

**SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT
FISCAL YEAR 2013 ADOPTED BUDGET**

Table of Contents

	Page
Executive Decision Document: Annual Budget Resolution for Fiscal Year 2013	1
<i>Attachments</i>	
1. FY13 District Operating Budget, Sources and Uses Detail	4
2. FY13 Capital Budget, Headcount and Planned Expenditures	5
3. FY13 District Budget, Budget Initiatives	6
 Resolution No. 5195, Fiscal Year 2013 Budget	 7
<i>Exhibits</i>	
A. Annual Budget – Fiscal Year 2013	12
B. Character, Base Salaries, Pay Bands and Hourly Wage Rates of Management and Non-Represented Classifications	13
 <u>Figures</u>	
FY13 Sources	14
 FY13 Uses	 15
 FY13 Adopted Budget and FTEs by Department	 16
 BART Headcount History	 17



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <i>Marisa Salbu</i>		GENERAL MANAGER ACTION REQ'D: Place on the June 14, 2012 Board of Directors Agenda		
DATE: c <i>6/7/12</i>		BOARD INITIATED ITEM: NO		
Originator/Prepared by: Robert Umbreit Dept. Operating Budgets	General Counsel	Controller/Treasurer	District Secretary	BARC
Signature/Date: <i>R. Umbreit 6-7-12</i>	<i>MB</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
TITLE:				

ANNUAL BUDGET RESOLUTION FOR FISCAL YEAR 2013

NARRATIVE:

PURPOSE

Adopt the Annual Budget Resolution for Fiscal Year 2013 (FY13)

DISCUSSION

Approval by the Board of Directors is requested for the FY13 operating and capital budgets. The total proposed FY13 budget (operating and capital) is \$1.54 billion. The FY13 operating budget is balanced, with \$672.1 million (M) in sources and \$672.9M in uses, less an adjustment for the Other Post Employment Benefits (OPEB) unfunded liability of \$0.8M. The FY13 capital budget totals \$869.2M.

The District has seen growth in ridership and sales tax over the past two years as the Bay Area recovered from the recession. Because of the revenue growth, combined with control of cost increases, BART has an opportunity to invest in the future to fund core system capital infrastructure needs. The proposed budget also includes a limited number of operating initiatives to address staffing levels and other issues that were impacted by past budget reductions, along with other projects. Although the operating outlook has improved, the capital funding picture continues to be constrained, with capital needs far exceeding funding sources. Without the self investment from the District, funding for these critical needs would not be sufficient, and system reliability and performance would deteriorate. As it is, a considerable challenge remains to fund the District's capital program.

FY13 Operating Budget

The FY13 operating budget includes a total of \$45.6M directed to the Rail Car Sinking Fund, which will make up a part of the District's initial \$298M commitment for its share of the Phase 1 purchase of 410 rail cars. This funding, combined with previously "banked" funding and future funding commitments, enabled BART to execute the contract for the transit vehicle procurement in May 2012, and will allow for the District to secure new rail vehicles, which are sorely needed to maintain reliability and carry the growing ridership.

The budget also funds an allocation of \$23.9M in other State of Good Repair needs, including continuing the program to replace seats and floors in the current fleet, computer security hardware, and the "baseline" State of Good Repair allocation that provides for local match on capital grants, stations and facilities renovation, equipment, and other important funding requirements not typically eligible for grants. These allocations are on top of the budgeted \$57.1M debt service payment, which primarily consists of payments on bond issues for prior year

FY13 Budget Resolution (cont.)

capital rehabilitation programs. Revenue from the last in a series of Board-approved CPI-based fare increases will help fund these allocations. The 1.4% fare increase will be implemented on July 1, 2012 and is estimated to generate \$4.8M in FY13.

In addition to the Rail Car Sinking Fund and seat and floor replacement budget initiatives, the FY13 operating budget also includes \$9.6M and 57 positions in operating initiatives to address a number of essential operating needs, including staffing additions in Transportation, technology improvements, compliance efforts, and other smaller needs. Also included is a proposal to increase service by extending the Richmond/Daly City line by 1 hour during the weekday evening peak period. See Attachment 3 for a summary of these proposals. Many of these initiatives are driven by the cumulative impacts of many years of budget and staffing reductions, while others are recommended to keep the District functioning effectively and smoothly. Along with the 57 positions proposed in the budget initiatives, 5 elevator escalator maintenance positions were also added after the beginning of the current year to address escalator and elevator reliability issues.

There are a number of minor changes between the proposed FY13 Budget and the FY13 Preliminary Budget. The largest change is the addition of \$2.7M in Federal 5307 grant funds allocated to the District by the Metropolitan Transportation Commission (MTC). \$1.8M of the funding will be used to fund the development of a Strategic Maintenance Program (SMP) in the Maintenance and Engineering Department (M&E), and \$0.9M for transition structure maintenance. The M&E program includes 2 positions converted from capital to operating, and is to develop a SMP in the District's core system maintenance area, similar to what was effectively implemented in the Rolling Stock and Shops SMP. The SMP will result in better and more cost effective maintenance practices.

Other changes to the operating expenses are the addition of a position for Access and Shuttle Coordination (\$148K). A number of administrative budget adjustments reduce the budget impact of adding the position to \$125K. To keep the budget balanced, the net increase of \$125K is deducted from the Rail Car Sinking Fund allocation. Finally, \$200K is reduced from the Operating Expense and added to Capital Allocations, because one of the initiatives has now been classified as a capital, rather than an operating expense.

