

UTA Board of Trustees Meeting

January 10, 2024



Call to Order and Opening Remarks



My BeUTAHful Community Student Art Competition

2023 Winning Art



Unity - Otto Li - 2nd Grade



“What inspired me to draw this drawing is that people in the world are all unique. They can cooperate together as a team, no matter who they are, what gender they are, or what race they are.”

Pledge of Allegiance



Safety First Minute



Public Comment

- Live comments are limited to 3 minutes per commenter
- Live comments may be heard from in-person attendees as well as Zoom attendees
- For comments via Zoom, use the “raise hand” function in Zoom to indicate you would like to make a comment
- Public comment was solicited prior to the meeting through alternate means, including email, telephone, and the UTA website
- Any comments received through alternate means were distributed to the board for review in advance of the meeting



Consent Agenda

- a. Approval of December 20, 2023, Board Meeting Minutes



Recommended Action (by acclamation)

Motion to approve the consent agenda



Reports

- a. Executive Director Report
- b. Financial Report – October 2023



Executive Director Report

- UTA Commendations
- Recognition of Mary DeLoretto
- Ski Update
- Trolley and Morgan County Contracts Update

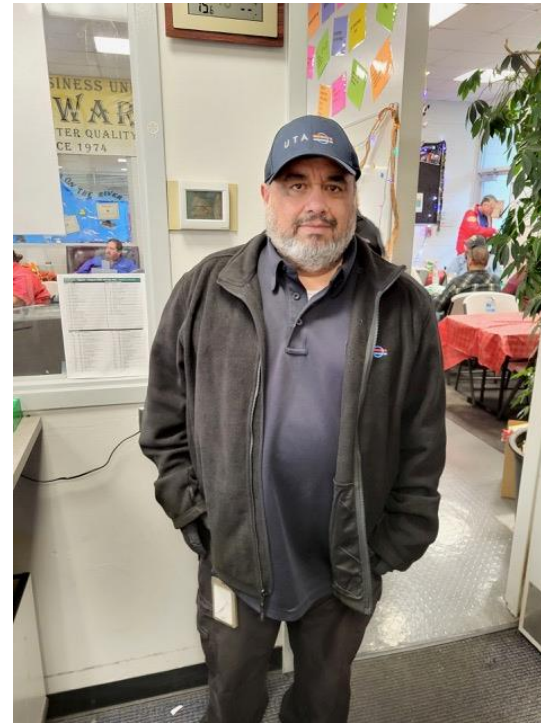


UTA Commendations



EMPLOYEE RECOGNITION

Marie Bisel



Recognition of Mary DeLoretto

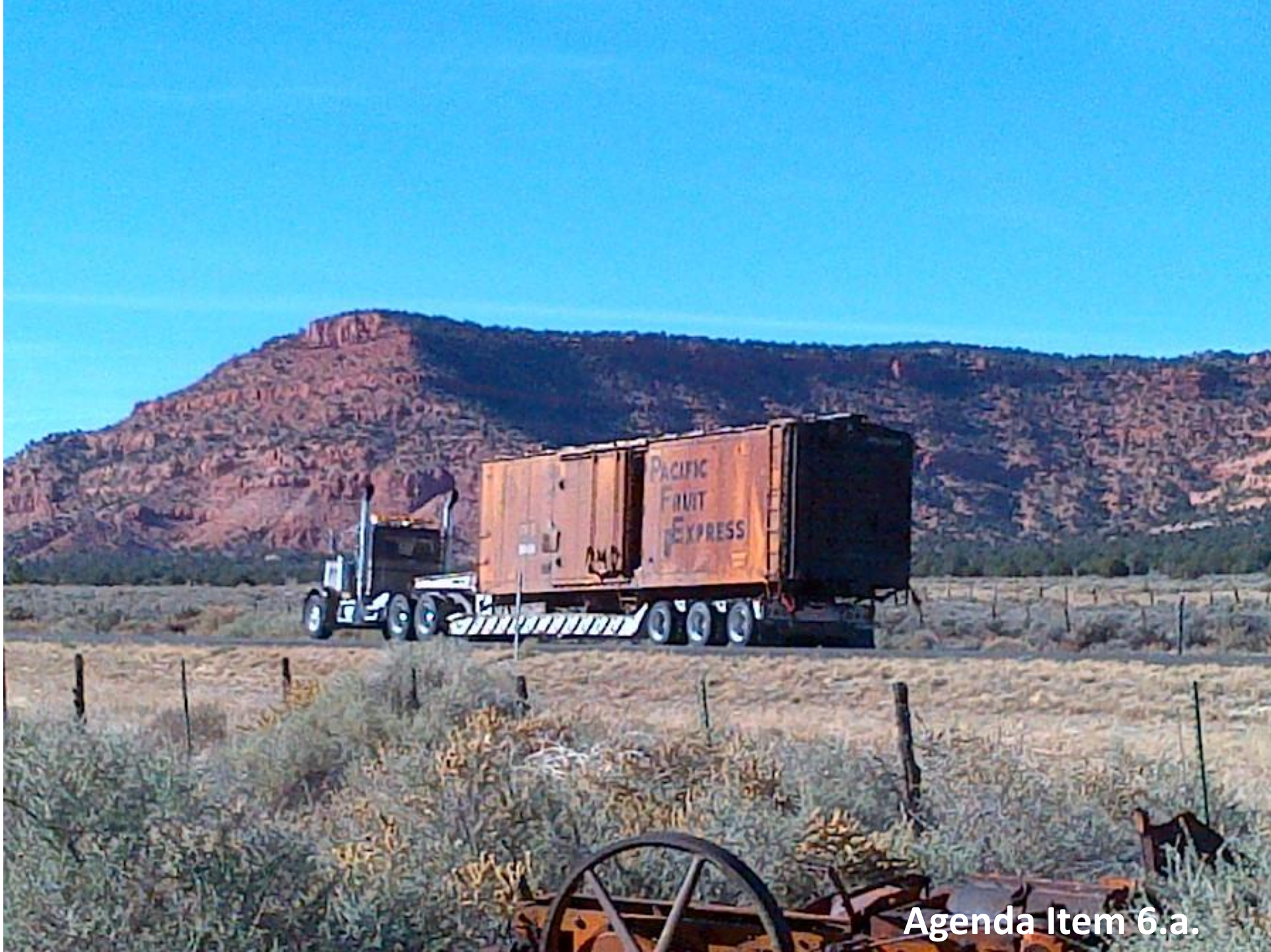


Draper Line Historic Impact Mitigation

Historic Rail Car



Agenda Item 6.a.



Agenda Item 6.a.



Agenda Item 6.a.



Agenda Item 6.a.



Agenda Item 6.a.

FrontRunner South Wetland Mitigation

Hobble Creek Site

UTAH
LAKE
PROVO BAY

SPRING CREEK

I-15 SPRINGVILLE
EXIT #261

1400 NORTH

1000 NORTH

HOBBLE CREEK

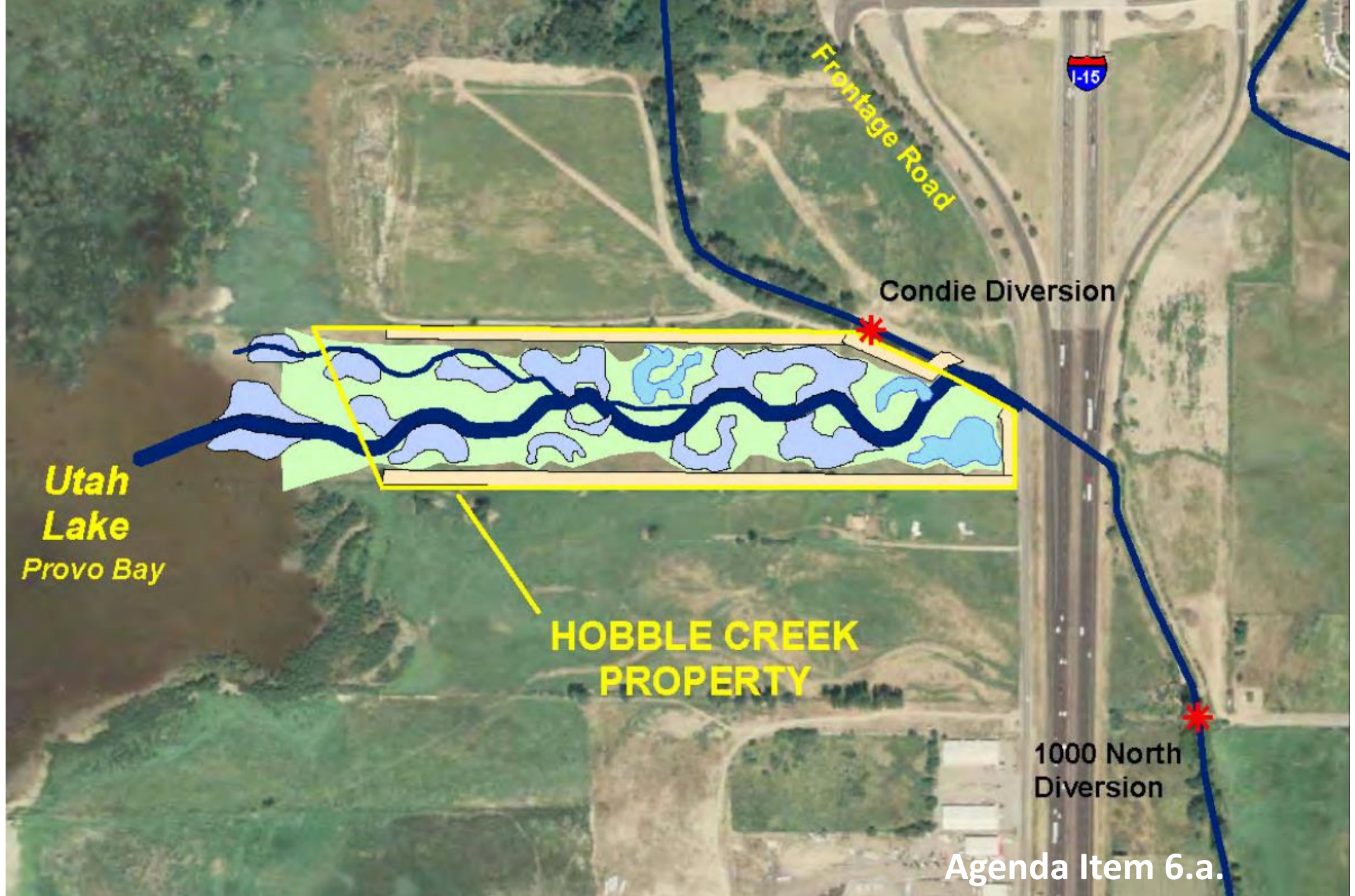
HOBBLE CREEK
PROPERTY



100 WEST

550 NORTH

Agenda Item 6.a.



**Utah
Lake**
Provo Bay

Frontage Road



Condie Diversion

**HOBBLE CREEK
PROPERTY**

1000 North
Diversion

Agenda Item 6.a.



Agenda Item 6.a.



Agenda Item 6.a.

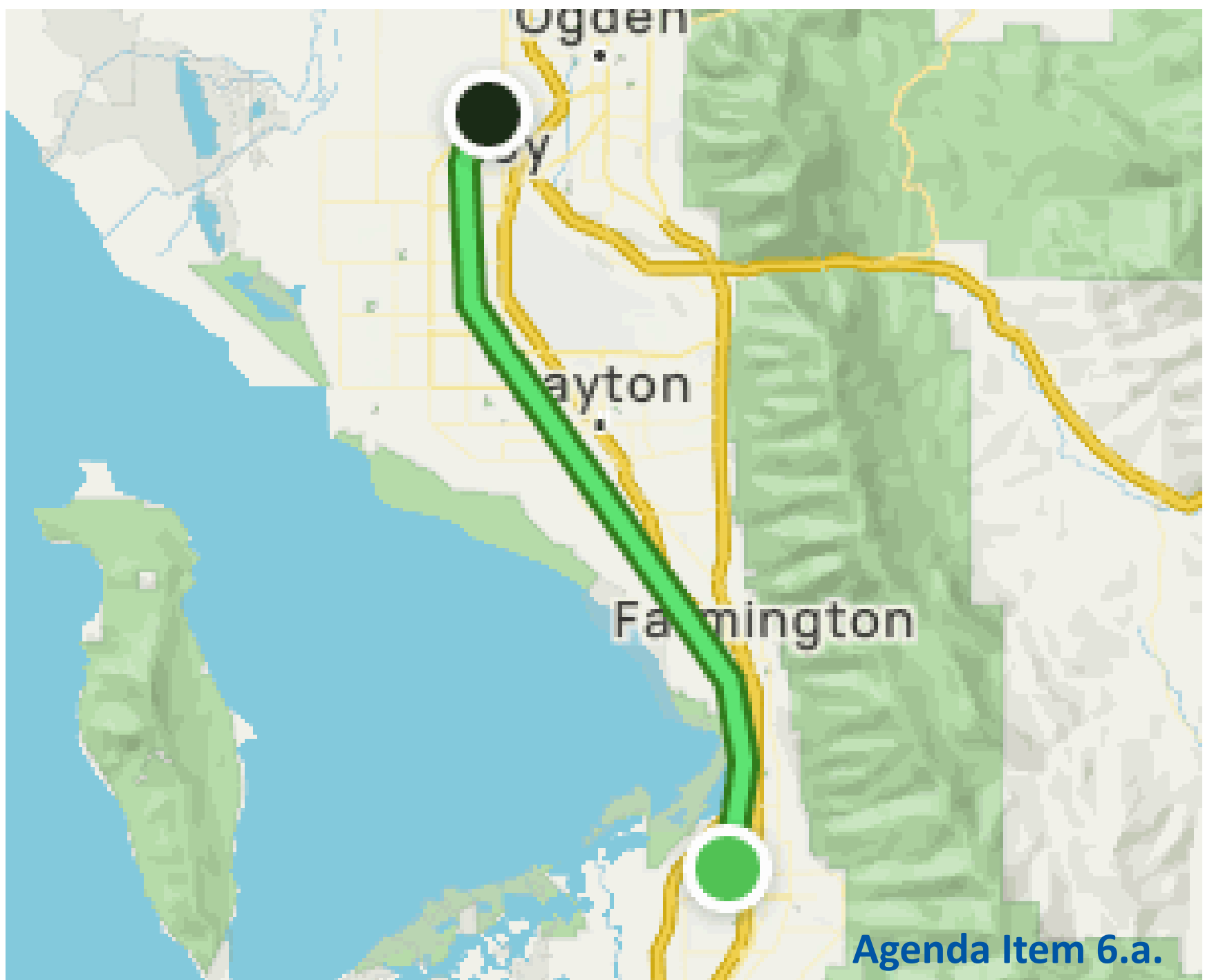


Agenda Item 6.a.



