He also stated that MTS is fortunate to receive funding from California Proposition 1B. He explained that some of the budget issues are due to completing the enhancements the correct way to ensure lasting effects. For example, the proposed station shelters have a higher level of design details; and staff is working to ensure that improvements are done right the first time, including new poles, rail tie replacement, updated park-and-ride lots, etc.

Mr. Haggerty reviewed the low-floor station concepts for downtown stations. America Plaza Station will feature a pop-out curb on Kettner, and a mix of concrete unit pavers and poured concrete to match the existing surface and a pedestrian crossing on Kettner is being proposed to the City for approval. The Civic Center Station will have a modified Westgate garage ramp because the existing wall is too close and catenary poles will be removed from the platform. The plan is to replace red tiles and use dark grey unit pavers to delineate the platform better from the Westgate Hotel; the planter box will also be removed. At the Fifth Avenue Station, shelters will be replaced, grades will be re-sloped to comply with ADA requirements, rectangular concrete unit pavers will be placed, and the planters will be reconfigured. Drainage will also need to be replaced, and a short wall with a decorative railing will be placed at the Firth Avenue Station.

Mr. Haggerty then showed the Committee downtown shelter concepts. Design Concept A has concrete columns with a straight pitch roof and supporting arch rib lines along with seating that is connected to the roof. Concept B has pipe columns along with shelter seating (the roof is shown with and without a curve). Design Concept D is a parasol design with round cement columns and shelter. Mr. Haggerty asked for Committee feedback on which design concept was favored. Mr. Selby commented that shelter columns need to be non-obtrusive and have minimal surface area that can be painted. He felt that any design chosen should have maintenance concerns in mind and felt that an angled design would fit in with the surrounding design elements in downtown. Mr. Rindone commented that he preferred the poles on Design Concept B with the roof of Design Concept A. Mr. Mathis commented that he does not like the parasol design concept and feels that it would not blend into the surroundings. Mr. Jablonski stated that a separate briefing of design concepts will be provided to Ms. Lightner and Mr. Roberts who could not be present.

Mr. Haggerty then talked about the station at City College, which will undergo an 8-inch platform lift of concrete overlay with brick pavers near Broadway to match existing materials and ensure wearability. The Park & Market Station replicates the existing wave pattern with concrete unit pavers and the 12th and Imperial Transfer Station will undergo revised access; concrete unit pavers with the same color pattern will be installed, and equipment cases will be consolidated.

Fred Byle, Superintendent of Maintenance, gave a brief overview of the Blue Line infrastructure construction. He explained that the contractor replacing the contact wire is HMS, and the project is expected to be completed in November 2011. The first weekend

Executive Committee Meeting November 4, 2010 Page 4 of 8

closure was October 29, 2010, and 4,600 feet of wire was installed. The shutdown included the removal of old wire, new wire being pulled in, installation of droppers and hangers, and a test train shadowed by a catenary truck. The work was completed on time, and there were no major issues.

Sharon Cooney, Chief of Staff, discussed the bus-bridge functions over the October 29 weekend. She mentioned that two types of bus services were instituted, local and express. She explained that 2/3 of passengers took the express service, and overall, approximately 20,000 passengers used the bus bridges. She mentioned that on Saturday alone, roughly 11,000 passengers were carried. She stated that every Monday, staff will review the weekend bridge operations and look for improvements. After reviewing bus-bridge operations during the first weekend shutdown, the plan for the upcoming weekend is to have more busses available for passenger transport in the early morning hours.

Mr. Byle explained that the goal for the upcoming weekend is to replace 8,000 feet of wire and, ultimately, the goal is to get the contractor to replace 16,000 feet of wire in one weekend. He stated that there is a learning curve, and that accuracy is more important than speed.

Action Taken

Mr. Selby moved to receive a report for information and provide comments. Mr. Rindone seconded the motion, and the vote was 3 to 0.

3. MTS: Regional Transportation Plan Revenue-Constrained Scenarios

Carolina Gregor and Tom King from SANDAG gave a presentation to the Committee regarding the 2050 Regional Transportation Plan (RTP) revenue-constrained scenarios. Ms. Gregor discussed only the transit portion of the RTP and stated that the SANDAG Board of Directors will receive the same report from her at the SANDAG Board meeting tomorrow, but the Board will not be making a decision on a specific scenario until December. Ms. Gregor explained that projections for population in San Diego County account for 1 million more residents.

Ms. Gregor gave a brief overview for the project time line and stated that the draft 2050 RTP will be completed in early 2011. She stated that the unconstrained multimodal network will cost about \$145 billion. She explained that there are four different scenarios developed based on revenue constraints of \$100-\$110 billion: Transit Emphasis, Rail/Freight Emphasis, Highway Emphasis, and Fusion. She further explained that the focuses of transit modes are: High-Speed and Commuter Rail, Coaster Rail, Light Rail Transit, Express Light Rail Transit, Bus Rapid Transit, Peak Bus Rapid Transit, Rapid Bus, Streetcar/Shuttle-Circulator, and High-Frequency Local Bus Services. She explained that Express Light Rail Transit will enhance transit by skipping stops to cut down on trip time. She explained that peak bus rapid transit will consist of fewer stations and stops in peak corridors, and streetcar/shuttle-circulator would be localized in downtown and midtown community areas and that people surveyed have been very receptive to the idea.

Mr. Mathis expressed his concern for planning and costs associated with Express Light Rail Transit and the associated with trains running closer together and the implementation of integrating them into the existing system. Mr. Jablonski commented that in theory, it is a

good idea, but that Express Light Rail Transit would need a feasibility study to see if it would work. Mr. Rindone agreed that a major concern is to eliminate bottleneck in the downtown corridor.

Ms. Gregor discussed the projects that are common to all scenarios, existing and baseline projects, such as double-tracking of the Coaster and Sprinter and projects from the unconstrained transit network, such as rapid bus and a San Marcos Circulator. She discussed the choices between major capital investments being the downtown trolley tunnel, a Kearny Mesa Guideway, UTC Coaster Station and Tunnel, and new light rail transit projects. She stated that policy decisions are going to be needed because it is not possible to pay for all of the scenarios.

Ms. Gregor discussed a summary of transit investments by network as noted below.

	Transit Emphasis	Rail/Freight Emphasis	Highway Emphasis	Fusion Emphasis
Major Capital Investments				
Downtown Trolley Tunnel	✓	✓		
Kearny Mesa Guideway	√		✓	✓
UTC Coaster Station/Tunnel		✓		
Investments in New Routes	- 1. 1. 1. - 1. 1. 1. - 1. 1. 1. - 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.			-
Light Rail Transit	Large	Large	Small	Large
Bus Rapid Transit	Small	Small	Large	Small
Rapid Bus	Large	Small	Large	Small
Streetcars/Shuttles	Small	Small	Small	Large

Ms. Gregor then discussed the number of transit service infrastructure miles and transit service miles associated with each transit network for the 2050 RTP. She also discussed the travel times compared to existing infrastructure and 2050 RTP transit networks.

Mr. Mathis wanted to know if there would be a centralized business district in 2050 or if San Diego will continue to have decentralized employment areas. Ms. Gregor responded that projections indicate a continued dispersal of employment. She stated that the Kearny Mesa area is projected to see a large amount of growth. Mr. Mathis stated his concern for spending a high cost for low return on some of the projects in the RTP; for example, the double-tracking for the Coaster might reduce a commute by 10 minutes versus the addition of a UTC tunnel adding 4 minutes.

Mr. Selby stated that the potential impacts down the road may actually have different benefits than projected. He expressed his concern that many business centers currently do not have any transit options, and employees are forced to drive. He commented that Del Mar is proposing to build a tunnel and sees that this is more of a rail issue because of heavy rail moving through the area and erosion of the bluffs over time. He feels that some decisions need to be made to include long-term rail in the corridor and not just based on travel time.

Mr. Rindone mentioned that the RTP should be concentrating on new employment centers. He feels that the Fusion network is an option but does not see enough emphasis on the South Bay.

Mr. Jablonski commented that the point is to look at all of the projects, review the costs, and ask why we need it. He feels that impacts need to be understood, not just time savings, but also the maintenance of the infrastructure, and that policy decisions should not be made without understanding the benefits and impacts of each project. He mentioned that the scenarios are plugged into models for benefits but questions the assumptions in terms of policy decisions to make sure scenarios truly benefit the public. He stated that elected officials should understand the full impact of choosing a direction to achieve the vision because the investment of money is huge and everyone wants a transit system that performs well (not just looks good).

Ms. Gregor commented that her presentation will be focusing on the different networks, but she will include the policy decision piece and feels that it is important to bring up studies and current research and provide the information to the decision makers.

Action Taken

Mr. Rindone moved to receive a report for information. Mr. Selby seconded the motion, and the vote was 3 to 0.

D. REVIEW OF DRAFT NOVEMBER 18, 2010, JOINT BOARD AGENDA

Recommended Consent Items

6. MTS: San Diego and Arizona Eastern (SD&AE) Railway Company Quarterly Reports and Ratification of Actions Taken by the SD&AE Board of Directors at its meeting on October 19, 2010

Action would: (1) receive the San Diego and Imperial Valley Railroad (SD&IV), Pacific Southwest Railway Museum Association (Museum), and Carrizo Gorge Railway, Inc. (Carrizo) quarterly reports; and (2) ratify actions taken by the San Diego and Arizona Eastern (SD&AE) Railway Company Board of Directors at its meeting on October 19, 2010.

7. MTS: Revisions to MTS Policy No. 41 (Signature Authority) and MTS Policy No. 52 (Procurement of Goods and Services)

Action would approve revisions to MTS Policy No. 41 (Signature Authority) and MTS Policy No. 52 (Procurement of Goods and Services).

8. MTS: Investment Report - September 2010

Action would receive a report for information.

9. MTS: Regional Transportation Improvement Program Amendment

Action would forward a recommendation to the San Diego Association of Governments' (SANDAG's) Board of Directors to adopt Resolution No. 10-25 approving the amendment of the Regional Transportation Improvement Program (RTIP) to remove the Transportation Development Credits in accordance with the fiscal year 2011 Capital Improvement Program recommendations.

10. <u>MTS: Semiannual Uniform Report of Disadvantaged Business Enterprise Awards or</u> Commitments and Payments

Action would receive the Semiannual Uniform Report of Disadvantaged Business Enterprise (DBE) Awards or Commitments and Payments.

11. MTS: Brake and Axle-Related Items - Contract Award

Action would authorize the CEO to execute multiple five-year contracts in response to MTS Doc. No. B0533.0-10 to the following contractors that were the lowest responsive, responsible bidders in their respective groups for brake and axle-related items. (1) Truck Trailer Transit/Axle Tech - Group A (Brake and Planetary Kits) MTS Doc. No. B0545.0-11; (2) Mohawk Mfg. & Supply Co. - Group B (Bendix Air Brake Parts) MTS Doc. No. B0546.0-11; (3) San Diego Friction Products, Inc. (Wetmore's) - Group C (Brake Drums and Rotors) MTS Doc. No. B0547.0-11; (4) North American Bus Industries - Group D (Brake Linings and Disc Brake Pads) MTS Doc. No. B0548.0-11; (5) New Flyer Industries, Inc. - Group E (Shocks) MTS Doc. No. B0549.0-11; (6) Neopart, LLC - Group F (Air Suspension) MTS Doc. No. B0550.0-11.

12. MTS: Payroll and Human Resources Information System - Contract Award

Action would authorize the CEO to execute MTS Doc. No. G1355.0-11 with Automatic Data Processing (ADP) Incorporated to provide payroll and human resources services.

Recommended Consent Items

There was no additional discussion of the recommended Consent Items.

E. REVIEW OF SANDAG TRANSPORTATION COMMITTEE AGENDA

There was no SANDAG Transportation Committee meeting update.

F. COMMITTEE MEMBER COMMUNICATIONS AND OTHER BUSINESS

Mr. Selby commented that this would be his last MTS meeting and that he enjoyed serving as a member of the Board of Directors. He will be missed by the other members.

G. PUBLIC COMMENTS

Clive Richard - Mr. Richard commented that the elevator at Fashion Valley has been out of service for a couple months and wanted to give information to a friend as to why it was not

Executive Committee Meeting November 4, 2010 Page 8 of 8

working and when it would be back in service. He also stated that there is a very strong urine smell in the tunnel at Old Town Transit Center.

H. NEXT MEETING DATE

The next Executive Committee meeting is scheduled for Thursday, December 2, 2010, at 9:00 a.m. in the Executive Committee Conference Room.

I. ADJOURNMENT

Chairman Mathis adjourned the meeting at 11:40 a.m.

Chairman

Attachment: A. Roll Call Sheet

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EXECUTIVE COMMITTEEMETROPOLITAN TRANSIT SYSTEM

ROLL CALL

MEETING OF (DAT	ΓE)	11/4/10	_	CALL TO ORDER (TIME)	9:04 AM
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CLOSED SESSION	Ï ,		_	RECONVENE	
			1	ADJOURN	11:40 AM
BOARD MEMBER	₹	(Alternate))	PRESENT (TIME ARRIVED)	ABSENT (TIME LEFT)
LIGHTNER		(Young)			
MATHIS	\checkmark				
Imperial Beach Ro	otated to	o Chula Vista			
RINDONE (VC)	$ \overline{\mathbf{A}} $	(Young - CPT)			
ROBERTS		(Cox)			
SELBY		(Ryan)			
Transportation Co	mmitte	e Rep Slot (Mathis)			
SIGNED BY OFFIC	E OF T	THE CLERK OF THE	BOARD:	Valerie Vizke	Octi
CONFIRMED BY O	FFICE	OF THE GENERAL (COUNSEL	04/200	7



1255 Imperial Avenue, Suite 1000 San Diego, CA 92101-7490 (619) 231-1466 • FAX (619) 234-3407

Agenda

Item No. C1

JOINT MEETING OF THE EXECUTIVE COMMITTEE
for the
Metropolitan Transit System,
San Diego Transit Corporation, and
San Diego Trolley, Inc.

January 13, 2011

SUBJECT:

MTS: APPOINTMENT OF SAN DIEGO ASSOCIATION OF GOVERNMENTS TRANSPORTATION COMMITTEE REPRESENTATIVE AND ALTERNATE (SHARON COONEY)

RECOMMENDATION:

That the Executive Committee take nominations from the floor and elect and appoint a representative and an alternate from the MTS Board to serve on the San Diego Association of Governments (SANDAG) Transportation Committee for the 2011 calendar year.

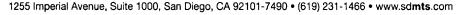
Budget Impact

None.

DISCUSSION:

MTS Board Policy No. 22 specifies:

On or before its first meeting in January, the Executive Committee shall appoint one of its members to serve as the representative and one of its members to serve as the alternate to the San Diego Association of Governments (SANDAG) Transportation Committee to serve for a term of one year. In the event that the Executive Committee feels a member of the Board who does not serve on the Executive Committee is their



preferred representative or alternate for the SANDAG Transportation Committee, the Executive Committee shall have the ability to select the representative or alternate from the full Board. In that instance, the SANDAG Transportation Committee representative, or the alternate in his or her absence, shall attend the Executive Committee meetings as a voting member.

The most recent SANDAG Transportation Committee representative was Harry Mathis, and the alternate was Jerry Rindone.

The nomination and election procedures pursuant to Robert's Rules of Order are as follows:

- 1. The Chairman of the Executive Committee opens the agenda item.
- 2. The Chairman requests nominations from the floor. Nominations do not require a second.
- 3. The Chairman closes the nominations.
- 4. The Chairman asks for any Executive Committee discussion.
- 5. The Chairman calls for the vote on each candidate in the order in which they were received. The vote continues until a candidate is elected.

Paul C. Jablonski Chief Executive Officer

Key Staff Contact: Sharon Cooney, 619.557.4513, sharon.cooney@sdmts.com

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1255 Imperial Avenue, Suite 1000 San Diego, CA 92101-7490 (619) 231-1466 • FAX (619) 234-3407

Agenda

Item No. <u>C2</u>

JOINT MEETING OF THE EXECUTIVE COMMITTEE

OPS 970.2

for the Metropolitan Transit System, San Diego Transit Corporation, and San Diego Trolley, Inc.

January 13, 2011

SUBJECT:

MTS: TROLLEY REHABILITATION PROJECT UPDATE (JOHN HAGGERTY OF SANDAG)

RECOMMENDATION:

That the Executive Committee receive a report for information and provide comments.

Budget Impact

None.

DISCUSSION:

Activities to rehabilitate and retrofit the trolley system for low-floor car operation are underway. Design of the stations is progressing, and Blue Line catenary replacement work commenced on October 29. A Request for Proposals was issued for work on the Green Line Station retrofits, and signal and track work between 12th and Imperial and San Ysidro will begin in January. MTS and San Diego Association of Governments staffs will provide the Executive Committee with an update on the project, including a follow-up report on the design of the downtown stations and the project budget.

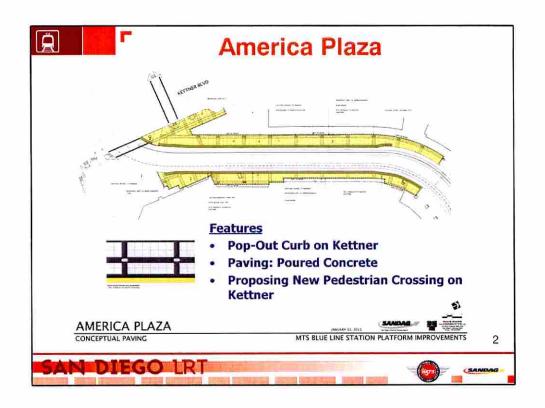
Paul S. Jablonski Chief Executive Officer

Key Staff Contact: Wayne Terry, 619.595.4906, wayne.terry@sdmts.com

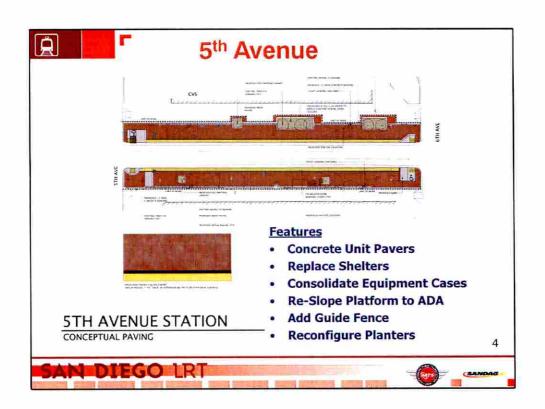
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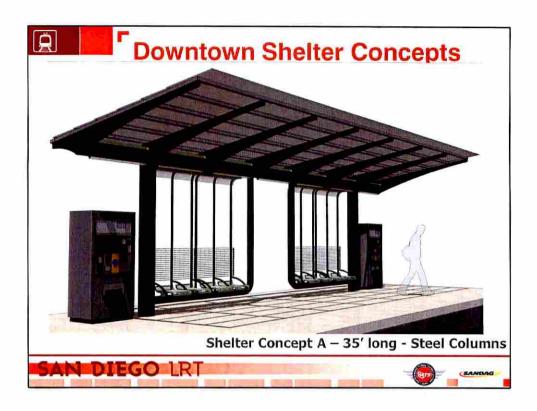




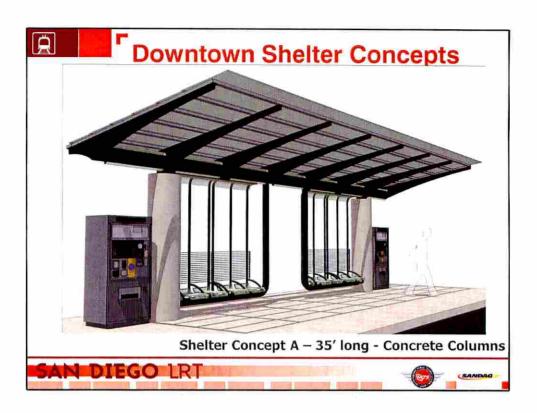


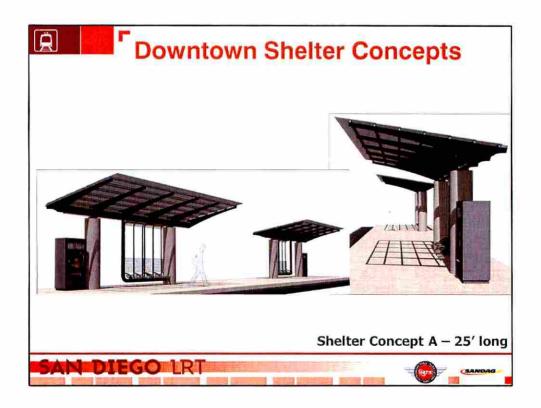


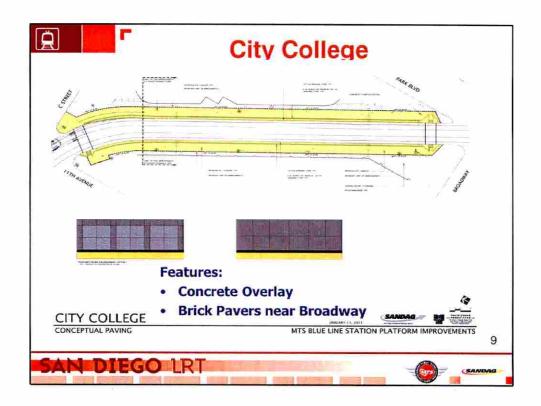


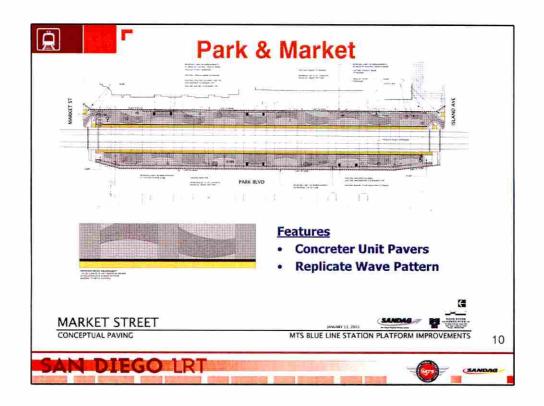






















Funding Source			FY 2012
Amount (Percent)	FY 2010	FY 2011	Budget
	Budget	Budget	Proposed
TransNet	243.6	47.9	134.0
Major Corridor	(54%)	(10%)	(25%)
State	164.0	331.1	331.1
	(36%)	(73%)	(61%)
Federal	46.6	75.2	75.2
	(10%)	(17%)	(14%)
TOTAL:	\$454.2	\$454.2	\$540.3





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Agenda

Item No. C3

JOINT MEETING OF THE EXECUTIVE COMMITTEE for the Metropolitan Transit System, San Diego Transit Corporation, and San Diego Trolley, Inc.

