

Public Hearing on Orange County
Transportation Authority's
Fiscal Year 2019-20
Budget and Personnel and Salary
Resolution

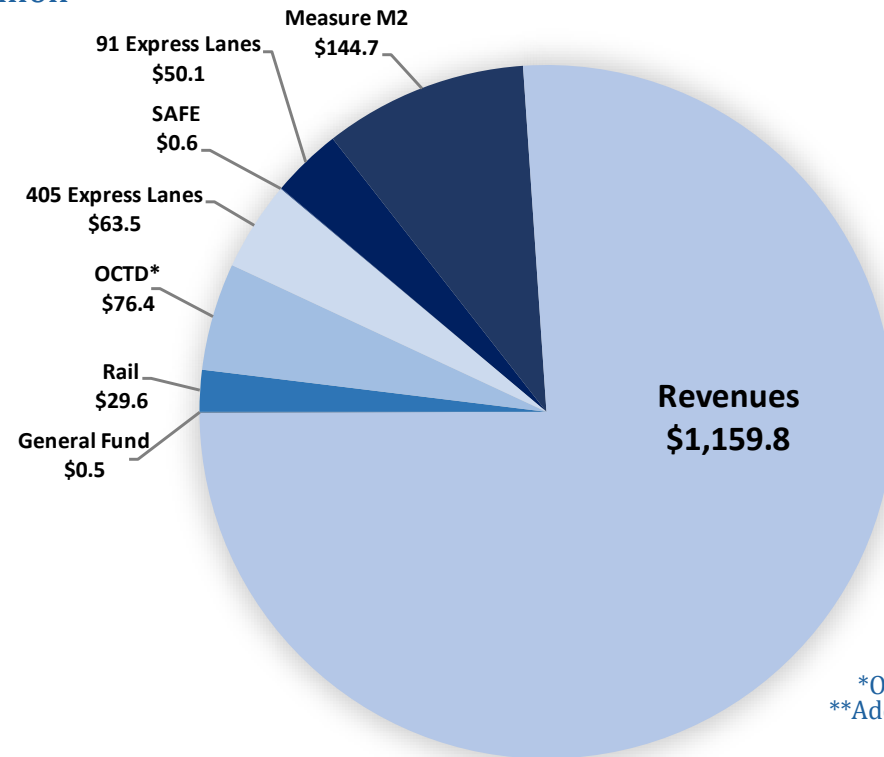
Budget Themes

- Balanced budget reflects Board of Directors (Board) and Chief Executive Officer Initiatives
- Delivers on Capital Projects
 - Interstate 405 Improvement Project
 - Interstate 5 improvement projects in both South County and Central County
 - OC Streetcar construction, vehicle delivery, and operations and maintenance contract
- Continuation of OC Bus 360°
 - No fare increase
 - Consumed fixed-route revenue hours to increase by 1.4 percent to 1.63 million based on the first full year of operations for Bravo! Route 529
 - Continuation of OC Flex on-demand micro transit pilot service

Budget Overview

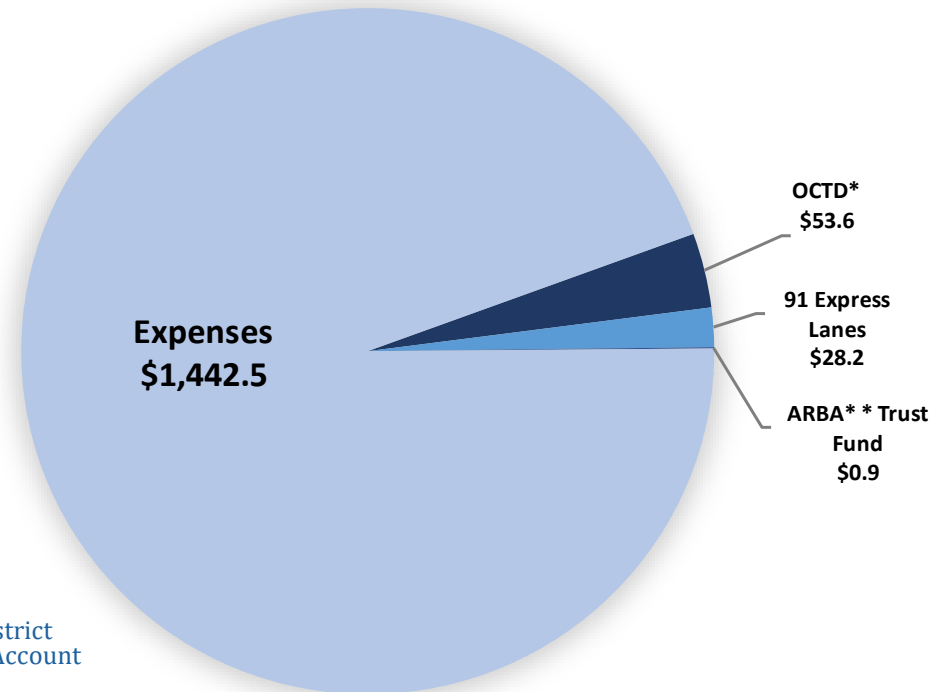
Use of Prior Year
Designations
\$365.4 million

