



Eric Lucan, Chair
Marin County Board of Supervisors

February 21, 2024

Melanie Bagby, Vice Chair
Sonoma County Mayors' and
Councilmembers Association

Sonoma- Marin Area Rail Transit Board of Directors
5401 Old Redwood Highway, Suite 200
Petaluma, CA 94954

Kate Colin
Transportation Authority of Marin

SUBJECT: Fiscal Year 2023-2024 Budget Amendment No. 6

Chris Coursey
Sonoma County Board of Supervisors

Dear Board Members:

Rachel Farac
Transportation Authority of Marin

RECOMMENDATIONS:

Debora Fudge
Sonoma County Mayors' and
Councilmembers Association

Adopt Resolution No. 2024-03, amending Resolution No. 2023-23, the Fiscal Year 2024 Adopted Budget, reducing the spending authority by ~~\$14,164,629~~ **\$11,316,823** from \$134,913,965 to ~~\$120,749,336~~ **\$123,597,142.**

Patty Garbarino
Golden Gate Bridge,
Highway/Transportation District

SUMMARY:

Barbara Pahre
Golden Gate Bridge,
Highway/Transportation District

The SMART Board of Directors adopted the Fiscal Year 2024 budget in June of 2023. We now have information through the midpoint of the fiscal year to inform our understanding of this year's revenues and expenditures. We are providing an amended budget for your consideration, which factors in the changes that have occurred over the year so far and our current knowledge of the remainder of the year. This budget is separated into two parts, a) passenger rail/pathway and b) freight.

Gabe Paulson
Marin County Council of Mayors and
Councilmembers

PASSENGER RAIL AND PATHWAYS

David Rabbitt
Sonoma County Board of Supervisors

For Fiscal Year 2023-2024, total revenues are estimated at \$111.6 million and total expenditures are estimated at \$120.7 million. Expenditures are greater than revenues by \$9.1 million which will reduce the estimated fund balance at the end of Fiscal Year 2023-2024 to \$81.3 million.

Chris Rogers
Sonoma County Mayors' and
Councilmembers Association

Mary Sackett
Marin County Board of Supervisors

Eddy Cumins
General Manager

5401 Old Redwood Highway
Suite 200
Petaluma, CA 94954
Phone: 707-794-3330
Fax: 707-794-3037
www.SonomaMarinTrain.org

Attached is the updated Appendix A – Passenger Rail/Pathway. Appendix A includes three (3) columns. Column A is the current Board Adopted budget including previously approved movements and amendments, Column B contains additional proposed changes, and Column C is the proposed Amended Budget that we are asking the Board to adopt. In addition, each line is numbered for ease of identification.

Revenues

Changes in the revenue amounts are recommended as described below.

Beginning Fund Balance (Line 1)

The beginning fund balance is the amount of funds available from the end of the previous fiscal year that is available to be used in the current fiscal year. It is not restricted for other uses and can be spent or allocated by the Board. The beginning fund balance increased by \$51.5 million.

Sales and Use Taxes (Column B, line 4)

The adopted budget was prepared with MuniServices' (SMART's consultant providing sales and use tax auditing, recovery, and forecasting services) sales tax forecast from quarter two of calendar year 2023. The most recent forecast received from MuniServices reflects a slightly lower estimate of \$50 million.

Federal Funds (Column B, lines 8 & 11)

These funds will not be spent this year but will be budgeted and spent in Fiscal Year 2025.

State Funds (Column B, lines 16, 20, & 29)

These funds will not be spent this year but will be budgeted and spent in Fiscal Year 2025.

State Funds (Column B, line 27)

SMART has been granted state funds for the Airport Station Shuttle service for Fiscal Year 2024 in the amount of \$500,000. This action budgets those funds.

Budgeted Expenditures

Debt Service (Column B, line 45)

The debt service amount is increasing by \$51,776 to adjust to the total cost of debt service in the fiscal year.

Salaries, Benefits, Services, & Supplies (Column B, line 50)

Salaries and Benefits costs to Passenger Rail have increased as the proportion of engineering labor costs assigned to Capital Projects has decreased, resulting in a \$337,609 increase (line 47). There is a realignment of costs charged to Freight Rail for the allocation of Passenger salaries, supplies, and services, increasing the costs to Passenger Rail by \$44,036 (line 48).

