

**SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT**  
300 Lakeside Drive, P. O. Box 12688, Oakland, CA 94604-2688

AGENDAS FOR BOARD AND COMMITTEE MEETINGS

April 12, 2007

9:00 a.m.

A regular meeting of the Board of Directors and regular meetings of the Standing Committees will be held on Thursday, April 12, 2007, commencing at 9:00 a.m. All meetings will be held in the BART Board Room, Kaiser Center 20<sup>th</sup> Street Mall – Third Floor, 344 – 20<sup>th</sup> Street, Oakland, California.

Members of the public may address the Board of Directors and Standing Committees regarding any matter on these agendas. Please complete a “Request to Address the Board” form (available at the entrance to the Board Room) and hand it to the Secretary before the item is considered by the Board. If you wish to discuss a matter that is not on the agenda during a regular meeting, you may do so under General Discussion and Public Comment.

Any action requiring more than a majority vote for passage will be so noted.

Items placed under “consent calendar” and “consent calendar addenda” are considered routine and will be received, enacted, approved, or adopted by one motion unless a request for removal for discussion or explanation is received from a Director or from a member of the audience.

Please refrain from wearing scented products (perfume, cologne, after-shave, etc.) to these meetings, as there may be people in attendance susceptible to environmental illnesses.

BART provides service/accommodations upon request to persons with disabilities who wish to address BART Board matters. A request must be made within one and five days in advance of Board/Committee meetings, depending on the service requested. Please contact the Office of the District Secretary at (510) 464-6083 for information.

Kenneth A. Duron  
District Secretary

Regular Meeting of the  
BOARD OF DIRECTORS

The purpose of the Board Meeting is to consider and take such action as the Board may desire in connection with:

1. CALL TO ORDER

- A. Roll Call.
- B. Pledge of Allegiance.
- C. Introduction of Special Guests.
- D. Overview of 311 Service Presented by the City and County of San Francisco.\* For information.

2. CONSENT CALENDAR

- A. Approval of Minutes of the Meeting of March 22, 2007.\* Board requested to authorize.

- B. Authorization to Amend the 2005-2009 Collective Bargaining Agreement between the District and Service Employees International (SEIU) Union Local 790 to Recognize the Representation Change to SEIU Local 1021.\* Board requested to authorize.

## **RECESS TO STANDING COMMITTEES**

Immediately following the Standing Committee Meetings, the Board Meeting will reconvene, at which time the Board may take action on any of the following committee agenda items.

## **ALL COMMITTEES ARE ADVISORY ONLY**

### ADMINISTRATION COMMITTEE

Immediately following the Board Meeting recess

Director Franklin, Chairperson

- A-1. Fiscal Year 2008 Budget.
  - a. Review of Fiscal Year 2008 Preliminary Operating Budget.\* For information.
  - b. Procedural Matters.\* Board requested to authorize.
    - i. Publish a Budget Pamphlet for Fiscal Year 2008.
    - ii. Set a Public Hearing Date on the Fiscal Year 2008 Preliminary Budget.

A-2. General Discussion and Public Comment.

### ENGINEERING AND OPERATIONS COMMITTEE

Immediately following the Administration Committee Meeting

Director Fang, Chairperson

- B-1. Change Orders to Contract No. 47BC-110, Procurement of Automatic Fare Collection Equipment, with Cubic Transportation Systems, Inc., for Systemwide Smart Card Implementation/Delete High Speed Ticket Encoder (C.O. No. 124) and Additional Automatic Fare Collection Equipment for Smart Card Parking Validation (C.O. No. 125).\* Board requested to authorize.
- B-2. General Discussion and Public Comment.

### PLANNING, PUBLIC AFFAIRS, ACCESS, AND LEGISLATION COMMITTEE

Immediately following the Engineering and Operations Committee Meeting

Director Radulovich, Chairperson

- C-1. Strategic Plan Update.\* (ADDITIONAL MATERIAL FOR THIS ITEM WILL BE SENT SEPARATELY.) For information.
- C-2. General Discussion and Public Comment.

## **RECONVENE BOARD MEETING**

### 3. CONSENT CALENDAR ADDENDA

Board requested to authorize as recommended from committee meetings above.

4. REPORTS OF STANDING COMMITTEES

A. ADMINISTRATION COMMITTEE

- A-1. Fiscal Year 2008 Budget.
- a. Review of Fiscal Year 2008 Preliminary Operating Budget.\* For information.
  - b. Procedural Matters.\* Board requested to authorize.
    - i. Publish a Budget Pamphlet for Fiscal Year 2008.
    - ii. Set a Public Hearing Date on the Fiscal Year 2008 Preliminary Budget.

B. ENGINEERING AND OPERATIONS COMMITTEE

- B-1. Change Orders to Contract No. 47BC-110, Procurement of Automatic Fare Collection Equipment, with Cubic Transportation Systems, Inc., for Systemwide Smart Card Implementation/Delete High Speed Ticket Encoder (C.O. No. 124) and Additional Automatic Fare Collection Equipment for Smart Card Parking Validation (C.O. No. 125).\* Board requested to authorize.

C. PLANNING, PUBLIC AFFAIRS, ACCESS, AND LEGISLATION COMMITTEE

- C-1. Strategic Plan Update.\* (ADDITIONAL MATERIAL FOR THIS ITEM WILL BE SENT SEPARATELY.) For information.

5. GENERAL MANAGER'S REPORT

NO REPORT.

6. BOARD MATTERS

- A. Report of the District Security Advocacy Ad Hoc Committee. For information.
- B. (CONTINUED from March 22, 2007, Board Meeting)  
Report of the District Organizational Review Ad Hoc Committee: First Set of Actions Proposed by the Ad Hoc Committee.\* Board requested to authorize.
- C. Roll Call for Introductions.

7. GENERAL DISCUSSION AND PUBLIC COMMENT

8. CLOSED SESSION (Room 303, Board Conference Room)

- A. CONFERENCE WITH LABOR NEGOTIATORS – PUBLIC EMPLOYEE PERFORMANCE EVALUATION:
  - Agency Negotiators: Directors Keller, Sweet, and Ward Allen
  - Titles: General Manager  
General Counsel  
Controller/Treasurer  
District Secretary
  - Gov't. Code Sections: 54957 and 54957.6

# SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

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**INTER-OFFICE COMMUNICATION**

**TO:** Board of Directors

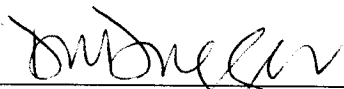
**Date:** April 6, 2007

**FROM:** Deputy General Manager

**SUBJECT:** 311 Presentation

Heidi Sieck, Project Manager for 311, a new department in the City and County of San Francisco, has asked to make a short information presentation to the Board at its April 12<sup>th</sup> meeting. 311 is a new telephone hot line where residents can get free, round-the-clock information from an operator about all non-emergency services in the City. A number of cities around the country, including New York, Chicago and Baltimore, have 311 services.

