Orange County Transportation Authority Fiscal Year 2023-24 **Budget Workshop** \mathbf{OCTA}

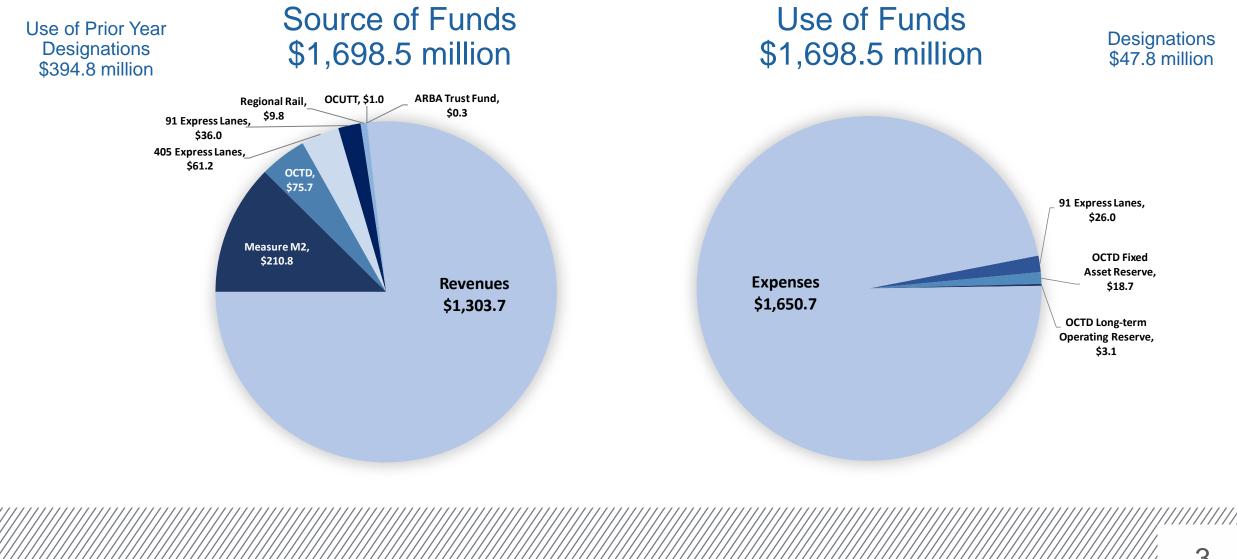


Budget Themes

- Anticipating moderate increase in sales tax receipts
- Sustaining bus operations despite exhausting federal relief funds
- Ongoing investment in zero-emission buses and infrastructure
- 91 Express Lanes continues to meet commitments
- Opening of 405 Express Lanes in late 2023 with completion of construction

- Delivering Measure M2 Next 10
 Plan as promised
- Metrolink service continues at 90 percent of pre-pandemic service levels
- Advancing coastal rail resiliency
 planning
- OC Streetcar construction continues

Budget Overview



Planned Use of Prior Year Designations

In Millions Fund	Program	Ар	2022-23 proved udget	Pro	2023-24 posed udget
Local Transportation Authority Measure M2	Freeways, Streets & Roads, and M2 Transit	\$	154.9	\$	210.8
Orange County Transit District	Bus Capital		132.0		75.7
405 Express Lanes	Express Lanes		88.7		61.2
91 Express Lanes	SR-91 and Rail Station Corridor Improvements		39.9		36.0
Regional Rail	Regional Rail Capital and Operations		-		9.8
Orange County Unified Transportation Trust	Freeways		0.0		1.0
Additional Retiree Benefit Account (ARBA) Fund	ARBA Contributions		-		0.3
Total Use of Prior Year Designations		\$	415.5	\$	394.8