We recommend an increase of \$600,457 to Services and Supplies (line 49) for a total amount of \$20,381,904. This includes increases in costs related to IT services due to higher than anticipated levels of maintenance of the CCTV system and increases in the Maximo software system support. This amended budget includes the budgeting of funds granted by the state for shuttle services. Maintenance of Way's project for the resurfacing of the track moved into this section as well, and out of State of Good Repair, contributing to the increase. In addition, we considered

the latest utility rate increases by increasing the amended budget to accommodate those rate changes.

The increases to Salaries, Benefits, Services, and Supplies resulted in an overall increase of \$982,102 for an overall amended amount of \$46,289,210.

Environmental and Planning (Column B, line 57)

There are several environmental mitigation projects that are being removed from the Fiscal Year 2024 budget in the amount of \$603,744 but will be added in the Fiscal Year 2025 budget. Permits have taken longer to acquire than anticipated and the projects require specific timing in conjunction with the cooperation of the weather, so we need to wait until conditions are more favorable to initiate these projects.

State of Good Repair (Column B, lines 63-72)

Overall, we are seeing a decrease in funds to State of Good Repair projects in the Fiscal Year 2024 Amended Budget, but due to differing factors.

The Diesel Multiple Unit (DMU) related projects are increasing in cost by \$90,308 to maintain the Auxiliary Power Supply (APS) unit to include testing of the current unit, as well as purchasing a spare unit, and any associated spare parts as determined as a result of the testing, bringing the total budget amount to \$2,037,000. Additionally, the Vehicle Maintenance Department identified the need to conduct an overhaul of the Master Control Units.

Information Technology project costs increased by \$13,499 due to a project to aggregate the Station Network Switches and Firewalls.

This amended budget moves \$661,059 related to the purchase of eight (8) Non-Revenue Vehicles out of Fiscal Year 2024 and into Fiscal Year 2025 as they will not be purchased in this Fiscal Year. We had moved these vehicles into the current fiscal year to allow us the budget authority to account for long lead times, understanding that they would not come in until the future fiscal year. This reduces the Non-Revenue Vehicle budget to \$1,037,936.

The Track, Maintenance of Way, and Facilities budget line is decreased by the cost of the track resurfacing project that moved from the designation of State of Good Repair (line 71) to Services and Supplies (line 51). We are also moving a majority of the budget for the Network Switches project from this Fiscal Year and will budget again in Fiscal Year 2025. This equates to an overall reduction of \$275,297.

Capital Projects (Column B, lines 76-80)

The reductions in budget listed under Capital Projects have to do with adjustments related to what can be accomplished in this fiscal year and what needs to wait until next year.

The Expansion budget is decreased by \$4,789,571 due to moving most costs related to the

Healdsburg Extension into Fiscal Year 2025. The current Fiscal Year will still include budget to begin design and permitting work and SMART staff time on the extension, bringing the budget to \$37,095,913.

The amount listed for Pathways has significantly decreased due to the movement of design, permitting, and construction phases of various projects into Fiscal Year 2025. The impact to the Fiscal Year 2024 budget will be \$8,972,643, leaving \$13,575,801 for Pathways. Design and permitting on segments of pathway in Sonoma and Marin Counties are underway but will continue and some funding will be shifted into the future fiscal year. Construction on the segments of Sonoma County Pathway included in the Petaluma North Station Project will also transfer budget from Fiscal Year 2024 and into 2025. Additionally, budget for construction on the pathway segment from McInnis Parkway to Smith Ranch Road and Hanna Ranch Road to Roland Boulevard will shift into Fiscal Year 2025.

FREIGHT RAIL

Attached is the updated Appendix B – Freight. Appendix B includes four (4) columns. Column A is the current Board Adopted budget excluding the carryforward from Fiscal Year 2023. Column B includes the Board adopted budget plus the Board adopted carryforward. Column C contains additional proposed changes, and Column D is the proposed Amended Budget that we are asking the Board to adopt. In addition, each line is numbered for ease of identification.

