SONOMA-MARIN AREA RAIL TRANSIT DISTRICT PROPOSED BUDGET: FISCAL YEAR 2019-20

and

Fiscal Year 2018-19 Year-End Budget

JUNE 2019

PROPOSED BUDGET: FISCAL YEAR 2019-20

and Fiscal Year 2018-19 Year-End Budget

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EXECUTIVE SUMMARY

SMART's two-year budget document presents an updated Fiscal Year 2018-19 budget and the proposed Fiscal Year 2019-20 budget separated by SMART's three Departments: Administration, Operations and Capital. This allows for a breakdown of detail on revenues and expenditures by Department by fiscal year. Within this budget document are three detailed budget tables by Department, in addition to a summary overview chart and the proposed salary schedule.

As part of our Fiscal Year 2018-19 budget process we established an Agency Reserve by setting aside \$17,000,000 which remains intact through the end of the next fiscal year. This is an important reserve to allow SMART the ability to manage the challenges and the uncertainties of this new and growing operation. At the end of the Fiscal Year 2019-20 we are also showing a closing fund balance that will be available for operating, capital maintenance and other projects of \$7,711,929. In Fiscal Years 2018-19 and 2019-20, we utilize available fund balance to complete the capital project as we had planned at the beginning of construction. We are also relying on those funds for operations costs that our revenues are not yet sufficient to cover. The use of fund balance in each year is shown in summary Table 1 and discussed further within each department. We have been able to achieve the fare revenues we originally budgeted and are increasing the current year budget to \$3.94 million and are proposing \$4.1 million for passenger revenue in the new fiscal year. We continue to receive strong state operating revenue as a result of SB1 equaling \$7.4 million in the new Fiscal Year. These funds continue to allow us to leverage SMART funds towards the purchase of important operating equipment, such as the wheel press machine for our rail cars, right-of way maintenance equipment and spare parts necessary for service reliability.

As part of reviewing our staffing needs going forward, there is an increasing workload to keep trains running and in good repair. In the budget, we are proposing the addition of 3 full time employees for operations. One to replace a temporary worker who has assisted us with the purchasing of high volume and complex maintenance parts and equipment needed and two staff to reduce ongoing contracting costs while increasing responsiveness to rail right-of-way maintenance needs.

The budget also includes all the revenues and expenditures for all of SMART's capital projects, including the completion of the Phase 1 (IOS1) project, which includes final vehicle and signal system acceptance. It also included significant expenditures related to kick off of the Windsor project as well as completion of the Larkspur extension.

Figures 1 and 2 and Table 1 on the following pages provide combined, broad overviews of the sources and uses in the District's budget for all departments. There are three budget columns, the first reflecting the original budget for Fiscal Year 2018-19 approved in June of 2018, the second showing the year-end changes to reflect actual revenues and expenses, and the third showing the Proposed Budget for Fiscal Year 2019-20. This chart also shows funds available in SMART's fund balance, which is used for all purposes including capital project completion and operational needs.

The Fiscal Year 2018-19 Year-End Budget reflects all Board-approved amendments during the Fiscal Year as well as adjustments for actual spending levels. Overall approved expenses are reduced by \$3.2 million (2.7%) due to both shifting construction schedules into the next fiscal year and cost savings. Revenues were adjusted higher by \$6.8 million (7%) to reflect increased property transaction revenues, fare revenue and the addition of fully-funded cooperative capital projects. The Fiscal Year 2019-20 budget proposal reflects a decrease year-over-year in revenues by \$26 million (26%) and expenditures by \$20.7 million (18%). These decreases are related to the completion of both the Larkspur extension project and final railcar milestone payments for all 18 rail cars. More detailed discussion is included in the Budget by Department sections.



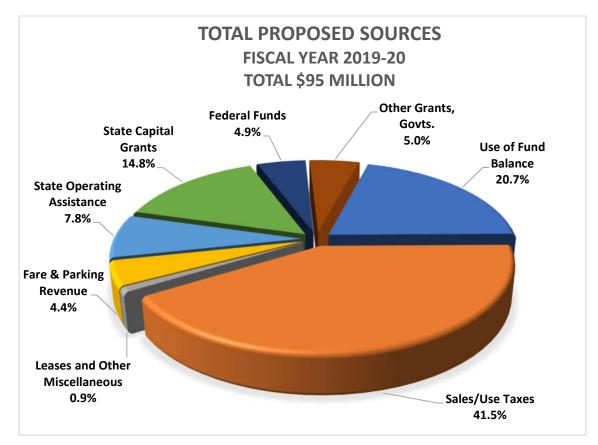


Figure 2: Overview of Proposed Uses, Fiscal Year 2019-20

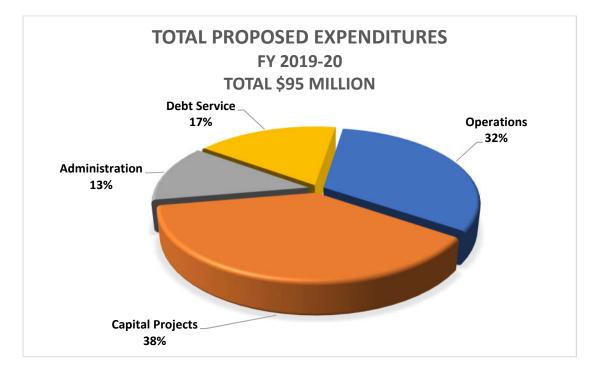


TABLE 1:

