

Intercity Transit Authority



TRANSIT 101 HANDBOOK

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THE MISSION

Our mission is to provide and promote transportation choices that support an accessible, sustainable, livable, healthy, prosperous community.

THE VISION

Our vision is to be a leading transit system in the country, recognized for our well trained, highly motivated, customer-focused, community-minded employees committed to enhancing the quality of life for all citizens in Thurston County.



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То:	Intercity Transit Authority
From:	Pat Messmer
Subject:	Meeting Attendance Schedule

Authority members take turns attending the Citizen Advisory Committee meetings to hear their comments, and then share the Authority's views on various issues. The following is the schedule through December 2018.

Date of Meeting	Authority Member Attending
January 8, 2018	Clark Gilman
February 12, 2018	Ryan Warner
March 19, 2018	Karen Messmer
April 16, 2018	Art Delancy
May 21, 2018	Lacey Councilmember
June 18, 2018	Molly Carmody
July 16, 2018	Don Melnick
August 20, 2018	Bud Blake
September 17, 2018	No Meeting - Joint Meeting
October 15, 2018	Debbie Sullivan
November 19, 2018	Clark Gilman
December 17, 2018	Ryan Warner

Citizen Advisory Committee Meetings Authority Attendance Schedule

Please mark these dates on your calendar! If the date does not work for you, contact me right away. I will make every effort to arrange a switch for you. I will provide you with a reminder and a packet the week prior to the meeting.

Your support for Authority member attendance at these meetings is appreciated by the Citizen Advisory Committee and staff. Meetings are the **3rd Monday** of each month, **5:30 p.m.**, except January and February due to holidays. These are scheduled for the 2nd Monday of the month. All meetings are in the Boardroom.

AGENDA **INTERCITY TRANSIT AUTHORITY** February 3, 2016 5:30 P.M.

CALL TO ORDER

1) **APPROVAL OF AGENDA**

2) **INTRODUCTIONS**

- A. Michael Fuller, Vehicle Service Worker (Paul Koleber)
- **B.** Les Kingsley, Vehicle Service Worker (Paul Koleber)
- C. Mark Brown, Vehicle Cleaner (Paul Koleber)
- D. Lisa Sayaogo, Vehicle Cleaner (Paul Koleber)

January 20, 2016, Work Session.

3) **PUBLIC COMMENT**

Public Comment Note: This is the place on the agenda where the public is invited to address the Authority on any issue. The person speaking is asked to sign-in on the General Public Comment Form for submittal to the Clerk of the Board. Please include your first and last name, a mailing address or a phone number (in the event we need to contact you). When your name is called, step up to the podium and give your name for the audio record. If you are unable to utilize the podium, you will be provided a microphone at your seat. Citizens testifying are asked to limit testimony to three minutes.

The Authority will not typically respond to your comments this same evening; however, they may ask some clarifying questions.

APPROVAL OF CONSENT AGENDA ITEMS 4) 1 min. A. Approval of Minutes: January 6, 2016, Regular Meeting; and

- **B.** Payroll: January 2016 Payroll in the amount of \$2,005,632.91.
- C. Accounts Payable: Warrants dated December 11, 2015, numbers 20005-20098, in the amount of \$562,886.73; Warrants dated December 25, 2015, numbers 20101-20155, in the amount of \$495,701.90; Warrants dated December 31, 2015, numbers 20160-20240, in the amount of \$336,982.14; Warrants dated December 31, 2015, numbers 20242-20279, in the amount of \$390,280.69. Automated Clearing House Transfers for December 2015 in the amount of \$16,182.40 for a monthly total of \$1,802,033.86.

1 min.

10 min.

10 min.

Warrants dated January 22, 2016, numbers 20241; 20280-20297 in the amount of \$1,193,402.51; Automated Clearing House Transfers for January 2016 in the amount of \$2,894.55 for a monthly total of \$1,196,297.06.

5)	PUBLIC HEARINGS - None	0 min.
6)	COMMITTEE REPORTS A. Thurston Regional Planning Council (Karen Messmer) B. Transportation Policy Board (Ryan Warner) C. Citizen Advisory Committee (Julie Hustoft)	3 min. 3 min. 3 min.
7)	NEW BUSINESS A. Dial-A-Lift Customer Satisfaction Survey Results (Emily Bergkamp) B. General Legal Counsel Contract Extension (Jeff Petterson) C. Federal Advocacy Services (Katie Cunningham) D. Annual Authority Reorganizing Activities (Pat Messmer)	30 min. 5 min. 5 min. 20 min.
8)	GENERAL MANAGER'S REPORT	10 min.
9)	AUTHORITY ISSUES	10 min.
10)	EXECUTIVE SESSION - None	0 min.

ADJOURNMENT

Intercity Transit is committed to ensuring that no person is excluded from participation in, or denied the benefits of its transit services on the basis of race, color, or national origin consistent with requirements of Title VI of the Civil Rights Act of 1964 and Federal Transit Administration guidance in FTA Circular 4702.

For questions regarding Intercity Transit's Title VI Program, you may contact the agency's Title VI Officer at (360) 705-5885 or <u>bholman@intercitytransit.com</u>.

If you need special accommodations to participate in this meeting, please call us at (360) 705-5860 three days prior to the meeting.

For TDD users, please use the state's toll-free relay service, 711 and ask the operator to dial (360) 705-5860.

Please consider using an alternate mode to attend this meeting: bike, walk, bus, carpool, or vanpool. This facility is served by Routes 62A, 62B (on Martin Way), and 66 (on Pacific Avenue).

Minutes INTERCITY TRANSIT AUTHORITY Regular Meeting January 6, 2016

CALL TO ORDER

Chair Jones called the January 6, 2016, meeting of the Intercity Transit Authority to order at 5:30 p.m., at the administrative offices of Intercity Transit.

Members Present: Chair and City of Olympia Councilmember Nathaniel Jones; Vice Chair and Citizen Representative Ryan Warner; Thurston County Commissioner Bud Blake; City of Lacey Councilmember Jeff Gadman; City of Tumwater Councilmember Debbie Sullivan; Citizen Representative Karen Messmer; Citizen Representative Don Melnick; and Labor Representative Ed Bricker.

Staff Present: Ann Freeman-Manzanares; Dennis Bloom; Brent Campbell; Katie Cunningham; Donna Feliciano; Laura Lowe; Jim Merrill; Carolyn Newsome; Jeff Peterson; Pat Messmer; Heather Stafford-Smith

Others Present: Legal Counsel Dale Kamerrer; Citizen Advisory Committee (CAC) member Jan Burt.

APPROVAL OF AGENDA

It was M/S/A by Citizen Representative Melnick and Citizen Representative Warner to approve the agenda as presented.

INTRODUCTIONS

- A. Joy Gerchak introduced Lisa Allison, Customer Service Rep.
- **B.** Mark Kallas introduced **Jayson Click**, **Facilities Specialist**.

PUBLIC COMMENT – None.

APPROVAL OF CONSENT AGENDA ITEMS

It was M/S/A by Councilmember Gadman and Councilmember Sullivan to approve the consent agenda as presented.

- A. Approval of Minutes: December 2, 2015, Regular Meeting.
- **B.** Payroll: December Payroll in the amount of \$2,902,426.33.
- **C. Surplus Property:** Declared the property listed on Exhibit "A" as surplus.

PUBLIC HEARING - None.

COMMITTEE REPORTS

A. Thurston Regional Planning Council (TRPC). Karen Messmer said TRPC met December 4, 2015. Members received a presentation by Tom Crawford of the Thurston Climate Action Team (TCAT). She said TCAT members, and Crawford specifically, formed a new working group within the Thurston Thrives umbrella – the health effort in the community. Under that umbrella, a new group was formed with the aim of reducing climate emissions, but connecting that up with health. The survey work is being focused over into a broader working group and the public will see more activity from that group.

On this week's agenda, TRPC will discuss membership in the South Sound Military & Communities Partnership.

B. Transportation Policy Board (TPB). Ryan Warner said the TPB met December 9 in an extended meeting. Warner, on behalf of WSDOT's Public Transportation Division, gave a presentation about the current statewide public transportation plan. He said there was a lot of good feedback from TPB about the plan, and they drafted a letter to WSDOT about what they thought of the plan. There is concern with the plan in that it's taking a much broader definition of public transportation than just your typical buses; it's more multimodal focused, but it also addresses single occupancy vehicles as public transportation.

The members also discussed an RTIP Amendment 16-01 repair that would add a new WSDOT project to repair the I-5/93rd Avenue SW Bridge. The remainder of the meeting members continued to work on the Regional Transportation Plan update – looking at environmental considerations and public involvement.

Karen Messmer said it would be valuable for the Authority to have a presentation and discussion on the Regional Transportation Plan. Freeman-Manzanares said Jailyn Brown is scheduled to present to the Authority and the CAC in February.

C. Citizen Advisory Committee. Jan Burt reported the CAC last met in November. Members received two presentations – Leadership APTA by Heather Stafford Smith; and the Walk N Roll Program by Jessica Gould and David Coppley. Members then went on a tour of the Maintenance facility. Burt appreciates the tour as it provides a real education about the behind-the-scenes activities.

NEW BUSINESS

A. 2016 IS Servers.

Laura Lowe presented for consideration the purchase of three high-performance servers, a storage array, an upgraded VMWARE software license and additional year of VMWARE maintenance. Lowe said current servers are old and outdated. They will replace five old servers with three new servers with higher processing capacity. IS Manager, Brent Campbell said there will be twice the capability and there will be the ability to move data in an emergency.

It was M/S/A by Councilmember Gadman and Citizen Representative Messmer to authorize the General Manager to purchase three high-performance servers, a storage array, a VMWARE software license upgrade and a year of VMWARE maintenance from the King County Director's Association (KCDA) master contract for a total purchase price of \$87,979.82, including tax.

B. Towing Services.

Jeff Peterson presented for consideration two separate two-year contracts with three one-year extension options for towing services. Currently, there is no contract in place with terms and conditions or a set pricing when towing services are needed. Maintenance staff has to quickly find a towing company to bring disabled vehicles back to the shop for service. Staff obtains quotes which become time-consuming. It's been determined that a contract with specific terms that addresses our needs and has a set pricing would be beneficial.

Intercity Transit reserved the right to award contracts based on bid pricing for various towing classes. Class A and B (vans and cut-a-way) vehicles is awarded to Gene's Towing; Class C (coaches) vehicles is awarded to Nisqually Auto and Towing.

It was M/S/A by Citizen Representative Messmer and Councilmember Sullivan to authorize the General Manager to enter into two 2-year contracts, with three 1year extension options, with Nisqually Auto and Towing and Gene's Towing for towing services. The estimated initial term value of the contract with Nisqually Auto and Towing is \$27,000. The estimated initial term value of the contract with Gene's Towing is \$7,000.

C. Transit Signal Prioritization Equipment.

Jeff Peterson presented for consideration a five-year contract to purchase transit signal priority equipment for coaches and traffic control signals.

This purchase is traced back to the development of the Smart Corridors initiative that TRPC undertook over four years ago to upgrade signal boxes and part of that program includes a transit component to get signal prioritization on our coaches.

Intercity Transit Authority Regular Meeting January 6, 2016 Page 4 of 6

The study resulted in the recommendation of utilizing radio communication technology between a bus and a roadside traffic signal control unit. This contract with ACT Traffic Solutions, Inc. is for bus and traffic signal TSP equipment. Peterson indicated this equipment will not interfere with other emergency vehicles.

Sullivan said if staff runs into any jurisdictional issues, it would be appropriate to discuss that with the corresponding Board member representing that jurisdiction, as they will most likely have insight into this project.

It was M/S/A by Councilmember Gadman and Citizen Representative Melnick to authorize the General Manager to enter into a five-year contract with ACT Traffic Solutions Inc. to purchase transit signal priority equipment for coaches and traffic control signals. The purchase for equipment is \$280,899, not inclusive of taxes.

D. Vanpool Vehicle Purchase.

Katie Cunningham presented for consideration the purchase of 33 vanpool vehicles. These are replacement vehicles and staff is not purchasing expansion vehicles at this time. The Puget Sound Regional Council funds will provide 80% funding for 22 vehicles in the amount of \$557,550. Intercity Transit proposes to add the required match from local funds to purchase the remaining 11 vehicles.

Gadman asked why staff selected the Chevrolet Express. Cunningham said Chevrolet meets the "Buy America" standards. Newsome said the Chevys are the only vehicles on the state contract that meet the "Buy America" requirement for federal grant money.

It was M/S/A by Citizen Representative Melnick and Councilmember Gadman to authorize the General Manager, pursuant to Washington State Contract 03613, to issue a purchase order for the purchase of thirty-three (33) new 12-passenger Chevrolet Express vans from Bud Clary Chevrolet in the amount of \$1,045,407. (Note: Vanpool vehicles are exempt from sales tax.)

E. Adopt Resolution 01-2016 - Discounted Bus Pass Program.

Freeman-Manzanares said she comes before the Authority to approve a new resolution for the Discounted Bus Pass Program indicating the increase of the level amount from \$200,000 to \$300,000. In addition, the motion passed at the December 2 meeting also included removing the calendar deadline requirement, and Freeman-Manzanares is asking the Authority to consider a new motion to eliminate that calendar deadline. She said from an administrative standpoint, the Authority has allowed staff to have a cut-off date and use a rolling selection process.

Gadman, who made the initial motion at the December 2, 2015, meeting, said his intent to remove the calendar deadline was to allow staff the authority to set the deadline where they see fit. The Authority agreed that a new motion was in order.

It was M/S/A by Councilmember Gadman and Citizen Representative Melnick to adopt Resolution 01-2016, which is meant to supersede the Discounted Pass Program voted upon at the December 2, 2015, meeting; and to give staff the authority to set any calendar deadlines they see fit.

GENERAL MANAGER'S REPORT

- All are invited to visit the new Bike Shop space where the bike repairs are now done in support of the Earn-A-Bike classes. Stop by Wednesday, January 13 from 4 to 7 p.m. or Saturday, January 16 from 1 to 4 p.m.
- Currently, Intercity Transit has a Federal advocate in Washington D. C. and Freeman-Manzanares asked for the Authority's thoughts about hiring a state advocacy service. It's not in the 2016 budget; however, she is proposing a small contract to focus primarily on additional local options. After some general discussion, the Authority gave staff direction to go forward with this for the 2017 budget.
- Freeman-Manzanares is meeting with Jo Eckert, a member of Patty Murray's staff, here at Intercity Transit on Thursday, January 7, 2016, to talk about federal transportation legislation. Other transit General Managers from the south counties are invited to attend.
- The City of Olympia approved and signed-off on the Development Agreement for the Pattison project. Staff is moving forward and we hope to be in the ground this summer.
- Nathaniel Jones, Debbie Sullivan and Freeman-Manzanares are going to the APTA Legislative conference March 12-16 in Washington D.C.
- Intercity Transit provides Travel Training and Bus Buddies for Senior Services of South Sound and staff received a request from them on how to address their Korean elder group and their transportation issues. Staff met with them on January 5, 2016, and are putting together a presentation in Korean, and are working with the Korean Women's Association to have translators. Staff hopes to have this group of elders riding the bus soon. Travel Training staff is also working with other communities with seniors who may have a language barrier and get them comfortable riding fixed route service.

• There are 192 active vanpool groups. The Vanpool promotion continues with 65 new riders.

AUTHORITY ISSUES

Karen Messmer asked to attend the January 20 work session via phone.

Messmer said TRPC and TBP members attended a special meet-and-greet discussion with Chuck Marohn from Strong Towns. She considered it a very inspirational presentation about how communities work and what makes them prosperous. The mission of Strong Towns is to support a model of development that allows America's cities, towns and neighborhoods to become financially strong and resilient.

Melnick said the Drive Less – Go More campaign at Panorama continues. The Resident Council requested two additional bus stops; there have been several driver training classes, and they are about to use the Rebels by Bus training. Some residents took the train to Centralia. They are forming a steering committee that will meet quarterly to figure out next steps.

Melnick provided a summary of his transportation experience during his trip to Sydney Australia. Sydney's main modes of transportation are buses, ferries, and trains. The buses look similar to those in the USA. They use honor cards and a prepaid receipt system. Melnick said he noticed there were no school buses. The systems change the designation on some of the buses at certain times of the day, and the buses become designated school buses.

ADJOURNMENT

It was M/S/A by Citizen Representative Messmer and Citizen Representative Warner to adjourn the meeting at 6:38 p.m.

INTERCITY TRANSIT AUTHORITY

ATTEST

Ryan Warner, Vice Chair

Pat Messmer Clerk to the Authority

Date Approved: February 3, 2016.

Prepared by Pat Messmer, Recording Secretary/ Executive Assistant, Intercity Transit

Minutes INTERCITY TRANSIT AUTHORITY WORK SESSION January 20, 2016

CALL TO ORDER

Chair Nathaniel Jones called the January 20, 2016, Work Session of the Intercity Transit Authority to order at 5:31 p.m., at the administrative offices of Intercity Transit.

Members Present: Chair and City of Olympia Councilmember Nathaniel Jones; Vice Chair and Citizen Representative Ryan Warner; City of Tumwater Councilmember Debbie Sullivan; City of Lacey Councilmember Jeff Gadman; City of Yelm Councilmember Molly Carmody; City of Olympia Councilmember Clark Gilman; Citizen Representative Don Melnick; and Citizen Representative Karen Messmer (via phone).

Members Excused: Thurston County Commissioner Bud Blake; and Labor Representative Ed Bricker.

Staff Present: Ann Freeman-Manzanares; Dennis Bloom; David Dudek; Donna Feliciano; Tammy Ferris; Laura Lowe; and Pat Messmer.

APPROVAL OF AGENDA

It was M/S/A by Citizen Representative Ryan Warner and Councilmember Gadman to approve the agenda as presented.

INTRODUCTIONS

Chair Jones welcomed the City of Yelm Councilmember Molly Carmody. He also welcomed on behalf of the City of Olympia, Councilmember Clark Gilman who will represent the city on the Intercity Transit Board.

Councilmember Jones bid farewell to the Intercity Transit Authority. He said he's enjoyed serving on the Board for the last four years. He said the services the agency provides are fundamental to ongoing development of the jurisdictions and communities within Thurston County.

Jones left the meeting. Citizen Representative and Vice Chair Warner presided over the remainder of the meeting.

PUBLIC COMMENT - None.

CITIZEN ADVISORY COMMITTEE REPORT

Freeman-Manzanares provided the CAC report. She said the CAC met January 11, 2016. The four new CAC members were introduced. Members received a presentation from Tom Crawford who provided the Local Climate Change/Clean Energy Survey Results. They also received the presentation from Laura Lowe on the 2016 Procurement Plan; and they discussed the Discounted Bus Pass Program.

2016 PROCUREMENT PLAN

Procurement/Capital Projects Manager, Laura Lowe, provided a background of the Procurement process and reviewed the list of 2016 projects. She noted staff prepares the list of projects based on the new budget. Staff will present projects/contracts over \$25,000 for Authority approval.

Lowe reviewed a PowerPoint showing slides of the Pattison Expansion Full Buildout and Phases 1 and 2; and the Olympia Transit Center Expansion.

Melnick asked if the building is certified "green." Freeman-Manzanares said staff and the design teams are focused on those standards. She said the question arises whether it's worth the cost it takes to get certification. Intercity Transit's intention is to build as green as possible, however, actual certification is open for question.

Gadman asked if we don't get certified, are we hurting the chances of obtaining future grants. Freeman-Manzanares doesn't believe that is the case. She said for the Pattison Street expansion, the operation of the maintenance facility doesn't necessarily match the certification point scale. The fueling and wash facilities operate with open doors which don't lend themselves to the requirements.

Messmer appreciates staff is working at the national level, and feels we should be able to get highly efficient vehicles in our vanpool fleet. She asked about the level of fuel efficiency regarding the purchase of 33 vanpool replacement vans. Lowe said the challenge in purchasing vanpool vans is we get federal dollars and they have to be Buy America Compliant, and the one company that provides 12-passenger compliant vans is GM; and Bud Clary Dealership is the one chosen for the state contract. Freeman-Manzanares said the budget states we'll purchase 38 vanpools this year. Maintenance and Vanpool staff reviewed the list and decided to purchase only 33 vans. We are focused on providing great service and being good stewards of public funds.

Intercity Transit Authority Work Session January 20, 2016 Page 3 of 6

BUS STOP PROJECT UPDATE

Planning Manager, Dennis Bloom, noted a correction to the agenda item #6. Under Section 4 – Background: The last sentence should read, "…over \$1.6 million in bus stop improvements throughout Intercity Transit's service district." Bloom provided an update on Bus Stop Improvements.

Summary of Current Transit Stop Inventory

- 944 bus stops
- 278 stops with shelters
- 105 stops have benches
- 561 bus stop pole/sign

Bus Stop Characteristics

- ADA Compliant
 - o 721 fully accessible
 - o 160 functional
 - o 63 not ADA compliant

Bus Stop Characteristics by Jurisdiction

- 388 in Olympia
- 202 in Lacey
- 116 in Tumwater
- 183 County
- 25 in Yelm
- 30 WSDOT (stops along state highways within the county)

Bloom also reviewed Analysis of Existing Bus Stops; Site Selection Scoring Process; Priorities for Stop Enhancement Funding 2005 – 2016. He noted the cost of enhancements estimated through 2016 is \$1,682,027.

Bloom showed before and after photos of enhanced stops, and land use development examples. He noted the estimated annual cost to maintain a shelter equals \$1,500 per shelter; and the cost for a typical shelter install runs approximately \$16,943. Bloom pointed out other amenity considerations such as solar lighting and bike racks.

An upcoming facilities and stop improvement project to begin in 2016 is at the Tumwater Square Transfer Station. With a CMAQ grant available through the TRPC process, Intercity Transit is partnering with the City of Tumwater to make improvements at this location. The budget: \$31,050 Local, \$198,950 Grant funded. The \$230,000 total budget will make improvements that include increasing the distance for

Intercity Transit Authority Work Session January 20, 2016 Page 4 of 6

on-street bus bays, widening sidewalks, pedestrian bulb outs at cross walks, improving street lighting and additional shelter pads for bikes and riders.

Messmer encourages the jurisdictions to take a look at their design and land use requirements with respect to connectivity. In relation to development of apartments, etc., the distance the public needs to walk to get to a bus stop is prohibitive for some. And it's important to bring this forward early to the attention of the developers, so design can be made clear early on. We want developers to provide convenient, close access to the various bus stops.

BUS/FACILITY CAMERA SYSTEMS OVERVIEW

Freeman-Manzanares provided an overview of Intercity Transit's mobile and facility camera systems and their capabilities.

She said Intercity Transit receives many compliments from the public and law enforcement about our cameras. Footage is used by law enforcement to help solve crimes, and it's helped the agency address frivolous claims and lawsuits. Prior to the camera install, passenger falls accounted for approximately 80% of claims. The cameras assist with bus operator training, and the cameras help the Washington State Insurance Pool in the aftermath of accidents. Having video footage decreases the cost of reconstructing an accident and can help us determine whether the agency is going to fight a lawsuit or attempt to settle.

The Olympia Transit Center (OTC) has 29 cameras, located mostly outside, and with a few located inside the facility.

There are 14 cameras located at the Lacey Transit Center (LTC).

The Pattison Street facility has 14 cameras.

Fixed Route Dispatch located at the Pattison Street facility has the ability to view live footage from the OTC and LTC. Everything is recorded and there is ability to view later on to assist law enforcement.

There is a video screen located at the Supervisors' Counter in the Maintenance facility that allows staff to see people coming onto property.

Operations Supervisor, David Dudek, assisted with providing actual live footage from the various camera locations. He showed seven samples of footage taken from our bus cameras from past incidents that assisted law enforcement in capturing suspects.

Intercity Transit Authority Work Session January 20, 2016 Page 5 of 6

The Martin Way Park-and-Ride expanded in 2011 with the installation of 16 cameras which includes license plate recognition.

Hawks Prairie Park-and-Ride opened in 2013. There are 23 cameras at this location which also includes license plate recognition.

Each coach has ten cameras installed. There are 35 Dial-A-Lift vehicles, each with six cameras installed.

GENERAL MANAGER'S REPORT

December's ridership was 317,332 boardings. For 2015, we finished at 4,283,418 boardings, which is down 4.2% from last year's total.

The Walk N Roll Build-a-Bike open house was successful.

Staff tested a 3-position bike rack. It did not get great reviews from bus operators, siting the rack sticks out too far and into the lane. There is concern that when placing bikes onto or off of the bus the tendency is to step into the next lane, plus the rack covers headlights on the bus. Staff will continue to test racks that come onto the market.

At the January 6 meeting, Freeman-Manzanares talked about hiring a state advocate, and found there is a state advocate for Gordon Thomas Honeywell which is the firm we currently use for our Federal advocates.

AUTHORITY ISSUES

Vice Chair Warner reminded everyone that a new Chair and Vice Chair will be elected at the February 3, 2016, meeting.

Warner reminded everyone about the upcoming Bicycle Commuter Contest taking place the first part of February.

ADJOURNMENT

It was M/S/A by Councilmember Gadman and Citizen Representative Melnick to adjourn the meeting at 7:47 p.m.

INTERCITY TRANSIT AUTHORITY ATTEST

Ryan Warner, Vice Chair

Pat Messmer Clerk of the Board

Date Approved: February 3, 2016

Prepared by Pat Messmer, Recording Secretary/ Executive Assistant, Intercity Transit

PERIOD D	ATES:	12/27/15-1/9)/16 P	AYDATE 1/15/1	6	PERIOD D	ATES:	1/10/16-1/23	/ 16	PAYDATE 1/29/16	
	CODES		PAY PERIOD CHECK NO.	1ST CHECK AMOUNT	1ST TRANSFER AMOUNT		CODES		PAY PERIOD CHECK NO.	2ND CHECK AMOUNT	2ND TRANSFER AMOUNT
3 4	FIT MT		EFT EFT	71,230.47 19,960.48	91,190.95	3 4	FIT MT		EFT EFT	71,327.58 20,051.16	91,378.74
5	A2/35 D3/31		Check Dave 2n Check Dave 2n	1,598.72 1,753.29	0.00 0.00	5	A2/35 D3/31		Check Dave 2nd Check Dave 2nd	3,001.74 2,247.69	0.00
7	HE/37	5	Check Dave 2n	16,105.50	0.00	7	HE/37	2	Check Dave 2nd	293,360.50	0.00
8	TH/39	Taxed Hith	Check Dave 2n	0.00	0.00	8	TH/39	Taxed Hith	Check Dave 2nd	0.00	0.00
9	CC/61	Child Care	⊣fsttter/Brgkmr	384.3		9	CC/61	Child Care	Hfsttter/Brgkmp	384.3	
10 11	GN/08	Garnish	CHECK last	115.38		10 11	GN/08	Garnish	CHECK last	140.14	
12 13	CS/09 CS/09	DSHS ExpertPay	EFT EFT	1,873.18 0.00	1,873.18 0.00	12 13	CS/09 CS/09	DSHS ExpertPay	EFT EFT	1,873.18 0.00	1,873.18 0.00
14	D1/98	D Dan #1		0.020.40	0.020.40	14	D1/00	D Dan #1		0.401.55	0.401.55
14 15	D1/98 D2/97	•	CH WIRE even	9,039.40 15,160.66	9,039.40 15,160.66	14 15	D1/98 D2/97		ACH WIRE every ACH WIRE every		8,431.55 15,171.31
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16	CT/C	0.54.50	Charle -	007.00		16	CT/42		Chorle	007.00	
16 17	GT/63 HS/59	G.Ed.Tuit Health Svos	Check every	227.00 95.00	95.00	16 17	GT/63 HS/59	G.Ed.Tuit Health Svos	Check every ACH Wire every	227.00 125.00	125.00
				,5.50	,0.00				2	.20.00	.20.00
18	DC/97	Vgrd EE	Wire	41,641.07		18	DC/97	Vgrd EE	Wire	42,465.42	
19 20	DC/22 L2/29	Vgrd ER 401k Ln#2	Wire Wire	28,655.86 5,130.18	70,296.93	19 20	DC/22 L2/29	Vgrd ER 401k Ln#2	Wire Wire	29,476.92 5,167.41	71,942.34
20	LN/29	401k Ln #1	Wire	8,881.19	14,011.37	20	LN/29	401k Ln #1	Wire	8,744.08	13,911.49
22	TTL VNGRI	ס	84,308.30			22	TTL VNGRD		85,853.83		
23	LI/02	L&I	EFT Quarterly	27,068.86		23	LI/02	L&I	EFT Quarterly	27,218.07	
20			ET T Quarterry	27,000.00		23	L#02		Erreductiony	27,210.07	
24	MD/51		Check last	1,337.31		24	MD/51	Mch.UnDue		1,337.44	
25 26	MI/52 MS/60	Mac.Inition Payroll Corr		0.00		25 26	MI/52 MS/60	Mac.Inition Payroll Cori	Check last	0.00	
20	GL/11	GTLIfe	I CHECK	0.00		20	GL/11	GTLIfe	CILECK	0.00	
27	TF/				0.00	27	TF/				0.00
28	TF/	Tx.Fr.Benefit	Employer	50.00	0.00	28	TF/	Tx.Fr.Benefit	Employer	50.00	0.00
29	PA/66	Proj.Assist	Check last	487.00		29	PA/66	Proj.Assist	Check last	487.00	
0.1	PN/04 PN/04	PERS EE	EFT	43,604.46	0.00	30	PN/04	PERS EE	EFT	43,953.61	0.00
31 32	TTL PERS	PERS ER	EFT <i>122,913.73</i>	79,309.27	122,913.73	31 32	PN/04 <i>TTL PERS</i>	PERS ER	EFT <i>123,907.08</i>	79,953.47	123,907.08
									.,		
33	R3/20	ICMA Ln#2	WIRE	605.39	0.00	33	R3/20	ICMA Ln#2	WIRE	563.18	0.00
35	RC/24 RI/23	ICMA EE ICMA Roth	WIRE	5,170.30 464.61	464.61	35	RC/24 RI/23	ICMA EE ICMA Roth	WIRE	5,341.10 514.61	514.61
36	RL/21	ICMA Ln#1	WIRE	1,400.15	2,005.54	36	RL/21	ICMA Ln#1	WIRE	1,400.15	1,963.33
37	RR/25	ICMA ER	WIRE	3,122.89	8,293.19	37	RR/25	ICMA ER	WIRE	3,174.58	8,515.68
38	TTL ICMA	<u>10,298.73</u>	10,763.34			38	TTL ICMA	10,479.01	10,993.62		
39	SD/26	457 ST EE	EFT	11,936.64		39	SD/26	457 ST EE	EFT	12,011.96	
40	SR/27	457 ST ER	EFT	7,165.42	19,102.06	40	SR/27	457 ST ER	EFT	7,168.19	19,180.15
41	ST/67	ShTrmDisal	EFT	3,186.43	3,186.43	41	ST/67	ShTrmDisal	EFT	0.00	0.00
42	UC/45	Un COPE	Check 1st	123.00		42	UC/45	Un COPE	Check 1st		
	UA/44	Un Assess	Check last	0.00			UA/44	Un Assess	Check last	609.00	
44	UD/42 UI/41	Un Dues Un Initiatn	Check last Check last	5,589.89 120.00		44	UD/42 UI/41	Un Dues Un Initiatn	Check last Check last	5,647.72 120.00	
45	UT/43	Un Tax	Check last	3,070.20		45	UT/43	Un Tax	Check last	0.00	
46	UW/62	United Way	Check last	484.50		46	UW/62	United Way	Check last	460.50	
40	WF/64	Wellness	Check last	354.00		40	WF/64	Wellness	Check last	351.00	
			2	001.00					2	001.00	
48		lir. Deposit)	ACH Wire eve	446,011.02	446,011.02	48	NET PAY (dir.	Deposit)	ACH Wire every	446,852.37	446,852.37
49	Paychecks	NSEER (tip t	o Treasurer Noti	0.00 ifications)	\$803,644.07	49	Paychecks TOTAL TRANS	SEER (tie to T	reasurer Notificat	3,710.96 ions)	\$803,766.83
49 50	TOTAL PAY	-	LE FREEDOMENT NUL	\$862,513.02	4000,0 11 .07	50	TOTAL PAYR			\$1,143,119.89	4000,700.00
51	GROSS EA	RNINGS:	=	712,562.85	:	51	GROSS EARN	IINGS:	=	726,151.33	
52	EMPR MISC			139,969.93		52 52	EMPR MISC D			406,942.98	
53	EMPR MED	ICARE TAX:		9,980.24		53	EMPR MEDIC.	are IAX:		10,025.58	
54	TOTAL PAY	ROLL*:			\$862,513.02	54	TOTAL PAYR			=	\$1,143,119.89
55				470.004.00		55 54	TOTAL PAYR		NUARY 2016	470 500 00	\$2,005,632.91
56	ACH WIRE	IUIAL		470,306.08		56	ACH WIRE TO	JIAL		470,580.23	

Intercity Transit

Accounts Payable Check Disbursement List

From Date: 12/11/2015 Thru Date: 12/11/2015

Checking Account #: 0040007203

ACCOUNTS PAYABLE WARRANTS

Check #	Check Date	Ref #	Name	Amount	Voided	
00020005	12/11/2015	01405	ADVANCE GLASS INC	\$163.20		
00020006	12/11/2015	01780	AMALGAMATED TRANSIT UNION 1765	\$123.00		
00020007	12/11/2015	01815	AMERICAN CUSTODIAL INC	\$10,055.00		
00020008	12/11/2015	01960	AMERICAN SEATING COMPANY	\$783.47		
00020009	12/11/2015	02320	APPLIED INDUSTRIAL TECHNOLOGIES	\$161.81		
00020010	12/11/2015	02380	ARAMARK UNIFORM SERVICES	\$768.40		
00020011	12/11/2015	02480	ASE SUPPLY INC	\$50.08		
00020012	12/11/2015	02520	ASI-MODULEX	\$1,696.84		
00020013	12/11/2015	02580	ASSOCIATED PETROLEUM	\$433.75		
00020014	12/11/2015	02990	B&B SIGN COMPANY LLC	\$210.68		
00020015	12/11/2015	03610	BLANCHARD ELECTRIC	\$2,725.44		
00020016	12/11/2015	03680	GALLS, LLC	\$887.04		
00020017	12/11/2015	04040	BUD CLARY CHEVROLET	\$56,946.00		
00020018	12/11/2015	04120	BUILDERS HARDWARE CO	\$516.60		
00020019	12/11/2015	05320	CAPITOL CITY PRESS INC	\$819.60		
00020020	12/11/2015	06040	CITY OF LACEY	\$780.40		
00020021	12/11/2015	06120	CITY OF OLYMPIA UTILITIES	\$5,686.58		
00020022	12/11/2015	06205	CJI RESEARCH CORP	\$25,319.00		
00020023	12/11/2015	06220	CLALLAM TRANSIT SYSTEM	\$1,533.60		
00020024	12/11/2015	06610	COMMERCIAL BRAKE & CLUTCH	\$70.28		
00020025	12/11/2015	07150	CROSSROADS COLLISION CENTER	\$3,614.36		
00020026	12/11/2015	07220	CUMMINS INC	\$30,958.61		
00020027	12/11/2015	09660	FERGUSON ENTERPRISES, INC	\$488.45		
00020028	12/11/2015	10660	GILLIG LLC	\$0.00	\checkmark	
00020029	12/11/2015	10660	GILLIG LLC	\$9,900.63		
00020030	12/11/2015	10758	GORDON THOMAS HONEYWELL GOV AFFAIR	\$6,000.00		
00020031	12/11/2015	10820	GRAPHIC COMMUNICATIONS	\$2,242.56		41
00020032	12/11/2015	10990	HANDI-HUT, INC.	\$55,520.00		
00020033	12/11/2015	11615	INDUSTRIAL HYDRAULICS INC	\$8.93		
00020034	12/11/2015	11701	INSLEE, BEST, DOEZIE & RYDER, PS	\$9,898.84		
00020035	12/11/2015	11702	INSPECTORATE AMERICA CORPORATION	\$2,851.54		
00020036	12/11/2015	11765	INTERCITY TRANSIT PETTY CASH	\$597.26		
00020037	12/11/2015	11810	INTERSTATE BATTERY	\$280.54		
00020038	12/11/2015	11905	JANEK CORPORATION	\$701.76		
00020039	12/11/2015	11930	JERRYS AUTOMOTIVE TOWING	\$335.10		
00020040	12/11/2015	13440	LAW LYMAN DANIEL KAMERRER BOGDANOVI	\$580.00		
00020041	12/11/2015	13485	LEMAY MOBILE SHREDDING	\$188.30		
00020042	12/11/2015	13510	LES SCHWAB TIRE CENTER	\$122.52		
00020043	12/11/2015	13555	LIBBY ENVIRONMENTAL, LLC	\$80.00		
00020044	12/11/2015	13740	MAGELLAN BEHAVIORAL HEALTH	\$1,852.20		
00020045	12/11/2015	13750	MAILBOX OF OLYMPIA	\$500.00		
00020046	12/11/2015	14440	MICROFLEX	\$1,305.60		
00020047	12/11/2015	14590	MOHAWK MFG & SUPPLY	\$82.29		
00020048	12/11/2015	14750	MULLINAX FORD	\$516.60		
00020049	12/11/2015	14900	NAPA AUTO PARTS	\$457.53		
00020050	12/11/2015	15090	NELSON TRUCK	\$217.83		
00020051	12/11/2015	15140	NISQUALLY TOWING SERVICE	\$1,598.54		
00020052	12/11/2015	16490	PACIFIC DISPOSAL INC	\$618.74		
00020053	12/11/2015	16595	PACIFIC POWER GROUP LLC	\$10,935.12		
00020054	12/11/2015	16695	PATTISON WATER COMPANY	\$87.80		
00020055	12/11/2015	16765	PETRO CARD	\$30,719.68		
00020056	12/11/2015	16820	PIERCE COUNTY SECURITY	\$14,704.89		
00020057	12/11/2015	16874	PITNEY BOWES RESERVE ACCOUNT	\$500.00		
	12/11/2015	17290	PUGET SOUND ENERGY	\$20,645.99		

12/14/2015 12:53:52 [choosier-CPU-485] © 2015 Fleet-Net Corporation {Vsn: 09.06 [6/18/2015]}

Intercity I ransit

Accounts Payable Check Disbursement List

Checking Account #: 0040007203

ACCOUNTS PAYABLE WARRANTS

From Date: 12/11/2015 Thru Date: 12/11/2015

Check #	Check Date	Ref #	Name	Amount	Voided
00020059	12/11/2015	17391	QUALITY MUFFLER & BRAKE	\$522.24	
00020060	12/11/2015	17392	QUALITY PARKING LOT SERVICES LLC	\$1,256.64	
00020061	12/11/2015	17420	R&R TIRE COMPANY, INC.	\$3,835.20	
00020062	12/11/2015	17505	RAINIER DODGE INC	\$615.26	
00020063	12/11/2015	17560	RE AUTO ELECTRIC INC	\$455.81	
00020064	12/11/2015	17795	ROUTEMATCH SOFTWARE INC	\$40,423.77	
00020065	12/11/2015	17840	SAFELITE AUTOGLASS	\$304.47	
00020066	12/11/2015	17900	SCHETKY NW SALES INC	\$311.96	
00020067	12/11/2015	17965	SEATTLE AUTOMOTIVE DIST.	\$1,453.54	
00020068	12/11/2015	18068	SHINING EXAMPLE INC	\$303.33	
00020069	12/11/2015	18145	SIX ROBBLEES INC	\$167.59	
00020070	12/11/2015	18470	SPORTWORKS NORTHWEST INC	\$710.15	
00020071	12/11/2015	18610	STEPHAN J PARROTT	\$675.00	
00020072	12/11/2015	18648	STORAGELAND LLC	\$6,325.00	
00020073	12/11/2015	18651	STORMANS (LICENSING)	\$95.50	
00020074	12/11/2015	18705	SUNBELT RENTALS	\$452.39	
00020075	12/11/2015	21736	THURSTON COUNTY FOOD BANK	\$250.00	
00020076	12/11/2015	21790	THURSTON COUNTY PUBLIC WORKS	\$165.84	
00020077	12/11/2015	21930	TIRES INC	\$3,257.97	
00020078	12/11/2015	21950	TITUS-WILL CHEVROLET	\$4,088.26	
00020079	12/11/2015	21975	TOSSEY, KATHERINE	\$42.98	
00020080	12/11/2015	21980	TOTAL BATTERY & AUTOMOTIVE SUPPLY	\$127.95	
00020081	12/11/2015	21985	TOTAL FILTRATION SERVICES	\$297.17	
00020082	12/11/2015	22010	TOYOTA OF OLYMPIA	\$98.26	
00020083	12/11/2015	22100	TRANSIT SOLUTIONS, LLC	\$563.63	
00020084	12/11/2015	22325	TTL PARTNERS LLC	\$3,397.00	
00020085	12/11/2015	22420	TUMWATER PRINTING	\$952.88	
00020086	12/11/2015	23400	U S BANK CORPORATE PAYMENT SYSTEMS	\$119,153.12	
00020087	12/11/2015	23405	U S BANK or CORPORATE PAYMENT SYSTEM	\$5,776.17	
00020088	12/11/2015	23410	U S BANK VOYAGER FLEET SYSTEMS	\$25,945.58	
00020089	12/11/2015	23740	USSC LLC	\$1,353.32	
00020090	12/11/2015	23790	VENTILATION POWER INC	\$2,401.06	
00020091	12/11/2015	24000	W W GRAINGER INC	\$1,582.68	
00020092	12/11/2015	24140	WA ST DEPT OF ENTERPRISE SERVICES	\$448.84	
00020093	12/11/2015	24742	WA ST EMPLOYMENT SECURITY	\$23.44	
00020094	12/11/2015	24750	WA ST GET PROGRAM	\$227.00	
00020095	12/11/2015	25130	WALTER E NELSON CO OF WESTERN WA	\$1,506.23	
00020096	12/11/2015	25380	WASHINGTON GARDENS	\$315.52	
00020097	12/11/2015	25858	WESTCARE CLINIC LLC PS	\$414.00	
00020098	12/11/2015	25920	WEYERHAEUSER NR COMPANY	\$13,747.00	
			Total:	\$562,886.73	

Intercity Transit Accounts Payable Check Disbursement List

Checking Account #: 0040007203

ACCOUNTS PAYABLE WARRANTS

From Date: 12/25/2015 Thru Date: 12/25/2015

Check #	Check Date	Ref #	Name	Amount	Voided
00020101	12/25/2015	01305	ACCESS INFORMATION PROTECTED	\$609.52	
00020102	12/25/2015	01405	ADVANCE GLASS INC	\$163.20	
00020103	12/25/2015	01820	AMERICAN DRIVING RECORDS INC	\$452.06	
00020104	12/25/2015	01885	AMERICAN LANDSCAPE SERVICES, LLC	\$3,916.80	
00020105	12/25/2015	01895	AMERICAN PETROLEUM ENVIRONMENTAL S	\$408.08	
00020106	12/25/2015	01960	AMERICAN SEATING COMPANY	\$296.05	
00020107	12/25/2015	02320	APPLIED INDUSTRIAL TECHNOLOGIES	\$351.43	
00020108	12/25/2015	02380	ARAMARK UNIFORM SERVICES	\$772.46	
00020109	12/25/2015	02580	ASSOCIATED PETROLEUM	\$2,100.22	
00020110	12/25/2015	02990	B&B SIGN COMPANY LLC	\$909.00	
00020111	12/25/2015	06060	CITY OF OLYMPIA	\$749.51	
00020112	12/25/2015	06610	COMMERCIAL BRAKE & CLUTCH	\$254.42	
00020113	12/25/2015	07150	CROSSROADS COLLISION CENTER	\$1,478.75	
00020114	12/25/2015	07220	CUMMINS INC	\$0.00	\checkmark
00020115	12/25/2015	07220	CUMMINS INC	\$20,476.38	
00020116	12/25/2015	08780	EMERALD SERVICES INC	\$524.46	
00020117	12/25/2015	09205	EXTENDED RANGE WEATHER CO INC	\$275.00	
00020118	12/25/2015	09575	FASTENAL COMPANY	\$21.98	
00020119	12/25/2015	10180	FREEDMAN SEATING CORPORATION	\$73.20	*)
00020120	12/25/2015	10477	GALLS, LLC	\$507.99	
00020121	12/25/2015	10660	GILLIG LLC	\$0.00	
00020122	12/25/2015	10660	GILLIG LLC	\$19,134.72	
00020123	12/25/2015	10820	GRAPHIC COMMUNICATIONS	\$706.27	
00020124	12/25/2015	11175	HEALTH CARE AUTHORITY	\$332,591.48	
00020125	12/25/2015	11810	INTERSTATE BATTERY	\$97.87	
00020126	12/25/2015	11825	INTRACOMMUNICATION NETWORK SYSTEM	\$2,332.67	
00020127	12/25/2015	11865	ISLAND SUPERIOR AIR FILTER	\$440.80	
00020128	12/25/2015	11905	JANEK CORPORATION	\$544.00	
00020129	12/25/2015	12915	KRXY OLYMPIA BROADCASTERS INC	\$1,500.00	
00020130	12/25/2015	13510	LES SCHWAB TIRE CENTER	\$228.70	
00020131	12/25/2015	13661	LOOMIS	\$416.40	
00020132	12/25/2015	14750	MULLINAX FORD	\$492.43	
00020133	12/25/2015	14760		\$49.96	
00020134	12/25/2015	14900	NAPA AUTO PARTS	\$916.12	
00020135	12/25/2015	15140	NISQUALLY TOWING SERVICE	\$291.33	
00020136	12/25/2015	15217	NORTHWEST EVENT DEOCRATORS	\$285.60	
00020137	12/25/2015	15255	NORTHWEST PUMP & EQUIPMENT	\$605.54	
00020138	12/25/2015	16593	PACIFIC OFFICE AUTOMATION	\$1,404.21	
00020139	12/25/2015	16595	PACIFIC POWER GROUP LLC	\$340.06	
00020140	12/25/2015	16680	PARTSMASTER	\$1,737.74	
00020140	12/25/2015	16765	PETRO CARD	\$58,815.26	
00020141	12/25/2015	16830	PIERCE TRANSIT	\$26,756.91	
00020142	12/25/2015	17505	RAINIER DODGE INC	\$525.89	
00020143	12/25/2015	17560	RE AUTO ELECTRIC INC	\$991.03	
	12/25/2015	17840	SAFELITE AUTOGLASS	\$866.27	
00020145 00020146	12/25/2015	17900	SCHETKY NW SALES INC	\$328.54	
00020148	12/25/2015	17965	SEATTLE AUTOMOTIVE DIST.	\$535.33	
00020147	12/25/2015	18075	SIEGEL OIL COMPANY	\$114.30	
00020148	12/25/2015	18075	SIX ROBBLEES INC	\$380.59	
			SPORTWORKS NORTHWEST INC	\$208.67	
00020150	12/25/2015	18470 18705	SUNBELT RENTALS	\$1,067.52	
00020151	12/25/2015	18705		\$1,067.52	
00020152	12/25/2015	18720			
00020153	12/25/2015	18755		\$408.85 \$4 340 74	
00020154	12/25/2015	21950	TITUS-WILL CHEVROLET	\$4,349.74	

12/21/2015 14:13:30 [choosier-CPU-485] © 2015 Fleet-Net Corporation {Vsn: 09.06 [6/18/2015]}

Intercity Transit Accounts Payable Check Disbursement List

Checking Account #: 0040007203 ACCOUNTS PAYABLE WARRANTS

From Date: 12/25/2015 Thru Date: 12/25/2015

Check #	Check Date	Ref #	Name		Amount	Voided
00020155	12/25/2015	22320	TSS DIGITAL SERVICES INC		\$1,500.00	
00020156	12/25/2015	24742	WA ST EMPLOYMENT SECURITY		\$65.10	×*
00020157	12/25/2015	24750	WA ST GET PROGRAM		\$227.00	
			21 - E - E - E - E - E - E - E - E - E -	Total:	\$495,701.90	

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Intercity Transit

Accounts Payable Check Disbursement List

Checking Account #: 0040007203

ACCOUNTS PAYABLE WARRANTS

Check #	Check Date	Ref #	Name	Amount	Voided
0020160	12/31/2015	01230	A WORKSAFE SERVICE INC	\$400.00	
0020161	12/31/2015	01405	ADVANCE GLASS INC	\$217.60	
0020162	12/31/2015	01780	AMALGAMATED TRANSIT UNION 1765	\$20,971.47	
0020163	12/31/2015	01805	AMB TOOLS AND EQUIPMENT CO INC	\$783.96	
0020164	12/31/2015	02320	APPLIED INDUSTRIAL TECHNOLOGIES	\$78.71	
0020165	12/31/2015	02380	ARAMARK UNIFORM SERVICES	\$761.58	
0020166	12/31/2015	02580	ASSOCIATED PETROLEUM	\$520.63	
0020167	12/31/2015	02825	AUTO PLUS - OLYMPIA	\$213.24	
0020168	12/31/2015	02990	B&B SIGN COMPANY LLC	\$75.09	
0020169	12/31/2015	03610	BLANCHARD ELECTRIC	\$3,633.92	
	12/31/2015	03705	BNSF RAILWAY COMPANY	\$4,335.00	
0020170			BUILDERS HARDWARE CO	\$545.97	
0020171	12/31/2015	04120		\$20.24	
0020172	12/31/2015	05260		\$20.24	
0020173	12/31/2015	05305		\$315.87	
0020174	12/31/2015	05340			
0020175	12/31/2015	05435	CARLSON, SYLVIA	\$10.01 \$18.01	
0020176	12/31/2015	05460		\$18.91 \$650.09	
0020177	12/31/2015	06040		\$659.98	
0020178	12/31/2015	06120		\$4,091.55	
0020179	12/31/2015	06610	COMMERCIAL BRAKE & CLUTCH	\$730.48	
0020180	12/31/2015	07150	CROSSROADS COLLISION CENTER	\$2,294.73	
0020181	12/31/2015	07220	CUMMINS INC	\$5,880.33	
0020182	12/31/2015	08720	ELECTRONIC RESOURCING INC	\$67.52	
0020183	12/31/2015	08780	EMERALD SERVICES INC	\$87.00	
0020184	12/31/2015	08840	EMPLOYER RESOURCES NORTHWEST	\$6,484.87	
0020185	12/31/2015	09805	FLEET PRIDE	\$195.15	
0020186	12/31/2015	10477	GALLS, LLC	\$0.00	
0020187	12/31/2015	10477	GALLS, LLC	\$2,133.44	
0020188	12/31/2015	10607	GENUINE AUTO GLASS	\$619.95	
0020189	12/31/2015	10660	GILLIG LLC	\$0.00	\checkmark
00020190	12/31/2015	10660	GILLIG LLC	\$14,253.33	
00020191	12/31/2015	10863	GRAYS HARBOR TRANSIT	\$220.00	
00020192	12/31/2015	11615	INDUSTRIAL HYDRAULICS INC	\$340.87	
00020193	12/31/2015	11765	INTERCITY TRANSIT PETTY CASH	\$502.83	
00020194	12/31/2015	11810	INTERSTATE BATTERY	\$268.63	
0020195	12/31/2015	12870	KONE INC.	\$512.44	
0020195	12/31/2015	13510	LES SCHWAB TIRE CENTER	\$107.31	
0020190	12/31/2015	13850	MASON TRANSIT AUTHORITY	\$750.00	
0020197	12/31/2015	14160	MCMASTER-CARR SUPPLY CO.	\$134.24	
0020190	12/31/2015	14405	MICHAEL G MALAIER, TRUSTEE	\$346.14	
0020199	12/31/2015	14590	MOHAWK MFG & SUPPLY	\$66.20	
			MOORE & ASSOCIATES INC	\$9,295.74	
0020201	12/31/2015	14613 14750		\$4,826.90	
00020202	12/31/2015	14750		\$988.08	
0020203	12/31/2015	14900	NAPA AUTO PARTS	\$968.08 \$71.21	
0020204	12/31/2015	15140			
0020205	12/31/2015	15269	NORTHWEST TRUCK & INDUSTRIAL INC	\$328.14	
0020206	12/31/2015	16557		\$489.60	
00020207	12/31/2015	16593		\$1,799.99	
00020208	12/31/2015	16595	PACIFIC POWER GROUP LLC	\$513.27	
00020209	12/31/2015	16695	PATTISON WATER COMPANY	\$90.41	
00020210	12/31/2015	16765	PETRO CARD	\$12,719.26	
0020211	12/31/2015	16820	PIERCE COUNTY SECURITY	\$15,323.02	
00020212	12/31/2015	16841	PIONEER FIRE & SECURITY INC	\$253.00	
0020213	12/31/2015	17392	QUALITY PARKING LOT SERVICES LLC	\$1,256.64	

01/08/2016 14:22:11 [choosier-CPU-485] © 2016 Fleet-Net Corporation {Vsn: 09.06 [6/18/2015]}

Intercity Transit Accounts Payable Check Disbursement List

Checking Account #: 0040007203

ACCOUNTS PAYABLE WARRANTS

From Date: 12/31/2015 Thru Date: 12/31/2015

Check #	Check Date	Ref #	Name	Amount	Voided
00020214	12/31/2015	17505	RAINIER DODGE INC	\$464.08	
0020215	12/31/2015	17683	REMIX SOFTWARE INC	\$13,520.00	
0020216	12/31/2015	17840	SAFELITE AUTOGLASS	\$378.72	
0020217	12/31/2015	17900	SCHETKY NW SALES INC	\$825.11	
0020218	12/31/2015	17965	SEATTLE AUTOMOTIVE DIST.	\$1,124.15	
0020219	12/31/2015	18068	SHINING EXAMPLE INC	\$303.33	
0020220	12/31/2015	18160	SKILLINGS CONNOLLY INC	\$3,232.35	
0020221	12/31/2015	18355	SOUND TRANSIT	\$80,520.17	
0020222	12/31/2015	18420	SOUTHGATE FENCE INC	\$367.74	
0020223	12/31/2015	18695	SUMMIT LAW GROUP PLLC	\$756.00	
0020224	12/31/2015	18720	SUPER BEE WHEEL ALIGNMENT	\$208.98	
0020225	12/31/2015	18940	TENNANT COMPANY	\$1,064.83	
0020226	12/31/2015	21610	TETRA TECH INC	\$14,273.61	
0020227	12/31/2015	21660	THERMO KING NORTHWEST	\$2,129.64	
0020228	12/31/2015	21930	TIRES INC	\$12,778.81	
0020229	12/31/2015	21950	TITUS-WILL CHEVROLET	\$311.65	
0020230	12/31/2015	21980	TOTAL BATTERY & AUTOMOTIVE SUPPLY	\$127.95	
0020231	12/31/2015	22010	TOYOTA OF OLYMPIA	\$476.09	
0020232	12/31/2015	22100	TRANSIT SOLUTIONS, LLC	\$455.76	
0020233	12/31/2015	23400	U S BANK CORPORATE PAYMENT SYSTEMS	\$76,856.28	
0020234	12/31/2015	23660	UNITED WAY OF THURSTON COUNTY	\$1,421.50	
0020235	12/31/2015	23755	VALLEY FREIGHTLINER	\$516.82	
0020236	12/31/2015	24000	W W GRAINGER INC	\$157.46	
0020237	12/31/2015	24305	WA ST DEPT OF L & I SAFETY & HEALTH	\$1,200.00	
0020238	12/31/2015	24750	WA ST GET PROGRAM	\$227.00	
0020239	12/31/2015	25275	WASHINGTON ASSOC OF PUBLIC RECORDS	\$100.00	
0020240	12/31/2015	25858	WESTCARE CLINIC LLC PS	\$1,264.00	
			Total:	\$336,982.14	

Intercity Transit

Accounts Payable Check Disbursement List

Checking Account #: 0040007203

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ACCOUNTS PAYABLE WARRANTS

From Date: 12/31/2015 Thru

Thru	Date:	12/31/2015
1111.04	Date.	1210112010

Check #	Check Date	Ref #	Name	Amount	Voided		
00020242	12/31/2015	01305	ACCESS INFORMATION PROTECTED	\$360.05			
00020243	12/31/2015	01733	ALPHA GRAPHICS	\$172.67			
00020244	12/31/2015	01815	AMERICAN CUSTODIAL INC	\$10,055.00			
00020245	12/31/2015	01820	AMERICAN DRIVING RECORDS INC	\$209.74			
00020246	12/31/2015	02060	AMERISAFE	\$53.86			
00020247	12/31/2015	02320	APPLIED INDUSTRIAL TECHNOLOGIES	\$188.12			
00020248	12/31/2015	04040	BUD CLARY CHEVROLET	\$227,879.00	×.		
00020249	12/31/2015	05220	CAPITAL ÉLECTRIC INC	\$369.91			
00020250	12/31/2015	06120	CITY OF OLYMPIA UTILITIES	\$2,576.00			
00020251	12/31/2015	07150	CROSSROADS COLLISION CENTER	\$2,539.83			
00020252	12/31/2015	07220	CUMMINS INC	\$14,147.61			
00020253	12/31/2015	1 0477	GALLS, LLC	\$2,164.04			
00020254	12/31/2015	10660	GILLIG LLC	\$0.00	\checkmark		
00020255	12/31/2015	10660	GILLIG LLC	\$10,899.33			
00020256	12/31/2015	10758	GORDON THOMAS HONEYWELL GOV AFFAIR	\$6,000.00			
00020257	12/31/2015	10820	GRAPHIC COMMUNICATIONS	\$100.10			
00020258	12/31/2015	11498	IBI GROUP, US	\$13,653.53			
00020259	12/31/2015	11810	INTERSTATE BATTERY	\$110.92			
00020260	12/31/2015	12870	KONE INC.	\$512.44			
00020261	12/31/2015	13440	LAW LYMAN DANIEL KAMERRER BOGDANOVI	\$420.80			
00020262	12/31/2015	13485	LEMAY MOBILE SHREDDING	\$61.80			
00020263	12/31/2015	13661	LOOMIS	\$402.57			
00020264	12/31/2015	15140	NISQUALLY TOWING SERVICE	\$582.66			
00020265	12/31/2015	16490	PACIFIC DISPOSAL INC	\$629.86			
00020266	12/31/2015	16765	PETRO CARD	\$28,224.48			
00020267	12/31/2015	17290	PUGET SOUND ENERGY	\$20,548.00			
00020268	12/31/2015	17505	RAINIER DODGE INC	\$553.69)		
00020269	12/31/2015	17560	RE AUTO ELECTRIC INC	\$297.25	i		
00020270	12/31/2015	17900	SCHETKY NW SALES INC	\$192.33	i		
00020271	12/31/2015	17965	SEATTLE AUTOMOTIVE DIST.	\$345.42			
00020272	12/31/2015	18160	SKILLINGS CONNOLLY INC	\$15,274.81			
00020273	12/31/2015	18470	SPORTWORKS NORTHWEST INC	\$47.76	5		
00020274	12/31/2015	21950	TITUS-WILL CHEVROLET	\$929.98	}		
00020275	12/31/2015	23410	U S BANK VOYAGER FLEET SYSTEMS	\$27,917.36	5		
00020276	12/31/2015	24040	WA ST CONSOLIDATED TECHNOLOGY SERVI	\$124.25	5		
00020277	12/31/2015	24740	WA ST EMPLOYMENT SECURITY DEPARTME	\$1,199.00)		
00020278	12/31/2015	25380	WASHINGTON GARDENS	\$451.52	2		
00020279	12/31/2015		WESTCARE CLINIC LLC PS	\$85.00)		
				\$390,280.6	9		

Intercity Transit Accounts Payable Cash Requirements

Div #	Reference #	Tr Cd	Due Date	Discount Date	Discount Amount	Invoice Amount	Payment Amount	Vendor Total	Sp Ck	Cash Required
	11775 INTERCITY TRA		ELLNESS							
00	S272167	DI	12/31/2015			1,559.97	1,559.97	1,559.97		1,559.97
00	S287538	DI	12/31/2015			1,018.50	1,018.50	2,578.47		2,578.47

Intercity Transit

Accounts Payable Cash Requirements

Div #		Reference #	Tr Cd	Due Date	Discount Date	Discount Amount	Invoice Amount	Payment Amount	Vendor Total	•	Cash Required
	06270	CLAUS, DIANA									
00	2015	NOV-DEC	DI	12/31/2015			46.63	46.63	46.63		46.63
	08005	DIRITO CHRISTIN	NE								
00	09/18	3/2015	DI	12/31/2015			80.27	80.27	80.27		126.90
	11308	HOFSTETTER SH		N							
00	12/3 ⁻	1/15	DI	12/31/2015			192.30	192.30	192.30		319.20
	11355	HOOSIER, CARO	DL								
00	2015	MILEAGE	DI	12/31/2015			336.49	336.49	336.49		655.69
	11740	INTERCITY TRAN			/EL						
00	09/20	015	DI	12/31/2015			272.00	272.00	272.00		927.69
	11750	INTERCITY TRAN	ISIT EX	EC IMPREST A	CCOU						
00	2015	DEC	СМ	12/31/2015			-1,584.60	-1,584.60	-1,584.60		-656.91
00	2015	DEC	DI	12/31/2015			2,492.50	2,492.50	907.90		1,835.59
	11760	INTERCITY TRAN	ISIT IMI	PREST ACCOU	INT						
00	2015	DEC	DI	12/31/2015			709.50	709.50	709.50		2,545.09
	11770	INTERCITY TRAN		OJECT ASSIS	TANCE						
00	2015	DEC	DI	12/31/2015			1,461.00	1,461.00	1,461.00		4,006.09
	11775	INTERCITY TRAN	NSIT WE	ELLNESS							
00	2015	DEC	DI	12/31/2015			1,047.00	1,047.00	1,047.00		5,053.09

Intercity Transit Accounts Payable Cash Requirements

Div #	Reference #	Tr Cd	Due Date	Discount Date	Discount Amount	Invoice Amount	Payment Amount	Vendor Total	Sp Ck	Cash Required
(05105 CALQUHOUN, C	BREG								
00	11/29-12/4/15	DI	12/25/2015			1,234.20	1,234.20	1,234.20		1,234.20
(08005 DIRITO CHRIST	INE						100		
00	12/2/2015	DI	12/25/2015			57.10	57.10	57.10		1,291.30
	11308 HOFSTETTER S	HANNO	N							
00	12/18/15	DI	12/25/2015			192.30	192.30	192.30		1,483.60
	11740 INTERCITY TRA	NSIT AD	VANCED TRAV	ΈL						
00	12/2015	DI	12/25/2015			2,987.34	2,987.34	2,987.34		4,470.94

Intercity Transit

Accounts Payable Cash Requirements

Div #	Reference #	Tr Cd	Due Date	Discount Date	Discount Amount	Invoice Amount	Payment Amount	Vendor Total	Sp Ck	Cash Required
	11308 HOFSTETTER SH		N							
00	12/4/15	DI	12/11/2015			192.30	192.30	192.30		192.30
	11355 HOOSIER, CARO	OL								
00	03369D	DI	12/11/2015			173.91	173.91	173.91		366.21
	11760 INTERCITY TRAN	ISIT IM	PREST ACCOU	NT						
00	12/07/15	DI	12/11/2015			961.08	961.08	961.08		1,327.29
	11785 INTERNATIONAL	ASSO	CIATION OF MA	CHINIS						
00	2015DEC	DI	12/11/2015			2,662.12	2,662.12	2,662.12		3,989.41
	11925 JENKINS SHANN	NE				2				2
00	2015 DEC MILEAGE	DI	12/11/2015			90.49	90.49	90.49		4,079.90

Intercity Transit

Accounts Payable Check Disbursement List

From Date: 01/22/2016

Checking Account #: 0040007203

ACCOUNTS PAYABLE WARRANTS

Thru Date: 01/22/2016

Check #	Check Date	Ref #	Name	Amount	Voided		
00020241	1/22/2016	23405	U S BANK or CORPORATE PAYMENT SYSTEM	\$434.27			
00020280	1/22/2016	01780	AMALGAMATED TRANSIT UNION 1765	\$123.00			
00020281	1/22/2016	04040	BUD CLARY CHEVROLET	\$57,136.00			
00020282	1/22/2016	05340	CAPITOL COURIER SERVICE	\$365.75			
00020283	1/22/2016	06060	CITY OF OLYMPIA	\$1,736.75			
00020284	1/22/2016	06760	COMMUNITY TRANSPORTATION ASSOC NW	\$400.00			
00020285	1/22/2016	09205	EXTENDED RANGE WEATHER CO INC	\$275.00			
00020286	1/22/2016	09820	FLEET-NET CORP	\$5,238.72			
00020287	1/22/2016	10660	GILLIG LLC	\$553.23			
00020288	1/22/2016	16873	PITNEY BOWES GLOBAL FINANCIAL SERV LL	\$228.48			
00020289	1/22/2016	16874	PITNEY BOWES RESERVE ACCOUNT	\$600.00			
00020290	1/22/2016	18610	STEPHAN J PARROTT	\$675.00			
00020291	1/22/2016	21640	THE BUS COALITION	\$500.00			3
00020292	1/22/2016	21760	THURSTON COUNTY COMMUNICATIONS	\$43,002.82			
00020293	1/22/2016	21880	THURSTON REGIONAL PLANNING COUNCIL	\$9,372.25			
00020294	1/22/2016	22325	TTL PARTNERS LLC	\$3,397.00			
00020295	1/22/2016	24750	WA ST GET PROGRAM	\$227.00			
00020296	1/22/2016	25580	WASHINGTON STATE TRANSIT INSURANCE	\$1,065,351.00			
00020297	1/22/2016	26405	XIOLOIX LLC	\$3,786.24	2		
			Total:	\$1,193,402.51			

Intercity Transit Accounts Payable Cash Requirements

Div #	Reference #	Tr Cd	Due Date	Discount Date	Discount Amount	Invoice Amount	Payment Amount	Vendor Total	Sp Ck	Cash Required
	11308 HOFSTETTER S	SHANNON	4		×					
00	01/15/16	DI	1/22/2016			192.30	192.30	192.30		192.30
	11785 INTERNATIONA	L ASSOC	IATION OF M	ACHINIS						
00	2016JAN	DI	1/22/2016			2,702.25	2,702.25	2,702.25		2,894.55

TRPC Members & Representatives

City of Lacey Virgil Clarkson

City of Olympia Nathaniel Jones

Citv of Rainier Everett Gage

City of Tenino pending

City of Tumwater Tom Oliva

City of Yelm Robert Isom

Confederated Tribes of the **Chehalis Reservation** Amy Loudermilk

Nisqually Indian Tribe Heidi Thomas

Town of Bucoda Alan Vanell

Thurston County Sandra Romero

North Thurston Public Schools Chuck Namit

Olympia School District pending

Intercity Transit Karen Messmer

LOTT Clean Water Alliance Cynthia Pratt

Port of Olympia pending

PUD No. 1 of Thurston County Russell Olsen

Associate Members

Economic Development Council of Thurston County Michael Cade

Lacey Fire District #3 Gene Dobry

Puget Sound Regional Council Vacant

The Evergreen State College Jeanne Rynne

Timberland Regional Library Bill Wilson



PRE-AGENDA Friday, February 5, 2016 8:30 a.m. - 11:00 a.m.

The TRPC pre-agenda provides our members the opportunity to review the topics of the upcoming TRPC meeting. This information is forwarded in advance to afford your councils and boards the opportunity for discussion at your regular meetings. This will provide your designated representative with information that can be used for their participation in the Regional Council meeting. For more information, please visit our website at www.trpc.org.

Consent Calendar

ACTION

These items were presented at the previous meeting. They are action items and will remain on consent unless pulled for further discussion.

- a. Approval of Minutes January 8, 2016
- b. Approval of Vouchers
- c. 2015 Financial Report

Mobile Integrated Healthcare Programs

PRESENTATION

Many fire service agencies are experiencing dramatic increases in the volume of medical incident responses. Changes in healthcare legislation and insurance, increases in homelessness, a lack of adequate mental and behavioral health resources within the community, along with a general growth in population are all believed to be contributing factors. This presentation will summarize the evaluation and planning work that has already been conducted by Lacey Fire District 3 and the Olympia Fire Department, in partnership with Medic One, and identify strategies for future pilot programs that could be conducted locally to help address these healthcare system issues.

TRPC 2016 Meeting Calendar

ACTION

ACTION

Council Members will review and approve the 2016 Meeting Calendar.

Appointment of Executive Director's Evaluation Committee The chair will appoint Council Members to the Executive Director Evaluation Committee.

Zero Net Loss of Farmland

INFORMATION / DISCUSSION The Council and the Sustainable Thurston Plan called for protection of agricultural lands. Staff will report on a regional forum that suggested various strategies.

2016 Legislative Session

Staff will provide additional information on issues of potential interest to the Council that require state legislative assistance and support.

2016 Officer Elections

If February each year, Regional Council Members hold elections for Chair, Vice-chair and Secretary for a one-year term.

Report from Outside Committee Assignments

Member Check In

Executive Director's Report

ACTION

DISCUSSION

INFORMATION

DISCUSSION

INFORMATION

Minutes INTERCITY TRANSIT CITIZEN ADVISORY COMMITTEE January 11, 2016

CALL TO ORDER

Chair VanderDoes called the January 11, 2016, meeting of the Citizen Advisory Committee (CAC) to order at 5:30 p.m. at the administrative offices of Intercity Transit.

Members Present: Chair Victor VanderDoes; Vice-Chair Jan Burt; Kahlil Sibree; Billie Clark; Sue Pierce; Denise Clark; Leah Bradley; Quinn Johnson; Ursula Euler; Jonah Cummings; Ron Hughes; Joan O'Connell; Ariah Perez; Carl See; Michael Van Gelder; and Walter Smit.

Absent: Mitchell Chong; Julie Hustoft; Charles Richardson; and Lin Zenki.

Staff Present: Laura Lowe; Ann Freeman-Manzanares; and Nancy Trail.

APPROVAL OF AGENDA

It was M/S/A by VAN GELDER and EULER to approve the agenda.

INTRODUCTIONS

VanderDoes introduced Authority member, BUD BLAKE.

VanderDoes introduced new Citizen Advisory Committee members RON HUGHES; JOAN O'CONNELL; WALTER SMIT; AND JONAH CUMMINGS. Each provided a brief self-introduction and identified what they bring to the committee.

MEETING ATTENDANCE

- A. January 20, 2016, Work Session Denise Clark
- B. February 3, 2016, Regular Meeting Julie Hustoft
- C. February 17, 2016, Work Session Leah Bradley

APPROVAL OF MINUTES

It was M/S/A by VAN GELDER and CLARK, D. to approve the minutes of the November 16, 2015 meeting.

CONSUMER ISSUES

• *Cummings* – using the bus to get to work on the weekends and buses running earlier/later on the weekends.

NEW BUSINESS

Intercity Transit Citizen Advisory Committee January 11, 2016 Page 2 of 10

A. LOCAL CLIMATE CHANGE/CLEAN ENERGY SURVEY RESULTS – (*Tom Crawford*) Crawford identified himself as a member of the Thurston Climate Action team. In 2008 he and other community activists determined they could make a difference in our communities in issues surrounding climate change. The group incorporated in 2009, and wrote a grant proposal for funds through WSU. The team has collaborated with the EDC to obtain funding for energy efficiency work in 500-600 homes. The result is bringing down greenhouse gas emissions associated with less energy use. Their efforts include helping local jurisdictions with zoning electric vehicle charging stations; collaborating in hosting educational events; and greenhouse gas inventory where climate changing greenhouse gases are coming from. The team thinks collaboratively about the kinds of things that would make most sense to bring down greenhouse gas emissions.

See arrived.

Crawford explained the team conducted a community survey in June that was scientifically based, and found broad support for local renewable energy along with the willingness to pay for those efforts. They are currently working with Thurston thrives.

Crawford shared some background on understanding where climate change, global warming and greenhouse gases are coming from in our communities. The leading causes are on-road vehicles and the built environment. He indicated the 'built environment' consists of the light and heat we use in our homes and office buildings. Working with TRPC they set targets and recommendations for specific actions addressing those issues. There is an Intergovernmental panel on climate change that provides global figures on where we are and what we need do about it. The trend doesn't seem to be going up, but is leveling out.

Crawford indicated there are significant benefits for the doing the work. People can save money on transportation and energy and new jobs can be created in our communities. For example, if people get in the habit of riding bikes and riding the bus there are real health benefits associated with that the healthier the community will be. The team wanted to find out what can be done to bring down greenhouse gas emissions in the community. Since Thurston Energy had lost a significant amount of funding the EDC took them under their wing, but they still don't have staff to get around in the community. The team believed if they could expand the energy efficiency to rental units that would make an impact. He indicated promoting solar installations; building out electric vehicle infrastructure; expanding commute trip reduction; farmers transportation cooperation; incentives for efficient vehicles; getting people using less gas; and transportation management are all promising areas for work. As an example he used the Hawks Prairie areas need for transit and that trying to find some creative solutions to provide service. Community education and engagement will be very important with how climate change relates to daily lives and how to make improvements in doing so.

Bradley arrived.

Crawford stated the survey work was funded by Thurston County and LOTT; and included partnerships among faculty at St. Martin's; SPSCC; and TESC. The team pulled community agencies together to test some draft questions and get their thoughts on what would work. They hired students from some of the colleges to make the calls.

Intercity Transit Citizen Advisory Committee January 11, 2016 Page 3 of 10

Crawford provided the categories including community and environment; climate change; and renewable energy. Participants were asked a series of questions regarding actions they might support. They were asked if they considered energy efficiency in the purchase of their current home, and if it might be a consideration in their next home. Participants were asked to provide demographics on age; gender; income; education etc. to understand the differences in responses.

Crawford reported for quality of community life 23% responded excellent; and 58% responded good. Respondents indicated the top community concerns were traffic; population growth; homelessness; and growth management. The top environmental issue was water quality. The responses to Climate Change include 85% believe people affect the climate; 79% believe climate action is important; and 77% believe inaction will lead to serious local problems.

Crawford indicated most responses to Clean Energy motivations to take action on renewable energy and energy conservation were overwhelmingly positive. The top responses were improved health; protecting future generations; creating jobs; and saving money. People are beginning to think of this in broad terms. The top actions on Clean Energy to promote renewable energy and conservation were home energy; walking; biking; clean energy business; and making sure they are offered county wide. Transit was also an important category.

Crawford reviewed a map breaking down the responses around what programs participants wanted to see by zip code. Improving local transit options was strongest in 98506 and 98513. Promoting walking and biking was strongest in 98506; 98597; and 98513. The size of the pie chart represents the actual population in the zip code. Crawford indicated responses to the attitudes on improving transit options provided no significant differences by age; income level; geography; gender; and education. Politically 95% of liberals agree compared to 70% of conservatives.

Crawford indicated in terms of financing or willingness to pay 69% responded they were willing to pay \$10/year; and 63% were ok with increase in sales; utility; or property tax.

Crawford concluded by relaying residents feel positively about quality of community life; are concerned about climate change and its local effects; favor county-wide coordinated action; including improved transit; would support clean energy programs with money; and are receptive to small tax increases. He indicated there are policy opportunities for the agency and asked that when considering decisions about routing of buses or new routes does to weigh the increase or decrease against the use of renewable energy and energy efficiency; and factor in the impact on greenhouse gas emissions. Crawford stated the team is collaborating with other agencies on putting a county-wide clean energy program together.

Sibree arrived.

Crawford answered questions.

Intercity Transit Citizen Advisory Committee January 11, 2016 Page 4 of 10

Euler – inquired about transportation funding districts.

Freeman-Manzanares – responded there are several different ways to fund them. Staff has talked to the city of Lacey about this happening in the Hawks Prairie area. They keep coming back saying they want Intercity Transit to provide the service. The agency would like to but funding is an issue. Staff will have more conversations about the situation.

Euler - indicated she was involved in the formation of Tumwater's.

Freeman-Manzanares – there are transportation benefit areas established by jurisdictions. We have seen the formation of two locally. Tumwater's is sale tax based. The City of Olympia is a charge on vehicle tabs. Districts can also be formed by groups of business or an individual business to provide their own transportation.

VanderDoes – asked if any responses included water volume as an issue – a lot of the world is having trouble just having water.

Crawford – stated some of the water quality responses were water shortage; drought; pollution, runoff; and groundwater.

Clark, D. – asked if the group surveyed around 400 people.

Crawford - responded yes.

Blake - added out of 260,000.

Johnson - asked if there was any correlation of location to sea level rise.

Crawford – responded they looked at zip codes in south county and north county and didn't see very much difference which surprised them.

Smith – inquired if there was any correlation between people who weren't willing to pay or did not think it was an issue at all and where they got their information about climate change.

Crawford – indicated they asked people to provide specific sources, but it was difficult to sort that out, since people could use different terms for the same source. They did not do a correlation on what they were willing to pay.

See - asked if there have been similar efforts in other counties.

Crawford – indicated he was not aware of any but wouldn't be surprised if there was.

Freeman-Manzanares – transportation is a player when talking about water and run off. We could focus on tying that together in a way that is more meaningful to the community.

Intercity Transit Citizen Advisory Committee January 11, 2016 Page 5 of 10

Blake – asked if they have had an opportunity to go out and do a second survey to validate these numbers.

Crawford – indicated as they get closer to narrowing down what the program will look like and when they have more specifics to offer people they might want to go out for another survey.

Blake – asked if the survey is available online so people can see the questions.

Crawford – responded it is located at <u>www.thrustonclimateaction.org</u> under resources. It includes the report, questionnaire and methodology with cross-tabs.

Perez – asked if the survey was given to anyone under 18.

Crawford – indicated they only surveyed 18 and over, but maybe in the next survey they might be able to address that age group.

B. 2016 PROCUREMENT PLAN (*Laura Lowe*) Lowe introduced herself as the procurement manager and indicated she would provide an overview of what her department would be working in 2016. She said a lot of things are already being tackled in the first quarter. When using public money we look at awarding through a competitive process. Her department assists in writing procurement and contract documents. They work with other departments to schedule all the projects so they work for the agency. Procurement works with all departments and on varying projects including uniforms; security services; janitors; landscaping; cameras; printed transit guides; software licenses; legal services; lobbyist in WA DC; website maintenance and many others. The work includes bidding; renewing; and managing.

Lowe indicated in terms of vehicles for staff use, procurement will purchase an electric vehicle and station wagon for staff use. Procurement staff is also doing a large vanpool replacement project including 33 vans. The agency uses a lot of federal money to buy vans. Staff is looking at Dial-A-Lift vehicle replacement and also a truck for the facilities folks who maintain bus stops.

Lowe relayed information on the Transit Signal Prioritization project and that staff is working with local jurisdictions within the county on 2 corridors. The technology will hold a signal when a bus gets close if no EMS vehicle is near. The Authority recently approved the equipment order.

Lowe explained the agency typically focuses on bus stop enhancements every year. This year we are looking at approximately 40 stops. They are currently in design phase. Staff has hired an engineering firm and will put the project out to bid for construction soon. Staff is also looking at two different camera projects.

Lowe discussed the customer survey project for vanpool and Dial-A-Lift, and also a market segmentation study. There is a community conversations project moving forward soon that was grant funded to hold a conversation that will identify what people want us to look like in the future and what they are willing to fund. Staff is hoping the CAC will assist with this

Intercity Transit Citizen Advisory Committee January 11, 2016 Page 6 of 10

process along with chambers of commerce; EDC; schools; etc. so the agency gets a broad sweep of information.

Lowe indicated staff is in the process of implementing a new phone system. They are also working on installation of new hot water heater; HVAC; and interior painting at the Amtrak station; engineering of new HVAC and interior and exterior painting at Pattison; and installation of new HVAC at OTC. The agency will be buying more solar lights to go in the bus shelters. In maintenance staff is overseeing a project that will cover one of the pits and turn it into a lift. This will provide maintenance another bay to work on buses.

Staff is working on two large projects – one at the OTC to construct a second building to house administrative staff which will have conference rooms, and provide space for Greyhound. Currently staff is working on utility relocation. The agency will hire a very skilled project manager to work with entities and get permits going. The other large project is installation of the new underground storage tanks at Pattison. Recently staff completed a development agreement with the City of Olympia which was approved in December. Shortly thereafter staff went back in with a conditional use permit in late December. Staff is hoping to put it out for bid in May and hopefully have it done before the weather turns. There will be six new tanks, a new fuel canopy, and a lot of parking for buses and vanpools.

Lowe answered questions.

Burt – asked if the six new tanks are replacing the existing tanks or if it is an increase in volume.

Freeman-Manzanares - indicated it is an increase.

Lowe – added the old tanks will be decommissioned.

VanderDoes - asked if staff has to bid the decommissioning.

Lowe – responded yes. It will be bid competitively.

Freeman-Manzanares – If the project is \$10k or more, it is formally advertised as a bid, proposal and/or qualifications based. Anything over \$25k goes to the authority for approval.

VanderDoes - asked if the \$10k or \$25k is pursuant to a WAC.

Freeman-Manzanares - indicated it's an Intercity Transit policy.

Lowe – added when the economy is soft the agency gets good bids. The state amount is \$10k.

Perez - asked if Greyhound helping.

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Freeman-Manzanares – indicated they have been interested in joining us at the OTC for a long time. The conversations started 21 years ago, and we didn't have enough grant funds to include them.

Perez - asked if the agency is hiring out the painting project or asking for volunteers.

Lowe - responded the agency hires professionals with insurance, etc.

See – asked if the passage of new transportation funding at the federal level changes the grant process?

Freeman-Manzanares – indicated FTA hasn't released available grant processes as yet but she is hopeful it will provide more opportunities for the agency. The agency worked with the Bus Coalition and APTA to get those discretionary dollars back and it looks like it replaces about 60% of what was lost.

Freeman-Manzanares – added that one of the reasons we include telephone numbers on the agenda items is so members can contact staff. She indicated members can always contact her or Nancy.

Blake – asked if there is audit oversight function.

Freeman-Manzanares – the agency has some contracts administered by the procurement division and then there are some that are farmed out to other departments. Procurement is the go-to group when there are contractual issues. In some instances accounting provides that function. Then there is always have a secondary check because FTA comes in and audits our projects with a fine tooth comb and the state also audits the agency on an annual basis.

Blake - added this ensures taxpayer funds are used appropriately.

Lowe – added all procurement staff came from state agencies and have a lot of experience.

C. DISCOUNTED BUS PASS PROGRAM (*Ann Freeman-Manzanares*) Freeman-Manzanares stated this is the fifth year of the Discounted Bus Program. The Authority established the program at a time when agencies serving low income populations were taking budget hits. By offering bus passes, it provides transportation at half the cost. Initially the Authority set the level at \$200k meaning the agency would forego up to \$100k in revenue. There is the potential that some of those passes would not be purchased if not for the program. This is the first year that the applications exceeded the initial limit. The agency has received \$260k in applications to date, so staff brought it back to the Authority to request an increase in funding for the program. The Authority raised the amount to \$300k. At this point there is \$39k left in the program. Although there is a due date, it is a rolling application. The attachment provides a list of recipients. If there is an organization you would like us to add please let us know. The goal is to use the \$300k to serve the community and make sure their transportation needs are met.

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Freeman-Manzanares answered questions.

Perez – asked how staff knows they're reaching all the people.

Freeman-Manzanares – indicated we don't know that we are reaching all of the organizations that could use it. Staff has an ever growing list and distributes through the United Way as well. If the CAC knows of an organization that might qualify and might be interested, send them our way. Or let us know and we'll reach out to them.

Perez – asked if she could connect groups in need at her school.

Freeman-Manzanares – responded that Olympia High School has participated for a number of years. Staff has a connection with the PIO for the North Thurston school district and tries to get the information out through that avenue as well as others. Please let us know if there is someone you think we should get in touch with.

CONSUMER ISSUES

- *Cummings* indicated it might be worthwhile for the agency to look at the ridership data for the 48 and 49, early morning, during the weekend, to see whether or not it would make sense to offer an earlier bus. If it doesn't look like it would be cost effective, then finding a way to reach out to businesses, etc.
- *VanderDoes* indicated he recently saw a strobe light attached to a bus stop which caught him off guard.

Freeman-Manzanares – responded during this time of year the number of people that are missed at stops increases. It is one of the things we work very hard to figure out. We don't want to miss a single passenger but it's very dark and frequently, people are wearing dark clothes. The OTC gives out the blinking lights, and recommend riders use lights on their phones to make sure operators can see them. The agency has installed solar lighting at many stops, but they don't work everywhere due to canopies of trees. It is too expensive to electrify them. The Hawks Prairie Park & Ride is experimenting with LED motion lights now.

Smit – indicated he caught the bus at 7:00 am this morning wearing dark colors, but always carries a small flash light and hasn't had a bus miss him. Smit asked if any of the solar panels had been stolen.

Freeman-Manzanares – responded she didn't believe any had ever been stolen but she would check into it and report back.

REPORTS

• *Clark, B.* – provided the report from the November 18, 2015, Work Session indicating there were some very informative presentations.

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• *Euler* – provided the report from the December 2, 2015, Regular Meeting indicated the ITA was very supportive of the Discounted Bus Pass program and trying to get as much participation as possible. Sales tax was doing really well and the trend has continued, reminded us that there is a Legislative Conference in DC.

Freeman-Manzanares – indicated APTA hosts a variety of conferences for transit agencies including the Legislative conference. Normally elected officials from the Authority attend so they can talk with the elected's in DC. This year they will talk about the new federal transportation legislation, and what our agencies needs are. Last year attendees met with Senator Moran from Kansas. Typically they only meet with their local agencies, but he is a natural advocate of our agency because the DAL vehicles are built in Kansas. Last year staff needed to do a lot of educating because of the MAP-21 funding issues and the impact possibly requiring a reduction of service. APTA also hosts a board member seminar and they talk about governance, and policy development. And, they have a CEO conference in February that she attends where they talk about transit management, legislation and regulations, etc. One of the things that we've done in the past is made spots available for CAC members to attend the WSDOT transportation.

- *Burt* provided the report from the January 6, 2016, Regular Meeting and recommended CAC members go to the website to review the action items beforehand. The ITA approved three purchases including 33 new vanpool vans; 3 high performance servers; and towing services. New staff members were introduced and one promotion; and we got the bike shop invitation. Burt noted that she submitted the build a bike program as a benefactor of a fundraising program at the agency she works for.
- Freeman-Manzanares provided the General Manager's report and invited everyone to the new Bike Shop Open House, noting the location encourages people to volunteer. February is the time the Authority receives new members as they bid farewell to Joe Baker from the city of Yelm. There may be some shake up at the County Commissioner's as well. At the last board meeting Freeman-Manzanares spoke to the authority about hiring a state advocate. Last year a piece of legislation made it through the House for additional local options. It did not get into the combined bill. The agency needs some additional assistance, but it will be a small contract because it is a short session. She relayed information on a recent meeting with Senator Patty Murray's aid held here at Intercity Transit. Freeman-Manzanares invited some General Manager's from agencies to the south and the Olympic Peninsula. Schedules are difficult for these individuals and if Senator Murray wants to visit they need to know the agency can get a meeting organized on the fly. Staff executed a Development Agreement with the City of Olympia which is actually part of the larger project at the Pattison Street facility. The agency has worked on another grant for the Bikes in PE project. Tumwater school district had the highest rate of accidents and this teaches teachers to teach safe bike riding. Staff is trying to coordinate with NTSD and OSD to expand the program. Travel Training is going off in an expanded way working to assist a Korean group who meets at the Lacey Community Center. Staff is venturing out into non English speaking audiences. She shared an email she received lauding the praises of the Jingle Bus; and indicated sales tax for November came in at 9.27%.

Pierce – inquired about the status of new website.

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Freeman-Manzanares- indicated it wasn't functioning as we had hoped so it was taken down for more work and the old website put backup. Staff hopes to have the new site online in the next few weeks.

Clark, B. – relayed that recently she was waiting for fixed route at the OTC and a ramp wasn't working so they sent the Jingle Bus to her home.

Bradley – remarked she has recently been busing to Everett and it has made her really appreciates our drivers.

NEXT MEETING: February 8, 2016, a week earlier in observance of the Presidents' Day holiday.

ADJOURNMENT

It was M/S/A by PIERCE and EULER to adjourn the meeting at 7:25 pm.

Prepared by Nancy Trail G:\Share\CAC\Minutes\2016\20160111\20160111Minutes.docx

INTERCITY TRANSIT AUTHORITY AGENDA ITEM NO. 7-A MEETING DATE: February 3, 2016

- FOR:Intercity Transit AuthorityFROM:Emily Bergkamp, Dial-A-Lift Manager
Kathy Chambers, Senior Associate, Moore and AssociatesSUBJECT:Dial-A-Lift Customer Satisfaction Survey Results
- **1) The Issue:** Provide the Authority with the results of the 2015 Dial-A-Lift (DAL) Customer Satisfaction Survey.
- 2) **Recommended Action:** For Information and discussion.
- **3) Policy Analysis:** The Authority budgeted for, and authorized the commission of, a DAL customer satisfaction survey. The results of that survey will be presented to the Authority.
- **4) Background:** On August 19, 2015, the Authority authorized a contract with Moore and Associates, an independent research firm, to conduct a Customer Satisfaction Survey of current riders and non-riders of its DAL Americans with Disabilities Act paratransit service. The surveys were conducted utilizing a telephone methodology, with complementary online data collection, during October and November 2015. Two survey instruments were utilized; one targeted current riders and another targeted eligible riders who have not recently used the service. Such data can help guide service evaluation and identify potential areas of improvement, and serve as a comparison to previous survey results. Intercity Transit strives to conduct DAL customer surveys every three to five years. The most recent DAL customer survey was conducted in 2011.

Kathy Chambers, Senior Associate from Moore and Associates will provide a summary report of the data collected, share recommendations and answer questions. DAL Manager, Emily Bergkamp will also be present to answer questions.

- 5) Alternatives: N/A.
- 6) **Budget Notes:** Intercity Transit entered into a contract with Moore & Associates to conduct the DAL customer satisfaction survey in an amount not-to-exceed \$21,000. The contract was completed within the budgeted amount, which is less than authorized in the budget.

- 7) Goal Reference: Goal #1: "Assess the transportation needs of our community throughout the Public Transportation Benefit Area." Goal #2: "Provide outstanding customer service." Goal #3: "Maintain a safe and secure operating system." Goal #4: "Provide responsive transportation options within financial limitations." Goal #6: "Encourage use of services."
- 8) **References:** 2015 Dial-A-Lift Current Rider and Non-Rider Satisfaction Surveys.

INTERCITY TRANSIT AUTHORITY AGENDA ITEM NO. 7-B MEETING DATE: February 3, 2016

FOR: Intercity Transit Authority

FROM: Jeff Peterson, 705-5878

SUBJECT: General Legal Counsel

- **1) The Issue:** Consideration of a one-year contract extension with Dale Kamerrer for the provision of general legal services.
- 2) Recommended Action: Authorize the General Manager to execute a one-year contract extension with Dale Kamerrer, of Law, Lyman, Daniel, Kamerrer & Bogdanovich, P.S., to provide general legal counsel services at the rate of \$215 per hour.
- **3) Policy Analysis:** The procurement policy states the Authority must approve any expenditure over \$25,000.
- **4) Background:** Intercity Transit issued a Request for Qualifications and Proposals for General Legal Counsel on December 18, 2012 and the Intercity Transit Authority awarded the contract to Dale Kamerrer in March 2013. The contract was approved for a period of one year with the option of four one-year renewals. This renewal through March 31, 2017 represents the third option to renew.

Dale Kamerrer has been in private practice since 1989 advising and representing governmental clients in municipal law. Dale has experience in governmental liability, civil rights, general negligence, insurance defense, land use, personal injury, public official liability and other pertinent areas. Dale's firm, Law, Lyman, Daniel, Kamerrer & Bogdanovich, specializes in providing legal counsel to municipal corporations and offers a range of experience relevant to the needs of Intercity Transit.

Dale has experience as general legal counsel for the Washington State Transit Insurance Pool and represents many clients including the Washington Counties Insurance Fund, the Washington Cities Insurance Authority, and the Washington Counties Risk Pool. Dale served as Deputy Prosecuting Attorney for Thurston County and Assistant Attorney General in the Tort Claims Division for the State of Washington prior to entering private practice. Staff recommends offering a one-year renewal of contract based on Dale Kamerrer's strong credentials and agency satisfaction with his work.

5) Alternatives:

- A. Authorize the Chair of the Intercity Transit Authority to execute a one-year contract extension with Dale Kamerrer, of Law, Lyman, Daniel, Kamerrer & Bogdanovich, P.S., to provide general legal counsel services, at a rate of \$215 per hour.
- B. Defer action. At any time Intercity Transit may be required to seek general legal counsel services. If general legal counsel is not under contract, those services would have to be promptly purchased.
- 6) Budget Notes: General legal counsel has several recurring tasks related to Authority meetings. Otherwise counsel's services are accessed on an as-needed basis. With that in mind, a total not-to-exceed contract cost cannot be predetermined. The 2016 budget identifies \$38,000 specifically for general legal services. Legal services are also charged to specific project budgets.

This contract renewal will remain at the current rate of \$215 per hour.

7) Goal Reference: Through the provision of services, Intercity Transit's general legal counsel supports the fulfillment of all of the agency's goals.

8) References: N/A.

INTERCITY TRANSIT AUTHORITY AGENDA ITEM NO. 7-C MEETING DATE: February 3, 2016

FOR: Intercity Transit Authority

FROM: Katie Cunningham, 705-5837

SUBJECT: Federal Advocacy Services

- **1) The Issue:** Consideration of a one-year contract extension with Gordon Thomas Honeywell Governmental Affairs for federal advocacy services.
- **2) Recommended Action:** Authorize the General Manager to execute a one-year contract extension with Gordon Thomas Honeywell Governmental Affairs to provide federal advocacy services on a retainer basis of \$6,000 per month.
- **3) Policy Analysis:** The Procurement Policy states the Authority must approve any contract over \$25,000.
- **4) Background:** In February 2013 Intercity Transit released a Request for Proposals for federal advocacy services, which resulted in a one-year contract award to Gordon Thomas Honeywell Governmental Affairs (GTHGA) in April 2013. The contract included four one-year renewal options. This item represents the third one-year renewal.

The details of current federal transportation authorization legislation remain uncertain. Debates continue inside and outside of Congress on federal transportation issues and policies related to current administration and future legislation. The Federal Transit Administration welcomes and encourages timely industry input. It remains beneficial for Intercity Transit to have an advocate in Washington DC to ensure our priorities and points of view are considered while legislation and regulations are developed and implemented. It is essential to stay in touch with appropriate members and staff of both houses of Congress to successfully identify and secure funding. This type of advocacy is difficult to perform from the outside.

GTHGA previously represented Intercity Transit on a five-year federal advocacy contract, and the agency has been satisfied with GTHGA's representation of its interests. When funding was available in the past, GTHGA was a valuable partner in assisting the agency to secure funding. As federal funding, policy

rules, and regulations remain uncertain, the need for Intercity Transit interests to stay engaged in Washington DC continues.

Staff believes GTHGA's rates continue to be fair and reasonable their services and recommends a contract renewal is awarded to Gordon Thomas Honeywell Governmental Affairs.

5) Alternatives:

- 1. Authorize the General Manager to execute a one-year contract extension with Gordon Thomas Honeywell Governmental Affairs to provide federal advocacy services on a retainer basis of \$6,000 per month.
- 2. Choose not to renew federal advocacy services at this time. All monitoring and advocating would be a staff exercise.
- 6) **Budget Notes:** The 2016 budget includes \$72,000 for federal advocacy services.
- 7) Goal Reference: Securing grant funds for the development of capital projects and the purchase of vehicles supports Goal #2: "*Provide outstanding Customer Service*." It also supports Goal #4: "*Provide Responsive Transportation Options within Financial Limitations*."

8) References: N/A.

INTERCITY TRANSITAUTHORITY AGENDA ITEM NO. 7-D MEETING DATE: February 3, 2016

FOR: Intercity Transit Authority

FROM: Pat Messmer, 705-5860

SUBJECT: Annual Authority Reorganizing Activities

1. The Issue: Election of Authority Chair and Vice Chair as well as committee appointments.

2. Recommended Action:

- A. Election of the Intercity Transit Chair;
- B. Election of the Intercity Transit Vice Chair;
- C. Identify and approve Committee Assignments:
 - Thurston Regional Planning Council;
 - Transportation Policy Board;
 - Intercity Transit's Pension Committee.
- **3. Policy:** The Intercity Transit Authority bylaws, Article VI. Officers Chair and Vice Chair, Section 6.2 Term, states, "The Chair and Vice Chair shall be elected from among the members at the first meeting in February of each year."
- **4. Background:** Officers serve a one-year term. There is nothing within the bylaws or past minutes requiring the officers to serve a minimum or a maximum number of consecutive terms. There are no written guidelines regarding how the positions are filled. At the annual reorganization meeting scheduled for each February, it is the responsibility of the Transit Authority to elect a Chair and Vice Chair to lead and represent the Authority for the following year.

The Chair position was held by Nathaniel Jones and the Vice Chair position was held by Ryan Warner. Both served in those roles for one year.

Attached are current committee assignments. The terms of the committee appointments coincide with the terms of the Authority officers. Representations include the Thurston Regional Planning Council (TRPC), Transportation Policy Board (TPB), and Intercity Transit's Pension Committee.

5. Alternatives:

A. Elect officers and approve committee assignments.

- B. Defer elections and assignments. The current Vice Chair would continue to serve until elections are finalized. If the Vice Chair is absent, the most senior member would serve as the presiding officer. Our most senior officer is Citizen Representative Karen Messmer.
- 6. Budget Notes: N/A.
- 7. **Goal Reference:** The Authority and its officers represent the agency. Representation at TRPC and TPB enable the Authority to share its goals, gain support and develop partnerships to help achieve all goals.
- 8. **References:** Committee Assignments and Responsibilities. Intercity Transit Authority Bylaws – referencing 5.8 of Article V – <u>Chair</u>; Article VI. <u>OFFICERS</u> – <u>CHAIR AND VICE CHAIR</u>; and VII. <u>COMMITTEES</u> 7.1 <u>Authority Committees</u>.

The Olympian is designated as the official newspaper of the Authority for the purpose of publication of legal notices and dissemination of public information announcements.

5.7 Quorum. At all meetings of the Authority, five voting members shall constitute a quorum for the transaction of business. (Res. 5-2010)

5.8 Chair. The Chair shall open and preside at all meetings of the Authority. In the event of the Chair's absence or inability to preside, the Vice Chair shall assume the duties of presiding over the meetings of the Authority; provided, however, if the Chair is to be permanently unable to preside, the Authority shall select a new Chair for the remainder of the Chair's term. In the absence of both the Chair and Vice Chair, the voting member having served on the Authority the longest shall serve as acting Chair. (Res. 5-2010)

5.9 Conduct of Meetings. Unless otherwise governed by the provisions of these Bylaws, the laws of the State of Washington or Authority resolution, Roberts Rules of Order (newly revised) shall govern the conduct of Authority meetings. It is the intent of the Authority to conduct the business in an open environment consistent with the State Open Public Meetings Act.

5.10 Order of Business and Agenda. The order of business at regular meetings, work sessions, and special Authority meetings shall be established on a meeting-by-meeting basis according to the issues requiring discussion in any particular month. Prior to any meeting of the Authority, the Clerk of the Authority and the General Manager will confer with the Chair on items of discussion. The Clerk will prepare a written agenda including appropriate attachments and will distribute to all members as soon as possible prior to the meeting, but not less than 48 hours before the meeting. (Res. 02-93; Res. 05-2001; Res. 03-2007)

5.11 Voting/Authority Decisions. Every voting member of the Authority shall be entitled to one vote on all issues before the Authority; the nonvoting member is entitled to no vote. All voting members present may vote or abstain; an abstention shall be recorded but not be counted. The act of the majority of the voting members present at a meeting at which a quorum is present shall be the act of the Authority, unless a greater number is required by law. The majority vote must have at least three affirmative votes in order to be an Authority decision. Any member may require that the vote of each member on a particular matter be recorded in the minutes, in which case a roll call will be taken. (Res. 94-89; Res. 2-06; Res.5-2010).

5.12 Meeting Minutes. The proceedings of all Authority meetings, work sessions, and public hearings shall be recorded and maintained and shall contain

an accurate accounting of the Authority's official action with reference to all matters properly before it and any public comments made. Minutes of the meetings shall be provided to each Authority member as soon as practicable following each meeting.

The official copy for each meeting shall be approved by the Authority, signed by the Chair and Clerk of the Board and shall become part of the permanent records file, maintained by the Clerk. (Res. 05-2001)

5.13 Resolutions. The Authority may require certain action be documented by way of a formal resolution, which shall be prepared by the Clerk of the Board, and once approved by the Authority, shall be signed by the Chair and Clerk. The resolution will be numbered, dated, incorporated in the minutes, and made part of the permanent records file. (Res. 2-06)

5.14 Compensation. Voting and nonvoting members of the Authority shall not be compensated for meeting attendance. Any change to Section 5.13, Compensation, of the Intercity Transit Authority bylaws shall require a two-thirds majority vote by the Authority. (Res. 20-81; Res. 63-84; Res. 2-93; Res. 2-98; Res. 4-99; Res. 6-02; Res. 5-2010).

VI. OFFICERS - CHAIR AND VICE CHAIR

6.1 Election. The Chair and Vice Chair shall be voting members of the Authority elected by the voting members by majority vote at a regular or special meeting of the Authority. (Res. 5-2010)

6.2 Term. The Chair and Vice Chair shall be elected from among the voting members at the first meeting in February of each year. In the event either position becomes vacant, the voting members shall elect a new officer at the next regular meeting to serve until the next February meeting. (Res. 1-91; Res. 5-2010)

6.3 Duties. In addition to the powers and duties granted by these Bylaws, the Chair shall have such other powers and duties as shall be prescribed by law or by resolution of the Authority.

In the absence of the Chair, the Vice Chair shall perform the duties of the Chair, and when so acting, shall have all the powers of and be subject to all the restrictions upon the Chair. The Vice chair shall perform other duties as may be assigned to him or her by the Chair or by the Authority. In the absence of the Chair and Vice Chair, the most senior member of the Authority in attendance shall perform the duties of the Chair, and when so acting, shall have all the powers of and be subject to all the restrictions upon the Chair. (Res. 2-93; Res. 1-96)

VII. <u>COMMITTEES</u>

7.1 Authority Committees. In order to better facilitate the work of the Authority, the Authority may establish standing and/or ad hoc committees to address specific issues. Each committee shall be composed of not more than four Authority members. Committee Chairs and committee members shall be designated by the Authority Chair, subject to the confirmation by the full Authority. To the extent possible, committee reports to the full Authority shall be in writing.

Terms of standing committees will coincide with the terms of the Authority officers (which recommence annually in February), at which time the Authority will review the responsibilities of the committees. In the event that new committee assignments are not made at the time Authority officers are elected, the incumbent committee members shall serve until replacements are appointed. (Res. 61-84; Res. 76-86; Res. 1-91; Res. 2-93).

7.2 Special Appointments. The Chair may appoint Authority members to special intra- and interagency committees and councils as appropriate.

These special appointments will be reviewed annually to coincide with the terms of the Authority officers and the review of Authority committees.

VIII. <u>APPOINTED POSITIONS</u>

8.1 General Manager. The Authority shall appoint a General Manager who shall be responsible for the executive and administrative functions of Intercity Transit and who shall have such power and perform such duties as shall be prescribed by law and action of the Authority. (Res. 1-96; Res. 03-2007)

8.2 Legal Counsel. Principal Legal Counsel shall be appointed by and shall serve at the pleasure of the Authority.

8.3 Clerk of the Board. The General Manager recommends appointment of a Clerk of the Board and the Authority takes official action on the appointment. The Clerk of the Board shall have such power and perform such duties as prescribed by law or action of the Authority. (Res. 1-96; Res. 2-06)

IX. GENERAL PROVISIONS

9.1 Warrants. All disbursements of Intercity Transit shall be by warrant drawn by the appropriate administrative director as per Authority resolution or as otherwise directed by law. All requests for warrants shall be signed as directed by Authority resolution. (Res. 68-85; Res. 75-86).

INTERCITY TRANSIT Citizens Work Group Charter

ARTICLE I – NAME OF GROUP

The name of this Group shall be "Intercity Transit Citizens Work Group."

ARTICLE II – PURPOSE

The mission of the Intercity Transit (I.T.) Citizens Work Group, hereinafter referred to as CWG, is to advise the Authority concerning public transportation policy issues either raised by the CWG or referred to the CWG from the Authority.

The term "policy issues" includes issues related to Public Transportation Benefit Areas (PTBAs), the Transit Development Plan (TDP), other plans or service planning efforts of I.T., the agency's budget and programs of capital projects and operating services, and general operating practices of I.T.

The CWG will represent the interests of the community and assist I.T. staff and the Authority in fulfilling the agency's mission. I.T.'s mission is to enhance the quality of life for the people in our community by providing basic mobility and transportation alternatives.

ARTICLE III - SCOPE OF WORK

In the first year, the CWG shall:

- Review Intercity Transit's financial plan, including ballot measure issues, and provide feedback to the Transit Authority;
- Review the elements of the Transit Development Plan (TDP); identify methods to obtain public feedback; and work with staff to conduct a performance evaluation of the system from the customer's perspective;
- Review and update the American's With Disabilities Act (ADA) Paratransit Plan for Transit Authority approval;
- Develop a work plan for the second year, to present to the Transit Authority for approval; and
- Conduct a self evaluation after the first year to submit to the Transit Authority.

It is recognized during the first year, the CWG will require information regarding Intercity Transit. Staff will provide orientations to the CWG in specific areas including, but not limited to, services, policies, budget, strategic marketing plan; TDP; partnerships; ADA federal requirements; and community outreach practices.

ARTICLE VI - STAFFING

As authorized by the Authority, the General Manager shall appoint a staff member to serve as the CWG Staff Liaison. The Staff Liaison shall acquire meeting facilities and equipment and distribute materials including the agenda. Other duties include preparation of agenda forms and attachments to communicate CWG issues and recommendations to Committees and the Transit Authority.

ADOPTED: This 5th day of April 2000.

Resolution No. 02-00

J:\Rhodelta\CWG/charter

INTERCITY TRANSIT CITIZEN ADVISORY COMMITTEE Operating Procedures

PURPOSE AND AUTHORITY

To advise the Intercity Transit Authority (Authority) concerning public transportation policy issues and American's With Disabilities Act issues, either raised by the Citizen Advisory Committee (CAC) or referred to the CAC by the Authority. (*Amended* 07/16/01)

The term "policy issues" includes issues related to Public Transportation Benefit Areas (PTBAs), the Transit Development Plan (TDP), other plans or service planning efforts of Intercity Transit, the agency's budget and programs of capital projects and operating services, and general operating practices of Intercity Transit.

The CAC is advisory to the Authority, not the agency.

COMPOSITION

The CAC shall be comprised of no more than nineteen members appointed by the Intercity Transit Authority. Membership shall reflect Intercity Transit's service area. Representation from each of the following groups shall be sought:

- Senior Citizen(s)
- Persons with Disabilities
- Local College Student(s)
- Chambers of Commerce
- Business Representation (large and small)
- Service User(s) (fixed route, vanpool, DAL; Star Pass Holder)
- Youth
- City/State Transit Demand Management Coordinator(s)
- Social Service Agencies
- Medical Community
- Neighborhood Associations
- Rural Community
- Citizens-at-Large
- Native American
- Environmentalist
- Bicyclist

It is recognized a member may represent more than one of these groups. (*Amended* 07/16/01; 12/20/04)

TERMS

CAC members shall serve a term of three years, and may serve two complete terms. If a member is appointed to complete a vacant term, it is not considered a complete term. (*Amended* 07/16/01; 12/20/04)

ATTENDANCE

Any four unexcused absences in a 12-month period will result in forfeiture of the member's position on the CAC. The staff liaison will track attendance and a notification of membership forfeiture will automatically be sent to the respective member when four unexcused absences in a 12-month period occur. For an excused absence, members must notify the staff liaison prior to the meeting. A pattern of significant absences will be reviewed by the Chair of the Citizen Advisory Committee, hereinafter referred to as the "Chair". (*Amended* 07/16/01; 12/16/02; 12/20/04)

MEETING SCHEDULE

Meetings will be held on the third Monday of each month, except for the months of January and February. January and February meetings will be held the second Monday of the month. All meetings shall be held at Intercity Transit's administrative offices, in the boardroom. Meeting length will be determined by the agenda. If issues relevant to the CAC are insufficient in number or substance, the meeting may be canceled with the agreement of the CAC Chair and Vice Chair. Members will be notified of the cancellation at least 24-hours in advance of a meeting. (*Amended* 12/20/04)

AGENDA

The CAC Chair will determine the agenda in conjunction with the Staff Liaison. Any member wishing to add an item for substantive discussion at the meeting may do so by contacting the CAC Chair or Staff Liaison at least ten days prior to the meeting date. CAC members may add items to the agenda at the beginning of a meeting with the understanding, that depending on the requirement for additional information, such items may be discussed in a general way with substantive discussion and decision scheduled for a future meeting.

Staff Liaison shall mail the agenda to CAC members at least one week prior to the meeting.

MINUTES

The Staff Liaison shall distribute a summary of the meeting. Verbatim transcripts and detailed documentation of discussion will not be available. Members will be asked to consider and approve the minutes for the record by majority vote. The minutes will include a list of all members present and absent.

<u>QUORUM</u>

It is intended a quorum should be present at each meeting. One more than half of the current CAC members constitutes a quorum. If a quorum is not present, the meeting may still be held and any decisions made by members present will be forwarded to the Authority with a note indicating a quorum was not present at the vote. If a meeting starts with a quorum, the quorum requirement is considered met, even if members leave following the opening of the meeting. (*Amended* 07/16/01)

The CAC shall use Robert's Rules of Order as a guideline for conducting its business except as provided otherwise by State law or the operating procedures.

OFFICERS/TERM OF OFFICE

Officers will consist of Chair and Vice Chair. The process for choosing officers shall consist of nomination in August (either self-nomination or nomination by others) and affirmation by majority vote in September. (*Amended* 07/16/01)

Officers will serve a term of one year and may serve up to two terms in the same office. If a CAC member completes an officer vacancy during the year, it shall not be considered against the two term limitation. A member may serve two years as Chair and two years as Vice Chair consecutively.

Officers may be removed prior to the end of term by majority vote of the CAC members. If an officer resigns or is removed prior to the end of the term, a replacement will be nominated and affirmed by majority vote. Such replacement will serve until the end of the regular term. (*Amended* 07/16/01; 12/20/04)

Section 1. Chair

The Chair shall:

- preside at all meetings;
- develop the agenda in coordination with the Staff Liaison;
- act as spokesperson for the CAC;
- attend the regular Authority meeting the 1st Wednesday of each month and provide reports to the CAC;

- provide leadership and direction for the CAC;
- appoint members to attend the Authority work sessions, who then report back to the CAC at their monthly meeting; and
- perform other duties as may be requested from time to time by the CAC or the Authority (*Amended* 07/16/01)

Section 2. Vice Chair

The Vice Chair, in the absence or inability of the Chair to serve, shall have the powers and shall perform the duties of the Chair. The Vice Chair shall perform such other duties from time to time as may be requested by the CAC or the Chair.

Section 3. Authority Work Session Representation

All members are expected to share the responsibility of representing the CAC at Authority work session. The Chair, working with the Staff Liaison shall seek CAC members to attend the monthly Authority work sessions. The CAC representative shall sit with Intercity Transit Authority members, participate fully in the meeting, and share the CAC's comments on respective issues. CAC representative(s) will serve at the work sessions in an advisory capacity to the Authority. (*Amended* 07/16/01; 12/20/04)

MEETING PROTOCOL

- *Presentations* made by staff or others should be succinct and relevant.
- *Discussion* of relevant issues and development of recommendations should constitute the majority following adequate briefing and presentation. All members' opinions will be respected and considered. The CAC may seek, at its discretion, input from the Authority and staff.
- *Agreement* on the CAC's position and recommendation to the Authority, prior to transmittal to the Authority, is the preferred method. Consensus is one method of agreement. (*Amended* 2/19/01)
- Opposing positions will be shared with the Authority.
- *Majority Vote* is considered a majority of members present. (*Amended: 12/20/04*)

PRODUCTS

It is anticipated the CAC will have a product in the form of a recommendation and/or a summary of the various points of view to the Authority following study and discussion of an issue. The recommendation and/or points of view will be forwarded to the Authority through the Staff Liaison, using the appropriate agenda forms and process. The CAC will seek Authority feedback regarding disposition of the recommendation and/or points of view. (*Amended* 07/16/01)

SELF ASSESSMENT

The CAC will assess its accomplishments at least annually. Primary criteria may include:

- *Purpose:* Did the CAC stick to the purpose set forth above or did it stray into areas not relevant to the purpose or mission of Intercity Transit.
- *Usefulness:* Did the CAC transmit to the Authority relevant and meaningful recommendations.
- *Scope of Work:* Did the CAC achieve the various tasks and or consider Authority recommendations addressed during the previous evaluation and/or those requested throughout the year? If not, why? How did Intercity Transit and the community benefit from the results of the CAC's achievements?
- Other: Other criteria suggested by the CAC members may be used. (*Amended* 07/16/01; February 14, 2005)

USE OF THE OPERATING GUIDELINES

The meeting protocol supersedes all other meeting procedures and will be used by the CAC until and unless it is amended by majority vote. Any such amendment will be recorded in the minutes and provided to the CAC members.

AMENDMENTS

These operating principles may be amended by a majority vote of the Citizen Advisory Committee members at any meeting of the CAC. Copies of the proposed revisions or amendments must be provided to CAC and **A**uthority members thirty days in advance of the meeting at which the changes are to be acted upon. (New Section Added 12/20/04)

ADOPTED this 17th day of July, 2000.

Amended: February 19, 2001 July 16, 2001 December 16, 2002 December 20, 2004 February 14, 2005

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INTERCITY TRANSIT AUTHORITY

BYLAWS

INTERCITY TRANSIT AUTHORITY BYLAWS

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INTERCITY TRANSIT AUTHORITY BYLAWS

I. <u>BACKGROUND</u>

Intercity Transit is the public transportation agency serving all territory within the boundaries of the cities of Olympia, Lacey, Tumwater, and Yelm, and includes the following voting precincts in unincorporated Thurston County, as they existed on April 4, 2002: 38, 43, 56, 58-59, 68- 70, 75, 78-79, 81-85, 87, 90-93, 97-98, 100, 107-108, 110, 112-115, 117-121, 123, 139, 136, 142-143, 159, 161-163, 167-169, 174, 177-178, 181, 186-199, 193-194, 196-197 and portions of some voting precincts (See Public Transportation Improvement Conference Resolution dated April 4, 2002). (Res. 1-03)

During the summer of 1980, representatives from the jurisdictions comprising the Intercity Transit service area met and formally established the Thurston County Public Transportation Benefit Area as a municipal corporation under the laws of the State of Washington (RCW 36.57A). In September, voters approved an initiative allowing for the collection of a sales tax to support public transportation, and on January 1, 1981, the Thurston County Public Transportation Benefit Area assumed operation of local transit service. On April 16, 1982, the Thurston County Public Transportation Benefit Area officially changed its name to Intercity Transit. (Res. 2-06)

On May 19, 1992, the voters in the non-urbanized areas of Thurston County voted to expand the transit district county-wide and levied a sales and use tax at the rate of three-tenths of one percent (.003). (Res. 2-93)

On April 4, 2002, the duly-called Public Transportation Improvement Conference voted to approve a resolution reducing the boundaries of the Thurston County Public Transportation Benefit Area to the area described in the first paragraph above. (Res. 06-02; Res. 1-03)

On September 17, 2002, the voters within the boundary of the Thurston County Public Transportation Benefit Area voted to approve an increase in sales and use tax from three-tenths of one percent (.003) to six-tenths of one percent (.006). (Res. 1-03)

On August 17, 2010, the voters within the boundary of the Thurston County Public Transportation Benefit Area voted to approve an increase in sales and use tax from six-tenths of one percent (.006) to eight-tenths of percent (.008). (Res. 01-2010)

II. <u>NAME/OFFICES</u>

The name of the public transportation area, duly established pursuant to the laws of the State of Washington, shall be Intercity Transit, the governing Board of Directors of which shall be called the Intercity Transit Authority, and shall be located at 526 Pattison SE, Olympia, Washington. The Intercity Transit Authority may establish such other offices, within Thurston County, as the Authority may determine necessary from time to time. (Res. 29-82; Res. 2-93; Res. 2-06)

III. <u>POWERS, RIGHTS, RESPONSIBILITIES</u>

The Authority shall be responsible for establishing and monitoring the policies of Intercity Transit, its budget and its service levels. The Authority shall appoint and oversee the performance of the General Manager of Intercity Transit. Nothing in these bylaws is intended to limit the general powers of the Authority; the Authority retains all powers granted to it under the laws of the State of Washington. (Res. 03-2007)

IV. AUTHORITY COMPOSITION

4.1 Composition. The Authority will consist of a governing board of eight (8) voting members and one (1) nonvoting member set forth as follows: (Res. 5-2010)

Five (5) elected members. A member of the county legislative authority, one elected official each from the Cities of Olympia, Lacey, Tumwater and Yelm.