Agenda Item 6.a.

Denver & Rio Grande Rail Trail



Agenda Item 6.a.





Agenda Item 6.a.

Ski Update



Salt Lake Service Unit

Ski Service Update

Routes 972, 994

November 26, 2023 – December 19, 2023



Agenda Item 6.a.

Service Highlights

- **Experienced operations team**
- **Dedicated mobile maintenance team**
- **Great working relationship with resorts and UDOT**
- **40-foot buses being utilized**
- **Spare bus staged near canyons**
- **Moderate passenger loads in Little Cottonwood Canyon**
- **Heavy passenger loads in Big Cottonwood Canyon**
- **Running an average of 10 extra daily trips (Fri, Sat, Sun)**
- **Preliminary daily ridership is higher than same timeframe last season**
- **Bypass Service has not been needed**
- **Cottonwood Connect started on 12/22**
- **Brighton and Solitude employee shuttles have begun operating**



Trolley and Morgan County Contracts Update



Financial Report – October 2023



Monthly Operating Financial Report

October 2023

January 10, 2024



Agenda Item 6.b.

Utah Transit Authority

Board Dashboard: October 31, 2023

Financial Metrics	Oct Actual	Oct Budget	Fav/ (Unfav)	%	YTD Actual	YTD Budget	Fav/ (Unfav)	%
Sales Tax (Sep '23 mm \$)	\$ 43.8	\$ 44.2	\$ (0.41)	-0.9%	\$ 357.6	\$ 351.2	\$ 6.43	1.8%
Fare Revenue (mm)	\$ 2.8	\$ 3.1	\$ (0.22)	-7.1%	\$ 29.9	\$ 29.7	\$ 0.21	0.7%
Operating Exp (mm)*	\$ 28.3	\$ 33.3	\$ 5.01	15.1%	\$ 314.9	\$ 339.3	\$ 24.36	7.2%
Subsidy Per Rider (SPR)*	\$ 7.41	\$ 11.18	\$ 3.77	33.7%	\$ 9.76	\$ 11.18	\$ 1.42	12.7%
UTA Diesel Price (\$/gal)	\$ 3.45	\$ 3.90	\$ 0.45	11.5%	\$ 3.21	\$ 3.90	\$ 0.69	17.7%
Operating Metrics	Oct Actual	Oct Budget	F/ (UF)	%	YTD Actual	YTD 2022	F/ (UF)	%
Ridership (mm)	3.43	2.94	0.5	16.6%	29.20	26.39	2.8	10.6%
Energy Cost by Type (October YTD Monthly Average)								
	Diesel Bus (Cost per Mile)				\$ 0.62			
	Diesel CR (Cost per Mile)				\$ 5.36			
	Unleaded Gas (Cost per Mile)				\$ 0.44			
	CNG (Cost per Mile)				\$ 0.36			
	Bus Propulsion Power (Cost per Mile)				\$ 0.71			
	TRAX Propulsion Power (Cost per Mile)				\$ 0.94			

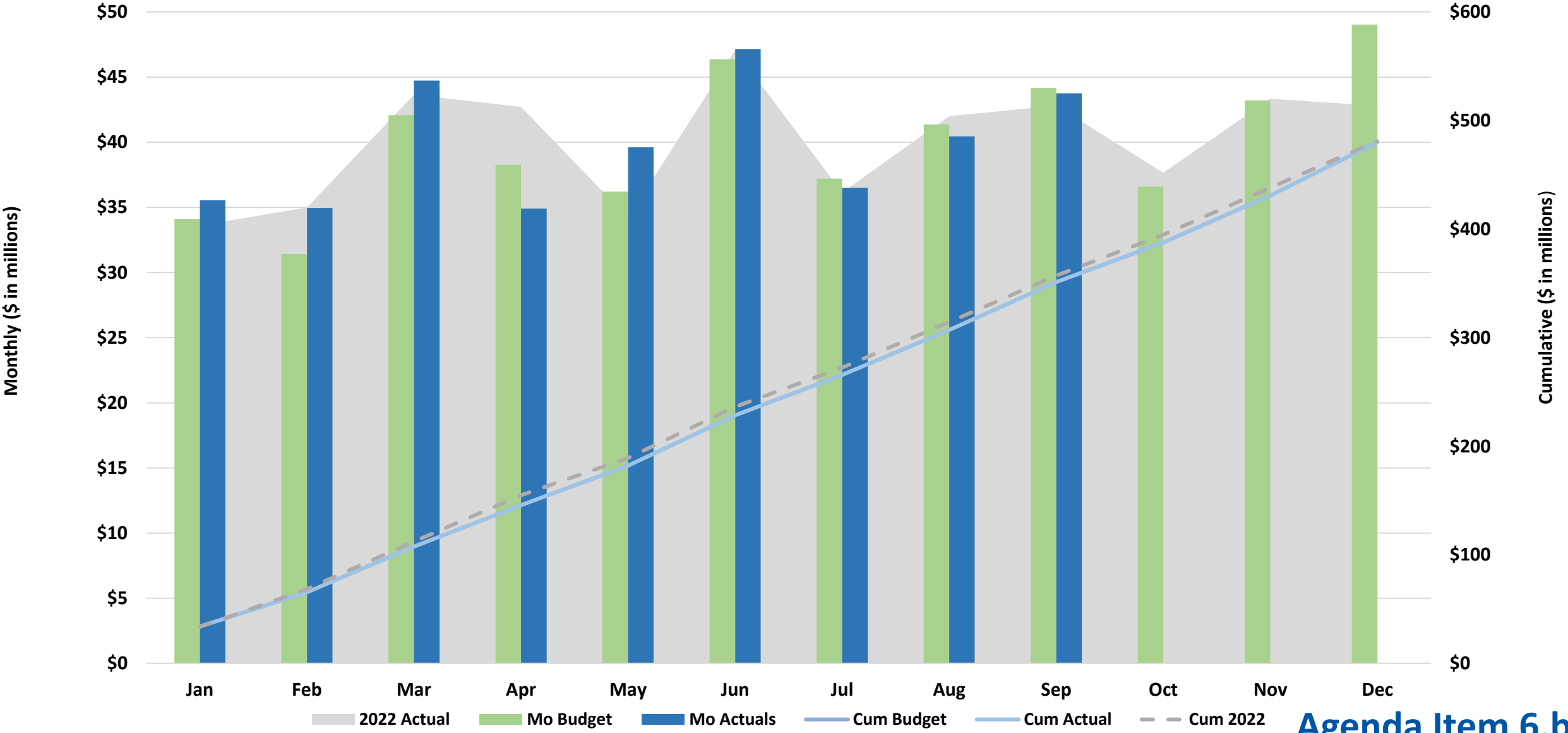
"Sales Tax" lists the amount of sales tax revenue received for the month listed in bold. All other data reflects the month listed in the table title.

*Amended 2023 Budget

Agenda Item 6.b.