BUDGET REPORT: OVERVIEW OF ALL SOURCES AND USES

| | | | | DOD | ULI | KLI OK | TO VERVIEW OF ALL SOURCES AND USES |
|--|----|-------------------|----|----------------------------------|------------|-----------------|--|
| | F١ | Y 2018-19 | F | Y 2018-19 | FY | 2019-20 | |
| | | PPROVED BUDGET | A | YEAR END CTUALS & STIMATES | | OPOSED UDGET | EXPLANATION OF SIGNIFICANT CHANGES |
| Budgeted Revenue | | | | | | | |
| Sales/Use Taxes | | 38,122,332 | | 38,122,332 | | 39,266,002 | 3% increase over FY19 assumed in proposed FY20 budget |
| Interest and Lease Earnings | | 742,000 | | 1,078,591 | | 782,505 | 45% increase in F19 actuals is tied to earnings on higher than anticipated ending Fund Balance |
| Miscellaneous Revenues | | 930,000 | | 2,992,640 | | 20,000 | 200% increase in FY19 actuals due to one-time revenue from property sales |
| Fare & Parking Revenue | | 3,690,000 | | 3,990,000 | | 4,187,000 | 8% increase in Passenger Fare Revenue in FY19 actuals budget; 5% increase assumed in FY20 |
| State Grants | | 16,980,939 | | 17,047,250 | | 21,414,794 | 26% increase in proposed FY20 budget due to increased State operating revenue, Windsor Extension funding |
| Charges For Services | | 45,000 | | 1,118,918 | | 60,000 | FY19 increase tied to one-time Insurance & legal fee reimbursement |
| Federal Funds | | 24,535,682 | | 23,761,546 | | 4,650,000 | 80% decrease in FY20 - completion of Larkspur |
| Other Governments/ Misc. | | 5,857,019 | | 8,422,251 | | 4,538,192 | 44% increase in FY19 revised - addition of Anderson, San Rafael Pathway, Dwtn Novato Station; 46% decrease in FY20 tied to project completion |
| Measure M | | 228,000 | | 27,375 | | 200,625 | 88% decrease in FY19 - completion of Payran pathway design; funds shifted to FY20 Sonoma County gap pathway design |
| MTC - RM2 | | 3,211,740 | | 4,612,881 | | - | 44% Increase in FY19 tied to actuals related to the Larkspur project; funds for Larkspur exhausted |
| Total All Revenues | \$ | 94,342,712 | \$ | 101,173,784 | \$ | 75,119,118 | |
| Budgeted Expenditures | | | | | | | |
| Salaries & Benefits | | 21,040,490 | | 21,040,490 | | 22,916,720 | 9% increase in FY20 - 3 new FTE, step and benefit adjustments |
| Services & Supplies | | 17,050,876 | | 16,886,835 | | 18,847,361 | 12% increase in FY20 - insurance, capital professional services, required vehicle maintenance, fuel for testing and Larkspur |
| Debt Service/ Other Charges | | 16,095,850 | | 16,299,733 | | 16,747,600 | 3% Increase in FY20 required debt service schedule |
| Equipment, Buildings & Improvements | | 3,018,417 | | 3,265,012 | | 3,085,500 | 8% increase in FY19 - shift of expenditures from FY18 for items received after FY18 close, 5% decrease in FY20 - one-time purchases complete |
| Capital Projects | | 61,723,666 | | 58,232,942 | | 33,664,209 | 6% decrease in FY19 - shift in capital expenditures related to DMU payments, 42% decrease FY20 - Larkspur complete, Windsor & pathway design |
| Equipment Replacement Allocation | | 525,000 | | 525,000 | | 525,000 | Annual allocation to equipment replacement fund |
| Capital Salary Transfer | | (848,329) | | (848,329) | | (1,090,000) | 28% increase in FY20 - tied to capitalizable labor related to projects |
| Total All Expenditures | \$ | 118,605,970 | \$ | 115,401,683 | \$ | 94,696,390 | |
| | | | | | | | |
| Subtotal | \$ | (24,263,258) | \$ | (14,227,899) | \$ | (19,577,271) | Available Budget Sources minus All Uses |
| Beginning Available Fund Balance | \$ | 29,222,015 | \$ | 41,517,099 | \$ | 27,289,200 | Audited available fund balance FY19 increased by \$12 million due to shifts in capital project payments from the prior year, increases in one-time revenue from real estate sales, and smaller year-end anticipated expenses |
| Remaining Fund Balance (Capital Reserve) | \$ | 4,958,757 | \$ | 27,289,200 | \$ | 7,711,929 | |
| | | | | | | | |
| Remaining Agency Reserve | \$ | 17,000,000 | \$ | 17,000,000 | Ş | 17,000,000 | |

BUDGETS BY DEPARTMENT

Each Department has its own Section, Tables and Figures that provide information on that Department's Fiscal Year 2018-19 Original budget, Revisions for Year End, and the Proposed Fiscal Year 2019-20 budget.

Administration Budget:

The Administration budget contains all of the expenditures related to running the District, including legal, human resources, finance, real estate, planning, grants, outreach and procurement. This is also where SMART's offices in Petaluma are budgeted, as well as the payments related to bond debt. Spending on the Administration budget is relatively flat with some reductions in costs during the current fiscal year that are invested in the new budget year for anticipated needs. Those include scheduled step increases, insurance coverage, public outreach, and strategic plan costs. One unavoidable cost increase of \$651,750 (4%) in the Fiscal Year 2019-20 budget is the scheduled Debt Service increase related to the 2011 bond sale. Below is a narrative overview, further detail can be found in **Table 2** following this discussion.

Fiscal Year 2018-19 Final Budget Report:

<u>Revenues</u>: Final projected revenue in Administration in Fiscal Year 2018-19 is \$27,778,435. SMART's sales tax is anticipated to match budgeted revenue. This tax revenue flows first into Administration as needed to cover costs such as debt service and salaries. To the extent other general revenues received are sufficient to cover administrative costs, the remaining sales tax is moved to fund operations. Miscellaneous revenues increased significantly due to property transactions related to Railroad Square that resulted in unanticipated one-time revenue of \$2 million. One-time revenue related to interest earning was higher than budgeted as were legal fees reimbursements. This increased revenue allowed for additional sales tax to flow to operations. Final revenue was \$597,398 (2%) lower than budgeted in order to match lower expense anticipated at year end.

<u>Expenditures</u>: Overall Expenditures in Administration are reduced by \$597,398 (2%) which led to lower Sales Tax Revenue needed as discussed above. Included in this change are reductions of \$150,000 in office lease payments as a result of our office consolidation at the District headquarters in Petaluma, as well as smaller reductions in a number of areas including office expense and computer software. The salaries and benefits costs related to public safety (3.5 Full Time Equivalent employees) were reclassified to the operations department to comply with State & Federal reporting requirements, which resulted in a decrease of \$651,947.

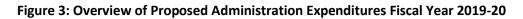
Fiscal Year 2019-20 Proposed Budget:

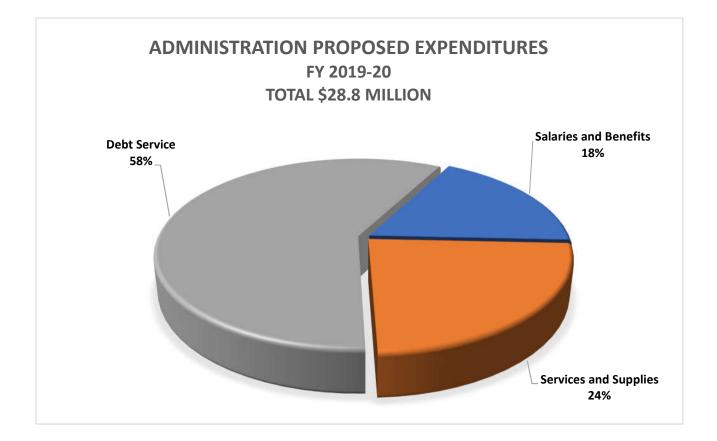
<u>Revenues:</u> Ongoing sales tax revenue is projected to increase by 3% over originally budgeted amounts from the prior year. Allocation of sales tax to Administration is increased in the new budget to match expenses. Total increase in all revenue allocated to Administration is \$1 million (4%).

Expenditures: Expenses for the new Fiscal Year are increased by \$1 million in the proposed budget primarily due to a \$651,750 increase in Debt Service. The remainder is due to increased insurance costs

and anticipation of scheduled step adjustments and projected benefit costs. There is a budget increase for the costs associated with the upcoming ballot measure. There is also an increase in public outreach cost for the upcoming testing and opening of the Larkspur and Novato Stations. Included in the professional services budget are costs related to the preparation for a new strategic plan in 2019, financial advisory services and ongoing ridership analysis needed for mandatory reporting.