Budget Sources and Uses

In Millions Sources	FY 2022-23 Approved Budget	FY 2023-24 Proposed Budget	Change \$
Revenues	\$ 1,234.7	\$ 1,303.7	\$ 69.0
Use of Prior Year Designations	415.5	394.8	(20.7)
Total Revenue / Use of Designations	\$ 1,650.2	\$ 1,698.5	\$ 48.3
Uses			
Salaries and Benefits	\$ 187.3	\$ 200.5	\$ 13.2
Deferred Compensation Payment	-	8.0	8.0
LOSSAN Funded Salaries and Benefits	3.9	4.1	0.2
Services and Supplies	339.6	475.6	136.0
Contributions to Other Agencies	181.3	211.7	30.4
Interest/Debt Service	97.8	77.8	(20.0)
Capital	635.2	673.0	37.8
Designations	205.1	47.8	(157.3)
Total Expenditures / Designations	\$ 1,650.2	\$ 1,698.5	\$ 48.3

, LOSSAN - , Los Angeles – San Diego – San Luis Obispo Rail Corridor

FY – Fiscal Year

Revenues

	FY 2022-23	FY 2023-24	
In Millions	Approved	Proposed	Change
Sources	Budget	Budget	\$
M2 Local Transportation Authority 1/2 Cent Sales Tax	\$417.2	\$461.6	\$44.4
Federal Grants	247.8	271.6	23.8
Local Transportation Fund 1/4 Cent Sales Tax	212.6	230.7	18.1
Interest	30.2	83.4	53.2
Express Lanes (Toll and Non-Toll)	54.6	77.2	22.6
State Transit Assistance	21.9	51.3	29.4
Passenger Fares	37.7	40.6	2.9
Senate Bill 1 (SB-1)	29.7	29.6	(0.1)
Property Tax	17.8	18.4	0.6
State Grants	14.0	17.8	3.8
Other	8.7	10.5	1.8
Senate Bill 1 (SB-1) - State Transit Assistance	24.7	6.9	(17.8)
Advertising	4.0	4.1	0.1
Federal Relief Revenue	113.8	-	(113.8)
Subtotal Sources	\$ 1,234.7	\$ 1,303.7	\$ 69.0
Use of Prior Year Designations	415.5	394.8	(20.7)
Total Revenues / Use of Designations	\$ 1,650.2	\$ 1,698.5	\$ 48.3

M2 – Measure M2

In Millions Sales Tax		LTA		LTE
FY 2022-23 Approved Budget	\$	417.2	\$	212.6
FY 2022-23 Year-End Estimate	Ψ	449.9	Ψ	226.4
FY 2023-24 Sales Tax Growth Rate		2.6%		1.9%
FY 2023-24 Proposed Budget	\$	461.6	\$	230.7

LTA – Local Transportation Authority LTF – Local Transportation Fund

Expenditures

In Millions Uses	Ap	2022-23 oproved Budget	Pr	2023-24 oposed Budget	С	hange \$	
Salaries and Benefits	\$	191.2	\$	212.6	\$	21.4	
OCTA Salaries and Benefits		187.3		200.5		13.2	
Deferred Compensation Payment		-		8.0		8.0	
LOSSAN Funded Salaries and Benefits		3.9		4.1		0.2	
Services and Supplies	\$	339.7	\$	475.6	\$	135.9	
Professional and Outside Services		180.2		258.1		77.9	
Contract Transportation Services		109.9		153.5		43.6	
Maintenance Parts and Fuel		25.7		32.7		7.0	
General & Administration		11.2		18.8		7.6	
Insurance Claims/Premiums		12.7		12.5		(0.2)	
Contributions to Other Agencies	\$	181.3	\$	211.7	\$	30.4	
Measure M2 Local Fair Share		71.0		81.0		10.0	
Contributions to Other Agencies		61.3		74.6		13.3	
Measure M2 Regional Capacity		49.0		56.1		7.1	
Interest / Debt Service	\$	97.7	\$	77.8	\$	(19.9)	
Interest Expense		70.7		49.4		(21.3)	
Long-Term Debt Principal Payments		27.0		28.4		1.4	
Capital	\$	635.2	\$	673.0	\$	37.8	
Subtotal Uses	\$	1,445.1	\$	1,650.7	\$	205.6	
Designations		205.1		47.8		(157.3)	
Total Expenditures / Designations	\$	1,650.2	\$	1,698.5	\$	48.3	