Three (3) citizen representatives. Three citizens selected by the full Authority from citizens of recognized fitness for such positions, who reside within the boundaries of the Thurston County Public Transportation Benefit Area. (Res. 2-93; Res. 6-02).

One (1) nonvoting member recommended or selected in accordance with RCW 36.57A.050. (Res. 5-2010)

4.2 Selection - Elected Members. The five elected voting members of the Authority shall serve at the pleasure of appointing jurisdictions and shall hold office for a term determined by the appointing body. (Res. 2-93; Res. 6-02; Res. 5-2010).

4.3 Selection - Citizen Representatives. The three voting citizen representatives shall each be appointed by a majority vote of the Authority for a term of three calendar years (the original members having been appointed, so that one term expired at the end of each succeeding calendar year for three years, subsequent to the initial appointments) and an appointment for a three-year term

shall be made annually to fill an expiring term. Citizen representatives shall have full voting membership on the Authority. (Res. 5-2010)

Any citizen member may be removed for cause upon a majority vote of the Authority. Upon a vacancy in a position by death, resignation or other cause, a new member will be appointed for the unexpired portion of the term, upon a majority vote of the Authority. Upon the expiration of either a partial term or the first full term of a citizen representative position, the Authority may, by a majority vote, reappoint the citizen representative for a full three-year term, provided that a citizen representative shall not be appointed to more than three consecutive full three-year terms.

No later than its regular September meeting, the Authority will review the status of the expiring citizen representative position. The Authority may, by a majority vote, either: (Res. 2-06)

1) reappoint the incumbent for an additional three-year term,

2) open the position for the purpose of soliciting and receiving applications from interested citizens, or appoint an interested citizen from a list maintained for that purpose.

Should the Authority decide to open the position, the position opening will be advertised through the community with applications accepted until two weeks prior to the regular November meeting. At its November meeting, the Authority will choose an appropriate number of applicants as finalists to be interviewed by the Authority for the purpose of making a final selection which will be made before the end of the year. In the event a selection is not made by December 31, the incumbent shall serve until a replacement is named. (Res. 49-83, 79-86, 94-89, 4-91).

V. <u>MEETINGS</u>

5.1 Regular Meetings. All meetings of the Authority shall be open to the public except to the extent that executive sessions are authorized by law. Regular meetings of the Authority will be held twice each month at its designated offices at a time and date established by resolution. (Res. 84-87; Res. 85-87; Res. 90-88; Res. 04-2017)

5.2 Special Meetings. Special meetings may be called at any time by the Chair or by a majority of the whole Authority, provided each member receives personally, or by mail, written notice of the date, time, place of the meeting, and the matters to be taken up at the meeting at least 24 hours in advance.

5.3 Executive Sessions. Executive sessions may be held during a regular or special meeting for the purposes listed in RCW 42.30.110. Before convening in executive session, the Chair shall publicly announce the purpose for the executive session, the time when the executive session will be concluded, and the Chair will announce whether the nonvoting member will be excluded, consistently with RCW 36.57A.050. The executive session may be extended to a stated later time by announcement of the Chair. (Res. 5-2010)

5.4 Public Hearings. Public hearings may be scheduled by the Authority at such times and at such places as the Authority determines to be appropriate to specifically solicit public comment on certain issues. Such issues may include, but are not necessarily limited to, the following:

- -- a change in any transit fare;
- -- a substantial change in transit service;
- -- presentation of the annual budget;
- -- Federal Transit Administration grant applications;
- -- Transportation Improvement Program;
- -- American's With Disabilities Act Plan Update;
- -- updates on the six year Transit Development Plan;
- -- environmental impact reviews.

Public notice shall be given at least two weeks in advance, unless otherwise required by Federal or State regulations. (Res. 2-93; Res. 1-96)

5.5 Meeting Notices. Notices of changes in the time or place of regular meetings, or the call for a special meeting or public hearing, will be provided to the official local newspaper of general circulation and to any publications or radio or television stations which have on file with the Clerk of the Board a written request to be so notified.

Such call or notice shall be delivered personally or by mail at least 24 hours in advance of the meeting and shall specify the time and place of the meeting and the business to be transacted, provided that notice be given at least two weeks in advance of public hearings, unless otherwise required. (Res. 1-96; Res. 05-2001)

The Olympian is designated as the official newspaper of the Authority for the purpose of publication of legal notices and dissemination of public information announcements.

5.6 Quorum. At all meetings of the Authority, five voting members shall constitute a quorum for the transaction of business. (Res. 5-2010)

5.7 Chair. The Chair shall open and preside at all meetings of the Authority. In the event of the Chair's absence or inability to preside, the Vice Chair shall assume the duties of presiding over the meetings of the Authority; provided, however, if the Chair is to be permanently unable to preside, the Authority shall select a new Chair for the remainder of the Chair's term. In the absence of both the Chair and Vice Chair, the voting member having served on the Authority the longest shall serve as acting Chair. (Res. 5-2010)

5.8 Conduct of Meetings. Unless otherwise governed by the provisions of these Bylaws, the laws of the State of Washington or Authority resolution, Roberts Rules of Order (newly revised) shall govern the conduct of Authority meetings. It is the intent of the Authority to conduct the business in an open environment consistent with the State Open Public Meetings Act.

5.9 Order of Business and Agenda. The order of business at regular meetings, and special Authority meetings shall be established on a meeting-bymeeting basis according to the issues requiring discussion in any particular month. Prior to any meeting of the Authority, the Clerk of the Authority and the General Manager will confer with the Chair on items of discussion. The Clerk will prepare a written agenda including appropriate attachments and will distribute to all members as soon as possible prior to the meeting, but not less than 48 hours before the meeting. (Res. 02-93; Res. 05-2001; Res. 03-2007)

5.10 Voting/Authority Decisions. Every voting member of the Authority shall be entitled to one vote on all issues before the Authority; the nonvoting member is entitled to no vote. All voting members present may vote or abstain; an abstention shall be recorded but not be counted. The act of the majority of the voting members present at a meeting at which a quorum is present shall be the act of the Authority, unless a greater number is required by law. The majority vote must have at least three affirmative votes in order to be an Authority decision. Any member may require that the vote of each member on a particular matter be recorded in the minutes, in which case a roll call will be taken. (Res. 94-89; Res. 2-06; Res.5-2010).

5.11 Meeting Minutes. The proceedings of all Authority meetings, and public hearings shall be recorded and maintained and shall contain an accurate accounting of the Authority's official action with reference to all matters properly before it and any public comments made. Minutes of the meetings shall be provided to each Authority member as soon as practicable following each meeting.

The official copy for each meeting shall be approved by the Authority, signed by the Chair and Clerk of the Board and shall become part of the permanent records file, maintained by the Clerk. (Res. 05-2001)

5.12 Resolutions. The Authority may require certain action be documented by way of a formal resolution, which shall be prepared by the Clerk of the Board, and once approved by the Authority, shall be signed by the Chair and Clerk. The resolution will be numbered, dated, incorporated in the minutes, and made part of the permanent records file. (Res. 2-06)

5.13 Compensation. Voting and nonvoting members of the Authority shall not be compensated for meeting attendance. Any change to Section 5.13, Compensation, of the Intercity Transit Authority bylaws shall require a two-thirds majority vote by the Authority. (Res. 20-81; Res. 63-84; Res. 2-93; Res. 2-98; Res. 4-99; Res. 6-02; Res. 5-2010).

5.14 Attending Meetings Remotely. While adhering to the Open Public Meetings Act, RCW 42.30, Authority members may attend regular, special meetings and executive sessions via teleconference, if they are unable to attend in person. This requires that all those attending the meeting in person must be able to clearly hear the members who are attending remotely.

Member's requiring remote attendance shall provide staff with at least 2 days' notice to allow for reasonable accommodation.

The Chair and Vice Chair may attend remotely; however, they will not be able to preside over the meeting remotely. In the event the Chair and Vice Chair must attend the meeting remotely concurrently, the voting member having served on the Authority the longest shall serve as acting Chair.

Remote attendance shall constitute attendance for quorum purposes and voting. Prior to the start of any meeting in which a member is attending remotely, the presiding Chair or Vice Chair will announce the guidelines for how members attending remotely will be included in making motions, amendments, etc. (Res. 01-2015)

VI. OFFICERS - CHAIR AND VICE CHAIR

6.1 Election. The Chair and Vice Chair shall be voting members of the Authority elected by the voting members by majority vote at a regular or special meeting of the Authority. (Res. 5-2010)

6.2 Term. The Chair and Vice Chair shall be elected from among the voting members at the first meeting in February of each year. In the event either position becomes vacant, the voting members shall elect a new officer at the next regular meeting to serve until the next February meeting. (Res. 1-91; Res. 5-2010)

6.3 Duties. In addition to the powers and duties granted by these Bylaws, the Chair shall have such other powers and duties as shall be prescribed by law or by resolution of the Authority.

In the absence of the Chair, the Vice Chair shall perform the duties of the Chair, and when so acting, shall have all the powers of and be subject to all the restrictions upon the Chair. The Vice chair shall perform other duties as may be assigned to him or her by the Chair or by the Authority. In the absence of the Chair and Vice Chair, the most senior member of the Authority in attendance shall perform the duties of the Chair, and when so acting, shall have all the powers of and be subject to all the restrictions upon the Chair. (Res. 2-93; Res. 1-96)

VII. <u>COMMITTEES</u>

7.1 Authority Committees. In order to better facilitate the work of the Authority, the Authority may establish standing and/or ad hoc committees to address specific issues. Each committee shall be composed of not more than four Authority members. Committee Chairs and committee members shall be designated by the Authority Chair, subject to the confirmation by the full Authority. To the extent possible, committee reports to the full Authority shall be in writing.

Terms of standing committees will coincide with the terms of the Authority officers (which recommence annually in February), at which time the Authority will review the responsibilities of the committees. In the event that new committee assignments are not made at the time Authority officers are elected, the incumbent committee members shall serve until replacements are appointed. (Res. 61-84; Res. 76-86; Res. 1-91; Res. 2-93).

7.2 Special Appointments. The Chair may appoint Authority members to special intra- and interagency committees and councils as appropriate.

These special appointments will be reviewed annually to coincide with the terms of the Authority officers and the review of Authority committees.

VIII. <u>APPOINTED POSITIONS</u>

8.1 General Manager. The Authority shall appoint a General Manager who shall be responsible for the executive and administrative functions of Intercity Transit and who shall have such power and perform such duties as shall be prescribed by law and action of the Authority. (Res. 1-96; Res. 03-2007)

8.2 Legal Counsel. Principal Legal Counsel shall be appointed by and shall serve at the pleasure of the Authority.

8.3 Clerk of the Board. The General Manager recommends appointment of a Clerk of the Board and the Authority takes official action on the appointment. The Clerk of the Board shall have such power and perform such duties as prescribed by law or action of the Authority. (Res. 1-96; Res. 2-06)

IX. <u>GENERAL PROVISIONS</u>

9.1 Warrants. All disbursements of Intercity Transit shall be by warrant drawn by the appropriate administrative director as per Authority resolution or as otherwise directed by law. All requests for warrants shall be signed as directed by Authority resolution. (Res. 68-85; Res. 75-86).

9.2 Notes. All notes or other evidence of indebtedness, including bills issued or incurred in the name of Intercity Transit shall be signed by such officer, member, agent or employee of Intercity Transit, and in such manner as shall from time to time to be determined by Authority resolution.

9.3 Other Legal Documents. The Authority may authorize any officer or officers, agent or agents of Intercity Transit, in addition to the officers so authorized by resolution, to enter into any contract or execute and deliver any instrument in the name of and on behalf of Intercity Transit and such authorization may be general or may be confined to specific instances. All written contractual obligations of Intercity Transit, including, but not limited to, contracts, leases and assignments, are to be maintained by the General Manager or designee. (Res. 2-93; Res. 1-96)

9.4 Deposits. All funds of Intercity Transit shall be deposited in the appropriate account established by resolution. The appropriate director shall be custodian of the funds and is, subject to approval by Authority resolution, authorized to invest such funds in the manner provided by law. (Res. 1-96)

9.5 Gifts. The Authority may accept on behalf of Intercity Transit any contribution, gift, or bequest (so long as conditions are consistent with state law), for any purpose of Intercity Transit.

9.6 Travel. Members of the Authority, in order to properly and fully conduct official Intercity Transit business, may travel and incur expenses. Overnight travel by Authority members will be approved in advance by the Authority or authorized by the Chair subject to annual budget restraints. Authority members will receive reimbursement for reasonable expenses incurred while engaged in out-of-county official business, in accordance with RCW 36.57A.050 and the

adopted travel policy which applies to all Intercity Transit employees. (Res. 62-84, 94-89, 2-93, Res. 1-96; Res. 6-02)

9.7 Repealer. These bylaws, as established by resolution, shall supersede all prior resolution in conflict herewith.

X. <u>AMENDMENTS</u>

These bylaws may be amended by a majority vote of the voting members at any regular or special meeting of the Authority, provided that copies of the proposed revisions or amendments shall have been made available to each Authority member as part of the agenda of the meeting at which proposed revisions or amendments are to be acted upon. These bylaws are adopted by Authority resolution, therefore, any amendments hereto shall be by that same instrument. (Res. 2-06; Res. 5-2010)

ADOPTED: July 24, 1987

Amended:	April 5, 1989	(Res. 94-89)	May 2, 2001	(Res. 5-2001)
	May 3, 1989	(Res. 95-89)	May 15, 2002	(Res. 6-2002)
	March 6, 1991	(Res. 1-91)	February 5, 2003	(Res. 1-2003)
	September 4, 1991	(Res. 4-91)	March 1, 2006	(Res. 2-2006)
	March 3, 1993	(Res. 2-93)	June 6, 2007	(Res. 3-2007)
	February 7, 1996	(Res. 1-96)	June 16, 2010	(Res. 5-2010)
	September 2, 1998	(Res. 2-98)	March 4, 2015	(Res. 1-2015)
	June 2, 1999	(Res. 4-99)	June 21, 2017	(Res. 4-2017)

Leadership Attributes of a Highly Effective Board Member 5/23/06

- 1) High integrity.
- 2) Engage fully in board process.
- 3) Mission driven be clear about your commitment to Intercity Transit.
- 4) Be respectful of peers, Intercity Transit staff and community.
- 5) Never make this about "me" diminish your self-importance.
- 6) Dress and present yourself to others in a professional manner.
- 7) Continually educate yourself on Intercity Transit subjects.
- 8) Citizen Representatives need to provide ears and eyes on the streets.
- 9) Regularly review customer service complaints.
- 10) Come to meetings and be prepared.
- 11) Dare to question the issues and take risks.
- 12) Think outside of your own personal box. Work to get into the shoes of others on the board.
- 13) Listen to staff, public and have their priorities right.
- 14) Respect the agendas of each jurisdiction.
- 15) Strive for honesty.
- 16) Support clear, timely decision making.
- 17) Come with a vision of what you think should be and what needs doing. We need to steer and push the boat.
- 18) Be patient with others as you express your passion and knowledge.
- 19) Support consensus.

Expectations of Intercity Transit Board Chair

- 1) Be at the meetings.
- 2) Run an effective meeting.
- 3) Proactively plan board agendas, own them, and stick by the agenda. Don't surprise the board.
- 4) Soliciting diverse ideas of Board members and the public in a respectful manner.
- 5) Don't take action at the same meeting that the public provides input.
- 6) Be willing to make decisions in a fair and predictable manner. Remain neutral when facilitating decisions.
- 7) Be a supportive, faithful and accurate spokesperson for decisions and policies made by the Intercity Transit Board.
- 8) Stay informed of the key Intercity Transit issues, be involved with them, and track progress.
- 9) Clearly define expectations of Manager and ensure appropriate responses to requests.
- 10) Articulate how they will work with the team to achieve strong results.
- 11) Help members think about things in a different way.
- 12) Support the Board getting more engaged in community leadership.
- 13) Make sure that all members are heard and treated in a considerate mannerfacilitate effective dialogue.
- 14) Share information from the political realm and land use planning.
- 15) Be clear when he/she is speaking for his/her ideas vs. facilitating a decision.
- 16) Needs to work with challenging relationships that occur with Board members and ensure timely resolution of interpersonal conflicts.
- 17) Principle contact with General Manager and Board Secretary.
- 18) Sensitive to quorum let's others speak first and summarizes.
- 19) Will initiate subjects when they choose not just the facilitator for others ideas.
- 20) Work to energize the board and build commitment.
- 21) Let team members speak without competition and summarize what was said.

Expectations of Board Vice-Chair

- 1) Be part of the executive team Chair, Vice, and Executive Manager.
- 2) Regularly attend meetings.
- 3) Contribute ideas to decision making- don't just listen.
- 4) Be ready to fill in for the Chair.
- 5) Head up ad hoc committees.
- 6) Use as alternate. Ask them to take leadership within a sphere.
- 7) Work with Chair in setting the direction of the organization.
- 8) Role is to understudy the Chair and be prepared to handle the Chair role when needed. Support a smooth transition if necessary.
- 9) Maintain the consistency of the flow of the Board. Speak out as a member, speaking their mind.

INTERCITY

OPERATING PRINCIPLES INTERCITY TRANSIT AUTHORITY APPROVED: July 2003 REVISED: May 6, 2005; June 7, 2006; May 11, 2007 REVIEWED: April 17, 2009 REVIEWED: May 14, 2010

Our mission is to provide and promote transportation choices that support an accessible, sustainable, livable, healthy, prosperous community.

We Value:

- Personal accountability
- Honesty and candor
- Creativity
- Ownership
- Diversity of opinion
- Integrity

- Public input
- Leadership
- Respect
- Cooperation
- Trust
- Humor

The principles by which we work together are:

- 1. We come to meetings on time, prepared, and with an open mind for informed dialogue.
- 2. We are engaged advocates for public transportation and the Intercity Transit Authority Vision.
- 3. We demonstrate respect and civility in all of our actions.
- 4. We will not undermine the Authority's decisions, while we recognize individual members may not always agree with decisions.
- 5. The Chair is our communication point person.
- 6. We always keep Executive Sessions confidential.
- 7. We are committed to a process that allows workable, cost-effective and creative outcomes.
- 8. We strive for cooperation and believe reasonable people can disagree.
- 9. We help each other be leaders by encouraging integrity, accountability, and confidence.
- 10. We agree to nurture positive relations with each other through active listening, clear concise communication and by providing prompt non-judgmental feedback.
- 11. We agree to address interpersonal conflicts promptly.
- 12. We will be clear when giving direction to staff.

Decision Authority January 2004

Decision	ITA	GM	Shared	Discussion
Procurement – Over \$25,000	X			Procurements over \$25,000 except general operating supplies (such as fuel) require ITA approval. ITA recommends review – consider something higher than \$25,000 – many other entities have a \$100,000 threshold
Procurement – Under \$25,000		X		GM serves as the agency's purchasing agent and may award and execute contracts up to \$25,000. ITA would like to have this reviewed with consideration for increasing the \$ amount.
Procurement – General Operating Supplies		X		GM may award and execute contracts for general operating supplies even if the cost exceeds \$25,000.
Collective Bargaining Agreements			X	The ITA approves the collective bargaining agreements. The ITA's approval or disapproval is limited to the agreement in its entirety and not individual elements of the agreement. The GM is the leader of negotiations on agreements.
Personnel Policy	x			ITA adopts personnel policies by resolution.
Hiring/Firing of General Manager	x			The ITA hires and fires the General Manager of the agency.
General Manager Annual Performance Evaluation	X			The ITA conducts an annual evaluation of the performance of the GM and establishes annual goals.
ITA Goals	X			The ITA establishes annual goals for the Authority and self-evaluates performance of these goals.
Appointment of Citizen Work Group Members	X			The ITA conducts a recruitment process annually for CWG members and makes

	1		appointments to the CWG. They adopt guidelines for the operation of the CWG.
Citizen Representatives	x		The ITA conducts recruitment processes for the Citizen Representative position when there is a vacancy. They are responsible for conducting interviews and making an official appointment. They may also re-appoint current Citizen Representatives to these positions per the ITA Bylaws.
Annual Reorganization Meeting	X		The ITA conducts a re-organizational meeting each February. At this respective meeting, they elect officers, make committee assignments, appoint Pension Committee staff positions, and review their bylaws if deemed necessary.
Personnel, Hiring & Discipline		x	The GM hires, disciplines and evaluates employees and administers personnel policies. Employees cannot appeal decisions of the GM to the ITA.
Classification & Compensation Plan	X		The GM makes recommendation to the ITA regarding amendments or revisions to the plan; the ITA approves changes.
New Positions	x		The ITA approves new positions as part of the annual budget approval. If new positions are recommended outside the budget process, the ITA makes approval. ITA recommends this process be re- evaluated to give the GM this authority as along as the budget is not increased.
Transit Development Plan	X		ITA adopts a 6-year plan on an annual basis.
Budget	x		The ITA adopts the annual budget by resolution. ITA approves budget amendments if the budget will exceed the original adopted amount.
Budget Administration		x	The GM is responsible for budget administration. The GM seeks ITA

			approval if overall expenditures will exceed the original amount approved. Budget adherence is reviewed quarterly with the ITA.
Budget Amendment	X		The ITA approves, by resolution, any amendment which increases the overall operating budget.
Fare Structure	X		The ITA adopts the fare structure and fare policy, by resolution. The ITA reviews fares at least every 3 years.
Wages & Benefits	X		The ITA approves wage and benefit changes through adoption of the annual budget, approval of collective bargaining agreements, and amendments of the Personnel Policy Manual.
Retirement Plans	x		The Authority approves employee retirement plans and/or changes to existing plans by resolution. I.T. currently has a 401(k) and 457 Plan, along with PERS Plans.
Cafeteria Plan	x		By resolution, the ITA approves the Cafeteria Plan and/or changes to the plan offered to employees.
Legal Counsel	X		The ITA approves the legal counsel contract. Legal Counsel serves the ITA.
Interlocal Agreements	X		The ITA approval any interlocal agreements between I.T. and other jurisdictions.
Bylaws	X		The ITA approves changes to their bylaws by resolution.
Drug & Alcohol Policy		X	The ITA approves changes to the D&A policy by resolution, as required by the FTA. The GM develops and implements procedures and guidelines as may be required to administer and enforce the policy.

INTERCITY TRANSIT AUTHORITY 2018 GOALS

Goal 1: Assess the transportation needs of our community throughout the Public Transportation Benefit Area.

Ends Policy: Intercity Transit Authority, staff, and the public will have access to clear and comprehensive information related to the transportation needs of our Public Transportation Benefit Area.

Goal 2: Provide outstanding customer service.

Ends Policy: Customers and the community will report a high level of satisfaction.

Goal 3: Maintain a safe and secure operating system.

Ends Policy: Focus on continual improvement for the safety and security of all customers, employees, and facilities.

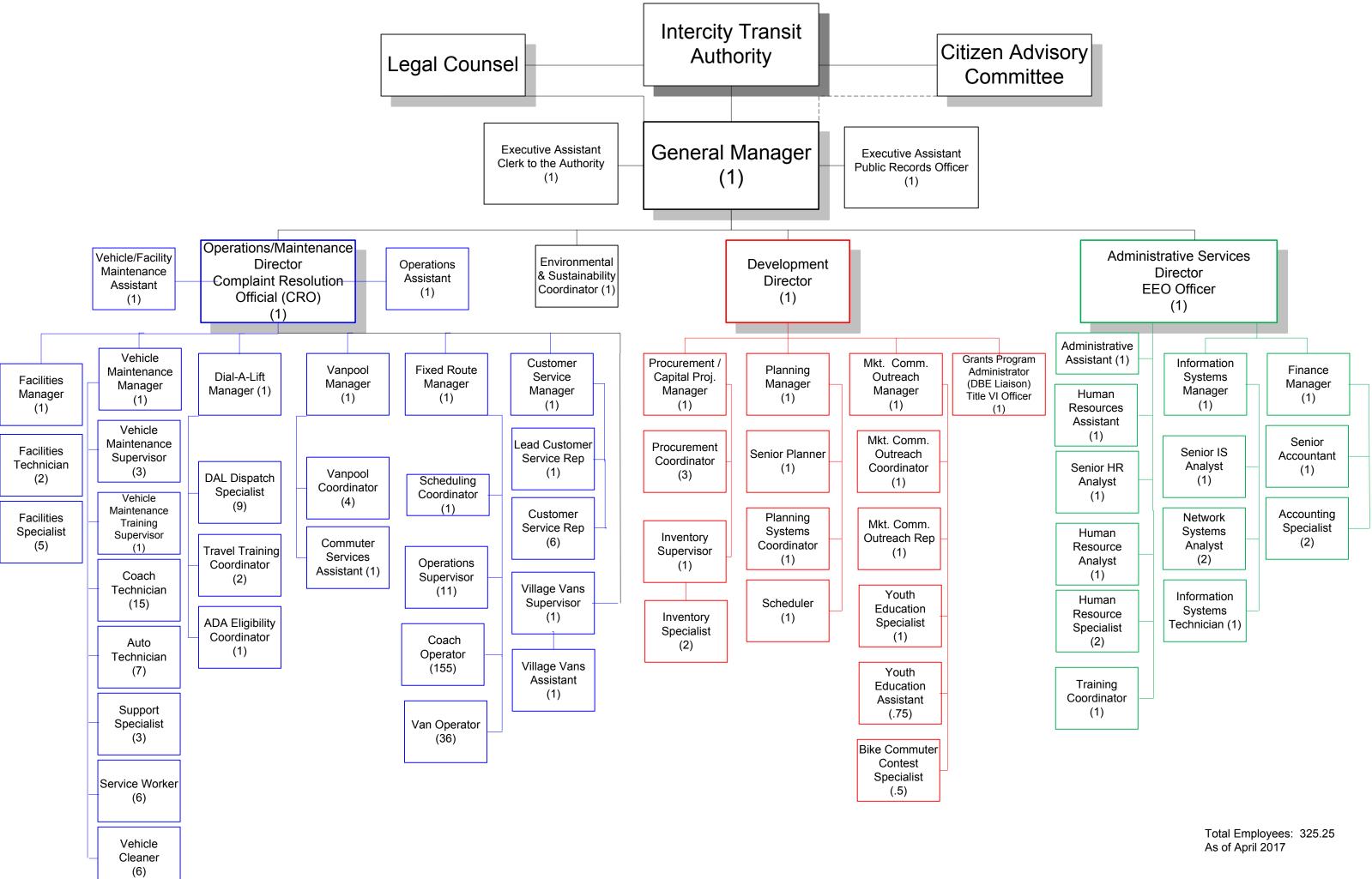
Goal 4: Provide responsive transportation options within financial limitations.

Ends Policy: Customers and staff will have access to programs and services that benefit and promote community sustainability focused on serving the mobility needs and demands of our community.

- Goal 5: Integrate sustainability into all agency decisions and operations to lower social and environmental impact to enhance our community.
- Ends Policy: Resources will be used efficiently with minimal negative impact on the environment and the community.

Goal 6: Encourage use of our services.

- Ends Policy: Educate and encourage community members to explore and appreciate the benefits of our services and programs.
- Goal 7: Build partnerships to address and jointly find solutions to the mobility needs and demands in our community.
- Ends Policy: Work with governmental, private, for profit and not-for-profit community partners to understand our joint responsibility to insure great mobility options and opportunities in our community.



INTERCITY TRANSIT Staff Organization of Washington and Oregon Transit Systems Positions Reporting to General Manager

	:	Ben-	: 	Lane Transit			Whatcom	
	Intercity Transit	Franklin Transit	Salem Transit	(Eugene)	Kitsap Transit	Pierce Transit	Transit	LINK Transit
# of Direct Reports to General Manager	9	6	2	8	2	2	9	S
Director of Operations	×	×	×	×	×	×	×	×
			(Transit Services)	(Transit Operations)		(V.P.)		
Director of	×	×		×	×	×	×	×
Maintenance		(& Special Projects)				(V.P.)		
Director of	×	×	×	×	×	×	×	
Planning/Development			(Transit	(Development	(Service	(V.P.	(Service	
			Development)	Services)	Development)	Technology & Transit Develop.)	Ďevelop- menť)	
Director Human	×	×	×	×	×	×	×	
Resources				(and Risk Management)		(& Labor Relations)		
Director of Executive	×	×	×	×	×	×	×	×
Services/Clerk of the Board								
Director of Finance	×	×	X			×		
and Administration			(Business Services)			(V.P.)		
Director of Marketing								

		Ben-		Lane Transit			Whatcom	
	Intercity Transit	Franklin Transit	Salem Transit	(Eugene)	Kitsap Transit	Pierce Transit	Transit	LINK Transit
Director of Administration				X (Admin Services Mgr)		i -		×
Director of Finance				X (Information Technology)	×		×	×
Government Relations Manager				X				
Director of Information Services			X					
Director of Specialized Transportation			X					
Public Relations Officer						×		
Capital Facilities Director					×			

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INTERCITY TRANSIT AUTHORITY COMMITTEE ASSIGNMENTS As of February 2018

Each year in February, at the reorganizational meeting, the Intercity Transit Authority approves committee assignments, as follows:

Thurston Regional Planning Council: General responsibilities include attendance at the monthly Thurston Regional Planning Council meetings and providing a monthly report to the full Authority. Meets the 1st Friday of the month at 8:30 AM.

Karen Messmer

(Alternate: Debbie Sullivan)

Transportation Policy Board: General responsibilities include attending the monthly Transportation Policy Board meetings and providing a monthly report to the full Authority. No standing dates - generally meets at 7:00 AM on the first Wednesday of the month.

Don Melnick (Alternate: Ryan Warner)

Pension Committee: The Intercity Transit Pension Committee consists of a Plan Committee (two permanent staff positions, one Authority member, and four employees), and the Executive Committee (two permanent staff positions and the Authority member); the Executive Committee selects services and makes decisions that comply with policy set by the Plan Committee as a whole. Meets quarterly - dates to be announced.

Molly Carmody

Ad Hoc Committees: The Authority Chair may form ad hoc committees to address specific issues.

Committee of the Whole: The Authority Chair may form a "Committee of the Whole," composed of all Authority members, to address major issues.

Chapter 36.56 RCW

METROPOLITAN MUNICIPAL CORPORATIONFUNCTIONS, ETC.—ASSUMPTION BY COUNTIES

Chapter Listing | RCW Dispositions

	Se	cti	on	S
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36.56.010	Assumption of rights, powers, functions, and obligations authorized.
36.56.020	Ordinance or resolution of intention to assume rights, powers, functions, and obligations —Adoption—Publication—Hearing.
36.56.030	Hearing.
36.56.040	Declaration of intention to assume—Submission of ordinance or resolution to voters required—Extent of rights, powers, functions, and obligations assumed and vested in county—Abolition of metropolitan council—Transfer of rights, powers, functions, and obligations to county.
36.56.050	Employees and personnel.
36.56.060	Apportionment of budgeted funds—Transfer and adjustment of funds, accounts and
	records.
36.56.070	Existing rights, actions, proceedings, etc. not impaired or altered.
36.56.080	Collective bargaining units or agreements.
36.56.090	Rules and regulations, pending business, contracts, obligations, validity of official acts.
36.56.100	Real and personal property—Reports, books, records, etc.—Funds, credits, assets —Appropriations or federal grants.
36.56.110	Debts and obligations.
36.56.121	Maintenance plan.
36.56.900	Severability—Construction—1977 ex.s. c 277.
36.56.910	Effective date—1977 ex.s. c 277.

NOTES:

Acquisition of interests in land for conservation, protection, preservation, or open space purposes by county or metropolitan municipal corporation: RCW **64.04.130**.

36.56.010 Assumption of rights, powers, functions, and obligations authorized.

Any county with a population of two hundred ten thousand or more in which a metropolitan municipal corporation has been established pursuant to chapter **35.58** RCW with boundaries coterminous with the boundaries of the county may by ordinance or resolution, as the case may be, of the county legislative authority assume the rights, powers, functions, and obligations of such metropolitan municipal corporation in accordance with the provisions of *this 1977 amendatory act. The definitions contained in RCW **35.58.020** shall be applicable to this chapter.

[1991 c 363 § 72; 1977 ex.s. c 277 § 1.]

NOTES:

*Reviser's note: "this 1977 amendatory act" or "this act" [1977 ex.s. c 277] consists of chapter 36.56 RCW and the amendment to RCW 35.58.020 by 1977 ex.s. c 277.

Purpose—Captions not law—1991 c 363: See notes following RCW 2.32.180.

36.56.020 Ordinance or resolution of intention to assume rights, powers, functions, and obligations—Adoption—Publication—Hearing.

The assumption of the rights, powers, functions, and obligations of a metropolitan municipal corporation may be initiated by the adoption of an ordinance or a resolution, as the case may be, by the county legislative authority indicating its intention to conduct a hearing concerning assumption of such rights, powers, functions, and obligations. In the event the county legislative authority adopts such an ordinance or a resolution of intention, such ordinance or resolution shall set a time and place at which it will consider the proposed assumption of the rights, powers, functions, and obligations of the metropolitan municipal corporation, and shall state that all persons interested may appear and be heard. Such ordinance or resolution of intention shall be published for at least four times during the four weeks next preceding the scheduled hearing in newspapers of daily general circulation printed or published in said county.

[1977 ex.s. c 277 § 2.]

36.56.030 Hearing.

At the time scheduled for the hearing in the ordinance or resolution of intention, the county legislative authority shall consider the assumption of the rights, powers, functions, and obligations of the metropolitan municipal corporation, and hear those appearing and all protests and objections to it. The county legislative authority may continue the hearing from time to time, not exceeding sixty days in all.

[1977 ex.s. c 277 § 3.]

36.56.040

Declaration of intention to assume—Submission of ordinance or resolution to voters required—Extent of rights, powers, functions, and obligations assumed and vested in county—Abolition of metropolitan council—Transfer of rights, powers, functions, and obligations to county.

If, from the testimony given before the county legislative authority, it appears that the public interest or welfare would be satisfied by the county assuming the rights, powers, functions, and obligations of the metropolitan municipal corporation, the county legislative authority may declare that to be its intent and assume such rights, powers, functions, and obligations by ordinance or resolution, as the case may be, providing that the county shall be vested with every right, power, function, and obligation currently granted to or possessed by the metropolitan municipal corporation pursuant to chapter **35.58** RCW (including *RCW **35.58.273** relating to levy and use of the motor vehicle excise tax) or other provision of state law, including but not limited to, the power and authority to levy a sales and use tax pursuant to chapter **82.14** RCW or other provision of law: PROVIDED, That such ordinance or resolution shall be

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Chapter 36.56 RCW: METROPOLITAN MUNICIPAL CORPORATIONFUNCTIONS, ETC.—ASSUMPTION BY COUNTIES

submitted to the voters of the county for their adoption and ratification or rejection, and if a majority of the persons voting on the proposition residing within the central city shall vote in favor thereof and a majority of the persons voting on the proposition residing in the metropolitan area outside of the central city shall vote in favor thereof, the ordinance or resolution shall be deemed adopted and ratified.

Upon assumption of the rights, powers, functions, and obligations of the metropolitan municipal corporation by the county, the metropolitan council established pursuant to the provisions of RCW **35.58.120** through **35.58.160** shall be abolished, said provisions shall be inapplicable to the county, and the county legislative authority shall thereafter be vested with all rights, powers, duties, and obligations otherwise vested by law in the metropolitan council: PROVIDED, That in any county with a home rule charter such rights, powers, functions, and obligations shall vest in accordance with the executive and legislative responsibilities defined in such charter.

[1977 ex.s. c 277 § 4.]

NOTES:

*Reviser's note: RCW 35.58.273 was repealed by 2002 c 6 § 2.

36.56.050 Employees and personnel.

All employees and personnel of the metropolitan municipal corporation who are under a personnel system pursuant to RCW **35.58.370** shall be assigned to the county personnel system to perform their usual duties upon the same terms as formerly, without any loss of rights, subject to any action that may be appropriate thereafter in accordance with the laws and rules governing the county personnel system.

[1977 ex.s. c 277 § 5.]

36.56.060 Apportionment of budgeted funds—Transfer and adjustment of funds, accounts and records.

If apportionments of budgeted funds are required because of the transfers authorized by this chapter, the county budget office shall certify such apportionments to the agencies and local governmental units affected and to the state auditor. Each of these shall make the appropriate transfer and adjustments in funds and appropriation accounts and equipment records in accordance with such certification.

[1977 ex.s. c 277 § 6.]

36.56.070 Existing rights, actions, proceedings, etc. not impaired or altered.

No transfer of any function made pursuant to this chapter shall be construed to impair or alter any existing rights acquired under the provisions of chapter **35.58** RCW or any other provision of law relating to metropolitan municipal corporations, nor as impairing or altering any actions, activities, or proceedings

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Chapter 36.56 RCW: METROPOLITAN MUNICIPAL CORPORATIONFUNCTIONS, ETC.—ASSUMPTION BY COUNTIES

validated thereunder, nor as impairing or altering any civil or criminal proceedings instituted thereunder, nor any rule, regulation, or order promulgated thereunder, nor any administrative action taken thereunder; and neither the assumption of control of any metropolitan municipal function by a county, nor any transfer of rights, powers, functions, and obligations as provided in this chapter, shall impair or alter the validity of any act performed by such metropolitan municipal corporation or division thereof or any officer thereof prior to the assumption of such rights, powers, functions, and obligations by any county as authorized by this chapter.

[1977 ex.s. c 277 § 7.]

36.56.080

Collective bargaining units or agreements.

Nothing contained in this chapter shall be construed to alter any existing collective bargaining unit or the provisions of any existing collective bargaining agreement until any such agreement has expired or until any such bargaining unit has been modified as provided by law.

[1977 ex.s. c 277 § 8.]

36.56.090

Rules and regulations, pending business, contracts, obligations, validity of official acts.

All rules and regulations, and all pending business before the committees, divisions, boards, and other agencies of any metropolitan municipal corporation transferred pursuant to the provisions of this chapter shall be continued and acted upon by the county.

All existing contracts and obligations of the transferred metropolitan municipal corporation shall remain in full force and effect, and shall be performed by the county. No transfer authorized in this chapter shall affect the validity of any official act performed by any official or employee prior to the transfer authorized pursuant to *this amendatory act.

[1977 ex.s. c 277 § 9.]

NOTES:

*Reviser's note: "this amendatory act," see note following RCW 36.56.010.

36.56.100

Real and personal property—Reports, books, records, etc.—Funds, credits, assets —Appropriations or federal grants.

When the rights, powers, functions, and obligations of a metropolitan municipal corporation are transferred pursuant to this chapter, all real and personal property owned by the metropolitan municipal corporation shall become that of the county.

Chapter 36.56 RCW: METROPOLITAN MUNICIPAL CORPORATIONFUNCTIONS, ETC.—ASSUMPTION BY COUNTIES

All reports, documents, surveys, books, records, files, papers, or other writings relating to the administration of the powers, duties, and functions transferred pursuant to this chapter and available to the metropolitan municipal corporation shall be made available to the county.

All cabinets, furniture, office equipment, motor vehicles, and other tangible property employed in carrying out the rights, powers, functions, and obligations transferred by this chapter and available to the metropolitan municipal corporation shall be made available to the county.

All funds, credits, or other assets held in connection with powers, duties, and functions herein transferred shall be assigned to the county.

Any appropriations or federal grant made to any committee, division, board, or other department of a metropolitan municipal corporation for the purpose of carrying out the rights, powers, functions, and obligations authorized to be assumed by a county pursuant to this chapter shall on the effective date of such transfer be credited to the county for the purpose of carrying out such transferred rights, powers, functions, and obligations.

[1977 ex.s. c 277 § 10.]

36.56.110 Debts and obligations.

The county shall assume and agree to provide for the payment of all of the indebtedness of the metropolitan municipal corporation including the payment and retirement of outstanding general obligation and revenue bonds issued by the metropolitan municipal corporation. Until the indebtedness of a metropolitan municipal corporation thus assumed by a county has been discharged, all property within the boundaries of the metropolitan municipal corporation and the owners and occupants of that property, shall continue to be liable for taxes, special assessments, and other charges legally pledged to pay the indebtedness of the metropolitan municipal corporation. The county shall assume the obligation of causing the payment of such indebtedness, collecting such taxes, assessments, and charges and observing and performing the other contractual obligations of the metropolitan municipal corporation. The legislative authority of the county shall act in the same manner as the governing body of the metropolitan municipal corporation for the purpose of certifying the amount of any property tax to be levied and collected therein, and may cause service and other charges and assessments to be collected from such property or owners or occupants thereof, enforce such collection and perform all acts necessary to ensure performance of the contractual obligations of the metropolitan municipal corporation in the same manner and by the same means as if the property of the metropolitan municipal corporation had not been acquired by the county.

When a county assumes the obligation of paying indebtedness of a metropolitan municipal corporation and if property taxes or assessments have been levied and service and other charges have accrued for such purpose but have not been collected by the metropolitan municipal corporation prior to such assumption, the same when collected shall belong and be paid to the county and be used by such county so far as necessary for payment of the indebtedness of the metropolitan municipal corporation existing and unpaid on the date such county assumed that indebtedness. Any funds received by the county which have been collected for the purpose of paying any bonded or other indebtedness of the metropolitan municipal corporation shall be used for the purpose for which they were collected and for no other purpose until such indebtedness has been paid and retired or adequate provision has been made for such payment and retirement. No transfer of property as provided in *this act shall derogate from the claims or rights of the creditors of the metropolitan municipal corporation to respond to its debts and obligations.

[1977 ex.s. c 277 § 11.]

NOTES:

*Reviser's note: "this act," see note following RCW 36.56.010.

36.56.121

Maintenance plan.

As a condition of receiving state funding, a county that has assumed the transportation functions of a metropolitan municipal corporation shall submit a maintenance and preservation management plan for certification by the department of transportation. The plan must inventory all transportation system assets within the direction and control of the county, and provide a preservation plan based on lowest life-cycle cost methodologies.

[2006 c 334 § 29; 2003 c 363 § 303.]

NOTES:

Effective date 2006 c 334: See note following RCW 47.01.051.

Finding—Intent—2003 c 363: See note following RCW 35.84.060.

Part headings not law—Severability—2003 c 363: See notes following RCW 47.28.241.

36.56.900 Severability—Construction—1977 ex.s. c 277.

If any provision of this 1977 amendatory act, or its application to any person or circumstance is held invalid, the remainder of the act, or the application of the provision to other persons or circumstances is not affected. In the event the provisions in RCW **36.56.040** requiring approval by both the voters of a central city and the county voters residing outside of the central city are held to be invalid, then such provisions shall be severable and the ballot proposition on the transfer of the metropolitan municipal corporation to the county shall be decided by the majority vote of the voters voting thereon in a countywide election.

[1977 ex.s. c 277 § 14.]

36.56.910 Effective date—1977 ex.s. c 277.

This 1977 amendatory act shall take effect July 1, 1978.

[1977 ex.s. c 277 § 15.]

Chapter 36.57A RCW

PUBLIC TRANSPORTATION BENEFIT AREAS

Chapter Listing | RCW Dispositions

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36.57A.010	Definitions.
36.57A.011	Municipality defined.
36.57A.020	Public transportation improvement conference—Convening—Purpose—Multi-county
00101711020	conferences.
36.57A.030	Establishment or change in boundaries of public transportation benefit area—Hearing
	—Notice—Procedure—Authority of county to terminate public transportation benefit
	area.
36.57A.040	Cities included or excluded—Boundaries—Only benefited areas included—One area per county, exception.
36.57A.050	Governing body—Selection, qualification, number of members—Travel expenses,
	compensation.
36.57A.055	Governing body—Periodic review of composition.
36.57A.060	Comprehensive plan—Development—Elements.
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36.57A.080	General powers.
36.57A.090	Additional powers—Acquisition of existing system.
36.57A.100	Agreements with operators of local public transportation services—Operation without
	agreement prohibited—Purchase or condemnation of assets.
36.57A.110	Powers of component city concerning passenger transportation transferred to benefit
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36.57A.120	Acquisition of existing system—Labor contracts, employee rights preserved—Collective
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36.57A.130	Treasurer and auditor—Powers and duties—Transportation fund—Contribution of sums
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36.57A.140	Annexation of additional area.
36.57A.150	Advanced financial support payments.
36.57A.160	Dissolution and liquidation.
36.57A.170	Rail fixed guideway public transportation system—Safety program plan and security
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36.57A.180	Public transportation for persons with special needs.
36.57A.191	Maintenance plan.
36.57A.200	Passenger-only ferry service—Authorized—Investment plan.
36.57A.210	Passenger-only ferry service—Taxes, fees, and tolls.
36.57A.220	Passenger-only ferry service between Kingston and Seattle.
36.57A.222	Passenger-only ferry service districts—Authorized—Investment plan—Dissolution.
36.57A.224	Passenger-only ferry service districts—Revenue.
36.57A.226	Passenger-only ferry service districts—Issuance of bonds.
36.57A.230	Public transportation fares—Proof of payment—Civil infractions.
36.57A.235	Public transportation fares—Schedule of fines and penalties—Who may monitor fare payment—Administration of citations.
36.57A.240	Public transportation fares—Powers of law enforcement authorities.
36.57A.245	Public transportation fares—Powers and authority are supplemental to other laws.
36.57A.250	Supplemental transportation improvements.

NOTES:

Financing of public transportation systems: Chapter 35.95 RCW and RCW 82.14.045.

Transportation centers authorized: Chapter 81.75 RCW.

36.57A.010 Definitions.

The definitions set forth in this section apply throughout this chapter unless the context clearly requires otherwise.

(1) "City" means an incorporated city or town.

(2) "City council" means the legislative body of any city or town.

(3) "Component city" means an incorporated city or town within a public transportation benefit area.

(4) "County legislative authority" means the board of county commissioners or the county council.

(5) "Population" means the number of residents as shown by the figures released for the most recent official state, federal, or county census, or population determination made by the office of financial management.

(6) "Proof of payment" means evidence of fare prepayment authorized by a public transportation benefit area for the use of buses or other modes of public transportation.

(7) "Public transportation benefit area" means a municipal corporation of the state of Washington created pursuant to this chapter.

(8) "Public transportation benefit area authority" or "authority" means the legislative body of a public transportation benefit area.

(9) "Public transportation improvement conference" or "conference" means the body established pursuant to RCW **36.57A.020** which shall be authorized to establish, subject to the provisions of RCW **36.57A.030**, a public transportation benefit area pursuant to the provisions of this chapter.

(10) "Public transportation service" means the transportation of packages, passengers, and their incidental baggage by means other than by chartered bus, sight-seeing bus, together with the necessary passenger terminals and parking facilities or other properties necessary for passenger and vehicular access to and from such people moving systems: PROVIDED, That nothing shall prohibit an authority from leasing its buses to private certified carriers or prohibit the authority from providing school bus service. "Public transportation service" includes passenger-only ferry service for those public transportation benefit areas eligible to provide passenger-only ferry service under RCW **36.57A.200**.

[2008 c 123 § 10; 2003 c 83 § 209; 1983 c 65 § 1; 1979 c 151 § 40; 1975 1st ex.s. c 270 § 11.]

NOTES:

Alphabetization—2008 c 123: See note following RCW 35.58.020.

Findings—Intent—Captions, part headings not law—Severability—Effective date—2003 c 83: See notes following RCW 36.57A.200.

Severability—Effective date—1975 1st ex.s. c 270: See notes following RCW 35.58.272.

Population determinations, office of financial management: Chapter **43.62** RCW.

36.57A.011 Municipality defined.

See RCW 35.58.272.

36.57A.020 Public transportation improvement conference—Convening—Purpose—Multicounty conferences.

The county legislative authority of every county with a population of forty thousand or more shall, and the legislative authority of every other county may, within ninety days of July 1, 1975, and as often thereafter as it deems necessary, and upon thirty days prior written notice addressed to the legislative body of each city within the county and with thirty days public notice, convene a public transportation improvement conference to be attended by an elected representative selected by the legislative body of each city, within such county, and by the county legislative authority. Such conference shall be for the purpose of evaluating the need for and the desirability of the creation of a public transportation benefit area within certain incorporated and unincorporated portions of the county to provide public transportation services within such area. In those counties where county officials believe the need for public transportation service extends across county boundaries so as to provide public transportation service in a metropolitan area, the county legislative bodies of two or more neighboring counties may elect to convene a multi-county conference. In addition, countywide conferences may be convened by resolution of the legislative bodies of two or more cities within the county, not to exceed one in any twelve month period, or a petition signed by at least ten percent of the registered voters in the last general election of the city, county or city/county areas of a proposed benefit area. The chair of the conference shall be elected from the members at large.

[1991 c 363 § 73; 1975 1st ex.s. c 270 § 12.]

NOTES:

Purpose—Captions not law—1991 c 363: See notes following RCW 2.32.180.

Severability—Effective date—1975 1st ex.s. c 270: See notes following RCW 35.58.272.

36.57A.030 Establishment or change in boundaries of public transportation benefit area— Hearing—Notice—Procedure—Authority of county to terminate public transportation benefit area.

Any conference which finds it desirable to establish a public transportation benefit area or change the boundaries of any existing public transportation benefit area shall fix a date for a public hearing thereon, or the legislative bodies of any two or more component cities or the county legislative body by resolution may require the public transportation improvement conference to fix a date for a public hearing thereon. Prior to the convening of the public hearing, the county governing body shall delineate the area of the county proposed to be included within the transportation benefit area, and shall furnish a copy of such delineation to each incorporated city within such area. Each city shall advise the county governing body, on a preliminary basis, of its desire to be included or excluded from the transportation benefit area by means of an ordinance adopted by the legislative body of that city. The county governing body shall cause the delineations to be revised to reflect the wishes of such incorporated cities. This delineation shall be considered by the conference at the public hearing for inclusion in the public transportation benefit area.

Notice of such hearing shall be published once a week for at least four consecutive weeks in one or more newspapers of general circulation within the area. The notice shall contain a description and map of the boundaries of the proposed public transportation benefit area and shall state the time and place of the hearing and the fact that any changes in the boundaries of the public transportation benefit area will be considered at such time and place. At such hearing or any continuation thereof, any interested person may appear and be heard on all matters relating to the effect of the formation of the proposed public transportation benefit area.

The conference may make such changes in the boundaries of the public transportation benefit area as they shall deem reasonable and proper, but may not delete any portion of the proposed area which will create an island of included or excluded lands, and may not delete a portion of any city. If the conference shall determine that any additional territory should be included in the public transportation benefit area, a second hearing shall be held and notice given in the same manner as for the original hearing. The conference may adjourn the hearing on the formation of a public transportation benefit area from time to time not exceeding thirty days in all.

Following the conclusion of such hearing the conference shall adopt a resolution fixing the boundaries of the proposed public transportation benefit area, declaring that the formation of the proposed public transportation benefit area will be conducive to the welfare and benefit of the persons and property therein.

Within thirty days of the adoption of such conference resolution, the county legislative authority of each county wherein a conference has established proposed boundaries of a public transportation benefit area, may by resolution, upon making a legislative finding that the proposed benefit area includes portions of the county which could not be reasonably expected to benefit from such benefit area or excludes portions of the county which could be reasonably expected to benefit from its creation, disapprove and terminate the establishment of such public transportation benefit area within such county.

[2016 c 95 § 11; 1977 ex.s. c 44 § 1; 1975 1st ex.s. c 270 § 13.]

NOTES:

Intent—2016 c 95: See note following RCW 19.360.020.

Severability—1977 ex.s. c 44: "If any provision of this 1977 amendatory act, or its application to any person or circumstance is held invalid, the remainder of the act, or the application of the provision to other persons or circumstances is not affected." [1977 ex.s. c 44 § 7.]

Effective date—**1977 ex.s. c 44:** "This 1977 amendatory act is necessary for the immediate preservation of the public peace, health, and safety, the support of the state government and its existing public institutions, and shall take effect July 1, 1977." [**1977 ex.s. c 44 § 8**.]

Severability—Effective date—1975 1st ex.s. c 270: See notes following RCW 35.58.272.

36.57A.040 Cities included or excluded—Boundaries—Only benefited areas included—One area per county, exception.

At the time of its formation no public transportation benefit area may include only a part of any city, and every city shall be either wholly included or wholly excluded from the boundaries of such area. Notwithstanding any other provision of law, if subsequent to the formation of a public transportation benefit area additional area became or will become a part of a component city by annexation, merger, or otherwise, the additional area shall be included within the boundaries of the transportation benefit area and be subject to all taxes and other liabilities and obligations of the public transportation benefit area. The component city shall be required to notify the public transportation benefit area at the time the city has added the additional area. Furthermore, notwithstanding any other provisions of law except as specifically provided in this section, if a city that is not a component city of the public transportation benefit area adds area to its boundaries that is within the boundaries of the public transportation benefit area, the area so added shall be deemed to be excluded from the public transportation benefit area: PROVIDED, That the public transportation benefit area shall be given notice of the city's intention to add such area. If a city extends its boundaries through annexation across a county boundary line and such extended boundaries include areas within the public transportation benefit area, then the entire area of the city within the county that is within the public transportation benefit area shall be included within the public transportation benefit area boundaries. Such area of the city in the public transportation benefit area shall be considered a component city of the public transportation benefit area corporation.

The boundaries of any public transportation benefit area shall follow school district lines or election precinct lines, as far as practicable. Only such areas shall be included which the conference determines could reasonably benefit from the provision of public transportation services. Except as provided in RCW **36.57A.140**(2), only one public transportation benefit area may be created in any county.

[1992 c 16 § 1; 1991 c 318 § 15; 1983 c 65 § 2; 1975 1st ex.s. c 270 § 14.]

NOTES:

Intent—1991 c 318: "The legislature recognizes that certain communities have important cultural, economic, or transportation linkages to communities in other counties. Many public services can most efficiently be delivered from public agencies located in counties other than the county within which the community is located. It is the intent of the legislature by enacting sections 15 through 17 of this act to further more effective public transportation linkages between communities, regardless of county association, in order to better serve state citizen needs." [1991 c 318 § 14.]

Severability—Effective date—1975 1st ex.s. c 270: See notes following RCW 35.58.272.

36.57A.050 Governing body—Selection, qualification, number of members—Travel expenses, compensation.

Within sixty days of the establishment of the boundaries of the public transportation benefit area the members of the county legislative authority and the elected representative of each city within the area shall provide for the selection of the governing body of such area, the public transportation benefit area authority, which shall consist of elected officials selected by and serving at the pleasure of the governing bodies of component cities within the area and the county legislative authority of each county within the area. If at the time a public transportation benefit area authority assumes the public transportation functions previously provided under the Interlocal Cooperation Act (chapter **39.34** RCW) there are citizen positions on the governing board of the transit system, those positions may be retained as positions on the governing board of the public transportation benefit area authority.

Within such sixty-day period, any city may by resolution of its legislative body withdraw from participation in the public transportation benefit area. The county legislative authority and each city remaining in the public transportation benefit area may disapprove and prevent the establishment of any governing body of a public transportation benefit area if the composition thereof does not meet its approval.

In no case shall the governing body of a single county public transportation benefit area be greater than nine voting members and in the case of a multicounty area, fifteen voting members. Those cities within the transportation benefit area and excluded from direct membership on the authority are hereby authorized to designate a member of the authority who shall be entitled to represent the interests of such city which is excluded from direct membership on the authority. The legislative body of such city shall notify the authority as to the determination of its authorized representative on the authority.

There is one nonvoting member of the public transportation benefit area authority. The nonvoting member is recommended by the labor organization representing the public transportation employees within the local public transportation system. If the public transportation employees are represented by more than one labor organization, all such labor organizations shall select the nonvoting member by majority vote. The nonvoting member shall comply with all governing bylaws and policies of the authority. The chair or cochairs of the authority shall exclude the nonvoting member from attending any executive session held for the purpose of discussing negotiations with labor organizations. The chair or cochairs may exclude the nonvoting member from attending any other executive session. The requirement that a nonvoting member be appointed to the governing body of a public transportation benefit area authority does not apply to an authority that has no employees represented by a labor union.

Each member of the authority is eligible to be reimbursed for travel expenses in accordance with RCW **43.03.050** and **43.03.060** and to receive compensation, as set by the authority, in an amount not to exceed forty-four dollars for each day during which the member attends official meetings of the authority or performs prescribed duties approved by the chair of the authority. Except that the authority may, by resolution, increase the payment of per diem compensation to each member from forty-four dollars up to ninety dollars per day or portion of a day for actual attendance at board meetings or for performance of other official services or duties on behalf of the authority. In no event may a member be compensated in any year for more than seventy-five days, except the chair who may be paid compensation for not more than one hundred days: PROVIDED, That compensation shall not be paid to an elected official or employee of federal, state, or local government who is receiving regular full-time compensation from such government for attending meetings and performing prescribed duties of the authority.

The dollar thresholds established in this section must be adjusted for inflation by the office of financial management every five years, beginning July 1, 2008, based upon changes in the consumer price index during that time period. "Consumer price index" means, for any calendar year, that year's annual average consumer price index, for Washington state, for wage earners and clerical workers, all items, compiled by the bureau of labor and statistics, United States department of labor. If the bureau of labor and statistics develops more than one consumer price index for areas within the state, the index covering the greatest number of people, covering areas exclusively within the boundaries of the state, and including all items shall be used for the adjustments for inflation in this section. The office of financial management must calculate the new dollar threshold and transmit it to the office of the code reviser for publication in the Washington State Register at least one month before the new dollar threshold is to take effect.

A person holding office as commissioner for two or more special purpose districts shall receive only that per diem compensation authorized for one of his or her commissioner positions as compensation for attending an official meeting or conducting official services or duties while representing more than one of his or her districts. However, such commissioner may receive additional per diem compensation if approved by resolution of all boards of the affected commissions.

[2010 c 278 § 3; 2009 c 549 § 4097; 2007 c 469 § 14; 1998 c 121 § 15; 1983 c 65 § 3; 1977 ex.s. c 44 § 2; 1975 1st ex.s. c 270 § 15.]

NOTES:

Severability—Effective date—1977 ex.s. c 44: See notes following RCW 36.57A.030.

Severability—Effective date—1975 1st ex.s. c 270: See notes following RCW 35.58.272.

36.57A.055 Governing body—Periodic review of composition.

After a public transportation benefit area has been in existence for four years, members of the county legislative authority and the elected representative of each city within the boundaries of the public transportation benefit area shall review the composition of the governing body of the benefit area and change the composition of the governing body if the change is deemed appropriate. The review shall be at a meeting of the designated representatives of the component county and cities, and the majority of those present shall constitute a quorum at such meeting. Twenty days notice of the meeting shall be given by the chief administrative officer of the public transportation benefit area authority. After the initial review, a review shall be held every four years.

If an area having a population greater than fifteen percent, or areas with a combined population of greater than twenty-five percent of the population of the existing public transportation benefit area as constituted at the last review meeting, annex to the public transportation benefit area, or if an area is added under RCW **36.57A.140**(2), the representatives of the component county and cities shall meet within ninety days to review and change the composition of the governing body, if the change is deemed appropriate. This meeting is in addition to the regular four-year review meeting and shall be conducted pursuant to the same notice requirement and quorum provisions of the regular review.

[1991 c 318 § 16; 1983 c 65 § 4.]

NOTES:

Intent—1991 c 318: See note following RCW 36.57A.040.

36.57A.060 Comprehensive plan—Development—Elements.

The public transportation benefit area authority authorized pursuant to RCW **36.57A.050** shall develop a comprehensive transit plan for the area. Such plan shall include, but not be limited to the following elements:

(1) The levels of transit service that can be reasonably provided for various portions of the benefit area.

(2) The funding requirements, including local tax sources, state and federal funds, necessary to provide various levels of service within the area.

(3) The impact of such a transportation program on other transit systems operating within that county or adjacent counties.

(4) The future enlargement of the benefit area or the consolidation of such benefit area with other transit systems.

[1975 1st ex.s. c 270 § 16.]

NOTES:

Severability—Effective date—1975 1st ex.s. c 270: See notes following RCW 35.58.272.

36.57A.070 Comprehensive plan—Review.

The comprehensive transit plan adopted by the authority shall be reviewed by the state department of transportation to determine:

(1) The completeness of service to be offered and the economic viability of the transit system proposed in such comprehensive transit plan;

(2) Whether such plan integrates the proposed transportation system with existing transportation modes and systems that serve the benefit area;

(3) Whether such plan coordinates that area's system and service with nearby public transportation systems;

(4) Whether such plan is eligible for matching state or federal funds.

[2006 c 334 § 30; 1985 c 6 § 5; 1975 1st ex.s. c 270 § 17.]

NOTES:

Effective date-2006 c 334: See note following RCW 47.01.051.

Severability—Effective date—1975 1st ex.s. c 270: See notes following RCW 35.58.272.

36.57A.080 General powers.

In addition to the powers specifically granted by this chapter a public transportation benefit area shall have all powers which are necessary to carry out the purposes of the public transportation benefit area. A public transportation benefit area may contract with the United States or any agency thereof, any state or agency thereof, any other public transportation benefit area, any county, city, metropolitan municipal corporation, special district, or governmental agency, within or without the state, and any private person, firm or corporation for the purpose of receiving gifts or grants or securing loans or advances for preliminary planning and feasibility studies, or for the design, construction or operation of transportation facilities. In addition a public transportation benefit area may contract with any governmental agency or with any private person, firm or corporation for the use by either contracting party of all or any part of the facilities, structures, lands, interests in lands, air rights over lands and rights-of-way of all kinds which are owned, leased or held by the other party and for the purpose of planning, constructing or operating any facility or performing any service which the public transportation benefit area may be authorized to operate or perform, on such terms as may be agreed upon by the contracting parties. Before any contract for the lease or operation of any public transportation benefit area facilities shall be let to any private person, firm or corporation, a general schedule of rental rates for bus equipment with or without drivers shall be publicly posted applicable to all private certificated carriers, and for other facilities competitive bids shall first be called upon such notice, bidder qualifications and bid conditions as the public transportation benefit area authority shall determine.

A public transportation benefit area may sue and be sued in its corporate capacity in all courts and in all proceedings.

[1975 1st ex.s. c 270 § 18.]

NOTES:

Severability—Effective date—1975 1st ex.s. c 270: See notes following RCW 35.58.272.

36.57A.090 Additional powers—Acquisition of existing system.

A public transportation benefit area authority shall have the following powers in addition to the general powers granted by this chapter:

(1) To prepare, adopt, and carry out a general comprehensive plan for public transportation service which will best serve the residents of the public transportation benefit area and to amend said plan from time to time to meet changed conditions and requirements.

(2) To acquire by purchase, condemnation, gift, or grant and to lease, construct, add to, improve, replace, repair, maintain, operate, and regulate the use of transportation facilities and properties within or without the public transportation benefit area or the state, including systems of surface, underground, or overhead railways, tramways, buses, or any other means of local transportation except taxis, and including escalators, moving sidewalks, or other people-moving systems, passenger terminal and parking facilities and properties, and such other facilities and properties as may be necessary for passenger and vehicular access to and from such people-moving systems, terminal and parking facilities. Public transportation facilities and properties which are owned by any city may be acquired or used by the public transportation benefit area authority only with the consent of the city council of the city owning such facilities. Cities are hereby authorized to convey or lease such facilities to a public transportation benefit area authority or to contract for their joint use on such terms as may be fixed by agreement between the city council of such city and the public transportation benefit area authority, without submitting the matter to the voters of such city.

The facilities and properties of a public transportation benefit area system whose vehicles will operate primarily within the rights-of-way of public streets, roads, or highways, may be acquired, developed, and operated without the corridor and design hearings which are required by *RCW **35.58.273**, as now or hereafter amended, for mass transit facilities operating on a separate right-of-way.

(3) To fix rates, tolls, fares, and charges for the use of such facilities and to establish various routes and classes of service. Fares or charges may be adjusted or eliminated for any distinguishable class of users including, but not limited to, senior citizens, handicapped persons, and students.

In the event any person holding a certificate of public convenience and necessity from the Washington utilities and transportation commission under RCW **81.68.040** has operated under such certificate for a continuous period of one year prior to the date of certification and is offering service within the public transportation benefit area on the date of the certification by the county canvassing board that a majority of votes cast authorize a tax to be levied and collected by the public transportation benefit area authority may by purchase or condemnation acquire at the fair market value, from the person holding the existing certificate for providing the services, that portion of the operating authority and equipment representing the services within the area of public operation. The person holding such existing certificate may require the public transportation benefit area authority to initiate such purchase of those assets of such person, existing as of the date of the county canvassing board certification, within sixty days after the date of such certification.

Chapter 36.57A RCW: PUBLIC TRANSPORTATION BENEFIT AREAS

[1981 c 25 § 4; 1977 ex.s. c 44 § 3; 1975 1st ex.s. c 270 § 19.]

NOTES:

*Reviser's note: RCW 35.58.273 was repealed by 2002 c 6 § 2.

Severability—Effective date—1977 ex.s. c 44: See notes following RCW 36.57A.030.

Severability—Effective date—1975 1st ex.s. c 270: See notes following RCW 35.58.272.

36.57A.100 Agreements with operators of local public transportation services—Operation without agreement prohibited—Purchase or condemnation of assets.

Except in accordance with an agreement made as provided in this section or in accordance with the provisions of RCW **36.57A.090**(3) as now or hereafter amended, upon the effective date on which the public transportation benefit area commences to perform the public transportation service, no person or private corporation shall operate a local public passenger transportation service, including passenger-only ferry service, within the public transportation benefit area with the exception of taxis, buses owned or operated by a school district or private school, and buses owned or operated by any corporation or organization solely for the purposes of the corporation or organization and for the use of which no fee or fare is charged.

An agreement may be entered into between the public transportation benefit area authority and any person or corporation legally operating a local public passenger transportation service, including passenger-only ferry service, wholly within or partly within and partly without the public transportation benefit area and on said effective date under which such person or corporation may continue to operate such service or any part thereof for such time and upon such terms and conditions as provided in such agreement. Such agreement shall provide for a periodic review of the terms and conditions contained therein. Where any such local public passenger transportation service, including passenger-only ferry service, will be required to cease to operate within the public transportation benefit area, the public transportation benefit area authority may agree with the owner of such service to purchase the assets used in providing such service, or if no agreement can be reached, the public transportation benefit area authority shall condemn such assets in the manner and by the same procedure as is or may be provided by law for the condemnation of other properties for cities of the first class, except insofar as such laws may be inconsistent with the provisions of this chapter.

Wherever a privately owned public carrier operates wholly or partly within a public transportation benefit area, the Washington utilities and transportation commission shall continue to exercise jurisdiction over such operation as provided by law.

[2003 c 83 § 210; 1977 ex.s. c 44 § 4; 1975 1st ex.s. c 270 § 20.]

NOTES:

Findings—Intent—Captions, part headings not law—Severability—Effective date—2003 c 83: See notes following RCW 36.57A.200.

Severability—Effective date—1977 ex.s. c 44: See notes following RCW 36.57A.030.

Severability—Effective date—1975 1st ex.s. c 270: See notes following RCW 35.58.272.

36.57A.110 Powers of component city concerning passenger transportation transferred to benefit area—Operation of system by city until acquired by benefit area—Consent.

The public transportation benefit area shall have and exercise all rights with respect to the construction, acquisition, maintenance, operation, extension, alteration, repair, control and management of passenger transportation which any component city shall have been previously empowered to exercise and such powers shall not thereafter be exercised by such component cities without the consent of the public transportation benefit area: PROVIDED, That any city owning and operating a public transportation system on July 1, 1975 may continue to operate such system within such city until such system shall have been acquired by the public transportation benefit area and a public transportation benefit area may not acquire such system without the consent of the city council of such city.

[1975 1st ex.s. c 270 § 21.]

NOTES:

Severability—Effective date—1975 1st ex.s. c 270: See notes following RCW 35.58.272.

36.57A.120 Acquisition of existing system—Labor contracts, employee rights preserved— Collective bargaining.

If a public transportation benefit area shall acquire any existing transportation system, it shall assume and observe all existing labor contracts relating to such system and, to the extent necessary for operation of facilities, all of the employees of such acquired transportation system whose duties are necessary to operate efficiently the facilities acquired shall be appointed to comparable positions to those which they held at the time of such transfer, and no employee or retired or pensioned employee of such systems shall be placed in any worse position with respect to pension seniority, wages, sick leave, vacation or other benefits that he or she enjoyed as an employee of such system prior to such acquisition. The public transportation benefit area authority shall engage in collective bargaining with the duly appointed representatives of any employee labor organization having existing contracts with the acquired transportation system and may enter into labor contracts with such employee labor organization.

[2009 c 549 § 4098; 1975 1st ex.s. c 270 § 22.]

NOTES:

Severability—Effective date—1975 1st ex.s. c 270: See notes following RCW 35.58.272.

36.57A.130 Treasurer and auditor—Powers and duties—Transportation fund—Contribution of

sums for expenses.

The treasurer of the county in which a public transportation benefit area authority is located shall be ex officio treasurer of the authority. In the case of a multicounty public transportation benefit area the county treasurer of the largest component county, by population, shall be the treasurer of the authority. However, the authority, by resolution, and upon the approval of the county treasurer, may designate some other person having experience in financial or fiscal matters as treasurer of the authority. Such a treasurer shall possess all of the powers, responsibilities, and duties the county treasurer possesses for a public transportation benefit area authority related to investing surplus authority funds. The authority may (and if the treasurer is not a county treasurer, it shall) require a bond with a surety company authorized to do business in the state of Washington in an amount and under the terms and conditions the authority, by resolution, from time to time finds will protect the authority against loss. The premium on any such bond shall be paid by the authority.

All authority funds shall be paid to the treasurer and shall be disbursed by the treasurer only on warrants issued by the county auditor, upon orders or vouchers approved by the authority. However, the authority may, by resolution, designate some person having experience in financial or fiscal matters, other than the county auditor, as the auditor of the authority. Such an auditor shall possess all of the powers, responsibilities, and duties that the county auditor possesses for a public transportation benefit area authority related to creating and maintaining funds, issuing warrants, and maintaining a record of receipts and disbursements.

The treasurer shall establish a "transportation fund," into which shall be paid all authority funds, and the treasurer shall maintain such special accounts as may be created by the authority into which shall be placed all money as the authority may, by resolution, direct.

If the treasurer of the authority is a treasurer of the county, all authority funds shall be deposited with the county depositary under the same restrictions, contracts, and security as provided for county depositaries. If the treasurer of the authority is some other person, all funds shall be deposited in such bank or banks authorized to do business in this state that have qualified for insured deposits under any federal deposit insurance act as the authority, by resolution, shall designate.

An authority may provide and require a reasonable bond of any other person handling moneys or securities of the authority, but the authority shall pay the premium on the bond.

The county or counties and each city or town which is included in the authority shall contribute such sums towards the expense for maintaining and operating the public transportation system as shall be agreed upon between them.

[1983 c 151 § 1; 1975 1st ex.s. c 270 § 23.]

NOTES:

Severability—Effective date—1975 1st ex.s. c 270: See notes following RCW 35.58.272.

36.57A.140 Annexation of additional area.

(1) An election to authorize the annexation of territory contiguous to a public transportation benefit area may be called within the area to be annexed pursuant to resolution or petition in the following manner:

(a) By resolution of a public transportation benefit area authority when it determines that the best interests and general welfare of the public transportation benefit area would be served. The authority

shall consider the question of areas to be annexed to the public transportation benefit area at least once every two years.

(b) By petition calling for such an election signed by at least four percent of the qualified voters residing within the area to be annexed and filed with the auditor of the county wherein the largest portion of the public transportation benefit area is located, and notice thereof shall be given to the authority. Upon receipt of such a petition, the auditor shall examine it and certify to the sufficiency of the signatures thereon.

(c) By resolution of a public transportation benefit area authority upon request of any city for annexation thereto.

(2) If the area proposed to be annexed is located within another county, the petition or resolution for annexation as set forth in subsection (1) of this section must be approved by the legislative authority of the county if the area is unincorporated or by the legislative authority of the city or town if the area is incorporated. Any annexation under this subsection must involve contiguous areas.

(3) The resolution or petition shall describe the boundaries of the area to be annexed. It shall require that there also be submitted to the electorate of the territory sought to be annexed a proposition authorizing the inclusion of the area within the public transportation benefit area and authorizing the imposition of such taxes authorized by law to be collected by the authority.

[1991 c 318 § 17; 1983 c 65 § 5; 1975 1st ex.s. c 270 § 24.]

NOTES:

Intent—1991 c 318: See note following RCW 36.57A.040.

Severability—Effective date—1975 1st ex.s. c 270: See notes following RCW 35.58.272.

36.57A.150 Advanced financial support payments.

Counties that have established a county transportation authority pursuant to chapter **36.57** RCW and public transportation benefit areas that have been established pursuant to this chapter are eligible to receive a one-time advanced financial support payment from the state to assist in the development of the initial comprehensive transit plan required by RCW **36.57.070** and **36.57A.060**. The amount of this support payment is established at one dollar per person residing within each county or public transportation benefit area, as determined by the office of financial management, but no single payment shall exceed fifty thousand dollars. Repayment of an advanced financial support payment shall be made to the public transportation account in the general fund or, if such account does not exist, to the general fund by each agency within two years of the date such advanced payment was received. Such repayment shall be waived within two years of the date such advanced payment was received if the voters in the appropriate counties or public transportation benefit areas do not elect to levy and collect taxes enabled under authority of this chapter and RCW **35.95.040** and **82.14.045**. The state department of transportation shall provide technical assistance in the preparation of local transit plans, and administer the advanced financial support payments authorized by this section.

[1985 c 6 § 6; 1979 c 151 § 41; 1975 1st ex.s. c 270 § 25.]

NOTES:

Severability—Effective date—1975 1st ex.s. c 270: See notes following RCW 35.58.272.

36.57A.160 Dissolution and liquidation.

A public transportation benefit area established pursuant to this chapter may be dissolved and its affairs liquidated when so directed by a majority of persons in the benefit area voting on such question. An election placing such question before the voters may be called in the following manner:

(1) By resolution of the public transportation benefit area authority;

(2) By resolution of the county legislative body or bodies with the concurrence therein by resolution of the city council of a component city; or

(3) By petition calling for such election signed by at least ten percent of the qualified voters residing within the area filed with the auditor of the county wherein the largest portion of the public transportation benefit area is located. The auditor shall examine the same and certify to the sufficiency of the signatures thereon: PROVIDED, That to be validated, signatures must have been collected within a ninety day period as designated by the petition sponsors.

Any dissolution of a public transportation benefit area authority shall be carried out in accordance with the procedures in chapter **53.48** RCW. Any remaining deficit of the authority determined pursuant to RCW **53.48.080** shall be paid from the moneys collected from the tax source under which the authority operated.

[1977 ex.s. c 44 § 5; 1975 1st ex.s. c 270 § 26.]

NOTES:

Severability—Effective date—1977 ex.s. c 44: See notes following RCW 36.57A.030.

Severability—Effective date—1975 1st ex.s. c 270: See notes following RCW 35.58.272.

36.57A.170 Rail fixed guideway public transportation system—Safety program plan and security and emergency preparedness plan.

(1) Each public transportation benefit area that owns or operates a rail fixed guideway public transportation system as defined in RCW **81.104.015** shall submit a system safety program plan and a system security and emergency preparedness plan for that guideway to the state department of transportation by September 1, 1999, or at least one hundred eighty calendar days before beginning operations or instituting significant revisions to its plans. These plans must describe the public transportation benefit area's procedures for (a) reporting and investigating any reportable incident, accident, or security breach and identifying and resolving hazards or security vulnerabilities discovered during planning, design, construction, testing, or operations, (b) developing and submitting corrective action plans and annual safety and security audit reports, (c) facilitating on-site safety and security reviews by the state department of transportation and the federal transit administration, and (d) addressing passenger and employee safety and security. The plans must, at a minimum, conform to the standards adopted by the state department of transportation as set forth in the most current version of the Washington state rail safety oversight program standard manual as it exists on March 25, 2016, or such subsequent date as may be provided by the department by rule, consistent with the purposes of this section. If required by the department, the public transportation benefit area shall revise its plans to

incorporate the department's review comments within sixty days after their receipt, and resubmit its revised plans for review.

(2) Each public transportation benefit area shall implement and comply with its system safety program plan and system security and emergency preparedness plan. The public transportation benefit area shall perform internal safety and security audits to evaluate its compliance with the plans, and submit its audit schedule to the department of transportation pursuant to the requirements in the most current version of the Washington state rail safety oversight program standard manual as it exists on March 25, 2016, or such subsequent date as may be provided by the department by rule, consistent with the purposes of this section. The public transportation benefit area shall prepare an annual report for its internal safety and security audits undertaken in the prior year and submit it to the department no later than February 15th. The department shall establish the requirements for the annual report. The contents of the audit activity, the audit findings and recommendations, the status of any corrective actions taken as a result of the audit activity, and the results of each audit in terms of the adequacy and effectiveness of the plans.

(3) Each public transportation benefit area shall notify the department of transportation, pursuant to the most current version of the Washington state rail safety oversight program standard manual as it exists on March 25, 2016, or such subsequent date as may be provided by the department by rule, consistent with the purposes of this section, any reportable incident, accident, security breach, hazard, or security vulnerability. The department may adopt rules further defining any reportable incident, accident, security breach, hazard, or security vulnerability. The department may adopt rules further defining any reportable incident, accident, security breach, hazard, or security vulnerability. The public transportation benefit area shall investigate any reportable incident, accident, security breach, hazard, or security vulnerability and provide a written investigation report to the department as described in the most current version of the Washington state rail safety oversight program standard manual as it exists on March 25, 2016, or such subsequent date as may be provided by the department by rule, consistent with the purposes of this section.

(4) The system security and emergency preparedness plan required in subsection (1) of this section is exempt from public disclosure under chapter **42.56** RCW. However, the system safety program plan as described in this section is not subject to this exemption.

[2016 c 33 § 6; 2007 c 422 § 5; 2005 c 274 § 271; 1999 c 202 § 5.]

NOTES:

Effective date—2016 c 33: See note following RCW 81.104.115.

Part headings not law—Effective date—2005 c 274: See RCW 42.56.901 and 42.56.902.

Effective date—1999 c 202: See note following RCW 35.21.228.

36.57A.180 Public transportation for persons with special needs.

(1) Effective January 1, 2001, in addition to any other authority granted under this chapter, a newly formed public transportation benefit area, or an existing public transportation benefit area that has not yet successfully submitted an authorizing proposition to the voters under RCW **82.14.045**, may purchase, acquire, maintain, operate, or lease transportation services, equipment, and facilities for public transportation limited only to persons with special needs by any method or combination of methods provided by the area authority.

(2) As used in this section, "persons with special needs" means those persons, including their personal attendants, who because of physical or mental disability, income status, or age are unable to transport themselves or purchase transportation.

(3) The public transportation benefit area may fix, regulate, and control fares and rates to be charged for these transportation services.

[2001 c 89 § 2.]

36.57A.191 Maintenance plan.

As a condition of receiving state funding, a public transportation benefit area authority shall submit a maintenance and preservation management plan for certification by the department of transportation. The plan must inventory all transportation system assets within the direction and control of the authority, and provide a preservation plan based on lowest life-cycle cost methodologies.

[2006 c 334 § 9; 2003 c 363 § 304.]

NOTES:

Effective date—2006 c 334: See note following RCW 47.01.051.

Finding—Intent—2003 c 363: See note following RCW 35.84.060.

Part headings not law—Severability—2003 c 363: See notes following RCW 47.28.241.

36.57A.200 Passenger-only ferry service—Authorized—Investment plan.

A public transportation benefit area having a boundary located on Puget Sound may provide passenger-only ferry service. For the purposes of this chapter and RCW **82.14.440** and **82.80.130**, Puget Sound is considered as extending north as far as the Canadian border and west as far as Port Angeles. Before a benefit area may provide passenger-only ferry service, it must develop a passenger-only ferry investment plan including elements to operate or contract for the operation of passenger-only ferry services, purchase, lease, or rental of ferry vessels and dock facilities for the provision of transit service, and identify other activities necessary to implement the plan. The plan must set forth terminal locations to be served, projected costs of providing services, and revenues to be generated from tolls, locally collected tax revenues, and other revenue sources. The plan must ensure that services provided under the plan are for the benefit of the residents of the benefit area. The benefit area may use any of its powers to carry out this purpose, unless otherwise prohibited by law. In addition, the public transportation benefit area may enter into contracts and agreements to operate passenger-only ferry service and public-private partnerships and design-build, general contractor/construction management, or other alternative procurement process substantially consistent with chapter **39.10** RCW.

[2003 c 83 § 201.]

NOTES:

Findings—Intent—2003 c 83: "The legislature finds that passenger-only ferry service is a key element to the state's transportation system and that it is in the interest of the state to ensure provision of such services. The legislature further finds that diminished state transportation resources require that regional and local authorities be authorized to develop, operate, and fund needed services.

The legislature recognizes that if the state eliminates passenger-only ferry service on one or more routes, it should provide an opportunity for locally sponsored service and the department of transportation should assist in this effort.

It is the intent of the legislature to encourage interlocal agreements to ensure passenger-only ferry service is reinstated on routes that the Washington state ferry system eliminates." [2003 c 83 § 101.]

Captions, part headings not law—2003 c 83: "Captions and part headings used in this act are not part of the law." [2003 c 83 § 401.]

Severability—2003 c 83: "If any provision of this act or its application to any person or circumstance is held invalid, the remainder of the act or the application of the provision to other persons or circumstances is not affected." [**2003 c 83 § 402.**]

Effective date 2003 c 83: "This act is necessary for the immediate preservation of the public peace, health, or safety, or support of the state government and its existing public institutions, and takes effect immediately [April 23, 2003]." [2003 c 83 § 403.]

36.57A.210

Passenger-only ferry service—Taxes, fees, and tolls.

(1) A public transportation benefit area may, as part of a passenger-only ferry investment plan, recommend some or all of the following revenue sources as provided in this chapter:

(a) A motor vehicle excise tax, as provided in RCW 82.80.130;

(b) A sales and use tax, as provided in RCW 82.14.440;

(c) Tolls for passengers and packages and, where applicable, parking; and

(d) Charges or licensing fees for advertising, leasing space for services to ferry passengers, and other revenue-generating activities.

(2) Taxes may not be imposed without an affirmative vote of the majority of the voters within the boundaries of the area voting on a single ballot proposition to both approve a passenger-only ferry investment plan and to approve taxes to implement the plan. Revenues from these taxes and fees may be used only to implement the plan and must be used for the benefit of the residents of the benefit area. A district may contract with the state department of revenue or other appropriate entities for administration and collection of any of the taxes or charges authorized in this section.

[2003 c 83 § 202.]

NOTES:

Findings—Intent—Captions, part headings not law—Severability—Effective date—2003 c 83: See notes following RCW 36.57A.200. Chapter 36.57A RCW: PUBLIC TRANSPORTATION BENEFIT AREAS

A public transportation benefit area seeking grant funding as described in RCW **47.01.350** for a passenger-only ferry route between Kingston and Seattle shall first receive approval from the governor after submitting a complete business plan to the governor and the legislature by November 1, 2007. The business plan must, at a minimum, include hours of operation, vessel needs, labor needs, proposed routes, passenger terminal facilities, passenger rates, anticipated federal and local funding, coordination with the Washington state ferry system, coordination with existing transit providers, long-term operation and maintenance needs, and a long-term financial plan.

[2007 c 223 § 1; 2006 c 332 § 8.]

NOTES:

Effective date—2007 c 223: "This act is necessary for the immediate preservation of the public peace, health, or safety, or support of the state government and its existing public institutions, and takes effect immediately [April 27, 2007]." [2007 c 223 § 11.]

36.57A.222 Passenger-only ferry service districts—Authorized—Investment plan—Dissolution.

(1) A governing body of a public transportation benefit area, located in a county that only borders the western side of Puget Sound with a population of more than two hundred thousand and contains one or more Washington state ferries terminals, may establish one or more passenger-only ferry service districts within all or a portion of the boundaries of the public transportation benefit area establishing the passenger-only ferry service district. A passenger-only ferry service district may include all or a portion of a city or town as long as all or a portion of the city or town boundaries are within the boundaries of the establishing public transportation benefit area governing body proposing to establish the passenger-only ferry service district, acting ex officio and independently, constitutes the governing body of the passenger-only ferry service district.

(2) A passenger-only ferry service district may establish, finance, and provide passenger-only ferry service, and associated services to support and augment passenger-only ferry service operation, within its boundaries in the same manner as authorized for public transportation benefit areas under this chapter.

(3) A passenger-only ferry service district constitutes a body corporate and possesses all the usual powers of a corporation for public purposes as well as all other powers that may be conferred by statute including, but not limited to, the authority to hire employees, staff, and services, to enter into contracts, to acquire, hold, and dispose of real and personal property, and to sue and be sued. Public works contract limits applicable to the public transportation benefit area that established the passenger-only ferry service district. For purposes of this section, "passenger-only ferry service district" means a quasi-municipal corporation and independent taxing authority within the meaning of Article VII, section 1 of the state Constitution, and a taxing district within the meaning of Article VII, section 2 of the state Constitution, created by the legislative body of a public transportation benefit area.

(4) Before a passenger-only ferry service district may provide passenger-only ferry service, it must develop a passenger-only ferry investment plan, including elements: To operate or contract for the operation of passenger-only ferry services; to purchase, lease, or rent ferry vessels and dock facilities for the provision of transit service; and to identify other activities necessary to implement the plan. The plan must set forth terminal locations to be served, projected costs of providing services, and revenues to be generated from tolls, locally collected tax revenues, and other revenue sources. The plan must ensure that services provided under the plan are for the benefit of the residents of the passenger-only ferry service district. The passenger-only ferry service district may use any of its powers to carry out this

Chapter 36.57A RCW: PUBLIC TRANSPORTATION BENEFIT AREAS

purpose, unless otherwise prohibited by law. In addition, the passenger-only ferry service district may enter into: Contracts and agreements to operate passenger-only ferry service; public-private partnerships; and design-build, general contractor/construction management, or other alternative procurement processes substantially consistent with chapter **39.10** RCW.

(5) A passenger-only ferry service district may be dissolved by a majority vote of the governing body when all obligations under any general obligation bonds issued by the passenger-only ferry service district have been discharged and any other contractual obligations of the passenger-only ferry service district have either been discharged or assumed by another governmental entity.

[2015 3rd sp.s. c 44 § 313.]

NOTES:

Effective date—2015 3rd sp.s. c 44: See note following RCW 46.68.395.

36.57A.224 Passenger-only ferry service districts—Revenue.

(1) A passenger-only ferry service district may, as part of a passenger-only ferry investment plan, recommend some or all of the following revenue sources as provided in this chapter:

(a) A sales and use tax, as authorized in RCW 82.14.445;

(b) A parking tax, as authorized in RCW 82.80.035;

(c) Tolls for passengers, packages, and, where applicable, parking; and

(d) Charges or licensing fees for advertising, leasing space for services to ferry passengers, and other revenue generating activities.

(2) Taxes may not be imposed without an affirmative vote of the majority of the voters within the boundaries of the passenger-only ferry service district voting on a single ballot proposition to both approve a passenger-only ferry investment plan and to approve taxes to implement the plan. Revenues from these taxes and fees may be used only to implement the plan and must be used for the benefit of the residents of the passenger-only ferry service district. A district must contract with the department of revenue for the administration and collection of a sales and use tax as authorized in RCW **82.14.445**. A district may contract with other appropriate entities for the administration and collection of any of the other taxes or charges authorized in this section.

[2015 3rd sp.s. c 44 § 314.]

NOTES:

Effective date—2015 3rd sp.s. c 44: See note following RCW 46.68.395.

36.57A.226

Passenger-only ferry service districts—Issuance of bonds.

(1) To carry out the purposes of this chapter, a passenger-only ferry service district may issue general obligation bonds, not to exceed an amount, together with any other outstanding nonvoter-approved general obligation indebtedness, equal to one and one-half percent of the value of the taxable property within the area, as the term "value of the taxable property" is defined in RCW **39.36.015**. A

passenger-only ferry service district may also issue general obligation bonds for capital purposes only, together with any outstanding general obligation indebtedness, not to exceed an amount equal to five percent of the value of the taxable property within the area, as the term "value of the taxable property" is defined in RCW **39.36.015**, when authorized by the voters of the area pursuant to Article VIII, section 6 of the state Constitution.

(2) General obligation bonds with a maturity in excess of twenty-five years may not be issued. The governing body of the passenger-only ferry service district must by resolution determine for each general obligation bond issue the amount, date, terms, conditions, denominations, maximum fixed or variable interest rate or rates, maturity or maturities, redemption rights, registration privileges, manner of execution, manner of sale, callable provisions, if any, covenants, and form, including registration as to principal and interest, registration as to principal only, or bearer. Registration may include, but not be limited to: (a) A book entry system of recording the ownership of a bond whether or not physical bonds are issued, or (b) recording the ownership of a bond together with the requirement that the transfer of ownership may only be effected by the surrender of the old bond and either the reissuance of the old bond or the issuance of a new bond to the new owner. Facsimile signatures may be used on the bonds and any coupons. Refunding general obligation bonds may be issued in the same manner as general obligation bonds are issued.

(3) Whenever general obligation bonds are issued to fund specific projects or enterprises that generate revenues, charges, user fees, or special assessments, the passenger-only ferry service district may specifically pledge all or a portion of the revenues, charges, user fees, or special assessments to refund the general obligation bonds. The passenger-only ferry service district may also pledge any other revenues that may be available to the district.

(4) In addition to general obligation bonds, a passenger-only ferry service district may issue revenue bonds to be issued and sold in accordance with chapter **39.46** RCW.

[2015 3rd sp.s. c 44 § 317.]

NOTES:

Effective date—2015 3rd sp.s. c 44: See note following RCW 46.68.395.

36.57A.230 Public transportation fares—Proof of payment—Civil infractions.

(1) Persons traveling on public transportation operated by a public transportation benefit area shall pay the fare established by the public transportation benefit area and shall produce proof of payment in accordance with the terms of use established by the public transportation benefit area. Such persons shall produce proof of payment when requested by a person designated to monitor fare payment. The required manner of producing proof of payment specified in the terms of use established by the public transportation benefit area may include, but is not limited to, requiring a person using an electronic fare payment card to validate the card by presenting the card to an electronic card reader before or upon entering a public transportation vehicle or a restricted fare paid area.

(2) The following constitute civil infractions punishable according to the schedule of fines and penalties established by a public transportation benefit area under RCW **36.57A.235**:

(a) Failure to pay the required fare, except when a public transportation benefit area fails to meet the requirements of subsection (3) of this section;

(b) Failure to produce proof of payment in the manner required by the terms of use established by the public transportation benefit area including, but not limited to, the failure to produce a validated fare payment card when requested to do so by a person designated to monitor fare payment; and

Chapter 36.57A RCW: PUBLIC TRANSPORTATION BENEFIT AREAS

(c) Failure to depart the bus or other mode of public transportation when requested to do so by a person designated to monitor fare payment.

(3) If fare payment is required before entering a transit vehicle, as defined in RCW **9.91.025**(2)(b), or before entering a fare paid area in a transit facility, as defined in RCW **9.91.025**(2)(a), signage must be conspicuously posted at the place of boarding or within ten feet of the nearest entrance to a transit facility that clearly indicates: (a) The locations where tickets or fare media may be purchased; and (b) that a person using an electronic fare payment card must present the card to an electronic card reader before entering a transit vehicle or before entering a restricted fare paid area.

[2012 c 68 § 2; 2008 c 123 § 6.]

36.57A.235

Public transportation fares—Schedule of fines and penalties—Who may monitor fare payment—Administration of citations.

(1) A public transportation benefit area may establish, by resolution, a schedule of fines and penalties for civil infractions established in RCW **36.57A.230**. Fines established shall not exceed those imposed for class 1 infractions under RCW **7.80.120**.

(2)(a) A public transportation benefit area may designate persons to monitor fare payment who are equivalent to, and are authorized to exercise all the powers of, an enforcement officer as defined in RCW **7.80.040**. A public transportation benefit area may employ personnel to either monitor fare payment or contract for such services, or both.

(b) In addition to the specific powers granted to enforcement officers under RCW **7.80.050** and **7.80.060**, persons designated to monitor fare payment may also take the following actions:

(i) Request proof of payment from passengers;

(ii) Request personal identification from a passenger who does not produce proof of payment when requested;

(iii) Issue a citation conforming to the requirements established in RCW 7.80.070; and

(iv) Request that a passenger leave the bus or other mode of public transportation when the passenger has not produced proof of payment after being asked to do so by a person designated to monitor fare payment.

(3) A public transportation benefit area shall keep records of citations in the manner prescribed by RCW **7.80.150**. All civil infractions established by this section and RCW **36.57A.230** and **36.57A.240** shall be heard and determined by a district court as provided in RCW **7.80.010** (1) and (4).

[2008 c 123 § 7.]

36.57A.240 Public transportation fares—Powers of law enforcement authorities.

RCW **36.57A.230** and **36.57A.235** do not prevent law enforcement authorities from prosecuting for theft, trespass, or other charges by any individual who:

(1) Fails to pay the required fare on more than one occasion within a twelve-month period;

(2) Fails to timely select one of the options for responding to the notice of civil infraction after receiving a statement of the options for responding to the notice of infraction and the procedures necessary to exercise these options; or

(3) Fails to depart the bus or other mode of public transportation when requested to do so by a person designated to monitor fare payment.

[2008 c 123 § 8.]

36.57A.245 Public transportation fares—Powers and authority are supplemental to other laws.

The powers and authority conferred by RCW **36.57A.230** through **36.57A.240** shall be construed as in addition and supplemental to powers or authority conferred by any other law, and nothing contained therein shall be construed as limiting any other powers or authority of any public agency.

[2008 c 123 § 9.]

36.57A.250 Supplemental transportation improvements.

If the legislative authority of a city provides or contracts for supplemental transportation improvements, as described in RCW **35.21.925** or under chapter **36.73** RCW, a public transportation benefit area serving the city or border jurisdictions shall coordinate its services with the supplemental transportation improvements to maximize efficiencies in public transportation services within and across service boundaries.

[2010 c 251 § 5.]

INTERCITY TRANSIT Fact Sheet

Intercity Transit serves Washington State's capital city, Olympia, and neighboring cities Lacey, Tumwater, and Yelm. Intercity Transit is a nationally recognized, small urban transit system with diverse services and strong ridership. In addition to serving the local area for over 35 years, Intercity Transit connects with five area transit systems, including Sound Transit, providing access to Central Puget Sound.

Mission & Vision

Our **mission** is to provide and promote public transportation choices that support an accessible, sustainable, livable, healthy, prosperous community. Our **vision** is to be a leading transit system in the country, recognized for our well-trained, highly motivated, customer-focused, community-minded employees committed to enhancing the quality of life for all citizens of Thurston County.

Operating Background

In 35 years, we have provided more than 101.3 million rides for area residents and commuters. The agency employs 314 people.

Intercity Transit Authority

The Intercity Transit Authority, our governing body, consists of five elected officials who represent the Cities of Olympia, Lacey, Tumwater, and Yelm and Thurston County. Three citizen-at-large members and a labor representative also serve on the Authority. The Citizen Advisory Committee, a 20-member citizen advisory panel, provides input to the Authority.

Budget

Our 2017 budget is \$78.1 million. This includes an operating budget of \$45.4 million and capital budget of \$32.8 million.

Ridership

In 2016, we provided about 4.9 million rides on fixed-route, paratransit, and vanpool services. Ridership has decreased 8.6 percent in the past five years, but increased 26 percent in the past ten years.

System Facilities

Intercity Transit operates:

- A fleet of 106 buses (71 coaches [including 23 hybrids] and 35 Dial-A-Lift vans); 182 vanpool vans.
- Five transit centers.
- · An administrative and maintenance facility.
- 946 bus stops, 289 bus shelters, and 3 park & ride lots.
- · Bike racks and accessible features on all buses.
- Amtrak Centennial Station.



Who Uses Intercity Transit

Eighty percent of trips are for economic purposes. People use transit to get to work (32%), go shopping (26%) and conduct personal business (8%). Eighty-four percent of riders surveyed rate Intercity Transit as "good" or "excellent". (Source: Rider Survey, 2015)

Benefits of Public Transportation

Public transportation, an essential part of our transportation network, plays an important role in the county's economic, environmental, and social health by:

- Providing commuter and lifeline services.
- Providing transportation to jobs, schools, personal, business, and community activities.
- Reducing traffic congestion so private automobiles and freight can travel more efficiently.
- Helping seniors and people with disabilities remain independent.
- Protecting the environment by moving people efficiently, reducing air pollution, gas consumption, and harmful emissions.

INTERCityTRANSIT

• Acting as an engaged community partner and a responsible public steward.

INTERCITY TRANSIT Fact Sheet

Bus Service

Fixed-route bus service is available weekdays on 24 routes, slightly fewer on weekends. These routes serve the greater urban centers of Thurston County, provide express service to Lakewood/Tacoma, and make connections to neighboring transit services. In 2016, 4.11 million trips were taken on fixed-route bus service.

Vanpool & Carpool Service

Approximately 182 vanpools serve about 1,226 commuters traveling daily throughout the south Puget Sound and southwest Washington region. This program provided about 601,978 passenger trips in 2016. We also participate in a ridematch program helping commuters find potential vanpool and carpool partners.

Dial-A-Lift Service

Dial-A-Lift provides door-to-door service for customers whose disabilities prevent them from using our fixedroute service. This service, which exceeds the federal requirements for complementary service, provided 166,213 trips in 2016.

Village Vans Program

The Village Vans program serves individuals working toward economic independence. Participants must be actively seeking jobs or training. The program also provides on-the-job driver training for the participants who drive the vans.

Community Van Service

We make retired vanpool vans available to non-profit and governmental organizations on a reservation basis. A permile rate covers direct costs of operating the service.

Travel Training Program

This free, one-on-one or small-group training teaches the practical skills of riding our buses safely and confidently.

Commute Trip Reduction & Pass Programs

We work with various worksites implementing tripreduction programs for thousands of commuters. We also partner with all three area colleges and several major employers on bus pass programs.

Youth Education Program

Walk N Roll, our Youth Education program, is dedicated to building the next generation of safe and healthy bikers, walkers, and bus riders. This program offers handson activities and environmental lessons, hosts field trips and events, and engages young people of all ages.



Awards

We have earned recognition for our efforts on the local, state, and national levels:

- 2014 International Organization for Standardization ISO 14001 Certification, one of nine transit systems in the nation
- 2013 American Public Works Assn. Project of Year
- 2012 Gold Sustainable Commitment Recognition
- · 2012 Thurston County Green Business of the Year
- 2009 American Public Transportation Assn. Outstanding Public Transportation System Achievement Award
- 2009 Federal Transit Administration Enhancing Ridership Award
- 2008 & 2007 American Public Transportation Assn. Ad Wheel Grand Prize Awards
- 2008-12 Thurston County Green Business Award
- 2003 Washington State Department of Ecology Environmental Excellence Award
- · 2002 Governor's Commute Smart Award

INTERCITY

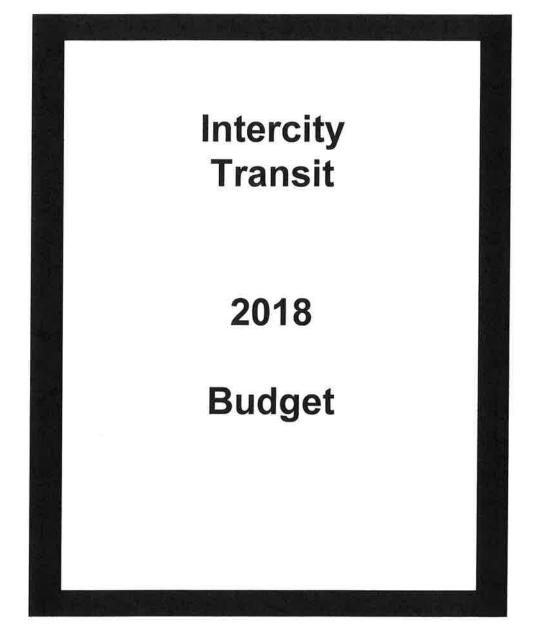
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Business Office 526 Pattison St. SE, Olympia Phone: 360.786.8585

Intercity Transit ensures no person is excluded from participation in, or denied the benefits of its transit services on the basis of race, color, or national origin consistent with requirements of Title VI of the Civil Rights Act of 1964 and Federal Transit Administration guidance in Circular 4702.

For questions, contact Intercity Transit's Title VI Officer at (360) 705-5885 or ephillips@intercitytransit.com.

May 2017



December 2017

Intercity Transit 2018 Budget Summary

Introduction

Intercity Transit's 2018 budget is driven by the policy and action strategies outlined in its 2018-2023 Transit Development Plan (TDP) and 2018-2023 Strategic Plan. Updated each September, the TDP defines the basic public transportation services Intercity Transit will provide over the next six years using a financially constrained operating model. The Strategic Plan, adopted in December, includes specific detail on agency policy positions, service levels and corresponding resource expenditures, and the updated financial plan for the next six years. The Strategic Plan also defines Intercity Transit's capital program and the infrastructure investments necessary to implement the corresponding service levels and policies. The financial forecast for the first year of the Strategic Plan sets the limit on budget expenditures for the 2018 budget.

The 2018 budget includes two new positions – an OTC Operations Supervisor and a Development Administrative Assistant. It also includes a significant capital program with the replacement of the radio communications systems, the upgrade or replacement of the Computer Aided Dispatch/Automated Vehicle Locater system, pursuing the design and construction of the expansion of the Olympia Transit Center, pursuing completion of the Pattison Street Facility final design and other Pattison Street Facility enhancements, mid-life rebuild of 6 hybrid buses, studying and replacing the fare collection system, replacement of 8 coaches, 12 Dial-A-Lift vans and 40 vanpool vans, as well as numerous other projects. Capital projects from the 2018 Strategic plan total \$69.2 million. Total capital projects rolled over from 2017 is \$32.8 million.

The 2018 budget details the expenditures required to implement the service levels and policies outlined in the first year (2018) of the six-year Transit Development and Strategic Plans. The budget development process is an opportunity for the public and the Intercity Transit Authority to determine whether or not the benefits of implementing the policies, service levels and capital projects defined in these plans justify the costs.

CONCLUSION

The 2018 budget supports delivering quality transportation services and implementing capital projects, some of which are funded through existing grants. Intercity Transit enters 2018 in a stable financial position. However, the future of our service is at risk due to the significant reduction in federal transportation dollars. These conditions create a significant challenge for funding both future bus purchases and the renovation and expansion of the Pattison Street maintenance and operating facility.

This budget provide basically status quo service. We continue to be a public transportation agency that is more than a "bus company" – one that is committed to providing mobility services fulfilling a variety of needs to support a healthy, livable and prosperous community environmentally, economically and socially.

This budget will help us fulfill Intercity Transit's Mission and Vision:

Our mission is to provide and promote transportation choices that support an accessible, sustainable, livable, healthy, prosperous community.

Our vision is to be a leading transit system in the country, recognized for our well trained, highly motivated, customer-focused, community-minded employees committed to enhancing the quality of life for all citizens of Thurston County.

We will strive to continue to provide service that meets the mobility needs of our community and improves the quality of life of our citizens to the fullest extent possible within our budgetary limitations. We look forward to learning more about the needs and desires of our community through the short and long range planning process and our community outreach process entitled ITRoadTrip.

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Budget Summary - Cash Basis	2018 Budget
Beginning Cash Balance	\$52,450,966
Add:	
Operating Revenues	46,010,359
Grant Revenue	30,576,687
Total Revenues	76,587,046
Less:	
Operating Expenditures	43,152,356
Capital Expenditures	69,220,735
Total Expenditures	112,373,091
Ending Cash Balance	16,664,921
x	
Less Operating Reserve _	(10,788,089)
Ending Unreserved Cash Balance	\$5,876,832
	<i><i>w</i>0,070,002</i>

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REVENUES

Operating Revenues

The amount of fixed-route and Dial-A-Lift fares collected in 2018 is expected to decrease slightly over 2017 due to decreased ridership. Vanpool revenues are projected to stay the same as in 2017.

Non-Transportation Revenue

Amtrak Depot operations will be funded through contracts with local jurisdictions and Agency operating revenues.

<u>Sales Tax</u>

The 2018 budget assumes that Sales Tax collections will be slightly higher than expected 2017 sales tax revenues.

State and Federal Support

Intercity Transit has obtained funding for the expansion of the Olympia Transit Center, Phase I of the Pattison Street Renovation and Expansion project which includes the replacement of Underground Storage Tanks, final design for the Pattison Street project, replacement of vanpool vehicles and coaches as well as operating dollars for special needs transportation, capital preventative maintenance and DASH shuttle services.

Revenues	2018 Budget
Operating Revenues	Budgot
Passenger Fares	3,301,379
Vanpool Fares	1,426,169
Advertising Subtotal Operating Revenue	391,219 5,118,767
Non-Transportation Revenue	
Interest Income	26,225
Miscellaneous	353,563
Subtotal Non-Transportation Revenue	379,788
Subsidies Sales Tax State & Federal Operating Assistance	39,053,603 1,458,201
Subtotal Subsidies	40,511,804
TOTAL REVENUES	46,010,359
Grants	
Federal	23,339,252
State of Washington	7,237,435
Total Grant Revenue	30,576,687
TOTAL REVENUES	76,587,046

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CAPITAL

Staff Vehicles

Acquire 3 vehicles to replace a vehicle that was totaled and 2 staff cars that were purchased in 2004.

Information Systems Equipment

Miscellaneous IS equipment will be purchased throughout the agency to improve regular data processing and improve access to computers for supervisors, operators, and employees working off site. Money is also budgeted to replace the Computer Aided Dispatch/Automatic Vehicle Locating (CAD/AVL) and the analog radio system, and to replace the digital video recording system for the cameras.

Facility Enhancements

Improvements include replacing the HVAC system at the Amtrak station and at the Olympia Transit Center, painting the interior of all facilities, adding a new lift to the Maintenance facility and installing additional solar lights in bus shelters. Also, the Pattison Street facility's underground storage tanks will be completed and the storage facility for lubricants will be renovated.

Olympia Transit Center Expansion

Complete design and environmental review for expansion of the Olympia Transit Center to accommodate intercity bus service (Greyhound) and increase local capacity. Construction on the project is expected to begin in 2018.

Revenue and Vanpool Vehicles

Purchase 12 Dial-A-Lift vans, 40 vanpool vehicles and 8 coaches.

2018 Capital and Non-Recurring Projects

Carryover projects from 2017:

Replace Aging Equipment	453,000
Replace ACS Orbital/Radio System	5,500,000
Pat Final Design/Future Enhance	4,100,000
Olympia Transit Center Expansion	8,492,282
UST Replacement/Renovation	6,800,000
New Furniture Tumwater Square Transfer St	25,000
Improvements	290,000
Fare Collection System Upgrades	1,500,000
Transit Signal Priority	705,000
Bus Stop Enhancements	330,000
Pattison Admin HVAC Engineering	25,000
Repaint Interior Amtrak	10,000
Bus Stop Enhancements/Solar	150,000
HVAC Replacement Amtrak	30,000
Ops Dispatch Repairs/Upgrades	40,000
HVAC Replacement OTC	90,000
Admin Window Replacement	100,000
Interior Facility Painting	280,000
Pattison Carpet Replacement	75,000
Maint Replace Boiler/Controls/HRUs	400,000
Engineer Concrete Slab Replace	50,000
Exterior Paint Consultant	45,000
Amtrak Tree Replacement	20,000
Fall Protection In Maint Bays	115,000
Amtrak Gate/Gate Opener	25,000
Amtrak Seal Coat/Asphalt Repairs	45,000
Martin Way P&R Seal Coat	30,000
Engineer Pat Replace Fire/Alarm Sys	25,000
Pattison Roof Replacement	412,000

Pattison Glass Block/Soffit Rep	400,000
LTC, OTC, Amtrak Ext Painting	225,000
Replace One-Man Genie Lift	25,000
Install New Tire Carousel	50,000
Install Propane Tank Fuel System	10,000
Purchase Staff Electric Car	48,080
Purchase Staff Station Wagon	28,410
Purchase DAL Expansion Vans (5)	780,464
Purchase DAL Vans (7)	1,092,296
New Projects:	
Pattison rehab & expansion	27,463,203
Bus stop enhancements	350,000
Replacement Coaches (8)	5,200,000
2010 Hybrid Mid-Life rebuild (6)	1,800,000
OTC furniture, fixtures, equipment	600,000
Tennant Floor Scrubber replacement	16,000
Safety Beacons at bus wash exits	7,500
Relocate fuel island heaters	10,000
De-icer trailer replacement	12,000
Replace Totaled Ops vehicle	48,000
Vanpool vehicles (40)	892,500
Total Capital Projects	69,220,735

Division Descriptions

INTERCITY TRANSIT DEPARTMENTS & DIVISIONS

ADMINISTRATIVE SERVICES DEPARTMENT

FINANCE DIVISION

The Finance Division performs the function of recording and maintaining the Agency's financial transactions and files in conformance with state and federal accounting regulations and generally accepted accounting principles. Finance provides payroll; accounts payable; accounts receivable; pass and ticket sales; farebox; fixed assets; cash management, budget, and general ledger services for the Agency. Finance develops and maintains internal controls over these functions to safeguard Agency assets. Finance produces internal and external financial reports and coordinates all internal and external audits. And they assist with financial forecasting and modeling coordination. They prepare the Agency's annual budget and monitor revenues and expenditures through the year.

Agency-wide services and expenses such as liability and property insurance, administration of the Agency's deferred compensation plans, and the Cut Commute committee are included in its budget.

INFORMATION SYSTEMS DIVISION

The Information Systems Division administers, manages, and supports the Agency's information technology needs. This includes the network, servers, telephones, security cameras, desktop and laptop PCs, websites, and applications across seven different physical locations. Beyond the information technology's industry standard products like VMware vSphere, Cisco networking equipment, Microsoft Windows (both client and server), Active Directory, Exchange, and SQL Server, they also support several transit specific applications such as Fleet-Net, RouteMatch, and CAD/AVL. For all these products, IS staff provides systems analysis, project management, and help desk level support.

HUMAN RESOURCES DIVISION

The Human Resources Division is tasked to maximize the effectiveness of Intercity Transit's primary resource, its employees. This is accomplished by hiring and retaining highly effective people who are committed to the services of public transit through professional recruitment procedures, prudent compensation analysis, respectful labormanagement relations as well as pro-active labor contract administration. The Human Resources Division is also responsible for accident and claims administration, active threat mitigation, safety awareness and oversight and the implementation of a federally required comprehensive drug and alcohol program that includes post-accident and random testing of employees. The Human Resources Division coordinates with the Finance Division in managing payroll and employee benefit programs. Agency-wide services and expenses such as the receptionist function, office supplies, and centralized office equipment are also administered by the Human Resources Division and are included in its budget.

EXECUTIVE DEPARTMENT

The Executive Department is responsible for the overall direction, supervision, and coordination of Agency activities to ensure consistency with policies prescribed by the Transit Authority. They are responsible for the coordination of knowledge, effort, and resources between all departments to achieve Agency goals and mission. The Department is responsible for development and administration of agency plans, services, programs, and policies and procedures. They promote linkage of transit and community development. And they ensure and develop communication processes between employees, departments, the Authority, the Citizen's Advisory Committee and the community.

DEVELOPMENT DEPARTMENT

DEVELOPMENT Division

The Development Department is responsible for fixed route service planning and scheduling; marketing, communications & outreach, including the youth education program; grants program administration and reporting; procurement and capital projects; vehicle and facilities inventory; and the management and oversight of major agency projects and programs.

Department staff coordinate, manage, and monitor compliance with state and federal funding requirements including contracting, reporting, and project oversight of required programs including the Disadvantaged Business Enterprise Program and Title VI compliance. Staff also support the agency's public communications, outreach and educational programs through the website, social media and direct communications with riders and the community. Planning staff support fixed route operations as well as coordinated community and regional planning and development and reporting on the agencies strategic and long range planning initiatives. The Development Department also coordinates operation and utilization of Intercity Transit facilities and services (including Amtrak Depot and fare service agreements) by establishing contracts with local jurisdictions and employers.

PROCUREMENT DIVISION

The Procurement Division develops and administers capital construction and other major agency-wide projects. Manages procurements of goods and services including contract development and oversight and supervision of vendors, consultants and contractors. Maintains agency-wide calendar for project oversight. Develops agency-wide procedures for the proper acquisition of goods and services, including development of procurement and contract documents. Leads or assists others in contract administration and project oversight. Procures and maintains facility and vehicle parts, fuel and operating supplies inventory. Responsible for entry and audits of the agency's inventory, vehicle component, and work order systems within the Fleet-Net database. Inventory staff is also responsible for the administration of the warranty claims systems.

PLANNING DIVISION

The Planning Division is responsible for developing, monitoring, and evaluating Intercity Transit fixed route services, preparing operator work assignments, and development and oversight of fare policies. Division staff also provides short and long range planning services, including preparing and coordinating the agency's annual Transit Development Plan and other annual reporting on services and facilities. The division coordinates closely with regional and local jurisdictions to review and update comprehensive land use and transportation plans, works with both public agencies and private sector developers to ensure that new developments accommodate and meet transit customer needs, including bus stop locates, and participates in regional transportation demand management efforts to help reduce single occupant vehicle trips. Staff also negotiates and administers an annual transit pass program for state, regional and county employees and for students attending three local colleges in the service district.

MARKETING, COMMUNICATIONS & OUTREACH DIVISION

The Marketing, Communications & Outreach Division produces agency public information materials and promotes awareness and use of Intercity Transit services. The division oversees the website, printed materials, public information pieces, and social media. Marketing Communication and Outreach staff coordinate marketing, advertising, communications, and outreach programs, supports media relations, and represents the agency to the news media and our community partners to promote services and also in response to agency needs. This Division also administers Intercity Transit's Youth Education Program including the Thurston County Bicycle Commuter Challenge and Earn a Bike program bike shop staffed by volunteers.

Operations Department

OPERATIONS DIVISION

The Operations Division is the service delivery arm of Intercity Transit. The Office of the Director provides guidance and administrative support for the Customer Service, Dial A Lift, Transportation, Vanpool, and Village Vans Divisions. Of the 249 employees in the Department, 207 are represented by Amalgamated Transit Union (ATU). Agency-wide, the Director coordinates service delivery with other Departments, and formulates and implements agency goals consistent with the mission of Intercity Transit. The Office of the Director plays a key role in the administration of the bargaining agreement between ATU and Intercity Transit and in maintaining a positive working relationship with union leaders and represented employees.

TRANSPORTATION DIVISION

The Transportation Division consists of 191 Van and Coach Operators supported by 11 Operations Supervisors, 1 OTC supervisor, and 1 Fixed Route Manager. The primary function of the Division is to effectively meet 100% of Intercity Transit service commitments 365 days a year. Services provided by the Division include the operation of all Van and Coach Fixed Route services; and providing operators for Dial-A-Lift and special event services. Transportation also provides support services to other Departments within the Agency in the form of staff training, staff assistance, and assistance with special projects.

DIAL-A-LIFT SERVICES DIVISION

The Dial-A-Lift Services Division includes 13 staff members who support the activities of the Dial-A-Lift program. The primary function of the Division is to deliver quality specialized transportation service to the riding public within the legal parameters established by the Americans with Disabilities Act (ADA). The Division also works closely with other agencies to develop and implement demonstration projects. The Dial-A-Lift Services Division provides guidance to the Agency on the potential ramifications of decisions as they relate to the ADA and acts as a liaison between the local special needs community and the agency through such mediums as public forums.

VANPOOL DIVISION

The Vanpool Services Division administers, manages and coordinates Intercity Transit's vanpool program, providing vanpool vehicles for approximately 180 groups of (8 to15) commuters who have at least one end of their commute in Thurston County. The Division provides day-to-day support to vanpool volunteers; and recruits and trains volunteer coordinators, drivers and bookkeepers. A regional ride-matching service for commuters seeking carpools or vanpools is also administered by this Division, as well as the Community Van and Surplus Van Grant programs, providing transportation solutions for nonprofit organizations and community groups.