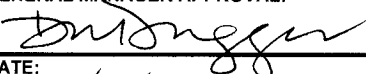
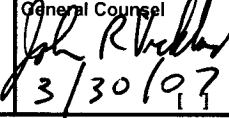
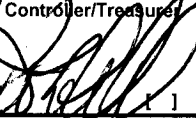

Mayor Newsom first raised the idea of creating the 311 line as a way to centralize all the City's phone numbers when he was a member of the Board of Supervisors. A few months after taking office, Mayor Newsom toured New York's 311 center, which answers callers' questions in 170 languages. San Francisco now has a similar model, which offers translations in 145 languages and will cost the city about \$11 million a year to operate. More than 2,300 telephone numbers exist for various City services and departments. Over time, 311 will allow many of those numbers to be eliminated. City officials expect about 80,000 calls per month initially. 44 operators, all of whom have been trained in customer relations and governmental services, will process the calls.

  
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Dorothy W. Dugger

cc: Board Appointed Officers  
Executive Staff



## EXECUTIVE DECISION DOCUMENT

|  |  |  |                           |  |
|--|--|--|---------------------------|--|
| GENERAL MANAGER APPROVAL:<br> |  | GENERAL MANAGER ACTION REQ'D:<br>Forward to Board of Directors   |                           |  |
| DATE:<br>4/4/07  |  | BOARD INITIATED ITEM: No   |                           |  |
| Originator/Prepared by: Stephen Weglarz<br>Dept: Labor Relations Ext. 6232<br>Signature/Date:                  | General Counsel<br><br>3/30/07<br>[ ] | Controller/Treasurer<br><br>[ ] | District Secretary<br>[ ] | BARC<br><br>4/2/07<br>[ ] |

NARRATIVE:

### SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 790 MERGER INTO LOCAL 1021

#### PURPOSE:

To obtain Board authorization for the District to recognize that effective March 1, 2007, all of the District's employees previously represented by SEIU Local 790 will be exclusively represented for purposes of collective bargaining by SEIU Local 1021 and to amend the existing collective bargaining agreement to reflect this successor union.

#### DISCUSSION:

Effective July 1, 2005 the District entered into a collective bargaining agreement with SEIU Local 790 governing the wages, hours and terms and conditions of employment for the classifications of District employees represented by SEIU Local 790. This agreement was to remain in effect through June 30, 2009.

On February 28, 2007 the District received a request from SEIU Local 790 that it voluntarily recognize that the employees currently represented by SEIU Local 790 were in the future to be exclusively represented for purposes of collective bargaining by a successor union, SEIU Local 1021. SEIU Local 790 also requested that the District agree that all the terms and conditions contained in the current collective bargaining agreement between the District and Local 790 continue in effect under this agreement.

On March 2, 2007, BART responded to this request with a letter to SEIU Local 790 and to the President of SEIU Local 1021. In the letter it was indicated that the District's Board of Director's could approve the SEIU's request by modifying Section 2.1, Recognition, of the current collective bargaining agreement with SEIU Local 790 to reflect the change. However before doing so, the District needed to be assured that the affected District employees were given an adequate opportunity to participate in the decision to transfer their representation from SEIU Local 790 to SEIU Local 1021 and, that there is substantial continuity and identity between SEIU Local 790 and SEIU Local 1021.

On March 14, 2007, the SEIU responded to the District's request with sufficient information

## **EDD: SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 790 MERGER INTO**

to satisfy the District that all such issues had been addressed. The information provided included that:

1) Under the SEIU International Constitution and Bylaws, the SEIU International Executive Committee is authorized to effect the merger or consolidation of existing Local Unions either with their consent, or after a hearing upon reasonable notice before the International Executive Board or its designated hearing officer.

2) Exercising this authority, the SEIU had adopted policies and procedures and had conducted numerous hearings during March and April 2006 which were open to all members at many locations throughout the state of California including the San Francisco area. These hearings specifically focused on Local Union jurisdictional and merger issues affecting various groups of public employees (including the District's employees). At the close of these hearings, the Hearing Officers issued their report and recommendations. In essence the report recommended the merger of several Local Unions, including SEIU Local 790 into a new Local Union, SEIU Local Union 1021.

3) Although not required by the International Constitution, the International Executive Board also established a procedure to enable all affected union members (including District employees represented by SEIU Local 790) to vote on these merger issues by secret ballot. These ballots had attached a detailed chart which showed the disposition of the various bargaining units which would change Local Union affiliation under the proposed Reorganization Plan including SEIU Local 790. Each District Local 790 employee was provided an opportunity to cast a secret ballot concerning the issue of whether they approved of the merger of SEIU Local 790 into SEIU Local 1021. The resultant election totals indicated that of all affected union members, 31,408 votes were cast in favor of the Plan and only 4,256 votes were cast against it. On January 2, 2007 the SEIU President issued its charter to SEIU Local 1021 and as a result it became the successor union to Local 790.

### **FISCAL IMPACT:**

None

### **ALTERNATIVE:**

Refuse to voluntarily recognize SEIU Local 1021 as the successor union to SEIU Local 790 under the collective bargaining agreement between the District and SEIU Local 790 currently in effect. If the District does so, SEIU Local 1021 would have to petition the State Mediation and Conciliation Service to issue a decision on this representational issue.

### **RECOMMENDATION:**

That the Board adopt the following Motion.

### **MOTION:**

That the District recognizes SEIU, Local 1021 as the successor union for District employees formerly represented by SEIU, Local 790 and that the General Manager is authorized to amend the existing collective bargaining agreement to provide as such.



# EXECUTIVE DECISION DOCUMENT

|  |  |  |                           |                                   |
|--|--|--|---------------------------|-----------------------------------|
| GENERAL MANAGER APPROVAL:<br><i>J. D. Anger</i>  |  | GENERAL MANAGER ACTION REQ'D:<br>Place on the April 12, 2007 Administration Committee Agenda |                           |                                   |
| DATE:<br>4/04/07   |  | BOARD INITIATED ITEM: No   |                           |                                   |
| Originator/Prepared by: Kimberly White<br>Dept: Operating Budgets Ext 4743<br>Signature/Date: <i>Kimberly White</i> 4/2/07 | General Counsel<br><i>John R. Veckel</i><br>Signature/Date: 4/2/07 | Controller/Treasurer<br><i>[Signature]</i><br>Signature/Date: 4/2/07                         | District Secretary<br>[ ] | BARC<br><i>[Signature]</i> 4/2/07 |

NARRATIVE:

## Fiscal Year 2008 Preliminary Budget Procedural Actions

### PURPOSE:

- To formally direct staff to publish a pamphlet containing a copy of the Fiscal Year 2008 Preliminary Budget.
- To set a public hearing on the Fiscal Year 2008 Preliminary Budget.

