

## **General Manager's Report February 10, 2014**

### **GOVERNMENT AFFAIRS UPDATE**

#### **FEDERAL**

Appropriations Committee leaders are setting the groundwork for the fiscal 2015 work, which officially begins on March 4 with the White House budget request. By federal law, President Obama was supposed to submit his budget to Congress by the first Monday in February. But the White House delayed it a month, citing omnibus negotiations. Appropriators spending overall allocations — \$521.4 billion for defense and \$492.5 billion for nondefense programs have already been set by the omnibus. Chairwoman Mikulski (D-MD) and her House counterpart, Harold Rogers (R-KY), have both said that they plan to move all 12 of the annual spending bills individually by the October 1 start of the fiscal year. However, the last time that occurred was in 1994.

Treasury Secretary Lew has said that Congress should act on a debt limit increase by Friday, but he also noted that the Administration can take "extraordinary measures" to extend the deadline to as late as the end of the month. The timing of Congressional action to extend the debt limit is unclear. Some conservative House Members reportedly may attempt to attach several policy measures to a debt limit increase, including items such as a balanced budget amendment to a measure to spur the construction of the Keystone XL pipeline to a repeal of a measure in the health care law that mitigates risk for insurance companies.

#### **STATE**

Nothing to report at this time.

### **COMPLAINT INVESTIGATION UPDATE**

Regional Transit has completed the investigation of complaints submitted to the RT Board of Directors with the assistance of an independent investigator (Van Dermyden Maddux L.C). The investigation was completed in two stages. The results of the first stage were discussed at the December 2013 Board meeting. While the results of the investigation found no violation of RT's EEO/Affirmative Action and Work Place Conduct Policies and Programs, a number of areas were identified that need to be addressed throughout the organization at all levels of management and supervision. These include:

- A need for improved personnel communication skills
- A lack of management/supervisor training
- Hostile and/or immature behavior
- The appearance of favoritism
- The need to develop and implement an anti-bullying policy

In addition, staff has also reviewed the results of the employee satisfaction survey completed in the past year. While the employee satisfaction survey identified some of the same issues noted in the investigation, it also identified additional concerns:

- Employees not fully included in organizational changes
- A lack of reward for performance
- The flow of information to employees at all levels is lacking
- Gossiping and backstabbing

Based on the results of the investigation and the employee satisfaction survey, RT staff will implement and complete a management/supervisor training program for all management and supervisory staff by July 1, 2014, that includes the following elements:

- Communications skills
- Accountability
- Treating all employees with respect
- Treating all employees fairly
- Sensitivity and understanding diversity and inclusion in the workforce
- Creating a workplace free of bullying
- Training on all Federal and State employment requirements and regulations

By July 1, 2014, staff will also review and update RT's Unlawful Workplace Discrimination and Harassment and Unprofessional Workplace Conduct policies. Staff will also develop and implement an Anti-Workplace Bullying policy.

To monitor our efforts, staff will conduct periodic climate surveys throughout the organization and perform an annual employee satisfaction survey.

## **RT CALENDAR**

### **Regional Transit Board Meeting**

February 24, 2014  
RT Auditorium  
6:00 P.M

March 10, 2014  
RT Auditorium  
6:00 P.M

March 24, 2014  
RT Auditorium  
6:00 P.M

**Executive Committee Meetings for 2014**

Will be approved and scheduled by the Chair  
on an as needed basis.

**Mobility Advisory Council**

March 6, 2014  
RT Auditorium  
2:30 P.M

May 1, 2014  
RT Auditorium  
2:30 P.M

July 10, 2014  
RT Auditorium  
2:30 P.M

**Quarterly Retirement Board Meeting**

March 19, 2014  
RT Auditorium  
9:00 A.M

June 18, 2014  
RT Auditorium  
9:00 A.M

September 17, 2014  
RT Auditorium  
9:00 A.M

**Paratransit Board Meeting**

March 27, 2014  
Elk Grove Adult Community Training  
6:00 P.M

May 22, 2014  
2501 Florin Road  
6:00 P.M

June 26, 2014  
2501 Florin Road  
6:00 P.M