CUSTOMER SERVICE DIVISION

The Customer Service Division, located at the Olympia Transit Center, provides public information about transit services. Other functions include pass and ticket sales, schedule and brochure delivery, administration of the regional reduced fare program, maintenance of lost and found items, and field trip planning.

VILLAGE VANS DIVISION

The Village Van program provides transportation for low-income individuals encountering transportation barriers related to sustaining or gaining employment within our service area. This volunteer based program provides job shadowing for volunteer drivers who are interested in transportation related fields. The volunteer opportunity also provides support from Village Vans staff in job application processes, cover letter and resume writing. Intercity Transit employs staff for ongoing development and operation of the program.

Village Vans is funded by grants, in collaboration with local funding, uniting with social service agencies in an effort to assist those working towards economic independence.

Maintenance Department

FLEET DIVISION

The Fleet Division is responsible for providing a daily complement of coaches, vans, vanpool vans, and staff vehicles. Maintenance is involved in the procurement of replacement and expansion vehicles and parts, supplies, tools and equipment. The Division provides a safe work environment, and helps ensure an ecologically sound environment through recycling programs and vehicle improvements. Staff constantly monitors and evaluates products and methods to achieve a high level of productivity and efficiency. The Division constantly strives to enhance vehicles to provide a clean, safe, reliable and efficient environment for internal and external customers.

FACILITIES MAINTENANCE DIVISION

The Facilities Division is responsible for the Agency's buildings, equipment, systems, furnishings and grounds. Included in these responsibilities are installing and maintaining bus stops as well as the maintenance of the Pattison Street facility, the Amtrak Depot, the Olympia Transit Center and the Lacey Transit Center. Facilities is also responsible for hazardous materials management, storm water management, chemical management and recycling management. The responsibility of contract management for custodial services, landscaping services, elevator services and fire protection services also falls within the Facilities Division. The Facilities Division also supports other Departments in the management and implementation of their projects.



PriorityName	DeptName	DivName	ProjectCode	ProjectName	Budget \$
Capital	Administrative Services	Information Systems	IS-005	Replace Aging Equipment	453,000
			IS-012	Replace ACS Orbital/Radio System	5,500,000
		Information Systems Total	tal		5,953,000
	Development	Development	DEV-004	Pat Final Design/Future Enhance	4,100,000
			DEV-005	Olympia Transit Center Expansion	8,492,282
			DEV-006	UST Replacement/Renovation	6,800,000
			DEV-009	New Furniture	25,000
~			DEV-011	Tumwater Sq Transfer St Improv	290,000
			DEV-012	Fare Collection system upgrades	1,500,000
			DEV-013	OTC furn, fixtures, equip	600,000
			DEV-014	Pattison Rehab & Expan (grant)	27,463,203
		Development Total			49,270,485
		Planning	PL-010	Transit Signal Priority	705,000
			PL-013	Bus Stop Enhancements	330,000
			PL-014	Bus Stop Enhanc (grant funded)	350,000
		Planning Total			1,385,000
	Maintenance	Facilities	FAC-035	Pattison Admin HVAC Engineering	25,000
			FAC-036	Repaint Interior Amtrak	10,000
			FAC-040	Bus Stop Enhancements/Solar	150,000
			FAC-051	HVAC Replacement Amtrak	30,000
			FAC-058	Ops Dispatch Repairs/Upgrades	40,000
			FAC-062	HVAC Replacement OTC	90,000
			FAC-066	Admin Window Replacement	100,000
			FAC-067	Interior Facility Painting	000 080

PriorityName	DeptName	DivName	ProjectCode	ProjectName	Budget \$
	Maintenance	Facilities	FAC-068	Pattison Carpet Replacement	75,000
			FAC-070	Maint Repl Boiler/Controls/HRUs	400,000
			FAC-071	Engineer Concrete Slab Replace	50,000
			FAC-073	Exterior Paint Consultant	45,000
			FAC-074	Amtrak Tree Replacement	20,000
			FAC-078	Fall Protection In Maint Bays	115,000
			FAC-079	Amtrak Gate/Gate Opener	25,000
			FAC-080	Amtrak Seal Coat/Asphalt Repairs	45,000
			FAC-081	Martin Way P&R Seal Coat	30,000
			FAC-082	Engineer Pat Repl Fire/Alarm Sys	25,000
			FAC-083	Pattison Roof Replacement	412,000
			FAC-084	Pattison Glass Block/Soffit Rep	400,000
			FAC-085	Pattison Exterior Painting	0
			FAC-086	LTC, OTC, Amtrak Ext Painting	225,000
			FAC-088	Replace One-Man Genie Lift	25,000
			FAC-090	Install New Tire Carousel	50,000
			FAC-092	Install Propane Tank Fuel System	10,000
			FAC-093	Tennant Floor Scrubber replaceme	16,000
			FAC-094	Safety Beacons at Bus Wash Exits	7,500
			FAC-095	Relocate Fuel Island Heaters	10,000
			FAC-096	De-lcer Trailer replacement	12,000
		Facilities Total			2,722,500
		Fleet	VM-010	Purchase Staff Electric Car	48,080
			VM-013	Purchase Staff Station Wagon	017 80

PriorityName	DeptName	DivName	ProjectCode	ProjectName	Budget \$
Capital	Maintenance	Fleet	VM-014	Purchase Five DAL Expansion Vans	780,464
			VM-022	Purchase Seven DAL Vans	1,092,296
			VM-025	2010 Hybrid Mid-Life Rebuild (6)	1,800,000
			VM-027	Replace Totaled Ops Vehicle	48,000
			VM-028	Replacement Coaches (8) (grant)	5,200,000
		Fleet Total			8,997,250
	Operations	Vanpool	VP-004	Vanpool Vehicles (40) (grant)	892,500
		Vanpool Total			892,500
Capital Total					69,220,735
New Proj/Pos	Administrative Services	Finance	FIN-015	Proposed Non-Rep Pay Struct Adj	43,500
			FIN-016	Proposed GWI Non-Rep	225,810
		Finance Total			269,310
		Human Resources	HR-016	Active Threat Mitigation	25,000
		Human Resources Total			25,000
		Information Systems	IS-007	Web Professional Services	106,000
		,	IS-008	Operator Payroll Optimization	35,000
			IS-015	Timekeeping FN module	20,000
			IS-019	Asset Management FN module	20,000
		Information Systems Total	la		181,000
	Development	Development	DEV-010	New administrative assistant	74,850
		Development Total			74,850
		Marketing	MC-018	Community Conversation Amendment	60,000
			MC-019	Community Conversation	50,000
			MC-021	Vanpool grant promotion (grant)	275,000

PriorityName	DeptName	DivName	ProjectCode	ProjectName	Budget \$
New Proj/Pos	Development	Marketing Total			385,000
	Executive	Executive	EX-026	Grants Consultant	40,000
			EX-028	WSTIP safety award	5,000
		Executive Total			45,000
	Operations	Transportation	TM-007	OTC Supervisor	83,816
		Transportation Total			83,816
New Proj/Pos Total					1,063,976
Ongoing Project	Administrative Services	Information Systems	IS-013	Windows/Office Upgrades	118,000
		Information Systems Total			118,000
	Development	Development	DEV-008	Traffic Engineering Services	50,000
		Development Total			50,000
		Planning	PL-009	Short/Long Range Service Plan	142,000
		Planning Total			142,000
Ongoing Project Total	otal				310,000
Operating	Administrative Services	Finance	FIN-002	Division Administration	63,000
			FIN-003	Training and Development	20,000
			FIN-004	Annual Audit	40,000
			FIN-005	Subscriptions	1,000
			FIN-006	Purchase Passes/Tickets	32,000
			FIN-007	General Agency Insurance	1,285,500
			FIN-008	Pension Committee	5,000
			FIN-009	Cut Commute Committee	35,000
			FIN-010	Loomis services	61,000
			FIN-012	Credit Card Processing Fees	30,000

PriorityName	DeptName	DivName	ProjectCode	ProjectName	Budget \$
		Finance	FIN-017	Proposed GWI Other	430,190
		Finance Total			2,002,690
		Human Resources	HR-002	Division Administration	128,300
			HR-003	Training and Development	15,000
			HR-004	Safety/Accident Mitigation	3,000
			HR-005	Legal Services	65,000
			HR-006	Employment Medical Programs	18,500
			HR-007	Drug & Alcohol Program	19,500
			HR-008	Non-Represented Tuition	2,700
			HR-012	Organizational Development	25,800
			HR-013	Agency Wellness Activities	10,500
			HR-014	Recruitment & Selection	45,700
		Human Resources Total			334,000
		Information Systems	IS-002	Maintenance & Upkeep of IS	537,334
			IS-003	Training and Development	35,000
			IS-004	Telephone System	68,540
			IS-006	RF Tower Lease	62,285
		Information Systems Total			703,159
	Development	Development	DEV-002	Service and Community	500
			DEV-003	Training and Development	19,880
			DEV-007	Office Rental	47,450
		Development Total			67,830
		Marketing	MC-002	Produce Agency Info	117,000
			MC-003	Training and Development	20.439

PriorityName	DeptName	DivName	ProjectCode	ProjectName	Budget \$
	Development	Marketing	MC-004	Support Agency Services	177,500
			MC-007	Implement Bicycle Programs	25,000
			MC-008	Youth Education Program	36,150
			MC-014	Web Site Enhancement	50,000
			MC-016	Trans Alternatives Program Grant	7,000
		Marketing Total			433,089
		Planning	PL-002	Monitor System Services	65,000
			PL-003	Training and Development	22,935
			PL-005	Park and Pool Project	3,000
			PL-006	Planning Projects	800
		Planning Total			91,735
		Procurement	PRO-002	Operating Supplies	6,000
			PRO-003	Training and Development	28,735
		Procurement Total			34,735
	Executive	Executive	EX-002	Division Administration	10,600
			EX-003	Training and Development	31,518
-1			EX-004	Service & Community	3,350
			EX-005	Authority Planning Session	9,000
			EX-006	WSTA/Legislative Events	3,060
			EX-007	CAC/Authority Support	10,175
			EX-009	Legal Notices	4,000
			EX-010	Legal Services	38,000
			EX-011	Dues	130,000
			EX-012	Employee/Volunteer Recognition	30,000

Priorityname	DeptName	DivName	ProjectCode	ProjectName	Budget \$
	Executive	Executive	EX-014	ITA/CAC Training & Development	22,141
			EX-015	Advocacy Services	118,000
			EX-016	Transit Appreciation Day	17,500
			EX-017	Annual Recognition Banquet	12,700
			EX-024	ISO 14001 Certification	9,000
			EX-025	Sustainability Committee	6,500
			EX-027	ESMS Auditor Training	10,000
		Executive Total			465,544
	Maintenance	Facilities	FAC-002	Service Contracts	231,000
			FAC-003	Training and Development	4,000
			FAC-004	Buildings/Grounds Maintenance	476,100
			FAC-005	Amtrak Expenses	51,710
			FAC-006	Utilities	327,000
		Facilities Total			1,089,810
		Fleet	VM-002	Vehicle Fleet Support	315,667
			VM-003	Training and Development	62,560
			VM-004	Village Vans	23,996
			VM-005	Dial A Lift Vans	733,954
			VM-006	Coaches	3,863,389
			VM-007	Staff Vehicles	84,834
			VM-008	Vanpool Vans	895,558
			VM-011	Internal Staff Development	11,018
		Fleet Total			5,990,976
		Maintenance Admin	MA-002	Division Administration	CEDU

PriorityName	DeptName	DivName	ProjectCode	ProjectName	Budget \$
	Maintenance	Maintenance Admin	MA-003	Training and Development	20,000
		Maintenance Admin Total			26,500
	Operations	Customer Services	CS-002	Division Administration	16,700
			CS-003	Training and Development	3,454
			CS-004	Reduced Fare Program	6,000
			CS-005	CS Information Books	250
		Customer Services Total			26,404
		Dial A Lift	DAL-002	Division Adminstration	9,900
			DAL-003	Training and Development	18,125
			DAL-004	Travel Training Support	2,400
		Dial A Lift Total			30,425
		Operations	OP-002	Division Administration	4,600
			OP-003	Training and Development	6,825
		Operations Total			11,425
		Transportation	TM-002	Division Administration	23,000
			TM-003	Training and Development	18,000
			TM-004	Administer Security Contract	208,790
			TM-006	IT Roadeo	2,000
		Transportation Total			251,790
		Vanpool	VP-002	Division Administration	21,400
			VP-003	Training and Development	16,900
			VP-005	Rideshare Online Administration	3,850
			VP-006	Incentive Program	26,000
		Vanpool Total			68,150

PriorityName	DeptName	DivName	ProjectCode	ProjectName	Budget \$
Operating	Operations	Village Vans	VV-002	Division Administration	3,160
			VV-003	Training and Development	2,200
		Village Vans Total			5,360
Operating Total					11,633,622
Sal/Wages & Ben	Administrative Services	Finance	FIN-001	Salaries/Wages & Benefits	428,898
		Finance Total			428,898
		Human Resources	HR-001	Salaries/Wages & Benefits	881,670
			HR-009	ATU Tuition	5,000
			HR-010	IAM Tuition	2,000
		Human Resources Total			888,670
		Information Systems	IS-001	Salaries/Wages & Benefits	546,430
		Information Systems Total	la I		546,430
	Development	Development	DEV-001	Salaries/Wages & Benefits	286,017
		Development Total			286,017
		Marketing	MC-001	Salaries/Wages & Benefits	511,275
		Marketing Total			511,275
		Planning	PL-001	Salaries/Wages & Benefits	441,713
		Planning Total			441,713
		Procurement	PRO-001	Salaries/Wages & Benefits	776,425
		Procurement Total			776,425
	Executive	Executive	EX-001	Salaries/Wages & Benefits	525,463
		Executive Total			525,463
	Maintenance	Facilities	FAC-001	Salaries/Wages & Benefits	677,245
		Facilities Total			

			Linjerrone	ProjectName	Budget \$
Ma	Maintenance	Fleet	VM-001	Salaries/Wages & Benefits	3,453,515
			600-MV	Contract Benefits	35,000
		Fleet Total			3,488,515
		Maintenance Admin	MA-001	Salaries Wages & Benefits	836,522
		Maintenance Admin Total	_		836,522
do	Operations	Customer Services	CS-001	Salaries/Wages & Benefits	637,934
		Customer Services Total			637,934
		Dial A Lift	DAL-001	Salaries/Wages & Benefits	1,337,434
		Dial A Lift Total			1,337,434
		Operations	OP-001	Salaries/Wages & Benefits	345,803
		Operations Total			345,803
		Transportation	TM-001	Salaries/Wages & Benefits	17,537,134
			TM-005	Uniforms Supervisor/Operator	110,000
		Transportation Total			17,647,134
		Vanpool	VP-001	Salaries/Wages & Benefits	580,351
		Vanpool Total			580,351
		Village Vans	VV-001	Salaries/Wages & Benefits	188,929
		Village Vans Total			188,929
Sal/Wages & Ben Total					30,144,758
Grand Total					112,373,091

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Appendix A

Ŧ	2017 Budgeted Staff - Full-Time Equivalents	Additions to Staffing During 2017	New Positions for 2018	2018 Budgeted Staff - Full-Time Fruivalents	Difference
Administrative Services Department	-				
Finance Division					
Accounting Assistant	4	\$		0	` '
Accounting Specialists	2			2	C
Senior Accountant	0	~			
Finance Manager	-				· c
Finance & Administration Director	1	7		- 0	⊃ ⁻
Subtotal - Finance Division	ŝ	Ţ	0	4	5
Information Services Division					
Information Systems Technician	-			4	0
Information Systems Analysts	с			с	0
Information Systems Manager	1			÷	0
Subtotal - Information Services Division	5	0	0	ν	0
Human Resources Department					
Human Resources Administrative Assistant	~			←	C
Human Resources Assistant	~			- -	0
Human Resources Specialist	2			2	C
Human Resources Analyst					0
Training Coordinator	۴-			~	C
Human Resources Senior Analyst	-	5		0) (
Human Resources Manager/Lead	0	-			-
Human Resources Director	4				. 0
Subtotal - Human Resources Division	8	0	0	8	0
I otal Administrative Services Department	18	5	0	17	5

Staffing Comparisons Between the 2017 Budget and 2018 Budget

Staffing Comparisons Between the 2017 Budget and 2018 Budget

Introduction 1 1 1 Introduction 1 0 1 3 Instruction 1 0 1 3 Instruction 0 1 3 1 Instruction 0 0 1 3 Intert Coordinator 0.5 0 0.5 0 Intert Coordinator 1 1 3 1 Intert Coordinator 5.5 0 0 5.5 1 Intert Coordinator 5.5 0 0 4 1 1 1 Intert Coordinator 5.5 0 0 0 4 1 1 1 Intert Coordinator 1 1 0 0 1		2017 Budgeted Staff - Full-Time Equivalents	Additions to Staffing During 2017	New Positions for 2018	2018 Budgeted Staff - Full-Time Equivalents	Difference
ision ision $\frac{1}{2}$ $$	Development Department Development Division					
ision ision $\frac{1}{2}$ $$	Development Director	-			Ŧ	c
r 1 1 1 1 ision 2 0 1 3 2 0 ordinator 0.5 0 0.5 0.5 0.5 0.5 In Representative 1 1 1 3 2 0 0.5 In Representative 1 1 1 2 0 0 0 0 0 0 0 0 0 1	Administrative Assistant	0			- •	⊃ -
ision 2 0 1 3 ordinator 0.5 0 0.5 0.5 in Representative 1 1 1 1 in Representative 1 1 0.5 0 0.5 in Representative 1 1 1 1 1 in Representative 1 1 1 1 1 in Representative 1 1 1 1 1 1 in Representative 1	Grants Program Administrator	Ł			- .	- c
oordinator 0.5 0.5 In Representative 1 1 Ision 1 1	Subtotal - Development Division	2	0	۲	e	-
oordinator 0.5 0 0.5 0 0.5 in Representative 1 1 1 1 1 In Representative 5.5 0 0 5.5 1 1 Inager 5.5 0 0 5.5 1 1 1 Inager 1 1 1 1 1 1 1 1 Inager 5.5 0 0 5.5 0 0 1	Marketing Division					
in Representative in Representative in Representative in Representative in Representative in Representative in $\frac{1}{5.5}$ 0 0 $\frac{1}{5.5}$ $\frac{1}{7}$ \frac	Bicycle Commuter Contest Coordinator	0.5			0.5	C
In Representative 1 S Coordinator 1 F Coordi	Youth Education Assistant	~			-	
In Representative 1 Scondinator 1 Scondinato	Youth Education Specialist	~			- -	
Scondinator	Marketing and Communication Representative	-			- 	
langer	Marketing & Communications Coordinator	-				0
l 5.5 0 0 0 5.5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Mrktg & Comm & Outreach Manager	Ł) C
	Subtotal - Marketing Division	5.5	0	0	5.5	0
	Planning Division					
ision	Service Planner	. 			۲-	c
	Planner 2	~ -				o c
	Scheduler	.				o c
lision	Planning Manager	Ł				
ision	Subtotal - Planning Division	4	0	0	4	0
ision	Procurement Division					
ision	Inventory Assistant	-			£	C
ision 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Inventory Specialist	~			- +	
3 1 1 18.5 0 0 7 19.5	Inventory Supervisor	~				
ision 7 0 0 7 1 19.5	Project Coordinator	ო			· ๙	
ision 7 0 0 7 18.5 0 1 19.5	Procurement Manager	۲) (0 0
18.5 0 1	Subtotal - Procurement Division	7	0	0	7	0
	i oral Development Department	18.5	0	1	19.5	1

18 Budget	Additions to
Budget and 20	2017 Budgeted
s Between the 2017	
Staffing Comparisons Between the 2017 Budget and 2018 Budge	

	2017 Budgeted Staff - Full-Time Equivalents	Additions to Staffing During 2017	New Positions for 2018	2018 Budgeted Staff - Full-Time Equivalents	Difference
Executive Department					
Executive Assistant 2	~			ç	c
Environmental & Sustainability Coordinator	I -			1 +-	
General Manager	۲				0 0
Total Executive Department	4	0	0	4	0
Operations Department					
Customer Services Division					
Customer Service Representative	9			9	C
Lead Customer Service Representative	-			-	0
Customer Service Supervisor	Ł			£	0
Subtotal - Customer Services Division	8	0	0	œ	0
Dial-A-l iff Division					
Dial-a-Lift Dispatch Specialist	σ			C	c
Dial-A-Lift ADA Coordinator) (ר ת	5 0
Dial-A-Lift Travel Training Coordinator	- 2			- 0	
Dial-A-Lift Manager	1			1 ←	
Subtotal - Dial-A-Lift Division	13	0	0	13	0
Operations Division					
Operations Assistant	Ţ			~	C
Scheduling Coordinator - moved to Transportation	۲	5		. 0) ,
Operations Director	1			,	- c
Subtotal - Operations	m	5	0	2	
Transportation Division					
van Operators	38			38	0
Coach Operators	153			153	0

Staffing Comparisons Between the 2017 Budget and 2018 Budget

	2017 Budgeted Staff - Full-Time Equivalents	Additions to Staffing During 2017	New Positions for 2018	2018 Budgeted Staff - Full-Time Equivalents	Difference
Scheduling Coordinator - moved from above	0	Ŧ		-	-
Transportation Supervisor	11		÷	12	-
Transportation Manager	-			Ł	0
Subtotal - Transportation Division	203	ł	4	205	5
Vanpool Division					
Commuter Services Assistant	~			~~	0
Vanpool Coordinator	4			4	0
Vanpool Supervisor	4			£	0
Subtotal - Vanpool Division	9	0	0	9	0
Village Vans Division					
Village Vans Assistant	-			r-	0
Village Vans Supervisor	٢			٢	0
Subtotal - Village Vans Division	2	0	0	2	0
Total Operations Department	235	0	Ł	236	-

	2017 Budgeted Staff - Full-Time Equivalents	Additions to Staffing During 2017	New Positions for 2018	2018 Budgeted Staff - Full-Time Equivalents	Difference
Maintenance Department					
Vehicle Maintenance Division					
Vehicle Cleaner	9			Q	0
Service Worker	9			9	0
Support Specialist	2	-		- m	
Auto Technician	7			- 2	Ċ
Diesel Technician	15			15	
Maintenance Assistant				.	0
Maintenance Supervisor	4			4	
Maintenance Manager	-			-	0
Subtotal - Vehicle Maintenance Division	42	-	0	43	-
Facilities Division					
Facilities Specialists	5			ъ	0
Facilities Technicians	2			2	0
Facilities Manager	Ļ			Ţ	0
Subtotal - Facilities Division	80	o	0	ω	0
Total Maintenance Department	50	~	0	51	F
Agency Totals	325.5	0	2	327.5	2

Staffing Comparisons Between the 2017 Budget and 2018 Budget

H:\Budget\Budget_2018\Budget_document_files\[Staffing FTEs 2018 xlsx]Staffing 05 vs 06

INTERCITY TRANSIT 2016 Annual Report 2017-2022 Transit Development Plan



INTERCIty TRANSIT Prepared by Intercity Transit Development Department Approved by Intercity Transit Authority September 2017 **Intercity Transit Authority:**

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Intercity Transit complies with all federal requirements under Title VI, which prohibits discrimination on the basis of race, color or national origin. If you have any questions concerning this policy or practice please, contact: Intercity Transit, 526 Pattison SE, PO Box 659, Olympia, WA 98507 or by calling the agency's Title VI Officer at: 360.705.5885 or ephillips@intercitytransit.com

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In accordance with RCW 35.58.2795, Intercity Transit has prepared and submitted this Annual Report for 2016 and a subsequent Transit Development Plan (TDP) for years 2017 through 2022. The purpose of the Annual Report is to summarize the major or significant events that effected delivery of transit services in the Thurston County Public Transportation Benefit Area. Additionally, this document illustrates projected changes in local transit services in the next five years based on known facts, forecasted trends and political tendencies. Described in this plan are the methods and strategies proposed by Intercity Transit staff and endorsed by the Authority Board of Directors necessary to fulfill the provisions contained in our Mission and Vision statements.

Mission Statement

To provide and promote transportation choices that support an accessible, sustainable, livable, healthy and prosperous community.

Vision Statement

To be a leading transit system in the country, recognized for our well-trained, highly motivated, customerfocused, community-minded employees committed to enhancing the quality of life for all citizens of Thurston County.

Public Hearing

Public comment is encouraged with each annual update of the TDP. This year's public hearing is scheduled to occur on Wednesday, August 16, 2017, 5:30 PM at the Transit Authority meeting, 526 Pattison St SE, Olympia, Washington. Following adoption, this Plan will be available at <u>www.intercitytransit.com</u> and will be distributed to the Washington State Department of Transportation, the Washington State Transportation Improvement Board, the Thurston Regional Planning Council, Thurston County, and the cities of Lacey, Olympia, Tumwater and Yelm.

Strategic Plan

This Transit Development Plan is a complementary document to a separate Strategic Plan which considers future service designs, capital facilities, equipment, agency policies and other key business strategies. Intercity Transit involves the public, agency staff, our Citizen Advisory Committee (CAC) and Transit Authority in annually reviewing and updating our Strategic Plan in a similar but separate process. The Strategic Plan contains components of the TDP, but provides the more in-depth analysis and discussions for developing the annual budget (2018) and provides guidance for the future direction of the agency.

Section 1: Organization

Intercity Transit is the business name for the Thurston County Public Transportation Benefit Area (PTBA) which was established in September 1980 as authorized by Washington State law, RCW 36.57A. A brief history of the agency follows.

Agency History

<u>September 1980</u>: Voters from Olympia, Lacey, Tumwater, and the surrounding urban area, approved collection of a local sales tax of 0.3% for the PTBA. On January 1, 1981, the PTBA Authority formally assumed control of local transit services previously operated through an intergovernmental agreement between the cities of Lacey, Olympia, and Tumwater.

<u>May 1992</u>: Further expansion of the Intercity Transit service area occurred and Thurston County voters outside the urbanized area approved the 0.3% sales tax to support the expansion of the PTBA to include all of Thurston County. The expansion included the several south county cities and towns as well as the rural areas of unincorporated Thurston County.

<u>1995 – 1999</u>: Local sales tax revenue slowed which resulted in the gradual reduction of bus service as a way of balancing operating costs with available revenues. In March 1999 a local ballot measure failed to pass which proposed a 0.2% increase in the transit sales tax necessary to preserve service as well as a modest expansion; the result was an 8% reduction in existing bus service. Moreover, the passage of statewide Initiative No. 695 in November 1999, removed Motor Vehicle Excise Tax (MVET) revenue was from transit use.

<u>2000 – 2002</u>: The loss of MVET funding resulted in a decrease of 40% in revenue and required a 42% service reduction in February 2000. In early 2002, a Public Transportation Improvement Conference was convened of the local jurisdictions in Thurston County; the Conference resulted in the establishment of the current service boundary which contains the urbanized areas of Olympia, Lacey, Tumwater and Yelm. In September 2002, voters within the new boundary approved a 0.3% increase to the local transit sales tax raising the rate to 0.6%; the new rate took effect in January 2003.

<u>2003 – 2005</u>: Incremental service increases began over three phases. Both Phase 1 (February 2003) and Phase 2 (September 2004) included 15% increases in service hours. A new corporate logo, bus graphics, and uniforms were also introduced in 2004. During 2005 the focus shifted to rebuilding the fleet, updating operational software and systems, improving facilities, accessibility and shelters at bus stops and completing market research and ridership studies.

<u>2006 – 2007</u>: A three phase increase of service hours was implemented exceeding 15% in expansion. A new circulator route called "Dash" began operating between the Capitol Campus and downtown Olympia. A fixed route Short and Long Range Service Plan was completed in 2006 and 26 expansion vanpools were acquired. The installation of a communications system with advanced digital radio, AVL tracking, stop announcements and auto-passenger counters were completed in 2007 as well as a new multi-year service plan. A small increase in service hours was implemented as well as upgrades to the fleet including 23 new buses (5 expansion), 3 Dial-A-Lift vans and 44 vanpools (27 expansion). Total system boardings in 2007 increased 12% above 2006. Intercity Transit completed a state-funded Trip Reduction program with state offices in Tumwater. Outreach efforts engaged over 1,000 participants in the annual Bicycle Commuter Contest and a new education program, "Smart Moves," for middle and high school students was launched.

<u>2008 – 2009</u>: An 11% increase in service hours brought new local service enhancements and introduced 15 minute service on major corridors. Expansion of the Martin Way Park & Ride Lot

(Lacey) began and installation of on-board security camera for the fleet was completed. System wide ridership rose to new records exceeding 5.1 million boardings in 2008 as fuel prices nationwide climbed to an average \$3.50 per gallon. Intercity Transit received two national awards in 2009: APTA's "Outstanding Public Transportation System" for medium sized systems and FTA's "Success in Enhancing Transit Ridership." The Martin Way P&R expansion was completed (138 to 319 stalls) as well as major market research and ridership studies. During this time a master site plan for the expansion of the operations base, as well as an updated plan for the Olympia Transit Center (OTC) expansion were completed. Grants were received to construct a 300 stall Park &Ride lot on the Thurston County Waste and Recovery Center, and a 'Safe Routes to Schools' funded program for bicycling youth was introduced at several local schools. The base fare was increased from \$.75 to \$1.00 during this time period.

<u>2010 – 2011</u>: In 2010 the agency acquired 6 new hybrid-electric replacement buses and local voters approved a 0.2% increase in local transit sales tax raising the rate to the current 0.8%. A discounted bus pass pilot program began intending to help local non-profit and human service agencies with their client's transportation needs. Commute Trip Reduction (CTR) law changes significantly increased the number of affected worksites in Thurston County and Intercity Transit celebrated its 30th anniversary in 2011. The agency was selected by the Federal Transit Administration (FTA) to receive ISO 14001-certified Environmental and Sustainability Management System (ESMS) training which resulted in a new ESMS program. Major capital facility projects for the Olympia Transit Center (OTC), Operations Base as well as the Hawks Prairie P&R Lot were continued. A Dial-a-Lift (paratransit) client survey was completed and the agency hit a record 5.3 million boardings, including fixed-route ridership of 4.5 million. An online trip planner, as well as a regional application for 'next bus' information were implemented.

<u>2012</u>: Intercity Transit became the first transit system in the country to be awarded 'Gold Level' APTA Sustainability Commitment status. Innovative programs were continued including Smart Moves youth outreach and Bike PARTners, a program that supports healthy commutes to schools. Bicycle Commuter Contest celebrated their 25th anniversary and passenger fare increased 25% on fixed route service (for adults) as well as a 10% increase on vanpool fares. The discounted pass program, which began in 2010, was approved for future years, however new federal legislation under MAP-21 removed important discretionary funding for buses and bus facilities.

<u>2013</u>: The Authority Board selects a new General Manager (Ann Freeman-Manzanares) and local base fare increased from \$1.00 to \$1.25. The new 332 stall Hawks Prairie Park & Ride Lot officially opened in NE Lacey and received the American Public Works Association "Project of the Year" for Washington state. The agency earned ISO 14001 Certification for Sustainability and Environmental practices and at the time was one of only nine transit systems in the country to have received the award. Two grant funded demonstration Express routes were implemented to offer commuter service between Tumwater/Lakewood as well as limited *Sound Transit* peak service between Olympia/Seattle.

<u>2014</u>: A new youth outreach program called 'Walk N Roll' along with Bike PARTners continued to grow and was present in every school district within the service area. Computer servers were relocated a state agency in Olympia as part of a technology enhancement project, which significantly reduced safety issues and on-site remodeling needs. Intercity Transit received the Thurston County Chamber of Commerce 'Green Business of the Year Award' and ridership growth began to stabilize – recording a modest 1% annual increase in fixed route ridership which became the agency's 3rd highest ridership year.

<u>2015</u>: The 'Walk N Roll' program continued to grow; four bus shelters were installed and 30 bus stops received ADA enhancements. Travel Trainers assisted 72 individuals, coaching them to use bus service safely and confidently and Intercity Transit was awarded the first-ever statewide Grand Champion honor in State Public Transportation Roadeo competition.

<u>2016</u>: In partnership with the City of Tumwater, Intercity Transit received a regional grant to improve pedestrian accessibility and safety at the Tumwater Square transfer station. The 29th annual Bicycle Commuter Contest, sponsored by Intercity Transit, set a record of over 107,990 miles traveled by 1,853 registrants and 112 teams – an estimated 54 tons of CO2 prevention. The Sustainability program was recertified and met the ISO 14001 – 2015 Standards, remaining one of a few public transit systems in the country to do so.

Governing Board

Intercity Transit is governed by a nine member Authority Board who collectively provide financial oversight and policy guidance to staff through an appointed General Manager. The Authority is organized pursuant to RCW 36.57A.050 and is composed of five locally elected officials representing the jurisdictions of Thurston County, Lacey, Olympia, Tumwater, and Yelm, plus three citizen representatives appointed by the Transit Authority; in 2010 the board expanded to nine members following the addition of a non-voting position representing organized labor. Elected officials are appointed by their respective jurisdictions and citizen representatives on the Authority serve staggered three-year terms—Intercity Transit is the only system in Washington State with citizen members serving on its governing board. A 20 member Citizens Advisory Committee was established in April 2000 to provide additional recommendations to the Authority on local issues affecting public transportation.

Table of Organization

Department	Jan	Jan	Jan	Jan
Department	2014	2015	2016	2017
Executive	3.0	3.0	3.0	3.0
Development – (under Executive mid-2013 - 2016)	17.25	18.75	19.0	19.0
Grants & Sustainability	2.0	2.0	2.0	2.0
Planning	4.0	4.0	4.0	4.0
Procurement/Inventory	6.0	7.0	7.0	7.0
Marketing & Communications	5.75	5.75	6.0	6.0
Human Resources - Assistants & Analysts	6.0	6.0	7.0	7.0
Finance & Administration	11.0	11.0	10.0	10.0
Accounting, Inventory, Clerical,	6.0	6.0	5.0	5.0
*Information Systems to Maintenance mid '08	5.0	5.0	5.0	5.0
back to Finance late-'10				
Operations:	229.0	232.0	226.0	235.0
Operators	185.0	188.0	181.0	191.0
Customer Service	8.0	8.0	8.0	8.0
Vanpool staff	5.0	5.0	6.0	6.0
Dial-A-Lift staff	11.0	11.0	11.0	12.0
Supervisors and Administrative	18.0	18.0	18.0	16.0
*Village Vans to Operations in '10	2.0	2.0	2.0	2.0
Maintenance: (moved under Operations early 2014)	47.0	47.0	49.0	51.0
Coach/Auto Technicians	22.0	22.0	22.0	22.0
Facilities Maintenance	7.0	7.0	7.0	8.0
Other Maintenance	18.0	18.0	18.0	21.0
Total Employees	313.75	317.75	314.0	325.0

At the end of December 2016, Intercity Transit had 325 full-time equivalent staff positions (see table below for FTE's and Appendix A for organization chart).

Section 2: Physical Plant

Intercity Transit owns several facilities including the Olympia Transit Center (OTC), the Lacey Transit Center (LTC), Centennial [Amtrak] Station and the main base facility located at 526 Pattison Street SE in Olympia. All maintenance, administration and dispatch functions are performed from the Pattison Base. In 2005 Intercity Transit purchased adjacent property to the Pattison Base with the intent of expanding the facility to better accommodate agency growth. In 2012 nearby office space was leased to provide necessary workspace relief and in 2016 the expansion project began with a commitment to fund final design and replace existing underground fuel storage tanks. Intercity Transit has received State/Federal funding for elements of the project but continues to seek funding for the remaining estimated amount.

Section 3: Service Characteristics - 2016

During 2016 Intercity Transit provided a variety of transportation services benefiting the residents and visitors of Thurston County (See Appendix for service area district maps):

Fixed Route Service

During 2016, 25 fixed routes as well as ADA paratransit (Dial-A-Lift) service were provided. Days of service on weekdays was generally 5:40 a.m. – 11:55 p.m.; Saturdays, generally 8:15 a.m. – 11:55 p.m.; and Sundays between 8:30 a.m. – 9:00 p.m. No service was provided on three national holidays (New Year's Day, Thanksgiving, Christmas).

<u>Fares</u>: 11.7% of operating expenses for Local service were recovered through fare collection and 9.1% for Express service was recovered.

<u>Total Boardings</u>: In 2016 Intercity Transit recorded 4,113,139 fixed route boardings which is a decrease of 4.0% when compared to 2015.

ADA Complementary Paratransit Service

"Dial-A-Lift" is the brand name of Intercity Transit's complementary ADA Paratransit program, which provides door-to-door service for people with eligible limitations preventing reasonable access to the fixed route bus service. Dial-A-Lift hours of operation reflect all Fixed Route service – which includes no service on three national holidays.

Fares: Recovered about 3.5% of operating costs.

Total Boardings: 166,213, an increase of 2.9% above 2015.

Local Service				Express Service	
Fixed Route	Per Ride	Daily Pass	Monthly Pass	Olympia/Tacoma Per Ride	Monthly Pass
Regular Adult	\$1.25	\$2.50	\$36.00	\$3.00	\$90.00
Youth (6 -17 yrs) [Under 5 ride free]	\$1.25	\$2.50	\$15.00	\$3.00	\$90.00
Reduced*	\$.50	\$1.00	\$15.00	\$1.25	\$37.50
Dial-A-Lift Reduced*	\$1.00	\$2.00	\$36.00 \$15.00*	NA	NA

* Reduced Fare Permit required. Eligibility based on age, disability or possession of a Medicare card.

Vanpool Services Operation

At the end of 2016 there were 177 Intercity Transit commuter vanpools in operation throughout the Puget Sound region; a decrease of 15 compared to the year prior. In 2016 the vanpools carried an average of 1,300 daily riders.

Intercity Transit staff promote the vanpool program to employers and individuals as well as facilitate group formation and provide defensive driver training. Vanpool groups lease the vehicles on a monthly mileage basis and operate the vehicles independent of other Intercity Transit services; vans and are generally in service weekdays, from 5 a.m. – 6:30 p.m.

Fares: 93.4% of the operating costs were recovered in 2016.

<u>Total Boardings</u>: 600,148 trips were recorded in 2016 which was a decrease of 12.4% from 2015. <u>Ridematching</u>: Intercity Transit is a member of the Washington/Oregon Rideshare network that provides a computerized database of individuals interested in carpooling and vanpooling. Rideshare online is a free service to the user that was established in 1997 which allows commuters the ability to make contacts throughout the region either through a toll free call, over the internet or with a local transit system.

Village Vans

In 2002 Intercity Transit began a new grant-funded service to operate four vans intended to help meet work-related transportation challenges for low income families. In 2016 the program provided employment support transportation for 180 individuals totaling 6,523 rides which was a 38% increase compared to 2015. Of the total ridership, 29% were qualified under Temporary Assistance for Needy Families (TANF) and 71% were receiving state or federal assistance for low-income households. The program allows vans to be driven by eligible job seekers participating in the Customized Job Skills Training Program, volunteering a total of 7,326 hours in 2016. During 2016 twelve volunteer drivers secured employment (eight in transportation) as did dozens of passengers. Village Vans is an innovative program that includes representatives from the Departments of Employment Security, Social and Health Services, South Puget Sound Community College, WorkSource Thurston County, Pacific Mountain Workforce Development Council and other local service agencies whose programs are intended to help job seekers or low income families.

Section 4: Service Connections

In 2016 Intercity Transit provided connections with five other public transit operators, two rural regional service providers, as well as Greyhound and Amtrak service:

Grays Harbor Transit	Service between Aberdeen and Olympia's Capital Mall, Greyhound terminal and the Olympia Transit Center.
Mason Transit Authority	Service connections between Shelton and Olympia's Capital Mall and Olympia Transit Center.
Pierce Transit (PT)	IT's Express service connects with PT's local service in Lakewood (Lakewood Station and SR 512 P&R Lot) and Tacoma (connections at the Tacoma Dome Station, Tacoma Mall, and at numerous stops in downtown Tacoma.
Sound Transit (ST)	IT funds a limited weekday service (ST Route 592); an extension between Olympia and DuPont where it returns to regular service to Seattle. IT's Express routes also connect with ST service in Lakewood (Lakewood Station and SR 512 P&R Lot), Tacoma Dome Station, and downtown Tacoma. From these locations riders can transfer to ST buses that travel to Seattle and Sea-Tac Airport or to Sounder passenger rail to stations north and Seattle.
AMTRAK	Intercity Transit Routes 64 and 94 provide half hour peak and hourly off-peak service 7 days a week to the Olympia-Lacey Centennial Station location.
Greyhound	Four local Intercity Transit routes provide service within a block of the downtown Olympia Greyhound terminal.
Rural Transportation (South Thurston Co. Tumwater/Olympia)	R/T is a south Thurston County system funded by a WSDOT grant that provides regional connections with Intercity Transit routes in a number of locations within our service district including Tumwater Square.
Park & Ride Lots (P&R)	Fixed route service is available at three park & ride lots: Martin Way P&R (Local & Express) Hawks Prairie P&R (Express) Amtrak rail station (Local)
Educational Facilities	Fixed route service is available to many public and private schools throughout the service district. Of four school districts that exist within Intercity Transit's service area, 43 of the 50 public schools are served by local transit routes. A number of these routes maintain schedules that coincide with the school's opening and closing hours of operation. Intercity Transit provides service to the Olympia campuses of South Puget Sound Community College and The Evergreen State College. The colleges participate in local Commute Trip Reduction incentives and have transit pass programs for students, faculty and staff. Service is also available to Saint Martin's University which also has a student pass program for undergraduates.

Section 5: Activities in 2016

Fixed route ridership recorded 4.1 million boardings which is a decrease of 4.0% from the year prior; Vanpool also recorded a 12.4% decrease however Dial-a-Lift recorded a 4.7% increase in trips. Total system boardings were 4.9 million which is a 4.9% decrease when compared to 2015. Significant agency activity during the year continued with on-going capital facility project reviews and work on environmental sustainable goals. The effort to limit agency use of non-renewable resources, reducing waste and pollution, promoting public stewardship and protecting the natural environment as much as possible has been incorporated into training of all Intercity Transit staff. This year Intercity Transit recertified the Environmental and Sustainability Management System to meet the ISO 14001:2015 Standards. Intercity Transit continues to be one of a few agencies in the nation with this certification.

Capital projects involved the continuing effort to accommodate needed growth with retrofitting of the Olympia Transit Center and on-going efforts to secure additional funds for fuel tank replacements at the Pattison Street operations base. Highlights of other agency efforts during the year included:

New Fleet Vehicles: Vanpool – acquired 33 replacement vehicles.

Transit Service: Service hours increased slightly (0.1%) with the extension of Route 42 to serve the Thurston County's Accountability and Restitution Center in Tumwater.

New Shelters and Amenities: 10 shelters were retrofitted with interior solar lighting and accessibility improvements were added to 40 existing bus stops, which included 4 through private developer improvements, 3 through local road improvements and 2 through sidewalk projects.

Service Planning: Intercity Transit is one of a number of local agencies involved in reviewing local land use permitting requests. Staff works with local community development and public works departments, Planning Commissions, as well as public and private developers to include access to public transportation through effective land use planning and urban design. During 2016 staff received and reviewed 348 development notices and commented on several applications requesting specific transit amenities including a new bus stop, shelter or improved ADA access to an existing stop. There remains on-going participation with local jurisdictions on road improvement projects including regional projects for I-5 (JBLM, various interchanges) and SR 101. The "Smart Corridor" transit signal priority demonstration project is also on-going, with testing of 6 intersections before full deployment in 2017-18.

Village Van: This unique 'Welfare-to-Work' transportation program had 6,523 boardings (37.9% increase from 2015) and provided transportation to 180 low-income job seekers and workers during 2016. The program trains individuals to become skilled employees and provides rides to qualified individuals and operates in partnership with 16 local social and public service agencies, including the South Puget Sound Community College and WorkSource Thurston County.

Vanpool Program: Groups reduced from 192 in 2015 to 177. The 600,148 passenger trips recorded during 2016 was a decrease of 12.4% from the previous year. Vans operate throughout a five county region with certified and trained volunteer drivers and carried an average of 1,300 daily riders removing an estimated 1,000 vehicles from congested roadways each weekday.

Innovative Programs: Intercity Transit continued the growth of its "Walk N Roll" youth education program throughout the year reaching an estimated 4,194 students in 17 schools. This was done through 26 field trips by bus, 23 classroom presentations on active transportation, and special events like, "Bike and Walk to School Days." The program also included after school

Earn-A-Bike classes where students received 8 hours of bike maintenance and safe riding instruction. Students completing the class earned a functional bike, helmet, lock and lights. 60 students graduated from the classes in 2016 and 80 bicycles were built with the majority of the work being done by volunteers who contributed a total of 847 hours to working on bikes.

Intercity Transit continues to provide online trip planning for fixed route service and participation in regional smart phone applications for "One Bus Away" arrival information and trip planning. The *Travel Training* and *Bus Buddy* program also work with individuals to transition from paratransit service to fixed route, or assist people with becoming comfortable riding a bus.

Section 6: Proposed Action Strategies 2017 - 2022

The Washington State Department of Transportation (WSDOT) requires transit agencies report how they are accomplishing the state's public transportation objectives as identified in state's <u>Transportation System Policy Goals (RCW 47.04.280)</u>.

<u>1. ECONOMIC VITALITY</u>

To promote and develop transportation systems that stimulate, support, and enhance the movement of people and goods to ensure a prosperous economy.

2016 Continued	• Invested in public transportation which had a significant multiplier effect in creating jobs, personal wealth and tax revenues.
Effort	 Provided reliable transportation and connections to employers and commercial shopping centers.
	 As a local employer Intercity Transit provided good paying jobs and encouraged local spending.
	• Supported local business by purchasing many goods and services from within the community and region.
2017 – 2022 Continuing	• Assess the fixed route system for ways to improve on-time-performance and general reliability.
Effort	 Identify changes to the fixed route system to reduce total travel time between origins and destinations. Explore expanded service to new commercial and residential developments.
	- Explore expanded service to new commercial and residential developments.

2. PRESERVATION

To maintain, preserve and extend the life and utility of prior investments in existing transportation systems and services.

2016	• Provided regular and reliable bus service in and around the cities of
Continued	Olympia, Tumwater, Lacey and Yelm.
Effort	• Programmed funds continued for facility repairs at the central base as well
	as maintenance of all transit centers.
	• Vanpool program had 33 vehicle replacements bringing the fleet total to 265
	vans.
	• Continued efforts on funding fuel tank replacements and expanding vehicle
	parking at the Pattison Base facility.
	• Continued master plan for expansion of the Olympia Transit Center for
	fixed route service and an interstate private carrier (Greyhound).

	Maintained two WSDOT Regional Mobility Grants for service enhancements of Express bus service on I-5 between Thurston and Pierce Counties; includes weekday service between Tumwater – Lakewood as well as an extension of existing Sound Transit RT 592 (DuPont/Seattle) to Olympia.
2017-2022 Continuing Effort	 Use existing resources and eligible grants to maintain the same level of service over the next 3 - 5 years. Continue to participate in eligible grant programs to replace aging fleet vehicles and maintain adequate depth and spare ratio. Continue to work on capital facility projects including the expansion and remodel of the Operations Base in Olympia; namely the fuel tank replacement and parking expansion while the rest of the project awaits a funding solution. Continue effort to expand the downtown Olympia Transit Center as a transportation hub, including accommodating Greyhound service. Update the fixed route Short (6 yr) and Long Range (20 yr) Service Plan; explore revenue options that result from identified community needs.

<u>3. SAFETY</u> *To provide for and improve the safety and security of transportation customers and the transportation system.*

2016 Made Progress	 Safety continues to be the system's top priority. An internal Safety Committee meets monthly and confers on major events. The Committee reviews monthly safety reports, maintains ongoing safety records, and makes recommendations to the General Manager on issues involving employee and customer safety. Maintained an outreach program to local schools for "Bike and Walk to School Days." Other sponsored programs included classes where students received a recycled bike and learn maintenance and traffic skills as well as PE classes where students learn how to walk and bike to stay healthy and safe. Provided regular and on-going training of Operations and Maintenance staff as well as other agency support staff. Participated in local and regional efforts to increase safety and improve security components within the service district and improve coordination between agencies, particularly with local emergency services. Continued participation in the regional coordination of the <i>Puget Sound Transportation Recovery Plan</i> for major disruptions to vital transportation facilities and links at both the local and regional level. Finalized a staff committee-developed <i>All Hazards Emergency Response Plan</i>.
	 committee-developed <i>All Hazards Emergency Response Plan.</i> Responded to numerous customer comments, suggestions and complaints. Improved several bus stops for accessibility and lighting.

2017 – 2022 Continuing Effort	 The agency will continue to review and develop programs for agency staff intended to improve safety and security. Continue to work and make improvements with other public agencies and school districts regarding safety and emergency response on both local and regional level. Provide training to ensure understanding and integration of National Incident Management System, All Hazards Emergency Response Plan, and Continuity of an Operations Plan. Implement priorities in Hazards Mitigation Plan. Continue to acquire and implement modifications to facilities and vehicles to increase safety and security for customers and employees. Replace aging office equipment and continue to invest in adequate network security protections. Complete an inter-local project with the City of Tumwater to improve transfer station accessibility, pedestrian safety and bus alignments at Tumwater Square.

<u>4. MOBILITY</u> To improve the predictable movement of goods and people throughout Washington state, including congestion relief and improved freight mobility.

2016 Made Progress	 Intercity Transit staff continues to participate in local and state planning efforts to develop and improve alternatives to single occupant vehicles. The agency also takes an active role with regional long range transportation planning activities intended to relieve congestion and associated environmental impacts. Provided service integration with four other public transit providers, one rural regional service provider, as well as interstate bus and passenger rail service. Continued fixed route and Dial-A-Lift (paratransit) services and a commuter Vanpool program as well as a Village Van program for qualified low-income recipients. Continued fare integration partnerships with public agency employers and colleges that support employees and students' use of transit. This included on-going work with WSDOT on state employee's transit 'STAR Pass' program. The pass is available to all State employees working in Thurston County. Locally, student pass programs with the South Puget Sound Community College, Evergreen State College and St. Martin's University continued. Pass agreements with Thurston County, the Thurston Regional Planning Council and City of Olympia were continued. Intercity Transit staff regularly participates in local and regional meetings and with local, regional, state and tribal staff. Over the past year the agency has begun testing, funded with federal CMAQ funds, to make improvements in local traffic control technologies that will incorporate a 'transit signal priority' system in Olympia, Lacey and Tumwater.
	Continued two WSDOT Regional Mobility Grants for service enhancements of
	Express service along the I-5 corridor between Thurston and Pierce Counties.
2017 - 2022	Continue to support health and equity in our service area by providing access
Continuing	and mobility for all people.
Effort	 Continue to work with local jurisdictions to further integrate transit oriented
	containe to more than total jurioure dons to further integrate transit offented

	development intended to enhance transportation options, improve
	walkability and connections to transit resulting in enhanced access to jobs and
	housing.
•	Continue to work with the other regional transportation providers to
	maintain and improve existing service connections.
•	Additional efforts for updating the agency's Short and Long Range Plans to
	include significant "community conversation" outreach efforts.
•	Continue to work with local jurisdictions in partnership to improve public
	transportation accessibility between residential and commercial areas as well
	as on-going partnerships for road and safety improvements.
•	Staff will also continue to work with local jurisdictions, state, and tribal
	organizations in partnership to improve public transportation in the region
	for services along state roads and federal interstate.
•	The agency will continue to integrate improvements in information
	technology and transportation services. This includes web-based
	information, fare payment systems, mobile phone applications, on-street
	displays and other information materials that encourage and promote
	transportation alternatives.
•	Identify under-served areas and explore coordination between other
	contemporary ride sharing services to leverage access to public
	transportation.

5. ENVIRONMENTAL QUALITY AND HEALTH

To enhance Washington's quality of life through transportation investments that promote energy conservation, enhance healthy communities, and protect the environment.

2016 Made	• Provided several million trips that may have otherwise been taken in a single occupant vehicle.
Progress	• Intercity Transit and Thurston Regional Planning Council cooperatively participate in local CTR efforts including promotional marketing efforts with employers around Thurston County. We continued to provide significant education and outreach program efforts to public schools (over 4,194 students). And staff coordinates annual county-wide bicycle commuting challenge (May of each year).
	• Intercity Transit continued to use biodiesel fuel of a 5 - 20% blend throughout the fleet. All buses run on ultra-low sulfur diesel. The agency meets all on-site water quality standards including recycling antifreeze, engine oil, office paper, cardboard and printer inks.
	• In-house Environmental and Sustainability Management Committee continued to review and analyze existing conditions, made recommendations for improving the agency's sustainability efforts, continued to provide in- house training of agency staff, and recertified the agency to the ISO 14001:2015 Standards.
	 Agency staff continued to monitor and track Sustainability Commitment status for Environmental & Sustainability Policies and ISO 14001 certification of meeting those standards. Staff continued to coordinate in-house efforts for training, monitoring and improving agency-wide sustainability efforts. On-going effort to coordinate and implement sustainability practices into a variety of transportation related programs and projects around our service

	district and region including on-going participation with Sustainable Thurston
	County and Thurston Thrives activities
2017 – 2022 Continuing	• Continue to provide and promote ride-sharing services that help produce significant environmental benefits.
Effort	Agency core staff will continue work on <i>Environmental and Sustainability</i>
	Management Systems as a certified agency. Continue the audit and reporting
	process that "analyzes controls and reduces the environmental impact of the
	agency's activities, products and services and to operate with greater
	efficiency and control."
	On-going review and consideration of better fixed route coach replacement
	technologies that can provide cleaner diesel engine and lower costs
	replacement parts than the current fleet of hybrid buses.
	• Intercity Transit will continue to use biodiesel and ultra-low sulfur diesel as
	well as test synthetic oil for diesel engines, which anticipates a cost savings in
	total oil consumption and improved vehicle mileage.
	Continue growth of the "Walk & Roll" youth education program involving
	students, parents, teachers and community members to help students
	confidently and safely bicycle, walk, and ride transit.
	• Support healthy choices year-round of biking, walking and transit use,
	including hosting the annual Thurston County Bicycle Commuter Contest
	and increasing our outreach efforts at employment sites effected by state and
	local Commute Trip Reduction requirements.
	• Engage in land use and development decisions that promote higher density
	and facilitate safe and convenient access to public transportation.

<u>6.</u> STEWARDSHIP *To continuously improve the quality, effectiveness, and efficiency of the transportation system.*

2016 Continued	• Staff participated in local jurisdictional land use reviews, development of community design components (land and roads) and commented on
Effort	transportation/transit integration and ADA accessibility.
	• Intercity Transit worked with local jurisdictions and employers to promote
	the use of alternative transportation modes as well as Transportation Demand
	Management and Commute Trip Reduction efforts.
	• Active in local and regional partnerships that regularly review, plan,
	coordinate and implement improvements to the local transportation network
	of roads, technology and services.
	• Transit staff regularly attended community business association meetings to
	update and provide leadership in efforts to support and improve local and
	regional transportation network.
	Actively participated in a coordination network of human service
	organizations to improve mobility for those challenged by income, age
	and/or disabilities.
	• Actively participated in on-going efforts of the regional Sustainability Plan
	which include housing and transportation choices.

2017 – 2022 Continuing Effort	 Intercity Transit will update a performance measurement reports that provides summaries to the public of the attributes, costs and use of the existing system services. Staff will continue to work with and participate in community based efforts to improve transportation efficiency in both the technical and service fields. Staff will actively participate in continuing partnerships that address transportation issues locally and regionally, including updates of local Comprehensive Plans, Joint Base Lewis McChord/I-5 impacts, Inter-change Justification Reports (I-5), and Regional Transportation Plan updates.
	• Staff will continue to work proactively on a range of transportation planning activities on the local and state level, in particular the projected population growth for Thurston County over the next 20 years.

Section 7: Summary of Proposed Changes 2017 - 2022

In addition to the efforts Intercity Transit will engage in to meet Washington State's <u>*Transportation System Policy Goals,*</u> the following table provides a summary of proposed changes for service, facilities and equipment over the next six years:

<u>2017</u>	Preservation/Maintain	<u>Expansion</u>
Services	(Express) WSDOT grant funded thru 6/30/17	WSDOT Grant funds (Exp 612)
Facilities	Bus stop improvements	No Change
Equipment	Vanpools: 33	DAL: 7
-1	DAL: 5	
<u>2018</u>	Preservation/Maintain	Expansion
Services	Exp WSDOT grant funded thru 6/30/19	No Change
Facilities	Bus Stop improvements (Tumwater Sq Transfer Station)	No Change
Equipment	Buses: 7 Vanpools: 38	Vanpools: 11
<u>2019</u>	Preservation/Maintain	Expansion
Services	No Change	No Change
Facilities	Bus Stop Improvements	No Change
Equipment	Buses: 10	Vanpools: 11
	DAL: 18 Vanpools: 30	
2020	Preservation/Maintain	Expansion
Services	No Change	No Change
Facilities	Bus Stop Improvements	No Change
	Facility Improvements	
Equipment	Vanpools: 55	Vanpools: 11
	DAL: 10	DAL: 2
<u>2021</u>	Preservation/Maintain	<u>Expansion</u>
Services	No Change	No Change
Facilities	Bus Stop Improvements	No Change
Equipment	Vanpools: 49	DAL: 1
	Village Vans: 2	Vanpools: 11
<u>2022</u>	Preservation/Maintain	Expansion
Services	No Change	No Change
Facilities	Bus Stop Improvements	No Change
Equipment	Vanpools: 49	Vanpools: 11 DAL: 1

Section 8: Capital Improvement Program 2016 - 2022

Total Actual V/V Van Purchases	2016	0 2017	0 2018	1 2019	0	2	0
Total Actual V/V Van Purchases	1	0	0	1	0	2	0
End of Yr. Fleet Size	4	4	4	4	4	4	4
Expansion Vehicles End of Yr. Fleet Size	4	4	4	4	4		4
Replacement Vehicles				1		2	
Beg. Yr. # of Vehicles in Fleet	3	4	4	4	4	4	4
Village Vans	2016	2017	2018	2019	2020	2021	2022
Total Actual Vanpool Purchases	33	20	48	41	66	60	60
···· • ===						0.0	
End of Yr. Fleet Size	261	272	283	294	305	316	327
Replacement Vehicles Expansion Vehicles	33	<u>38</u> 11	<u>37</u> 11	<u>30</u> 11	<u>55</u> 11	<u>49</u> 11	49
Beg. Yr. # of Vehicles in Fleet	261	261	272	283	294	305	316
Vanpools	2016	2017	2018	2019	2020	2021	2022
Total Actual DAL Van Purchases	0	12	0	0	12	0	8
			0		<u></u>	4 7	-10
Expansion Vehicles End of Yr. Fleet Size	35	5 40	40	40	2 42	42	43
Replacement Vehicles		7			10		7
Beg. Yr. # of Vehicles in Fleet	35	35	40	40	40	42	42
Dial-A-Lift Vans	2016	2017	2018	2019	2020	2021	2022
Total Actual Coach Purchases	0	0	4	4	17	0	5
End of Yr. Fleet Size	71	71	71	71	71	71	71
From Contingency Fleet							
Expansion Vehicles	0	0	4	0	0	0	
Replacement Vehicles Conventional	0	0	4	4	0	0	. (
Replacement Vehicles - Hybrids	0	0	0	4	17	0	
Replacement Cycle (Standard 15 Years)	0	0	4	4	17	0	Ę
Beg. Yr. # of Vehicles in Fleet	71	71	71	71	71	71	71
Fixed Routed Coaches	2016	2017	2018	2019	2020	2021	. 2022
	371	387	398	409	422	433	445
	2016	2017	2018	2019	2020	2021	202
Total Revenue Vehicles at Y/E				2040	2020		

Dial-A-Lift Vans		2016	201	7	2018	2019	2020	2021	2022
DAL Van Unit Cost	\$	150,673	\$ 155,947	\$	161,405	\$ 167,054	\$ 172,901	\$ 178,952	\$ 185,216
Vehicle Cost Inflation Rate		3.5%	3.5%	6	3.5%	3.5%	3.5%	3.5%	3.5%
Total Units Purchased		0	1:	2	0	0	12	0	8
Total Expense		0	1,871,36	1	0	0	2,074,811	0	1,481,726
Vanpools		2016	201 [°]	7	2018	2019	2020	2021	2022
		2010	201			2010		2021	LVII
Vanpool Van Unit Cost	\$	31,580	\$ 32,685	\$	33,829	\$ 35,013	\$ 36,239	\$ 37,507	\$ 38,820
Total Units Purchased		33	2	0	48	41	66	60	60
Total Expense	1,	,042,140	653,70	6	1,623,806	1,435,546	2,391,759	2,250,428	2,329,193
Village Vans		2016	201	7	2018	2019	2020	2021	2022
Village Vans	\$	29,611	\$ 30,647	\$	31,720	\$ 32,830	\$ 33,979	\$ 35,169	\$ 36,400
Total Units Purchased		1		0	0	1	0	2	0
Total Expense		0		0	0	32,830	0	70,337	0
Total Expenses									
Expenses		2016	201	7	2018	2019	2020	2021	2022
Coaches		0		0	2,143,850	3,292,002	14,410,741	0	4,496,575
End of Yr. Fleet Size		0		0	1,200,000	1,200,000		0	1,500,000
Dial-A-Lift Vans		0	1,872,03	0	0	0	_,•••,••	0	1,481,726
Vanpools	1,	,042,140	656,20	6	1,623,806	1,435,546	2,391,759	, ,	2,329,193
Village Vans		0		0	0	32,830	0	70,337	0
Total Expenses for Vehicles	1,	,042,140	2,528,23	6	4,967,655	5,960,378	23,977,311	2,320,765	9,807,494

Non-Revenue Vehicles	2016	2017	2018	2019	2020	2021	2022
VM Service Trucks	\$ 0	\$ 0	\$ 0	\$ 69,900	\$ 72,300	\$ 0	\$ 0
Ops Service Vans	\$ 0	\$ 40,200	\$ 83,200	\$ 0	\$ 0	\$ 0	\$ 0
General Staff Vans	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 37,600	\$ 0
General Staff Car	\$ 0	\$ 34,500	\$ 0	\$ 0	\$ 0	\$ 0	\$ 40,900
General Staff Car - Electric	\$ 45,320	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 56,300
General Staff Station Wagon	\$ 26,780	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Facility Truck	\$ 55,000	\$ 60,000	\$ 186,289	\$ 64,266	\$ 0	\$ 0	\$ 0
Facility maintenance Trailers	\$ 10,800	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Total Expenses for Staff Vehicles	\$ 137,900	\$ 134,700	\$ 269,489	\$ 134,166	\$ 72,300	\$ 37,600	\$ 97,200

	2016	2017	2018	2019	2020	2021	2022
MIS & Communication Equipment	2010	2011	2010	2010	2020	2021	2021
FleetNet Replacement			500,000	1,500,000			
Data Deduplication System (Single Sys/5 Yr)		60,000	000,000	1,000,000		60.000	
Laptops - Tough Book Type (7/4YR)	10,000	00,000			10,000	00,000	
Personal Computers	30,000	60,000	60,000	60.000	60.000	60,000	60.000
Phone System Replacement	150,000	00,000	00,000	00,000	00,000		00,000
Plotter (1/5 Yr)	100,000		15,000			15.000	
Projector Equipment OTC conference room			5,000			,	
Projectors-Normal replacements	5,500		0,000		5,500		
ID Printer - OTC	0,000				12,000		
Voice Recorder					15,000		
Security Cameras (Lenel) for Buildings	250.000				,		300,000
Servers - High Performance (8 @ 5 yr)	70,000					70,000	,
Servers - Standard (10 @ 5 yr cycle)	30.000	30,000	30,000	30.000	30.000	30,000	30.000
Storage Area Network (SAN) (1/5YR)		12,000	12,000	,	90,000	12,000	,
Tremble Unit		,	,		,	50,000	
Network Hardware							
Ethernet Switches (14/7 YR)	10,000	75.000	10.000	10.000	10.000	10.000	10.000
Amtrak Info Sys Equipment	10,000	15,000	10,000	10,000	10,000	10,000	10,000
Firewalls (7 Yr)		10,000					36,000
Network Wiring (10 year cycle)		50,000					00,000
OTC new building network equipment		00,000	60,000				
Wireless access point replacement			00,000	5,000			5,000
Software							
ACS Orbital/Radio System Replacement		5,500,000					
Analytical Software Used by Development		0,000,000					
Adobe Software Upgrades	10.000					10.000	
Antivirus Software Upgrades	10,000		6,000			10,000	6,000
Backup Software			0,000		55,000		0,000
FleetNet Additional Moduals			15,000		00,000		
FleetWatch			10,000				
Microsoft Server Software Upgades/Repl.		130,000					
Office Upgrades (130/5yrs)	120,000					120,000	
POS system updates - VP in 2014 and OTC in 2018	120,000		60.000			.20,000	
Routematch Replacement			,				
SharePoint Maintenance/Upgrades						60,000	
TMS Replacement			100,000			22,230	
VMWare Software (8 Units/5 Yrs)	25,000		100,000			25,000	
Windows OS replacement (PC Operating Systems)	55,000					35,000	
Total	\$765,500	\$5,932,000	\$873 000	\$1,605,000	\$287,500	\$557,000	\$447,000

Facilities	2016	2017	2018	2019	2020	2021	2022
Air Compressors (2)							
Amtrak HVAC Replacement	30,000						
Amtrak Barrel Tile Roof Replacement							110,000
Amtrak Carpet							4,000
Amtrak Fire/Security Alarm Replacement Amtrak Floor Tile Replacement				30,000			25,000
Amtrak Gate Opener		25,000		30,000			
Amtrak Landscaping (drought tolerant)		25,000			25,000		
Amtrak Seal Coat/Repairs		36,000			20,000		
Catwalk Around Heat Recovery Units		00,000					
Exterior Painting LTC, OTC Amtrak		125,000					
Hawks Prairie Seal Coat		.,			32,000		
Interior Paint Amtrak	10,000				, i i i i i i i i i i i i i i i i i i i		
Interior Painting Pattison (10 yrs)	280,000						
Lighting Upgrade - Main Fac							
LTC Interior Painting (10 yrs)							
LTC Landscaping (drought tolerant)					25,000		
LTC Roof Replacement							
Martin Way P&R Seal Coat (7 yrs)		30,000					
OPS Dispatch Repairs/Upgrads	40,000				T		
OTC Carpet Replacement							10,000
OTC Fire/Security Alarm Replacement							
OTC HVAC # 16- 16a Replacement			12,000				
OTC HVAC #15 Replacement					15,000		
OTC HVAC Replacement	50,000						
OTC Interior Painting						50.000	
OTC New Office Bldg Exterior Painting						50,000	
OTC New Office Bldg Interior Painting			0.000				
OTC Tile Replacement Pattison Phase			8,000				
		4 400 000					
Pattison Facility Final Design Pattison Facility Rehabilitation Projects		4,100,000		27,463,203			
Pattison UST Tank Replacement/Site Enviro Review	8,005,000			27,403,203		-	
Pattison Bus Air Shears / Blowers	0,000,000		100,000				
Pattison Concrete Slab Replacement			100,000				
Pattison Electrical Upgrades				1,500,000			
Includes Pattison Generator Engineering				,,			
Pattison Fencing/security/gate openers			150,000				
Pattison Fire/Security Alarm Replacement							
(not part of larger project)		25,000	100,000				
Pattison HVAC #1 thru #8a Replacement					125,000		
Pattison HVAC #9-9a Replacement			12,000				
Pattison HVAC Engineering	20,000		9,000				
Pattison Boiler, Controls, HRU's		Т			Т		
(not part of larger project)	400,000						
Pattison Tire Bay Mezz w/stairs				200,000			
Pattison Office Window Replacement		100,000					
Replace Roof - Pattison, Both Facilities		412,000					
Glass Block and Soffit Replacement		100 000					
(both Pattison facilities)		400,000					
Grout Seal Pattison Bus Lot		200,000					
Pattison Exterior Painting Pattison Additional Fall Protection in bays		200,000 75.000					
· · · · · · · · · · · · · · · · · · ·		10,000		200,000			
Pattison Auto Bay Lift Replacements Pattison Carpet Replacement	╂────┤	75,000		200,000			
Pattison Chassis Wash Lift Replacement		73,000					
Pattison ECO Lift (5 Bays) Replacement							
Pattison Landscaping (drought tolerant)						30,000	
Pattison Rubber Flooring Replacement				30,000		55,000	
Pattison Server HVAC #17-18 Replacement				20,000			40,000
Pattison Trash Compactor						15,000	.,
Pattison Maintenance Lift/Cover Pit	200,000					3,000	
Replace OTC Roof	,		210,000				
Seal Coat Pattison Parking Lot		l	,		18,000		

Intelligent Transportation Systems Projects	2016	2017	2018	2019	2020	2021	2022
Expansion							
Signal Priority Project			150,000			200,000	
Replacement							
Advanced Communications Systems							
Fare boxes/Smartcards		1,500,000					
Total	-	1,500,000	150,000	-	-	200,000	-

Shop Equipment	2016	2017	2018	2019	2020	2021	2022
Replace Two Bus Washers							
Hotsy Parts Washer	15,000						
Tire Machine	25,000						
Spin Balancer				25,000			
Bead Blaster			10,000				
Articulated Boom Lift			55,000				
Total	\$40,000	\$0	\$65,000	\$25,000	\$0	\$0	\$0
Facilities & Land	2016	2017	2018	2019	2020	2021	2022
Bus Stop Improvements Facilities (2016 = Solar Lights)	45,000	150,000	100,000		100,000	100,000	100,000
Bus Stop Improvements - Planning	35,000	100,000	100,000	100,000	100,000	100,000	100,000
OTC Expansion	8,492,282						
Pattison Street Phase I	0, 102,202						
Pattison Street Phase II							
Pattison Street Phase III							
Pattison Street Preliminary Engineering/Construction							
Total	\$8,572,282	\$150,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000
Transit Centers & Park and Rides	2016	2017	2018	2019	2020	2021	2022
Tumwater Park and Ride							500,000
Hawkes Prarie Park and Ride	2,500						
Yelm Park and Ride							1,500,000
Total	2,500	-	-	-	-	-	2,000,000
TOTAL OTHER CAPITAL COSTS	\$18,415,282	\$13,185,000	\$1,789,000	\$31,153,203	\$627,500	\$952,000	\$2,736,000

Section 9: Operating Revenues 2016 - 2022

WSDOT Report - 2016	General	Working	
	Fund	Capital	Tota
Paringing Oral Dalage January 4, 0040	\$00.000.440	\$0.004.0E0	¢ 40 707 77
Beginning Cash Balance January 1, 2016	\$32,906,113	\$9,801,658	\$42,707,771
Revenues	00 044 707		00 044 70
Sales Tax	36,811,767		36,811,767
Motor Vehicle Excise Tax	4 642 004		-
Farebox	4,643,004		4,643,004
Sales Tax Equalization Federal Operating Grants	100 407		100.40
	198,467		198,467
State Operating Grants	1,849,043		1,849,043
Other .	8,178	000.000	8,178
Contribution To Accounts	(200,302)	200,302	-
Total Available	76,216,269	\$10,001,960	\$86,218,229
Operating Expenses			
Vanpool/Rideshare P&M	1,644,628		1,644,628
Vanpool/Rideshare System Expansion	-		-
Fixed Route P&M	21,937,424		21,937,424
Fixed Route System Expansion			-
Commuter Bus P&M	2,988,299		2,988,299
Commuter Bus System Expansion			
Paratransit ADA P&M	8,621,062		8,621,062
Paratransit ADA System Expansion	-		-
Rideshare/CTR P&M	-		-
Amtrak Station P&M	51,571		51,57 <i>°</i>
Annual Depreciation	5,176,572		5,176,572
Contribution To Accounts			-
Total Expenses	40,419,556	-	\$40,419,556
Add Back Depreciation	5,176,572		5,176,572
	5,170,572		5,170,572
Net Cash Available	40,973,285		\$40,973,285
Capital			
Capital Revenue			
Federal Capital Grant - Sec 5307			
Federal Capital Grant - Sec 5309	166,078		166,078
State/Local Capital Grants	702,350	•	702,350
Total Capital Revenue	868,428	-	\$868,428
Capital Expenses			
System P&M			
Equipment & Furnishings	351,538		351,538
Replace Coaches -			-
Replace Shuttle Vans/Small Coaches			-
Replace DAL Vans -			-
Replace Vanpool Vans -	1,173,790		1,173,790
Replace Staff Vehicles	54,445		54,445
Facilities	34,567		34,567
System Expansion			-
Coach -			-
Shuttle Van - Small Coach			-
DAL Van			-
Vanpool Van			1,173,790
UST	481,627		
OTC	6,848		
Facilities			-
Total Capital Expenses	2,102,815		\$2,102,815

WSDOT Report - 2017	General	Working	
	Fund	Capital	Tota
Beginning Balance January 1, 2017	\$39,738,898	\$10,001,960	\$49,740,858
Revenues			
Sales Tax	37,916,120		37,916,120
Motor Vehicle Excise Tax			-
Farebox	4,615,907		4,615,907
Sales Tax Equalization			
Federal Operating Grants	523,000		523,000
State Operating Grants	760,238		760,238
Other	1,228,962		1,228,962
Contribution To Accounts	116,221	(116,221)	-
Total Available	\$84,899,346	\$9,885,739	\$94,785,085
Operating Expenses			
Vanpool/Rideshare P&M	1,625,519		1,625,519
Vanpool/Rideshare System Expansion	67,503		67,503
Fixed Route P&M	26,324,488		26,324,488
Fixed Route System Expansion	, . ,		-
Commuter Bus P&M	2,953,578		2,953,578
Commuter Bus System Expansion	, ,		, ,
Paratransit ADA P&M	8,520,894		8,520,894
Paratransit ADA System Expansion	-		-
Rideshare/CTR P&M	-		-
Amtrak Station P&M	50,972		50,972
Annual Depreciation	5,331,869		5,331,869
Contribution To Accounts			-
Total Expenses	\$44,874,824	-	\$44,874,824
Add Back Depreciation	5,331,869		5,331,869
Net Cash Available	¢45 256 204		\$45,356,391
Net Cash Available	\$45,356,391		\$40,500,591
Capital			
Capital Revenue			
Federal Capital Grant - Sec 5307			
Federal Capital Grant - Sec 5309	1,272,118		1,272,118
State Capital Grants	75,000		75,000
Total Capital Revenue	\$1,347,118	-	\$1,347,118
Capital Expenses			
System P&M			
Equipment & Furnishings	5,932,000		5,932,000
Replace Coaches -	1,800,000		1,800,000
Replace Shuttle Vans/Small Coaches			-
Replace DAL Vans -	1,092,296		311,893
Replace Vanpool Vans -	656,206		155,947
Replace Staff Vehicles	134,700		134,700
Facilities	5,753,000		5,753,000
Farebox replacement	1,500,000		1,500,000
System Expansion			-
Coach -			-
Shuttle Van - Small Coach			-
DAL Van			
Vanpool Van			
			-
Facilities Total Capital Expenses	\$16,868,202		\$16,868,202

WSDOT Report - 2018	General	Working	
	Fund	Capital	Tota
Beginning Balance January 1, 2018	\$29,835,307	\$9,885,739	\$39,721,046
Revenues	· · / · · / · ·	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	, , , , , , , , , , , , , , , , , , ,
Sales Tax	39,053,603		39,053,603
Motor Vehicle Excise Tax			-
Farebox	4,792,643		4,792,643
Sales Tax Equalization	, - ,		, - , -
Federal Operating Grants	_		_
State Operating Grants	760,238		760,238
Other	1,141,992		1,141,992
Contribution To Accounts	(462,930)	462,930	-
	(102,000)	102,000	
Total Available	\$75,120,853	\$10,348,669	\$85,469,522
Operating Expenses			
Vanpool/Rideshare P&M	1,724,320		1,724,320
Vanpool/Rideshare System Expansion	68,751		68,751
Fixed Route P&M	27,863,097		27,863,097
Fixed Route System Expansion			-
Commuter Bus P&M	3,008,179		3,008,179
Commuter Bus System Expansion	-,,		-
Paratransit ADA P&M	8,678,415		8,678,415
Paratransit ADA System Expansion	-		
Rideshare/CTR P&M	-		
Amtrak Station P&M	51,914		51,914
Annual Depreciation	5,491,825		5,491,825
Contribution To Accounts	3,491,023		5,491,020
Contribution to Accounts			-
Total Expenses	\$46,886,501	-	\$46,886,501
Add Back Depreciation	5,491,825		5,491,825
Net Cash Available	\$33,726,177		\$33,726,177
Capital			
Capital Revenue			
-			
Federal Capital Grant - Sec 5307	0.000.004		0.000.00/
Federal Capital Grant - Sec 5309	2,822,604	r	2,822,604
State Capital Grants	347,698		347,698
Total Capital Revenue	\$3,170,302	-	\$3,170,302
Capital Expenses			
System P&M			
Equipment & Furnishings	938,000		938,000
Replace Coaches -	2,143,850		2,143,850
Replace Shuttle Vans/Small Coaches	, .,		-
Replace DAL Vans -	3,066,692		3,066,692
Replace Vanpool Vans -	1,623,806		1,623,800
Replace Staff Vehicles	269,489		269,489
Facilities	851,000		851,000
	001,000		001,000
System Expansion Coach -			-
			-
Shuttle Van - Small Coach			-
DAL Van			-
		r	-
Facilities	A0.000 000		-
Total Capital Expenses	\$8,892,837		\$8,892,837

WSDOT Report - 2019	General	Working	
	Fund	Capital	Tota
Beginning Balance January 1, 2019	\$28,003,642	\$10,348,669	\$38,352,311
Revenues			
Sales Tax	40,225,211		40,225,21
Motor Vehicle Excise Tax			-
Farebox	4,973,286		4,973,286
Sales Tax Equalization			
Federal Operating Grants	-		-
State Operating Grants	760,238		760,238
Other	1,141,998		1,141,998
Contribution To Accounts	(482,128)	482,128	-
Total Available	74,622,247	10,830,797	\$85,453,044
Operating Expenses			
Vanpool/Rideshare P&M	1,824,737		1,824,737
Vanpool/Rideshare System Expansion	69,965		69,96
Fixed Route P&M	29,482,677		29,482,67
Fixed Route System Expansion	, - ,-		-
Commuter Bus P&M	3,061,303		3,061,303
Commuter Bus System Expansion			
Paratransit ADA P&M	8,831,674		8,831,674
Paratransit ADA System Expansion	-		
Rideshare/CTR P&M	-		-
Amtrak Station P&M	52,831		52,83
Annual Depreciation	5,656,580		5,656,58
Contribution To Accounts			-
Total Expenses	\$48,979,767	-	\$48,979,76
Add Back Depreciation	5,656,580		5,656,58
Net Cash Available	\$31,299,060		\$31,299,060
Capital			
Capital Revenue			
Federal Capital Grant - Sec 5307	05 044 400		05 04 4 40
Federal Capital Grant - Sec 5309	25,614,482		25,614,482
State Capital Grants	358,117		358,11
Total Capital Revenue	\$25,972,599	-	\$25,972,59
Capital Expenses			
System P&M			
Equipment & Furnishings	1,630,000		1,630,000
Replace Coaches -	5,392,002		5,392,002
Replace Shuttle Vans/Small Coaches			-
Replace DAL Vans -			-
Replace Vanpool Vans -	1,435,546		1,435,546
Replace Village Vans -	32,830		32,83
Replace Staff Vehicles	134,166		134,160
Facilities	29,523,203		29,523,203
System Expansion			-
Coach -			-
Shuttle Van - Small Coach			-
DAL Van			-
Vanpool Van			-
Facilities	\$20 4 47 747		- •
Total Capital Expenses	\$38,147,747		\$38,147,74
Ending Balance December 31, 2019	\$19,123,912	\$10,830,797	\$29,954,709

WSDOT Report - 2020	General	Working	
	Fund	Capital	Tota
Beginning Balance January 1, 2020	\$19,123,912	\$10,830,797	\$29,954,709
Revenues	\$19,123,91Z	\$10,030, <i>191</i>	ąz9,954,703
Sales Tax	41,431,968		41 421 069
Motor Vehicle Excise Tax	41,431,900		41,431,968
Farebox	5,157,973		5,157,973
Sales Tax Equalization	5, 157, 975		5, 157, 973
Federal Operating Grants			
State Operating Grants	760,238		760,238
Other	1,072,193		1,072,193
Contribution To Accounts	(424,222)	424,222	1,072,19
	(424,222)	424,222	-
Total Available	\$67,122,062	\$11,255,019	\$78,377,08 ⁻
Operating Expenses			
Vanpool/Rideshare P&M	1,914,795		1,914,79
Vanpool/Rideshare System Expansion	70,707		70,70
Fixed Route P&M	30,962,087		30,962,08
Fixed Route System Expansion	00,002,007		-
Commuter Bus P&M	3,093,767		3,093,76
Commuter Bus System Expansion	0,000,101		0,000,70
Paratransit ADA P&M	8,925,331		8,925,33
Paratransit ADA System Expansion	-		-
Rideshare/CTR P&M			
Amtrak Station P&M	53,391		53,39
Annual Depreciation	5,826,277		5,826,27
Contribution To Accounts	0,020,211		-
Total Expenses	\$50,846,355		\$50,846,35
Add Back Depreciation	5,826,277		5,826,277
Net Cash Available	\$22,101,984		\$22,101,984
Capital			
Capital Revenue			
Federal Capital Grant - Sec 5307			
Federal Capital Grant - Sec 5309	11,683,362		11,683,362
State Capital Grants	368,901		368,90 ⁻
Total Capital Revenue	\$12,052,263	-	\$12,052,263
Capital Expenses			
System P&M			
Equipment & Furnishings	287,500		287,500
Replace Coaches -	14,410,741		14,410,74 ⁻
Replace Shuttle Vans/Small Coaches			-
Replace DAL Vans -	2,074,811		2,074,81
Replace Vanpool Vans -	2,391,759		2,391,759
Replace Staff Vehicles	72,300		72,300
Facilities	340,000		340,00
System Expansion			-
Coach -			-
Shuttle Van - Small Coach			-
DAL Van			-
Vanpool Van			-
Facilities			-
	¢40 577 444		\$19,577,11 [,]
Total Capital Expenses	\$19,577,111		φ13,577,11

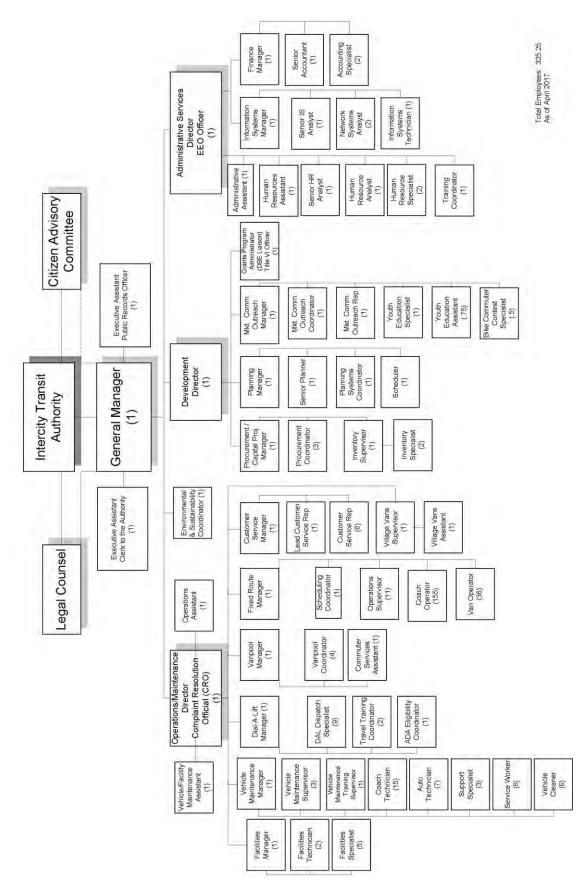
WSDOT Report - 2021	General	Working	
	Fund	Capital	Total
Beginning Balance January 1, 2021	\$14,577,136	\$11,255,019	\$25,832,155
Revenues	ψ14,077,100	ψ11,200,010	Ψ 2 3,03 2 ,133
Sales Tax	42,674,927		42,674,927
Motor Vehicle Excise Tax	72,017,021		-2,014,021
Farebox	5,346,847		5,346,847
Sales Tax Equalization	5,5+0,0+7		5,540,047
Federal Operating Grants			_
State Operating Grants	760.238		760,238
Other	1,045,636		1,045,636
Contribution To Accounts	(469,692)	469,692	-
	(100,002)	100,002	
Total Available	\$63,935,092	\$11,724,711	\$75,659,803
Operating Expenses			
Vanpool/Rideshare P&M	1,924,842		1,924,842
Vanpool/Rideshare System Expansion	71,078		71,078
Fixed Route P&M	32,767,091		32,767,091
Fixed Route System Expansion			-
Commuter Bus P&M	3,110,000		3,110,000
Commuter Bus System Expansion			
Paratransit ADA P&M	8,972,163		8,972,163
Paratransit ADA System Expansion	-		-
Rideshare/CTR P&M	-		-
Amtrak Station P&M	53,671		53,671
Annual Depreciation	5,826,277		5,826,277
Contribution To Accounts			-
Total Expenses	\$52,725,123	-	\$52,725,123
Add Back Depreciation	5,826,277		5,826,277
Net Cash Available	\$17,036,246		\$17,036,246
	+,		¢,eee,e
Capital			
Capital Revenue			
Federal Capital Grant - Sec 5307			
Federal Capital Grant - Sec 5309	1,460,399		1,460,399
State Capital Grants	380,063		380,063
Total Capital Revenue	\$1,840,462	-	\$1,840,462
Capital Expenses			
System P&M			
Equipment & Furnishings	557,000		557,000
Replace Coaches -	1,500,000		1,500,000
Replace Shuttle Vans/Small Coaches			-
Replace DAL Vans -	-		-
Replace Vanpool Vans -	2,250,428		2,250,428
Replace Village Vans	70,337		70,337
Replace Staff Vehicles	37,600		37,600
Facilities	395,000		395,000
System Expansion			-
Coach -			-
Shuttle Van - Small Coach			-
DAL Van			-
Vanpool Van			-
Facilities			-
Total Capital Expenses	\$4,810,365		\$4,810,365

WSDOT Report - 2022	General	Working			
	Fund	Capital	Total		
Beginning Balance January 1	\$14,066,343	\$11,724,711	\$25,791,054		
Revenues	ψ14,000,040	ψ11,724,711	φ20,701,00-		
Sales Tax	43,955,175		43,955,175		
Motor Vehicle Excise Tax	+0,000,170		+0,000,170		
Farebox	5,540,052		5,540,052		
Sales Tax Equalization	5,540,052		5,540,052		
Federal Operating Grants					
State Operating Grants	760,238		760.238		
Other	1,060,406		,		
Contribution To Accounts		406.963	1,060,406		
Contribution to Accounts	(496,863)	496,863	-		
Total Available	64,885,351	\$12,221,574	\$77,106,925		
Operating Expenses					
Vanpool/Rideshare P&M	2,113,598		2,113,598		
Vanpool/Rideshare System Expansion	75,269		75,269		
Fixed Route P&M	33,846,078		33,846,078		
Fixed Route System Expansion	,		-		
Commuter Bus P&M	3,293,362		3,293,362		
Commuter Bus System Expansion	,,		_,,. .		
Paratransit ADA P&M	9,501,152		9,501,152		
Paratransit ADA System Expansion	_		-		
Rideshare/CTR P&M	_		_		
Amtrak Station P&M	56,836		56,836		
Annual Depreciation	6,001,066		6,001,066		
Contribution To Accounts	0,000,000		-		
Total Expenses	\$54,887,360	-	\$54,887,360		
Add Back Depreciation	6,001,066		6,001,066		
Net Cash Available	\$15,999,057		\$15,999,057		
			• • • • • • • • • •		
Capital					
Capital Revenue					
Federal Capital Grant - Sec 5307					
Federal Capital Grant - Sec 5309	5,105,119		5,105,119		
State Capital Grants	391,615		391,615		
Total Capital Revenue	\$5,496,734	-	\$5,496,734		
Capital Expenses					
System P&M					
Equipment & Furnishings	447,000		447,000		
Replace Coaches -	5,996,575		5,996,575		
Replace Shuttle Vans/Small Coaches			-		
Replace DAL Vans -	1,481,726		1,481,726		
Replace Vanpool Vans -	2,329,193		2,329,193		
Replace Staff Vehicles	97,200		97,200		
Facilities	2,289,000		2,289,000		
System Expansion			-		
Coach -			-		
Shuttle Van - Small Coach			-		
DAL Van			-		
Vanpool Van			-		
Facilities			-		
Total Capital Expenses	\$12,640,694		\$12,640,694		

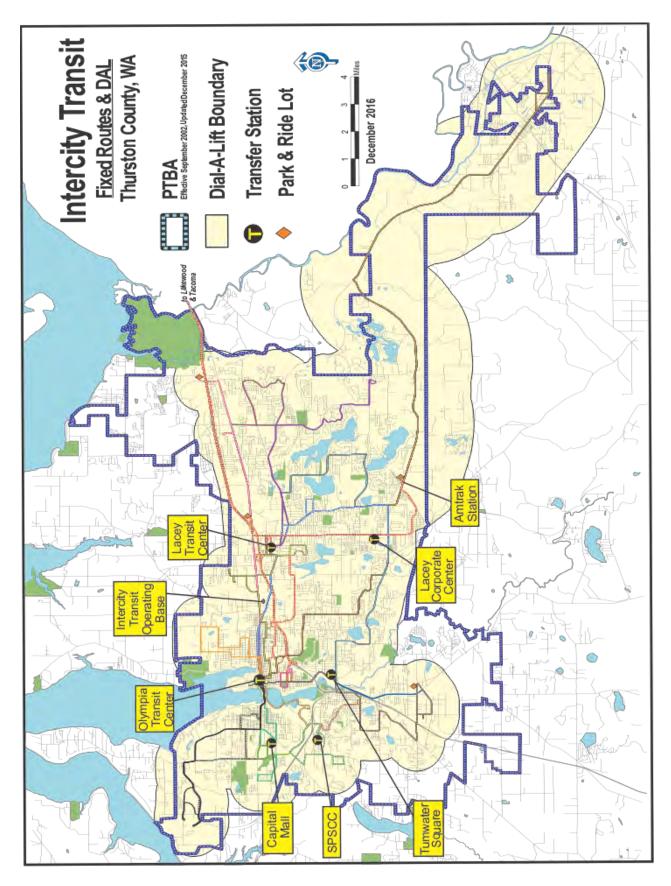
Appendices

Appendix A:	Organizational Chart
Appendix B:	System Map and Service Boundary Map
Appendix C:	Operating Data

Appendix A



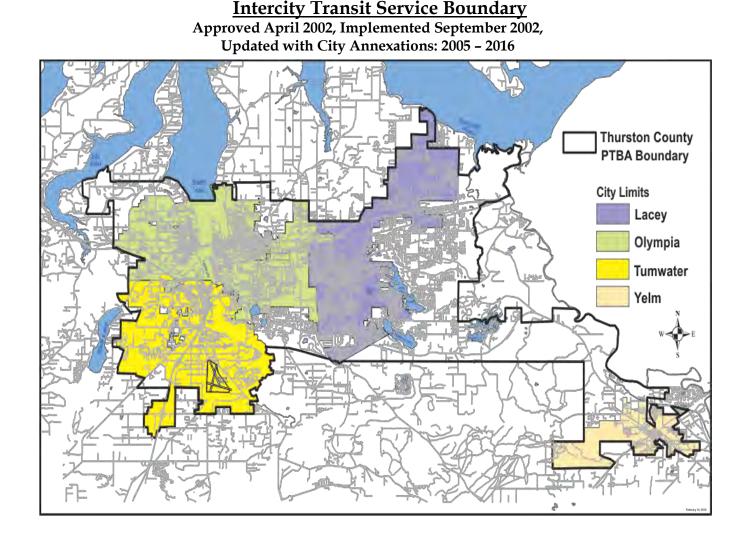
Appendix B



Bus Service in 2016

Fixed route service available weekdays on 25 routes, 18 routes operating Saturdays, 15 routes on Sundays. Dial-A-Lift (ADA/paratransit) service available during fixed route service hours. Bus fleet is ADA accessible and all fixed route coaches have two-position bike racks:

- Twenty local routes serving the greater Olympia/Lacey/Tumwater/Yelm area. Connections to Grays Harbor Transit and Mason Transit service (in Olympia) and regional connections to Amtrak and Greyhound service are also available.
- Five inter-county routes provide Express service between Thurston and Pierce Counties with connections to Pierce Transit local service and Sound Transit Express and commuter service in Lakewood and Tacoma. Grant funded contract with Sound Transit for extension of existing route for limited peak trips between Olympia and DuPont with service to Seattle.



Appendix C

Operating Data

	Headways		Revenu	Revenue Service Hours			Revenue Service Miles				
	N	eekda	y								
Route	Peak	Mid	Night	Sat	Sun	Wkdy	Sat	Sun	Wkdy	Sat	Sun
12-W. Tumwater	30	60	60	60	60	6532	754	641	90,931	10,383	9,007
13-E. Tumwater	15	15	60	60	60	13,419	663	622	150,477	7902	7,193
21-N. Bethel	30	60		60	60	2,603	309	315	33,331	3,943	4,018
41-TESC	15	30	30	30	30	10,257	1,611	1,257	130,838	20,400	15,957
42-Family Court	30	30				1,792			19,584		
43-SPSCC/Tumwater	30	30		60		6,874	554		86,528	7,229	
44-SPSCC/Cap. Mall	30	30	30	30	60	8,166	1,422	648	102,426	17,888	8,100
45-Conger/Cap. Mall	30	60		60		3,797	607		38,118	5,364	
47-Capital Mall/CMC	30	30		60	60	6,959	614	625	62,373	5,523	5,627
48-Capital Mall/TESC	30	30	30	30		7,851	1,422		105,549	19,032	
49-Capital Mall					30			612			6,334
60-Lilly/Panorama	30	60		60	60	7,211	905	887	73,062	9,439	9,266
62A-Martin/Meridian	30	30	60	30	60	11,085	1,661	975	135,117	20,553	13,268
62B-Martin/Meadows	30	30	60	30	60	11,968	1,903	967	151,603	24,433	13,608
64-College/Amtrak	30	60		60	60	10,752	1,313	1,234	122,394	14,904	13,964
66-Ruddell	30	30	60	30	30	12,032	2,121	1,921	152,858	27,147	24,273
67-Tri-Lakes	60	60		60		3,435	570		52,224	8,803	
68-Carpenter/Yelm Hwy	30	60		60	60	10,176	1,259	1,283	160,102	19,398	19,764
94-Yelm	30/ 60	30/ 60		60/ 75	135	11,354	1,274	695	211,584	26,166	14,375
101-Dash	12/ 15	12/ 15		10		6,050	364		50,366	2,650	
411-Nightline			60	60	60	126	126	99	1,734	1,734	1,336
* ST592-Oly/DuPont (Sea)	6 AM/ 6 PM					2,022			50,363		
603-Olympia/Tacoma	30	90				6,336			146,227		
605-Olympia/Tacoma	30	90				6,357			151,552		
* 609- Tumwater/Lakewood	30	90				6,123			173,414		
612-Lacey/Tacoma	1 AM/ 1 PM					674			16,282		
620-Oly/Tacoma Mall				60/ 90	60/ 90		1,162	1,183		28,906	29,452
System Totals						173,950	20,614	13,964	2,468,283	281,796	195,542
2015 Totals							208,528			2,945,621	

2016 Summary of Fixed Route Services

* WSDOT "Regional Mobility Grant:" funded through June 2017.

2016 Route Service Summary

	Total	Revenue	Board/		
Route	Boardings	Hours	Hour	Rating	Comments
Trunk Routes					
13-E. Tumwater	330,144	14,704	22.5	Marginal	
41-TESC	449,604	13,125	34.3	Satisfactory	
44-SPSCC/Cap. Mall	243,355	10,236	23.8	Marginal	
48-Capital Mall/TESC	323,965	9,273	34.9	Satisfactory	Runs weekday & Saturday.
49-Capital Mall	22,326	612	36.5	Satisfactory	Runs Sunday only.
62A-Martin/Meridian	383,483	13,720	28.0	Satisfactory	
62B-Martin/Meadows	364,668	14,838	24.6	Marginal	
66-Ruddell	332,702	16,074	20.7	Marginal	
Secondary Routes					
12-W. Tumwater	135,516	7,927	17.1	Satisfactory	
21-N. Bethel	76,138	3,227	23.6	Satisfactory	
43-Barnes Blvd	168,602	7,428	22.7	Satisfactory	Runs weekday & Saturday.
45-Conger/Cap. Mall	49,206	4,404	11.2	Marginal	Runs weekday & Saturday.
47-Capital Mall/CMC	186,088	8,198	22.7	Satisfactory	
60-Lilly/Panorama	130,235	9,003	14.5	Marginal	
64-College/Amtrak	207,939	13,299	15.6	Satisfactory	
67-Tri Lake	33,138	4,004	8.3	Unsatisfactory	
68-Carpenter/Yelm Hwy	217,882	12,717	17.1	Satisfactory	
94-Yelm	193,244	13,322	14.5	Marginal	
Specialized & Shuttle Ro	utes				
42-Family Court	11,087	1,792	6.2	Unsatisfactory	Limited service. Runs only weekdays during AM/Noon/PM peak.
101-Dash	77,277	6,414	12.0	Satisfactory	Productivity: Session 13.0, Non-session 11.5, Saturdays 11.6
411-Nightline	6,744	352	19.2	Satisfactory	Operates Fri/Sat/Sun late night during academic year (under contract).
Express Routes			Per Trip		
603-Olympia/Tacoma	50,793	6,336	11.7	Marginal	Runs Weekdays only.
605-Olympia/Tacoma	66,975	6,357	14.5	Marginal	Runs Weekdays only.
609-Tumwater/Lkwd	26,562	6,123	4.9	Unsatisfactory	Runs Weekdays only. Grant-funded.
612-Lacey/Tacoma	6,460	674	12.6	Marginal	Runs Weekdays only.
620-Oly/Tacoma Mall	19,666	2,345	10.2	Marginal	Runs Sat/Sun only.
ST 592-Oly/DuPont (Sea)	19,340	2,022	6.3	Unsatisfactory	Runs Weekdays: Grant/ST Operated
EXPRESS TOTALS	189,796	23,875	7.9		
Fixed Route Totals	4,133,139	208,528	19.8		oardings decreased 4.0%, dings per Hour down 4.3%.

Other Intercity Transit S	ervices		
Dial-A-Lift Service	166,213	 	2.9% increase from 2015
Vanpools	600,148	 	12.4% decrease from 2015

	System Total	4,899,500		4.9% decrease from 2015's 5,153,288 Boardings.
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D (Standard	Trunk	Primary	Secondary	Rural	Commuter	Express
Performance	Riders per Hour					Riders per Trip	
Standard	Exceeds standard	>40	>30	>25	>20	25 or more	25 or more
	Satisfactory	25-40	20-30	15-25	12-20	15.0 to 24.9	15.0 to 24.9
	Marginal	20-24	15-19	10-14	9-11	10.0 to 14.9	10.0 to 14.9
	Unsatisfactory	<20	<15	<10	< 9	Less than 10	Less than 10

	High	Interlined	Vehicle	
Route	Load*	Routes	Assigned	Comments
Trunk Routes				
13-E. Tumwater	57	12,41,45,64,66	Large Bus	Runs Mon-Sun.
41-TESC	66	13	Large Bus	Runs Mon-Sun.
44-SPSCC/Cap. Mall	65	62A, 62B	Large Bus	Runs Mon-Sun.
48-Capital Mall/TESC	62	66, 94	Large Bus	Runs Mon-Sat.
49-Capital Mall	50	66	Large Bus	Runs Sunday.
62A-Martin/Meridian	52	43, 44, 62B	Large Bus	Runs Mon-Sun.
62B-Martin/Meadows	47	43, 44, 62A	Large Bus	Runs Mon-Sun.
66-Ruddell Road	46	13, 48, 49	Large Bus	Runs Mon-Sun.
Secondary Routes				
12-W. Tumwater	51	13, 45, 64	Medium Bus	Runs Mon-Sun.
21-N. Bethel	41	47, 60	Small Bus	Runs Mon-Sun.
43-SPSCC/Barnes	53	62A, 62B	Large Bus	Runs Mon-Sat.
45-Conger/Cap. Mall	39	12, 13	Medium Bus	Runs Mon-Sat.
47-Capital Mall/CMC	46	21, 68	Medium Bus	Runs Mon-Sun.
60-Lilly/Panorama	49	21, 47	Small Bus	Runs Mon-Sun.
64-College/Amtrak	43	12, 13	Medium Bus	Runs Mon-Sun.
67-Tri Lake	43	None	Small Bus	Runs Mon-Sat.
68-Carpenter/Yelm Hwy	54	47	Medium Bus	Runs Mon-Sun.
94-Yelm	56	48	Large Bus	Runs Mon-Sun.
Specialized & Shuttle Ro	outes			
42-Family Court	39	None	Small Bus	Runs weekdays during commute hours and noon period.
101-Dash	38	None	Small Bus	Weekdays: Runs all year. Saturdays: Runs Apr-Sep.
411-Nightline	61	None	Large Bus	Runs Fri/Sat/Sun late night during TESC class quarters, by contract.
Express Routes				
603-Olympia/Tacoma	54	605	Large Bus	Runs weekdays only.
605-Olympia/Tacoma	63	603, 612	Large Bus	Runs weekdays only.
609-Tumwater/Lkwd	38	None	Large Bus	Runs weekdays only.
612-Lacey/Tacoma	38	605	Large Bus	Runs weekdays only.
620-Oly/Tacoma Mall	51	None	Large Bus	Runs weekends only.

2016 Vehicle Assignment Analysis

* High Load: Based on APC date provides highest passenger load by route during 2015 (not average trip load). ** Recommended Vehicle Assignment:

Large Bus: Low Floor 40' - Seating Capacity: 38 Medium Bus: Low Floor 35' - Seating Capacity: 32 Small Bus: Low Floor 30' - Seating Capacity Av: 23

INTERCITY TRANSIT STRATEGIC PLAN

2018 - 2023

Intercity Transit Authority:

Debbie Sullivan, Chair - City of Tumwater Karen Messmer, Vice Chair - Citizen Representative Bud Blake - Thurston County Commissioner Molly Carmody - City of Yelm Virgil Clarkson - City of Lacey Art Delancy - Labor Representative Clark Gilman - City of Olympia Don Melnick - Citizen Representative Ryan Warner - Citizen Representative

Intercity Transit General Manager:

Ann Freeman-Manzanares

Approved: December 6, 2017

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Chapter 1: Background and Purpose

INTRODUCTION

The purpose of this Strategic Plan is to define levels and types of public transportation services to be offered to the citizens of Thurston County over the next six years and to determine the amount and sources of the revenue to finance the services. The 2018-2023 Strategic Plan will establish the financial parameters and policy positions for the 2018 Budget. The plan also outlines a capital program, service levels, and specific services for the six-year period. These are meant to be examples of services and projects that will be refined through a more detailed planning process that includes numerous opportunities for public input.

The 2018-2023 Strategic Plan assumes Intercity Transit will stay at the current sales tax level of 0.8%. The maximum allowable sales tax for public transportation is 0.9%. A 0.1% increase in sales tax is a tax of one cent on a ten dollar purchase and generates approximately \$4 million per year in revenue.

While the economy and sales tax revenue is recovering, it is still important to note the loss of approximately \$14 million dollars in sales tax revenue between 2008 and 2014. Sales tax revenues in 2009 were 10% below 2008 levels and 13% below 2007 levels. Both 2010 and 2011 sales tax revenues were essentially equal to the 2009 level. Sales tax recovered moderately in 2012 with sales tax revenues approximately 1% above the level of the previous year. We saw sales tax growth in 2013, 2014, 2015 and 2016 with approximately 3.8%, 4.1%, 9% and 9.36% respectively above the level of the previous year. While the economy is improving, this still represents a significant loss of revenue over this period of time. It is difficult to forecast future sales tax revenue which makes long term planning a challenge as this represents approximately 80% of our budget. Along with the potential volatility of sales tax, fuel pricing, the four-year elimination of federal funding for bus and bus facilities and the return of funding as of December 2015 but at a significantly reduced rate makes replacing vehicles and maintaining current service levels a challenge.

The first Strategic Plan adopted by the Intercity Transit Authority was the 2002-2007 Strategic Plan adopted in late 2001. The goal of the 2002-2007 Strategic Plan was to define and implement a set of routes and services that would be implemented by 2006, which could be maintained with the proposed level of sales tax and other revenues. The 2002-2007 Strategic Plan required several bold initiatives including reducing the boundaries of the Public Transportation Benefit Area (PTBA) and doubling the level of sales tax devoted to public transportation. The boundaries were reduced in early 2002 to an area approximating the boundaries of the cities of Lacey, Olympia, Tumwater, and Yelm and their Urban Growth Areas. In September 2002, voters within the new PTBA approved an increase in the sales tax from .3% to .6%. This allowed the adoption of the service plan that expanded service over a 3- year period.

Growth in sales tax revenue and lower than expected expenses in the 2003 to 2006 time period

combined to allow an additional service expansion in 2008. An expansion of approximately 12% was implemented in February 2008. This was in addition to the service expansion identified in the 2002-2007 Strategic Plan. The major capital projects outlined in the plan were also completed.

In 2002, the need for additional funding was driven by the loss of Motor Vehicle Excise Tax (MVET) funding. The increase in sales tax essentially replaced this funding and allowed for a restoration of services. In 2009, the Authority again faced a significant reduction in sales tax revenue due to the steep economic downturn. Fares were increased 33% in January 2009, and the Authority requested voters consider a 0.2% increase in the sales tax in August 2010. This increase was approved by 64% of voters and allowed Intercity Transit to implement a modest service increase in February 2010 and to continue major capital projects.

With the passage of the Federal FAST Act, there is more certainty regarding federal support through 2020 but the levels of funding remain below the previous funded levels. And there continues to be uncertainty about the level of state funding that will be dedicated to public transportation. Intercity Transit receives a relatively small amount of state funding for operating. This is used for special needs transportation for our Dial-A-Lift service. Intercity Transit has received \$2 million in state funding in the 2017-2019 biennium for final design of the Pattison Street Renovation and Expansion, \$885,000 in the 2017-2019 biennium for replacement vanpool vehicles, \$375,000 for the first time in many years in support of DASH service as well as \$993,612 to fund gaps in service on route 612 between Thurston and Pierce County through June 2019.

A major challenge facing Intercity Transit is the increasing demand for both local and express service and not having the funding to support it. A critical challenge is finding the funding to rehabilitate and address capacity concerns at the Operations/Maintenance/Administrative base facility so we can continue to provide service as well as address the growing needs of our community. The community has expressed the need to provide fixed route and Dial-A-Lift services within our current boundaries to areas currently unserved. In addition, the community has requested that we start service earlier, end later and increase frequency. The demand for express service connecting Thurston, Pierce and King Counties continues to grow. The elimination of all Pierce Transit express service in the highly congested I-5 corridor resulted in Intercity Transit adding a number of additional trips in 2011. This additional service significantly impacted Intercity Transit budget. It was hoped that Pierce Transit would resume service but to date there is no indication that they will do so.

The final design and engineering for the rehabilitation and expansion of the Pattison Street maintenance and operations facility had been delayed due to the elimination of bus and bus facility funding under the 2012 federal transportation legislation. One of the unfortunate results of the elimination of funding is the need to individually pursue needed rehabilitation work with local dollars. Five million dollars in local funds are currently being utilized to replace old underground storage tanks (UST) which do not meet current environmental

standards and are in danger of losing insurance coverage. In addition to the five million dollars in local funds, Intercity Transit was awarded close to three million dollars in grant funds to pursue this UST project. With the UST project underway, staff is focusing on the Olympia Transit Center design, environmental work and project delivery method. The construction is hoped to be completed in 2019. Grant funding has been secured for this project.

Intercity Transit will continue its focus on sustainability and environmental management in 2018 and beyond. Intercity Transit completed its training to implement an ISO 14001 Environmental and Sustainability Management System receiving ISO certification in 2014. We Achieve ISO 14001 certification in 2015 and 2016 and enhanced our program to meet the 2015 ISO Audit standards in November 2016. Intercity Transit has committed to a yearly audit process and certification through 2019. Intercity Transit received national Gold level recognition in the American Public Transportation Association's Sustainability Commitment program and will continue to meet or exceed those standards. We continue to focus on aligning best practices, agency activities and technologies towards a more sustainable future.

PLAN ORGANIZATION

The plan is structured as follows:

- **Chapter 1** describes Intercity Transit's Strategic Plan efforts beginning in 2001 and continuing with the development of this plan covering the period 2018 through 2023.
- **Chapter 2** defines Intercity Transit's role in our community, and the Mission and Vision Statements. Key principles defining the levels and types of service needed by the community are also presented.
- **Chapter 3** identifies policy issues facing Intercity Transit today and over the next six years. Specific actions are stated for each issue. These actions include actions to take place in 2018 and actions for the 2019 to 2023 time-period.
- **Chapter 4** describes the public transportation services recommended for Thurston County. While some of the specifics may change, this chapter provides a general description of the types and levels of service recommended for Thurston County over the next six years. Customer and community surveys took place the later part of 2015, with analysis of the results released in 2016. These, along with our system analysis and "Community Conversation" will provide a basis to update Intercity Transit's short and long-range service plan. This update started in 2017 and will conclude in 2018 likely resulting in revision of this recommendation.
- **Chapter 5** describes the capital expenditures required to implement and maintain the proposed service plan and to continue to expand and modernize our capital equipment and facilities.
- **Chapter 6** presents the financial plan and the level of revenue necessary to implement the proposed plan.
- **Chapter 7** is a recap of Action Plans.

BACKGROUND

In January, 2000, the funds Intercity Transit received from the Motor Vehicle Excise Tax (MVET)

were eliminated. Intercity Transit received approximately \$8 million per year or 42% of its revenues from this source prior to 2000. Intercity Transit acted quickly to respond to this loss of revenue. In March 2000, Intercity Transit reduced the amount of service by over 40% and reduced its workforce by the same level. In May 2000, the Washington State Legislature provided a one-time allocation of funding to help transit systems adjust to the loss of MVET funds. Intercity Transit used this funding, approximately \$2.8 million, to reinstate Sunday service and some other services. The net reduction in service after this restoration was 35%.

The level of service restored in May 2000 required expenditures above the revenue provided by the local sales tax and other sources. The Intercity Transit Authority elected to operate a level of service that could be maintained for three years by drawing from reserve funds. This three-year period would be used to determine if the Legislature would restore some level of funding and to work with the community to determine the appropriate levels of service and funding for Intercity Transit.

Intercity Transit worked with the Thurston Regional Planning Council, the Transportation Policy Board, the Intercity Transit Citizen Advisory Committee, and the Intercity Transit Authority to develop a Strategic Plan for Public Transportation service in Thurston County. This Strategic Plan was adopted in early 2002. It addressed the role Intercity Transit should play in the community, and the levels and types of services that should be provided. The service improvement and capital programs included in this plan were implemented in three phases with the third phase completed in February 2006.

The Authority updated the Strategic Plan in 2006 and included additional service improvements in February 2008. This was possible due to the significant increases in sales tax revenue and ridership between 2003 and 2008. The need for an additional service change was anticipated in 2010 or 2011; however, it was recognized this would be dependent on the state of the local economy and growth in sales tax revenue. In 2008 there were sharp increases in fuel prices to over \$4.00 per gallon. This increased ridership by over 18% in 2008 while also sharply increasing the cost of fuel in terms of our expenditures. The Authority reacted to this cost increase by increasing fares 33% on January 1, 2009. The economy saw a significant downturn in 2009 with sales tax revenue dropping over 12% in a single year.

The reduction in sales tax revenue resulted in Intercity Transit facing a 22% reduction in service without an increase in revenue. The Authority considered a sales tax increase as part of the 2009–2014 Strategic Plan but delayed the election until a later date. The issue was considered again as part of the 2010-2015 Strategic Plan, and the Authority elected to place a 0.2% sales tax increase on the August 2010 ballot. The measure was approved by the voters with a 64% positive vote. This allowed current service to be maintained and a 3% service increase in February 2011. Additional service changes occurred in 2011 to address the elimination of express service to Thurston County by Pierce Transit, to eliminate unproductive Dash service and to revise several routes to address on-time performance issues. The net result of these additional service changes was a very small increase in revenue hours.

In July 2012, MAP-21, the federal transportation authorization bill, provided formula allocated funding for Intercity Transit but eliminated discretionary funding for major capital projects and revenue vehicles. Previous Strategic Plans assumed the Pattison Street Maintenance, Operations and Administrative facility renovation and expansion as well as new buses would be primarily funded at 80% with federal discretionary funding. That was totally disruptive to our historical funding model requiring we dedicate significantly more local dollars to capital expenses. In December 2015, the federal FAST Act restored a portion of the bus and bus facilities dollars but at a far reduced level.

Even with limited federal bus and bus facility funding, the Authority directed staff to seek both state and federal funding to pursue the completion of the Pattison Street facility renovation and expansion; a project for which initial planning began in 1998. In the 2017 legislative session, Intercity Transit was awarded \$2 million through the Regional Mobility Grant competitive process to complete final design. As part of our 4-year grant application, and with the approval of the 2019-2021 state legislature, Intercity Transit is slated to receive \$3.9 million for construction of the \$27 million Pattison Street facility renovation and expansion project. In addition, many years after the state and the City of Olympia ended our funding partnership for DASH services, the state legislature approved a one year grant in the amount of \$375,000 to operate the service.

Intercity Transit submitted a \$12 million request for federal Bus and Bus Facility funding in August 2017. This is an extremely competitive grant with \$201 million dollars available nationwide. We understand the Federal Transit Administration intends to select projects by the close of 2017.

Chapter 2: Intercity Transit Mission and Vision

MISSION STATEMENT

The completion of the implementation of the 2002 Strategic Plan led the Intercity Transit Authority to review the agency's mission and vision statements, originally adopted in 1996.

The Authority discussed the key ideas that should be included in the mission statement, and in August 2006, adopted a draft statement for review by employees and the Citizen Advisory Committee. Following their review and comments, the Authority adopted a final statement in September 2006, with revisions in May 2010.

"Our mission is to provide and promote transportation choices that support an accessible, sustainable, livable, healthy, prosperous community."

VISION STATEMENT

"Vision" and "Mission" are often confused and sometimes used interchangeably. However, there are important differences. The Mission Statement outlines why an organization exists. The Vision Statement reflects what organizational success looks like. It serves as our guide to action. It is consistent with the organization's values. It challenges and inspires us to achieve our mission.

The Authority, in tandem with the revision of the mission statement, drafted a new Vision Statement, and sought review from the Citizen Advisory Committee and employees. Following this review, the following Vision Statement for Intercity Transit was adopted:

"Our vision is to be a leading transit system in the country, recognized for our well trained, highly motivated, customer-focused, community-minded employees committed to enhancing the quality of life for all citizens of Thurston County."

GOALS AND END POLICIES

The Intercity Transit Authority adopts a new set of goals each year. These goals continue to be clarified and the list expanded upon. These goals are listed below:

Goal 1 – Assess the transportation needs of our community throughout the Public Transportation Benefit Area.

End Policy - *Intercity Transit Authority, staff, and the public will have access to clear and comprehensive information related to the transportation needs of our Public Transportation Benefit Area.*

Goal 2 - Provide outstanding customer service.

End Policy - Customers and the community will report a high level of satisfaction.

Goal 3 - Maintain a safe and secure operating system.

End Policy – *Focus on the continual improvement for the safety and security of all customers, employees and facilities.*

Goal 4 - Provide responsive transportation options within financial limitations.

End Policy - *Customers and staff will have access to programs and services that benefit and promote community sustainability, focused on serving the mobility needs and demands of our community.*

Goal 5 - Integrate sustainability into all agency decisions and operations to lower social and

environmental impact to enhance our community.

End Policy - *Resources will be used efficiently with minimal negative impact on the environment and the community.*

Goal 6 – Encourage use of our services.

End Policy – *Educate and encourage community members to explore and appreciate the benefits of our services and programs.*

Goal 7 – Build partnerships to address and jointly find solutions to the mobility needs and demands in our community.