FY13 Capital Budget

The capital budget proposes FY13 expenditures of \$869.2M and funds 468 positions. While the capital budget is largely funded through Federal and other capital grants, District-allocated funds are essential for required local match, equipment and inventory needs, and important State of Good Repair expenditures which do not qualify for grants, including stations and facilities renovation. The largest program areas for capital expenditure next year will be system expansion and system renovation, the latter of which comprises a program of essential reinvestment, including the Rail Car replacement program, station modernization, train control, traction power, trackway renovation and other critical projects. System expansion projects include the eBART, Oakland Airport Connector, Warm Springs and the Silicon Valley extension programs, and continuing studies and analysis on options for the Livermore/I-580 corridor. Work will also continue on essential security upgrades, life safety improvements, and ADA/system accessibility improvements. Additionally, there are several capital initiatives in the FY13 budget made possible through previously discussed operating to capital allocations.

FY13 Budget Resolution (cont.)

FY13 BUDGET RESOLUTION

Staff recommends approval of the attached Resolution to adopt the FY13 Annual Budget. As in previous years, the FY13 Resolution includes authorization to submit annual applications for Transportation Development Act (TDA), State Transit Assistance (STA) and Bridge Toll funds that are included in the FY13 capital budget, as appropriate. The Resolution also allows the General Manager or the General Manager's designee to execute the agreement with the City and County of San Francisco to provide annual transfer payments for feeder services to the San Francisco Municipal Transportation Agency for FY13. The budget Resolution also incorporates provisions referring to the SFO Extension service plan and certain District system-wide operating policies. The Resolution authorizes the General Manager, or designee, to file grant applications and execute funding agreements on behalf of the District with the State of California for security grants. There are no changes to the authorizations for FY13.

Exhibit A (attached) of the Budget Resolution summarizes operating and capital budget totals. It assumes adoption of the staff recommendations for the capital allocations as outlined in the previous paragraphs.

FISCAL IMPACT

The proposed FY13 Annual Budget is balanced.

ALTERNATIVES

Not adopt the budget or adopt a budget that differs from what has been presented to the Board of Directors over the past three months. Rules of the Board of Directors require that the budget be adopted prior to June 30th; adoption of the Budget Resolution by June 30th is required to authorize expenditures in FY13.

RECOMMENDATION

Adoption of the following motion:

MOTION

Adoption of the attached Resolution in the matter of approving the Annual Budget for the San Francisco Bay Area Rapid Transit District and authorizing expenditures for the fiscal year July 1, 2012 to June 30, 2013.

Attachment 1
Fiscal Year 2013 District Operating Budget
Sources and Uses Detail

SOURCES	FY13		FY13 ADOPTED
	PRELIMINARY	Changes	
Rail Passenger Revenue	\$ 379,217,596	\$ -	\$ 379,217,596
ADA Passenger Revenue	995,782	-	995,782
Parking Revenue	15,622,856	-	15,622,856
Other Operating Revenue	19,271,520	-	19,271,520
Sub-Total Operating Revenue	415,107,754	-	415,107,754
Sales Tax Proceeds	204,247,916	-	204,247,916
Property Tax Proceeds	30,287,515	-	30,287,515
Measure B	1,575,000	-	1,575,000
State Transit Assistance	17,305,464	-	17,305,464
Federal 5307 Preventive Maintenance	-	2,705,863	2,705,863
Millbrae Use, Operating & Maint. Agreement	778,680	-	778,680
Allocation from Access Fund	50,000	-	50,000
Sub-Total Financial Assistance & Allocations	254,244,575	2,705,863	256,950,438
TOTAL SOURCES	669,352,329	2,705,863	672,058,192
USES			
Labor	380,569,217	635,265	381,204,482
OPEB Unfunded Liability	876,251	-	876,251
ADA Paratransit	13,100,761	-	13,100,761
Purchased Transportation	2,940,184	-	2,940,184
Power	38,095,000	-	38,095,000
Other Non-Labor	94,462,628	1,995,635	96,458,263
Sub-Total Operating Expense	530,044,041	2,630,900	532,674,941
Debt Service	57,079,001	-	57,079,001
MTC Loan Debt Service	8,390,000	-	8,390,000
Allocation - Capital Rehabilitation	23,690,947	200,000	23,890,947
Allocation - Rail Car Sinking Fund	45,706,689	(125,037)	45,581,652
Allocations - Other	2,088,557	-	2,088,557
Allocation - To SFO Reserve / Warm Springs Project	3,229,345	-	3,229,345
Sub-Total Allocations	140,184,539	74,963	140,259,502
TOTAL USES	670,228,580	2,705,863	672,934,443
OPEB Unfunded Liability	(876,251)	-	(876,251)
NET RESULT	\$ -	\$ -	\$ -
Average Weekday Trips	376,475		376,475
Operating Ratio	78.3%		77.9%
Rail Farebox Recovery Ratio	73.8%		73.4%
Farebox Recovery Ratio	71.7%		71.4%

ATTACHMENT 2
FY13 Capital Budget
Headcount and Planned Expenditures

Program Summary

Program Category	Capital Headcount*	Planned Expenditures
System Reinvestment		
Rolling Stock	33	\$94,906,039
Mainline	119	\$72,188,417
Stations	19	\$27,306,641
Controls & Communications	56	\$43,138,113
Facilities	12	\$25,471,375
Work Equipment	0	\$2,525,200
Subtotals	239	\$265,535,785
Safety & Security	9	\$22,381,726
Earthquake Safety	46	\$154,087,587
Service & Capacity Enhancement	30	\$26,556,130
System Expansion	58	\$395,651,342
Capitol Corridor**	24	\$3,345,285
Reimbursable***	14	\$1,678,587
Cost Allocation Plan	48	CAP costs are included in the line items above.
TOTALS	468	\$869,236,442

* Total authorized permanent positions ("FTE").

