

A grayscale background image showing a line of SFMTA trolleys on a street. The trolleys are white with blue accents. The text is overlaid in red on this image.

Presentation to the SFMTA Board of Directors Overtime Report

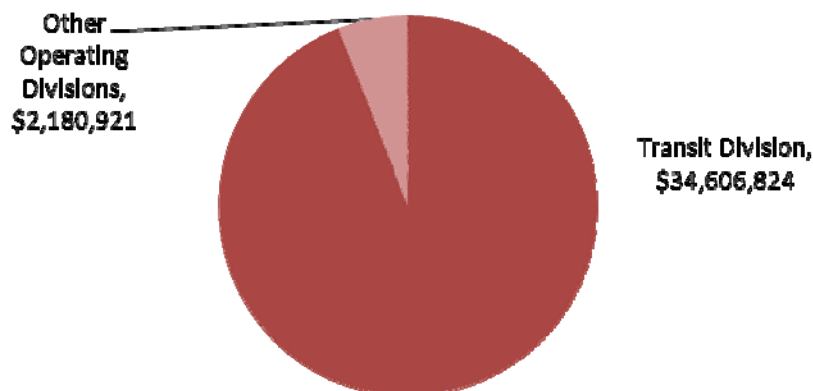
Overview

- SFMTA-wide trends
- Transit Division trends
- Other SFMTA divisions' trends
- Compliance with Executive Directive/Ordinance
- Key considerations
- Management strategy