End Policy – Work with governmental, private, for profits and not-for-profit community partners to understand our joint responsibility to insure great mobility options and opportunities in our community.

INTERCITY TRANSIT'S ROLE IN THURSTON COUNTY

The 2002 Strategic Plan included the following summary of the role that Intercity Transit should play in Thurston County. This statement remains valid today and for the six-year period of this Strategic Plan.

Intercity Transit is the leader, major advocate, and prime source of information for public transportation in Thurston County. In this capacity, we are charged to balance several important functions:

- Providing primary transportation for people without an alternative, including those with a physical or mental disability;
- Offering high-quality alternative transportation for people with options;
- Providing a stimulant to economic growth;
- Serving as a partner in building livable communities; and,
- Being a ready resource able to respond to community emergencies.

We do this by providing effective and efficient services maximizing the public benefit from invested resources. This is done by:

- Regularly evaluating the performance of all services and balancing life-line services with the allocation of resources to those that generate the greatest number of riders per unit of invested resources;
- Pursuing new investments in community resources including capital facilities and intelligent transportation systems that will allow better use of transportation resources;
- Supporting efforts by local jurisdictions that encourage transit supportive development; and,
- Striving to expand services in order to keep pace with the community's growth and to address unmet transportation needs in the community.

INTERCITY TRANSIT'S FOCUS ON PERFORMANCE

Major housing and commercial developments are occurring on the edges of our service area and "infill" development is occurring. This places increasing demands upon Intercity Transit. Residents of developing neighborhoods and commercial areas request new bus routes. Those in established neighborhoods want existing services to operate more frequently and increase the span of services, starting earlier in the morning and ending later at night. Regional commuters increasingly look to Intercity Transit as a way to avoid having to drive on the region's crowded freeways. Ridership, on the other hand, initially slowed in 2009, grew again in 2011 as local and national economies continued to decline and set a new annual record in 2012. Since then, with a 25% increase in fares in 2013, lower fuel costs and lower enrollment at local colleges, ridership has declined. By the end of 2016 fixed route ridership dropped (3.96%).

Even with additional revenues, demands for service will likely outstrip our ability to provide them, forcing difficult choices. Intercity Transit focuses on productivity, measured by the passengers per revenue hour on a route, as the best way of determining service effectiveness and for allocating available resources. This focus on performance forms the basis for numerous established policies and is continued by this plan. However, there is recognition by the Authority that this focus on productivity must be balanced with the issue of coverage and lifeline services.

There are some areas of the PTBA that are difficult to serve, and routes serving these areas may never reach the productivity level of other Intercity Transit services. The Authority must continually determine if certain portions of the PTBA will receive service regardless of productivity of the route serving the area.

DESIGN PRINCIPLES FOR THE NEXT SIX YEARS

In developing recommendations for the Thurston County Public Transportation Benefit Area (PTBA), we identified seven general design principles. These principles guide development of a public transportation system appropriate for our PTBA today and over the next six years. These principles provided guidance to the development of a Short and Long-Range Service Plan completed in early 2006, and for the updated service plan presented to the Authority in 2008 and updated in 2010. They will be revisited in the update of the Short and Long-Range Service Plan to be completed in 2018.

<u>Design Principle #1</u> Operate a range of services, each designed to meet the needs and capabilities of the neighborhoods it serves.

Intercity Transit traditionally employed a route classification scheme that matches service levels to the characteristics of the neighborhoods being served. In the past, local fixed-route services were divided into five general groups – trunk, primary, secondary, rural, and circulator routes.

Circulator routes are those routes designed to serve major activity centers or downtown areas such as the "Dash," which serves downtown Olympia and the Capitol Campus.

Design Principle #2

Strengthen service operating along major corridors.

Over two-thirds of Intercity Transit's fixed-route patronage is recorded on the system's seven trunk routes. This fact reflects the high concentrations of housing, employment and commercial activity along the corridors they serve. Our goal is to provide more frequent service, later night service and expanded weekend service along the key corridors. This is designed to make transit easy and convenient to use, and competitive with automobile usage when traveling in the major corridors.

Design Principle #3

Reduce customer travel times.

It is very difficult for public transportation to compete with auto travel times. Whether they ride local fixed-route service or use vanpools or express buses, patrons must typically go to a centralized pickup point, wait for a prearranged departure time, and are then further delayed whenever other patrons get on or off. This all affects the competitiveness of public transportation.

Strategies to reduce travel time include:

- Express services;
- Priority treatments for transit vehicles;
- More direct services linking major points of origin and destination; and,
- Fare policies that speed boarding times.

Each is a valid strategy for reducing public transportation's travel time disadvantage. The potential of each of these strategies is discussed in Chapter 3.

Design Principle #4

Keep pace with development.

New development is taking place outside Intercity Transit's core of urban services. Developments in the Northeast Lacey, Hawks Prairie, South Tumwater, Briggs Nursery, and Kaiser Road areas hold special challenges for Intercity Transit, because bus travel times tend to be long and service levels are low. If Intercity Transit does not effectively serve these major developments, we will reduce the number of residents who can realistically use public transportation. Intercity Transit should continue to support quality infill projects, and the strengthening of existing downtown and employment areas that take advantage of existing public transportation services. At the same time, system plans should provide for new services that reach out to major new developments outside our traditional service area. To date, lack of equipment and operating funds have limited our ability to provide service.

<u>Design Principle #5</u> Expand regional express routes.

Thurston County is becoming more closely linked to the Central Puget Sound region. Citizens increasingly suggest commuter rail service be established between Tacoma and Thurston County, or Thurston County join the Central Puget Sound Regional Transit Authority (Sound Transit). While both projects are outside the six-year timeframe of this plan, Intercity Transit still recognizes the increasing need to improve inter-county travel opportunities. For now, that need is most appropriately addressed through expanded express bus, vanpool and ridesharing services. The completion of the Lakewood Center Park-and-Ride facility, the expansion of the Martin Way Park-and-Ride lot and the opening of the Hawks Prairie facility significantly increased available parking for these services. Two express services to Lakewood and DuPont, with continuing service to Seattle, were funded through a State Regional Mobility Grant Program which expired June 30, 2017.

Design Principle #6

Support a range of transportation alternatives.

Because fixed-route transit services consume the largest part of Intercity Transit's budget, they receive the most attention in agency plans. At the same time, they represent only one part of Intercity Transit's overall product mix. Greater opportunities to use alternative transportation helps Intercity Transit provide better public transportation services by offering more means for customers to reach its routes and facilities. Increased use of transportation alternatives also serves two of the major purposes of public transportation, reducing traffic congestion and air pollution. Three initiatives are proposed to continue:

- Intercity Transit will continue to support and expand its active vanpool and ridesharing programs. Together, these services already support significant reductions in travel by single-occupant vehicles at a modest public cost per passenger trip.
- Intercity Transit will continue to promote bicycling, walking, ridesharing and telecommuting as alternatives to driving alone. All of these modes complement public transportation use and can help Intercity Transit pursue its mission.
- We should support public and private sector initiatives that encourage alternate mode usage. Intercity Transit should continue to review and comment on community plans and proposed developments, highlighting ways both can better support alternative transportation modes. We should also support ongoing Commute Trip Reduction and Transportation Demand Management efforts being pursued by the state and local jurisdictions. Additionally, Intercity Transit should demonstrate its commitment to these efforts by advocating the importance of commute trip reduction to our own employees.

Design Principle #7

Provide fixed facilities and equipment that support the region's public transit infrastructure.

Effective public transportation demands an investment in capital facilities that promotes customer comfort, speeds travel and increases safety. To succeed, express services need adequate park-and-ride capacity, equipment and technology that allow integration with regional transit systems. And local services need ADA compliant stops, shelters and customer information. The entire system needs reliable, safe and efficient equipment. The capital improvements that are identified in Chapter 5 attempt to fulfill these needs.

Chapter 3: Intercity Transit Policy Positions

The Intercity Transit staff worked with the Intercity Transit Authority and the Citizen Advisory Committee to develop a list of policy issues that will face Intercity Transit during the following six years. These issues fall into five general categories:

- Fixed Route Service and Service Design
- Capital Investments
- Financial
- Other Intercity Transit Services
- General Policy Issues

The issues and list of actions for 2018 and 2019-2023 are presented below. These are updated from the 2017-2022 Strategic Plan. The discussion of fixed-route service levels and service design is presented in greater detail in Chapter 4.

1. Should Intercity Transit maintain service levels in 2018 or consider new or expanded local transit services needed to serve the growing population?

While new or expanded local services are needed to serve our current population, our financial outlook necessitates a conservative approach. State funding through a Regional Mobility Grant was acquired to fund gaps in service on the 612 to Pierce County. This funding is for two years with the potential, dependent upon the state legislature, to extend the service through June 30, 2021. The Authority intends to approach Pierce Transit to request a return to shared intercounty services, which Pierce eliminated in 2011. If more funding were to become available, staff recommends the following priority be given to future local service increases:

- Address running time and on-time performance issues.
- Address service gaps on current routes. This would include adding a later evening or earlier morning trip or adding Saturday and/or Sunday service to a route.
- Enhance service on existing routes by increasing frequency or with minor route extensions or changes.
- Add service where grant funds or partnerships provide a significant portion of the cost.
- Add new service to areas not currently served by Intercity Transit within the PTBA.

Actions - 2018

- Monitor and examine all routes in regards to productivity and issues of coverage.
- Complete the Community Conversation and the update of the short and long-range service plan, with the assistance of third-party experts in the field. This will provide a fresh look at our route and schedule structure, support service resource prioritization and be developed with the valuable input of employees, customers, community members and partners.
- Continue to seek the ability to offer additional local sales tax options to our community.
- Continue to seek funding to renovate and expand the Pattison Street facility so it can support existing and future service.

Actions - 2019-2023

- Implement the recommendations of the updated service plan.
- Seek long range operating assistance.

2. What is Intercity Transit's role in providing regional mobility?

The demand for additional Intercity Transit service between Olympia and Tacoma/Pierce County increased when Pierce Transit eliminated their Olympia Express service. This created a significant financial burden on Intercity Transit and shifted all responsibility for providing public transit trips between the two counties for both Pierce County and Thurston County residents to Intercity Transit. Understanding that span and frequency of service continue to be an issue, Intercity Transit sought and was awarded operational dollars through the competitive Regional Mobility Grant program to support gaps in service on Route 612. A primary issue remaining, to increase ridership and decrease congestion on I-5, is speed of service on I-5. Obtaining support to address this issue is of primary importance. To support transit and ridesharing opportunities, Intercity Transit supports three local park and rides: Martin Way Park-and-Ride (I-5 at Martin Way), Hawks Prairie Park-and-Ride (I-5 and Hogum Bay) and Amtrak Centennial Station (Yelm Hwy.).

The continued growth of Joint Base Lewis McChord (JBLM) and the importance of I-5 to regional travel and the economy of the region, make the need for effective public transportation service between Thurston County and the central Puget Sound more than just an Intercity Transit issue. The State of Washington should play a significant role in the provision of public transportation in this corridor and Pierce Transit should resume sharing service again.

Actions - 2018

- Engage with the WSDOT, TRPC and Pierce Transit to consider alternatives for serving Joint Base Lewis-McChord (JBLM) and the I-5 corridor.
- Approach state and federal funding sources to provide assistance in meeting the public transportation demand in the I-5 corridor. This should include funding assistance to

maintain and improve current service as a first step of a long-range plan as well as support of the vanpool program.

- Approach Pierce Transit and encourage them to re-engage in the provision of services between Pierce County and Thurston County.
- Advocate for HOV lanes and other transit prioritization mechanisms.
- Support the continued growth of the vanpool program.
- Continue to implement and evaluate additional service provided through the Regional Mobility Grant program.

Actions - 2019-2023

- Intercity Transit should continue to promote vanpooling and ridesharing to meet regional mobility needs.
- Continue to pursue joint use agreements as necessary to secure park and ride space to support ridesharing, express bus and local, as well as regional, transit services if necessary.
- Continue to work with the State of Washington and others to develop a long range plan for public transportation in the corridor.
- 3. What role should Intercity Transit play in serving the core areas of Olympia, Lacey, and Tumwater areas?

Actions - 2018

- Seek continued funding from the state legislature to operate the DASH service.
- Work with the State and partner jurisdictions to identify and promote adequate parking for DASH services.
- Continue the provision of park and ride spaces during the Legislative session at the Farmer's Market.
- Work with area stakeholders to market and cross promote transit in core areas of Olympia, Lacey and Tumwater.
- Work with the State, local jurisdictions and major employers regarding parking and Commute Trip Reduction goals.

Actions - 2019-2023

- Seek to re-engage the City of Olympia as a funding partner for the provision of DASH services.
- Explore the need/desire and willingness to fund DASH service to other concentrations of State employees and facilities.
- Maintain the number of corridors with 15-minute service. If more funding becomes available, increase service frequency.

4. Is there a role for local express service in the current service area?

Intercity Transit currently operates no local express service. Local express service generally

operates in major corridors with service speed being increased by reducing the number of stops and/or by introducing transit priority measures in the corridor.

Our market research shows travel time is one of the primary barriers to increased ridership for many of our customers or potential customers. Local express service is one way to increase service speed. The tradeoff is there is a greater distance between stops resulting in greater walking distances for passengers. If the service speed is increased by skipping certain stops, adequate information must be provided to customers to avoid confusion when their stop is skipped.

Services from the Martin Way Park and Ride and the Hawks Prairie Park and Ride to the Capitol Campus provide some ability to track use of local intra-county express service.

Actions - 2018

- The Martin Way and Capitol Way corridors appear to be the most feasible corridors for this type of service. There is also potential for enhanced service efficiency along congested thoroughfares that provide significant connections to urban corridors and transit facilities. Intercity Transit should continue to participate in exploring and developing "smart" corridors and advocate stop and traffic signal system improvements in these corridors.
- Monitor intra-county ridership related to Express Service and Capitol Campus.

2019 - 2023

- Additional revenue vehicles are not anticipated to be available to explore local express service. Monitor the results of the "smart" corridors project to help evaluate potential future success.
- 5. Should transit priority measures signal priority, queue bypasses, bus lanes be considered?

Actions - 2018

- Implement the pilot signal preemption project in the Martin Way and Capital corridors.
- Partner with jurisdictions to enhance the safety and speed of bus movement.

Actions - 2019-2023

- Intercity Transit should work with the Thurston Regional Planning Council, the City of Olympia, the City of Lacey, the City of Tumwater, and Thurston County to explore improvements to the Martin Way corridor to improve pedestrian access to transit stops and increase transit vehicle speeds and reliability.
- Intercity Transit should work with the Thurston Regional Planning Council, the City of Olympia, the City of Lacey, and Thurston County to develop the Martin Way corridor as a "smart corridor."
- Intercity Transit should work with the Thurston Regional Planning Council, the City of

Olympia, the City of Lacey, and Thurston County to expand the number of intersections and buses equipped to enable signal preemption.

• Continue to partner with jurisdictions to enhance the safety and speed of bus movement.

6. Should Intercity Transit pursue efforts to coordinate service with local school districts?

The issue of coordination between local school districts and the public transportation provider is one often raised. Both school districts and transit systems have large fleets of buses and the school district vehicles are generally used only during peak periods. In addition, the vehicles often operate on the same roadways and appear to offer duplicative service. In some communities, students primarily use the public transportation system for travel to and from school. There are several barriers that make coordination between the services difficult. These include:

- The peak periods of both the public transportation system and the public school system generally coincide. There is little excess capacity in either system in the peak periods.
- School buses and public transportation vehicles are very different in design and requirements. Public transportation vehicles must be fully accessible, provide more space per passenger, provide more passenger amenities and be able to operate up to 16 hours per day. School buses are lighter duty vehicles designed to operate four to six hours per day and on residential streets. They are designed to maximize capacity rather than comfort.
- School bus routes tend to be circuitous routes focused on a particular school. School buses often operate on neighborhood streets. Public transit routes tend to be more direct and operate on major and minor arterials. Public transit service generally expects passengers to walk longer distances than school bus routes.
- School buses are able to stop traffic, so students may safely cross a street. Transit vehicles do not have this ability. Students are trained to cross in front of a school bus. This is not the case for transit passengers.
- There is a reluctance to place younger students on public transportation where there is limited ability to monitor their interaction with other customers. Federally funding prohibits transit buses being used for "charter services" or restricting use to students only. Efforts to coordinate service are generally limited to middle and high school students. Intercity Transit staff and regional school districts' staff should work together to determine if there are coordination opportunities.

Actions – 2018

- Continue the Youth Education program.
- Continue to work with schools and youth to teach skills for safe biking, walking and transit use.

Actions - 2019-2023

• Continue to market public transportation and the use of transportation alternatives to students.

- Work with school districts to encourage the location of schools in areas served by public transportation and to develop safe paths for walking, biking, and access between transit routes and school facilities.
- Continue to focus on coordinated emergency management response.
- Explore the desire and the cost to increase the reach of the youth education program.

7. What level of passenger infrastructure (bus shelter, benches, lighted stops, passenger information) is appropriate?

In 2005, the Intercity Transit Authority adopted a policy of providing a shelter at every bus stop. Currently, Intercity Transit has 947 bus stops and shelters at 290 of those stops. Intercity Transit previously received a Surface Transportation Program (STP) grant of approximately \$350,000 to purchase additional shelters and make additional stop improvements. This began in 2009 and was completed in 2011.

A STP Enhancement grant of \$240,000 was obtained in 2011 to implement accessibility improvements at 46 stops. This project was completed in early 2013. Intercity Transit received an STP grant in 2013 in the amount of \$160,000 to improve 20 bus stops and again in 2014 to complete another 20 stops. In 2015, 27 bus stops were improved and we have improved an additional 43 in 2016. In addition, we're working cooperatively with the City of Tumwater to make improvements to Tumwater Square. We anticipate those enhancements will be complete in 2018. We continue to apply for grants and focus on upgrading bus stops to ADA standards.

Actions - 2018

- Implement grant, in cooperation with the City of Tumwater, to enhance Tumwater Square.
- Complete currently funded improvements and seek additional funding to enable individuals to utilize the system.

Actions - 2019-2023

- Continue to pursue available program funds to upgrade bus stops and shelters.
- Purchase seating and other amenities for stops without shelters which have the most passenger activity.
- Continue a program of bus stop improvements with priority on making all stops ADA-accessible.
- Prioritize bus stop improvements by the level of passenger activity. An emphasis should be given to stops located near facilities serving elderly persons or others with special transportation needs, as well as to stops located on major corridors.

8. What additional investments in technology should be made beyond the current Advanced Communications System project?

Pursue enhancements to our fleet and systems management software to enhance the efficient administration of the agency and insure compliance with state and federal requirements. Research and upgrade our radio communications systems to serve both our daily as well as

our emergency operational needs. Continue to address operational glitches with our Advanced Communications System and pursue either an upgrade or replacement of this aging system.

Space was leased from WSDOT to address server room capacity issues in 2014 as opposed to building a new server room at Pattison. The telephone system was replaced in 2016. An improved website was released in 2017 with additional improvements anticipated in 2018.

Actions - 2018

- Pursue replacement of our radio communications system.
- Work to complete website upgrades.
- Continue to work with the CAD-AVL system manufacturer to correct glitches.
- Research an upgrade or replacement of our CAD-AVL system.

Actions - 2019-2023

- Study replacement and implement new communication system.
- Pursue either an upgrade or replacement of our CAD-AVL System.
- Continue improvements to the Web site.
- Update review of the Information Systems function.
- Develop a plan to address longer term server room issues and to provide adequate space for computer and other communications equipment.

9. Should the vanpool program continue to expand to keep pace with demand?

The Authority increased vanpool fares approximately 18% in January 2009, to match Pierce Transit's vanpool fare. Vanpool staffing also increased in 2009 with the hiring of a Commuter Services Assistant to allow continued growth of the program. The Intercity Transit vanpool program grew to 220 active vanpools by the end of 2012 and we increased staffing for 2013 by an additional Vanpool Coordinator. With a 10% fare increase in January 2013, the program for the first time began to lose riders and vanpool groups. With continued slow jobs growth and low fuel pricing, the program has continued to lose groups ending 2016 with 177 groups. As the economy and job creation improves, the population grows, fuel prices rise, and we experience increased congestion as the demand to travel to and from Thurston County increases we anticipate the program will grow. Vanpool supports economic development in that it is a cost effective and efficient way to get employees to work sites. It is a service that supports residents and businesses located in both urban as well as the more rural parts of the county.

Many of the vehicles to replace and expand the program have been funded through a Washington State Department of Transportation (WSDOT) grant and local dollars. Beginning in 2012, Intercity Transit began receiving federal funding allocated to the Puget Sound Regional Council based on service provided to Pierce County and King County. Intercity Transit receives Federal 5307 funds for travel into or out of the Seattle UZA.

Actions - 2018-2023

- Focus on an educational campaign to saturate the market with vanpool information and show the value proposition.
- Continue to pursue WSDOT Vanpool Improvement Program grants to fund replacement vehicle purchases.
- Utilize federal 5307 funds through the Puget Sound Regional Council for travel into the Seattle UZA.
- Focus on building the program to previous numbers of active groups and thereafter plan on adding an average of 10 new groups each year over the six years of this plan.
- Purchase expansion vehicles when necessary.

10. Are there capital purchases or other projects that are needed to allow future growth? What is the appropriate timeline for these projects?

Historically Intercity Transit has obtained 80% federal funds for the purchase of all buses and for capital improvement projects. With the four-year elimination of federal bus and bus discretionary funding under MAP-21, and the very limited federal funding opportunities under the FAST Act, opportunities will continue to prove a significant challenge to simply replace our current fleet and provide the existing levels of service let alone purchase additional vehicles to allow for growth.

Intercity Transit has been successful in obtaining federal funding for all other major capital projects with the exception of the renovation and expansion of the Pattison Street Operating and Maintenance facility. The unfortunate result is the need to individually pursue needed rehabilitation work incrementally, which is more expensive, and the need to pursue them with local dollars, which could have been dedicated to other purposes. As an example, the Authority dedicated five million dollars to replace old underground storage tanks (UST) which do not meet current environmental standards and were in danger of losing insurance coverage.

Another challenge was should Intercity Transit dedicate additional local funds to complete the final design for the Pattison Street Facility, potentially placing us in a more competitive position should funding become available. With the passage of the FAST Act, there was renewed focus on finalizing the design and obtaining the funds to complete the ultimate goal of full renovation and expansion and the ability to leverage local dollars with state and federal grant funds. In 2017 the Authority dedicated additional local dollars towards the completion of final design and received a matching grant from WSDOT to do so.

Actions - 2018

- Complete the Pattison Street Facility UST project.
- Finalize design for the Pattison Street Facility Rehabilitation and Expansion project.
- Continue to seek funding opportunities to complete construction of the Pattison Street Facility.
- Develop a long-term capital funding plan.

Actions - 2019-2023

• Continue to pursue funding for the Pattison Street project, new buses and other projects.

11. Should Intercity Transit pursue additional park and ride facilities?

While additional park-and-ride locations would prove beneficial to the PTBA, as well as region as a whole, this plan urges caution in dedicating capital funds for additional park-and-ride facilities at this time. The dedication of monetary and human resources should focus on moving higher occupancy vehicles, and therefore more people, more quickly throughout the region. This would encourage the use of vanpool and buses and reduce congestion. Capital and operational dollars should be focused first on enhancing the span and frequency of service and encouraging the creation of HOV lanes and other alternative methods to incentivize higher occupancy travel.

WSDOT Regional Mobility Grant funds were obtained to expand the Martin Way Park-and-Ride by 170 parking spaces and build the 325-space Hawks Prairie Park-and-Ride facility in 2012. There is still room at these facilities to support express bus, vanpool, and ridesharing programs.

Actions - 2018

- Partner with WSDOT if an opportunity becomes available.
- Pursue joint use agreements as necessary to secure park-and-ride space to support ridesharing, express bus and local transit services.

Actions - 2019-2023

- Continue to pursue joint use agreements as necessary to secure park-and-ride space to support ridesharing, express bus and local transit services.
- Continue to monitor and work with local jurisdictions and the Washington State Department of Transportation regarding potential locations for a park-and-ride facility.

12. How do Village Vans, Community Vans, the Surplus Van Grant and Discounted Bus Pass programs fit into Intercity Transit's future plans? Are there other programs of this type that should be considered?

These four programs should be continued in future years. All of these programs are very successful and allow us to assist many community partners. These programs are relatively low cost for Intercity Transit with grant and program revenues covering some of the cost. The grant funds previously utilized for Village Vans had been eliminated under MAP-21. Intercity Transit was successful in obtaining a two year federal WorkForce Development grant.

Actions - 2018

• Offer 50% discounted bus passes to organizations and agencies serving low income clients up to \$300,000.

• Continue to seek replacement grant funding for the Village Van Program.

Actions - 2019-2023

- Continue support for the Village Van, Surplus Van Grant, Community Van and Discounted Bus Pass programs.
- Advocate and monitor potential funding for continuation of the Village Vans program.

13. Are our services – Dial-A-Lift, Travel Training, and Accessible Fixed-Route Buses adequate to serve persons with disabilities?

Intercity Transit continues to improve its service to persons with disabilities focusing on travel training, bus buddies and improved bus stop locations. Market Research of Dial-A-Lift services to measure customer satisfaction and the need for service improvements was completed in 2015, with results released in early 2016, showing a very high level of satisfaction with the Dial-A-Lift service. Staff recommends Market Research of Dial-A-Lift services be conducted every 3 to 5 years.

Eighteen vehicles in the Dial-A-Lift fleet were replaced in 2011. Ten vehicles were replaced in 2013. Replacement of the eight fixed-route vans and ten standard floor coaches in 2008 greatly increased the accessibility of the fixed-route vehicle fleet for all users. Twelve propane powered vans are on-order with anticipated delivery in 2018. Advanced Communication System features such as automated stop announcements, transfer protection, and improved customer information also improved customer service for all fixed-route passengers.

Though Intercity Transit fixed-route buses are accessible, many individuals are still unaware of just how easy it is to use fixed-route. By expanding the Travel Training program and enhancing it with Bus Buddies, Intercity Transit increases its focus on educating persons with disabilities and senior citizens on the accessibility of the fixed route, increasing personal independence and reducing costly Dial-A-Lift trips.

Actions - 2018

- Receive five expansion and seven replacement vehicles in 2018.
- Continue to focus on expanding the Travel Training program and the Bus Buddies program.

Actions - 2019-2023

- Continue to pursue improvements in scheduling software and use of technology to improve productivity and service.
- Replace most unreliable vehicles.
- Continue the effort to make all bus stops accessible and to provide shelters and other amenities at stops serving persons with disabilities.
- Apply the principles of Universal Design to all capital purchases and projects, and explicitly consider accessibility and usability for the widest range of individuals when

evaluating equipment and technology.

14. Is the current fare policy appropriate?

Staff recommends we retain our policy to review fares every three years. The fare structure, effective February 2013, is as follows:

Category	Per Ride	Daily	Monthly
Adult	\$1.25	\$2.50	\$36
Youth (6-17)	\$1.25	\$2.50	\$15
Reduced	\$.50	\$1.00	\$15
Dial-A-Lift	\$1.25	\$2.50	\$36 or \$15

The Authority has agreed it is prudent at this time to continue with our current fare structure.

15. Should Intercity Transit's planning for the next six years be financially constrained?

The majority of Intercity Transit's funding is from the local sales and use tax. This was increased from 0.6% to 0.8% in August 2010. This allowed Intercity Transit to maintain current service levels and make modest service improvements. The Authority has an additional 0.1% sales tax authority that could be levied at a future date. The financial forecast included in this plan is based on the current 0.8% sales tax. In 2017, Intercity Transit undertook a significant public engagement process and will continue to focus on this extensive community engagement and conversation in 2018 to help define what public transit should look like in our community.

16. What role should Intercity Transit play in local transportation projects-Commute Trip Reduction, Youth Education Programs and the Bicycle Commute Contest?

Intercity Transit was the lead agency for the Thurston County Commute Trip Reduction prior to 2001. The loss of MVET funds in 2000 made it difficult to maintain this role. In 2001, the local jurisdictions contracted with a private firm to coordinate the program. Intercity Transit remained an active partner and provided Employee Transportation Coordinator training and outreach to major worksites as part of its marketing programs. In 2005, the Thurston Regional Planning Council became coordinator of the CTR program, and Intercity Transit was contracted to provide marketing, training, and support service. In 2006, Intercity Transit received a Trip Reduction Performance Program (TRPP) grant to provide expanded CTR services in the Tumwater Town Center area. This program was completed in mid-2007. Intercity Transit received an additional TRPP grant for 2008 and 2009 to implement a marketing program aimed at commuters traveling from outside Thurston County to the Capitol Campus and the Olympia downtown area. This program, "Capitol Commutes" was completed in June 2009. TRPC received grants to expand CTR activities in Thurston County and contracted with Intercity Transit to assist with these efforts.

Intercity Transit established several successful community and youth outreach programs over

the past several years. Two of these – the Bicycle Commuter Contest and Smart Moves youth education program – were assumed by Intercity Transit in 2005 when the program and funding were in danger. Since then, Intercity Transit developed these into strong, ongoing programs with significant community support. Key to this success is a full-time Youth Education coordinator and a Bicycle Commuter Contest coordinator who works six months of each year. The 2018 budget includes one part-time, grant-funded position and several grant-funded "intern" positions to assist in implementing youth education activities.

Actions 2018

- Continue to support grant-funded positions to assist in implementing youth education activities in 2017.
- Continue to support cycling safety and bike maintenance in 2018 and find additional sources for bike donations.
- Continue to pursue grant opportunities to supplement the Youth Education program and the Bicycle Commuter Contest.
- Focus on providing education and outreach options and opportunities to our senior population.

Actions - 2019-2023

- Work with the Thurston Regional Planning Council, the State of Washington and the affected local jurisdictions to improve the Commute Trip Reduction Program.
- Pursue relationships with private employers to educate about the benefits of commute alternatives and better serve their needs and the needs of their employees.
- Continue to market alternative transportation to youth and in schools, as well as in the larger community.
- Continue to coordinate the Bicycle Community Contest and seek grant funding to expand its efforts.
- Aggressively market high frequency corridor service.

17. Should Intercity Transit's current marketing approach and level of effort be continued?

Intercity Transit's marketing and communications program include marketing, broad community outreach, ongoing corporate communications, branding, public involvement and media relations.

Intercity Transit completed a significant customer satisfaction and market research effort in late 2015 and early 2016 that indicated high customer satisfaction and the need to raise awareness of all our mobility services. The research confirmed our key markets continue to be commuters and young people. Customer satisfaction and market segmentation survey work is critical to our success and should be done every 3 to 5 years.

Actions - 2018

• Focus on strategic community outreach, engagement, messaging and use of available

channels to develop our market.

- Expand the web site to better serve our various constituents and to continue to be a relevant business and communications tool for the agency.
- Intercity Transit should continue to pursue outreach communications through social media platforms.
- •

Actions - 2019-2023

- Intercity Transit should aggressively market the high level of service offered in major corridors.
- Intercity Transit should continue its marketing and communications efforts to educate the community about services and the value of public transportation to the community Intercity Transit serves.
- Intercity Transit should continue to make use of customer information technology to enhance the customer experience and support service value. A real-time bus arrival service, such as OneBusAway, should be an ongoing program available to Intercity Transit bus riders.

18. What steps should Intercity Transit take to reduce emissions and the negative environmental impacts of our operations?

Intercity Transit took a number of steps to reduce emissions from its vehicle fleet. Intercity Transit was one of the first transit agencies in the country to use biodiesel in its entire fleet.

One of the most important steps Intercity Transit took was to remove older engines from service and to retrofit older engines with emission reduction equipment. This was largely accomplished in 2007, with the purchase of 18 new, replacement vehicles. Intercity Transit also received a grant from the Department of Ecology to install diesel oxidation catalysts and crankcase ventilation filters on the 12 oldest Intercity Transit coaches that would still be in the fleet after 2007. The purchase of six hybrid buses in 2010, seven more in 2012 and ten more in 2014 significantly reduces emissions through 26 percent better fuel economy.

Intercity Transit's policy is to use "environmentally friendly" chemicals and materials in its entire operations. Intercity Transit developed and adopted a formal Environmental and Sustainability policy in 2011. This policy focuses on actions we take to protect the current environment, primarily through compliance with environmental regulations and practices, and use of materials that do not adversely impact the natural environment. The policy also includes a sustainability element designed to enable us to meet the needs of current residents and of future growth without compromising a future that includes a healthy environment, economy, and society.

A Sustainability Plan was presented to the Authority in October 2009. This plan includes an inventory of current emissions and recommendations to improve our practices and processes. Intercity Transit completed the training in the Federal Transit Administration's Environmental

Management System program and has continued to develop and enhance our system. ISO 14001 certification of Intercity Transit's Environmental and Sustainability Management System (ESMS) program started in 2013. We earned certification starting in 2014 and have committed to a yearly audit process through 2019.

Intercity Transit should take an active role in local land use planning to encourage transitoriented development and to ensure new development supports increased use of public transportation. Intercity Transit should continue to support the Thurston Regional Planning Council's efforts including the Sustainable Thurston County project, the Smart Corridors project, Thurston Here to There, and other projects. The Authority and staff should be involved in local jurisdiction comprehensive plan updates.

Actions - 2018

- Increase involvement in local and regional land use planning efforts and advocate for transit-oriented development and other development that encourages the use of transportation alternatives.
- Maintain ISO 14001 certification for the Environmental and Sustainability Management System program.
- Seek funding partnership with Puget Sound Energy to reduce energy and water usage and waste production.
- Continue to utilize environmentally friendly chemicals and materials in all operations, and require their use to the maximum extent possible by vendors and contractors.
- Update the Sustainability Plan and continue implementation of recommendations.
- Continue partnerships with the Thurston Green Business group and Puget Sound Energy'sGreen Power program.

Actions - 2019-2023

- Continue implementation of the Sustainability Plan and update as needed.
- New buildings and facilities should meet current green building standards.
- Continue to evaluate alternatively fueled vehicles and more sustainable products and equipment

19. What should be Intercity Transit's policy and actions related to expansion of the PTBA?

Actions - 2018-2023

• Maintain the current policy which is not to expand the PTBA.

The focus is to enhance service in areas that support increase frequency and span of service and to serve areas currently not served within the existing PTBA. Funding does not lend itself to providing service beyond the existing boundaries. The Intercity Transit Authority should consider annexation of new areas only if representatives of these areas request the Authority take steps to hold an annexation election and demonstrate that there is support for the action in the area to be annexed.

20. Should Intercity Transit seek alternative funding sources involving stakeholders in an extended dialogue to determine if a mutually acceptable strategy can be derived?

Actions - 2018-2023

The Intercity Transit Authority should bring together community stakeholders (schools, private business, non-profits, state and local governments) in having a greater role in providing alternative funding for transit services rather than relying on federal funding.

Chapter 4: Recommended Service Plan

SERVICE RECOMMENDATIONS

This Strategic Plan includes no significant changes in service. As the economy improves or if additional revenue becomes available, service may be added. The Short and Long Range Service Plan will be updated in 2018 and should identify priorities for future service increases and expansions if financially feasible and alternatively identify how service might be reduced if that becomes necessary.

Any service change should be based on the service principles identified in the Strategic Plan. These will be reviewed as part of the Service Plan update in 2018. The current service principles are reviewed below:

1. Operate five different types of local service, each designed to meet the needs of the neighborhoods it serves.

Intercity Transit will operate five types of local service, based on the road network, residential densities, and levels of commercial activity in the areas being served. These types of service are summarized in the following table.

ТҮРЕ	ROADWAY	PEAK PERIOD	MIDDAY	NIGHT SERVICE
Trunk	Major Arterial	15	15	30
Primary	Local	30	30	60
Secondary	Arterial, Local	30/60	60	None
Rural	Local	30/60	60	None

Trunk route service levels may be obtained by multiple routes operating in the same corridor. For example, routes 41 and 48 provide a 15-minute all-day service between the Olympia Transit Center and Harrison and Division and between the Olympia Transit Center and The Evergreen State College.

Circulator routes operate in a Central Business District or other major activity center. The Dash began service in the Capitol Campus/Downtown Olympia area in early 2006. The Dash service operates approximately every 15 minutes when the Legislature is not in session and every 12 minutes during the Legislative session.

2. Strengthen service operating along major corridors.

Services operating along major corridors will be strengthened by operating weekday services more frequently and by extending hours of operation. A significant level of resources was allocated in the previous Strategic Plan to accomplish this. Corridors with service operating every 15 minutes were established throughout the service area. Existing corridors with service every 15 minutes include:

- The Martin Way corridor from 7:00 a.m. to 7:00 p.m. from the Hawks Prairie area via the Lacey Transit center to the Olympia Transit Center (OTC).
- Capitol Way from the Olympia Transit Center to Tumwater Boulevard and the TumwaterTown Center area.
- OTC to The Evergreen State College via Division and Cooper Point Rd. Harrison from the OTC to Division receives 15-minute service.
- OTC to the Westfield Mall.
- OTC to South Puget Sound Community College.

Route 41 operating between TESC and the Olympia Transit Center began operating service every 15 minutes during peak periods in early 2011. All day 15-minute service should be added on this route when funds become available.

Major corridors also received new shelters and other stop upgrades in the past several years. Dependent upon available grant dollars, this will continue in 2018 and beyond.

3. Reduce customer travel times.

Intercity Transit completed a major market research project in 2009 and updated this work in 2016. This research found a major impediment to increased use of public transportation was the travel time difference between traveling by bus and by automobile. This issue will be addressed by providing more direct service, increasing travel speeds through the use of transit priority measures, and by increasing service reliability.

4. Keep pace with new high-density development.

Numerous developments located just outside Intercity Transit's current service network are planned or under construction. These will have a significant impact on Intercity Transit's service. Major developments include:

• *North Marvin Rd./Meridian Campus*. This area includes commercial/office development and significant residential development. In late 2007, this area became the home to a new Cabela's outdoor store. Since that time many more employers and residential properties have located in this area becoming a significant traffic generator. Additional development is expected. Future development in this area could create the need for a new transit center

and extensive service. Development slowed with the economic downturn, but is picking up in recent years. The Hawks Prairie park-and-ride facility opened in 2012 and could serve as the transit center for this area.

- *Tumwater Town Center*. This includes the area bordered by I-5, Tumwater Boulevard, Israel Rd., and Capital Blvd. The number of state employees in this area continues to increase and plans call for increased residential and retail development. Fifteen minute service was introduced to this area in early 2008.
- *Briggs Urban Village/Boulevard Rd. development*. The Briggs Urban Village and several other subdivision developments in southeast Olympia provide opportunities for increased service and ridership in an area that has not shown strong transit usage in the past. This development slowed with the economic downturn, but the area is now developing with additional housing and planned retail.
- *Yelm Development*. New retail development, continuing residential growth, and new roadway construction combine to require additional public transportation service to the Yelm area.

5. Expand regional express routes.

Intercity Transit expanded and upgraded the Olympia-Tacoma Express services over the past five years. The following improvements were implemented:

- An early morning service was added to connect with the Sounder train. As additional trains are added, and as funding allows, schedules will be adjusted to meet those trips.
- Weekday and Saturday services operate later in the evening, allowing evening travel from Seattle, SeaTac and University of Washington Tacoma to Thurston County.
- Sunday express service began operation. Midday frequency increased and the route was simplified.

The elimination of Pierce Transit service in 2011 created new challenges for this service. Intercity Transit added several trips to fill major service gaps but continues to be faced with issues of frequency, speed and demand that exceeds capacity. The Olympia express service will undergo an extensive review as part of the Service Plan update. There is a desire to work with Pierce Transit to restore service and provide better connections both north and south of Tacoma.

Intercity Transit will continue to explore improved connections to Sound Transit services and other connections. The opening of the expanded Martin Way Park-and-Ride, the Hawks Prairie Park-and-Ride and the Lakewood Station Park-and-Ride provided increased park-and-ride capacity in this corridor.

6. Support a range of transportation alternatives.

Intercity Transit will continue to support and fund a variety of transportation initiatives, all

designed to foster a range of alternatives to single occupant auto travel. These efforts include:

- a. Enhance outreach to both employers and employees regarding the economic benefits of the vanpool program.
- b. Continue and expand Intercity Transit's marketing efforts:
 - Expand Intercity Transit's travel training and travel familiarization programs. Focus on Youth Education and safety efforts.
 - Focus marketing and outreach efforts on identified target markets students, commuters and seniors.
 - More closely coordinate marketing efforts with the Commute Trip Reduction Program.
- c. Enhance Intercity Transit's role as the community's mobility manager and transportation information clearinghouse.
- d. Encourage land use patterns that support public transportation:
 - Advocate and support local jurisdictions' efforts to implement transit supportive development along trunk bus routes. This includes assisting the City of Olympia in the implementation of its Transportation Mobility Strategy. Intercity Transit will coordinate with jurisdictions to ensure zoning ordinances and development standards support alternate modes. Such measures should include:
 - Provision of sidewalks and street lighting.
 - Bus shelters and schedule information at more bus stops.
 - Provision for convenient and safe pedestrian street crossings. This may take the form of signalized intersections, special pedestrian crossings, or pedestrian refuges in the middle of wide thoroughfares, depending upon individual circumstances.
 - Provision for all alternative modes of transportation, including bicycles, ridesharing and vanpools, when appropriate.
 - Convenient pedestrian access to all public buildings and businesses. Pedestrians should not be required to walk through a parking lot to reach a business entrance. While still allowing parking to be located in front of a business, whenever possible, some portion of a building should abut the street.
 - Advocate and support local jurisdictions' efforts to implement transit-intensive development in the vicinity of transit nodes. These nodes will be identified in conjunction with each jurisdiction and will represent areas where high-quality transit services on several different routes intersect. In addition to the transit-supportive measures identified above, transit nodes should:
 - Support high-density and mixed-use development patterns, as appropriate.
 - Establish strict limits on the number of parking spaces allowed.
 - Require that all commercial and public buildings be oriented towards the street with any parking oriented toward the rear of the facility.
 - Review all development proposals and comment on those impacting public

transportation issues. Comments should suggest modifications to development proposals that will both facilitate transit operations (stop and shelter improvements) and those that will make a development more transit supportive. Staff will follow-up at the hearing examiner levels, as appropriate, to ensure Intercity Transit's comments are clear and go on record.

7. Provide fixed facilities and equipment that support the region's public transit infrastructure.

Chapter 5 contains discussion and recommendations for the facilities and equipment needed in order to support this service plan.

SERVICE IMPLEMENTATION PLAN

The Long-Range Transit Plan outlines five areas of service recommendations for Intercity Transit:

- a. Improve frequency on local routes. Fifteen-minute service should be provided on major corridors. Thirty-minute peak hour service should be provided on all routes.
- b. Improve evening, weekend, and holiday span of service.
- c. Expand express services. Five potential markets are identified:
 - Service to Pierce County
 - Service to King County
 - Intra-Thurston County service
 - Yelm service
 - Lewis County service
- d. New local routes. These routes would serve new areas as well as offering cross-town service such as a proposed route linking the Lacey Transit Center and the Tumwater Town Center area.
- e. Circulators. Expansion of the Dash service type should be considered as activity centers develop.

The last independent review of Intercity Transit's service was conducted in 2006. The short-range and long-range service plan will be updated in 2018.

Chapter 5: Capital Plan and Other Plan Elements

Intercity Transit has been very successful in obtaining both federal and State of Washington grant funds to complete major capital projects. Over the past several years, grants provided funds for the following major capital projects:

• *Hawks Prairie Park-and-Ride Facility*. This project was funded by a 2009-2011 and a 2011-2013 State of Washington Regional Mobility grants. The project received approximately

\$6,000,000 in grant funding and was completed in late 2012.

- *Martin Way Park-and-Ride Facility*. This project more than doubled the capacity of the existing Martin Way Park-and-Ride improved appearance, safety and security. The project was funded by a 2007-2009 Regional Mobility grant with grant funds covering 80% of costs.
- *Olympia Transit Center*. The Olympia Transit Center (OTC) expansion is in the design phase with construction expected to begin in 2018. The project received two federal grants totaling approximately \$4 million. The total cost of the project is estimated at \$8.5 million.
- *Pattison Street Facility Underground Storage Tank Replacement*. This project will replace single walled fuel storage tanks that are over 30 years old and in danger of losing insurance coverage. This project is funding through a Washington State Department of Transportation grant and local funds.
- *Coach Replacement*. Intercity Transit began the replacement of 20 buses purchased in 1996,1998, and in 2010. Six buses were purchased in 2010, seven in 2012, and the final seven were received in 2014. These 20 coaches were funded by a variety of federal discretionary grants covering approximately 80% of the \$14,000,000 cost of the new vehicles. In addition, 3 coaches were funding through the Regional Mobility Grant for express service serving Tumwater to Lakewood. With excellence maintenance, the order of eight replacement buses has been delayed to late 2017/early 2018 with anticipated delivery in 2019.
- *Expansion and Replacement Vanpool Vehicles*. Intercity Transit has been successful in obtaining State of Washington Vanpool Improvement Program funds for expansion and replacement vanpool vehicles over the past several years. A focus is recognizing the need to fund replacement as well as expansion vehicles with equal support. Just as the state and jurisdictions recognize the need to maintain roadways, we need to maintain vanpool fleets as part of our transportation infrastructure. In fact, the use of vanpools reduces individual trips and congestion reducing the wear on our roadways.

Intercity Transit has utilized local funds to purchase new and replacement Dial-A-Lift vehicles, computer and telephone equipment, staff vehicles and other smaller capital purchases. Local funds have also been used to complete a Master Site Plan, preliminary engineering and Value Engineering for the Pattison Street Maintenance and Operating facility rehabilitation and expansion project. Local funds were budgeted for final engineering of this project in 2012, removed from consideration with the elimination of federal bus and bus facility dollars under MAP-21 and now under consideration with the passage of the FAST Act. While bus and bus facility dollars were returned to the federal budget under the FAST Act, the dollars are much reduced from prior years. If federal discretionary funds were to become available to us, the expansion of the Pattison Street Operations and Maintenance facility is the major capital project to be undertaken during the six-year period covered by this Strategic Plan update.

SUMMARY OF MAJOR PROVISIONS - FIXING AMERICA'S SURFACE TRANSPORTATION ACT (FAST-DEC 2015) AND MOVING AHEAD FOR PROGRESS IN THE 21ST CENTURY (MAP-21-JULY 2012)

MAP-21 eliminated \$984 million for competitive bus and bus facilities programs, moving \$422 million to a formula program and creating a net loss of \$562 million. While formula funds provided stability which enhanced our ability to plan and deliver service, the significant reduction in available dollars and the elimination of competitive discretionary funding had a significant negative effect on our finances. Discretionary grants have traditional funded 80% of our bus purchases and construction projects. Without those grant funds, replacement of our current fleet, as well as our ability to rehabilitate and expand the Pattison Street Facility, was in question.

Effective with federal FY 2012 apportionments, Intercity Transit began receiving federal 5307 funds through Puget Sound Regional Council (PSRC) based on the level of express and vanpool service we provide in the central Puget Sound region. PSRC's 2014 allocation of federal "earned share" to Intercity Transit was \$ 2,641,795 a 3.8% increase from 2013. Eligible uses include a proportionate amount of future coach replacement costs, a portion of vanpool vehicles, a portion of preventive maintenance costs, a portion of the operating costs of our regional express and vanpool service. We anticipate receiving a similar level of funds from the PSRC's allocation each year. This funding is assumed in our financial model and is allocated to capital preventive maintenance and vanpool replacement in years 2018-2023 as well as future coach replacement.

The FAST Act is a five-year bill which provides some stability but at the end of the five years, it still does not replace funding to pre-MAP-21 levels. FAST Act calls for funding at the following levels:

Fiscal Year 2016: \$427.8 million formula and \$268 million competitive. Fiscal Year 2017: \$436.3 million formula and \$283.6 million competitive. Fiscal Year 2018: \$445.5 million formula and 301.5 million competitive. Fiscal Year 2019: \$454.9 million formula and \$322 million competitive. Fiscal Year 2020: \$464.6 million formula and \$344 million competitive.

2018 - 2023 CAPITAL PROGRAMS

Intercity Transit obtained grant funds for the Olympia Transit Center and for a portion of the Pattison Street Facility UST replacement project. The largest remaining capital projects are the replacement of buses and the rehabilitation and expansion of the Pattison Street Maintenance, Operations and Administrative Facility. Our hope is to obtain and leverage state funds, along with local dollars to achieved federal grant dollars to rehabilitation the Pattison Street facility and address capacity issues.

The capital program for each year of this Strategic Plan Update is detailed below.

2018 Capital and Non-Recurring Projects **Replace Aging Equipment** 453,000 Replace ACS Orbital/Radio System 5,500,000 Pat Final Design/Future Enhance 4,100,000 **Olympia Transit Center Expansion** 8,492,282 UST Replacement/Renovation 6,800,000 New Furniture 25,000 Tumwater Sq. Transfer Station Improvements 290,000 Fare Collection System Upgrades 1,500,000 **Transit Signal Priority** 705,000 **Bus Stop Enhancements** 330,000 Pattison Admin HVAC Engineering 25,000 **Repaint Interior Amtrak** 10,000 Bus Stop Enhancements/Solar 150,000 HVAC Replacement Amtrak 30,000 **Ops Dispatch Repairs/Upgrades** 40,000 **HVAC Replacement OTC** 90,000 Admin Window Replacement 100,000 **Interior Facility Painting** 280,000 Pattison Carpet Replacement 75,000 Maint Repl Boiler/Controls/HRUs 400,000 **Engineer Concrete Slab Replace** 50,000 **Exterior Paint Consultant** 38,000 Amtrak Tree Replacement 20,000 Fall Protection In Maint Bays 115,000 Amtrak Gate/Gate Opener 25,000 Amtrak Seal Coat/Asphalt Repairs 45,000 Martin Way P&R Seal Coat 30,000 Engineer Pat Repl Fire/Alarm Sys 25,000 Pattison Roof Replacement 412,000 Pattison Glass Block/Soffit Rep 400,000 Pattison Exterior Painting 200,000 LTC, OTC, Amtrak Ext Painting 125,000 Replace One-Man Genie Lift 25,000 Install New Tire Carousel 50,000 Install Propane Tank Fuel System 10,000 Purchase Staff Electric Car 48,080 Purchase Staff Station Wagon 28,410 Purchase Five DAL Expansion Vans 780,464

INTERCITY TRANSIT STRATEGIC PLAN (2018-2023) Page 32 of 44

Purchase Seven DAL Vans	1,092,296
Pattison rehab & expansion	27,463,203
Bus stop enhancements	350,000
Replacement Coaches	5,200,000
2010 Hybrid Mid-Life rebuild (6)	1,800,000
OTC furniture, fixtures, equipment	600,000
Tennant Floor Scrubber replacement	16,000
Safety Beacons at bus wash exits	7,500
Relocate fuel island heaters	10,000
De-icer trailer replacement	12,000
Replace Totaled Ops vehicle	48,000
Vanpool vehicles (40)	892,500
	69,313,735

2019 Capital and Non-Recurring Projects

Dial-A-Lift Vans (18 Replacement + 1 Expansion)	3,066,692
Coaches (4 Replacement)	2,143,850
Vanpool Vans (37 Replacement + 11 Expansion)	1,623,806
FleetNet Replacement	500,000
Replace OTC Roof	210,000
Facility Trucks (3 Replacement)	186,288
Pattison Fencing/security/gate openers	150,000
Signal Priority Project	150,000
TMS Replacement	100,000
Pattison Bus Air Shears / Blowers	100,000
Pattison Fire/Security Alarm Replacement	100,000
Bus Stop Improvements	100,000
Ops Service Trucks (2 Replacement)	83,200
Personal Computers	60,000
OTC new building network equipment	60,000
POS system updates - VP in 2014 and OTC in 2018	60,000
Articulated Boom Lift	55,000
Servers - Standard (10 @ 5 yr. cycle)	30,000
Plotter (1/5 Yr.)	15,000
FleetNet Additional Modules	15,000
Storage Area Network (SAN) (1/5YR)	12,000
OTC HVAC # 16- 16a Replacement	12,000
Pattison HVAC #9-9a Replacement	12,000
Ethernet Switches (14/7 YR)	10,000
Bead Blaster	10,000
Pattison HVAC Engineering	9,000

OTC Tile Replacement	8,000
Antivirus Software Upgrades	6,000
Projector Equipment OTC conference room	5,000
Total Capital 2019	8,892,836
2020 Capital and Non-Recurring Projects	
Hybrid Diesel Coaches (4 Replacement)	3,292,002
Hybrid Mid-Life Rebuilds (7)	2,100,000
FleetNet Replacement	1,500,000
Pattison Electrical Upgrades	1,500,000
Vanpool Vans (30 Replacement + 11 Expansion)	1,435,545
Pattison Tire Bay Mezz w/stairs	200,000
Pattison Auto Bay Lift Replacements	200,000
Bus Stop Improvements Facilities	100,000
Vehicle Maintenance Service Truck (1 Replacement)	69,900
Facility Truck (1 Replacement)	64,266
Personal Computers	60,000
Village Van Vehicle (1 Replacement)	32,830
Servers - Standard (10 @ 5 yr. cycle)	30,000
Amtrak Floor Tile Replacement	30,000
Pattison Rubber Flooring Replacement	30,000
Spin Balancer	25,000
Ethernet Switches (14/7 YR)	10,000
Wireless access point replacement	5,000
Total Capital 2020	10,684,543
Total Capital 2020	10,004,040
2021 Consider and Man Decompine Ducie of	
2021 Capital and Non-Recurring Projects	14 410 729
Hybrid Diesel Coaches (17 Replacement)	14,410,738
Vanpool Vehicles (55 replacement + 11 Expansion)	2,391,759
Dial-A-Lift Vans (10 replacement + 2 Expansion)	2,074,811
Pattison HVAC #1 thru #8a Replacement	125,000
Bus Stop Improvements Facilities	100,000
Storage Area Network (SAN) (1/5YR)	90,000
Vehicle Maintenance Service Truck (1 Replacement)	72,300
Personal Computers	60,000
Backup Software	55,000
Hawks Prairie Seal Coat	32,000
Servers - Standard (10 @ 5 yr. cycle)	30,000
Amtrak Landscaping (drought tolerant)	25,000

LTC Landscaping (drought tolerant)

Seal Coat Pattison Parking Lot

25,000 18,000 INITER CUTY TR

Voice Recorder	15,000
OTC HVAC #15 Replacement	15,000
ID Printer - OTC	12,000
Laptops - Tough Book Type (7/4YR)	10,000
Ethernet Switches (14/7 YR)	10,000
Projectors-Normal replacements	5,500
Total Capital 2021	19,577,108
2022 Capital and Non-Recurring Projects	
Vanpool Vehicles (49 replacement + 11 Expansion)	2,250,428
Hybrid Mid-Life Rebuilds (5)	1,500,000
Signal Priority Project	200,000
Office Upgrades (130/5yrs)	120,000
Bus Stop Improvements Facilities	100,000
Village Van Vehicle (1 Replacement)	70,337
Servers - High Performance (8 @ 5 yr.)	70,000
Data Deduplication System (Single Sys/5 Yr.)	60,000
Personal Computers	60,000
SharePoint Maintenance/Upgrades	60,000
Tremble Unit	50,000
OTC New Office Bldg. Exterior Painting	50,000
General Staff Van (1 Replacement)	37,600
Windows OS replacement (PC Operating Systems)	35,000
Servers - Standard (10 @ 5 yr. cycle)	30,000
Pattison Landscaping (drought tolerant)	30,000
VMWare Software (8 Units/5 Yrs.)	25,000
Plotter (1/5 Yr.)	15,000
Pattison Trash Compactor	15,000
Storage Area Network (SAN) (1/5YR)	12,000
Ethernet Switches (14/7 YR)	10,000
Adobe Software Upgrades	10,000
Total Capital 2022	4,810,365
2023 Capital and Non-Recurring Projects	
Hybrid Diesel Coaches (5 Replacement)	4,496,574
Vanpool Vehicles (49 replacement + 11 Expansion)	2,329,193
Hybrid Mid-Life Rebuilds (5)	1,500,000
Yelm Park and Ride	1,500,000
Dial-A-Lift Vans (7 replacement + 21 Expansion)	1,481,726
Tumwater Park and Ride	500,000
Security Cameras for Buildings	300,000

110,000
100,000
60,000
56,300
40,900
40,000
36,000
30,000
25,000
10,000
10,000
6,000
5,000
4,000
12,640,693

The 2018 – 2023 capital program expenses are summarized below. The number includes the Pattison Street Maintenance, Operations and Administrative facility rehabilitation project. The project includes \$27,463,203 in capital costs in 2018.

CAPITAL PROGRAM SUMMARY				
Year	Total Cost			
2018	\$69,313,735			
2019	\$8,892,836			
2020	\$10,684,543			
2021	\$19,577,108			
2022	\$4,810,365			
2023	\$12,640,693			
Total	\$125,919,280			

ANTICIPATED CAPITAL REVENUES

Anticipated federal and State of Washington revenue dedicated to specific capital projects is summarized below. This does not include Capital Maintenance revenue which is used for maintenance-related operating expenses. The cost of completing the design and construction of the Pattison Street maintenance and operating facility is included in the 2018 figure.

CAPITAL EXPENSES AND REVENUE (WITH PATTISON) 2017-2023

Year	Total cost	Federal revenue	State Revenue	Local
2018	69,313,735	23,339,252	7,237,435	38,737,048
2019	4,803,827	474,000	893,000	3,436,827
2020	18,694201	12,890,153	0	5,804,048
2021	2,544,233	474,000	0	2,070,233
2022	24,798,711	4,071,260	0	20,727,451
2023	19,764,082	6,176,740	0	13,587,342
Total	139,918,789	47,425,405	8,130,435	84,362,949

PROJECTED BUS REPLACEMENT NEEDS

Other than the Pattison Street Maintenance and Operations Facility expansion and rehabilitation, the major capital expenditures facing Intercity Transit will be the purchase of new buses. Fortunately, Intercity Transit received funding in the last two rounds of discretionary grants and was able to replace seven vehicles in 2014 with 80% federal funding. This will complete bus replacements until 2018. The following table illustrates bus capital needs between 2018 and 2021 assuming buses will be replaced when they are 15 years of age. The standard replacement age is 12 years with Intercity Transit's standard being 15 years. The age range is used to spread purchases over several years rather than having a very large purchase in a single year.

Year		2018	2019		2020		2021	2	2022	2023	
# of Buses		8		0		17			5		18
Estimated											
Cost		650,000			847,6	591			899,315	926	6,294
Total Cost	-	5,200,000			14,410,7	741		-	4,496,575	16,673	3,300

The total cost of replacing 48 buses over this six-year period is \$40,780,616.

CONCLUSION AND RECOMMENDATIONS

The economic recession and the elimination of discretionary capital funding with MAP-21 has had a significant impact on the finances of and the ability to support capital projects needed to support current service levels. The agency faces a significant financial challenge beginning in 2017 to meet bus fleet replacement needs. There are 48 buses over a six-year period between 2017 and 2023 required to maintain current service levels. These purchases require a new source of capital funding.

In addition, the agency has significantly outgrown the Pattison Street facility, which due to its age, is also in need of extensive rehabilitation. In order to serve the current and the growing population as well as the expectations of regional plans, the Pattison Street facility needs to be renovated and expanded.

The six-year financial forecast shows Intercity Transit will fall into the red in 2022.

The need for additional funding to address future bus replacements and pursue the Pattison Street project as well as other capital needs to be addressed in 2018. An additional source of capital funds is required. Intercity Transit's goal is to obtain and leverage state funds, along with local dollars to achieve federal grant dollars to renovate the Pattison Street facility and address capacity issues and then focus on the replacement of coaches.

Chapter 6: Financial Plan

INTRODUCTION: FINANCING THE STRATEGIC PLAN

The goal of the 2002-2007 Strategic Plan was to implement capital improvements and a level of service by 2006 that could be sustained for the foreseeable future. In February 2006, the third and final phase of the service plan called for in the 2002-2007 plan was implemented. This final phase was expanded by approximately 3,000 hours over the level originally recommended in the 2002 Strategic Plan to meet increased demand for service. Even with this additional 3,000 hours of service, Intercity Transit remained in a strong financial position and implemented an additional service increase of 20,000 hours in February 2008.

In mid-2008, Intercity Transit was hit by two major economic changes. Fuel prices increased quickly and dramatically to over \$1.00 per gallon over budgeted levels. This affected operating costs directly as Intercity Transit uses approximately 1,000,000 gallons of fuel per year. The sharp increase in oil cost also created higher costs in other products used by Intercity Transit.

The second change was the dramatic slowing of local economic activity. Sales tax revenues for 2008 were 3% below the level received in 2007. This resulted in a revenue shortfall for 2008 of over \$1,000,000. In 2009 sales tax revenues were over 10% below 2008 levels resulting in a \$2.3 million revenue shortfall. In 2010 sales tax revenues stabilized with revenue approximately one percent higher than 2009.

Intercity Transit received voter approval to increase the local option sales tax for public transportation by 0.2% in August 2010. The new rate of 0.8% was effective on January 1, 2011. This allowed for a modest service increase in February 2011. Sales tax revenue remained stable in 2011 and 2012 and increased by 3.8% in 2013, 4.1% in 2014, 9% in 2015, and 9.36% in 2016. The overall result of the economic recession 2008–2012 was a loss of approximately \$14 million in sales tax revenue. Because of the significant need for capital funds, no new service is proposed in this Strategic Plan.

FINANCIAL FORECAST AND ASSUMPTIONS

The financial forecast for 2018-2023 is illustrated in Table 6-1. This forecast includes 41.8% local funding for the Pattison Street Maintenance and Operations facility construction. We cannot move forward with this renovation and expansion project without significant federal and state grant assistance. The forecast projects Intercity Transit will end 2021 with \$16,050,355 in cash. The year 2022 shows the system approximately \$3,038,933 in the red.

This forecast includes:

- No fixed-route service increase.
- No change in fares or sales tax rate. The assumptions used in the financial forecast are:
 - Sales tax revenue will be 3.0% above the 2017 level. Sales tax revenue is forecast to increase 3.0% per year between 2018 and 2023.
 - Health care costs will increase by approximately 10% per year.
 - Fare revenue will increase by 3.5% per year.
 - General inflation will be approximately 3%.

This is a conservative forecast. Fares were increased in early 2013 and Intercity Transit continues to have 0.1% of sales tax capacity. The possibility of additional state or federal funding though the course of this strategic plan is difficult to predict.

Year	2018	2019	2020	2021	2022	2023
Starting Cash	54,450,966	17,885,563	17,975,804	15,443,653	16,050,355	(3,038,933)
Operating Revenue	46,010,359	47,275,207	48,728,863	50,025,284	50,985,634	52,505,851
Capital Revenue	30,576,687	1,367,000	12,890,153	474,000	4,071,260	6,176,740
Total Revenue	76,587,046	48,642,207	61,619,016	50,499,284	55,056,894	58,682,591
Operating Expense	41,838,714	43,748,139	45,456,966	47,348,348	49,347,471	51,216,302
Capital Expense	69,313,735	4,803,827	18,694,201	2,544,233	24,798,711	19,764,082
Total Expenses	111,152,449	48,551,966	64,151,166	49,892,582	74,146,182	70,980,384
Revenue Expenses	(34,565,403)	90,241	(2,532,150)	606,702	(19,089,288)	(12,297,793)
Ending Cash	17,885,563	17,975,804	15,443,653	16,050,355	(3,038,933)	(15,336,726)
90 Day Reserve	10,459,679	10,937,035	11,364,241	11,837,087	12,336,868	12,804,076
Ending Cash- 90 Day Res.	7,425,884	7,038,769	4,079,412	4,213,268	(15,375,801)	(28,140,802)

Table 6-1 Intercity Transit Strategic Plan Financial Forecast 2017-2023

Chapter 7: Actions

ACTIONS - 2018

- Examine and monitor all routes in regards to productivity and issues of coverage.
- Continue to engage with the TRPC and WSDOT to consider alternatives for serving the I-5 corridor.
- Approach state and federal funding sources to provide assistance in meeting the public transportation demand in the I-5 corridor. This should include funding assistance to maintain and improve current service as a first step of a long-range plan as well as support

of the vanpool program.

- Advocate for HOV lanes and other transit prioritization mechanisms.
- Focus on growing the vanpool program.
- Implement and evaluate additional service possibilities as provided through the Regional Mobility Grant program.
- Work with the State to identify and promote adequate parking for Dash service.
- Continue the provision of park-and-ride spaces during the Legislative session at the Farmer's Market.
- Work with area stakeholders to market and cross promote transit in core areas of Olympia, Lacey, Tumwater and Yelm.
- Work with the State, local jurisdictions and major employers regarding parking and Commute Trip Reduction plans.
- Focus on enhanced service efficiency along congested thoroughfares that provide significant connections to urban corridors and transit facilities. Advocate stop and traffic signal system improvements to the jurisdictions.
- Implementation of the pilot signal preemption program in the Martin Way and Capital corridors.
- Intercity Transit should continue its Youth Education program.
- Intercity Transit should continue to work with schools and youth to teach skills for safe biking, walking and transit use.
- Implement grants to enhance bus stop locations.
- Implementation improvements to web site.
- Continue to pursue WSDOT Vanpool Improvement Program grants to fund replacement vehicle purchases.
- Utilize federal 5307 funds through the Puget Sound Regional Council for travel into the Seattle UZA.
- Pursue and leverage state and federal funding for the Pattison Street facility.
- Pursue joint use agreements to secure park-and-ride space to serve ridesharing, express bus and local transit services.
- Continue to focus on expanding the Travel Training program and the Bus Buddies program.
- Continue to support part-time, grant-funded positions to assist in implementing youth education activities in 2018.
- Continue to support the Build a Bike program in 2018 and find additional sources for bike donations.
- Continue to pursue grant opportunities to supplement the Youth Education program and the Bicycle Commuter Contest.
- Focus on community engagement.
- Intercity Transit should continue to aggressively market its services, and should at a minimum, maintain the current level of marketing and community outreach efforts.
- Intercity Transit should expand its website to better serve our various constituents and to continue to be a relevant business and communications tool for the agency.

- Intercity Transit should continue to pursue outreach communications through social media platforms.
- Increase involvement in local and regional land use planning efforts and advocate for transit-oriented development and other development that encourages the use of transportation alternatives.
- Complete the update of the short and long-range service plan with the assistance of a thirdparty expert in the field. This will provide a fresh look at our route and schedule structure, support service resource prioritization and be developed with the valuable input of employees, customers and community members.
- Maintain ISO 14001 certification for the Environmental and Sustainability Management System program.
- Seek funding partnership with Puget Sound Energy to reduce energy and water usage and waste production.
- Continue to utilize environmentally friendly chemicals and materials in all operations, and require their use to the maximum extent possible by vendors and contractors.
- Continue partnerships with the Thurston Green Business group and Puget Sound Energy's Green Power program.
- Staff recommends the Authority maintain its current policy regarding expansion of the PTBA:

The Intercity Transit Authority should consider annexation of new areas only if representatives of these areas request the Authority take steps to hold an annexation election and demonstrate that there is support for the action in the area to be annexed.

ACTIONS 2019-2023

- Intercity Transit should implement the recommendations of the updated service plan.
- Intercity Transit should continue to seek funding to rehabilitate and expand the maintenance and operating facility.
- Intercity Transit should continue to promote vanpooling and ridesharing to meet regional mobility needs.
- Continue to pursue joint use agreements as necessary to secure park and ride space to support ridesharing, express bus and local transit services
- Continue to work with the State of Washington and others to develop a long range plan for public transportation in the corridor.
- Intercity Transit should seek funding assistance and continue to operate the Dash service. If funding is made available on a regular basis, explore service to other concentrations of State employees or facilities.
- Intercity Transit should continue to increase service and ridership in major corridors and maintain the number of corridors with 15-minute service. If more funding becomes available, increase the service frequency.
- Additional equipment is not anticipated to be available to explore local express service. Monitor the results of the "smart" corridors project to help evaluate potential future success.
- Intercity Transit should work with the Thurston Regional Planning Council, the City of

Olympia, the City of Lacey, and Thurston County to consider the expansion of the number of intersections and buses equipped to enable signal preemption.

- Intercity Transit should work with school districts to encourage the location of schools in areas served by public transportation and to develop safe paths for walking, biking, and access between transit routes and school facilities.
- Pursue available program funds to upgrade bus stops and shelters.
- Purchase seating and other amenities for stops without shelters which have the most passenger activity.
- Continue a program of bus stop improvements with priority on making all stops ADA-accessible.
- Prioritize bus stop improvements by the level of passenger activity. An emphasis should be given to stops located near facilities serving elderly persons or others with special transportation needs as well as to stops located on major corridors.
- Research and purchase Advanced Communications System replacement.
- Continue improvements to the Web site.
- Continue to pursue WSDOT Vanpool Improvement Program grants to fund new and replacement vehicle purchases.
- Utilize federal 5307 funds through the Puget Sound Regional Council for travel into the Seattle UZA.
- Reserve vehicles slated for surplus if demand exceeds our yearly expansion of ten vehicles.
- Continue to pursue funding to finance the Pattison Street project, new buses and other projects.
- Continue to pursue joint use agreements as necessary to secure park and ride space to support ridesharing, express bus and local transit services.
- Continue to monitor and work with local jurisdictions and the Washington State Department of Transportation regarding potential locations for a park and ride facility.
- Continue support for the Surplus Van Grant, Community Van and Discounted Bus Pass programs. Dependent upon the funding situation, continue to support the Village Van program.
- Continue to pursue improvements in scheduling software and use of technology to improve productivity and service.
- Replace most unreliable vehicles.
- Apply the principles of Universal Design to all capital purchases and projects, and explicitly consider accessibility and usability for the widest range of individuals when evaluating equipment and technology.
- Intercity Transit should work with the Thurston Regional Planning Council, the State of Washington and the affected local jurisdictions to improve the Commute Trip Reduction Program.
- Intercity Transit should continue to coordinate the Bicycle Community Contest and seek grant funding to expand its efforts.
- Intercity Transit should aggressively market high frequency corridor service.
- Intercity Transit should aggressively market the high level of service offered in major

corridors.

- Intercity Transit should continue to make use of customer information technology to enhance the customer experience and support service value. A real-time bus arrival service, such as OneBusAway, should be an ongoing program available to Intercity Transit bus riders.
- Continue implementation of the Sustainability Plan and update as needed.
- New buildings and facilities should meet current green building standards.
- The Intercity Transit Authority should bring together community stakeholders (schools, private business, state and local governments) to explore having a greater role in providing alternative funding for transit services rather than relying on federal funding.
- Maintain its current policy regarding expansion of the PTBA: The Intercity Transit Authority should consider annexation of new areas only if representatives of these areas request the Authority take steps to hold an annexation election and demonstrate that there is support for the action in the area to be annexed.

Effective:	September 6, 2012	Page: 1 of 6
Cancels:	January 3, 2011 POLICY -FA-2502	
	POLICY-FA-2502	
See Also:	RCW 42.24.090 et seq; RCW 36.57A.050; Resolution 01-2001	
Approved		
	Mike Harbour	
	Director (Finance)	Written by: Leslie Williamson
C III S W. C.	Director of Finance and Administration	

AUTHORIZING AND REIMBURSING TRAVEL EXPENSES

Definitions for purposes of this policy only:

"Employees" - people working for Intercity Transit, the Intercity Transit Authority members, Citizen Advisory Committee members, and other persons approved by the General Manager.

"CBC Expenses " – Director or designee must specifically approve expenses on a caseby-case basis.

"Credit card due date" – the 26th day of each month.

"Event" - any training, conference, meeting, class or other activity requiring travel.

"Evidence" – conference agendas, brochures describing the event, transportation tickets, hotel bills, receipts and other supporting documents.

"Certification" - a written statement describing the expense and explaining why a receipt is not available, signed by the employee traveling.

"Daily meal allowance" - pre-determined reimbursement amount for meals as established by the Internal Revenue Service (IRS). This amount includes tips.

"Direct flight" - flight combining low cost **AND** the least amount of time spent traveling and is approved by the employee's Director or designee.

Examples:

- approval for a \$300 flight requiring a 1-hour layover over a \$200 flight requiring a 4-hour layover.
- denial for a \$2,500, 3-hour flight over an \$800, 9-hour flight.

This policy applies to Intercity Transit "employees" traveling on official Intercity Transit business.

:: January 3, 2001 POLICY-FA-2502

POLICY-FA-2502

1. Director or Designee Approves All Travel In Advance

An "employee's" Director or designee will approve travel and/or advance travel funds using Travel Form (FORM-FA-2502-A), as long as all requirements of this policy and laws are met. Employees must submit advance travel fund requests to Finance within at least five working days of travel date.

2. Employees Use Prudent Judgment Incurring Expenses

Director will **NOT** approve personal, unnecessary or excessive travel reimbursements. Employees must pay for unapproved expenses. See examples on FORM-FA-2502-B, Schedule of Reasonable/Necessary/"CBC Expenses."

3. Employees Must Record Travel Expenses Incurred on the Travel Form

Employees must use FORM-FA-2502-A, Travel Form, to record all expenses incurred relating to the respective travel.

4. Employees Submit Completed Travel Forms

Employees must submit a completed Travel Form to the Finance Division (PROCEDURE-FA-2502-B) following their return from the authorized travel within seven days after the travel period.

If employees fail to submit a form within seven days following the close of the authorized travel period, Intercity Transit may deny future travel and/or travel advances. Failure to reimburse Intercity Transit for unused advance

 travel funds within this same designated time period shall result in the amounts due plus 10% interest per annum being deducted from an employee's paycheck.

Employees must attach all "evidence" or "certification" of all travel expenses, including conference agendas, transportation receipts, lost receipt certification, etc. to the Travel Form (PROCEDURE-FA-2502-B).

If employees pay any registration or travel costs with the Intercity Transit credit card, the employees will pay those charges by the credit card due date. Employees must submit evidence of these charges to Finance before the credit card due date, even if travel has NOT yet occurred. Employees must also

POLICY-FA-2502

submit copies of the same documentation with the Travel Form upon completion of travel.

5. Intercity Transit Pays for Transportation

Airfare: Intercity Transit will pay for the least expensive "direct flight" available. Intercity Transit may pay for alternative modes of travel at the actual cost or airfare cost, whichever is lower, subject to the approval of the General Manager or Director of Finance and Administration. The employee must submit documentation of the difference with the Travel Form. Employee must obtain documentation of airfare within 30 days of departure date.

Employees shall pay for any fees incurred for changing flight times. The General Manager may approve exceptions on a case-by-case basis.

Employees may combine official travel with personal travel. If the personal travel costs are more than the official travel costs, the employee must pay the difference. The employee must submit documentation of the difference with the Travel Form. Employee must obtain documentation of both costs on the date of purchase.

When making travel arrangements, employees will NOT use an Intercity Transit credit card to pay for airfare for non-employees.

Staff cars: Employees may use staff cars for official travel, preferably when more than one employee travels to the same destination. Employees may NOT leave a staff car at the airport, unless several employees travel together or a personal situation necessitates use of a staff vehicle. When deciding to use a staff car versus a personal car, employees should consider the minimal impact on the agency.

When parking at the airport, Employees shall use offsite parking.

Personal automobiles: Intercity Transit will reimburse at the current IRS mileage reimbursement rate for the use of personal vehicles when used for Intercity Transit purposes. Employees will carpool when two or more people are traveling to and from the same location at the same time. If an employee chooses not to carpool, their Director must give prior approval for reimbursement.

Cancels: January 3, 2001 POLICY-FA-2502

Effective:

POLICY-FA-2502

Rental cars: If a rental car is necessary, Intercity Transit will pay for the cost of the most economical, acceptable vehicle. If an employee chooses to rent a more expensive vehicle, the employee will pay the additional cost. Employees must submit documentation of the difference with the Travel Form. The employee must obtain documentation of both costs on the date of reservation.

Intercity Transit will NOT pay for an extra driver of the rental car.

Employee will NOT purchase any of the rental car agency's additional insurance coverage, as Intercity Transit's insurance carrier completely covers the car rental. However, if the employee extends the car rental for personal reasons, the employee will need to acquire personal insurance or rely on their own auto insurance, as Intercity Transit insurance will NOT cover personal use.

Employees will NOT use the pre-pay option or the rental car agency refueling to pay for the gas for a rental car. Employees will fuel the rental car before returning it.

6. Intercity Transit Pays For Lodging

Intercity Transit will pay for lodging when an employee travels over forty miles from the Pattison Street facility or their home, whichever is closest to the destination.

Intercity Transit will NOT pay for lodging on the last day of an "event" except when

• Travel becomes unreasonably late, as determined by the Director's discretion;

• Airline flights are NOT available for that evening; or

• An overnight stay will result in discounted airfare, with airfare savings exceeding the additional cost for lodging, meals and other expenses. Employee will submit documentation for the difference between the cost of leaving on the last day of an event and leaving the next day with the Travel Form. Employee will submit documentation of both costs on the date of purchase.

7. <u>Intercity Transit Pays For Meals</u>

Intercity Transit will pay for meals at the current IRS established "daily meal allowance" rate. Employees will receive reimbursement for breakfast each

POLICY-FA-2502

day when traveling before 6:30 AM, and for dinner when traveling after 6:30 PM.

When a conference or class registration includes meal(s), Intercity Transit will NOT reimburse employees for those meals. Employee will submit documentation for meals included with a conference with the Travel Form.

Employees will receive reimbursement for meals only when traveling outside Thurston County. However, Intercity Transit will reimburse employees for meals purchased while participating in and conducting business for Intercity Transit in the following organizations:

- Olympia Thurston Chamber of Commerce
- Lacey Chamber of Commerce
- Tumwater Chamber of Commerce
- South County Chamber of Commerce
- Yelm Chamber of Commerce
- Tenino Chamber of Commerce
- Economic Development Conference
- Olympia Downtown Association
- Morningside and
- Washington State Transit Association

Other organizations may be included with the approval of the General Manager.

Employees will NOT charge meal expenses on Intercity Transit Corporate credit cards, with the exception of meals charged at the above organizations.

Intercity Transit may pay for meals provided to volunteers who perform a service for Intercity Transit and for meals provided to employees involved with these volunteer activities.

8. Intercity Transit Provides Communication

Intercity Transit will provide internet communication devices on a first-come, first-serve basis for employees while traveling. Employees can check out from the Information Systems division wireless internet devices and laptops for use while traveling. If the devices are NOT available, employees may use their own. Intercity Transit will pay for internet access fees on a case-by-case basis if necessary conduct Intercity Transit business.

Effective:

POLICY-FA-2502

9. Intercity Transit Pays for Other Travel Related Expenses

Intercity Transit will pay for other travel expenses as described in FORM-FA-2502-B.

10. Intercity Transit Pays Employees While Traveling

Non-Exempt:

Daily Travel – Intercity Transit will pay non-exempt employees for all travel time, except meal periods, when the employee rides as a passenger or serves as the driver.

Example: An employee travels to Portland for training. The trip takes two hours each way and the training is from 8:30 am to 5:00 pm with an hour lunch break. The employee will receive pay for:

- Two hours travel to Portland (2 hours pay)
- Training time, less lunch break (7.5 hours pay)
- Two hours travel from Portland (2 hours pay)
- Total pay: 11.5 hours

Overnight Travel - Employees will NOT receive pay when traveling as a passenger outside of their regular working hours. Intercity Transit will pay employees if they drive outside of regular working hours.

Example: An employee's regular working hours: 8:00 am to 4:30 pm. The employee leaves for a conference at 1:30 pm, and travels to SeaTac airport, arriving at 3:00. The employee then flies to their destination, and receives pay for 8.0 hours. Travel during non-work hours considered work time if the employee actually performs work, so employees receives pay while driving.

Exempt:

Intercity Transit will pay exempt employees for regular working hours only.

11. General Manager Must Approve Policy Exceptions

12. Employee May Lose Travel Privileges

Failure to comply with Policy-FA-2502 may result in the loss of the employee travel card or travel privileges, at the Finance Director's discretion.

Effective: Cancels:	September 6, 2012 PROCEDURE-FA-2502-A Dated January 3, 2001	Page: 1 of 2
cuncero.	PROCEDURE-FA-2502-A	
See Also:	Policy-FA-2502	
Approved	by:W Director of Finance & Administration	ritten by: <u>Leslie Williamson</u>

COMPLETING TRAVEL FORM FOR PRE-APPROVAL

<u>Action By:</u>	Acti	ion:
Employee	1.	Identifies training/travel opportunity.
	2.	Completes Part I, Pretrip Authorization, Numbers 1, 2, and 3, FORM-FA-2502-A (Travel Form).
		2a. If Employee wants advance travel funds, using Part IV, Meal Calculation, on the back of the travel form, estimates cash requirements and completes Part I, Number 4.
	3.	Submits form to Director for review and approval.
Director – OR- Designee (Director)	4.	Reviews form, and approves the form by signing Part I, Number 6.
	5.	Returns form to employee.
		5a. If denies travel request, returns form to employee with explanation.
		5b. If identifies incomplete form, returns to employee for completion.
Employee	6.	Receives approved travel form from Director.
		6a. If requesting credit card(s) and/or advance travel funds, submits approved form to Finance at least five working days before travel date.
		6b. If incomplete form, returns to Steps 2 and 3.
Finance	7.	Reviews approved travel form requesting advance travel

PROCEDURE-FA-2502-A dated January 3, 2001 PROCEDURE-FA-2502-A

funds and/or credit card(s).

- 7a. **Prepares** advance travel check and/or **assigns** credit cards.
- 7b. **Completes** Part I, Number 7.
- 8. **Notifies** employee to pick up advance travel funds and/or credit card.
- 9. Picks up advance travel check and/or credit card, initials and dates travel form.
- 10. **Retains** travel form until after completion of travel (See PROCEDURE-FA-2502-B).

Employee

Effective:	September 6, 2012	Page: 1 of 2
Cancels:	New	
	PROCEDURE-FA-2502-B	
See Also:	Policy-FA-2502	
Approved	by: Writte Director of Finance & Administration	n by: <u>Leslie Williamson</u>

COMPLETING AND AUDITING FORM AFTER TRAVEL

Definitions:

"evidence" – brochures describing the event, transportation tickets, hotel bills, receipts, and other supporting documents.

"certification" – a statement describing the expense and explaining why a receipt is not available, signed by the employee traveling.

<u>Action By:</u> Employee	<u>Act</u> 1.	<i>ion:</i> Reviews FORM-FA-2502-A, Part IV, Meal Calculation, and makes any necessary changes.
	2.	Enters totals from Part IV into Part II, Travel Expenses, Line 1 of FORM-FA-2502-A.
	3.	Completes Part II, Sections A, B, and C of FORM-FA-2502-A.
	4.	Attaches to FORM-FA-2502-A "evidence" and "certification" of all travel expenses, including conference agendas, transportation receipts, lost receipts form, etc.
	5.	Completes Part III, Numbers 1 and 2.
	6.	Submits form to Accounting for audit.
Accounting	7.	Audits documents and completes Part III, Numbers 7 and 8.
		7a. If corrections are necessary, discusses changes with employee.
		7b. Returns form to employee.
Employee	8.	If reimbursement is due employee, completes a Purchase Order form.
	9.	If reimbursement is due Intercity Transit, attaches payment to travel form.

Effective: September 6, 2012 Cancels: New

PROCEDURE-FA-2502-B

See Also: Policy-FA-2502

Approved by:__

Written by: Leslie Williamson

Page: 2 of 2

Director of Finance & Administration

10.	Submits form(s) to Director or designee for approval.	
-----	---	--

Director – 11. **Reviews** documents for completion and accuracy.

OR-Designee

- 11a. If documents are incomplete or inaccurate, **returns** them to employee.
- 12. Completes Part III, Numbers 3, 4, 5 and 6.
- 13. Submits form(s) to Accounting.

Accounting

- 14. If reimbursement is due employee, **processes** Accounts Payable check and **distributes** check to employee.
 - 15. If reimbursement due Intercity Transit, **completes** Treasurer's receipt and deposits reimbursement.
 - 16. Distributes forms to appropriate files.

INTERCITY TRANSIT TRAVEL FORM

I. Pre-Trip Authorization:

1. Name: Eve	ent:				
2. Destination:	Return Date:				
3. Estimated Total Cost of Travel (registration	on, airfare, lodging, meals	, car etc.) Total:			
4. Advance Travel Request Amount \$					
5. Mode(s) of travel to be used: 6. Using a Staff Car? Y / N					
7. Approved by:	Director or des	ignee			
8. Advance Travel Granted is: Cash Y / N	or Check #	Initial:	Date:		
II. Travel Expenses: All EXPENSES M	UST HAVE matching Reco	eipts attached (EXCEP	T MEALS). EMPLOYEE		
SECTION A		IT CREDIT CARDS	, I		
1. Meals (from IV. Meal Calculation worksheet):			\$		
2. Airline Travel:		\$	\$		
3. Rental Car		\$	\$		
4. Lodging:		\$	\$		
5. Registration fees:	\$	\$	\$		
6. Mileage: miles X .575 per m	ile*		\$		

• Attach a copy of MapQuest to verify ALL mileage. Starting point is Pattison Street or your home whichever is closer to your destination. *Miles to the Airport from Pattison Street is 102 miles round trip (no MapQuest needed)

SECTION B

DATE **OTHER EXPENSES** Airport Parking / Parking lot \$ \$ Luggage – Checked? N or Y \$ \$ Shuttle / Taxi \$ \$ \$ \$ \$ \$ \$ \$

SECTION C

1. Total Expenses:	\$	\$	\$
	1. Less total cash advances		\$
	2. Total reimbu	Irsement due	\$
	3. Or total due	to IT	\$

TOTAL TRAVEL EXPENSES (add totals in the Total Expenses line) \$_____

III. Certification

I hereby certify under penalty of perjury that this is a true and correct claim for necessary expenses incurred by me and that no other payment has been received by me as reimbursement for these expenses.

1. Employee Signature:	2. Date:	3.Director Signature:	4. Date:
5. Travel General Ledger Account #:	6. Project Code:	7. Audited By:	8. Date:
9. Vendor # :	10. Invoice Date:	11. Invoice number:	12. Entered:

IV. Meal Calculation

EFFECTIVE 10/1/15							
INCIDENTALS	5.00	5.00	5.00	5.00	5.00	5.00	
BREAKFAST	11.00	12.00	13.00	15.00	16.00	17.00	
LUNCH	12.00	13.00	15.00	16.00	17.00	18.00	
DINNER	23.00	24.00	26.00	28.00	31.00	34.00	
TOTAL	51.00	54.00	59.00	64.00	69.00	74.00	

DAILY MEAL ALLOWANCE CHART

USE THIS CHART TO TRACK YOUR DAILY MEAL ALLOWANCE

	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
TRAVEL DATES:							
INCIDENTALS							
BREAKFAST							
LUNCH							
DINNER							
TOTAL							

* TOTAL MEAL ALLOWANCE FOR THIS TRIP:

*Transfer your Meal Allowance Total to the Meals box on page one of this form. It is located in Part II; Section A, Line #1.

DAILY MEAL ALLOWANCE FOR COMMON DESTINATIONS**

Destination	Daily Amount	Government Hotel Rate
Seattle WA and King County	\$74	\$157, Except May1-Sep 30 -\$202
Tacoma, Everett, Spokane WA	\$64	\$112, \$113, \$96
Vancouver WA, Portland, OR	\$64	\$151
Bellingham, Yakima, WA, All Unspecified cities**	\$51	\$89

**If your city is not listed, check the county it is located in. If it is, use the rate shown. If neither can be found, then the standard daily meal allowance rate of \$51 applies. For a complete listing of Per Diem and Hotel Rate Allowances go to the Share Drive under Travel in the file 2015-2016 Per Diem Rates.

Incidental Expense: Applicable daily when in travel status out of town. This covers fees and tips given to porters, baggage carriers, hotel staff and other similar miscellaneous expenses. Taxi & shuttles are excluded.

Effective:September 6, 2012Page: 1 of 1Cancels:January 3, 2001INJUEED OUTED (TED A NICHE FORM FA 2502 B)

INTERCITY TRANSIT FORM-FA-2502-B

See Also: POLICY-FA-2502

SCHEDULE OF REASONABLE AND NECESSARY CBC* EXPENSES

Transportation:	Reasonable and Necessary?
Airporter (e.g., shuttle)	Yes
Public transportation (bus, taxi, subway)	Yes
Personal vehicle mileage	Yes
Transportation tickets (e.g., airline, train)	Yes
Taxi (to/from hotel, meetings, meals)	Yes
Taxi (personal)	No
Car rental when appropriate	Yes
Car rental insurance	No
Offsite parking at airport	Yes
Baggage fees, two maximum	Yes
Overweight baggage fees	No
Priority seating fees	CBC
Meals:	
Bar expenses	No
Meal for others	No
Personal Sundries:	
Clothes cleaning (short trips)	No
Clothes cleaning (after 5 days stay)	Yes
Clothing	No
Entertainment	No
Personal items (e.g. toothpaste)	No
Souvenirs and gifts	No
Newspapers and magazines	No
Travelers check fees	No
Personal grooming services	No
Theft, loss or damage to personal property	No
Trip Insurance	Νο
Lodging:	
Self	Yes
Other than self, with the exception of a care attendant	No
Internet access	CBC

*Case-by-case basis - expense must be specifically approved by Director or designee

September 6, 2012 New	Page: 1 of 1
INTERCITY TRANSIT FORM	I-FA-2502-C
POLICY-FA-2502	
	New INTERCITY TRANSIT FORM

MISCELLANEOUS REIMBUREMENT REQUEST

(For Lost or Unavailable Receipts)

Name:

Description: _____

Dollar Amount:

CERTIFICATION:

I hereby certify under penalty of perjury that this is a true and correct claim of necessary expenses incurred by me and no payment has been received by me as reimbursement for these expenses.

Date:

Signed:_____ Employee

Approved:

Director or Designee

INTERCITY TRANSIT TRAVEL FORM

I. Pre-Trip Authorization: - SA	MPLE-		
1. Name: Joe Smith Event: AP	TA Annual Confere	nce	
2. Destination: <u>Austin, Texas</u>	Departure Date: <u>9/</u>	<u>11/16</u> Return	Date: <u>9/13/16</u>
3. Estimated Total Cost of Travel (registration, airfa	re, lodging, m <mark>e</mark> als,	car etc.) Total:	
4. Advance Travel Request Amount \$	E	vent Agenda must be	e Attached
5. Mode(s) of travel to be used: <u>Airlines</u>		6. Using a Staff Car	? Y / N
7. Approved by:	Director or desi	gnee	
8. Advance Travel Granted is: Cash Y / N or Che	ck # I	nitial:	Date:
II. Travel Expenses: All EXPENSES MUST HA	VE matching Rece	ipts attached (EXCE	PT MEALS). EMPLOYEE
SECTION A	IT PAID THRU A/P	IT CREDIT CARDS	Per Diem, Expense Paid, \$\$ Owing to I
1. Meals (from IV. Meal Calculation worksheet):			\$142
2. Airline Travel:		\$248	\$
3. Rental Car		\$0	\$
4. Lodging:		\$600	\$
5. Registration fees:	\$	\$850	\$
6. Mileage: 33 miles X .575 per mile*			\$18.98

• Attach a copy of MapQuest to verify ALL mileage. Starting point is Pattison Street or your home whichever is closer to your destination. *Miles to the Airport from Pattison Street is 102 miles round trip (no MapQuest needed)

SECTION B

DATE	OTHER EXPENSES	
9/11/16	Airport Parking / Parking lot	\$ \$60
9/11 & 9/13	Luggage – Checked? N or Y	\$ \$50
	Shuttle / Taxi	\$ \$
		\$ \$
		\$ \$
		\$ \$

SECTION C

\$0	\$ 1,698	\$270.98	
1. Less	1. Less total cash advances		
2. Total i	\$270.98		
3. Or tota	3. Or total due to IT		
	1. Less 2. Total	1. Less total cash advances2. Total reimbursement due	

TOTAL TRAVEL EXPENSES (add totals in the Total Expenses line) \$ 1,968.98

III. Certification

I hereby certify under penalty of perjury that this is a true and correct claim for necessary expenses incurred by me and that no other payment has been received by me as reimbursement for these expenses.

1. Employee Signature:	2. Date:	3.Director Signature:	4. Date:
5. Travel General Ledger Account #: 305090200000	6. Project Code: EX-014	7. Audited By:	8. Date:
9. Vendor # :	10. Invoice Date:	11. Invoice number:	12. Entered:

IV. Meal Calculation

EFFECTIVE 10/1/15								
INCIDENTALS	5.00	5.00	5.00	5.00	5.00	5.00		
BREAKFAST	11.00	12.00	13.00	15.00	16.00	17.00		
LUNCH	12.00	13.00	15.00	16.00	17.00	18.00		
DINNER	23.00	24.00	26.00	28.00	31.00	34.00		
TOTAL	51.00	54.00	59.00	64.00	69.00	74.00		

DAILY MEAL ALLOWANCE CHART

USE THIS CHART TO TRACK YOUR DAILY MEAL ALLOWANCE

	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
TRAVEL DATES:	9/11/16	9/12/16	9/13/16				
INCIDENTALS	\$5	\$5	\$5				
BREAKFAST		\$11	\$11				
LUNCH	\$12	\$12	\$12				
DINNER	\$23	\$23	\$23				
TOTAL	\$40	\$51	\$51				

* TOTAL MEAL ALLOWANCE FOR THIS TRIP: \$142

*Transfer your Meal Allowance Total to the Meals box on page one of this form. It is located in Part II; Section A, Line #1.

DAILY MEAL ALLOWANCE FOR COMMON DESTINATIONS**

Destination	Daily Amount	Government Hotel Rate
Seattle WA and King County	\$74	\$157, Except May1-Sep 30 -\$202
Tacoma, Everett, Spokane WA	\$64	\$112, \$113, \$96
Vancouver WA, Portland, OR	\$64	\$151
Bellingham, Yakima, WA, All Unspecified cities**	\$51	\$89

**If your city is not listed, check the county it is located in. If it is, use the rate shown. If neither can be found, then the standard daily meal allowance rate of \$51 applies. For a complete listing of Per Diem and Hotel Rate Allowances go to the Share Drive under Travel in the file 2015-2016 Per Diem Rates.

Incidental Expense: Applicable daily when in travel status out of town. This covers fees and tips given to porters, baggage carriers, hotel staff and other similar miscellaneous expenses. Taxi & shuttles are excluded.



FY 2016 Per Diem Rates - Effective October 1, 2015

STATE	DESTINATION	COUNTY/LOCATION DEFINED	SEASON BEGIN	SEASON END	FY16 Lodging Rate	FY16 M&IE
	If the Cities is not lis	o all cities and counties not specifically listed. ted then look for the county it is in. by County then you will use this rate.			\$89	\$51
AL	Birmingham	Jefferson / Shelby			\$ 94	\$ 59
AL	Gulf Shores	Baldwin	October 1	February 29	\$ 101	\$ 64
AL	Gulf Shores	Baldwin	March 1	July 31	\$ 130	\$ 64
AL	Gulf Shores	Baldwin	August 1	September 30	\$ 100	\$ 64
AL	Mobile	Mobile	October 1	December 31	\$ 89	\$ 59
AL	Mobile	Mobile	January 1	February 29	\$ 99	\$ 59
AL	Mobile	Mobile	March 1	September 30	\$ 89	\$ 59
AR	Hot Springs	Garland			\$ 101	\$ 59
AR	Little Rock	Pulaski			\$ 91	\$ 59
AZ	Grand Canyon / Flagstaff	Coconino / Yavapai less the city of Sedona	October 1	October 31	\$ 124	\$ 64
AZ	Grand Canyon / Flagstaff	Coconino / Yavapai less the city of Sedona	November 1	February 29	\$ 89	\$ 64
AZ	Grand Canyon / Flagstaff	Coconino / Yavapai less the city of Sedona	March 1	September 30	\$ 124	\$ 64
AZ	Kayenta	Navajo		1	\$ 112	\$ 59
AZ	Phoenix / Scottsdale	Maricopa	October 1	December 31	\$ 113	\$ 59
AZ	Phoenix / Scottsdale	Maricopa	January 1	March 31	\$ 161	\$ 59
AZ	Phoenix / Scottsdale	Maricopa	April 1	May 31	\$ 120	\$ 59
AZ	Phoenix / Scottsdale	Maricopa	June 1	August 31	\$ 89	\$ 59
AZ	Phoenix / Scottsdale	Maricopa	September 1	September 30	\$ 113	\$ 59
AZ	Sedona	City Limits of Sedona	October 1	February 29	\$ 134	\$ 74
AZ	Sedona	City Limits of Sedona	March 1	August 31	\$ 141	\$ 74
AZ	Sedona	City Limits of Sedona	September 1	September 30	\$ 134	\$ 74
AZ	Tucson	Pima	October 1	December 31	\$ 89	\$ 59
AZ	Tucson	Pima	January 1	February 29	\$ 106	\$ 59
AZ	Tucson	Pima	March 1	September 30	\$ 89	\$ 59
CA	Antioch / Brentwood / Concord	Contra Costa			\$ 132	\$ 64
CA	Bakersfield / Ridgecrest	Kern			\$ 95	\$ 59
CA	Barstow / Ontario / Victorville	San Bernardino			\$ 96	\$ 54
CA	Death Valley	Inyo			\$ 102	\$ 64
CA	Eureka / Arcata / McKinleyville	Humboldt	October 1	May 31	\$ 94	\$ 74
CA	Eureka / Arcata / McKinleyville	Humboldt	June 1	August 31	\$ 112	
CA	Eureka / Arcata / McKinleyville	Humboldt	September 1	September 30	\$ 94	
CA	Fresno	Fresno			\$ 92	
CA	Los Angeles	Los Angeles / Orange / Ventura / Edwards AFB less the city of Santa Monica	October 1	December 31	\$ 150	
CA	Los Angeles	Los Angeles / Orange / Ventura / Edwards AFB less the city of Santa Monica	January 1	March 31	\$ 157	\$ 64
CA	Los Angeles	Los Angeles / Orange / Ventura / Edwards AFB less the city of Santa Monica	April 1	September 30	\$ 150	\$ 64

CA	Mammoth Lakes	Mono	October 1	November 30	\$ 116	\$ 74
CA	Mammoth Lakes	Mono	December 1	February 29	\$ 159	\$ 74
CA	Mammoth Lakes	Mono	March 1	September 30	\$ 116	\$ 74
CA	Mill Valley / San Rafael / Novato	Marin	October 1	October 31	\$ 146	\$ 74
CA	Mill Valley / San Rafael / Novato	Marin	November 1	December 31	\$ 130	\$ 74
CA	Mill Valley / San Rafael / Novato	Marin	January 1	September 30	\$ 146	\$ 74
CA	Monterey	Monterey	October 1	June 30	\$ 134	\$ 74
CA	Monterey	Monterey	July 1	August 31	\$ 175	\$ 74
CA	Monterey	Monterey	September 1	September 30	\$ 134	\$ 74
CA	Napa	Napa	October 1	October 31	\$ 191	\$ 69
CA	Napa	Napa	November 1	April 30	\$ 149	\$ 69
CA	Napa	Napa	May 1	September 30	\$ 191	\$ 69
CA	Oakhurst	Madera	October 1	May 31	\$ 91	\$ 64
CA	Oakhurst	Madera	June 1	August 31	\$ 115	\$ 64
CA	Oakhurst	Madera	September 1	September 30	\$ 91	\$ 64
CA	Oakland	Alameda	1		\$ 140	\$ 69
CA	Palm Springs	Riverside	October 1	May 31	\$ 123	\$ 64
CA	Palm Springs	Riverside	June 1	August 31	\$ 92	\$ 64
CA	Palm Springs	Riverside	September 1	September 30	\$ 123	\$ 64
CA	Point Arena / Gualala	Mendocino	1		\$ 106	\$ 69
CA	Redding	Shasta			\$ 90	\$ 64
CA	Sacramento	Sacramento			\$ 112	\$ 64
CA	San Diego	San Diego	October 1	December 31	\$ 140	\$ 64
CA	San Diego	San Diego	January 1	July 31	\$ 153	\$ 64
CA	San Diego	San Diego	August 1	September 30	\$ 140	\$ 64
CA	San Francisco	San Francisco			\$ 250	\$ 74
CA	San Luis Obispo	San Luis Obispo	October 1	May 31	\$ 112	\$ 64
CA	San Luis Obispo	San Luis Obispo	June 1	August 31	\$ 133	\$ 64
CA	San Luis Obispo	San Luis Obispo	September 1	September 30	\$ 112	\$ 64
CA	San Mateo / Foster City / Belmont	San Mateo	October 1	December 31	\$ 178	\$ 69
CA	San Mateo / Foster City / Belmont	San Mateo	January 1	March 31	\$ 184	\$ 69
CA	San Mateo / Foster City / Belmont	San Mateo	April 1	September 30	\$ 178	\$ 69
CA	Santa Barbara	Santa Barbara	October 1	June 30	\$ 161	\$ 74
CA	Santa Barbara	Santa Barbara	July 1	August 31	\$ 211	\$ 74
CA	Santa Barbara	Santa Barbara	September 1	September 30	\$ 161	\$ 74
CA	Santa Cruz	Santa Cruz	October 1	May 31	\$ 129	\$ 59
CA	Santa Cruz	Santa Cruz	June 1	August 31	\$ 164	\$ 59
CA	Santa Cruz	Santa Cruz	September 1	September 30	\$ 129	\$ 59
CA	Santa Monica	City limits of Santa Monica	October 1	May 31	\$ 217	\$ 64
CA	Santa Monica	City limits of Santa Monica	June 1	August 31	\$ 252	\$ 64
CA	Santa Monica	City limits of Santa Monica	September 1	September 30	\$ 217	\$ 64
CA	Santa Rosa	Sonoma	October 1	October 31	\$ 134	\$ 64
CA	Santa Rosa	Sonoma	November 1	February 29	\$ 118	\$ 64
CA	Santa Rosa	Sonoma	March 1	September 30	\$ 134	\$ 64

CA	South Lake Tahoe	El Dorado	October 1	November 30	\$ 111	\$ 64
CA	South Lake Tahoe	El Dorado	December 1	June 30	\$ 136	\$ 64
CA	South Lake Tahoe	El Dorado	July 1	August 31	\$ 162	\$ 64
CA	South Lake Tahoe	El Dorado	September 1	September 30	\$ 111	\$ 64
CA	Stockton	San Joaquin			\$ 97	\$ 64
CA	Sunnyvale / Palo Alto / San Jose	Santa Clara	October 1	March 31	\$ 187	\$ 64
CA	Sunnyvale / Palo Alto / San Jose	Santa Clara	April 1	May 31	\$ 175	\$ 64
CA	Sunnyvale / Palo Alto / San Jose	Santa Clara	June 1	September 30	\$ 187	\$ 64
CA	Tahoe City	Placer			\$ 93	\$ 64
CA	Truckee	Nevada			\$ 120	\$ 74
CA	Visalia / Lemoore	Tulare / Kings			\$ 90	\$ 59
CA	West Sacramento / Davis	Yolo			\$ 113	\$ 64
CA	Yosemite National Park	Mariposa	October 1	December 31	\$ 118	\$ 69
CA	Yosemite National Park	Mariposa	January 1	May 31	\$ 107	\$ 69
CA	Yosemite National Park	Mariposa	June 1	August 31	\$ 132	\$ 69
CA	Yosemite National Park	Mariposa	September 1	September 30	\$ 118	\$ 69
CO	Aspen	Pitkin	October 1	November 30	\$ 115	\$ 74
CO	Aspen	Pitkin	December 1	March 31	\$ 266	\$ 74
CO	Aspen	Pitkin	April 1	May 31	\$ 114	\$ 74
СО	Aspen	Pitkin	June 1	August 31	\$ 193	\$ 74
СО	Aspen	Pitkin	September 1	September 30	\$ 115	\$ 74
СО	Boulder / Broomfield	Boulder / Broomfield			\$ 125	\$ 59
СО	Colorado Springs	El Paso			\$ 91	\$ 59
CO	Cortez	Montezuma	October 1	May 31	\$ 91	\$ 59
CO	Cortez	Montezuma	June 1	September 30	\$ 114	\$ 59
CO	Crested Butte / Gunnison	Gunnison	October 1	November 30	\$ 108	\$ 64
CO	Crested Butte / Gunnison	Gunnison	December 1	March 31	\$ 154	\$ 64
СО	Crested Butte / Gunnison	Gunnison	April 1	September 30	\$ 108	\$ 64
СО	Denver / Aurora	Denver / Adams / Arapahoe / Jefferson			\$ 172	\$ 69
СО	Douglas	Douglas			\$ 116	\$ 59
CO	Durango	La Plata	October 1	May 31	\$ 100	\$ 64
СО	Durango	La Plata	June 1	September 30	\$ 146	\$ 64
СО	Fort Collins / Loveland	Larimer			\$ 109	\$ 59
СО	Grand Lake	Grand	October 1	November 30	\$ 120	\$ 64
СО	Grand Lake	Grand	December 1	March 31	\$ 196	\$ 64
СО	Grand Lake	Grand	April 1	May 31	\$ 104	\$ 64
СО	Grand Lake	Grand	June 1	September 30	\$ 120	\$ 64
CO	Montrose	Montrose	October 1	May 31	\$ 89	\$ 64
CO	Montrose	Montrose	June 1	August 31	\$ 94	\$ 64
СО	Montrose	Montrose	September 1	September 30	\$ 89	\$ 64
CO	Silverthorne / Breckenridge	Summit	October 1	November 30	\$ 106	\$ 64
CO	Silverthorne / Breckenridge	Summit	December 1	March 31	\$ 167	\$ 64
CO	Silverthorne / Breckenridge	Summit	April 1	May 31	\$ 97	\$ 64
CO	Silverthorne / Breckenridge	Summit	June 1	September 30	\$ 106	\$ 64

CO	Steamboat Springs	Routt	October 1	November 30	\$ 104	\$ 74
CO	Steamboat Springs	Routt	December 1	March 31	\$ 178	\$ 74
CO	Steamboat Springs	Routt	April 1	May 31	\$ 89	\$ 74
СО	Steamboat Springs	Routt	June 1	September 30	\$ 104	\$ 74
СО	Telluride	San Miguel	October 1	November 30	\$ 134	\$ 74
СО	Telluride	San Miguel	December 1	March 31	\$ 354	\$ 74
CO	Telluride	San Miguel	April 1	May 31	\$ 142	\$ 74
СО	Telluride	San Miguel	June 1	August 31	\$ 187	\$ 74
СО	Telluride	San Miguel	September 1	September 30	\$ 134	\$ 74
CO	Vail	Eagle	October 1	November 30	\$ 130	\$ 74
CO	Vail	Eagle	December 1	March 31	\$ 350	\$ 74
CO	Vail	Eagle	April 1	June 30	\$ 144	\$ 74
СО	Vail	Eagle	July 1	August 31	\$ 176	\$ 74
CO	Vail	Eagle	September 1	September 30	\$ 130	\$ 74
СТ	Bridgeport / Danbury	Fairfield			\$ 129	\$ 64
СТ	Cromwell / Old Saybrook	Middlesex			\$ 93	\$ 64
СТ	Hartford	Hartford			\$ 117	\$ 59
СТ	New Haven	New Haven			\$ 96	\$ 64
CT	New London / Groton	New London			\$ 98	\$ 64
DC	District of Columbia	Washington DC (also the cities of Alexandria, Falls Church and Fairfax, and the counties of Arlington and Fairfax, in Virginia; and the counties of Montgomery and Prince George's in Maryland)	October 1	October 31	\$ 222	\$ 69
DC	District of Columbia	Washington DC (also the cities of Alexandria, Falls Church and Fairfax, and the counties of Arlington and Fairfax, in Virginia; and the counties of Montgomery and Prince George's in Maryland)	November 1	February 29	\$ 179	\$ 69
DC	District of Columbia	Washington DC (also the cities of Alexandria, Falls Church and Fairfax, and the counties of Arlington and Fairfax, in Virginia; and the counties of Montgomery and Prince George's in Maryland)	March 1	June 30	\$ 226	\$ 69
DC	District of Columbia	Washington DC (also the cities of Alexandria, Falls Church and Fairfax, and the counties of Arlington and Fairfax, in Virginia; and the counties of Montgomery and Prince George's in Maryland)	July 1	August 31	\$ 174	\$ 69
DC	District of Columbia	Washington DC (also the cities of Alexandria, Falls Church and Fairfax, and the counties of Arlington and Fairfax, in Virginia; and the counties of Montgomery and Prince George's in Maryland)	September 1	September 30	\$ 222	\$ 69

DE	Dover	Kent	October 1	April 30	\$ 89	\$ 54
DE	Dover	Kent	May 1	September 30	\$ 104	\$ 54
DE	Lewes	Sussex	October 1	June 30	\$ 92	\$ 59
DE	Lewes	Sussex	July 1	August 31	\$ 148	\$ 59
DE	Lewes	Sussex	September 1	September 30	\$ 92	\$ 59
DE	Wilmington	New Castle	1		\$ 122	\$ 54
FL	Boca Raton / Delray Beach / Jupiter	Palm Beach / Hendry	October 1	December 31	\$ 101	\$ 59
FL	Boca Raton / Delray Beach / Jupiter	Palm Beach / Hendry	January 1	April 30	\$ 175	\$ 59
FL	Boca Raton / Delray Beach / Jupiter	Palm Beach / Hendry	May 1	September 30	\$ 101	\$ 59
FL	Bradenton	Manatee	October 1	January 31	\$ 89	\$ 54
FL	Bradenton	Manatee	February 1	March 31	\$ 142	\$ 54
FL	Bradenton	Manatee	April 1	September 30	\$ 89	\$ 54
FL	Cocoa Beach	Brevard	October 1	January 31	\$ 107	\$ 64
FL	Cocoa Beach	Brevard	February 1	March 31	\$ 130	\$ 64
FL	Cocoa Beach	Brevard	April 1	September 30	\$ 107	\$ 64
FL	Daytona Beach	Volusia	October 1	January 31	\$ 89	\$ 59
FL	Daytona Beach	Volusia	February 1	March 31	\$ 118	\$ 59
FL	Daytona Beach	Volusia	April 1	July 31	\$ 97	\$ 59
FL	Daytona Beach	Volusia	August 1	September 30	\$ 89	\$ 59
FL	Fort Lauderdale	Broward	October 1	December 31	\$ 141	\$ 64
FL	Fort Lauderdale	Broward	January 1	March 31	\$ 199	\$ 64
FL	Fort Lauderdale	Broward	April 1	May 31	\$ 144	\$ 64
FL	Fort Lauderdale	Broward	June 1	September 30	\$ 110	\$ 64
FL	Fort Myers	Lee	October 1	December 31	\$ 101	\$ 59
FL	Fort Myers	Lee	January 1	April 30	\$ 165	\$ 59
FL	Fort Myers	Lee	May 1	September 30	\$ 101	\$ 59
FL	Fort Walton Beach / De Funiak Springs	Okaloosa / Walton	October 1	October 31	\$ 132	\$ 64
FL	Fort Walton Beach / De Funiak Springs	Okaloosa / Walton	November 1	February 29	\$ 91	\$ 64
FL	Fort Walton Beach / De Funiak Springs	Okaloosa / Walton	March 1	May 31	\$ 148	\$ 64
FL	Fort Walton Beach / De Funiak Springs	Okaloosa / Walton	June 1	July 31	\$ 203	\$ 64
FL	Fort Walton Beach / De Funiak Springs	Okaloosa / Walton	August 1	September 30	\$ 132	\$ 64
FL	Gainesville	Alachua			\$ 98	\$ 59
FL	Gulf Breeze	Santa Rosa	October 1	February 29	\$ 89	\$ 64
FL	Gulf Breeze	Santa Rosa	March 1	July 31	\$ 105	\$ 64
FL	Gulf Breeze	Santa Rosa	August 1	September 30	\$ 89	\$ 64
FL	Key West	Monroe	October 1	November 30	\$ 200	\$ 69
FL	Key West	Monroe	December 1	January 31	\$ 265	\$ 69
FL	Key West	Monroe	February 1	April 30	\$ 307	\$ 69
FL	Key West	Monroe	May 1	September 30	\$ 194	\$ 69

FL	Miami	Miami-Dade	October 1	November 30	\$ 148	\$ 64
FL	Miami	Miami-Dade	December 1	March 31	\$ 212	\$ 64
FL	Miami	Miami-Dade	April 1	May 31	\$ 160	\$ 64
FL	Miami	Miami-Dade	June 1	September 30	\$ 124	\$ 64
FL	Naples	Collier	October 1	December 31	\$ 145	\$ 64
FL	Naples	Collier	January 1	April 30	\$ 236	\$ 64
FL	Naples	Collier	May 1	September 30	\$ 125	\$ 64
FL	Orlando	Orange	October 1	March 31	\$ 127	\$ 59
FL	Orlando	Orange	April 1	September 30	\$ 110	\$ 59
FL	Panama City	Bay	October 1	February 29	\$ 89	\$ 59
FL	Panama City	Bay	March 1	May 31	\$ 120	\$ 59
FL	Panama City	Bay	June 1	July 31	\$ 131	\$ 59
FL	Panama City	Bay	August 1	September 30	\$ 89	\$ 59
FL	Pensacola	Escambia	October 1	February 29	\$ 100	\$ 59
FL	Pensacola	Escambia	March 1	May 31	\$ 114	\$ 59
FL	Pensacola	Escambia	June 1	July 31	\$ 140	\$ 59
FL	Pensacola	Escambia	August 1	September 30	\$ 100	\$ 59
FL	Punta Gorda	Charlotte	October 1	January 31	\$ 89	\$ 59
FL	Punta Gorda	Charlotte	February 1	March 31	\$ 137	\$ 59
FL	Punta Gorda	Charlotte	April 1	September 30	\$ 89	\$ 59
FL	Sarasota	Sarasota	October 1	November 30	\$ 98	\$ 59
FL	Sarasota	Sarasota	December 1	April 30	\$ 141	\$ 59
FL	Sarasota	Sarasota	May 1	September 30	\$ 98	\$ 59
FL	Sebring	Highlands			\$ 92	\$ 54
FL	St. Augustine	St. Johns			\$ 118	\$ 59
FL	Stuart	Martin	October 1	January 31	\$ 91	\$ 59
FL	Stuart	Martin	February 1	March 31	\$ 135	\$ 59
FL	Stuart	Martin	April 1	September 30	\$ 91	\$ 59
FL	Tallahassee	Leon			\$ 98	\$ 54
FL	Tampa / St. Petersburg	Pinellas / Hillsborough	October 1	December 31	\$ 106	\$ 54
FL	Tampa / St. Petersburg	Pinellas / Hillsborough	January 1	March 31	\$ 133	\$ 54
FL	Tampa / St. Petersburg	Pinellas / Hillsborough	April 1	September 30	\$ 106	\$ 54
FL	Vero Beach	Indian River	October 1	November 30	\$ 125	\$ 59
FL	Vero Beach	Indian River	December 1	April 30	\$ 169	\$ 59
FL	Vero Beach	Indian River	May 1	September 30	\$ 125	\$ 59
GA	Athens	Clarke			\$ 93	\$ 59
GA	Atlanta	Fulton / Dekalb / Cobb			\$ 138	\$ 69
GA	Augusta	Richmond			\$ 97	\$ 59
GA	Jekyll Island / Brunswick	Glynn	October 1	March 31	\$ 118	\$ 64
GA	Jekyll Island / Brunswick	Glynn	April 1	July 31	\$ 157	\$ 64
GA	Jekyll Island / Brunswick	Glynn	August 1	September 30	\$ 118	\$ 64
GA	Savannah	Chatham	October 1	February 29	\$ 108	\$ 59
GA	Savannah	Chatham	March 1	April 30	\$ 123	\$ 59
GA	Savannah	Chatham	May 1	September 30	\$ 108	\$ 59

