

CEO REPORT

Joseph E. Drew
MTA Chief Executive Officer

January 21, 1997

I want to congratulate Deputy CEO Linda Bohlinger on being named your interim chief executive officer. She's an excellent choice for the job and I'm confident she'll provide the thoughtful leadership needed in the months ahead. Her 20-year background in transportation will be invaluable to the MTA while a search is conducted for a permanent CEO.

Since joining an MTA predecessor agency some 15 years ago, Linda has gained experience in transportation planning and programming, administration and finance. She has risen through the ranks, playing a lead role in implementing the county's transportation system.

Congratulations also to Charles Stark, who was chosen to lead Metro Rail Construction on an interim basis, replacing Stanley

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Phernambucq who left the MTA earlier this month for a post in private industry. Charles has more than 26 years' experience in transportation engineering. With the MTA, he has managed both Segments 1 and 2 of the Red Line project.

Most recently, Charles has been the deputy executive officer overseeing the Segment 3 Metro Red Line construction project that will link Hollywood and the San Fernando Valley. John Adams will fill that job temporarily. □

Transit Innovations

Many kudos to Ellen Levine and to the entire Transit Operations staff for the exciting Transit Innovations Conference, January 14. I hope everyone had an opportunity to tour the 40-plus exhibits in the "Marketplace of Ideas Expo" and to attend workshops whose topics ranged from bus and rail technology to ADA requirements and Customer First.

Who wasn't impressed by the technology of the "talking bus" and its voice annunciator that welcomes passengers aboard and

announces stops? Soon, we'll have 50 of these advanced buses in our fleet for evaluation. Other exhibits featured the automated Customer Service Center, graffiti removal, bus system monitoring equipment, and electronic imaging of railcar damage, LED tail-lights and many more topics.

The Transit Innovations Conference is the first of its kind, to our knowledge, to be conducted by any U.S. transit property. I believe it succeeded in encouraging MTA employees to reach beyond their individual concerns and daily tasks for new ideas they can share with co-workers. Again, a job well done! □

MTA Recovery Plan

At a special meeting, January 10, the Board approved a number of actions aimed at assuring the federal government that the MTA is committed to moving ahead on several fronts. The Board reaffirmed that completion of the Metro Red Line is the agency's highest priority rail project and adopted a revised financial plan.

The Board also voted to transfer \$300 million from the HOV program to rail construction. A motion certified that the funds transfer will have no effect on the MTA's implementation of a court-ordered plan to add 152 buses to relieve overcrowding. Without the funding, the rail program faced an additional five- to seven-year delay. Bus improvements remain the MTA's top overall priority.

The recovery plan calls for completion of the Hollywood and North Hollywood segments of the Metro Red Line without delay. Completion of the Eastside extension will be delayed until 2004 and the Mid-Cities extension until mid-2009. The Pasadena Blue Line, which receives no federal funding, may be delayed by local funding shortages. A final construction schedule will be presented for Board approval after exploring ways the state could help mitigate some of the delay.

Finally, the recovery plan reduces the MTA's budget by five percent as part of the agency's five-year business plan. It commits the MTA to continue implementing cost-cutting measures designed to improve project schedules. The entire plan was presented to the Federal Transit Administration, January 15, for approval. □

Code of Conduct

The Board also voted, January 10, to adopt a new Code of Conduct. Aimed at Board members, alternates and their staffs, it strengthens MTA ethics policy regarding gifts and political contributions. It spells out rules of conduct for Board meetings and defines the proper relationship between Board members and MTA staff.

The code restricts contact between Board members and MTA staff on contract awards. New rules prohibit involvement in the pro-

curement process by Board members, alternates or their staffs. The code restricts Board involvement in the work of the MTA staff, hiring of staff, or the hiring of contractor or subcontractor employees. It requires courtesy among Board members during meetings, and between Board members and MTA staff.

Rules prohibit gifts to Board members of \$289 or more from a single source in a calendar year. Members cannot directly solicit campaign contributions from MTA contractors, potential contractors or subcontractors. Sanctions for violating the ethics policy may include public censure by the Board, disqualification from voting on certain matters, suspension or a fine.