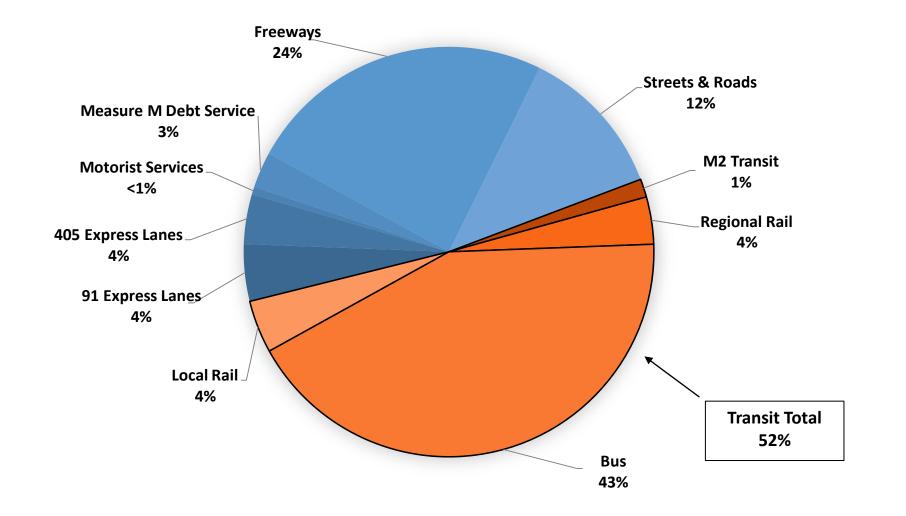
Key Expenditures by Fund

	Human Resources Information System (HRIS)	\$	7,750,000	Human Resources Information System replacement project
General Fund	Transportation Planning and Studies	\$	4,745,250	Transit corridor and regional mobility studies
	Bicycle and Pedestrian Facilities	\$	4,608,740	OCTA awards to local agencies for bicycle and pedestrian facilities
	Hardware/Software Maintenance	\$	1,577,754	Annual OCTA maintenance and support for infrastructure hardware and software
	Data Center Co-Location Hardware/Software	\$	1,100,000	Annual data center co-location hardware and software expenses
	SR-55, I-405 to SR-91 (Project F)	\$	145,401,627	Right-of-way capital, utilities, and support services
	I-5, SR-73 to El Toro Road (Project C)	\$		Construction capital, right-of-way capital, and construction management services
	I-405, SR-73 to I-605 (Project K)	\$	85,274,407	Construction and right-of-way capital and utilities
	Local Fair Share (Project Q)	\$	81,212,172	18 percent of M2 net revenues to local agencies for streets and roads
	Regional Capacity Program (Project O)	\$	56,368,500	Competitive funding for local agency streets and roads projects
	Regional Traffic Signal Synchronization (Project P)	\$	47,234,000	Signal synchronization projects to be implemented along OC Corridors
	I-5, I-405 to SR-55 (Project B)	\$	25,366,000	Right-of-way capital and support services
Measure M2	SR-91, SR-55 to SR-57 (Project I)	\$	21,770,612	Right-of-way capital, utilities, and design services funded by 91 Express Lanes
Measure MZ	Clean-up Highway/Street Runoff (Project X)	\$	15,818,150	Payments for M2 environmental cleanup program projects
	Community-Based Transit Circulator (Project V)	\$		Payments to local jurisdictions to operate community transit circulators
	Senior Mobility and Non-Emergency Medical Programs (Project U)	\$	8,857,244	Senior Non-Emergency Medical Transportation and Senior Mobility Program payments to local agencies
	Freeway Environmental Mitigation	\$	6,481,162	M2 mitigation program endowment, property acquisition, and restoration projects
	Local Transportation Authority (LTA) - California Department of Tax and Fee Administration (CDTFA)	\$	4,569,901	LTA CDTFA fees for the collection and distribution of the local sales tax
	I-605, Katella Ave. Interchange (Project M)	\$		Construction capital and right-of-way capital and utilities
	SR-57, Orangewood Ave. to Katella Ave. (Project G)	\$		Right-of-way capital, utilities, and design services
	Safe Transit Stops (Project W)	\$	1,325,000	Grants to cities for previously approved bus stop improvement projects
Measure M2 Debt	Tax-Exempt Bonds	\$	54,871,900	Interest and principal payment for Measure M2 bonds
Local Rail	OC Streetcar	\$	80,907,906	Construction, construction management, right-of-way, site work, and start-up
		•		
91 Express Lanes	91 Express Lanes	\$	34,980,352	Contracted operations, debt repayment, and roadway operations contractor
	405 Europea - Lance	\$	04 4 40 000	
405 Express Lanes	405 Express Lanes	Þ	81,140,260	Contracted operations, construction capital, toll management, and back office system
	Workers' Compensation	\$	7 367 120	Claims expense and liability insurance related to workers' compensation
Internal Service Funds	Personal Liability and Property Damage Legal, Insurance, and Claims	Ψ \$		Legal fees, liability and property insurance, and broker services
	r oroonal Easing and r operty Damage Legal, mourance, and Olamo	Ψ	-,0-0,170	Logar roos, induity and property insurance, and broker services
Motorist Services	Motorist Services	\$	10 996 692	Freeway Service Patrol (FSP) tow service, 511 program, and call box maintenance
motorist dervices		Ψ	10,330,032	riceway convert and it of y tow service, of the program, and can box maintenance