Please reference **Table 2** on the next page for a detailed chart containing further breakdowns and explanations of changes. **Figure 3**, below, shows the proportion of Administration Expenditures proposed in Fiscal Year 2019-20.





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|----|---|---|---|---|
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ADMINISTRATION BUDGET

| Original, Year End FY 2018-19 and Proposed FY 2019-20 | | | | | | | | | | | | | |
|--|----------------------------------|---------------------------------|-------------------------------|--|--|--|--|--|--|--|--|--|--|
| | FY 2018-19 FY 2018-19 FY 2019-20 | | | | | | | | | | | | |
| DESCRIPTION | APPROVED BUDGET | YEAR-END ACTUALS & ESTIMATES | PROPOSED BUDGET | EXPLANATION OF SIGNIFICANT CHANGES | | | | | | | | | |
| REVENUES: | | | | | | | | | | | | | |
| Sales/Use Taxes | | | | | | | | | | | | | |
| State Sales Tax Collection | \$ 934,766 | \$ 934,766 | \$ 962,809 | Increase in state collection costs | | | | | | | | | |
| Sales Tax withheld by Trustee | 16,095,850 | 16,095,850 | | Debt schedule increase | | | | | | | | | |
| Sales Tax Allocation to Administration | 9,673,217 | 6,283,521 | 10,262,728 | **Amount changes to balance revenue with expense | | | | | | | | | |
| Total Sales/Use Taxes | 26,703,833 | 23,314,136 | 27,973,136 | **See notes below | | | | | | | | | |
| Use of Money/Property | | | | | | | | | | | | | |
| Interest Earnings | 295,000 | 575,000 | 295 000 | FY19 Increase due to higher than anticipated fund balance | | | | | | | | | |
| Advertising Revenue | 145,000 | 201,591 | | Train and platform advertising | | | | | | | | | |
| Rent - Real Estate | 302,000 | 302,000 | | Reduction tied to lease terminations | | | | | | | | | |
| Total Use of Money/Property | 742,000 | 1,078,591 | 782,505 | | | | | | | | | | |
| Charges for Services | | | , | | | | | | | | | | |
| Other Charges - Fees, Reimbursements | 30,000 | 393,068 | 30,000 | Application fees, and insurance reimbursements | | | | | | | | | |
| Total Charges for Services | 30,000 | 393,068 | 30,000 | Application rees, and insurance reimbursements | | | | | | | | | |
| Miscellaneous Revenues | 33,300 | 333,000 | 30,000 | | | | | | | | | | |
| Sale - Lease/Purchase | 850.000 | 2 072 640 | | EV10 colo of accoments, TAM nothing agreement, Bailrood Square | | | | | | | | | |
| Miscellaneous Revenue | 850,000 50,000 | 2,972,640 | | FY19 sale of easements, TAM pathway agreement, Railroad Square | | | | | | | | | |
| Total Miscellaneous Revenues | 900,000 | 20,000 2,992,640 | 20,000 20,000 | | | | | | | | | | |
| | | | | | | | | | | | | | |
| TOTAL REVENUES | \$ 28,375,833 | \$ 27,778,435 | \$ 28,805,641 | | | | | | | | | | |
| | | | | | | | | | | | | | |
| EXPENDITURES: | | | | | | | | | | | | | |
| ADMINISTRATION | | | | | | | | | | | | | |
| Salaries and Benefits | ¢ 4.254.042 | ¢ 3,736,066 | 2 000 005 | DWO shift Dublis Cofety to Oscarting a department | | | | | | | | | |
| Employee Salaries | \$ 4,251,813 | \$ 3,726,066 | 3,899,865 | FY19 shift Public Safety to Operations department | | | | | | | | | |
| Employee Benefits Total Salaries and Benefits | 1,163,690 5,415,504 | 1,037,491 4,763,557 | 1,246,439 5,146,304 | Step adjustments, benefit cost increases, filling of vacant positions | | | | | | | | | |
| | 3,413,304 | 4,703,337 | 5,140,504 | Step aujustments, benefit cost increases, ming of vacant positions | | | | | | | | | |
| Services and Supplies | | | | | | | | | | | | | |
| Communications | 53,200 | 51,011 | 46,701 | | | | | | | | | | |
| Insurance | 2,128,000 | 2,361,256 | | Increased insurance renewal costs | | | | | | | | | |
| Maintenance-Facilities | 18,950 | 17,200 | | Security access project complete | | | | | | | | | |
| Fees/ Miscellaneous Expense | 55,100 | 53,720 | | Includes estimated ballot measure fee | | | | | | | | | |
| Office Expense | 122,560 | 93,000 | | One-time savings FY19; ongoing reductions FY20 | | | | | | | | | |
| Postage, Printing, Periodicals Accounting/ Payroll Services | 47,000 90,000 | 39,000 95,150 | | One-time increase in FY20 related to printed materials for Larkspur FY19 increase due to implementation of new payroll system | | | | | | | | | |
| Professional Services | 1,079,500 | 1,055,181 | | Ridership analysis, security screenings, advocacy, NTD analysis | | | | | | | | | |
| Agency Extra Help | 100,000 | 100,000 | | Short term leave coverage as needed | | | | | | | | | |
| State Administrative Fee | 934,766 | 934,766 | | State fee increases | | | | | | | | | |
| Legal Services | 475,000 | 500,000 | | As-needed legal expertise/ support | | | | | | | | | |
| Rents/Leases | 774,024 | 611,735 | | Reductions due to office consolidation | | | | | | | | | |
| Computer Software and Hardware | 361,110 | 286,196 | | Equipment replacements, software upgrade, ongoing license fees | | | | | | | | | |
| Public Outreach | 303,200 | 181,536 | | Increased outreach for Larkspur extension | | | | | | | | | |
| Training, Travel and Memberships | 147,350 | 158,924 | | Ongoing training of new and existing staff | | | | | | | | | |
| Mileage Expense | 36,520 | 37,840 | | Contracted and reimbursement-based mileage | | | | | | | | | |
| Total Services and Supplies | \$ 6,726,279 | \$ 6,576,513 | \$ 6,816,737 | | | | | | | | | | |
| | | | | | | | | | | | | | |
| Other Charges and Payments | | | | | | | | | | | | | |
| Bond Principal, Interest | 16,095,850 | 16,095,850 | 16,747,600 | Debt service scheduled increase | | | | | | | | | |
| Settlements | - | 203,883 | - | | | | | | | | | | |
| Total Other Charges | 16,095,850 | 16,299,733 | 16,747,600 | | | | | | | | | | |
| Buildings & Capital Improvements (Capital Asse | ts) | | | | | | | | | | | | |
| Equipment | 138,200 | 138,633 | 95,000 | Computer hardware replacements | | | | | | | | | |
| Total Buildings and Capital Improvements | 138,200 | 138,633 | 95,000 | | | | | | | | | | |
| | ¢ 20.275.022 | ¢ 27 770 425 | \$ 20 00E C44 | | | | | | | | | | |
| TOTAL ADMINISTRATION EXPENDITURES | \$ 28,375,833 | \$ 27,778,435 | \$ 28,805,641 | | | | | | | | | | |