** All expenses for the Capitol Corridor service to be reimbursed as allocated to the Capitol Corridor Joint Powers Board in the Annual State Budget Act.

*** Positions fully reimbursed by Muni, Caltrans, and others for BART staff expenses incurred in performing services for those organizations.

Attachment 3 Fiscal Year 2013 District Budget Budget Initiatives

Operating	FTE	Cost
Transportation Department Structural Issue	41.9	4,070,089
Information Technology Department Post Production Support*		800,000
Civil Rights Department DBE / Small Business Development	2.0	694,973
Human Capital Management System Update*		648,000
Service Increase - Richmond/Daly City (Red Line)	2.9	607,742
Small Business Bonding Program		500,000
Title VI & Environmental Justice Compliance (FTE in Civil Rights Dept.)	1.5	412,768
Real Estate & Property Development Department Reorganization	2.5	401,958
Human Resources Department Recruitment Positions	2.0	270,853
Police Department Special Enforcement Team (SET)		250,000
Information Systems Security Program (operating portion)		200,000
Finance Department Accounts Payable Positions	2.0	189,269
Communications Officer Position	1.0	176,248
Geographical Information System (GIS) Enterprise License		150,000
Office of District Secretary Temporary Help		70,000
Human Resources Performance & Learning Position (funded by non-labor cut)	0.5	(3,522)
Shuttle & Accessible Services Coordinator	1.0	148,245
Total	57.3	\$ 9,586,623
* One-time		
Capital		
Rail Car Sinking Fund - In Addition to \$25M Annual SGR Rail Car Contribution		20,581,652
Rail Car Interiors - Car Floors (30 cars) and Vinyl Seat Replacement (100 cars)		2,350,000
Information Systems Security Program (capital portion)		700,000
Project Performance Assessment – Capacity, Infill, Expansion		200,000
Total		\$23,831,652

**BEFORE THE BOARD OF DIRECTORS OF THE
SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT**

**In the matter of approving
The Annual Budget for the
San Francisco Bay Area Rapid
Transit District and authorizing
Expenditures for the Fiscal Year
July 1, 2012, to June 30, 2013**

Resolution No. 5195

WHEREAS, the Board of Directors of the San Francisco Bay Area Rapid Transit District published notices on May 1, 2012 in newspapers of general circulation in the County of San Francisco, the County of Alameda, and the County of Contra Costa, of its intention to adopt an Annual Budget for the Fiscal Year July 1, 2012, to June 30, 2013; and

WHEREAS, the Board of Directors of the San Francisco Bay Area Rapid Transit District desires to adopt an Annual Budget for the Fiscal Year July 1, 2012, to June 30, 2013; and

WHEREAS, the Board of Directors of the San Francisco Bay Area Rapid Transit District is required by Public Utilities Code Section 28767 to determine and create, by resolution, such number and character of positions as are necessary to properly carry out the functions of the District; and

WHEREAS, the Transportation Development Act (TDA), Public Utilities Code §99200, et seq., provides for the disbursement of funds from the Local Transportation Fund of the Counties of Alameda and Contra Costa for use by eligible claimants for the purpose of operating assistance; and

WHEREAS, the State Transit Assistance (STA) fund makes funds available pursuant to Public Utilities Code Section 99313.6 for allocation to eligible applicants to support approved transit projects; and

WHEREAS, as attested to by opinions of the Office of the General Counsel, the San Francisco Bay Area Rapid Transit District is an eligible applicant for Net Toll Revenues and MTC Rail Extension Reserve bridge toll revenues pursuant to Section 30892 of the Streets and Highways Code; and is an eligible claimant for TDA and STA funds pursuant to Public Utilities Code Section 99260; and

WHEREAS, the agreement between the San Francisco Bay Area Rapid Transit District and San Mateo County Transit District, dated April 27, 2007, states that the San Francisco Bay Area Rapid Transit District will provide service on the SFO extension in a manner consistent with BART's system-wide operating policies; and

Page 8 of 17

WHEREAS, the system-wide operating plan for Fiscal Year 2013 was presented to the Board of Directors on May 10, 2012, in a presentation entitled Fiscal Year 2013 Preliminary Budget Operating Sources, Uses and Service Plan; and

WHEREAS, the California Emergency Management Agency (CalEMA) makes funds available from the FY 2012-2013 California Transit Security Grant Program – California Transit Assistance Fund (CTSGP-CTAF) to eligible applicants to support approved security transit projects;

NOW, THEREFORE, BE IT RESOLVED that the attached Annual budget (marked Exhibit A and incorporated herein as though set forth at length) is hereby adopted; and