Key Expenditures by Fund (Continued)

	Southern California Regional Rail Authority (SCRRA) Budget	\$		Metrolink operating subsidy (Net of federal funds)
	Placentia Metrolink Rail Station	\$		Design services funded by 91 Express Lanes
Regional Rail	Mission Viejo/Laguna Niguel Slope Stabilization	\$		Construction, construction management, and design services
rtogionarrtair	San Juan Creek Bridge Replacement	\$		Right-of-way capital, utility, and support services
	Coastal Slope Stabilization	\$		Right-of-way capital and construction
	Regional Rail Project Support (Project R)	\$	1,992,750	Project management support for rail capital projects
	Bus Purchases	\$		Fixed-route and paratransit revenue vehicle purchases
	Contracted Fixed-Route Services	\$, ,	Contracted fixed-route fixed and variable costs
	Transit Security & Operations Center	\$		Construction and construction management
	Paratransit Services	\$		Americans with Disabilities Act (ADA) ACCESS service and ADA supplemental taxi services
	Bus Base and Transit Center Projects	\$		Facility maintenance and upgrades at bus bases and transit centers
	Fuels	\$		Compressed natural gas (CNG), gasoline, hydrogen fuel, and electricity costs
	Directly Operated Fixed Route Services and Supplies	\$		General services and supplies for directly operated facilities
	Farebox Replacement	\$		Replacement of fareboxes for fixed-route fleet
	Transit Security Sheriff Services	\$		Orange County Sheriff's transit police services
OCTD	Transit Technology and Communications Capital	\$		Fixed-route and paratransit revenue vehicle radio retrofit
	Maintenance Parts	\$		Maintenance parts for revenue vehicles
	Contracted Special Agency Services	\$		OCTA subsidy of transportation services provided by agencies for senior and disabled passengers
	Utilities	\$		Gas, electric, water, and waste management for all OCTA owned locations
	Local Transportation Fund (LTF) - External Contributions	\$		Southern California Association of Governments (SCAG) and Laguna Beach Municipal Transit Lines
	Transit Technology and Communications	\$		On-board video surveillance system administration and Integrated transportation management system services
	Tires	\$		Tire replacement and leasing for OCTA owned revenue vehicles
	New Freedoms & Job Access and Reverse Commute Programs	\$		Transportation services for persons of low income, seniors, and persons with disabilities
	iShuttle Operations	\$		Contribution to the Irvine iShuttle service as part of funding exchange
	Customer Information Center	\$		Operating costs for call center to provide information on OCTA's bus program
	Anaheim Transportation Network	\$	1,100,000	Anaheim Transportation Network pass-through
			1 0 0 0 0 0 0	
ARBA	Additional Retiree Benefit Account (ARBA) Payments	\$	1,838,359	ARBA benefit payment
0.01/77	Occurrence Occurrence I halfford Transmontation Transf (OOLITT)	¢	4 400 000	
OCUTT	Orange County Unified Transportation Trust (OCUTT)	\$		Freeway project study report and project initiation documents
		\$	1,376,312,312	These items represent 83 percent of the proposed budget expenditures

