One Gateway Plaza 213.922.2000 Tel Los Angeles, CA 90012-2952

### DRAFT FINANCE AND BUDGET COMMITTEE May 14, 2008

#### **FISCAL YEAR 2009 BUDGET** SUBJECT:

#### **ACTION: ADOPT THE PROPOSED FISCAL YEAR 2009 BUDGET**

### **RECOMMENDATION**

Metro

- A. Adopt the proposed Fiscal Year 2009 (FY09) budget as presented in the budget document (provided as a separate transmittal) which also includes a \$6 million reserve for safety and security-related emergencies;
- B. Approve the life-of-project budgets for all new capital projects as presented in the proposed budget document;
- C. Approve the total budgeted salaries and benefits for each union/non-contract group (included in Attachment A) as required by the Position Authorization and Compensation policy;
- D. Approve the non-represented employee salary schedule adjusted for the annual inflationary increase (included in Attachment B) as required by the Position Authorization and Compensation policy;
- E. Approve the safety and security budget (included in Attachment C) as required by the Financial Stability policy adopted by the Board in January 2008;
- F. Amend the proposed budget to add 256,000 revenue service hours (detailed in Attachment D) to Metro Bus Operations funded with \$20.5 million of CNG Fuel Credits:
- G. Amend the proposed budget to add \$100,000 to the Safety and Security department funded by a Homeland Security grant to provide regional transit security awareness training;
- H. Amend the proposed budget to add 1 FTE to Construction and 1 FTE to Countywide Planning and \$250,000 for sustainability activities funded with General Fund revenues (as detailed in Attachment E);
- I. Amend the proposed budget to add 1 FTE to Construction to manage the I-405 Sepulveda Pass Widening Project (HOV) funded with revenues received from State and Federal Grants:
- J. Amend the proposed budget to add 1 FTE to Communications and \$500,000 to the Eastside Extension Enhancements Project for the Safety Education and Outreach program increasing the life-of-project budget by \$617,000 from

\$42,000,000 to \$42,617,000 and funding the additional expense with STA Population share – Rail funds;

- K. Amend the Position Authorization and Compensation Policy authorizing the Chief Executive Officer to approve all non-contract salaries up to \$200,000, for new hires, reclassifications, salary equities and adjustments and the creation of new non-contract classifications.
- L. Approve the salary for one Service Sector General Manager effective July 1, 2008.

# <u>ISSUE</u>

The Financial Stability policy approved by the Board in January 2008 requires that the Board approve a budget by June 30 of the preceding fiscal year. Copies of the proposed budget are available in the Board Secretary's office, on the internet at Metro.net and have been made available to the public.

# **POLICY IMPLICATIONS**

The annual budget is the legal authority to obligate and spend funds and implements previous Board policy. It includes all operating, capital, debt service requirements, and general fund activities for the fiscal year. Annual budgets are adopted on a basis consistent with generally accepted accounting principles for all governmental and proprietary funds except that depreciation is not budgeted. Budget detail is a management plan for financial activity and is prepared at the fund, project, department, and expense/expenditure level. The legal level of control is at the fund level. Total annual expenditures cannot exceed the final appropriation adopted by the Board except for capital expenditures that are authorized on a life-of-project basis.

### **ALTERNATIVES CONSIDERED**

Adopt a continuing resolution until such time as the FY09 budget is adopted. This is not recommended because it may cause delays for departments who have used their FY08 funds and do not yet have FY09 budget authority.

### FINANCIAL IMPACT

The proposed FY09 budget totals \$3,370.1 million of expenditures (excluding defeased leases of \$18.1 million) and appropriates the resources necessary to fund them. The annual expenditure plan, as amended by this report, demonstrates our capacity to meet capital and operating obligations, a requirement necessary to receive subsidies from the state and federal governments.

### **DISCUSSION**

### Financial Assumptions

The budget is comprised of two primary funds. The Enterprise Fund includes all business-type activities such as bus and rail operations, capital projects and debt service and is proposed to be budgeted at \$2,203 million. The Governmental Fund includes activities such as Special Revenue administration (subsidies to others), Propositions A and C and TDA administration, and General Fund activities and is proposed to be budgeted at \$1,144 million. The budget also includes an Agency Fund, Benefit Assessment District, of \$23.1 million.

The FY09 proposed budget major assumptions and highlights are the following:

- Sales tax revenues will increase by 1.11% which is the February 2008 UCLA forecast for sales tax growth in Los Angeles County and adopted by the Board in February 2008 with the FY09 Business Planning Parameters;
- Fare revenues are budgeted at \$0.66 per boarding, consistent with a 2.5% increase in boardings;
- Bus and rail operating expenditures grow by \$49.4 million or 4.2% over the FY08 budget. All departments were required to budget non-labor, non-capital expenditures at the FY08 ten-year forecast level unless new contracts were approved by the Board during FY08; and
- Salaries will increase 4% for all employee groups, in accordance with the union contracts.

### Capital Program

The proposed budget includes the capital program life-of-project (LOP) budgets for all capital projects. Projects that are under \$1 million, projects that are unchanged from prior year and new projects that are less than \$5 million are identified in the budget book and approved with Board action on the proposed budget. Projects that are greater than \$1 million with LOP budget increases and new projects in excess of \$5 million were approved by the Board in separate Board actions.

#### FTEs and Labor Budget

The proposed budget authorizes 9,139 full-time equivalent positions (FTEs), which is an increase of 46 FTEs from the FY08 budget. Of these FTE increases, 32 FTEs are contract positions, UTU, AFSCME, TCU and ATU, and 14 are non-contract positions. Twenty-six of the additional FTEs are required to prepare for revenue operations on the Gold Line Eastside extension, scheduled to open in July 2009. When these FTEs are annualized in FY10, a total of 63 FTEs will be added as a result of the Gold Line Eastside Extension. Other positions were added to Communications to implement the program to increase ridership, to Metro Rail for wayside maintenance and to Construction to support construction safety. The agency-wide labor and benefits for all union and non-represented FTEs is included in Attachment A. Overall, the labor and benefits budget increased by \$37.8 million, which includes Board approved salary and wage increases, new FTEs and includes the impact of salary reclassifications approved by the Board and/or the CEO.

The non-represented salary schedule is adjusted annually to accommodate inflationary increases and approved by the Board during budget adoption. There is no financial impact to this action but it provides management with the approved salary ranges for hiring new employees and promoting existing employees.

### Position Authorization and Compensation Policy

The salary approval level for the Chief Executive Officer (CEO) has not been increased since 2006. Staff surveyed other major transit agencies in the nation and compared their pay ranges and salaries for comparable positions. The results of the survey showed that current market conditions and our existing organizational structure demonstrate that there is a need to increase the CEO's approval authority in order to have more flexibility in pursuing and retaining skilled professionals for critical positions.