Revenues

Beginning Fund Balance (Line 1)

The beginning fund balance is the amount of funds available from the end of the previous fiscal year that is available to be used in the current fiscal year. It is not restricted for other uses and can be spent or allocated by the Board. The beginning fund balance was originally estimated at \$1.3 million. At the end of Fiscal Year 2023, the actual fund balance was \$1.7 million, a \$0.4 million increase. We do however need to utilize \$1.4 million of these funds for Fiscal Year 2024 which will reduce the estimated ending fund balance to \$0.3 million.

State Funds (Column C, line 3)

As mentioned above we will need to utilize \$1.4 million of the state grant we received to pay for freight expenses in Fiscal Year 2024. This is due to lower revenue estimates for freight movement fees and leases as well as not being able to utilize the state short line grant due to lack of match.

State Shortline Grant (Column C, line 4)

SMART was granted funds for state of good repair on the freight line. These funds require a 50% private match. At this time, we need to defer some state of good repair projects due to lack of matching funds. We are debudgeting \$0.6 million leaving a balance of \$0.1 million.

Freight Movement Fees (Column C, line 5)

Based on Fiscal Year 2023 actual collections and Fiscal Year 2024 collections to date, we are estimating \$0.2 million less in freight movement fees than were budgeted.

Storage Fees (Column C, line 7)

We have acquired another storage customer and have budgeted estimated revenues for the rest of Fiscal Year 2024.

45(g) Tax Credit & Misc. Revenues (Column C, Line 8)

We were able to get more revenue from the sale of the 45(g)-tax credit than originally expected.

Budgeted Expenditures

Service & Supplies (Column C, Line 15)

We identified several line items where we are not going to spend as much as originally anticipated.

Brazos Branch Bridge Repairs – Phase II (Column C, Line 22)

We are deferring the construction portion of this project due to lack of funds. We have left funds for design and purchase of the timbers which have a long lead time so that this project will be ready to bid once funding is available.

APPENDIX C – POSITION AUTHORIZATION

In January, the Board was presented with the results of the classification and compensation study. We proposed that the title changes, which resulted from the classification study be implemented in February as part of the amended budget and any reclassifications or other financial changes be implemented as part of the Fiscal Year 2025 budget. Appendix C reflects seventeen (17) title changes. In addition, we have added a limited term position. As you are aware, our General Counsel, has indicated that he will be retiring early next year and we would like to begin the recruitment process. This limited term position will no longer exist once the process has been complete.

Sincerely,

/s/

Heather McKillop
Chief Financial Officer

Attachment(s):

- 1) Resolution No. 2024-03- Budget Amendment No. 6
- 2) Appendix A – Passenger Sources and Uses
- 3) Appendix B – Freight Sources and Uses
- 4) Appendix C – Position Authorization

RESOLUTION OF THE BOARD OF DIRECTORS OF THE SONOMA-MARIN AREA RAIL TRANSIT DISTRICT, STATE OF CALIFORNIA, AMENDING RESOLUTION NO. 2023-23, THE ANNUAL BUDGET FOR FISCAL YEAR 2023-2024 TO PROVIDE FOR REVISED EXPENDITURE AUTHORITY

WHEREAS, as part of its approval of the Annual Budget for Fiscal Year 2023-2024, the Board of Directors considered the annual expenditures necessary for the Sonoma-Marín Area Rail Transit District; and

WHEREAS, the Board previously amended the Annual Budget with Resolution No. 2023-38 (Amendment No. 1) to modify expenditure authority for the Petaluma North Station project; and

WHEREAS, the Board previously amended the Annual Budget with Resolution No. 2023-41 (Amendment No. 2) to modify expenditure authority for additional budget modifications and carryforward of funds from Fiscal Year 2023 to Fiscal Year 2024; and

WHEREAS, the Board previously amended the Annual Budget with Resolution No. 2023-42 (Amendment No. 3) to modify expenditure authority for Santa Rosa Airport Station to Windsor; and

WHEREAS, the Board previously amended the Annual Budget with Resolution No. 2023-45 (Amendment No. 4) to modify position authority; and

WHEREAS, the Board previously amended the Annual Budget with Resolution No. 2024-01 (Amendment No. 5) to modify the Marketing and Communications budget to implement elements of the Strategic Marketing and Public Outreach plan; and

WHEREAS, the Board desires to amend the Annual Budget Resolution No. 2023-23 to modify expenditure authority for adjustments to reflect the realities at the midpoint of the year in the Amended Budget;

NOW, THEREFORE, BE IT RESOLVED that expenditure authority in Resolution No. 2023-23, Fiscal Year 2023-2024 Adopted Budget, Appendix A, Appendix B, and Appendix C are hereby amended.