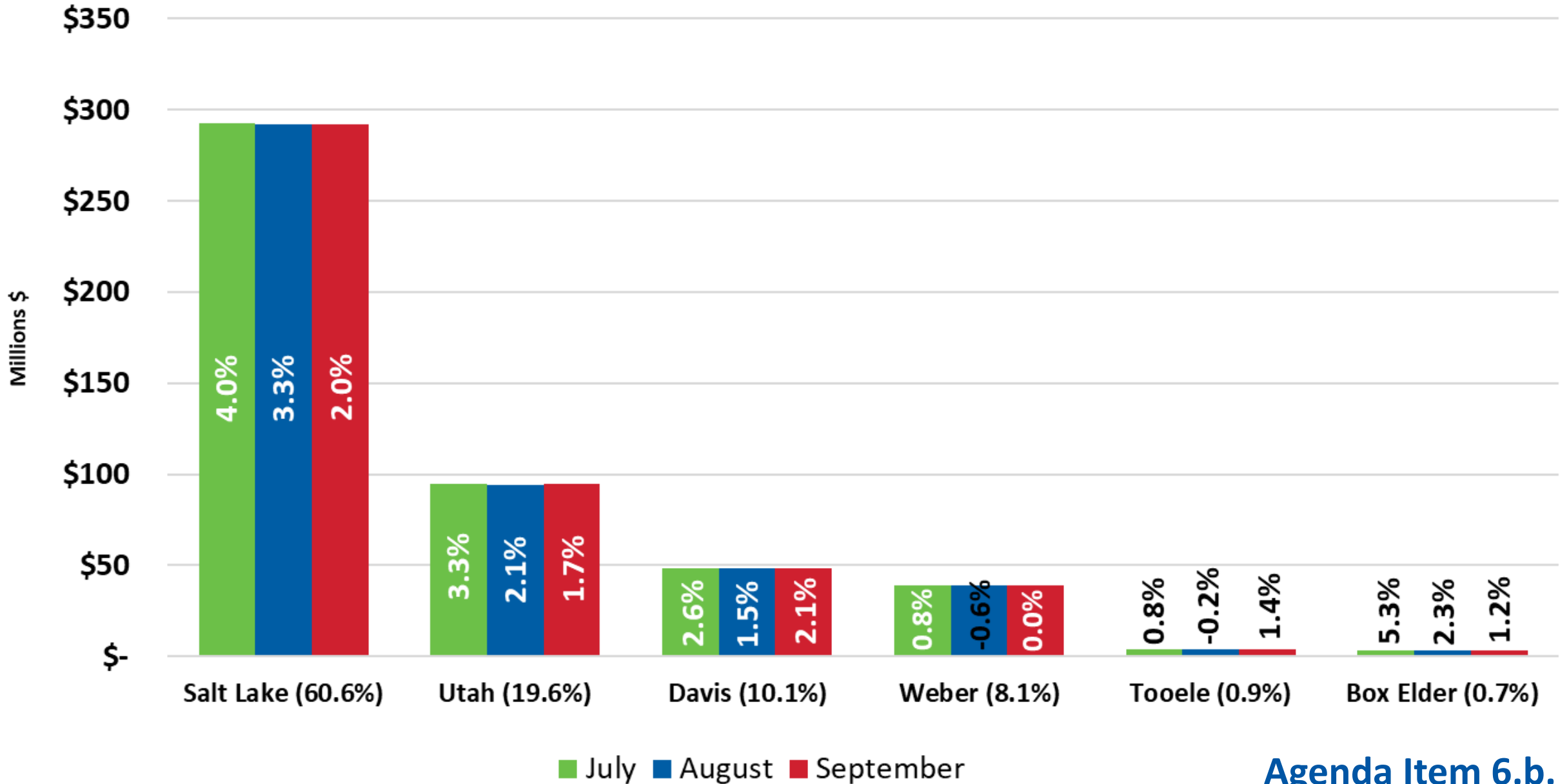
2023 Sales Tax

September YTD Variance \$6.43 million



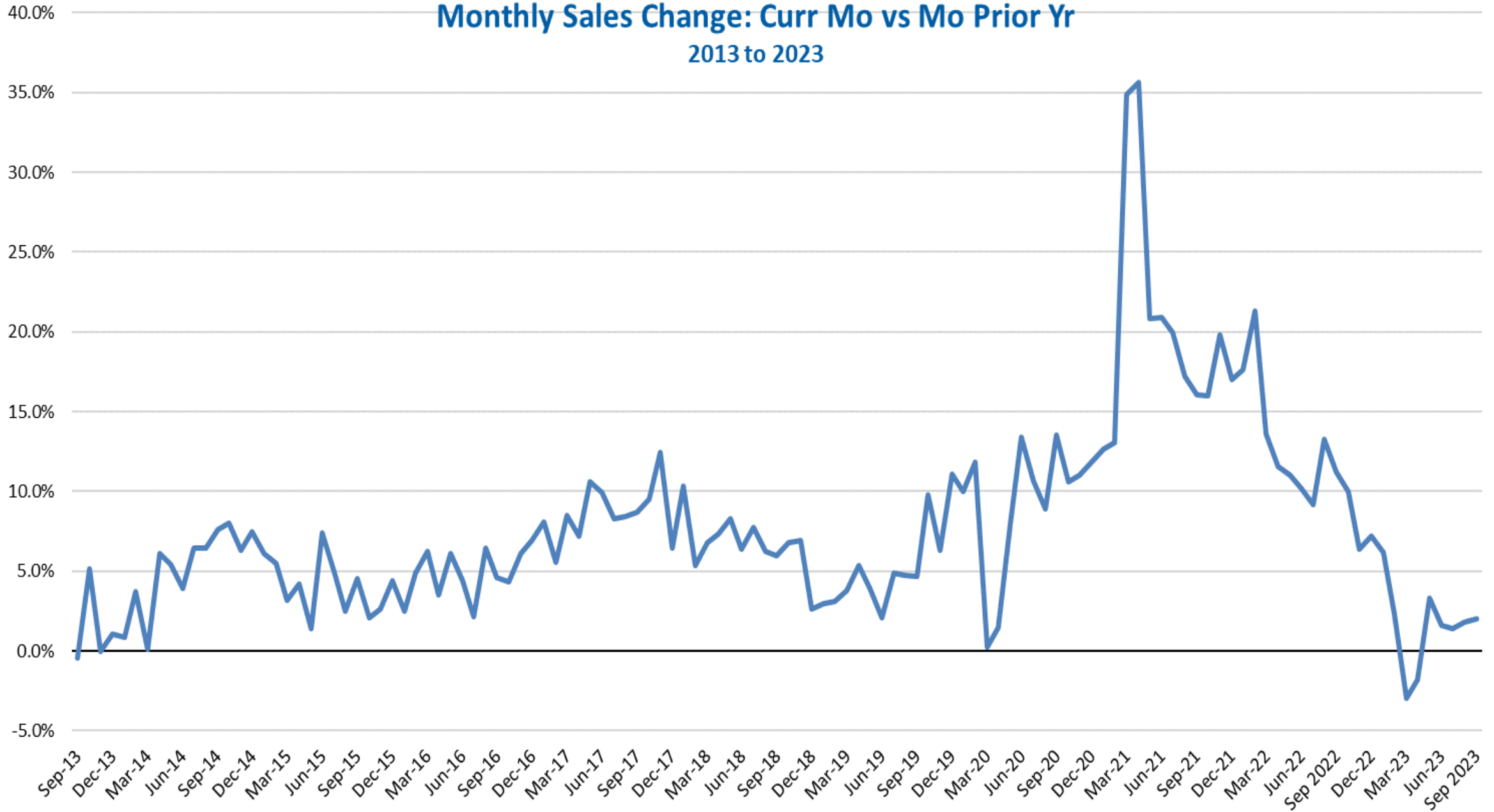
Sales Tax Collections

Percentage Change for 12 months ended Sept 30, 2023

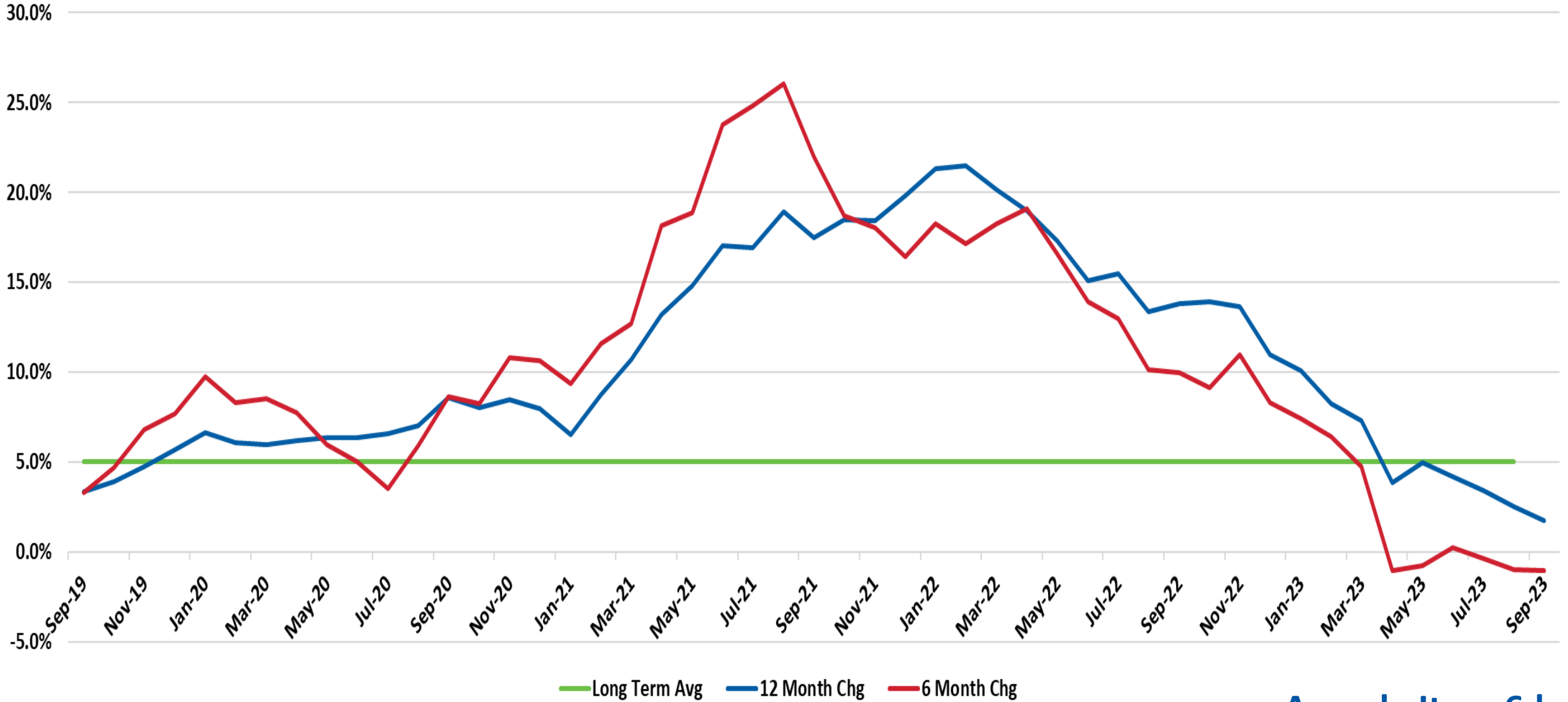


Utah Taxable Sales History

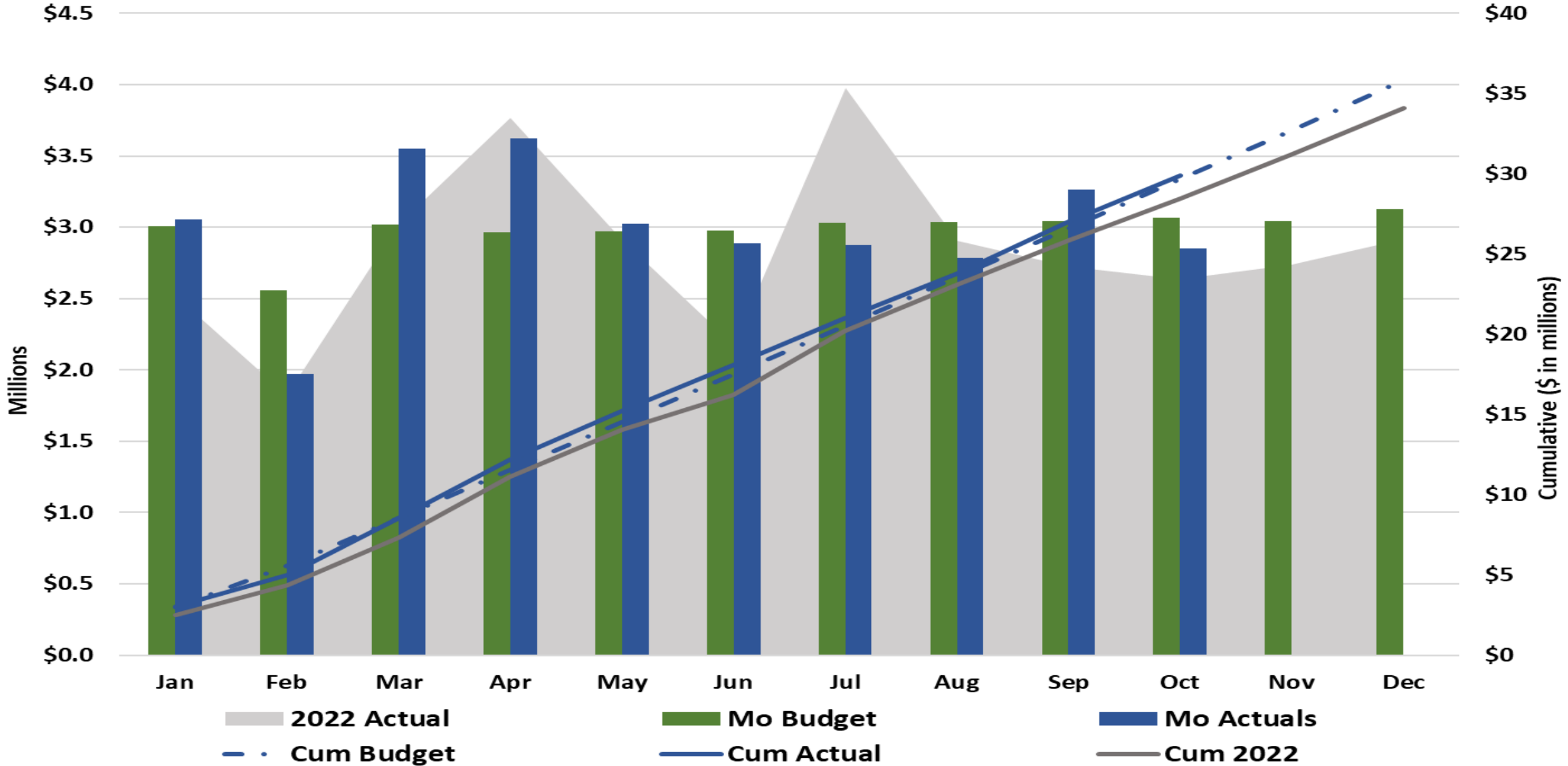
Monthly Sales Change: Curr Mo vs Mo Prior Yr
2013 to 2023



UTA Sales Tax Growth 2019 - 2023



2023 Passenger Revenue October YTD \$206.7K > Budget



FTE Report October 2023

Agenda Item 6.b.

	Amended Budget	Oct-23 Budget vs. Actual		
		Actual	Variance	Vacancy Rate
Administrative FTE				
Admin Depts	619.8	581.0	38.8	6.3%
Operating Depts	384.5	367.5	17.0	4.4%
<i>Subtotal</i>	1,004.3	948.5	55.8	5.6%

Vacancy Rate		
Prior Month	Start of Year	Prior Year
6.9%	12.6%	9.5%
3.6%	7.0%	4.7%
5.7%	10.4%	7.0%

	Amended Budget	Vacancy Rate		
		Actual	Variance	Vacancy Rate
Bargaining Unit FTE				
Admin Depts	42.0	95.0	-53.0	-126.2%
<i>Operating Modes</i>				
Bus	1,101.0	1,035.7	65.3	5.9%
Light Rail	285.0	283.0	2.0	0.7%
Commuter Rail	103.0	101.0	2.0	1.9%
Riverside	159.0	147.5	11.5	7.2%
Asset Mgt	184.0	160.0	24.0	13.0%
<i>Subtotal</i>	1,874.0	1,822.2	51.8	2.8%

Prior Month	Start of Year	Prior Year
-123.8%	-34.5%	-13.0%
7.4%	14.5%	12.6%
-0.7%	9.5%	4.4%
1.9%	3.9%	1.9%
6.6%	5.0%	6.1%
12.5%	11.4%	13.5%
3.4%	9.7%	9.7%

<i>Total FTE</i>	2,878.3	2,770.7	107.6	3.7%
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4.2%	10.8%	8.8%
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October 2023 Monthly and YTD Financial Results

Agenda Item 6.b.



OPERATING FINANCIALS

October 2023

MONTHLY RESULTS						FISCAL YEAR 2023 Dollars in Millions	YEAR-TO-DATE RESULTS					
Prior Year Actual	Current Year			Variance			Prior Year Actual	Current Year			Variance	
	Actual	A Budget	Variance					Actual	A Budget	Variance		
\$ 42.3	\$ 35.7	\$ 36.6	\$ (0.9)	-2.5%	Revenue	\$ 386.2	395.1	\$ 387.8	\$ 7.3	1.9%		
2.7	2.8	3.1	(0.2)	-7.1%	Sales Tax (Oct accrual)	28.5	29.9	29.7	0.2	0.7%		
-	-	6.9	(6.9)	-100.0%	Fares	217.4	59.5	71.1	(11.6)	-16.3%		
2.2	5.3	1.8	3.5	198.9%	Federal	18.8	41.5	17.7	23.8	134.8%		
					Other *							
\$ 47.2	\$ 43.8	\$ 48.3	\$ (4.5)	-9.4%	TOTAL REVENUE	\$ 650.9	\$ 526.0	\$ 506.2	\$ 19.8	3.9%		
					Expense							
\$ 13.2	\$ 13.7	\$ 15.2	\$ 1.6	10.3%	Salary/Wages	\$ 127.4	\$ 144.6	\$ 152.3	\$ 7.6	5.0%		
1.2	0.9	0.9	0.0	4.3%	Overtime	11.6	12.2	9.0	(3.2)	-35.4%		
6.4	7.2	8.2	1.0	11.9%	Fringe Benefits	67.9	75.9	81.5	5.6	6.8%		
2.6	2.5	3.0	0.6	18.9%	Services	24.5	30.1	33.7	3.5	10.4%		
1.9	1.7	2.0	0.3	17.1%	Parts	13.7	19.8	19.5	(0.3)	-1.8%		
3.0	1.8	3.0	1.1	38.1%	Fuel	27.0	24.6	29.6	5.0	16.9%		
0.7	0.4	0.5	0.1	17.5%	Utilities	4.4	6.3	5.2	(1.2)	-22.4%		
1.6	1.1	1.4	0.3	20.5%	Other	10.9	11.4	18.5	7.1	38.4%		
(0.4)	(1.0)	(1.0)	(0.0)	0.7%	Capitalized Cost	(5.1)	(10.1)	(9.9)	(0.2)	2.4%		
\$ 30.2	\$ 28.3	\$ 33.3	\$ 5.0	15.1%	TOTAL EXPENSE	\$ 282.4	\$ 314.9	\$ 339.3	\$ 24.4	7.2%		
6.6	7.3	-	(7.3)		Debt Service	68.2	67.1	59.2	(8.0)	-13.5%		
\$ 10.3	\$ 8.2	\$ 15.1	\$ (6.8)	-45.3%	Contrib. Capital/Reserves	\$ 300.2	\$ 143.9	\$ 107.7	\$ 36.1	33.5%		

*Does not include Sale of Assets or other Non-Cash items Favorable/(Unfavorable)

*Does not include Sale of Assets (\$5.14M) or Non-Cash items (\$20.3M) Favorable/(Unfavorable)

Questions?