### DISCUSSION:

The rules of the Board of Directors provide that the Board direct a Preliminary Budget Pamphlet to be prepared no later than the first day of June (Rule 5-1.2). Staff's schedule calls for this pamphlet to be available by April 16, 2007. The rules of the Board of Directors also provide that a public hearing on the budget be held on or before June 20 (Rule 5-1.3).

### FISCAL IMPACT:

The FY08 Preliminary Budget must be adopted on or before June 30, 2007.

### ALTERNATIVES:

Under Board Rules 5-1.2 and 5-1.3, publishing a budget pamphlet and holding a public hearing are required steps to adopt the Fiscal Year 2008 annual budget. The Board could suspend rules 5-1.2 and 5-1.3 or change the hearing to another date prior to June 20.

### RECOMMENDATION:

That the Board adopt the following motions:

Motions:

1. That the staff be directed to publish a Budget Pamphlet for Fiscal Year 2008 to be available for distribution no later than April 16, 2007.
2. That a public hearing on the Fiscal Year 2008 Preliminary Budget be set for Thursday, June 14, 2007 at 9:00 a.m. in the Board Room.



# EXECUTIVE DECISION DOCUMENT

|   |  |  |                           |                                       |
|---|--|--|---------------------------|---------------------------------------|
| GENERAL MANAGER APPROVAL:<br><i>DMorgan</i>   |  | GENERAL MANAGER ACTION REQ'D:<br>Approve and forward to April 12, 2007 E&O Committee |                           |                                       |
| DATE:<br>4/6/07   |  | BOARD INITIATED ITEM: No   |                           |                                       |
| Originator/Prepared by: Chris Quinn<br>Dept: TSD Ext. 4827<br>Signature/Date: <i>CM Quinn</i> 3/29/07 | General Counsel<br><i>John R. Vickers</i><br>3/30/07 | Controller/Treasurer<br><i>[Signature]</i><br>3/30/07                                | District Secretary<br>[ ] | BARC<br><i>Tony Gervier</i><br>4/4/07 |

NARRATIVE:

### CHANGE ORDER NO. 124 AND CHANGE ORDER NO. 125 TO CONTRACT NO. 47BC-110, PROCUREMENT OF AUTOMATIC FARE COLLECTION EQUIPMENT

**PURPOSE:** To obtain Board authorization for the General Manager to execute Change Order No. 124 (Systemwide Smart Card Implementation/Delete High Speed Ticket Encoder) and Change Order No. 125 (Additional AFC Equipment for Smart Card Parking Validation) to Contract No. 47BC-110, Procurement of Automatic Fare Collection Equipment.

**DISCUSSION:** Award of Contract No. 47BC-110 to Cubic Transportation Systems, Inc. in the amount of \$30,791,366 was authorized by the Board of Directors on January 14, 1999. Two contract options were exercised after contract award to bring the total base contract value to \$44,250,317.

#### CHANGE ORDER NO. 124:

Change Order No. 124 will provide for preliminary engineering and development work to support a proposed systemwide transition to smart card only fare media. BART's existing magnetic tickets are obsolete technology, limited in functionality, prone to fraud and damage due to demagnetization. Worldwide, transit agencies are looking to electronic (smart card) fare instruments to provide better functionality, security, and flexibility than that offered by magnetic media. The proposal to migrate to a smart card only fare payment system is complex, and will take several years to complete. However, BART can make use of the ongoing contract with Cubic Transportation Systems at this time to implement several key technical modifications to the Automatic Fare Collection (AFC) system early in the process, saving time and funds.

This change provides for implementing a number of important development activities in support of migration to a smart card only system, including:

- Relocating and modifying the fare gate electronic display to respond quicker and improve location and orientation for smart card customers,
- Performing a demonstration of limited-use smart cards in the BART system, using an existing Cubic application as a basis for proving the system viability in BART,
- Supporting a demonstration of smart card technology in cell phones, working with BART



## **EDD: CO NOs. 124 & 125 TO CONTRACT NO. 47BC-110, AFC PROCUREMENT**

and telecommunications providers,

- Engineering and design work required for modifying BART's existing Ticket Vending Machines (TVMs) to encode and dispense limited-use smart cards instead of the plastic magnetic stripe tickets they currently vend (this functionality is in addition to the smart card load capability already being implemented under the TransLink program),
- Optimization of fare gate smart card functionality based on field experience with the "EZ Rider" pilot project currently in progress; also improving future TransLink functionality,
- Furnishing smart card encoders to provide BART with the ability to produce and sell "bulk" smart cards for various purposes.

Since Cubic Transportation Systems is the developer of the entire BART AFC system hardware and software, their participation in this proposed work is a virtual necessity to the success of a future transition to a smart card only system; because of the key interfaces with BART that have already been developed at significant expenditure of time and funds, Cubic's detailed knowledge of equipment hardware and software designs, and the proprietary nature of some elements of the AFC system design.

Because the District desires now to focus on migrating to a smart card only system, certain elements of the current AFC contract with Cubic are no longer needed in the context of this new direction. Of particular note are two High Speed Ticket Encoders (HSTEs) that are in the current contract scope and have yet to be supplied. Two existing HSTEs are used by the District's Cash Handling department to pre-encode magnetic stripe tickets for offsite ticket sales at retail outlets such as Long's and Safeway. The current contract provides for replacement of these two existing HSTEs with updated equipment. However, to further the migration to a future smart card only system, staff considers the funds currently assigned to procurement of two new magnetic ticket HSTEs (\$900,000 for two units) to be better used for the smart card transition purposes described above. Elimination of the HSTEs, and elimination of several unused contract allowances designated for technical support, partnering, and dispute resolution will enable the District to implement this change with a net zero additional cost to the contract. The total value of contract items proposed for elimination under this change is approximately \$1,700,000. The Engineer's Estimate for addition of the above described smart card work is significantly higher than that, making this exchange an extremely good value to the District.

It is anticipated that the work contemplated by this change will take approximately 2 years to complete. Since this smart card development work will occur concurrently with continuing work on implementation of the TransLink program, it is not anticipated that any extension of time for Contract No. 47BC-110 will be required by reason of this change.

### CHANGE ORDER NO. 125:

Change Order No. 125 will compensate the Supplier in an amount not to exceed \$1,200,000 for procurement of 55 smart card based parking validation/payment machines for use in BART stations with daily paid parking. Pursuant to Board Rule 5-2.4, except for construction and procurement contracts greater than \$200 million, any Change Order involving an expenditure greater than \$200,000 requires Board approval.

