

MTA Chief Executive Officer Franklin E. White's

# REPORT FROM THE CEO

A weekly report  
from the office  
of the CEO

October 10, 1994



I'm committed to getting the taxpayers what they pay for. The FTA report you have read about in the newspapers or heard discussed on television comes as no surprise — I've been disturbed and frustrated since the allegations of inferior subway construction first came to light. I'm deeply concerned that the construction contractor did not follow the specifications in the contract, and that the construction management firm failed to prevent it. That's why I immediately brought Jerry Baxter on board, and that's why I hired the outside engineering firm of Wiss, Janney to investigate. I believe we will resolve FTA's concerns within a very short period of time.

As I've said before, projects of this magnitude and complexity are never constructed without occasional problems. There are painful parallels in earlier projects around the country. However, that's no excuse. And we're going to do everything we can to minimize the problems.

#### **New Things in Operations**

So many times employees have wondered what changes have come out of the task forces we've set up. Last spring, I announced the debut of an Operations Task Force — the goal of which was to improve the unit's productivity and reduce operating costs.

We're already moving forward. We've chosen Division 15 in Sun Valley for our pilot program and hope to create significant cost savings. We want, among other things, to reduce workers'

compensation and improve the management of bus parts. We also will be stressing performance measurements for the maintenance side of the house.

However, the most visible change is the introduction of the single manager concept at several of our divisions. Our goal is to empower the division manager by giving him or her more control over resources, but at the same time, making him or her more accountable for the results. We want to make the single division manager responsible not only for rolling out the buses, but also for maintaining them, and then, for improving the financial performance of the division. And, finally, we want the manager to have more input into the selection of people who work at the division.

The task force, which I chaired, includes Art

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Leahy, who serves as vice chair, and a working group of Tony Chavira, Ralph de la Cruz, Dave Edwards, Bill Griffin, Rick Hittinger, Dan Ibarra, Mike Leahy, Ellen Levine, Cal Louie, Jim McLaughlin, John Roberts, Gary Spivack, A.J. Taylor, Nick Tenwolde, Ed Vandeventer, Bob Williams, and Ralph Wilson. The work of the task force was coordinated by the consulting firm of Deloitte Touche.

We hope to include all divisions in the program by 1995.

#### **New Uniforms**

I hope our bus operators enjoy the new uniforms being issued in the coming weeks. Currently, bus operators are wearing old uniforms in a variety of different colors. For three years we searched to obtain a polished look at the lowest possible price, and I'm pleased to announce we've done just that.

Within several months, bus operators will be wearing slate blue shirts with navy ties and slacks, with berets for the women and eight-point caps for the men. Navy blazers also are available. Seniority stripes will go on the shirts. Supervisors will have a logo emblazoned on them. The look is extremely professional. I hope, too, that it is a morale booster.

#### **Common Pay Date**

With the arrival of new CAO Judith Pierce, we're quickly tying up the loose ends of the merger process. The next step will be a common MTA pay date, which will be achieved through a special one-week check to former LACTC employees on Oct. 14, 1994. A regular paycheck covering the working period Oct. 8-21 will be issued to all employees on Oct. 28. Not only is the transition cost effective for the agency, it minimizes the immediate cash impact on employees.

Former LACTC employees will be given a pay advance of one week's regular net pay. As an advance, this amount is not subject to income taxes. The advance will be deducted from the employee's pay check upon leaving the agency.

ETEs, "as-needed" employees on the LACTC pay cycle, will be paid for one of the two weeks of earned pay that ETEs are currently behind. Taxes will be withheld, since this is income.

Be aware that employees will receive actual checks or direct deposits in accordance with their current choice. Employees will continue to use their present time sheets to report hours worked each period. There is no change in the time-reporting period. If you have any questions, please call the Payroll Office, Howard Crawford, ext. 2-6825, or Arif Motiwala, ext. 4-6597.

#### **Drug and Alcohol Policy Training Sessions**

MTA's new drug and alcohol testing program begins on Jan. 1. Human Resources is devoting much of the next two months to training employees on the policy, which is mandated by federal law. These sessions begin Tuesday, Oct. 25. You will get a memo detailing the time and date of the session at your work locale.

- Franklin White

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*I welcome your comments and questions in response to CEO Report, which is designed to provide employees with direct communication with my office. Please contact either of my Special Assistants, Michael Gonzalez at 244-7476, or Phyllis Tucker at 244-6191. Also, employees can fax comments to 244-6014.*

#### **A publication of the MTA CEO's Office**

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