BE IT FURTHER RESOLVED except as specifically amended or supplemented by this Resolution, Resolution No. 2023-23, together with all supplements, amendments, and exhibits thereto is, and shall continue to be, in full force and effect as originally adopted, and otherwise contained herein shall, or shall be construed to, modify, invalidate, or otherwise affect and provision of Resolution No. 2023-23.

Resolution No. 2024-03
Sonoma-Marin Area Rail Transit District
February 21, 2024

PASSED AND ADOPTED at a regular meeting of the Board of Directors of the Sonoma-Marin Area Rail Transit District held on the 21st day of February, 2024, by the following vote:

DIRECTOR:

AYES:

NOES:

ABSENT:

ABSTAIN:

Eric Lucan, Chair, Board of Directors
Sonoma-Marin Area Rail Transit District

ATTEST:

Leticia Rosas, Clerk of the Board of Directors
Sonoma-Marin Area Rail Transit District

Appendix A - Passenger Rail/Pathway Sources & Uses				
FISCAL YEAR 2023-2024 AMENDED BUDGET				
		A	B	C
		Amendment #5	Amendment #6	Amended Budget
1	Beginning Fund Balance *	\$ 39,066,717	\$ 51,462,831	\$ 90,529,548
2	Revenues			
3	SMART S&U Tax			
4	Measure Q	\$ 51,103,000	\$ (1,072,000)	\$ 50,031,000
5	Measure Q carryforward from FY 23	\$ 4,188,231	\$ (4,188,231)	\$ -
6	Federal Funds			
7	5307 - Urbanized Area Formula Funds (Preventative Maintenance)	\$ 3,997,642		\$ 3,997,642
8	Discretionary Earmark	\$ 1,800,000	\$ (1,800,000)	\$ -
9	FRA - Consolidated Rail Infrastructure and Safety Improvements (CRISI)	\$ 250,000		\$ 250,000
10	FRA Suicide Prevention Grant	\$ 78,902		\$ 78,902
11	Quick Strike (CMAQ) McInnis to Smith Ranch Rd)	\$ 1,857,999	\$ (435,462)	\$ 1,422,537
12	State Funds			
13	AHSC - Roseland Village (Round5)	\$ 2,038,161		\$ 2,038,161
14	AHSC - Kashia Tribe (Round 7)	\$ 750,000		\$ 750,000
15	AHSC - Petaluma (Danco)	\$ 645,515		\$ 645,515
16	ATP - SoCo Pathway - CTC/Caltrans/MTC	\$ 6,516,317	\$ (2,378,216)	\$ 4,138,101
17	Caltrans Sustainability Communities Competitive Planning Grant	\$ 400,000		\$ 400,000
18	Clean California Transit Grant	\$ 1,000,000		\$ 1,000,000
19	LCTOP - Low Carbon Transit Operating	\$ 520,218		\$ 520,218
20	LPP - Local Partnership Program	\$ 1,857,999	\$ (435,462)	\$ 1,422,537
21	ITIP - Windsor Systems	\$ 6,966,677		\$ 6,966,677
22	SCCP - Windsor	\$ 16,658,614		\$ 16,658,614
23	SRA - State Rail Assistance	\$ 5,026,754		\$ 5,026,754
24	STA - State Transit Assistance (Population)	\$ 653,792		\$ 653,792
25	STA - State Transit Assistance (Revenue)	\$ 3,170,013		\$ 3,170,013
26	STA - SGR (State of Good Repair)	\$ 330,712		\$ 330,712
27	State Funds - Shuttle Service	\$ -	\$ 500,000	\$ 500,000
28	TIRCP - Petaluma North and McDowell Crossing	\$ 3,325,343		\$ 3,325,343
29	TIRCP - Windsor to Healdsburg	\$ 3,200,000	\$ (3,000,000)	\$ 200,000
30	Other Sources			
31	Advertising	\$ 70,000		\$ 70,000
32	Charges for Services	\$ 75,637		\$ 75,637
33	Fare Revenues	\$ 1,803,384		\$ 1,803,384
34	Interest Earning	\$ 627,926		\$ 627,926
35	Misc.	\$ 5,659		\$ 5,659
36	Parking	\$ 15,000		\$ 15,000
37	Rent - Real Estate	\$ 423,721		\$ 423,721
38	Regional Funds			
39	Measure M - SCTA	\$ 974,254		\$ 974,254
40	Other Governments	\$ 4,040,567		\$ 4,040,567
41	Total Revenues	\$ 124,372,037	\$ (12,809,371)	\$ 111,562,666
42	Total Revenues + Fund Balance+ Rollforward	\$ 163,438,754	\$ 38,653,460	\$ 202,092,214