Capital Program Update- January – October 2023

January 10, 2024



Follow Up to last Capital Presentation

Orange Street:

- Working with Salt Lake City and UDOT's Contractor to determine the best option for getting fiber to our location to service the cameras.
- This process will require cooperation with UDOT and Salt Lake City.
- Still working on an implementation schedule.

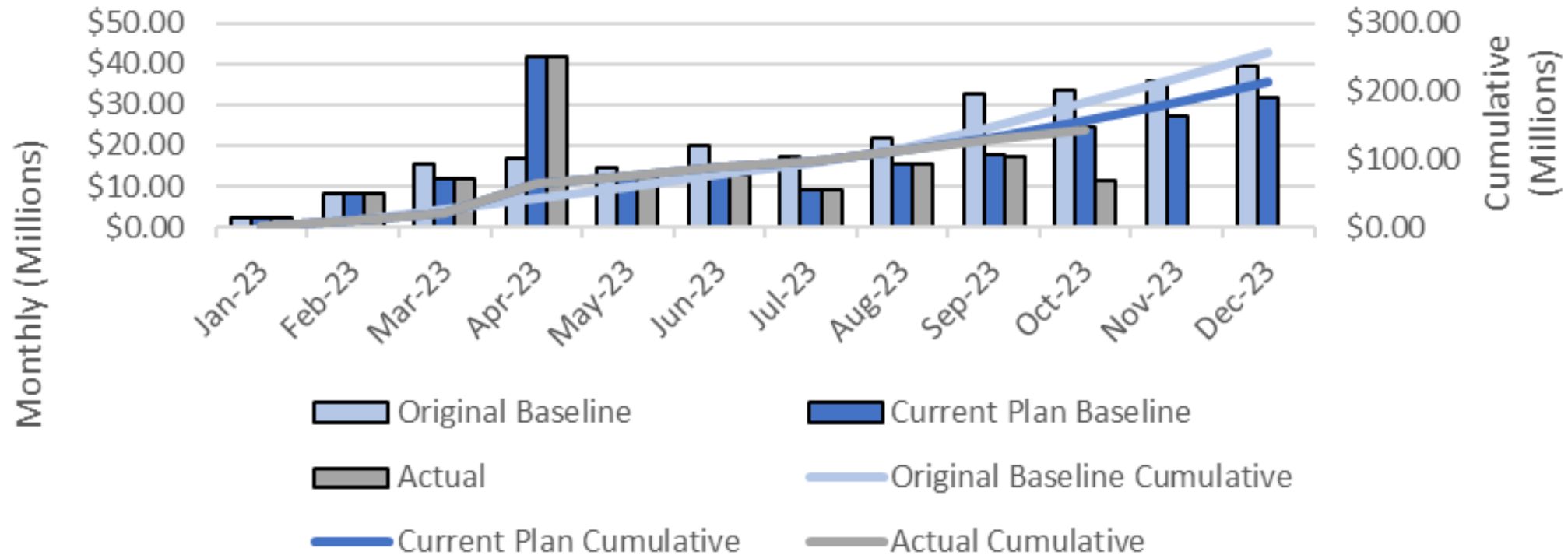
Paratransit Forward Study:

After our first review of the Summary Report. Planning did note that the factor that surprised them was that 30 destinations accounted for 25% of all drop-offs.



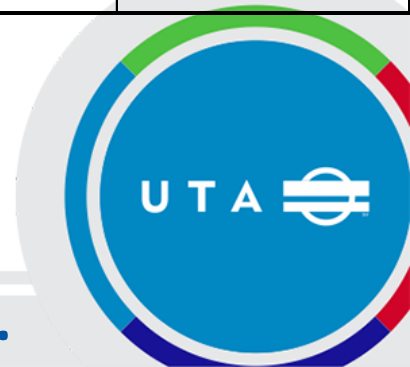
Program Summary

2023 Capital Spending Program Summary- \$142 M Spent of Planned \$155.6 M, 9%



Capital Category Summary YTD October 2023

UTA Capital Program	YTD Current Baseline Plan	YTD Actual Expenditures	Purchase Orders	YTD Variance \$	YTD Variance %
Capital Construction	\$ 21,888,316	\$ 25,906,696	\$ 711,930	\$ (4,018,380)	-18.4%
Capital Development	23,714,699	23,114,887	3,671,968	599,812	2.5%
Facilities-SGR	4,417,490	4,719,357	1,449,256	(301,867)	-6.8%
Information Technology	8,903,174	9,126,923	1,418,471	(223,749)	-2.5%
Infrastructure State of Good Repair	36,092,337	32,444,809	4,697,859	3,647,528	10.1%
Planning- Total Capital Expenditure	1,780,983	1,226,999	139,364	553,984	31.1%
Property/TOC	2,308,630	2,819,173	473,735	(510,543)	-22.1%
Revenue / Service Vehicles	49,952,395	34,896,528	16,387,877	15,055,867	30.1%
Safety & Security	5,276,255	5,351,628	819,373	(75,373)	-1.4%
5310 Program Summary	1,279,267	1,835,418	\$ 112,814	\$ (556,151)	-43.5%
Totals	\$ 155,613,547	\$ 141,442,418	\$ 29,882,646	\$ 14,171,129	9.1%



Capital Development – MSP264 South Valley Transit

Project Objectives

- Extend Frontrunner to Payson.
- Preserve corridor to Payson.

Current Accomplishment

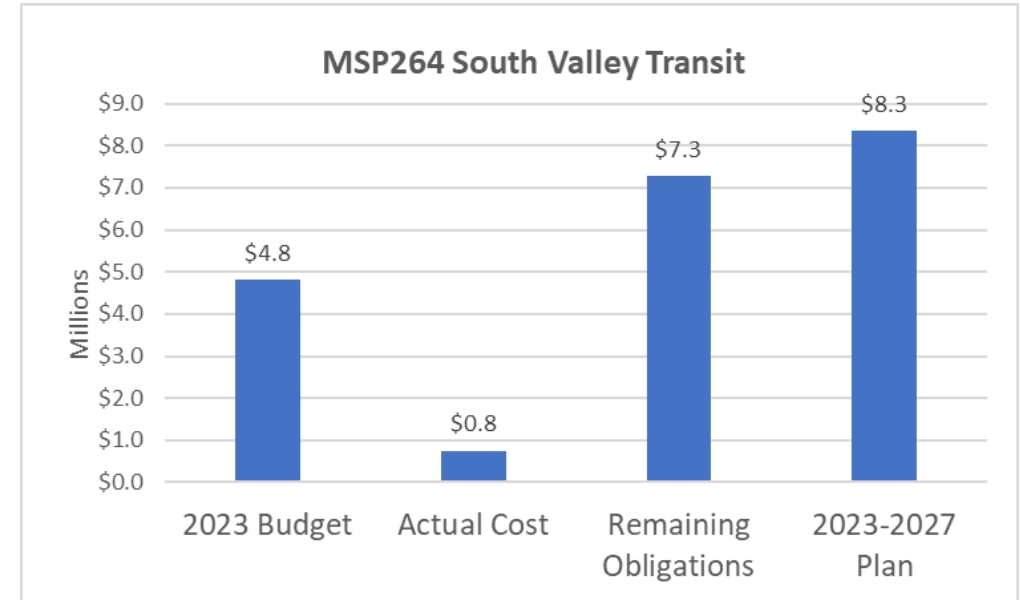
- Completed Traffic Study for Springville.
- Design progress.

Next Steps

- Refine design and footprint.
- Access corridor preservation funds
- Complete class of action package.

Challenges

- UPRR coordination.
- Balancing stakeholders needs with UTA's.
- Determining footprint.



Current Project Status

- Managed challenges/On schedule/Within budget



Capital Development – MSP229 Bus Stop Imp-Signage SL County

Project Objectives

- Provide American with Disabilities Act (ADA) compliant bus stops.
- Improve bus stops along route 209 in the Avenues.

Current Accomplishment

- Advanced design to 60%.
- Coordination to ensure compliance with ADA requirements

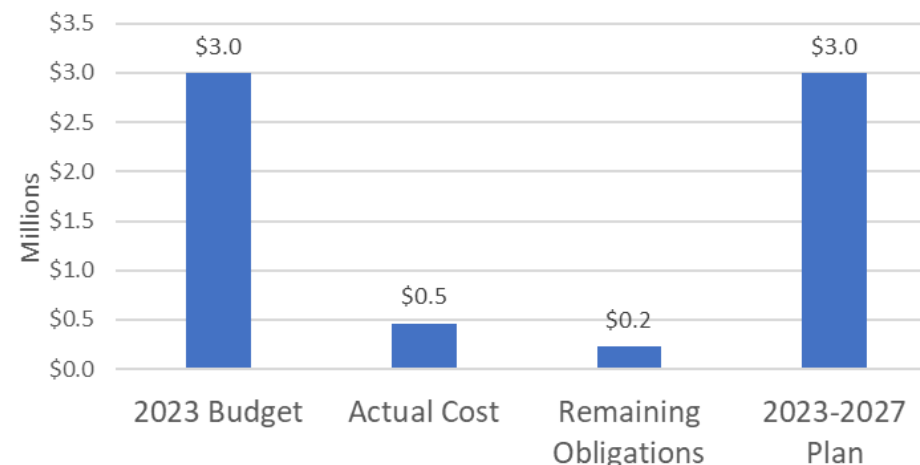
Next Steps

- Final Design Dec 2023.
- Advertise for construction.
- Award construction contracts Q1 2024.
- Construction 2024

Challenges

- Some locations cannot be improved due to existing grades to meet ADA requirements.

MSP229 Bus Stop Imp-Signage SL County



Current Project Status

- Challenges but \$ still on target/Schedule slippage but no budget adjustments anticipated



SGR409 System Restrooms

Project Objectives

- Build new operator restrooms prioritized by Service Planning.

Current Accomplishment

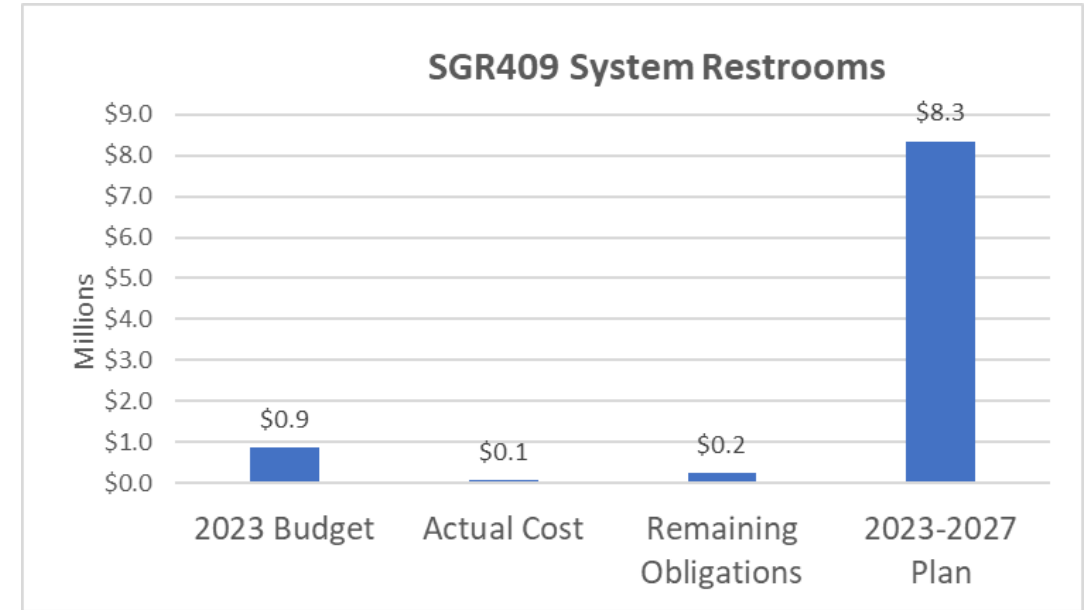
- Master Task Order Agreement executed for designers.
- Design is 60% complete for Roy, Layton, West Jordan, and Millcreek.

Next Steps

- Complete design by the end of 2023.
- Construction RFP Q1 2024.
- Start design on 4 additional restrooms in Q1 2024.

Challenges

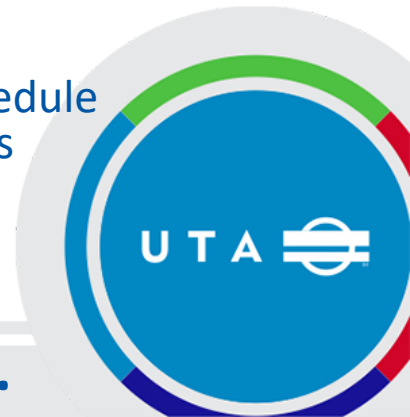
- Qualified Contractors.
- Contractor interest.



Current Project Status

- Challenges but \$ still on target/Schedule slippage but no budget adjustments anticipated

Agenda Item 6.b.





MSP267 New Maintenance Training Facility

Project Objectives

- Remodel the Semi Service building into a training facility for bus and rail vehicle maintenance.