January 13, 2011

SUBJECT:

MTS: SALARY RANGE ADJUSTMENTS (JEFF STUMBO)

RECOMMENDATION:

That the Executive Committee forward a recommendation to the Board of Directors to approve proposed modifications to MTS salary ranges and proposed modifications to positions within the MTS salary ranges (as outlined in Attachment A).

Budget Impact

From a budgetary standpoint, in FY 11 there would be no impact since a merit increase pool was budgeted. From a cost standpoint, if each of the employees who are currently at the top of their range is given a 2% merit increase, the FY 11 cost would be \$14,986, and the FY 12 cost would be \$75,992.

DISCUSSION:

Salary ranges for management employees have not been analyzed in depth since January 2005 when the Board unified the previously separate salary ranges for MTS, San Diego Transit Corporation (SDTC), and San Diego Trolley, Inc. (SDTI) as part of Senate Bill 1703 and the consolidation with the San Diego Association of Governments (SANDAG). At that time, the Board recognized that this structure would be refined over the years. Since then, many changes have occurred at MTS—positions and responsibilities have been restructured, titles and reporting relationships have been modified, and over 20% of management positions have been frozen or eliminated.



MTS Compensation Policy

Each nonunion employee receives a comprehensive Performance Appraisal from their supervisor every year. The Appraisal evaluates between 15 and 19 characteristics, such as leadership, job knowledge, motivation, etc. They also include sections for the reviewer to outline their employees' achievements, areas of strength, areas for improvement, a development plan, and future goals.

On an annual basis, the MTS Board approves a personnel line item that may or may not include funding for merit increases. At the conclusion of an employee's Performance Appraisal, the supervisor may recommend a merit increase, which must be approved by their supervisor as a check and balance. For FY 10, there was no merit pool. For FY 11, the merit pool is 2%. Some employees will receive more than 2%, and some will receive less depending upon their performance.

MTS's enabling legislation specifies that the Board determines the annual budget and the salary ranges of its employees and officers. When employees' salaries exceed their range, they receive any merit increase or adjustment as a lump-sum payment. For example, if an employee is 1% below the top of their range and they receive a merit increase of 2%, they would receive a 1% base pay increase and a 1% lump sum payment.

The performance-based merit increase is the primary mechanism by which to increase the compensation of nonunion employees unless they are promoted or their responsibilities change significantly. Nonunion employees do not receive step increases, cost-of-living increases were eliminated in 2005, and the Performance Incentive Bonus Program has been frozen since 2008. Nonunion employees receive no automatic increases to salary based on longevity or time in any grade. Accordingly, it is important that the Agency have appropriate salary ranges to remain competitive in the local and national labor markets.

The most recent internal audit showed a few staff members' salaries had been adjusted beyond the current salary range due to special circumstances. This was necessary for a couple of reasons. For example, a nationwide recruitment for a procurement position revealed that MTS's range was too low. Other adjustments were based upon an increase in duties or changes in the position responsibilities and to retain key staff members who were offered significantly larger salaries to work in the same capacity for other San Diego employers.

Costly Turnover

We have recently lost many staff members with unique and specialized skills who are difficult to replace, and we are very sensitive to losing more. For example, in the last several years, MTS Rail alone has lost 10 supervisor-level employees, 10 electromechanics, and 4 train operators to the transit systems in Charlotte, Los Angeles, Seattle, Phoenix, Virginia, and North San Diego County. These specialized employees are difficult and costly to replace, and many were being groomed to be future leaders in their departments.

In addition, MTS has also lost other key staff in other parts of its operations, such as programmers, a network operations manager, a server systems specialist, ADA manager, superintendent of LRV maintenance, project accountant, and many others.

Salary Survey

To ensure that MTS's salary ranges remain competitive in our mission to attract and retain quality employees, staff conducted a compensation survey and salary range study. The study analyzed comparable positions within our own agency, positions at agencies that reside in areas with similar costs of living, comparably sized transportation agencies in California, and those agencies that have aggressively recruited MTS staff in the past. A synopsis of the survey results are outlined in Attachment B (Salary Comparison of Comparable Positions).

Based on the survey's results, staff is proposing the Board approve moderate increases to the top end and some decreases to the bottom end of MTS salary ranges outlined in Attachment A (Revised Salary Ranges). Additionally, staff is recommending that certain positions be moved from one range to another. The rationale for each change is outlined in Attachment C.

It is important to note that staff is not recommending changing the ranges of all employees who are at the top of their range. Additionally, no employee would receive an automatic pay increase as a result of the top of their range being increased. Similarly, no employee would automatically receive a pay decrease if the bottom of their range decreases.

Summary

Board approval of the proposed range changes and position adjustments would:

- 1. ensure that salary ranges reflect the duties and responsibilities of staff;
- 2. more closely align the salary ranges with those of comparable employers and the employers who aggressively recruit MTS staff;
- 3. promote internal consistency by placing comparable positions among MTS, SDTI, and SDTC in the same salary ranges;
- 4. help management attract and retain quality employees; and
- 5. give the CEO the ability to appropriately compensate employees.

Therefore, staff is recommending that the Board of Directors approve proposed modifications to MTS salary ranges and proposed modifications to positions within the MTS salary ranges (as outlined in Attachment A).

Paul C. Vablonski
Chief Executive Officer

Key Staff Contact: Jeff Stumbo, 619.557.4509, Jeff.Stumbo@sdmts.com

JAN13-11.SALARY RANGE ADJUSTMENTS.JSTUMBO.doc

Attachments: A. Revised Salary Ranges (Salary Schedule)

B. Salary Comparison of Comparable Positions

C. Explanation of Range Changes by Position

Salary Schedule

7/1/2010

	7/1/20	10					
Range	Title / Position Code(s)	MTS	Trolley	Transit	MIN	MID	MAX
1	RECEPTIONIST - M4117	1			\$23,670	\$30,658	\$37,646
2	TRANSIT OPERATIONS TECHNICIAN - M4533 HUMAN RESOURCES ASSISTANT - M4120 OFFICE CLERK II - M4503 MAINTENANCE CLERK - B1642	1 1 1		1	\$27,539	\$35,558	\$43,577
3	ASSISTANT TRANSPORTATION PLANNER - M4208 ADMINISTRATIVE ASSISTANT- M4802 , M4805 REVENUE ANALYST - B1244 INFORMATION SERVICE REP- B1412 ACCOUNTING ASSISTANT - M4330, R2358, B1218 PAYROLL COORDINATOR - M4311, B1221	1 1 1	1	1 1 1 1	\$31,000	\$39,530	\$48,059
4	COMMUNITY RELATIONS COORDINATOR - M4620 COMMUNICATION DESIGNER ADMINISTRATIVE ASSISTANT (COPY CENTER) - M4456 WORKER'S COMPENSATION REPRESENTATIVE - B1234	1			\$31,704	\$41,091	\$50,477
5	JR TRANSIT OPERATIONS SPECIALIST - M4526 CENTRAL CONTROL INFO. REP M4715 MARKETING COORDINATOR - M4610 TRAINING SPECIALIST - M1133 TRANSPORTATION / SAFETY ANALYST - M4455 COMMUNICATION DESIGNER I/II - M4604 PROCUREMENT ASSISTANT - M4813 HUMAN RESOURCES REPRESENTATIVE I - B1108, M4118 ADMINISTRATIVE ASSISTANT II - M4116, M4501, M4802, R3010, COMPUTER SUPPORT SPECIALIST - M4162, M4164, B1812	1 1 3 2			\$34,944	\$45,586	\$56,227
6	FIELD TECHNICIAN - M4168 SENIOR PAYROLL COORDINATOR - M4313 REGULATORY INSPECTOR - M4515 REGULATORY ANALYST - M4514 CUSTOMER SERVICE SUPERVISOR - B1410 LIABILITY CLAIMS ADJUSTOR - B1233 TELEPHONE INFORMATION SUP - B1406	2 3		1 1 2	\$ 36,696 <u>35,962 (-2%)</u>	\$48,095	\$59,494
7	EXECUTIVE ASST GC/ASST CLERK OF BOARD - M4055 SUPERVISOR OF BUILDING MAINTENANCE - M4411 REGULATORY SUPERVISOR - M4513 FACILITIES SUPERVISOR - R2420 REVENUE SUPERVISOR - R2310 CUSTOMER SERVICE SUPERVISOR - B1410 TELEPHONE INFORMATION SUP - B1406 STORE SUPERVISOR - R2605 CODE COMPLIANCE SUPERVISOR - R1410, M4703 EXECUTIVE ASSISTANT - R4812, M4810 , B1010	1 1 1 2 2 1	6 2	-	\$38,532	\$50,138	\$ 61,743 <u>62,978 (2%)</u>

_	MADICETING COORDINATOR II MACAA						
	MARKETING COORDINATOR II - M4611						
	ASSISTANT TRANSPORTATION OPS SPECIALIST - M4522	1					
	MEDIA AND COMMUNICATIONS SPECIALIST - M4615						
l	COMMUNICATIONS DESIGNER III - M4605	1					
	PROGRAMMER ANALYST - M4182						
	PROJECT ACCOUNTANT - M4317	1					
l	FIELD SYSTEMS ENGINEER - M4157						
	BENEFITS AND COMPENSATION ANALYST - M4111	2					
1	FINANCE ANALYST - M4315				A 40.450		40100
8	ASSOCIATE SCHEDULER - M4211		_		\$ 40,452	\$52,710	\$ 64,967
`	ADVERTISING SPECIALIST - M4612	1			<u>39,642 (-2%)</u>	4 02,000	<u>66,266 (2%)</u>
ļ	PROPERTY ACCOUNTANT - M4309	1	L				
	SR TELEPHONE INFORMATION SUP - B1405	<u> </u>	L_	4			
	HUMAN RESOURCES ANALYST - B1109			1			
1	TRANSIT STORE SUPERVISOR - B1408	<u>_</u>		1			
	EXECUTIVE ASST CEO/CLERK OF BOARD - B1011, M4061	1					
ł	ASSOCIATE TRANSPORTATION PLANNER - M4206, B1322,M4205						
]	STAFF ACCOUNTANT - M4328, B1228	1		1			•
	HUMAN RESOURCES REP II - M4119, B1107, M4110	2		4			•
<u> </u>	OPERATIONS/ADMIN INSTRUCTOR - B1117, M1132					_	
	AFFILED OVOTENO OPEOUNOT MAASO						
ĺ	SERVER SYSTEMS SPECIALIST - M4156	1					
1	SYSTEMS ENGINEER - M4166	1					
1	ASSISTANT STORES MANAGER - M4702	1	_	Н			
	SENIOR BUS OPERATIONS INSTRUCTOR - M4803	1	<u> </u>	\vdash			
	BENEFITS AND COMPENSATION ANALYST - M4111 HELP DESK/OFFICE SUPERVISOR - M4154	2					
l							
ĺ	BUDGET ANALYST -M4318, B1229 LIABILITY CLAIMS ADJUSTOR - M4804	1					
1	RADIO SYSTEMS ENGINEER - M4163	╁	 	\vdash			
1	DATABASE SYSTEMS ANALYST - M4169						1
1	ASSISTANT PAYROLL MANAGER - M4313	1					
1	SYSTEMS SUPERVISORS - R3332	 	12		\$44 ,60 4		\$ 71,024
9	ASSIGNMENTS SUPERVISOR - R3320	╁─	4		43,265 (-3%)	\$57,814	73,155 (3%)
	PROCUREMENT ANALYST - B1208				45,205 (-5 /6)		10,100 (070)
	MAINTENANCE INSTRUCTOR- B1118			1			
	QUALITY ASSURANCE INSPECTOR - B1706	╁	-	1			
İ	SENIOR TELEPHONE INFORMATION SUPERVISOR - B1405	1	┢	1			
1	STOREROOM SUPERVISOR - B1720, B1715	┢	\vdash	<u>÷</u>			
ł	CONTRACT SPECIALIST - M4051, B1212	\vdash		1			
	BUYER - R2220, B1207, M4504	1	2	Ė			
	FOREMAN - M4405, B1646, B1645, M4410	4	┢▔	12			
İ	HUMAN RESOURCES REP II - M4119, B1107, M4110	2	╁	1			
	MAINTENANCE ANALYST- B1605, M4801	1					
	SERVICE OPERATIONS SUPERVISOR - B1386, M4701	2		10			
	SCHEDULING ANALYST - M4460						
1	BENEFITS AND COMPENSATION SUP M4108	1					
]	PROCUREMENT SPECIALIST - M4800	2					
l	PROGRAMMER ANALYST II - M4181						
	ASSISTANT RIGHT-OF-WAY AGENT - M4058	1			<u> </u>		1
10	STORES MANAGER – R2600				\$4 6,836	\$59,754	\$ 72,671
''	ASSIGNMENTS SUPERVISOR - R3320		4		<u>45,430 (-3%)</u>	ψυυ, i υ τ	<u>74,852 (3%)</u>
1	SYSTEMS SUPERVISORS - R3332		<u>12</u>				
1	STOREROOM SUPERVISOR - B1720, B1715			<u>2</u>			
1	SCHEDULING SPECIALIST - B1328						
1		بيا					
	COMM./OPS SUPERVISOR - M4454, B1391, B1303, B1308 SERVICE OPERATIONS SUPERVISOR - B1386, M4701	€ 2		10	:		

TRANSPORTATION CONTROLLER - R3338 TRAINING COORDINATOR - SECURITY - R1440 LRV PROJECT COORDINATOR / ANALYST - R3211 MANAGEMENT DEVELOPMENT SPECIALIST - B1106 MANAGER OF SERVICE QUALITY ASSURANCE - B1700	2,749
WAYSIDE MAINT SUPERVISOR - R3120	2,749
LRV MAINT SUPERVISOR - R3222 6	2,749
QUALITY CONTROL SUPERVISOR - R3210 REVENUE MAINTENANCE SUPERVISOR - R2350 2 MANAGER OF TSS FIELD OPERATIONS - R1406 1 SECURITY / CRIME ANALYST - R1430 1 TRACK SUPERVISOR - R3130 2 TRAINING SUPERVISOR - TRANSPORTATION - R3350 1 TRAINING SUPERVISOR - MOW - R3123 1 TRAINING SUPERVISOR - LRV - R3228 1 TRANSPORTATION CONTROLLER - R3338 13 TRAINING COORDINATOR - SECURITY - R1440 1 LRV PROJECT COORDINATOR / ANALYST - R3211 1 MANAGEMENT DEVELOPMENT SPECIALIST - B1106 1 MANAGER OF SERVICE QUALITY ASSURANCE - B1700	2,749
REVENUE MAINTENANCE SUPERVISOR - R2350 2 MANAGER OF TSS FIELD OPERATIONS - R1406 1 SECURITY / CRIME ANALYST - R1430 1 TRACK SUPERVISOR - R3130 2 TRAINING SUPERVISOR - TRANSPORTATION - R3350 1 TRAINING SUPERVISOR - MOW - R3123 1 TRAINING SUPERVISOR - LRV - R3228 1 TRANSPORTATION CONTROLLER - R3338 13 TRAINING COORDINATOR - SECURITY - R1440 LRV PROJECT COORDINATOR / ANALYST - R3211 1 MANAGEMENT DEVELOPMENT SPECIALIST - B1106 1 MANAGER OF SERVICE QUALITY ASSURANCE - B1700 1	2,749
MANAGER OF TSS FIELD OPERATIONS - R1406 1 SECURITY / CRIME ANALYST - R1430 1 TRACK SUPERVISOR - R3130 2 TRAINING SUPERVISOR - TRANSPORTATION - R3350 1 TRAINING SUPERVISOR - MOW - R3123 1 TRAINING SUPERVISOR - LRV - R3228 1 TRANSPORTATION CONTROLLER - R3338 13 TRAINING COORDINATOR - SECURITY - R1440 LRV PROJECT COORDINATOR / ANALYST - R3211 1 MANAGEMENT DEVELOPMENT SPECIALIST - B1106 1 MANAGER OF SERVICE QUALITY ASSURANCE - B1700	2,749
SECURITY / CRIME ANALYST - R1430	2,749
TRACK SUPERVISOR - R3130	2,749
TRAINING SUPERVISOR - TRANSPORTATION - R3350 TRAINING SUPERVISOR - MOW - R3123 11 TRAINING SUPERVISOR - LRV - R3228 TRANSPORTATION CONTROLLER - R3338 TRAINING COORDINATOR - SECURITY - R1440 LRV PROJECT COORDINATOR / ANALYST - R3211 MANAGEMENT DEVELOPMENT SPECIALIST - B1106 MANAGER OF SERVICE QUALITY ASSURANCE - B1700	2,749
TRAINING SUPERVISOR - MOW - R3123 11 TRAINING SUPERVISOR - LRV - R3228	2,749
TRAINING SUPERVISOR - LRV - R3228 TRANSPORTATION CONTROLLER - R3338 TRAINING COORDINATOR - SECURITY - R1440 LRV PROJECT COORDINATOR / ANALYST - R3211 MANAGEMENT DEVELOPMENT SPECIALIST - B1106 MANAGER OF SERVICE QUALITY ASSURANCE - B1700	2,749
TRANSPORTATION CONTROLLER - R3338 TRAINING COORDINATOR - SECURITY - R1440 LRV PROJECT COORDINATOR / ANALYST - R3211 MANAGEMENT DEVELOPMENT SPECIALIST - B1106 MANAGER OF SERVICE QUALITY ASSURANCE - B1700	2,749
TRAINING COORDINATOR - SECURITY - R1440 LRV PROJECT COORDINATOR / ANALYST - R3211 MANAGEMENT DEVELOPMENT SPECIALIST - B1106 MANAGER OF SERVICE QUALITY ASSURANCE - B1700	
LRV PROJECT COORDINATOR / ANALYST - R3211	
MANAGEMENT DEVELOPMENT SPECIALIST - B1106 1 MANAGER OF SERVICE QUALITY ASSURANCE - B1700	
MANAGER OF SERVICE QUALITY ASSURANCE - B1700	
QUALITY ASSURANCE SUPERVISOR - B1705 4	
SENIOR SCHEDULING SPECIALIST - B1327	
ASSISTANT MANAGER OF TRANSPORTATION	
SENIOR SYSTEMS ENGINEER - B1806, M4160	
COMM./OPS SUPERVISOR - M4454, B1391, B1303, B1308 6 10	
FOREMAN - M4405, B1646, B1645, M4410 4 12	
RIGHT OF WAY ENGINEER - M4059	
NETWORK OPERATIONS MANAGER - M4167	
SENIOR PROGRAMMER ANALYST - M4181, B1801 2	
ASSISTANT BUDGET MANAGER - M4807	
SCHEDULES / OPERATIONS ANALYST - R3500	
ASSISTANT DIRECTOR - TSS - R1405	
CENTRAL CONTROL SUPERVISOR - R3330 2	
REVENUE MANAGER - R2300 1	
SPECIAL EVENTS COORDINATOR - R3400	
SYSTEM SAFETY MANAGER - R3600	
12 QUALITY ASSURANCE SUPERVISOR - B1705	9,581
REVENUE MANAGER - B1240	
MANAGER OF SAFETY (BUS) - B1500	
MANAGER OF TRAINING - B1115	
SENIOR BUYER - B1211	
STORE ROOM MANAGER - B1850	
MANAGER OF SERVICE OPERATIONS - B1380 4	
TRANSPORTATION DIVISION MANAGER KMD/IAD - B1389, B1051 2	
ASST MANAGER OF MAINTENANCE - B1643, B1644	
PAYROLL MANAGER - B1220, M4312 4	
SENIOR STAFF ACCOUNTANT - R2359, M4322	
BUSINESS SYSTEMS ANALYST - M4170 1	
GRANTS ADMINISTRATOR - M4316	
BUDGET MANAGER - M4308 1	
COMMUNICATIONS DESIGN MANAGER - M4602 1	
INTERNAL AUDITOR - M4053	
13 RISK MANAGEMENT COORDINATOR II - M4056 \$59,772 \$77,414 \$9	5,055
TAXICAB ADMINISTRATION MANAGER - M4510 4	
SENIOR TRANSPORTATION OPS SPECIALIST - M4523, M4532 1	
SENIOR TRANSPORTATION PLANNER - M4202 5	
PRINCIPAL CONTRACT ADMINISTRATOR 1	
MANAGER OF RISK AND LOSS PREVENTION - M4060	
ASSISTANT DIRECTOR - TSS - R1405	
ASSISTANT SUPERINTENDENT - TRANSPORTATION - R3310 4	