43				
44		Amendment #5	Amendment #6	Amended Budget
45	Debt Service	\$ 16,244,444	\$ 51,776	\$ 16,296,220
46	Salaries & Benefits	\$ 27,157,564		\$ 27,157,564
47	Reduction for Salaries Charged to Projects	\$ (1,467,867)	\$ 337,609	\$ (1,130,258)
48	Reduction for Allocation of Salaries/ Services/ Supplies to Freight	\$ (164,036)	\$ 44,036	\$ (120,000)
49	Service & Supplies	\$ 19,781,447	\$ 600,457	\$ 20,381,904
50	Total Salaries, Benefits, Service, & Supplies	\$ 45,307,108	\$ 982,102	\$ 46,289,210
51	Contribution to OPEB/ CalPERS Liability Fund	\$ 500,000		\$ 500,000
52	Contribution to Capital Sinking Fund	\$ 1,000,000		\$ 1,000,000
53	Operating Reserve	\$ 1,278,617		\$ 1,278,617
54	Total Reserve Contributions	\$ 2,778,617	\$ -	\$ 2,778,617
55	Environmental	\$ 867,142	\$ (603,744)	\$ 263,398
56	Planning	\$ 119,877	\$ -	\$ 119,877
57	Total Planning & Environmental	\$ 987,019	\$ (603,744)	\$ 383,275
58	Total Debt Service, Operating, Reserves, Environmental/ Planning	\$ 65,317,188	\$ 430,134	\$ 65,747,322
59	Balance	\$ 98,121,566	\$ 38,223,326	\$ 136,344,892
60				
61		Amendment #5	Amendment #6	Amended Budget
62				
63	State of Good Repair			
64	Bridges	\$ 136,458		\$ 136,458
65	DMU	\$ 1,946,692	\$ 90,308	\$ 2,037,000
66	Equipment	\$ 69,500	\$ -	\$ 69,500
67	Information Technology	\$ 487,923	\$ 13,499	\$ 501,422
68	Non-Revenue Vehicles	\$ 1,698,965	\$ (661,059)	\$ 1,037,906
69	Other Construction	\$ 177,780	\$ -	\$ 177,780
70	Safety and Security	\$ 78,902	\$ -	\$ 78,902
71	Track, MOW, and Facilities	\$ 566,630	\$ (275,297)	\$ 291,333
72	Total State of Good Repair	\$ 5,162,850	\$ (832,549)	\$ 4,330,301
73				
74		Amendment #5	Amendment #6	Amended Budget
75				
76	Capital Projects			
77	Expansion	\$ 41,885,483	\$ (4,789,571)	\$ 37,095,913
78	Land Purchase	\$ -	\$ -	\$ -
79	Pathways	\$ 22,548,444	\$ (8,972,643)	\$ 13,575,801
80	Total Capital Expenditures	\$ 64,433,927	\$ (13,762,214)	\$ 50,671,713
81	Ending Fund Balance	\$ 28,524,789	\$ 52,818,089	\$ 81,342,878