Total Budget by Program



Measure M2 Freeways Summary

In Millions Freeways	Pro	2023-24 oposed oudget
State Route 55, Interstate 405 to State Route 91 (Project F)	\$	145.4
Interstate 5, State Route 73 to El Toro Road (Project C)		93.6
Interstate 405, State Route 73 to Interstate 605 (Project K)		85.3
Interstate 5, Interstate 405 to State Route 55 (Project B)		25.4
State Route 91, State Route 55 to State Route 57 (Project I)		21.8
Interstate 605, Katella Avenue Interchange (Project M)		2.8
State Route 57, Orangewood Avenue to Katella Avenue (Project G)		1.8
Interstate 5, El Toro Road Interchange (Project D)		0.7
Total	\$	376.8

Measure M2 City Contributions

In Millions Measure M2 Streets & Roads Local Fair Share (Project Q)	Proj	023-24 posed dget 81.2
Regional Capacity Program (Project O)		56.6
Regional Traffic Signal Synchronization (Project P)	\$	47.2 185.0
Total In Millions Measure M2 Transit	FY 2 Pro	2023-24 posed udget
Community-Based Transit Circulator (Project V)	\$	9.9
Senior Mobility and Non-Emergency Medical Programs (Project U)		8.9
Safe Transit Stops (Project W)		1.3
Total	\$	20.1
In Millions		023-24 posed
Measure M2 Environmental	Βι	udget
Clean-up Highway/Street Runoff (Project X)	\$	15.8
Freeway Environmental Mitigation		6.5
Total	\$	22.3

91 Express Lanes Operations Sources and Uses

	FY 20	022-23	FY 20	023-24			
In Millions	aaA	roved	Pro	oosed	Ch	ange	
Operating Sources		dget		dget		\$	
Toll Revenue	\$	50.7	\$	49.2	\$	(1.5)	
Interest Income		1.9		6.9		5.0	
Non-Toll Revenue		3.9		4.5		0.6	
Reimbursement from Other Agencies		0.3		0.4		0.1	
Use of Prior Year Designations		-		0.5		0.5	
Total Revenue / Use of Designations	\$	56.8	\$	61.5	\$	4.7	
Operating Uses							
Debt & Interest Expense	\$	10.8	\$	10.8	\$	-	
Professional Services		10.1		10.7		0.6	
Tollroad Management Contract		7.7		8.1		0.4	
Overhead Allocation		3.6		4.6		1.0	
Leases and Other Office Expenses		0.9		0.9		-	
Insurance Claims/Premiums		0.8		0.4		(0.4)	
Designations		22.8		26.0		3.2	
Total Expenditures / Designations	\$	56.8	\$	61.5	\$	4.7	
	FY 20	022-23	FY 20	023-24			
In Millions	Арр	roved	Prop	osed	Ch	ange	
Capital Sources	Bu	dget	Bu	dget		\$	
Use of Prior Year Designations	\$	39.9	\$	35.5	\$	(4.4)	
Total Revenue / Use of Designations	\$	39.9	\$	35.5	\$	(4.4)	
Capital Uses							
SR-91 and Rail Corridor Contributions	\$	35.9	\$	31.3	\$	(4.6)	
Capital		4.0		4.2		0.2	
Total Expenditures / Designations	\$	39.9	\$	35 5	\$	(4 4)	