## **EDD: CO NOs. 124 & 125 TO CONTRACT NO. 47BC-110, AFC PROCUREMENT**

With the goal of providing customers a more streamlined means of daily parking validation and payment, staff has focused on smart card based solutions that will provide customers with quick and easy transactions and parking flexibility, and that will also align with the current and pending launch of smart card fare payment systems (EZ Rider Pilot program and TransLink Regional program). Staff has developed a solution that will enable BART customers to use a smart card for parking validation and payment at any station with parking validation/payment requirements, without having to remember a stall number or carry cash for the transaction. The ultimate goal is to provide a single-card solution based on the TransLink regional platform that will allow customers to utilize one smart card for both their parking validation/payment and their journey on the BART system. However, since the TransLink smart card transit application is anticipated to be launched on BART significantly in advance of a future TransLink parking application, the current smart card parking program anticipates a two-card interim solution for several years.

The smart card parking program utilizes the existing BART EZ Rider smart card as a "parking smart card" that is used once a customer is inside the paid area of a BART station. The customer enters the BART station through the fare gates using either a TransLink smart card or, if not a TransLink customer, a BART magnetic stripe ticket. The customer then tags the separate parking smart card at a parking validation machine inside the paid area and continues to his/her destination. The smart card parking validation back office system recognizes the serial number of the parking smart card, and provides a report for enforcement staff use verifying the customer has indeed entered the station and paid for parking that day.

This Change Order provides for procurement of 55 smart card parking validation/payment machines based on a modification of the existing Addfare machine being provided by Cubic Transportation Systems under existing Contract No. 47BC-110. This equipment will assure continuity of the existing Cubic technology already implemented in the Districtwide AFC system. This will also avoid any need for BART to support a new equipment type and will complement the District's existing maintenance procedures, documentation, spare parts supply and operations.

The smart card parking program described above is anticipated to be completed in 18 to 24 months. The equipment procurement portion of the program contemplated in this change is expected to be completed in 12 months from notice to proceed. Since this procurement work will occur concurrently with continuing work on implementation of the TransLink program, it is not anticipated that any extension of time for Contract No. 47BC-110 will be required by reason of this change.

The Office of General Counsel will approve Change Order No. 124 and Change Order No. 125 as to form prior to execution, and the Procurement Department will review these Change Orders prior to execution for compliance with procurement guidelines.

**FISCAL IMPACT:** The entire scope of work contemplated in Change Order No. 124 is anticipated to be covered by funds already existing in Contract No. 47BC-110, therefore there are no fiscal impacts to other District fund sources.

**EDD: CO NOs. 124 & 125 TO CONTRACT NO. 47BC-110, AFC PROCUREMENT**

For Change Order No. 125, funding for the \$1,200,000 not to exceed change order is included in the total project budget for the FMS# 47BU, BOSC Parking Revenue Collection. The Office of the Controller/Treasurer certifies that funds are currently available to meet this obligation.

**FY07-11 Capital Allocation**                      **51W**                      **\$1,200,000**

As of month ending 4/01/07, \$1,400,000 is available for commitment from this fund source for this project, and \$0 has been committed by BART to date. There is \$0 pending commitment in BART's financial management system. This action will commit an additional \$1,200,000, leaving an uncommitted balance of \$200,000 in this fund source.

There is no fiscal impact on available unprogrammed District Reserves.

**ALTERNATIVES:** Do not approve the recommendation. This may defer transition to a smart card only fare payment system indefinitely, and result in higher costs of implementation at a later date. This will also result in indefinite continuance of the existing daily paid parking program as the sole means of daily parking validation.

**RECOMMENDATION:** It is recommended that the Board adopt the following motions:

**MOTION:**

1. The General Manager is authorized to execute Change Order No. 124 to Contract No. 47BC-110, Procurement of Automatic Fare Collection Equipment, with Cubic Transportation Systems, Inc. for Systemwide Smart Card Implementation/Delete High Speed Ticket Encoders, at no additional cost.
2. The General Manager is authorized to execute Change Order No. 125 to Contract No. 47BC-110, Procurement of Automatic Fare Collection Equipment, with Cubic Transportation Systems, Inc. for Additional AFC Equipment for Parking Validation, in an amount not to exceed \$1,200,000 plus applicable sales tax.

## Attachments

### CHANGE ORDER SUMMARY FORM

#### BACKGROUND

Name of Supplier: Cubic Transportation Systems, Inc.  
Contract No./NTP Date: 47BC-110 / February 16, 1999  
Contract Description: Procurement of Automatic Fare Collection Equipment  
Percent Complete (thru 4/1/07): 95%

#### COST (Not incl. sales tax or escalation)

Original Contract Amount including Options Exercised after Award: \$44,250,317

#### Change Orders:

|   |             |                     |                     |
|---|-------------|---------------------|---------------------|
| Board Authorized CO's No. 1, 15,<br>31, 63, 64, 66, 67, 87, 102 | 55.3%       | \$24,430,202        |                     |
| Other than Board Authorized<br>Change Orders                    | 9.5%        | \$ 4,201,585        |                     |
| Change Order No. 124  | 0.0%        | \$ 0                |                     |
| Change Order No. 125  | <u>2.7%</u> | <u>\$ 1,200,000</u> |                     |
| Subtotal:   | 67.4%       | \$29,831,787        | <u>\$29,831,787</u> |

Revised Contract Amount: \$74,082,104

#### SCHEDULE

Original Contract Duration: 1,808 days  
Time Extension to Date: 1,068 days  
Time Extension Due to these Change Orders: - 0- days  
Revised Contract Duration: 2,876 days

#### SUMMARY REASON FOR THESE CHANGE ORDERS

Change Order No. 124: To provide for preliminary development and design work for transition to smart card only system.

Change Order No. 125: To furnish 55 smart card parking validation/payment machines.

# SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

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## MEMORANDUM

TO: Board of Directors DATE: April 6, 2007

FROM: Director Thomas M. Blalock, Chair  
District Organizational Review Ad Hoc Committee

SUBJECT: For Action - Ad Hoc Committee Proposed Action/Funding Plan

Enclosed is a revised list of recommendations from the *Organizational Audit and Review of the Bay Area Rapid Transit District – Final Report*. The enclosed document is an update of the Action Item that was included as part of the March 22, 2007 Board of Directors Meeting Agenda and continued to the April 12<sup>th</sup> Board Meeting. The District Organizational Review Ad Hoc Committee (Committee) met on March 29<sup>th</sup> to consider additional recommendations in the Doolittle Report. The Committee also held a meeting on April 2<sup>nd</sup> to receive input from union leadership.

Based on issues discussed at the two Committee meetings referenced above, a number of additions and revisions were incorporated into the document originally prepared for the March 22<sup>nd</sup> Board Meeting. The recommendations added to the document include number 43 under Controller-Treasurer Recommendations and numbers 44-56 under the Procurement, Right-of-Way, and Transit System Development Recommendations.

Union leaders were concerned about the overall tone of the proposed action/funding plan document. The Committee chose not to change language listed under the “Doolittle Final Report Recommendations” column because it is simply abbreviated language from the Doolittle Report. The Committee did modify a few items in the columns titled “Org Review Ad Hoc Committee Proposed Actions” (#27) and “Remarks” (#24 & #38).

