



## STAFF REPORT

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**DATE:** July 26, 2021

**TO:** Sacramento Regional Transit Board of Directors

**FROM:** Shelly Valenton, VP, Integrated Services and Strategic Initiatives/Chief of Staff

**SUBJ:** INFORMATION ON SACRT'S OUTSTANDING PUBLIC TRANSPORTATION SYSTEM ACHIEVEMENT AWARD FROM THE AMERICAN PUBLIC TRANSPORTATION ASSOCIATION AND APPROVING A CASH INCENTIVE FOR SACRT EMPLOYEES

### RECOMMENDATION

Adopt the Attached Resolution.

### RESULT OF RECOMMENDED ACTION

Approve a one-time incentive pay for SacRT employees in recognition of the agency's extraordinary accomplishments in FY 2021.

### FISCAL IMPACT

Total estimated cost is \$946,875 based on current employee count. This expenditure will be funded by existing capacity within the FY 2021 operating budget. No budget amendment is required.

### DISCUSSION

The American Public Transportation Association (APTA) recently announced that Sacramento Regional Transit District (SacRT) is the recipient of the prestigious 2021 Outstanding Public Transportation System Achievement Award. This award is the highest honor given to public transportation agencies in North America, in recognition of SacRT's accomplishments within the last three years. SacRT received the award for the category of public transit agencies with more than 4 million but less than 20 million trips. In 2019, APTA honored SacRT's General Manager/CEO Henry Li with the equally prestigious Outstanding Public Transportation Manager of the Year award.

In its [press release](#), APTA stated that "the 2021 APTA Awards recognize organizations in the public transportation industry in North America who have demonstrated significant leadership, are outstanding role models of excellence, and whose accomplishments and innovations have greatly advanced public transportation." In a letter to SacRT, the APTA Awards Committee also shared that this year's entries were "some of the most competitive and outstanding that Awards Committee members have ever evaluated."

SacRT will be honored at a ceremony during APTA's Transform Annual Meeting and EXPO in Orlando, Florida on November 9, 2021.

This award is the culmination of a fiscal year that was filled with extraordinary challenges due to the pandemic, but also extraordinary accomplishments through the collective efforts of SacRT staff at all levels of the organization. A comprehensive list of accomplishments is provided in the attachments under Item 7.2 the General Manager/CEO's Annual Performance Evaluation. Listed below are the highlights that made this year extraordinary:

1. Over the last fiscal year, amid the unexpected challenges caused by the pandemic, SacRT was able to generate \$12.8 million in operating surplus, staving off layoffs, furloughs, and salary cuts, while maintaining service levels close to 100% to reduce barriers for essential travel, especially for those living in disadvantaged communities. Despite a 60% drop in ridership and farebox revenue during the peak of the pandemic and shelter-from-home order, SacRT's fiscal year 2021 operating results remained very strong, increasing operating reserves and working capital balances by 500% over the last five years (achieving over \$30 million in budget savings for reserves).
2. Proactively implemented numerous best practices to continue to provide customers with essential travel while protecting employees during the pandemic. Some of SacRT's immediate efforts included: fogging and disinfecting vehicles and sanitizing all touch points; providing employees with PPE; advocating for priority inclusion in the County's vaccination schedule, enforcing rear door boarding; requiring and providing masks to passengers; creating seating policies to provide physical distancing; installing temperature check stations at all facility entrances; and installing protective plexi-glass operator barriers on buses.
3. After more than 30 years of contracting, SacRT transitioned the operation of its ADA Paratransit and non-ADA Demand Response service back in-house, called SacRT GO - not an easy task during a pandemic - resulting in operational efficiencies and more seamless customer experience. A recent survey showed an average customer satisfaction rating of over 96%.
4. The Elk Grove City Council and SacRT Board of Directors unanimously approved an annexation agreement, which was successfully implemented beginning July 1, 2021.
5. Launched the largest, first-in-the-nation public-private partnership new high-speed electric vehicle charging hub at the Power Inn light rail station in partnership with the Sacramento Municipal Utility District (SMUD), and GiddyUp EV, Inc.
6. The California State Transportation Agency (CalSTA) awarded SacRT grants to help fund two major projects: \$23.6 million as part of a nearly \$600 million Light Rail Modernization and Expansion of Low-Floor Fleet Project; and an additional \$3.9 million to support connectivity and planning at Sacramento Valley Station (SVS) to prepare for future development at the Railyards. In the last two years, SacRT received over \$366 million grant to modernize its light rail system.
7. Received more than \$33 million in project funding for SacRT projects from the Sacramento Area Council of Governments (SACOG).

