



Metro


Los Angeles County
Metropolitan Transportation Authority


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JANUARY 8, 2009

TO: BOARD OF DIRECTORS

THROUGH: ROGER SNOBLE 
CHIEF EXECUTIVE OFFICER

FROM: LONNIE MITCHELL 
CHIEF OF ADMINISTRATIVE SERVICES

ISSUE

The Board of Directors approved a motion at its December 4, 2008 meeting to freeze hiring, promotions and any other form of compensation increase for all employees, and to ban new consulting contracts, unless specifically exempted by the Board.

DISCUSSION

The approved motion allows for the following exemptions:

- Hiring of employees required for the operation, maintenance and safety of LACMTA's transit systems (not including indirect costs)
- Hiring of employees required for the safety of other facilities and property owned or controlled by LACMTA
- Promotions and any other form of compensation increase as required by LACMTA Board-ratified memoranda of understanding
- Hiring of employees (not including indirect costs) or execution of new consulting contracts related to safety, Measure R implementation, Proposition 1B funding, congestion pricing, homeland security or legal support necessary and appropriate to minimize LACMTA's potential liabilities and protect its legal interests

The motion requires that exemptions from the hiring and/or promotion freeze as well as the new consulting contract ban be made in writing to the LACMTA Board, and that staff submit to the Board, in writing within 5 business days of the end of each month a monthly report of exempted actions.

Attachment A lists the exempted personnel actions for the month of December 2008, including new hires, promotions, rehires and reinstatements. The attachment is organized by labor group and personnel action, with job title identified for each action.

In addition, as of December 31, 2008, LACMTA employs 30 as-needed individuals, an increase of two from the previous month, and 62 student interns, a reduction of three from the previous month. These non-benefited individuals are employed on a temporary basis and primarily perform project-related work.

Attachment B lists the exempted contract actions through December 31, 2008.

NEXT STEPS

Staff will provide the Board with a monthly Board Box detailing exempted actions for the past 30-day period.

ATTACHMENTS:

- A. Personnel Actions Exempted from the Hiring Freeze, December 2008
- B. Contract Actions Exempted from Consulting Contract Ban , December 2008

Metro Human Resources
Actions for December 2008

ATTACHMENT A

EFFECTIVE DATE	TRANSACTION DESCRIPTION	JOB CLASS	JOB CLASS TITLE	UNION CODE	REG / ASN	FT / PT	EXEMPTION
01-Dec-08	NEW HIRE	001204	ADMINISTRATIVE INTERN	NC	A	F	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	001204	ADMINISTRATIVE INTERN	NC	A	F	job offer was made and accepted prior to December 1, 2008
08-Dec-08	NEW HIRE	005027	ACCOUNT EXECUTIVE	NC	A	F	job offer was made and accepted prior to December 1, 2008
08-Dec-08	NEW HIRE	001204	ADMINISTRATIVE INTERN	NC	A	F	job offer was made and accepted prior to December 1, 2008
15-Dec-08	NEW HIRE	007606	SR REAL ESTATE OFCR	NC	R	F	job offer was made and accepted prior to December 1, 2008
15-Dec-08	NEW HIRE	009897	TRANSP PLANNER I	NC	R	F	job offer was made and accepted prior to December 1, 2008
22-Dec-08	NEW HIRE	005036	ASST PUBLIC COMM OFCR	NC	A	F	job offer was made and accepted prior to December 1, 2008
01-Dec-08	PROMOTION	002403	SR CONTRACT ADMNSTR	NC	R	F	job offer was made and accepted prior to December 1, 2008
01-Dec-08	PROMOTION	009605	ASST MGR, TRANSP	NC	R	F	job offer was made and accepted prior to December 1, 2008
01-Dec-08	PROMOTION	009894	TRANSP PLNG MGR V	NC	R	F	job offer was made and accepted prior to December 1, 2008
15-Dec-08	PROMOTION	006430	TRANSP SUSTNABLT Y ENRGY MGR	NC	R	F	job offer was made and accepted prior to December 1, 2008
Total NC New hire - 7							
Total NC Promotion - 4							
Total NC - 11							
01-Dec-08	NEW HIRE	000765	TRACK INSPECTOR	ATU	R	F	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000762	MAINT SPCLST	ATU	R	F	job offer was made and accepted prior to December 1, 2008
01-Dec-08	PROMOTION	000762	MAINT SPCLST	ATU	R	F	job offer was made and accepted prior to December 1, 2008
01-Dec-08	PROMOTION	000762	MAINT SPCLST	ATU	R	F	job offer was made and accepted prior to December 1, 2008
01-Dec-08	PROMOTION	000767	RAIL BODY/PAINT REPAIRER	ATU	R	F	job offer was made and accepted prior to December 1, 2008
01-Dec-08	PROMOTION	000767	RAIL BODY/PAINT REPAIRER	ATU	R	F	job offer was made and accepted prior to December 1, 2008
01-Dec-08	REINSTATED HIRE	000829	SERVICE ATTENDANT	ATU	R	F	job offer was made and accepted prior to December 1, 2008
Total ATU New Hire - 2							
Total ATU Promotion - 4							
Total ATU Reinstated Hire - 1							
Total ATU - 7							
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008