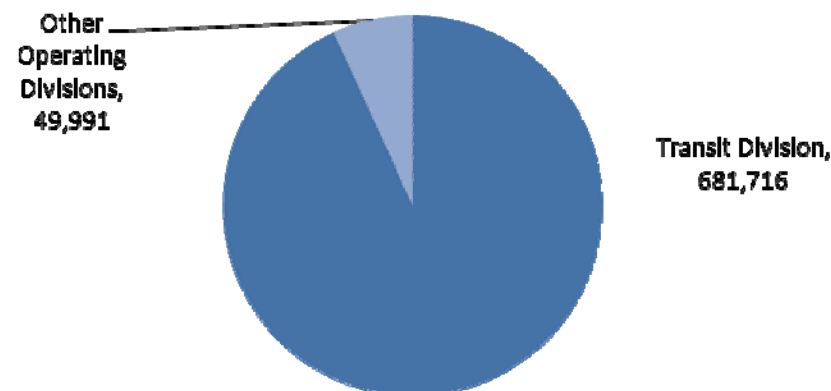
SFMTA-wide Overtime: Current Year

Covering the first nine months of the fiscal year

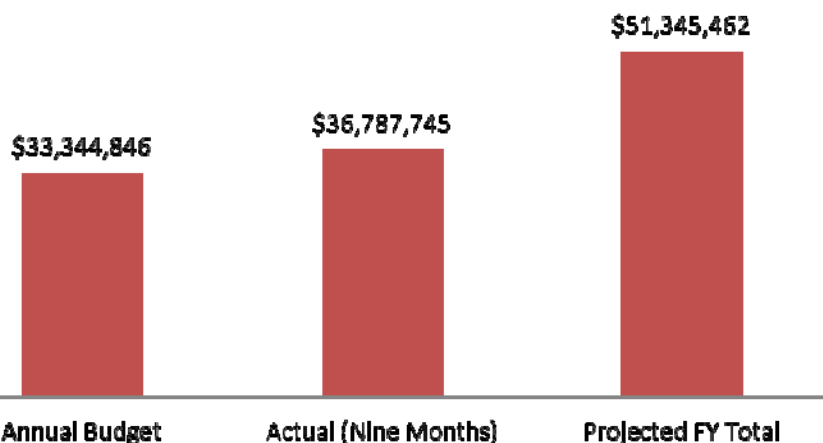
SFMTA | OT Expenditures



SFMTA | OT Hours



SFMTA | OT - Budget, Actual and Projected

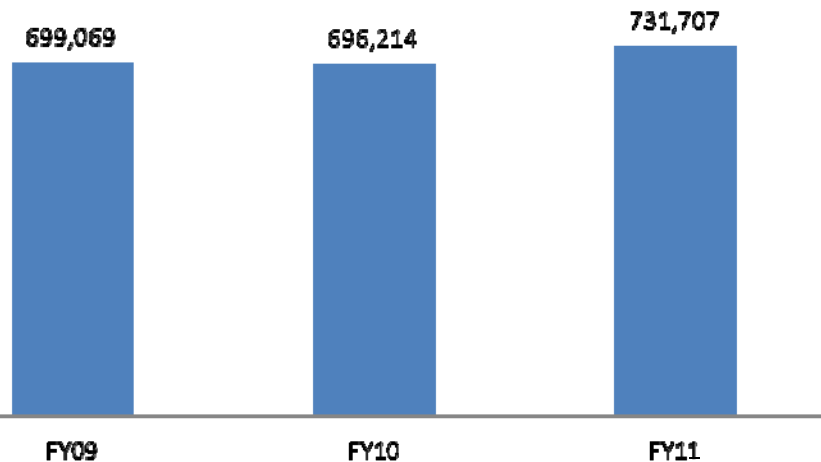


- Transit accounts for 94 percent of Agency overtime expenditures and 93 percent of overtime hours
- SFMTA-wide overtime is projected to be at 154 percent of budget at the conclusion of the fiscal year

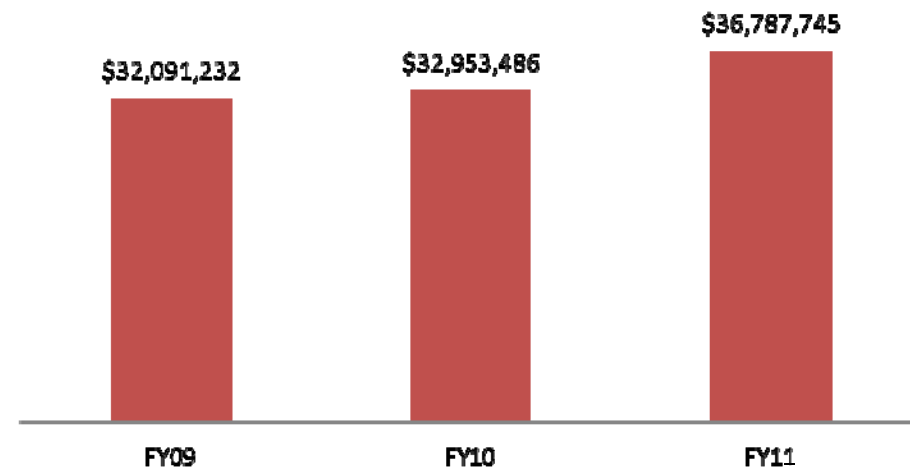
SFMTA-wide Overtime: Year over Year Comparison