* Excludes Reserves

Appendix B - Freight Sources and Uses (Revised)						
Fiscal Year 2023-2024 Amended Budget						
		A	B	C	D	
		FY 24	FY 2024 Budget with Carryforward	Amendment #6	Amended Budget	Notes
1	Beginning Fund Balance	\$ 1,301,011	\$ 1,301,011	\$ (1,002,462)	\$ 298,549	Reduced fund balance by another \$10,000
2	Revenues					
3	State Grant (42341)	\$ -	\$ -	\$ 1,373,606	\$ 1,373,606	Increased contribution by \$10,000
4	State Shortline Grant	\$ 740,000	\$ 740,000	\$ (615,000)	\$ 125,000	Decreased reduction by \$10,000
5	Freight Movement Fees	\$ 1,000,000	\$ 1,000,000	\$ (200,000)	\$ 800,000	
6	Leases	\$ 415,000	\$ 415,000	\$ (145,000)	\$ 270,000	
7	Storage	\$ 4,800	\$ 4,800	\$ 21,400	\$ 26,200	
8	45(g) Tax Credit & Misc. Revenues	\$ 239,190	\$ 239,150	\$ 13,850	\$ 253,000	
9	Total Revenues	\$ 2,398,990	\$ 2,398,950	\$ 448,856	\$ 2,847,806	
10	Total Revenues + Fund Balance	\$ 3,700,001	\$ 3,699,961	\$ (553,606)	\$ 3,146,355	
11						
12		FY 24	FY 2024 Budget with Carryforward	Amendment #6	Amended Budget	
13						
14	Salaries & Benefits	\$ 920,876	\$ 920,876	\$ -	\$ 920,876	
15	Service & Supplies	\$ 1,170,629	\$ 1,170,629	\$ (149,395)	\$ 1,021,234	
16	Total Salaries, Benefits, Services, & Supplies	\$ 2,091,505	\$ 2,091,505	\$ (149,395)	\$ 1,942,110	
17	Balance	\$ 1,608,496	\$ 1,608,456	\$ (404,211)	\$ 1,204,245	
18						
19		FY 24	FY 2024 Budget with Carryforward	Amendment #6	Amended Budget	
20						
21	Brazos Branch Bridge Repairs (High Priority)	\$ 58,405	\$ 660,696	\$ -	\$ 660,696	
22	Brazos Branch Bridge Repairs - Phase II	\$ 440,000	\$ 440,000	\$ (345,000)	\$ 95,000	Reduction reduction by \$20,000
23	Tie Replacement	\$ 50,000	\$ 50,000	\$ -	\$ 50,000	
24	Grade Crossing Repair	\$ 100,000	\$ 100,000	\$ -	\$ 100,000	
25	Total Capital & State of Good Repair	\$ 648,405	\$ 1,250,696	\$ (345,000)	\$ 905,696	
26	Balance	\$ 960,091	\$ 357,760	\$ (59,211)	\$ 298,549	

Appendix C - Position Authorization

# of Positions	Position Title	New Title	FY 24		FY 24	
			Hourly	Hourly	Annual	Annual
			Min	Max	Min	Max
Administrative						
1	Accountant I		\$ 34.36	\$ 41.77	\$ 71,470	\$ 86,874
1	Accounting Manager		\$ 56.31	\$ 68.44	\$ 117,125	\$ 142,362
1	Accounts Payable Technician		\$ 29.14	\$ 35.43	\$ 60,608	\$ 73,699
1	Administrative Analyst / Purchasing	Procurement and Contracts Analyst	\$ 44.42	\$ 53.99	\$ 92,402	\$ 112,305
2	Administrative Assistant		\$ 27.78	\$ 33.76	\$ 57,781	\$ 70,228
1	Assistant General Counsel		\$ 89.10	\$ 108.29	\$ 185,318	\$ 225,252
1	Assistant Planner		\$ 38.31	\$ 46.56	\$ 79,676	\$ 96,836
1	Budget and Finance Manager		\$ 60.64	\$ 73.72	\$ 126,123	\$ 153,332
1	Budget and Grants Analyst	Grants and Budget Analyst	\$ 52.29	\$ 63.57	\$ 108,770	\$ 132,229
1	Chief Financial Officer		\$ 118.70	\$ 144.27	\$ 246,890	\$ 300,086
1	Clerk of the Board	Clerk of the Board/ Executive Assistant	\$ 42.25	\$ 51.36	\$ 87,881	\$ 106,820
1	Communications and Marketing Manager		\$ 72.44	\$ 88.04	\$ 150,675	\$ 183,132
1	Community Outreach Coordinator	Communications and Marketing Coordinator	\$ 39.27	\$ 47.74	\$ 81,690	\$ 99,300
1	Community Outreach Specialist	Communications and Marketing Specialist	\$ 59.44	\$ 72.25	\$ 123,638	\$ 150,289
1	General Counsel		\$ 118.70	\$ 144.27	\$ 246,890	\$ 300,086