Therefore, staff is recommending that the Board amend its Position Authorization and Compensation Policy to provide CEO approval authority for salary authorization up to \$200,000.

### Salary Equity Adjustment

The Proposed Budget includes the following recommendation for a salary equity adjustment for one Service Sector General Manager.

\$207,280 (9.9% salary increase) for one Service Sector General Manager – effective July 1, 2008

One Service Sector General Manager classification (salary grade BB) has been modified to include additional responsibilities. In addition to the regular Service Sector General Manager duties, this one position is responsible for assisting the Chief Operations Officer in the following:

- 1) providing consistency standards to the other Service Sector General Managers, and to the Facilities Maintenance and Central Maintenance functions;
- 2) ensuring operational and maintenance consistency, and fleet standardization across all sectors;
- 3) developing the long-range operations capital plan as it pertains to bus and vehicle procurements and bus and facility rehabilitation programs; and
- leading efforts to leverage fleet and fleet maintenance technology across all Service Sectors to achieve further efficiencies in customer service and reduction in operating costs.

The position and the new responsibilities were evaluated by Human Resources and it was determined that the additional responsibilities warranted the recommended adjustment.

### Strategy for Mitigating Expenditures

The Financial Stability policy adopted by the Board in January 2008 states the following: "Endeavor to keep growth in regional bus and operating expenses (as measured by a rolling average of growth in bus and rail operating cost per vehicle hour) at or below the rate of inflation. A proposed strategy for mitigating expenditures will be presented to the Board at the time of annual budget adoption."

Mode	FY08 Cost Per RSH	FY09 Cost Per RSH	% Increase
Bus	\$118.78	\$128.97	8.6%
Rail	\$366.35	\$375.07	2.4%

The bus cost per revenue service hour (RSH) as presented in the proposed budget book increased by 8.6% from FY08 to FY09. Revenue service hours decreased by 4%, even though passenger capacity increased due to purchasing articulated and 45 foot buses, while expenses increased by 4.2%. UTU wages and fuel usage were decreased as a result of the service changes. These amounts will be revised as a result of the budget amendment to increase the RSH. The continued hedging of CNG fuel results in a budget of \$.90 per therm which is the same price per therm as the FY08 budgeted amount.

The rail cost per revenue vehicle service hour increased by 2.4% in spite of the wage increase of 4% and growth in FTEs. Rail reduced professional services, utilities (excluding propulsion power) and Metro Red Line parts. These expense decreases combined with a 2% increase in hours resulted in the budgeted cost per revenue vehicle service hour.

### Security Reserve and Contingency Plan

A security reserve of \$6 million is being proposed to provide funds for unforeseen emergencies, such as heightened alert levels, or to be used for local match if we receive unexpected homeland security grants. This reserve is funded with Prop C 5% security funding that would normally be programmed to us for security purposes. The reserve fund will only be accessed during the fiscal year after Board approval for the specific expenditures.

The FY09 budget includes \$125.3 million of STA 99314 (Revenue Share) and \$101.9 million of STA 99313 (Population Share) per the January budget published by the State. If the full amount of STA funds is not received due to State budget deficits, we will return to the Board to discuss options for providing alternative funding for us and for the municipal operators. These options may include a combination of strategies such as programming Prop C40% fund balances, distributing interest fund balances, deferring capital projects, or borrowing to continue in-progress capital projects.

### Budget Amendments/Changes Since Proposed Budget Was Published

Subsequent to preparation of the FY09 proposed budget several modifications have been submitted for inclusion in the budget. Those modifications are detailed below:

*Increase the Bus Operating Revenue Service Hours* – At the April meeting, the Board adopted a motion to increase the FY09 budgeted revenue service hours by 256,000 hours. These additional hours will be funded with \$20.5 million of CNG Fuel Credits that are currently identified in the FY09 proposed budget to be set aside as a bus operating reserve. This amendment will modify the budget indicators discussed above so that the revenue service hour decrease from the FY08 budget will be 0.8%, the expense increase will be 6.4%, and the cost per revenue service hour will be \$127.34.

*Homeland Security Grant* - \$100,000 is requested to increase the Safety and Security budget funded by Homeland Security grant funds. The \$100,000 is in addition to \$300,000 already budgeted for the regional transit security awareness training in the FY09 budget.

*Sustainability Program* – Two FTEs and \$250,000 is requested to provide support and funding for implementation of the Sustainability Program. The funds will be used to implement a short-term and long-term set of projects that promotes sustainability in the three areas of air quality and greenhouse gases management, renewable energy and energy conservation, and energy efficiency and associated sustainability programmatic support efforts, such as in the areas of design criteria and environmental management systems. A description of the roles and responsibilities of the two FTEs is shown on Attachment E.

*I-405 Sepulveda Pass Widening Project (HOV)* – One FTE is requested to manage the I-405 Sepulveda Pass Widening Project. This project will be managed by an integrated project management team under the direction of this FTE. The FTE will be a highly specialized project manager with highway construction experience. The FTE will be funded with project revenues received from State and Federal grants.

School Training on the Gold Line Eastside Extension – One FTE and \$500,000 is requested to be added to the Metro Gold Line Eastside Enhancements project budget for the Communications Strategic Business Unit to provide two presentations before commencing revenue operations at 78 locations for 78,915 students. Funding includes site-specific video modules, key crossing rail ambassadors at six locations for six weeks, deployment of the Metro Experience Mobile Theater campaign at a location every day for three months prior to opening, and community walking tours for adults, families, and organizations. This action will increase the life-of-project budget for project #800288, Eastside Enhancements by \$617,000 from \$42,000,000 to \$42,617,000. The funding for these activities will be STA Population share – Rail funds.

### NEXT STEPS

Monitor the FY09 actual expenditures versus the adopted budget on a monthly basis and provide quarterly updates to the Board.