Source of Funds \$1,525.2 million



*Orange County Transit District
**Additional Retiree Benefit Account

Use of Funds \$1,525.2 million



Designations
\$82.7 million

Budget Sources and Uses

In Millions Sources	FY* 2018-19 Approved Budget	FY* 2019-20 Proposed Budget	Change \$	Change %
Revenues	\$ 1,068.1	\$ 1,159.8	\$ 91.7	8.6%
Use of Prior Year Designations	237.8	365.4	127.6	53.7%
Total Revenue / Use of Designations	\$ 1,305.9	\$ 1,525.2	\$ 219.3	16.8%
Uses				
Salaries and Benefits	\$ 163.6	\$ 169.7	\$ 6.1	3.7%
LOSSAN** Salaries and Benefits	2.4	2.7	0.3	12.5%
Services and Supplies	328.3	373.6	45.3	13.8%
Contributions to Other Agencies	189.9	169.7	(20.2)	-10.6%
Interest/Debt Service	56.6	59.0	2.4	4.2%
Capital	484.8	667.8	183.0	37.7%
Designations	80.3	82.7	2.4	3.0%
Total Expenditures / Designations	\$ 1,305.9	\$ 1,525.2	\$ 219.3	16.8%

*Fiscal Year

**Los Angeles – San Diego – San Luis Obispo Rail Corridor Agency

Staffing Levels

OCTA Staffing	FY 2018-19 FTE*	FY 2019-20 FTE*	FY 2019-20 New Hires	FY 2019-20 Reductions	Difference
Administrative	493.0	498.5	5.5	-	5.5
Union	847.0	834.0	2.0	(15.0)	(13.0)
Coach Operators	639.0	634.0	-	(5.0)	(5.0)
Maintenance	171.0	163.0	2.0	(10.0)	(8.0)
Facility Technicians and Parts Clerks	37.0	37.0	-	-	-
OCTA Positions	1,340.0	1,332.5	7.5	(15.0)	(7.5)
LOSSAN	13.0	14.0	1.0	-	1.0
Total Authority Positions	1,353.0	1,346.5	8.5	(15.0)	(6.5)

*Full-Time Equivalent

Employee Compensation Assumptions

- Employees Subject to Collective Bargaining Agreement
 - Coach Operators (634 employees)
 - Collective bargaining agreement effective through April 30, 2020
 - Maintenance (163 employees)
 - Collective bargaining agreement effective through September 30, 2019
 - Facilities technicians and parts clerks (37 employees)
 - Collective bargaining agreement effective through March 31, 2020
- Administrative Employees (498.5 + 14 LOSSAN employees)
 - Employees are not represented
 - Compensation governed by the Personnel and Salary Resolution, which is approved annually as part of the budget
 - Salary grade ranges are developed based upon scope, level of work performed, and external market data
 - Recommend 2 percent adjustment to grade ranges

Personnel and Salary Resolutions

- Pertaining to Administrative employees
 - Employees are at-will
 - No cost of living adjustments, no step increases, no automatic increases of any type
- Merit Pool of 4 percent
 - Base-building adjustment to annual salary
 - Salary increases are based on a pay-for-performance program
 - Every employee has a performance plan and receives an annual performance review
 - Raises will range from 0 percent to 6 percent based on annual performance review – average will not exceed 4 percent
- Bonus Pool of 4 percent
 - Non-base building – does not increase annual salary
 - Bonuses are given throughout the year for specific, exceptional performance in a defined goal area
 - Part of rewards and recognition program
- Vacation benefit market adjustment

Recommendations

- Approve by Resolution the Orange County Transportation Authority's Fiscal Year 2019-20 budget
- Approve the Personnel and Salary Resolution for Fiscal Year 2019-20
- Authorize the Chief Executive Officer to negotiate and execute the software and hardware licensing, maintenance, and emergency support purchase orders and/or agreements
- Approval of fiscal year 2019-20 Orange County Transportation Authority member agency contribution to the Southern California Regional Rail Authority in an amount up to \$30,287,870, including authorization of Federal Transit Administration funds, in the amount up to \$8,500,000, to be drawn down directly by Southern California Regional Rail Authority. In addition, approve capital and rehabilitation, expenditure budget contingent upon all member agencies approval of their respective capital and rehabilitation expenditure budget. Orange County Transportation Authority's (OCTA) portion of the costs for capital is \$515,980 and \$12,679,851 for rehabilitation.

Next Steps

- Back-up Public Hearing – Board (public hearing and approval)

June 24