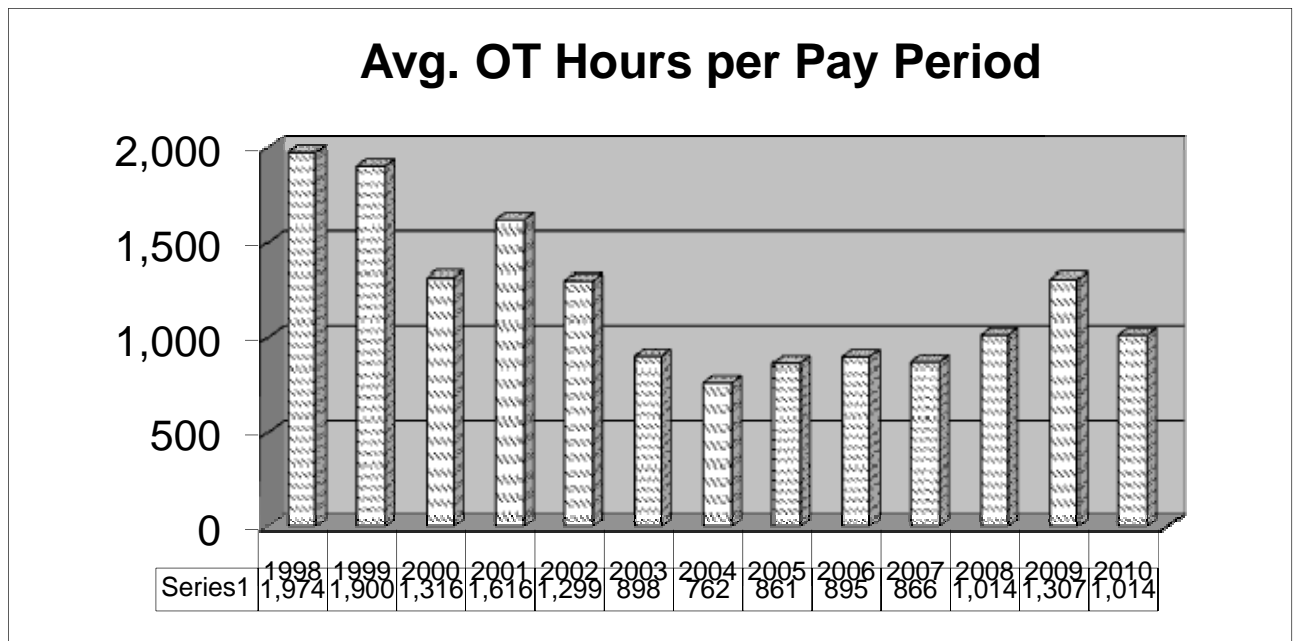


Metro Overtime Report

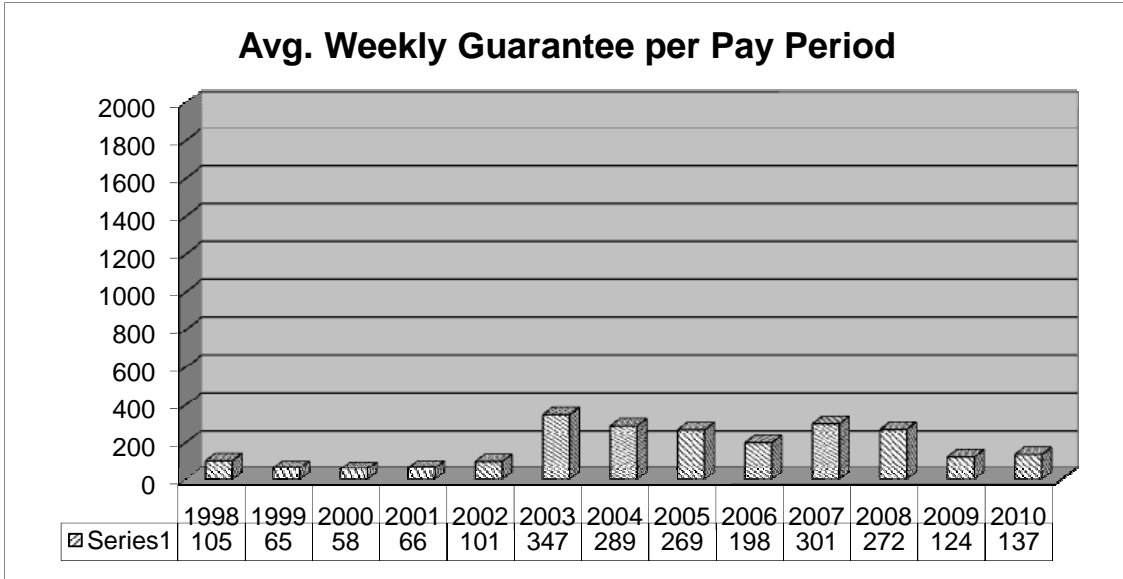
In response to the questions that have been raised about Metro's overtime after news reports earlier this year of a Metro driver making the most income of any City employee in 2009, Metro will be providing a quarterly report to the Transit and Parking Commission and the Board of Estimates.