Page 3 A-3

ı	ACCICTANT CUREDINITENDENT OF LDV. D2005	т—	1 4	1	1	1	
	ASSISTANT SUPERINTENDENT OF LRV - R3205	↓	1 +				
	ASSISTANT SUPERINTENDENT OF WAYSIDE MAINT - R3105	↓	1				i
13	FACILITIES MANAGER - R2400	↓	1		\$59,772	\$77,414	\$95,055
	MANAGER OF CLAIMS AND LIABILITY - B1235	<u> </u>		1	,,,,,	••••	, , , , , , ,
	MANAGER FACILITIES- B1900	_	<u> </u>	4			
	MANAGER OF PASSENGER SERVICES - B1400	↓		4			
	MANAGER OF SCHEDULING - B1320	_	_	1			
	SOFTWARE DEVELOPMENT MANAGER - B1807			1			
	DAVDOLL MANACED DA220 MA242	1	,				
	PAYROLL MANAGER - B1220, M4312	 	┝				
	STORE ROOM MANAGER - B1850	—	┡	1			
	MANAGER OF SERVICE OPERATIONS - B1380	ļ	Ļ	1			1
	ASSISTANT SUPERINTENDENT OF TRANSPORTATION - R3310	↓	1	Ш			
	ASSISTANT SUPERINTENDENT OF LRV - R3205	<u> </u>	1				
	ASSISTANT SUPERINTENDENT OF WAYSIDE MAINT - R3105	↓	1				
	ASSISTANT MANAGER OF MAINTENANCE - B1643, B1644	Ļ	Ļ	2			
14	FACILITIES MANAGER - R2400	↓_	1		\$62,760	\$81,348	\$99,935
	MANAGER OF PASSENGER SERVICES - B1400	_		1			
	MANAGER FACILITIES- B1900	_	Ļ	1			
	TRANSPORTATION DIVISION MANAGER KMD/IAD - B1389, B1051	ļ.,	<u> </u>	2			
	FINANCE MANAGER - M4320	1	Ļ	Щ			
	PROJECT ENGINEER - R1502		4	Ш		ľ	
	MANAGER OF TRANSPORTATION - B1304			1			
	MANAGER OF HUMAN RESOURCES- M4101, R1200, B1105	4	4				
	MANACED OF MADIETING MACOA	1					
4 E	MANAGER OF MARKETING - M4601	,			\$65.004	AOF 400	
15	MANAGER OF MAINTENANCE B1640	╁	_	1	\$65,904	\$85,466	\$105,027
13	MANAGER OF MAINTENANCE - B1640			1	\$65,904	\$85,466	\$105,027
10		1		4	\$65,904 	\$85,466	\$105,027
	TAXICAB ADMINISTRATION MANAGER - M4510	1	1	4			
16	TAXICAB ADMINISTRATION MANAGER - M4510 PROJECT ENGINEER - R1502	<u>1</u>	1	4	\$69,192	\$85,466 \$90,922	\$105,027 \$112,651
	TAXICAB ADMINISTRATION MANAGER - M4510 PROJECT ENGINEER - R1502 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530		1	1			
	TAXICAB ADMINISTRATION MANAGER - M4510 PROJECT ENGINEER - R1502	3	1	1			
	TAXICAB ADMINISTRATION MANAGER - M4510 PROJECT ENGINEER - R1502 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530	3	1	4			
	TAXICAB ADMINISTRATION MANAGER - M4510 PROJECT ENGINEER - R1502 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183	3	1	4			
	TAXICAB ADMINISTRATION MANAGER - M4510 PROJECT ENGINEER - R1502 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530	3 1 4	1	1			
	TAXICAB ADMINISTRATION MANAGER - M4510 PROJECT ENGINEER - R1502 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183	3 1 4 1	1	1			
	TAXICAB ADMINISTRATION MANAGER - M4510 PROJECT ENGINEER - R1502 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 FINANCE MANAGER - M4320	3 1 4 1	1				
16	TAXICAB ADMINISTRATION MANAGER - M4510 PROJECT ENGINEER - R1502 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 FINANCE MANAGER - M4320 MANAGER OF TRANSPORTATION - B1304	3 1 4 1			\$69,192		
16	TAXICAB ADMINISTRATION MANAGER - M4510 PROJECT ENGINEER - R1502 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 FINANCE MANAGER - M4320 MANAGER OF TRANSPORTATION - B1304 MANAGER OF MAINTENANCE - B1640	3 1 4 1 1				\$90,922	\$112,651
16	TAXICAB ADMINISTRATION MANAGER - M4510 PROJECT ENGINEER - R1502 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 FINANCE MANAGER - M4320 MANAGER OF TRANSPORTATION - B1304 MANAGER OF MAINTENANCE - B1640 MANAGER OF HUMAN RESOURCES - M4101, R1200, B1105	3 1 4 1 1			\$69,192	\$90,922	\$112,651
16	TAXICAB ADMINISTRATION MANAGER - M4510 PROJECT ENGINEER - R1502 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 FINANCE MANAGER - M4320 MANAGER OF TRANSPORTATION - B1304 MANAGER OF MAINTENANCE - B1640 MANAGER OF HUMAN RESOURCES - M4101, R1200, B1105 CONTROLLER - M4305	3 1 4 1 1 1			\$69,192	\$90,922	\$112,651
16	TAXICAB ADMINISTRATION MANAGER - M4510 PROJECT ENGINEER - R1502 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 FINANCE MANAGER - M4320 MANAGER OF TRANSPORTATION - B1304 MANAGER OF MAINTENANCE - B1640 MANAGER OF HUMAN RESOURCES - M4101, R1200, B1105 CONTROLLER - M4305 MANAGER OF PROCUREMENT - M4806	3 1 4 1 1 1			\$69,192	\$90,922	\$112,651
16	TAXICAB ADMINISTRATION MANAGER - M4510 PROJECT ENGINEER - R1502 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 FINANCE MANAGER - M4320 MANAGER OF TRANSPORTATION - B1304 MANAGER OF MAINTENANCE - B1640 MANAGER OF HUMAN RESOURCES - M4101, R1200, B1105 CONTROLLER - M4305 MANAGER OF PROCUREMENT - M4806 ENGINEERING LIAISON - R1500	3 1 4 1 1 1	1		\$69,192	\$90,922	\$112,651
16	TAXICAB ADMINISTRATION MANAGER - M4510 PROJECT ENGINEER - R1502 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 FINANCE MANAGER - M4320 MANAGER OF TRANSPORTATION - B1304 MANAGER OF MAINTENANCE - B1640 MANAGER OF HUMAN RESOURCES - M4101, R1200, B1105 CONTROLLER - M4305 MANAGER OF PROCUREMENT - M4806 ENGINEERING LIAISON - R1500 MANAGER OF CAPITAL PROJECTS (RAIL) - R1501	3 1 4 1 1 1	1	1	\$69,192	\$90,922	\$112,651
16	TAXICAB ADMINISTRATION MANAGER - M4510 PROJECT ENGINEER - R1502 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 FINANCE MANAGER - M4320 MANAGER OF TRANSPORTATION - B1304 MANAGER OF MAINTENANCE - B1640 MANAGER OF HUMAN RESOURCES - M4101, R1200, B1105 CONTROLLER - M4305 MANAGER OF PROCUREMENT - M4806 ENGINEERING LIAISON - R1500 MANAGER OF CAPITAL PROJECTS (RAIL) - R1501 CHIEF TECHNOLOGY OFFICER - B4151 MANAGER OF PROCUREMENT - M4806	3 1 4 1 1 1	1	1	\$69,192	\$90,922	\$112,651
16	TAXICAB ADMINISTRATION MANAGER - M4510 PROJECT ENGINEER - R1502 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 FINANCE MANAGER - M4320 MANAGER OF TRANSPORTATION - B1304 MANAGER OF MAINTENANCE - B1640 MANAGER OF HUMAN RESOURCES - M4101, R1200, B1105 CONTROLLER - M4305 MANAGER OF PROCUREMENT - M4806 ENGINEERING LIAISON - R1500 MANAGER OF CAPITAL PROJECTS (RAIL) - R1501 CHIEF TECHNOLOGY OFFICER - B4151	3 1 1 1 1 1 1 1	1	1	\$69,192	\$90,922	\$112,651
16	TAXICAB ADMINISTRATION MANAGER - M4510 PROJECT ENGINEER - R1502 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 FINANCE MANAGER - M4320 MANAGER OF TRANSPORTATION - B1304 MANAGER OF MAINTENANCE - B1640 MANAGER OF HUMAN RESOURCES - M4101, R1200, B1105 CONTROLLER - M4305 MANAGER OF PROCUREMENT - M4806 ENGINEERING LIAISON - R1500 MANAGER OF CAPITAL PROJECTS (RAIL) - R1501 CHIEF TECHNOLOGY OFFICER - B4151 MANAGER OF PROCUREMENT - M4806 MANAGER OF CAPITAL PROJECTS (RAIL) - R1501 MANAGER OF CAPITAL PROJECTS (RAIL) - R1501 MANAGER OF CAPITAL PROJECTS (RAIL) - R1501 MANAGER OF REAL ESTATE ASSETS - M4057	3 1 1 1 1 1 1 1	1 1	1	\$69,192 \$72,648	\$90,922 \$94,142	\$112,651 \$115,636
16	TAXICAB ADMINISTRATION MANAGER - M4510 PROJECT ENGINEER - R1502 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 FINANCE MANAGER - M4320 MANAGER OF TRANSPORTATION - B1304 MANAGER OF MAINTENANCE - B1640 MANAGER OF HUMAN RESOURCES- M4101, R1200, B1105 CONTROLLER - M4305 MANAGER OF PROCUREMENT - M4806 ENGINEERING LIAISON - R1500 MANAGER OF CAPITAL PROJECTS (RAIL) - R1501 CHIEF TECHNOLOGY OFFICER - B4151 MANAGER OF PROCUREMENT - M4806 MANAGER OF CAPITAL PROJECTS (RAIL) - R1501	3 1 1 1 1 1 1	1 1 1 1	1	\$69,192	\$90,922	\$112,651 \$115,636 \$ 125,18 4
16	TAXICAB ADMINISTRATION MANAGER - M4510 PROJECT ENGINEER - R1502 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 FINANCE MANAGER - M4320 MANAGER OF TRANSPORTATION - B1304 MANAGER OF MAINTENANCE - B1640 MANAGER OF HUMAN RESOURCES - M4101, R1200, B1105 CONTROLLER - M4305 MANAGER OF PROCUREMENT - M4806 ENGINEERING LIAISON - R1500 MANAGER OF CAPITAL PROJECTS (RAIL) - R1501 CHIEF TECHNOLOGY OFFICER - B4151 MANAGER OF PROCUREMENT - M4806 MANAGER OF CAPITAL PROJECTS (RAIL) - R1501 MANAGER OF REAL ESTATE ASSETS - M4057 SUPERINTENDENT OF LRV MAINT - R3200 DIRECTOR OF TRANSIT SYSTEM SECURITY - R1400	3 1 1 1 1 1 1	1 1 1 1 1 1 1 1	1	\$69,192 \$72,648	\$90,922 \$94,142	\$112,651 \$115,636
16	TAXICAB ADMINISTRATION MANAGER - M4510 PROJECT ENGINEER - R1502 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 CONTRACT SERVICES ADMINISTRATOR - M4520, M4530 ASSISTANT TECHNOLOGY OFFICER - M4183 FINANCE MANAGER - M4320 MANAGER OF TRANSPORTATION - B1304 MANAGER OF MAINTENANCE - B1640 MANAGER OF HUMAN RESOURCES - M4101, R1200, B1105 CONTROLLER - M4305 MANAGER OF PROCUREMENT - M4806 ENGINEERING LIAISON - R1500 MANAGER OF CAPITAL PROJECTS (RAIL) - R1501 CHIEF TECHNOLOGY OFFICER - B4151 MANAGER OF PROCUREMENT - M4806 MANAGER OF CAPITAL PROJECTS (RAIL) - R1501 MANAGER OF CAPITAL PROJECTS (RAIL) - R1501 MANAGER OF REAL ESTATE ASSETS - M4057 SUPERINTENDENT OF LRV MAINT - R3200	3 1 1 1 1 1 1	1 1 1 1	1	\$69,192 \$72,648	\$90,922 \$94,142	\$112,651 \$115,636 \$ 125,18 4

19	DIRECTOR OF FINANCIAL PLANNING AND ANALYSIS - M4319	1			\$88,320	\$111,810	\$135,300
119	CONTROLLER - M4305	1			\$66,320	\$111,010	\$135,300
20	CHIEF TECHNOLOGY OFFICER – B4151			1	\$92,736	\$120,047	\$147,357
	CHIEF OF STAFF (Dir. Planning & Govt Affairs) M4651	4					
ĺ	DIRECTOR OF HR AND LABOR RELATIONS - M4100	4					
	DIRECTOR OF CONTRACT SERVICES - M4502						
	DIRECTOR OF MARKETING AND COMMUNICATIONS - M4600	4					
21	DIRECTOR OF TRANSPORTATION (BUS) - M4450	1			\$102,240	\$132,384	\$162,527
- '	DIRECTOR OF MAINTENANCE - M4401, B1601	1			Ψ102,240	ψ132,30 4	Ψ102,321
	DIRECTOR OF PLANNING AND SCHEDULING - M4200						
	SUPERINTENDENT OF LRV MAINTENANCE - R3200	<u> </u>	1				
	SUPERINTENDENT OF TRANSPORTATION (RAIL) - R3300		1_				
	SUPERINTENDENT OF WAYSIDE MAINTENANCE - R3100		1_				
	CHIEF OF STAFF (DIRECTOR OF PLANNING AND GOVT AFFAIRS) -	1		Ш			
	DIRECTOR OF HR AND LABOR RELATIONS - M4100	1	<u> </u>	<u> </u>			
	DIRECTOR OF MARKETING AND COMMUNICATIONS - M4600	1	<u> </u>			1:	
l	DIRECTOR OF TRANSIT SYSTEM SECURITY - R1400		1				\$ 185,705
22	DIRECTOR OF PLANNING AND SCHEDULING				\$112,716	\$149,210	191,276 (3%)
	DIRECTOR OF GOVERNMENT AFFAIRS						1011,210 (070)
	GENERAL COUNSEL - M4050	1	L	$ldsymbol{ldsymbol{ldsymbol{eta}}}$			
	CHIEF FINANCIAL OFFICER - M4300	1		Щ			
	CHIEF OPERATING OFFICER - M4400, R4811	1	1				
23	CHIEF EXECUTIVE OFFICER - M4000	1				Contract	
1	INTERN - MULTIMODAL - M4534	3					
	SR. CONTRACT SERVICES INTERN - M4535						
l	LAW CLERK - M4052						
PT	OPERATIONS ASSISTANT - RIDE CHECKER - M4209	4		L		Part Time	
1	PLANNING INTERN - M4210						
1	CLASSROOM DAY TRIPPER COORDINATOR - B1416			1			
	P/T TRAINING INSTRUCTOR - B1120						

	MTS Position		Range inimum		Range aximum
	Customer Service Supervisor	MTS Current Range	\$ 36,696	\$	59,494
1	Under the direction of the Manager of Passenger Services handles all customer contacts. Interacts with customers and public to address and resolve complaints, concerns, and issues presented by them. Manages Customer Service Clerk,	Average Range (Of Agencies Surveyed)	\$ 51,467	\$	73,742
	Receptionist, Classroom Day Tripper Coordinator and Information Services Representative.	Variance	\$ (14,771)	\$	(14,248)
		MTS Proposed Range	\$ 38,532	\$	62,978
	Telephone Information Supervisor	MTS Current Range	\$ 36,696	\$	59,494
2	Under the direction of the Senior Telephone Information Supervisor coordinates and supervises the work of the Regional Transit Information Office, which is responsible for supplying route, schedule and service information to the	Average Range (Of Agencies Surveyed)	\$ 52,588	\$	74,609
	public either in person over the telephone or in other electronic mediums.	Variance	\$ (15,892)	\$	(15,115)
		MTS Proposed Range	\$ 38,532	\$	62,978
_	Benefits and Compensation Analyst	MTS Current Range	\$ 40,452	٠.	64,967
3	Under the direction of the Benefits and Compensation Supervisor this person will perform a variety of tasks in the area of benefits and compensation administration for salaried and contract employees and administer the necessary	Average Range (Of Agencies Surveyed)	\$ 56,046		79,960
	paperwork for adherence to federal and state leave policies.	Variance	\$ (15,594)	\$	(14,993)
		MTS Proposed Range	\$ 43,265	\$	73,155
	Senior Telephone Information Supervisor	MTS Current Range	\$ 40,452	ς	64,967
4	Under the direction of the Manager of Passenger Services coordinates and supervises the work of the Regional Transit Information Office, which is responsible for supplying route, schedule and service information to the public either in	Average Range (Of Agencies Surveyed)	\$ 62,664		86,864
	person over the telephone or in other electronic mediums.	Variance	\$ (22,212)	\$	(21,897)
		MTS Proposed Range	\$ 43,265	\$	73,155
	Human Resources Representative II	MTS Current Range	\$ 40,452	ς	64,967
5	Under the direction of the Manager of Human Resources - Employment, this person will perform a variety of tasks in the areas of recruitment and the selection process for salaried and contract employees and administer the necessary	Average Range (Of Agencies Surveyed)	\$ 53,983	\$	77,458
	paperwork for adherence to federal and state employment laws.	Variance	\$ (13,531)	\$	(12,491)
		MTS Proposed Range	\$ 43,265		73,155

	Salary Comparison of Comparable Positions					
	MTS Position			Range inimum	l .	Range aximum
	Systems Supervisors	MTS Current Range	\$	44,604	\$	71,024
	Under the direction of the Superintendent of Transportation is assigned to Line Operations and is responsible for	Average Range			<u> </u>	
6	supervising employees engaged in main line train operations, the safe and efficient operation of train transit service,	(Of Agencies Surveyed)	\$	60,912	\$	82,789
	and the enforcement of SDTI rules and regulations.	Variance	\$	(16,308)		(11,765)
		MTS Proposed Range	\$	45,430	\$	74,852
	Assignments Supervisors	MTS Current Range	\$	44,604	\$	71,024
	Under the direction of the Superintendent of Transportation, this position interfaces daily with Transportation	Average Range				
7	Department personnel to ensure timely reporting. Essential functions include: maintaining attendance records,	(Of Agencies Surveyed)	\$	62,758	\$	81,720
	scheduling personnel for special assignments, and developing weekly crew assignments.	Variance	\$	(18,154)	\$	(10,696)
		MTS Proposed Range	\$	45,430	\$	74,852
	Storeroom Supervisor	MTS Current Range	\$	44,604	\$	71,024
	Under the direction of the Manager of Stores, this position is responsible for supervising bargaining unit Storeroom	Average Range				
_	employees, planning, establishing and monitoring stock levels and requisition quantities to be purchased and stocked.	(Of Agencies Surveyed)	\$	55,594	\$	77,957
8	This position supports fleet, structures and amenities stock operations and integrates material planning needs with other functional areas of MTS Bus.	Variance	\$	(10,990)	\$	(6,933)
		MTS Proposed Range	\$	45,430	\$	74,852
	Service Operations Supervisor	MTS Current Range	\$	44,604	Ċ	71,024
	Under the direction of the Director of Transportation, the Transportation Manager and the Manager of Service	Average Range	1	44,004	~	71,024
9	Operations, a Service Operations Supervisor is responsible for supervising and monitoring all activities of Bus Operators	(Of Agencies Surveyed)	\$	55,660	\$	80,568
	and field activities on a daily basis.	Variance	\$	(11,056)	\$	(9,544)
		MTS Proposed Range	\$	45,430	\$	74,852
	Foreman	MTS Current Range	\$	44,604	\$	71,024
	Under the direction of the Manager of Maintenance, plans, schedules, assigns, and directs the work of mechanics and	Average Range				-
10	other Maintenance Department personnel engaged in the maintenance and repair of bus and automotive equipment in	(Of Agencies Surveyed)	\$	65,307	\$	90,856
	the mechanical, air-conditioning and electrical, body and paint, and service and cleaning areas.	Variance	\$	(20,703)		(19,832)
		MTS Proposed Range	\$	51,636	\$	82,749