BE IT FURTHER RESOLVED that, subject to the resolved clauses, said Annual Budget includes appropriations of monies expected to be available in the General Fund, Capital Funds including Construction Funds and existing and anticipated Federal, State and local grants, for expenditures in the amounts and for the purposes set forth in said budget; and

BE IT FURTHER RESOLVED that the General Manager is authorized to enter into services agreements (including professional, technical, maintenance and repair agreements) and lease or license agreements for District use of real property, facilities, equipment and software provided that:

- (1) The General Manager shall first determine that the work or services concerned, in the amounts authorized in a service agreement, cannot satisfactorily be performed by the officers or employees of the District;
- (2) Agreements that are let by public bidding, service, lease, and license agreements, and amendments thereto, between \$25,000 and \$100,000, shall be reported bi-monthly to the Board of Directors;
- (3) Prior authorization by the Board of Directors is required when:
 - a. The agreement, and amendments thereto, total in the aggregate \$100,000 or more in the fiscal year; or
 - b. Amendments total in the aggregate \$100,000 or more in any subsequent fiscal year;
- (4) The General Counsel is authorized to enter into services agreements in amounts up to \$100,000 with special counsel not previously designated by the Board without prior notice to the Board where the General Counsel determines that such immediate action is necessary to protect the legal interests of the District. Any such agreement shall be reported by the General Counsel to the Board within the calendar month thereafter.
- (5) The General Manager's authority to take immediate remedial measures, as defined in Section 20224 of the California Public Contract Code, and as authorized in Resolution No. 4834 shall remain unchanged; and

BE IT FURTHER RESOLVED that the General Manager is authorized to exchange District goods and services for goods and services from others of approximately equal or greater value; and

BE IT FURTHER RESOLVED that all disbursements resulting from the exercise of authority granted the General Manager pursuant to this resolution shall be reported to the Board of Directors in the District's quarterly financial report; and

BE IT FURTHER RESOLVED that Resolution No. 5163, adopted June 9, 2011, is repealed effective August 31, 2012, except as it applies to unexpended capital appropriations, and

BE IT FURTHER RESOLVED that the General Manager or the General Manager's designee is authorized to execute and file a Bridge Toll Application, a TDA Application and an STA Application along with necessary supporting documents, with the Metropolitan Transportation Commission for allocation of bridge toll revenues, TDA and STA funds in FY13; and

BE IT FURTHER RESOLVED that the General Manager or the General Manager's designee is authorized to execute any actions necessary for the purpose of obtaining financial assistance provided by the California Transit Security Grant Program – FY 2012-2013 California Transit Assistance Fund (CTSGP-CTAF); and

BE IT FURTHER RESOLVED that the San Francisco Bay Area Rapid Transit District's system-wide operating policies shall be generally as set forth in the May 10, 2012, presentation entitled Fiscal Year 2013 Preliminary Budget Operating Sources, Uses and Service Plan, subject to such adjustments that staff determines necessary to operate the service in the public's interest; and

BE IT FURTHER RESOLVED that the General Manager or the General Manager's designee is authorized to execute an agreement with the City and County of San Francisco (CITY) to provide a transfer payment in FY13, such transfer payment being paid by the District to CITY in order to facilitate the coordination of transit service and furnish an incentive to CITY for providing enhanced transfer services between MUNI and BART stations; and

BE IT FURTHER RESOLVED that the General Manager is authorized to make expenditures and incur liabilities against said funds within the limits set forth in said budget and the provisions of this Resolution, and to act on behalf of the District in connection with contracts arising thereunder, by following the procedures provided by law, and by Board of Directors' Resolutions and Board Rules, except that no contractual obligation shall be assumed by the District in excess of its ability to pay, and provided further that all expenditures shall be in conformance with statutory and other restrictions placed on the use of said funds; and

BE IT FURTHER RESOLVED that the General Manager is authorized to exceed Board Appointed Department/Executive Office budgets by more than ten percent (10%) ten (10) days after written notice of this intended action has been mailed to the Board of Directors,

provided that the Total Net Operating Expense line item set forth in "Exhibit A" is not exceeded and such action is consistent with Board Rule 5-1.4 and provided further that the General Manager will prepare and send to the Board, a summary of Department budgets within approximately 30 days after the adoption of this budget; and

BE IT FURTHER RESOLVED that the General Manager is authorized to exceed the foregoing ten percent limitation for emergency expenditures which are made in accordance with Resolution No. 4834 and Public Contract Code Section 20224; and

BE IT FURTHER RESOLVED that the General Manager is authorized to act on behalf of the District, and to make expenditures and incur liabilities against all funds of the District as provided for in contracts which have been authorized by the Board of Directors of the District and that the Board's authorizations of such contracts also include the necessary appropriations for such contracts and change orders authorized by Rules approved by the Board, subject, however, to compliance with such specific appropriation resolutions as may be adopted by the Board from time to time; and

BE IT FURTHER RESOLVED that the General Manager or the General Manager's designee is authorized to issue free or discounted promotional tickets in FY13 for purposes of building ridership on the system, consistent with ridership development guidelines; and

BE IT FURTHER RESOLVED that effective July 1, 2012:

- (1) The total number of permanent full and permanent part-time positions ("full time equivalent") as of June 30, 2013, budgeted for the District shall be 3,352.5 (a part-time position is counted as 0.625 positions). Additional permanent positions are authorized, as required, not to exceed 50 positions, of which not more than 25 positions may be charged to operating expense provided the budgeted Total Net Operating Expense is not thereby exceeded;
- (2) The character and salary ranges of such positions, including officers appointed by the Board pursuant to Public Utilities Code Section 28811 shall be as set forth in the agreements entered into with Service Employees' International Union, Local 1021, Amalgamated Transit Union, Local 1555, American Federation of State and County Municipal Employees, Local 3993, the BART Police Officers Association and the BART Police Managers Association as to the employees represented thereby, and with other Bargaining Units for employees that may later be represented thereby, and for all other employees as set forth in the attached "Exhibit B", incorporated herein as though set forth at length. The employment benefits for non-represented employees shall be administered by the General Manager in accordance with Board Rule 4-1.2.
- (3) The General Manager is authorized to make future adjustments to the Professional/Management Salary Ranges ("Exhibit B") in accordance with applicable provisions of the AFSCME Agreement and the Compensation Manual, which reflect the District policy and practice to evaluate such ranges on an annual basis and to establish the mid-points of the pay ranges for positions so that they

approximate the 75th percentile of the average of salaries paid for similar jobs in the labor market and to promptly advise the Board of any and all such range adjustments. The General Manager is directed to initiate the annual review by October of each year.

- (4) The District Secretary shall insure that an amendment to Exhibit B be prepared to reflect any adjustment to the hourly wage rates or professional/management pay bands as provided above or any adjustment to the Board appointed officers' salaries as a result of merit adjustments or scheduled increases provided in such officers' employment agreements that take effect during the fiscal year. The District Secretary shall attach any such amendment to Exhibit B as an addendum to this resolution.
- (5) The General Manager is authorized to pay employees on the merit plan that portion of their merit increase which exceeds the top of the salary range, but with no increase to the employee's "base wage" above the top of the salary range.
- (6) Except for Paragraph 1, and to the extent it is modified by Resolution No. 4748, Resolution No. 4487 remains in full force and effect.

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EXHIBIT A
SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT
ANNUAL BUDGET - FISCAL YEAR 2013

<u>FUND SOURCES</u>	TOTAL
FUND SOURCES FOR NET OPERATING EXPENSE BUDGET, DEBT SERVICE AND CAPITAL ALLOCATIONS	
Operating Revenue	415,107,754
Property Tax	30,287,515
1/2 ¢ Sales Tax	204,247,916
Measure B Paratransit Assistance	1,575,000
Caltrain - Millbrae Station Joint Use	778,680
5307 Preventive Maintenance Grant	2,705,863
State Transit Assistance	17,305,464
Allocations from Access Fund	50,000
Total Operating Sources	\$ 672,058,192
FUND SOURCE FOR CAPITAL BUDGET	
Capital Funds - Cash Flow FY13	\$ 869,236,442
TOTAL ESTIMATED FUND SOURCES	\$ 1,541,294,634
 <u>FUND USES</u>	
FUND USES FOR NET OPERATING EXPENSE BUDGET, DEBT SERVICE AND CAPITAL ALLOCATIONS	
Net Labor Expense ⁽¹⁾	\$ 382,080,733
Non-Labor Expense	150,594,208
Total Net Operating Expense	\$ 532,674,941
Revenue Bond Debt Service	57,079,001
MTC Loan Debt Service	8,390,000
Allocations to Capital - Rehabilitation	23,890,947
Allocations to Capital - Rail Car Sinking Fund	45,581,652
Allocations to Capital - Other	2,088,557
Allocations to SFO Reserve / Warm Springs Project	3,229,345
Total Operating Uses	\$ 672,934,443
Other Post Employment Benefits Unfunded Liability	\$ (876,251)
FUND USES FOR CAPITAL BUDGET	
Capital Funds - Cash Flow FY13	\$ 869,236,442
TOTAL ESTIMATED FUND USES	\$ 1,541,294,634
NET FINANCIAL RESULT (DEFICIT)	\$

⁽¹⁾ Total Authorized Permanent Positions (FTE) as of 7/01/12 = 3,352.5

**CHARACTER, BASE SALARIES, PAY BANDS AND
HOURLY WAGE RATES OF MANAGEMENT AND
NON-REPRESENTED CLASSIFICATIONS**

**CHARACTER OF POSITION/PAYROLL
CLASSIFICATION TITLE**

HOURLY WAGE RANGE

CLERICAL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
ADMINISTRATIVE TECHNICIAN	\$24.9602	\$26.0637	\$27.0866	\$28.1359	\$29.2126	\$29.6259
ADMINISTRATIVE SECRETARY	24.0274	25.0885	26.0712	27.0803	28.1157	28.5096
SENIOR SECRETARY	22.3711	23.1996	24.0536	25.0885	26.0976	26.4912
SENIOR CLERK	23.8128	24.8636	25.8374	26.8371	27.8623	28.2561
INTERMEDIATE CLERK	21.3010	22.1719	22.9923	23.8398	24.8636	25.2573
P/T SURVEY TAKER (SINGLE RATE)	28.6701					