The unions also felt there were issues raised in the Doolittle Report that were not reflected in the attached document. We clarified that this document only reflects the first set of recommendations the Committee has considered so far (see paragraph 2 above) and that additional recommendations will be coming to the full Board at a later meeting. The unions have agreed to provide the Committee with additional recommendations that they find incorporated within the text of the report. Any additional recommendations identified by the unions, which the Committee concurs are from the Doolittle Report or Supplemental Memorandum, will be added to the future set(s) of recommendations the Committee brings forward to the full Board.

Please feel free to contact me if you have questions or need additional information.

Enclosures

| P1 | Doolittle Final Report Recommendations  | Org Review Ad Hoc Committee Proposed Actions  | Funding Plan*  | Remarks  |
|----|---|---|--|--|
|    | <p><b>Group Interviews</b> <span style="float: right;">Page 7</span></p> <p>1 Develop program of quarterly meetings with changing groups of employees.</p> <p>2 Provide more feedback to employees who are passed over for promotions.</p> <p>3 Provide adequate cleaning supplies and spare equipment.</p> <p>4 Alert Transportation employees of efforts to improve radio system.</p> <p>5 Investigate if additional portable batteries should be provided to train operators.</p> <p>6 Re-introduce low cost incentive programs.</p> <p>7 Communicate existing training opportunities to employees more broadly.</p> | <p>Communication program to be launched in FY08.</p> <p>Human Resources has started an improvement process that will continue into FY08.</p> <p>Employees should bring any concerns of this nature to their supervisor or union rep.</p> <p>Continue communication on this issue until the radio re-banding project is complete.</p> <p>Currently exploring additional avenues for train operators to charge their batteries including terminal zones, yards and reporting locations.</p> <p>A manager advisory committee is currently researching options for an incentive program.</p> <p>Part of the FY08 work plan.</p> | <p>Utilize existing resources.</p> <p>Utilize existing resources.</p> <p>Utilize existing resources.</p> <p>Utilize existing resources.</p> <p>Utilize existing resources.</p> <p>Proposed FY08 Budget (Tier I)</p> <p>Utilize existing resources.</p> | <p><i>A written response will go to each participant. May include some combination of surveys, focus groups and random meetings.</i></p> <p>Two articles have been placed in Ops in a Flash and future articles are planned. Direct communication with radio users is planned as the District gets closer to the change over to new radio band.</p> <p>By FY08, charging stations will be made available at these locations.</p> <p>This recommendation refers to an employee recognition program.</p> |

\*Tier I includes initiatives proposed by staff in the FY08 Preliminary Budget for which funding has been identified.

Tier II includes initiatives proposed for FY08 for which funding has not been identified.

| P2   | Doolittle Final Report Recommendations   | Org Review Ad Hoc Committee Proposed Actions  | Funding Plan*                 | Remarks   |
|--|--|---|-------------------------------|---|
| 8  | Streamline current suggestion program.   | Program will be re-vamped in FY08.  | Utilize existing resources.   | Updated program will have defined award limits and program parameters.  |
| 9  | Communications training for management staff.  | Part of the management development curriculum being implemented by Human Resources.               | Proposed FY08 Budget (Tier I) | See Human Resources item #24.   |
| 10   | Identify consultants working at BART for long periods and assess if hiring BART staff would better serve the District.                       | See attachment.   | NA                            | The District uses secuded employees on a very limited, project specific basis. Secuded employees receive direction and have their work managed by BART staff.   |
| 11   | Review and improve info provided to passengers related to fare changes.  | Extensive communication and outreach to passengers regarding fare/schedule changes will continue. | Utilize existing resources.   | More information regarding why fares/schedules are changing will be included in future flyers and printed material.   |
| <p><b>Transportation Recommendations</b><br/>Page 13</p> |  |   |                               |   |
| 12   | Maintain current number of Foreworkers in terminals and towers   | Agree   | NA                            |   |
| 13   | Redefine Foreworkers' classification to exclude Foreworkers' classification to exclude Line Foreworkers positions.                           | Meet and confer with unions in FY08.  | To be determined (tbd).       | Recommendations 13-19 might be accomplished by negotiating new side letters with the unions; however, these may need to become part of the collective bargaining agreement negotiation process in FY09. |
| 14   | Reallocate Line Foreworkers' positions to a new classification composed of line Foreworkers, Transportation Supervisors and Line Technicians | Meet and confer with unions in FY08.  | tbd                           | " "   |
| 15   | Split up Foreworkers into Tower Operator, Terminal Foreworker and Line Foreworkers.  | Meet and confer with unions in FY08.  | tbd                           | " "   |

\*Tier I includes initiatives proposed by staff in the FY08 Preliminary Budget for which funding has been identified.  
Tier II includes initiatives proposed for FY08 for which funding has not been identified.

| P3  | Doolittle Final Report Recommendations   | Org Review Ad Hoc Committee Proposed Actions  | Funding Plan* | Remarks |
|---|--|---|---------------|---------|
| 16  | Combine Line Foreworker position with Line Tech and Transportation Supervisors for a single new multi-functional position. | Meet and confer with unions in FY08.  | tbd           | " "     |
| 17  | Train/qualify Tower Operators and Terminal Foreworkers on one location at a time.  | Meet and confer with unions in FY08.  | tbd           | " "     |
| <p><b>Rolling Stock &amp; Shops Recommendation</b> Page 15</p>    |  |   |               |         |
| 18  | Combine classifications of Main Line Tech, Line Foreworker and Transportation Supervisor to create a single class.         | Meet and confer with unions in FY08.  | tbd           | " "     |
| <p><b>M&amp;E Recommendations</b> Page 16</p>                     |  |   |               |         |
| 19  | Strive to negotiate changes in work rules to allow mgmt to increase people working on weekends.                            | Meet and confer with unions in FY08.  | tbd           | " "     |
| 20  | BART should follow the model of its elevator/escalator training program in other technical disciplines.                    | Management has and will continue to work with union leadership in an effort to model other programs after its elevator/escalator program. | tbd           |         |
| <p><b>Ops Training &amp; Support and Ops Planning</b> Page 17</p> |  |   |               |         |
| 21  | Operations should consider combining three analytical groups.  | <i>Not recommended for implementation under current circumstances.</i>  | NA            |         |

\*Tier I includes initiatives proposed by staff in the FY08 Preliminary Budget for which funding has been identified.  
 Tier II includes initiatives proposed for FY08 for which funding has not been identified.