**The entire amount of Sales Tax is realized and shown on Table 1. The amount allocated to Administration changes depending on year-end revenues and expenses. For Fiscal Year-End 2018-19, only \$23,314,136 was needed to balance. For Fiscal Year 2019-20 we are assuming a 3% increase in sales tax and budgeting \$27,973,136 for Administration in order to balance. The Capital Department includes expenses for all capital projects large and small, such as Larkspur, Windsor, and the Pathways. This budget also contains ongoing engineering support and studies such as required bridge analysis, ongoing environmental and mitigation and monitoring, and smaller improvement projects. SMART continues to have a robust capital program related to buildout of the rail and pathway project. In each fiscal year, as planned for at the start of construction, SMART reserved sales tax funds in its fund balance to be used to pay for any project expenses not covered by available revenue such as grants. The Year-End Report for the Fiscal Year 2018-19 Capital Department shows new revenues of \$46.2 million and expenses of \$59.9 million with \$13.7 million coming from available fund balance. In the proposed Fiscal Year 2019-20 budget, total new revenues are anticipated to be \$23.4 million and expenses are projected to be \$35.6 million with \$12.2 million coming from fund balance. Further detail is provided in the discussion below and on the chart that follows.

Fiscal Year 2018-19 Final Budget Report:

<u>Revenues:</u> Overall revenues are increased \$2.1 million (5%) over the original budget to reflect actual receipts. There were a number of shifts in construction schedules and funding during the fiscal year that combined to make this change. Principally among them are increases in funding from other governments related to Anderson Drive, the Downtown Novato Station, and San Rafael Pathway, which are tied to expenditures on that project. The Larkspur Extension Project is funded by a mix of local and federal funds and was revised to match actual expenditures. The Windsor Extension project was added to the budget mid-year when funding became available.

<u>Expenditures:</u> Construction schedule shifts between the two fiscal years resulted in an overall reduction of \$3 million (5%) in Fiscal Year 2018-19 spending on capital. The largest shifts were payments to the vehicle manufacturer which moved out of the current year budget and into next fiscal year resulting in a \$1.9 million reduction. There was also a shift of work related to the Windsor Extension Project due to timing of funding availability. That was offset by an increase in cooperative work primarily related to Anderson Drive and the City of San Rafael Pathway Project.

Fiscal Year 2019-20 Proposed Budget:

<u>Revenues</u>: Revenues for the next fiscal year budget are \$23,388,817, which is \$22.8 million (49%) lower than the current year to match capital project activity funded by grant revenue. Fund balance of \$12,237,643 provides the necessary funding for remainder of our capital program for the year. The State of California is funding SMART's four new rail cars as well as construction of the Payran Pathway in Petaluma. State funding is also included for the Windsor Extension and the new Sonoma County Pathway Gap project. Sonoma County Transportation Authority's Measure M also will fund the Gap project.

Federal funds are related to the Larkspur and Windsor project and include funds from three different federal sources. The City of Novato is providing funding for the Downtown Novato Station, The City of San Rafael for Anderson Drive, and The County of Sonoma for new Quad Crossing Gates in Penngrove.

<u>Expenditures</u>: Overall expenses for the new Fiscal Year will be \$35,626,460, which is \$24.2 million less than the prior year. This reflects the winding down of the Larkspur rail extension project and related pathway. Expenses related to the Novato Station and Anderson Drive, funded by others, are also included in the budget. The Windsor Extension and Sonoma Pathway Projects will see a full year of activity but limited construction activity. We are also budgeting for remaining costs of the Phase 1 project, including final acceptance of our first 14 rail cars and contract closeouts of all Civil and Train Control Systems-related work. We continue to budget for ongoing environmental mitigation and monitoring. On the following two pages we have shown a breakdown of the capital budget by project (**Figure 4**) and an explanation of the projects, and then the budget chart for the Capital Department (**Table 3**) showing all sources and uses.

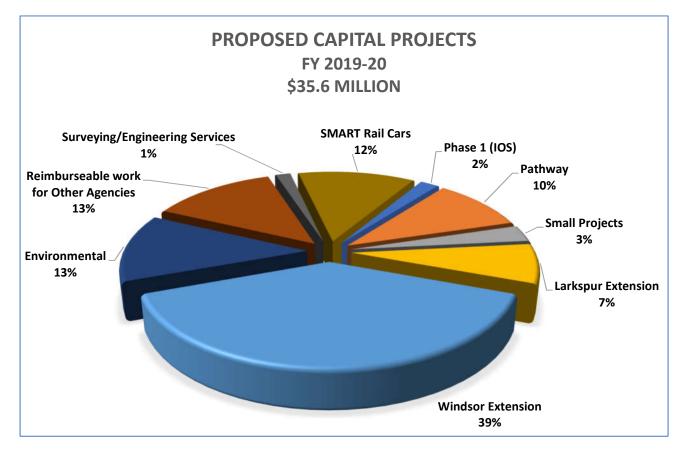


Figure 4: Overview of Proposed Capital Projects Expense, Fiscal Year 2019-20

The chart above shows the breakdown of capital projects proposed for Fiscal Year 2019-20. The categories above include the following:

- Windsor Extension – Design and construction engineering for rail and pathway, clipper vending machine, train control systems infrastructure and permitting costs

- Reimbursable work for other agencies – Downtown Novato Station, Penngrove Quad Gates, Anderson Drive

- SMART Rail Cars - Final milestone payments for all 9 rail car sets

- Environmental – Ongoing required monitoring and maintenance of Mira Monte, Gallinas Creek Pathway, Riparian & Tree mitigation

- Pathway – Design and Permitting for Sonoma County gap project, construction of Payran Pathway

- Larkspur – Completion and opening of the Larkspur Extension

- Small Projects – Path of travel improvements, bridge & culvert repairs, track improvements to prevent flooding

- Surveying and engineering services – Annual bridge inspection, operations simulation, as-needed surveying, ADA consultation, cost-estimating services, Real Estate consultation

- Phase 1 IOS – Train Control Systems acceptance and final close-out of Phase 1 (IOS1) construction contract

TABLE 3:

| TABLE 3: | | | | | | | |
|--|---------|--------------|---------|---------------|--------|----------------|---|
| | | | | CAPIT | AL | BUDGET | |
| | | Ori | iginal, | Year End FY | 2018-1 | 19 and Propose | ed FY 2019-20 |
| | | FY 2018-19 | | FY 2018-19 | | FY 2019-20 | |
| | | | YEAR | END ACTUALS & | | | |
| DESCRIPTION | APP | ROVED BUDGET | 1 | STIMATES | PRO | POSED BUDGET | EXPLANATION OF SIGNIFICANT CHANGES |
| REVENUES: | | | | | | | |
| Intergovernmental Revenues | | | | | | | |
| State - Grant Funds | \$ | 10,261,000 | \$ | 9,394,036 | \$ | 14 010 000 | Additional Rail Sets, Payran pathway, Windsor Extension |
| Federal - Grant Funds | Ŷ | 24,535,682 | Ŷ | 23,761,546 | Ŷ | | Larkspur Extension Project ongoing, Windsor Extension |
| Other Governments | | 5,857,019 | | 8,412,251 | | | Anderson Dr., San Rafael path, Novato Station, Penngrove |
| Measure M - Sonoma County | | 228,000 | | 27,375 | | | Sonoma Gap Pathway Project - Payran to Southpoint design |
| MTC - Bridge Tolls | | 3,211,740 | | 4,612,881 | | 200,023 | Larkspur extension funds completed |
| Total Intergovernmental Revenues | | 44,093,441 | | 46,208,089 | | 23,388,817 | |
| TOTAL REVENUES | \$ | 44,093,441 | \$ | 46,208,089 | Ś | 23,388,817 | |
| | \$ | 19,161,163 | · | 13,648,185 | ş S | 12,237,643 | |
| USE OF FOILD BALANCE | Ş | 19,101,103 | Ş | 13,040,105 | Ş | 12,237,043 | |
| EXPENDITURES: | | | | | | | |
| CAPITAL | | | | | | | |
| Salaries and Benefits | | | | | | | |
| Employee Salaries | \$ | 1,093,864 | \$ | 1,093,864 | | 1,362,957 | |
| Employee Benefits | | 320,017 | | 320,017 | | 369,545 | |
| Total Salaries and Benefits | 1 | 1,413,881 | | 1,413,881 | | 1,732,501 | Step adjustments, benefit cost increases, filling of vacant positions |
| Services and Supplies | | | | | | | |
| Communications | | - | | 57,700 | | 7,700 | |
| Postage, Printing, Periodicals | | 5,000 | | - | | - | |
| Professional Services - Project | | 885,740 | | 862,191 | | 1 239 000 | Environmental maint., ADA, as-needed engineering, Suisun Study |
| Computer Software and Hardware | | 12,645 | | 9,763 | | | Engineering and design related |
| Training, Travel, Memberships | | 7,000 | | 4,500 | | 7,000 | |
| Permits/Fees | | 50,000 | | 100,125 | | , | Construction related |
| Utilities | | - | | 18,500 | | - | |
| Mileage Expense | | 5,000 | | 5,000 | | 5,000 | |
| Total Services and Supplies | | 965,385 | | 1,057,779 | | 1,319,750 | |
| | | | | | | | |
| Other Charges and Payments | | | | | | | |
| Other Governments | | 1,100,000 | | 649,375 | | - | Cooperative work: Anderson Drive, City of San Rafael |
| Total Other Charges | | 1,100,000 | | 649,375 | | - | |
| Buildings & Capital Improvements (Capital | Assets) | | | | | | |
| Land | 1 (| - | | 11,000 | | - | Land purchase for Larkspur extension complete |
| Capital Equipment - Work in Progress | 1 | 19,134,836 | | 15,947,692 | | 4,832,201 | Rail car final acceptance payments |
| Infrastructure | 1 | 41,488,830 | | 41,624,875 | | 28,832,008 | |
| Total Buildings and Capital Improvements | | 60,623,666 | | 57,583,568 | | 33,664,209 | |
| Interfund Transfers | 1 | | | | | | |
| | | (040 220) | | (040 220) | | (1 000 000) | |
| Salaries and Benefits Transfer - Capital Total Interfund Transfer | | (848,329) | | (848,329) | | (1,090,000) | Adjustment based on solaries sharged to projects |
| iotai interfund i ransfer | | (848,329) | | (848,329) | | (1,090,000) | Adjustment based on salaries charged to projects |
| TOTAL CAPITAL EXPENDITURES | Ś | 62 254 604 | Ś | 59,856,274 | ć | 25 626 460 | |
| TOTAL CAPITAL EXPENDITORES | Ş | 63,254,604 | Ş | 35,050,274 | Ş | 35,626,460 | |

Operations Budget:

The Operations Department contains all the functions more directly related to operating the rail and pathway. This includes all train, track, signal, train control systems and facilities expense, as well as public safety and safety compliance. While SMART is still a very new operating agency with a number of new challenges every day, we now have more than a year of operations and experience that has informed our budgeting process. We have been able to capture savings in some areas and utilize those savings in areas with additional needs and costs that we had not anticipated. In the Year End 2018-19 Budget Report, the most significant revisions from the originally approved budget are related to the cost of maintenance of the rail cars. A number of increases are proposed in the new Fiscal Year 2019-20 budget which are needed in order to continue our excellent service record as we open the Larkspur extension and ensure continued reliability in the coming years. Finally, as mentioned in the Executive Summary, we have an established Agency Reserve of \$17 million to protect against unknowns in revenue and expense, an amount we think is prudent for the District at this time. Further details are provided below.

Fiscal Year 2018-19 Final Budget Report:

<u>Revenues</u>: Overall revenues are projected to be \$27.2 million. We have increased our anticipated Fare revenue slightly to reflect actual experience during the fiscal year. Anticipated State revenue was increased by \$943,275 (14%) as a result of higher than anticipated revenues from State Transit Assistance funding. There was an increase in other charges of \$680,850 (1,513%) largely related to insurance reimbursement for damage to SMART's Diesel Multiple Unit (DMU) in an accident. Sales tax revenue available for Operations increased by \$3.4 million (30%) due to additional overall revenue increases freeing up more funds in the current year. Due to the additional revenues, Operations required a smaller infusion of fund balance, reduced from \$5,075,825 to \$579,714.

<u>Expenditures</u>: Overall expenditures are increased in the final budget report by \$817,711 (3%) to \$27,766,974. Salaries and benefits increased by \$651,947 (5%) and is a result of the reclassification of the Public Safety Department from the Administration budget to Operating budget to align with federal & State reporting requirements. The vehicles and equipment budget increased by \$246,162 (9%) primarily due to a shift in expenditures from Fiscal Year 2017-18 for items received after the close of the prior fiscal year. Categories that required additional funds during the year included Communications, which required an additional \$30,830 (13%) in order to fund network redundancy and emergency phones. Maintenance of Revenue Vehicles was increased by \$883,344 (86%) largely due to reimbursable repairs to SMART's damaged rail car. These increases were offset by savings in fuel and professional services.

Fiscal Year 2019-20 Proposed Budget:

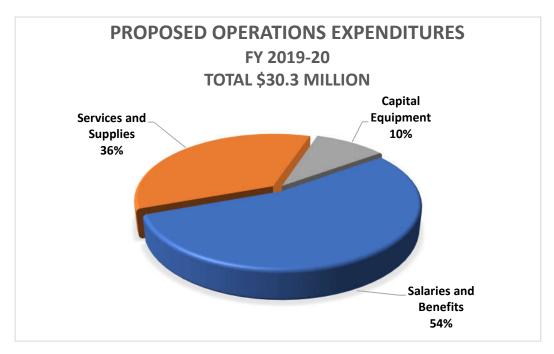
<u>Revenues</u>: Revenues for Fiscal Year 2019-20 total \$22.9 million. This includes the allocation of Sales Tax to Operations, fare and parking revenues, as well as other charges related to the right-of-way. Fare revenue is projected to increase 5% due to the opening of the Larkspur and Novato Stations. This takes into account promotions planned this summer for weekends and holidays. The budget reflects ongoing State funding, some of which is allocated by formula to assist with operations and some of which is provided for specific maintenance equipment and capital purchases. All of these funds either exist or were increased as a result of SB1 which successfully survived voter repeal last year. These funds will be used to purchase a wheel pressing machine and install it at the Rail Operations Facility, as well as to

purchase rail car jacking equipment, track maintenance equipment, and spare parts for our rail cars, signals and track. We do not yet have ongoing local funds or fare revenue to fully support our operations. Available fund balance of \$7.3 million will be necessary in order to balance anticipated expenditures, leaving an anticipated closing fund balance of \$7.7 million for capital or other needs.