8. After securing \$185 million in state and federal funds, SacRT ordered 20 new modern low-floor light rail vehicles - the first in nearly 20 years - from Siemens Mobility, with the first ones ready for revenue service by spring 2023.

In recognition of these extraordinary accomplishments during a very challenging year for the transit industry, Staff recommends that the Board approve a one-time, non-precedential incentive payment for all employees meeting specified criteria, as set forth below:

<b>Employee status (as of 6-30-2021)</b>	<b>Proposed one-time incentive pay</b>
Full-time employees	\$750.00
Part-time employees	\$375.00

This incentive payment will be provided to all eligible employees in recognition of their contributions to SacRT's accomplishments resulting in SacRT winning this prestigious award, as well as for their continued contributions in FY21-22.

To be eligible to receive the incentive payment, employees will have to have been employed by SacRT on or before June 30, 2021 and will have to still be active SacRT employees in good standing on September 30, 2021.

Full-time and part-time employees under a Personnel Services Contract (PSC) are included in this proposed incentive. To effectuate payment for PSC employees, SacRT may need to execute amendments to existing PSCs Staff requests that the Board authorize the General Manager/CEO to execute any contract amendments necessary to effectuate the Board's approval of this one-time incentive payment.

RESOLUTION NO. 21-07-0092

Adopted by the Board of Directors of the Sacramento Regional Transit District on this date:

July 26, 2021

**APPROVING A CASH INCENTIVE FOR SACRT EMPLOYEES**

WHEREAS, SacRT was awarded the prestigious American Public Transportation Association (APTA) 2021 Outstanding Public Transportation System Achievement Award in recognition of SacRT's many achievements;

WHEREAS, SacRT's employees' hard-work, professionalism, dedication, commitment and sacrifice were key to achieving successful completion and implementation of the many projects, programs and objectives the Board set for the District to achieve and which resulted in SacRT winning the APTA Award; and

WHEREAS, SacRT's employees continue to perform above expectations and the Board desires to recognize SacRT's workforce, by providing SacRT's employees with a one-time, non-precedential incentive payment.

NOW, THEREFORE, BE IT HEREBY RESOLVED BY THE BOARD OF DIRECTORS OF THE SACRAMENTO REGIONAL TRANSIT DISTRICT AS FOLLOWS:

THAT, the Board hereby authorizes the General Manager/CEO to provide any full-time SacRT employee, including employees employed under a Personal Services Contract (PSC), a one-time incentive payment in the amount of \$750, provided the employee was an active employee in good standing on or before June 30, 2021, and is still employed by SacRT on September 30, 2021; and

THAT, the Board hereby authorizes the General Manager/CEO to provide any part-time SacRT employee, including employees employed under a PSC, a one-time incentive payment in the amount of \$375, provided the employee was an active employee in good standing on or before June 30, 2021, and is still employed by SacRT on September 30, 2021; and

THAT, the General Manager/CEO is directed to issue the incentive payment no sooner than October 1, 2021, but no later than December 31, 2021; and

THAT, the General Manager/CEO is hereby authorized to execute any contract amendments with SacRT's PSC employees to effectuate payment of the approved one-time incentive payments.

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STEVE MILLER, Chair

A T T E S T:

HENRY LI, Secretary

By: \_\_\_\_\_  
Tabetha Smith, Assistant Secretary