| P4 | Doolittle Final Report Recommendations   | Org Review Ad Hoc Committee Proposed Actions  | Funding Plan*                   | Remarks   |
|----|--|---|---------------------------------|---|
| 22 | Migrate to a suite of computerized tools to schedule trains and operators, assign runs, develop public timetables and feed on-trip planning system.  | Phase I, currently underway, will be implemented during FY07/FY08. Phase II will be implemented in FY09.  | Will be a FY09 Budget proposal. | Phase I is being implemented with new software. Phase II will require acquisition and development of additional software to perform some or all of the automated scheduling and assignment functions and to produce products compatible with BAP. |
| 23 | <p><b>Human Resources Recommendations Page 35</b></p> <p>BART should support the Human Resources Manager in implementing improvements including, upgrading the skills of HR staff and making the department's services more effective.</p> | Propose additional resources in FY08 to help attract and retain excellent employees and to offer better efficient and effective services to District employees. | Proposed FY08 Budget (Tier 1)   | Three additional positions are proposed as part of the FY08 budget to support Departmental improvements identified in #23, 24, 27 and 28.   |
| 24 | HR should take the lead in a "Grow Your Own" management & technical development program designed to assure development & career advancement at all levels.   | Develop and implement a proactive agenda of career development and management learning programs.  | Proposed FY08 Budget (Tier I)   | Plans include an internship initiative for future managers and selected developmental experiences for front line employees. Will seek union input as a necessary step in the implementation of an effective program.                              |
| 25 | Postpone elimination of the personnel analyst as recommended by BAP Organizational Impact Assessment.  | Agree   | NA                              |   |
| 26 | Do not eliminate 2 positions in Classification as recommended by BAP.  | Agree   | NA                              |   |
| 27 | Create performance measures that are tabulated and tracked that measure work days lost to workers' comp, FMLA, AB109, disability and other non-sick days leaves. Identify goals and programs to achieve reductions.                        | Develop District program to track and measure lost work days. Identify actions to achieve improvement.  | Proposed FY08 Budget (Tier I)   |   |

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 Tier II includes initiatives proposed for FY08 for which funding has not been identified.

| P5 | Doolittle Final Report Recommendations   | Org Review Ad Hoc Committee Proposed Actions   | Funding Plan*                 | Remarks   |
|----|--|--|-------------------------------|---|
| 28 | Establish criteria for use of temp and contract employees, and maintain list of all such employees, justification for their use, and their cost.<br><br><b>Labor Relations Recommendations<br/>Page 28</b> | Develop criteria in FY08 and monitor, as indicated.  | Utilize existing resources.   | On-going.   |
| 29 | Adapt internal operations to reflect new Grievance Tracking System under BAP.  | Data will be input into the BAP system in FY08.  | Utilize existing resources.   | On-going.   |
| 30 | Fill Department's vacant positions.  | Currently in process now that the new manager is on-board.                                   | Utilize existing resources.   | Two positions will be filled in FY07 and a third position will be filled in FY08. |
| 31 | Move TSSD Operations Supervisor from Operations to Labor Relations.  | FY08 is a transition year with both departments sharing the Operations Supervisor half-time. | Utilize existing resources.   |   |
| 32 | Keep current Labor Relations reporting relationship.   | Current reporting relationship will continue.  | NA                            |   |
| 33 | Develop and promulgate policies and procedures and related roles and responsibilities.   | These are job responsibilities of the new Labor Relations Manager.                           | Utilize existing resources.   | Currently underway.   |
| 34 | Define standard for responding to operating units' requests. Track how fast how well Labor Relations staff are responding.   | These are job responsibilities of the new Labor Relations Manager.                           | Utilize existing resources.   | Currently underway.   |
| 35 | Create a Manager's Guide for ATU and Police.   | Planned for FY08.  | Proposed FY08 Budget (Tier I) | SEIU Manager's Guide may be complete by the end of FY07.                          |
| 36 | Purchase Grievance Guide and make it required reading by staff involved in discipline or contract interpretation.  | Copies are being purchased and reviewed in FY07, prior to wider distribution.                | Utilize existing resources.   |   |

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Tier II includes initiatives proposed for FY08 for which funding has not been identified.

| P6   | Doolittle Final Report Recommendations   | Org Review Ad Hoc Committee Proposed Action   | Funding Plan*                 | Remarks   |
|--|--|---|-------------------------------|---|
| 37   | Modify Beneficial Practices provision to identify only those practices recognized by both labor and mgmt.  | Begin compiling a list of known beneficial past practices and their estimated dollar value in FY08.   | tbd                           | Will meet and confer in FY08. Will pursue as a collective bargaining issue in FY09.                     |
| 38   | Modify SEIU contract provision related to union review of job descriptions so BART can reorganize by meeting & conferring.                           | Meet and confer with union in FY08.   | tbd                           | Based on current contract language, there has been some progress in making changes to job descriptions. |
| 39   | Conduct thorough analysis before proceeding with arbitrations.   | Review methods of current practices and implement improvements, as indicated.   | Utilize existing resources.   | Currently underway. On-going.   |
| 40   | Train management staff and provide more comprehensive reference info for daily use than included in Guideline #21 (positive discipline).             | Labor Relations and Human Resources will implement this recommendation as part of the comprehensive management training program being developed by Human Resources. | Proposed FY08 Budget (Tier I) |   |
| <p><b>Partial List: Controller-Treasurer Recommendations Pages 63-64</b></p> |  |   |                               |   |
| 41   | Consider outsourcing station collection functions, outsourcing cash room operations.   | <i>Not recommended for implementation under current circumstances.</i>  | NA                            |   |
| 42   | Shift oversight of Money Purchase Plan assets from Human Resources to the Controller Division, or include the Controller on the oversight committee. | <i>Not recommended for implementation under current circumstances.</i>  | NA                            |   |

\*Tier I includes initiatives proposed by staff in the FY08 Preliminary Budget for which funding has been identified.  
 Tier II includes initiatives proposed for FY08 for which funding has not been identified.

| P7  | Doolittle Final Report Recommendations  | Org Review Ad Hoc Committee Proposed Actions   | Funding Plan*                  | Remarks   |
|---|---|--|--------------------------------|---|
| 43  | Comply with provision of the statute that assigns responsibility for financial management of District by having Controller report to General Manager. | <i>Not recommended for implementation under current circumstances.</i>   | NA                             | The transfer of specific functions from the Controller-Treasurer to the General Manager and vice versa may be considered in light of the effects of BAP Phase II. No changes are planned during FY08.   |
| <p><b>Procurement Recommendations Page 38</b></p>             |   |  |                                |   |
| 44  | Maintain responsibility of Board Secretary (DSO) for receiving and opening bids and maintaining records for public works contracts.                   | Agree  | NA                             |   |
| 45  | Re-evaluate remaining procurement related duties of the DSO and consider consolidating these functions/staff in Procurement.                          | This issue has been reviewed and was found to be handled efficiently under the current arrangement.  | NA                             | This work does not amount to a FTE position that could be transferred from DSO to Procurement.  |
| <p><b>Right-of-Way Management Recommendations Page 39</b></p> |   |  |                                |   |
| 46  | Retain outside on-call surveying firms to eliminate the backlog and get BART land files it needs to manage assets.                                    | Two licensed land surveyors were added in FY07 Budget process.   | Utilize existing resources.    | This will ultimately allow ROW to eliminate the backlog and keep files up-to-date. New State law requires the District to identify all underground facilities and develop a program to respond to any excavator working on or near BART property. Additional resources are proposed in the FY08 Preliminary Budget. |
| 47  | Assure that an accurate record of land owned by BART and that all access points are properly secured and protected.                                   | Resources were added in FY07 and additional resources are proposed in FY08 that will allow the District secure & protect property access points. | Proposed FY08 Budget (Tier II) |   |