Attachments

- A. Proposed Salary and Benefits by Union Group
- B. Non-Represented Employee Salary Schedule
- C. Proposed Security Budget
- D. Revised Revenue Service Hours
- E. Sustainability Program

Prepared by: Michelle Lopes Caldwell Executive Officer, Office of Management and Budget Terry Matsumoto Chief Financial Services Officer and Treasurer

Roger Snoble Chief Executive Officer

# ATTACHMENT A

Budget         Changes         Chages         Free           IVU Labor         FTE's         4.255         5.5         0.1%         4.260           Salary         S190.641,757         S3.280,825         1.7%         S193.922,581           Overtime and Transitional Duty         67.273,745         1.183.680         1.4%         68,457,426           Torul UTU Labor         93.708,290         708,216         0.8%         94,416,515           Torul UTU Labor         5351,623,801         55.172,721         1.5%         5356,796,522           Torul UTU Labor         2,171         18         0.8%         94,416,315           Torul UTU Labor         2,171         18         0.8%         2,189           Torul True Benefits         61,495,896         2,271,327         4.4%         64,200,823           Torul True Benefits         61,495,896         2,271,327         4.4%         64,200,823           Torul True Benefits         61,495,896         2,213,92,903         50,312,374         4.3%         64,200,823           Toru Fringe Benefits         5191,104,808         512,107,49         6.3%         520,3212,074           Toru Fringe Benefits         5193,0315,362         512,477,812         5.8%         532,063,174 </th <th></th> <th></th> <th>FY08 Amended</th> <th></th> <th></th> <th></th>			FY08 Amended			
International Data         Interna				Changes	Chg%	FY09 Proposed
3         Salary         S190.641.757         S12.80.825         1.7%         S193.922.581           0         Overtime and Transitional Duty         67.273.743         1.183.680         1.4%         68.8457.426           1         Total UTU Labor         5351.623.201         55.172.721         1.5%         5356.785.222           ATU Labor         5351.623.201         55.172.721         1.5%         5356.785.522           10         FTEs         2.171         1.8         0.8%         2.189           11         Overtime         61.495.580         2.713.27         4.4%         64.209.823           13         Overtime         61.495.580         2.713.92         4.4%         64.209.823           14         Total ATU Labor         5191.104.580         512.107.494         6.3%         520.321.20.74           18         FTE's         700         3         0.4%         703         30.4%         530.315.362         517.47.812         5.8%         520.63.174           12         Overtime         50.01.35.62         207.070         1.3%         530.53.131           15         Total ATU Labor         519.56.023         2.07.07         1.3%         520.63.174           10         Overtime <td>1</td> <td>UTU Labor</td> <td>0</td> <td>0</td> <td>0</td> <td>1</td>	1	UTU Labor	0	0	0	1
slary         \$190.641.77         \$128.08.25         1.78         \$193.922.581           Overtime and Transitional Duty         67.273.745         \$1,88.680         1.4%         \$6.84.57.426           Total UTU Labor         \$351.623.801         \$51.72.721         1.5%         \$356.795.522           ATU Labor         \$351.623.801         \$51.72.721         1.5%         \$356.795.522           Total UTU Labor         \$10         FTE's         \$1.17         18         0.8%         \$2.189           10         FTE's         \$116.509.135         \$9.100.213         7.8%         \$12.56.693.47           13         Overtime         \$110.509.135         \$9.100.213         7.8%         \$2.03.312.074           14         ATU Pringe Benefits         \$61.495.896         \$2.713.927         4.4%         \$4.200.823           17         TCU Labor         \$100.707         \$3         0.4%         \$203.312.61           17         TCU Labor         \$12.07.07         \$3         \$2.4%         \$30.315.62         \$17.47.81         \$8.8           17         TCU Labor         \$2.609.099         \$5.50         \$7.27.61.33         \$2.27.66.33           17         TCU Labor         \$2.609.099         \$5.50         \$7.67.33	2	FTE's	4,255	5	0.1%	4,260
5         Overline and Transitional Duty         67,273,745         11,83,680         1.48, 680         1.48         1.58         1.55, 60, 20         2.713, 27, 27, 27, 27, 27, 27, 27, 27, 27, 27						
6         UTU Fringe Benefits         93,708,229         708,216         0.88         94,416,512           Total UTU Labor         \$351,623,801         \$51,727,721         1.5%         \$3356,796,522           N         Total UTU Labor         -         -         -           10         FTE's         2,171         18         0.8%         2,189           11         Overtime         13.099,550         293,354         2,2%         13,392,003           14         ATU Fringe Benefits         61.495,886         2,713,927         4.4%         64.4209,823           15         Total ATU Labor         -         -         -         -         -           16         Total ATU Labor         -         <		,				
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $						
8         ATU Labor						
$  \begin{array}{ c c c c c }  \begin{tabular}{ c c c c }  \begin{tabular}{ c c c c c }  \begin{tabular}{ c c c c c }  \begin{tabular}{ c c c c c c c }  \begin{tabular}{ c c c c c c c c c c c c c c c c c c c$			\$551,025,801	\$3,1/2,/21	1.5%	\$330,790,322
11         Salary         \$\$116.509.135         \$\$9,100.213         7.8%         \$\$125,609.347           13         Overtine         13.099,550         229.354         2.2%         13.302,0347           14         ATU Fringe Benefits         61.495,896         2,713,927         4.4%         64.209,823           15         Total ATU Labor         \$\$121,07,494         6.3%         \$\$203,212,074           16         Intel ATU Labor         \$\$121,07,494         6.3%         \$\$203,212,074           17         TCU Labor         \$\$121,07,494         6.3%         \$\$203,212,074           17         TCU Labor         \$\$1747,812         5.8%         \$\$2,063,174           10         overtine         2.600,909         95,504         3.7%         \$7,274,603           12         Overtine         2.600,909         95,504         3.7%         \$5,73,763           12         Total TCU Labor         \$\$48,480,490         \$2,051,023         4.2%         \$50,537,53           13         Total ATSCME Labor         \$\$15,556,029         207,707         1.3%         \$54,452,016,597           14         ATSCME Labor         \$\$15,353,600         \$13,310         3.2%         \$3,621,316           14         ATS		ATU Labor				
12         Salary         \$116,509,135         \$9,100,213         7.8%         \$125,609,347           13         Overtime         13.099,550         293,354         2.2%         13.392,003           14         ATU Fringe Benefits         61,495,802         271,327         4.4%         64,209,823           16         5191,104,580         \$12,107,494         6.3%         \$203,212,074           16         11         11         11         11         11           17         TCU Labor         11         11         11         11           18         FTE's         700         3         0.4%         \$32,063,174           10         Vertime         2,600,099         95,504         3.7%         2,704,603           11         15,55,502         20,707         1.3%         15,763,763         1,763,76           24         Cuertime         3,600,99         \$2,051,023         4.2%         \$505,31,513           24         ASCME Labor         115,13,133         3,2%         3,521,133           25         ASCME Fringe Benefits         14,673,973         1,13,133         3,2%         3,521,133           26         ITEX         \$500,688,76         \$4,140,566	-		2,171	18	0.8%	2,189
