

'Pay-for-Performance' Proposal Approved; Board Chair Burke Calls for Input from Employees

(Jan. 25) The MTA Board approved a motion, Thursday, authorizing implementation of a Performance-Based Compensation Program for non-represented employees. Implementation of the "pay-for-performance" program is expected to begin in July, 2001.

The purpose of the program "is to recognize and reward performance that meets or exceeds performance objectives," says a Board report authored by Ray Inge, executive officer, Human Resources, and HR Manager Amy Vander Breggen.

Checks and balances

Board Chair Yvonne Burke has called for "checks and balances" to avoid favoritism in employee performance evaluations. She also has asked for a report within a year on the implementation of the program and, at the Board meeting, asked for a report after two years with input from employees about the program.

"I want to be careful about this," CEO Julian Burke told the Board. "I think it is a very wise thing if you can manage it properly and train for it properly. I think it would be a very good thing for this organization." He added that across-the-board raises don't tend to "encourage people to want to do their best."

In the interim, HR will develop a training program for supervisors and managers, information sessions for employees and a new performance appraisal form for use during the June-July employee evaluation period.



Sheriff's Capt. Marc Klugman, who led the Transit Services Bureau for eight years receives a certificate of appreciation from Board Chair Yvonne Burke. Klugman now is responsible for medical services at the county's detention facilities. He was succeeded at the MTA by Capt. Sylvia Fort.
PHOTO BY JOSÉ UBALDO

Alternative Fuel Path for Transit Buses, Item 12

Approved on consent. Last February, the California Air Resources Board adopted a rule aimed at reducing air pollution from transit buses and encouraging the use of alternative fuels.

The rule requires that transit agencies select either an "alternative fuels path" or a "diesel fuel path" for compliance with the pollution reduction rules. The alternative fuels path requires new buses to run on alternative fuels and mandates the purchase of zero-emissions buses by 2010.

Because the MTA for some time now has had a policy of purchasing only alternative fuels buses, the clean-air rule is expected to have only minimal financial impact on the agency.

High-Capacity Bus Procurement Process, Item 28

Approved as amended. In November, 2000, the Board asked the staff to provide a plan for buying and deploying articulated buses or 45-foot coaches as a means of increasing passenger load capacity. The Board stipulated that the buses should have alternate-fuel engines and be constructed of light-weight, composite materials. Currently, no manufacture builds an approved high-capacity bus that uses alternative fuels such as

CNG.

The staff is seeking Board approval for a two-phase process in which the MTA would first seek information about bus manufacturers' plans for building high-capacity, alternative-fuel coaches during the next 36 months. In the second phase, the MTA would issue a procurement request with recommendations for specific types of vehicles and the quantities the MTA would purchase.

Light-Rail Car Procurement, Item 32 Approved. The motion, which requires a two-thirds vote of the Board, would authorize the CEO to solicit proposals for the purchase of 61 light-rail cars needed over the next nine years for service on the Pasadena Blue Line, the Metro Blue Line and the Metro Green Line.

Cellular Phone Service in Subway Tunnels, Item 33 Approved on consent. The motion by Board Chair Yvonne Burke would direct the MTA to solicit proposals to install cell phone signal reception equipment in the Metro Red Line tunnels. A report is due in March.

"While our passengers enjoy the Red Line for its speed and convenience," Burke's motion says, "they cannot utilize their cell phones due to the lack of reception of radio signals in the tunnels." Other transit properties, she said, have permitted signal reception equipment to be installed in their subway tunnels.

Proposal for Schools at Two Subway Stations, Item 41 Continued to March. The Los Angeles Unified School District has expressed interest in building public high schools on MTA-owned land at the Metro Red Line's Wilshire/Vermont and North Hollywood stations.

The committee is expected to discuss an LAUSD request for a 90-day negotiating period with the agency. The talks would be expected to clarify how much of the sites would be needed for the schools, how subway portals, bus layover zones and park 'n ride lots would be placed, construction schedules and compensation for use of the MTA property.

The MTA had planned to encourage commercial development of the property around the stations as a stimulus to local communities and as a convenience to subway riders.

Approve 2001 Call for Projects Funding Marks, Item 45 Approved. Over the next six years, the MTA expects to fund some \$850 million in transportation projects, primarily highway projects, through its 2001 Call for Projects.

The committee will consider approving funding marks in eight transportation categories for presentation to the Board this month. Applications for project funding are due from local agencies in February. The process should be completed in June or July.

Long-Range Transportation Plan, Item 46 Receive and file. "Reader-friendly" draft to be released in two weeks. 45-day comment period will follow upon release of the new draft.

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