

REPORT OF THE CEO

A weekly report
from the office
of the CEO

November 7, 1994



This month, some long-delayed merger

issues will take center stage. I hope the board will take action on our ancillary benefits package, including the holiday time-off policy.

We've barely had time to catch our breath between the first of the year and now. I don't have to tell you that staff has had its plate full implementing emergency earthquake service, coping with layoffs and a hiring freeze, coping with a nine-day work stoppage, developing a new fare structure that remains, to date, unresolved in federal court, getting to the bottom of the tunnel construction trouble, and, now, launching a new rail construction committee. All MTA staff are to be commended for their performance as they faced these difficult challenges.

Salary and Ancillary Benefits

Staff proposals for a uniform policy for both salary and ancillary benefits are on the calendar for the November 9 meeting of the board's Executive Management Committee. The ancillary benefits proposal is essentially the same as the variation that was thoroughly discussed and considered at the June meeting of the Finance, Budget and Efficiency Committee. No action was

taken at that time with the understanding that the subject would be considered along with the salary proposal.

Meanwhile, five employee meetings have been held to explain the salary proposal. Employees indicated that they wanted a telephone hotline where they could register their concerns and ask additional questions. Judith Pierce tells me that such a hotline will be in place sometime next week. Stay tuned for the phone number. Everyone should know their salary range by next week.

Thanksgiving Holiday

As we near the Thanksgiving Holiday, some of you have expressed disappointment at the disparity for allowed holiday time off between employees of the two former agencies. Of course, the adoption of an agency-wide ancillary benefits package will end the differing practices.

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Dep. Executive Officer, Strategic Planning Hired

Shirley Komoto Miamoni will join the MTA on November 14 as the deputy executive officer for strategic planning and organizational development, reporting to Judith Pierce. She will play a key role in developing and implementing a long-range strategic management plan and MTA's quality program. This will include working with department heads to formulate goals and objectives. Her office also will provide internal business consulting to other MTA divisions.

Talent and Achievements

Shirley has 20 years of experience in strategic, operations, and project planning. Over the past three years, her consulting firm has done business for MCA Recreation Services and Universal Studios Hollywood, Disney Development Company, Transamerica Occidental, Sony Pictures, and Los Angeles International Airport.

Known in the industry as a consensus builder, Shirley was responsible for the strategic planning and business development consulting group for Walt Disney Imagineering. At one time, she had the project finance responsibility for the monorail beam way, and all transportation systems in the building of EPCOT Center.

Senate/Assembly Hearing

Last Wednesday, I reported on our Metro Red Line construction situation to a joint Senate and Assembly Transportation Committee hearing held at the Roosevelt Hotel in Hollywood, not far from where we are building Segment 2. There were several points that I strongly emphasized to the committee:

- We are deeply concerned for the welfare of Hollywood residents and their businesses, and we recognize our responsibility to them.
- The MTA's administration is moving swiftly to restructure our organization to ensure that mistakes of the past are not repeated.
- There will be no excuses for jobs poorly done, because we intend to have no jobs poorly done.
- The MTA has assumed greater responsibility for quality assurance and safety.
- The system we have built so far is safe, dependable and will have a long life.

We can, and we will, regain the public's confidence in our ability to successfully manage construction of this complex and demanding project.

— Franklin White

*I welcome your comments and questions in response to **CEO Report**, which is designed to provide employees with direct communication with my office. Please contact either of my Special Assistants, Michael Gonzalez at 244-7476, or Phyllis Tucker at 244-6191. Also, employees can fax comments to 244-6014.*

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