13         Overtime         13,099,550         293,354         2.2%         13,392,903           ATU Fringe Benefits         61,495,896         2,713,927         4.4%         64,209,823           Total ATU Labor         \$191,104,580         \$12,107,494         6.3%         \$203,312,074           Total ATU Labor         \$10,104,580         \$12,107,494         6.3%         \$203,212,074           Total ATU Labor         \$10,104,580         \$12,107,494         6.3%         \$203,212,074           Salary         \$30,315,362         \$1,747,812         5.8%         \$32,063,174           Overtime         2,609,099         95,504         3.7%         2,704,603           Total TCU Labor         \$48,480,490         \$2,051,023         4.2%         \$50,531,513           Total TCU Labor         \$48,480,490         \$2,051,023         4.2%         \$50,531,513           ASCME Labor         -         -         -         -         -           Salary         \$42,506,597         \$2,313,564         5.4%         \$44,820,161         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -	11					
14         ATU Fringe Benefits         61,495,896         2,713,927         4.4%         64,209,823           15         Total ATU Labor         \$191,104,580         \$12,107,494         6.3%         \$203,212,074           16         TCU Labor         \$17,17,494         6.3%         \$203,212,074           17         TCU Labor         \$10         \$10         \$10         \$10           18         FTE's         700         3         0.4%         703           14         Overtime         2,609,099         95,504         3.7%         2,704,603           15         JS56,029         207,707         1.3%         15,756,3736           16         Total TCU Labor         \$48,480,490         \$2,051,023         4.2%         \$50,531,513           17         AFSCME Labor         6         1.0%         \$595           16         AFSCME Labor         500,688,576         \$2,313,564         5.4%         \$44,820,161           10         Overtime         3,508,007         113,130         3.2%         3,621,136           16         AFSCME Labor         500,688,576         \$4,140,566         6.8%         \$64,820,143           10         Vertime         3,533,840         \$212,279	12	Salary	\$116,509,135	\$9,100,213	7.8%	\$125,609,347
15       Total ATU Labor       \$191,104,580       \$12,107,494       6.3%       \$203,212,074         16	13	Overtime	13,099,550	293,354	2.2%	13,392,903
16       TCU Labor $3$ $0.4\%$ $703$ 17       TCU Labor $530,315,362$ $51,747,812$ $5.8\%$ $532,063,174$ 19 $530,315,362$ $51,747,812$ $5.8\%$ $532,063,174$ 10       overtime $2,609,099$ $95,504$ $3.7\%$ $2,704,603$ 20       TCU Fringe Benefits $15,556,029$ $207,707$ $1.3\%$ $15,763,736$ 21       Total TCU Labor $548,48,490$ $52,051,023$ $4.2\%$ $550,531,513$ 23       Total TCU Labor $548,48,490$ $52,051,023$ $4.2\%$ $550,531,513$ 24       ArSCME Labor $589$ 6 $1.0\%$ $595$ 26       FTE's $589$ 6 $1.0\%$ $595$ 27       Overtime $3,508,007$ $13,313$ $3.2\%$ $3.621,136$ 28       Salary $542,506,597$ $52,31,554$ $5.4\%$ $544,820,161$ 29       Overtime $3,508,007$ $13,313$ $3.2\%$ $3.621,136$ 31       TEAMSTERS Labor $54140,566$ $6.8\%$ $544,829,143$	14	8			4.4%	
17       TCU Labor       700       3       0.4%       703         18       FTE's       700       3       0.4%       703         19       Vertime       700       3       0.4%       703         10       Vertime       530,315,362       \$1,747,812       5.8%       \$32,063,174         10       Overtime       2,600,099       95,504       3.7%       2,704,603         11       Overtime       5,556,029       207,707       1.3%       15,763,736         10       TCU Labor       \$48,80,490       \$2,051,023       4.2%       \$50,531,513         11       AFSCME Labor       589       6       1.0%       595         12       AFSCME Fringe Benefits       14,673,973       11,713,873       11.7%       16,387,845         13       Total AFSCME Labor       \$60,688,576       \$4,140,566       6.8%       \$64,829,143         13       Total AFSCME Labor       \$60,688,576       \$4,140,566       6.8%       \$64,829,143         14       FTE's       81       -       0.0%       \$61,778         15       Tatal AFSCME Labor       \$61,688,76       \$4,140,566       6.8%       \$64,829,143         13		Total ATU Labor	\$191,104,580	\$12,107,494	6.3%	\$203,212,074
18         FTE's         700         3         0.4%         703           19		moury 1				
19       Salary       S30,315,362       S1,747,812       5.8%       S32,063,174         21       Overtime       2,609,099       95,504       3.7%       2,704,603         23       TCU Fringe Benefits       15,556,029       207,707       1.3%       15,763,736         23       Total TCU Labor       \$48,480,490       \$2,051,023       4.2%       \$50,531,513         24			700	2	0.49/	702
20         Salary         \$30,315,362         \$1,747,812         5.8%         \$32,063,174           21         Overtime         2,609,099         95,504         3.7%         2,704,603           22         TCU Fringe Benefits         15,556,029         207,707         1.3%         15,763,736           24         Salary         \$48,480,490         \$2,051,023         4.2%         \$50,513,151           24         AFSCME Labor         -         -         -         -           25         AFSCME Labor         -         -         -         -           26         FTE's         589         6         1.0%         595           27         Salary         \$42,506,597         \$2,313,564         5.4%         \$44,820,161           29         Overtime         3,508,007         11,3130         3.2%         3,621,136           30         AFSCME Labor         \$60,688,576         \$4,140,566         6.8%         \$64,829,143           31         TeAMSTERS Labor         -         -         -         -           36         Salary         \$3,533,840         \$212,279         6.0%         \$3,746,119           30         Total AFSCME Labor         - <t< td=""><td></td><td>FIE S</td><td>700</td><td>3</td><td>0.4%</td><td>/03</td></t<>		FIE S	700	3	0.4%	/03
21       Overtime       2,609,099       95,504       3.7%       2,704,603         22       TCU Fringe Benefits       15,556,029       207,707       1.3%       15,763,736         23       Total TCU Labor       \$48,480,490       \$2,051,023       4.2%       \$50,531,513         24       AFSCME Labor       -       -       -       -         25       AFSCME Labor       -       -       -       -         26       FTE's       589       6       1.0%       595         7       -		Salary	\$30,315,362	\$1.747.812	5.8%	\$32.063.174
12         TCU Fringe Benefits         15,556,029         207,707         1.3%         15,763,736           13         Total TCU Labor         \$48,480,490         \$2,051,023         4.2%         \$50,531,513           14         AFSCME Labor						
Total TCU Labor         \$48,480,490         \$2,051,023         4.2%         \$50,531,513           AFSCME Labor	22	TCU Fringe Benefits		207,707	1.3%	
AFSCME Labor         FTE's         589         6         1.0%         595           26         FTE's         589         6         1.0%         595           28         Salary         \$42,506,597         \$2,313,564         5.4%         \$44,820,161           29         Overtime         3,508,007         113,130         3.2%         3,621,136           30         AFSCME Fringe Benefits         14,673,973         1,713,873         11.7%         16,387,845           31         Tetal AFSCME Labor         \$60,688,576         \$4,140,566         6.8%         \$64,829,143           32         TetAMSTERS Labor         11.7%         16,387,845         31,746,119           34         FTE's         81         -         0.0%         81           35         TetAMSTERS Labor         53,533,840         \$212,279         6.0%         \$3,746,119           35         TetAMSTERS Fringe Benefits         1,521,425         46,136         3.0%         1,567,561           36         Salary         Staory         \$5,009,949         \$798,118         13.3%         \$6,808,066           40         K         Labor         1,297         14         1,1%         1,111           37	23	Total TCU Labor	\$48,480,490	\$2,051,023	4.2%	\$50,531,513
