

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
  - Transit Division \$34,606,824, Other Operating Divisions \$2,180,921
- SFMTA OT Hours
  - Transit Division 681,716, Other Operating Divisions 49,991
- SFMTA OT Budget, Actual and Projected
  - Annual Budget \$33,344,846
  - Actual (Nine Months) \$36,787,745
  - Projected FY Total \$51,345,462
- Notes
  - 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
  - FY09 699,069, FY10 696,214, FY11 731,707
- SFMTA OT Expenditures
  - FY09 \$32,091,232, FY10 \$32,953,486 FY11 \$36,787,745
- SFMTA Budget to Actual
  - FY09 Actual \$32,091,232, FY09 Budget \$30,868,671
  - FY10 Actual 432,953,486, FY10 Budget \$37,868,815
  - FY11 Actual \$36,787,745, FY11 Budget \$33,344,846
- SFMTA Indexed OT Expenditures v. Hours
  - Expenditures FY09 1.00, FY10 1.03, FY11 1.15
  - Hours FY09 1.00, FY10 1.00, FY11 1.05

# Transit Division Overtime: Current Year

*Covering the first nine months of the fiscal year*

- Transit OT Hours
  - Transit Operators 437,757
  - Vehicle Maintenance, Maintenance of Way 169,080
  - Transit Inspectors, Central Control, Station Agents 74,880
- Transit OT Expenditures
  - Transit Operators \$19,683,978
  - Vehicle Maintenance, Maintenance of Way \$10,103,187
  - Transit Inspectors, Central Control, Station Agents \$4,819,659
- Transit OT Budget, Actual and Projected
  - Annual Budget \$30,794,563
  - Actual (Nine Months) \$34,606,825
  - Projected FY Total \$48,301,504
- Notes
  - 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
  - FY09 654,121, FY10 632,801 FY11 681,716
- Transit OT Expenditures
  - FY09 \$30,325,278, FY10 \$30,300,746 FY11 \$34,606,825
- TransitIndexed OT Expenditures v. Hours
  - Expenditures FY09 1.00, FY10 1.00, FY11 1.14
  - Hours FY09 1.00, FY10 0.97, FY11 1.04
- Transit OT Classes for FY09-F11
  - Transit Operator 71% of Total OT Hours, 64% of Total OT Expenditures
  - Electrical Transit System Mechanic, 7% and 8%
  - Transit Supervisor, 7% and 9%
  - Transit Car Cleaner 2% and 2%
  - Electronic Maintenance Tech 1% and 2%
  - Station Agent 1% and 1%
  - Other 11% and 14%

# Other Divisions' Overtime: Current Year and Year over Year

*Covering the first nine months of each fiscal year*

- Other Divisions OT Expenditures
  - Safety, Security, Enforcement and Training \$1,372,305
  - Administration, Finance and Information Technology \$664,410
  - Sustainable Streets \$144,206
- Other Divisions OT Budget, Actual and Projected
  - Annual Budget \$2,550,283, Actual (Nine Months) \$2,180,921, Projected FY Total \$3,043,959
- Other Divisions OT Expenditures
  - FY09 \$1,765,954, FY10 \$2,652,740, FY11 \$2,180,921
- Other Divisions OT Classes for FY09-FY11
- Parking Control Officer 46% of Total OT Hours, 48% of Total OT Expenditures
- Fare Collection Receiver 15% and 15%
- Storekeeper 5% and 5%
- Permit and Citation Clerk 4% and 4%
- Payroll and Personnel Clerk 4% and 5%
- Transit Fare Inspector 3% and 3%
- Other 23% and 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?