\*Tier I includes initiatives proposed by staff in the FY08 Preliminary Budget for which funding has been identified.  
Tier II includes initiatives proposed for FY08 for which funding has not been identified.

| P8                                 | Doolittle Final Report Recommendations   | Org Review Ad Hoc Committee Proposed Actions   | Funding Plan*                  | Remarks  |
|------------------------------------|--|--|--------------------------------|--|
| 48                                 | Identify places where BART owned land has been encroached and assure proper action.  | Resources were added in FY07 and additional resources are proposed in FY08 that will allow the District to identify and resolve encroachment problems. | Proposed FY08 Budget (Tier II) |  |
| 49                                 | Re-write the ROW job descriptions and minimum qualifications for those positions subject to bid & bump.                    | The Senior Real Estate Officer job description has been changed to Senior ROW Officer. A Principal ROW Officer job description was also developed.     | NA                             | The ROW Technician position (SEIU) has undergone a number of bid and bumps over the past few years. While a change in the minimum qualifications would be desirable, it is not currently a high priority when considered against more pressing Departmental needs. |
| 50                                 | Revisit the separation of ROW Management and the Property Development Department.  | The separation was done after careful evaluation in FY07.  | NA                             | The current organizational separation works well with Property Development residing in the Office of Planning and Budget where a nexus exists with TOD and station area planning. Both groups continue to interact on a regular basis.                             |
| <b>TSD Recommendations Page 51</b> |  |  |                                |  |
| 51                                 | Maintain core staff of project engineers and adjust consultant resources to meet ebb and flow of work year-to-year.        | Agree  | NA                             |  |
| 52                                 | Develop an ongoing formal program that identifies priorities and reports annually on the status of capital infrastructure. | Agree. A comprehensive report will be produced every other year with updates during intervening years.   | Utilize existing resources.    |  |
| 53                                 | Revise the Capital Program Mgmt System to include the end of final design as a working cost compliance milestone.          | Agree  | Utilize existing resources.    | Final design cost estimates are used to track project budgets and evaluate bids.   |

\*Tier I includes initiatives proposed by staff in the FY08 Preliminary Budget for which funding has been identified.  
 Tier II includes initiatives proposed for FY08 for which funding has not been identified.

| P9 | Doolittle Final Report Recommendations  | Org Review Ad Hoc Committee Proposed Actions   | Funding Plan*               | Remarks   |
|----|---|--|-----------------------------|---|
| 54 | Annually report the performance of TSD to BART Board on the measures "Capital Delivery Efficiency" and "Construction Mgmt Efficiency." Report on measures for projects completed in last 5 years and the last 10 years. | Staff agrees to report on the "Capital Delivery Efficiency" measure that would look at entire projects/programs, as appropriate, from budget approval to completion. | Utilize existing resources. | Staff does not believe the "Construction Management Efficiency" measure as defined in the Doolittle Report (which relies on final design estimates and doesn't account for design problems that may surface during project delivery) to be an accurate measure of construction management efficiency. |
| 55 | Continue to maintain separate M&E and TSD groups. Refine document on M&E and TSD responsibilities and differences for use in Board discussions.   | Agree  | NA                          | Update the attached chart outlining M&E and TSD Distinguishing Characteristics, as appropriate.   |
| 56 | Maintain the Silicon Valley Extension Project as a separate entity reporting to the GM.   | Agree  | NA                          |   |

\*Tier I includes initiatives proposed by staff in the FY08 Preliminary Budget for which funding has been identified.  
 Tier II includes initiatives proposed for FY08 for which funding has not been identified.

| Name                | Position               | Current Project | TSD Group | Approximate Continuous Service (months) | Prime Consultant | Remarks        | Potential Union Affiliation | Est. Current Assignment Completion |
|---------------------|------------------------|-----------------|-----------|---|------------------|----------------|-----------------------------|------------------------------------|
| Nelson, Patricia    | Scheduling Engineer    | AFC/OAC / WSX   | AFC       | 60                                      | BAH              | Secuded        | AFSCME                      | 2007                               |
| Mason, Bobby        | Site Prep Engineer     | AFC             | AFC       | 36                                      | BAH              | Secuded        | None                        | 2007                               |
| Forte, Mike         | Engineer               | OAC             | AFC       | 36                                      | Earth Tech       | Secuded        | None                        | 2010                               |
| Cartwright, Elaine  | OAC Consultant Lead    | OAC             | AFC       | 36                                      | Lea Elliott      |                |                             | 2008                               |
| Lin, Jonathan       | Site Prep Engineer     | AFC             | AFC       | 36                                      | BAH              | Secuded        | None                        | 2007                               |
| Ong, Ray            | Site Prep Engineer     | AFC             | AFC       | 36                                      | BAH              | Secuded        | None                        | 2007                               |
| Hilliard, Ed        | Site Prep Engineer     | AFC             | AFC       | 36                                      | BAH              | Secuded        | None                        | 2007                               |
| Anderson, John      | Project Scheduler      | ESP             | ESP       | 18                                      | Bechtel          |                |                             |                                    |
| Bell, Felicia       | Contracts Specialist   | ESP             | ESP       | 18                                      | Bechtel          |                |                             |                                    |
| Bhandari, Balram    | Engineering Manager    | ESP             | ESP       | 20                                      | Bechtel          |                |                             |                                    |
| Chen, John          | Engineer               | ESP             | ESP       | 20                                      | Bechtel          | Secuded (6mos) | None                        | 2007                               |
| Claassen, Clay      | Construction Manager   | ESP             | ESP       | 36                                      | Bechtel          |                |                             |                                    |
| Crawford, Ian       | Engineer               | ESP             | ESP       | 12                                      | Bechtel          |                |                             |                                    |
| Ho, Kenneth         | Estimator              | ESP             | ESP       | 18                                      | Bechtel          |                |                             |                                    |
| Horning, Hanne      | Tech. Document Mgr     | ESP             | ESP       | 21                                      | Bechtel          |                |                             |                                    |
| Leung, Michael      | Structural Engineer    | ESP             | ESP       | 15                                      | Bechtel          |                |                             |                                    |
| Mark, Kenneth       | Program Manager        | ESP             | ESP       | 36                                      | Bechtel          |                |                             |                                    |
| Mathur, Dinesh      | Contracts Manager      | ESP             | ESP       | 40                                      | Bechtel          |                |                             |                                    |
| Schindler, Walt     | Project Controls Mgr   | ESP             | ESP       | 21                                      | Bechtel          |                |                             |                                    |
| Villanova, Julie    | Tech Document Spec.    | ESP             | ESP       | 21                                      | Bechtel          |                |                             |                                    |
| Zita, Don           | Contracts Specialist   | ESP             | ESP       | 18                                      | Bechtel          |                |                             |                                    |
| Bernardo, Chuck     | Structural Engineer    | ESP             | ESP       | 24                                      | Bechtel          | HNTB           |                             |                                    |
| Fletcher, Tom       | Section Design Mgr     | ESP             | ESP       | 12                                      | Bechtel          | HNTB           |                             |                                    |
| Hernandez, Bernardo | Utilities Coord/Engr   | ESP             | ESP       | 24                                      | Bechtel          | HNTB           |                             |                                    |
| Lee, Julia          | Structural Engineer    | ESP             | ESP       | 12                                      | Bechtel          | HNTB           |                             |                                    |
| Mallare, Chip       | Structural Mgr-Aerials | ESP             | ESP       | 36                                      | Bechtel          | HNTB           |                             |                                    |
| Quiray, Jun         | Section Design Mgr     | ESP             | ESP       | 12                                      | Bechtel          | HNTB           |                             |                                    |
| Salmon, Mark        | Structural Lead        | ESP             | ESP       | 24                                      | Bechtel          | MG             |                             |                                    |
| Smith, Ruby         | DBE Specialist         | ESP             | ESP       | 12                                      | Bechtel          | Allen Group    |                             |                                    |