	MTS Position		i	Range inimum		Range aximum
	Communications/Operations Supervisor	MTS Current Range	\$	46,836	Ś	72,671
11	Under the direction of the Transportation Division Manager, is responsible for the day to day operation of the Dispatch Office/Communications Center and for properly maintaining radio communication and providing verbal direction to Bus	Average Range (Of Agencies Surveyed)	\$	66,771	\$	91,587
	Operators.	Variance	\$	(19,935)	\$	(18,916
		MTS Proposed Range	\$	51,636	\$	82,749
	Quality Assurance Supervisor	MTS Current Range	\$	51,636	_	02.746
	Under the general supervision of the Chief Operating Officer, is responsible for inspection and documentation of all work performed by all maintenance shops as outlined by the Quality Assurance Program. Essential duties include,	Average Range (Of Agencies Surveyed)	\$	70,845	\$	99,681
12	inspection and documentation of bus components and systems and all major corporate operational safety concerns. Writes specifications for new bus procurements, support vehicles and maintenance equipment.	Variance	\$	(19,209)	\$	(16,932
		MTS Proposed Range	\$	56,928	\$	89,581
	Assistant Director - Transit System Security	MTS Current Range	\$	56,928	\$	89,581
	Under the general supervision of the Director of Transit System Security, is responsible for management and coordination of all proprietary and contractual enforcement and administrative personnel of the Transit Enforcement	Average Range (Of Agencies Surveyed)	\$	96,838	\$	143,052
13	Department. Is responsible for all field operations being performed by code compliance and contract security personnel and provides efficient liaison with governmental agencies (local, state and federal). Also provides analytical assessment of existing and proposed training programs, crime reporting, CCTV operations and multi-agency interaction.	Variance	\$	(39,910)	\$	(53,471
	of existing and proposed training programs, crime reporting, ecry operations and mater agency interaction.	MTS Proposed Range	\$	59,772	\$	95,055
	Storeroom Manager	MTS Current Range	\$	56,928	\$	89,581
14	Under the direction of the Chief Operating Officer, this position is responsible for the Storerooms to include instruction and direction of Storeroom Supervisor(s) in the planning, establishing and monitoring of stock levels and requisition	Average Range (Of Agencies Surveyed)	\$	75,122	\$	119,435
- '	quantities to be purchased and stocked; supports fleet, structures and amenities stock operations; integrates material planning needs with other functional areas of MTS.	Variance	\$	(18,194)	\$	(29,854
	pranting needs with other functional areas of ivits.	MTS Proposed Range	\$	62,760	\$	99,935
	Manager of Service Operations	MTS Current Range	\$	56,928	\$	89,581
	Under the direction of the Director of Transportation, is responsible for supervising and monitoring all activities of Service Operations Supervisors and ensuring alignment of this function with the goals and desired outcomes of MTS Bus.	Average Range (Of Agencies Surveyed)	\$	78,637	\$	119,844
15	Provides executive and policy direction to maximize Customer Service, minimize lost service and increase our On-time Performance. Manages the Return to Work program in close collaboration with the Risk Department.	Variance	\$	(21,709)	\$	(30,263)
_		MTS Proposed Range	\$	62,760	\$	99,935

MTS Position				Range Minimum		Range Maximum	
	Transportation Division Manager	MTS Current Range	\$	56,928	\$	89,581	
16	Under the direction of the Director of Transportation and the Manager of Transportation is directly responsible for overseeing the day-to-day operation of one of the transportation activities of a division. Major duties include: supervising Operations Supervisors, ensuring proper assignments to Operators, enforcing corporate policies and procedures including Collective Bargaining Agreements to staff.	Average Range (Of Agencies Surveyed)	\$	77,327	\$	117,005	
		Variance	\$	(20,399)	\$	(27,424)	
		MTS Proposed Range	\$	62,760	\$	99,935	
	Assistant Manager of Maintenance	MTS Current Range	\$	56,928	\$	89,581	
17	Under the direction of the Manager of Maintenance assists in planning, organizing and coordinating the maintenance and repair of all MTS Bus equipment. Additionally, this position participates in related labor relations activities, assists in	Average Range (Of Agencies Surveyed)	\$	73,144	\$	110,653	
	directing and coordinating the maintenance and repair of buses and automobiles, enforces divisional safety program, manages storeroom operations and oversees the division's budget.	Variance	\$	(16,216)	\$	(21,072)	
		MTS Proposed Range	\$	62,760	\$	99,935	
18	Payroll Manager	MTS Current Range	\$	56,928	\$	89,581	
	Under the direction of the Controller this position has full charge of payroll for the Agency. This position is responsible for running the payroll for active and retired employees, reporting, and interpret policy issues and union contracts for	Average Range (Of Agencies Surveyed)	\$	69,878	\$	108,593	
	compliance.	Variance	\$	(12,950)	\$	(19,012)	
	<u> </u>	MTS Proposed Range	\$	62,760	\$	99,935	
19	Manager of Passenger Services	MTS Current Range	\$	59,772	\$	95,055	
	Under the direction of the Chief Operating Officer is responsible for the distribution of public information throughout	Average Range	\$	81,930		121,972	
	the service area. Directly supervises the Customer Service and Telephone Information personnel, and oversees the	(Of Agencies Surveyed)	<u> </u>				
	efficient operation of The Transit Store. Assists in organizing and conducting promotions to improve the MTS image and	Variance	\$_	(22,158)		(26,917)	
	ridership.	MTS Proposed Range	\$	62,760	\$	99,935	
	Assistant Superintendent Transportation	MTS Current Range	\$	59,772	Ċ	95,055	
	Under the direction of the Superintendent of Transportation handles elements associated with the administration of the		3	35,112	٠,	35,035	
	Transportation Department. This employee, in the planning capacity, performs such work as may be directed in matters relating to train operations (yard and main line), personnel within the department, coordinating with internal	Average Range (Of Agencies Surveyed)	\$	87,531	\$	129,738	
	departments and, as directed, with external agencies in matters relating to operations, construction, safety, policy, etc. Initiative and extensive technical knowledge of rail transportation operations and management are required in	Variance	\$	(27,759)	\$	(34,683)	
	developing and implementing light rail operating procedures.	MTS Proposed Range	\$	62,760	\$	99,935	

	MTS Position			Range inimum		Range aximum
	Assistant Superintendent of LRV Maintenance	MTS Current Range	\$	59,772	\$	95,055
21	Under the Superintendent of LRV Maintenance to handle elements associated with the administration and maintenance responsibilities of the LRV Maintenance Department. This employee assists the Superintendent in directing, planning	Average Range (Of Agencies Surveyed)	\$	84,610	\$	128,511
	and scheduling inspections, maintenance and repair associated with the light rail vehicle maintenance division.	Variance	\$	(24,838)	\$	(33,456)
		MTS Proposed Range	\$	62,760	\$	99,935
	Assistant Superintendent of Wayside Maintenance	MTS Current Range	\$	59,772	خ	95,055
	Under the Superintendent of Maintenance, handles elements associated with the administration and maintenance	Average Range	7	33,112	7	93,033
	responsibilities of the maintenance department. This employee assists the Superintendent in directing, planning and	(Of Agencies Surveyed)	\$	86,543	\$	120,604
pov	scheduling of inspections, maintenance and repair associated with the wayside maintenance division, including traction power, signals and switches, crossing gates, guide way structures, pumping stations, lighting and station electrical	Variance	\$	(26,771)	\$	(25,549)
	service and component devices.	MTS Proposed Range	\$	62,760	\$	99,935
	Facilities Manager (Bus/Rail)	MTS Current Range	\$	59,772	\$	95,055
	Under the direction of the Chief Operating Officer (Rail or Bus) manages the facilities and grounds of MTS Bus or Rail	Average Range	\$	78,336	\$	117,953
23	properties. Major responsibilities include facility cleanliness, maintaining and repairing existing structures and ensuring	(Of Agencies Surveyed)				
	the operational readiness cleaning and repair support equipment. Ensures Agency is in compliance with regulatory	Variance	\$	(18,564)		(22,898)
	agencies.	MTS Proposed Range	\$	62,760	\$	99,935
	Taxicab Administration Manager	MTS Current Range	\$	59,772	\$	95,055
	Under the direction of the Chief of Staff, provides responsible, professional administration of the taxicab program and provides direction to staff. Directs and supervises the regulatory staff, which includes processing new and transfer	Average Range (Of Agencies Surveyed)	\$	77,614	\$	108,608
24	permit applications. Monitors and evaluates insurance compliance; responds to public information requests and complaints; and administers annual inspection of vehicles, and monitors administrative violations.	Variance	\$	(17,842)	\$	(13,553)
		MTS Proposed Range	\$	69,192	\$	112,651
				<u>-</u> -		
	Finance Manager	MTS Current Range	\$	62,760	\$	99,935
25	Under the direction of the Controller, this position performs general accounting functions for the Agency and supervises other employees to accomplish this. Duties include, but not limited to, the following: manages and oversees the general	Average Range (Of Agencies Surveyed)	\$	77,491	\$	111,155
د2	ledger, preparation of audits and financial statements, cash flow needs, and day to day treasury functions. This position must have extensive knowledge of government accounting practices.	Variance	\$	(14,731)	\$	(11,220)
		MTS Proposed Range	\$	72,648	\$	115,636

	MTS Position		1	Range inimum	Range aximum
	Manager of Maintenance	MTS Current Range	\$	65,904	\$ 105,027
26	Under the direction of the Director of Maintenance, this position plans, directs, and coordinates the maintenance and repair of all MTS buses and vehicles. This position administers a comprehensive preventative maintenance program,	Average Range (Of Agencies Surveyed)	\$	87,606	\$ 131,186
	interprets and administers provisions of the collective bargaining agreements pertaining to staff, monitors department's	Variance	\$	(21,702)	\$ (26,159)
	budget, establishes priorities in accordance with work demands, resources, availability of work force and department goals.	MTS Proposed Range	\$	72,648	\$ 115,636
	Manager of Transportation (Bus)	MTS Current Range	\$	62,760	\$ 99,935
27	Under the direction of the Director of Transportation and the Manager of Transportation is directly responsible for overseeing the day-to-day operation of one of the transportation activities of a division. Major duties include:	Average Range (Of Agencies Surveyed)	\$	88,680	\$ 132,436
	supervising Operations Supervisors, ensuring proper assignments to Operators, enforcing corporate policies and	Variance	\$	(25,920)	\$ (32,501)
L_	procedures including Collective Bargaining Agreements to staff.	MTS Proposed Range	\$	72,648	\$ 115,636
Г	Manager of Human Resources	MTS Current Range	\$	62,760	\$ 99,935
28	Under the direction of the Director of Human Resources and Labor Relations these positions will perform a variety of tasks in the area of benefits and compensation administration or recruiting for salaried and contract employees. These	Average Range (Of Agencies Surveyed)	\$	80,586	\$ 124,203
20	positions are highly involved in labor negotiations, Skelly Hearings, fact-finding investigations regarding alleged employee misconduct, and ensure that the Agency is in compliance with all Federal and State employment laws.	Variance	\$	(17,826)	\$ (24,268)
	employee misconduct, and choule that the rigericy is in compilative with an reactal and state employment laws.	MTS Proposed Range	\$	72,648	\$ 115,636
	Manager of Capital Projects (Rail)	MTS Current Range	\$	72,648	\$ 115,636
29	Under the direction of the Chief Operating Officer (Rail), manages all engineering aspects of MTS Capital Projects including writing technical specifications, coordinating with maintenance, operations and procurement departments	Average Range (Of Agencies Surveyed)	\$	85,491	\$ 120,779
23	and managing project implementation including, but not limited to construction, inspection, testing, acceptance, project close-out and all associated documentation. In addition, provide necessary field oversight to SANDAG-managed	Variance	\$	(12,843)	\$ (5,143)
	construction projects related to the MTS system.	MTS Proposed Range	\$	80,000	\$ 127,688
	Manager of Procurement	MTS Current Range	\$	72,648	\$ 115,636
	Under the direction of the Chief Financial Officer is responsible for the purchase, disposition of all materials, equipment and services for a multidivisional property. Is responsible for maintaining records of all the above activities and sees that the department is run in a professional manner consistent with the MTS Purchasing Manual. Keep informed on	Average Range (Of Agencies Surveyed)	\$	82,010	\$ 143,436
30	market trends and trade conditions for the various commodities, projects and services purchased. Ensures that products and services are acquired at lowest possible cost while still meeting the minimum quality requirements. Stay	Variance	\$	(9,362)	\$ (27,800)
	abreast of FTA Procurement and Third Party Contracting guidelines and California State Public Utility codes that pertain to procurement.	MTS Proposed Range	\$	80,000	\$ 127,688

	MTS Position		1	Range inimum		Range aximum
	Controller	MTS Current Range	\$	72,648	\$	115,636
	This individual oversees the finance and accounting functions for the Metropolitan Transit System and its operating divisions and monitors the agency's budget. Develops, implements, and manages the internal control environment for	Average Range (Of Agencies Surveyed)	\$	97,162	\$	176,874
31	all areas of the finance and accounting function (cash management, procurement, cash disbursements and accounts payable, cash receipts and accounts receivable, inventory management, grants management). Additionally, this	Variance	\$	(24,514)	\$	(61,238)
	position develops and monitors corrective actions to ensure follow up on outstanding findings and recommendations from internal and external audits.	MTS Proposed Range	\$	88,320	\$	135,300
_	Chief Technology Officer	MTS Current Range	\$	72,648	\$	115,636
	Under the direction of the Chief Financial Officer, this individual supervises personnel and manages all Information Technology Department activities, providing centralized services to the Agency. The position is responsible for the	Average Range (Of Agencies Surveyed)	\$	102,226	\$	181,088
32	development, maintenance and operation of all information system hardware and services utilized within the Agency.	Variance	\$	(29,578)	\$	(65,452)
	Develops and manages implementation of multi-year information technology plans to correspond with the Agency's strategic plans.	MTS Proposed Range	\$	92,736	\$	147,357
		MTS Current Range	\$	80,000	٠	125 194
	Superintendent of Transportation Under the direction of the Chief Operating Officer (Rail) is responsible for the operational planning and overall supervision of all employees involved in the transportation discipline of MTS Rail, including mainline and yard service	Average Range (Of Agencies Surveyed)	\$	117,408	\$	125,184 163,428
33	and the operation of all trains in accordance with the approved timetables. Additional duties include supervising and coordinating mainline and yard operations, promulgating operation rules, regulations and related procedures and	Variance	\$	(37,408)	\$	(38,244)
	enforce safety policies.	MTS Proposed Range	\$	102,240	\$	162,527
	Superintendent of Wayside Maintenance	MTS Current Range	\$	80,000	\$	125,184
34	Under the direction of the Chief Operation Officer, handles elements associated with the administration and maintenance responsibilities of the wayside division of the maintenance department. This employee is responsible for	Average Range (Of Agencies Surveyed)	\$	99,720	\$	144,314
34	directing, planning and scheduling of inspections, maintenance and repair associated with the wayside maintenance division, including traction power, signals and switches, crossing gates, guide way structures, pumping stations, lighting	Variance	\$	(19,720)	\$	(19,130)
	and station electrical service and component devices.	MTS Proposed Range	\$	102,240	\$	162,527
	Superintendent of LRV Maintenance	MTS Current Range	\$	80,000	\$	125,184
25	Under the direction of the Chief Operating Officer, will establish, implement and monitor new or revised policies and guidelines for the Maintenance Department, within the overall framework of MTS Rail policies. This position will plan,	Average Range (Of Agencies Surveyed)	\$	108,812	\$	151,564
35	coordinate, schedule and implement them into day-to-day activities, as it relates to the efficient operation and	Variance	\$	(28,812)	\$	(26,380)
В	maintenance of light rail vehicles. Additionally, this position is responsible for the mechanical performance of all systems associated with light rail vehicle performance.	MTS Proposed Range	\$	102,240	\$	162,527

	MTS Position	Range linimum	l	Range aximum	
Г	Chief of Staff (Director of Planning and Government Affairs)	MTS Current Range	\$ 102,240	\$	162,527
	Under the direction of the MTS Chief Executive Officer, this individual plans, directs, and oversees the activities and operations of the Government and Community Relations Department and Planning and Scheduling Department. This individual is responsible for all governmental relations and public affairs activities designed to solicit support and	Average Range (Of Agencies Surveyed)	\$ 116,103	\$	176,692
3	activities for the agency, including short-range and service planning, and long-range transit development for bus, light	Variance	\$ (13,863)	\$	(14,165)
	rail and bus rapid transit service. This individual also develops and implements overall plans and strategies for community outreach programs and responds to community needs. (No Real Match)	MTS Proposed Range	\$ 112,716	\$	190,348
	Director of Human Resources and Labor Relations	MTS Current Range	\$ 102,240	\$	162,527
	Under the general direction of the MTS Chief Executive Officer, this position is responsible for all aspects of human resources management, administration and development, labor relations, personnel administration, benefits	Average Range (Of Agencies Surveyed)	\$ 120,343	\$	198,530
3	administration, and management training for MTS and its subsidiaries. Moreover, this position is responsible for the administration of the drug/alcohol program, personnel recruitment, development of standard operating procedures and review of policies, ensuring compliance with all appropriate employment law including, but not limited to, EEO, FMLA,	Variance	\$ (18,103)	\$	(36,003)
	ADA, and COBRA. Additionally, the position shall serve as the Agency's Equal Employment Opportunity Officer.	MTS Proposed Range	\$ 112,716	\$	190,348
_	Director of Marketing and Communications	MTS Current Range	\$ 102,240	\$	162,527
	Under the direction of the Chief Executive Officer, this position plans, organizes, directs and coordinates the System's marketing, public information/media relations, communications, customer services, community relations and graphics	Average Range (Of Agencies Surveyed)	\$ 101,572	\$	177,000
3	functions. Prepares annual marketing budget and marketing plan to increase ridership. Additionally, this position plans,	Variance	\$ 668	\$	(14,473)
	organizes, directs and coordinates all media relations including developing fact sheets, writing and issuing press releases, news kits, and coordinating press conferences.	MTS Proposed Range	\$ 112,716	\$	190,348
_	Director of Transit System Socurity	MTS Current Range	\$ 80,000	\$	135 194
	Director of Transit System Security Under the direction of the Chief Executive Officer, is responsible for all operational, planning and administrative functions, and overall supervision of all employees assigned to the Code Compliance and contract Security operations	Average Range (Of Agencies Surveyed)	\$ 117,264	\$	125,184 176,561
3	for the Agency. Additionally, this position coordinates with staff relative to the security of passengers, employees on transit vehicles (light rail and buses) and at LRT stations and parking lots, system equipment and facilities of the MTS and its operating facilities as well as MTS contract operators. This position interacts with local law enforcement	Variance	\$ (37,264)	\$	(51,377)
	agencies regarding the investigation of crimes to passengers and employees or damage to facilities and property.	MTS Proposed Range	\$ 112,716	\$	190,348

Explanation of Range Changes by Position January 13, 2011

<u>Customer Service Supervisor</u> Telephone Information Supervisor

We recommend that these supervisory positions be moved from Range 6 to Range 7 after analyzing the responsibilities and reporting relationships of comparable positions in the Agency. The Telephone Information Supervisor manages approximately eleven employees each shift. The Customer Service Supervisor manages a staff of four and is responsible for resolving difficult customer complaints. This change promotes internal consistency by placing comparable positions in the same salary range.

Benefits and Compensation Analyst Sr. Telephone Information Supervisor Human Resources Representative II

We recommend that these positions be moved from Range 8 to Range 9 after analyzing the responsibilities and reporting relationships of comparable positions in the Agency. This change promotes internal consistency by placing comparable positions in the same salary range. Additionally, salary ranges of equivalent positions at other agencies are considerably higher. For example, the average range maximum in our salary survey for the Benefits and Compensation Analyst equivalent is approximately \$14,000/year greater.