16         FTE's         589         6         1.0%         595           77         52,313,564         5.4%         \$44,820,161           78         Salary         \$52,313,564         5.4%         \$44,820,161           79         Overtime         3,508,007         113,130         3.2%         3,621,136           70         AFSCME Fringe Benefits         14,673,973         1,713,873         11.7%         16,387,845           71         Tetal AFSCME Labor         \$60,688,576         \$4,140,566         6.8%         \$64,829,143           72         TetAMSTERS Labor         \$1773,873         11.7%         16,387,845           73         TetAMSTERS Labor         \$10,762,086         \$212,279         6.0%         \$3,746,119           74         FTE's         \$1,521,425         46,136         3.0%         1,567,561           74         TetAMSTERS Labor         \$6,009,949         \$798,118         13.3%         \$6,808,066           74         Total TEAMSTERS Labor         \$6,009,949         \$798,118         13.3%         \$6,808,066           74         Total TEAMSTERS Labor         \$1,521,425         46,136         3.0%         1,567,561           75         Labor         \$1,227 </td <td>24</td> <td></td> <td></td> <td></td> <td></td> <td></td>	24					
27 28SalaryS42,506,597S2,313,564S.4%29 29Overtime3,508,007113,1303.2%3,621,13630 315AFSCME Fringe Benefits14,673,9731,713,87311.7%16,387,84531 323Tetal AFSCME Labor\$60,688,576\$4,140,566 $6.8\%$ \$64,829,14333 34TEAMSTERS Labor81-0.0% $81$ 34 35FTE's $81$ -0.0% $81$ 35 36Salary\$3,533,840\$212,279 $6.0\%$ \$3,746,11937 37Overtime954,684539,70356.5%1,494,38738 37 40Tetal TEAMSTERS Labor\$6,009,949\$798,11813.3%\$6,808,06639 41Total TEAMSTERS Labor\$6,009,949\$798,11813.3%\$6,808,06641 42 43FTE's1,297141.1%1,31143 44Salary\$103,762,086\$7,108,072 $6.9\%$ \$110,870,15844 45 46Overtime, As-needed and Interns2,731,911974,8323.3%3,706,74346 47 47Total NC Labor\$141,219,053\$13,542,730 $9.6\%$ \$154,761,78447 47 47 47Total NC Labor\$141,219,053\$13,542,730 $9.6\%$ \$154,761,78448 49 49 49Salary\$23,762,763 $4.9\%$ \$511,031,54050 50 50Salary\$23,762,763 $4.9\%$ \$511,031,54051 51 51Salary\$23,762,763<	25					
28       Salary       \$42,506,597       \$2,313,564       5.4%       \$44,820,161         29       Overtime       3,508,007       113,130       3.2%       3,621,136         30       AFSCME Fringe Benefits       14,673,973       1,713,873       11.7%       16,387,845         31       Total AFSCME Labor       \$60,688,576       \$4,140,566       6.8%       \$64,829,143         32       TEAMSTERS Labor       \$1            34       FTE's       81        0.0%       81         35       Salary       \$3,533,840       \$212,279       6.0%       \$3,746,119         37       Overtime       \$3,533,840       \$212,279       6.0%       \$3,746,119         36       Salary       \$3,533,840       \$212,279       6.0%       \$3,746,119         37       Overtime       \$56,009,949       \$798,118       13.3%       \$6,808,066         40       NC Labor       1       1,297       14       1.1%       1,311         41       NC Labor       \$103,762,086       \$7,108,072       6.9%       \$110,870,158         45       Salary       \$103,762,086       \$7,108,072       6.9%       \$110,870,158		FTE's	589	6	1.0%	595
29         Overtime         3,508,007         113,130         3.2%         3,621,136           30         AFSCME Fringe Benefits         14,673,973         1,713,873         11.7%         16,387,845           31         Total AFSCME Labor         \$60,688,576         \$4,140,566         6.8%         \$64,829,143           32         TEAMSTERS Labor         \$11,17%         16,387,845         \$11,77%         16,387,845           34         FTE's         \$81         0.0%         \$81         \$3,533,840         \$212,279         6.0%         \$3,746,119           35         Overtime         \$3,533,840         \$212,279         6.0%         \$3,746,119           36         Salary         \$3,533,840         \$212,279         6.0%         \$3,746,119           37         Overtime         \$3,533,840         \$212,279         6.0%         \$1,494,387           38         TEAMSTERS Fringe Benefits         1,521,425         46,136         3.0%         1,567,561           30         Total TEAMSTERS Labor         \$6,009,949         \$798,118         13.3%         \$6,6080,066           41         NC Labor         1,297         14         1,1%         1,311           42         FTie's         1,297			¢ (2,506,507	¢2 212 564	F 10/	¢ ( 1 0 20 1 ( 1
AFSCME Fringe Benefits         14,673,973         1,713,873         11.7%         16,387,845           Total AFSCME Labor         \$60,688,576         \$4,140,566         6.8%         \$64,829,143           TEAMSTERS Labor         81         0.0%         81           Tetam STERS Labor         81         0.0%         81           Galary         \$3,533,840         \$212,279         6.0%         \$3,746,119           Overtime         954,684         539,703         56.5%         1,494,387           TEAMSTERS Fringe Benefits         1,521,425         46,136         3.0%         1,567,561           Total TEAMSTERS Labor         \$6,009,949         \$798,118         13.3%         \$6,808,066           Mol         81         3.3%         \$6,808,066         7108,072         6.9%         \$110,870,158           TEAMSTERS Labor         \$103,762,086         \$7,108,072         6.9%         \$110,870,158           Galary         \$103,762,086         \$7,108,072         6.9%         \$110,870,158           Overtime, As-needed and Interms         \$103,762,086         \$7,108,072         6.9%         \$110,870,158           Overtime, As-needed and Interms         \$141,219,053         \$13,542,730         9.6%         \$154,761,784		· ·				
Total AFSCME Labor         \$60,688,576         \$4,140,566         6.8%         \$64,829,143           32         TEAMSTERS Labor         81         -         0.0%         81           34         FTE's         81         -         0.0%         81           35         Salary         \$3,533,840         \$212,279         6.0%         \$3,746,119           37         Overtime         954,684         539,703         56.5%         1,494,387           38         TEAMSTERS Fringe Benefits         1,521,425         46,136         3.0%         1,567,561           39         Total TEAMSTERS Labor         \$6,009,949         \$798,118         13.3%         \$6,808,066           40         Intract Clabor         1,227         14         1.1%         1,311           43         Salary         \$103,762,086         \$7,108,072         6.9%         \$110,870,158           44         Salary         \$103,762,086         \$7,108,072         6.9%         \$110,870,158           45         Overtime, As-needed and Interns         2,731,911         974,832         3.3%         3,706,743           46         NC Labor         \$141,219,053         \$13,542,730         9.6%         \$154,761,784           <						
32         TEAMSTERS Labor         81         -         0.0%         81           34         FTE's         81         -         0.0%         81           35         5         81         -         0.0%         81           36         Salary         \$3,533,840         \$212,279         6.0%         \$3,746,119           37         Overtime         954,684         539,703         56.5%         1,494,387           38         TEAMSTERS Fringe Benefits         1,521,425         46,136         3.0%         1,567,561           39         Total TEAMSTERS Labor         \$6,009,949         \$798,118         13.3%         \$6,808,066           40         NC Labor         -         -         -         -           41         NC Labor         -         -         -         -           42         FTE's         1,297         14         1.1%         1,311           43         Salary         \$103,762,086         \$7,108,072         6.9%         \$110,870,158           5         Overtime, As-needed and Interns         2,731,911         974,832         3.3%         3,706,743           40         Agency-wide         -         -         -		8				