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01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	REHIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
01-Dec-08	REHIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	job offer was made and accepted prior to December 1, 2008
Total UTU New Hire - 26							
Total UTU Rehire - 2							
Total UTU - 28							
08-Dec-08	NEW HIRE	000934	CUSTOMER INFO AGT I-P/T	TCU	R	P	job offer was made and accepted prior to December 1, 2008
08-Dec-08	NEW HIRE	000934	CUSTOMER INFO AGT I-P/T	TCU	R	P	job offer was made and accepted prior to December 1, 2008
08-Dec-08	NEW HIRE	000934	CUSTOMER INFO AGT I-P/T	TCU	R	P	job offer was made and accepted prior to December 1, 2008
08-Dec-08	NEW HIRE	000934	CUSTOMER INFO AGT I-P/T	TCU	R	P	job offer was made and accepted prior to December 1, 2008
08-Dec-08	NEW HIRE	000934	CUSTOMER INFO AGT I-P/T	TCU	R	P	job offer was made and accepted prior to December 1, 2008
08-Dec-08	NEW HIRE	000934	CUSTOMER INFO AGT I-P/T	TCU	R	P	job offer was made and accepted prior to December 1, 2008
08-Dec-08	NEW HIRE	000934	CUSTOMER INFO AGT I-P/T	TCU	R	P	job offer was made and accepted prior to December 1, 2008
08-Dec-08	REHIRE	000934	CUSTOMER INFO AGT I-P/T	TCU	R	P	job offer was made and accepted prior to December 1, 2008
Total TCU New Hire - 7							
Total TCU Rehire - 1							
Total TCU - 8							

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14-Dec-08	PROMOTION	009605	ASST MGR, TRANSP	NC	R	F	operations
28-Dec-08	PROMOTION	009605	ASST MGR, TRANSP	NC	R	F	operations
Total NC Promotion - 2							
Total NC - 2							
08-Dec-08	NEW HIRE	009646	TRANSIT OPS SUPV INSTRCTN	AFSCME	R	F	operations
08-Dec-08	NEW HIRE	009646	TRANSIT OPS SUPV INSTRCTN	AFSCME	R	F	operations
08-Dec-08	PROMOTION	009646	TRANSIT OPS SUPV INSTRCTN	AFSCME	R	F	operations
08-Dec-08	REHIRE	009646	TRANSIT OPS SUPV INSTRCTN	AFSCME	R	F	operations
Total AFSCME New Hire - 2							
Total AFSCME Promotion - 1							
Total AFSCME Rehire - 1							
Total AFSCME - 4							
07-Dec-08	DEMOTION	000762	MAINT SPCLST	ATU	R	F	operations
08-Dec-08	DEMOTION	000841	PROPERTY MNTNR A LDR	ATU	R	F	operations
15-Dec-08	NEW HIRE	000829	SERVICE ATTENDANT	ATU	R	F	operations
15-Dec-08	NEW HIRE	000829	SERVICE ATTENDANT	ATU	R	F	operations
15-Dec-08	NEW HIRE	000829	SERVICE ATTENDANT	ATU	R	F	operations
15-Dec-08	NEW HIRE	000829	SERVICE ATTENDANT	ATU	R	F	operations
15-Dec-08	NEW HIRE	000829	SERVICE ATTENDANT	ATU	R	F	operations
15-Dec-08	NEW HIRE	000829	SERVICE ATTENDANT	ATU	R	F	operations
15-Dec-08	NEW HIRE	000829	SERVICE ATTENDANT	ATU	R	F	operations
15-Dec-08	NEW HIRE	000829	SERVICE ATTENDANT	ATU	R	F	operations
15-Dec-08	NEW HIRE	000829	SERVICE ATTENDANT	ATU	R	F	operations
15-Dec-08	NEW HIRE	000829	SERVICE ATTENDANT	ATU	R	F	operations
07-Dec-08	PROMOTION	000769	MAINT SPCLST LDR	ATU	R	F	operations
14-Dec-08	PROMOTION	000820	MECHANIC B	ATU	R	F	operations
14-Dec-08	PROMOTION	000820	MECHANIC B	ATU	R	F	operations
14-Dec-08	PROMOTION	000820	MECHANIC B	ATU	R	F	operations
22-Dec-08	PROMOTION	000817	MECHANIC A	ATU	R	F	operations
22-Dec-08	PROMOTION	000817	MECHANIC A	ATU	R	F	operations
22-Dec-08	PROMOTION	000789	FACILITIES SYS TECH	ATU	R	F	operations
Total ATU Demotion - 2							
Total ATU New Hire - 9							