Systems Supervisors
Assignments Supervisors
Storeroom Supervisor
Foremen
Service Operations Supervisor

We recommend that these positions be moved from Range 9 to Range 10. We have had a difficult time recruiting for these front-line supervisor positions from the bargaining unit workforce, as the pay difference between subordinate positions is not great. Moreover, we have had significant turnover in these positions because they are in high demand from other agencies, such as Seattle, Charlotte, Veolia and other rail companies. For example, we have lost approximately 23 rail employees to other agencies in the last few years. Some of these employees were being groomed to be future leaders in our Agency and their loss is significant.

<u>Communications/Operations Supervisor</u> Quality Assurance Supervisor

We recommend that these positions be moved from Range 11 to Range 12. We have had a difficult time recruiting for these front line supervisor positions from the bargaining unit workforce, as the pay difference from blue collar to white collar is not great. Salary

ranges of equivalent positions at other agencies are considerably higher. For example, the range maximum for the Communication Supervisor equivalent at the Orange County Transportation Authority is \$19,000/year greater than MTS.

Assistant Director - Transit System Security

We are recommending that this position be moved from Range 12 to Range 13 after analyzing the responsibilities and reporting relationships of comparable positions in the Agency. This change promotes internal consistency by placing comparable positions in the same salary range.

Storeroom Manager
Manager of Service Operations
Transportation Division Manager
Assistant Manager of Maintenance
Payroll Manager

We recommend that these positions be moved from Range 12 to Range 14 after analyzing the responsibilities and reporting relationships of comparable positions in the Agency. This change promotes internal consistency by placing comparable positions in the same salary range. These are specialized positions in the industry and are difficult to fill because the required industry knowledge is relatively scarce. Salary ranges of equivalent positions at other agencies are considerably higher. For example, the average range maximum in our salary survey for the Manager of Service Operations equivalent is approximately \$30,000/year greater than MTS.

Taxicab Administration Manager

We recommend that this position be moved from Range 13 to Range 16. The person in this position is at the top of their current salary range. Range 13 is below market for this position, which is highly specialized and unique. Range 16 better reflects the responsibilities of this position. Equivalent positions at other agencies can earn considerably more.

Assistant Superintendent Transportation
Assistant Superintendent of LRV Maintenance
Assistant Superintendent of Wayside Maintenance

The duties and responsibilities of these Rail positions are nearly identical to their counterparts at MTS, who are called Managers. Similarly, their salary ranges should be equivalent, so we are recommending that they be moved from Range 13 to Range 14. The average salary range maximums for equivalent positions at other agencies are approximately \$30,000/year greater than MTS.

Facilities Manager (Bus)
Facilities Manager (Rail)
Manager of Passenger Services

We recommend that this position be moved from Range 13 to Range 14 after analyzing the responsibilities and reporting relationships of comparable positions in the Agency. This change promotes internal consistency by placing comparable positions in the same salary range. Salary ranges of equivalent positions at other agencies are considerably higher. For example, the ranges for Facilities Manager at other agencies we surveyed are approximately \$23,000/year greater than MTS.

Finance Manager
Project Engineer
Manager of Transportation
Manager of Human Resources

We recommend that these positions be moved from Range 14 to Range 17 after analyzing the responsibilities, reporting relationships and the data from our comprehensive salary range study. Additionally, Range 17 contains positions that have similar responsibilities and reporting relationships. Salary ranges of equivalent positions at other agencies are considerably higher and we want to ensure we are competitive. For example, the range maximums for the Manager of Transportation at other agencies are on average approximately \$32,000/year greater than MTS.

Manager of Maintenance

We recommend that this position be moved from Range 15 to Range 17 after analyzing the responsibilities, reporting relationships and the data from our comprehensive salary range study. Additionally, Range 17 contains positions that have similar responsibilities and reporting relationships. Salary ranges of equivalent positions at other agencies are considerably higher and we want to ensure we are competitive. For example, the ranges for the Manager of Maintenance at other agencies are approximately \$26,000/year greater than MTS.

Controller

We recommend that this position be moved from Range 17 to Range 19 after analyzing the responsibilities and reporting relationships of comparable positions in the Agency. The incumbent is at the top of the range and equivalent positions at other agencies pay considerably more. For example, the average range maximums for the Controller at other agencies are approximately \$61,000 higher than MTS.

Manager of Procurement

We recommend that this position be moved from Range 17 to Range 18. We had a difficult time recruiting for this position last year. We had to enlist the help of

headhunter to attract a qualified candidate from the east coast. Additionally, we had to pay the position more than the current range allowed. The average range maximum for the Manager of Procurement at other agencies is approximately \$27,000/year higher than MTS.

Manager of Capital Projects (Rail) Chief Technology Officer

We recommend that these positions be moved from Range 17 to Range 18 after analyzing the responsibilities and reporting relationships of comparable positions in the Agency. The salary ranges for equivalent positions at other agencies are significantly higher. For example, the average range for the Chief Technology Officer is approximately \$65,000/year more than MTS.

Superintendent of Transportation,
Superintendent of Wayside Maintenance
Superintendent of LRV Maintenance

The duties and responsibilities of these Rail positions are nearly identical to their counterparts at MTS, who are called Directors. Similarly, their salary ranges should be equivalent, so we are recommending that they be moved from Range 18 to Range 21. For example, the average range for the Superintendent of Wayside Maintenance is approximately \$19,000/year more than MTS.

Chief of Staff
Director of HR and Labor Relations
Director of Marketing and Communications
Director of Transit System Security

We recommend that these positions be moved from Range 20 to Range 22 after analyzing the responsibilities and reporting relationships of comparable positions in the Agency. This change promotes internal consistency by placing comparable positions in the same salary range. These Directors report to the CEO and have responsibility that spans the whole Agency rather than an individual business unit.

Salary Range Recommendations

Goal

- Ensure salary ranges reflect duties/responsibilities of staff
- 2. Ensure salary ranges are in line with market
- 3. Avoid costly turnover
- 4. Give CEO ability to appropriately compensate employees



Background

- Salary ranges have not been analyzed in depth since January 2005, when MTS unification occurred
- Positions eliminated, restructured, titles and reporting relationships have changed
- Over 20% of management positions have been eliminated or frozen



MTS Compensation Policy

- Performance based merit increase is the primary mechanism to increase salaries (other examples are promotion or significant duties shift)
- No COLAs
- · No performance incentive bonus
- · No automatic step increases



MTS Compensation Policy

- Annual Performance Appraisal
 - Evaluates between 15 19 characteristics (e.g., job knowledge, motivation, leadership, etc.)
 - List employees achievements, strengths, areas for improvement, goals.
 - At conclusion of Appraisal, supervisor may recommend a merit increase



MTS Compensation Policy

- During annual budget process, MTS Board approves a personnel line item with or without funding for merit increases
- In FY10, no merit pool was funded.
- In FY11, merit pool is 2%



MTS Compensation Policy

- Depending on performance, some employees receive more than 2%, some less
- If merit increase exceeds range, employee receives excess in lump sum



MTS Compensation Policy

- There have been circumstances where pay has exceeded the salary range maximum.
 - Example Procurement position nationwide recruitment revealed our range was too low
 - Example Position duties changed significantly
 - o Example To retain key staff



Costly Turnover

- We are very sensitive to losing additional highly qualified staff members with unique and specialized skills
- Trolley has lost 10 supervisors, 10 electromechanics and 4 train operators to other systems in last few years
- These specialized employees are difficult and costly to replace. Future leaders.

MITS

Costly Turnover

- MTS has also lost several employees to other employers who offered higher salaries
- Example Programmers, Media and Communications Specialist, Server Systems Specialist, General Counsel, ADA Manager, Superintendent of LRV Maintenance, Project Accountant, Associate Scheduler



Salary Survey

- We must remain competitive in local and national labor markets to attract and retain quality employees
- To see where we stand, staff conducted a compensation and salary range study
- Examined all positions for which we recommended a range change
- comparable transit agencies, areas with similar cost of living, and those who have aggressively recruited staff in the past
- · Seattle, Charlotte, NCTD, Dallas, Los Angeles



Salary Survey

- Results indicate that many MTS salary ranges are not competitive and that adjustments are necessary
 - example, the current range for Comm/Operations Supervisor is \$46,836 to \$72,671, which is approximately \$19,000 below the average for this position (\$66,771 to \$91,587)
 - example, the current range for Materials Manager is \$56,928 to \$89,581, which his approximately \$29,000 below the average for this position (\$75,122 to \$119,435)
- Detailed synopsis of survey results in Attachment B (Salary Comparison of Comparable Positions)
- Our proposed range changes do not bring us to the average



Salary Survey

- We are also requesting that certain positions be moved from one range to another.
- Rationale for each change is in Attachment C (Justification of Range Changes by Position)
 - Example The Superintendent of Transportation at MTS Rail is equivalent to Director of Transportation at MTS Bus (Page 4)
 - Example The Superintendent of Maintenance at MTS Rail is equivalent to Director of Maintenance at MTS Bus (Page 4)
- The recommended changes to the salary ranges in Attachment A (Revised Salary Ranges)



Salary Survey

- Increasing ranges will give the CEO discretion to appropriately compensate employees
- It will allow us to attract and retain quality employees. Reduce costly turnover.
- It will <u>not</u> mean that everyone gets a raise. If a
 position is moved to a higher range, their salary does
 not change unless approved in merit review.



Fiscal Impact

 The cost of range adjustments is estimated to be \$14,986 in FY11 and \$75,992 in FY12, due to increased contribution to pension, value of paid time off and compounding salary increases.



Recommendation

 That the Board to approve range changes and the movement of certain positions within the ranges, as outlined in Attachment A.



Fiscal Impact

Example – FY11 - Employee earns \$49,500 and receives 2% raise, but range max is \$50,000

- a. \$49,500 * .02% = \$990
- b. New salary becomes \$50,000 (\$49,500 + \$500), and employee receives a \$490 lump sum
 - c. Total cost in FY11 is \$50,490 (\$49,500 + \$990)

If salary range is increased by 3% (\$50,000 * .03% = \$51,500)

- Example FY12 Employee earns \$50,000 and receives 2% raise, now range max is \$51,500
 - a. \$50,000 * .02% = \$1,000
 - b. New salary becomes \$51,000

c. Total cost in FY12 is \$51,000





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Agenda

Item No. <u>C4</u>

JOINT MEETING OF THE EXECUTIVE COMMITTEE
for the
Metropolitan Transit System,
San Diego Transit Corporation, and
San Diego Trolley, Inc.

January 13, 2011

SUBJECT:

MTS: INTERSTATE 15 MID-CITY BRT STATIONS (DENIS DESMOND)

RECOMMENDATION:

That the Executive Committee receive an update on the status of planning for the Mid-City stations on the Interstate 15 (I-15) bus rapid transit (BRT) corridor.

Budget Impact

None.

DISCUSSION:

The I-15 BRT corridor between Escondido and downtown San Diego will include two stations on I-15 in the Mid-City area—at University Avenue and El Cajon Boulevard.

The San Diego Association of Governments (SANDAG) has been working with the local community, MTS, and the California Department of Transportation on design alternatives, which were narrowed down to three: two alternatives for stations in the median of the freeway at freeway level, and one alternative for stations on the sides of the existing on-ramps near the cross streets. An environmental document including these three scenarios was released in December 2010 for public comments. Staff will provide a briefing on the three alternatives and an update on the environmental process.

Paul C. Vablonski
Chief Executive Officer

Key Staff Contact: Denis Desmond, 619.515.0929, denis.desmond@sdmts.com

JAN13-11 C4 I15 MID CITY STATIONS UPDATE DDESMOND.docx



I-15 BRT Project Mid-City Stations Update

MTS Executive Committee
January 13, 2011





SR-15 Mid-City BRT PA/ED









I-15 Bus Rapid Transit: Mid-City Stations

Background

- · CalTrans dedicated SR-15 median for future light rail
- · Design & safety issues with BRT in median
- SANDAG organized Community Working Group (MTS, SANDAG, CalTrans included)
- Over 40 alternatives narrowed to three that are acceptable to all stakeholders





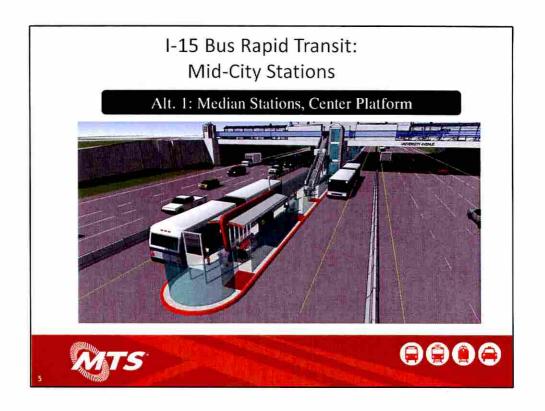
I-15 Bus Rapid Transit: Mid-City Stations

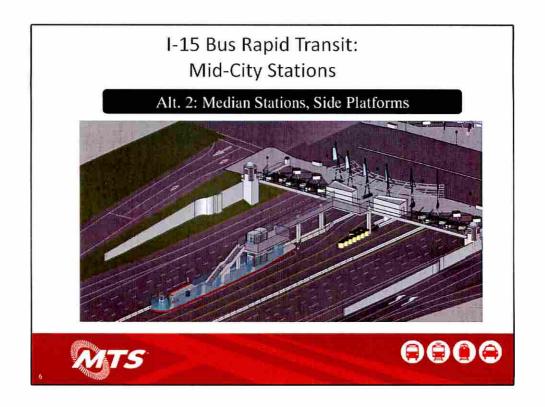
Remaining Alternatives

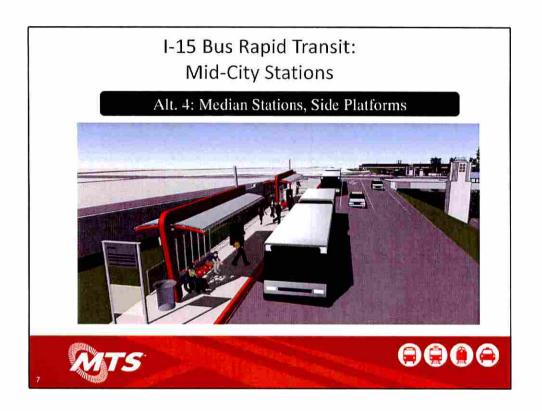
- Median stations with center platforms; buses crossover at each end of Mid-City corridor in bus-only lanes
- Median stations with side platforms; buses stay on right side in bus-only lanes
- Ramp stations constructed on freeway on-ramps;
 buses run in mixed-flow or on shoulders











I-15 Bus Rapid Transit: Mid-City Stations

	Capital Cost	Daily Corridor Patronage	Operating Costs	Issues	
Alternative 1: Median w/ Grade Separated Crossovers	\$58.5 M 35,379		Lower bus operating costs;	Requires 805/ 15 HOV connectors* to	
Alternative 2: Median w/ Staggered Platforms	\$45.5 M	35,379	Higher maintenance/ security	maximize operating flexibility	
Alternative 4: Ramp w/ Shoulder Bus Operations	\$15.6 M (+\$8.5 M if Adams added)	32,448	Higher bus operating costs; Lower maintenance/ security	Needs legislation for shoulder operations	





I-15 Bus Rapid Transit: Mid-City Stations

Issues

- Each alternative has advantages and drawbacks
- SR-15/I-805 HOV connector ramps
- 2050 RTP proposed to include LRT in this corridor





I-15 Bus Rapid Transit: Mid-City Stations

Next Steps

- Environmental document released for public review/comment through February 14, 2011
- Public hearing on January 26, 2011
- Project Review Team to make final recommendation in Spring 2011
- Selection & approval of final alternative
- Construction
- I-15 BRT to use existing off-ramp stations in interim







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Agenda

Item No. <u>C5</u>

JOINT MEETING OF THE EXECUTIVE COMMITTEE
for the
Metropolitan Transit System,
San Diego Transit Corporation, and
San Diego Trolley, Inc.

January 13, 2011

SUBJECT:

MTS: MASTER CONCESSIONAIRE SERVICES CONTRACT UPDATE (WAYNE TERRY)

RECOMMENDATION:

That the Executive Committee receive a report for information.

Budget Impact

The Master Concessionaire Contract generates a recurring revenue stream to MTS based on a percentage split of the monthly vendor rent with the master concessionaire.

DISCUSSION:

On April 22, 2010, the MTS Board of Directors awarded the Master Concessionaire Contract to Kobey Bricehouse, LCC. On May 6, 2010, the MTS Chief Executive Officer executed a multiyear contract. This report will provide a contract status update and review the increase in revenue-generating business activities at trolley stations.

Paul C. Jablonski Chief Executive Officer

Staff Contact: Wayne Terry, 619.595.4906, wayne.terry@sdmts.com

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Master Concessionaire Services Update

MTS Executive Committee Meeting

January 13, 2011



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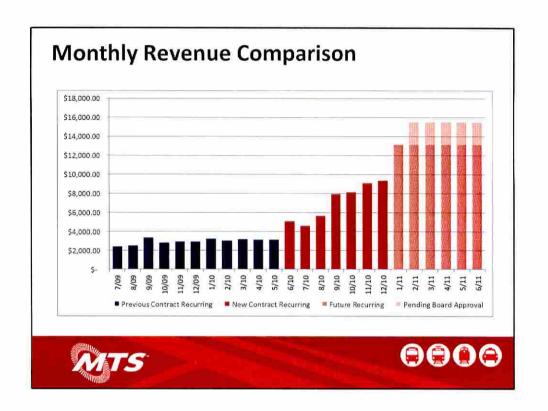


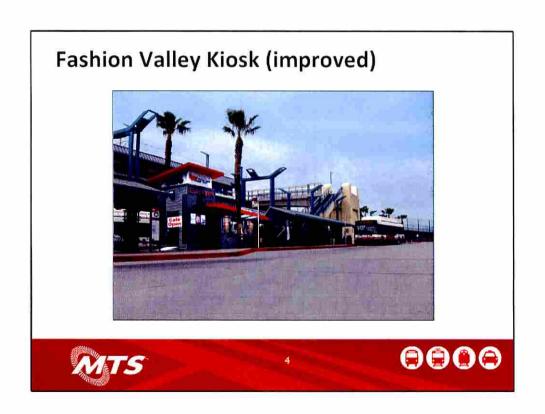
Master Concessionaire Contract Update

- MTS Board approved April 22, 2010, inclusive of option years (nine year contract)
- Old contract rent split 75% / 25% Concessionaire / MTS
- New contract rent split 50% MTS years one through five
 57% MTS years six and seven
 62% MTS years eight and nine
- Concessionaire responsible for marketing, vendor outreach and advertising opportunities
- Site-rent negotiated by MTS real estate group
- Uniform station kiosk no cost to MTS





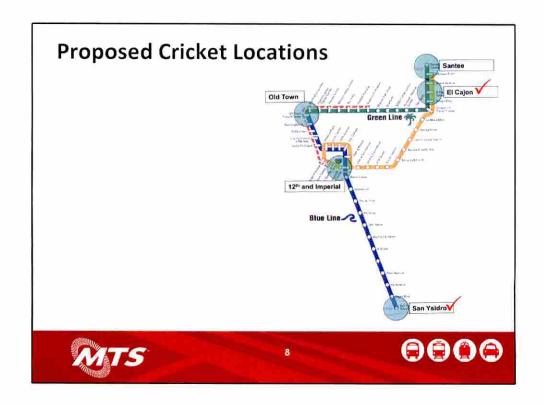


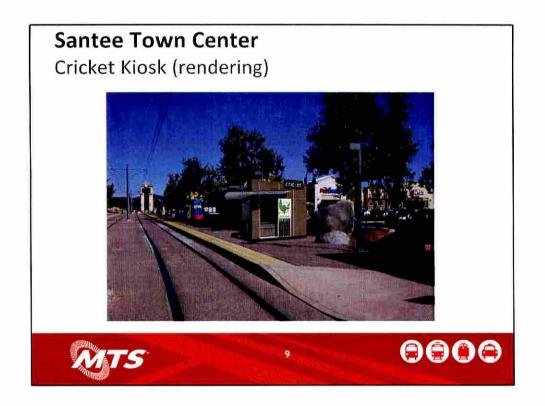
















Recommendation:

• That the Executive committee accept this report for information







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REQUEST TO SPEAK FORM

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1. INSTRUCTIONS

This Request to Speak form <u>must be filled out and submitted in advance of the discussion of your item</u> to the Clerk of the Board (please attach any written statement to this form). Communications on hearings and agenda items are generally limited to three minutes per person unless the Board authorizes additional time; however, the Chairperson may limit comment to one or two minutes each if there are multiple requests to speak on a particular item. General public comments on items not on the agenda are limited to three minutes. Please be brief and to the point. No yielding of time is allowed. Subjects of previous hearings or agenda items may not again be addressed under General Public Comments.