Note: The clerical rates were effective June 30, 2009

PROFESSIONAL/MANAGEMENT PAY BANDS

PAY BAND	MINIMUM	MIDPOINT	MAXIMUM
14	\$139,292	\$177,599	\$215,905
13	120,328	153,419	186,510
12	109,142	139,157	169,171
11	103,944	132,529	161,115
10	98,993	126,217	153,441
9	94,279	120,207	146,135
8	89,790	114,483	139,176
7	81,442	103,839	126,236
6	77,564	98,895	120,226
5	70,353	89,701	109,049
4	67,003	85,430	103,856
3	63,812	81,361	98,910
2	60,773	77,487	94,200
1	55,122	70,282	85,441

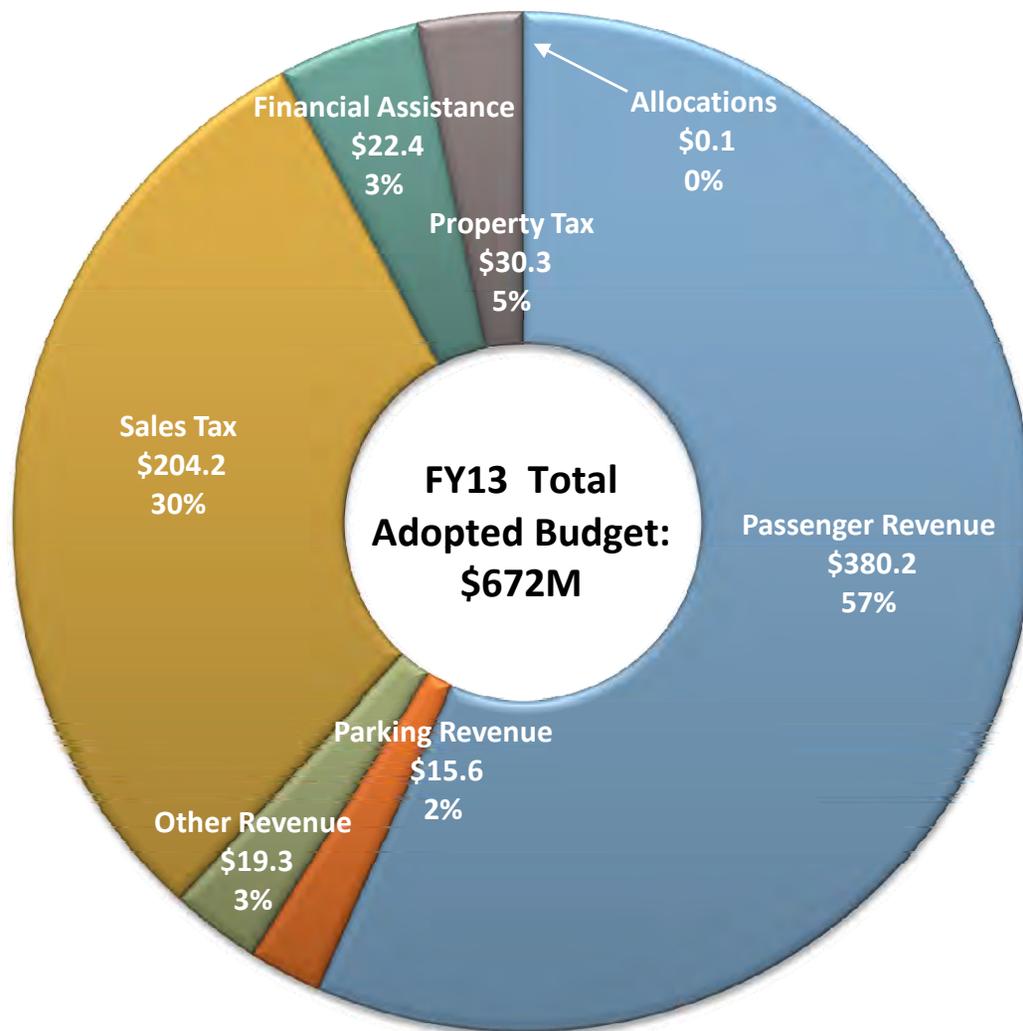
Note: The professional/management pay bands were effective 01/01/10