IA	Cedar Rapids	Linn			\$ 91	\$ 54
IA	Dallas	Dallas			\$ 117	\$ 54
IA	Des Moines	Polk			\$ 101	\$ 59
ID	Bonner's Ferry / Sandpoint	Bonner / Boundary / Shoshone	October 1	May 31	\$ 89	\$ 64
ID	Bonner's Ferry / Sandpoint	Bonner / Boundary / Shoshone	June 1	September 30	\$ 111	\$ 64
ID	Coeur d'Alene	Kootenai	October 1	May 31	\$ 89	\$ 59
ID	Coeur d'Alene	Kootenai	June 1	August 31	\$ 131	\$ 59
ID	Coeur d'Alene	Kootenai	September 1	September 30	\$ 89	\$ 59
ID	Sun Valley / Ketchum	Blaine / Elmore			\$ 104	\$ 54
IL	Bolingbrook / Romeoville / Lemont	Will			\$ 94	\$ 54
	Chicago	Cook / Lake	October 1	November 30	\$ 212	\$ 74
	Chicago	Cook / Lake	December 1	February 29	\$ 141	\$ 74
	Chicago	Cook / Lake	March 1	April 30	\$ 160	\$ 74
	Chicago	Cook / Lake	May 1	August 31	\$ 200	\$ 74
IL	Chicago	Cook / Lake	September 1	September 30	\$ 212	\$ 74
IL	O'Fallon / Fairview Heights /	Bond / Calhoun / Clinton / Jersey / Macoupin /	·		\$ 125	\$ 54
	Collinsville	Madison / Monroe / St. Clair				
IL	Oak Brook Terrace	Dupage			\$ 108	\$ 59
IN	Bloomington	Monroe			\$ 104	\$ 69
	Ft. Wayne	Allen			\$ 90	\$ 54
	Hammond / Munster / Merrillville	Lake			\$ 94	\$ 59
IN	Indianapolis / Carmel	Marion / Hamilton			\$ 107	\$ 54
IN	Lafayette / West Lafayette	Tippecanoe			\$ 93	\$ 54
IN	South Bend	St. Joseph			\$ 92	\$ 59
KS	Kansas City / Overland Park	Wyandotte / Johnson / Leavenworth			\$ 112	\$ 64
	Wichita	Sedgwick			\$ 95	\$ 59
KY	Boone	Boone			\$ 92	\$ 54
KY	Kenton	Kenton			\$ 135	\$ 69
KY	Lexington	Fayette			\$ 102	\$ 54
KY	Louisville	Jefferson	October 1	January 31	\$ 111	\$ 59
KY	Louisville	Jefferson	February 1	May 31	\$ 127	\$ 59
KY	Louisville	Jefferson	June 1	September 30	\$ 111	\$ 59
LA	Alexandria / Leesville / Natchitoches	Allen / Jefferson Davis / Natchitoches /			\$ 97	\$ 64
		Rapides / Vernon Parishes				
LA	Baton Rouge	East Baton Rouge Parish			\$ 98	\$ 59
	New Orleans	Orleans / St. Bernard / Jefferson / Plaquemine	October 1	December 31	\$ 153	\$ 64
		Parishes				
LA	New Orleans	Orleans / St. Bernard / Jefferson / Plaquemine	January 1	April 30	\$ 160	\$ 64
		Parishes	·			
LA	New Orleans	Orleans / St. Bernard / Jefferson / Plaquemine	May 1	September 30	\$ 122	\$ 64
		Parishes				
MA	Andover	Essex			\$ 107	\$ 59
	Boston / Cambridge	Suffolk, city of Cambridge	October 1	October 31	\$ 275	\$ 69
	Boston / Cambridge	Suffolk, city of Cambridge	November 1	March 31	\$ 198	\$ 69

MA	Boston / Cambridge	Suffolk, city of Cambridge	April 1	June 30	\$ 247	\$ 69
	Boston / Cambridge	Suffolk, city of Cambridge	July 1	August 31	\$ 233	\$ 69
	Boston / Cambridge	Suffolk, city of Cambridge	September 1	September 30	\$ 275	\$ 69
	Burlington / Woburn	Middlesex less the city of Cambridge	Oeptember 1	September 50	\$ 136	\$ 64
MA	Falmouth	City limits of Falmouth	October 1	June 30	\$ 130	\$ 64
MA	Falmouth	City limits of Falmouth	July 1	August 31	\$ 199	\$ 64
MA	Falmouth	City limits of Falmouth	~	-	\$ 199	\$ 64
MA			September 1	September 30 June 30	\$ 102	\$ 64
	Hyannis	Barnstable less the city of Falmouth	October 1		\$ 102	
	Hyannis	Barnstable less the city of Falmouth	July 1	August 31		\$ 64
	Hyannis	Barnstable less the city of Falmouth	September 1	September 30	\$ 102	\$ 64
	Martha's Vineyard	Dukes	October 1	May 31	\$ 126	\$ 74
	Martha's Vineyard	Dukes	June 1	September 30	\$ 276	\$ 74
	Nantucket	Nantucket	October 1	December 31	\$ 163	\$ 74
	Nantucket	Nantucket	January 1	May 31	\$ 128	\$ 74
	Nantucket	Nantucket	June 1	August 31	\$ 275	\$ 74
	Nantucket	Nantucket	September 1	September 30	\$ 163	\$ 74
	Northampton	Hampshire			\$ 106	\$ 64
MA	Pittsfield	Berkshire			\$ 120	\$ 64
MA	Plymouth / Taunton / New Bedford	Plymouth / Bristol			\$ 103	\$ 59
MA	Quincy	Norfolk			\$ 139	\$ 59
MA	Springfield	Hampden			\$ 105	\$ 59
MA	Worcester	Worcester			\$ 111	\$ 59
MD	Aberdeen / Bel Air / Belcamp	Harford			\$ 99	\$ 59
MD	Annapolis	Anne Arundel	October 1	October 31	\$ 121	\$ 69
MD	Annapolis	Anne Arundel	November 1	April 30	\$ 101	\$ 69
MD	Annapolis	Anne Arundel	May 1	September 30	\$ 121	\$ 69
MD	Baltimore City	Baltimore City	October 1	November 30	\$ 158	\$ 69
MD	Baltimore City	Baltimore City	December 1	February 29	\$ 123	\$ 69
MD	Baltimore City	Baltimore City	March 1	August 31	\$ 151	\$ 69
MD	Baltimore City	Baltimore City	September 1	September 30	\$ 158	\$ 69
	Baltimore County	Baltimore			\$ 98	\$ 59
	Cambridge / St. Michaels	Dorchester / Talbot	October 1	March 31	\$ 111	\$ 64
	Cambridge / St. Michaels	Dorchester / Talbot	April 1	August 31	\$ 148	\$ 64
	Cambridge / St. Michaels	Dorchester / Talbot	September 1	September 30	\$ 111	\$ 64
	Centreville	Queen Anne	October 1	November 30	\$ 125	\$ 69
	Centreville	Queen Anne	December 1	January 31	\$ 102	\$ 69
	Centreville	Queen Anne	February 1	September 30	\$ 125	\$ 69
	Columbia	Howard	. obradiy i		\$ 106	\$ 64
	Frederick	Frederick			\$ 98	\$ 59
MD	Lexington Park / Leonardtown / Lusby	St. Mary's / Calvert			\$ 91	\$ 59
	Ocean City	Worcester	October 1	May 31	\$ 89	\$ 64
	Ocean City	Worcester	June 1	August 31	\$ 212	\$ 64
		Worcester		September 30	\$ 89	\$ 64
	Ocean City Bar Harbor	Hancock	September 1 October 1	October 31	\$ 89 \$ 132	\$ 04 \$ 74

ME	Bar Harbor	Hancock	November 1	June 30	\$ 106	\$ 74
ME	Bar Harbor	Hancock	July 1	August 31	\$ 168	\$ 74
ME	Bar Harbor	Hancock	September 1	September 30	\$ 132	\$ 74
ME	Kennebunk / Kittery / Sanford	York	October 1	November 30	\$ 106	\$ 59
ME	Kennebunk / Kittery / Sanford	York	December 1	March 31	\$ 89	\$ 59
ME	Kennebunk / Kittery / Sanford	York	April 1	June 30	\$ 96	\$ 59
ME	Kennebunk / Kittery / Sanford	York	July 1	August 31	\$ 142	\$ 59
ME	Kennebunk / Kittery / Sanford	York	September 1	September 30	\$ 106	\$ 59
ME	Portland	Cumberland / Sagadahoc	October 1	October 31	\$ 131	\$ 59
ME	Portland	Cumberland / Sagadahoc	November 1	June 30	\$ 103	\$ 59
ME	Portland	Cumberland / Sagadahoc	July 1	August 31	\$ 151	\$ 59
ME	Portland	Cumberland / Sagadahoc	September 1	September 30	\$ 131	\$ 59
ME	Rockport	Knox	October 1	June 30	\$ 89	\$ 69
ME	Rockport	Knox	July 1	August 31	\$ 113	\$ 69
ME	Rockport	Knox	September 1	September 30	\$ 89	\$ 69
MI	Ann Arbor	Washtenaw			\$ 111	\$ 59
MI	Benton Harbor / St. Joseph /	Berrien			\$ 93	\$ 54
	Stevensville					
MI	Detroit	Wayne			\$ 115	\$ 54
MI	East Lansing / Lansing	Ingham / Eaton			\$ 96	\$ 59
MI	Grand Rapids	Kent			\$ 103	\$ 59
MI	Holland	Ottawa			\$ 98	\$ 59
MI	Kalamazoo / Battle Creek	Kalamazoo / Calhoun			\$ 96	\$ 54
MI	Mackinac Island	Mackinac	October 1	June 30	\$ 89	\$ 59
MI	Mackinac Island	Mackinac	July 1	August 31	\$ 103	\$ 59
MI	Mackinac Island	Mackinac	September 1	September 30	\$ 89	\$ 59
MI	Midland	Midland			\$ 102	\$ 54
MI	Muskegon	Muskegon	October 1	May 31	\$ 89	\$ 54
MI	Muskegon	Muskegon	June 1	August 31	\$ 111	\$ 54
MI	Muskegon	Muskegon	September 1	September 30	\$ 89	\$ 54
MI	Petoskey	Emmet	October 1	November 30	\$ 94	\$ 59
MI	Petoskey	Emmet	December 1	August 31	\$ 101	\$ 59
MI	Petoskey	Emmet	September 1	September 30	\$ 94	\$ 59
MI	Pontiac / Auburn Hills	Oakland			\$ 103	\$ 54
MI	South Haven	Van Buren	October 1	May 31	\$ 89	\$ 59
MI	South Haven	Van Buren	June 1	August 31	\$ 106	\$ 59
MI	South Haven	Van Buren	September 1	September 30	\$ 89	\$ 59
MI	Traverse City / Leland	Grand Traverse / Leelanau	October 1	October 31	\$ 100	\$ 74
MI	Traverse City / Leland	Grand Traverse / Leelanau	November 1	June 30	\$ 89	\$ 74
MI	Traverse City / Leland	Grand Traverse / Leelanau	July 1	August 31	\$ 168	\$ 74
MI	Traverse City / Leland	Grand Traverse / Leelanau	September 1	September 30	\$ 100	\$ 74
MN	Duluth	St. Louis	October 1	October 31	\$ 142	\$ 64
MN	Duluth	St. Louis	November 1	May 31	\$ 109	\$ 64
MN	Duluth	St. Louis	June 1	September 30	\$ 142	\$ 64

MN	Eagan / Burnsville / Mendota Heights	Dakota			\$ 96	\$ 59
MN	Minneapolis / St. Paul	Hennepin / Ramsey			\$ 140	\$ 64
MN	Rochester	Olmsted			\$ 115	\$ 64
MO	Kansas City	Jackson / Clay / Cass / Platte			\$ 112	\$ 64
MO	St. Louis	St. Louis / St. Louis City / St. Charles /			\$ 125	\$ 54
		Crawford / Franklin / Jefferson / Lincoln /				
		Warren / Washington				
MS	Oxford	Lafayette			\$ 105	\$ 64
MS	Southaven	Desoto			\$ 100	\$ 59
MS	Starkville	Oktibbeha			\$ 98	\$ 54
MT	Big Sky / West Yellowstone	Gallatin	October 1	May 31	\$ 89	\$ 59
MT	Big Sky / West Yellowstone	Gallatin	June 1	September 30	\$ 138	\$ 59
MT	Butte	Silver Bow			\$ 93	\$ 64
MT	Glendive / Sidney	Dawson / Richland			\$ 146	\$ 69
MT	Helena	Lewis and Clark			\$ 92	\$ 64
MT	Missoula / Polson / Kalispell	Missoula / Lake / Flathead	October 1	June 30	\$ 95	\$ 59
MT	Missoula / Polson / Kalispell	Missoula / Lake / Flathead	July 1	August 31	\$ 136	\$ 59
MT	Missoula / Polson / Kalispell	Missoula / Lake / Flathead	September 1	September 30	\$ 95	\$ 59
NC	Asheville	Buncombe			\$ 107	\$ 59
NC	Atlantic Beach / Morehead City	Carteret	October 1	May 31	\$ 89	\$ 64
NC	Atlantic Beach / Morehead City	Carteret	June 1	August 31	\$ 114	\$ 64
NC	Atlantic Beach / Morehead City	Carteret	September 1	September 30	\$ 89	\$ 64
NC	Chapel Hill	Orange			\$ 119	\$ 69
NC	Charlotte	Mecklenburg			\$ 117	\$ 59
NC	Durham	Durham			\$ 99	\$ 59
NC	Fayetteville	Cumberland			\$ 102	\$ 54
NC	Greensboro	Guilford	October 1	April 30	\$ 100	\$ 54
NC	Greensboro	Guilford	May 1	September 30	\$ 91	\$ 54
NC	Kill Devil	Dare	October 1	March 31	\$ 91	\$ 64
NC	Kill Devil	Dare	April 1	May 31	\$ 104	\$ 64
NC	Kill Devil	Dare	June 1	August 31	\$ 163	\$ 64
NC	Kill Devil	Dare	September 1	September 30	\$ 91	\$ 64
NC	New Bern / Havelock	Craven			\$ 91	\$ 54
	Raleigh	Wake			\$ 104	\$ 59
	Wilmington	New Hanover			\$ 98	\$ 59
	Dickinson / Beulah	Stark / Mercer / Billings			\$ 120	\$ 69
	Minot	Ward			\$ 91	\$ 64
	Williston	Williams / Mountrail / McKenzie			\$ 146	\$ 69
NE	Omaha	Douglas			\$ 104	\$ 64
NH	Concord	Merrimack			\$ 94	\$ 59
NH	Conway	Caroll	October 1	February 29	\$ 125	\$ 54
NH	Conway	Caroll	March 1	June 30	\$ 102	\$ 54
NH	Conway	Caroll	July 1	August 31	\$ 170	\$ 54
NH	Conway	Caroll	September 1	September 30	\$ 125	\$ 54

NH	Durham	Strafford			\$ 99	\$ 54
NH	Laconia	Belknap	October 1	May 31	\$ 92	\$ 69
NH	Laconia	Belknap	June 1	September 30	\$ 116	\$ 69
NH	Lebanon / Lincoln / West Lebanon	Grafton / Sullivan			\$ 118	\$ 64
NH	Manchester	Hillsborough			\$ 95	\$ 64
NH	Portsmouth	Rockingham	October 1	June 30	\$ 107	\$ 59
NH	Portsmouth	Rockingham	July 1	August 31	\$ 142	\$ 59
NH	Portsmouth	Rockingham	September 1	September 30	\$ 107	\$ 59
NJ	Atlantic City / Ocean City / Cape May	Atlantic / Cape May	·		\$ 97	\$ 64
NJ	Cherry Hill / Moorestown	Camden / Burlington			\$ 98	\$ 59
NJ	Eatontown / Freehold	Monmouth			\$ 101	\$ 59
NJ	Edison / Piscataway	Middlesex			\$ 110	\$ 59
NJ	Flemington	Hunterdon			\$ 115	\$ 64
NJ	Newark	Essex / Bergen / Hudson / Passaic			\$ 136	\$ 64
NJ	Parsippany	Morris			\$ 142	\$ 59
NJ	Princeton / Trenton	Mercer			\$ 128	\$ 59
NJ	Somerset	Somerset			\$ 140	\$ 59
NJ	Springfield / Cranford / New	Union			\$ 117	\$ 59
	Providence					
NJ	Toms River	Ocean	October 1	May 31	\$ 89	\$ 64
NJ	Toms River	Ocean	June 1	August 31	\$ 102	\$ 64
NJ	Toms River	Ocean	September 1	September 30	\$ 89	\$ 64
NM	Carlsbad	Eddy			\$ 148	\$ 54
NM	Las Cruces	Dona Ana			\$ 94	\$ 59
NM	Santa Fe	Santa Fe			\$ 99	\$ 64
NM	Taos	Taos			\$ 93	\$ 69
NV	Incline Village / Reno / Sparks	Washoe	October 1	June 30	\$ 97	\$ 64
NV	Incline Village / Reno / Sparks	Washoe	July 1	August 31	\$ 136	\$ 64
NV	Incline Village / Reno / Sparks	Washoe	September 1	September 30	\$ 97	\$ 64
NV	Las Vegas	Clark	October 1	January 31	\$ 108	\$ 64
NV	Las Vegas	Clark	February 1	August 31	\$ 93	\$ 64
NV	Las Vegas	Clark	September 1	September 30	\$ 108	\$ 64
NY	Albany	Albany			\$ 115	\$ 59
NY	Binghamton / Owego	Broome / Tioga			\$ 99	\$ 59
NY	Buffalo	Erie			\$ 112	\$ 64
NY	Floral Park / Garden City / Great Neck	Nassau			\$ 150	\$ 69
NY	Glens Falls	Warren	October 1	June 30	\$ 99	\$ 64
NY	Glens Falls	Warren	July 1	August 31	\$ 160	\$ 64
NY	Glens Falls	Warren	September 1	September 30	\$ 99	\$ 64
NY	Ithaca / Waterloo / Romulus	Tompkins / Seneca			\$ 121	\$ 59
NY	Kingston	Ulster			\$ 115	\$ 69
NY	Lake Placid	Essex	October 1	November 30	\$ 115	\$ 74
NY	Lake Placid	Essex	December 1	February 29	\$ 140	\$ 74
NY	Lake Placid	Essex	March 1	June 30	\$ 107	\$ 74

NY	Lake Placid	Essex	July 1	August 31	\$ 172	\$ 74
NY	Lake Placid	Essex	September 1	September 30	\$ 115	\$ 74
NY	New York City	Bronx / Kings / New York / Queens / Richmond	October 1	December 31	\$ 306	\$ 74
NY	New York City	Bronx / Kings / New York / Queens / Richmond	January 1	February 29	\$ 181	\$ 74
NY	New York City	Bronx / Kings / New York / Queens / Richmond	March 1	June 30	\$ 270	\$ 74
NY	New York City	Bronx / Kings / New York / Queens / Richmond	July 1	August 31	\$ 242	\$ 74
NY	New York City	Bronx / Kings / New York / Queens / Richmond	September 1	September 30	\$ 306	\$ 74
NY	Niagara Falls	Niagara	October 1	June 30	\$ 89	\$ 59
NY	Niagara Falls	Niagara	July 1	August 31	\$ 114	\$ 59
NY	Niagara Falls	Niagara	September 1	September 30	\$ 89	\$ 59
NY	Nyack / Palisades	Rockland			\$ 112	\$ 64
NY	Poughkeepsie	Dutchess			\$ 104	\$ 64
NY	Riverhead / Ronkonkoma / Melville	Suffolk			\$ 126	\$ 64
NY	Rochester	Monroe			\$ 101	\$ 59
NY	Saratoga Springs / Schenectady	Saratoga / Schenectady	October 1	June 30	\$ 120	\$ 64
NY	Saratoga Springs / Schenectady	Saratoga / Schenectady	July 1	August 31	\$ 186	\$ 64
NY	Saratoga Springs / Schenectady	Saratoga / Schenectady	September 1	September 30	\$ 120	\$ 64
NY	Syracuse / Oswego	Onondaga / Oswego	Coptombol 1		\$ 100	\$ 59
NY	Tarrytown / White Plains / New Rochelle	Westchester			\$ 151	\$ 64
NY	Troy	Rensselaer			\$ 107	\$ 64
NY	Watertown	Jefferson			\$ 94	\$ 54
NY	West Point	Orange			\$ 106	\$ 59
OH	Akron	Summit			\$ 103	\$ 54
OH	Canton	Stark			\$ 106	\$ 59
ОН	Cincinnati	Hamilton / Clermont			\$ 135	\$ 69
OH	Cleveland	Cuyahoga			\$ 125	\$ 69
OH	Columbus	Franklin			\$ 109	\$ 59
OH	Dayton / Fairborn	Greene / Darke / Montgomery			\$ 90	\$ 59
OH	Hamilton	Butler / Warren			\$ 101	\$ 54
OH	Medina / Wooster	Wayne / Medina			\$ 100	\$ 54
OH	Mentor	Lake			\$ 97	\$ 59
OH	Sandusky / Bellevue	Erie / Huron			\$ 96	\$ 54
OH	Youngstown	Mahoning / Trumbull			\$ 95	\$ 54
OK	Enid	Garfield			\$ 111	\$ 59
OK	Oklahoma City	Oklahoma			\$ 98	\$ 59
OR	Beaverton	Washington			\$ 119	\$ 59
OR	Bend	Deschutes	October 1	June 30	\$ 102	\$ 59
OR	Bend	Deschutes	July 1	August 31	\$ 130	\$ 59

OR	Bend	Deschutes	September 1	September 30	\$ 102	\$ 59
OR	Clackamas	Clackamas			\$ 102	\$ 59
OR	Eugene / Florence	Lane			\$ 106	\$ 59
OR	Lincoln City	Lincoln	October 1	June 30	\$ 98	\$ 59
OR	Lincoln City	Lincoln	July 1	August 31	\$ 125	\$ 59
OR	Lincoln City	Lincoln	September 1	September 30	\$ 98	\$ 59
OR	Portland	Multnomah	·		\$ 151	\$ 64
OR	Seaside	Clatsop	October 1	June 30	\$ 105	\$ 69
OR	Seaside	Clatsop	July 1	August 31	\$ 156	\$ 69
OR	Seaside	Clatsop	September 1	September 30	\$ 105	\$ 69
PA	Allentown / Easton / Bethlehem	Lehigh / Northampton			\$ 91	\$ 59
PA	Bucks	Bucks			\$ 100	\$ 59
PA	Chester / Radnor / Essington	Delaware			\$ 101	\$ 64
PA	Erie	Erie			\$ 95	\$ 54
PA	Gettysburg	Adams	October 1	October 31	\$ 98	\$ 64
PA	Gettysburg	Adams	November 1	March 31	\$ 89	\$ 64
PA	Gettysburg	Adams	April 1	September 30	\$ 98	\$ 64
PA	Harrisburg	Dauphin County excluding Hershey			\$ 106	\$ 69
PA	Hershey	Hershey	October 1	October 31	\$ 120	\$ 69
PA	Hershey	Hershey	November 1	May 31	\$ 108	\$ 69
PA	Hershey	Hershey	June 1	August 31	\$ 176	\$ 69
PA	Hershey	Hershey	September 1	September 30	\$ 120	\$ 69
PA	Lancaster	Lancaster			\$ 109	\$ 59
PA	Malvern / Frazer / Berwyn	Chester			\$ 124	\$ 59
PA	Mechanicsburg	Cumberland			\$ 90	\$ 54
PA	Montgomery	Montgomery			\$ 124	\$ 64
PA	Philadelphia	Philadelphia	October 1	November 30	\$ 174	\$ 64
PA	Philadelphia	Philadelphia	December 1	February 29	\$ 144	\$ 64
PA	Philadelphia	Philadelphia	March 1	June 30	\$ 168	\$ 64
PA	Philadelphia	Philadelphia	July 1	August 31	\$ 155	\$ 64
PA	Philadelphia	Philadelphia	September 1	September 30	\$ 174	\$ 64
PA	Pittsburgh	Allegheny			\$ 130	\$ 54
PA	Reading	Berks			\$ 99	\$ 54
	Scranton	Lackawanna			\$ 92	\$ 59
PA	State College	Centre			\$ 95	\$ 59
	East Greenwich / Warwick / North Kingstown	Kent / Washington			\$ 95	\$ 59
RI	Jamestown / Middletown / Newport	Newport	October 1	October 31	\$ 166	\$ 59
RI	Jamestown / Middletown / Newport	Newport	November 1	May 31	\$ 100	\$ 59
RI	Jamestown / Middletown / Newport	Newport	June 1	August 31	\$ 107	\$ 59
RI	Jamestown / Middletown / Newport	Newport	September 1	September 30	\$ 166	\$ 59
	Providence / Bristol	Providence / Bristol	Oebreinnei I	September 50	\$ 138	\$ 59
	Aiken	Aiken			\$ 93	\$ 59
			October 1	November 30	\$ 93 \$ 171	
30	Charleston	Charleston / Berkeley / Dorchester	Uctober 1	November 30	\$ I/I	\$ 69

SC	Charleston	Charleston / Berkeley / Dorchester	December 1	February 29	\$ 145	\$ 69
SC	Charleston	Charleston / Berkeley / Dorchester	March 1	May 31	\$ 203	\$ 69
SC	Charleston	Charleston / Berkeley / Dorchester	June 1	September 30	\$ 171	\$ 69
SC	Columbia	Richland / Lexington			\$ 99	\$ 59
SC	Hilton Head	Beaufort	October 1	March 31	\$ 103	\$ 64
SC	Hilton Head	Beaufort	April 1	August 31	\$ 144	\$ 64
SC	Hilton Head	Beaufort	September 1	September 30	\$ 103	\$ 64
SC	Myrtle Beach	Horry	October 1	March 31	\$ 89	\$ 59
SC	Myrtle Beach	Horry	April 1	May 31	\$ 105	\$ 59
SC	Myrtle Beach	Horry	June 1	August 31	\$ 151	\$ 59
SC	Myrtle Beach	Horry	September 1	September 30	\$ 89	\$ 59
SD	Hot Springs	Fall River / Custer	October 1	October 31	\$ 93	\$ 59
SD	Hot Springs	Fall River / Custer	November 1	May 31	\$ 89	\$ 59
SD	Hot Springs	Fall River / Custer	June 1	August 31	\$ 126	\$ 59
SD	Hot Springs	Fall River / Custer	September 1	September 30	\$ 93	\$ 59
SD	Rapid City	Pennington	October 1	May 31	\$ 89	\$ 59
SD	Rapid City	Pennington	June 1	August 31	\$ 137	\$ 59
SD	Rapid City	Pennington	September 1	September 30	\$ 89	\$ 59
SD	Sturgis / Spearfish	Meade / Butte / Lawrence	October 1	May 31	\$ 89	\$ 59
SD	Sturgis / Spearfish	Meade / Butte / Lawrence	June 1	August 31	\$ 126	\$ 59
SD	Sturgis / Spearfish	Meade / Butte / Lawrence	September 1	September 30	\$ 89	\$ 59
TN	Brentwood / Franklin	Williamson	·		\$ 114	\$ 59
TN	Chattanooga	Hamilton			\$ 95	\$ 64
TN	Knoxville	Knox			\$ 92	\$ 59
TN	Memphis	Shelby			\$ 106	\$ 59
TN	Nashville	Davidson			\$ 145	\$ 59
TX	Arlington / Fort Worth / Grapevine	Tarrant County / City of Grapevine			\$ 149	\$ 59
TX	Austin	Travis	October 1	December 31	\$ 135	\$ 59
TX	Austin	Travis	January 1	March 31	\$ 159	\$ 59
TX	Austin	Travis	April 1	September 30	\$ 135	\$ 59
TX	Big Spring	Howard			\$ 171	\$ 54
TX	College Station	Brazos			\$ 114	\$ 59
ΤX	Corpus Christi	Nueces			\$ 105	\$ 59
ΤX	Dallas	Dallas	October 1	December 31	\$ 125	\$ 64
TX	Dallas	Dallas	January 1	May 31	\$ 138	\$ 64
TX	Dallas	Dallas	June 1	September 30	\$ 125	\$ 64
ΤX	El Paso	El Paso			\$ 95	\$ 59
TX	Galveston	Galveston	October 1	May 31	\$ 99	\$ 64
TX	Galveston	Galveston	June 1	August 31	\$ 129	\$ 64
ΤX	Galveston	Galveston	September 1	September 30	\$ 99	\$ 64
ΤX	Houston (L.B. Johnson Space Center)	Montgomery / Fort Bend / Harris	October 1	January 31	\$ 131	\$ 59
ΤX	Houston (L.B. Johnson Space Center)	Montgomery / Fort Bend / Harris	February 1	May 31	\$ 147	\$ 59
ΤX	Houston (L.B. Johnson Space Center)	Montgomery / Fort Bend / Harris	June 1	September 30	\$ 131	\$ 59
TX	Laredo	Webb			\$ 99	\$ 59

TX	McAllen	Hidalgo			\$ 93	\$ 59
TX	Midland	Midland	October 1	October 31	\$ 185	\$ 64
TX	Midland	Midland	November 1	January 31	\$ 174	\$ 64
TX	Midland	Midland	February 1	September 30	\$ 185	\$ 64
TX	Pearsall	Frio / Medina / La Salle	October 1	March 31	\$ 119	\$ 54
TX	Pearsall	Frio / Medina / La Salle	April 1	May 31	\$ 142	\$ 54
ΤX	Pearsall	Frio / Medina / La Salle	June 1	September 30	\$ 119	\$ 54
TX	Pecos	Reeves			\$ 152	\$ 54
TX	Plano	Collin			\$ 114	\$ 59
TX	Round Rock	Williamson			\$ 96	\$ 59
TX	San Angelo	Tom Green			\$ 136	\$ 59
TX	San Antonio	Bexar			\$ 120	\$ 64
TX	South Padre Island	Cameron	October 1	May 31	\$ 89	\$ 59
TX	South Padre Island	Cameron	June 1	August 31	\$ 117	\$ 59
TX	South Padre Island	Cameron	September 1	September 30	\$ 89	\$ 59
TX	Waco	McLennan			\$ 93	\$ 59
UT	Moab	Grand	October 1	October 31	\$ 143	\$ 64
UT	Moab	Grand	November 1	February 29	\$ 89	\$ 64
UT	Moab	Grand	March 1	September 30	\$ 143	\$ 64
UT	Park City	Summit	October 1	November 30	\$ 118	\$ 74
UT	Park City	Summit	December 1	March 31	\$ 232	\$ 74
UT	Park City	Summit	April 1	September 30	\$ 118	\$ 74
UT	Provo	Utah			\$ 91	\$ 59
UT	Salt Lake City	Salt Lake / Tooele	October 1	December 31	\$ 108	\$ 59
UT	Salt Lake City	Salt Lake / Tooele	January 1	March 31	\$ 123	\$ 59
UT	Salt Lake City	Salt Lake / Tooele	April 1	September 30	\$ 108	\$ 59
VA	Abingdon	Washington			\$ 98	\$ 69
VA	Blacksburg	Montgomery			\$ 100	\$ 59
VA	Charlottesville	City of Charlottesville / Albemarle / Greene			\$ 128	\$ 69
VA	Loudoun	Loudoun			\$ 97	\$ 59
VA	Lynchburg	Campbell / Lynchburg City			\$ 94	\$ 59
VA	Richmond	City of Richmond			\$ 121	\$ 64
VA	Roanoke	City limits of Roanoke			\$ 104	\$ 59
VA	Virginia Beach	City of Virginia Beach	October 1	May 31	\$ 96	\$ 59
VA	Virginia Beach	City of Virginia Beach	June 1	August 31	\$ 176	\$ 59
VA	Virginia Beach	City of Virginia Beach	September 1	September 30	\$ 96	\$ 59
VA	Wallops Island	Accomack	October 1	June 30	\$ 99	\$ 64
VA	Wallops Island	Accomack	July 1	August 31	\$ 180	\$ 64
VA	Wallops Island	Accomack	September 1	September 30	\$ 99	\$ 64
VA	Warrenton	Fauquier			\$ 98	\$ 59
VA	Williamsburg / York	James City / York Counties / City of Williamsburg	October 1	February 29	\$ 89	\$ 64
VA	Williamsburg / York	James City / York Counties / City of Williamsburg	March 1	August 31	\$ 96	\$ 64

VA	Williamsburg / York	James City / York Counties / City of Williamsburg	September 1	September 30	\$ 89	\$ 64
VT	Burlington / St. Albans / Middlebury	Chittenden / Franklin / Addison	October 1	October 31	\$ 128	\$ 64
VT	Burlington / St. Albans / Middlebury	Chittenden / Franklin / Addison	November 1	April 30	\$ 104	\$ 64
VT	Burlington / St. Albans / Middlebury	Chittenden / Franklin / Addison	May 1	September 30	\$ 128	\$ 64
VT	Manchester	Bennington	October 1	October 31	\$ 119	\$ 69
VT	Manchester	Bennington	November 1	June 30	\$ 98	\$ 69
VT	Manchester	Bennington	July 1	September 30	\$ 119	\$ 69
VT	Montpelier	Washington			\$ 115	\$ 74
VT	Stowe	Lamoille	October 1	October 31	\$ 136	\$ 74
VT	Stowe	Lamoille	November 1	June 30	\$ 119	\$ 74
VT	Stowe	Lamoille	July 1	September 30	\$ 136	\$ 74
VT	White River Junction	Windsor			\$ 100	\$ 69
WA	Everett / Lynnwood	Snohomish			\$ 113	\$ 64
WA	Ocean Shores	Grays Harbor	October 1	June 30	\$ 89	\$ 69
WA	Ocean Shores	Grays Harbor	July 1	August 31	\$ 110	\$ 69
WA	Ocean Shores	Grays Harbor	September 1	September 30	\$ 89	\$ 69
WA	Olympia / Tumwater	Thurston			\$ 99	\$ 69
WA	Port Angeles / Port Townsend	Clallam / Jefferson	October 1	June 30	\$ 100	\$ 74
WA	Port Angeles / Port Townsend	Clallam / Jefferson	July 1	August 31	\$ 137	\$ 74
WA	Port Angeles / Port Townsend	Clallam / Jefferson	September 1	September 30	\$ 100	\$ 74
WA	Richland / Pasco	Benton / Franklin			\$ 94	\$ 59
WA	Seattle	King	October 1	October 31	\$ 202	\$ 74
WA	Seattle	King	November 1	April 30	\$ 157	\$ 74
WA	Seattle	King	May 1	September 30	\$ 202	\$ 74
WA	Spokane	Spokane			\$ 96	\$ 64
WA	Tacoma	Pierce			\$ 112	\$ 64
WA	Vancouver	Clark / Cowlitz / Skamania			\$ 151	\$ 64
WI	Appleton	Outagamie			\$ 92	\$ 64
WI	Brookfield / Racine	Waukesha / Racine			\$ 97	\$ 59
WI	Madison	Dane	October 1	October 31	\$ 127	\$ 59
WI	Madison	Dane	November 1	August 31	\$ 105	\$ 59
WI	Madison	Dane	September 1	September 30	\$ 127	\$ 59
WI	Milwaukee	Milwaukee	· ·		\$ 115	\$ 64
WI	Sheboygan	Sheboygan	October 1	May 31	\$ 89	\$ 59
WI	Sheboygan	Sheboygan	June 1	August 31	\$ 94	\$ 59
WI	Sheboygan	Sheboygan	September 1	September 30	\$ 89	\$ 59
WI	Sturgeon Bay	Door	October 1	June 30	\$ 89	\$ 54
WI	Sturgeon Bay	Door	July 1	August 31	\$ 93	\$ 54
WI	Sturgeon Bay	Door	September 1	September 30	\$ 89	\$ 54
WI	Wisconsin Dells	Columbia	October 1	May 31	\$ 92	\$ 59
WI	Wisconsin Dells	Columbia	June 1	September 30	\$ 116	\$ 59
WV	Charleston	Kanawha			\$ 107	\$ 54
WV	Morgantown	Monongalia			\$ 102	\$ 54

WV	Wheeling	Ohio			\$ 119	\$ 54
WY	Cody	Park	October 1	May 31	\$ 102	\$ 64
WY	Cody	Park	June 1	September 30	\$ 139	\$ 64
WY	Evanston / Rock Springs	Sweetwater / Uinta			\$ 97	\$ 59
WY	Gillette	Campbell			\$ 104	\$ 59
WY	Jackson / Pinedale	Teton / Sublette	October 1	May 31	\$ 119	\$ 74
WY	Jackson / Pinedale	Teton / Sublette	June 1	September 30	\$ 179	\$ 74

INTERCITY TRANSIT

PROCUREMENT POLICY AND PROCEDURES

RESOLUTION 78-86 (10/17/86), as amended by Resolution 5-94 (9/7/94)

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ARTICLE 1 - GENERAL PROVISIONS

PART A - PURPOSE AND APPLICATION

§ 1-101 PURPOSE

The purpose of this policy is to provide for the fair and equitable treatment of all persons involved in public purchasing by Intercity Transit, to maximize the purchasing value of public funds in procurement, and to provide safeguards for maintaining a procurement system of quality and integrity.

§ 1-102 APPLICATION

This policy applies to contracts for the procurement of supplies, services and construction, entered into by Intercity Transit after the effective date of this policy unless the parties agree to its application to contracts entered into prior to the effective date. It shall apply to every expenditure of public funds by the agency for public purchasing irrespective of the source of the funds. When the procurement involves the expenditure of Federal assistance or contract funds, the procurement shall be conducted in accordance with any applicable mandatory Federal law and regulations which are not reflected in these procedures. Nothing in these procedures shall prevent Intercity Transit from complying with the terms or conditions of any grant, gift or bequest which are otherwise consistent with law.

PART B - DEFINITIONS

§ 1-201 DEFINITIONS

<u>Architect - Engineer and Land Surveying Services</u>. These professional services within the scope of the practice of architecture, professional engineering, or land surveying, as defined by the laws of this state.

<u>Blind Trust</u>. An independently managed trust in which the employee-beneficiary has no management rights and in which the employee-beneficiary is not given notice of alterations in, or other dispositions of, the property subject to the trust.

<u>Brand Name or Equal Specification</u>. A specification limited to one or more items by manufacturers' names or catalog numbers to describe the standard of quality, performance, and other salient characteristics needed to meet agency requirements, and which provides for the submission of equivalent products.

<u>Brand Name Specification</u>. A specification limited to one or more items by manufacturers' names or catalog numbers.

<u>Businesses</u>. Any corporation, partnership, individual, sole proprietorship, joint stock company, joint venture or any other private legal entity.

<u>Change Order</u>. A written order signed and issued by the Purchasing Agent, directing the contractor to make changes which the "Changes" clause of the contract authorizes the Purchasing Agent to order without the consent of the contractor.

<u>Contract Modification</u>. Any written alternation in specifications, delivery point, rate of delivery, period of performance, price, quantity, or other provision of any contract accomplished by mutual action of the parties to the contract.

<u>Confidential Information</u>. Any information which is available to an employee only because of the employee's status as an employee of Intercity Transit.

<u>Construction</u>. The process of building, altering, repairing, improving, or demolishing any public structure or building, or other public improvements of any kind to any public real property. It does not include the routine operation, routine repair, or routine maintenance of existing structures, buildings, or real property.

<u>Contract</u>. all types of agency agreements, regardless of what they may be called, for the procurement of supplies, services or construction.

Contractor. Any person having a contract with Intercity Transit.

<u>Cost Analysis</u>. The evaluation of cost data for the purpose of arriving at costs actually incurred or estimates of costs to be incurred, prices to be paid, and costs to be reimbursed.

<u>Cost Data</u>. Factual information concerning the cost of labor, material, overhead, and other cost elements which are expected to be incurred or which have been actually incurred by the contractor in performing the Contract.

<u>Cost-Reimbursement Contract</u>. A contract under which a contractor is reimbursed for costs which are allowable and allocable in accordance with the contract terms and the provisions of these procedures, and a fee or profit, if any.

<u>Direct or Indirect Participation</u>. Involvement through decision, approval, disapproval, recommendation, preparation of any part of a purchase request, influencing the content of any specification or procurement standard, rendering of advice, investigation, auditing, or in any other advisory capacity.

<u>Disadvantaged Business</u>. A small business which is owned or controlled by a majority of persons, not limited to members of minority groups, who have been deprived of the opportunity to develop and maintain a competitive position in the economy because of social disadvantage.

<u>Employee</u>. An individual drawing a salary or wages from Intercity Transit, whether elected or not, and any non compensated individual performing personal services for Intercity Transit or any department, agency, commission, council, board or any other entity established by the Intercity Transit Authority.

Financial Interest.

- a. Ownership of any interests or involvement in any relationship from which, or as a result of which, a person within the past year has received, or is presently or in the future entitled to receive, more than \$1,000 per year, or its equivalent;
- b. Ownership of 2% of any property or business; or
- c. Holding a position in a business such as an officer, director, trustee, partner, employee, or the like, or holding any position of management.

<u>Gratuity</u>. A payment, loan, subscription, advance, deposit of money, services, or anything of more than nominal value, present or promised, unless consideration of substantially equal or greater value is received.

Immediate Family. A spouse, children, parents, brothers and sisters.

<u>Invitation for Bids</u>. All documents, whether attached or incorporated by reference, utilized for soliciting sealed bids.

<u>Legal Counsel</u>. The attorney or attorneys designated by the Authority to provide legal services to Intercity Transit.

<u>Life Cycle Costing</u>. The total cost of an item of work or equipment which is comprised of initial cost, operating costs through the normal or expected life of the item, and salvage or resale price at the end of that normal or expected life.

<u>Micro-purchase</u>. The acquisition of supplies or services in which compentition is not required provided that the aggregate amoun does not exceed the established micro-purchase thereshold.

<u>On-Call Contract</u>. A competitively awarded term contract in which the prequalified supplier(s) may be assisgned a task order contract to perform work on an as needed basis in accordance with contract terms.

<u>Persons</u>. Any business, individual, union, committee, club, other organization, or group of individuals.

<u>Price Analysis</u>. The evaluation of price data, without analysis of the separate cost components and profit as in cost analysis, which may assist in arriving at prices to be paid and costs to be reimbursed.

<u>Pricing Data</u>. Factual information concerning prices for items substantially similar to those being procured. Prices in this definition refer to offered or proposed selling prices, historical selling prices and current selling prices. The definition refers to data relevant to both prime and subcontract prices.

<u>Procurement</u>. The buying, renting, leasing, or otherwise acquiring of any supplies, service, or construction. It also includes all functions that pertain to the obtaining of any supply, service, or construction, including description of requirements, selection, and solicitation of sources, preparation and award of contract, and all phases of contract administration.

<u>Qualified Products List</u>. An approved list of supplies, services, or construction items described by model or catalog numbers, which, prior to competitive solicitation, Intercity Transit has determined will meet the applicable specification requirements.

<u>Request for Proposals</u>. All documents, whether attached or incorporated by reference, utilized for soliciting proposals.

<u>Responsible Bidder or Offerer</u>. A person who has the capability in all respects to perform fully the contract requirements, and the tenacity, perseverance, experience, integrity, reliability, capacity, facilities, equipment and credit which will assure good faith performance.

<u>Responsive Bidder</u>. A person who has submitted a bid which conforms in all material respects to the Invitation for Bids.

<u>Services</u>. The furnishing of labor, time or effort by a contractor, not involving the delivery of a specific end product other than reports which are merely incidental to the required performance. This term shall not include employment agreements or collective bargaining agreements.

<u>Small Business</u>. A United States business which is independently owned and which is not dominant in its field of operation or an affiliate or subsidiary of a business dominant in its field of operation.

<u>Specification</u>. Any description of the physical or functional characteristics, or of the nature of a supply, service, or construction. It may include a description of any requirement for inspecting, testing, or preparing a supply, service, or construction item for delivery.

<u>Supplies</u>. All property, including but not limited to equipment, materials, printing, insurance, and leases of real property, excluding land or a permanent interest in land.

PART C - PUBLIC ACCESS TO PROCUREMENT INFORMATION

§ 1-301 PUBLIC ACCESS TO PROCUREMENT INFORMATION

Procurement information shall be public record to the extent provided under the State Public Disclosure Act, RCW 42.56, and shall be available to the public as provided therein.

ARTICLE 2 - OFFICE OF THE PURCHASING AGENT

§ 2-101 ESTABLISHMENT

Establishment of the Position of Purchasing Agent. There is hereby created the position of Purchasing Agent, who shall be Intercity Transit's principal public purchasing official. This position is to held by the General Manager of Intercity Transit until such time as the Intercity Transit Authority designates otherwise.

§ 2-102 AUTHORITY AND DUTIES

1. Principal Public Purchasing Official. The Purchasing Agent shall serve as the principal public purchasing official for Intercity Transit and shall be responsible for the procurement of supplies, services, and construction in accordance with these procedures, as well as the management and disposal of supplies. The Purchasing Agent shall be authorized to award and execute contracts up to \$25,000, except that the Purchasing Agent may award and execute contracts for general operating supplies, such as diesel fuel, in amounts exceeding \$25,000. This does not preclude governing Authority involvement in any award in which the Authority may deem it appropriate.

- 2. Duties. In accordance with these procedures, the Purchasing Agent shall:
 - a. purchase or supervise the purchasing of all supplies, services and construction needed by Intercity Transit;
 - b. exercise direct supervision over all inventories of supplies belonging to Intercity Transit;
 - c. sell, trade, or otherwise dispose of surplus supplies belonging to Intercity Transit; and
 - d. establish and maintain programs for specifications development, contract administration, and inspection and acceptance.

3. Operating Procedures. Consistent with these Procedures, the Purchasing Agent may adopt operational procedures relating to the execution of its duties.

§ 2-103 DELEGATION TO OTHER INTERCITY TRANSIT OFFICIALS

The General Manager may delegate authority to purchase certain supplies, services, or construction items to other Intercity Transit officials, if such delegation is deemed necessary for the effective procurement of those items.

ARTICLE 3 - SOURCE SELECTION AND CONTRACT FORMATION

PART A - METHOD OF SOURCE SELECTION

§ 3-101 COMPETITIVE SEALED BIDDING

1. Conditions for Use. All contracts of Intercity Transit shall be awarded by competitive sealed bidding except as otherwise provided in Section 3-102 (Competitive Sealed Proposals), 3-103 (Small Purchases), 3-104 (Sole Source Procurement), 3-105 (Emergency Procurements), and 5-401 (Public Announcement & Selection Process) of these Procedures.

2. Invitations for Bids. An Invitation for Bids shall be issued and shall include specifications, and all contractual terms and conditions applicable to the procurement.

3. Public Notice. Adequate public notice of the Invitation for Bids shall be given a reasonable time, not less than 15 calendar days, prior to the date set forth therein for the opening of bids. Such notice may include publication in a newspaper of general circulation a reasonable time prior to bid opening. The pubic notice shall state the place, date and time of bid opening.

4. Bid Opening. Bids shall be opened publicly in the presence of one or more witnesses at the time and place designated in the Invitation for Bids, or as amended by addendum. The amount of each bid, and such other relevant information as the Purchasing Agent deems appropriate, together with the name of each bidder shall be recorded; the record and each bid shall be open to public inspection in accordance with Section 1-301 (Public Access to Procurement Information).

5. Bid Acceptance and Bid Evaluation. Bids shall be unconditionally accepted without alternation or correction, except as authorized in these procedures. Bids shall be evaluated based on the requirements set forth in the Invitation for Bids; which may include criteria to determine acceptability such as inspection, testing, quality, workmanship, delivery, and suitability for a particular purpose. those criteria that will affect the bid price and be considered in evaluation for award shall be objectively measurable, such as discounts, transportation costs, and total or life cycle costs. The Invitation for Bids shall set forth the evaluation criteria to be used. No criteria may be used in bid evaluations that are not set forth in the Invitation for Bids.

6. Correction or Withdrawal of Bids; Cancellation of Awards. Correction or withdrawal of inadvertently erroneous bids before or after bid opening, or cancellation of awards or contracts based on such bid mistakes, may be permitted where appropriate. Mistakes discovered before bid opening may be modified or withdrawn by written or telegraphic notice received in the office designated in the Invitation for Bids prior to the time set for bid opening.

After bid opening, corrections in bids shall be permitted only to the extent that the bidder can show by clear and convincing evidence that a mistake of a nonjudgemental character was made, the nature of the mistake, and the bid price actually intended. After bid

opening, no changes in bid prices or other provisions of bids prejudicial to the interest of Intercity Transit or fair competition shall be permitted. In lieu of bid correction, a low bidder alleging a material mistake of fact may be permitted to withdraw its bid if:

- a. the mistake is clearly evident on the face of the bid document by the intended correct bid is not similarly evident; or
- b. the bidder submits evidence which clearly and convincingly demonstrates that a mistake was made.

All decisions to permit the correction or withdrawal of bids, or to cancel awards or contract based on bid mistakes, shall be supported by a written determination made by the Purchasing Agent.

7. Award. The contract shall be awarded with reasonable promptness by written notice to the responsible and responsive bidder whose bid meets the requirements and criteria set forth in the Invitation for Bids. In the event all bids for a construction project exceed available funds as certified by the Director of Administrative Services, and the low responsive and responsible bid does not exceed such funds by more than five percent, the Purchasing Agent is authorized, when time or economic considerations preclude re solicitation of work of a reduced scope, to negotiate an adjustment of the bid price with the low responsive and responsible bidder, in order to bring the bid within the amount of available funds. Any such negotiated adjustment shall be based only upon eliminating independent deductive items specified in the Invitation for Bids.

8. Multi-step Sealed Bidding. When it is considered impractical to initially prepare a purchase description to support an award based on price, an Invitation for Bids may be issued requesting the submission of unpriced offers to be followed by an Invitation for bids limited to those bidders whose offers have been determined to be technically acceptable under the criteria set forth in the first solicitation.

§ 3-102 COMPETITIVE SEALED PROPOSALS

1. Conditions for Use. When the Purchasing Agent determines in writing that the use of competitive sealed bidding is either not practicable or not advantageous to Intercity Transit, a contract may be entered into by use of the Competitive Sealed Proposals method.

2. Request for Proposals. Proposals shall be solicited through a Request for Proposals.

3. Public Notice. Adequate public notice of the Request for Proposals shall be given in the same manner as provided in Section 3-101 (3) (Competitive Sealed Bidding, Public Notice); provided, the minimum time shall be 20 calendar days.

4. Receipt of Proposals. No proposals shall be handled so as to permit disclosure of the identity of any offerer or the contents of any proposals to competing offerers during the process of negotiation. A Register of Proposals shall be prepared containing the name of each offerer, the number of modifications received, if any, and a description sufficient to identify the item offered. The Register of Proposals shall be open for public inspection only after contract award.

5. Evaluation Factors. The Request for Proposals shall state relative importance of price and other evaluation factors.

6. Discussion with Responsible Offerers and Revisions to Proposals. As provided in the Request for Proposals, discussion may be conducted with responsible offerers who submit proposals determined to be reasonable susceptible of being selected for award for the purpose of clarification to assure full understanding of, and conformance to, the solicitation requirements.

Offerers shall be accorded fair and equal treatment with respect to any opportunity for discussion and revision of proposals and such revisions may be permitted after submissions and prior to award for the purpose of obtaining best and final offers. In conducting discussions, there shall be no disclosure of the identity of competing offerers or of any information derived from proposals submitted by competing offerers.

7. Award. Award shall be made to the responsible offerer whose proposal is determined in writing to be the most advantageous to Intercity Transit taking into consideration price and the other evaluation factors set forth in the Request for Proposals. No other factors or criteria shall be used in the evaluation. The contract file shall contain the basis on which the award is made.

§ 3-103 SMALL PURCHASES

A micro-purchase not exceeding the Federal Acquisition Regulation (FAR) micropurchase threshold (currently \$3,500) may be made without competition. Any other contract not exceeding \$10,000 may be made in accordance with small purchase procedures authorized in this section. Contract requirements shall not be artificially divided so as to constitute a micro or small purchase under this Section. Insofar as it is practical, no less than three businesses shall be solicited to submit quotations. Award shall be made to the responsive responsible business submitting the lowest quotation, and the date and amount of each quotation, shall be recorded and maintained as a public record.

§ 3-104 SOLE SOURCE PROCUREMENT

A contract may be awarded without competition when the Purchasing Agent determines in writing, after conducting a good faith review of available sources that there is only one source for the required supply, service or construction item. The Purchasing Agent shall conduct negotiations, as appropriate, as to price, delivery, and terms. A record of sole source procurements shall be maintained that lists each contractor's name, the amount and type of each contract, a listing of the item(s) procured under each contract, and the identification number of each contract file.

§ 3-105 EMERGENCY PROCUREMENTS

Notwithstanding any other provisions of these procedures, the Purchasing Agent may make or authorize others to make emergency procurements of supplies, services or construction items when there exists a threat to public health, welfare, or safety; provided that such emergency procurements shall be made with such competition as is practicable under the circumstances. A written determination of the basis for the emergency and for the selection of the particular contractor shall be included in the contract file. As soon as practicable, a record of each emergency procurement shall be made and shall set forth the contractor's name, the amount and type of the contract, a listing of the item(s) procured under the contract, and the identification number of the contract file.

§ 3-106 CANCELLATION OF INVITATIONS FOR BIDS OR REQUESTS FOR PROPOSALS

An Invitation for Bids, a Request for Proposals, or other solicitation may be canceled, or any or all bids or proposals may be rejected in whole or as may be specified in the solicitation, when it is for good cause and in the best interests of Intercity Transit. The reasons therefore shall be made part of the contract file. Each solicitation issued by Intercity Transit shall state that the solicitation may be canceled and that any bid or proposal may be rejected in whole or in part for good cause when in the best interest of Intercity Transit. Notice of cancellation shall be sent to all businesses solicited. The notice shall identify the solicitation, explain the reasons for cancellation, and, where appropriate, explain that an opportunity will be given to compete on any re solicitation or any future procurements of similar items. Reasons for rejection shall be provided upon request of unsuccessful bidders or offerers.

PART B - QUALIFICATIONS AND DUTIES

§ 3-201 RESPONSIBILITY OF BIDDERS AND OFFERERS

1. Determination of Non responsibility. If a bidder or offerer who otherwise would have been awarded a contract is found non responsible, a written determination of non responsibility setting forth the basis of the finding shall be prepared by the Purchasing Agent. The unreasonable failure of a bidder or offerer to promptly supply information in connection with an inquiry with respect to responsibility may be grounds for a determination of non responsibility with respect to such bidder or offerer. A copy of the determination shall be sent promptly to the non responsible bidder or offerer. The final determination shall be made part of the contract file and be made a public record.

2. Right of Nondisclosure. Information furnished by a bidder or offerer pursuant to this Section shall not be disclosed by Intercity Transit outside the Office of the Purchasing Agent without prior written consent by the bidder or offerer.

§ 3-202 COST OR PRICING DATA

1. Required Submissions Relating to the Award of Contracts. A prospective contractor shall submit cost or pricing data when the contract is expected to exceed \$100,000 and is to be awarded by Competitive Sealed Proposals (Section 3-102), or by Sole Source Procurement authority (Section 3-104).

2. Exceptions. The submission of cost or pricing data relating to the award of a contract is not required where:

- a. the contract price is based on adequate price competition;
- b. the contract price is based on established catalog prices or market prices;
- c. the contract price is set by law or regulation; or
- d. it is determined in writing by the Purchasing Agent that the requirements of Section 3-202 (1) may be waived, and the determination states the reasons for such waiver.

3. Required Submissions Relating to Change Orders or Contract Modifications. A contractor shall submit cost or pricing data prior to the pricing of any change order or contract modification, including adjustments to contracts awarded by Competitive Sealed Bidding, whether or not cost or pricing data were required in connection with the initial pricing of the contract, when the change or modification involves aggregate increases or aggregate decreases in costs plus applicable profits that are expected to exceed \$25,000.

4. Exceptions. The submission of cost or pricing data relating to the pricing of a change order or contract modification is not required where:

- a. unrelated and separately priced adjustments for which cost and pricing data would not be required are consolidated for administrative convenience; or
- b. it is determined in writing by the Purchasing Agent that the requirements of Section 3-202 (3) may be waived, and the determination states the reasons for such waiver.

5. Certification Required. A contractor, actual or prospective, required to submit cost or pricing data in accordance with this Section, shall certify that, to the best of its knowledge and belief, the cost or pricing data submitted was accurate, complete, and current as of a mutually specified date prior to the award of the contract or the pricing of the change order or contract modification.

6. Price Adjustment Provision Required. Any contract award, change order, or contract modification under which the submission and certification of cost or pricing data are required shall contain a provision stating that the price to Intercity Transit, including profit or fee, shall be adjusted to exclude any significant sums by which Intercity Transit finds that such price was increased because the contractor-furnished cost or pricing data was inaccurate, incomplete, or not current as of the date agreed upon between Intercity Transit and the contractor.

§ 3-203 COST OR PRICE ANALYSIS

A cost analysis or a price analysis, as appropriate, shall be conducted prior to award of the contract other than one awarded under Section 3-101 (Competitive Sealed Bidding). In the event that only a single bid is received from a competitive sealed bidding process, the Purchasing Agent shall perform a cost or price analysis. Award shall not be considered until after the completion of said cost or price evaluation and the written determination by the Purchasing Agent that the single bid received is fair and reasonable. A written record of such cost analyses or price analyses shall be made a part of the contract file.

§ 3-204 BID AND PERFORMANCE BONDS ON SUPPLY OR SERVICE CONTRACTS

Bid and performance bonds or other security may be requested for supply contracts or service contracts as the Purchasing Agent deems advisable to protect Intercity Transit's interests. Any such bonding requirements shall be set forth in the solicitation. Bid or performance bonds shall not be used as a substitute for a determination of a bidder or offerer's responsibility.

PART C - TYPES OF CONTRACTS AND CONTRACT ADMINISTRATION

§ 3-301 TYPES OF CONTRACTS

1. General Authority. Subject to the limitations of this Section, any type of contract which is appropriate to the procurement and which will promote the best interest of Intercity Transit may be used; provided that the use of a cost-plus-a-percentage-of-cost contract or a cost-plus-a-percentage-of-construction-cost-contract are prohibited. A cost reimbursement contract may be used only when a determination is made in writing that such contract is likely to be less costly to Intercity Transit than any other type or that it is impractical to obtain the supply, service, or construction item required except under such a contract. An on-call contract may be used provided that each task order contract includes a written determination that it

would not be practical or cost effective to conduct a standalone percurement for the work to be performed.

- 2. Multi-term Contracts.
 - a. Specified Period. Unless otherwise provided by law, a contract for supplies or services may be entered into for any period of time deemed to be in the best interests of Intercity Transit provided the term of the contract and conditions of renewal or extension, if any, are included in the solicitation and funds are available for the first fiscal period at the time of contracting. Payment and performance obligations for succeeding fiscal periods shall be subject to the availability and appropriation of funds therefor.
 - b. Determination Prior to Use. Prior to the utilization of a multi-term contract, it shall be determined in writing:
 - (i) that estimated requirements cover the period of the contract and are reasonably firm and continuing; and
 - that such a contract will serve the best interests of Intercity Transit by encouraging effective competition or otherwise promoting economies in Intercity Transit procurement.
 - c. Cancellation Due to Unavailability of Funds in Succeeding Fiscal Periods. When funds are not appropriated or otherwise made available to support continuation of performance in a subsequent fiscal period, the contract shall be canceled and the contractor shall be reimbursed for the reasonable value of any non-recurring costs incurred but not amortized in the price of the supplies or services delivered under the contract. The cost of cancellation may be paid from any appropriations available for such purposes.

§ 3-302 CONTRACT CLAUSES AND THEIR ADMINISTRATION

1. Contract Clauses. All Intercity Transit contracts for supplies, services, and construction shall include provisions necessary to define the responsibilities and rights of the parties to the contract. The Purchasing Agent, after consultation with Legal Counsel, may issue clauses appropriate for supply, service, or construction contracts, addressing among others the following subjects:

- a. the unilateral right of Intercity Transit to order in writing changes in the work within the scope of the contract;
- b. the unilateral right of Intercity Transit to order in writing temporary stopping of work or delaying performance that does not alter the scope of the contract;
- c. variations occurring between estimated quantities of work in contract and actual quantities;
- d. defective pricing;
- e. liquidated damages;
- f. specified excuses for delay or nonperformance;
- g. termination of the contract for default;

- h. termination of the contract in whole or in part for the convenience of Intercity Transit;
- i. suspension of work on a construction project order by Intercity Transit; and
- j. site conditions differing from those indicated in the contract, or ordinarily encountered, except that a differing site conditions clause need not be included in a contract:
 - (i) when the contract is negotiated;
 - (ii) when the contractor provides the site or design; or
 - (iii) when the parties have otherwise agreed with respect to the risk of differing site conditions.
- 2. Price Adjustments
 - a. Adjustments in price resulting from the use of contract clauses required by Subsection (1) of this Section shall be computed in one or more of the following ways:
 - (i) by agreement on a fixed price adjustment before commencement of the pertinent performance or as soon thereafter as practicable;
 - (ii) by unit prices specified in the contract or subsequently agreed upon;
 - (iii) by the costs attributable to the events or situations under such clauses with adjustment of profit or fee, all as specified in the contract or subsequently agreed upon;
 - (iv) in such other manner as the contracting parties may mutually agree; or
 - (v) in the absence of agreement by the parties, by a unilateral determination by Intercity Transit of the costs attributable to the events or situations under such clauses, with adjustment of profit or fee as computed by Intercity Transit, as accounted for in accordance with cost principles which are codified in subpart 1-15 of Title 41, Code of Federal Regulation and subject to the provisions of Article 9 (Appeals and Remedies).
 - b. A contractor shall be required to submit cost or pricing data if any adjustment in contract price is subject to the provisions of Section 3-202 (Cost or Pricing Data).

3. Standard Clauses and Their Modification. The Purchasing Agent, after consultation with Legal Counsel, may establish standard contract clauses for use in Intercity Transit contracts. If the Purchasing Agent establishes any standard clauses addressing the subjects set forth in Subsection (1) of this Section, such clauses may be varied provided that any variations are supported by a written determination that states the circumstances justifying such variations.

§ 3-303 COST REIMBURSEMENT PROVISIONS

Cost reimbursement provisions shall only obligate Intercity Transit to reimburse reasonable costs, allocable to the contractor, either directly or indirectly, that are accounted for subject to appropriate Federal cost principles, which are codified in Subpart 1-15 of Title 41, Code of Federal Regulations.

§ 3-304 APPROVAL OF ACCOUNTING SYSTEM

Except with respect to firm fixed-price contracts, no contract type shall be used unless it has been determined in writing by the Purchasing Agent that:

- a. the proposed contractor's accounting system will permit timely development of all necessary cost data in the form required by the specific contract type contemplated; and
- b. the proposed contractor's accounting system is adequate to allocate cost in accordance with generally accepted accounting principles.

§ 3-305 RIGHT TO INSPECT PLANT

Intercity Transit shall reserve the right, where appropriate, to inspect, at reasonable times, the part of the plant, place of business, or worksite of a contractor or subcontractor at any tier which is pertinent to the performance of any contract awarded or to be awarded by Intercity Transit.

§ 3-306 RIGHT TO AUDIT RECORDS

1. Audit of Cost or Pricing Data. Intercity Transit shall reserve the right to, at reasonable times and places, audit the books and records of any contractor who has submitted costs or pricing data pursuant to Section 3-202 (Cost or Pricing Data) to the extent that such books, documents, papers, and records are pertinent to such cost or pricing data. Any person who receives a contract, change order, or contract modification for which cost or pricing data is required, shall maintain such books, documents, papers and records that are pertinent to such cost or pricing data for three years from the date of final payment or the resolution of any disputes under the contract.

2. Contract Audit. Intercity Transit shall reserve the right to audit the books and records of a contractor or a subcontractor at any tier under any negotiated contract or subcontract other than a firm fixed-price contract to the extent that such books, documents, papers and records are pertinent to the performance of such contract or subcontract. Such books and records shall be maintained by the contractor for a period of three years from the date of final payment or the resolution of any disputes under the prime contract and by the subcontractor for a period of three years from the date of final payment or the resolution of any disputes under the prime contract and by the subcontract.

§ 3-307 REPORTING OF ANTICOMPETITIVE PRACTICES

When, for any reason, collusion or other anticompetitive practices are suspected among any bidders or offerers, a notice of the relevant facts shall be transmitted to the State Attorney General.

§ 3-308 INTERCITY TRANSIT PROCUREMENT RECORDS

1. Contract File. All determinations and other written records pertaining to the solicitation, award, or performance of a contract shall be maintained for Intercity Transit in a contract file by the Purchasing Agent.

2. Retention of Procurement Records. All procurement records shall be retained and disposed of by Intercity Transit in accordance with records retention guidelines and schedules required by State Law. If a contract is being funded in whole or in part by assistance from a Federal agency, then all procurement records pertaining to that contract shall be maintained for three years from the close-out date of the assistance agreement or the final disposition of any controversy arising out of the assistance agreement.

ARTICLE 4 - SPECIFICATIONS

§ 4-101 MAXIMUM PRACTICABLE COMPETITION

All specifications shall be drafted so as to promote overall economy for the purposes intended and encourage maximum free and open competition in satisfying Intercity Transit's minimum needs, and shall not be unduly restrictive. The policy enunciated in this Section applies to all specifications including but not limited to, those prepared for Intercity Transit by architects, engineers, designers, and draftsmen.

§ 4-102 QUALIFIED PRODUCTS LISTS

(Reserved)

§ 4-103 BRAND NAME OR EQUAL SPECIFICATIONS

1. Use. Brand name or equal specifications may be used when the Purchasing Agent determines in writing that:

- a. no other design or performance specification or qualified products list is available;
- b. time does not permit the preparation of another form or purchase description, not including a brand name specification;
- c. the nature of the product or the nature of Intercity Transit's requirements makes use of a brand name or equal specification suitable for the procurement; or
- d. use of brand name or equal specification is in Intercity Transit's best interest.

2. Designation of Several Brand Names. Brand name or equal specifications shall seek to designate three, or as many different brands as are practicable, as "or equal" references and shall further state that substantially equivalent products to those designated will be considered for award.

3. Required Characteristics. Unless the purchasing agent determines in writing that the essential characteristics of the brand names included in the specifications are commonly known in the industry or trade, brand name or equal specifications shall include a description of the particular design, function, or performance characteristics which are required.

4. Nonrestrictive Use of Brand Name or Equal Specifications. Where a brand name or equal specification is used in a solicitation, the solicitation shall contain explanatory language that the use of a brand name is for the purpose of describing the standard of quality, performance, and characteristics desired and is not intended to limit or restrict competition.

5. Further Requirements. No specification for bids or statement of work in connection with such works shall be written in such a manner as to contain proprietary, exclusionary, or discriminatory requirements other than those based upon performance, unless such requirements are necessary to test or demonstrate a specific thing or to provide for necessary interchangeability of parts or equipment, or at least two brand names or trade names of comparable quality or utility are listed and are followed by the words "or equals".

§ 4-104 BRAND NAME SPECIFICATION

1. Use. Since use of a brand name specification is restrictive of product competition, it may be used only when the Purchasing Agent makes a written determination that only the identified brand name item or items will satisfy Intercity Transit's needs.

2. Competition. The Purchasing Agent shall seek to identify sources from which the designated brand name item or items can be obtained and shall solicit such sources to achieve whatever degree or price competition is practicable. If only one source can supply the requirement, the procurement shall be made under Section 3-104 (Sole Source Procurement).

ARTICLE 5 - PROCUREMENT OF CONSTRUCTION, ARCHITECT-ENGINEER AND LAND SURVEYING SERVICES

PART A - MANAGEMENT OF CONSTRUCTION CONTRACTING

§ 5-101 RESPONSIBILITY FOR SELECTION OF METHODS OF CONSTRUCTION CONTRACTING MANAGEMENT

The Purchasing Agent shall have discretion to select the appropriate method of construction contracting management for a particular project. In determining which method to use, the Purchasing Agent shall consider Intercity Transit's requirements, its resources, and the potential contractor's capabilities. The Purchasing Agent shall execute and include in the contract file a written statement setting forth the facts which led to the selection of a particular method of construction contracting management for each project.

§ 5-102 CONTRACT ADMINISTRATION

The Purchasing Agent shall maintain a contract administration system designed to insure that a contractor is performing in accordance with the solicitation under which the contract was awarded, and the terms and conditions of the contract.

PART B - BID SECURITY AND PERFORMANCE BONDS

§ 5-201 BID SECURITY

1. Requirement for Bid Security. Bid security shall be required for all competitive sealed bidding for construction contracts when the price is estimated by the Purchasing Agent to exceed \$100,000. bid security shall be a bond provided by a surety company authorized to do business in this state, or the equivalent in cash, or otherwise supplied in a form satisfactory to Intercity Transit. Nothing herein prevents the requirement of such bonds on construction contracts under \$100,000 when the circumstances warrant.

2. Amount of Bid Security. Bid security shall be in an amount equal to at least 5% of the amount of the bid.

3. Rejection of Bids for Noncompliance with Bid Security Requirements. When the Invitation for Bids requires security, noncompliance requires that the bid be rejected unless it is determined that the bid fails to comply in a non-substantial manner with the security requirements.

4. Withdrawal of Bids. If a bidder is permitted to withdraw its bid before award as provided in Section 3-101 (6), no action shall be had against the bidder or the bid security.

§ 5-202 CONTRACT PERFORMANCE AND PAYMENT BONDS

1. When Required - Amounts. When a construction contract is awarded in excess of \$25,000, the following bonds or security shall be delivered to Intercity Transit and shall become binding on the parties upon the execution of the contract:

- a. a performance bond satisfactory to Intercity Transit, executed by a surety company authorized to do business in this state or otherwise secured in a manner satisfactory to Intercity Transit, in an amount equal to 100% of the price specified in the contract; and
- b. a payment bond satisfactory to Intercity Transit, executed by a surety company authorized to do business in this state or otherwise secured in a manner satisfactory to Intercity Transit, for the protection of all persons supplying labor and material to the contractor or its subcontractors for the performance of the work provided for in the contract. The bond shall be in an amount equal to 100% of the price specified in the contract.

2. Reduction of Bond Amounts. After notice to the Authority, the Purchasing Agent is authorized to reduce the amount of performance and payment bonds to fifty percent of the contract price for each bond when a written determination is made that it is in the best interests of Intercity Transit to do so, except where not allowed by a State or Federal project funding source.

3. Authority to Require Additional Bonds. Nothing in this Section shall be construed to limit the authority of Intercity Transit to require a performance bond or other security in addition to those bonds, or in circumstances other than specified in Subsection (1) of this Section.

§ 5-203 COPIES OF BOND FORMS

Any person may request and obtain from Intercity Transit a certified copy of bond upon payment of the cost of reproduction of the bond and postage, it any. A certified copy of a bond shall be prima facie evidence of the contents, execution, and delivery of the original.

PART C - FISCAL RESPONSIBILITY

§ 5-301 FISCAL RESPONSIBILITY

Every contract modification, change order, or contract price adjustment under a construction contract with Intercity Transit in excess of \$10,000 shall be subject to prior approval by the Authority after receiving a report from the Purchasing Agent as to the effect of the contract modification, change order, or contract price adjustment on the total project budget or the total contract budget.

PART D - ARCHITECT-ENGINEER AND LAND SURVEYING SERVICES

§ 5-401 PUBLIC ANNOUNCEMENT AND SELECTION PROCESS

1. Public Announcement. It is the policy of Intercity Transit to publicly announce all requirements for architecture-engineer and land surveying services and to negotiate such contracts on the basis of demonstrated competence and qualifications at fair and reasonable prices. In the procurement of architect-engineer and land surveying services, the Purchasing Agent shall request firms to submit a statement of qualifications and performance data.

2. Selection Process. The Purchasing Agent shall conduct discussions with no less than three firms regarding the contract and shall select from among them no less than three of

the firms deemed most qualified to provide the required services. The selection shall be made in order of preference, based on criteria established and published by the Purchasing Agent.

Negotiation. The Purchasing Agent shall negotiate a contract with the highest 3. qualified firm for architect-engineer or land surveying services at compensation which the Purchasing Agent determines in writing to be fair and reasonable to Intercity Transit. In making this decision, the Purchasing Agent shall take into account the estimated value, the scope, the complexity, and the professional nature of the services to be rendered. Should the Purchasing Agent be unable to negotiate a satisfactory contract with the firm considered to be the most qualified at a price the Purchasing Agent determines to be fair and reasonable to Intercity Transit, negotiations with that firm shall be formally terminated. The Purchasing Agent shall then undertake negotiations with the second most qualified firm. Failing accord with the second most qualified firm, the Purchasing Agent shall formally terminate negotiations. The Purchasing Agent shall then undertake negotiations with the third most qualified firm. Should the Purchasing Agent be unable to negotiate a contract at a fair and reasonable price with any of the selected firms, the Purchasing Agent shall select additional firms in order of their competence and qualifications, and the Purchasing Agent shall continue negotiations in accordance with this Section until an agreement is reached.

ARTICLE 6 - DEBARMENT OR SUSPENSION

§ 6-101 AUTHORITY TO DEBAR OR SUSPEND

After reasonable notice to the person involved and reasonable opportunity for that person to be heard, the Purchasing Agent, after consulting with legal counsel, is authorized to debar a person for cause from consideration for award of contracts. The debarment shall not be for a period of more than three years. After consultation with legal counsel, the Purchasing Agent is authorized to suspend a person from consideration for award of contracts if there is probably cause to believe that the person has engaged in any activity which might lead to debarment. The suspension shall not be for a period exceeding three months. The causes for debarment include:

- a. conviction for commission of a criminal offense as an incident to obtaining or attempting to obtain a public or private contract or subcontract, or in the performance of such contract or subcontract;
- b. conviction under state and Federal statutes of embezzlement, theft, forgery, bribery, falsification or destruction of records, receiving stolen property, or any other offense indicating a lack of business integrity or business honesty which currently, seriously, and directly affects responsibility as a Intercity Transit contractor;
- c. conviction under state or Federal antitrust statutes arising out of the submission of bids or proposals;
- d. violation of contract provisions, as set forth below, of a character which is regarded by the Purchasing Agent to be so serious as to justify debarment action:
 - (i) deliberate failure without good cause to perform in accordance with the specifications or within the time limit provided in the contract; or
 - (ii) a recent record of failure to perform or of unsatisfactory performance in accordance with the terms of one or more contracts; provided that failure

to perform or unsatisfactory performance caused by acts beyond the control of the contractor shall not be considered to be a basis for debarment.

- e. any other cause the Purchasing Agent determines to be so serious and compelling as to affect responsibility as an Intercity Transit contractor, including debarment by another governmental entity for any cause listed in the policy; and
- f. for violation of the ethical standards set forth in Article 9 (Ethics in Public Contracting).

§ 6-102 DECISION TO DEBAR OR SUSPEND

The Purchasing Agent shall issue a written decision to debar or suspend. The decision shall state the reason for the action taken and inform the debarred or suspended person involved of its rights concerning judicial or administrative review.

§ 6-103 NOTICE OF DECISION

A copy of the decision required by Section 6-102 (Decision to Debar or Suspend) shall be mailed or otherwise furnished immediately to the debarred or suspended person.

§ 6-104 FINALITY OF DECISION

A decision under Section 6-102 (Decision to Debar or Suspend) shall be final and conclusive, unless fraudulent, or the debarred or suspended person within ten days after receipt of the decision takes an appeal to the Intercity Transit Authority or commences a timely action in court in accordance with applicable law.

ARTICLE 7 - APPEALS AND REMEDIES

§ 7-101 BID PROTESTS

1. Right to Protest. Any actual or prospective bidder, offerer, or contractor who is aggrieved in connection with the solicitation or award of a contract shall file a protest with the Purchasing Agent. A protest with respect to an Invitation for Bids or Request for Proposals shall be submitted in writing prior to the opening of bids or the closing date for proposals unless the aggrieved person did not know and should not have known of the facts giving rise to such protest prior to bid opening or the closing date for proposals. The protest shall be submitted within seven calendar days after such aggrieved person knows or should have known of the facts giving rise the solution of the Purchasing Agent, a written protest may be filed with the Authority. Protests filed more than seven calendar days following the receipt of the Purchasing Agent's written determination will not be accepted.

2. Stay of Procurements During Protests. In the event of a timely protest under subsection 1 of this Section, the Purchasing Agent shall not proceed further with the solicitation or award of the contract until all administrative and judicial remedies have been exhausted or until the Authority makes a determination on the record that the award of a contract without delay is necessary to protect substantial interests of Intercity Transit.

3. Entitlement to Costs. In addition to any other relief, when a protest is sustained and the protesting bidder or offerer should have been awarded the contract under the solicitation, but is not, then the protesting bidder or offerer shall be entitled to the

reasonable costs incurred in connection with the solicitation, including bid preparation costs, other than attorney's fees.

§ 7-102 CONTRACT CLAIMS

1. Decision of the Purchasing Agent. All claims by a contractor against Intercity Transit relating to a contract, except bid protest, shall be submitted in writing to the Purchasing Agent for a decision. Claims include, without limitation, controversies arising under a contract, and those based upon breach of contract, mistake, misrepresentation, or other cause for contract modification or recission.

2. Notice to the Contractor of the Purchasing Agent's Decision. The decision of the Purchasing Agent shall be promptly issued in writing, and shall be immediately mailed or otherwise furnished to the contractor. The decision shall state the reasons for the decision reached, and shall inform the contractor of its appeal rights under Subsection 3 of this Section.

3. Finality of Purchasing Agent's Decision; Contractor's Right of Appeal. The Purchasing Agent's decision shall be final and conclusive unless, within seven calendar days from the date of receipt of the decision, the contractor mails or otherwise delivers a written appeal to the Intercity Transit Authority or commences an action in a court of competent jurisdiction.

4. Failure to Render a Timely Decision. If the Purchasing Agent does not issue a written decision regarding any contract controversy within seven days after written request for a final decision, or within such longer period as may be agreed upon between the parties, then the aggrieved party may proceed as if an adverse decision had been received.

§ 7-103 ACCESS TO LOCAL COURTS

(Reserved)

§ 7-104 ACCESS TO STATE COURTS

(Reserved)

§ 7-105 AUTHORITY OF THE PURCHASING AGENT TO SETTLE BID PROTESTS AND CONTRACT CLAIMS

The Purchasing Agent is authorized to settle any protest regarding the solicitation or award of an Intercity Transit contract, or any claim arising out of the performance of an Intercity Transit contract, prior to an appeal to the Authority or the commencement of an action in a court of competent jurisdiction.

§ 7-106 REMEDIES FOR SOLICITATIONS OR AWARDS IN VIOLATION OF LAW

1. Prior to Bid Opening or Closing Date for Receipt of Proposals. If prior to bid opening or the closing date for receipt of proposals, the Purchasing Agent, after consultation with legal counsel, determines that a solicitation is in violation of Federal, State or municipal law, then the solicitation shall be canceled or revised to comply with applicable law.

2. Prior to Award. If after bid opening or the closing date for receipt of proposals, the Purchasing Agent, after consultation with legal counsel, determines that a solicitation or a proposed award is in violation of Federal, State or municipal law, then the solicitation or proposed award shall be canceled.

3. After Award. If, after an award, the Purchasing Agent, after consultation with legal counsel, determines that a solicitation or award of a contract was in violation of applicable law, then:

- a. if the person awarded the contract has not acted fraudulently or in bad faith:
 - (i) the contract may be ratified and affirmed, provided it is determined that so doing is in the best interest of Intercity transit, or
 - (ii) the contract may be terminated and the person awarded the contract shall be compensated for the actual expenses reasonably incurred under the contract, plus a reasonable profit, prior to the termination.
- b. if the person awarded the contract has acted fraudulently or in bad faith, the contract may be declared null and void or voidable, if such action is in the best interests of Intercity Transit.

ARTICLE 8 - ASSISTANCE TO WOMEN AND MINORITY BUSINESS ENTERPRISES

§ 8-101 SOLICITATION OF WOMEN AND MINORITY BUSINESSES

The Purchasing Agent shall implement procedures to seek involvement by Women and Minority Businesses in Intercity Transit's procurement process.

Examples of procedures that may achieve that involvement may include:

- a. including qualified small, women-owned, and minority businesses on solicitation lists;
- b. assuring that small, women-owned, and minority businesses are solicited whenever they are potential sources;
- c. when economically feasible, dividing total requirements into small tasks or quantities so as to permit maximum small, women-owned, and minority business participation;
- d. where the requirement permits, establishing delivery schedules which will encourage participation by small, women-owned, and minority businesses.

ARTICLE 9 - ETHICS IN PUBLIC CONTRACTING

§ 9-101 CRIMINAL PENALTIES

To the extent that violations of the ethical standards of conduct set forth in this Part constitute violations of the State Criminal Code, they shall be punishable as provided therein. Such penalties shall be in addition to the civil sanctions set forth in this Part. Criminal, civil, and administrative sanctions set forth in this Part. Criminal, civil, and administrative sanctions against employees or non-employees which are in existence on the effective date of this policy shall not be impaired.

§ 9-102 EMPLOYEE CONFLICT OF INTEREST

Intercity Transit shall not purchase goods or services from any business:

a. owned by an Intercity Transit Authority member or employee with purchasing authority at any level, or

b. owned by such Authority member's or employee's spouse, dependent children and other dependent relatives, if living in the household.

Failure of an employee to disclose such an interest prior to the conduct of a prohibited purchasing action shall constitute a basis for consideration of sanctions as defined in Section 9-108.

It shall be unethical and not allowed for any employee to participate directly or indirectly in a procurement when the employee knows that:

- a. the employee or any member of the employee's immediate family has a financial interest pertaining to the procurement; or
- b. any other person, business, or organization with whom the employee or any member of an employee's immediate family is negotiating or has an arrangement concerning prospective employment is involved in the procurement.

An employee or any member of any employee's immediate family who holds a financial interest in a disclosed blind trust shall not be deemed to have a conflict of interest with regard to matters pertaining to that financial interest.

§ 9-103 GRATUITIES AND KICKBACKS

1. Gratuities. It shall be unethical for any person to offer, give or agree to give any employee or former employee, or for any employee or former employee to solicit, demand, accept, or agree to accept from another person, a gratuity or an offer of employment in connection with any decision, approval, disapproval, recommendation, preparation of any part of a program requirement or a purchase request, influencing the content of any specification or procurement standard, rendering of advice, investigation, auditing, or in any other advisory capacity in any proceeding or application, request for ruling, determination, claim or controversy, or other particular matter, pertaining to any program requirement or a contract or subcontract, or to any solicitation or proposal therefor.

2. Kickbacks. It shall be unethical for any payment, gratuity, or offer of employment to be made by or on behalf of a subcontractor under a contract to the prime contractor or higher tier subcontractor or any person associated therewith, as an inducement for the award of a subcontract or order.

3. Contract Clause. The prohibition against gratuities and kickbacks prescribed in this Section shall be conspicuously set forth in every contract and solicitation.

§ 9-104 PROHIBITION AGAINST CONTINGENT FEES

It shall be unethical for a person to be retained, or to retain a person, to solicit or secure an Intercity Transit contract upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, except for retention of bona fide employees or bona fide established commercial selling agencies for the purpose of securing business.

§ 9-105 CONTEMPORANEOUS EMPLOYMENT PROHIBITED

It shall be unethical for any employee who is participating directly or indirectly in the procurement process to become or to be, while such an employee, the employee of any person contracting with the governmental body by whom the employee is employed.

§ 9-106 WAIVERS FROM CONTEMPORANEOUS EMPLOYMENT PROHIBITION AND OTHER CONFLICT OF INTEREST

The Authority may grant a waiver from the employee conflict of interest provision (Section 9-102) or the contemporaneous employment provision (Section 9-105) upon making a written determination that:

- a. the contemporaneous employment or financial interest of the Intercity Transit employee has been publicly disclosed;
- b. the Intercity Transit employee will be able to perform his or her procurement function without actual or apparent bias or favoritism; and
- c. the award will be in the best interests of Intercity Transit.

§ 9-107 USE OF CONFIDENTIAL INFORMATION

It shall be unethical for any employee or former employee knowingly to use confidential information for actual or anticipated personal gain, or for the actual or anticipated personal gain for any other person.

§ 9-108 SANCTIONS

1. Employees. The Authority or the General Manager may impose any one or more of the following sanctions on an employee for violations of the ethical standards in this Part:

- a. oral or written warnings or reprimands;
- b. suspension with or without pay for specified periods of time; or
- c. termination of employment.

2. Nonemployees. The Authority may impose any one or more of the following sanctions on a nonemployee for violations of the ethical standards:

- a. written warnings or reprimands;
- b. termination of contracts; or
- c. debarment or suspension as provided in Section 6-101.

§ 9-109 RECOVERY OF VALUE TRANSFERRED OR RECEIVED IN BREACH OF ETHICAL STANDARDS

1. General Provisions. The value of anything transferred or received in breach of the ethical standards of these procedures by an employee or a nonemployee may be recovered from both employee and non-employee.

2. Recovery of Kickbacks by Intercity Transit. Upon a showing that a subcontractor made a kickback to a prime contractor or a higher tier subcontractor in connection with the award of a subcontract or order thereunder, it shall be conclusively presumed that the amount thereof was included in the price of the subcontract or order and ultimately borne by Intercity Transit and will be recoverable hereunder from the recipient. In addition, that amount may also be recovered from the subcontractor making such kickbacks. Recovery from one offending party shall not preclude recovery from other offending parties.

GUIDELINES FOR ETHICAL CONDUCT	Date: May 4, 1994 <u>Revised:</u> January 21, 1997 June 19, 2009	
Subject: Acceptance of Gifts and Gratuities		
Applicability: All Employees and Authority Members	No. 94-1	

The following Guidelines for Ethical Conduct are based on the Intercity Transit Procurement Policy on Gratuities and Kickbacks, Article 9-207.

Intent:

Recognizing the need for all individuals involved in procurements for a public agency to remain independent, free from obligation, and above suspicion, the intent of these guidelines is to avoid positions of conflicting interests for Intercity Transit employees. Further, the definitions and clarification of acceptable practices will help Intercity Transit employees make informed decisions regarding gifts and gratuities.

Statement of Conduct:

No employee or Authority member of Intercity Transit shall accept or receive, directly or indirectly, a personal financial benefit or gratuity as a result of a potential purchase, or a purchase entered into by Intercity Transit, from any person, firm, or corporation engaged in the sale, lease , or rental of property, material, supplies, equipment, commodities, or services to Intercity Transit.

Definitions and Acceptable Practices:

Gratuity or Benefit

Gratuity or benefit is defined as a payment, loan, subscription, advance, deposit of money, or anything else of more than nominal value present or promised.

Nominal Value

Nominal value is defined as \$25.00 or less cumulative value of items offered over the course of one year. Items in the nominal category are generally limited to vendor promotional items such as: baseball caps, calendars, coffee mugs, pads, and pens. Although these items may be accepted, employees shall refrain from the display of promotional materials which might suggest or create the perception of undue vendor influence.

Meals

Meals received from vendors or potential vendors are subject to the *Statement of Conduct* and definitions for *Gratuity* and *Nominal Value* addressed previously.

Obligation

Above all, the nominal items or meals addressed above shall not create, or appear to create, a sense of obligation on the part of the recipient toward the person or firm that is the source.

Catalogs, Samples, and Trade Shows

Intercity Transit employees may accept reference catalogs, product samples for documented testing, and admissions to trade shows, provided they foster the best interest of Intercity Transit and are of no economic gain to the individual.

Gifts Exceeding Nominal Value

Gifts offered exceeding nominal value should be refused and returned with a polite explanation. Perishable gifts offered exceeding nominal value should either be returned or donated to a local charity in the name of the supplier. All gifts received with a value in excess of \$25.00 shall be reported on a gifts and gratuities report form. The method of disposal or method used in returning the item shall be documented on the form.

Enforcement:

As delegated by the General Manager/Purchasing Agent, the Development Director shall be responsible for monitoring the overall ethical purchasing practices of Intercity Transit. This shall include a review of the gifts and gratuities reports and the investigation of departmental purchasing standards and practices as necessary.

The Development Director shall investigate compliance with agency purchasing policies and practices, in cooperation with the Human Resources Director. If necessary, a written recommendation to impose employee sanctions shall be provided to the General Manager.

The General Manager will be responsible for presenting the findings and recommendations for employee sanctions to the Director of the department employing the violating employee. Additionally, the General Manager shall be responsible for the implementation and monitoring of imposed sanctions, unless he/she chooses to delegate the responsibility.

Each Department Director shall be responsible for maintaining and monitoring the ethical purchasing practices of his/her department.

Guidelines for Ethical Conduct Revised January 21, 1997 Page 3

If an employee becomes aware of the acceptance of a gift or gratuity in violation of the Intercity Transit policy, notice shall be given to their immediate supervisor, their Department Director or the General Manager.

Penalties:

Violations of these Guidelines are subject to penalties under the Intercity Transit Procurement Policy, Article 9-212, Sanctions, and the Intercity Transit Human Resources Rules.

Offer Evaluation and Assistance:

Those employees of Intercity Transit in a position to influence the purchasing process must avoid any activity which may diminish, or even appear to diminish, the objectivity of Intercity Transit's purchasing decision-making process.

Extreme caution must be used in evaluating the intent and the perception of accepting any gifts, even if of nominal value. The frequency of such actions and the collective impact should also be considered.

Questions to ask when evaluating any offer from a vendor or potential vendor:

- 1. Is it legal?
- 2. Is it in the best interest of Intercity Transit to participate in such activity?
- 3. Will the acceptance of an offer influence future buying decisions?
- 4. Will the acceptance of the offer be perceived as influencing buying decisions?

The employees of Intercity Transit are charged with the responsibility of evaluating vendor offers in light of Intercity Transit Procurement Policies and Procedures and the Guidelines for Ethical Conduct. If employees desire assistance in evaluating a vendor offer, they should contact their immediate supervisor or the Development Director.

Resources used to formulate Purchasing Prcedure 94-1:

Organizational Contacts:

- 1. Sally Bashar, Tri-Met, Portland, Oregon
- 2. Carlton Chayer, City of Portland, Portland, Oregon

PROCUREMENT PROCEDURES	Revision Number:	
	95-1	
Subject: Ethics/Conflict of Interest Monitoring	Date:	
Applicability: All purchases	March 1, 1995	

1. PROGRAM

Implementation procedures to address newly adopted "conflict of interest" policy and other, related, ethics guidelines.

2. ACTIVITIES

- Each January, the General Manager will issue a reminder of Intercity Transit's Ethics Policy and Guidelines to all Authority members and employees with purchasing authority .
- Each January, all Authority members and any employee with purchasing authority at any level are to file an annual statement with the General Manager acknowledging their familiarity with Intercity Transit's Ethics Policy and Guidelines, and to update a disclosure form which identifies any interest or action taken which would contravene the objectives of the policy or constitute an actual or potential conflict of interest.
- Disclosure statements are to be updated by the affected Authority member or employee within 30 days of any substantial change.
- Management personnel shall identify to Procurement staff all employees under them who are required by this procedure to report.
- Procurement staff will create, and distribute internally, a listing of any businesses identified as being owned by an Authority member or employee with purchasing authority at any level, and any business identified as being owned by such Authority member's or employee's spouse, dependent children and other dependent relatives, if living in the household. The Procurement Policy Resolution prohibits Intercity Transit from purchasing goods or services from any such business.
- Accounting staff will monitor purchase order activity to avoid issuance of purchase orders to firms identified from the above listing of businesses.

3. VIOLATIONS

Violations of Intercity Transit's Ethics Policy and Guidelines are subject to sanctions identified in the Procurement Policy Resolution, Section 9-108.

PROCUREMENT PROCEDURES	Revision Number:
	95-2
Subject: Ethics/Conflict of Interest Policy	Date:
Distribution and Collection Procedure	March 10, 1995
Applicability: All Authority Members and	
Employees with purchasing authority.	

- 1. Each January Procurement staff reviews the "Signature Authorization Listing for Purchase Orders" maintained by Accounting. This document identifies internal procurement authority and is the basis for the distribution list for employee Ethics documents.
- 2. Procurement prepares ethics documents for the Authority and those employees identified on the Signature Authorization Listing. The ethics document packets will include:
 - Guidelines for Ethical Conduct No. 94-1
 - Conflict of Interest Monitoring No. 95-1
 - Article 9 Ethics in Public Contracting, from the Procurement Policy and Procedures Resolution 78-86.
 - Annual Statement for signature.
 - Letter from the General Manager requesting the ethics policy review and the return of the Annual statement.
 - Copies of any new ethics related procedures.
- 3. Procurement distributes ethics documents for each employee identified on the Signature Authorization Listing to their respective Department head.
- 4. Department heads distribute ethics documents to identified staff.
- 5. Department heads may distribute the ethics documents to employees other than those identified on the Signature Authorization Listing if they determine the employee has significant purchasing responsibilities.
- 6. Identified employees and Authority members fill out the Annual Statement form and return it to the General Manager within the time frame requested.
- 7. The General Manager collects and reviews the returned Annual Statement forms and passes them on to Procurement.
- 8. Procurement will monitor that Annual Statement forms are received from all appropriate personnel, i.e. those employees identified on the Signature Authorization Listing and Authority members.

- 9. Procurement prepares an operational listing of potential conflict issues and "excluded" businesses based upon a review of the forms submitted.
- 10. Procurement prepares an official list of "excluded" businesses and distributes to Department heads and to Accounting.
- 11. Department heads distribute the listing of "excluded" businesses to appropriate staff; i.e., all staff with purchasing authority and those employees determined to have significant purchasing responsibilities.
- 12. Procurement copies all Annual Statements and delivers originals to Human Resources for filing in respective personnel files. Annual Statement forms will be kept on file for two years and anything over two years old will be destroyed.
- 13. Procurement makes Ethics documents and Annual Statement forms available for mid-year adjustments.
- 14. Accounting monitors payment requests for "excluded" businesses and reports to the General Manager any potential violations prior to payment. Accounting will hold payment for any potential violations until authorized by the General Manager.
- 15. Human Resources distributes Ethics packets to new employees with purchasing authority at their orientation.

PROCUREMENT PROCEDURES	Revision Number:	
	95-3	
Subject: Approval Process for Contract Modifications - Contract Amendments	Date: May 11, 1995	

SUMMARY

The following procedures have been formulated to ensure comprehensive processing and approval of contract modifications, pursuant to Intercity Transit Procurement Policy and Procedures, Resolution 78-86, as amended. Modifications are issued for the purpose of making contract changes. Each modification must stand on its own merit, just like a contract. Therefore, there must be a reason for the change, funds to support the change, evidence that the price is fair and reasonable and complete documentation that tells the story of the purchase. Finally, there needs to be a process whereby the elements above can be collected, evaluated and approved at the appropriate level.

DEFINITIONS:

Contract Amendments - Contract modifications in which all changes are bilaterally agreed to, demonstrated by a signature from both Transit and the contractor.

Change Orders - Contract modifications that are invoked by Transit and do not require a signature from the contractor. All change orders must be within the general scope of the original contract.

Administrative Changes - Contract modifications that are made unilaterally and do not affect the scope of the contract. (For example, changing the paying office locations does not affect the scope of the contract).

PROCEDURES:

- A. The Project Manager shall have the responsibility to monitor projects and to identify any necessary modifications or changes to the contract.
- B. If the project requires additional work by the contractor which falls outside the Scope of Work established in the contract documents, it is the Project Manager's responsibility to initiate the process for a contract amendment or change order. This procedure (95-3) addresses contract amendments.
- C. A contract amendment is the preferred method, as it is a bilateral agreement wherein both parties agree to the final outcome prior to the work taking place. The following steps will be used to process a contract amendment:
 - 1. Determine the required change.
 - 2. Inform contractor in writing of the proposed changes and obtain a proposal for the subject work including the cost and a breakdown of each work element.
 - 3. Investigate budget impacts.

- 4. If a single modification totals more than \$25,000, a contractor certification of the cost or pricing data is required, (as per Intercity Transit Procurement Policy 78-86, 3-202 Cost or Pricing Data, 3. Required Submissions Relating to Change Orders or Contract Modifications, 4. Exceptions, 5. Certification Required, 6. Price Adjustment Provision Required.)
- 5. Analyze the proposal presented with the most appropriate pricing method. (For example unit prices previously set forth, agreed lump sum, time and materials within the context of the current agreement.)
- 6. If necessary, the Project Manager shall conduct negotiations to reach a mutual agreement.
- 7. Prepare two originals of the contract modification. Include all changes and adjustments by either party. The Project Manager shall include a cost breakdown, a recommendation for approval and a statement that the price is fair and reasonable.
- 8. The Procurement and Special Projects Administrator shall review the modification and provide direction if there is a need for additional documentation or review.
- 9. Obtain Authority approval if the total dollar amount of the modification exceeds \$25,000. Authorization authority for amendments under \$25,000 will be subject to the most recent Signature Authority Directive published by the General Manager.
- 10. Obtain Contractor's signature on the contract amendment.
- 11. After the contract amendment is approved, the Project Manager will issue the Contractor a written notice to proceed with the extra work.
- 12. Contract Amendment distribution:
 - a. One original executed contract amendment is returned to the contractor.
 - b. The second original contract amendment is placed in the Administration department contract files.
 - c. One copy of the amendment shall be placed in the Procurement and Special Projects project files.
- 13. Project Manager continues to monitor project progress.

PROCUREMENT PROCEDURES	Revision Number:	
	95-4	
Subject: Negotiated Procurement, Contract Modification, Approval Process to Issue Notice to Proceed.	Date: May 11, 1995	

SUMMARY

The intent of this procedure (95-4) is to provide a clear understanding of specific requirements that must be fulfilled prior to the commencement of work outside the scope of a contract for negotiated procurements.

PROCEDURE

- A. All contracts shall include a clause stating that prior written approval from Intercity Transit is necessary to commence work on a contract modification or change.
- B. Once staff has determined that a contract modification is necessary and an amendment must be issued, the following statements apply:
 - 1. Staff will employ Procurement Procedure 95-3 to process a contract amendment, except in the circumstances noted under #3, below.
 - 2. Staff shall not direct the consultant to proceed with additional work until the consultant has provided complete documentation relating to the contract amendment and a final amount has been negotiated for the extra work, except as noted under #3 below.
 - 3. The General Manager may direct consultant to proceed with the work prior to negotiating a final amount for the extra work when:
 - a. Health and welfare of staff or general public is jeopardized; or
 - b. A regulatory agency declares a condition an emergency and demands immediate correction; and delays resulting from using Procurement Procedure 95-3 to address the required correction may place Intercity Transit in a position of noncompliance, with the potential for substantial liability; or
 - c. The complexity of the change does not allow immediate resolution of contract issues and failure to proceed immediately will result in substantial additional project costs to Intercity Transit; or
 - d. As otherwise authorized under Procurement Policy 78-86, Section 3-105 EmergencyProcurements.
 - 4. If the change falls into the exceptions as described in #3 above, staff shall conduct as much review as is practicable under the circumstances, prior to the work taking place.

- Subsequent to the commencement of work, staff will begin preparing the required documentation pursuant to Procurement Procedure 95-3. The final negotiations, written approvals and file documentation will be prepared along with an explanation of exception to Procurement Procedure 95-3.
- 6. All exceptions to Procurement Procedure 95-3 must be reviewed and verbally approved by the General Manager prior to extra work taking place.
- 7. Exceptions that require work anticipated to exceed \$25,000 will be presented to the Authority with supporting documentation, subsequent to the commencement of the work. Prior telephone polling of Authority members will normally be conducted in these instances. If the situation requires immediate action, and polling is not practical, follow-up phone, fax and/ormail will be used to provide information to the Authority at theearliest possible opportunity.

PROCUREMENT PROCEDURES	Revision Number:	
	95-5	
Subject: Approval Process for Contract Modifications-Change Orders.	Date:	

SUMMARY

The following procedures have been formulated to ensure comprehensive processing and approval of contract modifications, pursuant to Intercity Transit Procurement Policy and Procedures, Resolution 78-86, as amended. Modifications are issued for the purpose of making contract changes. Each modification must stand on its own merit, just like a contract. Therefore, there must be a reason for the change, funds to support the change, evidence that the price is fair and reasonable and complete documentation that tells the story of the purchase. Finally, there needs to be a process whereby the elements above can be collected, evaluated and approved at the appropriate level.

DEFINITIONS:

Contract Amendments - Contract modifications in which all changes are bilaterally agreed to, demonstrated by a signature from both Transit and the contractor.

Change Orders - Contract modifications that are invoked by Transit and do not require a signature from the contractor.

Administrative Changes - Contract modifications that are made unilaterally and do not affect the scope of the contract. (For example, changing the paying office locations does not affect the scope of the contract).

PROCEDURES:

- A. The Project Manager shall have the responsibility to monitor projects and to identify any necessary modifications or changes to the contract.
- B. If the project requires additional work by the contractor which falls outside the Scope of Work established in the contract documents, it is the Project Manager's responsibility to initiate the process for a contract amendment or change order. This procedure addresses contract change orders.
- C. A contract change order is used when a contract amendment is not possible. Upon issuing a change order you are in effect telling the contractor to do the work now and the terms and conditions with be decided later. Change orders must always be followed by a contract amendment to finalize the terms and conditions with a bilateral agreement. The following steps will be used to process a contract change order:
 - 1. Determine the required change.
 - 2. Be sure that the contract contains the "changes " clause or another clause which invokes it. If not, and if you cannot issue a supplemental agreement or contract amendment which incorporates the "changes" clause, you are in a "new"

procurement situation. In other words, you need to establish a contract based on the new requirement

- 3. Investigate budget impacts.
- 4. Prepare the change order document which specifies the change.
- 5. Be sure to insert a "not to exceed" dollar amount in the change order document..
- 6. Double check your document to ensure it is complete and explains why the change order must be issued.
- 7. Obtain the appropriate approval signatures based upon the estimated dollar value of the change order and the Signature Authority Directive issued by the General Manager.
- 8. The Procurement and Special Projects Administrator shall review the change order and provide direction if there is a need for additional documentation or review.
- 9. Issue the change order document to the Contractor.
- 10. Obtain the Contractor's proposal (claim) for equitable adjustment for making the change.
- 11. Determine the pricing method which is most appropriate for analyzing the contractor's proposal.
- 12. If necessary, conduct negotiations.
- 13. If an agreement can be reached with the Contractor prepare a contract amendment which specifies the changes, spells out the consideration for making those changes, and incorporates a "release of claims" from any additional adjustment resulting from the changes.
- 14. Obtain Contractor's signature on the contract amendment.
- 15. Double check the contract amendment to be sure it is complete and tells the full purchase story.
- 16. Obtain Authority approval if the total dollar amount of the amendment exceeds\$25,000. Authorization for amendments under \$25,000 will be subject to the most recent Signature Authority Directive published by the General Manager.
- 17. Issue the contract modification.
- 18. Contract Amendment distribution:
 - a. One original executed contract amendment is returned to the contractor.
 - b. The second original contract amendment is placed in the Administration department contract files.
 - c. One copy of the amendment shall be placed in the Procurement and Special Projects project files.
- 19. Project Manager continues to monitor project progress.

- 20. If you have gone through steps 1 through 12 and cannot reach an agreement you have a dispute concerning a question of fact. This will necessitate the Procurement and Special Projects Administrator issuing a final decision.
- 21. At this point, you should review the contract amendment file to be absolutely sure that this action is fully documented, all required actions were taken in a timely manner, and there was a sound basis for the Procurement and Special Projects Administrator's final decision. Since the disputes clause provides the Contractor with the right of appeal, it is possible that the final settlement of this transaction may be at the direction of the Authority.
- 22. Obtain the appropriate legal review before issuing a final decision.

PROCUREMENT PROCEDURES	Revision Number:
	96-1
Subject: Signature Authority Directive	Date:
Applicability: All purchases	February 1, 1996

1. PROGRAM

Implementation of the *Signature Authority Directive* set forth by the General Manager. This procedure is written pursuant to Intercity Transit's Procurement Policy, Article 2- Office of the Purchasing Agent, Section 2-103- Delegation to Other Intercity Transit Employees.

2. DESCRIPTION

The General Manager may delegate procurement authority if he/she deems it necessary for the effective procurement of goods and services for Intercity Transit. Delegation of procurement authority means that employees may conduct and/or authorize procurement activities within parameters defined by the General Manager. The attached *Signature Authority Directive* defines the delegation of procurement authority for Intercity Transit. A matrix format is used to identify position levels, types of procurement activities and corresponding authorization limits.

3. ACTIVITIES

- 1. The *Signature Authority Directive* will be issued by the General Manager to Department Heads for implementation.
- 2. Department Heads are responsible for implementing department specific programs consistent with the *Signature Authority Directive*.
- 3. The Procurement and Special Projects Division will assist departments with training, as needed, to implement the *Signature Authority Directive*.
- 4. The Accounting Division will monitor adherence to the authorization limits set forth in the *Signature Authority Directive*.
- 5. Department Heads may set more stringent procurement authorization limits within their department. The Department Head will be responsible for monitoring conformance to department specific limits.

3. VIOLATIONS

Violations of the *Signature Authority Directive* shall be reported to the Department Head of the violating department and reviewed by the General Manager. The General Manager will determine the appropriate course of action.

Procedure 96-1 February 1, 1996

SIGNATURE AUTHORITY DIRECTIVE

This matrix defines Intercity Transit's signature authority for the purchase of all Services, Materials, Equipment and Supplies. The position listed in the matrix is the lowest possible level whose signature must be on the document. The Requester and the Authorizer may be the same person if this condition is met.

Non-Inventory				Parts Inventory & Fuel	
Dollar Limits	0 to \$499	\$500 to \$2,499	\$2,500 to \$24,999	\$25,000 & Up	All Procurements
Purchase Request Form Requested by:	All Staff	All Staff	All Staff	All Staff	Inventory Staff
Authorized by:	Dept. Designated Staff	Division Mgrs. & Supervisors	Dept. Head	Dept. Head	Inventory Supervisor
Approve Quote/Bid/ Proposal Award	Dept. Designated Staff	Division Mgrs. & Supervisors	Dept. Head	Authority	Inventory Supervisor (Fuel and Oils only)
Agreement & Amendment Signatures (See Note 2 below)	Dept. Designated Staff	Division Mgrs. & Supervisors	Dept. Head	General Manager	Does Not Apply
Invoice Approval	Requester or Project Coordinator	Requester or Project Coordinator	Requester or Project Coordinator	Requester or Project Coordinator	Inventory Supervisor
Request for Warrant Department Head:	Dept. Head	Dept. Head	Dept. Head	General Manager	Dept. Head (See Note 3 below)

Note 1: Departments may impose more stringent requirements than those defined in the matrix. Departments imposing more stringent requirements are responsible for monitoring conformance to those requirements.

Note 2: If a single agreement amendment or the cumulative value of all amendments takes the total agreement amount over \$25,000 or increases the total agreement by more than one third of the original agreement amount, the amendment must be reviewed and signed by the General Manager.

Note 3: All Warrant Requests totaling \$25,000 & up must be signed by the General Manager on the "Department Head" signature line. Note 4: The Competitive Sealed Bid process must be used for procurements of \$10,000 or greater, except as addressed under Intercity · Transit's Procurement Policy and Procedures 3-101 Competitive Sealed Procurements.

Note 5: Purchases to be charged against another department's budget item is prohibited without signature on the P.O. form by appropriate staff in that specific department, unless authorization has been expressly delegated by the Department Head.

Note 6: A Department Head may delegate procurement authority for their department to another Department Head.

PROCUREMENT PROCEDURES	Revision Number:	
	96-1	
Subject: Signature Authority Directive	Date:	
Applicability: All purchases	February 7, 1996	
DECONDELON		

DESCRIPTION

The attached *signature authority matrix* defines the delegation of procurement authority for **Development Department** purchasing. A matrix format is used to identify position levels, types of procurement activities and corresponding authorization limits.

This procedure implements the *Signature Authority Directive* issued by the General Manager on February 1, 1996. The General Manager may delegate procurement authority if he/ she deems it necessary for the effective procurement of goods and services for Intercity Transit. Delegation of procurement authority means that employees may conduct and/or authorize procurement activities within parameters defined by the General Manager.

CHANGES AND OTHER INFORMATION

1. A new purchasing category, 0-\$499, is incorporated in the new procedure. Individual departments are authorized to designate staff other than Division Managers and Supervisors to authorize purchases in that range. The Development Department designation is "project coordinator."

"Project coordinator" is defined as a designated individual responsible for budgeted project completion.. The project coordinator may authorize expenditures necessary for the successful completion of their designated projects so long as those expenditures are consistent with the budget, and are within authorization limits.

Project Coordinator designations shall be transmitted to both Accounting and Procurement & Special Projects Divisions.

This delegation of authority does not relieve the Director, Managers or Supervisors of their responsibility for proper purchasing practices and compliance with the budget.

- 2. If a single agreement amendment, or the cumulative value of all amendments, takes the total agreement amount over \$25,000, or increases the total agreement by more than one third of the original agreement amount, the amendment must be reviewed and signed by the General Manager.
- 3. All warrant requests totaling \$25,000 and up must be signed by the General Manager on the "Department Head" signature line.

DEVELOPMENT DEPARTMENT - SIGNATURE AUTHORITY DIRECTIVE

4.

This matrix defines Development Department staff signature authority for the purchase of all Services, Materials, Equipment and Supplies. The position listed in the matrix is the lowest possible level whose signature must be on the document. The Requester and the Authorizer may be the same person if this condition is met.

Dollar Limits	0 to \$499	\$500 to \$2,499	\$2,500 to \$24,999	\$25,000 & Up
Purchase Request Form Requested by: :	All Staff	All Staff	All Staff	All Staff
Authorized by	Project Coordinator	Division Mgrs. & Supervisors	Dept. Head	Dept. Head
Approve Quote/ Bid/ Proposal/Award	Project Coordinator	Division Mgrs. & Supervisors	Dept. Head	Authority
Agreement & Amendment Signatures	Project Coordinator	Division Mgrs. & Supervisors	Dept. Head	General Manager
Invoice Approval	Requester or Project Coordinator	Requester or Project Coordinator	Requester or Project Coordinator	Requester or Project Coordinator
Request for Warrant	Dept. Head	Dept. Head	Dept. Head	General Manager

May 1, 1996

MAINTENANCE DEPARTMENT - SIGNATURE AUTHORITY DIRECTIVE

This matrix defines Development Department staff signature authority for the purchase of all Services, Materials, Equipment and Supplies. The position listed in the matrix is the lowest possible level whose signature must be on the document. The Requester and the Authorizer may be the same person if this condition is met.

Dollar Limits	\$0 to \$2,499	\$2,500 to \$24,999	\$25,000 & Up
Purchase Request Form Requested by:	All Staff	All Staff	All Staff
Authorized by:	Maintenance Supervisors	Dept. Head	Dept. Head
Approve Quote/ Bid/ Proposal/Award	Maintenance Supervisor	Dept. Head	Authority
Agreement & Amendment Signatures	Maintenance Supervisor	Dept. Head	General Manager
Invoice Approval	Maintenance Supervisor	Dept. Head	Dept. Head
Request for Warrant	Dept. Head	Dept. Head	General Manager

Note 1: A separate "Parts & Supplies Requisition" form is used by Maintenance personnel to request quantities of items above normal stocking levels, one time purchases for special projects and/or campaigns and items to be added to inventory. The approval signatures for the "Requested by" and "Approved by" signature lines shall be consistent with the Signature Authority Directive "Requested by" and "Authorized by" signature lines respectively.

Note 2: Purchases Orders for operating supplies, freight, taxes and exempt vendors may be authorized by the Inventory Supervisor up to \$2499. The Director of Maintenance must sign the Department Head signature block for payment approval.

Note 3: A copy of all purchase orders authorized by the Maintenance Supervisor shall be sent to the Director of Maintenance.

OPERATIONS DEPARTMENT - SIGNATURE AUTHORITY DIRECTIVE

This matrix defines Development Department staff signature authority for the purchase of all Services, Materials, Equipment and Supplies. The position listed in the matrix is the lowest possible level whose signature must be on the document. The Requester and the Authorizer may be the same person if this condition is met.

Dollar Limits	\$0 to \$2,499	\$2,500 to \$24,999	\$25,000 & Up
Purchase Request Form			
Requested by:	All Staff	All Staff	All Staff
Authorized by:	Division Head	Dept. Head	Dept. Head
Approve Quote/ Bid/ Proposal/Award	Division Head	Dept. Head	Authority
Agreement & Amendment Signatures	Division Head	Dept. Head	General Manager
Invoice Approval	Requester or Division Head	Requester or Division Head	Requester or Division Head
Request for Warrant	Dept. Head	Dept. Head	General Manager

Note 1: The following positions have Division Head signature authority:

Paratransit Superintendent Transportation Superintendent Safety and Training Manager

Stops and Zones Supervisor

Note 2: The position of Operations Director has Department Head signature authority

MARKETING AND COMMUNICATIONS DEPARTMENT PROCUREMENT GUIDELINE	Reference: IT Procurement Procedures Revision Number: 96-1
Subject: Signature Authority Directive	Date:
Applicability: All department purchases	February 29, 1996

DESCRIPTION

The attached *signature authority matrix* defines the delegation of procurement authority for **Marketing and Communications Department** purchasing. A matrix format is used to identify position levels, types of procurement activities and corresponding authorization limits.

This procedure implements the *Signature Authority Directive* issued by the General Manager on February l, 1996. The General Manager may delegate procurement authority if he/ she deems it necessary for the effective procurement of goods and services for Intercity Transit. Delegation of procurement authority means that employees may conduct and/ or authorize procurement activities within parameters defined by the General Manager.

CHANGES AND OTHER INFORMATION

1. A new purchasing category, 0- \$499, is incorporated in the new procedure. Individual departments are authorized to designate staff other than Division Managers and Supervisors to authorize purchases in that range. The Marketing and Communications Department designation is "project coordinator."

"Project coordinator" is defined as a designated individual responsible for budgeted project completion. The project coordinator may authorize expenditures necessary for the successful completion of their designated projects so long as those expenditures are consistent with the budget, and are within authorization limits.

Project Coordinator designations shall be transmitted to both Accounting and Procurement & Special Projects Divisions.

This delegation of authority does not relieve the Director, Managers or Supervisors of their responsibility for proper purchasing practices and compliance with the budget.

- 2. If a single agreement amendment, or the cumulative value of all amendments, takes the total agreement amount over \$25,000, or increases the total agreement by more than one third of the original agreement amount, the amendment must be reviewed and signed by the General Manager.
- 3. All warrant requests totaling \$25,000 and up must be signed by the General Manager on the "Department Head" signature line.

MARKETING AND COMMUNICATIONS DIVISION - SIGNATURE AUTHORITY DIRECTIVE

This matrix defines Marketing and Communications Division staff signature authority for the purchase of all Services, Materials, Equipment and Supplies. The position listed in the matrix is the lowest possible level whose signature must be on the document. The Requester and the Authorizer may be the same person if this condition is met.

Dollar Limits	0 to \$499	\$500 to \$2,499	\$2,500 to \$24,999	\$25,000 & Up
Purchase Request Form Requested by:	All Staff	All Staff	All Staff	All Staff
Authorized by:	Project Coordinator	Division Mgrs. & Supervisors	Dept. Head	Dept. Head
Approve Quote/ Bid/ Proposal/Award	Project Coordinator	Division Mgrs. & Supervisors	Dept. Head	Authority
Agreement & Amendment Signatures	Project Coordinator	Division Mgrs. & Supervisors	Dept. Head	General Manager
Invoice Approval	Requester or Project Coordinator	Requester or Project Coordinator	Requester or Project Coordinator	Requester or Project Coordinator
Request for Warrant	Dept. Head	Dept. Head	Dept. Head	General Manager

Note 1: Positions with Project Coordinator signature authority:Senior Marketing Representative and Marketing Representative.Note 2: Positions with Division Manager & Supervisor signature authority:Commuter Services Manager and Customer Services Supervisor.Note 3: Position with Department Head signature authority:Marketing and Communications Director.

February 29, 1996



Office of the Washington State Auditor

Pat McCarthy

Accountability Audit Report Thurston County Public Transportation Benefit Area (Intercity Transit)

For the period January 1, 2016 through December 31, 2016

Published March 8, 2018 Report No. 1020859





Office of the Washington State Auditor Pat McCarthy

March 8, 2018

Board of Commissioners Intercity Transit Olympia, Washington

Report on Accountability

Thank you for the opportunity to work with you to promote accountability, integrity and openness in government. The State Auditor's Office takes seriously our role of providing state and local governments with assurance and accountability as the independent auditor of public accounts. In this way, we strive to help government work better, cost less, deliver higher value and earn greater public trust.

Independent audits provide essential accountability and transparency for the Transit Authority operations. This information is valuable to management, the governing body and public stakeholders when assessing the government's stewardship of public resources.

The attached comprises our report on the Transit Authority's compliance and safeguarding of public resources. Our independent audit report describes the overall results and conclusions for areas we examined. We appreciate the opportunity to work with your staff and we value your cooperation during the audit.