Covering the first nine months of each fiscal year

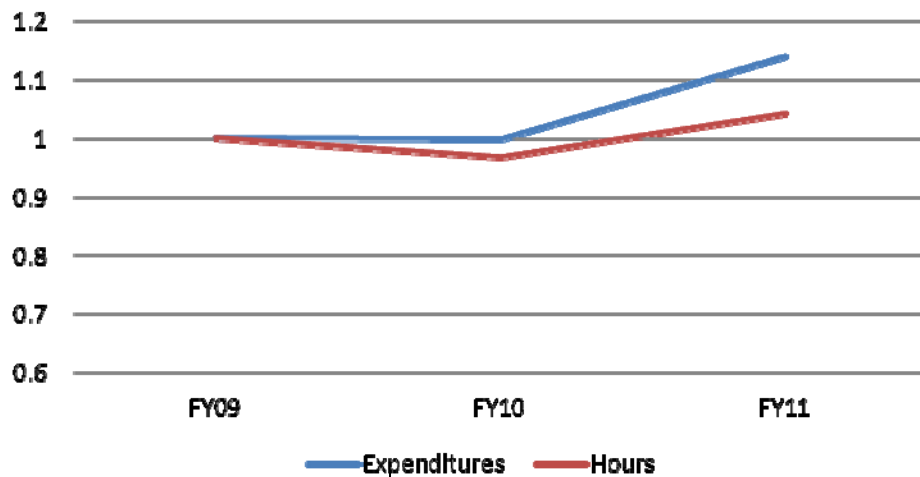
SFMTA | OT Hours



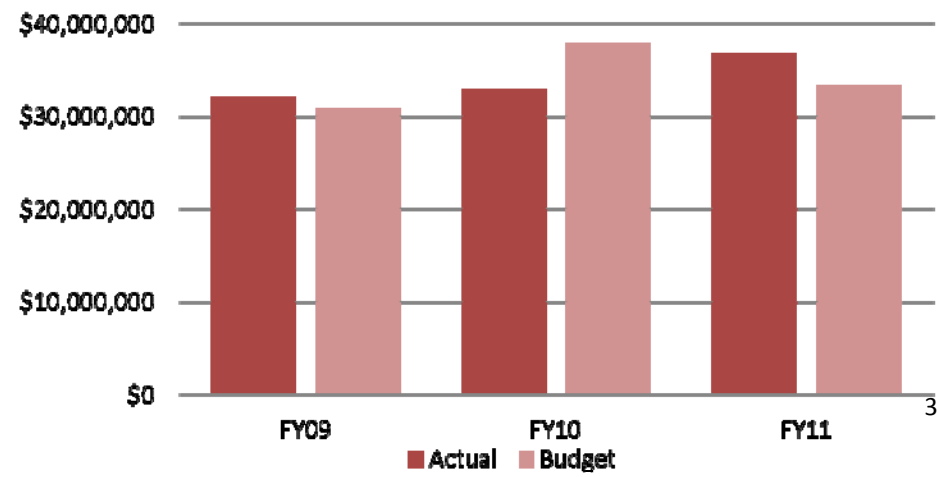
SFMTA | OT Expenditures



SFMTA | Indexed OT Expenditures v. Hours



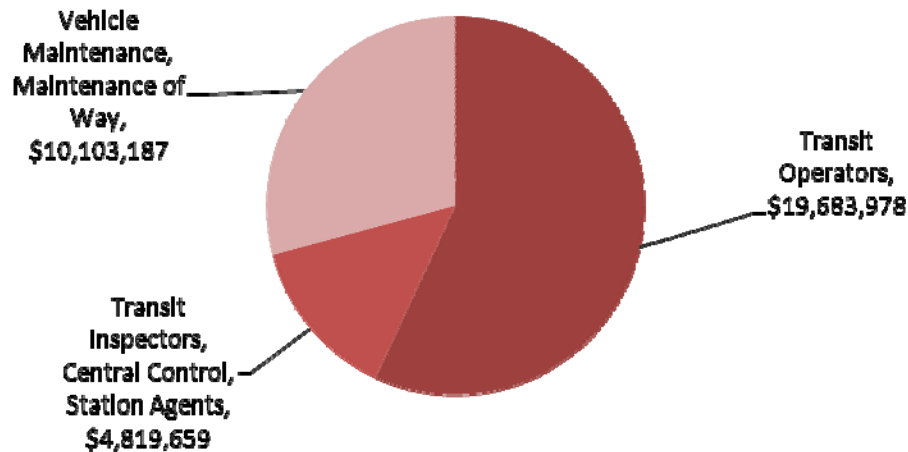
SFMTA | OT FYTD Actual to FY Budget



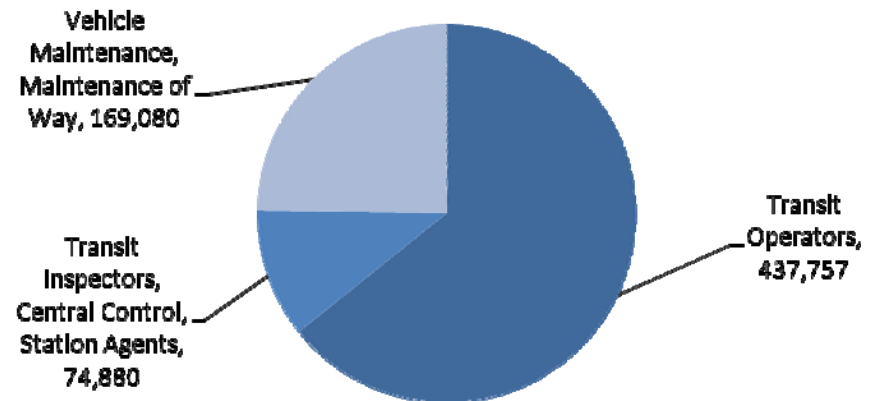
Transit Division Overtime: Current Year

Covering the first nine months of the fiscal year

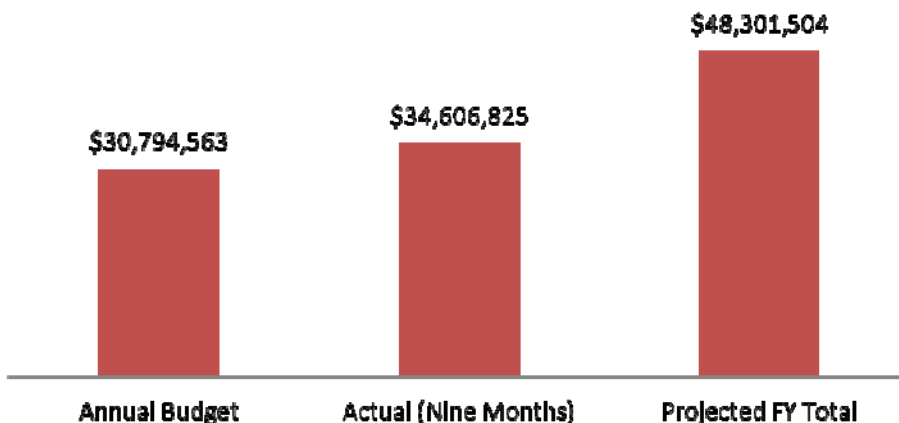