Note: Chart only includes contract employees who work full-time and have been with the District for more than 12 months.

\*Secuded employees receive direction and have their work managed by BART staff.

**Color Key:**

|             |
|-------------|
| Secuded*    |
| Not Secuded |

**Project Key:** WSX=Warm Springs Extension  
ESP=Earthquake Safety Program  
LMA=Lake Merritt Admin Building Dismantle  
AATC=Advanced Automatic Train Control  
OAC=Oakland Airport Connector

| Name                 | Position                 | Current Project       | TSD Group (Cont'd) | Approximate Continuous Service (months) | Prime Consultant        | Remarks | Potential Union Affiliation | Est. Current Assignment Completion |
|----------------------|--------------------------|-----------------------|--------------------|---|-------------------------|---------|-----------------------------|------------------------------------|
| Westphall, Catherine | Community Outreach       | ESP                   | ESP                | 36                                      | The Allen Group         |         |                             |                                    |
| Charles, Angela      | Community Outreach       | WSX, ESP & LMA        | ESP                | 24                                      | The Allen Group         |         |                             |                                    |
| Horton, Sean         | CM Inspector             | Multiple              | Stations           | 12                                      | Earth Tech              | Secuded | None                        | 2010                               |
| Smith, Phil          | Project Mgr              | eBART                 | Stations           | 12                                      | PGH Wong                |         |                             |                                    |
| Hurley, Jeff         | System Engineer          | eBART                 | Stations           | 12                                      | PGH Wong                |         |                             |                                    |
| Chiang, Willie       | Resident Engineer        | Multiple              | Stations           | 12                                      | PGH Wong                | Secuded | None                        | 2010                               |
| Kennan, Scott        | Engineer                 | eBART                 | Stations           | 12                                      | PGH Wong                |         |                             |                                    |
| Ng, Amy              | eBART Project Admin      | eBART                 | Stations           | 12                                      | PGH Wong                |         |                             |                                    |
| Sonnichsen, Walt     | Architect                | Union City Intermodal | Stations           | 48                                      | Jacobs Civil            | Secuded | None                        | 2012                               |
| Dana, Mark           | CM Project Manager       | Multiple              | Stations/WSX       | 36                                      | Earth Tech              | Secuded | None                        | 2010                               |
| Saelee, Seng         | Project Assistant        | AATC & Other          | Systems            | 48                                      | Jacobs Civil            | Secuded | SEIU                        | 2012                               |
| Saelee, Mey          | Office Engineer          | AATC & Other          | Systems            | 48                                      | Jacobs Civil            | Secuded | None                        | 2012                               |
| Kuo, Eileen          | WSX Project Admin        | WSX/LMA Dismantle     | WSX                | 12                                      | WK                      | Secuded | SEIU                        | 2012                               |
| Name                 | Position                 | Current Project       | M&E                | Approximate Continuous Service (months) | Prime Consultant        | Remarks | Potential Union Affiliation | Est. Current Assignment Completion |
| Victor Setty         | Traction Pwr Engr        | Traction Power        | M&E                | 52                                      | PGH Wong                | Secuded | None                        | 2010                               |
| Po Tong              | Traction Pwr Engr        | Crossover & Others    | M&E                | 36                                      | Jacobs Civil            | Secuded | None                        | 2009                               |
| Hilda Cienfuegos     | Crossover Project Admin. | Crossover & Others    | M&E                | 36                                      | Jacobs Construction     | Secuded | SEIU                        | 2010                               |
| Dirk Peters          | Construction Supervisor  | Telecom Rev Gen Prog  | M&E                | 36                                      | Jacobs Construction     | Secuded | None                        | 2007                               |
| Ellen Yu             | Systems Engineering      | Station Mux           | M&E                | 12                                      | Jacobs Civil            | Secuded | None                        | 2007                               |
| Neil Quackenbush     | Systems Engineering      | Station Mux           | M&E                | 18                                      | Jacobs Civil            | Secuded | None                        | 2007                               |
| David Coury          | Systems Maintenance      | PM Procedures         | M&E                | 18                                      | B&C Transit Consultants | Secuded | None                        | 2007                               |

Note: Chart only includes contract employees who work full-time and have been with the District for more than 12 months.

**Color Key:**

|             |
|-------------|
| Secuded*    |
| Not Secuded |

\*Secuded employees receive direction and have their work managed by BART staff.



## M&E and TSD Distinguishing Characteristics

**TSD:** Longer term projects including engineering management, construction management, and overall capital project management.

**M&E:** Shorter term projects including maintenance engineering and immediate service delivery related activities.

### Typical Project Focus

| TSD                              | M&E                     | Remarks |
|----------------------------------|-------------------------|---------|
| Long Term                        | Short Term              |         |
| Contractor Forces                | BART Forces             |         |
| Real Estate Related              | Not Applicable          |         |
| Environmental Clearance Required | Not Applicable          |         |
| Partner with Other Public Agency | Not Applicable          |         |
| Transit Oriented Development     | Not Applicable          |         |
| Public/Private Joint Development | Not Applicable          |         |
| Not Applicable                   | Central Control Related |         |
| Not Applicable                   | Train Control Related   |         |
| Not Applicable                   | Communications Related  |         |