



Legislation Text

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Regional Transit System (RTS) Transit Operator Positions (NB)

This item is a request to approve the Regional Transit System (RTS) to add 10 additional transit operator positions.

The issue of overtime at the Regional Transit System (RTS) was referred to the Audit, Finance and Legislative Committee (AFLC) during the City Commission meeting on March 1, 2012. RTS staff subsequently met with Budget and Finance staff and prepared a report that was presented to the AFLC on April 3, 2012. At that meeting, City Manager Russ Blackburn, Assistant City Manager Paul Folkers and the RTS Operations Manager discussed the need for additional transit operators. The Transit Operator position is unique in that when an operator is absent (i.e., sick, vacation, PTOS, PTOU, FMLA, etc.), they must be replaced with another operator. This can be accomplished voluntarily or involuntarily. However, because RTS currently has 185 FTE positions and 185 assignments, open assignments must be filled at an overtime rate of pay. "Forced overtime" is assigned only when the number of open assignments exceeds the number of volunteers and is a last resort because it negatively affects retention, safety and employee morale.

The AFLC passed the recommendation that the City Commission authorize the City Manager to propose additional RTS driver-operator positions in the FY12 operating budget with implementation details to be provided to the City Commission by the City Manager.

Budget and Finance and RTS staff met on May 14, 2012 and determined that ten (10) additional transit operator positions would be appropriate at this time and recommended this to the City Manager. Budget and Finance and RTS staff will monitor the budget, expenses, and overtime to ensure that this recommendation meets the objective of reducing overtime.

The reduction of \$383,970 in the overtime budget will fund the ten (10) additional transit operator positions. These funds are available in the RTS FY12 operating budget.

The City Commission approve the addition of ten (10) transit operator positions for the Regional Transit System (RTS).