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- TESTIMONY AT NOTICED PUBLIC HEARINGS
 At Public Hearings of the Board, persons wishing to speak shall be permitted to address the Board on any issue relevant to the subject of the Hearing.
- 3. DISCUSSION OF AGENDA ITEMS
 The Chairman may permit any member of the public to address the Board on any issue relevant to a particular agenda item.
- 4. GENERAL PUBLIC COMMENTS ON MATTERS NOT ON THE AGENDA
 Public comment on matters not on the agenda will be limited to five speakers with three
 minutes each, under the Public Comment Agenda Item. Additional speakers will be heard at
 the end of the Board's Agenda.

REMEMBER: Subjects of previous hearings or agenda items may not again be addressed under General Public Comments.



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Agenda

Item No. <u>C6</u>

JOINT MEETING OF THE EXECUTIVE COMMITTEE
for the
Metropolitan Transit System,
San Diego Transit Corporation, and
San Diego Trolley, Inc.

January 13, 2011

SUBJECT:

MTS: 2011 STATE AND FEDERAL LEGISLATIVE PROGRAMS (SHARON COONEY)

RECOMMENDATION:

That the Executive Committee:

- 1. receive a report on 2010 legislative and intergovernmental activities; and
- 2. review staff recommendations for state and federal legislative programs and forward a recommendation to the Board of Directors for approval.

Budget Impact

None.

DISCUSSION:

Staff will provide a report on 2010 legislative and intergovernmental activities. The draft state and federal legislative programs (Attachments A and B) are attached for review. The federal legislative program includes recommended capital project appropriation requests. Upon recommendation of the Executive Committee and approval by the MTS Board, these programs will be used to define MTS legislative advocacy efforts in calendar year 2011.

Paul C. Jablonski Chief Executive Officer

Key Staff Contact: Sharon Cooney, 619.557.4513, sharon.cooney@sdmts.com

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Attachments: A. Draft Federal Legislative Program

B. Draft State Legislative Program

DRAFT

San Diego Metropolitan Transit System (MTS) 2011 Federal Legislative Program

I. Transit Funding

- Oppose legislation that would reduce direct funding to transit agencies or transportation funding in general.
- Reauthorization of the Surface Transportation Act:
 - a. Support appropriation of MTS earmarks and New Starts designation for Mid-Coast Trolley Extension.
 - b. Seek favorable revision of the Rail Modernization Program.
 - c. Seek more flexibility in use of funding for capital projects and operations.
 - d. Support the continuation of guaranteed funding levels for the transit and highway programs.
 - e. Support retention of a central formula program supplemented by discretionary programs.
 - f. Support reforms to the Federal Transit Administration's (FTA's) evaluation/rating process for New Starts projects as follows: (a) utilizing a multi-measure approach that weighs all project benefits comparably to determine whether a project should be recommended for funding; (b) ensuring that the process considers in a meaningful way situations where local communities have stepped forward with significant local resources to fund their projects; (c) incorporating the consideration of job creation and other economic benefits into process; and (d) streamlining the process to shorten the length of time it takes for meritorious New Starts projects to progress from preliminary engineering to a Full Funding Grant Agreement (FFGA).
 - g. Seek a requirement that FTA review the recently issued charter and school bus regulations to remove onerous provisions which prevent transit systems from fairly serving their communities.
 - h. Seek a definition of "state of good repair" review that takes into account state and local efforts to achieve a state of good repair, to assure past efforts are not penalized and instead are rewarded.
- Seek a permanent compressed natural gas credit program for transit operators.
- Support legislation that would help offset the impact on transit budgets caused by increases in fuel costs.
- Support legislation that would generate new revenue for transit projects and operating costs.
- Support legislation to bring funding to railroad corridors.
- Seek funding for railroad bridge and infrastructure rehabilitation.
- Seek funding to offset the costs associated with implementation of hybrid and alternative technologies in the transit fleet.
- In partnership with interested cities, seek funding dedicated to grade-separation projects.
- Seek programs in the defense appropriation process that would help offset the cost to provide transit services for military facilities.
- Oppose attempts to discontinue federal funding for school paratransit services or for nonemergency medical transport.
- Oppose actions by the General Services Administration that might adversely impact transit functions at the San Ysidro Border and seek funding to mitigate any changes to transit facilities currently used or owned by MTS.

II. Public Safety

- 1. Oppose attempts to create duplicative state rail safety regulatory agencies.
- 2. Seek Tier 1 status under the Transit Security Grant Program.
- 3. Seek stiffer criminal penalties for vandalism or theft of transit property.

- 4. Support legislation that increases funding for transit security projects and personnel.
- 5. Support legislation that provides reimbursement to transit operators for lost employee work hours due to emergency preparedness and antiterrorism training.
- 6. Oppose legislation or regulations that would have an adverse impact on transit agencies' ability to provide safe transportation to their customers.
- 7. Support legislation that assists transit operators to carry out their responsibilities as first responders to emergency situations.
- 8. Support efforts to enhance the transit agency's ability to coordinate with other local emergency personnel for disaster response and evacuation preparedness.

III. Regulatory Matters

- 1. Support legislation that would facilitate the delivery of capital projects.
- 2. Oppose unfunded mandates that impact transit operators.
- 3. Support efforts to increase competition in the fuel market.
- 4. Support legislation that would require manufacturers of wheelchairs and scooters to notify customers prior to purchase of any vehicles that are larger than what the Americans with Disabilities Act requires transit agencies to accommodate for boarding.
- 5. Oppose proposals that limit the use of eminent domain for public transportation projects.
- 6. Monitor and respond to legislation in the areas of finance, employment, and safety that could affect agency governance or operations, including issues related to contractors.
- 7. Support efforts to ensure that climate change legislation recognizes that transit investment can help achieve emission reduction goals, and seek inclusion of transit funding in any climate change legislation.
- 8. Oppose efforts to enlarge the universe of paratransit service eligibility to classifications of individuals that could effectively be served through fixed-route services.
- 9. Monitor and respond to attempts to alter access guidelines in a way that would financially burden transit operators without providing funding.
- 10. Oppose regulatory interpretations of Title VI that are not in keeping with the policy's intent or which cause actions by transit agencies that constitute unfunded mandates.

IV. Support for Legislative Programs of Other Agencies or Organizations

- 1. Support the legislative programs of other agencies, such as SANDAG, NCTD or other jurisdictions, where consistent with the MTS legislative program.
- 2. Support provisions in the legislative programs of organizations, such as the California Transit Association and American Public Transportation Association, where consistent with the MTS legislative program.

V. Capital Projects

- 1. Seek funding for the following capital projects in the Fiscal Year 2011 Transportation, Housing and Urban Development Appropriations Bill, any economic stimulus or jobs programs, and in the reauthorization of the Surface Transportation Act:
 - Mid Coast Trolley Extension
 - MTS Bus Replacement Vehicles
 - East County Bus Maintenance
 - Blue Line Station Improvements
 - South Bay Bus Maintenarice Facility
 - Regional Transportation Management System



San Diego Metropolitan Transit System (MTS) 2011 State Legislative Program

I. Transit Funding

- 1. Seek expeditious reimbursement of funds that the Court has ruled are owed to transit agencies by the State.
- 2. Seek legislation to expedite the allocation of state infrastructure bond funding designated for transit operators/projects.
- 3. Oppose legislation that would reduce direct funding to transit agencies, or transportation funding in general; support legislation that would generate new revenue for transit projects and operating costs.
- 4. Oppose legislation that would expand the use of Transportation Development Act (TDA) funds to non-transit purposes not currently covered by statute.
- 5. Support legislation that would help offset the impact on transit budgets caused by increases in fuel costs.
- 6. In partnership with interested cities, seek funding dedicated to grade-separation projects.
- 7. Seek legislation to exempt transit agencies from state sales tax.

II. Transit-Oriented Development

- Seek legislation to expedite the allocation of state infrastructure bond funding for transitoriented development and support legislation that provides funding incentives for mixeduse projects and transit-oriented development.
- Support legislation that aids transit operators' efforts to create transit-oriented development.

III. Public Safety

- 1. Seek actions that would expedite the allocation of the \$1 billion in Proposition 1B bond funding designated for transit security projects.
- Oppose legislation or regulations that would have an adverse impact on transit agencies' ability to provide safe transportation to their customers.
- 3. Support efforts to enhance penalties for crimes against transit staff or related to transit property.
- Seek legislation that would protect the records of transit code compliance officers to the same degree as sworn officers.
- 5. Seek legislation that would allow agencies to pass an ordinance to allow national criminal background checks for taxicab operators.

IV. Climate Change

- 1. Advocate for favorable implementation of AB 32.
- 2. Oppose efforts to require actions by the transit operators in support of state climate change initiatives that constitute unfunded mandates.

V. Regulatory Matters

- 1. Support legislation that would facilitate the delivery of transit capital projects—especially through the availability of alternative procurement practices, such as design build.
- 2. Oppose unfunded mandates that impact transit operators.
- 3. Support legislation that would require manufacturers of wheelchairs and scooters to notify customers prior to purchase of any vehicles that are larger than what the Americans with Disabilities Act requires transit agencies to accommodate for boarding.
- 4. Oppose legislation that adversely limits the use of eminent domain for public transportation projects.
- 5. Support legislation that would remedy <u>Bonanno v. Central Contra Costa Transit Authority</u>, which is a case that substantially broadened the liability exposure of transit agencies.
- 6. Seek relief from regulations which prevent MTS from providing service in the most cost efficient way possible.
- 7. Support legislation that would clarify Public Utilities Commission rail oversight authority.
- 8. Monitor and respond to efforts to regulate MTS operations.
- 9. Seek clarification of regulations governing the disposition of real property purchased with TDA funds to prevent using the property for nontransit purposes.
- 10. Oppose efforts to eliminate or restrict transit exemption provisions in the California Environmental Quality Act (CEQA); seek legislative clarification that service and fare adjustments are always exempt from CEQA.

VI. Labor Relations

- 1. Monitor and respond to legislation relating to personnel matters.
- 2. Support legislation that protects the integrity of collective bargaining agreements, and oppose efforts to mandate benefits or working conditions.

VII. Support Legislative Programs of Other Agencies or Organizations

- 1. Support the legislative programs of other agencies, such as SANDAG and NCTD, where consistent with the MTS legislative program.
- 2. Support provisions in the legislative programs of organizations, such as the California Transit Association and American Public Transportation Association, where consistent with the MTS legislative program.

JAN13-11.C6.AttB.LEGPROGRAM.SCOONEY.doc

Legislative Program

Executive Committee January 13, 2011





2010 Federal Year in Review

- Transit Security Grant Program (TSGP)
 - \$3.9 million for MTS projects (Fiber Optic backbone, vulnerability assessment, CCTV for buses)
- Earmarks in FY 2010 Appropriations:
 - \$800,000 earmark for Regional Transportation Management System (Davis)
- State of Good Repair Bus NOFA
 - \$3 million for bus replacements
- Clean Fuels NOFA
 - \$1.546 million for Southbay CNG Fueling Station







- · Energy Security and Climate Change
 - On hold
- Mid Coast Trolley New Start Update
- San Ysidro Border Reconfiguration
 - Pedestrian bridge near completion
 - New design
 - Made changes to original designs that will improve transit accessnorth/south crossing
- Reauthorization of the Surface Transportation Act
 - Continuing Resolution extending SAFETEA-LU until March
- · Highway Trust Fund
 - House leadership acted to remove firewall
 - Potential ability to siphon off funds to General Fund
- CNG Credits extended through 2011





2010 State Year in Review

- FY 2011 Budget
 - Gas Tax Swap: sales tax on diesel to fund transit
 - Provides \$330 million statewide (\$13.5 million for MTS)
 - Approval of Prop. 22 to protect transit, local funding
 - But approval of Prop. 24 could affect its results
- Proposition 1B
 - Submitted applications for \$15.65 million for capital grants and \$2.78 million for safety/security grants in FY 2009
 - Bond sale inadequate to fully allocate FY 2009 allocations
 - Seeking final FY 2009 allocation: \$10 million





2011 Federal Legislative Priorities

- · Reauthorization -- not before September
 - Restructure rail modernization program
 - Seek FFGA for Mid-Coast Light Rail extension
 - Advocate for greater flexibility in funding
 - Charter regulations
 - Reward past "state of good repair" efforts
- · Seek permanent CNG tax credit
- Advocate for funding for transit under a cap and trade program



5



Federal Funding Priorities

- Mid Coast Trolley Extension
- Bus Replacement Vehicles
- East County and South Bay Bus Maintenance Facilities
- Blue Line Station Improvements
- RTMS for Contract Services



6



2011 State Legislative Priorities

- · Oppose loss of funding
- Seek sales tax exemption for transit purchases
- Seek delays in implementation of ZEB requirements
- Oppose restrictive interpretations of transit exemptions in CEQA
- Seek relief from regulations that prevent MTS from providing transit services in the most costeffective way





Recommendation

 Approve 2011 Federal Legislative Program (Attachment A) and 2011 State Legislative Program (Attachment B)





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o)	

REQUEST TO SPEAK FORM

ORDER REQUEST RECEIVED	

PLEASE SUBMIT THIS COMPLETED FORM (AND YOUR WRITTEN STATEMENT) TO THE CLERK OF THE BOARD PRIOR TO DISCUSSION OF YOUR ITEM

1. INSTRUCTIONS

This Request to Speak form <u>must be filled out and submitted in advance of the discussion of your item</u> to the Clerk of the Board (please attach any written statement to this form). Communications on hearings and agenda items are generally limited to three minutes per person unless the Board authorizes additional time; however, the Chairperson may limit comment to one or two minutes each if there are multiple requests to speak on a particular item. General public comments on items not on the agenda are limited to three minutes. Please be brief and to the point. No yielding of time is allowed. Subjects of previous hearings or agenda items may not again be addressed under General Public Comments.

(PLEASE PRINT)

Date	2011-01-13		
Name	Clive Richard		
Address	5153 La Dorna St, San Diego		
Telephone	619.867.7049		
Organization Represented	NONE		
Subject of Your Remarks	Zoneral vemanks		
Regarding Agenda Item No.			
Your Comments Present a Position of:	SUPPORT OPPOSITION		

2. TESTIMONY AT NOTICED PUBLIC HEARINGS

At Public Hearings of the Board, persons wishing to speak shall be permitted to address the Board on any issue relevant to the subject of the Hearing.

3. DISCUSSION OF AGENDA ITEMS

The Chairman may permit any member of the public to address the Board on any issue relevant to a particular agenda item.

4. GENERAL PUBLIC COMMENTS ON MATTERS NOT ON THE AGENDA
Public comment on matters not on the agenda will be limited to five speakers with three
minutes each, under the Public Comment Agenda Item. Additional speakers will be heard at
the end of the Board's Agenda.

REMEMBER: Subjects of previous hearings or agenda items may not again be addressed under General Public Comments.



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DRAFT Agenda

JOINT MEETING OF THE BOARD OF DIRECTORS

for the

Metropolitan Transit System,
San Diego Transit Corporation, and
San Diego Trolley, Inc.

January 20, 2011

9:00 a.m.

James R. Mills Building Board Meeting Room, 10th Floor 1255 Imperial Avenue, San Diego

This information will be made available in alternative formats upon request. To request an agenda in an alternative format, please call the Clerk of the Board at least five working days prior to the meeting to ensure availability. Assistive Listening Devices (ALDs) are available from the Clerk of the Board/Assistant Clerk of the Board prior to the meeting and are to be returned at the end of the meeting.

ACTION RECOMMENDED

- 1. Roll Call
- 2. Approval of Minutes December 9, 2010

Approve

- 3. <u>Public Comments</u> Limited to five speakers with three minutes per speaker. Others will be heard after Board Discussion items. If you have a report to present, please give your copies to the Clerk of the Board.
- 4. MTS: Elect Vice Chair, Chair Pro Tem, and Committee Appointments (Sharon Cooney)

Elect/ Appoint

Action would: (1) elect a Vice Chair and a Chair Pro Tem for 2010; and (2) consider the nominating slate proposed by the Ad Hoc Nominating Committee for the appointment of representatives to MTS committees for 2011 and vote to appoint representatives to those committees.

Please turn off cell phones during the meeting

CONSENT ITEMS

6. MTS: Federal Transit Administration 5311 Program of Projects
Action would adopt Resolution No. 11-1 authorizing the use of \$235,296 of Federal Transit Administration (FTA) Section 5311 funds for operating assistance in nonurbanized areas

Adopt

7. MTS: Fiscal Year 2011 Revised Transportation Development Act Article 4.0 Claim

Adopt

Action would adopt Resolution 11-2 approving the revised fiscal year (FY) 2011 Transportation Development Act (TDA) Article 4.0 claim.

8. <u>MTS: Investment Report - November 2010</u>
Action would receive a report for information.

Receive

9. MTS: New Flyer Buses - Contract Amendment

Approve

Action would authorize the Chief Executive Officer (CEO) to execute MTS Doc. No. G1101.7-07 with New Flyer of America, Inc. to purchase 26 40-foot, low-floor, compressed natural gas (CNG) transit buses.

10. MTS: Security Fiber-Optic Cable Project MOU and Miscellaneous Fund Transfers

Approve

Action would: (1) approve MTS Doc. No. G1367.0-11, which is a Memorandum of Understanding (MOU) with the San Diego Association of Governments (SANDAG) to design, manage, and build a fiber-optic infrastructure project on San Diego Trolley, Inc.'s (SDTI's) Green and Orange Lines; (2) forward a request to SANDAG to transfer funds from the Substation Standardization Project (Capital Improvement Project [CIP] 1142100) to the Broadway Wye Project (CIP 1142800); and (3) forward a request to SANDAG to create a new capital project (CIP 1144500 Grantville Feeder Replacement) to replace feeder cables at the Grantville Substation and transfer funds from the Substation Standardization Project (CIP 1142100) to this new project.

11. MTS: Uniform Service - Contract Award

Approve

Action would authorize the CEO to execute MTS Doc. No. G1322.0-10 for a five-year contract with Prudential Overall Supply for uniform services.

24. a. MTS: CLOSED SESSION - PUBLIC EMPLOYEE PERFORMANCE EVALUATION CHIEF EXECUTIVE OFFICER Pursuant to California Government Code Section 54957 (Jeff Stumbo)

Possible Action

b. MTS: CLOSED SESSION - CONFERENCE WITH REAL PROPERTY NEGOTIATORS

Possible Action

Pursuant to California Government Code Section 54956.8; <u>Property:</u> 3650 Main Street, Chula Vista, California (Assessor Parcel No. 623-250-23);

Agency Negotiators: Karen Landers, General Counsel; Tim Allison, Manager of Real Estate Assets; and Bruce Beach, Best & Krieger; Negotiating Parties: Sav-On Systems, a California Limited Partnership; Under Negotiation: Price and Terms of Payment

c. MTS: CLOSED SESSION - CONFERENCE WITH REAL PROPERTY NEGOTIATORS Pursuant to California Government Code Section 54956.8; <u>Properties</u>: 7490 and 7550 Copley Park Place, San Diego, California (Assessor Parcel Nos. 356-410-08 and 356-410-09); <u>Agency Negotiators</u>: Karen Landers, General Counsel; Tim Allison, Manager of Real Estate Assets; <u>Negotiating Parties</u>: RV Investment CA, LLC, RV Investment CA, LLC II; <u>Under Negotiation</u>: Price and Terms of Payment Possible Action

Oral Report of Final Actions Taken in Closed Session

NOTICED PUBLIC HEARINGS

25. None.

DISCUSSION ITEMS

30. MTS: Texting Contract (Devin Braun)

Approve

Action would authorize the Chief Executive Offer (CEO) to execute MTS Doc. No. G1326.0-10 (in substantially the same form as Attachment A) with MIS Sciences, Inc. for the procurement of a hosted text messaging system, including a vanity short messaging service (SMS) short code with a one-year base and four one-year options.

31. MTS: Salary Range Adjustments (Jeff Stumbo)

Approve

Action would approve: (1) proposed modifications to MTS salary ranges; and (2) proposed modifications to positions within the MTS salary ranges.

32. MTS: 2011 State and Federal Legislative Programs (Sharon Cooney)
Action would: (1) receive a report on 2010 legislative and intergovernmental activities; and (2) approve staff recommendations for state and federal legislative programs.

Approve

REPORT ITEMS

45.	MTS: FY 2011 Final Budget Comparison (Tom Lynch) Action would receive a report for information.	Receive
46.	MTS: Interstate 15 Mid-City BRT Stations (Denis Desmond) Action would receive an update on the status of planning for the Mid-City	Receive
47.	MTS: Chargers Year-End Report (Tom Doogan) Action would receive a report for information.	Receive
48.	SDTI: Concession Agreement (Wayne Terry) Action would receive a report for information.	Receive
60.	Chairman's Report	Information
61.	Audit Oversight Committee Chairman's Report	Information
62.	Chief Executive Officer's Report	Information
63.	Board Member Communications	
64.	Additional Public Comments Not on the Agenda If the limit of 5 speakers is exceeded under No. 3 (Public Comments) on this agenda, additional speakers will be taken at this time. If you have a report to present, please furnish a copy to the Clerk of the Board. Subjects of previous hearings or agenda items may not again be addressed under Public Comments.	
65.	Next Meeting Date: February 17, 2011	
66.	Adjournment	



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Agenda

Item No. 6

JOINT MEETING OF THE BOARD OF DIRECTORS for the Metropolitan Transit System,

Metropolitan Transit System,
San Diego Transit Corporation, and
San Diego Trolley, Inc.