405 Express Lanes Operations Sources and Uses

`	FY 2023-24		
In Millions	Proposed		
Operating Sources	Bu	dget	
Toll Revenue	\$	23.2	
Non-Toll Revenue		0.3	
Total Revenue / Use of Designations	\$	23.5	
Operating Uses Tollroad Management Contract Professional Services	\$	12.4 9.1	
Overhead Allocation		2.0	
Total Expenditures / Designations	\$	23.5	
、	FY 2	023-24	
In Millions	Pro	posed	
Capital Sources	Bu	dget	
Use of Prior Year Designations	\$	18.9	

Capital Uses

Total Revenue / Use of Designations

Capital	\$ 17.3
Overhead Allocation	1.6
Total Expenditures / Designations	\$ 18.9

18.9

\$

Bus Program Assumptions

- Operations
 - Fixed-route service
 - Budgeted revenue hours are anticipated at 1.47 million with 40 percent contracted service
 - Paratransit service
 - Total trips increase from the current budget of 1.21 to 1.48 million to accommodate potential increases in demand
 - Microtransit service
 - OC Flex service budgeted at 11,500 thousand service hours
- Major Capital Projects
 - Advancement of zero emissions bus pilot
 - Transit Security Operations Center (TSOC)

OCTD Sources and Uses

	FY 2	022-23	FY 2	023-24		
In Millions	App	oroved	Pro	posed	Cha	ange
Operating Sources	Bu	ıdget	Βι	ıdget		\$
Local Transportation Fund Sales Tax	\$	175.9	\$	188.2	\$	12.3
State Transit Assistance		21.9		51.4		29.5
Federal Operating Grants		53.6		43.6		(10.0)
Passenger Fares		37.7		40.5		2.8
Interest Income		7.9		26.5		18.6
Property Taxes		17.8		18.4		0.6
Other OCTD Revenue		9.0		11.4		2.4
Senate Bill 1 (SB-1) Operating		24.7		6.9		(17.8)
Regional Rail Funds		5.7		6.3		0.6
Vanpool Revenue		0.6		1.1		0.5
Reimbursements from Other Agencies		0.2		0.1		(0.1)
Federal Relief Revenue		113.8		-		(113.8)
Measure M2 Sales Tax		0.7		-		(0.7)
Total Revenue / Use of Designations	\$	469.7	\$	394.4	\$	(75.3)

In Millions Capital Sources	Арр	022-23 proved idget	Pro	023-24 posed idget	Cha	inge \$
Federal Capital Grants	\$	23.0	\$	95.1	\$	72.1
Local Transportation Fund Sales Tax		26.7		31.8		5.1
Senate Bill 1 (SB-1) Capital		22.7		27.5		4.8
State Grants		2.4		0.3		(2.1)
Use of Prior Year Designations		132.0		75.7		(56.3)
Total Revenue / Use of Designations	\$	206.8	\$	230.4	\$	23.6

Capital Uses

Capital Projects	\$ 174.6	\$ 212.0	\$ 37.4
Capital Designation	32.2	18.4	(13.8)
Total Expenditures / Designations	\$ 206.8	\$ 230.4	\$ 23.6

Operating Uses

Salary and Benefits	\$ 126.0	\$ 134.8	\$ 8.8
Contracted Fixed-Route Services	51.9	63.4	11.5
Paratransit Services	42.1	53.7	11.6
Overhead Allocation	47.5	49.9	2.4
Operating Services & Supplies	22.8	24.1	1.3
Fuels	17.3	22.0	4.7
Directly Operated Fixed Route Services and Supplies	11.7	12.9	1.2
Transit Security Sheriff Services	8.6	9.7	1.1
Maintenance Parts	6.2	8.0	1.8
Deferred Compensation Payment	-	5.8	5.8
Special Programs	4.3	5.1	0.8
Rail and M2 Transit Extensions	2.2	1.8	(0.4)
Long-term Operating Designation	129.0	3.1	(125.9)
Total Expenditures / Designations	\$ 469.7	\$ 394.4	\$ (75.3)