34       FTE's       81       .       0.0%       81         35       5       1       1       1       1         36       Salary       \$\$3,533,840       \$\$212,279       6.0%       \$\$3,746,119         37       Overtime       954,684       539,703       56.5%       1,494,387         38       TEAMSTERS Fringe Benefits       1,521,425       46,136       3.0%       1,567,561         39       Total TEAMSTERS Labor       \$\$6,009,949       \$\$798,118       13.3%       \$\$6,808,066         40       NC Labor       1       1.521,425       46,136       3.0%       1,567,561         41       NC Labor       1       1.521,425       46,136       3.0%       1,567,561         42       FTE's       1,297       1.4       1.1%       1,311         43       Salary       \$103,762,086       \$\$7,108,072       6.9%       \$\$110,870,158         44       Salary       \$103,762,086       \$\$7,108,072       6.9%       \$\$110,870,158         45       Overtime, As-needed and Interns       2,731,911       974,832       3.3%       3,706,743         46       NC Fringe Benefits       34,725,056       5,459,826       15.7%       4			\$00,000,570	\$ 1,2 10,5 00	0.070	\$01,027,110
35 $33$ $33$ $33$ $33$ $33$ $33$ $33$ 36Salary $33,533,840$ $$212,279$ $6.0\%$ $$3,746,119$ 37Overtime $954,684$ $539,703$ $56.5\%$ $1,494,387$ 38TEAMSTERS Fringe Benefits $1,521,425$ $46,136$ $3.0\%$ $1,567,561$ 39Total TEAMSTERS Labor $$6,009,949$ $$798,118$ $13.3\%$ $$6,808,066$ 40NC Labor $1.297$ $14$ $1.1\%$ $1,311$ 43FTE's $1,297$ $14$ $1.1\%$ $1,311$ 44Salary $$103,762,086$ $$7,108,072$ $6.9\%$ $$110,870,158$ 45Overtime, As-needed and Interns $2,731,911$ $974,832$ $3.3\%$ $3,706,743$ 46NC Fringe Benefits $34,725,056$ $5,459,826$ $15.7\%$ $40,184,882$ 47Total NC Labor $$1141,219,053$ $$13,542,730$ $9.6\%$ $$154,761,784$ 48Agency-wide $9,093$ $46$ $0.5\%$ $9,139$ 51 $51ay$ $$23,762,763$ $4.9\%$ $$511,031,540$ 52Salary $$487,268,777$ $$23,762,763$ $4.9\%$ $$511,031,540$ 53Overtime and As-needed, TDP $90,176,996$ $3,200,203$ $3.5\%$ $93,377,199$ 54Fringe Benefits $221,680,677$ $10,849,686$ $4.9\%$ $232,530,363$	33	TEAMSTERS Labor				
36       Salary       \$3,533,840       \$212,279       6.0%       \$3,746,119         37       Overtime       954,684       539,703       56.5%       1,494,387         38       TEAMSTERS Fringe Benefits       1,521,425       46,136       3.0%       1,567,561         39       Total TEAMSTERS Labor       \$6,009,949       \$798,118       13.3%       \$6,808,066         40       NC Labor	34	FTE's	81	-	0.0%	81
37       Overtime       954,684       539,703       56.5%       1,494,387         38       TEAMSTERS Fringe Benefits       1,521,425       46,136       3.0%       1,567,561         39       Total TEAMSTERS Labor       \$6,009,949       \$798,118       13.3%       \$6,808,066         40       NC Labor	35					
38       TEAMSTERS Fringe Benefits       1,521,425       46,136       3.0%       1,567,561         39       Total TEAMSTERS Labor       \$6,009,949       \$798,118       13.3%       \$6,808,066         40       NC Labor		,		. ,		
39         Total TEAMSTERS Labor         \$6,009,949         \$798,118         13.3%         \$6,808,066           40         NC Labor         1,297         14         1.1%         1,311           42         FTE's         1,297         14         1,1%         1,311           43         Salary         \$103,762,086         \$7,108,072         6.9%         \$110,870,158           50         Overtime, As-needed and Interns         2,731,911         974,832         3.3%         3,706,743           46         NC Fringe Benefits         34,725,056         5,459,826         15.7%         40,184,882           47         Total NC Labor         \$141,219,053         \$13,542,730         9.6%         \$154,761,784           48         Agency-wide						
40       NC Labor       1       1       1       1         41       NC Labor       1,297       14       1.1%       1,311         42       FTE's       1,297       14       1.1%       1,311         43       Salary       \$103,762,086       \$7,108,072       6.9%       \$110,870,158         44       Salary       \$103,762,086       \$7,108,072       6.9%       \$110,870,158         50       Overtime, As-needed and Interns       2,731,911       974,832       3.3%       3,706,743         48       Agency-wide       \$141,219,053       \$13,542,730       9.6%       \$154,761,784         49       Agency-wide						
11       NC Labor       1,297       14       1,1%       1,311         42       FTE's       1,297       14       1.1%       1,311         43		Iotal IEAMSIERS Labor	\$6,009,949	\$/98,118	13.3%	\$6,808,066
42       FTE's       1,297       14       1.1%       1,311         43       44       Salary       \$103,762,086       \$7,108,072       6.9%       \$110,870,158         44       Salary       \$103,762,086       \$7,108,072       6.9%       \$110,870,158         45       Overtime, As-needed and Interns       2,731,911       974,832       3.3%       3,706,743         46       NC Fringe Benefits       34,725,056       5,459,826       15.7%       40,184,882         47       Total NC Labor       \$141,219,053       \$13,542,730       9.6%       \$154,761,784         48       Agency-wide		NC Labor				
43       44       Salary       \$103,762,086       \$7,108,072       6.9%       \$110,870,158         44       Salary       \$103,762,086       \$7,108,072       6.9%       \$110,870,158         45       Overtime, As-needed and Interns       2,731,911       974,832       3.3%       3,706,743         46       NC Fringe Benefits       34,725,056       5,459,826       15.7%       40,184,882         47       Total NC Labor       \$141,219,053       \$13,542,730       9.6%       \$154,761,784         48       FTE's       9,093       4.6       0.5%       9,139         50       FTE's       9,093       4.6       0.5%       9,139         51       5       53,207,26,763       4.9%       \$5511,031,540         52       Salary       \$487,268,777       \$23,762,763       4.9%       \$5511,031,540         53       Overtime and As-needed, TDP       90,176,996       3,200,203       3.5%       93,377,199         54       Fringe Benefits       221,680,677       10,849,686       4.9%       232,530,363			1,297	14	1.1%	1.311
45       Overtime, As-needed and Interns       2,731,911       974,832       3.3%       3,706,743         46       NC Fringe Benefits       34,725,056       5,459,826       15.7%       40,184,882         47       Total NC Labor       \$1141,219,053       \$13,542,730       9.6%       \$154,761,784         48       Agency-wide			1,257	11	111/0	1,511
46       NC Fringe Benefits       34,725,056       5,459,826       15.7%       40,184,882         47       Total NC Labor       \$13,542,730       9.6%       \$154,761,784         48       Agency-wide	44	Salary	\$103,762,086	\$7,108,072	6.9%	\$110,870,158
47       Total NC Labor       \$141,219,053       \$13,542,730       9.6%       \$154,761,784         48       Agency-wide	45	Overtime, As-needed and Interns	2,731,911	974,832	3.3%	3,706,743
48     Agency-wide       50     FTE's       51     51       52     Salary       53     Overtime and As-needed, TDP       54     Fringe Benefits       55     221,680,677       56     4.9%       57     232,530,363			34,725,056		15.7%	
49         Agency-wide		Total NC Labor	\$141,219,053	\$13,542,730	9.6%	\$154,761,784
50     FTE's     9,093     46     0.5%     9,139       51						
51     51     52     Salary     \$487,268,777     \$23,762,763     4.9%     \$511,031,540       53     Overtime and As-needed, TDP     90,176,996     3,200,203     3.5%     93,377,199       54     Fringe Benefits     221,680,677     10,849,686     4.9%     232,530,363			0.002	16	0.50/	0.120
52     Salary     \$487,268,777     \$23,762,763     4.9%     \$511,031,540       53     Overtime and As-needed, TDP     90,176,996     3,200,203     3.5%     93,377,199       54     Fringe Benefits     221,680,677     10,849,686     4.9%     232,530,363		FIES	9,093	46	0.5%	9,139
53         Overtime and As-needed, TDP         90,176,996         3,200,203         3.5%         93,377,199           54         Fringe Benefits         221,680,677         10,849,686         4.9%         232,530,363		Salary	\$487 268 777	\$23,762,763	4 9%	\$511 031 540
54         Fringe Benefits         221,680,677         10,849,686         4.9%         232,530,363						
		· · · · · · · · · · · · · · · · · · ·				
33 IOIAI Agency-wide Salary and Denemis [ \$/99,126,449   \$3/,812,652 4./%] \$836,939,101		Total Agency-wide Salary and Benefits	\$799,126,449	\$37,812,652	4.7%	\$836,939,101