Current Accomplishment

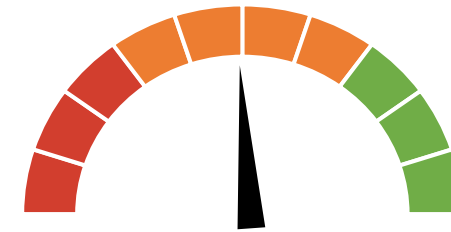
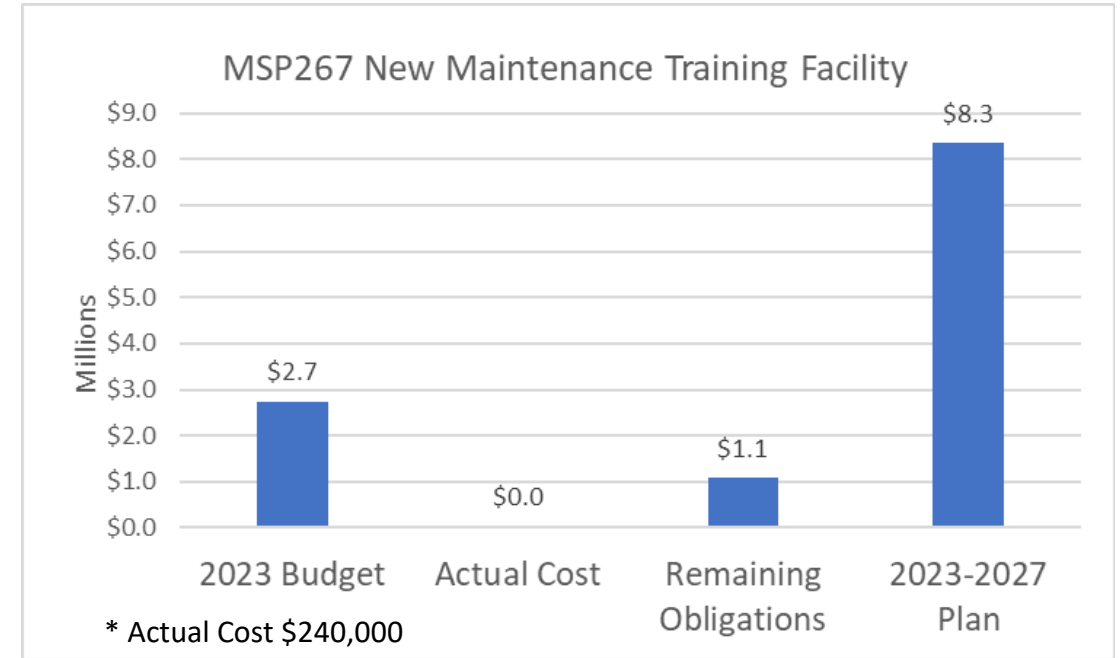
- Advertisement for Architectural and Engineering services.

Next Steps

- Architectural and Engineering selection.
- Design in 2024
- Construction projected starting in 2025

Challenges

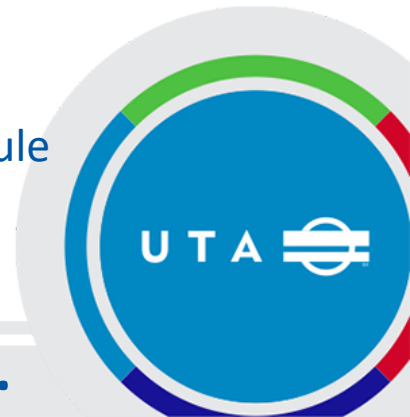
- Working with a building in very poor condition
- Probability of increase costs.
- Supply chain and inflation could cause significant delays.



Current Project Status

- Challenges but \$ still on target/Schedule slippage but no budget adjustments anticipated

Agenda Item 6.b.



Questions-



Contracts, Disbursements, and Grants

- a. Contract: Utility Relocation for Midvalley Bus Rapid Transit Project (Dominion Energy Utah)
- b. Contract: Public Way Lease Agreement for Midvalley Bus Rapid Transit Project (Salt Lake Community College)



Contract: Utility Relocation for Midvalley Bus Rapid Transit Project (Dominion Energy Utah)

Recommended Action (by acclamation)

Motion to approve the contract with Dominion Energy Utah for utility relocation for the Midvalley Bus Rapid Transit project, as presented



Contract: Public Way Lease Agreement for Midvalley Bus Rapid Transit Project (Salt Lake Community College)

Recommended Action (by acclamation)

Motion to approve the contract with Salt Lake Community College for the public way lease agreement for the Midvalley Bus Rapid Transit project, as presented



Budget and Other Approvals

- a. UTA Policy – UTA.04.02 Additional Service Requests



UTA Policy – UTA.04.02 Additional Service Requests



Recommended Action

(by acclamation)

Motion to approve UTA Policy – UTA.04.02 Additional Service Requests, as presented



Discussion Items

- a. Fare Revenue
- b. Community Outreach and Events Update
- c. Constituent and Customer Service – 2023 Annual Report



Fare Revenue



FARE REVENUE BY GROUP

CONTRACTS



- ECO
- ED
- Human Services
- Government

PUBLIC FARES



- Farebox
- TVM
- FAREPAY Card
- Mobile App
- Paper Passes

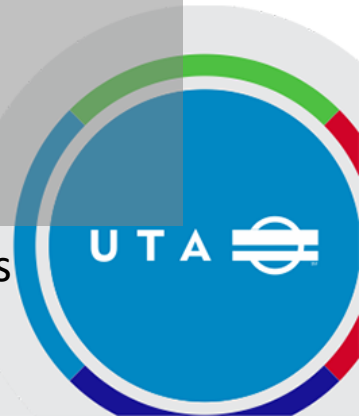
SPECIAL SERVICES*



- Paratransit
- Van Pool

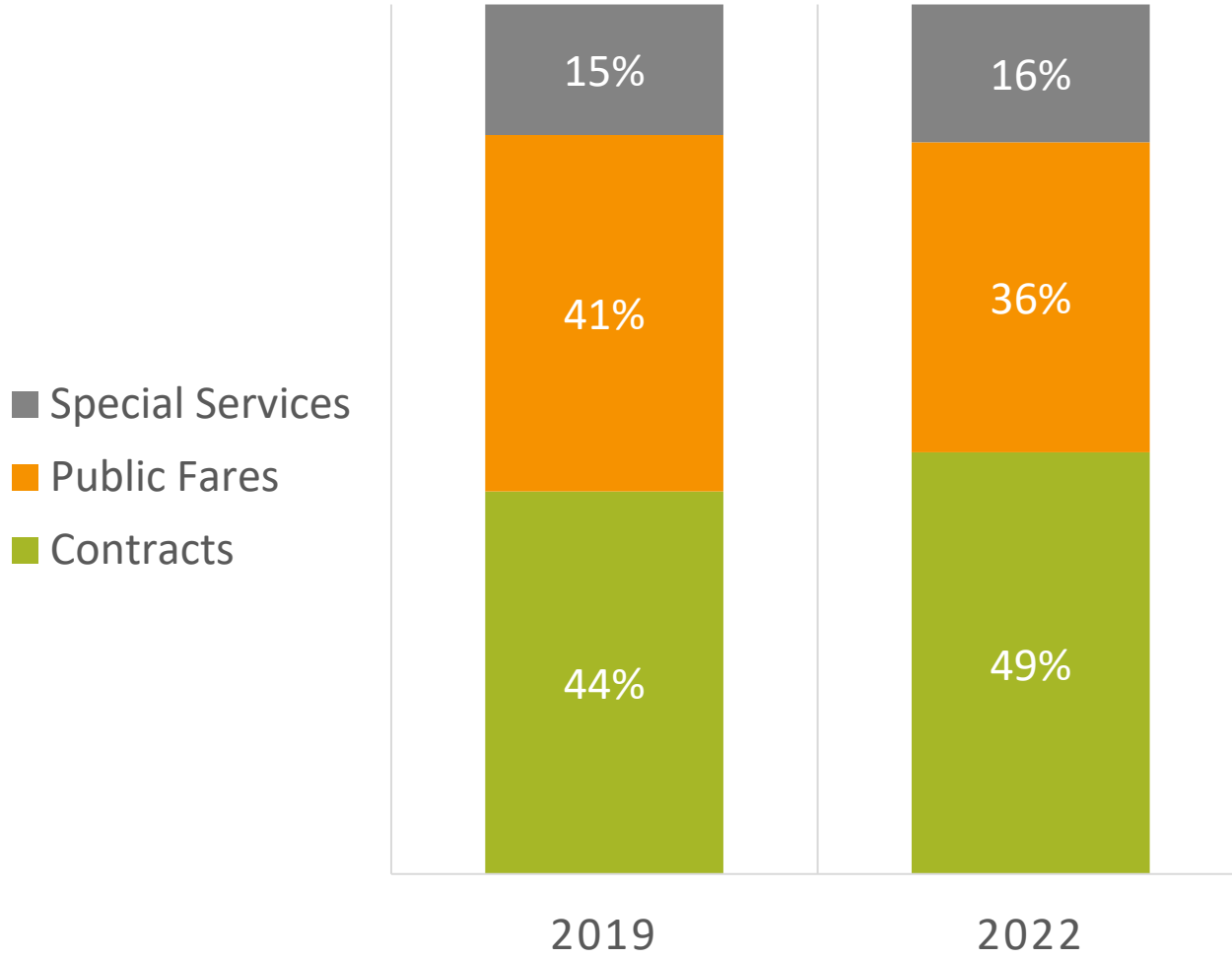
*Managed by Operations

Agenda Item 9.a.