Expenditures: Operations costs are anticipated to increase \$2.5 million (9%) in the next fiscal year, for total expenditures of \$30,264,288. Increases are significant in three categories. First, salary and benefits costs are increasing by \$1,174,862 (8%). This reflects the addition of 3 new full-time employees, including two Maintenance of Way (MOW) Laborers, and One Purchasing Analyst, as well as anticipated step and benefit costs increases. The new staff resources will reduce maintenance of way contracting costs, and support research of the best way to procure specialized equipment for the rail cars and rail system. Second, fuel costs are increased \$307,004 (26%) in order to accommodate testing and opening of the Larkspur Extension. Third, as mentioned above, the budget includes significant investments in capital equipment designed to increase service reliability and decrease reliance on outside maintenance contracts. These investments include \$2 million associated with a wheel pressing machine, a rail car mover, jacking and re-railing equipment, and an excavator that can be used on and off the rails. These investments include overhauls of both the rail car's engines and braking systems, a requirement of both the FRA and our vehicle engines. A new category, Transportation Services, which covers emergency bus bridges and the North County express bus service, was created to track these types of expenditures for federal reporting purposes. In previous Fiscal Years these expenses would have been included in the professional services budget line. The Professional services budget continues to provide for the contracts that support passenger service and amenities, such as passenger WiFi service and maintenance, required equipment inspection, customer service via Golden Gate Bridge staff, servicing of security cameras and other rail network systems.

Table 4, on the next page, details the Operations Department budget.

Figure 5, below, shows the overview of Proposed Expenditures in the Operations budget for Fiscal Year 2019-20.



| TABLE 4: | | | | | | |
|---|---------|------------------------|-----|------------------------|-------------------------------|--|
| TADLE 4: | | | | OPE | RATIONS BU | DGET |
| | | | Ori | | | Proposed FY 2018-20 |
| | | FY 2018-19 | | Y 2018-19 | FY 2019-20 | |
| | | | | ND ACTUALS & | | |
| DESCRIPTION | АРРН | ROVED BUDGET | E | STIMATES | PROPOSED BUDGET | EXPLANATION OF SIGNIFICANT CHANGES |
| REVENUES: | | | | | | |
| Sales/Use Taxes | | | | | | |
| Sales/Use Taxes ** | \$ | 11,418,499 | \$ | 14,808,196 | \$ 11,292,866 | FY19 Revised increase based increased revenue transferred from Administration |
| Total Sales/Use Taxes | | 11,418,499 | | 14,808,196 | 11,292,866 | **Allocated from budgeted revenue as available from Administration |
| Intergovernmental Revenues | | | | | | |
| State - Grant Funds | | 6,709,939 | | 7,653,214 | 7,404,794 | State Commuter Rail/State Transit Assistance Operating Funding |
| Other Governments | | 10,000 | | 10,000 | 10,000 | |
| Total Intergovernmental Revenues | | 6,719,939 | | 7,663,214 | 7,414,794 | |
| - | | | | | | |
| Charges for Services | | | | | | |
| Fare Revenue | | 3,640,000 | 1 | 3,940,000 | 4,137,000 | Assumption of 5% increase in FY20 due to opening of Larkspur, Novato |
| Parking Revenue | | 50,000 | | 50,000 | 50,000 | |
| Other Charges - Fees, Reimbursements | | 45,000 | | 725,850 | 30,000 | One-time insurance reimbursements; ongoing dispatch fee |
| Total Charges for Services | | 3,735,000 | | 4,715,850 | 4,217,000 | |
| | | | | | | |
| TOTAL REVENUES | \$ | 21,873,438 | | 27,187,260 | \$ 22,924,660 | |
| USE OF FUND BALANCE: | \$ | 5,075,825 | \$ | 579,714 | \$ 7,339,628 | |
| EXPENDITURES: | | | | | | |
| OPERATIONS | | | | | | |
| Salaries and Benefits | | | | | | |
| Employee Salaries | \$ | 10,991,152 | \$ | 11,516,899 | 12,498,755 | |
| Employee Benefits | Ŷ | 3,219,954 | Ŷ | 3,346,153 | 3,539,160 | |
| Total Salaries and Benefits | | 14,211,105 | | 14,863,052 | | New FTE additions, benefit cost increases, filling of vacant positions |
| Services and Supplies | | | | | | |
| Uniform Expense | | 225,978 | | 183,878 | 196.643 | Uniform/boot costs tied to employee counts and usage |
| Communications | | 233,515 | | 264,345 | | Cost of call boxes, cellular for AVL and WiFi, and equipment replacement |
| Maintenance-Equipment | | 235,000 | | 163,953 | | Recategorization of fare machine maintenance previously in Professional Services |
| Maintenance-Radios | | 144,108 | | 144,108 | | Radio site licenses and support |
| Maintenance-Revenue Vehicles | | 1,026,097 | 1 | 1,909,441 | | Train spare parts and maintenance; Some increases due to category reclassification |
| Maintenance-Railway | | 904,615 | | 850,567 | | Track resurfacing, right-of-way maintenance, FY20 reduction tied to new FTE |
| Maintenance of Signals | 1 | 358,200 | | 215,000 | | Gate repair, flagging, signal equipment |
| Maintenance-Buildings/Facilities | | 277,960 | 1 | 236,921 | | Station & facility cleaning, bike lockers, HVAC and electrical |
| Maintenance - Pathway | 1 | 42,500 | | 35,500 | | Pathway maintenance costs projected ongoing, FY20 reduction tied to new FTE |
| Transportation Services | | - | | - | 411,664 | New account in FY20 - emergency bus bridges, North County bus |
| Office Expense | | 138,000 | | 138,000 | 128,000 | Projections based on actual expense, employee counts |
| Agency Extra Help | 1 | 125,000 | | 125,000 | 50,000 | As-needed assistance during leaves |
| Rents/Leases - Equipment | | 123,420 | 1 | 113,020 | 101,520 | Specialty equipment right-of-way maintenance reduced, in house capacity |
| Minor Equipment | | 260,915 | | 214,431 | 308,190 | Signage, tools, and cleaning supplies for trains and right-of-way |
| Computer Software and Hardware | 1 | 240,159 | | 262,691 | | Ongoing software and computer replacements, Larkspur extension needs |
| Training, Travel and Memberships | | 179,725 | 1 | 164,000 | 181,500 | Professional training for PTC, signal and track regulations; site visits |
| Fuel and Lubricants | | 1,493,004 | 1 | 1,196,000 | | Increase in fuel prices and additional mileage for testing |
| Miscellaneous | 1 | 60,000 | | 61,000 | 8,000 | |
| Professional Services | | 2,590,695 | 1 | 2,280,638 | | WiFi, network support, customer service, required equipment inspection, hazmat |
| Utilities Total Services and Supplies | | 674,050 9,332,941 | | 694,050 9,252,542 | 700,525 10,710,873 | |
| otal services and supplies | | 3,332,94 1 | | 7, 232,342 | 10,710,873 | |
| Buildings & Capital Improvements (Capital A | Assets) | | | | | |
| Buildings & Improvements | | - | 1 | - | - | |
| | | | | | | |
| Vehicles, Equipment Total Buildings and Capital Improvements | | 2,880,217 2,880,217 | | 3,126,379 3,126,379 | 2,990,500 2.990.500 | Capital Spare Parts, Wheel press machine, and track maintenance equip. |