January 20, 2011

Draft for
Executive Committee
Review Date: 1/13/11

SUBJECT:

MTS: FEDERAL TRANSIT ADMINISTRATION 5311 PROGRAM OF PROJECTS

RECOMMENDATION:

That the Board of Directors adopt Resolution No. 11-1 (Attachment A) authorizing the use of \$234,837 of Federal Transit Administration (FTA) Section 5311 funds for operating assistance in nonurbanized areas.

Budget Impact

None at this time.

DISCUSSION:

The FTA provides funds for capital and operating assistance to agencies providing rural transportation through the Section 5311 Nonurbanized Area Formula Program. These funds do not come directly to the region but are apportioned to the states. The California Department of Transportation (Caltrans), on behalf of the state, in turn reapportions the funds to the region based solely on the regional rural population as a share of the state total rural population. San Diego Association of Governments (SANDAG) allocates the region's funds to both North County Transit District (NCTD) and MTS based on the relative rural population in each service area. As shown within Attachment A, FTA 5311 funding would provide \$234,837 in operating assistance for MTS.



Recommendation

Grant requirements include submission of a resolution by the Board of Directors authorizing its submittal and project programming. Therefore, staff recommends that the Board approve Resolution No. 11-1 (Attachment A) authorizing the use of \$234,837 of FTA Section 5311 funds for operating assistance in nonurbanized areas. Caltrans requires that SANDAG certify that it will amend the Regional Transportation Improvement Program in the event of a grant award.

Paul C. Jablonski Chief Executive Officer

Key Staff Contact: Nancy Dall, 619.557.4537, nancy.dall@sdmts.com

JAN20-11.RESO 11-1 FTA 5311 FUNDS OPERATING NONURBAN AREAS.NDALL..doc

Attachment: A. Resolution No. 11-1

SAN DIEGO METROPOLITAN TRANSIT SYSTEM

RESOLUTION NO. 11-1

Resolution Authorizing Federal Funding Under FTA Section 5311 with the California Department of Transportation

WHEREAS, the U.S. Department of Transportation is authorized to make grants to states through the Federal Transit Administration (FTA) to support capital and operating assistance projects for nonurbanized public transit services under Section 5311 of the Federal Transit Act; and

WHEREAS, the California Department of Transportation has been designated by the Governor of the State of California to administer Section 5311 grants for public transportation projects; and

WHEREAS, MTS desires to apply for said financial assistance to operate rural transit service in San Diego County; and

WHEREAS, MTS has, to the maximum extent feasible, coordinated and consulted with other transportation providers and users in the region, including consultation with San Diego County Health and Human Services; NOW, THEREFORE, BE IT RESOLVED, DETERMINED, AND ORDERED that MTS does herby authorize the Chief Executive Officer, or designated representative, to file and execute any actions necessary on behalf of MTS with the California Department of Transportation to aid in the financing of operating or capital assistance projects pursuant to Section 5311 of the Federal Transit Act of 1964, as amended; that the designated representatives are:

- 1. The Chief of Staff is authorized to file and execute any actions necessary on behalf of MTS with the California Department of Transportation to aid in the financing of operating or capital assistance projects pursuant to Section 5311 of the Federal Transit Act of 1964, as amended.
- 2. The Chief Financial Officer is authorized to provide additional information as the California Department of Transportation may require in connection with the application for Section 5311 projects.

2011 b	PASSED AND ADOPTED, by the Board of Directors this y the following vote:	_ day	of
	AYES:		
	NAYS:		
	ABSENT:		
	ABSTAINING:		

Chairperson San Diego Metropolitan Transit System	
Filed by:	Approved as to form:
Clerk of the Board San Diego Metropolitan Transit System	Office of the General Counsel San Diego Metropolitan Transit System

JAN20-11.6.AttA.RESO 11-1.FTA SECTION 5311 CALTRANS RURAL TRANSIT SVC.NDALL.doc



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Agenda

Item No. 7

JOINT MEETING OF THE BOARD OF DIRECTORS

for the
Metropolitan Transit System,
San Diego Transit Corporation, and
San Diego Trolley, Inc.

Draft for Executive Committee Review Date: 1/13/11

January 20, 2011

SUBJECT:

MTS: FISCAL YEAR 2011 REVISED TRANSPORTATION DEVELOPMENT ACT ARTICLE 4.0 CLAIM

RECOMMENDATION:

That the MTS Board of Directors adopt Resolution No. 11-2 (Attachment A) approving the revised fiscal year (FY) 2011 Transportation Development Act (TDA) Article 4.0 claim.

Budget Impact

The FY 2011 revised MTS TDA Article 4.0 claim would result in a \$1,614,926 reduction in funds from the July 15, 2010, approved FY 11 TDA claim.

DISCUSSION:

On November 18, 2010, the MTS Board of Directors approved the removal of Transportation Development Credits from the FY 11 Capital Improvement Program, which had been used as a match for federal dollars within San Diego Association of Governments' (SANDAG's) capital project transfers. MTS now needs to amend the TDA claim as a result of this, and the MTS Capital Improvement Program needs to allocate \$1,614,926 in TDA as the match on these capital project transfers.

Therefore, MTS is now eligible to receive a net amount of \$57,894,386 in Article 4.0 TDA funds for FY 2011; \$49,897,106 of the claim amount would be utilized for operating activities, and \$7,997,280 would be used to fund the Capital Improvement Program.

Paul C. Jablonski
Chief Executive Officer

Key Staff Contact: Mike Thompson, 619.557.4557, mike.thompson@sdmts.com

JAN20-11.7.TDA 4.0 CLAIM.MTHOMPSON.doc

Attachment: A. Resolution No. 11-2

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SAN DIEGO METROPOLITAN TRANSIT SYSTEM

RESOLUTION NO. 11-2

Resolution Approving Fiscal Year 2011 Revised Transportation Development Act

WHEREAS, effective August 10, 2000, the MTS-area consolidated Transportation Development Act (TDA) claim process provides that MTS will be responsible for submitting a single claim for each article of the TDA for all MTS operators; and

WHEREAS, consistent with the intent of consolidating all transit funding for MTS-area operators, the San Diego Association of Governments (SANDAG) approved MTS's FY 2011 TDA claim; and

WHEREAS, MTS and SANDAG Boards must approve any alternate use of said balances differing from that for which they were originally claimed; and

PASSED AND ADOPTED by the Board of Directors this

WHEREAS, MTS and SANDAG staffs have analyzed this amendment and found it to be warranted pursuant to Section 6659 of Title 21 of the California Code of Regulations (CCR); NOW, THEREFORE, BE IT RESOLVED, DETERMINED, AND ORDERED that the MTS Board of Directors does hereby approve the FY 2011 TDA Article 4.0 MTS TDA claim of \$57,894,386. \$49,897,106 of the 4.0 TDA claim will be used for operating activities, and the remaining \$7,997,280 will be used to fund capital.

by the follow	PASSED AND ADOPTED by the Board of Directors thising vote:	day of January 2011
	AYES:	
	NAYS:	
	ABSENT:	
	ABSTAINING:	

Chairperson San Diego Metropolitan Transit System			
Filed by:	Approved as to form:		
Clerk of the Board San Diego Metropolitan Transit System	Office of the General Counsel San Diego Metropolitan Transit System		

JAN20-11.7.AttA.RESO 11-2.TDA 4.0 CLAIM.MTHOMPSON.doc

-2- **A-2**



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Agenda

Item No. 8

JOINT MEETING OF THE BOARD OF DIRECTORS
for the
Metropolitan Transit System,

San Diego Transit Corporation, and San Diego Trolley, Inc.

Draft for Executive Committee Review Date: 1/13/11

January 20, 2011

SUBJECT:

MTS: INVESTMENT REPORT - NOVEMBER 2010

RECOMMENDATION:

That the Board of Directors receive a report for information.

Budget Impact

None.

DISCUSSION:

Attachment A is a report of MTS investments as of November 2010. The combined total of all investments has decreased by \$15 million in the current month largely due to capital asset expenditures totaling \$13.6 million.

The first column provides details about investments restricted for capital improvement projects and debt service—the majority of which are related to the 1995 lease and leaseback transactions. The funds restricted for debt service are structured investments with fixed returns that will not vary with market fluctuations if held to maturity. These investments are held in trust and will not be liquidated in advance of the scheduled maturities.

The second column, unrestricted investments, reports the working capital for MTS operations for employee payroll and vendors' goods and services.



During October 2010, \$13 million was transferred from the short-term investment account at Local Agency Investment Fund to provide funds for settlement of capital asset expenditures.

Paul C. Jablonski
Chief Executive Officer

Key Staff Contact: Linda Musengo, 619.557.4531, Linda.Musengo@sdmts.com

JAN20-11.8.INVESTMT RPT NOVEMBER 2010.LMUSENGO.doc

Attachment: A. Investment Report for November 2010

San Diego Metropolitan Transit System Investment Report November 30, 2010

		Restricted	U	nrestricted		Total	Average rate of return
Cash and Cash Equivalents					-		
Bank of America - concentration sweep account	\$	5,291,772	\$	8,531,425	\$	13,823,197	0.00%
Total Cash and Cash Equivalents		5,291,772		8,531,425		13,823,197	
Cash - Restricted for Capital Support							
US Bank - retention trust account		2,785,610				2,785,610	N/A *
Local Agency Investment Fund (LAIF) Proposition 1B TSGP grant funds		4,981,234				4,981,234	0.45%
Total Cash - Restricted for Capital Support		7,766,845		-		7,766,845	
Investments - Working Capital							
Local Agency Investment Fund (LAIF) San Diego County Investment Pool				18,405,758 28,600,950		18,405,758 28,600,950	0.45%
Total Investments - Working Capital		-		47,006,707		47,006,707	
Investments - Restricted for Debt Service							
US Bank - Treasury Strips - market value (Par value \$39,474,000)		37,103,195		-		37,103,195	
Rabobank -							
Payment Undertaking Agreement		83,556,240		-		83,556,240	7.69%
Total Investments Restricted for Debt Service	·	120,659,435		-		120,659,435	
Total cash and investments	\$	133,718,051	\$	55,538,132	\$	189,256,184	

N/A* - Per trust agreements, interest earned on retention account is allocated to trust beneficiary (contractor)



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Agenda

Item No. 9

JOINT MEETING OF THE BOARD OF DIRECTORS for the Metropolitan Transit System,

San Diego Transit Corporation, and San Diego Trolley, Inc.

January 20, 2011

CIP 11310

Draft for
Executive Committee
Review Date: 1/13/11

SUBJECT:

MTS: NEW FLYER BUSES - CONTRACT AMENDMENT

RECOMMENDATION:

That the MTS Board of Directors authorize the Chief Executive Officer (CEO) to execute MTS Doc. No. G1101.7-07 (in substantially the same format as Attachment A) with New Flyer of America, Inc. to purchase 26 40-foot, low-floor, compressed natural gas (CNG) transit buses.

Budget Impact

Encumber \$10,921,630.72 to MTS Capital Improvement Project (CIP) 40-Foot CNG Low-Floor Buses (CIP 11310 -1300) and \$955,642.69 sales tax that MTS shall pay directly to the State of California Franchise Tax Board (CIP 11310 -1300). The total encumbrance including sales tax would be \$11,877,273.41.

DISCUSSION:

In February 2008, MTS awarded a five-year contract to New Flyer of America Inc., for 35-foot and 40-foot low-floor transit buses. As stipulated in the terms and conditions of the contract, MTS is required to order a minimum quantity of buses in each year of the contract. By placing an order with New Flyer of America, Inc., for 26, 40-foot, low-floor transit buses prior to February 27, 2011, MTS would meet its minimum order obligation for year three of the contract.

The order of 26 buses will replace the 1500 series buses, which have been in service beyond their useful lives. The 1500 series buses are 14 years old with well over 600,000 miles on each bus. Furthermore, the life expectancy of the CNG tanks on the 1997 model year buses is 15 years and will expire in calendar year 2012 rendering these buses legally inoperable.

The 26 buses that MTS seeks to order from New Flyer of America, Inc., include minor enhancements from the base model bus specification (see Attachment A for a complete list of changes). The buses would be delivered after July 1, 2011, (fiscal year 2012) with complete delivery by September 30, 2011.

Including this order for 26 buses, MTS will have ordered a total of 168 buses against this contract and assigned 39 of its "option buses" to other transit agencies.

Paul C. Jabloneki Chief Executive Officer

Key Staff Contact: Claire Spielberg, 619.238.0100, Ext. 6400, Claire.Spielberg@sdmts.com

JAN20-11,9,NEW FLYER BUSES AMENDMENT,JMILLER.doc

Attachments: A. Draft MTS Doc. No. G1101-7.07

B. New Flyer of America, Inc. Proposal for SR1545

MTS Doc. No. G1101.7-07

CIP 11310

January 20, 2010



Mr. Paul Smith
Executive, Vice President Sales and Marketing
New Flyer of America, Inc. (NFA)
711 Kernaghan Avenue
Winnipeg, Manitoba
R2C 3T4 Canada

Dear Mr. Smith:

Subject: AMENDMENT NO. 7 TO MTS DOC. NO. G1101.0-07 - ORDER OF 26 40-

FOOT CNG LOW-FLOOR TRANSIT BUSES

In accordance with Article 2 "Changes" of the Standard Conditions of MTS Doc. No. G1101.0-07, MTS amends the Agreement to order 26, 40-foot, low-floor compressed natural gas (CNG) transit buses and to make changes from the base model bus as further described below:

This Amendment shall consist of the following:

	<u>Unit Price</u>	Total (26 Buses)
Base Price of Bus	\$389,060.31	\$10,115,568.06
4% PPI Adjustment	\$15,562.41	\$404,622.66
Engine Modification to Meet 2010 Emissions Standards	\$5,428.52	\$141,141.52
Ricon Hidden Frame Window	\$8,524.36	\$221,633.36
PS2150 Odyssey Batteries	\$1,122.96	\$29,196.96
MGM Gen 3	\$142.12	\$3,695.12
Hadley Mirrors	\$118.09	\$3,070.34
Run, Park, and Emergency Plate	\$26.61	\$691.86
Change to FC510 Hoses	\$0.00	\$0.00
Publication Manuals	<u>\$77.34</u>	<u>\$2010.84</u>

Total: \$420,062.72 \$10,921,630.72

SCHEDULE

Delivery of the 26 buses shall begin after July 1, 2011, and be delivered to the following location:

San Diego Metropolitan Transit System Imperial Avenue Division Attn: Julio Ortiz 100 16th Street San Diego, CA 92101-7490

All 26 buses shall be received by MTS no later than September 30, 2011.

Mr. Paul Smith January 20, 2011 Page **2** of **2**

PAYMENT

As a result of this Amendment, the total contract price has increased by \$10,921,630.72 from \$59,277,858.36 to \$70,199,489.08.

Not included in the contract price is the 8.75% sales tax that MTS shall pay directly to the State of California Tax Board. The maximum sales tax for this order (SR1545) is \$955,642.69.

All other terms and conditions remain unchanged. If you agree with the above, please sign and return the copy marked "Original" to the Contracts Specialist at MTS. The remaining copy is for you records.

Sincerely,	Agreed:
Paul C. Jablonski Chief Executive Officer	Paul Smith New Flyer of America, Inc.
	Date:
IANIZO 11 Q AHA 26 NEW ELVER	

JAN20-11.9.AttA.26 NEW FLYER BUSES AMENDMT.JMILLER.doc



QUOTATION FOR HEAVY DUTY LOW-FLOOR CNG TRANSIT BUSES

SECTION 1

Contents:

Title	Submission Requirements
Price Change Summary:	Attached is our price change summary. Please indicate your acceptance by signing and returning a copy to New Flyer, attention Mark Brager, North America Transit Sales by Fax at: 204-224-4214



Price Change Summary

Property:	San Diego	_			
Option Origin:	San Diego SR1277				
Sales Release No.:	2010-011	_			
Quantity:		_			
Type:		-			
Price Change No.:	C	_			
Revision:		_			
Date:	12-Jan-11	_			
			Each		Total
	Original Contract Price Base Coach	\$	389,060.31	\$	10,115,568.06
	Base Bus Price Change Total	\$	30,925.07	\$	804,051.81
	Contract Spares Base Bus Price Change Total	\$	•	\$	-
	Revised Price Base Bus (including ADA & delivery)		419,985.38	\$	10,919,619.87
				_	
	Original Contract Price for Contract Spares (If price Contract Spares Changes (Priced Separately) Total	d separat \$	tely) 77.34	\$ \$	2.010.96
	Revised Contract Spares Priced Separately		77.34	\$	2,010.86 2,010.86
	Thevised Contract Opares I need Deparately			Ψ	2,010.00
	Original Contract Price for Miscellaneous (If priced	separate	ly)	\$	-
	Miscellaneous Price Change Total		-	\$	
	Revised Miscellaneous Priced Separately			\$	-
	Original Total Contract Price			\$	10,115,568.06
	Total Contract Price Changes			\$	806,062.66
	Revised Total Contract Price			\$	10,921,630.72
Authorized Signatures:					
New Flyer Authorization:					
Signature:		_			
Title:		_			
Date:					
Date.					
Dunmander A - M M M					
Property Authorization:					
Signature:		_			

Date:

1/12/2011 B-2



Price Change Detail

Property:	San Diego
Option Origin:	San Diego SR1277
Sales Release No.:	2010-011
Quantity:	26
Bus Type:	C40LFR

Price Per Coach								
Price Change Type	Reference No.	Option No.	Option Group	SRCR No.	Description	To	tal	Total Contract
Base Bus Price Change	1	219	Engine		Include all 2010 related changes	S	5,428.52	141,141.51
	2	420	Body A/P Before Paint		Change from LF to LFR, no charge to customer.	\$	-	-
	3	PPI	Producer Price Index		Add PPI From contract award date to estimated PO date (Sept , 10)	5	15,562.42	404,622.92
	4	460	Windows		Propety is requesting to change to Ricon hidden frame windows, top tip in with heat guard glass.	5	8,524.36	221,633.33
	5	260	Battery Compartment		Property is requesting to change to PS2150 Odyssey batteries	5	1,122.96	29,196.88
	6	246	Air, Brake & Lev System		Property is requesting MGM Gen 3	S	142.12	3,695.03
	7	480	Mirrors		Property is requesting to change to Hadley mirrors	\$	118.09	3,070.36
	8	526	Seating & Stanchions		Run, park and emergency plate riveted	\$	26.61	691.82
	9	219	Engine		Property is requesting to change to FC510 hoses - n/a m standard is with Manuli hoses	5	-	
Base Bus Price Change Total		_				S	30,925.07	804,051.86
Contract Spares Changes (Priced Separately)	10	Manuais	Deliverable		New Flyer Recommended Publications Package	S	77.34	2,010.86
Contract Spares Changes (Priced Separately) Total				-		5	77.34	2,010.86
Grand Total						5	31,002.41	806,062.72



1255 Imperial Avenue, Suite 1000 San Diego, CA 92101-7490 (619) 231-1466 • FAX (619) 234-3407

Agenda

Item No. <u>10</u>

JOINT MEETING OF THE BOARD OF DIRECTORS for the

Metropolitan Transit System, San Diego Transit Corporation, and San Diego Trolley, Inc.

January 20, 2011

CIPs 11277, 11288, 1144400, 1142100

Draft for Executive Committee Review Date: 1/13/11

SUBJECT:

MTS: SECURITY FIBER-OPTIC CABLE PROJECT MOU AND MISCELLANEOUS FUND TRANSFERS

RECOMMENDATION:

That the Board of Directors:

- approve MTS Doc. No. G1367.0-11 (in substantially the same format as Attachment A), which is a Memorandum of Understanding (MOU) with the San Diego Association of Governments (SANDAG) to design, manage, and build a fiber-optic infrastructure project on San Diego Trolley, Inc.'s (SDTI's) Green and Orange Lines;
- forward a request to SANDAG to transfer funds from the Substation Standardization Project (Capital Improvement Project [CIP] 1142100) to the Broadway Wye Project (CIP 1142800) (as shown in Attachment B - Fund Transfer Summary); and
- forward a request to SANDAG to create a new capital project (CIP 1144500
 Grantville Feeder Replacement) to replace feeder cables at the Grantville
 Substation and transfer funds from the Substation Standardization Project (CIP
 1142100) to this new project (as shown in the Fund Transfer Summary on
 Attachment B).