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EFFECTIVE DATE	TRANSACTION DESCRIPTION	JOB CLASS	JOB CLASS TITLE	UNION CODE	REG / ASN	PT /	EXEMPTION
29-Dec-08	NEW HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	operations
07-Dec-08	PROMOTION	000850	BUS OPERATOR (F/T)	UTU	R	F	operations
07-Dec-08	PROMOTION	000850	BUS OPERATOR (F/T)	UTU	R	F	operations
29-Dec-08	REHIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	operations
10-Dec-08	REINSTATED HIRE	000850	BUS OPERATOR (F/T)	UTU	R	F	operations
15-Dec-08	REINSTATED HIRE	000850	BUS OPERATOR (F/T)	UTU	R	F	operations
23-Dec-08	REINSTATED HIRE	000850	BUS OPERATOR (F/T)	UTU	R	F	operations
23-Dec-08	REINSTATED HIRE	000999	BUS OPERATOR (P/T)	UTU	R	P	operations
24-Dec-08	REINSTATED HIRE	000850	BUS OPERATOR (F/T)	UTU	R	F	operations
Total UTU - New Hire - 25							
Total UTU - Promotion - 2							
Total UTU - Rehire - 1							
Total UTU - Reinstated Hire - 5							
Total UTU - 33							
Grand Total - Demotion - 3							
Grand Total - New Hire - 79							
Grand Total - Promotion - 21							
Grand Total - Rehire - 6							
Grand Total - Reinstated Hire - 6							
Grand Total of all December Transactions: 115							

ATTACHMENT B

**CONSULTING CONTRACTS
CONTRACT AWARDS - MONTHLY REPORT
REPORTING PERIOD: DEC 4 - DEC 31, 2008**

Contract No.	Contractor/ Firm	Description	Contract Amount	Exemption
PS09713036	Kadesh & Assoc.	Federal Legislative Advocacy	\$110,000	Measure R. Prop 1B, Congestion Pricing, and other legislative and funding matters.
PS09713037	C2 Group LLC	Federal Legislative Advocacy	\$135,000	Measure R. Prop 1B, Congestion Pricing, and other legislative and funding matters.
PS09713041	Nielsen, Merk	State Legislative Advocacy	\$102,000	Measure R. Prop 1B, Congestion Pricing, and other legislative and funding matters.
PS09713038	CLIFF MADISON	Federal Legislative Advocacy	\$85,000	Measure R. Prop 1B, Congestion Pricing, and other legislative and funding matters.
PS30202241	J.C. Simonetti & Associates	TAP Services Program Management Support	\$100,000	Prop 1B funding
PS62501605	UNIVERSITY SERVICES	MEDICAL REVIEW OFFICER	\$170,200	Safety Related.