Sincerely,

Tat Marchy

Pat McCarthy State Auditor Olympia, WA

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AUDIT SUMMARY

Results in brief

In the areas we audited, the Transit Authority operations complied with applicable requirements and provided adequate safeguarding of public resources. The Transit Authority also complied with state laws and regulations and its own policies and procedures in the areas we examined.

About the audit

This report contains the results of our independent accountability audit of the Intercity Transit from January 1, 2016 through December 31, 2016.

Management is responsible for ensuring compliance and adequate safeguarding of public resources from fraud, loss or abuse. This includes the design, implementation and maintenance of internal controls relevant to these objectives.

Our audit involved performing procedures to obtain evidence about the Transit Authority's uses of public resources, compliance with state laws and regulations and its own policies and procedures, and internal controls over such matters.

In keeping with general auditing practices, we do not examine every transaction, activity or area. Instead, the areas examined were those representing the highest risk of fraud, loss, abuse, or noncompliance. The following areas were examined during this audit period:

- Significant internal controls: payroll, cash receipting, disbursements
- Open public meetings
- Self-insurance

- Credit cards
- Small and attractive assets

• Procurement

RELATED REPORTS

Financial

Our opinion on the Transit Authority's financial statements is provided in a separate report, which includes the Transit Authority's financial statements. That report is available on our website, <u>http://portal.sao.wa.gov/ReportSearch</u>.

Special investigations

During the current audit period, the State Auditor's Office issued a report on a misappropriation of public funds at the Transit Authority. That report is available on our website, <u>http://portal.sao.wa.gov/ReportSearch</u>.

INFORMATION ABOUT THE TRANSIT AUTHORITY

Thurston County Public Transportation Benefit Area, doing business as Intercity Transit, provides public transportation to the cities and urban areas of Olympia, Lacey, Tumwater and Yelm. The Transit Authority operates fixed-route bus and van service. Additional services include specialized transportation (Dial-a-lift) for people with disabilities, commuter services (vanpools and ride matching) and a program for people in WorkFirst.

The Transit Authority is governed by a nine-member Board of Directors. The Board consists of one elected official from each of the following: Thurston County Board of Commissioners and the Olympia, Lacey, Tumwater and Yelm city councils. The Transit Authority appoints three citizen representatives to the Board and one non-voting member is a labor representative. The Transit Authority has approximately 321 employees and operates on a \$40 million annual operating budget and an \$18 million annual capital budget that focuses on maintaining services to its passengers and other customers.

Contact info	ormation related to this report	
Address:	Intercity Transit	
	P.O. Box 659	
	Olympia, WA 98507-0659	
Contact:	Suzanne Coit, Finance Manager	
Telephone:	(360) 705-5816	
Website:	www.intercitytransit.com	

Information current as of report publish date.

Audit history

You can find current and past audit reports for the Intercity Transit at <u>http://portal.sao.wa.gov/ReportSearch</u>.

ABOUT THE STATE AUDITOR'S OFFICE

The State Auditor's Office is established in the state's Constitution and is part of the executive branch of state government. The State Auditor is elected by the citizens of Washington and serves four-year terms.

We work with our audit clients and citizens to achieve our vision of government that works for citizens, by helping governments work better, cost less, deliver higher value, and earn greater public trust.

In fulfilling our mission to hold state and local governments accountable for the use of public resources, we also hold ourselves accountable by continually improving our audit quality and operational efficiency and developing highly engaged and committed employees.

As an elected agency, the State Auditor's Office has the independence necessary to objectively perform audits and investigations. Our audits are designed to comply with professional standards as well as to satisfy the requirements of federal, state, and local laws.

Our audits look at financial information and compliance with state, federal and local laws on the part of all local governments, including schools, and all state agencies, including institutions of higher education. In addition, we conduct performance audits of state agencies and local governments as well as <u>fraud</u>, state <u>whistleblower</u> and <u>citizen hotline</u> investigations.

The results of our work are widely distributed through a variety of reports, which are available on our <u>website</u> and through our free, electronic <u>subscription</u> service.

We take our role as partners in accountability seriously, and provide training and technical assistance to governments, and have an extensive quality assurance program.

Contact information for the State Auditor's Office		
Public Records requests	PublicRecords@sao.wa.gov	
Main telephone	(360) 902-0370	
Toll-free Citizen Hotline	(866) 902-3900	
Website	www.sao.wa.gov	



Office of the Washington State Auditor Pat McCarthy

Financial Statements Audit Report Thurston County Public Transportation Benefit Area (Intercity Transit)

For the period January 1, 2016 through December 31, 2016

Published March 8, 2018 Report No. 1020858





Office of the Washington State Auditor Pat McCarthy

March 8, 2018

Board of Directors Intercity Transit Olympia, Washington

Report on Financial Statements

Please find attached our report on the Intercity Transit's financial statements.

We are issuing this report in order to provide information on the Transit Authority's financial condition.

Sincerely,

Tat Macky

Pat McCarthy State Auditor Olympia, WA

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INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS*

Intercity Transit January 1, 2016 through December 31, 2016

Board of Directors Intercity Transit Olympia, Washington

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States, the financial statements of the Intercity Transit, Washington, as of and for the year ended December 31, 2016, and the related notes to the financial statements, which collectively comprise the Transit Authority's basic financial statements, and have issued our report thereon dated February 20, 2018.

INTERNAL CONTROL OVER FINANCIAL REPORTING

In planning and performing our audit of the financial statements, we considered the Transit Authority's internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Transit Authority's internal control. Accordingly, we do not express an opinion on the effectiveness of the Transit Authority's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the Transit Authority's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

In addition, we noted certain matters that we have reported to the management of the Transit Authority in a separate letter dated February 20, 2018.

COMPLIANCE AND OTHER MATTERS

As part of obtaining reasonable assurance about whether the Transit Authority's financial statements are free from material misstatement, we performed tests of the Transit Authority's compliance with certain provisions of laws, regulations, contracts and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion.

The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*. However, we noted certain matters that we have reported to the management of the Transit Authority in a separate special investigation report dated December 28, 2017.

PURPOSE OF THIS REPORT

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Transit Authority's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Transit Authority's internal control and compliance. Accordingly, this communication is not suitable for

any other purpose. However, this report is a matter of public record and its distribution is not limited. It also serves to disseminate information to the public as a reporting tool to help citizens assess government operations.

Tat Marchy

Pat McCarthy State Auditor Olympia, WA

February 20, 2018

INDEPENDENT AUDITOR'S REPORT ON FINANCIAL STATEMENTS

Intercity Transit January 1, 2016 through December 31, 2016

Board of Directors Intercity Transit Olympia, Washington

REPORT ON THE FINANCIAL STATEMENTS

We have audited the accompanying financial statements of the Intercity Transit, Washington, as of and for the year ended December 31, 2016, and the related notes to the financial statements, which collectively comprise the Transit Authority's basic financial statements as listed on page 10.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Transit Authority's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the

circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Transit Authority's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Intercity Transit, as of December 31, 2016, and the changes in financial position and cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Other Matters

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis and required supplementary information listed on page 10 be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

OTHER REPORTING REQUIRED BY GOVERNMENT AUDITING STANDARDS

In accordance with *Government Auditing Standards*, we have also issued our report dated February 20, 2018 on our consideration of the Transit Authority's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Transit Authority's internal control over financial reporting and compliance.

Tat Marthy

Pat McCarthy State Auditor Olympia, WA

February 20, 2018

FINANCIAL SECTION

Intercity Transit January 1, 2016 through December 31, 2016

REQUIRED SUPPLEMENTARY INFORMATION

Management's Discussion and Analysis - 2016

BASIC FINANCIAL STATEMENTS

Statement of Net Position – 2016 Statement of Revenues, Expenses and Changes in Net Position – 2016 Statement of Cash Flows – 2016 Notes to Financial Statements – 2016

REQUIRED SUPPLEMENTARY INFORMATION

Schedules of Proportionate Share of Net Pension Liability – PERS 1 – 2016 Schedules of Proportionate Share of Net Pension Liability – PERS 2/3 – 2016 Schedule of Employer Contributions – PERS 1 – 2016 Schedule of Employer Contributions – PERS 2/3 – 2016

INTERCITY TRANSIT

Management's Discussion and Analysis

This section of Intercity Transit's Annual Financial Report represents management's overview and analysis of Intercity Transit's financial performance for the fiscal year ended December 31, 2016. This section should be read in conjunction with the financial statements which follow.

Introduction

Intercity Transit (IT) is a public transportation benefit area corporation providing public transportation services to the Thurston County community. Services include:

- Local and inter-county bus services.
- Paratransit services for the elderly and disabled.
- A vanpool program and ridematch services.

Financial Highlights for 2016

- As of December 31, 2016, Intercity Transit's assets and deferred outflows exceeded its liabilities and deferred inflows by \$73.4 million. The full \$73.4 million is available to meet the primary goal of providing service to the public. These funds may also be invested in future capital improvements as discussed in Intercity Transit's Six-Year Plan.
- Intercity Transit's total net position increased by \$5.1 million, primarily due to sales tax revenue. Intercity Transit maintained approximately the same amount of fixed route service in 2016. Small increases in demand response service and a decrease in vanpool operations also occurred in 2016.
- Capital grants amounted to \$868,428.
- Intercity Transit's primary source of funding is from local sales taxes. Intercity Transit's sales tax revenue increased from \$33.7 million in 2015 to \$36.8 million in 2016.

Overview of the Financial Statements

This discussion and analysis section serves as an introduction to Intercity Transit's basic financial statements. Intercity Transit is a stand-alone enterprise fund, and the financial statements report information using accounting methods similar to those used by private-sector businesses.

The Statement of Net Position presents information about all of Intercity Transit's assets and deferred outflows and liabilities and deferred inflows. The difference between assets and deferred outflows and liabilities and deferred inflows is reported as net position. When net position is compared for several years, increases and decreases may serve as a useful indicator of whether Intercity Transit's financial position is improving or deteriorating.

The Statement of Revenues, Expenses, and Changes in Net Position presents information showing how Intercity Transit's net position changed during the fiscal year. All changes in net position are reported as soon as the event occurs, regardless of the timing of related cash flows.

The Statement of Cash Flows presents information on Intercity Transit's cash receipts, cash payments, and changes in cash and cash equivalents during the fiscal year.

The basic financial statements can be found in this report.

The notes to the financial statements provide additional information that is essential to a full understanding of the data provided in the financial statements. Notes to the financial statements can be found in this report.

In addition to the basic financial statements, the accompanying notes contain supporting schedules comparing revenues and expenses to the budget using a cash basis of accounting. These schedules are intended to provide additional information for analysis, but they are not a required part of the basic financial statements. These notes can be found in this report.

Intercity Transit's Financial Position

Intercity Transit's financial position, like the economy as a whole, was shaken during the great recession and slow recovery during 2007-2012, but has stabilized over the last several years. Sales tax revenue was up 8% in 2016 compared to 2015.

Two major concerns have always been Intercity Transit's companions. The first concern is a heavy reliance on sales tax revenue as the primary source of funding. Sales tax follows the general economic situation which results in cycles of boom and bust. The other concern is volatility in the cost of fuel. IT currently uses almost one million gallons of fuel each year, so a \$1 increase in fuel costs is significant. For 2016, Intercity Transit experienced a rise in sales tax revenues and fuel costs were fairly stable so the immediate outlook is good.

However, the ability to tap into capital funds under MAP21 was lost. This change means that the fleet, which historically has been funded using 80% grant funds and 20% local funds, will in the future be completely funded with local dollars. Intercity Transit's current financial reserves will allow it to weather these stresses through the next several years but the long-term outlook is tenuous.

From the Statement of Net Position:

Current assets net of current liabilities amounted to \$57.7 million for the year ended December 31, 2016 as compared to \$49.7 million for 2015.

Cash reserves available to meet current and future obligations increased from \$42.7 million in 2015 to \$49.7 million in 2016.

As of December 31, 2016, Intercity Transit had no long-term public financing debt.

Financial Analysis

As noted earlier, net position may serve over time as a useful indicator of a government's financial position. For the year ended December 31, 2016, Intercity Transit's assets and deferred outflows exceeded liabilities and deferred inflows by \$73.4 million which is up from \$68.3 in 2015.

The following is a summary of Intercity Transit's net position:

	2016	2015	Net increase (decrease) 2015 vs. 2016
Assets:			
Current Assets	\$59,166,537	\$51,202,849	\$7,963,688
Capital Assets	33,422,569	36,531,775	(3,109,206)
Total Assets	92,589,106	87,734,624	4,854,482
Deferred Outflows	3,291,482	1,884,485	1,406,997
Liabilities:			
Current Liabilities	1,467,127	1,479,365	(12,238)
Long-Term Liabilities	20,472,633	17,327,394	3,145,239
Total Liabilities	21,939,760	18,806,759	3,133,001
Deferred Inflows	518,132	2,511,784	(1,993,652)
Net Position:			
Net investment in capital assets	33,422,569	36,531,775	(3,109,206)
Unrestricted	40,000,127	31,768,791	8,231,336
Total Net Position	\$73,422,696	\$68,300,566	\$5,122,130

Public transportation is a capital-intensive enterprise. Consequently, 45.5 percent of Intercity Transit's net position was invested in capital assets. Because these assets are used to provide services to citizens, they are not available for future spending.

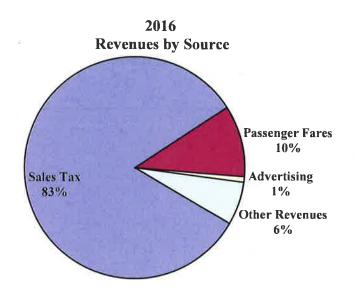
There are no external restrictions on assets. However, Intercity Transit's Authority has designated an operating reserve equal to one fourth of the current operating budget (a ninety-day reserve). For 2016 the designated reserve was \$10 million.

Intercity Transit's net position increased by \$5.1 million during the current fiscal year. Key elements of this increase are shown below:

	2016	2015	Net increase (decrease) 2015 vs. 2016
Operating Revenues:			
Passenger Fares	\$4,643,003	\$ 4,760,962	(\$117,959)
Advertising	365,207	298,474	66,733
Non-Operating Revenues:			
Sales Tax	36,811,767	33,696,773	3,114,994
Other revenues	2,544,461	5,850,542	(3,306,081)
Gain(Loss) on Capital Assets	253,741	269,279	(15,538)
Total Revenues	44,618,179	44,876,030	(257,851)
Expenses:		-	
Operations and Maintenance	26,757,348	25,345,777	1,411,571
General and Administrative	8,320,389	7,900,477	419,912
Depreciation	5,176,572	6,534,955	(1,358,383)
Accrued Vacation/Sick Leave Expense	110,168	(134,783)	244,951
Total Expenses	40,364,477	39,646,426	718,051
Net Income Before Contributions	4,253,702	5,229,604	(975,902)
Capital Grants/Contributions	868,428	614,238	254,190
Total Change in Net Position	5,122,130	5,843,842	(721,712)
Net Position–Beginning of Year	68,300,566	62,456,724	5,843,842
Change in Accounting Principle	0	(17,106,002)	0
Net Position – End of Year	\$73,422,696	\$68,300,566	\$5,122,130

Revenues

During 2016, revenues decreased by \$.2 million, or .5 percent, while capital contributions increased by \$.3 million. Revenues from major sources are illustrated below:

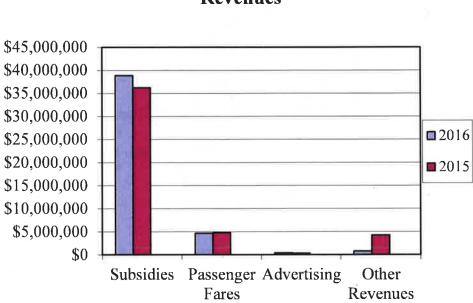


Total operating revenue sources (passenger fares and advertising) decreased between 2015 and 2016 by \$51,226 (1% decrease). Sales tax revenues increased by \$3.1 million from 2015, (8.4% increase). Other revenue sources (operating grants, interest income, miscellaneous revenues and gain/loss on disposal of assets) decreased by \$3.3 million.

Passenger fares decreased slightly in 2016. Total ridership also decreased slightly from 5,132,000 in 2015 to 4,880,160 in 2016, a 4.9% decrease.

There was a \$3.5 million decrease in Federal/State operating assistance, an increase of \$122,442 in interest earnings, and miscellaneous income and revenue from the disposal of assets showed a minor decrease. Advertising revenue increased by \$66,733 from 2015 to 2016.

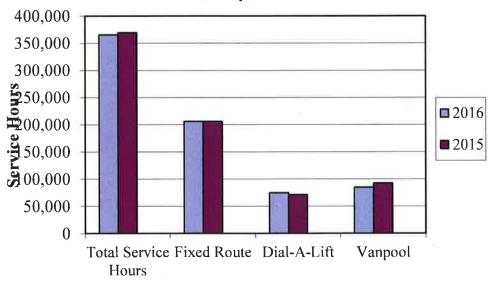
The following graph compares revenues by function for 2016 and 2015.



2016 & 2015 Comparative Revenues

Expenses

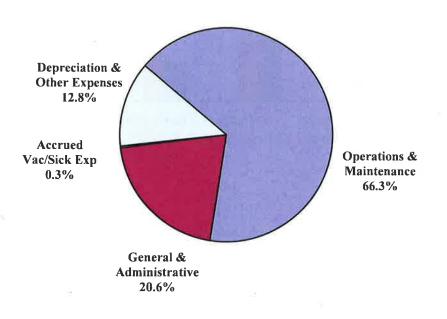
2016 expenses increased by \$718,051, or 1.8 percent compared to 2015.



2016 and 2015 Comparative Service Hours

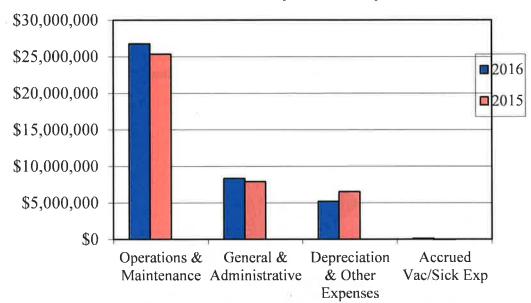
Total operating expenses, excluding depreciation, is significantly impacted by the number of hours of service that Intercity Transit provides. Total service hours for all modes were essentially flat in 2016.

Expenses by major function are shown below:



2016 Expenses by Function

The graph on the following page compares expenses by function for 2016 & 2015.



2016 and 2015 Comparative Expenses

Operations and maintenance expenses increased by \$1,411,571 or 5.3 percent.

General and administrative expenses increased by \$419,912 or 5.0 percent.

Depreciation expenses decreased \$1,358,383 or 26.2 %.

Capital Assets

Capital assets include revenue vehicles, support vehicles, land and buildings, equipment, and passenger facilities.

Intercity Transit's investment in capital assets as of December 31, 2016 amounted to \$33.4 million, net of accumulated depreciation. Capital assets decreased \$3.1 million or 9.3% during 2016. The decrease consisted of \$306,751 in net additions and \$3.4 million net increase in accumulated depreciation.

Major acquisitions during 2016 included:

- Vanpool vans (\$1.1 million)
- Underground storage tanks (\$481,627)
- IS equipment (\$236,140)

For additional information on Intercity Transit's capital assets see Note 4 in the notes to the financial statements included with this report.

Economic Factors and Future Outlook

Thurston County's March unemployment rates for 2015, 2016 and 2017 compared to Washington State and the nation as a whole are as follows:

	March 2017	March 2016	March 2015
Thurston County	5.3%	6.1%	6.0%
Washington State	4.7%	5.8%	5.9%
United States	4.5%	5.0%	5.6%

The 2017 budget is summarized below:

Operating Revenues	\$5,143,613
Grants	9,135,444
Non-Transportation Revenue	508,329
Subsidies (Sales Tax/Operating Assistance)	40,387,658
Total Budgeted Revenues	\$55,175,044
Operating Expenses	\$45,400,839
Capital Projects	32,778,178
Total Budgeted Expenditures	\$78,179,017

Requests for Information

This financial report is designed to provide a general overview of Intercity Transit finances for anyone who has an interest. Questions concerning any of the information presented in this report or requests for additional financial information should be addressed to:

Suzanne Coit Intercity Transit P.O. Box 659 Olympia, WA 98507-0659

INTERCITY TRANSIT STATEMENT OF NET POSITION DECEMBER 31, 2016

ASSETS AND DEFERRED OUTFLOWS OF RESOURCES		
ASSETS		
Current Assets	•	10 710 050
Cash & Cash Equivalents	\$	49,740,858
Receivables		7,001,934
Due From Government Units		1,577,203
Inventories		846,542
Total Current Assets		59,166,537
Noncurrent Assets		
Capital Assets Not Being Depreciated:		5 004 505
Land		5,331,565
Work In Process		3,771,078
Capital Assets Being Depreciated:		
Facilities		23,073,492
Revenue Equipment		42,104,455
Communication Equipment		5,742,209
Administrative Vehicles		632,657
Shop Equipment		2,075,920
Office/IS Equipment		1,125,567
Miscellaneous Equipment		707,286
(Less) Total Accumulated Depreciation		(51,141,660)
Total Noncurrent Assets		33,422,569
Total Assets		92,589,106
DEFERRED OUTFLOWS OF RESOURCES		
Deferred Outflows on Pensions		3,291,482
Total Deferred Outflows of Resources		3,291,482
TOTAL ASSETS AND DEFERRED OUTFLOWS OF RESOURCES	\$	95,880,588
LIABILITIES, DEFERRED INFLOWS OF RESOURCES, AND NET POSITION		
LIABILITIES		
Current Liabilities		
Accounts Payable	\$	664,218
Accrued Wages & Benefits		690,098
Accrued Vacation		112,811
Total Current Liabilities		1,467,127
Noncurrent Liabilities		
Accrued Vacation/Sick Leave		1,609,629
Pension liability		18,863,004
Total Noncurrent Liabilities		20,472,633
Total Liabilities		21,939,760
DEFERRED INFLOWS OF RESOURCES	-	
Advance Payments		81,451
Deferred Inflows on Pensions		436,681
Total Deferred Inflows of Resources		518,132
NET POSITION		
Net Investment in Capital Assets		33,422,569
Unrestricted		40,000,127
Total Net Position		73,422,696
TOTAL LIABILITIES, DEFERRED INFLOWS OF RESOURCES	\$	95,880,588
AND NET POSITION	Ť.	55,550,000

The notes to the financial statements are an integral part of this statement.

INTERCITY TRANSIT

STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION FOR THE YEAR ENDING DECEMBER 31, 2016

OPERATING REVENUES		
Fares	\$	3,098,479
Vanpool		1,544,524
Advertising		365,207
TOTAL OPERATING REVENUE		5,008,210
OPERATING EXPENSES		14
Operations		18,403,028
Vehicle Maintenance		6,765,216
Non-Vehicle Maintenance		1,589,104
General & Administration		8,320,389
Depreciation		5,176,572
Accrued Vacation Expense		42,587
Accrued Sick Leave Expense		67,581
TOTAL OPERATING EXPENSES		40,364,477
OPERATING INCOME (LOSS)	3	(35,356,267)
NON-OPERATING REVENUES (EXPENSES)		
Sales Tax		36,811,767
Federal/State Operating Assistance		2,047,509
Interest Income		397,129
Miscellaneous		99,823
Gain (Loss) on Disposal of Assets		253,741
TOTAL NONOPERATING REVENUES (EXPENSES)	2	39,609,969
INCOME (LOSS) BEFORE CAPITAL CONTRIBUTIONS		4,253,702
Capital Contributions	3	868,428
CHANGE IN NET POSITION		5,122,130
NET POSITION, January 1		68,300,566
NET POSITION, December 31	\$	73,422,696

The notes to the financial statements are an integral part of this statement,

INTERCITY TRANSIT STATEMENT OF CASH FLOWS

FOR THE YEAR ENDING DECEMBER 31, 2016

CASH FLOWS FROM OPERATING ACTIVITIES:		
Cash Received From Customers	\$	4,717,937
Payments for Wages & Benefits		(27,131,544)
Payments for Operating Expenses		(8,369,431)
Cash Received From Advertising Income		344,374
NET CASH USED BY OPERATING ACTIVITIES	-	(30,438,664)
CASH FLOWS FROM NONCAPITAL FINANCING ACTIVITIES		
Cash Received From Sales Tax		36,295,755
Cash Received From Operating Grants		995,203
NET CASH PROVIDED BY NONCAPITAL ACTIVITIES		37,290,958
CASH FLOWS FROM CAPITAL AND RELATED FINANCING ACTIVITIES		
Capital Contributed by Federal & State Agencies		1,526,515
Cash Received From Sale of Capital Assets		317,875
Acquisition of Capital Assets		(2,028,775)
NET CASH USED BY CAPITAL AND RELATED FINANCING ACTIVITIES		(184,385)
	5	
CASH FLOWS FROM INVESTING ACTIVITIES		
Cash Received from Interest on Investments		365,178
NET CASH PROVIDED BY INVESTING ACTIVITIES		365,178
NET INCREASE IN CASH & CASH EQUIVALENTS		7,033,087
CASH & CASH EQUIVALENTS - January 1		42,707,771
CASH & CASH EQUIVALENTS - December 31	\$	49,740,858
	3	
RECONCILIATION OF OPERATING INCOME TO NET CASH PROVIDED		
BY OPERATING ACTIVITIES		
OPERATING INCOME (LOSS)	\$	(35,356,267)
	Ψ	(00,000,207)
ADJUSTMENTS TO RECONCILE OPERATING INCOME TO NET CASH		
PROVIDED BY OPERATING ACTIVITIES:		
Depreciation		5,176,572
Miscellaneous Nonoperating Income		99,823
Pension Expense		(313,020)
CHANGE IN ASSETS AND LIABILITIES:		
Increase in Miscellaneous Accounts Receivable		(31,801)
Decrease in Inventories		29,406
Increase in Accrued Vacation Payable		42,587
Increase in Accrued Sick Leave Payable		67,581
Decrease in Accounts Payable		(194,365)
Increase in Wages and Benefits Payable		54,740
Decrease in Advance Payments		(13,920)
TOTAL ADJUSTMENTS	2	4,917,603
NET CASH USED BY OPERATING ACTIVITIES	\$	(30,438,664)
	(A	

The notes to the financial statements are an integral part of this statement.

INTERCITY TRANSIT NOTES TO FINANCIAL STATEMENTS JANUARY 1, 2016 THROUGH DECEMBER 31, 2016

Intercity Transit was incorporated in 1981 and operates under the laws of the state of Washington applicable to a public transportation benefit area. The financial statements of Intercity Transit have been prepared in conformity with generally accepted accounting principles (GAAP) as applied to governments.

The following summary of the significant accounting policies is presented to assist the reader. These notes should be viewed as an integral part of the accompanying financial statements.

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

A. Entity:

Intercity Transit is a special purpose government which provides fixed route, demand response and vanpool services to the general public. It is governed by a nine member board consisting of elected officials, citizen representatives and a labor representative. As required by generally accepted accounting principles, management has considered all potential component units in defining the reporting entity. Intercity Transit has no component units.

B. Basis of Accounting and Reporting:

Intercity Transit's accounting records are maintained in accordance with methods prescribed by the State Auditor under the authority of Chapter 43.09 RCW.

Funds are accounted for on a cost of services or an economic resources measurement focus. This means that all assets and all liabilities (whether current or noncurrent) associated with their activity are included on the statement of net position. The reported total net position is segregated into net investment in capital assets; and restricted and unrestricted components of net position. Operating statements present increases (revenues and gains) and decreases (expenses and losses) in net position. Intercity Transit discloses changes in cash flows by a separate statement that presents its operating, noncapital financing, capital and related financing, and investing activities.

Intercity Transit consists of a single enterprise fund and uses the full-accrual basis of accounting. Under this method, revenues are recognized in the accounting period in which they are earned and become measurable; and expenses are recognized in the period incurred, if measurable.

Enterprise funds distinguish operating revenues and expenses from non-operating items. Operating revenues and expenses generally result from providing services and producing and delivering goods in connection with an enterprise fund's principal ongoing operation. Intercity Transit's principal operating revenues are charges to customers in the form of bus and vanpool fares. Operating expenses include the cost of providing transit service, administration expenses, depreciation on capital assets, and gain/loss on sale of assets. Tax revenue, grants used to finance operations, interest, and expenses not related to the provision of transit service are reported as non-operating revenues and expenses. Accrued revenues include sales tax, state and federal subsidies, and interest earnings. Capital grant revenues are accrued in the amount of reimbursable liabilities incurred as of yearend.

C. Cash and Cash Equivalents:

Cash equivalents are composed of all highly liquid investments with an original maturity of three months or less. Cash consists of cash on hand; petty cash; and demand deposits.

D. Investments:

Investments are carried at cost, adjusted for purchase discounts or premiums. The discounts or premiums are amortized over the holding period of the investments. See Note 3 for further information.

E. Inventories:

Inventories consist of vehicle maintenance supplies, fuel, lubricants, and oils. They are valued using the average cost method. A physical inventory was taken on May 1, 2015 with appropriate adjustments made to recorded inventories.

F. Capital Assets:

Property, plant and equipment with individual values of at least \$5,000 and a useful life of three years are stated at historical cost or if unknown, at fair market value. Donated capital assets are valued at their estimated market value. Improvements,

which add to the value of or extend the life of the asset, are capitalized. Repairs and maintenance are expensed as incurred. Labor and other expenses incurred in the acquisition and construction of capital assets are capitalized. See Note 4 for further details.

G.Restricted Assets:

As of December 31, 2016, there were no restricted assets designated for specific purposes.

H.Accumulated Unpaid Vacation and Sick Leave:

Transit operators accumulate vacation benefits under the agreement between Intercity Transit and Amalgamated Transit Union (ATU), Local Division 1384. Maintenance employees accumulate vacation benefits under the agreement between Intercity Transit and International Association of Machinists and Aerospace Workers (IAM), Lodge No. 160. All other employees accumulate vacation benefits under Intercity Transit Policy HR-3503. Based upon the provisions of these documents, vacation benefits are accumulated per the following schedules:

Transit Operators		Maintenance Workers		Other	Employees
Years of	Vacation	Years of	Vacation	Years of	Vacation
Service	Hours	Service	Hours	Service	Hours
1	112	1	96	1	112
2	120	2	104	2	120
3-4	128	3-4	112	3-4	128
5	136	5	120	5	136
6-7	144	6-7	128	6-7	144
8-10	152	8-9	136	8-10	152
11-12	160	10	144	11-12	160
13-16	168	11-12	152	13-16	168
17-18	176	13-16	160	17-18	176
19	184	17-18	168	19	184
20-25	192	19	176	20-25	192
26+	200	20-25	184	26+	200
		26+	192	·	

Non-represented employees may accumulate 360 hours of vacation; members of IAM may accumulate 340 hours of vacation; and members of ATU may accumulate 360 hours of vacation. All employees may accumulate 960 hours of sick leave. At termination employees receive cash for accrued vacation, and may receive partial pay for sick leave based on their years of service and the number of hours accrued. Intercity Transit records unpaid leave for compensated absences as an expense and liability when incurred.

I. Pensions

For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of all state sponsored pension plans and additions to/deductions from those plans' fiduciary net position have been determined on the same basis as they are reported by the Washington State Department of Retirement Systems. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

NOTE 2 - DEPOSITS AND INVESTMENTS

Composition of cash and cash equivalents are shown below:

Cash on Hand	\$8,450
Demand Deposits	9,500
Investments having original maturities of less than three months	49,722,908
Cash and Cash Equivalents	\$49,740,858

Intercity Transit's deposits are covered by the FDIC or by collateral held in a collateral pool administered by the Washington Public Deposit Protection Commission (PDPC).

As required by State law, all investments of Intercity Transit's funds are obligations of the US. Government, the Thurston County Treasurer's Investment Pool, bankers' acceptance, or deposits with Washington State banks and savings and loan institutions. As of December 31, 2016 all IT's investments are in the Thurston County Treasurer's Investment Pool.

The Thurston County Investment Pool (TCIP) operates on an amortized cost-book value basis rather than a net asset value (NAV) basis. All funds deposited in the pool are returned to the participant at full face value without regard to current market values of the investment pool. Earnings distributions, including any realized transactions in the pool, are distributed monthly, calculated on the average daily balance of the participant's cash in the pool. Investments are stated at amortized cost.

GASB Statement 31, relating to adjustments to financial statements to reflect the difference between amortized cost and market value, has not been implemented by the Thurston County Treasurer's Office due to its determination of immateriality to the county's financial statements.

The Thurston County Treasurer serves as the transit's treasurer. The county issues a publicly available annual financial report that includes financial statements and required supplementary information. The report may be obtained by writing to:

Thurston County Auditor 2000 Lakeridge DR SW Olympia, WA 98502

Per GASB Statement 3, investments in pools managed by another government and in mutual funds need not be categorized as to credit risk.

NOTE 3 – RECEIVABLES

At December 31, 2016 Intercity Transit had the following receivables:

Accounts Receivable	1
Sales Tax	\$6,685,237
Miscellaneous	228,212
Interest on Investments	88,485
TOTAL	\$7,001,934
Due from Other Government Units	\$1,577,203

NOTE 4 - CAPITAL ASSETS AND RELATED DEPRECIATION

Major expenses for capital assets, including capital leases and major repairs that increase the useful life of an asset, are capitalized. Maintenance, repairs, and minor renewals are accounted for as expenses when incurred.

All capital assets are valued at historical cost (or estimated historical cost, where historical cost is not known), or estimated market value for donated assets.

Intercity Transit has acquired certain assets with funding provided by federal financial assistance programs. Depending on the terms of the agreements involved, the federal government could retain an equity interest in those assets. Intercity Transit, however, has sufficient legal interest to accomplish the purposes for which the assets were acquired, and has included such assets within the applicable account.

Upon retirement of a capital asset, the cost and the related allowance for depreciation is removed from the property accounts. The gain or loss is reflected in non-operating income.

Costs incurred in the planning and design of projects are deferred until programs are approved or abandoned. At that time, the related costs are transferred to the asset accounts or charged to expense as appropriate. Items of plant and equipment which are incomplete, unclassified or otherwise not in service, and therefore not subject to depreciation, are deferred until they are placed in service.

Depreciation expense is charged to operating expenses to allocate the cost of capital assets over their estimated useful lives, using the straight-line method. Individual useful lives are assigned to new assets as follows:

Land	Not depreciated
Buildings, Facilities	10 to 30 years
Revenue Vehicles	4.5 to 12 years

Other Vehicles	3 to 5 years
Equipment, Furniture	3 to 5 years

Summary of changes in plant, property and equipment for 2016:

	Beginning Balance 1/1/2016	Increases	Decreases	Ending Balance 12/31/16
Capital Assets, not being depreciated				
Land	\$5,331,565			\$5,331,565
Work in Process	3,126,609	1,963,116	(1,318,647)	3,771.078
Total Capital Assets, not being depreciated	8,458,174	1,963,116	(1,318,647)	9,102,643
Capital Assets, being depreciated				
Administrative Vehicles	578,212	54,445		632,657
Shop Equipment	2,073,886	34,567	(32,533)	2,075,920
Office Equipment	11,505			11,505
IS Equipment	1,430,799	236,140	(552,876)	1,114,062
Miscellaneous Equipment	707,286			707,286
Facilities	23,087,471	32,376	(46,355)	23,073,492
Revenue Equipment	42,167,937	1,115,524	(1,179,006)	42,104,455
Communication Equipment	5,742,209			5,742,209
Total Capital Assets, being depreciated	75,799,305	1,473,053	(1,810,771)	75,461,580
Less Accumulated Depreciation for:		Decreases	Increases	
Administrative Vehicles	(517,094)		(24,381)	(541,475
Shop Equipment	(1,386,882)	32,533	(183,229)	(1,537,578
Office Equipment	(11,505)			(11,505
IS Equipment	(945,000)	535,098	(146,579)	(556,481
Miscellaneous Equipment	(705,285)		(1,413)	(706,698
Facilities	(14,004,447)		(778,268)	(14,782,715
Revenue Equipment	(24,399,303)	1,179,006	(4,042,702)	(27,262,998
Communication Equipment	(5,742,209)			(5,742,209
Total Accumulated Depreciation	(47,711,725)	1,746,637	(5,176,572)	(51,141,660
Total Capital Assets, being depreciated, net	\$28,087,580	1		\$24,319,920

Work in progress as of 12/31/16 consists of the following projects:

Facilities	\$1,728,076
Equipment	2,043,002
TOTAL	\$3,771,078

NOTE 5 - PENSION PLANS

The following table represents the aggregate pension amounts for all plans subject to the requirements of the GASB Statement 68, *Accounting and Financial Reporting for Pensions* for the year 2016:

Aggregate Pension Amounts	– All Plans
Pension liabilities	\$18,863,004
Pension assets	\$0
Deferred outflows of resources	\$3,291,482
Deferred inflows of resources	\$436,701
Pension expense/expenditures	1,850,180

State Sponsored Pension Plans

All Intercity Transit employees, except for personnel working less than 70 hours per month in five months in a calendar year, participate in the Public Employees' Retirement Systems (PERS) administered by the Washington State Department of Retirement Systems, under cost-sharing multiple-employer public employee defined benefit and defined contribution retirement plans. The state Legislature establishes, and amends, laws pertaining to the creation and administration of all public retirement systems.

The Department of Retirement Systems (DRS), a department within the primary government of the State of Washington, issues a publicly available comprehensive annual financial report (CAFR) that includes financial statements and required supplementary information for each plan. The DRS CAFR may be downloaded from the DRS website at www.drs.wa.gov, or may be obtained by writing to:

Department of Retirement Systems Communications Unit P.O. Box 48380 Olympia, WA 98504-8380;

Public Employees' Retirement System (PERS)

PERS members include elected officials; state employees; employees of the Supreme, Appeals and Superior Courts; employees of the legislature; employees of district and municipal courts; employees of local governments; and higher education employees not participating in higher education retirement programs. PERS is comprised of three separate pension plans for membership purposes. PERS plans 1 and 2 are defined benefit plans, and PERS plan 3 is a defined benefit plan with a defined contribution component.

PERS Plan 1 provides retirement, disability and death benefits. Retirement benefits are determined as two percent of the member's average final compensation (AFC) times the member's years of service. The AFC is the average of the member's 24 highest consecutive service months. Members are eligible for retirement from active status at any age with at least 30 years of service, at age 55 with at least 25 years of service, or at age 60 with at least five years of service. Members retiring from active status prior to the age of 65 may receive actuarially reduced benefits. Retirement benefits are actuarially reduced to reflect the choice of a survivor benefit. Other benefits include duty and non-duty disability payments, an optional cost-of-living adjustment (COLA), and a one-time duty-related death benefit, if found eligible by the Department of Labor and Industries. PERS 1 members were vested after the completion of five years of eligible service. The plan was closed to new entrants on September 30, 1977.

Contributions

The **PERS Plan 1** member contribution rate is established by State statute at 6 percent. The employer contribution rate is developed by the Office of the State Actuary and includes an administrative expense component that is currently set at 0.18 percent. Each biennium, the state Pension Funding Council adopts Plan 1 employer contribution rates. The PERS Plan 1 required contribution rates (expressed as a percentage of covered payroll) for 2016 were as follows:

PERS Plan 1		
Actual contribution Rates:	Employer	Employee
PERS Plan 1	6.23%	6.00%

PERS Plan 1 UAAL	4.77%	6.00%
Administrative Fee	0.18%	
Total	11.18%	6.00%

Intercity Transit's actual contributions to the plan were \$939,534 for the year ended December 31, 2016.

PERS Plan 2/3 provides retirement, disability and death benefits. Retirement benefits are determined as two percent of the member's average final compensation (AFC) times the member's years of service for Plan 2 and 1 percent of AFC for Plan 3. The AFC is the average of the member's 60 highest-paid consecutive service months. There is no cap on years of service credit. Members are eligible for retirement with a full benefit at 65 with at least five years of service credit. Retirement before age 65 is considered an early retirement. PERS Plan 2/3 members who have at least 20 years of service credit and are 55 years of age or older, are eligible for early retirement with a benefit that is reduced by a factor that varies according to age for each year before age 65. PERS Plan 2/3 members who have 30 or more years of service credit and are at least 55 years old can retire under one of two provisions:

- With a benefit that is reduced by three percent for each year before age 65; or
- With a benefit that has a smaller (or no) reduction (depending on age) that imposes stricter return-to-work rules.

PERS Plan 2/3 members hired on or after May 1, 2013 have the option to retire early by accepting a reduction of five percent for each year of retirement before age 65. This option is available only to those who are age 55 or older and have at least 30 years of service credit. PERS Plan 2/3 retirement benefits are also actuarially reduced to reflect the choice of a survivor benefit. Other PERS Plan 2/3 benefits include duty and non-duty disability payments, a cost-of-living allowance (based on the CPI), capped at three percent annually and a one-time duty related death benefit, if found eligible by the Department of Labor and Industries. PERS 2 members are vested after completing five years of eligible service. Plan 3 members are vested in the defined benefit portion of their plan after ten years of service; or after five years of service if 12 months of that service are earned after age 44.

PERS Plan 3 defined contribution benefits are totally dependent on employee contributions and investment earnings on those contributions. PERS Plan 3 members choose their contribution rate upon joining membership and have a chance to change rates upon changing employers. As established by statute, Plan 3 required defined contribution rates are set at a minimum of 5 percent and escalate to 15 percent with a choice of six options. Employers do not contribute to the defined contribution benefits. PERS Plan 3 members are immediately vested in the defined contribution portion of their plan.

Contributions

The **PERS Plan 2/3** employer and employee contribution rates are developed by the Office of the State Actuary to fully fund Plan 2 and the defined benefit portion of Plan 3. The Plan 2/3 employer rates include a component to address the PERS Plan 1 UAAL and an administrative expense that is currently set at 0.18 percent. Each biennium, the state Pension Funding Council adopts Plan 2 employer and employee contribution rates and Plan 3 contribution rates. The PERS Plan 2/3 required contribution rates (expressed as a percentage of covered payroll) for 2016 were as follows:

PERS Plan 2/3		
Actual contribution Rates:	Employer 2/3	Employee 2
PERS Plan 2/3	6.23%	6.12%
PERS Plan 1 UAAL	4.77%	
Administrative Fee	0.18%	
Employee PERS Plan 3		Varies
Total	11.18%	6.12%

Intercity Transit's actual contributions to the plan were \$1,200,295 for the year ended December 31, 2016.

Actuarial Assumptions

The total pension liability (TPL) for each of the DRS plans was determined using the most recent actuarial valuation completed in 2016 with a valuation date of June 30, 2015. The actuarial assumptions used in the valuation were based on the results of the Office of the State Actuary's (OSA) 2007-2012 Experience Study.

Additional assumptions for subsequent events and law changes are current as of the 2015 actuarial valuation report. The TPL was calculated as of the valuation date and rolled forward to the measurement date of June 30, 2016. Plan liabilities

were rolled forward from June 30, 2015 to June 30, 2016, reflecting each plan's normal cost (using the entry-age cost method), assumed interest and actual benefit payments.

- Inflation: 3% total economic inflation; 3.75% salary inflation
- Salary increases: In addition to the base 3.75% salary inflation assumption, salaries are also expected to grow by promotions and longevity.
- Investment rate of return: 7.5%

Mortality rates were based on the RP-2000 report's Combined Healthy Table and Combined Disabled Table, published by the Society of Actuaries. The OSA applied offsets to the base table and recognized future improvements in mortality by projecting the mortality rates using 100 percent Scale BB. Mortality rates are applied on a generational basis; meaning, each member is assumed to receive additional mortality improvements in each future year throughout his or her lifetime.

There were minor changes in methods and assumptions since the last valuation.

• For all systems, except LEOFF Plan 2, the assumed valuation interest rate was lowered from 7.8% to 7.7%. Assumed administrative factors were updated.

Discount Rate

The discount rate used to measure the total pension liability for all DRS plans was 7.5 percent.

To determine that rate, an asset sufficiency test included an assumed 7.7 percent long-term discount rate to determine funding liabilities for calculating future contribution rate requirements. (All plans use 7.7 percent except LEOFF 2, which has assumed 7.5 percent). Consistent with the long-term expected rate of return, a 7.5 percent future investment rate of return on invested assets was assumed for the test. Contributions from plan members and employers are assumed to continue being made at contractually required rates (including PERS 2/3, PSERS 2, SERS 2/3, and TRS 2/3 employers, whose rates include a component for the PERS 1, and TRS 1 plan liabilities). Based on these assumptions, the pension plans' fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return of 7.5 percent was used to determine the total liability.

Long-Term Expected Rate of Return

The long-term expected rate of return on the DRS pension plan investments of 7.5 percent was determined using a buildingblock-method. The Washington State Investment Board (WSIB) used a best estimate of expected future rates of return (expected returns, net of pension plan investment expense, including inflation) to develop each major asset class. Those expected returns make up one component of WSIB's capital market assumptions. The WSIB uses the capital market assumptions and their target asset allocation to simulate future investment returns at various future times. The long-term expected rate of return of 7.5 percent approximately equals the median of the simulated investment returns over a 50-year time horizon.

Estimated Rates of Return by Asset Class

Best estimates of arithmetic real rates of return for each major asset class included in the pension plan's target asset allocation as of June 30, 2016, are summarized in the table below. The inflation component used to create the table is 2.2 percent and represents the WSIB's most recent long-term estimate of broad economic inflation.

Asset Class	Target Allocation	% Long-Term Expected Real Rate of Return Arithmetic
Fixed Income	20%	1.70%
Tangible Assets	5%	4.40%
Real Estate	15%	5.80%
Global Equity	37%	6.60%
Private Equity	23%	9.60%
	100%	

Sensitivity of Net Pension Liability/(Asset)

The table below presents Intercity Transit's proportionate share of the net pension liability calculated using the discount rate of 7.5 percent, as well as what Intercity Transit's proportionate share of the net pension liability would be if it were calculated using a discount rate that is 1-percentage point lower (6.5 percent) or 1-percentage point higher (8.5 percent) than the current rate.

	1% Decrease (6.5%)	Current Discount Rate (7.5%)	1% Increase (8.5%)
PERS 1	\$10,457,586	\$8,672,022	\$7,135,434
PERS 2/3	\$18,763,431	\$10,190,982	(\$5,304,994)

Pension Plan Fiduciary Net Position

Detailed information about the State's pension plans' fiduciary net position is available in the separately issued DRS financial report.

Pension Liabilities (Assets), Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions

At June 30, 2016, Intercity Transit reported a total pension liability of \$18,863,004 for its proportionate share of the net pension liabilities as follows:

	Liability (or Asset)
PERS 1	\$8,672,022
PERS 2/3	\$10,190,982

At June 30, Intercity Transit's proportionate share of the collective net pension liabilities was as follows:

	Proportionate Share 6/30/2015	Proportionate Share 6/30/2016	Change in Proportion
PERS 1	.162002%	0.161476%	000526%
PERS 2/3	.204729%	0.202406%	002323%

Employer contribution transmittals received and processed by the DRS for the fiscal year ended June 30 are used as the basis for determining each employer's proportionate share of the collective pension amounts reported by the DRS in the *Schedules of Employer and Nonemployer Allocations* for all plans except LEOFF 1.

The collective net pension liability (asset) was measured as of June 30, 2016, and the actuarial valuation date on which the total pension liability (asset) is based was as of June 30, 2015, with update procedures used to roll forward the total pension liability to the measurement date.

Pension Expense

For the year ended December 31, 2016, Intercity Transit recognized pension expense as follows:

	Pension Expense
PERS 1	\$431,818
PERS 2/3	1,418,362
TOTAL	\$1,850,180

Deferred Outflows of Resources and Deferred Inflows of Resources

At December 31, 2016, Intercity Transit reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

PERS 1	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	0	0
Net difference between projected and actual investment earnings on pension plan investments	\$218,348	0
Changes of assumptions	0	0
Changes in proportion and differences between contributions and proportionate share of contributions	0	0
Contributions subsequent to the measurement date	509,105	0
TOTAL	\$727,453	\$0

PERS 2/3	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$542,663	(\$336,421)
Net difference between projected and actual investment earnings on pension plan investments	1,247,082	0
Changes of assumptions	105,332	0
Changes in proportion and differences between contributions and proportionate share of contributions	0	(100,280)
Contributions subsequent to the measurement date	668,952	0
TOTAL	\$2,564,029	(\$436,701)

Combined Plans	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$542,663	(\$336,421)
Net difference between projected and actual investment earnings on pension plan investments	1,465,430	0
Changes of assumptions	105,332	0
Changes in proportion and differences between contributions and proportionate share of contributions	0	(100,260)
Contributions subsequent to the measurement date	1,178,057	0
TOTAL	\$3,291,482	(\$436,681)

Deferred outflows of resources related to pensions resulting from Intercity Transit's contributions subsequent to the measurement date will be recognized as a reduction of the net pension liability in the year ended December 31, 2017. Other amounts reported as deferred outflows and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

Year ended December 31:	PERS 1
2017	(\$53,762)
2018	(\$53,762)
2019	\$200,529
2020	\$125,343
2021	\$0

Thereafter	\$ 0
Total	\$218,348
Year ended December 31:	PERS 2/3
2017	(\$27,109)
2018	(\$27,089)
2019	\$926,132
2020	\$586,461
2021	\$0
Thereafter	\$0
Total	\$1,458,395

The Transit's contribution in 2016 represents its full liability with the exception of an unknown contingent liability for certain employees. Intercity Transit's leave policy allows for the accumulation of 340 or more hours of leave for all employees. PERS is liable for only 30 days of leave. Certain employees are also eligible for partial payment for sick leave based on their years of service and the number of hours accrued. PERS is not liable for payment of sick leave upon retirement. A lump sum payment may be required if an employee retires with more than 30 days of vacation, and/or receives payment for sick leave, and is a member of PERS Plan I. Currently, one employee has exceeded 30 days of accrued vacation, two employees are eligible for sick leave payout, and are members of PERS 1. Intercity Transit's estimated liability for these employees is immaterial and will not have any significant effect on its financial position.

Deferred Compensation Plans

Intercity Transit offers its employees deferred compensation plans created in accordance with Internal Revenue Code Sections 401k and 457. The plans are available to all employees on a voluntary basis and they permit employees to defer a portion of their salaries until future years. Plans are offered through Vanguard, ICMA Retirement Corporation and by the Washington State Department of Retirement Systems Deferred Compensation program. Intercity Transit will match 6.2% of the annual salary of all participating employees who also contribute at least 6.2%. In 2016 Intercity Transit contributed \$1,065,213 and employees contributed \$1,660,982 to the plans. The plan assets are not the legal property of Intercity Transit and are not subject to claims of the Intercity Transit's creditors. Therefore, these plan assets are not shown on the Statement of Net Position.

NOTE 6 - INSURANCE

A. Washington State Transit Insurance Pool

Intercity Transit is a member of the Washington State Transit Insurance Pool (WSTIP). WSTIP is a 25 member selfinsurance program located in Olympia, Washington. WSTIP supplies Intercity Transit auto liability, general liability, public officials liability coverage, all risk property coverage, auto physical damage coverage, boiler and machinery coverage, employee fidelity/crime coverage, and cyber liability coverage.

At the end of 2016, Intercity Transit retained a \$5,000 deductible for its all-risk property coverage which includes auto physical damage. Intercity Transit has a \$5,000 deductible for public official's liability coverage and has no deductible for general and auto liability risks covered by WSTIP.

WSTIP was formed by Interlocal Agreement on January 1, 1989, pursuant to Chapters 48.61 and 39.34 RCW. The purpose for forming WSTIP was to provide member transit agencies joint self-insurance, joint purchasing of insurance and joint contracting for hiring of personnel to provide risk management, claims handling, and administrative services. Transit agencies joining WSTIP must remain members for a minimum of 36 months. Members may withdraw after that time by giving 12 months' notice. Any member who withdraws will not be allowed to rejoin for a period of 36 months.

Transit authorities applying for membership in WSTIP may do so on approval of a simple majority vote of the WSTIP Board of Directors. Underwriting and rate-setting policies have been established after consultation with actuaries. WSTIP members are subject to a supplemental assessment in the event of deficiencies. If WSTIP's assets were to be exhausted, members would be responsible for WSTIP's liabilities. WSTIP is regulated by the Washington State Risk Manager and audited annually by the Washington State Auditor. Intercity Transit has not presented any claims to WSTIP in the last year that exceeded its current coverage limits through WSTIP.

A complete annual report, including financial statements, may be obtained by writing to:

WSTIP 2629 12th Ct SW Olympia, WA 98502

B. Other

The transit maintains insurance against most normal hazards. There have been no insurance settlements that exceeded the amount of insurance coverage within the past three years.

Intercity Transit reimburses Washington State Employment Security for unemployment compensation claims. Intercity Transit also pays Washington State Labor and Industries a stipulated amount per employee per payroll period for a state mandated industrial insurance program for worker compensation claims.

NOTE 7 - SIGNIFICANT CONTINGENCIES

Intercity Transit has various unresolved claims and suits against it as of December 31, 2016. Management, based upon the opinion of legal counsel, is of the opinion that the ultimate resolution of these actions will not have any significant effect on the Agency's financial position or result of operations.

Intercity Transit has received several federal grants for specific purposes that are subject to review and audit. Such audits could lead to requests for reimbursements for expenditures disallowed under the terms of the grants. In the opinion of management, such disallowances, if any, will be immaterial and will not have any significant effect on the financial position of Intercity Transit.

Intercity Transit Schedule of Proportionate Share of the Net Pension Liability WA State Public Employees' Retirement System (PERS) Plan 1 As of June 30 Last 10 Fiscal Years*

	2015	2016
Employer's proportion of the net pension liability (asset)	0.162002%	0.161476%
Employer's proportionate share of the net pension liability	\$8,474,211	\$8,672,022
Covered payroll	\$18,344,742	\$19,097,789
Employer's proportionate share of the net pension liability as a percentage of covered payroll	46.19%	45.41%
Plan fiduciary net position as a percentage of the total pension liability	59.10%	57.03%

Notes to Schedule:

* This schedule is to be built prospectively until it contains ten years of data

Intercity Transit Schedule of Proportionate Share of the Net Pension Liability WA State Public Employees' Retirement System (PERS) Plan 2/3 As of June 30 Last 10 Fiscal Years*

	2015	2016
Employer's proportion of the net pension liability (asset)	0.204729%	0.202406%
Employer's proportionate share of the net pension liability	\$7,315,084	\$10,190,982
Covered payroll	\$18,165,812	\$18,915,708
Employer's proportionate share of the net pension liability as a percentage of covered payroll	40.27%	53.88%
Plan fiduciary net position as a percentage of the total pension liability	89.20%	85.82%

Notes to Schedule:

* This schedule is to be built prospectively until it contains ten years of data

Intercity Transit Schedule of Employer Contributions WA State Public Employees' Retirement System (PERS) Plan 1 For the year ended December 31 Last 10 Fiscal Years*

	2015	2016
Statutorily or contractually required contributions**	\$863,558	\$939,534
Contributions in relation to the statutorily or contractually required contributions	\$863,558	\$939,534
Contribution deficiency (excess)	\$0	\$0
Covered payroll	\$19,528,028	\$19,454,232
Contributions as a percentage of covered payroll	4.42%	4.83%

Notes to Schedule:

* This schedule is to be built prospectively until it contains ten years of data

** PERS Plan 1 contributions include the portion of PERS 2/3 contributions that fund the PERS 1 UAAL.

Intercity Transit Schedule of Employer Contributions WA State Public Employees' Retirement System (PERS) Plan 2/3 For the year ended December 31 Last 10 Fiscal Years*

	2015	2016
Statutorily or contractually required contributions	\$1,083,849	\$1,200,295
Contributions in relation to the statutorily or contractually required contributions	\$1,083,849	\$1,200,295
Contribution deficiency (excess)	\$0	\$0
Covered employer payroll	\$19,339,987	\$19,267,354
Contributions as a percentage of covered payroll	5.60%	6.23%
Notes to Schedule:		

* This schedule is to be built prospectively until it contains ten years of data

ABOUT THE STATE AUDITOR'S OFFICE

The State Auditor's Office is established in the state's Constitution and is part of the executive branch of state government. The State Auditor is elected by the citizens of Washington and serves four-year terms.

We work with our audit clients and citizens to achieve our vision of government that works for citizens, by helping governments work better, cost less, deliver higher value, and earn greater public trust.

In fulfilling our mission to hold state and local governments accountable for the use of public resources, we also hold ourselves accountable by continually improving our audit quality and operational efficiency and developing highly engaged and committed employees.

As an elected agency, the State Auditor's Office has the independence necessary to objectively perform audits and investigations. Our audits are designed to comply with professional standards as well as to satisfy the requirements of federal, state, and local laws.

Our audits look at financial information and compliance with state, federal and local laws on the part of all local governments, including schools, and all state agencies, including institutions of higher education. In addition, we conduct performance audits of state agencies and local governments as well as <u>fraud</u>, state <u>whistleblower</u> and <u>citizen hotline</u> investigations.

The results of our work are widely distributed through a variety of reports, which are available on our <u>website</u> and through our free, electronic <u>subscription</u> service.

We take our role as partners in accountability seriously, and provide training and technical assistance to governments, and have an extensive quality assurance program.

Contact information for the State Auditor's Office	
Public Records requests	PublicRecords@sao.wa.gov
Main telephone	(360) 902-0370
Toll-free Citizen Hotline	(866) 902-3900
Website	www.sao.wa.gov

Intercity Transit Commonly Used Acronyms

AAA	Area Agency for Aging
ACCT	Agency Council on Coordinated Transportation
ADA	Americans with Disabilities Act
AFC	Automatic Fare Collection System
AG	Attorney General
ANPRM	Advance Notice of Proposed Rule Making
APTA	American Public Transit Association
APTS	Advanced Public Transportation Systems
AQP	Association of Quality Participation
ATIS	Automated Trip Information system
ATU	Amalgamated Transit Union
AVLS	Automatic Vehicle Locator System
BAFO	Best and Final Offer
BARS	Budget, Accounting, Reporting System
BAT	Breath Alcohol Technician
BCC	Bicycle Commuter Contest
BoCC	Board of County Commissioners
BRCT	Blue Ribbon Commission on Transportation
BRT	Bus Rapid Transit
	-
CAAA	Clean Air Act Amendments
CAC	Citizen Advisory Committee
CAFR	Comprehensive Annual Financial Report
CBD	Cental Business District
CCC	Cut Commute Committee (internal)
CDC	Capital Development Corporation
CCDAC	Capitol Campus Design Advisory Committee
CDL	Commercial Drivers License
CMAQ	Congestion Mitigation & Air Quality
CMS	Congestion Management System
CNG	Compressed Natural Gas
COLA	Cost-of-Living Allowance
CPI	Consumer Price Index
CPSPTA	Central Puget Sound Public Transportation Account
CQI	Continuous Quality Improvement
CRAB	County Road Administratoin Board
CS	Customer Services
CTR	Commute Trip Reduction
CTTA	Community Transportation Association of America
D&A	Drug & Alcohol Policy/Testing
DAL	Dial-A-Lift Services
DBE	Disadvantaged Business Enterprise
DEIS	Draft Environmental Impact Statement
DOT	Department of Transportation
DR	Demand Response
DSHS	Department of Social & Health Services

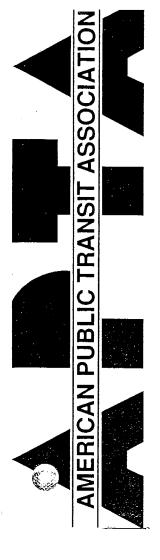
DVR	Digital Video Recording
EDC	Economic Development Council
EIS	Environmental Impact Statement
EPA	Environmental Protection Agency
ESSTA	Evergreen State Specialized Transportation Association
ETC	Employer Transportation Coordinator
ETP	Employee Transportation Program
FAR	Freight Access by Rail Corridor
FEMA	Federal Emergency Management Agency
FFGA	Full Funding Grant Agreement
FG	Fixed Guideway Modernization
FHWA	Federal Highway Administration
FLHP	Federal Land Highway Program
FLMA	Family Leave Medical Act
FLSA	Fair Labor Standards Act
FMSIB	Freight Mobility Strategic Investment Board
FONSI	Findings of No Significant Impact
FOSI	Findings of Significant Impact
FR	Fixed Route
	Federal Railroad Administration
FRA FTA	
	Federal Transit Administration (formerly UMTA) Federal Fiscal Year
FFY	
FY	Fiscal Year
GA	General Administration (State of Washington
GCC	Guarnateed Contract Cost
GFOA	Government Finance Officers Association
GIS	Government Information Systems
GPRA	Government Performance & Results Act
GTEC	Growth & Transportation Efficiency Center
HB	House Bill
HCT	High Capacity Transit
HOV	High Occupant Vehicle (as in "HOV" lane)
HPA	Historical Preservation Act
HPR	Highway Planning & Research
HTF	Highway Trust Fund
1111	Inghway Itust Fund
IAM	International Association of Machinists
IIMC	International Institute of Municipal Clerks
	International institute of municipal Cierks
15	
IS ISTEA	Information Systems
ISTEA	Information Systems Intermodal Surface Transportation Efficiency Act
ISTEA I.T.	Information Systems Intermodal Surface Transportation Efficiency Act Intercity Transit
ISTEA I.T. ITA	Information Systems Intermodal Surface Transportation Efficiency Act Intercity Transit Intercity Transit Authority
ISTEA I.T. ITA ITE	Information Systems Intermodal Surface Transportation Efficiency Act Intercity Transit Intercity Transit Authority Institute of Transportation Engineers
ISTEA I.T. ITA ITE ITS	Information Systems Intermodal Surface Transportation Efficiency Act Intercity Transit Intercity Transit Authority Institute of Transportation Engineers Intelligent Transportation Systems
ISTEA I.T. ITA ITE	Information Systems Intermodal Surface Transportation Efficiency Act Intercity Transit Intercity Transit Authority Institute of Transportation Engineers

LAN	Local Area Network
LEED	Leadership in Energy & Environmental Design
LID	Local Improvement District
LMTAAA	Lewis-Mason-Thurston Area Agency on Aging
LNG	Liquid Natural Gas
LOF	Lube/Oil/Filter Change
LOS	Level of Service
LRT	Light Rail Transit
LTC	Legislative Transportation Committee
LTC	Lacey Transit Center
LTC	Leadership Thurston County
	Leadership Indision County
MAA	Medical Assistance Administration
MAC	Maximum Allowable Construction Cost
MBE	Minority Business Enterprise
MDBF	Mean Distance Between Failures
MDT	Mobile Data Terminals
MPO	
MPR	Metropolitan Planning Organization
	Milestone Progress Reports
MRSC	Muncipal Research Services Center
MSA	Metropolitan Statistical Area
MTP	Metropolitan Transportation Plan
MTPPS	Multi-modal Transportation Public Projects Selection
MVET	Motor Vehicle Excise Tax
	National Environmental Dalian Associate
NEPA	National Environmental Policy Account
NHS	National Highway System
NTD	National Transit Database
NTI	National Transit Institute
NTS	National Transportatoin System
OCPC	Operations Communication & Policy Committee
OD	Origin Destination
OR	Operating Revenue
ORCA	One Regional Card for All
ORS	•
	On-line Reporting System (NTD)
OTC	Olympia Transit Center
OTP	On-time Performance
PDC	Public Disclosure Commission
PERC	Public Employees Relations Commission
PIA	Public Information Act
PM	Passenger Miles
PMO	Project Management Oversight
PMSA	, , ,
	Primary Metropolitan Statistical Area
POP	Program of Projects
POS	Point of Sale – Pass Sales
P&R	Park-and-Ride
PSATC	Puget Sound Air Transportation Committee
PSCOG	Puget Sound Council of Governments (changed to PSRC)
PSP	Procurement Special Projects
PSRC	Puget Sound Regional Council (formerly PSCOG)

PT ²	Public Transportation Partnership for Tomorrow
PTIC	Public Transportation Improvement Conference
PTBA	Public Transportation Benefit Area
RAM	Revenue Allocation Manager
RAMP	Regional Access Mobility Project
RATP	Regional Automative Trip Planning
RFIP	Regional Fare Integration Project
RFB	Request for Bid
RFP	Request for Proposals
RFQ	Request for Qualifications
RM	Rural Mobility
RMG	Regional Mobility Grant
RPC	Regional Policy Committee
ROW	Right-of-Way
RRFP	Regional Reduced Fare Permit
RTA	Regional Transportation Authority
RTID	Regional Transportatoin Improvement District
RTIP	Regional Transportation Improvement Program
RTP	Regional Transportation Plan
RTTA	Report to the Authority
SAFETEA	Safe Accountable Flexible Efficient Transportation Equity Act of 2003
SB	Senate Bill
SCAT	Service Change Advisory Team
SCATS	Service Coordination & Transit Services
SCIT	Service Change Implementation Team
SEC 3	Discretionary Grant (FTA)
SEC 9	Capital & Operating Assistance Formula Grants (FTA)
SEC 13-C	Labor Protection Language (FTA)
SEC 18	Capital & Operating Assistance in Non-Urbanized Areas (FTA)
SEPA	State Environmental Policy Act
SHPO	State Historic Preservation Office
SIP	Service Improvement Plan
SIP	State Implementation Plan
SIR	Self Insurance Retention
SMT	Senior Management Team
SOV	Single Occupant Vehicle
SP	Strategic Plan
SPEECH	South Puget Sound Environmental Education Clearinghouse
SPSCC	South Puget Sound Community College
State 105	Requires State to develop list of projects for annual process or development
STIP	Statewide Transportation Improvement Program
STP	Surface Transportation Program
TAC	Technical Advisory Committee
TAD	Transit Appreciation Day
TAZ	Traffic Analysis Zones
TCM	Transportation Control Measures
TCRP	Transit Cooperative Research Program
TDD	Telecommunications Display Device
TDFP	Transportation Development Financial Plan

TDM	Transportation Demand Management
TDP	Transit Development Plan
TEA21	Transportation Equity Act for the 21 st Century.
TEAM	Transportatoin Electronic Award & Management
TESC	The Evergreen State College
TIB	Transportation Improvement Board
TIE	Transit Information Exchange
TIP	Transportation Improvement Program
Title 23	Code of Regulation Laws, as pertaining to Federal Aid to Highways
TMA	Transportation Management Area (Seattle-Everett, Tacoma, Spokane, Vancouver
	over 200,000 population)
TOC	Transit Operators Committee (PSRC)
TOI	Transit Orientation Index
TPB	Transportation Policy Board
TPR	Transportation Planning Regulations
TQM	Total Quality Management
TRB	Transportation Research Board
TRC	Transportation Research Center (U of W)
TRPC	Thurston Regional Planning Council
TRPP	Trip Reduction Performance Program
TSP	Transit Signal Priority
TVM	Ticket Vending Machines
TWU	Transportation Work Union
UAFP	Urbanized Area Formula Program
UGA	Urban Growth Area
UMTA	Urban Mass Transportation Administration (changed to FTA)
UPWP	Unified Planning Work Program
USDOT	United States Department of Transportation
USOA	Uniform System of Accounts
UTU	United Transportation Union
UZA	Urbanized Area
VCB	Greater Olympia Visitor Convention Bureau
VMT	Vehicles Miles Traveled
VOIMS	Vehicles Operating in Maximum Service
VP	Vanpool
VRM	Vehicle Revenue Miles
WAN	Wide Area Network
WashARP	Washington Association of Rail Passengers (also known as WARP)
WMCA	Washington Municipal Clerks Association
WSDOT	Washington State Department of Transportation
WSRO	Washington State Ridesharing Organization
WSTA	Washington State Transit Association
WSTTC	Washington State Transportation Training Coalition
WTIP	Washington Transportation Policy Institute
WTTP	Washington Transit Trip Planner
WTS	Women's Transportation Seminar

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Glossary of Transit Terminology

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American Public Transit Association 1201 New York Avenue, N.W. Washington, DC 20005

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July 18, 1994	Dear Transit Colleagues:	The American Public Transit Association's Governing Boards Committee is proud to present the latest edition of the American Public Transit Association's Glossary of Transit Terminology.	This edition updates the previous APTA glossary that was produced in 1984 (for example, Federal Transit Administration has replaced Urban Mass Transportation Administration), and provides significant cross-references in bold typeface. This edition also gives definitions for more recent transit-related terms like National Transportation System and Intermodal Surface Transportation Efficiency Act of 1991 (ISTEA). Finally, this glossary has been expanded to meet the specific needs of transit system board members, new employees in the industry, and citizens involved in transit activities (advisory committees, coalitions, etc.).	We recognize that transit terminology and usage differ between regions and even among transit systems. In addition, we acknowledge that this glossary is neither comprehensive, nor a substitute for the more precise technical and legal definitions that may be used in laws, regulations, contracts or other formal documents. However, this glossary is a handy reference guide that can provide basic and more specialized knowledge essential to making good policy decisions, improving transit operations, and serving customers' needs.	The Governing Boards Committee is pleased to have been part of this project, and we trust you will find the glossary to be a valuable and informative resource.	Sincerely, MAC M Howard C. Breen Chairperson, APTA Governing Boards Committee Board Member, Kansas City Area Transportation Authority
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The extent to which facilities are barrier free and useable by persons with disabilities, including wheelchair users.	See "Bus, Advanced Design."	Intelligent Vehicle Highway Systems (IVHS) technology that is designed to improve transit services through advanced vehicle operations, communications, customer service and market development.	An electric system of aerial cables with suspended unpowered passenger vehicles. The vehicles are propelled by separate cables attached to the vehicle suspension system and powered by engines or motors at a central location not on board the vehicle.	Low-polluting fuels which are used to propel a vehicle instead of high-sulfur diesel or gasoline. Examples include methanol, ethanol, propane or compressed natural gas, liquid natural gas, low-sulfur or "clean" diesel and electricity.	A major labor union representing workers in the transit industry; membership is limited to operators, mechanics and other non- supervisory employees of the transit industry.	The national, nonprofit trade association representing the public transit industry. APTA members include more than 400 public transit systems, as well as state and local departments of transportation and planning agencies, manufacturers and suppliers of transit equipment, consultants, contractors and universities.
Accessibility	Advanced Design Bus	Advanced Public Transportation Systems (APTS)	Acrial Tramway	Alternative Fuels	Amalgamated Transit Union (ATU)	American Public Transit Association (APTA)
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Americans with Disabilities Act of 1990 (ADA) Annual Element	A civil rights law passed by Congress in 1990 which makes it illegal to discriminate against people with disabilities in employment, services provided by state and local governments, public and private transportation, public accommodations and telecommunications. Those transportation improvement projects, contained in an area's Transportation Improvement Program (TIP) , that are proposed for implementation in the current year. The annual element is submitted to the U.S. Department of Transportation (U.S. DOT) as part of the required planning process.	Arterial Street Articulated Bus Authorization	A major thoroughfare, used primarily for through traffic rather than for access to adjacent land, that is characterized by high vehicular capacity and continuity of movement. See "Bus, Articulated." Basic, substantive legislation which establishes or continues the legal operation of a federal program or agency, either indefinitely or for a specific period of time, or which sanctions a particular type of obligation or expenditure within a program. An authorization may set appropriation limits. See "Intermodal Surface Transportation Efficiency Act of 1991."
	of funds. It is based on prescribed formulas in the law and consists of dividing authorized obligation authority for a specific program among transit systems.	Auto Restricted Zone (ARZ)	An area in which normal automobile traffic is prohibited or limited to certain times, and vehicular traffic is restricted to public transit, emergency vehicles, taxicabs and, in some cases, delivery of goods.
Appropriation	A federal budgetary term that refers to an act of Congress that permits federal agencies to incur obligations and make payments out of the Treasury for specified purposes. An appropriation act is the most common means of providing budget authority, but in some cases the authorization legislation itself	Automated Guideway Automatic Fare Collection System (AFC)	An electric railway operating without vehicle operators or other crew on board the vehicle. A system of controls and equipment that automatically admits passengers on insertion of the correct fare in coins, tokens, tickets or farecards; it may include special equipment for transporting and counting revenues.
Arbitration	A method of settling disputes where labor and management present their case to an impartial third party, called an arbitrator,	Automatic Vehicle Location System (AVLS)	Technology that tracks the current location of fleet vehicles to assist in dispatching, maintaining schedules, answering specific customer inquiries, etc.
	case.	Bargaining Agent	A labor union designated by an appropriate government agency or recognized by the employer as the exclusive representative of all employees in the bargaining unit for purposes of collective bargaining.

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Base Period	The period between the morning and evening peak periods when transit service is generally scheduled on a constant interval. Also known as "off-peak period."	Bus, Articulated	A bus usually 55 feet or more in length with two connected passenger compartments that bend at the connecting point when the bus
Base Fare	The price charged to one adult for one transit ride; excludes transfer charges, zone charges, express service charges, peak period surcharges and reduced fares.	Bus, Charter	A bus transporting a group of persons who, pursuant to a common purpose, and under a single contract at a fixed price, have acquired
Binding Arbitration	Arbitration with a final and binding award, which is often enforceable in the counts	į	une excusive use of a bus to travel together under an itinerary.
Budget Authority	A federal budgetary term that refers to legal authority given by Congress to federal agencies to make funds available for	Bus, Circulator	A bus serving an area confined to a specific locale, such as a downtown area or suburban neighborhood with connections to major traffic corridors.
Budget Resolution	oungation or expenditure. A federal budgetary term that refers to a	Bus, Double Deck	A bus with two separate passenger compartments, one above the other.
	concurrent resolution passed by both Houses of Congress, but not requiring the signature of the President, setting forth the congressional budget for each of five fiscal	Bus, Express	A bus that operates a portion of the route without stops or with a limited number of stops.
	years. The budget resolution sets forth various budget total and functional allocations, and may include reconciliation	Bus, Feeder	A bus service that picks up and delivers passengers to a rail rapid transit station or express bus stop or terminal.
	committees.	Bus, Intercity	A bus with front doors only, high-backed
Bus (Motorbus)	A rubber-tired, self-propelled, manually- steered vehicle with fuel supply carried on		seats, separate luggage compartments, and usually with restroom facilities for use in high-speed long-distance service.
	design, articulated, charter, circulator,	Bus, Medium-Size	A bus from 29 to 34 feet in length.
	double deck, express, feeder, intercity, medium-size, new look, sightseeing, small, standard-size, subscription, suburban, transit and van	Bus, New Look	A bus with the predominant styling and mechanical equipment common to buses manufactured between 1959 and 1978.
Bus, Advanced Design	A bus introduced in 1977 that incorporates	Bus, Sightseeing	A bus adapted for sightseeing use, usually with expanded window areas.
D	previous buses.	Bus, Small	A bus 28 feet or less in length.
		Bus, Standard-Size	A bus from 35 to 41 feet in length.

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A building or other structure constructed near a bus stop, to provide seating and protection from the weather for the convenience of waiting passengers. A place where passengers can board or alight from the bus, usually identified by a sign.	Exclusive freeway lane for buses and carpools. An electric railway operating in mixed street traffic with unpowered, individually-	 controlled utation ventues propertied by moving cables located below the street surface and powered by engines or motors at a central location not on board the vehicle. Financial assistance for transit capital expenses (not operating costs); such aid may originate with federal, local or state 	governments. Costs of long-term assets of a public transit system such as property, buildings, vehicles, etc.	An arrangement where two or more people share the use and cost of privately owned automobiles in traveling to and from pre- arranged destinations together.	An overhead contact wire system which supplies power from a central power source to an electric vehicle (such as a trolley bus; see "Bus, Trolley").	The downtown retail trade and commercial area of a city or an area of very high land valuation, traffic flow, and concentration of retail business offices, theaters, hotels and services.
Bus Shelter Bus Stop	Busway Cable Car	Capital Assistance	Capital Costs	Carpool	Catenary	Central Business District (CBD)
 Bus, Subscription A commuter bus express service operated for a guaranteed number of patrons from a given area on a prepaid, reserved-seat basis. Bus, Suburban A bus with front doors only, normally with high-backed seats, and without luggage compartments or restroom facilities for use in longer-distance service with relatively few store 	Bus, Transit A bus with front and center doors, normally with a rear-mounted engine, low-back scating, and without luggage compartments or restroom facilities for use in frequent-stop	Bus, Trolley An electric, rubber-tired transit vehicle, manually steered, propelled by a motor drawing current through overhead wires from a central power source not on board the vehicle. Also known as "trolley coach" or "trackless trolley."	(Bus), Van A 20-foot long or shorter vehicle, usually with an automotive-type engine and limited seating normally entered directly through side or rear doors rather than from a central aisle. used for demand reconcerned	Bus Discretionary Federal funding granted under Section 3 of the Federal Transit Act (formerly known as	discretionary funds are used for bus-related construction projects or to replace, rehabilitate or purchase buses,	A street or highway lane intended primarily for buses, either all day or during specified periods, but sometimes also used by carpools meeting requirements set out in traffic laws.

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	I ue ongoing process that ensures the planning for highway and transit systems as	a whole and over the long term, is consistent with the state air quality plans for attaining and maintaining health-based air quality standards; conformity is determined by metropolitan planning organizations (MPOs) and the U.S. Department of Transportation (U.S. DOT), and is based on whether reconception	meet the provisions of a State Implementation Plan.	Federal funds available for either transit or highway projects which contribute	emissions which cause air pollution.	A federal budgetary term that refers to a form of budget authority permitting	obligations to be incurred in advance of appropriations. Advance obligations	however, have been limited by the appropriations committees with obligation limitations.	Reserved lane for buses on which the direction of bus traffic is opposite to the flow	of traffic on the other lanes.	A broad geographical band that follows a general directional flow connecting major sources of trips that may contain a number of streets, highways and transit route alignments.	An increase or decrease in employees' wages or salaries made on the basis of changes in agreed-upon economic indices, usually the Consumer Price Index.
Conformity				Congestion Mitigation and Air Onality (CMAO)		Contract Authority			Contraflow Lane		Corridor	Cost-of-Living Allowance (COLA)
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See "Bus, Charter."	See "Bus, Circulator."	The comprehensive federal legislation which establishes criteria for attaining and maintaining the federal standards for allowable concentrations and exposure limits for various air pollutants; the act also provides emission standards for specific vehicles and fuels.	Negotiations between labor union representatives and employers to reach	agreement on a contract describing such matters as wages, hours and working conditions.	See "Obligation."	A person who travels regularly between home and work or school.	See "Rail, Commuter."	An alternative fuel; compressed natural gas stored under high pressure. CNG vapor is lighter than air.	Arbitration that is required by law.	See "Mediation."		
Charter Bus	Circulator Bus	Clean Air Act Amendments of 1990 (CAAA)	Collective Bargaining		Commitment	Commuter	Commuter Rail	- Compressed Natural Gas (CNG)	Compulsory Arbitration	Conciliation		
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Non-radial bus or rail service which does not enter the Central Business District (CBD).

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Deadh	The movement of a transit vehicle without passengers aboard; often to and from a garage or to and from one route to another	Discretionary	A federal budgetary terms that refers to any funds whose distribution is not and
Dedicated Funding Source	A source of monies which by law is available for use only to support a specific purpose, and cannot be diverted to other uses		Discretionary spending encompasses programs controlled by annual appropriations bills and is subject to the
Demand Responsive			constraints imposed by the discretionary spending limits set in the balanced budget law.
	at pre-arranged times at any location within the system's service area. Also called "Dial-	Double Deck Bus	See "Bus, Double Deck."
Department of Transportation	a-Ride." The cabinet level Department of the federal government that is responsible for	Downtime	A period during which a vehicle is inoperative because of repairs or maintenance.
(1001)	administration of federal transportation programs including public transportation, highways, railroads, air transportation, shipping and the Coast Guard. Each state	Downtown People Mover (DPM)	A type of automated guideway transit vehicle operating on a loop or shuttle route within the Central Business District (CBD) of a city.
Dial-a-Ride	about the second of transportation. See "Demand Responsive."	Dwell Time	The scheduled time a vehicle or train is allowed to discharge and take on possible
Disadvantaged Business Enterprise	A business owned and operated by one or more socially and economically		at a stop, including opening and closing doors.
(DBE)	disadvantaged individuals. Socially and economically disadvantaged individuals include African Americans, Hispanic Americans, Native Americans, Asian Pacific Americans or Asian Indian Americans and any other minorities or individuals found to	Earmark	A federal budgetary term that refers to the specific designation by Congress that part of a more general lump-sum appropriation be used for a particular project; the earmark can be designated as a minimum and/or
	be disadvantaged by the Small Business Administration (SBA) under Section 8(a) of	Elevated (Railway)	See "Rail, Heavy."
	the Small Business Act.	Environmental Impact Statement (EIS)	A comprehensive study of likely environmental impacts resulting from major federally-assisted projects; statements are required by the National Environmental Policy Act (NEPA).
		Equity, Federal Transit Funding	A ratio of appropriated dollars between Sections 9 and 18 (formula funds) to Section 3 (discretionary funds).

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Ethanol	An alternative fuel; a liquid alcohol fuel with vapor heavier than air; produced from		Fiscal Year (FY)	The yearly accounting period for the federal government which begins October 1 and
	agricultural products such as corn, grain and sugar cane.			ends on the following September 30. The fiscal year is designated by the calendar year in which it ends $(e \circ FY)$ 94 is from October
Exclusive Right-of-	A highway or other facility that can only be			1, 1993 to September 30, 1994).
way Executive Order 12372	A presidential directive that furnishes guidance to federal agencies for cooperation	Fixed Cost	ost	An indirect cost that remains relatively constant, irrespective of the level of operational activity.
	with state and local governments in the evaluation, review and coordination of federal assistance programs and projects.	Fixed Guideway Modernization	uideway ization	See "Rail Modernization."
Express Bus	See "Bus, Express."	Fixed Guideway Svetem	uideway	A system of vehicles that can operate only on its own mideway constructed for that
Fare Box Recovery Ratio	Measure of the proportion of operating expenses covered by passenger fares; found by dividing fare box revenue by total operating expenses for each mode and/or systemwide.			purpose (e.g., rapid rail, light rail). Federal usage in funding legislation also includes exclusive right-of-way bus operations, trolley coaches and ferryboats as "fixed guideway" transit.
Fare Box Revenue	Value of cash, tickets, tokens and pass receipts given by passengers as payment for rides; excludes charter revenue.	Fixed Route	oute	Service provided on a repetitive, fixed- schedule basis along a specific route with vehicles stopping to pick up and deliver
Fare Elasticity	The extent to which ridership responds to fare increases or decreases.	10		passengers to specific locations; each fixed- route trip serves the same origins and destinations, unlike demand responsive and
Fare Structure	The system set up to determine how much is to be paid by various passengers using a transit vehicle at any given time.	Flexible Funds	Funds	taxicabs. Those federal funds which can be used for highway, transit or other transportation
Federal Transit Administration (FTA)	Formerly known as the Urban Mass Transportation Administration (UMTA); FTA is the agency of the U.S. Department of Transportation which administers the federal program of financial assistance to public transit.			projects, as decided by regional Metropolitan Planning Organizations (MPOs) and state governments. Examples of such funds are the Surface Transportation Program (STP) and the Congestion Mitigation and Air Quality (CMAQ) fund.
Feeder Bus	See "Bus, Feeder."			
Ferryboat	A boat providing fixed-route service across a body of water.			

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Formula Funds	Funde dietributed or sources - 1 -			
	formulas ection 18 Transit each of Section	<u>э</u>	Inclined Plane Intelligent Vehicle	A railway operating over exclusive right-of- way on steep grades with unpowered vehicle, propelled by moving cables attached to the vehicles and powered by engines or motors at a central location not on board the vehicle.
Fringe Parking	An area for parking usually located outside the Central Business District (CBD) and most often used by suburban residents who work or shop downtown.		Highway Systems (IVHS)	designed to improve traffic monitoring and management. IVHS includes: Advanced Public Transportation Systems (APTS), Automatic Vehicle Location System (AVLS) and "smart vehicles" which ordiot Advanced
Grievance Arbitration	The process of resolving a labor dispute involving the application or interpretation of a collective bargaining agreement, by asking an impartial third party to make a decision			planning, perception, analysis and decision- making. See also "Intelligent Vehicle Highway Society of America (IVHS America)."
	atter both labor and management have presented their cases.		Intercity Bus	See "Bus, Intercity."
Headway	Time interval between vehicles moving in the same direction on a particular route.		Interest Arbitration	The process of arriving at the terms of a new collective bargaining agreement, by asking an impartial third party to make milines after
Heavy Rail	See "Rail, Heavy."		·	both labor and management have presented
High Occupancy Vehicle (HOV)	Vehicles that can carry two or more persons. Examples of high occupancy vehicles are a bus, vanpool and carpool. These vehicles sometimes have exclusive traffic lanes called 'HOV lanes, "busways," 'transitways' or "commuter lanes."		Intermodal	Those issues or activities which involve or affect more than one mode of transportation, including transportation connections, choices, cooperation and coordination of various modes. Also known as "multimodal."
High Speed Rail	See "Rail, High Speed."			
Highway Trust Fund	The federal trust fund established by the Highway Revenue Act of 1956; this fund has two accounts the Highway Account and the Mass Transit Account. Trust fund revenues are derived from federal highway-			
	user taxes and fees such as motor fuel taxes; trust fund uses and expenditures are determined by law.			

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Liquefied Natural An alternative fuel; a natural gas cooled to Gas (LNG) below its boiling point of -260 degrees Fahrenheit so that it becomes a liquid; stored in a vacuum bottle-type container at very low temperatures and under moderate pressure. LNG vapor is lighter than air.		(Mag-Lev) A rai transportation system with exclusive (Mag-Lev) right-of-way which is propelled along a fixed guideway system by the attraction or repulsion of magnets on the rails and under the rail cars.	Managers of Transit systems which expand their role to Mobility include services and approaches beyond traditional public transportation to include	ridesharing, high occupancy vehicle programs, public education on transit's benefits and integration of land use, air		Mass TransitSee "Public Transportation."Mass TransitThe federal account, established by the Surface Transportation Assistance Act of 1982, into which a designated portion of the federal Highway Trust Fund revenue from motor fuel taxes is placed (1.5 cents in 1994). This account is used for federal mass transportation assistance.	Mass See "Public Transportation." Transportation
The 1991 law that reauthorized the federal surface transportation program for six years. ISTEA heralded a new era in surface transportation because of the emphasis on "intermodalism," the unprecedented increases in authorized spending for transit, the ability	to use some highway funds for transit (and vice versa) and the increased reliance on regional planning agencies to weigh transportation options and make decisions utilizing public participation.	Privately-owned, small or medium-sized vehicle usually operated on a fixed route but not on a fixed schedule.	Ventures undertaken by the public and private sectors for development of land around transit stations or stops.	A place where commuters are driven and dropped off at a station to board a public transportation vehicle.	Time built into a schedule between arrival at the end of a route and the departure for the return trip, used for the recovery of delays and preparation for the return trip.	A balanced approach to federal funding proportions for highway projects and transit projects; may also refer to employee transportation benefits so that the monthly, tax-free value of a transit pass is equal to that of a parking space; generally, any situation in which transit and highways receive equal treatment in federal funding	and other tederal procedures. See "Rail, Light."
Intermodal Surface Transportation Efficiency Act (ISTEA)		Jitney	Joint Development	Kiss and Ride	Layover Time	Level Playing Field	Light Rail

An electric railway in which a rail car or train of cars is suspended from or straddles a guideway formed by a single beam or rail. Most monorails are either heavy rail or				facilities, major travel destinations, interstate and interregional travel and meeting national defense requirements The NHS defined in			transportation and access to ports and airports. See "Bus, New Look."
Monorail	National Environmental Policy Act of 1969 (NEPA)		National Highway System (NHS)	·	National Transportation	System (NTS)	New Look Bus
The average distance in miles that a transit vehicle travels before failure of a vital component forces removal of that vehicle from service.	Efforts by an impartial third party to encourage agreement between a labor union and management by counseling each side and facilitating negotiations. Also known as "conciliation."	See "Bus, Medium-Size." An alternative fuel; a liquid alcohol fuel with vapor heavier than air; primarily produced from natural med	The organization designated by local elected officials as being responsible for carrying out the urban transportation and other planning processes for an area.	See "Rail, Heavy."	A business owned and operated by one or more individuals who are defined as minorities under U.S. Department of Transportation regulations. See also "disadvantaged business enterprise."	A term which describes how many people use alternative, forms of transportation. Frequently used to describe the percentage of people using private automobiles as opposed to the percentage using public transportation.	An analytical tool (often mathematical) used by transportation planners to assist in making forecasts of land use, economic activity, travel activity and their effects on the quality of resources such as land, air and water.
Mean Distance Between Failures (MDBF)	Mediation	Medium-Size Bus Methanol	Metropolitan Planning Organization (MPO)	Metropolitan Railway (Metro)	Minority Business Enterprise (MBE)	Modal Split	Model

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Federal funding granted under Section 3(i) of the Federal Transit Act (formerly known as the Urban Mass Transportation Act). These discretionary funds are made available for construction of an wissting fixed guideway system, based on cost- effectiveness, alternatives analysis results and the degree of local financial commitment. Any geographic region of the United States that the U.S. Environmental Protection Agency (EPA) has designated as not attaining the federal air quality standards for one or more air pollutants, such as ozone and carbon monoxide. A federal budgetary term that refers to a binding agreement that will result in an outlay; an agreement that refers to a binding agreement. A federal budgetary term that refers to a binding agreement. A federal budgetary term that refers to a binding agreement. A federal assistance that may be obligated during a specified time period. It does not affect the scheduled apportionment or allocation of funds; it just controls the rate at which these funds may be used. Non-rush periods of the day when travel activity is generally lower and less transit service is scheduled. Also called "base period." Financial assistance for transit operating expenses (not capital costs); such aid may

Movement in a direction opposite the main flow of traffic, such as from the central city to a suburb during the morning peak period.	A form of transportation, other than public transit, in which more than one person shares the use of the vehicle, such as a van or car, to make a trip. Also known as "carpooling" or "vanpooling."	The number of rides taken by people using a public transportation system in a given time period.	The vehicles used in a transit system, including buses and rail cars.	The total number of miles included in a fixed route transit system network.	The section of the Federal Transit Act (formerly known as the Urban Mass Transportation Act of 1964), as amended, that authorizes discretionary funds for capital public transportation projects.	The section of the Federal Transit Act (formerly known as the Urban Mass Transportation Act of 1964), as amended, that authorizes grants to public transportation systems in urbanized areas (population greater than 50,000) for both capital and operating programs based on formulas set out in statute.	The section of the Federal Transit Act (formerly known as the Urban Mass Transportation Act of 1964), as amended, related to labor protection that is designed to protect transit employees against a worsening of their position with respect to their employment as a result of grant assistance under the Act.
Reverse Commuting	Ridesharing	Ridership F	Rolling Stock T	Route Miles T	Section 3 T (4) T	Section 9 5 2 (1 H H (f)	Section 13(c) Tr (f(Tr Tr Pr Pr Of

Section 16(b)

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Section 15

The section of the Federal Transit Act (formerly known as the Urban Mass Transportation Act of 1964), as amended, that authorizes the U.S. Department of Transportation to gather statistical information about the financing and operations of public transportation systems, based upon a uniform system of accounts and records.

Section 16

The section of the Federal Transit Act (formerly known as the Urban Mass Transportation Act of 1964), as amended, that declares the national policy to be that elderly persons and persons with disabilities have the same right as other persons to utilize mass transportation facilities and services, and that special efforts shall be made in the planning and design of mass transportation by elderly persons and persons with disabilities is assured. The subsection of the Federal Transit Act (formerly known as the Urban Mass Transportation Act of 1964), as amended, that authorizes grants to nonprofit corporations and associations for the specific purpose of assisting them in providing transportation services meeting the special needs of elderly persons and persons with disabilities for whom mass transportation services are unavailable, insufficient or inappropriate.

The section of the Federal Transit Act (formerly known as the Urban Mass Transportation Act of 1964), as amended, that authorizes grants to public transit systems outside urbanized areas, based on formulas set out in statute; the funds go initially to the Governor of each state.

Section 18

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passengers share the use and cost of a van in of 50,000 or more inhabitants consisting of a A cost that varies in relation to the level of See "Federal Transit Administration (FTA)." purposes and programs according to terms of industry; membership is limited to operators, A business owned and operated by one or An U.S. Bureau of Census-designated area One of the major labor unions in the transit not available for the general purposes of the surrounding densely settled territory, but government in a fiduciary capacity and are central city or two adjacent cities plus a trust agreement or statute, such as the An arrangement in which a group of Funds collected and used by the federal Social Security and highway trust funds. government. See "Dedicated Funding excluding the rural portion of cities. traveling to and from pre-arranged mechanics and other non-supervisory government for carrying out specific Trust funds are administered by the employees of the transit industry. destinations together. operational activity. See "(Bus), Van." See "Bus, Trolley." See "Rail, Light." Source." Women's Business Urbanized Area Administration Variable Cost Transportation Transportation Union (UTU) **Trolley Coach** Urban Mass Trust Funds Trolley Car Vanpool (INTTA) (NZA) United Van

Zone Fares

A system of fares where a transit syste. service area is divided into zones within which specified rates or fares apply.

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Enterprise (WBE)

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INTERCITY TRANSIT

HUMAN RESOURCES RULES

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101 – Scope and Development of Human Resources Rules

1. Definition of a Human Resources Rule

- 1.1. A Human Resources Rule is defined by all of the following criteria:
 - 1.1.1. It has broad application throughout Intercity Transit;
 - 1.1.2. It helps ensure compliance with applicable laws and regulations, promotes operational efficiencies, enhances the service delivery of Human Resources Department or reduces institutional risks;
 - 1.1.3. It mandates or constrains action;
 - 1.1.4. The subject matter requires Authority Board or General Manager review and approval for rule issuance and major changes.

2. Purpose of Human Resources Rules

- 2.1. It is the purpose of these Rules to establish and maintain a uniform system for managing personnel matters; to comply with applicable employment laws; and to provide for the standards, terms, and conditions of employment with Intercity Transit in a clear and comprehensive fashion to maximize the efficiency and orderliness of operations.
- 2.2. It is further intended, by adoption and periodic amendment of these Rules, they serve as a guide for employees of Intercity Transit in their routine work activities and relationships.
- 2.3. Intercity Transit hereby asserts that it has the right to employ the best qualified persons available, and, that the continuation of employment is based on the need for work to be performed, availability of revenues, effective performance, proper on-the-job conduct, and the ability to perform the job responsibilities. Conversely, employees deserve to be fully informed of their duties and responsibilities; to be provided with adequate administrative and supervisory direction; to be informed of their performance levels; to be fairly compensated; to be considered for promotional opportunities; and to be treated with dignity and respect at all times.
- 2.4. Since it is the interest of Intercity Transit to encourage employee participation in matters that affect their work, employees are encouraged to offer suggestions for improvements to these Rules, employment practices, or working conditions. Suggestions should be made in writing to the Human Resources Director.

3. Scope of Human Resources Rules

- 3.1. These Rules shall apply to all Intercity Transit employees. Employees covered or affected by these rules are responsible for knowledge of, and compliance with, the provisions contained herein. In the event of direct conflict between the provisions in these rules and provision of any law, collective bargaining agreement, or employment contract, collective bargaining agreement, the law, or employment contract shall govern when the employee is covered by such law, agreement or contract. In all other cases, these rules shall apply.
- 3.2. As may be needed for efficient and effective operations, each department of Intercity Transit may develop, implement, and revise specific procedures and departmental rules pertaining to unique operational requirements and their effect upon department employees.
 - 3.2.1. Departmental rules must be consistent with the intent of the language and procedures of these Rules.
 - 3.2.2. If conflicts arise between provisions in these Rules and department procedures, practices or rules, these Rules shall apply.

4. Scope of Employer Rights

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- 4.1. To ensure that Intercity Transit reserves to itself, solely and exclusively, those functions necessary for the efficient and effective operation of the organization, Intercity Transit rights may include, but are not limited to, the following:
 - 4.1.1. To manage Intercity Transit generally and to determine the issues of policy and rules.
 - 4.1.2. To determine the existence of facts on which Intercity Transit decisions are based.
 - 4.1.3. To determine the necessity for, and organization of, any service or activity conducted by Intercity Transit, and to expand or diminish services.
 - 4.1.4. To determine the nature, manner, means, technology, and extent of services to be provided.
 - 4.1.5. To determine Intercity Transit's budget, number and classification of employees, and methods of financing.
 - 4.1.6. To determine types of equipment or technology to be used.
 - 4.1.7. To determine and change the facilities, methods, technology, means, organizational structure, and size of composition of the work force, and to allocate and assign the work by which Intercity Transit operations are to be conducted.
 - 4.1.8. To determine and change the number of locations, relocations, and types of operations, processes, and materials to be used in carrying out all Intercity Transit functions, including, but not limited to, the right to contract for or subcontract any work or operation of Intercity Transit.
 - 4.1.9. To maintain order and efficiency in Intercity Transit facilities and operations.
 - 4.1.10. To establish, publish, and modify rules and practices in order to promote and/or maintain order, safety, and health at Intercity Transit.
 - 4.1.11. To take any and all necessary action to carry out the Mission of Intercity Transit.
 - 4.1.12. To determine minimum position qualifications, skills, abilities, and knowledge, selection procedures, job classifications, and employment standards.
 - 4.1.13. To hire, transfer, reclassify, assign and promote individuals based on operational needs.
 - 4.1.14. To determine policies, procedures, and standards for selection, training, and promotion of employees.
 - 4.1.15. To establish reasonable employee performance standards including, but not limited to, quality and quantity standards; and to require compliance therewith.
 - 4.1.16. To direct, assign work to, and schedule employees in accordance with requirements as determined by Intercity Transit, and to establish and change work schedules and assignments.
 - 4.1.17. To establish and modify productivity and performance programs and standards.
 - 4.1.18. To discharge, suspend without pay, reprimand, withhold salary increases based on job performance, or otherwise discipline employees.
 - 4.1.19. To lay off employees from duties because of lack of work or funds, or under conditions where continued work would be ineffective or nonproductive.
- 4.2. Under the direction of the Intercity Transit Authority, responsibility to properly and efficiently carry out the Employer Rights of Intercity Transit rests with the General Manager.

5. Development of Rules

- 5.1. The following is a sequential guide for the development and issuance of new or revised Human Resources Rules. Development and/or revision of a Human Resources Rule is the responsibility of the Human Resources Director.
 - 5.1.1. A Department Director notifies Human Resources of the need for a new or revised rule.
 - 5.1.2. The Director of Human Resources determines that a new or revised rule is warranted and notifies the General Manager he/she is initiating the process for rule development. The Human Resources Director then coordinates the following steps:

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- 5.1.2.1. Develops problem definition and rule direction statement
- 5.1.2.2. Identifies key stakeholders in particular rule issue
- 5.1.2.3. Assigns staff for research and drafting as may be appropriate
- 5.1.2.4. The Human Resources Director and/or staff collects and reviews data from departments, other jurisdictions and literature review of best practices.
- 5.1.3. Drafts Rule and provides to the General Manager or designee for initial approval.
- 5.1.4. Reviews Process: Rules will be distributed for review and comment to solicit feedback from identified stakeholders. Drafts of new or revised copies will be circulated to Senior Management for comment and feedback before the final rule is issued.
- 5.1.5. Sends letter to labor organizations with notification of proposed Rule. If there is a timely demand to bargain, the rulemaking process will continue concurrent with any bargaining obligations that may be extant.
- 5.1.6. Sends Final Rule to Authority or General Manager for adoption.
- 5.1.7. Adds Rule to Human Resources Rulebook.
- 5.1.8. Sends Memo to General Manager and Departments informing them of new Rule implementation.
- 5.1.9. Disseminates Rule to employees with confirmation that employees are aware of the new Rule.
- 5.1.10. Conducts Department/Work Unit training or meetings to explain new rule/procedures as needed.

6. Adoption of Rules

- 6.1. Rules may be approved by the General Manager upon delegation by the Intercity Transit Authority.
 - 6.1.1. The Human Resources Director shall provide notice of the proposed action at least seven (7) calendar days prior to the effective date by distributing or mailing the notice to all department directors and each labor organization representing Intercity Transit employees.
- 6.2. Any procedural aspects not fundamentally changing the substantive content of a Human Resources Rule may be changed at the Human Resources Director's discretion as needed without prior approval of the General Manager of Intercity Transit Authority.

7. Review and Amendments

- 7.1. These Rules shall be subject to no less than a bi-annual review by the Human Resources Director.
- 7.2. These Rules may be amended at any time based on the business and operational needs of Intercity Transit. Intercity Transit will endeavor to use normal communication channels to apprise employees of any amendments to these Rules as provided in Section 6.1.1 of this Rule.

8. Dissemination of Rules

8.1. The Human Resources Director is responsible for the initial dissemination of rules once adopted.

9. Access to Rules

9.1. Employees of the Intercity Transit shall have access to rules and procedures related to their employment.

10. Application of Rules

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- 10.1. These Rules shall be interpreted, applied, and enforced by supervisory employees of Intercity Transit. Intercity Transit believes the most rewarding employment relationship results from the open, fair and consistent interaction directly between employees and those that supervise or manage operations. To ensure fairness and consistency in these personnel matters, the General Manager designates the Human Resources Director to be accountable for centralized personnel operations.
- 10.2. Responsibility for interpretation, application, and enforcement rests with the Human Resources Director, who is responsible for resolving matters where questions or issues arise. The Human Resources Director shall be additionally responsible for such personnel matters as:
 - 10.2.1. As authorized, the initiation of amendments and revisions to these policies at times determined by the General Manager,
 - 10.2.2. As authorized, the initiation or revisions to job descriptions, wage and salary schedules, benefit plans and programs, and performance evaluation systems.
 - 10.2.3. Recruitment, selection evaluation, affirmative action, equal employment opportunity, and personnel records;
 - 10.2.4. Enforcement of all applicable state and federal employment laws and their resultant effect upon personnel policies and practices; and
 - 10.2.5. Other duties that may be necessary to carry out the practices and provisions of a personnel system.
- 10.3. These Rules apply to all employees
 - 10.3.1. <u>All employees are responsible for knowledge of and compliance with the provisions</u> contained herein.
 - 10.3.2. Bargaining unit employees and contractual employees shall only be responsible for knowledge of and compliance with the provisions in this manual which are not addressed or are not in conflict with their respective collective bargaining agreement or employment contract.
- 10.4. In the event of any conflict between the provisions of these Rules and the expressed provisions contained in any applicable collective bargaining agreement or employment contract, the collective bargaining agreement or employment contract shall govern in all cases with respect to employees covered by such agreement or contract.

11. Savings Clause

11.1. If any Human Resources Rule or its application to any person or circumstance is held invalid by operation of law or any court jurisdiction, the remaining Rules or provisions and their application to other persons or circumstances shall not be affected.

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201 – Recruitment, Selection and Introductory Period

1. Scope of Rule

1.1. The following Rules and procedures shall apply in recruitment, selection, and appointment of applicants to position openings. Recruitment and selection procedures shall be established in accordance with the goals and objectives of Intercity Transit's Equal Employment Opportunity policy and rules.

2. Position Announcement

- 2.1.1. Intercity Transit is committed to hiring the best qualified person for any position opening in accordance with Intercity Transit's Equal Employment Opportunity policy and plans. Position announcements are published by the Human Resources Department and may be used to recruit for a particular vacancy or to compile a list of qualified candidates for anticipated vacancies. Announcements shall normally be circulated according to the eligible recruitment group which could include any one of the following:
- 2.1.2. Open competitive recruitments open to current employees of Intercity Transit and interested members of the public.
- 2.1.3. Internal agency-wide recruitments open only to all current employees of Intercity Transit.
- 2.1.4. Internal specific recruitments open only to certain current incumbents employed by Intercity Transit.
 - 2.1.4.1. These types of recruitments are usually reserved for specific jobs which may occur within a classification "series."
- 2.2. Normally position announcements shall be posted for a minimum of ten (10) calendar days.
 - 2.2.1. An abbreviated posting of less than ten (10) calendar days may be utilized upon the request of the hiring department's director and the approval of the Human Resources Director.
- 2.3. Exceptions to the above procedures may include:
 - 2.3.1. Intercity Transit reserves the right to enter into short-term agreements with current employees (internships) or former employees, outside employment agencies, accredited schools, or other agencies or individuals to fill temporary position vacancies, resulting from temporary workload increases or the need to accomplish specific projects. Subject to the approval of the General Manager, the Human Resources Director will, in conjunction with the hiring department, determine the most appropriate manner to fill such vacancies on a case-by-case basis.
 - 2.3.2. Promotions or transfers may be by a competitive or non-competitive process. Any non-competitive promotion or transfer must be approved by the General Manager.

3. Application Procedure

- 3.1. Eligible applicants who meet the position standards and are interested in being considered for posted jobs shall make application for the position opening in accordance with the procedures outlined in the job announcement and any other supplemental documents provided.
- 3.2. Official application forms may be required of all applicants. All required applications must be signed by the applicant.
 - 3.2.1. An applicant's signature certifies that the information supplied on the application is true to the best of the applicant's knowledge.
- 3.3. An applicant shall be disqualified in the event it is determined that false or misleading information was provided on the employee's application form.

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- 3.4. A current employee may be dismissed if it is determined that the employee provided false or misleading information at the time the employee submitted an application for employment, transfer or promotion.
- 3.5. Intercity Transit application forms may require proof of education, specialized training, legal eligibility to work in the United States, experience, driver's license or record certification, or other information appropriate to the job for which the application process applies.

4. Applicant Selection

- 4.1. The selection techniques used in the examination of prospective new or current employees shall be impartial and of a practical nature. Selection criteria shall be related to the job content and assessed in a way that reasonably measures the applicant's capability to perform those duties of the position under consideration. Factors considered in the applicant selection process may include, but are not limited to, the following:
 - 4.1.1. Timely and accurate completion of required application materials;
 - 4.1.2. Previous work experience
 - 4.1.3. Level of education (based on bona fide job requirements);
 - 4.1.4. Driver license requirements;
 - 4.1.5. Background checks;
 - 4.1.6. Performance or achievement or aptitude tests;
 - 4.1.7. Written tests or exercises;
 - 4.1.8. Medical tests that may be required;
 - 4.1.9. Work samples or, if applicable, work records;
 - 4.1.10. Personal interviews;
 - 4.1.11. Assessment Center behavior or performance results; and
 - 4.1.12. Reference checks (personal and/or professional);

5. Examination Process

- 5.1. The Human Resources Director, in conjunction with the hiring department, will determine the manner and methods of employment examinations, and will arrange for the use of necessary facilities and equipment related to the conduct of examinations.
- 5.2. No person taking an examination will be treated in any different way to any other person participating in the same examination process to the extent that such difference in treatment would compromise the impartiality of the examination process.
- 5.3. Recruitment efforts for position openings may periodically result in an unusually large number of applicants who meet the prescribed minimum qualifications. When such circumstances arise, the Human Resources Director, in consultation with the hiring department, may limit the number of applicants or candidates to advance through the examination process.
- 5.4. Persons participating in the examination process who are found to cheat, falsify information, or be disruptive to others shall be immediately disqualified from further employment consideration. If such persons are current employees, they will be subject to disciplinary action, up to and including termination of employment.
- 5.5. Under certain circumstances, the Human Resources Director may extend the recruitment period or authorize the use of supplemental examinations. Normally, this would occur when the Human Resources Director, in consultation with the hiring department determines:
 - 5.5.1. there is an insufficient number of qualified candidates available, or;
 - 5.5.2. available candidates do not meet the specific needs of the position.

6. Results and Records

6.1. It is the desire of Intercity Transit to make fair and impartial judgments of prospective employees, to leave a positive impression of Intercity Transit, and to be thorough in its

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selection determinations. To facilitate communications between Intercity Transit representatives and interested job applicants, the Human Resources Director or designee is responsible for the timely notification of job opportunity and selection information to interested persons.

6.2. Records pertaining to any employment-related examination are considered confidential and proprietary documents of Intercity Transit, and shall only be divulged to a person who possesses the legal right to know in accordance with Intercity Transit POLICY EX-0005 or RCW 42.56 or other state or federal law.

7. Appointment to Position

- 7.1. To be hired, a candidate must be selected by the hiring department director and approved by the General Manager. Upon approval, the hiring department in conjunction with the Human Resources Director will make an official written offer of employment to the candidate, specifying a starting date and salary/ wage.
- 7.2. If the candidate fails to respond to the offer of employment, or fails to appear on the designated starting date, the candidate is presumed to have declined the appointment.

8. Employment Eligibility

- 8.1. All "offer of employment" letters sent by Intercity Transit shall include a notice advising the prospective employee that he/she are required to complete the Federal I-9 form and provide the required documents to verify identity and eligibility for employment. The "offer letter" shall advise the prospective employee of the documents considered acceptable for this requirement. Further, the "offer letter" shall advise the employee the documents must be presented to Intercity Transit Human Resources on the first day of employment
- 8.2. Applicants will not qualify for employment status until they have presented bona fide documents listed as "acceptable documents" on the I-9 form.
 - 8.2.1. A promise to obtain such documents or even a showing that such documents have been applied for by the applicant is not sufficient. If the applicant does not have the required documents, the applicant is not qualified for employment and shall not be hired until the applicant produces the required documents.
 - 8.2.2. Upon the decision of the Director of Human Resources, an applicant may be allowed a brief period of time to produce the documents necessary to complete the I-9 process.
 - 8.2.3. Failure of an applicant to submit a complete set of bona fide documents in a timely manner may, upon the decision of the Human Resources Director, disqualify the applicant and the offer of employment may be declared null and void.
- 8.3. Documents submitted by applicants for purposes of completing the I-9 process shall be carefully examined by HR staff to verify authenticity and compliance with the I-9 requirements.
- 8.4. Copies of *all* of the documents submitted by the applicants shall be made and inserted into the personnel file of the applicant/employee.

9. Background Checks

- 9.1. Intercity Transit may conduct background checks of applicants during the normal recruitment process.
 - 9.1.1. While conducting a background investigation, Intercity Transit may make a preliminary offer to the selected applicant. However, any offer shall be conditional on the results of the background investigation.
- 9.2. Procedure.
 - 9.2.1. There must be a nexus (close linkage) between the assigned duties and the scope of the background investigation.

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- 9.2.2. The Human Resources Director must approve the background investigation the first time it is conducted for a particular position, assignment or employee, and thereafter if significant changes are made.
- 9.2.3. The job announcement for any position where a background check is or may be required shall include a notice that a background investigation is required before hire or assignment to the position.
- 9.2.4. If an outside agency conducts the investigation, the investigation must comply with the Fair Credit Reporting Act (FCRA).
- 9.2.5. Depending on the scope of the background investigation, the applicant/employee may be required to sign a release.
- 9.2.6. The content of the background investigation is confidential unless disclosure is required under state or federal law.

10. Introductory Period

- 10.1. Newly hired applicants and current employees appointed to, promoted to, or transferred to a position opening, will serve an introductory period.
- 10.2. The introductory period is an intrinsic part and extension of the employee selection process.
- 10.3. No employee shall acquire regular status until successfully completing the introductory period.
 - 10.3.1. The successful completion of the introductory period should not be construed as and does not constitute a contract guaranteeing employment with Intercity Transit for any specific duration.
- 10.4. The introductory period will normally be utilized to train and evaluate the employee's effective adjustment to work tasks, conduct, observance of rules, attendance, and job responsibilities, and to provide for the release of any employee who fails to successfully complete the introductory period.
- 10.5. Full-time and part-time employees will normally serve in an introductory period of no less than six (6) months on duty. Time spent on leave (paid or non-paid) will not qualify as time in the introductory period. Temporary employees will serve an introductory period throughout their employment.
 - 10.5.1. The Human Resources Director, in consultation with the hiring department, may establish a longer introductory period for a position based on such factors as the complexity of job tasks, unique or difficult nature of work operations, the importance of work activities and decisions, the time involved to reasonably accomplish an evaluation of full job adaptation or other reasonable factors as determined by the Human Resources Director.
 - 10.5.2. When it is deemed in the best interest of Intercity Transit to do so, the established introductory period may be extended for a specified time period at the request of the department director, subject to the approval of the General Manager. In such cases, the department director shall submit a statement of the employee's current performance levels in assigned areas of responsibility, the justification for the extension, and the amount of time such extension is needed.
- 10.6. Introductory employees must be evaluated during the introductory period.
 - 10.6.1. Introductory employee evaluations must be completed no less than fourteen (14) calendar days prior to the completion date employee's introductory period.
 - 10.6.1.1. The evaluations must reference any areas of concern in the employee's performance, workplace conduct or potential challenges to the employee's successful completion of the introductory period.

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- 10.6.2. If, at the conclusion of the employee's introductory period, the employee's performance, conduct and employment conditions have been satisfactory, a recommendation to the General Manager to advance the employee to regular status will be made by the employee's department director. Such recommendation will be made at least five (5) days prior to expiration of the employee's introductory period. Upon the direction of the General Manager, the recommendation will be accompanied by a written performance evaluation. Upon approval of the General Manager, the employee shall be advised of having been advanced to regular status and be eligible for any benefits provided to their position classification.
- 10.7. Employment of a new employee may be terminated at the will and discretion of Intercity Transit at any time during the introductory period should such termination be regarded as necessary and appropriate by either the employee or Intercity Transit. The General Manager shall approve all such terminations.
 - 10.7.1. In cases of introductory period release from Intercity Transit service, formal advance notice by Intercity Transit is not required.
 - 10.7.2. New employees terminated during their introductory period have no rights to administratively appeal the termination.
- 10.8. A current employee, serving an introductory period owing to promotion, appointment, or transfer, whose performance or other employment conditions are determined to be unsatisfactory during this period may be reinstated to the employee's former position if available or a comparable position, or released from Intercity Transit service, the determination of which shall be made by the General Manager.

11. Orientation

- 11.1. During an employee's introductory period, the hiring department will normally conduct an orientation with the employee on matters relating to: the goals and objectives of Intercity Transit; the organization and functions of Intercity Transit; the employee's role in contributing to the achievement of Intercity Transit objectives; the employee's job content and scope; training, performance and evaluation standards; promotional opportunities; job safety; and any other matter of departmental importance.
- 11.2. Within the employee's first thirty (30) days of the Human Resources Director or designee will provide an orientation consisting of the' completion of employment forms and records; an explanation of Intercity Transit's compensation and benefit programs; a review of Intercity Transit's employment policies; and any other information as determined appropriate to the employee's orientation and integration into Intercity Transit service.

12. Benefits During the Introductory Period

- 12.1. New Employees
 - 12.1.1. During the introductory period, a new employee hired into a position with benefits will be eligible to accrue and use paid sick leave and paid vacation that is provided in lieu of holiday leave as provided in Intercity Transit POLICY HR-3503
 - 12.1.2. Regular vacation leave will accrue during the introductory period; however, a new employee is not allowed to use paid vacation leave until successful completion of his/her introductory period.
 - 12.1.2.1. Requests to take unpaid time off during a new employee's introductory period must be approved by the department director.
 - 12.1.3. New employees shall be eligible for insurance benefits paid for or sponsored by Intercity Transit provided they satisfy the terms and conditions of the various benefit programs as determined by Intercity Transit.
- 12.2. Promoted, Appointed or Transferring Employees

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12.2.1. During the introductory period, promoted or appointed employees, including transfers, will continue to receive and use any leave and/or insurance benefits they enjoyed prior to assuming their new position.

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202 – Employment Requirements

1. Medical Examinations

- 1.1. Selected applicants must successfully pass a pre-employment medical examination conducted by a physician selected by Intercity Transit. This examination shall include a drug and/or alcohol screen.
 - 1.1.1. Any offer of employment that an applicant receives from Intercity Transit is contingent upon, among other things, satisfactory completion of this examination and a determination by Intercity Transit and its examining physician that the applicant, with or without reasonable accommodation, is capable of performing the essential functions of the position offered.
 - 1.1.2. Failure on the part of an applicant to appear for a scheduled medical examination may result in denial of employment with Intercity Transit.
 - 1.1.3. Required pre-employment medical examinations are paid in full by Intercity Transit.
- 1.2. As a condition of continued employment, employees may be required to undergo medical examinations, to include drug and alcohol screening, at times specified by Intercity Transit. Such examinations shall be related to the employee's ability to perform, with or without reasonable accommodation, the essential functions of the job or for reasonable cause.
 - 1.2.1. An employee is required to provide Intercity Transit with access to his/her medical records associated with the examination, if requested by Intercity Transit.
 - 1.2.2. All Intercity Transit required medical examinations, provided by a physician selected by Intercity Transit, are paid in full by Intercity Transit.
 - 1.2.3. Failure on the part of an employee to appear for a scheduled medical examination may result in disciplinary action, to include termination of employment.