Transit | OT Expenditures



Transit | OT Hours



Transit | OT - Budget, Actual and Projected

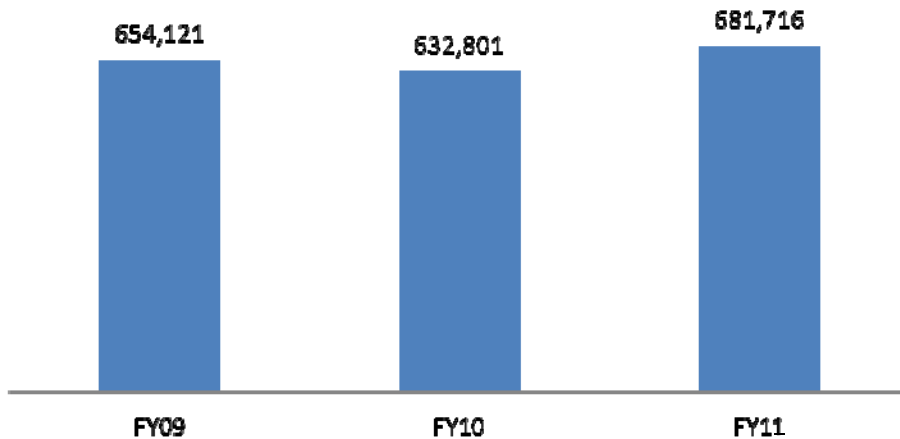


- 80 percent of overtime was consumed by transit operators, electrical transit system mechanics and transit supervisors
- Transit Division overtime is projected to be at 157 percent of budget at the conclusion of the fiscal year

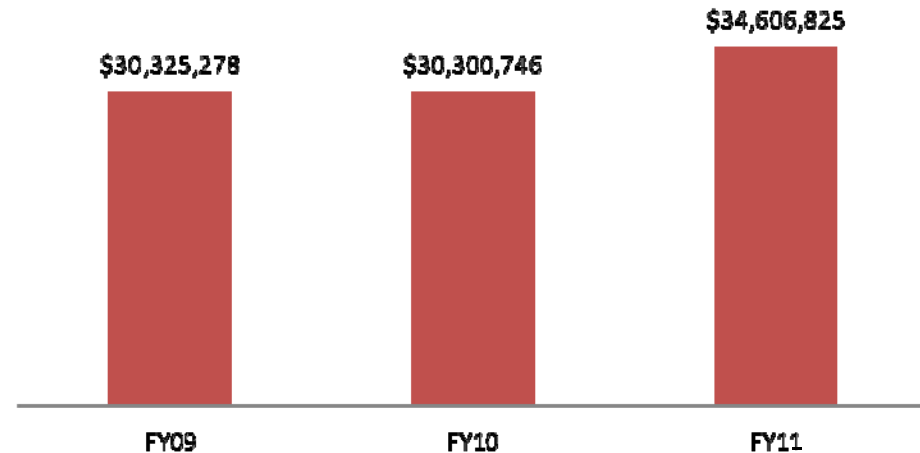
Transit Division Overtime: Year over Year Comparison