BOARD APPOINTED OFFICERS' ANNUAL SALARIES

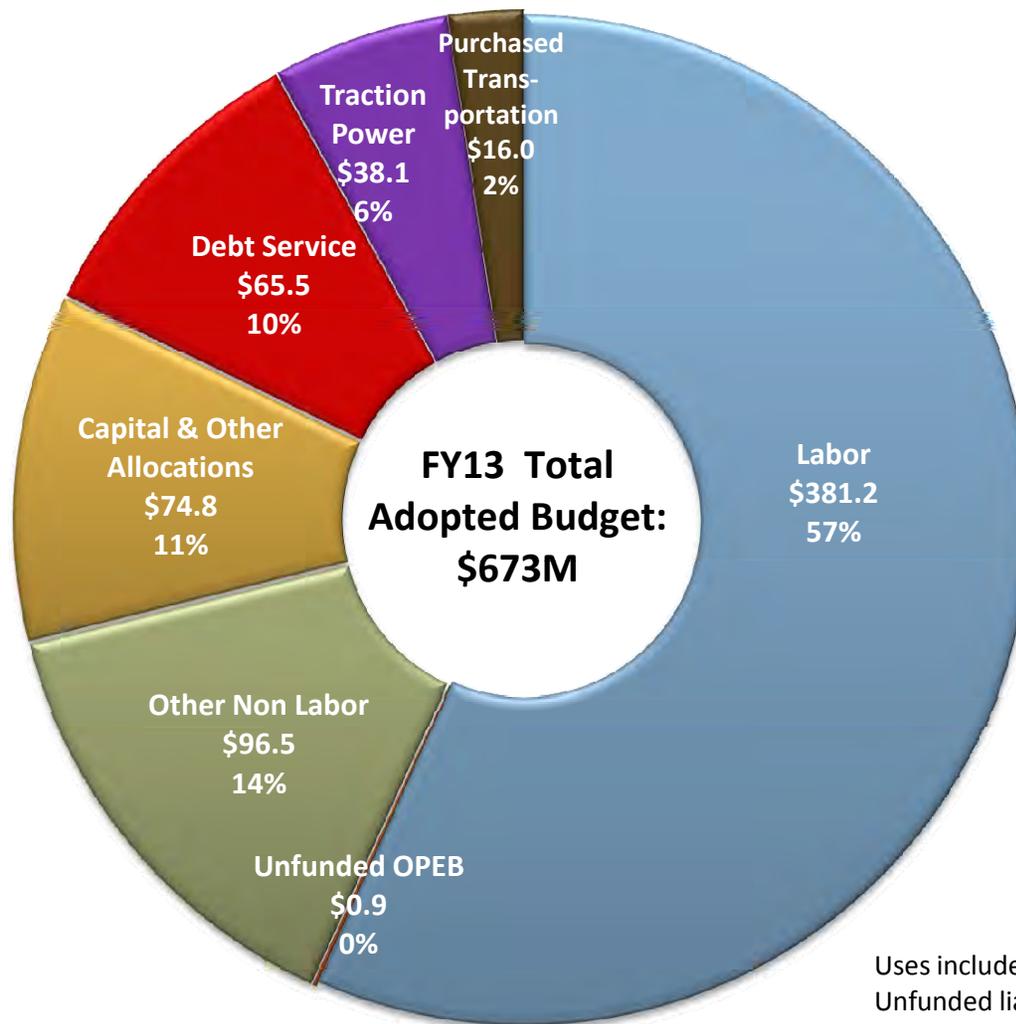
INDEPENDENT POLICE AUDITOR	\$161,500
DISTRICT SECRETARY	168,839
CONTROLLER-TREASURER	214,455
GENERAL COUNSEL	243,500
GENERAL MANAGER	320,000

Note: The base salaries provided for the General Manager, District Secretary, Controller-Treasurer, Independent Police Auditor and General Counsel were effective 3/5/12

FY13 SOURCES



FY13 USES



**San Francisco Bay Area Rapid Transit District
FY13 Adopted Operating Budget and FTEs by Department**

	Adopted Operating Budget	FTEs		
		Operating	Capital/Reimb	Total
General Manager	\$ 1,395,836	4.0	0.0	4.0
Legal	\$ 4,002,129	16.0	4.0	20.0
Finance	\$ 31,687,919	100.0	2.0	102.0
District Secretary	\$ 2,656,097	6.0	0.0	6.0
Independent Police Auditor	\$ 630,616	3.0	0.0	3.0
Administration	410,847	2.0	0.0	2.0
Human Resources	6,294,343	26.6	1.0	27.6
Procurement	10,909,690	78.0	5.0	83.0
Information Technology	12,184,520	50.0	1.0	51.0
Labor Relations	1,224,845	6.0	0.0	6.0
Administration Office	\$ 31,024,244	162.6	7.0	169.6
Administration	566,986	3.0	0.0	3.0
Marketing and Research	2,755,818	12.8	1.0	13.8
Communications	2,512,003	8.0	1.0	9.0
Government and Community Relations	1,658,208	6.0	2.0	8.0
Customer Services	2,416,372	18.0	0.0	18.0
External Affairs	\$ 9,909,387	47.8	4.0	51.8
Police	\$ 52,315,135	291.0	0.0	291.0
Administration	483,827	2.0	0.0	2.0
Maintenance and Engineering	94,625,571	581.5	249.1	830.6
Rolling Stock and Shops	94,749,444	574.0	27.1	601.1
Transportation and System Service	126,787,677	1,050.8	7.0	1,057.8
Operations Planning	1,999,402	12.0	2.0	14.0
Operations	\$ 318,645,922	2,220.3	285.3	2,505.5
Transit System Development	\$ 419,194	1.0	72.0	73.0
Administration	637,383	2.0	0.0	2.0
Customer Access	18,277,860	7.0	0.0	7.0
Real Estate and Property Development	13,825,180	13.1	4.9	18.0
Operating Budgets and Analysis (Includes Power)	42,282,539	9.0	1.0	10.0
Planning	1,151,171	6.0	2.0	8.0
Capital Development and Control	1,897,109	11.0	4.0	15.0
Planning and Budget	\$ 78,071,241	48.1	11.9	60.0
Administration	378,781	2.0	0.0	2.0
Internal Audit	1,283,355	7.0	2.0	9.0
System Safety	2,292,556	11.0	3.0	14.0
Civil Rights	3,061,909	13.5	4.5	18.0
Transit System Compliance	\$ 7,016,600	33.5	9.5	43.0
Capital Corridor¹	\$ -	0.0	23.6	23.6
SUBTOTAL	\$ 537,774,319	2,933.2	419.3	3,352.5
Cost Allocation Plan²	\$ (5,975,629)	(48.0)	48.0	0.0
OPEB Unfunded Liability³	\$ 876,251			
FY13 TOTAL⁴	\$ 532,674,941	2,885.2	467.3	3,352.5