FARE REVENUE % BY GROUP

UTAH TRANSIT AUTHORITY

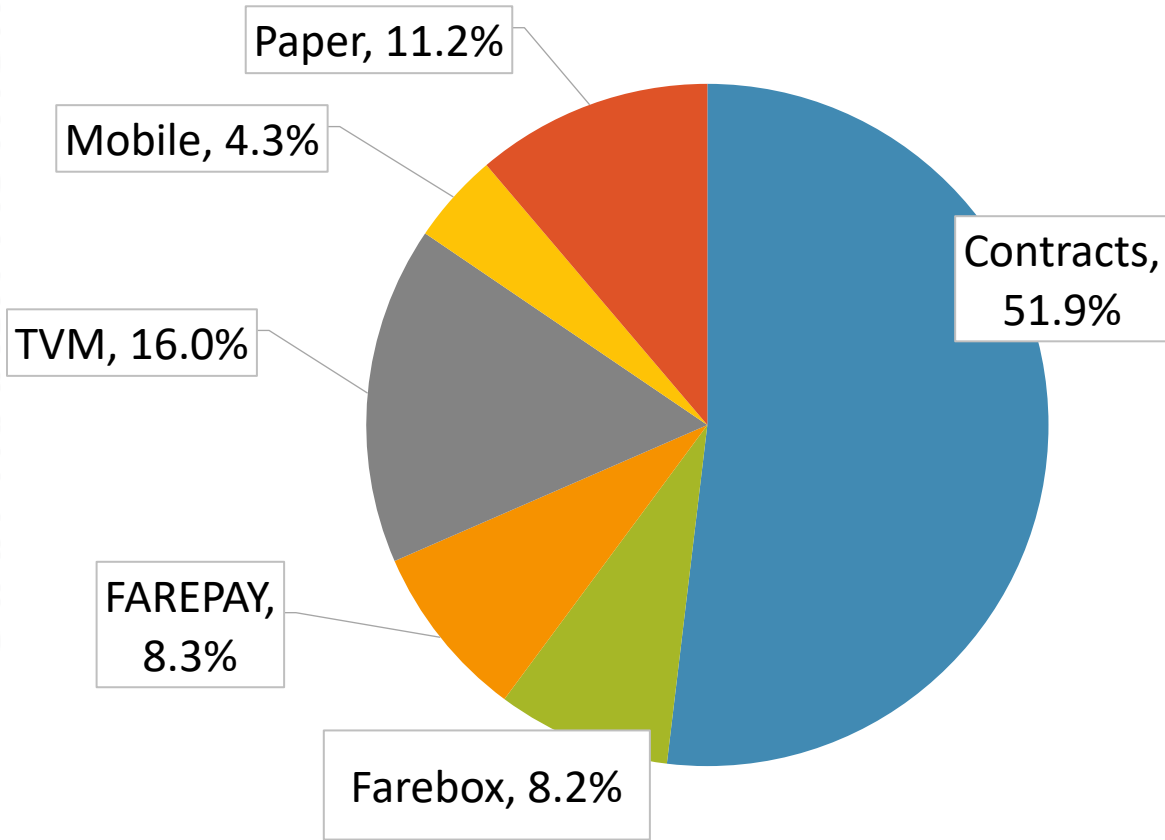


FARE REVENUE BREAKOUT

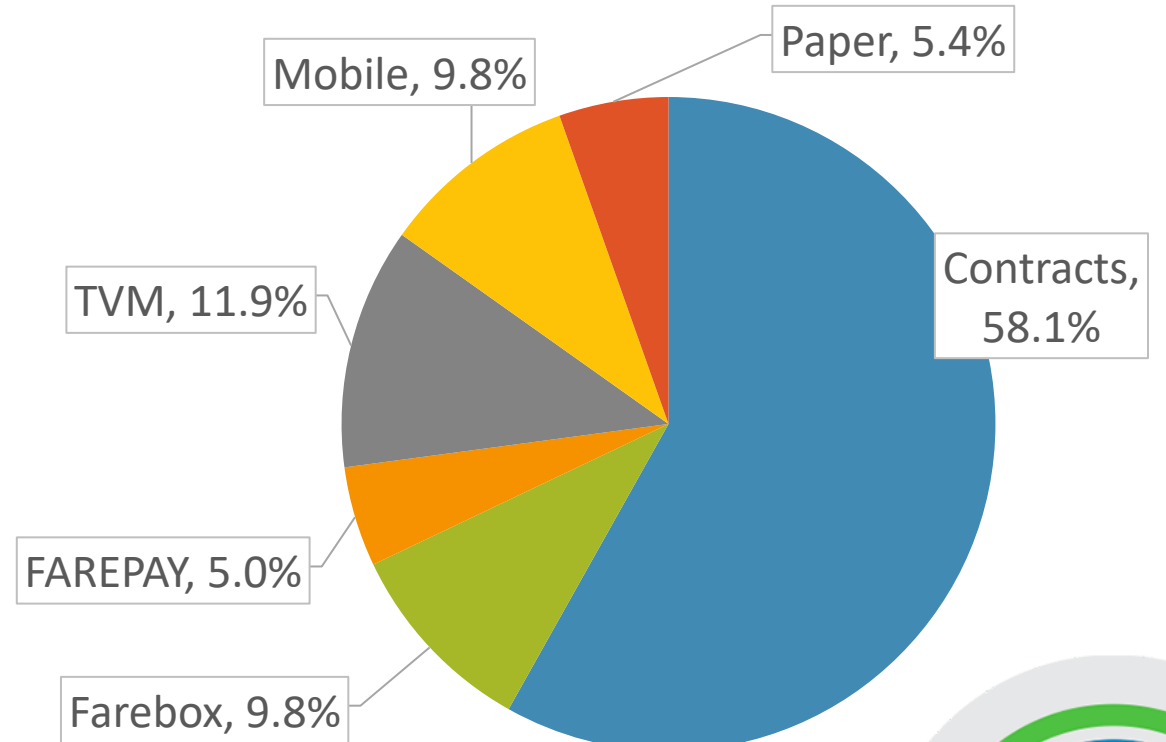
Contracts and Public Fare*

UTAH TRANSIT AUTHORITY

2019



2022

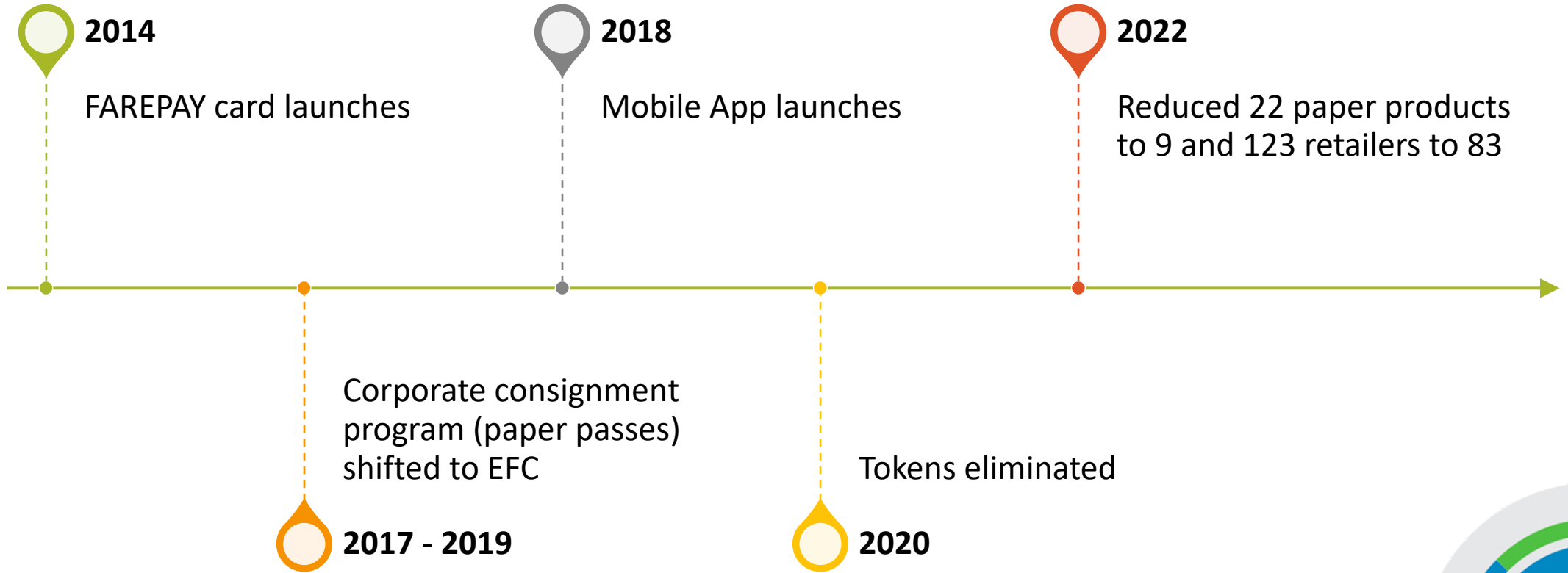


** Does not include Special Services*

Agenda Item 9.a.



HISTORY OF FARE MEDIA SHIFTS



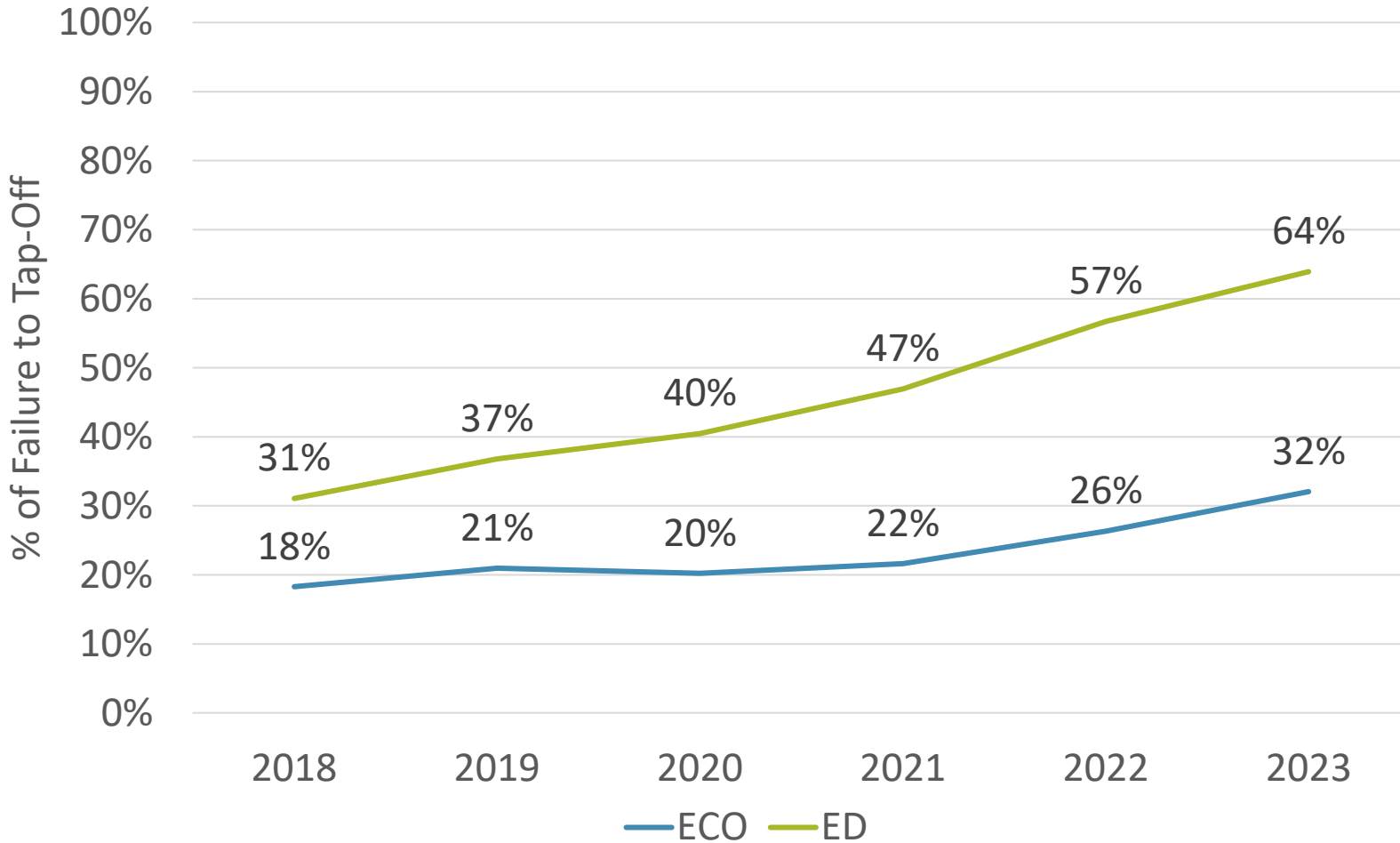
SHIFTS IN TAP BEHAVIOR

2019		2023		Difference	
EFC Inspection	Red Inspections	EFC Inspection	Red Inspections	EFC Inspection	Red Inspections
19%	8%	10%	22%	-9%	+14%

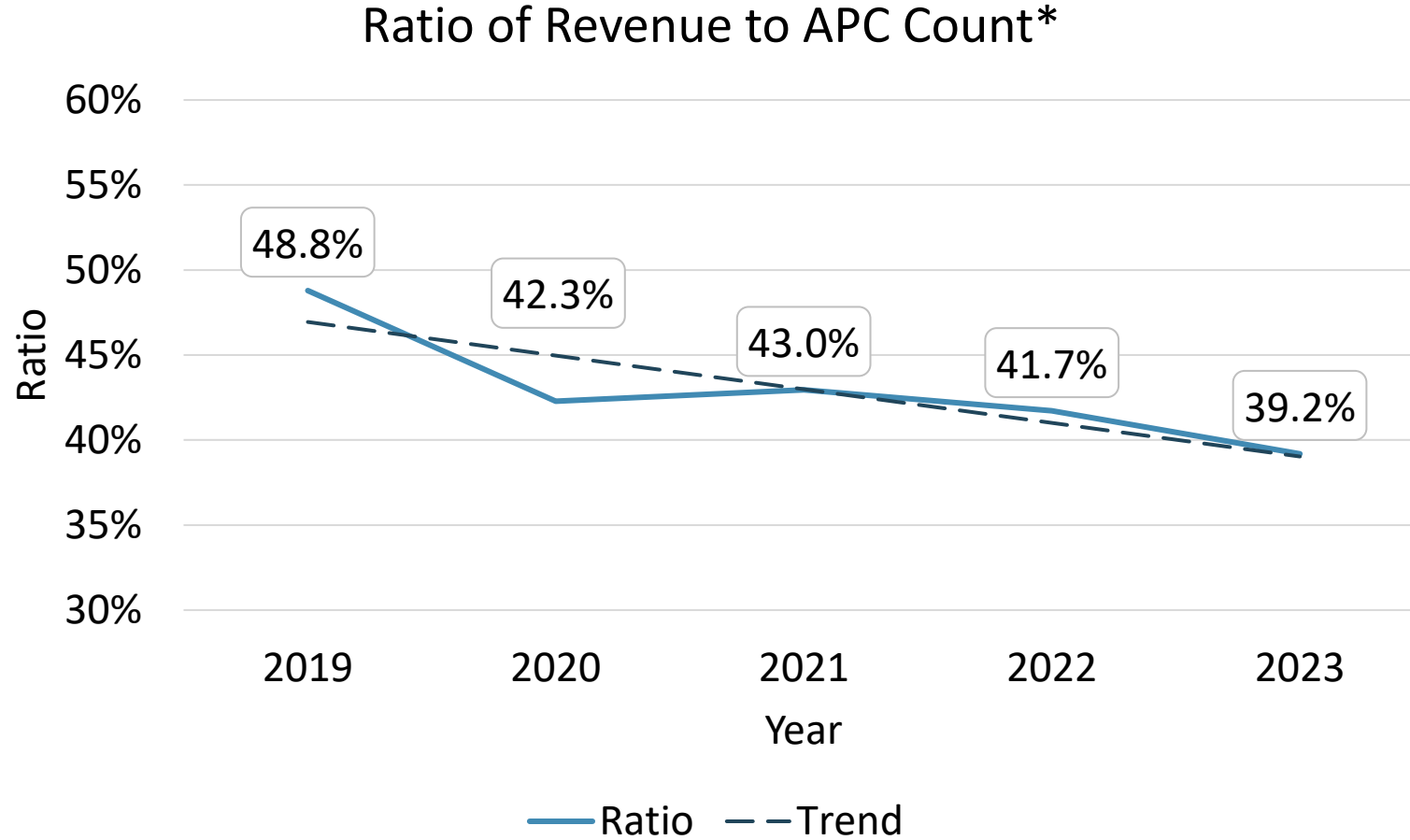


INCREASED FAILURE TO TAP OFF

(ECO and ED Pass Partners)