# Proposed Salary and Benefits by Union Group

Adopt Proposed Fiscal Year 2009 Budget

# ATTACHMENT B

# Non-Represented Employee Salary Schedule

HOURLY

ANNUAL

Pay Grade	MINIMUM	MIDPOINT	MAXIMUM		MINIMUM	MIDPOINT	MAXI
H1A	\$12.67	\$15.83	\$19.00		\$26,347.78	\$32,934.72	\$39,52
H1B	\$13.58	\$16.98	\$20.37		\$28,251.39	\$35,314.24	\$42,37
H1C	\$14.68	\$18.36	\$22.03		\$30,544.38	\$38,180.48	\$45,81
H1D	\$15.91	\$19.89	\$23.87		\$33,096.96	\$41,371.20	\$49,64
H1E	\$17.32	\$21.64	\$25.97		\$36,017.28	\$45,016.19	\$54,01
H1F	\$18.97	\$23.71	\$28.45		\$39,456.77	\$49,320.96	\$59,18
H1G	\$20.86	\$26.08	\$31.30		\$43,393.79	\$54,253.06	\$65,11
H1H	\$23.00	\$28.76	\$34.51	ſ	\$47,849.98	\$59,812.48	\$71,77
H1I	\$24.67	\$30.83	\$36.99		\$51,311.10	\$64,128.06	\$76,94
H1J	\$26.56	\$33.21	\$39.85	ſ	\$55,248.13	\$69,070.98	\$82,89
H1K	\$28.71	\$35.89	\$43.07		\$59,725.95	\$74,652.03	\$89,57
H1L	\$31.23	\$39.03	\$46.83		\$64,960.90	\$81,184.90	\$97,40
H1M	\$34.10	\$42.62	\$51.15	Ī	\$70,931.33	\$88,658.75	\$106,3
H1N	\$37.42	\$46.77	\$56.12		\$77,831.94	\$97,279.10	\$116,7
H10	\$41.22	\$51.52	\$61.83		\$85,727.62	\$107,164.93	\$128,6
H1P	\$45.59	\$56.99	\$68.38		\$94,834.69	\$118,532.54	\$142,2
H1Q	\$50.66	\$63.32	\$75.97		\$105,369.47	\$131,695.62	\$158,0
H1R	\$55.07	\$68.83	\$82.60	ſ	\$114,541.44	\$143,171.39	\$171,8
H1S	\$58.44	\$73.04	\$87.65		\$121,550.21	\$151,932.35	\$182,3
H1T	\$60.73	\$75.91	\$91.10	ſ	\$126,309.25	\$157,902.78	\$189,4
HAA	\$64.60	\$80.76	\$96.91	Ī	\$134,377.98	\$167,972.48	\$201,5
HBB	\$68.58	\$85.72	\$102.87	ſ	\$142,641.41	\$178,301.76	\$213,9
НСС	\$91.64	\$112.84	\$134.04	Ī	\$190,621.18	\$234,707.20	\$278,7
HDD	\$114.71	\$139.95	\$165.19	Ī	\$238,600.96	\$291,101.82	\$343,6
HFF	\$138.65	\$169.16	\$199.66		\$288,397.82	\$351,844.48	\$415,2