Budget Impact

- 1. There would be no change to the overall CIP amount. SANDAG would be reimbursed for the new Security Fiber-Optic Cable Project from MTS CIP 11277 (Enhance Infrastructure) and CIP 11288 (Security Fiber-Optic Orange and Green Line) for total amount not to exceed \$5,960,445.00.
- 2 & 3. There would be no change to the overall CIP amount; \$400,000 and \$300,000, respectively, would be added to the Broadway Wye Project (CIP 1142800) and Grantville Feeder Replacement (CIP 1144500) from the Substation Standardization Project (CIP 1142100).

DISCUSSION:

Currently, MTS CIP 11277 (Enhance Infrastructure) is funded from a Proposition 1B security grant, and CIP 11288 (Security Fiber-Optic Green and Orange Line) is funded from an FY 10 Transit Security Grant Program grant. These projects are intended to fill the gaps in MTS's existing system-wide fiber-optic network infrastructure.

Upon completion of these projects, the entire light rail transit system will have a high-speed fiber-optic network, which can be used for implementing future signaling, communications, closed-circuit television, and traction power upgrades. MTS currently does not have the resources to implement a project of this size; however, SANDAG is currently doing a very similar project on the Blue Line and has the resources and recent experience with implementing fiber-optic infrastructure on the light rail transit line. In addition, SANDAG also has the ability to award the contract to one of its Job Order Contractors, which would save time and reduce design costs. Attached for review and approval is the SANDAG-MTS Memorandum of Understanding (Attachment A) and Draft SANDAG Transportation Committee Agenda Item (Attachment C) for approval and creation of a new SANDAG project to implement a new fiber-optics infrastructure project (CIP 1144400 Security Fiber-Optic Cable Project).

SANDAG is currently managing the Broadway Wye Signaling and Catenary Rehabilitation Project (CIP 1142800). This project will replace old, worn catenary wire, replace old, worn track switches, and replace and upgrade the existing, inadequate signaling system in the Broadway–Santa Fe–C Street junction area. This project is one of the critical components in the overall large light rail transit system rehabilitation program that includes Blue Line rehabilitation, C Street crossover installation, station platform upgrades, and a new operating plan.

The design for this project is complete. In order to save time and costs, SANDAG will use the Job Order Contracting method to implement the project. SANDAG completed negotiations with the Job Order Contractor in late December 2010. The total cost of the project, including construction management and contingency, will come to \$2,339,200, which is \$400,000 more than the available budget in CIP 1142800 (Broadway Wye Project). Since this project is one of the critical components of the overall system rehabilitation project and delay will adversely impact other projects following it, staff recommends using \$400,000 from CIP 1142100 (Substation Standardization Project), which is a stand-alone project—delaying construction of this project would not impact any other projects. Additional funding from the FY 13 CIP program would be requested

for CIP 1142100 to replace funds transferred to the Broadway Wye Project (CIP 1142800).

A few weeks ago, one of the feeder cables supplying traction power to the catenary wire between the Grantville and Mission San Diego Stations on the Green Line shorted out resulting in reduced power operation between those two stations. In addition to slow train operations, it also reduces power redundancy whereby any other substation problem in this area will cause total power outage resulting in service interruption. This cable needs to be replaced immediately. A preliminary cost estimate to replace this feeder cable is \$300,000.00. Due to the urgency and need for this work, and availability of a Job Order Contractor with required equipment and available resources to manage the work, staff recommends that SANDAG create a new project to carry out this work and transfer \$300,000 from CIP 1142100 (Substation Rehabilitation) to this new project (CIP 1144400 Security Fiber-Optic Cable Project). In future CIPs, staff will request additional funds to replenish the budget for CIP 1142100 (Substation Rehabilitation).

Since all three projects are in SANDAG's capital budget, staff is recommending that the MTS Board forward a request to SANDAG to approve the funds transfer as shown in the Fund Transfer Summary (Attachment B).

Paul C.(Jablonsk)

Chief Executive Officer

Key Staff Contact: Russ Desai, 619.595.4908, rdesai@sdti.sdmts.com

JAN20-11.10.SECURITY FIBER OPTIC MOU & MISC FUND TRANSFERS.RDESAI.doc

Attachments: A. Draft MTS Doc. No. G1367.0-11

B. Fund Transfer Summary

C. SANDAG Transportation Committee Agenda Item

MTS Doc. No. G1367.0-11

CIP 1144400

MEMORANDUM OF UNDERSTANDING BETWEEN THE SAN DIEGO ASSOCIATION OF GOVERNMENTS AND THE METROPOLITAN TRANSIT SYSTEM REGARDING THE SECURITY FIBER-OPTIC CABLE PROJECT

This Memorandum of Understanding ("MOU") is made and entered into effective as of this _____ day of January 2011, by and between the San Diego Association of Governments ("SANDAG") and the Metropolitan Transit System ("MTS").

RECITALS

The following recitals are a substantive part of this Agreement:

WHEREAS, MTS currently has a Capital Improvement Project (CIP) 11288 Security Fiber-Optic Cable Project in its approved FY 11 CIP budget in the amount of \$3,381,000 funded by the federal Transportation Security Administration (TSA) for improvement to security communications systems and a CIP 11277 Enhance Infrastructure in its approved FY 11 capital budget in the amount of \$2,779,455 funded by State Proposition 1B for rail infrastructure enhancements; and

WHEREAS, the contemplated work for both projects is fiber-optic cable and appurtenance installation on the Orange and Green Lines, and at other locations on the MTS Trolley system, to close gaps in its fiber-optic communications system (herein after "the Project"); and

WHEREAS, MTS does not have the design and construction resources available to manage the Projects; and

WHEREAS, MTS desires to utilize SANDAG's project management resources and construction procurement methods, including invitations for bids and Job Order Contracting (JOC) to implement the Project in order to reduce costs and save time in the procurement of a regional security enhancement; and

WHEREAS, SANDAG has authority to construct the Project on behalf of MTS pursuant to Senate Bill 1703 (2003 Peace) and, therefore, has created CIP 1144400; and

WHEREAS, SANDAG currently has project management and delivery resources available and has contracting capacity to implement this project; and

WHEREAS, the parties wish to memorialize their agreement in this MOU to carry out the purposes set forth above;

AGREEMENT

NOW, THEREFORE, in consideration of the mutual promises set forth herein, the parties agree as follows:

SANDAG AGREES:

- 1. To provide administration, design, and construction management services for the Project; and contract for construction of the Project. Design and construction management services may be through SANDAG staff, consultant services, or a combination thereof.
- 2. To provide design services for the Project as needed for construction procurement through invitation to bid or by a Job Order Construction (JOC) contract job orders. Design shall include the production of plans and specifications as necessary and agreed upon by SANDAG, MTS, and SANDAG's on-call General Engineering Consultant(s) and JOC contractor(s) where applicable.
- 3. To bid for construction or issue JOC job orders to one or more of the SANDAG JOC contractors to procure and install fiber-optic cables and other necessary equipment for the Project in accordance with SANDAG Policy No. 24 Procurement and Contracting Construction. This policy limits JOC job orders to \$2,000,000 and prohibits separating Job Orders to avoid this limit.
- 4. To assign a project manager to manage the design and construction of the project.
- 5. To provide MTS with design products and submittals for review and comments during the development of the scope, plans, and specifications, as requested; invite MTS to attend design, construction contract and job order development meetings; and respond to MTS's comments and requests for information, including plans, specifications, estimates, and job order proposals. SANDAG shall not issue a design task order, construction bid, or construction job order without written concurrence from MTS.
- 6. To assign a Resident Engineer and inspectors as needed to manage the construction of the project.
- 7. To provide MTS with copies of consultant task orders, JOC job orders and amendments, invoices, payment requests, and to maintain all project records for ten years.
- 8. Invoice MTS for all costs of the Project, including administration, professional staff, consultant and contractor costs, incidentals, and other direct costs including MTS field costs for flagging and acceptance inspection. Invoices shall include names, hours, and rates for SANDAG personnel and contractor invoices with backup for task order and job order payments; and backup for other costs for equipment or services.
- 9. To provide MTS with final as-built drawings upon completion of the Project.

10. Neither MTS nor any officer thereof is responsible for any damage or liability occurring by reason of anything done or omitted to be done by SANDAG under or in connection with any work, authority, or jurisdiction delegated to SANDAG under this MOU. It is understood and agreed that, pursuant to Government Code Section 895.4, SANDAG shall fully defend, indemnify, and save harmless MTS, all officers, and employees from all claims, suits, or actions of every name, kind, and description brought for or on account of injury (as defined in Government Code Section 810.8) occurring by reason of anything done or omitted to be done by SANDAG under or in connection with any work, authority, or jurisdiction delegated to SANDAG under this MOU.

MTS AGREES:

- To pay SANDAG for the actual cost of the project, including administration, design, construction management, and construction in an amount not to exceed \$5,960,445.00 without prior written approval. This amount is the sum of the available funds in MTS CIP 11277 Security Fiber-Optic Orange and Green Line and 11277 Enhance Infrastructure less \$200,000 for MTS administration and project support, including meetings and plan reviews.
- 2. Upon receipt of an invoice from SANDAG with appropriate backup, MTS shall pay SANDAG within 30 calendar days.
- 3. In the event that SANDAG notifies MTS that the original Project estimate will be exceeded, MTS will meet with SANDAG to discuss whether an amendment to this MOU is appropriate. In no event shall SANDAG have the responsibility to move forward with the Project until the parties are able to identify sufficient funds to complete the work.
- 4. To provide timely response to design review submittals and other operational input/assistance when requested by SANDAG.
- 5. To provide staff support for project review and coordination on the Project at no cost to SANDAG, including, but not limited to, any staff support or cooperation needed to defend any contractor claims that may arise on the project.
- 6. Neither SANDAG nor any officer thereof is responsible for any damage or liability occurring by reason of anything done or omitted to be done by MTS under or in connection with any work, authority, or jurisdiction delegated to MTS under this MOU. It is understood and agreed that, pursuant to Government Code Section 895.4, MTS shall fully defend, indemnify and save harmless SANDAG, all officers, and employees from all claims, suits, or actions of every name, kind, and description brought for or on account of injury (as defined in Government Code Section 810.8) occurring by reason of anything done or omitted to be done by MTS under or in connection with any work, authority, or jurisdiction delegated to MTS under this MOU.

THE PARTIES MUTUALLY AGREE:

- That all obligations of SANDAG under the terms of this MOU are subject to the appropriation of the required resources by SANDAG and the approval of the SANDAG Board of Directors.
- 2. Any notice required or permitted under this MOU may be personally served on the other party, by the party giving notice, or may be served by certified mail, return receipt requested, to the following addresses:

For SANDAG For MTS

Attn: Ray Rizman Attn: Office of General Counsel

401 B Street, Suite 800 1255 Imperial Avenue San Diego, CA 92101 San Diego, CA 92101

- 3. That unless it is amended by the parties in writing, this MOU shall terminate on June 30, 2012, or on such earlier or later date as the parties may agree to in writing.
- 4. The indemnification provisions of this MOU shall survive termination of the MOU.
- 5. This MOU shall be interpreted in accordance with the laws of the State of California. If any action is brought to interpret or enforce any term of this MOU, the action shall be brought in a state or federal court situated in the County of San Diego, State of California.
- 6. All terms, conditions, and provisions hereof shall inure to and shall bind each of the parties hereto and each of their respective heirs, executors, administrators, successors, and assigns.
- 7. For purposes of this MOU, the relationship of the parties is that of independent entities and not as agents of each other or as joint venturers or partners. The parties shall maintain sole and exclusive control over their personnel, agents, consultants, and operations.
- 8. No alteration or variation of the terms of this MOU shall be valid unless made in writing and signed by the parties hereto, and no oral understanding or agreement not incorporated herein shall be binding on any of the parties hereto.
- 9. Nothing in the provisions of this MOU is intended to create duties or obligations to or rights in third parties to this MOU or affect the legal liability of the parties to this MOU to third parties.
- 10. This MOU may be executed in any number of identical counterparts, each of which shall be deemed to be an original, and all of which together shall be deemed to be one and the same instrument when each party has signed one such counterpart.

IN WITNESS WHEREOF, the Parties hereto have executed this MOU effective on the day and year first above written.

SAN DIEGO ASSOCIATION OF GOVERNMENTS	METROPOLITAN TRANSIT SYSTEM
GARY L. GALLEGOS	PAUL C. JABLONSKI
Executive Director	Chief Executive Officer
APPROVED AS TO FORM:	APPROVED AS TO FORM:
Office of General Counsel	Office of General Counsel

JAN20-11.10.AttA.MOU SANDAG SECURITY FIBER OPTIC CABLE PROJECT.RDESAI.doc

FUND TRANSFER SUMMARY

PROJECT (CIP NO.)	FY 11 Budget	Proposed Budget	Budget Change
Broadway Wye Project (CIP 1142800)	\$1,939,200	\$2,339,200	\$400,000
Substation Standardization Project (CIP 1142100)	\$5,498,284	\$4,798,284	-\$700,000
Grantville Feeder Replacement (CIP 1144500)	\$0.0	\$300,000	\$300,000

JAN20-11.10.AttB.FUND TRANSFER SUMM FIBER-OPTIC CABLE PROJ.RDESAI.doc

San Diego Association of Governments

TRANSPORTATION COMMITTEE

January 7, 2011

AGENDA ITEM NO.:

Action Requested: APPROVE

MTS MEMORANDUM OF UNDERSTANDING AND BUDGET TRANSFER

File Numbers 1144400

Introduction

SANDAG implements light rail improvement projects for the Metropolitan Transit System (MTS). These projects include the installation of fiber optic cable. This action recommends approval of a Memorandum of Understanding (MOU) for a fund transfer agreement with MTS and establishes a new capital project as a result of the MOU. The new project provides for the design and construction of fiber optic cable on MTS Trolley Lines. The new project would be funded from MTS federal transit security grants and state Proposition 1b funds. Approval of the MOU will be recommended to the MTS Board in January 2011.

Recommendation

The Transportation Committee is asked to recommend that the Board of Directors 1) approve the Security Fiber Optic Cable Project MOU with MTS in substantially the form attached in an amount not to exceed \$5,960,445 and 2) establish a new capital project CIP 1144400 Security Fiber Optic Cable Project with a total budget of \$5,960,445; pending approval by the MTS Board of Directors.

Discussion

SANDAG is responsible for designing, bidding, and constructing improvements for MTS including systems improvement projects. The proposed action transfers funds to SANDAG through an MOU with MTS for the purpose of having SANDAG implement fiber optic cable construction.

MTS has secured several federal grants and state funding for a project to expand its fiber optic cable network to improve security on the Trolley system. The proposed SANDAG project budget is \$5,960,445. Because of the size of the project and the need for project management, design, construction management and procurement of construction, MTS is requesting SANDAG implement the project. MTS will retain funds for its administration costs from the grants. Therefore, an MOU for the fund transfer of \$5,960,445 is being recommended in substantially the form attached. Execution of the MOU by the SANDAG Chief Executive Officer would be contingent on MTS Board approval, expected in January 2011.

Upon approval of the MOU, SANDAG would establish the Security Fiber Optic Cable Project (CIP 1144400) and implement the work. The project would install fiber optic cable on sections of the Green Line in Mission Valley and the Orange Line, and at other various locations on the Trolley system to close gaps between existing MTS fiber optic cable runs. This project is an important step toward completing a high capacity communications network on the Trolley system and is key to improving security including improving CCTV and other vital communications.

JIM LINTHICUM

Director of Mobility Management and Implementation

Key Staff Contact: John Haggerty, (619) 699-6937, jhag@sandag.org

JAN20-11.10.AttC.SANDAG MOU BUDGET TRANSFER FIBER-OPTIC PROJ.RDESAI.doc



1255 Imperial Avenue, Suite 1000 San Diego, CA 92101-7490 (619) 231-1466 • FAX (619) 234-3407

Agenda

Item No. <u>11</u>

JOINT MEETING OF THE BOARD OF DIRECTORS

for the Metropolitan Transit System, San Diego Transit Corporation and San Diego Trolley, Inc.

Draft for
Executive Committee
Review Date: 1/13/11

January 20, 2011

SUBJECT:

MTS: UNIFORM SERVICE - CONTRACT AWARD

RECOMMENDATION:

That the Board of Directors authorize the Chief Executive Officer to execute MTS Doc. No. G1322.0-10 (in substantially the same format as Attachment A) for a five-year contract with Prudential Overall Supply for uniform services.

Budget Impact

The total amount of the contract would not exceed \$953,784.81. Prudential Overall Supply bid prices per year are as follows:

Year 1	\$190,756.96
Year 2	\$190,756.96
Year 3	\$190,756.96
Year 4	\$190,756.96
Year 5	\$190,756.96
	Year 2 Year 3 Year 4

The funds would be budgeted under San Diego Transit Corporation's (SDTC's) and San Diego Trolley, Inc.'s (SDTI's) operating maintenance funds, which use 80 percent federal and 20 percent local funds.



DISCUSSION:

SDTC and SDTI provide uniform rental and cleaning services for their Maintenance Department employees as stipulated in the Collective Bargaining Agreement. This contract also includes floor mats and shop towels.

MTS solicited an Invitation for Bids for Uniform Services for a five-year period, and three responsive bids were received. The bids were opened on July 14, 2010 (see Bid Summary - Attachment B). This item was presented to the MTS Board and approval was granted on October 14, 2010, to award the contract to Cintas Corporation. On October 29, 2010, the Procurement Department received a letter from Cintas requesting that its low bid be withdrawn due to misinterpretation of the bidding requirement as specified in the Invitation for Bids.

It was agreed at that time to accept Cintas' withdrawal. Prudential Overall Supply (Prudential), the incumbent, was the next lowest bidder. Prudential's pricing was approximately \$27,000 higher than Cintas' pricing for the five-year period. After review, it was determined that Prudential's bid price was fair and reasonable. Therefore pursuant to MTS policy, staff recommends award of MTS Doc. No. G1322.0-10 to Prudential Overall Supply for a five-year period in an amount not to exceed \$953,784.81.

Paul C. Jablonski
Chief Executive Officer

Key Staff Contact: Marco Yniquez, 619.557.4576, marco.yniquez@sdmts.com

JAN20-11.11.UNIFORM SVCS CONTRACT AWARD PRUDENTIAL.MYNIGUEZ.doc

Attachments: A. MTS Doc. No. G1322.0-10

B. Bid Summary

STANDARD SERVICES AGREEMENT



G1322.0-10 CONTRACT NUMBER OPS 970.2 FILE NUMBER(S)

		U	LIFE MOMBE	-N(S)
THIS AGREEMENT is entered into this between San Diego Metropolitan Transit S hereinafter referred to as "Contractor":	day of ystem ("MTS"), a (California pub	2011, in the state of California lolic agency, and the following co	by and intractor,
Name: Prudential Overall Supply		Address: _	740 F Street	
Form of Business: Corporation			Chula Vista, CA 91910	
(Corporation, partnership, sole proprietor,	etc.)	Telephone:	619.427.1240	
Authorized person to sign contracts:	Bryan Harris		General Manage	er
	Name		Title	
The attached Standard Conditions are par and materials, as follows:	t of this agreement	t. The Contra	actor agrees to furnish to MTS s	ervices
Provide uniform services as stipulated in M Responses to Written Questions/Clarification including the Standard Conditions services Prudential Overall Supply's Bid Proposal of Documents, the following order of precede	ions; and in accord s, Safety Departme lated 7/14/10. If th	lance with the ent's Standard ere are incor	e Standard Services Agreement d Operating Procedures (SAF-0 nsistencies between the Contrac	t, 16), and
 MTS's IFB, Responses to Written dated 7/14/10. Standard Services Agreement, inc 				
This Contract shall remain in effect for a five	ve-year period (Fel	bruary 1, 201	1, through January 31, 2016).	
The total cost of this contract shall not exc	eed \$953,784.81.			
SAN DIEGO METROPOLITAN TRANSIT	SYSTEM		CONTRACTOR AUTHORIZAT	ΓΙΟΝ
By:Chief Executive Officer		Firm	·	
Approved as to form:		Ву:		
By:			Signature	
Office of General Counsel		l Title:		
AMOUNT ENCUMBERED	BUDG	ET ITEM	FISC	AL YEAR
\$ 953,784 .81	620/350/650/38	0/370/360-5	3940 201	11- 2016
By:				
Chief Financial Officer				Date
JAN20-11.AttA.G1322.0-10.UNIFORM SVCS.PRUDENTIAL.MYNIGUEZ.doc				

UNIFORM SERVICE BID SUMMARY Invitation for Bids

COMPANY NAME		BID AMOUNT Total of Five (5) Years
* PRUDENTIAL	\$	953,784.81
G & K SERVICES		1,324,069.80
CINTAS CORPORATION	\$	926,346.60 (Bid Withdrawn)

^{*} Lowest Responsive, Responsible Bidder

JAN20-11.11.AttB.UNIFORM SVC BID SUMMARY.PRUDENTIAL.MYNIGUEZ.doc