Background

Metro has tracked driver overtime for over a decade. The chart below shows average driver overtime hours per pay period since 1998.



Overtime hours had reached a high level in 1998 because of added services related to the new transfer point system in the Madison area. Metro experienced a high vacancy rate as it was in the process of hiring new drivers for the service expansion. This was the driving factor causing a high level of overtime at Metro. Overtime dropped fairly steadily in the early 2000's and then leveled off. As Metro staff managed the overtime hours, it was mindful of the need to keep driver guarantee hours in check. Metro's labor contract allows for 40 hours of guarantee pay per week, which is fairly standard in the transit industry. Guarantee hours are paid to a driver when their actual work time is under 40 hours in a given week, but their pay guarantee is 40. In short, there is a balancing act of hiring sufficient drivers to minimize overtime but mindful of not causing guarantee hours to become inordinately high. Guarantee hours over the same period of time are shown below.



As guarantee hours increased in 2003, Metro staff took measures to control this and there were some decreases or moderation in this area over several years. It is worth noting that the steep increase in overtime hours in 2009 corresponded with a steep decrease in guarantee hours.

Managing Vacancies

It is also important to track these trends with Metro’s overall vacancy levels in hourly and salaried positions. Metro tracks overall expenses carefully and on a monthly basis provides financial status reports to the Transit and Parking Commission. Metro’s savings in wages and salaries, caused by vacancies, largely offset overruns in overtime paid to do the work that is necessary in spite of vacancies. A history of this over the past several years is shown below.

Year (over +/-/under - budget)	2006	2007	2008	2009
Salary/Wages (+/- in \$ 000’s)	-192	-511	-820	-399
Overtime (+/- in \$ 000’s)	+287	+384	+354	+458
Net (over +/-/under – budget)	+95	-127	-466	+59

Managing Absenteeism

Two of the more significant driving factors in the recent past contributing to Metro's overtime costs have been increases in FMLA (Family Medical Leave Act) and AWOP (Absence without Pay). The former is, of course, a federally provided benefit and the latter is a locally provided benefit where controls can be put into place to minimize the impact on Metro's operations. Since 2004, FMLA usage at Metro has increased from 6,000 hours (for all employees) to 28,000 hours in 2009. FMLA increased by 40% between 2008 and 2009 from 20,000 to 28,000 hours. The City is reviewing its procedures and examining whether a 3rd party review of FMLA applications would be helpful. Because medical documentation is confidential, Metro and the City's ability to control this is limited.

Metro's long range plan passed by the Council in June 2008 noted that Metro, with 16% of all City employees, accumulated 29% of the City's AWOP (not including FMLA). Absences without Leave (AWOP) occur when an employee has run out of sick leave and other paid benefits when they are ill or injured. For individual long term AWOP, the City allows employees up to six months of disability leave where the employee's health insurance is covered, and an additional eighteen months where the employee is responsible for their health insurance payments. Metro's focus has been on shorter term instances of AWOP that occur multiple times. One of the 40 recommendations contained in the long range Metro plan was to "work collaboratively with labor representatives to reduce absenteeism and control costs at Metro." In the 2008/09 Labor Agreement with Teamsters a new provision for controlling AWOP was negotiated which provides for progressive discipline over an 18 month period if employees have incidences of AWOP. This provision went into effect in 2009 and Metro has begun to see progress in reducing the number of AWOP instances.

Metro is developing a more detailed report on all scheduled and unscheduled absenteeism for future reports.