# ATTACHMENT C

	Category	FY09 Proposed
1	Administration <sup>(1)</sup>	\$1,897,643
2	Capital Projects	754,730
3	Homeland Security Grant Projects	6,108,526
4	Law Enforcement <sup>(2)</sup>	56,501,089
5	Fare Inspectors <sup>(3)</sup>	7,220,847
6	Law Enforcement - Metrolink	1,760,288
7	Law Enforcement - Munis	591,310
8	Metro Transit Police <sup>(2)(3)</sup>	7,116,799
9	Private Security Contracts	3,749,172
10	Total	\$85,700,404

# Proposed Security Budget

<sup>(1)</sup> Administration includes Non-contract (NC) direct labor, NC overtime, NC fringe benefits, NC workers' compensation, NC non-work time, professional and technical services, travel, seminar/conference fees, and office supplies.

<sup>(2)</sup> Subject to change upon new Metro Security Program to be presented to the Board in early FY09

<sup>(3)</sup> Metro Transit Police includes TEAMSTERS direct labor, overtime, fringe benefits, non-work time, uniforms, training programs and workers' compensation.

# ATTACHMENT D

# **Revised Revenue Service Hours**

		FY09 Revenue Service Hours	Estimated Marginal Operating Cost	Impact to FY09 Budget
1	June 2008 Service Reduction			
2	Trip Thinning	(215,000)	\$80	(\$17,200,000)
3	Limited Stop Service	(81,000)	\$80	(6,480,000)
4	Duplicate and Under Performing Lines	(148,400)	\$80	(11,872,000)
5	Owl Service	(7,600)	\$80	(608,000)
6				
7	December 2008 Service Reduction	(100,000)	\$80	(8,000,000)
8	Service Reduction Subtotal	(552,000)	\$80	(44,160,000)
9				
10	Six New Rapid Bus Lines	193,000	\$80	15,440,000
11	Conforming Three Existing Rapid Bus Lines	44,000	\$80	3,520,000
12	Service Increase Subtotal	237,000	\$80	18,960,000
13				
14	Total Service Changes (Reduction + Increase)	(315,000)		(25,200,000)
15				
16	Add			
17	Duplicate and Under Performing Lines	148,800	\$80	11,872,000
18	Owl Service	7,600	\$80	608,000
19	December Service Changes	100,000	\$80	8,000,000
20	Total Service Added to FY09 Proposed Budget	256,000		20,480,000

# ATTACHMENT E

# Sustainability Program

# The Transportation Sustainability Policy Manager (FTE 1)

### Coordination Role:

- 1. Develop AB 32 guidance and targets with the Air Resource Board (ARB) and air quality policy with the South Coast Air Quality Management District (SCAQMD);
- 2. Develop Regional Transportation Plan guidelines for sustainability and climate change for AB 32 with the California Transportation Commission (CTC);
- 3. Develop land-use and fuels policies for AB 32 with the California Energy Commission;
- Develop the California Environmental Quality Act (CEQA) guidelines for AB
   32 with the Office of Planning and Research;
- 5. Develop policy and protocol with the California Climate Change Action Registry and the Climate Registry;
- 6. Develop all the other land-use TOD type elements and public-private partnerships with Business Transportation Housing;
- 7. Coordinate the development of transit industry policy and standards with APTA and other industry groups;
- 8. Coordinate with the Transportation Research Board and other research bodies who are developing policy and guidance;
- 9. Coordinate and develop new State and Federal Greenhouse Gas/Energy conservation related legislation affecting Federal Re-authorization, Federal Carbon-Cap and Trade, and other carbon finance mechanisms;
- 10. Coordinate as the point of contact and clearinghouse for 88 cities, county, and 20 special districts;
- 11. Liaise with other key public, private, and community stakeholders; and
- 12. Work closely with Transportation Sustainability Energy Manager to provide latest policy input, direction, and regulation germane to our business units.

### Deliverables:

- 1. Protect and promote our interests in the development of various policies and programs;
- 2. Review and update Planning and Programming policies (Call for Projects, TOD, Long Range Plan, etc.);
- 3. Develop regional sustainability and Climate Change Action plan;
- 4. Develop and monitor regional Greenhouse Gas (GHG) emissions footprint;
- 5. Develop regional transportation performance indicators; and
- 6. Develop regional GHG input for Annual Sustainability Report.

# ATTACHMENT E (continued)

# The Transportation Sustainability Energy Manager (FTE 2)

### Coordination Role:

- 1. Work closely with Transportation Sustainability Policy Manager to implement specific projects and programs germane to our business units.
- 2. Coordinate as the point of contact and clearinghouse for our business units.
- 3. Coordinate with Clean Fuel and Vehicle Efficiency standards groups and other similar groups;
- 4. Coordinate with green building industry groups and our business units;
- 5. Coordinate and develop Environmental Compliance standards and regulatory monitoring; and
- 6. Coordinate with energy conservation/recycling and resource reduction industry groups and other similar groups.

# Deliverables:

- 1. Develop and monitor green construction, energy, and operations management programs;
- 2. Develop Green Procurement and maintenance programs;
- 3. Renewable energy and energy incentives programs implementation and monitoring;
- 4. Green fleet management best practices development;
- 5. Develop recycling and resource conservation programs;
- 6. Develop water and energy conservation programs;
- 7. Develop efficiency and performance metrics; and
- 8. Develop Corporate GHG input for Annual Sustainability Report.