

During Monday's all-staff Strategic Plan meeting, CEO Roger Snoble led employees in reciting MTA's Vision:



MTA – Leading the nation in safety, mobility and customer satisfaction!

Snoble Urges Employee Vigilance as U.S. War Prospects Grow

- Outlines MTA's new five-year Strategic Plan
- Discusses effects of the budget crisis

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By BILL HEARD, Editor

(March 19, 2003) With the prospect of war with Iraq now almost a certainty, CEO Roger Snoble says the nation's heightened state of alert will affect MTA.

"We need to be more vigilant," Snoble told employees gathered for Monday's all-staff meeting. "Be vigilant and be very careful...for your families, our customers and your fellow employees."

In the event the U.S. government declares a Red Alert during the first few days of a war, Snoble said MTA would activate its Emergency Operations Center to be prepared for possible incidents.

"The best defense is good intelligence," he said. MTA will cooperate with the Sheriff's Transit Services Bureau, the LAPD's Transit Group and other local law enforcement agencies, as well as the FBI, to counter any anticipated threat to the Metro system.

Noting that the region has a number of high-profile targets, he said, "Los Angeles is better equipped to handle emergencies than other cities."

Presented Strategic Plan

Although Snoble's opening remarks addressed the world situation, the state's budget crisis and MTA's own budget squeeze, the balance of the all-staff meeting was devoted to a presentation of the agency's five-year Strategic Plan.

The Strategic Plan will provide direction for the agency and guidance for its decisions and activities. Especially in these times, the CEO emphasized, it is importance to move forward with a plan that all employees participate in.

He outlined the Strategic Plan's vision, mission and seven goals, describing the significance of each employee's contribution to achieving those goals.

The goals call for developing a safety-conscious culture; improving transit systems; attracting, developing and retaining employees; creating a positive MTA image; delivering quality capital projects on time and within budget; providing leadership for regional mobility; and improving agency efficiency and effectiveness. ([Click](#)

Emergency Operations Center Activated

In anticipation of an outbreak of hostilities in Iraq, MTA activated its Emergency Operations Center, Wednesday morning. Along with its law enforcement agencies, MTA will remain on a heightened state of alert until further notice.

Employee Emergency Hotline

Employees can call the Employee Emergency Hotline at **(213) 680-1531** about MTA work schedules and contingency plans in the event of an emergency

[here](#) to read the full Strategic Plan document.)

that involves agency property or that disrupts the Metro system.

State budget crisis

Turning to the state's budget crisis, Snoble said healthcare, education, prisons and many other agencies that rely on state funding – including MTA – will be affected.

MTA has asked the California Transportation Commission to approve expenditures of state-provided funding for the San Fernando Valley Metro Rapid Transitway, the Eastside Light Rail Project and the purchase of 200 articulated buses.

Snoble expects CTC approval of this request in April. "The state's budget problems may delay these projects," he said, but MTA won't cancel them.

Meanwhile, MTA's credit rating recently was increased – making it easier for the agency to borrow money for capital projects. Paying back the loans, however, "will affect our ability to grow the (transit) system."

Tighten MTA's fiscal belt

Although Snoble foresees no cutback in transit services, the agency's efforts to tighten its fiscal belt will include reducing its non-contract workforce somewhat. This will be accomplished, "without having to disrupt people's lives," by attrition and through the current hiring freeze.

The CEO said non-contract employees were "unlikely to have general overall increases" in pay this year, but he expects to approve a "very modest" pay-for-performance increase.

Referring to the "tough times," Snoble said, "Now's the time to prove we're good. We need to get together and work hard. The Strategic Plan will keep our focus on what's important."

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