Equipment Replacement Annual Allocation 525,000 525,000 525,000 Allocation for future equipment replacement schedule 525,000 525,000 525,000

 TOTAL OPERATIONS EXPENDITURES
 \$ 26,949,263
 \$ 27,766,974
 \$ 30,264,288

 **The entire amount of Sales Tax is realized and shown on Table 1. The amount allocated to Operations changes depending on year-end revenues and expenses.

Position Authorizations

On the next three pages in **Table 5** are the proposed Position Authorizations necessary for the Fiscal Year 2019-20 budget. Additions and shifts were discussed in the Department Sections prior. These include the shift of safety-related positions out of Administration and into Operations. Also discussed is the addition of three positions and the upgrade of one position to increase our in-house capacity to maintain the right of way. In addition, we have reconfigured the Engineering salaries to more closely represent a continuous career ladder for our staff. This has no budgetary impact. Similarly, we have eliminated one Administrative Assistant position in order to add another Community Outreach Coordinator position to reflect the actual job duties. Finally, are proposing two of our administrative staff positions be given an equity increase of 5% in order to better compete with similar positions in the region and the field.

| Fiscal Year 2019-20 : Proposed Position Authorization | | | | | | | | | | | | |
|---|-----|---------------|-------------------|----------|----------------|---------------|-------------------|-----------|----------------|--|--|--|
| | | ose | | | | 1 | | | | | | |
| Position | FTE | | Salary Rar Low | nge | Annual High | | Salary Ran Low | ge: I | Houriy High | CHANGE FROM PRIOR YEAR | | |
| ADMINISTRATIVE POSITIONS | | | | | | | | | | | | |
| Accountant | 1 | \$ | 72,413 | \$ | 88,026 | \$ | 34.81 | \$ | 42.32 | | | |
| Accounting and Payroll Assistant | 1 | | 52,532 | | 63,856 | | 25.26 | \$ | 30.70 | | | |
| Administrative Analyst/ Contracts | 1 | | 79,933 | | 97,157 | \$ | 38.43 | \$ | 46.71 | | | |
| Administrative Assistant | 2 | | 47,604 | ş | 57,866 | \$ | 22,89 | \$ | 27.82 | 5% Equity Adjustment, | | |
| Administrative Assistant | 1 | \$ | 49,984 | \$ | 60,756 | \$ | 24.03 | \$ | 29.21 | Reclass of 1 to Community Outreach | | |
| Assistant General Counsel | 1 | \$ | 137,606 | \$ | 167,253 | \$ | 66.16 | \$ | 80.41 | | | |
| Assistant Planner* | 1 | \$ | 68,942 | \$ | 83,803 | \$ | 33.15 | \$ | 40.29 | | | |
| Chief Financial Officer | 1 | \$ | 219,982 | \$ | 267,426 | \$ | 105.76 | \$ | 128.57 | | | |
| Clerk of the Board | 1 | \$ | 72,413 | ş | 88,026 | \$ | 34.81 | <u>\$</u> | 42.32 | | | |
| | | \$ | 76,034 | \$ | 92,427 | \$ | 36.55 | \$ | 44.44 | 5% Equity Adjustment | | |
| Communications and Marketing Manager | 1 | \$ | 134,264 | \$ | 163,197 | \$ | 64.55 | \$ | 78.46 | | | |
| Community Outreach Coordinator 2 | 1 | \$ | 70,656 | \$ | 85,883 | \$ | 33.97 | \$ | 41.29 | | | |
| | 2 | | | | | | | | | 1 New - Converted from Admin. Assist. | | |
| Community Outreach Specialist | 1 | \$ | 110,184 | \$ | 133,931 | \$ | 52.97 | \$ | 64.39 | | | |
| Deputy General Manager | 1 | \$ | 241,663 | \$ | 293,738 | \$ | 116.18 | \$ | 141.22 | | | |
| Fiscal Manager | 1 | \$ | 124,688 | \$ | 151,528 | \$ | 59.95 | \$ | 72.85 | | | |
| General Counsel | 1 | \$ | 219,982 | \$ | 267,426 | \$ | 105.76 | \$ | 128.57 | | | |
| General Manager | 1 | \$ | - | \$ | 311,548 | \$ | - | \$ | 149.78 | | | |
| Human Resources Manager | 1 | \$ | 121,624 | \$ | 147,846 | \$ | 58.47 | \$ | 71.08 | | | |
| Human Resources Principal Analyst | 1 | \$ | 110,184 | \$ | 133,931 | \$ | 52.97 | \$ | 64.39 | | | |
| Human Resources Technician | 1 | \$ | 65,600 | \$ | 79,747 | \$ | 31.54 | \$ | 38.34 | | | |
| Information Systems Specialist | 1 | \$ | 121,624 | \$ | 147,846 | \$ | 58.47 | \$ | 71.08 | | | |
| Information Systems Technician | 1 | \$ | 72,413 | \$ | 88,026 | \$ | 34.81 | \$ | 42.32 | | | |
| Legal Administrative Assistant | 1 | \$ | 65,600 | \$ | 79,747 | \$ | 31.54 | \$ | 38.34 | | | |
| Payroll Technician | 1 | \$ | 52,532 | \$ | 63,856 | \$ | 25.26 | \$ | 30.70 | | | |
| Procurement Coordinator | 1 | \$ | 102,321 | \$ | 124,363 | \$ | 49.19 | \$ | 59.79 | | | |
| Programming and Grants Manager | 1 | \$ | 141,056 | \$ | 171,475 | \$ | 67.82 | \$ | 82.44 | | | |
| Real Estate Manager | 1 | \$ | 151,875 | | 184,621 | | 73.02 | | 88.76 | | | |
| Safety & Compliance Officer | 1 | \$ | 124,688 | | 151,528 | | 59.95 | | 72.85 | | | |
| Senior Administrative Analyst | 1 | | 90,431 | | | | 43.48 | | 52.85 | | | |
| Senior Planner | 1 | | 95,015 | | 115,482 | | 45.68 | | 55.52 | | | |
| Senior Real Estate Officer | 1 | | 102,321 | | | | 49.19 | | 59.79 | | | |
| Supervising Accountant | 1 | | 88,224 | | 107,245 | | 42.42 | | 51.56 | | | |
| Subtotal Administrative Full Time Equivalents (FTE) | 31 | | - 3,== 4 | <u> </u> | | 7 | | . 7 | 1.00 | 1 | | |