The Collective Bargaining Agreement

The current City of Madison/Teamsters 695 Collective Bargaining Agreement expired on January 1, 2010. The parties are currently engaged in the collective bargaining process, and at this time the parties are entering a mediation/arbitration process. There will be a report on this at the conclusion of that process.

Early 2010 Results

Attached are Tables 1 and 2 for the first twelve pay periods of 2010 on overtime hours and dollars for drivers and other employees at Metro, including the listing of the top 20 paid employees by position. Overall, overtime is down from 25,045 hours in 2009 to 19,908 in 2010, a drop of 20%. Contributing factors so far this year are a 6% drop in AWOP and a 15% drop in late outs. FMLA usage is actually up in early 2010. Metro will continue to monitor and evaluate these contributing factors and provide more detailed reports each quarter in the future.

Madison Metro Transit
Year to Year Overtime Comparison
Through 12 Payroll Cycles

	Drivers						Other Represented Employees					
	Overtime Hours Paid			Overtime \$ Paid			Overtime Hours Paid			Overtime \$ Paid		
	2010	2009	2008	2010	2009	2008	2010	2009	2008	2010	2009	2008
1st Quarter	9,156	11,832	13,202	\$ 342,142	\$ 439,974	\$ 458,823	4,065	3,946	4,049	\$ 145,733	\$ 138,604	\$ 135,841
2nd Quarter	3,008	5,720	5,579	\$ 111,693	\$ 212,654	\$ 196,394	2,394	2,435	2,120	\$ 85,267	\$ 86,302	\$ 71,315
3rd Quarter												
4th Quarter												
YTD	12,164	17,553	18,781	\$ 453,835	\$ 652,628	\$ 655,217	6,458	6,381	6,169	\$ 231,000	\$ 224,906	\$ 207,156

	Nonrepresented Employees						Total					
	Overtime Hours Paid			Overtime \$ Paid			Overtime Hours Paid			Overtime \$ Paid		
	2010	2009	2008	2010	2009	2008	2010	2009	2008	2010	2009	2008
1st Quarter	652	501	580	\$ 20,360	\$ 15,576	\$ 17,101	13,873	16,279	17,831	508,235	594,154	611,765
2nd Quarter	634	611	600	\$ 20,500	\$ 18,786	\$ 17,071	6,036	8,766	8,299	217,460	317,742	284,780
3rd Quarter												
4th Quarter												
YTD	1,286	1,111	1,180	\$ 40,860	\$ 34,362	\$ 34,172	19,908	25,045	26,130	\$ 725,694	\$ 911,896	\$ 896,545

1st quarter data includes 7 pay cycles
2nd quarter data includes 5 pay cycles

Top 20 highest paid employees through payroll cycle 12

	2010	2009	Change
Motorcoach Operator	\$58,466.24	\$72,526.80	(\$14,060.56)
General Manager	\$51,946.68	\$51,946.68	\$0.00
Motorcoach Operator	\$50,700.48	\$41,571.37	\$9,129.11
Motorcoach Operator	\$47,682.66	\$49,790.58	(\$2,107.92)
Motorcoach Operator	\$46,314.70	\$55,043.39	(\$8,728.69)
Service Manager	\$44,517.00	\$44,172.00	\$345.00
Class A Mechanic	\$44,460.33	\$40,296.36	\$4,163.97
Operations Manager	\$42,456.00	\$42,456.00	\$0.00
Maintenance Manager	\$42,456.00	\$41,478.00	\$978.00
Motorcoach Operator	\$40,380.98	\$45,753.43	(\$5,372.45)
Motorcoach Operator	\$40,102.48	\$46,247.66	(\$6,145.18)
Motorcoach Operator	\$39,249.08	\$45,915.64	(\$6,666.56)
Maintenance Supervisor	\$39,192.55	\$36,110.57	\$3,081.98
Motorcoach Operator	\$38,463.68	\$55,369.55	(\$16,905.87)
Class B Mechanic	\$38,437.03	\$37,923.75	\$513.28
Information Systems Coordinator	\$38,376.00	\$38,376.00	\$0.00
Class A Mechanic	\$38,200.27	\$37,563.27	\$637.00
Motorcoach Operator	\$37,266.49	\$49,975.87	(\$12,709.38)
Motorcoach Operator	\$36,917.13	\$42,356.88	(\$5,439.75)
Planning & Scheduling Manager	\$36,624.00	\$34,155.00	\$2,469.00