2. Driver's License Requirements

- 2.1. Applicants for positions in which the occupant is expected to operate a motor vehicle must be at least eighteen (18) years old, possess a valid Washington State driver's license (to include any required endorsements), and possess an acceptable driving record
 - 2.1.1. Intercity Transit reserves the right to determine what constitutes an "acceptable" driving record for each position classification.
 - 2.1.2. Applicants must be insurable under Intercity Transit insurance carrier policies.
- 2.2. As a condition of continued employment, current employees required to operate a motor vehicle must possess and maintain a valid Washington State driver's license (to include any required endorsements) and maintain an acceptable driving record throughout their employment.
 - 2.2.1. Intercity Transit reserves the right to determine what constitutes an "acceptable" driving record for each position classification.
 - 2.2.2. Employees must be, at all times, insurable under Intercity Transit insurance carrier policies.
- 2.3. The following notification rules also apply to employees operating Intercity Transit vehicles:
 - 2.3.1. In no event may an employee operate any Intercity Transit vehicle if the employee does not possess a valid driver's license and any required endorsements.
 - 2.3.2. An employee is required to report to his/her supervisor if the employee's license is suspended, revoked, or cancelled, or if the employee becomes disqualified from operating a motor vehicle. Notification must be made as soon as practicable.
 - 2.3.3. An employee required to possess and maintain a Commercial Driver's License for the operation of Intercity Transit passenger vehicles is required to notify the Department of Licensing of all out-of-state traffic convictions. Notification must be made in writing within thirty (30) days of the conviction.

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- 2.4. Intercity Transit reserves the prerogative to conduct periodic reviews of motor vehicle records of employees required to operate Intercity Transit vehicles.
 - 2.4.1. Such reviews are conducted at no expense to employees.
- 2.5. Any employee in violation of this policy or who does not meet Intercity Transit's driver's license standards will be subject to disciplinary action, up to and including termination of employment.
- 2.6. Exceptions to driver license requirements may be made by the General Manager if deemed to be in the best interests of Intercity Transit and not in violation of applicable law.

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203 – Nepotism and Fraternization

1. Nepotism and Fraternization

- 1.1. A member of an employee's immediate family or the employee's household or a person with whom an Intercity Transit employee has an intimate relationship will be considered for employment by Intercity Transit, provided the applicant possesses all the skills and qualifications for employment.
- 1.2. Irrespective of Section 1.1 herein, to avoid the reality or appearance of improper influence, favor or conflict of interest, and for reasons relating to supervision, safety, confidentiality and security, an immediate family member or employee household member or a person having an intimate relationship with an Intercity Transit employee may NOT be hired where:
 - 1.2.1. One immediate family member or household member would have the authority or practical power to supervise, appoint, remove, or discipline the other.
 - 1.2.2. An Intercity Transit employee having an intimate relationship with another person would have the authority or practical power to supervise, appoint, remove, or discipline the other person with whom the intimate relationship exists.
 - 1.2.3. One immediate family member or household member would be responsible for auditing the work of the other.
 - 1.2.4. An Intercity Transit employee having an intimate relationship with another person would be responsible for auditing the work of the other
 - 1.2.5. Other circumstances exist which place the immediate family members or household members or Intercity Transit employees having an intimate relationship in a situation of actual or reasonably foreseeable conflict between Intercity Transit's interest and their own.

2. Definitions:

- 2.1. "Immediate family member" includes: the employee's spouse, mother, father, brother, sister, child, father-in-law, mother-in-law, sister-in-law, brother-in-law, daughter-in-law, or son-in-law. These terms apply equally to natural, step, or adoptive family relationships.
- 2.2. "Employee household member" includes any individual residing in the employee's home.
- 2.3. "Intimate Relationship" includes relationships where persons are "dating" on a repeated basis, are engaged, cohabitate, or consider themselves to be domestic partners.

3. Change in Status During Employment:

- 3.1. Employees who marry or become immediate family members or household members or enter into an intimate relationship during Intercity Transit service may continue employment as long as:
 - 3.1.1. One immediate family member or household member or party to an intimate relationship does not and could not have the authority or practical power to supervise, appoint, remove, or discipline the other;
 - 3.1.2. One immediate family member or household member or party to an intimate relationship is not and could not be responsible for auditing the work of the other;
 - 3.1.3. No circumstance exists which would place the immediate family members or household members or party to an intimate relationship in a situation of actual or reasonably foreseeable conflict between Intercity Transit's interest and their own.
- 3.2. The above criteria will also be considered when assigning, transferring, reclassifying, or promoting an employee.
- 3.3. Should one of the above situations occur, Intercity Transit may attempt to find a suitable position within Intercity Transit to which one of the affected employees may transfer. If

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arrangements of this nature are not reasonably feasible, only one of the employees will be eligible to remain in the employment of Intercity Transit.

3.3.1. In such situation, one of the employees will be requested to resign from Intercity Transit service. The employees involved will normally be allowed to make the decision as to which employee will resign. However, if the decision is not made by the employees within thirty (30) days notice from Intercity Transit, the General Manager will make the determination on the basis of operational necessity, and the employees will be advised accordingly.

4. Grandparent Clause:

- 4.1. This rule has not previously applied to employees who are parties in an intimate relationship. Therefore, this rule, as it pertains to parties having an intimate relationship, shall not apply to any Intercity Transit employment situation existing immediately upon of adoption of this rule.
- 4.2. Employees in an intimate relationship have an assertive responsibility to confer with the Human Resources Director if a reasonable person could believe that this Rule could have an adverse impact on them. Such employees shall contact the Human Resources Director within thirty (30) calendar days of the adoption of this Rule. The Human Resources Director shall then work with the involved department in exploring arrangements to mitigate the adverse impact of the rule for the involved employees.

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204 – Separation from Employment

1. Resignation

- 1.1. An employee desiring to leave Intercity Transit service shall normally submit a written resignation to his/her director or designee at least fourteen (14) calendar days prior to the effective date of the employee's resignation, stating his/her reasons for the resignation.
- 1.2. The employee's resignation shall be forwarded immediately to the Human Resources Director or designee.
- 1.3. Upon receipt of a notice of resignation, the department director in conjunction with the Human Resources Director, shall forward a written notice to the employee indicating Intercity Transit's acknowledgement of the resignation and any terms or conditions that need to be satisfied prior to the employee's last day of employment.

2. Retirement

- 2.1. Retirement provisions are governed by the state sponsored retirement program (Washington State Public Employees' Retirement System) and by the guidelines established by Intercity Transit's sponsored salary reduction and deferred compensation programs to which the employee belongs.
- 2.2. Upon receipt of a notice from an employee of the employee's intent to retire, the department director, in conjunction with the Human Resources Director, shall forward a written notice to the employee indicating Intercity Transit's acknowledgement of the notice of intent to retire and any terms or conditions that need to be satisfied prior to the employee's last day of employment.

3. Layoff and Recall

- 3.1. Whenever it becomes necessary, in the sole opinion of Intercity Transit, to reduce the work force through layoffs, Intercity Transit will endeavor to provide the affected employees with at least fourteen (14) calendar day's notice of such intent. Employees shall be laid off in accordance to the operational needs of Intercity Transit as determined by the General Manager.
- 3.2. The department director, subject to the approval of the General Manager, may lay off an employee because of material change in duties or organization, abolition of position, a change in general business conditions, including the incorporation of new technologies and/or introduction of new business practices, transferring work to non-employee resources, shortage of work, funds or other circumstances as appropriate.
- 3.3. Layoff is considered a separation from Intercity Transit service. Benefits will not accrue during layoff. Unless recalled or otherwise rehired, no actions of a laid off employee are within the scope of employment with Intercity Transit
 - 3.3.1. Employees may be eligible for unemployment benefits owing to a lay-off.
- 3.4. If the employee subject to a layoff possesses a good service and conduct record, the employee's name will be placed on a recall list according to job performance and possession of special skills.
- 3.5. The recall list will be maintained for one year.
- 3.6. It is the responsibility of the employee to keep Intercity Transit informed of his/her current address and telephone number during the recall list period.
- 3.7. If an employee who has been recalled fails to report for work within fourteen (14) calendar days from the date of recall, he/she will be considered to have voluntarily resigned and will be removed from the recall list

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3.8. Intercity Transit reserves the right to determine the job class and rate of pay to which an employee will be assigned if recalled to work

4. Termination

4.1. Employees may be subject to an involuntary disciplinary termination from employment as provided in Section 511 of the Human Resources Rules.

5. Exit Interviews

- 5.1. Except in circumstances involving a disciplinary termination, Human Resources will schedule an exit interview with each employee who separates from Intercity Transit.
- 5.2. The exit interview allows employees to communicate the employee's views on their work with Intercity Transit and provides the employee an opportunity to discuss issues concerning benefits and insurance.
- 5.3. The process for the return of any Intercity Transit property in the employee's possession and final pay arrangements will also be addressed at the time of the exit interview.

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205 – Employee Files

1. Personnel File

- 1.1. An official personnel file is maintained for each Intercity Transit employee. Personnel files are the property of Intercity Transit and shall be retained in accordance with local, state, and federal law. The file's contents include, but are not limited to, application for employment, resume (if received), legal name, mailing address, telephone number, date of birth, social security number, date of hire, job title, assigned work unit, assigned salary, job classification, payroll/personnel actions, commendations, performance appraisals, discipline documentation and actions, training and safety records, termination information, and exit interviews.
 - 1.2. All employees must keep Intercity Transit informed of their current address and telephone numbers. It is the employee's assertive responsibility to report any changes in address, telephone number, marital status, and dependents to the Human Resources Department.
 - 1.3. An employee's personnel file is confidential. Only the employee, the employee's supervisors, HR staff, the General Manager, and Intercity Transit legal counsel shall have access to personnel files. However, personnel file materials will be disclosed to the extent compelled by law.

2. Department Files

- 2.1. Departments may create and maintain department employee files for the convenience of the department.
- 2.2. Department files are considered confidential, shall be located in a secured area within the department, and only authorized departmental staff shall have access to such files. However, personnel file materials will be disclosed to the extent compelled by law.
- 2.3. An employee may request to review his/her own departmental file by appointment with an authorized departmental staff.
- 2.4. Department files are not considered a part of and may not substitute for the employee's central personnel file.

30 3. **Confidential Medical File** 31 3.1. Information regarding a

- 3.1. Information regarding an employee's medical condition or history shall be collected and maintained on separate forms and in separate medical files and shall be treated as confidential. However, medical file materials will be disclosed to the extent compelled by law. The following personnel shall have access to the confidential medical files:
 - 3.1.1. The employee shall have access to his/her own medical file;
 - 3.1.2. Human Resources staff, supervisors, and managers, on a limited need-to-know basis;
 - 3.1.3. First Aid and Safety personnel, when appropriate;
 - 3.1.4. Government officials investigating compliance with the Americans with Disabilities Act.

40 4. Access

- 4.1. Employees are entitled to review their own official personnel or confidential medical file with the Human Resources Director or designee. Employee records may not be reproduced, removed, or altered without the consent of the Human Resources Director or designee. Requests for review appointments must be scheduled in the Human Resources Department.
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 4.2. If any employee disagrees with the accuracy or content of the information contained in their personnel file, the employee may file a statement explaining their position regarding the disputed information and request the statement be included in their personnel file.
- 49 **5.** Public Disclosure

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- 5.1. To protect the privacy of employees, no information (except for routine employment verifications as defined below under Employment Verification) from an employee's central personnel file shall be released to the public, including the media, without a written request for specific information.
 5.2. Information in personnel files will not be disclosed if doing so would violate an employee's
 - 5.2. Information in personnel files will not be disclosed if doing so would violate an employee's right to privacy as defined by law, unless disclosure is required by law.
 - 5.3. The decision to release or not to release information will be made by the Human Resources Director or the Director of Executive Services with, as appropriate, the advice of counsel.
 - 5.4. If information is released, the affected employee will be notified accordingly.

11 6. Employment Verification

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- 6.1. Human Resource staff members are the only persons authorized to provide employment verifications on current or former Intercity Transit employees. Human Resources will verify employment of current or former employees upon request from a prospective employer or financial organization such as a bank, mortgage company or credit bureau.
- 6.2. Unless the employee has provided written consent to provide additional information, only the
 employee's name, dates of employment, job title, classification, pay rate and/or pay range will
 be released.

20 7. Records collection and retention 21 7.1. Upon the separation of an emp

- 7.1. Upon the separation of an employee for any reason, all department files shall be forwarded to the Human Resources Director for collection and retention as provided herein.
- 7.2. Personnel records shall be retained in accordance with state law. Actual retention practices may be modified by lawsuit, statute, complaint, or to further the orderly administration of Intercity Transit.

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206 – Employee Development

1. Purpose of Training and Employee Development

- 1.1. Employee training and educational or technical development are designed as integral parts of the success and efficiency of Intercity Transit's operation. A strong, dynamic training program provides the groundwork for Intercity Transit's mission "*To provide and promote transportation choices that support an accessible, sustainable, livable, prosperous community.*"
- 1.2. Intercity Transit offers training programs and other skill enhancement opportunities that:
 - 1.2.1. develop employees' knowledge, skills and abilities.
 - 1.2.2. enables employees to obtain or maintain required licenses and certifications.
- 1.3. Employee development opportunities may include, but are not limited to:
 - 1.3.1. on-the-job training
 - 1.3.2. internships
 - 1.3.3. in-house workshops
 - 1.3.4. computer-based training
 - 1.3.5. educational programs offered by colleges and universities
 - 1.3.6. workshops and seminars sponsored by other organizations or agencies, and
 - 1.3.7. other available learning courses.

2. Goal of Employee Development and Training

2.1. See POLICY-EX-0010

3. List of Training and Development Policies

- 3.1. POLICY-EX-0009: Developing Annual Training Plan
- 3.2. POLICY-EX-0010: Administering Training Program
- 3.3. POLICY-EX-0011: Attending Training
- 3.4. POLICY-EX-0012: Developing Training Curriculum
- 3.5. POLICY-EX-0013: Paying for Training Expenses
- 3.6. POLICY-EX-0014: Keeping Records
- 3.7. POLICY-EX-0015: Tracking Training

4. Employee Training and Development Activities Must be as Directed or Approved

- 4.1. All employee training and development activities shall be as directed by Intercity Transit or as directed or approved by the employee's director or director's designee.
- 4.2. Employees have an assertive responsibility to request prior approval for non-directed training and development activities.
- 5. Employee involvement in internship opportunities must be in accordance with a written internship curriculum plan as approved by the employee's department director *and* the director of the department in which the internship opportunity is being offered.
 - 5.1. At a minimum, the internship curriculum plan shall include the following:
 - 5.1.1. learning or experience goal of the internship opportunity
 - 5.1.2. start and end date of the internship opportunity
 - 5.1.3. list of typical activities in which the intern employee will be engaged
 - 5.1.4. proposed daily schedule of the intern employee
 - 5.1.5. a communications plan between the involved departments to assure supervisory continuity and the employee's safety.
 - 5.2. A copy of the written internship curriculum plan shall:

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5.2.1. be filed with the Training Coordinator

6. Compensation for Required for Approved Training

6.1. Employees will be compensated for time spent in required or approved training and for any travel time related thereto as provided in POLICY FA 2502

7. Tuition Reimbursement Program

- 7.1. As an employer Intercity Transit is generally benefited if its employees have the opportunity to pursue desired education. To encourage employees to pursue educational opportunities, such as degree programs offered at community colleges and universities, Intercity Transit shall maintain a Tuition Reimbursement Program.
- 7.2. Employees are eligible to receive reimbursement for expenses relating to course work tuition and required books in accordance with the following:
 - 7.2.1. Funds for educational training are available in the annual operating budget.
 - 7.2.2. Requests for tuition reimbursement must be made in writing, in advance, to the employee's supervisor or department director.
 - 7.2.3. All course work requires advance approval from the employee's supervisor or department director.
 - 7.2.4. Prior to payment of approved tuition and book reimbursement, the employee must provide proof of a passing grade (reflects a "C" or better), together with a copy of receipts for the course and books.
 - 7.2.5. Tuition must not be reimbursed from any other source (e.g. grants, scholarships, awards) for eligibility for Intercity Transit reimbursement payment.
 - 7.2.6. All books and other materials must be returned to Intercity Transit upon completion of the course. The Human Resources Director, in consultation with the Training Coordinator shall determine if the materials are of value to Intercity Transit or if they shall remain the property of the employee.
- 7.3. In certain circumstances, the employee's department director, in consultation with the Human Resources Director, may authorize payment for tuition and books in advance of the employee taking or completing the class. In such event, advancements will be paid through Intercity Transit's accounts payable system.
 - 7.3.1. If the employee's course work is prepaid by Intercity Transit, the employee must submit proof of passing the course as defined above, or the prepaid amount will be deducted from the employee's wages.
 - 7.3.2. Failure on the employee's part to provide the required proof in a timely manner to his/her supervisor may also be grounds for disciplinary action, and may result in the employee being denied future educational training reimbursement.
- 7.4. Courses offered during the employee's normal work hours may be approved, per the above policy, if time off can be arranged without affecting the public services or disrupting departmental operations. Employees are required to make up any lost time or charge appropriate accrued leave balances per approval from their supervisor.

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207 – Transitional Work Assignments

1. Transitional Work Assignments

- 1.1. Employees, who experience an on-the-job injury or illness which results in their temporary inability to return to the full range of duties of their regular position classification, will accept transitional work assignments if offered by the Employer.
- 1.2. Employees who experience an off-the-job injury or illness which results in their inability to return to the full range of duties of their regular position classification may be eligible for transitional work assignments if offered by the Employer and if consistent with the provisions of Title 51 RCW and implementing rules dealing with workers' compensation.
- 1.3. Transitional work assignments will consist of work which is within the restrictions outlined by the employee's health care provider. Such assignments may include, but are not necessarily limited to:
 - 1.3.1. part-time or full-time, with a temporary waiver of certain regular duties (reasonable accommodation), in an employee's regular position classification; or
 - 1.3.2. part-time or full-time in another capacity.
- 1.4. Employees assigned to transitional work assignments will receive their regular hourly rate of pay for their regular job classification for the number of hours worked in the transitional work assignment.
- 1.5. Assignment to transitional work depends upon the availability of such work and of work suitable to the employee's medical restrictions. A transitional work assignment may be terminated at any time by the Employer.
- 1.6. For employees with non-job-related injuries/illnesses, assignment to transitional work may be ended in order to provide transitional work assignment to an employee injured on-the-job.
- 1.7. Employees refusing to work transitional work assignments will not be eligible for worker's compensation benefits or paid leave benefits. Transitional work assignment for employees with workers' compensation claims or receiving workers' compensation benefits will be made consistently with the provisions of Title 51 RCW and implementing rules. To the extent consistent with Title 51 RCW and implementing rules, employees refusing to work transitional work assignments will not be eligible for workers' compensation benefits or paid leave benefits.

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208 – Internal Committees

1. Internal Standing Committees

- 1.1. Internal Standing Committees may be constituted as required by law, regulation, labor contract or as determined and approved by the General Manager.
 - 1.1.1. Unless otherwise required by law, regulation or labor contract, the General Manager may eliminate an Internal Standing Committee at any time.
- 1.2. Each Internal Standing Committee shall have a Committee Sponsor.
 - 1.2.1. The Committee Sponsor shall be appointed by the General Manager.
- 1.3. Each Internal Standing Committee shall adopt a set of By-Laws which, at a minimum, shall include the following:
 - 1.3.1. the purpose of the committees
 - 1.3.2. the determination of membership on the committee; and
 - 1.3.3. the governance of the committee.
- 1.4. A Committee's By-Laws shall be approved by the Standing Committee and the General Manager.

2. Employee Involvement on Internal Committees

- 2.1. Employee involvement on Internal Standing Committees shall be in accordance with:
 - 2.1.1. applicable law or regulation;
 - 2.1.2. the Committee's By-Laws, and;
 - 2.1.3. the approval of the employee's department director
- 2.2. Unless otherwise required by law, regulation, applicable labor contract or the Committee's By-Laws, an employee's continuing involvement on an Internal Standing Committee shall be approved by the employee's department director.
 - 2.2.1. Unless otherwise provided by law, regulation, applicable labor contract or the Committee's By-Laws, approval for an employee's involvement on an Internal Standing Committee may be revoked at any time.
- 2.3. All time spent by an FLSA "non-exempt" employee for Committee approved activities shall be considered paid time at the employee's current hourly wage.
- 2.4. The Committee Sponsor shall be responsible for oversight of Committee activities, especially those activities involving employees on paid time.
 - 2.4.1. The Committee Sponsor and the employee's department shall coordinate report procedures and management of employees engaged in paid-time activities of the Committee.

3. Ad Hoc Committees

- 3.1. Ad Hoc Committees may be constituted from time to time as approved by the General Manager or designee.
- 3.2. An employee's involvement on an Ad Hoc Committee shall be approved by the employee's department director.
- 3.3. All time spent by an FLSA "non-exempt" employee for involvement on an Ad Hoc Committee shall be considered paid time at the employee's current hourly wage.
- 3.4. The Committee and the employee's department shall coordinate report procedures for employees engaged in paid-time activities of the Committee.

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301 – Equal Employment Opportunity – Discrimination Prohibited

1. Commitment to Equal Employment Opportunity

- 1.1. Intercity Transit is an equal employment opportunity employer. Intercity Transit will recruit, hire, train, and promote into all job levels without regard to race, color, religion, gender, marital status, familial status, national origin, age, mental or physical disability, the use of a trained dog guide or service animal, sexual orientation, gender identity, genetic information, or veteran status. Intercity Transit will not disadvantage employees or discriminate in compensation or other conditions of employment in violation of this Rule and it will administer all other personnel matters in accordance with this Rule.
 - 1.1.1. Physical capacity requirements relating to minimum standards for employment may be a reasonable selection factor. However, such standards must be reasonably necessary for the specific work to be performed and uniformly applied to all applicants for the particular job category, regardless of age or sex.
 - 1.1.2. Age, gender or physical requirements may be considered if they constitute a bona fide occupational qualification (BFOQ) necessary for performance of the essential duties of the job. However, no BFOQ shall be implemented without the prior expressed approval by the Executive Director of the Washington State Human Rights Commission.
- 1.2. Unlawful discrimination is prohibited in the workplace or in any work-related setting outside the workplace. Every employee shares the responsibility for bringing to the Intercity Transit's attention conduct that interferes with providing a work environment free of illegal discrimination.
- 1.3. Officials and all employees of Intercity Transit, management and supervisory staff in particular, shall ensure that the intent and the stated requirements of this rule are implemented in all employee relations and personnel practices. It is the responsibility of every employee to ensure the work environment is free of any practice of discrimination or harassment.
- 1.4. The Human Resource Director and General Manager are responsible for implementation of the equal opportunity program.

2. Scope of Rule Regarding Equal Employment Opportunity

- 2.1. Equal employment opportunity as to age applies to persons who are age 18 or older. State law forbids employment discrimination on the basis of age. It is unlawful to fail or refuse to hire or to discharge an individual or otherwise discriminate against any individual with respect to his/her compensation, terms, conditions, or privileges of employment, because of the individual's age.
- 2.2. Equal employment opportunity for persons with disabling conditions includes making a reasonable accommodation to known disabilities of a qualified disabled applicant or employee who would be able to perform the essential duties of the job if such reasonable accommodation is made.
 - 2.2.1. A written record shall be made of any accommodations made in accordance with the American Disabilities Act and retained by the Human Resources Department.

3. Complaint Procedure

3.1. Intercity Transit provides a complaint procedure through which employees and applicants for employment may seek remedy if they believe this rule has been violated. Intercity Transit will take appropriate action to prevent discrimination, including retaliation and harassment, and to ensure that the rights of employees who file complaints are respected.

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302 – Employees and Applicants with Disabilities

1. Employees and Applicants with Disabilities

- 1.1. It is the policy of Intercity Transit to provide reasonable accommodations to persons, employees or applicants for employment, who qualify as individuals with disabilities under the Americans with Disability Act (ADA), 1990 and the Washington State Law Against Discrimination (Chapter 49.60 RCW).
 - 1.1.1. A disability is defined under the ADA is a physical or mental impairment that substantially limits one or more major life activities, or a record of such a physical or mental impairment, or being regarded or perceived as having such impairment.
 - 1.1.2. A disability is defined under Chapter 49.60 of the RCW as the presence of a sensory, mental or physical impairment that:
 - 1.1.2.1. is medically cognizable or diagnosable; or
 - 1.1.2.2. exists as a record of history; or
 - 1.1.2.3. is perceived to exist whether or not it exists in fact
 - 1.1.2.3.1. a disability exists whether it is temporary or permanent, common or uncommon, mitigated or unmitigated, or whether or not it limits the ability to work generally or work a particular job or whether or not it limits any other activity within the scope of the applicable state law.
 - 1.1.3. A qualified individual with a disability is a person with:
 - 1.1.3.1. a sensory, mental, or physical condition that is medically diagnosable and,
 - 1.1.3.2. who satisfies the job requirements for educational background, employment experience, skills, licenses or any other qualification standards that are job related *and*,
 - 1.1.3.3. who is able to perform all functions that are essential to the job, with or without reasonable accommodation *and*,
 - 1.1.3.4. who is able to meet the production and performance standards of the position.

2. Reasonable Accommodation.

- 2.1. Qualified individuals with disabilities have the right to request and receive reasonable accommodations in those aspects of employment that are considered necessary to perform the essential functions of the job.
 - 2.1.1. Intercity Transit will initiate an interactive process if there is a request for an accommodation from an employee or applicant.
 - 2.1.2. The Human Resources Director or his/her designee has the responsibility to receive requests for accommodation, participate in the interactive process with the employee or applicant and the affected manager, and recommend an appropriate accommodation.
 - 2.1.3. Supervisors and Managers shall document and forward to the Human Resources Director or his/her designee any initial information received from an employee about a potential qualifying disability as well as any request for an accommodation.

3. Notice and Responsibilities

- 3.1. It is the responsibility of the employee or applicant to provide timely notice and documentation on the nature of their disability, work-related restrictions, and if known, the accommodations needed.
 - 3.1.1. Those who fail to provide such information may forfeit their eligibility for reasonable accommodation.
- 3.2. Intercity Transit has no obligation to create vacant positions, to offer reassignment to promotional positions or to waive job qualifications or essential functions in the

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accommodation process or to make any other non-reasonable accommodations.

4. Scope of Rule

4.1.1. This policy does not constitute an express or implied contract, and is simply a statement of Intercity Transit's commitment to providing reasonable accommodation as appropriate to qualified persons with disabilities.

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401 – Classification Plan

1. Plan Structure

- 1.1. To develop and maintain a clear structure of job responsibility and to keep meaningful the relatedness of an employee's job to pay, performance and other employment conditions, Intercity Transit adopted a classification plan for all regular positions. The plan groups positions together in classifications according to such considerations as similar work, similar qualifications, or similar pay. The classification plan includes the development of job descriptions and the allocation of employees to available positions in the best interests of Intercity Transit. Salary and wage assignments are determined in conjunction with the development of the compensation plan, and at other times as determined appropriate by the General Manager.
- 1.2. Job descriptions and the allocation of employees to positions may be revised or altered from time to time at the discretion of Intercity Transit as a means of operational efficiency and the changing nature of conducting business. Position allocations will be made within the parameters established in Intercity Transit's annual operating budget, or as otherwise approved by the Intercity Transit Authority.
- 1.3. The Human Resources Director is responsible for preparing and maintaining Intercity Transit's classification plan with the aid and assistance of supervisors and employees. The plan shall normally be subject to review once every two (2) years by the Human Resources Director. Any recommendations to amend or revise the plan will be made to the General Manager, subject to the approval of the Intercity Transit Authority.

2. Job Descriptions

- 2.1. Job descriptions on all positions are maintained by the Human Resources Director. Intercity Transit's classification plan shall not be construed to restrict or confine job responsibility assignments to employees where job related activities are implemented.
- 2.2. Job descriptions cover only the general character and attributes common to positions being described. Job descriptions are not intended to be exhaustive or restrictive.
 - 2.2.1. An employee may not refuse assigned work because it is not explicitly included in the employee's job description.

3. New Positions

- 3.1. New positions are those in which there is an identified, justified and approved list of job tasks and qualification standards sufficiently different from existing position descriptions, or the position is in addition to positions of the existing work force.
- 3.2. Requests for new positions must be submitted to the General Manager and will be subject to the approval of the Intercity Transit Authority. Upon approval, a job description will be prepared and a pay rate established for the position prior to filling the position.

4. Position Reclassification

- 4.1. Positions whose duties and responsibilities changed significantly from an assigned job description or positions that have been structurally affected by organizational changes may be subject to reclassification.
- 4.2. Position reclassification shall be subject to the following procedure:
 - 4.2.1. Reclassification requests shall be submitted to the Human Resources Director and shall be substantiated in writing with specific detail as to the duties and responsibilities being performed continuously that are different in scope from those contained in the employee's current job description.

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- 4.2.2. Only a department director may make a request for a reclassification review. However, employees may request a review of their position responsibilities by contacting their department director. Such cases must be supported by the department director prior to reclassification review by the Human Resources Director.
 - 4.2.2.1. In all cases of reclassification review requests, it should be noted that the presence of job performance attributes greater than those required is not, in itself, sufficient justification for reclassification.
- 4.2.3. Upon receipt of a reclassification request, the Human Resources Director shall consult with the department director and review the request. The review may include, but is not limited to, the following:
 - 4.2.3.1. Addition or deletion of duties and responsibilities;
 - 4.2.3.2. Growth of a position by gradual addition or significant expansion of duties and responsibilities;
 - 4.2.3.2.1. A higher performing incumbent is not determinative on whether the position has had an expansion of duties and/or responsibilities.
 - 4.2.3.3. Changes in the desirable qualifications for the position; or
 - 4.2.3.4. Consolidation, reorganization, or reassignment of the position which significantly changes the position.
- 4.3. Upon a determination by the Human Resources Director that the classification review more likely than not supports a reclassification, the Human Resources Director shall make a recommendation to the General Manager to proceed with an evaluation of the position by the Intercity Transit Job Evaluation Committee and the General Manager in consultation with the senior managers. Upon concurrence of the General Manager, the Human Resources Director and the Job Evaluation Committee, the members of the Committee shall evaluate the position for appropriate job classification. A report of the Committee's recommendations shall be submitted to the General Manager.
- 4.4. Position reclassifications require the approval of the General Manager. Should a reclassification evaluation involve the creation of a new job description, the General Manager may approve the reclassification pending final development of the new job description and pay rate.

5. Fair Labor Standards Act Status

5.1. Each classification is also evaluated and assigned an exempt or non-exempt status per Fair Labor Standards Act by the Human Resources Director.

6. Effect of Reclassification

- 6.1. If the incumbent employee meets the requirements of the reclassified position, the employee will be reclassified to the position and the employee's wages will be determined in accordance with the placement schedule as defined below. If the employee does not meet the position requirements, the department director and the Human Resources Director, subject to the approval of the General Manager, will determine the proper placement of the employee, and the method and means of filling the position.
 - 6.1.1. There is no guarantee of continued work for an incumbent employee who does not meet the qualifications for the reclassified position.
- 6.2. An employee's pay increase date will not be affected by a reclassification, provided the employee has not reached (or does not exceed) the maximum step in his/her new pay grade.
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- 6.3. Placement in the pay grade for reclassified incumbents shall be as follows:
 - 6.3.1. When the incumbent's position is reclassified to a higher pay grade, incumbent employee will receive a pay increase as provided in Section 7 herein.

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- 6.3.1.1. In some cases, the General Manager may approve a higher pay advance for the employee based on such factors as the employee's qualifications and experience for the position.
- 6.3.2. If an incumbent employees' existing pay falls within the limits of the new pay range, the employee will be eligible to receive future pay increases until the top of the new pay scale is reached.
- 6.3.3. If an incumbent employee's current pay is above the limit of the new pay grade, the incumbent employee's salary will be ineligible for any salary adjustments of any kind until such time as periodic adjustments to the pay range that may occur cause the pay range to exceed the pay rate of the employee.
- 6.3.4. If a reclassification places an employee in the same pay grade, there is no change to the employee's pay.

7. Promotion, Appointment, Transfer, Reclassification or Demotion

- 7.1. Placement of a non-represented employee into a new pay grade due to promotion, appointment, transfer, or demotion, will be in accordance with the procedure contained in Section 6 herein; subject to the following:
 - 7.1.1. If the employee has been placed into a higher pay grade owing to a promotion, appointment, assignment to work-at-a-higher-class or transfer, the promoted or reassigned employee shall be placed at a step in the promotional pay grade that represents a minimum of a five percent (5%) increase from the employee's pre-promotional (or status quo) rate subject to the limitation contained in Section 401.7..
 - 7.1.2. If the employee has been placed in a lower pay grade owing to a demotion and the employee's current salary is above the maximum new pay grade, the incumbent employee will be placed at the maximum step of the new pay grade.
 - 7.1.3. In a promotion, appointment, transfer, or demotion case, an incumbent employee is not authorized to exceed the new pay grade maximum step.
- 7.2. Placement of an employee into a new pay grade resulting from the employee moving from a represented position to a non-represented position shall be subject to the conditions contained in Section 402.5

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402 – Pay Plan

1. Plan Purpose

1.1. It is the policy of Intercity Transit to compensate employees in a competitive and equitable manner in order to promote the recruitment and retention of well qualified and capable employees. To meet this objective, Intercity Transit has established the pay plan, provisions, and standards for employee compensation as follows:

2. Scope of Plan

- 2.1. This pay plan shall be applicable to employees of Intercity Transit who are not in a collective bargaining unit.
- 2.2. For those employees who are members of a collective bargaining unit, salary and/or wages as well as the rules governing employee pay shall be as contained in the expressed terms of the operative labor *Agreement*.

3. Salary and Wage Tables

- 3.1. The Human Resources Director shall prepare appropriate salary and/or wage tables for all classes of positions.
 - 3.1.1. The compensation provided to the General Manager shall be determined by the Intercity Transit Authority.
- 3.2. For each separate job class, the salary or wage table will consist of a base salary and range, or an hourly wage rate and range.
 - 3.2.1. Generally, job classes assigned to ranges will have a minimum, midpoint, and maximum rate of pay.
- 3.3. In determining compensation rates, consideration shall be given to, but not necessarily be limited to, such factors as:
 - 3.3.1. The average rate of pay for comparable work in similar employments, including conditions of work;
 - 3.3.2. Appropriate cost-of-living or market adjustments;
 - 3.3.3. Internal consistency of relationships between pay and collective worth of each class of work;
 - 3.3.4. The equitability of pay between classes of work having the same or substantially similar duties, responsibilities, requirements, and conditions of work;
 - 3.3.5. The organization's economic condition; and
 - 3.3.6. The available supply of persons meeting the organization's particular needs and requirements.

4. Rates of Pay

- 4.1. Employees are paid within the limits-of the pay ranges to which their positions are assigned and as provided as follows:
 - 4.1.1. Pay rates for employees considered "full-time" are based on forty (40) hours of work per week, or two-thousand eighty (2,080) hours of work per year. Employees are assigned pay grades in accordance with Intercity Transit's pay plan.
 - 4.1.2. Pay rates for part-time employees are proportionate to the full-time pay scale for the same classification. Base compensation pay rates for part-time employees working in classifications different from that of full-time employees will be established by the Human Resources Director in consultation with the hiring department, subject to the approval of the General Manager. Temporary employees, whether full-time or part-time, will have their base compensation pay rate established by the Human Resources Director in consultation with the hiring department of the General Manager.

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4.1.3. Employees on temporary assignment to another department and/or serving an internship will continue to receive their regular rate of pay during the assignment or internship.

5. Starting Pay

- 5.1. Entry level employees will normally be hired at a starting pay rate equal to the minimum rate assigned to the position.
- 5.2. An employee may be hired at, or appointed to, a pay rate higher than the minimum, but generally not greater than the midpoint of the classification's pay scale when experience, training or proven capability warrant, or when prevailing market conditions require a starting pay rate greater than the minimum.

5.2.1. Starting pay rates above the minimum must be approved by the General Manager.

6. Adjustments Owing to Inequitable Conditions

6.1. The General Manager may authorize pay rate adjustments when inequitable conditions are found as a result of the administration of Intercity Transit's pay plan. Such adjustments shall be approved by the Intercity Transit Authority.

7. General Wage Adjustments

7.1. Employees are eligible to receive general wage adjustments as approved in, and within the parameters established in, the annual operating budget or other mechanism adopted by the Intercity Transit Authority.

8. Step Increases

In addition to Intercity Transit's periodic general wage adjustments referenced above, Intercity Transit employees, excluding the General Manager, are eligible for step increases as shown in "Structure Model 4" of the 2004 Intercity Transit Salary Survey Report.

- 8.1. An eligible employee shall normally receive a two-step increase in July of each year provided however, the increase may not exceed the pay classification.*
 - 8.1.1. Employees in the introductory period shall be considered eligible to receive a step increase on July 1 regardless of when hired. However, such a step increase shall not be considered determinative of an employee's successful progress through the probationary period.
- 8.2. Temporary employees and the General Manager are not eligible for step increases.

9. Working In A Higher Classification

- 9.1. Additional compensation may be granted to an employee for performing higher-level job responsibilities than the employee's normal classification. Factors considered when determining the eligibility and the amount of additional compensation is normally based on a number of considerations, including, but not necessarily limited to the following:
 - 9.1.1. The employee's ability and qualifications to perform the higher-level job responsibilities;
 - 9.1.2. Whether the employee would be required to perform routine work or a significant range of the higher-level job responsibilities;
 - 9.1.3. Whether the higher-level job responsibilities are in direct line and job scope of the lower position; and
 - 9.1.4. The length of time necessary (a minimum of thirty [30] calendar days is required) for an employee to perform at the higher job level.

^{*} This refers to two steps as shown on the "Structure Model 4" as referenced above. However, in no event would an employee receive a pay rate that exceeds the maximum of the pay range.

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- 9.2. Authorization for an assignment of work in a higher position must be given in writing by the department director and approved in advance by the General Manager, or in the case of the General Manager position, approved in advance the Authority Chair.
- 9.3. Conditions governing compensation for work in a higher classification include the following:
 - 9.3.1. Compensation in excess of an employee's base rate will be authorized if the employee is qualified to perform in the higher position, and required to perform at least a substantial range of more essential tasks of the higher position. Eligible employees shall receive additional compensation for the actual number of hours worked in the higher position.
 - 9.3.2. If an employee is temporarily assigned to perform in a higher classification, but such assigned duties are generally within the scope of the employee's regular classification, additional compensation is not warranted.
 - 9.3.3. The compensation of an employee in a position that is reclassified owing to higher work assignment will be determined in accordance with the placement schedule defined in HRR 401.6 (Effect of Reclassification).

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403 – Hours of Work

1. Workweek

1.1. The standard workweek is a seven (7) consecutive calendar day period beginning at 12:01 a.m. on the first day and ending at 12:00 midnight on the seventh consecutive calendar day thereafter.

2. Work Schedule

- 2.1. A normal work schedule for a full-time employee consists of forty (40) hours each workweek.
- 2.2. Work schedules for individual employees may be adopted and modified by department directors. Hours may be rearranged, adjusted or staggered as needed to cover office hours, emergency situations, special project assignments, meeting requirements, and other operational concerns.
 - 2.2.1. No employee in a position determined to be "non-exempt" (and thereby eligible for overtime compensation) under the Fair Labor Standards Act may be regularly scheduled to work more than forty (40) hours in any workweek unless overtime compensation is included in calculating final pay for the hours of work above forty (40).
 - 2.2.2. An exempt employee's work schedule is generally determined by the employee's responsibilities based on his/her workload or project necessity, subject to concurrence by the employee's department director.

3. Rest and Meal Periods

- 3.1. Rest and meal periods shall be provided in accordance with applicable law and scheduled by the employee's supervisor.
- 3.2. Meal periods are not provided on paid-time unless an on-duty meal period is provided or required as part of the employee's regular work schedule.

4. Overtime

- 4.1. In accordance with the Fair Labor Standards Act (FLSA), overtime pay is provided for "nonexempt" employees.
- 4.2. It is the responsibility of the Human Resources Director, subject to the approval of the General Manager, to designate each classification as FLSA "exempt" (not entitled to overtime) or FLSA "non-exempt" (entitled to overtime) in accordance with established FLSA criteria for "exempt" or "non-exempt" status.
 - 4.2.1.1. Employees in positions defined as FLSA "exempt" are not entitled to receive overtime pay.
 - 4.2.1.2. Employees in positions defined as FLSA "non-exempt" are entitled to overtime pay for hours worked in excess of forty (40) hours in the workweek.
 - 4.2.1.2.1. Eligible employees shall receive overtime compensation at the rate of one and one-half times their regular rate of pay for hours worked in excess of forty (40) hours in the workweek.
- 4.3. ""Hours Worked"
 - 4.3.1. The use of any paid leave relating to vacation, paid holiday, paid military leave, and/or jury duty, will be counted as hours worked for overtime computation.
 - 4.3.2. The use of any paid leave relating to sick leave will NOT be counted as hours worked for overtime computation.
 - 4.3.3. All overtime hours worked by "non-exempt" employees must be approved in advance by the employee's supervisor.

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- 4.3.3.1. Overtime hours worked without supervisory approval may be regarded as a violation of Intercity Transit policy and subject to disciplinary measures.
- 4.3.3.2. "Non-exempt" employees who work overtime will record such hours on their time sheet or time record rounded to the nearest quarter of the hour.
- 4.3.3.3. Supervisors are required to verify overtime prior to submitting payroll information to payroll.

5. Conferences, Meetings and Travel

5.1. Travel related to and attendance at Intercity Transit approved seminars, workshops, conferences, business-related meetings, and training programs may be considered hours worked for non-exempt employees. Compensation for travel and attendance at such activities shall be as provided by the Fair Labor Standards Act.

6. Callback/Call-In

- 6.1.1. All employees may be called back/called-in to work in situations as may be deemed appropriate.
- 6.1.2. A decision to call an employee back to work may be made by the supervisor or department director.

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404 – Payroll Practices

1. Payroll Periods and Paydays

- 1.1. Intercity Transit's payroll periods shall be determined by the General Manager and shall be posted at the beginning of each calendar year.
 - 1.1.1. Intercity Transit reserves the right to change payroll periods when it is deemed in Intercity Transit's best interest to do so.
- 1.2. Paydays will be determined by the General Manager and will be posted at the beginning of each calendar year.
 - 1.2.1. Intercity Transit reserves the right to change paydays when it is deemed in Intercity Transit's best interest to do so.

2. Payroll Records

- 2.1. All employees are required to complete and sign payroll time sheets or records as provided.
 - 2.1.1. Supervisors are responsible to check the accuracy of, and sign, payroll records prior to submitting them to payroll staff for processing.
- 2.2. Payroll record corrections found after the records have been submitted for processing will be adjusted.
 - 2.2.1. If the hours not accounted for times the wage rate per hour is greater than \$100.00, a supplemental payroll check will be issued immediately.
 - 2.2.1.1. In the event a check is issued, the employee will receive 68% of the actual error.
 - 2.2.2. If the hours not accounted for times the wage rate per hour is \$100.00 or less, the adjustment will be deferred until the next regular payroll check is issued.
- 2.3. Falsification of payroll records is grounds for severe discipline, up to and including discharge.

3. Payment

- 3.1. Employees will be paid by check or through direct deposit to the employee's bank account.
 - 3.1.1. Payroll checks will normally be made available to employees at the employee's customary work location, or mailed to the employee's last known mailing address upon written request of the employee.
- 3.2. If, at any time, an employee wishes to authorize any other person to receive their paycheck, the employee must submit such a written authorization to the Human Resources Director or designee.
- 3.3. Employees hired after August 9, 2006, must receive their wages through direct deposit.
- 3.4. Irrespective of Section 3.3 above, final paychecks will only be issued using an Intercity Transit check.

4. Deductions

- 4.1.1. Deductions from each employee's gross pay period earnings are of two types: mandatory and voluntary.
- 4.1.2. Mandatory deductions are those required by law, court order, or other legally compelling influence on payroll. These may include, but are not limited to, state or federal tax withholding, social security related taxes, state retirement contributions, or wage attachments (e.g. wage levies and garnishments).
 - 4.1.2.1. Mandatory deductions will be made automatically by Intercity Transit.
 - 4.1.2.2. It is the responsibility of the employee to provide accurate and timely information for the calculation of mandatory deductions.
 - 4.1.2.3. Wage attachments or levies are made to employee paychecks, regardless of cause, and are regarded as mandatory deductions.

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- 4.1.3. Voluntary deductions are those requested by employees. These may include items such as contributions for optional insurance coverage, retirement plans, credit union or savings accounts, or charitable donations.
 - 4.1.3.1. Voluntary deductions must be authorized in writing by the employee.

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405 – Benefits

1. Scope of Rule

- 1.1. Intercity Transit strives to provide valuable and cost effective benefits for employees as part of the employee's total compensation package.
- 1.2. The benefit package provided to non-represented employees is determined by the Intercity Transit Authority, based on recommendations made by the General Manager.
- 1.3. Benefits available to represented employees are determined by the expressed terms of the operative labor *Agreements*.
- 1.4. It is recognized that the total cost to provide the benefit programs described herein is a significant supplement to each employee's pay. Therefore, these benefits are properly considered as additional compensation, paid in various benefit forms by Intercity Transit, on behalf of each eligible employee.

2. Benefit Design

- 2.1. Intercity Transit reserves the right to design provisions and to add, eliminate, or in other ways modify any benefits described herein where and when as deemed appropriate by the General Manager and/or the Intercity Transit Authority.
- 2.2. Normally employees will be provided advance notice of any such modifications.

3. Employee Involvement in Cost-Sharing

- 3.1. Certain benefits are provided to full-time employees (equivalent to forty [40] hours work per week).
- 3.2. Where employees are classified to work a scheduled work week of less than full-time, some benefits provided by Intercity Transit may be provided on a prorated basis in reflection of the employee's full-time equivalent status. For example, a part-time employee normally scheduled to work twenty (20) hours per week would be considered to be in a 0.5 full-time equivalent status.
- 3.3. In instances where the full cost of a benefit plans exceeds Intercity Transit's contribution towards the full cost of the benefit, employees may be required to share in the cost by also contributing towards the full cost of the benefit. Employee contributions as referenced herein will normally be paid through payroll deduction.

4. Social Security and Medicare

- 4.1. Inasmuch Intercity Transit is not part of the Social Security System; Intercity Transit will match employee contributions to the herein provided deferred compensation programs (see Section 11 herein) at 6.2% of the employee's income from Intercity Transit for those employees who also contribute 6.2% or more of their income from Intercity Transit. The amount is higher for employees employed prior to April 1, 1986.
- 4.2. Intercity Transit shall contribute as required by law towards the cost of Medicare for all employees hired after March 31, 1986.
 - 4.2.1. Employees hired on or before March 31, 1986 who leave the employment of Intercity Transit and, thereafter, become re-employed by Intercity Transit shall be included in Medicare coverage as provided herein.

5. Worker's Compensation

5.1. Employees and Intercity Transit are covered under, and required to contribute to, the state's worker's compensation insurance program.

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5.2. Worker's compensation provides certain medical benefits and/or time loss compensation to employees who incur an on-the-job injury or job-related illness.

6. Unemployment Insurance

- 6.1. Employees may be eligible for unemployment benefits upon separation from Intercity Transit.
- 6.2. Unemployment benefits are provided by the Washington Employment Security Department in accordance with operative statutes, administrative rules and as may otherwise be determined by the Washington Employment Security Department.

7. State Retirement System

- 7.1. Employees in eligible positions are covered under the State administered retirement program (Washington State Department of Retirement Systems).
- 7.2. Eligibility varies among the retirement plans established, and entitlements are subject to individual circumstances.
- 7.3. Both the employee's and Intercity Transit's contribution rates are established by law and the Washington State Department of Retirement Systems.

8. Employee Assistance Program

- 8.1. An Employee Assistance Program (EAP) shall be made available to all regular employees 8.1.1. The defined EAP shall be provided at no cost to employees:
- 8.2. EAP services shall be provided by a professional third party vendor.
- 8.3. Employees may voluntarily access EAP services.
 - 8.3.1. Voluntary EAP services shall be confidential.
- 8.4. By way of illustration and not by limitation, EAP services shall provide employees with counseling services on matters such as:
 - 8.4.1. challenges at work
 - 8.4.2. adaptation to change
 - 8.4.3. family or parenting issues
 - 8.4.4. substance abuse
 - 8.4.5. family relationships
 - 8.4.6. family care issues
 - 8.4.7. grief
 - 8.4.8. work/family/living balance
- 8.5. EAP services can be mandated
 - 8.5.1. In limited circumstances, employees can be mandated to access EAP services. By way of illustration and not by limitation, circumstances leading to an employee being mandated to access EAP services could include:
 - 8.5.1.1. excessive absenteeism or tardiness, including a pattern of absenteeism or tardiness
 - 8.5.1.2. expressions of anger or other threatening conduct
 - 8.5.1.3. chronic inattentiveness to task
 - 8.5.1.4. other circumstances having an adverse impact on the employee's ability to perform his or her regular duties.
 - 8.5.2. Time spent by an employee in a mandated EAP activity shall be paid time.
 - 8.5.3. An employee shall be mandated to access EAP services, including assessment, treatment and any post-treatment services by the employee's department director with the concurrence of the Human Resources Director.
 - 8.5.4. Intercity Transit reserves the prerogative to obtain reports on the employee's initial assessment, attendance and completion of a mandated EAP referral.

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- 8.5.5. Employees mandated to access EAP services shall be directed to authorize Intercity Transit receive information regarding:
 - 8.5.5.1. the initial assessment;
 - 8.5.5.2. program or curriculum outline of any mandated services
 - 8.5.5.3. attendance reports at mandated services
- 8.5.6. Even when EAP services are mandated, Intercity Transit shall not have access to counseling notes, detailed descriptions of treatment or other details of a highly confidential or personal nature.
- 8.5.7. Employees who fail or decline to attend mandated EAP services may by subject to discipline up to and including discharge.

9. Eligible Dependents and Domestic Partners

- 9.1. Eligible dependents for the purposes of this Rule shall be those as recognized by the US Internal Revenue Service.
- 9.2. Domestic partners for the purposes of this Rule shall be those as recognized by the Washington State Health Care Authority.
 - 9.2.1. To be recognized by the Washington State Health Care Authority, employees must submit a the Human Resources Department Washington State Health Care Authority Form HCA 50-704 with Sections 2 and 3 completed.

10. Health Care Insurance

- 10.1. Intercity Transit makes available a health-care plan for eligible employees and their eligible dependents
- 10.2. Eligibility of employees is as determined by WAC 182-12-115.
 - 10.2.1.1. Employees classified who are regularly scheduled to work under twenty (20) hours per week are not eligible for health-care plan benefits.
- 10.3. Intercity Transit shall contribute an amount towards the cost of the premium for health care insurance as approved in the annual operating budget or other mechanism adopted by the Intercity Transit Authority.
 - 10.3.1. The premium cost balance, if any, is considered a mandatory payroll deduction for all participating employees.
- 10.4. For eligible employees, coverage begins on the first day of employment.
- 10.5. Types of coverage, dependent eligibility definitions, and benefit payment schedules are subject to change and described in Intercity Transit's health-care plan booklets available to eligible employees through Human Resources.
- 10.6. Health care coverage is available to an employee on an unpaid leave of absence provided the employee continues to pay for the coverage on a self-pay basis.
- 10.7. Upon separation from Intercity Transit employment or other qualifying event, an eligible employee and/or the employee's eligible dependents may elect to continue health benefits at their own expense to the extent provided for under the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA).
- 10.8. An employee may elect to continue coverage under COBRA as follows:
- 10.8.1. Upon separation (unless terminated for gross misconduct); or
- 10.9. An eligible dependent or domestic partner may elect to continue coverage under COBRA if:
 - 10.9.1. The employee's working hours are reduced, causing loss of coverage;
 - 10.9.2. Dependent status is lost because of age, change in marital status or termination of the spouse's or parent's employment;
 - 10.9.3. The spouse or parent who is an employee dies;
 - 10.9.4. The spouse or parent who is an employee becomes eligible for Medicare; or

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10.9.5. The dependent is divorced or legally separated from an employee.

- 10.10. Employees must notify Human Resources when adding or removing dependents from health insurance coverage. Human Resources may require appropriate documentation for such requests, such as copies of birth certificates, adoption papers, marriage licenses or divorce decrees, to process changes.
 - 10.10.1. Failure by an employee to notify Intercity Transit of a change in the status of eligible dependents within thirty (30) days of the event(s) may subject the employee to discipline up to and including discharge.

11. Benefits Eligibility Appeal Process

- 11.1. An eligibility or enrollment decision made by Intercity Transit may be appealed by submitting a written request for review to Finance Director. Intercity Transit must receive the request for review within thirty days of the date of the initial denial notice. The contents of the request for review must contain all of the following:
 - 11.1.1. The name and mailing address of the appealing party;
 - 11.1.2. The name and mailing address of the appealing party's representative, if any;
 - 11.1.3. Documentation, or reference to documentation, of decisions previously rendered through the appeal process, if any;
 - 11.1.4. A statement identifying the specific portion of the decision being appealed and clarifying what is believed to be unlawful or in error;
 - 11.1.5. A statement of facts in support of the appealing party's position;
 - 11.1.6. Any information or documentation that the appealing party would like considered and substantiates why the decision should be reversed. Information or documentation submitted at a later date, unless specifically requested by the Finance Director, may not be considered in the appeal decision;
 - 11.1.7. The type of relief sought;
 - 11.1.8. A statement that the appealing party has read the notice of appeal and believes the contents to be true;
 - 11.1.9. The appellant may chose to use the form provided by PEBB to submit this information. The form is available on line at: <u>http://www.pebb.hca.wa.gov/documents/forms/2011/50-122.pdf</u>.
- 11.2. Upon receiving the request for review, Intercity Transit shall make a complete review of the initial denial by one or more staff who did not take part in the initial denial. As part of the review, the Finance Director may hold a formal meeting or hearing, but is not required to do so.
- 11.3. The Finance Director shall render a written decision within thirty days of receiving the request for review. The written decision shall be sent to the appellant.
- 11.4. A copy of Finance Director's written decision shall be sent to the General Manager or designee and to the PEBB appeals manager. The Finance Director's written decision shall become Intercity Transit's final decision effective fifteen days after the date it is rendered.
- 11.5. Intercity Transit may reverse eligibility or enrollment decisions based only on circumstances that arose due to delays or errors caused by Intercity Transit.
- 11.6. Any employee or employee's dependent who disagrees with Intercity Transit's decision in response to a request for review, as described herein, may appeal that decision by submitting a notice of appeal to the PEBB appeals committee. The PEBB appeals manager must receive the notice of appeal within thirty days of the date of the employing state agency's written decision on the request for review.
 - 11.6.1. The contents of the notice of appeal are to be provided in accordance with WAC <u>182-</u> <u>16-040</u>.

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12. Deferred Compensation Programs

- 12.1. Employees may participate in Intercity Transit sponsored salary reduction plan (e.g. 401k Plan and Trust).and/or deferred compensation plan (e.g. ICMA 457 Plan) at their option. Eligibility determination and required contribution amounts vary among the plans established, and entitlements are subject to individual circumstance.
- 12.2. Inasmuch Intercity Transit is not part of the Social Security System (see Section 4 herein) Intercity Transit will match employee contributions for employees hired after March 31, 1986 to the herein deferred compensation programs as provided in HRR 405.4.1 herein.
- 12.3. Intercity Transit will match employee contributions for employees hired on or before March 31, 1986 and who have remained continuously employed to the herein provided deferred compensation programs up to 7.65% of the employee's income from Intercity Transit.
 - 12.3.1. Employees hired on before March 31, 1986 who leave the employment of Intercity Transit and, thereafter, become re-employed by Intercity Transit shall be eligible for a match of employee contributions of up to 6.2% of the employee's income from Intercity transit.

13. Transportation Passes

- 13.1. Intercity Transit provides transportation pass to each employee and the employee's spouse or domestic partner and dependents as defined in HRR 405.9 herein.
- 13.2. An employee retiring from Intercity Transit service as defined under the state sponsored retirement program (see Section 7 herein) and the employee's spouse or domestic partner shall be entitled to receive transportation passes for their use during the employee's retirement years.
 - 13.2.1. An employee who has served a minimum of 25 years at Intercity Transit and is unable to continue employment at Intercity Transit owing to an illness or injury, will be considered "retired" for the purpose of being eligible for a retiree bus pass.
 - 13.2.2. A "retired employee" may obtain the pass on or after their separation of employment with Intercity Transit.

13.3 Temporary hire employees, including those hired from an outside agency are eligible for a transportation pass. A temporary employee's spouse, domestic partner and dependents are not eligible. Upon the end of the temporary employee's assignment, the pass will be returned to Intercity Transit.

14. Parking

- 14.1. Intercity Transit provides and maintains limited parking facilities for the use of employees. As space is limited, employees are encouraged to use transit buses, vans, carpools, vanpools, bicycles, walking to work or other alternative transportation whenever possible.
- 14.2. Employees electing to drive their personal vehicles to work are to park only in designated areas.
- 14.3. Intercity Transit assumes no responsibility for damage to vehicles or theft of articles from vehicles while on Intercity Transit property.
- 14.4. Employees shall observe the 10 m.p.h. speed limit on Intercity Transit property at all times.
- 14.5. Intercity Transit reserves the right to impose or charge parking fees for the use of Intercity Transit provided parking facilities.

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501 – Employee Responsibilities, Performance and Conduct\

1. Employee Information

- 1.1. Each employee has an assertive duty to advise his/her department director and the Human Resources Director of the employee's contact information, including, but not necessarily limited to:
 - 1.1.1. current residential address
 - 1.1.2. current personal telephone number
 - 1.1.3. any change in legal name
 - 1.1.4. any change in the employee's social security number
- 1.2. Each employee has an assertive duty to update the information referenced in Section 1.1 herein in a timely manner.

2. Professional Performance and Conduct

- 2.1. Every employee will constantly strive to attain the highest professional standard of performance and conduct. Employees shall perform their duties in a professional manner and govern themselves by reasonable rules of good conduct and behavior, and shall not commit any act tending to bring discredit upon Intercity Transit.
- 2.2. Employees shall, on all occasions in the performance of their duties or when they can be identified as an Intercity Transit employee, be respectful, courteous and considerate toward all other employees and the public.

3. Appearance

- 3.1. The success of Intercity Transit is determined in part by establishing and maintaining a proper business atmosphere, which is determined by the image employees project as well as business conduct. Employees shall dress in a manner consistent with the nature of work performed.
 - 3.1.1. If there are questions as to what constitutes proper attire, employees should consult with their supervisor.
- 3.2. Employees who are inappropriately dressed, in the opinion of their supervisor, will be sent home and required to return to work in acceptable attire. Under such circumstances, employees will not be paid for the time away from work.
- 3.3. Uniforms supplied by Intercity Transit will be kept in neat, clean, and properly maintained condition. Such uniform apparel may not be used as personal attire outside the work location. Uniforms whose condition no longer meets Intercity Transit standards of appearance should be turned in for replacement.
 - 3.3.1. Upon separation or termination from Intercity Transit service, employees will be required to return all Intercity Transit supplied uniform apparel in a clean and neat condition.

4. Contact with the Media

- 4.1. Only the General Manager, representatives designated by the General Manager, and department directors are authorized to speak in an official capacity on behalf of Intercity Transit on policy matters. Whenever possible, employees should refrain from discussing matters involving Intercity Transit policy or litigation matters with the news media.
- 4.2. All questions concerning incidents or potential, pending or actual litigation should be referred to a department director or the General Manager.

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5. Testimony in Formal Hearings

5.1. An employee who is asked to or required to testify in person or by deposition in any trial or hearing to which Intercity Transit is a party should notify his/her department director or the Human Resources Director of his/her involvement in the matter. However, if an employee is a party to such trial or hearing, notification of Intercity Transit is governed by the Civil Rules or other applicable rules of procedure.

6. Outside Employment/Solicitation

- 6.1. Employees shall not work for another employer, including themselves, while on duty.
- 6.2. Except as approved by the involved supervisor, no employee shall conduct a person to person solicitation of funds or contributions from other employees or customers while at Intercity Transit facilities or on Intercity Transit vehicles.
- 6.3. Employees may engage in off-duty employment, provided that:
 - 6.3.1. The employment does not conflict with Intercity Transit's Procurement Policy.
 - 6.3.2. The employment does not conflict with the employee's work schedule, duties, or responsibilities.
 - 6.3.3. The employment does not involve conducting off-duty employment related business during hours of employment with Intercity Transit.
 - 6.3.4. The employee does not use Intercity Transit property or vehicles when engaging in off-duty employment.
- 6.4. Self-employment is considered off-duty employment and falls under the same conditions as other off-duty employment, with the addition of the restriction that the self-employment does not involve ownership of a private business that is incompatible with an employee's Intercity Transit position.
 - 6.4.1. An employee who sustains an injury or illness in connection with off-duty employment is not entitled to receive worker's compensation benefits provided by Intercity Transit.
 - 6.4.2. In cases where an off-duty employment related injury or illness results in an employee's temporary disability, the employee shall be required to use any available sick leave and vacation leave hours during the period of disability. Upon exhaustion of paid leave hours, the employee may request a leave of absence without pay as may be provided in accordance with the Human Resources Rules.

7. Off-Duty Activities

7.1. Certain types of off-duty activities by employees represent the potential of a material business concern to Intercity Transit. Employees who engage in, or are associated with illegal, harmful or destructive conduct, the nature of which adversely affects Intercity Transit, or their own ability or credibility to carry out their employment responsibilities, may be subject to disciplinary action up to and including termination.

8. Economic Exchanges Between Employees

8.1. Intercity Transit does not condone, nor assume any liability for, the practice of lending or borrowing money, or anything of monetary or personal value, between employees. Employees who voluntarily participate in such activity, or create these obligations, do so at their own risk.

9. Visits

9.1. Visitors may be disruptive to the safe and efficient operations of Intercity Transit. Further, Intercity Transit has an insurance liability for persons visiting Intercity Transit business locations. Human Resources Rules June 4, 2008 – Revised May 9, 2011 Page 49 of 77

- 9.2. Friends or relatives of an employee shall not normally visit the employee during the employee's working hours. Additionally, employees should refrain from "visiting" with co-workers on personal, non-business related matters during the employee's or co-worker's regular working hours.
- 9.3. Employees are expected to exercise good judgment in their handling of unforeseen visits and using company time for personal business reasons.
- 9.4. Upon the prior approval by an employee's supervisor, exceptions may be made for unique or urgent circumstances.

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502 – Performance Evaluations

1. Employee Performance May be Monitored

- 1.1. The Human Resources Director is responsible to coordinate and oversee the employees' performance evaluation system.
- 1.2. It is the responsibility of supervisors and management personnel to review the work of subordinate employees; to make efforts to assist employees in correcting deficiencies; and to evaluate employees objectively for their performance during the evaluation period.
- 1.3. Employee performance evaluation is one means by which inadequate performance may be identified.
 - 1.3.1. While the performance evaluation process and performance evaluation reports could be operative in supporting separate disciplinary action, the process and reports do not, of themselves, constitute discipline.

2. Review of Performance Evaluation With the Employee

- 2.1. Before any performance evaluation material is inserted into the employee's personnel file, the material will be discussed with the applicable employee.
- 2.2. The employee will be given a copy of any performance evaluation report or similar material that is completed.
- 2.3. Employees may insert comments regarding any evaluation report into their personnel file.
- 2.4. The employee is required to sign the performance report to acknowledge the employee's awareness of its content and opportunity to discuss the evaluation with the rating supervisor.
 - 2.4.1. The employee's signature does not necessarily mean that the employee fully agrees with the contents of the report, and the employee may so state on the form before signing.

3. Effect of Less Than Satisfactory Performance Evaluation

- 3.1. An employee receiving a less than satisfactory performance evaluation may have his/her employment conditions modified in the following manner.
 - 3.1.1. Ineligibility for promotional consideration until the deficiency is corrected.
 - 3.1.2. Transfer to a comparable position or demotion of an indefinite duration.
 - 3.1.3. Subject to disciplinary action, up to and including termination of employment.
- 3.2. Specific action that may occur as a result of a less than satisfactory performance evaluation will depend on, but not be limited to:
 - 3.2.1. the weight or significance of the evaluation category compared to the importance of other aspects of job performance.
 - 3.2.2. the length of time pertinent job factors have been observed by the rating supervisor.
 - 3.2.3. Other factors as may be appropriate.

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503 - Ethics

1. Purpose and Scope

- 1.1. No employee of Intercity Transit shall use his/her position for personal gain. Further, employees shall avoid conflicts of interest, potential conflicts of interest or appearance of conflicts of interest that may interfere with proper management of Intercity Transit. Employees of Intercity Transit shall not use their position to generate opportunities for private advancement or gain or for avoidance of private detriment or loss.
- 1.2. This Rule is applicable to all employees of Intercity Transit. In addition, employees are subject to any applicable policies, state laws dealing with conflicts of interest and other elements of ethical conduct, including Article 9 of the Intercity Transit Procurement Policy. Employees who are also municipal officers are, in addition, subject to the requirements of Chapter 42.20 and 42.23 RCW and any other law governing municipal officers. This Rule shall not be inconsistent with the applicable policies or with state laws such as described in RCW 42.23. However, the standards set out in this Rule may create a higher standard of conduct than created by state law.
- 1.3. This Rule shall further act as a guide for employees of Intercity Transit to properly administer the function of Intercity Transit in a manner that best illustrates independent, impartial and responsible management of Intercity Transit. This Ethics Rule is intended to provide a guide for Intercity Transit employees in avoiding situations of conduct which may give rise to an appearance of impropriety even though there is no factual or implied impropriety. This Rule shall provide protection for Intercity Transit, its employees and the citizens being served against public decisions which may be affected by undue influence, conflicts of interest, or any other violation of this Rule.

2. Definitions

- 2.1. The term "employee," as used in this Rule, means a person or persons employed on a fulltime or part-time basis; however, an employee does not include a person or persons contracting with Intercity Transit to perform consulting or special technical services.
- 2.2. The term "financial interest" as used in this Rule means:
 - 2.2.1. ownership of any interest or involvement in any relationship from which, or as a result of which, a person within the past year has received, or is presently or in the future entitled to receive, more than \$1,000 per year, or its equivalent, except that remote interests are not included where the person holds less than one percent of the shares of a corporation or cooperative which is a contracting party, or the person has holdings in mutual funds or similar investment pooling funds in which the person has no management powers; however, municipal officers are subject to the more restrictive scope of remote interest in RCW 42.23.040.
 - 2.2.2. ownership of 1% of any property or business; or
 - 2.2.3. holding a position in a business such as an officer, director, trustee, partner, employee, or the like, or holding any position of management.
- 2.3. The term "immediate family", as used in this Rule, includes a spouse, children, parents, brothers, sisters, one to whom one is engaged to be married, and a domestic partner.
 - 2.3.1. Domestic partners are two people, 18 years of age or older who share the same regular and permanent residence and neither of whom is married or related by blood in a manner that would bar their marriage in the State of Washington. It is intended that domestic partners be people who have a relationship of mutual support, caring, and commitment, and are each other's sole domestic partner.
- 2.4. Blind Trust as used in this Rule means an independently managed trust in which the employee-beneficiary has no management rights and in which the employee-beneficiary is

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not given notice of alterations in, or other dispositions of, the property subject to the trust.

3. Conflicts of Interest – Ethics in Public Contracting

3.1. Employees of Intercity Transit shall be subject to the protocols and requirements established in the Intercity Transit Procurement Policy and Procedures (as amended) and state law. The Intercity Transit Procurement Policy contains requirements dealing with conflicts of interest and other matters of ethical conduct in procurement and contracting.

4. Duty to Report

- 4.2. All employees are directed to disclose fraud, abuse, and corruption by any other employee of official of Intercity Transit. Employees who are unsure whether to report an action shall bring the issue to the attention of their supervisor or to the General Manager. Any employee reporting alleged improper action as identified in RCW 42.41.020 is subject to the protections of Chapter 42.41 RCW and Intercity Transit Human Resources Rule 603.Any employee who has, or obtains any benefit from, any Intercity Transit contract with a business in which the employee has a financial interest shall report such benefit to the General Manager; provided, however, this Section shall not apply to a contract with a business where the employee's interest in the business has been placed in a disclosed blind trust.
 - 4.2.1. "Benefit" as used in this provision is defined in the same manner as in Section 9-101 of the Intercity Transit Procurement Policy and is present when an employee has a financial interest in a business awarded contract by Intercity Transit and the contract exceeds \$25,000.
- 4.3. Any employee who knows or should have known of such benefit, and fails to report such benefit to the General Manager, is in breach of this Rule.

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504 - Use of Equipment, Vehicles and Information/Communication Resources

1. Use of Equipment or Vehicles

- 1.1. Employees are expected to use Intercity Transit equipment for the primary purpose of performing their job duties. Intercity Transit equipment includes, but is not limited to: vehicles, phones, fax machines, computers, cameras, copiers, keys, shop tools, pagers, equipment, facilities and miscellaneous office supplies.
- 1.2. Employees who are issued keys and/or combinations have the responsibility to insure the integrity of the Organization's key and lock system. This system includes, but is not limited to: buildings, vehicles, safes, vaults, keys, access cards, and combinations.
 - 1.2.1. In order to maintain the safety and security of all Intercity Transit vehicles, buildings and equipment, any lost keys or access cards must be reported immediately to the Department Director.
- 1.3. Upon separation, employees are to return all company equipment and materials no later than their last working day.
- 1.4. Intercity Transit vehicles are not to be used for private purposes or other business purposes not related to the business affairs of Intercity Transit.
- 1.5. Subject to any exceptions established by law, no Intercity Transit facilities at any time, or employee time during working hours, may be used, directly or indirectly, for the purpose of assisting a campaign for election to any office or for the promotion of or opposition to any ballot proposition.

2. Employee Use of Information Technologies or Communication

- 2.1. Employees' use must not compromise the integrity of the Intercity Transit's computer systems, data, networks and communications systems. Employees' use of information systems or communication devices must comply with all service and contractual agreements with commercial Internet service providers, intellectual property rights, copyright, software license agreements and agreement with communications equipment vendors.
- 2.2. Employees will acknowledge receipt of this Rule and confirm they have read the Rule.
- 2.3. All computer applications, programs, and information created or stored by employees on agency owned information systems are Intercity Transit property.
- 2.4. Intercity Transit expressly reserves the right to monitor and review all internet and email traffic conveyed though its system or via an Intercity Transit computer. Employees shall have no expectation of personal privacy in the use of Intercity Transit's information systems or communication devices.
 - 2.4.1. All email messages sent or received though the Intercity Transit system or via an Intercity Transit computer and the record of all websites accessed through the Intercity Transit system or via an Intercity Transit computer are subject to public disclosure.
- 2.5. Intercity Transit's information systems are intended for professional business use in performing the duties of an employee's job. Limited personal use may be permitted according to the following guidelines;
 - 2.5.1. It is incidental, occasional and of short duration;
 - 2.5.2. It is done on the employee's personal time. Personal time means during breaks, lunch and/or before and after work as defined by collective bargaining agreements, and the Human Resource rules.
 - 2.5.3. It does not interfere with any employee's job activities. This includes activities which might pose a conflict of interest or appearance of impropriety with an individual's employment with the Intercity Transit;
 - 2.5.4. It does not bring discredit to Intercity Transit;
- 2.6. It does not violate any law.

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- 2.7. Employees shall not use Internet Relay Chat (IRC) channels or other Internet forums, such as newsgroups or net servers, and/or "chat rooms" except for work related business only.
- 2.8. Employees shall not express personal or political opinions via Intercity Transit equipment or Intercity Transit Internet access lines/email systems, except when any such opinions are related to a business purpose.
- 2.9. Employees shall not use Intercity Transit wireless communications cards on non-Intercity Transit computers without the prior approval of their department director.
 - 2.9.1. Any communications or data transmitted through an Intercity Transit wireless card is subject to public disclosure as provided in Section 504.2.4.1.

3. Acquisition of Information/Communications Resources

- 3.1. All information systems or communication devices to be used by Intercity Transit shall be acquired as directed by the General Manager or the delegated department director. By way of illustration and not by limitation this includes:
 - 3.1.1. computers
 - 3.1.2. computer peripherals
 - 3.1.3. cameras
 - 3.1.4. audio devices
 - 3.1.5. telephones
- 3.2. Employees are not permitted to connect any information systems or communications devices to any information or communications network operated by Intercity Transit.

4. Prohibited Use of Information/Communications Resources

- 4.1. The following list of prohibited uses for information technologies is not intended to be allinclusive.
 - 4.1.1. To cause a breach of security or any action to attempt to circumvent or reduce the security of Intercity Transit's computer, network and communications resources or of any confidential information entrusted to the custody of Intercity Transit.
 - 4.1.2. Misuse of service or any action that renders the user's computer, network or communications equipment unusable, or that interferes with another employee's use of such resources.
 - 4.1.3. Illegal use or use of Intercity Transit's information or communications resources in the commission of an illegal act.
 - 4.1.4. Altering information or communications resources to hide one's identity or to impersonate another individual. All e-mails, news posts or any other form of electronic communication must contain the sender's real name and/or e-mail address.
 - 4.1.5. Employees may not use Intercity Transit's information resources to avoid the expense of personally purchasing comparable hardware, software, and/or internet access.
 - 4.1.6. Employees may not solicit email communications for purposes unrelated to the conduct of Intercity Transit business.
 - 4.1.7. Employees may not use the Intercity Transit system or any Intercity Transit computer to access websites, "chat rooms", or domains containing inappropriate content, including, but not necessarily limited to:
 - 4.1.7.1. discriminatory content
 - 4.1.7.2. hate messaging or content
 - 4.1.7.3. containing offensive material such as sexually suggestive text or images, pornography or violence.
 - 4.1.7.4. Gambling
 - 4.1.7.5. on-line gaming
 - 4.1.7.6. partisan political content

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- 4.1.8. Employees may not remove Intercity Transit owned information and communications equipment from Intercity Transit premises or vehicles, modify Intercity owned vehicles or equipment, or alter Intercity Transit owned software without appropriate authorization.
- 4.1.9. Employees may not download or install any software or click yes on upgrade boxes. All requests for software or upgrades must be approved by Intercity Transit's IS division. Unlicensed or copied software is prohibited on any Intercity Transit computer.
 4.1.9.1. This does not apply to documents, PDF and other document files.
- 4.1.10. Employees may not connect peripheral devices to Intercity Transit computers or other information and communications equipment without prior approval from the employee's department director. "Peripheral devices" includes, but is not necessarily limited to:
 - 4.1.10.1. audio or video recorders or players
 - 4.1.10.2. "internet phones"
 - 4.1.10.3. game devices
 - 4.1.10.4. Employees may not copy computer software licensed to Intercity Transit.
- 5. Violations of any part of this Rule shall be cause for discipline.

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505 – Attendance

1. Regular Attendance and Timeliness Required

- 1.1. Except as may be protected by applicable law, employees shall maintain a pattern of regular and reliable attendance.
- 1.2. Employees shall report to duty in accordance with the rules regarding hours of work, holidays and leaves of absence.
- 1.3. Except as may be protected by applicable law, employees shall report ready for work in a timely manner and shall normally remain on duty until the end of their shift or completion of their scheduled work day.

2. Notification to Supervisor Required

- 2.1. No employee shall be late in reporting to or be absent from work for any reason other than those specified in these rules and regulations without making prior arrangements with his/her supervisor. Unless such arrangements are made, <u>an employee who, for any reason, fails to report to work or fails to report to work in a timely manner, shall immediately notify his/her supervisor</u> of the reason for the absence or tardiness.
 - 2.1.1. The employee has an assertive duty to contact the employee's supervisor. Communicating with other representatives of Intercity Transit does not relieve the employee of his/her obligation to contact his/her immediate supervisor.
- 2.2. If an absence continues beyond the first day, the employee shall notify the employee's supervisor on a daily basis unless other arrangements have been made with the supervisor. If absence continues over three (3) consecutive days, a medical certificate may be required by Intercity Transit.
- 2.3. An unauthorized absence from duty shall be considered an absence without leave approval.
 - 2.3.1. An absence without leave approval shall normally be without pay and may be cause for discipline.

3. Abandonment of Position

- 3.1. After three consecutive scheduled work days of unauthorized absence and/or the employee's failure to contact the employee's supervisor as provided herein, the employee shall be considered to have abandoned the employee's position.
- 3.2. Abandonment of position shall be considered a constructive resignation from employment from Intercity Transit and the employment relationship shall be considered null and void.

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506 – Political Activity

1. Political Activity

- 1.1. The provisions of RCW 41.06.250 as amended are incorporated herein and are made applicable to Intercity Transit employees.
- 1.2. Intercity Transit employees may participate in political or partisan activities of their choosing provided that:
 - 1.2.1. Intercity Transit resources and property are not utilized;
 - 1.2.2. The activity does not adversely affect the responsibilities of the employees in their positions:
- 1.3. Employees may not campaign on company time, in an Intercity Transit vehicle, in any part of an Intercity Transit uniform, or while representing Intercity Transit in any way.
- 1.4. Employees may not allow others to use Intercity Transit facilities or funds for political activities.
- 1.5. Any Intercity Transit employee who meets with or may be observed by the public or otherwise represents Intercity Transit to the public, while performing his/her regular duties may not wear or display any button, badge or sticker relevant to any candidate or ballot issue during working hours. Employees shall not solicit on Intercity Transit property, in an Intercity Transit vehicle or on Intercity Transit time for a contribution for a partisan political cause.
- 1.6. Subject to any exceptions established by law, no Intercity Transit facilities at any time, or employee time during working hours, may be used, directly or indirectly, for the purpose of assisting a campaign for election to any office or for the promotion of or opposition to any ballot proposition.

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507 – Conviction of Certain Crimes – Affect on Continued Employment

- 1. Conviction of Certain Crimes, Court and Administrative Orders Affect on Continued Employment
 - 1.1. Convictions of certain crimes may have a direct effect on an employee's ability to perform his/her regularly assigned duties.
 - 1.2. The degree to which the conviction of a crime has on an employee's ability to perform his/her regular duties would include, but is not necessarily limited to:
 - 1.2.1. the nexus between the type of crime and the employee's regular duties;
 - 1.2.2. the impact any post-conviction judicial or administrative orders, limitations placed on the employee or sentence may have on the employee's ability to perform his/her regular duties.
 - 1.3. A determination on the employee's ability to continue to perform his/her regular duties shall be made by the Human Resources Director in consultation with the employee's department director.
 - 1.4. Employees who are no longer able to perform their regular duties as provided herein shall be subject to dismissal.

2. Duty to Report

- 2.1. All employees have a duty to report to Intercity Transit in the event they have been convicted of any misdemeanor including fraud, abuse, abuse of a minor, unlawful sexual misconduct, battery and any conviction of a felony.
 - 2.1.1. The employee shall report as required herein within fourteen (14) calendar days of the conviction.
- 2.2. An employee may report as required herein to his/her supervisor, department director or the Human Resources Director.
- 2.3. Any employee who fails to report as required herein shall be subject to discipline, up to and including discharge.

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509 – Harassment Prohibited

1. Workplace Harassment Prohibited

- 1.1. Intercity Transit is committed to a work environment that is free of illegal bias, prejudice and harassment and where all individuals are treated with respect and dignity. Every individual has the right to work in a professional atmosphere that promotes employment opportunities and prohibits discriminatory practices.
- 1.2. By this Rule, Intercity Transit prohibits workplace harassment and discrimination on the basis of race, color, religion, gender, marital status, familial status, national origin, age, mental or physical disability, sexual orientation, gender identity, genetic information or veteran status.
- 1.3. Harassment and discrimination is prohibited in the workplace or in any work-related setting outside the workplace. Every employee shares the assertive responsibility for bringing to Intercity Transit's attention conduct that interferes with providing a work environment free of illegal discrimination and harassment.
 - 1.3.1. An employee may submit a report of concern as required herein as provided in Section 7.2 herein.
- 1.4. Intercity Transit is an equal employment opportunity employer. Intercity Transit will continue to recruit, hire, train, and promote into all job levels without regard race, color, religion, gender, marital status, familial status, national origin, age, mental or physical disability, sexual orientation, gender identity, or veteran status.
- 1.5. Intercity Transit will continue to administer all other personnel matters in accordance with this rule.
 - 1.5.1. Physical capacity requirements relating to minimum standards for employment may be a reasonable selection factor. However, such standards must be reasonably necessary for the specific work to be performed and uniformly applied to all applicants for the particular job category, regardless of age or sex.
 - 1.5.2. Age, gender or physical requirements may be considered if they constitute a bona fide occupational qualification necessary for performance of the essential duties of the job.
 - 1.5.3. See also HRR 301 and HRR 302.
- 1.6. Officials and all employees of Intercity Transit, management and supervisory staff in particular, shall ensure that the intent and the stated requirements of this rule are implemented in all employee relations and personnel practices. It is the responsibility of every employee to ensure that the work environment is free of any practice of discrimination or harassment.
- 1.7. The Human Resources Director and General Manager are responsible for implementation of the affirmative action program.

2. Scope of Rule Prohibiting Harassment

- 2.1. This Rule covers all employees and applicants for employment with Intercity Transit, as well as transit customers and contractors providing services to Intercity Transit such as outside vendors or consultants. Notification of this rule will be posted in areas normally accessible to transit customers. Contractors providing a service to Intercity Transit will be notified of this Rule.
- 2.2. Workplace harassment manifests itself in two primary ways:
 - 2.2.1. In forms of harassment that violate state and federal laws; and
 - 2.2.2. In forms of harassment that may not violate law, but which violate this Rule because they are not conducive to creating a work environment for employees that is consistent with the intent of this Rule.

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2.3. This Rule covers both types of harassing behavior. Employees are expected to talk with their supervisor, managers, department directors, other supervisors, managers or directors and or Human Resources about harassment they experience regardless of its origin. Supervisors, managers or directors receiving such complaints are expected to take appropriate corrective action to stop the harassment.

3. Definitions

3.1. Harassment: verbal, physical or other conduct that is derogatory or shows hostility towards an individual because of his or her race, color, religion, gender, marital status, familial status, national origin, age, mental or physical disability, the use of a trained dog guide or service animal, sexual orientation, gender identity, genetic information or veteran status.

3.2. ,and

- 3.2.1. has the purpose or effect of creating an intimidating, hostile, abusive, or offensive work environment; or
- 3.2.2. has the purpose or effect of unreasonably interfering with an individual's work performance; or
- 3.2.3. otherwise adversely affects an individual's employment and employment-related opportunities.
- 3.3. Sexual Harassment: unwanted sexual advances, requests for sexual favors, and other sexually oriented verbal or physical conduct constitutes sexual harassment under this rule where:
 - 3.3.1. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; or
 - 3.3.2. submission to or rejection of such conduct is used as a basis for employment decisions affecting such individual; or
 - 3.3.3. such conduct has the purpose or effect of unreasonably interfering with an individual's work performance, or creating an intimidating, hostile, or offensive work environment.

4. Examples of Prohibited Conduct

- 4.1. Verbal or Physical Conduct
 - 4.1.1. Use of insults innuendos or slurs because of an individual's race, color, religion, gender, marital status, familial status, national origin, age, mental or physical disability, sexual orientation, gender identity, or veteran status.
 - 4.1.2. Jokes, pranks or other banter, including negative stereotyping, which relates to or is derogatory or shows hostility based on an individual's race, color, religion, gender, marital status, familial status, national origin, age, mental or physical disability, sexual orientation, gender identity, or veteran status.
 - 4.1.3. Unwelcome physical touching or contact, such as pinching, kissing, grabbing, patting or hugging.
- 4.2. Written or Graphic Material
 - 4.2.1. Material that is disparaging or displays hostility on the basis of a race, color, religion, gender, marital status, familial status, national origin, age, mental or physical disability, sexual orientation, gender identity, or veteran status and is placed on walls or elsewhere in the employer's premises or circulated in the workplace.
 - 4.2.2. Material that reasonably deemed to be sexually provocative or stimulating and is placed on walls or elsewhere in the employer's premises or circulated in the workplace.
 - 4.2.3. The provisions of above in Subsections 4.2.1 and 4.2.2 include but are not limited to sending inappropriate jokes or other written or graphic materials via email, the internet or by fax, or downloading this material from the internet.

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5. Retaliation Prohibited

5.1. Intercity Transit will not tolerate retaliation against any individual who reports discrimination or harassment, testifies, assists, or participates in any manner in an investigation, proceeding or hearing, regardless of the outcome of the complaint. Examples of retaliation towards an individual include demotion, suspension, failing to hire or consider hiring, failing to treat impartially when making employment related decisions, assigning the individual the least desirable jobs. It may also include more subtle forms such as shunning by co-workers.

6. Responsibilities of Directors, Managers and Supervisors

- 6.1. Directors, managers and supervisors are expected to enforce this rule and maintain a productive, non-hostile work environment. Directors, managers and supervisors must take immediate action to stop and prevent discrimination or harassment, where they know or have reason to know that it is occurring. Tacit approval of discrimination and/or harassment by, for example, laughing and treating a situation as a joke, failing to take action or advising an employee not to complain is prohibited.
- 6.2. Directors, managers and supervisors are responsible for ensuring that notes, comments, posters and other materials on walls, bulletin boards or elsewhere in the workplace, that are derogatory or show hostility toward an individual or group because of race, color, religion, gender, marital status, familial status, national origin, age, mental or physical disability, sexual orientation, gender identity, or veteran status are removed.
- 6.3. Directors, managers and supervisors are expected to educate employees about the impropriety of these items as well as the inappropriateness of jokes, slurs, or other negative verbal comments that violate this rule. Directors, managers and supervisors are also responsible for educating employees that the use of equipment owned by Intercity Transit, including vehicles and electronic devices such as computers, telephones, photocopiers, or faxes for any of these purposes is also prohibited.
- 6.4. If a director, manager or supervisor receives a complaint from an employee, an applicant, a member of the public or a contractor about discrimination, harassment or retaliation on an Intercity Transit facility or in an Intercity Transit vehicle, they should immediately contact the Human Resources Director or designee.
- 6.5. Directors, managers and supervisors are expected to contact Human Resources even if the person making the complaint requested that it be kept confidential. Directors, managers and supervisors should inform an individual making a complaint that strict confidentiality may not be feasible.
- 6.6. Any supervisor or manager who is aware of harassment or discrimination and condones it by action or inaction will be subject to disciplinary action.

7. Internal Complaint Process

- 7.1. Any individual who feels he/she has been the victim of prohibited discrimination or harassment has an assertive duty to notify the responsible person(s) of the inappropriateness of their conduct or to report the inappropriate conduct to a person identified in Subsection 7.2 below.
- 7.2. Who to Contact
 - 7.2.1. A current employee of Intercity Transit may also discuss such concerns with his/her immediate supervisor. This will provide the supervisor with an opportunity to review the concerns of the individual. If the employee does not feel comfortable discussing the concerns with his/her immediate supervisor, the employee should contact:
 - 7.2.1.1. their supervisor's manager; or their department director; or
 - 7.2.1.2. Human Resources

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- 7.3. A non-Intercity Transit employee such as an applicant, a member of the public or a contractor may contact the specific department where the alleged discrimination or harassment occurred or file a complaint with Human Resources.
- 7.4. Review of a Complaint
 - 7.4.1. All complaints must be thoroughly and promptly investigated.
 - 7.4.2. The Human Resources Director shall be responsible for conducting the investigation and submitting a report and recommended action to the General Manager.
 - 7.4.3. The individual making the complaint and the accused shall be notified of the results of the investigation and whether action will be taken.
 - 7.4.4. In the event the person making the complaint is not satisfied with the report or results of the investigation, the person making the complaint may request the issue be addressed by the General Manager.
 - 7.4.5. The General Manager shall review the report and action to be taken and shall issue a determination in response to the person making the complaint. The General Manager may affirm the report and action or may make amendments to the report or the action to be taken.
 - 7.4.6. The General Manager's review and determination is the final administrative review of the matter.

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510 – Workplace Violence Prohibited

1. Workplace Violence is Prohibited

1.1. Intercity Transit will not tolerate workplace violence in any form. Intercity Transit promotes a work environment in which employees can perform their jobs with a reasonable expectation of safety and security. Any behavior that undermines the safety and security of the work environment is prohibited.

2. Scope of Rule

- 2.1. This Rule applies to all Intercity Transit employees, customers, contractors, vendors, and visitors to Intercity Transit headquarters, shops, facilities or offices.
- 2.2. Acts of workplace violence may also be addressed through criminal proceedings.

3. Definitions

- 3.1. Workplace violence includes any physical or verbal behavior that endangers or harms another employee, customer, contractor or vendor, or that a reasonable person would perceive to constitute a threat of harm.
 - 3.1.1. Acts of violence may occur between fellow employees; between customers, contractors, or vendors and employees; or between employees and non-employees with whom they have a personal relationship.
- 3.2. The Intercity Transit workplace consists of all locations in which Intercity Transit business is conducted and surrounding areas, including but not limited to buildings, vehicles, transit centers, parking lots, adjacent sidewalks, driveways, and other facilities.
- 3.3. A "dangerous weapon" would include biological contaminants, dangerous chemicals, explosives, blackjacks, sand-clubs, metal knuckles, chako sticks, throwing stars, switchblade knives, any knife having a blade more than three and one-half (3 1/2 ") in length or any fixed-blade knife.
 - 3.3.1. A fixed blade knife is any knife with a blade which is permanently open and does not fold, retract or slide into the handle of the knife, any dagger, sword, bayonet, bolo knife, hatchet, axe, straight-edged razor, or razor blade not in a package, dispenser or shaving appliance.
 - 3.3.2. Objects not designed as weapons, but used to inflict or threaten bodily harm will also be considered dangerous weapons.
- 3.4. "Domestic violence" includes abusive behavior that is physical, sexual, psychological, or economic.

4. Examples of Prohibited Conduct

- 4.1. Acts of workplace violence may take a variety of forms, including but not limited to:
 - 4.1.1. Deliberate actions or behavior resulting in a physical assault against a person or property, such as hitting, pushing, holding/restraining, spitting on, or blocking the movement of another person.
 - 4.1.2. Verbal or written threats communicated directly or indirectly that a reasonable person would perceive to intimidate, frighten or otherwise cause fear of physical or emotional harm.
 - 4.1.2.1. Using agency mail, email, or telephones to communicate threats is expressly prohibited.
 - 4.1.3. Inappropriate verbal or physical behavior that causes a reasonable person to feel unsafe, such as angry outbursts, throwing things, or expressions of hostility.

5. Employee Possession of Firearms and Weapons Prohibited

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- 5.1. Intercity Transit prohibits the possession or use of firearms and other dangerous weapons by its employees while performing job duties or in the Intercity Transit workplace.
- 5.2. Where there is sufficient cause or reason to believe that a threat to workplace security or public safety exists, or where a violation of any Intercity Transit policy has occurred, Intercity Transit reserves the right to conduct a search of employee work spaces and vehicles.

6. Threats of Domestic Violence at Work

- 6.1. Any employee who is a victim of domestic violence shall report behavior that threatens the employee at work.
- 6.2. Reports may be made to the employee's supervisor, a manager or Human Resources. Intercity Transit will work with the employee to enhance his or her safety and security at work, at the same time endeavoring to maintain privacy.

7. Investigation of Reports of Workplace Violence.

7.1. Investigations will be made promptly, impartially and discreetly. When appropriate, disciplinary action will be imposed, up to and including discharge. Violators may also be subject to criminal prosecution, if applicable. The Human Resources Director has the responsibility for investigating such reports.

8. Employee Responsibilities:

- 8.1. Any Intercity Transit employee who reasonably believes the words or actions of another employee, customer, contractor, vendor, or visitor constitutes a violation of this Rule has the responsibility to report such behavior immediately to one or more of the following: a supervisor, manager or Human Resources.
- 8.2. Supervisors, managers, Human Resources, and any other Intercity Transit staff who receive reports of workplace violence or observe such behavior directly have the responsibility to take prompt action to see that an investigation is initiated.
- 8.3. In the event of an immediate threat or danger, employees should not confront the threatening party. In such case, employees should immediately retreat and call 9-1-1 if appropriate. Use of force by an employee is acceptable when in accordance with RCW 9A.16.020. The incident should be reported to a supervisor, manager or Human Resources as soon as possible.
- 8.4. Retaliation against employees who report acts of workplace violence is prohibited.
 - 8.4.1. Instances of retaliation will be investigated and appropriate disciplinary action taken against the actor, up to and including discharge and possible criminal and civil prosecution.

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511 – Discipline

1. Rule Statement

- 1.1. Intercity Transit hereby provides notice to all employees that discipline may be imposed for substandard performance, unacceptable or prohibited conduct or as otherwise appropriate.
 - 1.1.1. This rule and associated procedures are necessary for the orderly, safe and efficient operation of transit services and endeavors to provide equitable treatment of all employees.
- 1.2. Employees are responsible for using reasonable judgment at all times or seeking supervisory advice in doubtful situations.
- 1.3. Intercity Transit resolves conduct and performance problems in the most informal and constructive manner possible, including the use of:
 - 1.3.1. counseling
 - 1.3.2. coaching
 - 1.3.3. additional training
 - 1.3.4. augmented supervision
 - 1.3.5. verbal cautions or notifications
 - 1.3.6. other non-disciplinary interventions
- 1.4. Intercity Transit may also determine certain circumstances warrant disciplinary action, up to and including termination.
- 1.5. The Human Resources Director will be responsible for the proper handling of such matters, including the assurance that employee rights are protected, and appropriate action is taken when circumstances warrant.

2. Examples of Circumstances Leading to Discipline

- 2.1. Examples of unacceptable conduct precipitating disciplinary action include, but are not necessarily limited to:,
 - 2.1.1. Attendance/Timeliness
 - 2.1.1.1. Improper or unauthorized use or abuse of paid sick leave.
 - 2.1.1.2. Excessive absenteeism, regardless of reason.
 - 2.1.1.3. Being absent without proper authorization.
 - 2.1.1.4. Late arrival or early departure from work.
 - 2.1.2. Conduct
 - 2.1.2.1. Willful or negligent violation of Intercity Transit policies, procedures, Rules, unit operating rules, or related directives.
 - 2.1.2.2. Failure to carry out a direct order from a supervisor.
 - 2.1.2.2.1. A limited exception may apply in circumstances where it is shown the employee's safety was in serious jeopardy due to the supervisor's directive.
 - 2.1.2.3. Deliberately or knowingly engaging in conflict of interest activity.
 - 2.1.2.4. Making malicious or false, statements that may damage the integrity or reputation of Intercity Transit or its employees; to include willful misrepresentation of Intercity Transit.
 - 2.1.2.5. Falsification, removal, or destruction of information related to employment, payroll or work-related records or reports.
 - 2.1.2.6. Discourteous treatment toward the public, including, but not limited to the use of profane or disrespectful language, harassment conduct, or coercing, threatening, or intimidating acts.
 - 2.1.2.7. Discourteous treatment toward co-workers, supervisory personnel or customers, including, but not limited to, the use of profane or disrespectful language, harassment conduct, or coercing, threatening or intimidating acts.

- 2.1.2.8. Conduct that interferes with the management of Intercity Transit operations.
- 2.1.2.9. Violation or neglect of safety rules, or contributing to hazardous conditions; negligence that results in injury to an employee, self, or visitor; or failure to promptly report a work-related injury or accident.
- 2.1.2.10. Unauthorized removal of or use of any Intercity Transit property or property of its customers or agents.
- 2.1.2.11. Physical altercations on Intercity Transit property with co-workers or customers, unless such altercations are absolutely necessary for self-defense purposes.
- 2.1.2.12. Conducting illegal gambling activities on Intercity Transit property.
- 2.1.2.13. Conduct that represents sexual harassment.
- 2.1.2.14. Conduct that is discriminatory toward another race, color, religion, gender, marital status, familial status, national origin, age, mental or physical disability, sexual orientation, gender identity, or veteran status.
- 2.1.2.15. Possession, display, or use of firearms, explosives or other dangerous weapons while on duty, on Intercity Transit property or in Intercity Transit vehicles.
- 2.1.2.16. Improper use of Intercity Transit electronic and/or communications resources.
- 2.1.2.17. Unauthorized signing of another employee's "time card" or recording the time of another employee. Both employees may be subject to disciplinary action.
- 2.1.2.18. Use of Intercity Transit vehicles without prior approval or unlawful operation.
- 2.1.2.19. Encouraging or engaging in any unlawful work stoppages, slowdowns, walkouts, cessation of work or any other activity designed to restrict or delay the delivery of or receipt of services by Intercity Transit.
- 2.1.2.20. Any violation of these Rules or any operative department rules, procedures, notices, directives, orders or other similar announcements.
- 2.1.3. Conviction of a crime, including convictions based on a plea of nolo contendere (no contest), based on the degree to which the conviction of a crime affects an employee's ability to perform his/her regular duties. This determination would include, but is not necessarily limited to:
 - 2.1.3.1. the nexus between the type of crime and the employee's regular duties.
 - 2.1.3.2. the impact any post-conviction judicial or administrative orders, limitations placed on the employee or sentence may have on the employee's ability to perform his/her regular duties
- 2.2. Performance
 - 2.2.1. Inefficiency, incompetence, or negligence in the performance of duties, including failure to perform assigned tasks or training, or failure to discharge duties in a prompt, courteous, and reasonable manner.
 - 2.2.2. Refusal or inability to improve job performance in accordance with written or verbal direction after a reasonable period.
 - 2.2.3. Refusal to accept reasonable and proper assignments, from an authorized supervisor.
 - 2.2.4. Possessing or being under the influence of alcohol, illegal drugs or controlled substances in reporting to work, while on duty, or while on Intercity Transit property.
 - 2.2.5. Driving Intercity Transit vehicles under the influence of alcohol, drugs or controlled substances; driving with a suspended license; or driving without a valid license.
 - 2.2.6. Failure to report suspension of driver's license where job duties require driving.
 - 2.2.7. Careless, negligent, or improper use of Intercity Transit property, equipment or funds, including unauthorized removal, or use for private purpose, or use involving damage or unreasonable risk of damage to property.
 - 2.2.8. Unauthorized release of confidential information or official records.
 - 2.2.9. Sleeping while on duty.

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2.2.10. Abuse of break times, lunch periods, or paid or unpaid leaves.

3. Considerations in Implementing Discipline

- 3.1. Supervisory and management personnel shall be guided in their consideration of disciplinary matters by the following illustrative, but not inclusive, conditions:
 - 3.1.1. The degree of severity of offense.
 - 3.1.2. Previous warnings provided to the employee.
 - 3.1.3. The number, nature, and circumstances of past offenses or prior discipline.
 - 3.1.4. The employee's length of service.
 - 3.1.5. The employees' overall job performance record.
 - 3.1.6. Provocation, if any, contributing to the offense.
 - 3.1.7. Parity in the application of discipline.
 - 3.1.8. Equity and relationship of penalty to offense.

4. Notice of Discipline

- 4.1. Notices of discipline shall be provided to employees either verbally or in writing.
 - 4.1.1. Verbal notice of discipline may be appropriate for matters that are not of a serious nature, but more serious discipline, including and not necessarily limited to, reprimands, suspensions, demotions and terminations shall be communicated in writing to the employee.
- 4.2. Notices of written discipline shall, as a minimum, contain the following information:
 - 4.2.1. A statement of the disciplinary action being imposed and its effective date.
 - 4.2.2. A statement of the reasons for imposing the discipline and the nature of the violation.
 - 4.2.3. Summary material or evidence referenced by the manager or supervisor who is imposing the discipline.
 - 4.2.4. The date of the disciplinary action.
 - 4.2.5. The signature of the supervisor administering the disciplinary action.
 - 4.2.6. The signature of the employee showing the employee has been afforded the opportunity to review the discipline.
 - 4.2.6.1. The employee's signature does not necessarily mean the employee fully agrees with the contents of the disciplinary action, and the employee may so state on the form before signing the disciplinary action form or record.
 - 4.2.7. Employees subject to written discipline shall be provided a true copy of the disciplinary document.
 - 4.2.8. Service of disciplinary notices and true copies thereof will be deemed to have been made upon personal presentation, or by depositing the notice in the U.S. mail in accordance with normal business practices, addressed to the employee's last known address on file.

5. Types of Discipline

- 5.1. Employment with Intercity Transit is not for a fixed term or definite period, and may be terminated at any time either by Intercity Transit or by the employee. Nevertheless, Intercity Transit promotes a disciplinary procedure managers and supervisors shall normally follow when exercising their right to discipline an employee up to and including termination.
- 5.2. Discipline will normally be progressive and bear a reasonable relationship to the violation. The following types of discipline that may occur are listed in general order of increasing formality and seriousness. The steps listed are meant to be a general guideline only. Any of the steps mentioned may be applied based on the circumstance and severity of the incident.
 - 5.2.1. An employee may be given notice, coaching or counseling through an informal discussion with the employee pointing out an unsatisfactory element of job performance.

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- 5.2.1.1. This type of discipline is applied for infractions or violations of a relatively minor degree.
- 5.2.1.2. A brief record of the verbal discussion is made by the supervisor and forwarded to Human Resources for placement in the employee's personnel file.
- 5.2.2. An employee may be given a written reprimand such as a formal statement by the supervisor to an employee pointing out an unsatisfactory element of job performance or unacceptable conduct.
 - 5.2.2.1. This type of discipline is applied when the employee continues to violate policies or procedures, repeats a violation, or when the violation is deemed to be more serious in nature than that of a minor violation.
 - 5.2.2.2. A formal record of the written reprimand is made, to include the date and content of the reprimand, and forwarded to Human Resources for placement in the employee's personnel file.
- 5.2.3. An employee may be suspended without pay by providing the employee a formal statement by the supervisor to an employee pointing out a serious unsatisfactory element of job performance or unacceptable conduct.
 - 5.2.3.1. This type of discipline is normally applied as a result of serious infractions, or continued violations of policies or procedures, or for violations after a Written Reprimand has been imposed.
 - 5.2.3.2. Employees designated as exempt from the Fair Labor Standards Act (FLSA) are not subject to disciplinary suspension of less than one week except in the case of major safety violations, which warrant serious discipline.
 - 5.2.3.3. An employee may be suspended from work without pay for up to ten (10) working days by authority of the department director and concurrence with the Human Resources Director.
 - 5.2.3.3.1. Suspensions of a longer duration require the approval of the General Manager.
 - 5.2.3.4. All suspensions shall be immediately reported to the General Manager.
 - 5.2.3.5. In no event will the use of paid time be allowed during a period of suspension without pay.
 - 5.2.3.5.1. Should a paid observed holiday occur during a period of suspension without pay, the suspension period will be extended by the number of holidays occurring during the suspension period.
 - 5.2.3.6. A formal record of the suspension is made, to include the date and the circumstances leading to the suspension, and forwarded to the Human Resource Director for placement in the employee's personnel file.
 - 5.2.3.7. Unless otherwise directed, an employee subject to a disciplinary suspension shall also have his/her employment related access to Intercity Transit facilities barred.
 - 5.2.3.7.1. This does not, of course, prevent the suspended employee's access to Intercity Transit facilities as a transit customer during the period of suspension.
- 5.2.4. An employee may be demoted from his/her employment from Intercity Transit.
 - 5.2.4.1. This type of disciplinary action is normally applied as a result of severe infractions, or continued violations of policies or procedures, or for violations after a Suspension without Pay has been imposed.
 - 5.2.4.1.1. Normally a disciplinary demotion is reserved for those instances where an employee performed successfully in a lower classification and where opportunities are extant to which to the employee can be demoted.

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- 5.2.4.1.2. Recommendations to demote an employee shall be made by the department director with the concurrence of the Human Resources Director, and subject to the approval of the General Manager
- 5.2.5. An employee may be discharged from his/her employment from Intercity Transit.
 - 5.2.5.1. This type of disciplinary action is normally applied as a result of severe infractions, or continued violations of policies or procedures, or for violations after a Suspension without Pay has been imposed.
 - 5.2.5.2. Recommendations to discharge an employee shall be made by the department director with the concurrence of the Human Resources Director, and subject to the approval of the General Manager.

6. Pre-Disciplinary Meeting

- 6.1. The Human Resources Director will provide for and arrange a pre-disciplinary meeting prior to Intercity Transit implementing any final decision involving a suspension, demotion or termination of an employee.
 - 6.1.1. The employee will be provided, in writing, proper notice of the infraction the proposed disciplinary action and the time and location of the pre-disciplinary meeting.
 - 6.1.1.1. The notice shall contain an explanation of the reasons for the proposed action and the types of evidence on which the reasons are based. The notice shall inform the employee that the employee may respond orally and/or in writing, may present rebuttal evidence or information, may have access to evidence or material on which the reasons for the proposed action are based pursuant to the Public Records Act, and may have the assistance of counsel. The notice shall also inform the employee that he or she has a right to a name-clearing hearing as part of the Pre-Disciplinary Meeting pursuant to HRR 604.7.
 - 6.1.1.1.1. This does not bar Intercity Transit from presenting at subsequent meeting(s) more detailed and/or complete information, or additional information learned in course of considering and imposing discipline, or the presentation of witnesses and/or documents not available or not used at any prior pre-disciplinary meeting.
 - 6.1.1.1.2. The employee may also have access to material pursuant to the Public Records Act.
 - 6.1.2. The employee will be given an opportunity to respond verbally or in writing as to the proposed disciplinary action and provide mitigating circumstances the employee wishes Intercity Transit to consider before imposing any discipline.
 - 6.1.3. The employee may have legal counsel or a representative of their choice at a predisciplinary meeting.
 - 6.1.3.1. If the employee is a member of a collective bargaining unit, the legal counsel or representative referenced above shall be authorized by the involved collective bargaining agent.
 - 6.1.4. Failure of the part of an employee to attend a pre-disciplinary meeting may be taken into consideration by Intercity Transit when implementing a final action in the discipline.

7. Notice of Suspension, Demotion or Discharge

- 7.1. All final disciplinary action that involves a suspension of more than ten (10) days, demotion or discharge must be approved by the General Manager.
- 7.2. Written notice of the discipline shall be given to the employee in any matter involving a disciplinary suspension, demotion or discharge. Such notice will include the alleged infraction and a general statement of the reasons for the action, and become a part of the employee's

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personnel file.

8. Administrative Leave

- 8.1. Under certain circumstances, it may be necessary to restrict an employee immediately from performing duties at the work site or bar the employee access to Intercity Transit facilities during a workplace investigation or pending the outcome of the disciplinary process. An employee may be placed on administrative leave in such circumstances.
- 8.2. Because there could be a need for immediate action, the decision to place an employee on administrative leave shall be the responsibility of the supervisor. Unless otherwise determined by the Human Resources Director or the General Manager, the employee shall be placed on paid administrative during the administrative leave period.
 - 8.2.1. While on paid administrative leave the employee may be directed to be immediately accessible in person or by telecommunication during the employee's normal work hours.
 - 8.2.2. Unless otherwise directed, an employee subject to administrative leave shall also have his/her employment related access to Intercity Transit facilities barred.
 - 8.2.2.1. This does not, of course, bar the employee's access to Intercity Transit facilities as a transit customer during the period of the administrative leave.
 - 8.2.3. The placement of an employee on administrative leave shall be immediately reported to the department director, the Human Resources Director and the General Manager.

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601 – Workplace Safety

1. Safety and Enforcement of Safety Rules

- 1.1. It is the intent of Intercity Transit to provide for the continuous development, implementation, and maintenance of an ongoing program that promotes a healthy and safe work environment for all employees. Intercity Transit's efforts to promote and maintain a safe work environment include regular meetings of a safety committee, accident prevention and investigation, training, work place inspections, recordkeeping and incident reporting.
- 1.2. Intercity Transit's safety rules and practices will be strictly enforced. Employees will be subject to disciplinary action, up to and including termination of employment, if determined to be in violation of established safety rules or willfully negligent in the safe performance of their jobs.

2. Assignment of Responsibilities

- 2.1. It will be the responsibility of the Human Resources Director to manage Intercity Transit's safety program, including record keeping and processing of injury reports, safety records, and safety training.
- 2.2. All employees will be held responsible at all times to observe and practice the highest possible standards of health and safety in carrying out assigned duties.
- 2.3. Managers and supervisors will:
 - 2.3.1. Be responsible for enforcement of safety rules among employees under their supervision.
 - 2.3.2. Be responsible for familiarizing employees with the hazards of the job to which they are assigned, and will instruct their personnel in the safe methods of performing the job.
 - 2.3.3. Periodically review the work practices of employees whom they supervise to ascertain that employees continue to work in a safe manner, and in accordance with the safe practices covering specific work.
 - 2.3.4. Periodically inspect work areas, vehicles and equipment for proper housekeeping, for fire or other hazards, and for unsafe conditions.
 - 2.3.5. Report all injuries promptly to the Human Resources Director or the designee.

3. General Safety Rules

- 3.1. The following general safety rules apply to all Intercity Transit employees. Each department may implement separate safety rules applicable to the specific nature of work in their area, but they should not conflict with these general rules.
 - 3.1.1. No employee will knowingly be assigned to work under unsafe conditions or with unsafe tools or equipment. In the event that such a condition develops, it will be immediately reported to the supervisor, who will make the determination as to whether the condition or equipment is safe or unsafe.
 - 3.1.1.1. Employees are expected to abide by the supervisor's determination of the situation. If the employee refuses to abide by the supervisor's determination, he/she may be subject to disciplinary action.
 - 3.1.2. Employees shall pay strict attention to their work and avoid unsafe conduct.
 - 3.1.2.1. As an example and not by limitation, practical joking and horseplay will not be tolerated.
 - 3.1.3. Warning signs and signals posted to point out dangerous conditions are to be obeyed by employees.
 - 3.1.4. Employees shall not take shortcuts in, or over, dangerous places.
 - 3.1.5. Extreme caution shall be exercised by employees operating any type of power tool.
 - 3.1.6. Because of hazards inherent in running, employees shall refrain from running unless absolutely necessary to the performance of duty.

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- 3.1.7. Employees shall use safety equipment appropriate to the job, such as safety glasses, gloves, toe guards, and hard hats, if required or appropriate to the work performed.
- 3.1.8. Employees shall avoid wearing loose clothing and jewelry while working on or near equipment and machines.
- 3.1.9. All accidents, regardless of severity, personal or vehicular, shall be reported immediately to the supervisor.
- 3.1.10. Employees in a business-use vehicle equipped with seat belts shall, in compliance with law, wear the seat belt when the vehicle is in operation.
- 3.1.11. All employees operating vehicles will observe all local traffic laws.
- 3.1.12. In all work situations, safeguards as required by state and federal safety orders will be provided.
- 3.1.13. Employees shall not use personal cell phones when operating an Intercity Transit vehicle.

4. Hazardous Contents Protocols

- 4.1. Container Labeling: The General Manager shall designate, in writing, a person responsible to verify containers received for use are properly labeled as follows:
 - 4.1.1. Contents clearly labeled:
 - 4.1.1.1. Appropriate hazard warning(s) noted.
 - 4.1.1.2. Name and address of manufacturer.
 - 4.1.2. The designee will ensure all secondary containers are labeled with an extra copy of the manufacturer's label or with a generic label which identifies the above information.
 - 4.1.3. The labeling system will be reviewed annually and updated as needed by the department designee.
- 4.2. Material Safety Data Sheets (MSDS) Workplace Surveys:
 - 4.2.1. <u>Information on hazardous chemicals in the workplace shall be made available to all</u> employees through Material Safety Data Sheets (MSDS) provided by the manufacturer or supplier or workplace surveys, if available.
 - 4.2.2. The MSDS are available for review.
 - 4.2.2.1. Any employee who desires to review an MSDS or workplace surveys should contact his or her supervisor.
- 4.3. New employees shall be trained about the particular chemicals used by employees within that department.
 - 4.3.1. Employees will verify they received the training and written materials (if applicable), and that the employee understands this rule.
 - 4.3.2. These records will be kept on file.
- 4.4. Retaliation against an employee for exercising any right in this subsection is prohibited as provided in RCW 49.70.110.

5. Reporting On-The-Job Injuries

- 5.1. Employees injured on the job, or whose injuries are directly related to the performance of job duties, are required to report all injuries to their supervisor immediately, regardless of how minor the injury may be.
 - 5.1.1. If medical care is needed immediately, supervisors shall assist employees in getting the necessary medical attention promptly, after which the full details of the injury are to be reported to the Human Resources Director, or designee, on prescribed accident/injury report forms.
- 5.2. Failure to properly report an accident/ injury may be cause for disciplinary action.

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602 – Communicable Diseases

1. Bloodborne Pathogens

- 1.1. Intercity Transit is committed to maintaining a healthy and safe work environment for employees. Occupational Safety and Health Administration (OSHA) regulates facilities where employees could be exposed to bloodborne pathogens by promoting safe work practices to minimize the incidence of disease caused by these pathogens. Relative to this goal, OSHA enacted the Bloodborne Pathogen Standard (29CFR1910.1030). The purpose of the standard is to reduce occupational exposure to human bloodborne pathogens that employees may come in contact with in the workplace and to establish a framework for training and medical response.
- 1.2. Bloodborne pathogens include, but are not limited to
 - 1.2.1. Hepatitis B virus (HBV).
 - 1.2.2. Hepatitis C virus (HCV).
 - 1.2.3. Human Immunodeficiency Virus (HIV).

2. Responsibilities of Employees with a Bloodborne Pathogen Infection

- 2.1. Intercity Transit recognizes that HBV, HCV or HIV may pose substantive issues for employees in the workplace. Accordingly, the following guidelines are operative:
 - 2.1.1. Persons with a bloodborne pathogen infection are urged to share information concerning their ability to perform assigned work with management for the purpose of reasonable accommodation and/or referral to the Employee Assistance Program.
 - 2.1.2. Self-disclosure of bloodborne pathogen infection is voluntary. Harassment and/or disparate treatment are prohibited.

3. Confidentiality

3.1. Confidentiality of all employee medical records shall be maintained in accordance with all applicable federal and state laws.

4. Discrimination Prohibited

- 4.1. Intercity Transit managers or supervisors are prohibited from discrimination because a person is or is believed to be HBV, HCV or HIV infected. Exclusion, refusal to hire or promote or the discharge of a person infected with HBV, HCV or HIV or believed to be infected, from any position on the basis of that infection or belief is prohibited.
 - 4.1.1. The individual must be able to perform the essential duties of the job and;
 - 4.1.2. It must be determined that the individual does not pose a safety risk to other employees or the public.
- 4.2. A competent medical authority designated by Intercity Transit may be called upon to evaluate the severity of such a risk. Persons who believe they have been discriminated against on the basis of a bloodborne pathogen infection are protected under Intercity Transit's rules of nondiscrimination and may contact their supervisor or Human Resources for assistance.
- 4.3. Employees are not permitted to refuse to work with a fellow employee or member of the public who has, or is suspected of having, a bloodborne pathogen infection. An employee who is concerned about the risk of exposure from others should review their concerns with a supervisor or Human Resources.

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603 – "Whistleblower" Protection

1. Purpose and Scope

1.1. The purpose of this Rule is to protect employees of Intercity Transit from retaliation because the employee provided information that an improper governmental action occurred.

2. Definitions

- 2.1. "Improper governmental action" means any action in performance of an official duty by an officer or employee on Intercity Transit, either within or outside the scope of employment, that is in violation of any federal, state, or local law or rule, is an abuse of authority, is of substantial and specific danger to the public health or safety, or is a gross waste of public funds.
 - 2.1.1. By way of illustration and not by limitation, "improper governmental action" does not include personnel actions including but not limited to employee grievances, complaints, appointments, promotions, transfers, assignments, reassignments, reinstatements, restorations, reemployment, performance evaluations, reductions in pay, dismissals, suspensions, demotions, violations of the local government collective bargaining and civil service laws, alleged labor agreement violations and reprimands or other action set out in RCW 42.41.020.
- 2.2. "Retaliatory action" means a) Any adverse change in a local government employee's employment status, or the terms and conditions of employment including denial of adequate staff to perform duties, frequent staff changes, frequent and undesirable office changes, refusal to assign meaningful work, unwarranted and unsubstantiated letters of reprimand or unsatisfactory performance evaluations, demotion, transfer, reassignment, reduction in pay, denial of promotion, suspension, dismissal, or any other disciplinary action; or (b) hostile actions by another employee towards a local government employee that were encouraged by a supervisor or senior manager or official.