Table 5 : Continued on Next Page (Page 1 of 3)

| Fiscal Yea | ar 2019-20 : Prop | osed | Positic | on A | Authoriz | atio | n | | | |
|-------------------------------|-------------------|-----------|-------------|--------------------|--------------------|---------------|-----------|---------------|--------|-------------------------------|
| Position | FTE | | Salary Ran | alary Range Annual | | | alary Ran | ge: H | Hourly | CHANGE FROM PRIOR |
| | | | Low | | High | | Low | , High | | YEAR |
| CAPITAL POSITIONS | | | | | | 1 | | r | | |
| Assistant Engineer * | 4 | \$ | 86,082 | \$ | 104,624 | \$ | 41.39 | \$ | 50.30 | |
| Associate Engineer* | 2 | \$ | 102,321 | \$ | 124,363 | \$ | 49.19 | \$ | 59.79 | |
| Construction Engineer * | 1 | \$ | 112,947 | \$ | 137,280 | <u>\$</u> | 54.30 | <u>\$</u> | 66.00 | Removed and reclass below |
| Deputy Project Manager * | 1 | ş | 180,540 | \$ | 219,461 | \$ | 86.80 | \$ | 105.51 | Removed and reclasse below |
| Junior Engineer * | 1 | \$ | 76,077 | \$ | 92,477 | \$ | 36.58 | \$ | 44.46 | |
| Principal Engineer* | 1 | \$ | 134,254 | \$ | 163,186 | \$ | 64.55 | \$ | 78.45 | Reclassed from Abov |
| Senior Engineer* | 1 | \$ | 118,661 | \$ | 144,233 | \$ | 57.05 | \$ | 69.34 | Reclassed from Abov |
| Chief Engineer | 1 | \$ | 180,540 | \$ | 219,461 | \$ | 86.80 | \$ | 105.51 | |
| Manager Train Control Systems | 1 | \$ | 180,540 | \$ | 219,461 | \$ | 86.80 | \$ | 105.51 | |
| Project Extra hires * | | U | o to amount | Ś | 50,000 | Ś | _ | Ś | - | |

* Denotes Limited-Term Position Dependent on Project need

Table 5 : Continued on Next Page (Page 2 of 3)

| Fiscal Year 2 | 019-20 : Prop | osed | d Positio | on / | Authoriz | atio | on | | | |
|---|---------------|------|------------|---|----------|------|-----------|-----------|--------|--|
| Position | FTE | | Salary Rar | nge A | nnual | s | alary Ran | ge: H | Hourly | CHANGE FROM PRIOF |
| | | | Low | | High | | Low | | High | YEAR |
| PERATIONS POSITIONS | | | | | | | | | | |
| Administrative Assistant | 1 | \$ | 47,604 | \$ | 57,866 | \$ | 22.89 | \$ | 27.82 | |
| | | \$ | 49,984 | \$ | 60,756 | \$ | 24.03 | \$ | 29.21 | 5% Equity Adjustmen |
| Administrative Analyst-Purchasing | 1 | \$ | 79,933 | \$ | 97,157 | \$ | 38.43 | \$ | 46.71 | New |
| Administrative Services Manager | 1 | \$ | 86,082 | \$ | 104,624 | \$ | 41.39 | \$ | 50.30 | |
| Assistant Superintendent of Transportation | 1 | \$ | 104,892 | \$ | 127,462 | \$ | 50.43 | \$ | 61.28 | |
| Bridge Tender* | 2.5 | | - | \$ | 58,531 | | - | \$ | 28.14 | |
| Chief of Police | 1 | Ś | 163,572 | \$ | 198,827 | Ś | 78.64 | \$ | 95.59 | Moved from Administration |
| | | | , | | | | | | | Moved from |
| Code Compliance Officer | 2.5 | \$ | 64,015 | \$ | 77,792 | \$ | 30.78 | \$ | 37.40 | Administration |
| Controller /Supervisor | 10 | \$ | 92,252 | \$ | 112,133 | \$ | 44.35 | \$ | 53.91 | |
| Conductor** | 29 | \$ | 66,123 | | 77,792 | \$ | 31.79 | \$ | 37.40 | |
| Engineer-Conductor** | | \$ | 79,498 | | 93,517 | \$ | 38.22 | \$ | 44.96 | |
| Extra Hires Operations | 1 | | o amount | | 350,000 | | - | \$ | - | |
| Facilities Maintenance Supervisor | 3 | \$ | 95,015 | | 115,482 | \$ | 45.68 | \$ | 55.52 | |
| Facilities Maintenance Technician | 10 | | - | \$ | 73,070 | | - | \$ | 35.13 | |
| aborers-Vehicle Maintenance | | | - | \$ | 53,206 | | - | \$ | 28.14 | New- Replaces contra |
| Laborers-Track Maintenance | 2 | | - | \$ | 53,206 | | - | \$ | 28.14 | costs |
| Operations Manager | 1 | \$ | 180,540 | \$ | 219,461 | \$ | 86.80 | \$ | 105.51 | |
| Parts Clerk | 2 | \$ | 59,430 | \$ | 72,238 | \$ | 28.57 | \$ | 34.73 | |
| Railroad Information Systems Specialist | 1 | \$ | 107,506 | \$ | 130,666 | \$ | 51.69 | \$ | 62.82 | Moved from |
| Safety & Compliance Officer | 1 | \$ | 124,688 | \$ | 151,528 | \$ | 59.95 | \$ | 72.85 | Administration |
| Signal Supervisor | 2 | \$ | 102,321 | \$ | 124,363 | \$ | 49.19 | \$ | 59.79 | |
| Signal Technician | 9 | | - | \$ | 100,734 | | - | \$ | 48.43 | |
| Superintendent of Vehicle Maintenance | 1 | \$ | 124,688 | \$ | 151,528 | \$ | 59.95 | \$ | 72.85 | |
| Superintendent of Transportation | 1 | \$ | 124,688 | \$ | 151,528 | \$ | 59.95 | \$ | 72.85 | |
| Superintendent Signals and Way | 1 | \$ | 124,688 | \$ | 151,528 | \$ | 59.95 | \$ | 72.85 | B |
| Track Maintainer 1 | 5 | | - | \$ | 76,794 | | - | \$ | 36.92 | Reduced to convert t position below |
| | 4 | | | | | | | | | |
| Frack Maintainer 2 | 1 | | | \$ | 84,473 | | - | \$ | 40.61 | New-replaces contra costs |
| Frack Maintenance Supervisor | 2 | Ş | 94,536 | , \$ | 114,920 | ş | 45.45 | \$ | 55.25 | Increased per approv |
| • | | \$ | 97,372 | | 118,368 | \$ | 46.81 | \$ | 56.91 | contract |
| Vehicle Maintenance Supervisor | 4 | \$ | 97,372 | | 118,373 | | 46.81 | \$ | 56.91 | |
| /ehicle Maintenance Technician | 12 | | | \$ | 93,558 | | _ | \$ | 44.98 | |
| btotal Operations Full Time Equivalents (FTE)** | 107 | **Se | e footnote | <u>, </u> | -, | ı | | | | 1 |

** Engineer/Conductor may be filled by Conductors, Total FTE for both positions combined is 29

Table 5: Page 3 of 3