Covering the first nine months of each fiscal year

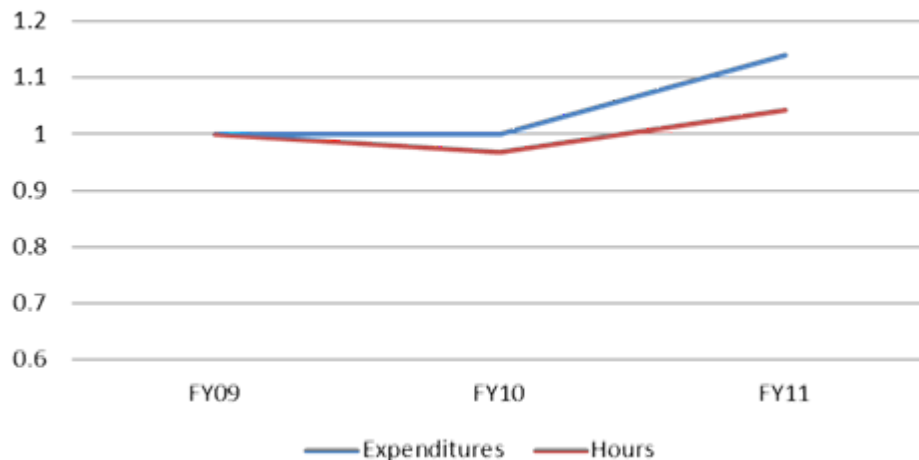
Transit | OT Hours



Transit | OT Expenditures



Transit | Indexed OT Expenditures v. Hours



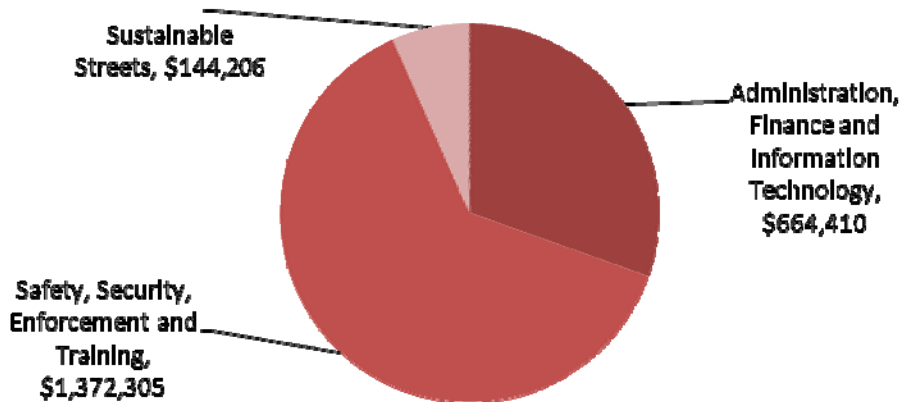
Transit | OT Classes for FY09-FY11

Classifications	% of Total OT Hours	% of Total OT Expenditures
Transit Operator	71%	64%
Electrical Transit System Mechanic	7%	8%
Transit Supervisor	7%	9%
Transit Car Cleaner	2%	2%
Electronic Maintenance Tech	1%	2%
Station Agent	1%	1%
Other	11%	14%

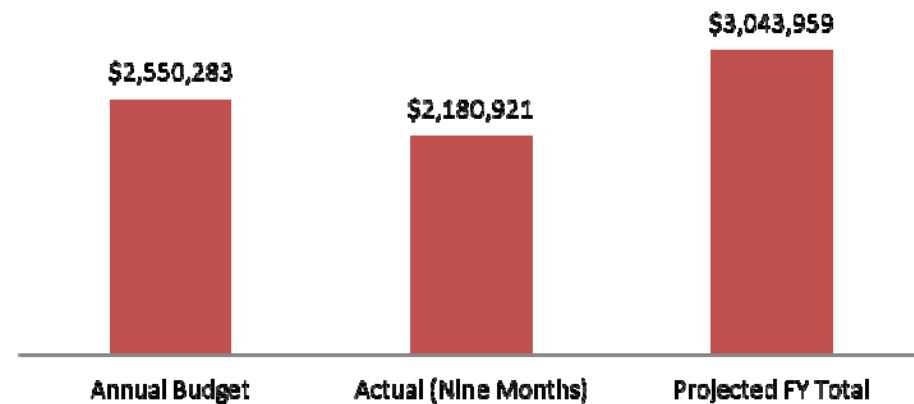
Other Divisions' Overtime: Current Year and Year over Year