OCTD – Orange County Transit District

Zero Emissions Buses Pilot Program

In Millions		023-24 posed
Zero Emission Bus Capital	Bu	idget
Vehicles		
(40) Fixed-Route Bus, 40-foot Fuel Cell Electric		62.0
(10) Fixed-Route Bus, 40-foot Battery Electric		12.5
(10) Paratransit Vehicle, 22-foot Battery Electric		3.3
Infrastructure		
Hydrogen Fueling Station		13.5
Electric Vehicle Charging Station		6.1
Metered Electrical Switchgear		4.3
Total	\$	101.7

Regional Rail Program Assumptions

- Operating Subsidy Budget Assumptions
 - Comprehensive Business Plan (CBP) operating subsidy \$47.5 million
 - FY 2023-24 OCTA Budget 90 percent operating subsidy \$50.6 million

- Major Capital Projects
 - Placentia Metrolink Station
 - Mission Viejo/Laguna Niguel slope stabilization
 - San Juan Creek Bridge replacement

Regional Rail Sources and Uses

	FY 2022-23 FY 2023-24					
In Millions	Арр	roved	Pro	posed	Ch	ange
Operating Sources	Bu	Idget	Bu	idget		\$
Measure M2 Sales Tax	\$	33.1	\$	42.9	\$	9.8
Interest Income		1.9		6.0		4.1
Proceeds Sale of Capital Asset		2.0		1.9		(0.1)
Other Commuter Rail Revenue		1.0		0.0		(1.0)
Use of Prior Year Designations		-		9.8		9.8
Total Revenue / Use of Designations	\$	38.0	\$	60.6	\$	22.6
Operating Uses						
SCRRA Operating Subsidy	\$	-	\$	41.1	\$	41.1
Operating Expenses		7.6		8.2		0.6
Contributions to Operating Services		5.7		6.4		0.7
Overhead Allocation		3.7		4.9		1.2
Designations		21.1		-		(21.1)
Total Expenditures / Designations	\$	38.0	\$	60.6	\$	22.6
	FY 2	022-23	FY 2	023-24		
In Millions	Арр	roved	Pro	posed	Ch	ange
Capital Sources	Bu	Idget	Bu	ıdget		\$
Measure M2 Sales Tax	\$	10.5	\$	10.9	\$	0.4
91 Express Lanes		-		10.0		10.0
Federal Grants		2.1		4.2		2.1

Capital Uses

State Grants

Total Revenue / Use of Designations

Capital Projects	\$ 12.8	\$ 25.7	\$ 12.9
Total Expenditures / Designations	\$ 12.8	\$ 25.7	\$ 12.9

0.1

12.8

\$

0.6

25.7

\$

0.5

12.9

Regional Rail Capital Summary

	FY 2	023-24
In Millions	Pro	posed
Regional Rail Capital	Bu	ıdget
Placentia Metrolink Rail Station	\$	10.0
Mission Viejo/Laguna Niguel Slope Stabilization		5.7
San Juan Creek Bridge Replacement		5.0
Coastal Slope Stabilization		3.7
Anaheim Canyon Metrolink Station		0.3
Serra Siding Environmental		0.3
Orange County Maintenance Facility Environmental		0.3
Irvine Station Environmental		0.2
Signal Respacing and Control Point		0.2
Total	\$	25.7

Local Rail Assumptions

- OC Streetcar
 - Construction will continue through federal, state, and M2 funding
 - Capital is estimated at \$83.8 million primarily for construction, start-up, vehicles, site work, and right-of-way

Motorist Services Assumptions

- Freeway Service Patrol
 - Scheduled beats will increase from 33 to 35 to support the 405 Express Lanes
 - Freeway service patrol budget of \$9.5 million
- Call Box and 511 Program
 - Call Box proposed budget of \$375,000
 - 511 Program proposed budget of \$502,000
- Overall, SAFE budget of \$12.2 million

SAFE - Services Authority for Freeway Emergencies Program.