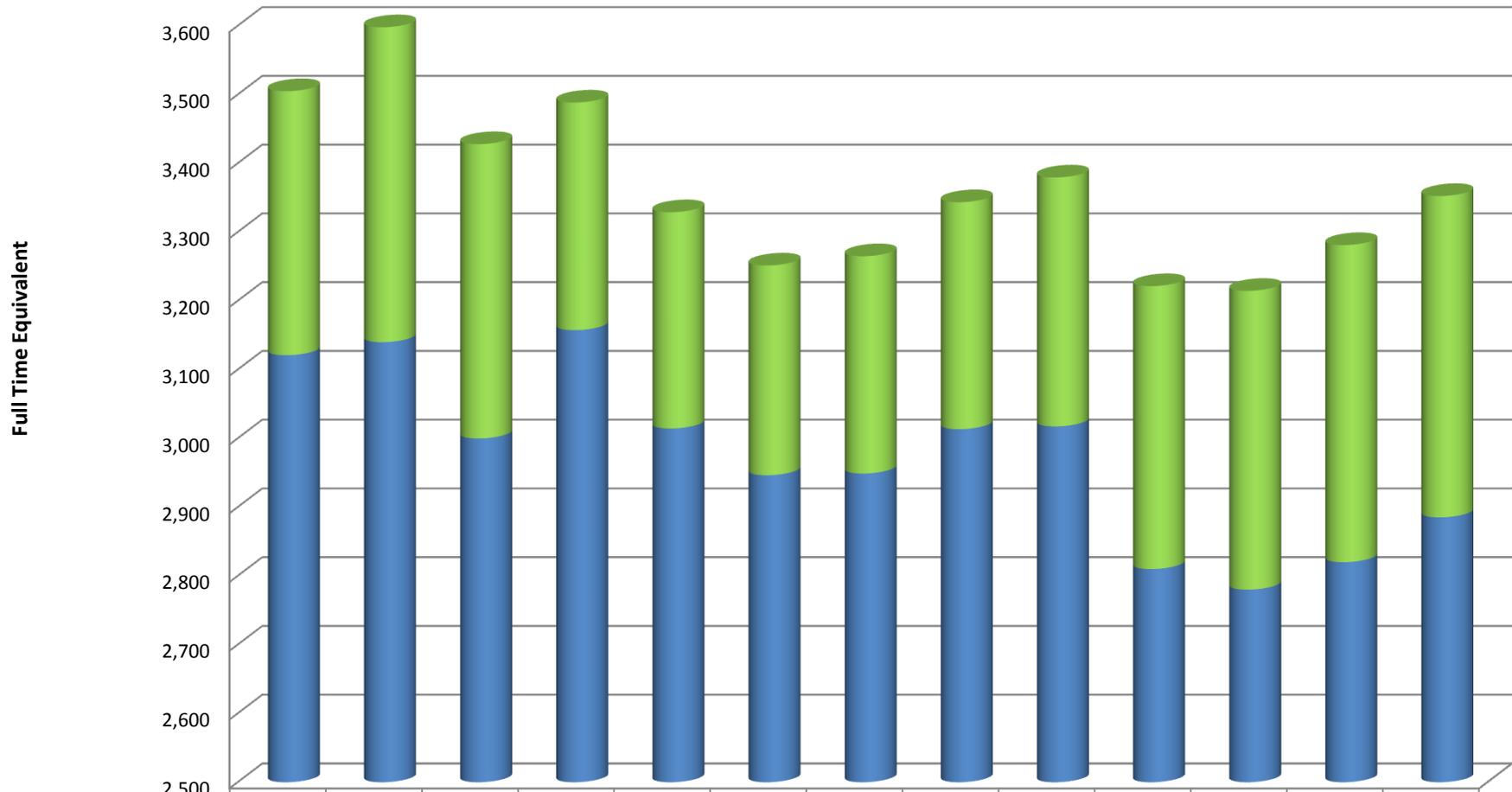
¹ As governed and reimbursed by the Joint Powers Board and supervised by the Executive Director of the Joint Power Board.

² The Cost Allocation Plan covers allocations for overhead costs (e.g., office space, utilities, and supplies), which are captured and charged back to capital projects and to the original funding sources.

³ OPEB: Other Post Employment Benefits, including retiree medical, life insurance, survivor benefit, etc. The OPEB unfunded liability is a non-cash accounting entry to record the difference between the Annual Required Contribution and the total of the Retiree Health Benefits Trust payments plus the "pay-as-you-go" retiree premium payments.

⁴ FY13 Operating Budget total only. Does not include \$74.8M for Capital & Other Allocations and \$65.5M for Debt Service.

BART Headcount History FY01 - FY13



	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13
■ Capital/Reimbursable	384.0	458.0	428.0	331.0	314.5	305.0	316.0	330.0	362.0	411.4	434.5	461.1	467.3
■ Operating	3,121.0	3,140.0	3,000.0	3,157.5	3,014.5	2,946.5	2,949.0	3,013.5	3,017.5	2,810.1	2,780.1	2,820.1	2,885.2