Covering the first nine months of each fiscal year

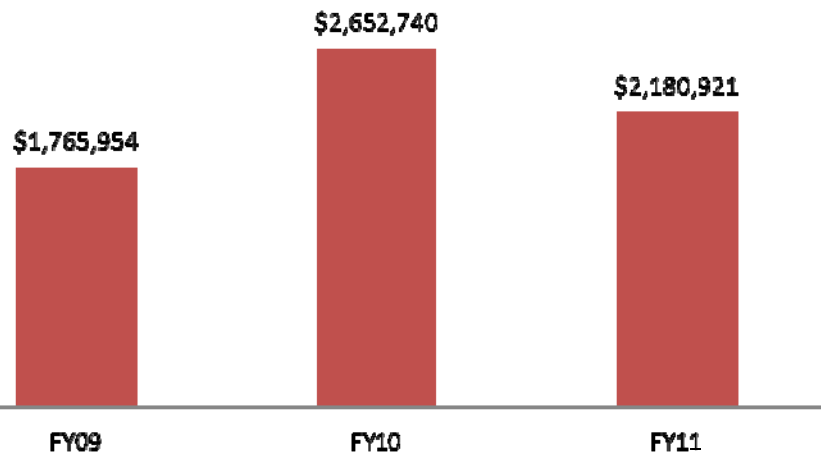
Other Divisions | OT Expenditures



Other Divisions | OT - Budget, Actual and Projected



Other Divisions | OT Expenditures



Other Divisions | OT Classes for FY09-FY11

Classifications	% of Total OT Hours	% of Total OT Expenditures
Parking Control Officer	46%	48%
Fare Collection Receiver	15%	15%
Storekeeper	5%	5%
Permit and Citation Clerk	4%	4%
Payroll and Personnel Clerk	4%	5%
Transit Fare Inspector	3%	3%
Other	23%	20%

Executive Directive/Legislation: Compliance

- **Transit Division**
 - Transit Operators: 71 > 30 percent overtime
 - Transit Supervisors: 14 > 30 percent overtime
 - Electrical Transit System Mechanics: 21 > 30 percent overtime
- **Other SFMTA Divisions are compliant**

Overtime: Key Considerations

- **Scheduled overtime is critical to service continuity**
 - Building overtime into runs facilitates maximum service provision during peak periods
 - Use of overtime mitigates service disruptions
 - Overtime is one tool used to address day-to-day service delivery
- **The lack of part-time operators presents scheduling challenges**
- **Filling transit operator and other front line positions is an ongoing battle**
 - Wellness program accelerated retirements that are already rising due to our aging workforce
 - While we are making progress within hiring, overtime must still be used to fill runs
- **Furloughs negotiated for front line staff and retirements as a result of the wellness benefit sunset exacerbated overtime for FY 2011**

Overtime: Key Considerations (cont.)

- **Special Events**
 - Service above and beyond the regular schedule, included planned events and unanticipated services
 - Incredibly resource intensive – often require luring significant numbers of transit operators, street supervisors and parking control officers to work during unsought shifts
 - Additional staffing is needed to maintain the quality of scheduled service while fulfilling special event needs
- **Age of Fleet and Facilities**
 - Requires significant maintenance attention
- **Overtime costs are offset by savings in salaries**
 - Allows flexibility to address service needs
 - Manage bottom line of salaries and benefits

Overtime: Management Strategy

- Fill vacancies within budget parameters
- SFMTA Board receiving monthly overtime reports
- Manage unscheduled absences
 - Reduction in unscheduled absences will decrease overtime needs
- Evaluate scheduling practices and contractual requirements related to schedules and overtime
 - Develop more efficient runs for transit operators
 - Negotiate contract provisions to reduce built in overtime (e.g. part time operators)
- Develop the optimal base level of overtime for service model for this City
 - What is the appropriate level of overtime where costs outweigh benefits?