# of Positions	Position Title	New Title	FY 24		FY 24	
			Hourly	Annual	Hourly	Annual
1	General Counsel - Limited Term Position		\$ 118.70	\$ 144.27	\$ 246,890	\$ 300,086
1	General Manager		\$ 155.31	\$ 163.07	\$ 323,045	\$ 339,186
1	Human Resources Manager		\$ 72.18	\$ 87.75	\$ 150,139	\$ 182,511
1	Human Resources Principal Analyst		\$ 59.44	\$ 72.25	\$ 123,638	\$ 150,289
1	Human Resources Technician		\$ 36.45	\$ 44.31	\$ 75,820	\$ 92,166
1	Information Systems Analyst		\$ 45.99	\$ 55.90	\$ 95,658	\$ 116,282
1	Information Systems Manager		\$ 75.46	\$ 91.73	\$ 156,952	\$ 190,802
1	Information Systems Technician		\$ 40.23	\$ 48.89	\$ 83,682	\$ 101,700
1	Legal Administrative Assistant		\$ 36.45	\$ 44.31	\$ 75,820	\$ 92,166
1	Payroll Technician		\$ 29.20	\$ 35.48	\$ 60,737	\$ 73,806
1	Principal Planner	Planning Manager	\$ 64.14	\$ 77.96	\$ 133,407	\$ 162,158
1	Purchasing Assistant	Procurement Technician	\$ 30.37	\$ 36.93	\$ 63,179	\$ 76,805
1	Procurement Manager	Procurement and Contracts Manager	\$ 66.25	\$ 80.54	\$ 137,799	\$ 167,514
1	Programming and Grants Manager	Grants and Legislative Affairs Manager	\$ 76.11	\$ 92.51	\$ 158,302	\$ 192,430
1	Railroad Information Systems Specialist	MMIS Specialist	\$ 58.00	\$ 70.50	\$ 120,639	\$ 146,647

# of Positions	Position Title	New Title	FY 24		FY 24	
			Hourly	Hourly	Annual	Annual
1	Real Estate Manager		\$ 81.95	\$ 99.62	\$ 170,449	\$ 207,213
1	Risk Manager		\$ 64.14	\$ 77.96	\$ 133,407	\$ 162,158
1	Senior Buyer		\$ 48.87	\$ 59.39	\$ 101,642	\$ 123,535
1	Senior Planner		\$ 52.29	\$ 63.57	\$ 108,770	\$ 132,229
1	Senior Real Estate Officer		\$ 55.21	\$ 67.09	\$ 114,833	\$ 139,556
	Interns (Multiple)		\$ 18.00		\$ 37,440	\$ -
36						

# of Positions	Position Title	New Title	FY 24		FY 24	
			Min	Max	Min	Max
Capital						
2	Assistant Engineer		\$ 46.44	\$ 56.46	\$ 96,601	\$ 117,446
1	Associate Engineer		\$ 55.21	\$ 67.09	\$ 114,833	\$ 139,556
1	Chief Engineer		\$ 97.40	\$ 118.38	\$ 202,585	\$ 246,226
2	Junior Engineer		\$ 42.27	\$ 51.39	\$ 87,922	\$ 106,891
1	Manager Train Control Systems		\$ 97.40	\$ 118.38	\$ 202,585	\$ 246,226
1	Principal Engineer		\$ 72.44	\$ 88.04	\$ 150,675	\$ 183,132
1	Senior Engineer		\$ 60.64	\$ 73.71	\$ 126,123	\$ 153,310
9						