As one Board member noted, the purpose of the new ethics policy is to assure the public that Board members are committed to maintaining the absolute integrity of government. □

Employee Survey

What do you think about the MTA's mission and goals? About your career, employee morale or agency leadership? Well, you'll have an opportunity to express your opinion about those topics and more in a survey to be issued to all 9,000-plus MTA employees later this month.

You'll receive at your worksite a multi-page survey form to complete and drop in a special lockbox. Survey forms will be analyzed by an outside consultant. The survey completion deadline is Feb. 10, 1997. Your answers will be confidential, but the information provided will help identify employee concerns.

The survey is one element of the MTA's new internal Customer First program. The analysis will indicate how you and your co-workers feel about customer service within the agency, employee to employee. It will help measure the MTA's progress on improving morale, productivity and overall job satisfaction.

So, look for your survey form at your worksite, complete and return it promptly. Survey results will be used to help develop the MTA's 1997-98 budget goals and objectives, and improve working conditions. □

Federal Drug Policy

U.S. Transportation Secretary Federico Pena has announced that the federal anti-drug program for transit workers will be fully enforced despite passage in California of Prop 215, an initiative that permits doctors to prescribe marijuana for certain medical purposes.

Any bus operator, pilot or railroad engineer who tests positive for drugs risks losing his or her job, Pena said. DOT has mandated drug testing for transportation employees since 1988 in order to deter drug use and to ensure the highest levels of safety in transportation. For mass transit workers, the FTA issued regulations requiring drug-testing, effective Jan. 1, 1995.

The MTA fully supports and follows DOT and FTA anti-drug rules. Employee drug testing is required prior to employment, after an accident involving an MTA vehicle, and when there is reasonable suspicion that the employee has used a prohibited drug. The agency also randomly drug tests at least 50 percent of safety-sensitive employees each year.

More than 8,000,000 transit workers in the United States are subject to this model anti-drug program, Pena says. He reminds transit workers that, "If you're using drugs, you're endangering

the public, yourself and your employment."

Employees of the Month

Congratulations to December's MTA Employees of the Month. Six individuals and a team make up this month's outstanding choices.

David Alleyne, Division 7, Transit Operations. David, a TOS, is being recognized for top-notch performance in all areas of his work. He was key to the error-free, timely completion of his division's three shake-ups in 1996. His hard work and initiative has kept Division 7 consistently at the top in performance ratings.

Teresa Beatty, Metro Rail Construction. Teresa has demonstrated unparalleled dedication in her job. In the absence of a contract administrator, she assumed responsibility for reviewing a major procurement file. She also continued her daily tasks, while maintaining a superior quality of work.

Officer Glen Copeland, Transit Police. Representing the Executive Office, Glen has been key to the success of the MTA's

Emergency Response Plan and the Photo Enforcement Program. He has coordinated several projects with other police agencies and is closely involved in the MTA's grade crossing and rail safety programs.

Cathy Dickinson, Marketing.

Representing Communications, Cathy was instrumental in the success of the "Miracle on Imperial" program for underprivileged families, volunteering her time to acquire sponsors and entertainment. She also is involved in many other programs that have gained positive recognition for the MTA.

Diane Mumolo, Revenue Maintenance. A Finance employee, Diane has helped improve the performance of her department by 20 percent. As shop leader, she has given extra effort by training four new employees and providing effective assistance with the TVM (ticket vending machine) follow-up program.

Lynn Ong, Administration. An acting senior secretary for the Administration executive officer, Lynn's organizational skills during a critical staff transition highlighted her abilities as a team player. She constantly kept her co-workers abreast of critical issues and timelines, an essential element in the success of the transition.

Rail Recovery Plan Team. A seven-member team consisting of Michelle Caldwell, Andres Ocon, Ron Smith, M.J. West and David Yale of RTP&D, Wayne Moore of Metro Rail Construction and Arthur Sohikian of Communications worked successfully to develop a Rail Recovery Plan for presentation to the MTA Board. □



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