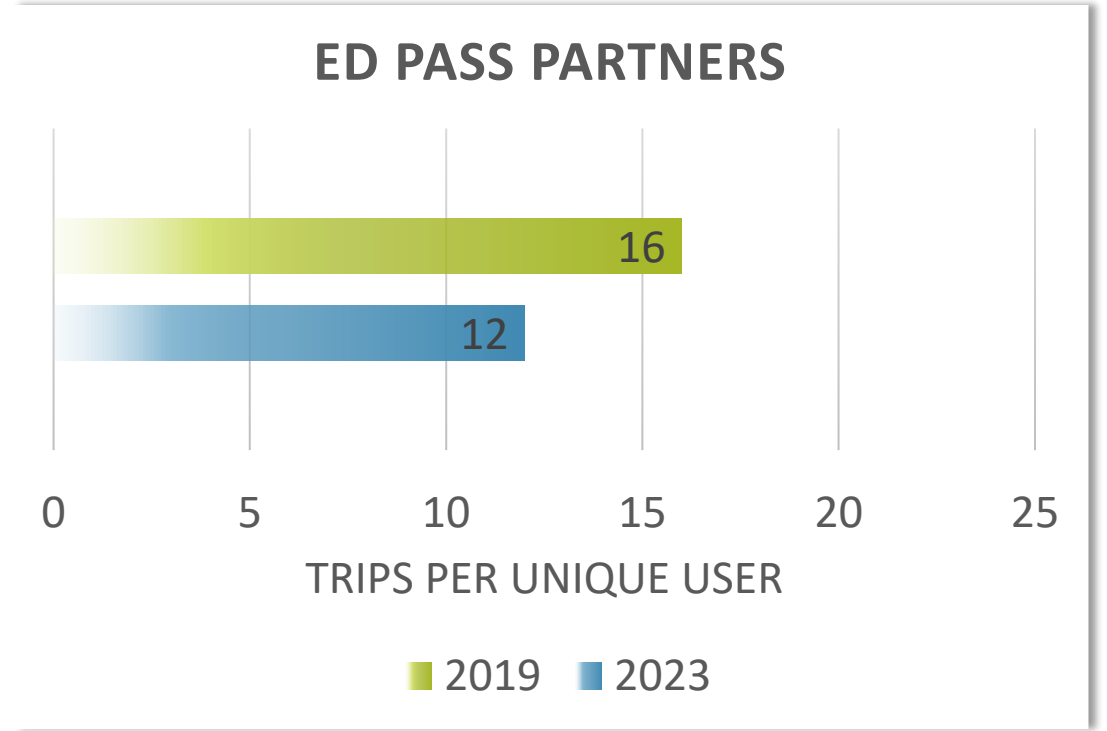
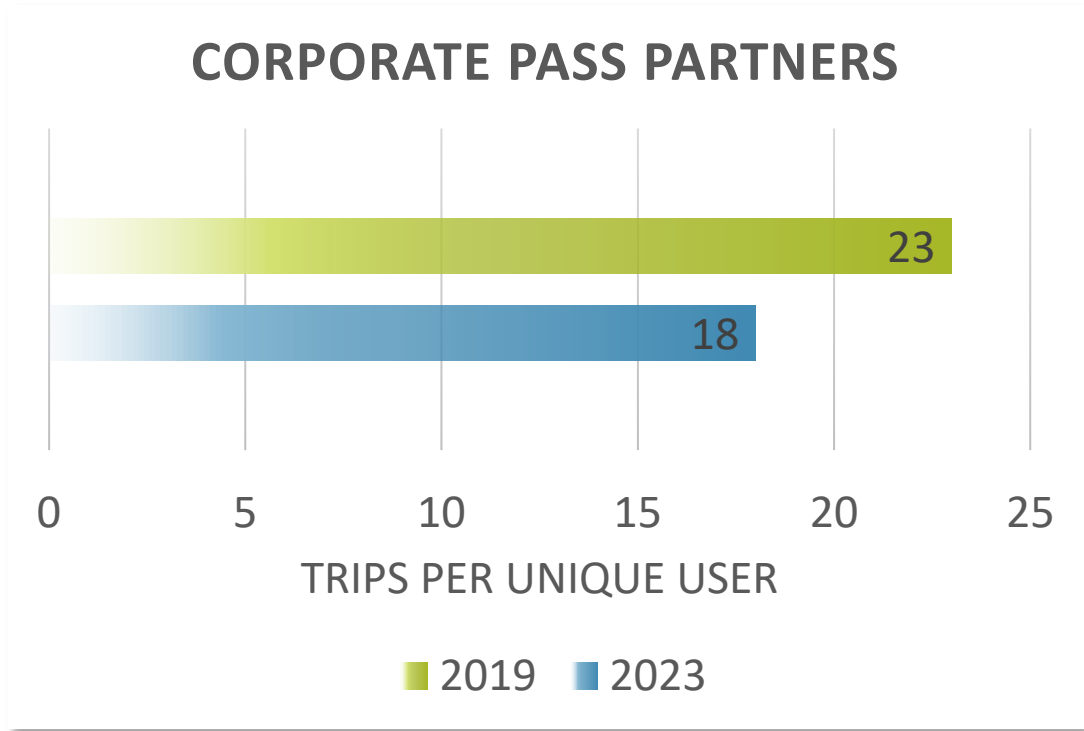
DOWNWARD TREND IN RIDERSHIP TO REVENUE RATIO



***Public Fare Only**



NEW NORMAL IN CORPORATE AND EDUCATION PASS PARTNERS



- ECO pass partners offer work from home and hybrid schedules
 - Ed pass partners increased online class offerings



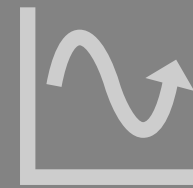
CURRENT CHALLENGES



Equipment Reliability



Fare Payment Compliance

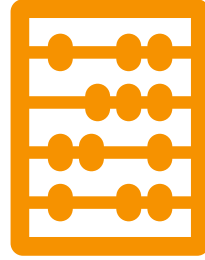


Change in Ridership Patterns

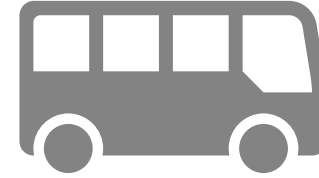
OUTLOOK



New Fare Collection Equipment



Improved Contract Pricing Methodology



Ability to Track Unpaid Fares on Bus



Analysis of Fare Rates in 2024



Updated 2020 Fare Policy



Community Outreach and Events Update



Community Engagement Department - Community Engagement Events & Opportunities Team

- Cristobal Villegas, Community Engagement Specialist
- Adia Estes, Community Engagement Intern
- Mark Nilson, Community Engagement Intern
- Tae Eun Ko, Community Engagement Intern



Events & Opportunities Criteria

- At UTA, our purpose is rooted in **moving communities with safe and reliable public transportation**.
- Transportation is core to communities and communities are core to UTA; we reflect and build upon existing community engagement efforts:
 - We listen to, educate, inform, consult with, and solicit input from community members and leaders.
- Determining which Communities of Focus (COF) to prioritize engagement with depends on the following:
 - Current and on-going project-specific needs
 - Program needs and resource availability; and,
 - Aligned to location, mission, and people focus.



2023 Highlights



Resource Fairs Participation

- Over 20 resource fairs focusing on communities with limited assets (renters, new Americans) and constrained incomes (unemployed, low-income, and government programs such as WIC).

Community Engagement Impact

- 84 engagement events and opportunities throughout the Wasatch Front in 2023! 24 more than in 2022!
- Over 6,000 Community Guest Passes (Consecutive Five-Day Pass) with information about the Low-Income Reduced Fare FAREPAY Card, Senior Discount Program, and Transit App.



2023 Highlights Continued...



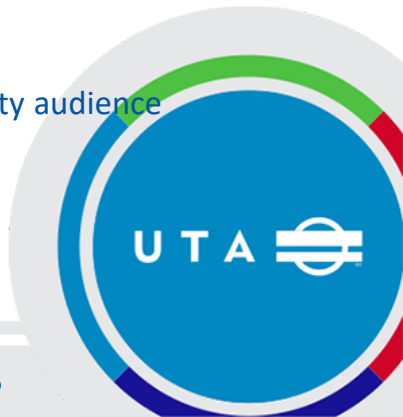
Community Engagement Internship Program

- Fostering a diverse and inclusive work environment
- Empowering interns to actively contribute to departmental projects
- Cultivating a culture of collaboration and learning that aligned with Community Engagement Department's (CED) mission and goals

Community Based Organizations

CED is reinforcing our commitment to meaningful community impact through long-lasting and worthwhile partnerships:

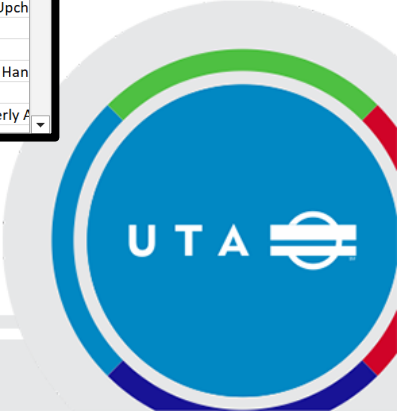
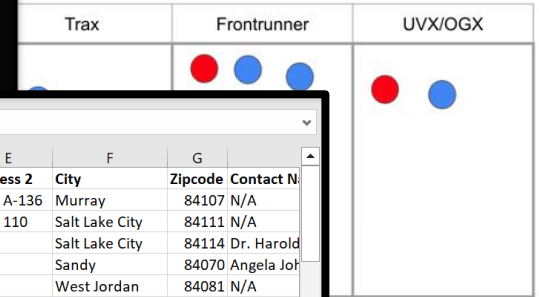
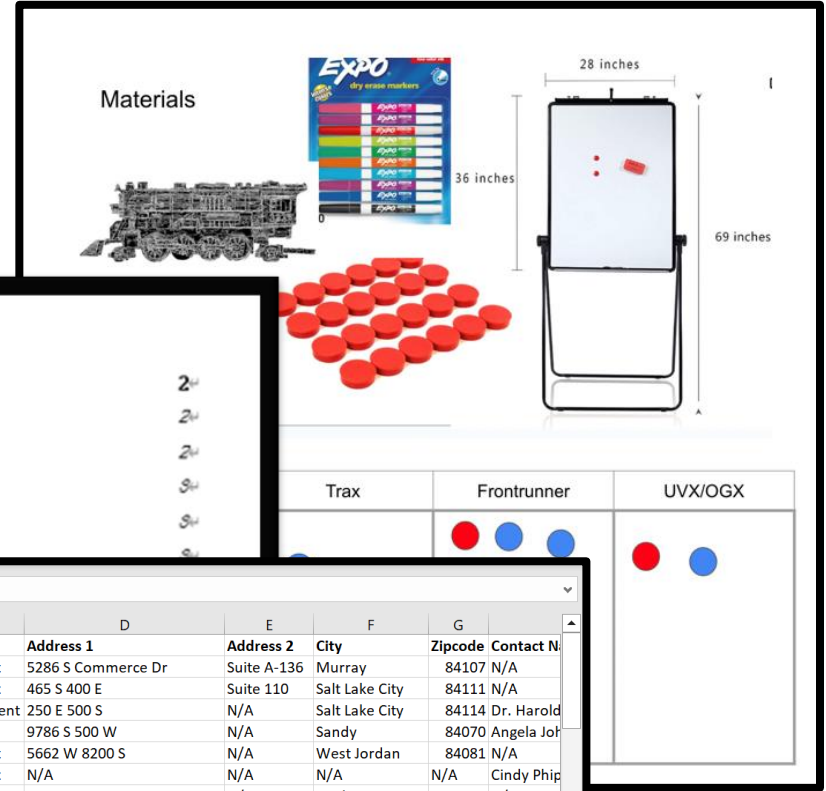
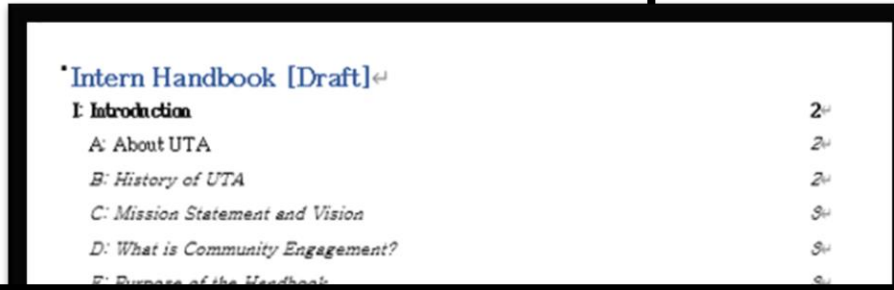
- Enhancing collaboration
- Extending outreach capabilities
- Facilitating the delivery of essential services and resources to a wider community audience



2023 Accomplishments

- Creation of intentional engagement activities to foster transit-related conversations
- Intern Handbook draft to facilitate CED onboarding and integration
- Community Partner Index of Over 100 Community Based Orgs, and Growing

Organization	Head Organization	Type	Address 1	Address 2	City	Zipcode	Contact N
Alliance Community Services	N/A	Nonprofit	5286 S Commerce Dr	Suite A-136	Murray	84107	N/A
American Heart Association	N/A	Nonprofit	465 S 400 E	Suite 110	Salt Lake City	84111	N/A
American Indian Education - Title VI Programs	Utah State Board of Education	Government	250 E 500 S	N/A	Salt Lake City	84114	Dr. Harold
ARUP Blood Services	N/A	Business	9786 S 500 W	N/A	Sandy	84070	Angela Joh
Ascent Academies of Utah	N/A	Nonprofit	5662 W 8200 S	N/A	West Jordan	84081	N/A
Be The Match	N/A	Nonprofit	N/A	N/A	N/A	N/A	Cindy Phip
Bear River Migratory Bird Refuge	U.S. Fish & Wildlife Service	Government	2155 W Forest St	N/A	Brigham City	84302	N/A
Big Brothers Big Sisters of Utah	Big Brothers Big Sisters of America	Nonprofit	2121 S State St	Suite 201	Salt Lake City	84115	N/A
Center for Student Wellness	University of Utah (U of U)	Education	201 S 1460 E	N/A	Salt Lake City	84112	N/A
Children's Service Society of Utah	Care About Childcare	Nonprofit	655 E 4500 S	Suite 200	Salt Lake City	84107	N/A
Clark Planetarium	Salt Lake County (SLCo)	Education	110 S 400 W	N/A	Salt Lake City	84101	N/A
Eccles Student Life Center	University of Utah (U of U)	Education	1836 Student Life Way	N/A	Salt Lake City	84112	Ryan Kirch
Empower Communities	Utah Clean Energy	Nonprofit	1014 2nd Ave	N/A	Salt Lake City	84103	N/A
English Skills Learning Center	N/A	Nonprofit	650 E 4500 S	Suite 220	Salt Lake City	84107	N/A
Envision Utah	N/A	Nonprofit	254 S 600 E	Suite 201	Salt Lake City	84102	Amy Upch
Extension (Salt Lake County)	Utah State University (USU)	Education	2001 S State St	Suite S1-300	Salt Lake City	84114	N/A
Family Promise of Ogden	N/A	Nonprofit	256 24th St	N/A	Ogden	84401	N/A
Governor's Office of Planning & Budget	Utah.gov	Government	350 N State St	Suite 150	Salt Lake City	84103	Laura Han
GREENbike	N/A	Nonprofit	150 S State St	Suite 100	Salt Lake City	84111	N/A
Health Choice Utah	N/A	Business	6056 S Fashion Square Dr	Suite 2400	Murray	84107	Kimberly A



2023 Accomplishments Continued...

- Near 250 hours of assistance from various departments across UTA, with a total of 28 non-CED staff tabling/boothing with us!
- Collaborated with Talent Acquisition, Total Rewards, Bus Service Operations, Customer Service, Long-Range and Strategic Planning, Fares, and many more departments to ensure public engagement was obtained on:
 - Long-Range Transit Plan
 - Hiring Fairs
 - Benefits for Prospective Hires
 - Input on Transit Planning and Service
 - Back-to-School Information
 - Reduced Fare FAREPAY Program
 - Transit App



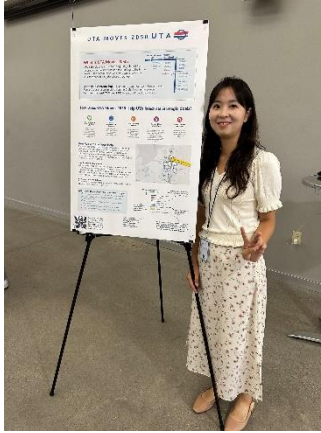
Looking Ahead

- Establishing Community Based Organization (CBO) Partnership Platform and Agreements
- Engagement Plan with CBOs
- Visual Asset Map of Events throughout Wasatch Front
- UTA-wide Event Steering Committee
- Continue engaging meaningfully across our service area!