# of Positions	Position Title	New Title	FY 24		FY 24	
			Hourly	Hourly	Annual	Annual
Operations			Min	Max	Min	Max
1	Administrative Assistant		\$ 27.78	\$ 33.76	\$ 57,781	\$ 70,228
1	Administrative Services Manager		\$ 46.44	\$ 56.46	\$ 96,601	\$ 117,446
1	Assistant Superintendent of Transportation	Transportation Superintendent	\$ 65.08	\$ 79.10	\$ 135,357	\$ 164,536
3	Bridge Tender			\$ 35.09		\$ 72,987
1	Chief of Police		\$ 88.25	\$ 107.26	\$ 183,561	\$ 223,110
3	Code Compliance Officer		\$ 35.59	\$ 43.24	\$ 74,020	\$ 89,938
12	Controller /Supervisor	Transportation Supervisor	\$ 49.78	\$ 60.50	\$ 103,542	\$ 125,845
6	Conductor *			\$ 44.62		\$ 92,810
	Conductor Trainee*			\$ 37.94		\$ 78,915
28	Engineer *			\$ 53.65		\$ 111,592
	Engineer Trainee*			\$ 45.61		\$ 94,869
1	Facilities Maintenance Supervisor		\$ 51.76	\$ 62.92	\$ 107,656	\$ 130,879
3	Facilities			\$ 44.26		\$ 92,061
1	Inventory Manager / Asset Management Specialist		\$ 54.21	\$ 68.05	\$ 112,757	\$ 141,544
10	Laborers - Vehicle Maintenance			\$ 33.71		\$ 70,117
2	Laborers - Track Maintenance			\$ 32.81		\$ 68,245
1	Operations Manager	Chief Operating Officer	\$ 102.27	\$ 124.31	\$ 212,719	\$ 258,566
3	Parts Clerk	Inventory and Parts Clerk	\$ 33.02	\$ 40.15	\$ 68,685	\$ 83,511
1	Safety & Compliance Officer		\$ 67.27	\$ 81.77	\$ 139,920	\$ 170,085

# of Positions	Position Title	New Title	FY 24		FY 24	
			Hourly	Annual	Hourly	Annual
2	Signal Supervisor		\$ 55.21	\$ 67.09	\$ 114,833	\$ 139,556
8	Signal Technician **			\$ 58.12		\$ 120,890
	Signal Technician Trainee (2) **			\$ 43.59		\$ 90,667
1	Superintendent of Vehicle Maintenance	Vehicle Maintenance Manager	\$ 77.36	\$ 94.03	\$ 160,916	\$ 195,580
1	Superintendent of Transportation	Transportation Manager	\$ 77.36	\$ 94.03	\$ 160,916	\$ 195,580
1	Superintendent Signals and Way	Maintenance of Way Manager	\$ 77.36	\$ 94.03	\$ 160,916	\$ 195,580
5	Track Maintainer I			\$ 43.47		\$ 90,418
1	Track Maintainer II			\$ 47.82		\$ 99,466
2	Track Maintenance Supervisor		\$ 51.64	\$ 62.77	\$ 107,420	\$ 130,558
5	Vehicle Maintenance Supervisor		\$ 52.54	\$ 63.86	\$ 109,284	\$ 132,829
12	Vehicle Maintenance Technician ***			\$ 53.56		\$ 111,405
	Vehicle Maintenance Tech Trainee (2) ***			\$ 40.17		\$ 83,554
116						

# of Positions	Position Title	New Title	FY 24		FY 24	
			Hourly	Hourly	Annual	Annual
Freight			Min	Max	Min	Max
0.5	Administrative Assistant		\$ 27.78	\$ 33.76	\$ 57,781	\$ 70,228
1	Freight Manager		\$ 77.36	\$ 94.03	\$ 160,916	\$ 195,580
4.5	Freight Utility Worker		\$ 35.23	\$ 42.83	\$ 73,270	\$ 89,081
6						

Total FTE

167

- * Total positions cannot exceed 34.
- ** Total positions cannot exceed 8.
- *** Total positions cannot exceed 12.