Motorist Services Sources and Uses

In Millions Operating Sources	Арр	022-23 roved dget	Proj	023-24 bosed dget	Ch	ange \$
Measure M2 Sales Tax	\$	4.0	\$	5.7	\$	1.7
Department of Motor Vehicles Fees		2.6		2.9		0.3
SB-1 Operating		1.9		1.9		-
Freeway Service Patrol Revenue		2.2		1.6		(0.6)
Interest Income		0.0		0.1		0.1
Total Revenue / Use of Designations	\$	10.6	\$	12.2	\$	1.6

Operating Uses

Freeway Service Patrol Services	\$ 8.7	\$ 9.5	\$ 0.8
Overhead Allocation	1.2	1.8	0.6
511 Program & Other Office Expenses	0.3	0.5	0.2
Call Box Maintenance Services & Support	0.4	0.4	-
Total Expenditures / Designations	\$ 10.6	\$ 12.2	\$ 1.6

		FY 2	022-23	FY 2	023-24		
In	Millions	Арр	roved	Prop	oosed	Cha	ange
C	apital Sources	Budget Budg		dget		\$	
	Freeway Service Patrol Revenue	\$	0.1	\$	0.7	\$	0.6
	Total Revenue / Use of Designations	\$	0.1	\$	0.7	\$	0.6

Capital Uses

Freeway Service Patrol Capital	\$ 0.1	\$ 0.7	\$ 0.6
Total Expenditures / Designations	\$ 0.1	\$ 0.7	\$ 0.6

Staffing Levels

	FY 2022-23	FY 2023-24			
	Full-time	Full-time	FY 2023-24	FY 2023-24	
OCTA Staffing	Equivalent	Equivalent	New Hires	Reductions	Difference
Administrative	520.5	532.5	13.0	(1.0)	12.0
Union	823.0	819.0	4.0	(8.0)	(4.0)
Coach Operators	631.0	623.0	-	(8.0)	(8.0)
Maintenance	153.0	155.0	2.0	-	2.0
Facility Technicians and Parts Clerks	39.0	41.0	2.0	-	2.0
OCTA Positions	1,343.5	1,351.5	17.0	(9.0)	8.0
LOSSAN Funded OCTA Positions	18.0	18.0	-	-	-
Total Authority Positions	1,361.5	1,369.5	17.0	(9.0)	8.0

Employee Compensation Assumptions

- Employees Subject to Collective Bargaining Agreement
 - Coach Operators (623 employees)
 - Collective bargaining agreement effective through April 30, 2024
 - Maintenance (155 employees)
 - Collective bargaining agreement effective through September 30, 2025
 - Facilities technicians and parts clerks (41 employees)
 - Collective bargaining agreement effective through March 31, 2024
- Administrative Employees (532.5 + 18 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 four percent adjustment to grade ranges

Personnel and Salary Resolutions

- Pertaining to Administrative employees
 - Employees are at-will
 - Administrative employees do not receive cost-of-living adjustments, step increases, or automatic increases of any type
- Merit Pool of 4.5 percent
 - Salary increases are based on a pay-for-performance program
 - Every employee has a performance plan and receives an annual performance review
 - Base-building adjustment to annual salary
- 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 employee rewards and recognition strategy

Next Steps

- Committee meetings and one-on-one meetings with Board Members
 May 9-June 9
- Public Hearing Preview Finance and Administration Committee
 May 24
- Public Hearing Board (public hearing and approval)
 June 12
- Back-up Public Hearing Board (public hearing and approval)
 June 26