Photo Gallery

UTAH TRANSIT AUTHORITY



Questions & Discussion



Constituent and Customer Service – 2023 Annual Report





2023

CUSTOMER COMMENTS

CINDY MEDFORD
MANAGER OF CUSTOMER SERVICE



Agenda Item 9.c.

Service Alerts



Incident Communications Specialist

Employees work to watch for possible interruptions that would impact our riders.



Communication Tools

Riders can be notified by text messages, emails, or push notifications through the Transit app.

5,608 NEW users for a total of 27,709

3,066 notices sent about service, resulting in
5,906,751 messages delivered

ReConnect



If no other service available within 20 minutes or rider is unable to reach their final destination due to a missed transfer, we provide the rider with a credit to use on the alternative option of their choice.

This allows the rider to get “reconnected” back into our service and continue on their way.

286 ReConnects provided

Customer Comments



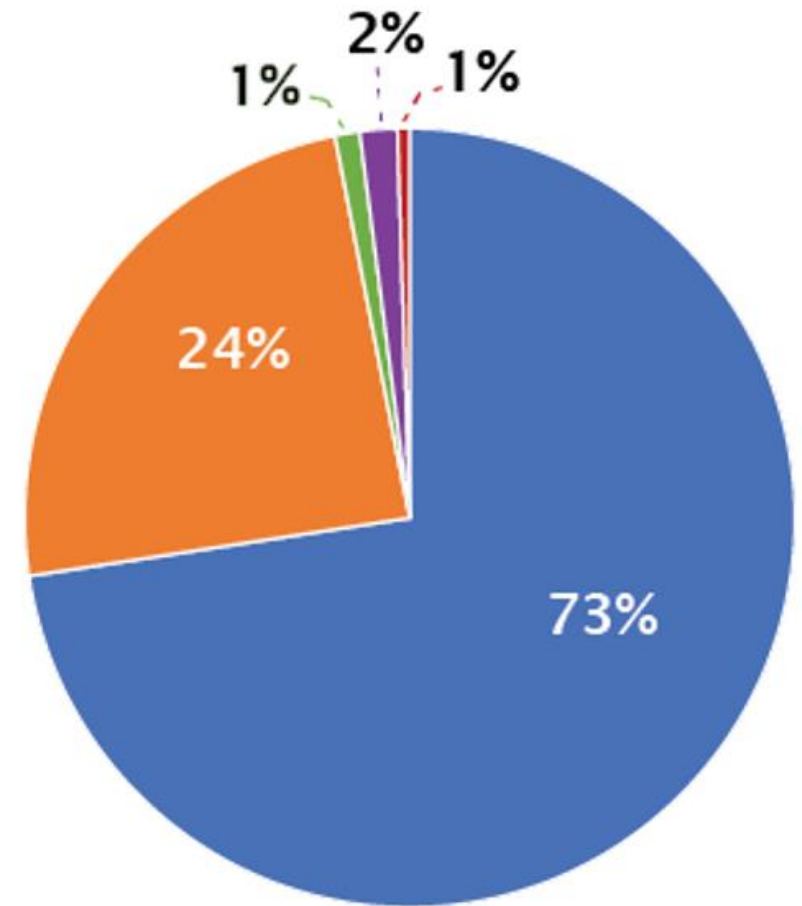
The UTA Customer Service Department is the primary resource for customers to register their questions or concerns.

The department invites, monitors, documents, investigates, and resolves feedback from UTA customers throughout UTA's service district.

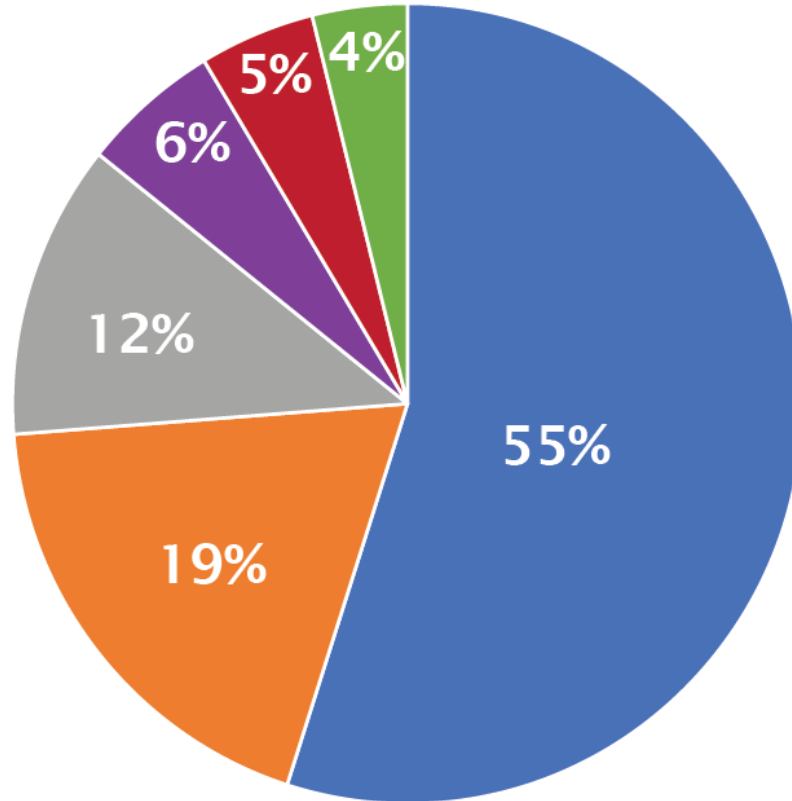
19,520 comments received

Comment Source

▶ Phone	14,175
▶ Email/web	4,737
▶ Social	203
▶ Walk-In	305
▶ Letter	100



Incident Categories



▶ Rider Experience 10,750

▶ Administration 3,668

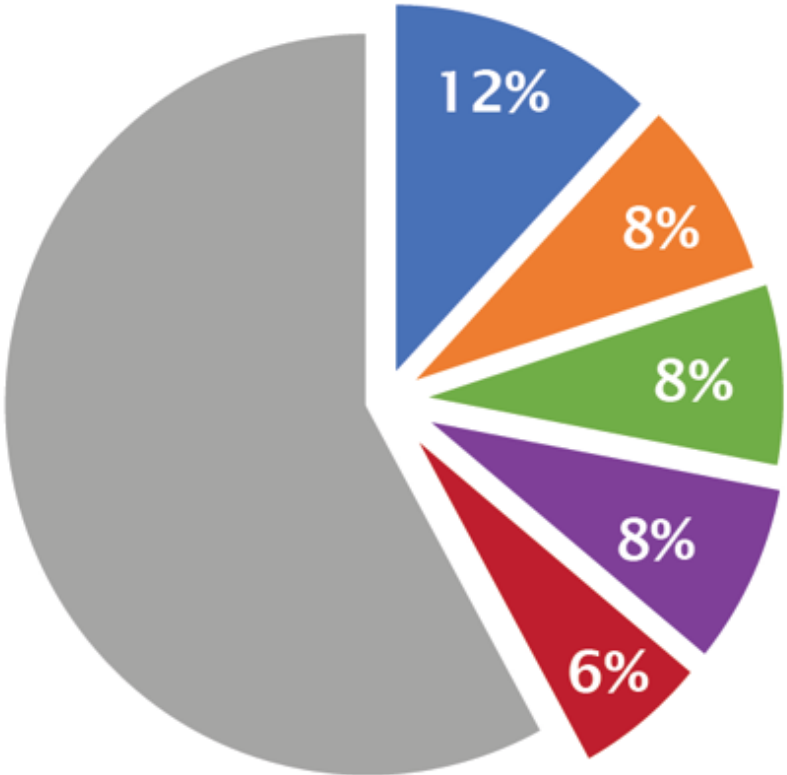
▶ Facilities/Assets 2,322

▶ Paratransit 1,104

▶ Service Design 920

▶ Published Info 756

Comment Types



Employee Interaction 2,256

Pass-By 1,521

Repair 1,510

Commendation 1,489

Driving Habits 1,158



UTA 
**THANK
YOU**



Closed Session

- a. Strategy Session to Discuss Collective Bargaining



Recommended Action

(by acclamation)

Motion for a closed session for a strategy session to discuss collective bargaining



Closed Session



Open Session



Resolutions

- a. R2024-01-01 Resolution Authorizing Execution of a Collective Bargaining Agreement with International Brotherhood of Teamsters Local Union No. 222



**R2024-01-01 Resolution Authorizing
Execution of a Collective Bargaining
Agreement with International Brotherhood of
Teamsters Local Union No. 222**



Background

- Approximately 42 TRAX Operations Supervisors are represented by International Brotherhood of Teamster Local Union 222 (Teamsters Local 222) for negotiations of wages, benefits, and working conditions.
- In September 2022, Utah Transit Authority (UTA) and Teamsters Local 222 began negotiations on terms for the first Collective Bargaining Agreement (CBA) for this newly organized unit.
- UTA's bargaining team consisted of Mike Toronto, Camille Glenn for non-economic matters and transitioned to Jaron Robertson, and Kim Shanklin for economics. Outside Counsel served as Chief Negotiator.



Bargaining Team Objectives

- Negotiate terms that:
 - Are consistent with UTA's other similarly situated supervisors
 - Implement new structure to provide improved delivery of service
 - Ensure agreements fall within parameters of UTA's Long Range Financial Plan
 - Codify current work rules
- A Tentative Agreement (TA) on terms was reached on November 10, 2023.
- The proposed CBA is for a three-year period, January 10, 2023, through October 31, 2026.
- The TA was ratified by the represented employees on November 17, 2023.



Structure and Work Rules

- Negotiated new structure, separated technical work from leadership
- Three Classifications: Personnel, Control, Field/System
- Codified current shift bidding and vacation bidding rules
- Transition over next few months
- Required current Supervisors maintain all three certifications for duration of contract



Base Wage Rates and Future Raises

- Continued participation in UTA's Administrative compensation program as stated in policy
- Wages: increase minimums to those in administrative salary structure
 - Personnel: \$69,000 per year (exempt employees)
 - Controller: \$33.173 per hour
 - Field/System Supervisor: \$29.567 per hour
 - Lead Controller: \$1 premium per hour when acting in lead capacity
 - Raises in 2024, 2025 and 2026 consistent with Administrative Compensation approved by Board in annual budget process



2023 Raise for Current Employees - MOU

- All current TRAX Operations Supervisors (TOS) will maintain certifications for all classifications for the current duration of the CBA
- Classification implementation over the first 4-6 months of 2024
- All TOS employed at the time of ratification will be moved to the minimum of the \$33.173 per hour – effective November 26
- All TOS who have been in their position for one year as of date of ratification will receive a 2.5% raise – effective Nov 26
- 4 specific employees will receive a 3% increase versus the 2.5% increase



Time Off Provisions

Time-Off (Sick, Vacation, Holiday, Floating Holiday):

- Current Administrative sick and vacation schedule codified in the CBA
- Cash out of vacation at 10 years vs 12
- Three recognized holidays – Thanksgiving, Christmas, New Years
- Pay out shift pay vs 8 hours on three official holidays
- 7 additional floating holidays make up for loss of 7 holidays with ability to cash out 3 of the FH per year (do not roll over or bank)



Health Care

Healthcare includes Vision & Dental

- Move to Teamsters provided health care – Teton Plan
 - UTA agreed to deposit \$1389 into the Teamsters Trust, per enrolled employee per month – consistent with current UTA costs
 - UTA will pay 1.5% of any increase above the \$1389 per month in 2025 and 2026



Retirement Provisions

- Codified current 457 program in CBA
- All employees will participate in UTA's Retirement program as defined in the Trust document



Conclusion

- The terms of this Tentative Agreement meet the bargaining team objectives
- The fiscal impact of the CBA for 2024 is \$503,052 of which \$128,998 is included in the 2024 Operating Budget approved by the UTA Board of Trustees on December 20, 2023.
- The total estimated impact to the five-year financial plan (2024-2028) is \$2,684,155 of which \$688,301 is included in the five-year financial plan supporting the approved 2024 Operating Budget. The impact of the five-year incremental cost of \$1,995,854 can be absorbed within projected fund balances without significant fiscal impact.
- Recommend the Board adopt this resolution authorizing the Executive Director, Treasurer, and Chief People Officer to execute and deliver the new terms of a collective bargaining agreement (CBA) with IBT Teamsters Local 222.



Recommended Action

(by roll call)

Motion to approve R2024-01-01 Resolution Authorizing Execution of a Collective Bargaining Agreement with International Brotherhood of Teamsters Local Union No. 222, as presented



Other Business

- a. Next Meeting: Wednesday, January 24th, 2024, at 1:00 p.m.



Adjourn

