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## 'Make Ends Meet' is 2004's Theme, CEO Snoble Tells Staff

- Non-contract pay increase planned
- Tight budget could mean staff layoffs

By BILL HEARD, Editor

(Feb. 17, 2004) "Make ends meet," is the theme for 2004, CEO Roger Snoble told employees gathered in the Board Room, Tuesday, for his first all-staff meeting of the year.



The year will be one of major accomplishments, the CEO said, citing such goals as adding some 290,000 hours of bus service and more Metro Rapid lines, improving safety and Workers' Compensation rates, reaching final agreements with three labor unions, and advancing the UFS, Metro Orange Line and Eastside Extension projects.

Another goal: a pay increase for non-contract employees.

"Last year, I told you we would have one year of pain and then we would be back to having pay increases again," Snoble said. "That's my intention still."

Casting a shadow over the good news, however, are looming state deficits that have led the MTA Board to ask the staff for scenarios projecting how five, 10 and 15 percent cuts would affect the agency's budget.

### Budget workshop, March 1

Board members will review staff estimates, March 1, during a budget workshop. The CEO hopes to reach an agreement with the Board that would lead to cuts "somewhere below the 10 percent level."

While severe budget cuts could result in staff layoffs, Snoble noted that the agency currently has a number of vacant positions and some, although not a lot, of attrition.

"Ultimately, we may have to have some layoffs," he said, "but we're going to try to make those very small and be very sensitive about how we do that."

Snoble concluded the staff meeting by thanking employees for their hard work in 2003 and congratulating them on the agency's successes for the year.

Among those, he mentioned the opening last July of the Metro Gold Line – "the smoothest opening I've ever seen" – implementation of the new fare structure and the Metro Day Pass, completion of the Metro Orange Line's LA River bridge on time and on budget, bus procurements and improvements in safety.