3. Initial Notice Requirements

- 3.1. Any employee seeking relief under this procedure must provide the General Manager or the Chair of the Intercity Transit Authority written notice of a charge that the employee was subject to a retaliatory action because the employee provided information that an improper governmental action occurred. Such written notice shall specify:
 - 3.1.1. The alleged retaliatory action taken; and
 - 3.1.2. The relief requested.
- 3.2. The written notice of the alleged retaliatory action and requested relief shall be delivered to the General Manager or the Chair of the Authority within thirty (30) calendar days after the occurrence of the alleged retaliatory action.
 - 3.2.1. The written notice may be delivered in a sealed envelope.
 - 3.2.2. Unless there is an emergency that requires immediate attention to prevent damage to persons or property, the employee will submit written notice before providing information of improper governmental activity to any other person.

4. Review of Provided Notice

4.1. Allegations of retaliatory action made by employees shall be addressed as provided under RCW 42.41.040 through 42.41.900.

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604 – Grievance Procedure

1. Scope of Rule

- 1.1. Except as provided herein, this grievance procedure shall apply to all employees of Intercity Transit.
- 1.2. Employees who are members of a collective bargaining unit are excluded from this grievance procedure and shall follow the grievance procedure established in their respective collective bargaining *Agreement*.

2. Purpose of Rule

- 2.1. The purpose of this Rule and the procedure herein is to provide employees an organized procedure for addressing perceived problems and provide a means by which they can pursue the resolution of disputes with Intercity Transit.
- 2.2. Subject to exclusions referenced below, this Rule and the procedure provided herein are specifically limited to matters of an employee's working conditions (e.g. an alleged violation of operative policy, rules or safety concerns, wage issues, performance ratings, disciplinary action taken, conduct involving harassment or discrimination).
- 2.3. Employees are strongly encouraged to discuss any problems or complaints with their immediate supervisor or department director prior to initiating these formal review procedures. However, if an employee feels that all informal avenues have been exhausted and their problem or complaint has not been resolved, the employee may follow the more formal dispute resolution steps as provided herein.
- 2.4. The procedure provided herein is not intended to be a means by which employees can address disputes with each other.

3. Grievance Procedure Protocols

- 3.1. Employees shall normally present their own issues or disputes to their immediate supervisor.
- 3.2. Irrespective of the procedure provided below, disputes involving alleged discrimination on the basis of an individual's race, color, religion, gender, marital status, familial status, national origin, age, mental or physical disability, sexual orientation, gender identity, or veteran status may be submitted directly to the Human Resources Director.

4. Grievance Resolution Procedure

- 4.1. Prior to initiating these formal procedures, an employee shall informally discuss the situation or dispute with the employee's supervisor.
- 4.2. <u>STEP 1:</u> An employee having a grievance, as defined in Section 2.2 above, shall make every effort to resolve the matter through formal discussion with their immediate supervisor within fourteen (14) calendar days of the occurrence or cause of such matter.
 - 4.2.1. To be operative, a written grievance must contain:
 - 4.2.1.1. A written explanation of the circumstances associated with the grievance.
 - 4.2.1.2. A citation of the rules or policy alleged to have been violated.
 - 4.2.1.3. The employee's rationale for why the referenced rule or policy has been violated.
 - 4.2.1.4. The desired remedy.
 - 4.2.1.5. The employee's rationale as to why the desired remedy is an appropriate resolution to the dispute.
 - 4.2.1.6. The date on which the grievance is submitted.
 - 4.2.1.7. The signature of the employee.
 - 4.2.2. A copy of the grievance shall be forwarded immediately by the employee to the involved department director and the Human Resources Director.

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- 4.2.3. The supervisor shall take the matter under consideration and attempt to respond in writing to the grievance within fourteen (14) calendar days from the date on which the grievance was submitted.
 - 4.2.3.1. A copy of the written response shall be forwarded to the department director and the Human Resources Director.
- 4.3. <u>STEP 2:</u> If the supervisor fails to respond to the employee's grievance, or if the grievance response is not to the employee's satisfaction, the aggrieved employee may file a Step 2 review request. The Step 2 review request must include the information as required in Section 4.2.1 herein, recorded on the prescribed grievance form and be submitted to the employee's department director and the Human Resources Director within fourteen (14) calendar days following the supervisor's Step 1 response.
 - 4.3.1. The Human Resources Director or a designee within the Human Resources Department shall arrange a meeting with the employee to allow the employee to present a personal and complete description of the situation.
 - 4.3.1.1. The employee may review relevant Intercity Transit records in advance of the meeting, pursuant to the state Public Records Act.
 - 4.3.1.2. At the meeting the employee has the right to present verbal and documentary evidence from himself and others and to present reasons and argument as to why the employee's requested relief should be granted.
 - 4.3.2. Thereafter, the Human Resources Director or a designee within the Human Resources Department will take the matter under consideration, including any appropriate investigation or evaluation of the facts related to the situation. The Human Resources Director or a designee within the Human Resources Department will render a written decision, response, or explanation within fourteen (14) calendar days following receipt of the Step 2 meeting as referenced in Section 4.3.1 above, unless additional time is needed to gather adequate information.
 - 4.3.2.1. If additional time to respond is required by the Human Resources Director or a designee within the Human Resources Department, the employee shall be notified as to the anticipated date of the response.
 - 4.3.3. A copy of the written decision by the Human Resources Director or designee within the Human Resources Department shall be forwarded to the involved department director.
- 4.4. <u>STEP 3:</u> If an employee is not satisfied with the Human Resources Director's or designee's response, the employee may file a Step 3 review request. A Step 3 review request must include the information as required in Section 4.2.1 herein, to the General Manager within seven (7) calendar days following the Step 2 response by the Human Resources Director or designee.
 - 4.4.1. The employee shall also forward a copy of the Step 3 appeal to the Human Resources Director.
 - 4.4.2. The General Manager shall review the grievance and provide the employee with a written response within fourteen (14) calendar days following receipt of the Step 3 appeal. If additional time to respond is required by the General Manager, the employee shall be notified as to the anticipated date of the response.
 - 4.4.3. A copy of the General Manager's written response shall be forwarded to the Human Resources Director and the involved department director.
 - 4.4.4. The General Manager's response shall be final and binding to all parties involved.

5. Name Clearing Hearing

5.1. An employee has the right to a name-clearing hearing if he or she reasonably believes that Intercity Transit has placed stigmatizing material in the employee's file or has otherwise made such material public.

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- 5.1.1. The "name clearing hearing" may be requested through the grievance procedure, through the pre-disciplinary meeting in HRR 511, or independently.
- 5.1.2. Stigmatizing material means information which is deemed stigmatizing under the case law on due process liberty interests. Such material generally includes allegations of improper conduct that impairs an employee's reputation for honesty or morality, or that imputes immoral, illegal or dishonest behavior.
- 5.1.3. Allegations of mere inadequate job performance are not deemed stigmatizing
- 5.2. An employee seeking a name clearing hearing, as provided herein, shall request same within fourteen (14) calendar days of the occurrence or cause precipitating the employee's request or from the time the employee could have reasonably discovered the occurrence or cause precipitating such a request.
- 5.3. The Human Resources Director or designee shall normally conduct the name clearing hearing.
- 5.4. At the hearing, the employee may present evidence and information, verbally or in writing, showing that any stigmatizing factual assertions or other material placed in Intercity Transit files or otherwise made public by Intercity Transit are false, irrelevant or should be removed for any other reason. The Human Resources Director or designee shall consider all evidence and information presented by the employee and may retain, remove or modify the material claimed to be stigmatizing

6. Time Limits

- 6.1. If the herein stated procedures are not initiated within the prescribed time limits, the grievance or request for a name clearing hearing will be considered null and void and any further appeal on the part of an employee to pursue the matter will be barred.
- 6.2. Any grievance not taken to the next step in the Grievance Resolution Procedure shall be considered settled on the basis of the last reply made and received in accordance with the above provisions.
- 6.3. If Intercity Transit fails to meet or answer any grievance within the time limits prescribed for such action, such grievance may be appealed by the employee to the next step.

7. Discrimination and Harassment Prohibited

- 7.1. No employee shall be disciplined or discriminated against in any way because of the employee's proper use of these procedures.
 - 7.1.1. Employees who deliberately misuse the grievance procedures or who file fraudulent grievances shall be subject to disciplinary action, up to and including termination of employment.

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Intercity Transit Authority	Written by: Christine DiRito
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Ann Freeman-Manzanares, General Manager	

Intercity Transit Drug and Alcohol Testing Policy and Program

1.0 POLICY STATEMENT

Intercity Transit strives to provide safe, dependable, and economical transportation services to our transit system passengers. Intercity Transit employees are our most valuable resources. It is our goal to provide a healthy, drug and alcohol free work environment which promotes personal opportunities for growth. To meet these goals Intercity Transit will:

- assure that employees have the ability to perform assigned duties in a safe, productive, and healthy manner;
- create a work environment free from the adverse effects of drug and/or alcohol misuse and abuse;
- prohibit the unlawful manufacture, distribution, dispensing, possession, or use of controlled substances; and
- encourage employees to seek professional assistance when personal problems, including alcohol or drug dependency, adversely affect their job.

2.0 PURPOSE OF POLICY

The purpose of this policy is to ensure worker fitness for duty and to protect our employees, passengers, and the public from the risks associated with the use of alcohol and/or drugs. This policy also intends to comply with applicable federal regulations governing workplace antidrug and alcohol programs in the transit industry and any future regulations or changes that may occur.

The Federal Transit Administration (FTA) of the U.S. Department of Transportation (DOT) published 49 CFR Part 655 as amended, mandating urine drug testing and breath alcohol

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testing for safety-sensitive positions and prohibits performance of safety-sensitive functions when there is a positive test result. DOT published 49 CFR Part 40, as amended, sets standards for the collection and testing of urine and breath/saliva specimens. The federal government published 49 CFR Part 29, "The Drug-Free Workplace Act of 1988," requires the establishment of drug-free workplace policies and the reporting of certain drug-related offenses to the FTA.

This policy incorporates those requirements for safety-sensitive employees and others when noted. *

3.0 APPLICABILITY

3.1 EMPLOYEES, CONTRACTORS AND VOLUNTEERS

This policy applies in general to all safety-sensitive and non-safety sensitive transit system employees (full and part time), volunteers, visitors, vendors, contract employees and contractors when they are on transit property or when performing any transitrelated safety-sensitive business or non-safety sensitive business. This policy applies to split assignments, off-site lunch periods and or breaks when an employee is scheduled to return to work. This policy also applies when any employee (safety or non-safety sensitive employee) is in a paid status, scheduled to work and or engages in any paid trainings, workshops, seminars, etc. either on or offsite.

Safety Sensitive volunteers are a covered employee if required to hold a CDL to operate the vehicle or performs a safety sensitive function and receives remuneration in excess of his/her actual expense incurred while in engaged in the volunteer activity.

Intercity Transit will not permit such persons to conduct transit business if found in violation of this policy. Adherence to Intercity Transit's Drug and Alcohol Testing Policy and Program including requirements in Part 655 and Part 40 is a requirement of employment and a requirement for performance of transit-related services. Participation in the federally mandated testing program is a condition of performing safety sensitive functions. All employees found in violation of this policy are subject to discipline.

Employees shall promptly report to his/her supervisor or to the Drug and Alcohol Program Manager (DAPM) whenever he/she observes or has knowledge of another employee who may pose a hazard to the safety and welfare of others.

*All provisions set forth in **bold face print** are included consistent with requirements specifically set forth in 49 CFR Part 655, or Part 40, as amended, and the Drug Free Workplace Act (49 CFR Part 2). All other provisions are set forth under the authority of Intercity Transit.

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3.2 SAFETY-SENSITIVE FUNCTION DEFINED

A safety-sensitive function is any duty related to the safe operation of mass transit service as defined in 49 CFR Part 655:

- operation of a revenue service vehicle (whether or not the vehicle is in revenue service);
- operation of a non-revenue service vehicle when required to be operated by a holder of Commercial Driver's License;
- controlling dispatch or movement of a revenue service vehicle;
- maintenance (includes repairs, overhauls, and rebuilds) of a revenue service or equipment used in revenue service;
- security personnel who carry firearms;
- and any other employee who must hold a Commercial Driver's License to perform their job.

A list of positions designated safety-sensitive is attached (Appendix B).

In addition, all employees of independent contractors who perform services for Intercity Transit in positions which are safety sensitive (as outlined above) will also be subject to program testing, including requirements set forth in Part 655 and Part 40.

3.3 DIRECTORS, MANAGERS AND SUPERVISORS

Intercity Transit strives to ensure fair and equitable application of this drug and alcohol testing policy and program. It is a requirement of supervisory level staff to use and apply all aspects of this policy. Any supervisory level employee who knowingly disregards the requirements of this policy, or who is found to deliberately misuse the policy in regard to subordinates, shall be subject to disciplinary action, up to and including discharge.

Directors, managers and supervisors are considered safety-sensitive if they perform, or may be called upon to perform any of the above safety-sensitive functions.

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4.0 PROHIBITED SUBSTANCES

4.1 ILLEGALLY USED CONTROLLED SUBSTANCES OR DRUGS

A prohibited drug is any illegal drug or any substance identified in Schedule I through V of Section 202 of the Controlled Substance Act (21 U.S.C. 812) and as further defined by 21 CFR 1300.11 through 1300.15. This includes, but is not limited to: marijuana, amphetamines, opiates, phencyclidine (PCP), and cocaine, as well as any drug not approved for medical use by the U.S. Drug Enforcement Administration or the U.S. Food and Drug Administration. Illegal use includes the use of any illegal drug, the misuse of legally prescribed drugs, or the use of illegally obtained prescription drugs at any time.

The above drugs listed in this policy apply to both safety and non-safety sensitive employees. Regardless of WA ST Initiative 502, marijuana remains a **Schedule I** (illegal) drug under federal law and this policy states "... the use of an <u>illegal drug is prohibited at any</u> <u>time</u>." Positive drug tests for safety or non-safety sensitive employees for THC/Marijuana will not be downgraded to a negative test based on an employee's explanation of "recreational, medical or legal" marijuana use.

4.2 LEGAL DRUGS

This policy does not prohibit the <u>appropriate</u> use of <u>legally</u> prescribed drugs and nonprescription medications. However, it is the <u>responsibility of the employee</u> to inform his/her physician when being prescribed medication(s) that they are covered under the terms of this policy. The employee shall use medically authorized drugs or over the counter medications in a manner which will not impair on-the-job performance. It is also the responsibility of the employees to remove themselves from service if they are not fit for duty because of any adverse effects due to medications.

A legally prescribed drug means that the individual has a prescription or other written approval, in the employee's name, from a physician for the use of the drug in the course of medical treatment. It must include the patient's name, the name of the substance, quantity/amount prescribed, and the period of authorization. Intercity Transit prohibits the misuse or abuse of legal drugs while performing transit business.

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4.3 ALCOHOL

This policy prohibits the use of beverages containing alcohol or substances, including any medication, mouthwash, food, candy, or any other substance such that alcohol is present in the body, while performing transit business.

5.0 PROHIBITED CONDUCT AND CONSEQUENCES

5.1 MANUFACTURE, TRAFFICKING, POSSESSION, AND USE

Transit system employees are prohibited from engaging in the unlawful manufacture, distribution, dispensing, possession, or use of prohibited substances on transit premises, in transit vehicles, in uniform, or while on transit business. Employees who violate this provision will be discharged and referred to a Substance Abuse Professional (SAP),or substance abuse counselor or EAP. Intercity Transit will not allow employees of contractors who violate this provision to continue to conduct business and will notify their supervisor, as appropriate. When Intercity Transit suspects criminal activity, they shall notify law enforcement, as appropriate.

5.2 DRUG AND ALCOHOL USE

Employees, volunteers, contract employees or contractors must not report for work or continue working if they are not fit for duty because of the presence of prohibited substances or alcohol in their system. Intercity Transit will suspend from duties any safety-sensitive or non-safety-sensitive employee, contract employee, contractor, or volunteer reasonably suspected of being not fit for duty due to drug or alcohol use, pending an investigation of condition. (See Section 6.6 - Reasonable Suspicion). Intercity Transit defines "not fit for duty" as having a measurable presence of prohibited substances or alcohol in the system. Employees who fail to pass a drug or alcohol test shall be removed from duty and subject to discipline up to and including discharge (see Sections 5.3 and 5.4).

5.3 TESTING POSITIVE ON A DRUG TEST

Any safety-sensitive or non-safety sensitive employee that has a confirmed positive drug test, for any type of tests, will be removed from their position and will be

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discharged. The person will be informed of education and rehabilitation programs available and referred to a SAP for assessment (SAP defined in Section 7.3). Non-safety sensitive employees will be referred to a Substance Abuse Counselor or EAP provider.

Any safety-sensitive or non-safety sensitive pre-employment applicant that fails a preemployment drug test will not be hired and the person will be informed of education and rehabilitation programs available and referred to a SAP for assessment (SAP defined in Section 7.3). Non-safety sensitive employees will be referred to a Substance Abuse Counselor or EAP provider.

5.4 TESTING POSITIVE ON AN ALCOHOL TEST

No safety-sensitive or non-safety-sensitive employee shall report for duty or remain on duty when their ability to perform assigned safety-sensitive or non-safety sensitive functions is adversely affected by alcohol or when alcohol is present in their body. No safety-sensitive or non-safety-sensitive employee shall use alcohol while on duty, in uniform, while performing safety-sensitive functions, or just before or just after performing a safety-sensitive function. No safety-sensitive or non-safety sensitive employee shall use alcohol within four hours of reporting for duty, or during the hours that they are on call. Employees in violation of these provisions will be subject to disciplinary action up to discharge.

Any safety-sensitive or non-safety sensitive pre-employment applicant that fails a preemployment alcohol test will not be hired and the person will be informed of education and rehabilitation programs available and referred to a SAP for assessment (SAP defined in Section 7.3). Non-safety sensitive employees will be referred to a Substance Abuse Counselor or EAP provider.

A drug or alcohol test is considered positive and or a policy violation if the individual is found to have a quantifiable presence of a prohibited substance in the body above the minimum thresholds defined in 49 CFR Part 40, as amended.

- **5.4.1** Any safety sensitive employee who tests positive for alcohol under the following types of testing (random, post-accident, reasonable suspicion, return to duty, follow-up) at 0.02 to 0.04 levels or higher is not allowed to perform or continue performing safety sensitive duties, will be removed from the safety sensitive position, discharged and referred to a Substance Abuse Professional.
- 5.4.2 Any safety sensitive employee who has a policy violation for alcohol under the following types of testing (random, post-accident, reasonable suspicion, return

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to duty, follow-up) at 0.02 -0.039 levels is not allowed to perform or continue to perform safety sensitive duties, will be removed from the safety sensitive position, discharged and referred to a Substance Abuse Counselor or EAP provider.

5.4.3 Non-safety-sensitive employees who have a positive test policy violation for alcohol, under any type of testing (post-accident, reasonable suspicion), at 0.02 to 0.04 levels or higher, will be removed from the non-safety-sensitive position, discharged and referred to a SAP Substance Abuse Counselor or EAP provider.

5.5 FAILURE TO COMPLY WITH TESTING REQUIREMENTS

All safety-sensitive and non-safety-sensitive employees will be subject to urine drug testing and breath/saliva alcohol testing. Any safety-sensitive or non-safety-sensitive employee who refuses to comply with a request for testing shall be removed from duty.

A refusal to test constitutes a violation of this policy and federal regulations. Such refusals will be treated as insubordination and recorded as a positive test, with the employee subject to discharge as called for in this policy.

Any safety-sensitive or non-safety-sensitive employee who is suspected of providing false information in connection with a test, or who is suspected of falsifying test through tampering, contamination, adulteration, or substitution will be required to undergo an observed collection by medical personnel. Verification of these actions will result in the employee's removal from duty and discharge.

As listed in 49 CFR Parts 655 the following is also considered a refusal to test if the employee:

- Fails to appear for any test within a reasonable time, as determined by the employer, after being directed to do so by the employer (except in a pre-employment test).
- Fails to remain at the testing site until the testing process is complete.
- Fails to provide a urine or breath/saliva specimen for any required drug test. In the case of a directly observed or monitored collection in a drug test; fails to follow the observer's instructions to raise your clothing above your waist, lower clothing and underpants and to turn around to permit the observer to determine if you have any type of prosthetic or other devices that could interfere with the collection process.

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- Possesses or wears a prosthetic or other device that could be used to interfere with the collection process.
- Admits to the collector or MRO that you adulterated or substituted the specimen.
- Fails or refuses to provide a sufficient amount of urine or breath when directed, and it has been determined, through a required medical evaluation, that there was no adequate medical explanation for the failure.
- Declines to allow a directly observed and or monitored collection when required or permitted to occur.
- Fails or declines to take a second test the employer or collector has directed the employee to take.
- Fails to undergo a medical examination or evaluation as directed by the MRO as part of the verification process, or as directed by the Designated Employer Representative (DER) as part of the "shy bladder" or "shy lung" procedures.
- Fails to cooperate with any part of the testing process (e.g. refuse to empty pockets and fails to wash hands when so directed by the collector, behave in a confrontational way that disrupts the collection process).
- If the MRO reports that there are verified adulterated or substituted test results.
- Failure or refusal to sign Step 2 of the alcohol testing form.
- Leaves the scene of the accident without justifiable explanation prior to submission to drug and alcohol testing.

5.6 FAILURE TO NOTIFY INTERCITY TRANSIT OF CRIMINAL CONVICTION OR DRIVING WHILE INTOXICATED CONVICTION

All employees are required to notify Intercity Transit (Human Resources) of any criminal drug statute conviction for a violation occurring in the workplace within five days after such conviction. Failure to report such conviction or any moving violation causing the loss of driver's license by state or local law enforcement involving drugs or alcohol shall result in disciplinary action, up to and including discharge.

5.7 FAILURE TO COMPLY WITH TREATMENT REQUIREMENTS

Employees who refuse or fail to comply with Intercity Transit's requirements for treatment, after care, or return to duty when applicable are subject to disciplinary action, up to and including discharge. Intercity Transit encourages employees to make use of the available resources for treatment for alcohol misuse and drug use problems *before* the problem affect their employment status.

Treatment for substance abuse or alcohol misuse for safety sensitive or non-safety

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sensitive employees may be a requirement under certain circumstances. The cost of any treatment or rehabilitation services is the responsibility of the employee or their insurance provider. Employees may use accumulated sick leave and vacation leave to participate in the prescribed rehabilitation program. An employee may also use leave without pay, subject to the approval of the Human Resources Department.

6.0 TESTING PROCEDURES

Intercity Transit affirms the need to protect individual dignity, privacy, and confidentiality throughout the testing process. If a represented employee requests Union representation prior to testing for reasonable suspicion, the supervisor or designee will notify the employee's Union representative of the Agency's intent to conduct the test. The testing will not be delayed if Union representation is not available.

Intercity Transit's alcohol and drug testing procedures incorporate all requirements outlined in the federal regulations. This ensures employee confidentiality and the integrity of the testing process, as well as safeguarding the validity of the test results. This also ensures that the test results are attributed to the correct employee. Intercity Transit is also responsible to ensure that blind testing samples are submitted to the testing laboratory for quality assurance and quality control measures. Procedures are in place to ensure that three quality control specimens are submitted to the laboratory for every 100 tests specimens sent for testing. A blind sample test is a urine specimen submitted to the laboratory for quality control testing purposes with a fictitious identifier and may be spiked with known quantities of specific drugs.

6.1 MEDICAL REVIEW OFFICER

Intercity Transit or its designee will contract with a Medical Review Officer (MRO) to provide services established in 49 CFR Part 40. The MRO shall be a licensed physician with knowledge of substance abuse disorders. The role of the MRO is to review chain of custody forms, and review and interpret confirmed positive tests examining alternative explanations for any positive tests.

All verified negative-dilute test results will be treated as a verified negative result.

Prior to verifying a positive test, the MRO will contact the affected employee to discuss the test results. Following verification of a positive test result, the MRO shall contact the DAPM and the employee with that determination. The MRO shall contact the DAPM when an observed collection is required.

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Observed collections and or immediate re-tests are required when:

- The laboratory reports to the MRO that a specimen is invalid and the MRO reports to the DAPM there was not an adequate medical explanation for the result.
- The MRO reports that the original positive, adulterated, or substituted result had to be cancelled because the test of the split specimen could not be performed.
- The laboratory reports to the MRO that the specimen was a negative-dilute with a creatinine concentration greater than or equal to 2 mg/dL and less than or equal to 5 mg/dL
- A collector observes materials brought to the collection site or the employee's conduct clearly indicates an attempt to tamper with a specimen.
- The temperature on the original specimen was out of range.
- The original specimen appeared to have been tampered with.
- The employee is subject to return-to-duty and or follow-up tests.

6.2 METHODOLOGY

Testing shall be conducted in a manner to assure a high degree of accuracy and reliability and using techniques, equipment, and laboratory facilities which have been approved by the U.S. Department of Health and Human Services (DHHS). All testing will be conducted consistent with the procedures put forth in 49 CFR Part 40, as amended. Intercity Transit may conduct analytical urine drug testing and breath/saliva testing for alcohol when circumstances warrant or when Federal regulations require. All safety-sensitive and non-safety-sensitive employees shall be subject to testing for reasonable suspicion and following an accident, as defined in Sections 6.6 and 6.7 of this policy. All safety sensitive employees shall be subject to pre-employment and random testing, as defined in Sections 6.5 and 6.8 of this policy.

6.3 TESTING FOR DRUGS

Employees subject to drug testing under the Federal Transit Administration and under Intercity Transit's Authority (non -DOT) will use the split sample method of collection (Section 6.9). The chain of custody drug testing and control form will be used and

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properly executed by the authorized collection site personnel. The drugs that will be tested for include marijuana, cocaine, opiates, amphetamines, and phencyclidine (PCP).

An initial drug screen will be conducted on each urine specimen. For those specimens that are not negative, a confirmatory Gas Chromatography/Mass Spectrometry (GC/MS) test will be performed. The test will be considered positive if the amounts present are above the minimum thresholds established in 49 CFR Part 40, as amended.

The screening and confirmation cutoff limits are expressed in nanograms per milliliter (ng/mL):

Initial test analyte	Initial test cutoff concentration	Confirmatory test analyte	Confirmatory test cutoff concentration
Marijuana metabolites	50 ng/mL	THCA	15 ng/mL.
Cocaine metabolites	150 ng/mL	Benzoylecgonine	100 ng/mL.
Opiate metabolites			
Codeine/Morphine	2000 ng/mL	Codeine	2000 ng/mL.
		Morphine	2000 ng/mL.
6-Acetylmorphine	10 ng/mL	6-Acetylmorphine	10 ng/mL.
Phencyclidine	25 ng/mL	Phencyclidine	25 ng/mL.
Amphetamines			
AMP/MAMP	500 ng/mL	Amphetamine	250 ng/mL.
		Methamphetamine	250 ng/mL.
MDMA			
	500 ng/mL	MDMA	250 ng/mL.
		MDA	250 ng/mL.
		MDEA	250 ng/mL

In instances where there is reasonable suspicion that an employee is abusing a substance other than the five drugs listed above, Intercity Transit reserves the right to test (non-DOT) for additional drugs under Intercity Transit's own authority using standard laboratory testing protocols.

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6.4 TESTING FOR ALCOHOL

Tests for breath alcohol concentration will be conducted utilizing a National Highway Traffic Safety Administration (NHTSA)-approved Evidential Breath Testing device (EBT) operated by a trained Breath Alcohol Technician (BAT). Alcohol screening tests may be performed using a non-evidential testing device (Alcohol Screening Device (ASD)) which is also approved by NHSTA. Both the EBT and the ASD used will be listed on the conforming products list (CPL). If the initial test indicates an alcohol concentration of 0.02 or greater, a second test will be performed to confirm the results of the initial test. <u>The confirmatory test must occur on an EBT</u>. The confirmatory test will be conducted at least fifteen minutes after the completion of the initial test. The confirmatory test will be performed using a NHSTA-approved EBT operated by a trained BAT.

A safety-sensitive or non-safety-sensitive employee who has a confirmed alcohol concentration of 0.02 or greater but less than 0.04 will be removed from their position for a minimum of 24 hours and considered in violation of this policy and subject to discipline as outlined in section 5.4 of this policy.

An alcohol concentration of 0.04 or greater will be considered a positive alcohol test and in violation of this policy and a violation of the requirements set forth in 49 CFR part 655 for safety-sensitive employees.

Any safety-sensitive employee with a confirmed positive drug or alcohol test, or nonsafety-sensitive employee that has a positive test policy violation, will be removed from their position, informed of educational and rehabilitation programs available, and referred to a SAP, or a substance abuse counselor or the EAP for assessment. A positive and or a policy violation drug and/or alcohol test will also result in discipline up to and including discharge.

6.5 PRE-EMPLOYMENT TESTING/PRE-TRANSFER

All safety-sensitive position applicants shall undergo urine drug testing immediately following the offer of employment, or transfer into a safety-sensitive position. Receipt by Intercity Transit of a negative drug test result is required before hire or in the case of transfers: prior to performing safety sensitive functions. If the pre-employment drug test is canceled, the applicant must retake the test with a negative test result prior to hire or transfer. A verified drug test result of anything other than negative will result in rescinding the conditional offer of employment by Intercity Transit. Employees seeking to

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transfer to a safety-sensitive position will be denied that transfer and if having tested positive or in violation of this policy will be subject to discipline as described in the Policy.

A covered employee who has not performed safety-sensitive functions for 90 consecutive calendar days, and has been out of the employer's random testing pool, regardless of the reason, shall undergo pre-employment drug testing. The results must be verified negative before the covered employee performs a safety sensitive function.

6.6 REASONABLE SUSPICION TESTING

All safety-sensitive and non-safety-sensitive employees may be subject to a fitness for duty evaluation, and urine and breath/saliva testing when there are reasons to believe they are not fit for duty immediately prior to, during or immediately after performing job duties just before, during, or just after performing safety sensitive or non-safety sensitive duties, or *when on the transit property (*under Employer authority/non-DOT testing). Reasonable suspicion referrals for testing will be made on the basis of documented objective facts and circumstances that are consistent with the short-term effects of substance abuse. Employees will be transported by Intercity Transit staff to the collection site and will be required to undergo alcohol and drug testing. Following the completion of the tests, employees will be placed on Administrative Leave with Pay and transported home pending Intercity Transits receipt of the result of the tests from the MRO.

Examples of reasonable suspicion include, but are not limited to, the following:

- Physical signs and symptoms consistent with prohibited substance use.
- Evidence of the manufacture, distribution, dispensing, possession, or use of controlled substances, drugs, alcohol, or other prohibited substances.
- Occurrence of a serious or potentially serious accident potentially caused by prohibited substance abuse or alcohol misuse.
- Fights (meaning physical contact), assaults, and flagrant disregard or
- violations of established safety, security, or other operating procedures.

Reasonable suspicion referrals must be made by a supervisor who is trained to detect the signs and symptoms of drug and alcohol use and who reasonably concludes that an employee may be adversely affected or impaired in their work performance due to possible prohibited substance misuse.

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6.7 POST-ACCIDENT TESTING

All safety-sensitive and non-safety-sensitive employees will be required to undergo urine and breath/saliva testing if they are involved in an accident with any Intercity Transit vehicle (regardless of whether or not the safety-sensitive employee's vehicle is in revenue service or is operating a revenue service vehicle) that results in:

- a fatality (this includes all surviving safety-sensitive employees that are operating the vehicle and any other's whose performance could have contributed to the accident).
- injuries requiring immediate_transportation to a medical treatment facility (unless, by the evidence available at the scene, the operator can be completely discounted as a contributing factor to the accident).
- one or more vehicles incur disabling damage that requires towing from the site (unless, by the evidence available at the scene, the operator can be completely discounted as a contributing factor to the accident).

Following an accident, the safety-sensitive and non-safety-sensitive employee will be tested as soon as possible, but not to exceed eight hours for alcohol testing and 32 hours for drug testing. An alcohol test will be administered within two hours of the accident. If not completed within two hours a report must be filed explaining why and attempts to obtain a specimen will continue. If no specimen has been obtained within eight hours of the accident, no test shall be given and the two-hour report will be updated with the reasons for the delay.

Any safety-sensitive or non-safety sensitive employee involved in an accident (FTA defined accident) must refrain from alcohol use for eight hours following the accident or until they undergo a post-accident alcohol test. The employee must remain readily available for post-accident drug and alcohol testing, including notifying Intercity Transit of his/her location if he/she leaves the scene of an accident prior to submission of these tests. Post-accident testing may be delayed while the employee assists in the resolution of the accident or receives medical attention following the accident.

Any safety-sensitive or non-safety-sensitive employee who leaves the scene of the accident without justifiable explanation prior to submission to drug and alcohol testing will be considered to have refused the test and their employment terminated.

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Employees tested under this provision will include not only the operations personnel, but also any other covered employees whose performance could have contributed to the accident.

6.8 RANDOM TESTING

Employees in safety-sensitive positions will be subject to random, unannounced testing with no discretion by management or operational persons. The selection of safety-sensitive employees for random drug and alcohol testing will be made using a scientifically valid method (a computer based random number generator) that ensures each covered employee that they will have an equal chance of being selected each time selections are made. The random tests will be unannounced and spread throughout the year and may occur at any time throughout the employee's workday. The random testing rate requirement for the Federal Transit Administration is to annually complete drug tests equivalent to 25% of the number of covered employees and complete alcohol tests equivalent to 10% of the number of covered employees. These percentage rates are subject to change by the direction of the FTA.

Employees selected for testing receive a Letter of Notification and will report immediately to the appropriate testing site. Alcohol testing will only occur while the employee is performing safety-sensitive function, just prior to performing such functions or just after an employee has completed performing such functions. Drug testing may occur at any time during the employee's work shift.

Non-safety-sensitive employees are not subject to random testing.

6.9 SPLIT SAMPLE TESTING

The method of collecting, storing, and testing the split sample will be consistent with the procedures set forth in 49 CFR Part 40, as amended. A split specimen sample testing procedure is one in which the employee provides a minimum of 45 ml of urine, with 30 ml as the primary specimen and 15 ml as the secondary specimen, at the time of collection. The first specimen is tested at the laboratory, and the second specimen bottle is stored for later testing should the first specimen test positive. Upon notice of a positive test on the first specimen bottle, the employee may request within 72 hours that the second specimen bottle be tested. The Medical Review Officer will authorize the testing of the split specimen. Split-specimen testing is not allowed on an invalid

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result. The test must be conducted on the split sample that was provided by the employee at the same time as the original sample. Testing of the split specimen is performed ONLY at a SAMHSA certified laboratory by using GC/MS confirmation.

6.10 EMPLOYEE REQUEST FOR RE-TEST

Any safety-sensitive or non-safety-sensitive employee who questions the results of a required drug test under paragraphs 6.5 through 6.8 of this policy may request that an additional test be conducted. The test must be conducted on the split sample that was provided by the employee at the same time as the original sample. The employee's request for a split sample test must be made to the Medical Review Officer within 72 hours of notice of the original sample verified test result. Request after 72 hours will only be accepted if the delay was due to documentable facts that were beyond the control of the employee. All costs for such testing are paid by the employee unless the result of the split sample test invalidates the result of the original test. Re-tests however, will not be delayed due to an employee's inability to pay. The employer will pay for the test and arrange for the employee to reimburse the employer.

6.11 RETURN TO DUTY TESTING

Intercity Transit does not offer a second chance policy; **Return to Duty Testing** is in this Policy to note **Part 655 regulations** and or Intercity Transit's requirements.

All safety-sensitive employees and non-safety sensitive employees who test positive on an alcohol test at levels 0.04 and greater or have a *policy violation* at levels 0.02 -0.039 must test negative for drugs and alcohol and be evaluated and released to duty by the SAP (for DOT Positive Test) or Substance Abuse Counselor or EAP provider (*for policy violations*) before returning to work. Return to duty drug tests will be conducted by direct observed collection.

Safety sensitive and non-safety sensitive employees who self-report may be subject to Return to Duty Testing per the Substance Abuse Counselor or EAP provider recommendations.

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6.12 FOLLOW UP TESTING

Intercity Transit does not offer a second chance policy; **Follow up Testing** is included to note **Part 655 regulations** and or Intercity Transit's requirements.

All safety-sensitive employees and non-safety sensitive employees who test positive or on an alcohol test at levels 0.04 and greater or have a *policy violation* at levels 0.02-0.039 will be required to undergo frequent unannounced random urine and/or breath/saliva testing following their return to duty. The follow-up testing will be performed for a period of one to five years based on the SAP's recommendations (for DOT Positive Tests) or Substance Abuse Counselor or EAP provider (*for policy violations*) recommendations, with a minimum of six tests to be performed during the first year. All follow-up drug testing will be conducted by direct observed collection.

Safety sensitive and non-safety sensitive employees who self-report may be subject to follow up testing per the Substance Abuse Counselor or EAP provider recommendations.

7.0 AWARENESS, ASSISTANCE AND ASSESSMENT

Intercity Transit's Drug and Alcohol Testing Policy and Program include components for awareness, prevention and intervention. To promote a drug free workplace, Intercity Transit provides supervisory and employee education and training, and EAP and SAP (or Substance Abuse Counselor) services. Intercity Transit's Drug and Alcohol Program Manager (DAPM) is responsible for providing continuing policy components.

7.1 SUBSTANCE ABUSE/MISUSE AWARENESS

The human costs of substance misuse/abuse are devastating to society, the workplace, the family, and individuals. Two-thirds of all homicides are committed by people who used drugs or alcohol prior to the crime. Two-thirds of all Americans will be involved in an alcohol-related accident during their lifetimes.

The medical costs of illness related to substance misuse/abuse are staggering. Each year 30,000 people die due to alcohol-caused liver disease. Another 10,000 die due to alcohol-induced brain disease or suicide. Listed below are some symptoms of substance abuse problems.

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Avoidance of associates

Alcohol odor on breath

Interrupted or change in sleeping patterns

• Leaving work early

Accidents on the job

Confusion

- Difficulty in concentration
- Tardiness
- Absenteeism
- Excessive sick leave
- Lowered job efficiency
- Extreme changes in personality
- Overreaction to real or imagined criticism
- Subject of complaints from customers, coworkers or supervisors

Besides the costs described above, substance-abusing employees create business costs and legal liabilities for their employers, such as additional health care benefits claimed by substance abusers, negative impacts on employee morale, or possible potential "liabilities" such as a lawsuit filed by an injured party after an accident caused by substance-abusing employee.

7.2 EMPLOYEE ASSISTANCE PROGRAM (EAP)/Rehabilitation Alternatives

Intercity Transit encourages employees to voluntarily seek treatment and provides an Employee Assistance Program (EAP). Intercity Transit supports employees who volunteer for treatment of alcohol or drug abuse. Employees who suspect they may have alcohol or substance abuse problems are encouraged to utilize the EAP resources before the problem affect their employment status. Participation in this program is voluntary and confidential. Alcoholism and drug dependence are treatable illnesses and can be successfully dealt with if referred to an appropriate source for treatment.

Employees who choose to notify the DAPM of alcohol and or substance abuse or misuse problems will receive the same assistance extended to employees with other illness. In the event the employer receives notification by an employee of possible problems, use, abuse or misuse, the employee may be required by the employer to undergo drug and or alcohol testing and or be referred to a SAP (or Substance Abuse Counselor or EAP) for assistance to provide the employer with notice that the employee is safe to return to the workforce. Employees may use sick and vacation leave for treatment and rehabilitation. Employees may also use leave of absence without pay, subject to the approval of the Human Resources Department. The cost of any treatment or rehabilitation services is the responsibility of the employee or their insurance provider.

Intercity Transit encourages employees to contact the Human Resources Department for help in understanding benefits and leave policies when participating in the EAP. Any decision to seek help through the EAP, with a SAP (or Substance Abuse Counselor or EAP)

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or privately, will not interfere with an employee's continued employment or eligibility for promotional opportunities. However, employees may be required to adhere to Section 8.0 - Re-Entry Contracts based on the recommendations of the SAP (or Substance Abuse Counselor or EAP) which includes Return to Duty Testing and Follow-up Testing and adherence to any aftercare requirements.

While Intercity Transit is eager to assist employees with alcohol or drug dependency problems, Intercity Transit expects employees to remember that safety is the Agency's first priority. Therefore, employees must not report for work or continue working if they are not fit for duty. Failure to observe the rules established in this policy will result in disciplinary action regardless of whether or not an employee is participating in a treatment program. Intercity Transit expects such employees to observe all other required job performance standards and work rules, including attendance.

7.3 SUBSTANCE ABUSE PROFESSIONAL (SAP)

Any safety-sensitive or non-safety-sensitive employee who tests positive for the presence of illegal drugs or alcohol above the minimum thresholds set forth in 49 CFR Part 40, as amended, will be referred for evaluation by a SAP. A SAP is a licensed physician (Doctor of Medicine or Osteopathy); or a licensed or certified social worker; or a licensed or certified psychologist; or a licensed or certified employee assistance professional; or a state-licensed or certified marriage and family therapist; or an alcohol and drug abuse counselor certified by NAADAC, or by ICRC, or by the National Board of Certified Counselors, Inc. and Affiliates/Master Addictions. The SAP will evaluate each employee to determine what assistance the employee needs in resolving problems associated with prohibited drug use or alcohol misuse.

If a safety-sensitive or non-safety-sensitive employee (includes self-reports) is allowed to return-to-duty, they must properly follow the rehabilitation program prescribed by the SAP. The employee must have a negative return-to-duty drug and alcohol test, met all aftercare requirements recommended by the SAP, and be subject to unannounced follow-up tests for a period of one to five years. The cost of the SAP, (or Substance Abuse Counselor or EAP) treatment and or rehabilitation services is the responsibility of the employee and or their insurance provider. Intercity Transit will allow employees to take accumulated sick leave, vacation leave or FMLA to participate in the prescribed rehabilitation program. Employees may also use leave of absence without pay, subject to the approval of the Human Resources Department.

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8.0 RE-ENTRY CONTRACTS

Intercity Transit has a zero tolerance policy therefore Intercity Transit does not offer a second chance policy; **Re-Entry Contract** language is included to note **Part 655 regulations** and or Intercity Transit's requirements.

In the event an employee is returned to work after a violation of this policy and termination of employment, the following section is required by FTA and Intercity Transit. Those employees who do re-enter the work force must agree and adhered to a re-entry contract. That contract may include, but is not limited to:

- 1. A release to work statement from the SAP (or Substance Abuse Counselor or EAP).
- 2. A negative test for drugs and/or alcohol.
- 3. An agreement to unannounced frequent follow-up testing for a period of one to five years based on the SAP's (or Substance Abuse Counselor or EAP) recommendations with at least six tests performed during the first year.
- 4. A statement of expected work-related behaviors.
- 5. An agreement to follow specified after care requirements with the understanding that violation of the re-entry contract is grounds for termination.

9.0 REPORTING TO DEPARTMENT OF LICENSING (DOL)

Washington State's RCW 46.25 requires the reporting of positive drug and/or alcohol tests, attributed to CDL holders to the Department of Licensing (DOL). The Medical Review Officer and/or Breath Alcohol Technician is required to report all verified positive pre-employment test results to the DOL within three days. In addition the Drug and Alcohol Program Manager (DAPM) must report verified positive tests (random, post-accident, etc.) results upon termination of the CDL holder's employment or resignation and the conclusion of the grievance process, not including union arbitration. Upon receipt of the report DOL shall disqualify the CDL holder from operating a commercial motor vehicle. The DOL shall notify the CDL holder of the disqualification and of the opportunity to request a hearing via US mail.

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10.0 INQUIRIES FOR ALCOHOL AND CONTROLLED SUBSTANCES INFORMATION FROM PREVIOUS EMPLOYERS

As defined in 49 CFR Part 40, Intercity Transit is required to inquire about the following information on a covered employee/applicant during the preceding two years from his/her previous employers;

- Alcohol tests with a result of 0.04 alcohol concentration or greater;
- Verified positive controlled substances test results; and
- Refusals to be tested (including verified adulterated or substituted drug test results).

Pursuant to the covered employee/applicant's written authorization, the "Request/Consent Form for the Release of Information from Previous Employers for DOT Alcohol and Controlled Substances Testing Information" form will be sent.

If the employee/applicant refuses to provide this written consent, or has tested positive or refused to test in the past 2 years and has not successfully completed the recommendations of a substance abuse professional Intercity Transit will not permit the employee to perform safety-sensitive functions and the offer of employment shall be withdrawn or employment with Intercity Transit will be terminated.

If feasible, the information must be obtained and reviewed by Intercity Transit prior to the first time a covered employee performs safety-sensitive functions for transit. If not feasible, the information must be obtained and reviewed as soon as possible, but not later than 30-calendar days after the first time a covered employee performs safety-sensitive functions.

Intercity Transit may not permit a covered employee to perform safety-sensitive functions after 30 days without having made a good faith effort to obtain the information as soon as possible.

11.0 CONFIDENTIALITY & RECORDKEEPING

Cancels: Personnel Policy Manual Dated 1991, Section 11.18; Repeals Resolutions 04-2002, dated April 3, 2002; Resolution 06-99, dated August 4, 1999, and Resolution 01-99, dated March 3, 1999. Rescinds initial policy dated 1/96 and subsequent revisions dated 6/96; 2/99; 7/99; 9/01; and 4/02; Policy-HR-3511 dated September 3, 2008; Policy HR-3511 dated November 4, 2009, December 1, 2010 and July 2, 2014.

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Intercity Transit will carry out the policy in a manner that respects the confidentially of those involved at all times. The laboratory and MRO shall maintain strict confidentiality of all test results in accordance with 49 CFR Part 40 and 49 CFR Part 655 of FTA regulations. The release of information, recordkeeping, and retention of records will comply with FTA regulations, 49 CFR Part 655. Testing records and results will be released only to those authorized by the FTA rules to receive such information. In addition, in accordance with Part 655, an employee, upon written request, can obtain copies of any of their drug and alcohol related records and receives them in a prompt manner.

Drug and alcohol program records will be kept in secure location with controlled access and kept separate from personnel files. The DAPM or Human Resources Director will receive the test results via phone, mail, secure voice mail, or other means as appropriate.

12.0 EDUCATION AND TRAINING

Intercity Transit will make training, education programs, and materials available to all agency employees. All employees will receive a minimum of ninety (90) minutes of training on the effects of drug and alcohol on the body, the major elements of the testing regulations, information regarding use of prescription and over-the-counter medicines and Intercity Transit's Drug and Alcohol Testing Policy and Program. **Supervisory level staff** will receive a minimum of one-hundred twenty (120) minutes of training and **instruction on how to identify** the signs of drug and/or alcohol use or impairment and what to do in reasonable suspicion cases. Training will include the physical behavioral, speech and performance indicators of probable drug use and alcohol misuse.

13.0 MODIFICATIONS

The General Manager, or his designee, after concurrence by the Authority Chairperson, is authorized to implement interim changes to the Intercity Transit Drug and Alcohol Testing Policy and Program he/she deems necessary to carry out the provision of regulations issued pursuant to the Omnibus Transportation Employee Testing Act of 1991 and to enact such additional policies and procedures as may be necessary to insure Intercity Transit's compliance with state and federal law affecting drug and alcohol matters. These changes shall be subject to review and approval by the full Transit Authority at the next regularly scheduled Authority meeting following such interim changes.

14.0 PROGRAM CONTACTS

Cancels: Personnel Policy Manual Dated 1991, Section 11.18; Repeals Resolutions 04-2002, dated April 3, 2002; Resolution 06-99, dated August 4, 1999, and Resolution 01-99, dated March 3, 1999. Rescinds initial policy dated 1/96 and subsequent revisions dated 6/96; 2/99; 7/99; 9/01; and 4/02; Policy-HR-3511 dated September 3, 2008; Policy HR-3511 dated November 4, 2009, December 1, 2010 and July 2, 2014.

POLICY-HR-3511

Any questions regarding this policy or any other aspect of the drug and alcohol-free transit program may be addressed to the Agency DAPM listed in Appendix A of this policy. A copy of this policy, program information and DOT FTA regulations (Part 40 and Part 655) is available in the Human Resources Department and on our shared directory.

APPENDIX A -- LIST OF PROGRAM CONTACTS

APPENDIX B -- LIST OF SAFETY SENSITIVE POSITIONS

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Cancels: Personnel Policy Manual Dated 1991, Section 11.18; Repeals Resolutions 04-2002, dated April 3, 2002; Resolution 06-99, dated August 4, 1999, and Resolution 01-99, dated March 3, 1999. Rescinds initial policy dated 1/96 and subsequent revisions dated 6/96; 2/99; 7/99; 9/01; and 4/02; Policy-HR-3511 dated September 3, 2008; Policy HR-3511 dated November 4, 2009, December 1, 2010 and July 2, 2014.

POLICY-HR-3511

APPENDIX A

PROGRAM INFORMATION CONTACTS -

	Drug and Alcohol Prog	ram Manager (DAPM)
C	Intercity Human Resourd hristine DiRito, Senior H PO Box 659/5 Olympia p 360-705-5865	ces Department Iuman Resources Analyst 26 Pattison SE WA 98507
Medical Review Office Kirby Griffin, MD- 9370 SW Greenburg RD Portland OR 97223 877-977-3225	Services	Substance Abuse Professionals Magellan Behavioral Health (will give referral to a qualified SAP) 1-800-523-5668 www.MagellanHealth.com
Employee Assistance Program Magellan Behavioral Health 1-800-523-5668 www.MagellanHealth.com		DHHS Certified Laboratory PAML PO Box 2687, 110 W. Cliff Ave Spokane WA 99204 1-877-778-9590
TPA	Provider: A Work Saler	AWC Testing Consortium SAFE Service Inc. n OR 91-9363

Collection Site Locations

West Care Clinic	AFTER HOURS TESTING ONLY
3000 Limited Lane	St. Clare's Hospital - Emergency Entrance
Olympia WA 98502	11315 Bridgeport Way S.W.
360-357-9392	Lakewood, WA 98499
Hours: 8AM -8PM M-F; 9-5 SA-SUN	253-985-2859 Hours: 8PM -8AM M-F; 5PM-9AM SA-SUN

POHR3511.DOC

Cancels: Personnel Policy Manual Dated 1991, Section 11.18; Repeals Resolutions 04-2002, dated April 3, 2002; Resolution 06-99, dated August 4, 1999, and Resolution 01-99, dated March 3, 1999. Rescinds initial policy dated 1/96 and subsequent revisions dated 6/96; 2/99; 7/99; 9/01; and 4/02; Policy-HR-3511 dated September 3, 2008; Policy HR-3511 dated November 4, 2009, December 1, 2010 and July 2, 2014.

POLICY-HR-3511



In the Community: South Sound Mental Health Services 754-7576 Behavioral Health Resources 704-7170

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Cancels: Personnel Policy Manual Dated 1991, Section 11.18; Repeals Resolutions 04-2002, dated April 3, 2002; Resolution 06-99, dated August 4, 1999, and Resolution 01-99, dated March 3, 1999. Rescinds initial policy dated 1/96 and subsequent revisions dated 6/96; 2/99; 7/99; 9/01; and 4/02; Policy-HR-3511 dated September 3, 2008; Policy HR-3511 dated November 4, 2009, December 1, 2010 and July 2, 2014.

POLICY-HR-3511

APPENDIX B

SAFETY SENSITIVE POSITIONS

POSITIONS -

Transit Operators / Coach & Van	(RVO)
Director of Operations	(RVO)
Operations Supervisors	(RVC/D)
Fixed Route Manager	(RVC/D)
DAL Dispatch Specialists	(RVC/D)
ADA Coordinator	(RVC/D)
DAL Manager	(RVC/D)
Maintenance Manager	(RVO)
Mechanics/Technicians	(RVM)
Support Specialists	(RVM)
Service Workers	(RVM)
Vehicle Cleaners	(RVO)
Maintenance Supervisors	(RVM)

RVO = Revenue Vehicle Operation **RVC/D** = Revenue Vehicle Control/Dispatch **RVM** = Revenue Vehicle Maintenance

POHR3511.DOC

AGREEMENT

Between

INTERCITY TRANSIT

of

OLYMPIA, WASHINGTON

and

AMALGAMATED TRANSIT UNION

LOCAL 1765

AFL-CIO

for the period

JANUARY 1, 2018 THROUGH DECEMBER 31, 2020

PRINTED ON RECYCLED PAPER

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AGREEMENT

Between

INTERCITY TRANSIT of OLYMPIA, WASHINGTON

and

AMALGAMATED TRANSIT UNION LOCAL 1765 AFL-CIO

PREAMBLE

THIS AGREEMENT made and entered into this 1st day of January 2018, by and between INTERCITY TRANSIT, Olympia, Washington, hereinafter known as the Employer, and the AMALGAMATED TRANSIT UNION, LOCAL 1765, AFL-CIO, hereinafter known as the Union.

ARTICLE 1 – RECOGNITION

A. The Employer recognizes the Union as the appropriate collective bargaining representative for coach operators, van operators, dial-a-lift dispatch specialists, and customer service representatives working in classifications listed in Appendix A and Appendix B of this Agreement.

Van Operator shall be defined as those employees operating vehicles less than 25 feet in length and having a passenger seating capacity of 19 or less; provided however, it is agreed that the 25 feet in vehicle length refers to the dimensions of the body design of the vehicle exclusive of bumpers; and that in the interests of safety, vehicle protection devices (for example Help bumpers) may be installed by the Employer as long as the body design does not exceed 25 feet in length.

- B. It is further agreed that supervisors and confidential employees are specifically excluded. Supervisory and confidential personnel will not perform bargaining unit work when bargaining unit employees are available; provided however, it is understood that the supervisory or confidential personnel of the Customer Services Division or the Dial-A-Lift Division will perform bargaining unit work. The Employer agrees not to use supervisory or confidential personnel for the purpose of avoiding overtime costs.
- C. The Employer agrees to meet and deal with the duly accredited representatives of the Union on all questions arising between the Employer and the Union.
- D. The Union agrees to notify the Employer in writing of the duly accredited representatives and committees representing the Union immediately upon their election or appointment to such offices.

ARTICLE 2 - UNION SECURITY

- A. All employees within the scope of this Agreement shall become members of the Union within thirty (30) days from the date of certification of successful completion of training and shall remain members in good standing as a condition of continued employment with the Employer. The Employer agrees to provide each new employee with written notice of the provisions of this Section of the Agreement within five (5) days from the date of certification and further, to furnish a copy of such written notice to the Union.
- B. Upon receipt of a written, signed authorization, the Employer will deduct, in the manner provided by law, union dues and assessments from wages of employees working under this Agreement. The amount so deducted shall be mailed to the Union each month.
- C. Objections by any employee to joining the Union which are based on bona fide religious tenets or teaching of a church or religious body of which an employee is a member shall be observed. Any such employee shall pay an amount equal to regular union dues and fees to a non religious charity or to another charitable organization mutually agreed upon by such employee and the Union. The employee shall furnish written proof to the Union that such payment has been made. If the employee and the Union do not reach agreement on the recipient of this payment, the Department of Labor and Industries shall designate the charitable organization.
- D. The Union agrees to defend, indemnify, and hold the Employer harmless against any and all claims, suits, orders, or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer under the provisions of this Article.
- E. New employee seniority will be determined by the time/date stamp on their employment application.
- F. The Union shall be provided one (1) hour for purposes of orienting new employees. Orientation shall take place during the first three weeks of training. In addition, on the first day of training, the Union will provide lunch for a meet-and-greet with new hires and staff.

ARTICLE 3 - UNION ACTIVITIES

- A. The Employer agrees that no employee will be discriminated against because of their affiliation or activity in the Union.
- B. No Union member or officer shall conduct any Union business on Employer time.
- C. The Employer agrees to permit duly authorized representatives of the Union to have access to the Employer's premises for the purpose of adjusting grievances or conferring with other Union members, subject to security regulations, provided that such representatives obtain advance permission from the Employer's General Manager or the General Manager's designee, notifies the General Manager or the General Manager's designee of the reason for their presence, and does not interfere with normal operations.
- D. An employee elected to or appointed to a full-time Union office shall, upon written request to the Employer, be granted a leave of absence without pay for the purpose of fulfilling the duties of their elected or appointed office.

Such leave of absence shall be subject to the following provisions:

- 1. An employee shall accrue seniority during the leave of absence and shall be reinstated to their former position with the Employer upon completion of the employee's term of office.
- 2. An employee shall continue to accrue sick leave hours and vacation leave hours as though they were still an active employee. The full cost of all wages and benefits will be reimbursed on a monthly basis.
- 3. If permitted by State and/or Federal law, the Union and/or the employee shall be allowed to make contributions to Employer sponsored retirement plans, such as the Washington State Public Employees' Retirement System, the ICMA 457 Plan, and the 401(k) Retirement Plan, in accordance with the plans' rules and regulations. In such cases, such leave of absence may be designated as paid leave when agreement is made in cases where the Employer is reimbursed monthly by the Union and/or the employee for salary, retirement contributions, and any other related costs incurred by the Employer. It is understood that the Employer shall not make nor be held liable for any portion of the allowed contributions.
- 4. If permitted by the Employer's insurance carrier, the Union and/or the employee shall be allowed to continue health insurance coverage in accordance with the insurance carrier's rules and regulations and the Employer shall be reimbursed monthly for the total cost of the premium; the Employer shall not be held liable for any portion of the premium cost for said health related insurance.

Further, the Union and/or the employee shall indemnify and hold the Employer harmless from any and all claims or suits made against any insurance carrier regarding disagreement with said carrier relating to a claim and/or coverage.

5. Except as specifically addressed in this Section, the employee shall not be eligible to apply for nor receive any other Employer provided benefits during such a leave of absence.

ARTICLE 4 - UNION BULLETIN BOARD

The Employer agrees that the Union may maintain a bulletin board for their exclusive use where notices pertaining to meetings, social events, and information of general interest to Union members may be posted. The Employer agrees to provide said bulletin boards. It shall be the responsibility of the Union and its representative to assure that information posted on such board is "Union Business". One bulletin board will be located in the operator entrance at the Pattison Street facility. The second will be located upstairs at the Olympia Transit Center.

ARTICLE 5 - COPE CHECK-OFF LANGUAGE

The Employer agrees to deduct and transmit to the treasurer of the Amalgamated Transit Union Local 1765 for transmission to the Amalgamated Transit Union Committee on Political Education, (ATU-COPE), the amounts specified by each employee from the wages of those employees who voluntarily authorize such contributions on the forms provided for that purpose by the ATU-COPE. These transmittals shall occur semi-monthly or monthly and shall be accompanied by a list of the names and social security numbers of those employees and for whom such deductions have been made and the amount deducted for each such employee.

ARTICLE 6 - STRIKES AND WORK ACTIONS

There shall be no strikes, work stoppages, slowdowns, picketing, lockouts, or any other restriction of work during the term of this Agreement.

The Union recognizes and agrees that disciplinary action, including discharge, may be taken by the Employer at its discretion against any employee or employees engaged in a violation of this Article. Such disciplinary action may be undertaken selectively at the option of the Employer and shall not preclude or restrict recourse to any other remedies which may be available to the Employer.

ARTICLE 7 - RIGHTS OF THE PARTIES

A. Except as otherwise expressly and specifically limited by the terms of this Agreement, the Employer retains all its customary, usual and exclusive rights, decision making prerogatives, functions, and authority connected with or in any way incidental to its responsibility to manage the affairs of INTERCITY TRANSIT or any part of INTERCITY TRANSIT. The Employer retains all prerogatives, functions, and rights not specifically limited by the terms of this Agreement.

The Employer shall have no obligation to negotiate with the Union with respect to any such subjects or the exercise of its discretion and decision making with regard thereto, any subjects covered by the terms of this Agreement and closed to further negotiations for the terms hereof, and any subject which was or might have been raised in the course of collective bargaining, but is closed for the term hereof.

- B. Without limitation, but by way of illustration, the exclusive prerogatives, functions, and rights of the Employer shall include the following:
 - 1. To direct and supervise all operations, functions, and policies of INTERCITY TRANSIT in which the employees in the bargaining unit are employed.
 - 2. To close or liquidate an office, branch, operation or facility or combine the work of divisions, offices, branches, operations or facilities for budgetary or other reasons.
 - 3. To determine the need for a reduction or an increase in the work force and the implementation of any decision with regards thereto.
 - 4. To establish, revise, and implement standards for hiring, classifications, promotion, quality of work, safety, materials, equipment, uniforms, appearance, methods and procedures. It is jointly recognized that the Employer must retain broad authority to fulfill and implement its responsibilities and may do so by oral or written work rule, existing or future.
 - 5. To implement new, and to revise or discharge, wholly or in part, old methods, procedures, materials, equipment, facilities, and standards.
 - 6. To create shifts, workdays, and hours of work and work locations.
 - 7. To designate and to assign all work duties.
 - 8. To introduce new and revise existing duties within the unit.
 - 9. To determine the need for and the qualifications of new employees, transfers, and promotions.
 - 10. To discipline, suspend, demote, or discharge an employee.

- 11. To determine the need for additional educational courses, training programs, on-the-job training, and cross-training and to assign employees to such duties for periods to be determined by the Employer.
- C. The rights of employees in the bargaining unit and the Union hereunder are limited to those set forth in this Agreement.
- D. The exercise of any management prerogative, function, or right which is not specifically modified by this Agreement is not subject to the grievance procedure, to arbitration, or, as set forth above, to bargaining during the term of this Agreement.

/

ARTICLE 8 - GRIEVANCE PROCEDURE

A. <u>Purpose</u>: The purpose of this procedure is to provide an orderly method for resolving grievances. A determined effort shall be made to settle any such differences at the lowest possible level in the grievance procedure, and there shall be no suspension of work or interference with the operations of the Employer.

Prior to formal grievance procedures starting, the Employer and the Union will meet to define the issue under question by sharing information and will attempt to resolve the issue. This guideline will be used at each level of the formal grievance.

B. <u>Time Limits</u>: Any and all time limits specified in the grievance procedure may be waived by written mutual agreement of the parties.

Failure of the employee or the Union to submit the grievance in accordance with the time limits specified without such waiver shall constitute abandonment of the grievance. If the Employer fails to meet or answer the grievance in accordance with the time limits specified without such waiver the grievance shall immediately advance to the next step in the grievance process.

A grievance may be terminated at any time upon receipt of a signed statement from the Union stating the matter has been resolved.

C. <u>Definition and Steps</u>: For the purpose of this Agreement, a grievance is defined as only those disputes involving the interpretation, application, or alleged violation of any provision of this Agreement. Grievances shall be processed in accordance with the following procedures within the stated time limits.

STEP 1: Department Director

In the event of any dispute or grievance involving the true interpretation of this Agreement, the matter shall first be submitted in writing within fifteen (15) calendar days of the occurrence of the event which gives rise to the grievance by the individual affected or through their Shop Steward, to the employee's department director, or the director's designee.

The employee's department director, or the director's designee, shall attempt to satisfactorily settle the grievance within fifteen (15) calendar days from the date of receipt of the employee's Step 1 grievance. No grievance shall be settled without the knowledge of the Shop Steward.

Step 1 will include the following:

- a. statement of the grievance and relevant facts;
- b. the specific provision(s) of the Agreement violated; and
- c. the remedy sought.

STEP 2: General Manager

In the event the grievance cannot be settled at the Step 1 level as defined above, it shall be submitted in writing within fifteen (15) calendar days from the date of the department director's, or the director's designee's, Step 1 reply, by the Shop Steward to the Employer's General Manager and the Business Agent of the Union.

The written submission of a Step 2 grievance shall include the reasons for dissatisfaction with the department director's, or the director's designee's, solution.

The Employer's General Manager shall attempt to satisfactorily settle the grievance within fifteen (15) calendar days from the date of receipt of the Step 2 grievance. The General Manager and the Union Representative will try to jointly agree to settle or abandon the grievance at this step. If no agreement is reached they will decide whether to submit the grievance to mediation, expedited arbitration or formal arbitration as defined below.

<u>PERC MEDIATION SERVICES</u>: In the event the grievance is not settled at the Step 2 level as defined above, the written grievance may be submitted to mediation through the Public Employment Relations Commission (PERC) within fifteen (15) calendar days from the date of receipt of the Step 2 response. Both the Employer and the Union must agree to utilize PERC mediation services. If there is no agreement, either party may submit the grievance to arbitration in accordance with Step 3 as defined below.

In the event the grievance is submitted to mediation and the recommendations of the mediator are not acceptable to either party, either party may request arbitration in accordance with Step 3 as defined below.

STEP 3: Arbitration

In the event that such dispute cannot be settled at the Step 2 level, as defined above, or through mediation, the written grievance may be submitted to arbitration within 30 days. Unless the parties mutually agree to the expedited arbitration process, the formal arbitration process will be used.

- a. Formal arbitration
 - 1. The party requesting arbitration of the question or questions in dispute shall request the Director of the Federal Mediation and Conciliation Service, Washington, DC to submit a list of seven (7) qualified arbitrators from the states of Washington and Oregon. Upon mutual agreement of both parties, PERC may be requested to provide a list of arbitrators in lieu of the FMCS.
 - 2. The Employer and union will meet within fifteen (15) calendar days to select a single arbitrator from the list either by mutual agreement or by alternately striking candidates until one remains.
 - 3. It shall be the function of the Arbitrator to hold a hearing at which the parties may submit their cases concerning the grievance. The hearing shall be kept private, and shall include only such parties in interest, designated representatives, and witnesses. The power of

the Arbitrator shall be limited to interpreting this Agreement, determining if the disputed Article or portion thereof has been violated, and prescribing an appropriate remedy.

- b. Expedited Arbitration
 - The party requesting arbitration of the question or questions in dispute shall request the Washington Public Employment Relations Commission to submit a list of seven (7) names from the Dispute Resolution Panel as provided in WAC 391-55-120.
 - 2. The Employer and union will meet within fifteen (15) calendar days to select a single arbitrator from the list either by mutual agreement or by alternately striking candidates until one remains.
 - 3. It shall be the function of the Arbitrator to hold a hearing at which the parties may submit their cases concerning the grievance. The hearing shall be kept private, and shall include only such parties in interest, designated representatives, and witnesses. Further, in the Expedited Arbitration process, the following rules shall apply:
 - (a) The hearing shall be informal.
 - (b) No post-hearing briefs shall be filed.
 - (c) There will be no formal rules of evidence during the hearing.
 - (d) Each party will have one (1) hour to present its case and one-half (1/2) hour for rebuttal.
 - (e) The total length of the hearing will be completed within four (4) hours.
 - (f) The arbitrator may issue a "bench decision" at the conclusion of the hearing, but in any event shall render a decision no later than three (3) business days after the conclusion of the hearing.
- c. Arbitration Procedures and Scope of Arbitrator's Authority
 - 1. The power of the arbitrator shall be limited to interpreting this agreement, determining if the disputed Article or portion thereof has been violated, and prescribing an appropriate remedy.
 - 2. The Arbitrator shall have no authority to alter, modify, vacate or amend any terms of this Agreement or to substitute its judgment on a matter or condition for that of the Employer where the Employer has not negotiated and limited its authority on the matter or a majority thereof, within these stated limits shall be final and binding upon the parties to the grievance provided the decision does not involve action by the Employer beyond its jurisdiction.

- 3. Neither the Arbitrator nor any other person or persons involved in the grievance procedure shall have the power to negotiate new agreements or to change any of the present provisions of this Agreement.
- 4. Each party shall bear the expense of its own arbitrator and all costs of preparing and presenting its own case, including compensating its own representatives and witnesses. The fees and expenses of the arbitrator and the proceedings shall be borne equally by the parties. If one party requests a record of the proceedings, that party shall solely bear the cost of such record. If both parties desire a copy of the proceedings, the parties shall equally share the cost of a record of the proceedings.
- 5. In case of a grievance involving any continuing or other money claim against the Employer, no award shall be made by the Arbitrator which shall allow any alleged accruals prior to the beginning date of the bid period prior to the bid period when the grievance was filed.
- 6. The grievance procedure provided herein, including mediation and/or arbitration, shall constitute the sole and exclusive method of determination, decision, adjustment or settlement between the parties of the subject grievance as herein defined.
- 7. In the event the Arbitrator finds that it has no authority or power to rule in the case, the matter shall be referred back to the parties without decision or recommendation on the merits of the case.

ARTICLE 9 – DISCIPLINE

Definitions: Active for Work

For purposes of this Article "active for work" is defined as: All paid time being credited towards the specified period of time with the following exceptions:

- 1. Sick leave used to supplement a medical leave without pay beyond ten (10) consecutive calendar days will not be considered active for work.
- 2. Sick leave used to supplement an on-the-job injury beyond ten (10) consecutive calendar days will not be considered active for work.
- 3. Leave of absence without pay beyond ten (10) consecutive calendar days will not be considered active for work.
- 4. Time off from work due to an on the job injury will not be considered active for work.
- A. Determining Level of Discipline

The Employer will determine the level of discipline for violations of Intercity Transit Policy.

B. Initiating Discipline

When the Employer is made aware of an incident or infraction that may result in an assessment of discipline, the Employer will do one of the following within fifteen (15) calendar days when the employee is "active for work":

- 1. Discipline the employee for the incident or infraction; or
- 2. Notify the employee in writing that the incident or infraction is being investigated and could result in disciplinary action upon completion of the Employer's investigation. The Employer's investigation will be completed no more than thirty (30) days from the date the Employer is made aware of an incident or infraction. The timeline will be extended if a third-party investigation (e.g., police or other public safety agency) prohibits completion of the internal investigation. This timeline may be extended by mutual agreement.

The limits will not include any time the employee is not active for work due to sick leave (paid or unpaid) or vacation leave.

C. Scheduling Union Representation at Discipline Meetings

When a meeting with an employee has been requested by the Employer, and where there may be discipline involved, it is agreed that it is the responsibility of the affected employee to request representation from their Shop Steward. If a Shop Steward is requested, the meeting will be scheduled for the next day, if necessary. If relief is required, it is the responsibility of the Shop Steward to request time-off.

D. Changing Disciplinary Status

The employee's disciplinary status at the Written Warning level and above can be changed by both the passage of time and whether the employee commits additional violations.

Disciplinary Practice Governed by the Discipline Guide

- 1. Disciplinary action shall normally be as provided in Appendix D, Discipline Guide.
- 2. Customer Service Representative: The Employer and the Union agree that the Attendance/Late Report Policy signed on November 30, 1999 will remain in effect for Customer Service Representatives.
- E. Reviewing Disciplines on File

An employee has the right to review both the personnel file maintained by Human Resources and the working file maintained by his/her Department.

F. Discipline Copies to Union

The Employer will send copies of any written discipline placed in an employee's file to the Union office.

G. Appealing Discipline

Except as provided herein, Written Warnings can be grieved up to the General Manager. If the parties fail to agree, the Written Warning will remain in the file. The Union may attach a statement of their position to the written warning.

A Written Warning issued as a result of a category B violation may be taken to mediation and/or arbitration as described in Article 8 of this agreement.

An employee cannot be disciplined without cause. An Employee may appeal his/her suspension or dismissal through the grievance procedure. For purposes of this Article, "Decision-Making Leave" is considered a form of suspension.

An employee serving in their initial probationary period may be dismissed within the probationary period with no appeal of the dismissal. It is understood however, that a probationary employee has all rights to the grievance procedure for all other actions. Probationary employees may request union representation at a dismissal hearing.

ARTICLE 10 - PROBATION, RECLASSIFICATION, SENIORITY, AND REDUCTION IN FORCE

A. PROBATION AND RECLASSIFICATION

An employee shall serve an initial probationary period consisting of six (6) consecutive months.

Employees must be in an active work status to volunteer for re-classification. Any changes in reclassification will not change the employee's beginning date of accrual for vacation leave, sick leave, or floating holiday leave.

Any employee, moving from one represented position to another represented position, will be placed in the wage schedule at the wage rate higher, but closest to, their current wage rate when possible.

1. Reclassification Operator to Operator:

- a. If the Employer reclassifies an Operator to a different Operator classification, the employee shall be required to serve a three (3) month evaluation period and the employee's evaluation period will end on the first day of the first pay period following the completion of the three (3) month evaluation period.
- b. An Operator who volunteers for reclassification may not elect to reclassify to their prior operator status if they have completed their three (3) month evaluation period. The Employer has the right to return an employee to his/her Operator position anytime during the three (3) month evaluation period if the Employer determines the employee's performance is unsatisfactory.
- c. The Employer may not require, except when a reduction in force requires such reclassification, an employee to accept a reclassification, from Van Operator to Coach Operator or from Coach Operator to Van Operator, unless the employee is in agreement with the reclassification.
- d. When an employee receives a reclassification from Van Operator to Coach Operator, the employee will be placed in the Coach Operator wage schedule at the wage rate higher, but closest to, their current Van Operator wage rate. The employee's anniversary date for future Coach Operator wage rate increases will be based on the employee's anniversary date as a Van Operator.
- e. When an employee reclassifies from Coach Operator to Van Operator, the employee will be placed in the Van Operator wage schedule at wage rate they would have been in had they been a Van Operator from the day they entered the bargaining unit.
- f. Coach Operators temporarily assigned to van services will be paid per the provisions of the wage rates in Appendix A for Coach Operator classifications

g. Operators who volunteer for reclassification, accept the reclassification, enter training and then decide to reclassify to their previous classification, will have to wait two years from that decision date before they can volunteer for another reclassification.

2. Reclassification to Dial-A-Lift Dispatch Specialist:

An Operator or Customer Service Representative who volunteers for reclassification to a Dial-A-Lift Dispatch Specialist position may elect to reclassify to their prior status during their evaluation period. The Employer has the right to return an employee to his/her Operator or Customer Service position anytime during the six (6) month period.

- 3. Reclassification to Customer Service Representative:
 - a. If the Employer reclassifies an Operator to the status of a Customer Service Representative, the employee shall serve a three (3) month evaluation period as a Customer Service Representative.
 - b. An Operator who volunteers for reclassification to a Customer Service Representative position may not elect to reclassify to their prior Operator status if they have completed their three (3) month evaluation period. The Employer has the right to return an employee to his/her operator position anytime during the three (3) month evaluation period if the Employer determines the employee's performance is unsatisfactory.

B. SENIORITY

- 1. An employee shall lose all seniority credit in the event of voluntary or involuntary termination.
- 2. An employee shall accrue seniority for job bidding purposes for any authorized leave of absence without pay other than medical leave, provided such leave of absence does not exceed sixty (60) calendar days.
- 3. An employee shall accrue seniority for any authorized medical leave of absence without pay provided such leave of absence does not exceed twelve (12) calendar months.
- 4. It is understood that employees accepting non-represented positions with the Employer will be considered non-represented employees and will be subject to all of the Employer's employment rules and regulations as addressed in the Employer's Human Resources Rules. The employee may leave the non-represented position and return to their bargaining unit position under the following conditions:
 - a. During the first three (3) months in the non-represented position the employee may voluntarily elect to return to their bargaining unit position without loss of seniority for

the position previously occupied; provided the employee has not violated the Employer's rules and regulations as addressed in the Employer's Human Resources Rules.

- b. After completion of the first (3) three months in the non- represented position, the employee may not elect to return to their bargaining unit position.
- c. During the first (6) six months in the non- represented position the Employer may return the employee to the employee's former bargaining unit position. If the employee returns during the six month non- represented probation period as defined in the Employer's Human Resources Rules, the employee will not lose seniority for the bargaining unit position previously occupied.
- d. Any Employee returning to the bargaining unit after the six month non-represented probation period will assume the position of least seniority in their former classification.

5. Operator Seniority:

- a. There shall be two types of seniority:
 - i. Seniority for purposes of layoff and recall shall be determined by the date of hire. All applications for employment shall be time/date annotated upon receipt. The chronological order of applications will determine the seniority order for employees hired on the same day.
 - ii. Seniority for purposes of bidding shall be determined by the length of service the employee has in his/her job classification.
- b. New employees will be assigned the next open seniority number in their job classification (Coach, Van) upon start of training and will retain this ranking throughout their term of employment in this job.
- c. When employees change classification, they will assume the next open seniority number in their new classification. They will retain their date of hire as an operator for the purpose of determining reduction in force or recall to work. Coach Operators, who reclassify to Van Operators under the provisions of A.1.b above, will return to their previous seniority.
- 6. Dial-A-Lift Dispatch Specialist Seniority:
 - a. Seniority for purposes of layoff and recall shall be determined by the date of hire as a Dial-A-Lift Dispatch Specialist. All applications for employment shall be time/date annotated upon receipt. The chronological order of applications will determine the seniority order for new employees hired on the same day.
 - b. If more than one Specialist is hired on the same day, and one of the employees is a current Intercity Transit employee, the current employee will be given the higher

seniority status. If two current employees are hired on the same day, the employee with the earliest Agency date of hire will be given the higher seniority status.

- 7. Customer Service Representative Seniority:
 - a. Seniority for purposes of work shift and vacation bidding shall be determined by the length of service the employee has in the Customer Service Division. New employees will be assigned the next open seniority number upon start of training and will retain this ranking throughout their term of employment in this job.
 - b. Seniority for a Customer Service Representative position (lead and non-lead classification) shall be defined by the length of continuous service as a Customer Service Representative and be determined by the date upon which the employee became classified as a Customer Service Representative.
 - c. In the event that the Employer hires more than one Lead Customer Service Representative, the Lead Customer Service Representatives will have separate work shifts from the other Customer Service Representatives. Seniority for bidding on these shifts will be based on length of service as a Lead Customer Service Representative.
 - d. When employees change classification, they will assume the next open seniority number in their new classification but will retain their original date of hire position_date in the division for the purpose of determining reduction in force or recall to work.
 - e. Seniority for purposes of layoff and recall shall be determined by the date of hire in the Customer Service Division. All applications for employment shall be time/date annotated upon receipt. The chronological order of applications will determine the seniority order for employees hired on the same day.

C. REDUCTION IN FORCE

- When forces are reduced, employees will be laid off in the inverse order of their date of hire within their classification (operator, DAL dispatch specialist, customer service representative). Employees having the same date of hire will be laid off in the inverse order of their seniority that was in effect at the time their initial probationary period was completed. The Employer agrees to consult with the Union prior to any layoffs. An employee who came from another Intercity Transit position to Dial-A-Lift may return to their prior position if available but would not retain their seniority rights after the initial six (6) month probation period. An employee who came from the operator ranks if a position is available but would not retain their seniority rights after the initial three (3) month evaluation period.
 - a. If the reduction in force requires that the number of Coach Operators be reduced, the employees laid off will be based on date of hire and Coach Operators may be required to return to a van assignment. Coach Operators who return to a van assignment will maintain their coach wage rate at the time of the reassignment. The wage rate will stay at that level until the van wage rate catches up to their wage rate. The Coach Operator

returned to a van assignment will return to a seniority position based upon their date of hire as an Operator.

- b. If Coach Operators are the employees with least seniority and are laid off, and additional Coach Operators are needed, the Van Operators will be given an opportunity in seniority order to volunteer for promotion to Coach Operator status. If an inadequate number of Van Operators volunteer for the coach positions, Van Operators will be assigned to coach status in reverse seniority order.
- 2. Employees shall be recalled in the reverse order of layoff as provided in Item 1. above and provided that the employee can do the available work. Employees reentering their job classification will suffer no penalty in bid seniority due to a reduction in force. Employees who had previously completed a probationary period will not be required to complete a new probationary period.

Coach operators who are required to return to a van assignment must return to coach work when it is available. Refusal to return to a coach assignment will result in a change in wage rate to the van rate based on their length of service. Recalled employees will suffer no bid seniority penalties upon recall.

3. Notice of recall shall be sent to the employee at their last known address by registered mail. If any employee fails to report for work within fifteen (15) calendar days from the date of mailing the notice of recall, they shall be considered to have quit, shall cease to have seniority, and shall have their name removed from the recall list.

However, if an employee's failure to report for work is on account of illness or injury, they may retain their seniority and recall rights if they have notified the Employer by registered mail and such notification is received prior to the deadline for their reporting to work. It is recognized that the Employer may require substantiation of the illness or injury. If the substantiation is not submitted promptly to the Employer, and if it is not to the satisfaction of the Employer, the loss of seniority and recall rights shall stand.

Recall rights for any employee shall expire eighteen (18) months from the date of layoff. Written notice of expiration of recall rights shall be sent to the employee at their last known address by registered or certified mail.

It shall be the responsibility of the Employer to maintain the recall list. It shall be the responsibility of the employee to keep the Employer informed of their current address.

- 4. Benefits shall not accrue during layoff.
- 5. Nothing in this Article or any part of this Agreement is intended to restrict the sole authority of the Employer to determine the financial necessity of service reduction, the form of the reduction, and the duration of the layoff.

ARTICLE 11 - SELECTION OF JOBS

A. Operator:

1. <u>New Operators</u>: All new Operators will be trained to do Coach and Van work with the choice of classification to be exercised by seniority prior to their first opportunity to bid. Operators who choose the Van Operator classification will be subject to the Van Operator Wage Schedule.

2. <u>Coach Operators</u>: All coach operators shall be able to select their jobs or extraboard positions in accordance with their bid seniority, provided the employee is qualified for the job or position for which they have bid. The coach extraboard will perform both coach and van extra work. An employee shall exercise their seniority right only once per bid.

If a coach operator is, or will be, on a paid or unpaid leave of absence or a medical related leave on the starting day of a new bid period, the operator is eligible to bid if a doctor can provide a specific return to work date during the bid period. If the operator cannot provide a specific return to work date that operator may not select a job. If the operator is later able to return to work during the bid period, the operator will be assigned to the extraboard in accordance with Article 12.A.2.

When an operator returns to work during a bid period and becomes assigned to the extraboard, the operator's extraboard assignment will be based upon the operator's seniority.

3. <u>Van Operators</u>: All van operators shall be able to select their jobs in accordance with their bid seniority, provided the employee is qualified for the job position for which they have bid. An employee shall exercise their seniority right only once per bid.

If a van operator is, or will be, on a paid or unpaid leave of absence or a medical related leave on the starting day of a new bid period, the operator is eligible to bid if a doctor can provide a specific return to work date during the bid period. If the operator cannot provide a specific return to work date that operator may not select a job. If the operator is later able to return to work during the bid period, the employee will select or be assigned open van work.

4. <u>Selection of Jobs</u> - The Employer shall post all full-time bid jobs, part-time bid jobs, driver paddles, changed schedules, and extraboard positions seven (7) calendar days prior to the start of the general bid selection. The Coach Operator bid will occur at the conclusion of the Van Operator bid. Any Van regular runs not bid by Van Operators will be available for bidding by Coach Operators. During the bidding period, the number of extraboard positions may be adjusted due to changes in the employee roster.

5. <u>General Bid</u> - General bid selections shall be completed at least seven (7) calendar days prior to job implementation. The Employer shall schedule up to fifty (50) percent of the eligible Van Operators and up to twenty (20) percent of eligible Coach Operators to bid each day at an appointed time. The Employer will notify an employee of their appointed bid time at time of job posting. Employees will have a minimum of 15 minutes to bid. An employee may bid in

person, by signed proxy, or by telephone or radio. The employee is responsible to contact the Employer within their appointed time in order to bid.

The employee shall bid by job number only, and the employee is responsible for understanding the contents of the job number. The Employer is responsible for providing accurate job contents at the time of job posting, and for providing accurate job number availability at the time of an employee's bid.

In the event an employee fails to bid at the appropriate date and time, the employee will bid after the last scheduled bid of that day and before the first scheduled bid of the next day. If the employee fails to bid by the first scheduled bid of the next day, their bid time will fall to the end of that day. This process continues to the end of the bid period.

- 6. <u>Number of Bids</u> Jobs shall be posted at least three (3) times per year. The Employer shall set the schedule for bids to accommodate service changes. No more than 135 days shall elapse between bids except by mutual consent. All general bids shall proceed in accordance with the established bid procedures. Jobs working demand response will be identified at the time of bid. The end times of these runs may be subject to extension by up to 30 minutes. The intent is to assure that the unanticipated needs of demand response customers can be met. Demand response runs will be reviewed by the Employer and the Union prior to bid posting, to determine if the end times of any demand response runs should be adjusted for the next bid.
- 7. <u>Modified or Canceled Jobs</u> When the Employer is made aware that a particular job(s) may be modified or canceled to coincide with the Legislative Session or other service considerations, it will be identified at the time of posting. If the job is modified, the affected operator may elect to work the modified schedule or go to the extraboard in accordance with their bid seniority for the duration of the bid.

If a change occurs or an error is discovered, which affects the job's report time or finish time by thirty (30) or more minutes on any one or more days, or which affects a job's weekly total hours or overtime by one hundred and fifty (150) or more minutes, without the notice at bid posting, an expedited new bid will take place provided there is more than thirty (30) days before the next bid is scheduled to go into effect.

- 8. <u>Part-time Jobs</u> If only part-time jobs are left for bidding, the operator will have the option of bidding the work or going to the extraboard. Any unbid part-time job will be considered extraboard work and assigned on a daily basis.
- 9. <u>New Operators</u>: When new coach operators complete their training, there will be a rebid process by seniority. The bid will start with the operator following the last bid operator on the extraboard. The number of extraboard slots will be expanded as necessary to accommodate the total number of new employees. The bid operator may elect to keep their current job or select a vacant job to include extraboard slots. This bid process will not involve a "bump" process.

When new van operators complete their training, there will be a rebid process by seniority beginning at the first open van assignment. New van operators will select from the remaining open van assignments.

- 10. <u>Vacated Jobs</u> Any job that has been vacated for any reason shall be worked by the extraboard for the duration of the bid.
- 11. <u>Special Service Work</u> The Employer shall have the right to contract for special service work as determined in the best interests of the organization.
 - a. Special Service work shall be consistent with the definition contained in the Employer's Special Service Policy, to include, but not be limited to, the following characteristics:
 - i. Special Service shall be in operation on temporary routes for conventions, conferences, and other private events;
 - ii. The event must be sponsored by a local government agency or a non-profit organization and the Employer must be a participant;
 - iii. The organization wants exclusive use of the vehicle; service is private and not open to the public;
 - iv. Service will take place entirely within the Employer's service area; and
 - v. The Employer bills for the service.
 - b. The Employer will post a sign-up list for any operator who is interested in working the special service assignment. Selection for each assignment will be made on a strict seniority basis (combined coach and van) from among those who signed up. However, the following operators will not be eligible to sign-up:
 - i. Anyone whose shift overlaps with the hours of the special service assignment; and/or
 - ii. Anyone whose next shift reports less than eight (8) hours after the end of the special service assignment.
 - c. Sign-ups will be on a purely voluntary basis; no bargaining unit member will be forced to take this special service work. In the event there are no qualified bargaining unit volunteers, the Employer may assign non-bargaining unit employees to work the special service work.
 - d. The Employer agrees to provide supervisory personnel on-duty during the entire duration of the special service assignment.
 - e. The Employer agrees to a two (2) hour minimum guarantee for all special service assignments.

- 12. <u>Reduced Service Bidding</u> The following procedures will be in effect for reduced service bidding:
 - a. Reduced service may be implemented on the following days: Any Intercity Transit observed holiday, Martin Luther King Day, Presidents Day, Veterans Day, and the Friday after Thanksgiving. Other days may be added upon the prior mutual agreement of the parties.
 - b. The level of service reduction for the year will be determined by the Employer and reviewed by the Union one (1) week prior to posting. The level of service reduction for the year will be posted at least one (1) week prior to the regular vacation bid.
 - c. Operators will bid work by seniority via proxy forms. Those operators choosing not to work will still have to submit proxy forms designating whether they wish to use vacation time or leave without pay (guarantee time will not be paid if the employee chooses leave without pay). The bidding priority will be:
 - i. Operators normally scheduled to work (List A).
 - ii. Operators scheduled to be off work (List B).
 - iii. If there are not enough volunteers from List A and List B, operators will be assigned in inverse seniority from List A.

This assignment will close the seniority bid process.

If an operator chooses, they may volunteer to "undraft" an operator assigned a run on a "first come, first serve basis", starting with the last operator "drafted".

- d. Operators who are not scheduled to work and are asked to work will be paid in accordance with the Fair Labor Standards Act.
- B. <u>Dial-A-Lift Dispatch Specialist</u>:
 - 1. All Dial-A-Lift Dispatch Specialists shall be able to select their jobs in accordance with their job classification on a rotating basis, provided the employee is available to work the job or position within thirty (30) calendar days of the bid. If a Specialist is out on medical leave at the time of the bid, a doctor's release stating the employee is likely to be released for duty within 30 days of the start of bid will be required in order to bid. An employee shall exercise their seniority right only once.
 - 2. The Employer shall post all jobs a minimum of ten (10) calendar days prior to the start of the general bid selection. The Employer will notify an employee of their appointed bid time at time of job posting. General bid selections shall be completed at least seven (7) calendar days prior to job implementation.
 - 3. In the event the employee fails to bid at their appointed date and time, the Employer shall assign a bid to the employee. Such assigned bid shall be as similar as possible to the

employee's current bid. An employee may bid in person, by signed proxy, or by telephone to the Employer.

- 4. Jobs shall be posted for general bid every 90 to 120 days. The Employer has the right to schedule additional general bids.
- 5. If a shift is canceled, the affected employee may displace any other employee with less seniority.
- 6. If an employee returns to work who was not eligible to bid at the previous general bid, they will be assigned the relief shift.
- 7. If a Dial-A-Lift Specialist terminates for any reason, and there are less than 30 days to the next regular bid, relief will cover the vacancy. If there are more than 30 days until the next regular bid, a displacement bid will take place. A displacement bid shall not constitute a general bid.
- 8. Probationary employees are not eligible to bid a shift unless qualified by prior experience or skill. Employees who have completed their probationary period, but who are not fully qualified to bid the Master Scheduler position, may be prohibited from bidding that position during the first general bid following the completion of their probationary period. A qualified employee must bid the Master Scheduler position. If the Master Scheduler position becomes open, a new bid will take place and a qualified employee will fill the position.
- 9. The Employer will hold an observed holiday work bid prior to the holiday for Dial-A-Lift Dispatch Specialist. Employees will be able to select their observed holiday work in accordance with their bidding seniority.

C. Customer Service Representative:

- 1. All Customer Service Representatives shall be able to select their jobs in accordance with their job classification (bid) seniority, provided the employee is available to work the job or position within thirty (30) calendar days of the bid. If a representative is out on medical leave at the time of the bid, a doctor's release stating the employee is likely to be released for duty within 30 days of the start of bid will be required in order to bid. An employee shall exercise their seniority right only once.
- 2. In the event that the Employer hires more than one Lead Customer Service Representative, the Lead Customer Service Representatives will have separate work shifts from the other Customer Service Representatives. Seniority for bidding on these shifts will be based on length of service as a Lead Customer Service Representative.
- 3. The Employer shall post all jobs seven (7) calendar days prior to the start of the general bid selection. The Employer will notify an employee of their appointed bid time of job posting. General bid selections shall be completed at least seven (7) calendar days prior to job implementation.

In the event a new shift option needs to be tested, the entire posting, bidding and implementation will be completed in a minimum of seven (7) calendar days.

- 4. In the event the employee fails to bid at their appointed date and time, the Employer shall assign a bid to the employee. Such assigned bid shall be as similar as possible to the employee's current bid. An employee may bid in person, by signed proxy, or by telephone to the Supervisor of Customer Service.
- 5. Jobs shall be posted for general bid two (2) times each calendar year. The Employer has the right to schedule additional general bids.
- 6. If a shift is canceled, the affected employee may displace any other employee with less seniority.
- 7. If an employee returns to work who is not eligible to bid at the previous general bid, they may displace any other employee with less seniority. Such returning employee shall be assigned a shift for up to fifteen calendar days or until a displacement bid is completed. Such displacement shall not constitute a general bid.
- 8. If a Customer Service Representative terminates for any reason, all employees with less seniority will be permitted to bid on the vacancy created. The vacant shift may first however, be assigned to a Customer Service Representative or qualified intern by the Supervisor for up to 30 calendar days. In the event that there is more than one shift opening available at the same time, all employees, beginning with the first affected employee will be eligible to bid on all open shifts. A displacement bid shall not constitute a general bid.
- 9. The Employer will hold an observed work holiday work bid at least once each calendar year, if needed, for all Customer Service Representatives. Employees will be able to select their observed holiday work in accordance with their bidding seniority.

ARTICLE 12 - EXTRABOARD OPERATORS AND HOLD DOWNS

A. EXTRABOARD OPERATORS

- 1. A single extraboard will be operated using Coach Operators. All work assignments left open by bid job operators or unassigned pieces of work shall be worked by the extraboard when available. Active extraboard operators shall have first right of refusal for this extra work; provided however:
 - a. overtime work for observed holidays shall be in accordance with the procedures defined under Article 14 Personnel Benefits, C. Holiday Leave.
 - b. the Employer may offer work to part-time bid operators by seniority.
 - c. if no extraboard operator or part-time bid operator is available for open work, the work shall be offered by seniority to bid job operators who have signed up in the overtime book. If no extraboard operator is available and the overtime book is exhausted, the Employer may cover that work with any available operator.
- 2. Extraboard operators shall be granted two (2) regular days off per week. This shall be referred to as bid days off and will be selected by seniority. The bid days off shall remain in effect until another bid is held. The Employer shall determine the days off allotment posted for bid and may call a new days off bid when changing circumstances warrant.
- 3. If an extraboard operator is offered and accepts work on their bid day off, the overtime provisions of this Agreement will only apply for work performed in excess of forty (40) hours in the work week.
- 4. (1) The Employer will post all active extraboard operators' work hours at the end of each week. The Employer will make every effort to equalize the active extraboard operator work hours on a two-week pay period (Sunday through Saturday) basis. Hours worked on an employee's day off will not count in the equalization calculation.

On a trial basis, the parties agree to a pilot program concerning extraboard equalization. During this pilot program, paragraph (1) above shall be replaced by the following paragraph (2):

(2) The Employer will post all active extraboard operators' work hours at the end of each week. The Employer will make reasonable efforts to equalize the active extraboard operator work hours on a two-week pay period (Sunday through Saturday) basis. At the conclusion of the first week of the pay period, Operators taking a hold down, working as an intern, or taking vacation and/or sick leave consisting of forty (40) hours, will have their rotation hours equalized based on the average of all Extraboard Operators. Hours worked on an employee's day off, or hours worked on a scheduled work day before and/or after a hold down or intern shift, will not count in the equalization calculation.

The pilot program shall last two (2) bids, beginning with the first full bid following ratification of this Agreement. During the pilot program, the Employer and Union shall meet as necessary to discuss whether the program is working and to discuss any mutually-agreeable modifications. Following the pilot program, if both the Employer and Union agree, paragraph (2) shall become a permanent part of this Agreement, replacing paragraph (1). Should either the Employer or the Union object, the parties agree to either extend the pilot program by another two (2) bids, with mutually-agreed modifications intended to make the program successful, or to revert to paragraph (1) and permanently discontinue the pilot program.

- 5. The Employer guarantees a minimum of forty (40) hours of work within the work week (exclusive of bid days off) to an extraboard operator; provided the extraboard operator is available for the work and accepts the work assignments.
- 6. Extraboard operators may be assigned other non-driving duties to maximize extraboard operators' hours and to meet the guarantee pay provisions as defined in this Agreement. Provided however, the Employer and the Union agree that if the non-driving assignment is maintenance in nature, the extraboard operator may decline the assignment.
- 7. The Employer will post work assignments for extraboard operators by 3:00 PM on the day preceding the work assignment. Every effort will be made to prevent any change of the scheduled work assignment beyond the 3:00 PM posting time. If an assigned run should become open after the posting time, it will be assigned in accordance with Section A. 1. of this Article.

B. HOLD DOWNS

1. For the purpose of this Agreement the following definitions shall apply:

A <u>hold down</u> is defined as any job or new bid assignment that is open for a full week (Sunday through Saturday), except for jobs that are bid as single days.

An<u>active</u> extraboard operator is any extraboard operator available for daily work assignments.

An<u>inactive</u> extraboard operator is any extraboard operator working a "hold down" assignment; such operator is not eligible for extra work assignments, except by overall seniority. (Extraboard internships - See Article 13.E.)

2. Extraboard operators bidding hold downs may bid by proxy for an available hold down. Bids shall be submitted no later than 12:00 PM (noon) on the Friday prior to the effective date of the hold down. Bids shall be awarded on a seniority basis. An extraboard operator awarded a hold down will be on inactive extraboard status and their hours worked will not be balanced with the active extraboard for the hold down week. The extraboard operator will automatically receive the days off of the hold down awarded and will be considered a bid job operator for pay purposes during the hold down.

- 3. Available hold down assignments will be posted on Saturday by 2:00 PM and remain posted until 12:00 PM (noon) the following Friday. Any additional hold down assignments that become available between Saturday and Friday noon will be posted as "late posting" and will be available for Friday's hold down bid. All hold downs become effective on the first day of the following work week.
- 4. Hold down bids will be awarded one week at a time. Results will be posted by 3:00PM Friday for the following work week. Hold downs not bid will be worked by the extraboard by way of daily work assignments.
- 5. An operator coming off a leave of absence shall reclaim their bid assignment at the beginning of the next pay week. In the interim the operator will be assigned to the extraboard with the operator receiving their regular bid days off. In the event the operator's bid assignment is not being worked by a hold down operator, they shall resume their bid assignment.

ARTICLE 13 - HOURS OF WORK, OVERTIME, SPREAD TIME, INCLEMENT WEATHER PAY, AND OTHER WORK ASSIGNMENTS

A. HOURS OF WORK

1. The work week shall commence at 4:00 AM Sunday and end at 3:59 AM the following Sunday, and shall contain two (2) scheduled days off.

Meal and Rest Periods. The parties agree to meal and break periods for employees as provided by paragraphs (a) through (d). Such periods shall be taken at times scheduled/approved by a supervisor.

- a. Employees shall receive an unpaid meal period of not less than thirty (30) minutes, nor more than sixty (60) minutes, for any shift lasting longer than six (6) hours. The Employer shall make a reasonable effort to assign employees their meal period reasonably close to the middle one-third (1/3) of their shift unless there is mutual agreement between the Employer and the affected employee. Employees must promptly notify their supervisor when they are unable to complete their meal period due to work interruptions, the supervisor will either reschedule completion of the meal period or, if rescheduling is not operationally feasible, pay the employee for the missed time. Operators may elect to waive the unpaid meal period when accepting short-notice work offered by the Employer.
- b. Coach and Van Operators will be allowed a paid rest period of fifteen (15) minutes for every four (4) hours worked. Where the nature of the employee's work allows the employee to take intermittent rest periods equivalent to fifteen (15) minutes for every four (4) hours worked, scheduled rest periods are not required. In the event Operators identify the tightness of their schedule prohibits them from taking intermittent rest periods equivalent to fifteen (15) minutes for every four (4) hours worked, they can coordinate rest periods with dispatch. Dispatch shall coordinate breaks for operators who have emergencies, or for operators who are normally able to take intermittent breaks but have abnormally busy days or other unplanned work interruptions that prevent such breaks.
- c. Dial-A-Lift Dispatch Specialists, Customer Service Representatives, and any other employees regularly stationed in the office shall be entitled to paid rest periods of fifteen (15) minutes for every four (4) hours worked. Where the nature of the employee's work allows the employee to take intermittent rest periods equivalent to fifteen (15) minutes for every four (4) hours worked, scheduled rest periods are not required.
- d. Meal and rest periods may not be combined or used for late arrival/early departure from work except in special circumstances and with prior approval of an employee's supervisor.

2. <u>Operator</u>: Operators shall be paid the applicable straight time driving rate for regularly scheduled work shifts. All regular bid jobs of thirty- five (35) or more hours per week with a minimum of four (4) days of work in a seven (7) day work week will be paid for forty (40) hours.

The Employer guarantees that at least seventy-five (75) percent of all regular bid jobs will be subject to the forty (40) hour guarantee.

The Employer guarantees that at least fifty (50) percent of the part-time jobs (less than 35 hours per week) will consist of one-hundred (100) or more hours per calendar month. Such jobs will be paid only for the actual time worked and benefits will be prorated in accordance with Article 14 - Personnel Benefits, A. Proration of Benefits.

In developing jobs schedules, the Employer will endeavor to insure that at least fifty (50) percent of the regular full-time jobs are straight shifts.

Operators paid time shall commence at the time they are required to report at the garage and will terminate at the time indicated on their work paddle, exclusive of meal time.

- 3. <u>Dial-A-Lift Dispatch Specialist and Customer Service Representative</u>: Employees shall be paid for all scheduled hours worked and any additional hours worked as requested by the Employer. All regular bid jobs of thirty-eight (38) or more hours per week will be paid a minimum of forty (40) hours.
- 4. All Operators (Coach and Dial-A-Lift) shall receive 15 minutes to complete their pre-trip inspection and preparation for initial pullout.

B. OVERTIME

Compensation at the overtime rate of time-and-one-half the employee's regular hourly rate of pay, exclusive of any premium pay, shall be paid to employees within the bargaining unit under the following provisions:

1. For work performed in excess of forty (40) hours in the work week.

In computing overtime, hours of work include/exclude the following:

- a. Vacation leave shall be considered as hours worked;
- b. Sick leave shall not be considered as hours worked;
- c. Observed holiday leave, if the leave occurs on the employee's regularly scheduled work day, shall be counted as hours worked;

- d. Leave without pay (non-medical or medical) shall not be considered as hours worked; and
- e. Time off for union business shall not be considered as hours worked, except that, time off for union officers and shop stewards conducting union business with the Employer will be considered as hours worked for overtime purposes.
- f. Attendance at Employer committee or mandatory meetings, Employer approved or required training hours, and approved volunteer work assignment hours shall be considered as hours worked.
- 2. An employee working on an observed holiday shall be entitled to overtime pay for any worked hours on the holiday. The worked hours shall be counted towards the employee's overall work week and could result in additional overtime hours at the end of the work week.
- 3. Operator:
 - a. In the event the full-time bid or extraboard operator works on their scheduled day off, a minimum of four (4) hours shall be paid in accordance with the Fair Labor Standards Act. Part-time bid operators working on their scheduled day off shall be paid for actual hours worked in accordance with the Fair Labor Standards Act.

Operators interested in working on their scheduled day off are responsible for submitting an overtime availability card at the beginning of each bid for the Overtime Book. Operators may add or withdraw their name from the Overtime Book at any time. Overtime availability cards will become void for the duration of the current bid once an Operator has passed on overtime five (5) consecutive times. Operators who have requested work via the Overtime Book will be offered available work in seniority order. Operators may be drafted for work in inverse seniority if enough volunteers are not available.

b. Work performed in addition to regularly scheduled jobs of thirty-five (35) or more hours per week will be paid at the overtime rate if the operator has worked the scheduled job for the week. This additional work will not offset guarantee time.

If the operator's scheduled job is not performed during the week due to sick leave, non-Employer union business, or leave without pay, the operator will be paid for the additional work in accordance with the Fair Labor Standards Act.

c. Operators shall be paid for attendance at required group meetings before or after a fulltime bid operator's regularly scheduled work shift which are called by the Employer and for which attendance is required. Payment for attendance at such required meetings for part-time bid operators and extraboard operators shall be made in accordance with the Fair Labor Standards Act.

In the event any required meeting is called on an operator's scheduled day off, the operator shall not be required to attend the meeting but may do so on a voluntary basis and shall be paid in accordance with the Fair Labor Standards Act. If an employee is on

paid leave status, and chooses to attend a meeting, he/she will not be paid for more than their normal scheduled work day. Paid leave will be adjusted to complement time spent in the meeting to equal their normal work day.

The Employer may require attendance at group meetings of two (2) hours maximum duration. The Employer may hold up to six (6) group meetings in a calendar year.

4. Dial-A-Lift Dispatch Specialist and Customer Service Representative:

The employer has the right to call mandatory meetings to communicate essential information and ensure the smooth operation of the division. These meetings can include division and department meetings. The Supervisor will designate which meetings are mandatory. Employees on approved leave will be excused. The Supervisor may excuse an employee based on other circumstances.

An employee may be required to attend mandatory meetings on their day off. This would occur no more than three (3) times per year per individual. The employer would attempt to vary the days of the meeting to minimize the negative impact on an individual. An employee required to attend on their day off would be paid a minimum of 2 hours. Payment shall be made in accordance with the Fair Labor Standards Act. If an employee is on paid leave status, and chooses to attend a meeting, he/she will not be paid for more than their normal scheduled work day. Paid leave will be adjusted to complement time spent in the meeting to equal their normal work day.

5. Dial-A-Lift Dispatch Specialist Open Pieces of Work:

- a. The Employer will post the weekly Dial-A-Lift job schedule by 5:00 p.m. the Wednesday preceding the work week. Employees will submit requests and cancellations of requests for planned time off by 5:00 p.m. the Tuesday preceding the work week. The scheduled days off for the relief shift employee will not be changed by the employer after this posting unless the relief shift employees accepts an open piece of work.
- b. If work becomes open, the Employer will first offer the relief shift employee to flex their schedule to cover the work before offering the overtime. The Employer may use a non-bargaining unit employee or a qualified intern for up to two (2) hours to cover the work. Overtime will be offered to Specialists to cover the remaining open work.
- c. If two or more DAL Specialists are on vacation or in training, the two (2) hour limit will not apply.
- d. When work is made available for overtime that is 4 hours or less, the work will be offered to available DAL Specialists working that day in current bid seniority order. If not accepted by any DAL Specialist working that day, it will be offered to DAL Specialists who are off that day in current bid seniority order.
- e. Any DAL Specialist working on their day off will be guaranteed a minimum of 4 hours pay for that day.

- f. If the available work is more than 4 hours, the work will be offered to DAL Specialists with the day off in current bid seniority order. If the work is not accepted, the work will be offered to Specialists working the same day.
- g. If no DAL Specialist accepts the work, the work will be offered to a qualified DAL Specialist Intern. If no qualified DAL Specialist Intern is available to do the work, a DAL Specialist will be drafted to do the work in reverse current bid seniority order. If no bargaining unit employee is available to do the work, a non-bargaining unit employee may work it.

C. SPREAD TIME (PREMIUM PAY)

Operators working daily driving assignments not completed in ten (10) consecutive hours shall receive an additional \$1.50 per hour of premium pay, for each hour of work performed thereafter. Operators working non-driving assignments only will not be entitled to premium pay. Customer Service Representatives and Dial-A-Lift Dispatch Specialist working daily assignments not completed in ten (10) consecutive hours shall receive an additional \$1.50 per hour of premium pay, for each hour of work performed thereafter.

D. INCLEMENT WEATHER PAY

When inclement weather conditions cause the Employer to curtail service, the employee shall receive their scheduled daily pay provided:

- 1. The employee reports to work and remains on duty during the period of their scheduled regular work assignment (unless excused by the Employer); and
- 2. The employee has not been notified eight (8) hours prior to their scheduled on-duty report time.

If the Employer has notified the employee eight (8), or more, hours prior to their scheduled on-duty report time, the employee shall not be entitled to inclement weather pay, for the day or for any curtailed work days following the notice. However, the employee may use available vacation without prior notice. Any available work on curtailed service days will be assigned by seniority.

3. In cases of inclement weather or emergencies, Dial-A-Lift Dispatch Specialists and Customer Service Representatives may be required to work outside their normal work hours.

E. EMPLOYEE INTERNSHIPS AND TEMPORARY ASSIGNMENTS

The Union and the Employer agree that employees may volunteer for non-driving employee internships or temporary assignments when such internships or temporary assignments are made available and posted by the Employer. These internships and temporary assignments will be managed in accordance with the Internships and Temporary Employee Guidelines.

F. TEMPORARY INSTRUCTOR PAY (PREMIUM PAY)

The Employer may, at its sole discretion, select volunteer operators to assist with the instruction and training of other employees. Temporary Instructors will be selected from volunteers based on their work record, communication skills, and other criteria related to particular training needs.

When an operator is selected and assigned to formally instruct other employees, he/she shall receive one dollar and fifty cents (\$1.50) per hour additional premium pay. This does not apply when operators or trainees are "riding" to familiarize themselves with the route. Operators selected as Temporary Instructors shall receive orientation/training specific to their assignment.

When a Temporary Instructor is unavailable, the replacement operator will receive one dollar and fifty cents (\$1.50) per hour additional premium pay for instructing trainees.

Dial-A-Lift Dispatch Specialists and Customer Service Representatives shall receive one dollar and fifty cents (\$1.50) per hour additional premium pay when they are providing formal, classroom instruction to other employees or are assigned to formally instruct other employees.

G. TEMPORARY EMPLOYEES

The Employer may hire non-agency personnel on a temporary basis to assist Customer Service in the case of a medical leave or if a Customer Service Representative position is unexpectedly open. The employer agrees to hire a temporary employee only if Customer Service staff, interns or transitional employees are not available. Overtime will have been offered first. A temporary employee's employment shall not extend beyond 90 consecutive calendar days without the mutual consent of the Employer and the Union.

ARTICLE 14 - PERSONNEL BENEFITS

A. PRORATION OF BENEFITS

All eligible employees shall receive a percent of the Employer's normal contribution for monthly personnel benefits in accordance with the following schedule:

1. Insurance Coverage (medical/dental/life/disability):

The Employer shall pay the full Employer contribution amount for insurance benefits; the employee shall pay the employee contribution amount. Provided however, the Employer shall not pay contributions for insurance benefits during full calendar month leaves of absences without pay, unless such leave of absence is qualified under the Federal Medical Leave Act (FMLA).

- 2. Leave Accruals (vacation/sick):
 - a. Employees who work less than one half (1/2) of a pay period and are in a leave of absence without pay status shall receive prorated leave benefits; the proration will be based on hours worked. An employee who exhausts their paid leave will be credited with any newly accumulated leave time upon their return to work, or will be paid for their leave time upon termination.
 - b. Leave benefits shall not be allowed during full calendar month leaves of absences without pay.
 - c. Dial-A-Lift Dispatch Specialists and Customer Service Representatives will only accrue leave benefits per their position classification as defined as full-time at 100%, ³/₄ time at 75%, and ¹/₂ time at 50%.
- B. INSURANCE COVERAGE (medical/dental/life/disability):

The Employer currently provides health care insurance benefits through the State of Washington Health Care Authority. A health care advisory committee, made up of representatives from both the Employer and the Union, shall be established on an as needed basis to discuss health care insurance benefits.

C. HOLIDAY LEAVE

1. Observed Holidays:

Employees shall be granted holiday pay in an amount equal to the employee's basic hourly rate of pay for eight (8) hours for each of the following observed holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas. It is understood that Dial-A-Lift Dispatch Specialists and Customer Service Representative employees (lead and non-lead classification) may be required to work on observed holidays.

2. Eligibility for Holiday Pay:

The employee will not be eligible for Observed Holiday pay if the employee is on four or more hours of approved leave without pay (LWOP) or LWOP due to exhaustion of accrued benefits on the employee's regularly scheduled work day prior to the holiday, the holiday, or the employee's regularly scheduled work day following the holiday.

An employee will be eligible for holiday pay when a pre-approved medical appointment or union business places the employee in LWOP status; or when the employee receives a late report but shows up for and completes their work day; or when an employee selects to use leave without pay (LWOP) at the end of their work day (30 minutes maximum) on the employee's regularly scheduled work day prior to the holiday, the holiday, or the employee's regularly scheduled work day following the holiday. An employee will be eligible for holiday pay if the employee selects to use LWOP on a reduced service holiday.

3. Reduced Dial-A-Lift Service Days

The Employer may release Dial-A-Lift Operators from their obligation to work on days when customer demand does not justify normal service levels. These days include the Friday after Thanksgiving and holidays where state, local, or federal offices are closed. This will be accomplished by increasing the number of vacation slots available on these days. The Dial-a-Lift Operator has the option of taking vacation or leave without pay.

4. Shortened Service Days

The Employer may shorten the service period on Christmas Eve and New Year's Eve. Other days may be added upon the prior agreement of the parties. Affected Operators may use leave without pay, personal holidays, or vacation time to cover this time.

5. Floating Holidays:

a. Intercity Transit employees work many traditional holidays. In lieu of these holidays, each "eligible employee" will receive floating holidays each year. These will be awarded by adding up to forty-six vacation hours to each employee's accumulated vacation hours on January 1 of each year.

Employees who are not active for duty on January 1, and return to work after January 15 and remain in paid status, shall receive accrued floating holidays in the form of vacation hours on their date of return to work per the following schedule.

Returning to work by April 1:	37 hours
Returning to work by July 1:	28 hours
Returning to work by October 1:	19 hours

b. Employees hired after January 1, will receive 10 hours of floating holiday time in the form of vacation leave on the date of classification and will accrue vacation hours in lieu of floating holiday time according to the following schedule:

April 1:	27 hours
July 1:	18 hours
October 1:	9 hours

D. VACATION LEAVE

- 1. Employees covered by this Agreement shall accrue vacation leave by reason of tenure based on the following schedule of continuous service with the Employer.
- 2. Dial-A-Lift Dispatch Specialists and Customer Service Representatives will only accrue vacation leave benefits per their position classification as defined as full-time at 100%, ³/₄ time at 75%, and ¹/₂ time at 50%.
- 3. The following table illustrates vacation accrual rates.

YEARS OF SERVICE	ANNUAL VACATION
	HOURS
1	112
2	120
3 - 4	128
5	136
6 - 7	144
8 - 10	152
11 - 12	160
13 - 16	168
17 - 18	176
19	184
20 - 25	192
26 or more	200

4. Accrued vacation shall be credited on a pay period basis. Vacation accrued during an employee's probationary period shall not be credited until the employee has completed their probationary period.

5. Vacation leave may accrue year to year with a maximum accrual limit of three hundred sixty (360) hours on the employee's vacation accrual anniversary date. Upon the employee's vacation accrual anniversary date, the employee shall forfeit any vacation leave in excess of the maximum accrual limit.

6. Employees shall request vacation leave in accordance with the bidding procedures defined under Item E. Paid Leave Selection.

E. PAID LEAVE SELECTION

A vacation week shall commence at 4:00 AM Sunday and end at 3:59 AM the following Sunday.

The Employer shall determine the number of vacation slots available for paid leave.

An employee may bid hours only actually earned at time of bid and may not bid hours on anticipated accruals. If an employee takes time off and does not have adequate vacation time to cover the complete day, vacation hours would be used and the remaining time would be leave without pay.

Dial-A-Lift Dispatch Specialists and Customer Service Representatives will be able to select their vacation leave from the available weeks posted in accordance with their bidding seniority.

Operator:

The following agreements apply to the selection procedures for vacations, hereafter referred to as vacation slots. The procedures shall apply to both daily and weekly slots of time. Weekly slots shall be bid separately from daily slots.

- 1. A vacation year will run from March 1 to February 28 (29 in a leap year). Vacation slots shall be bid and awarded by seniority selections conducted during the following time periods:
 - a. A full vacation bid will begin within the last fifteen (15) days of February of each year.
 - b. An ongoing Friday bid will be conducted for any available vacation slots. Friday bids shall be submitted by proxy.
 - c. The employee is responsible to contact the Employer within their appointed time in order to bid.
 - d. In the event an employee fails to bid at the appropriate date and time, the employee will bid after the last scheduled bid of that day and before the first scheduled bid of the next day. If the employee fails to bid by the first scheduled bid of the next day, their bid time will fall to the end of that day. This process continues to the end of the bid period.
- 2. Vacations may be split into periods of one (1) or more full weeks. Vacation days may be combined with observed holidays to make up a full week. An employee may bid full-week vacations and up to five (5) single days. When an employee bids a full week off using single days, this will be considered a full week for the purposes of cancellation and hold downs.
- 3. If twenty-one (21) days prior to an employee's vacation, it is apparent that the employee will not have adequate accrued vacation time to cover the vacation, the vacation for that employee shall be canceled and made available for bid. The entire week shall be posted for bid. If the week is not bid, the time shall be made available on a single day basis. On the

day prior (Saturday is considered the day prior for Monday) open single day vacation slots, either coach or van, may be bid by any Operator if their request is submitted by 8:00 AM. No time off requests for Monday will be awarded after 8:00 AM on the previous Saturday. Requests may be submitted in person by completing a leave slip or by calling Scheduling at (360) 705-5894 or Dispatch at (360) 786-8703. The requesting Operator will be accountable for the accuracy of a called-in leave request.

4. An employee may cancel vacation in a manner that does not break up a full vacation week; provided however, vacation weeks may not be canceled during the twenty-one (21) calendar days prior to the scheduled start time of the vacation. (All vacation weeks start at 4:00 AM Sunday.) Cancelled weekly vacation slots shall be posted on the Monday following cancellation for bidding the following Friday. Available weekly vacation slots will be awarded by seniority following posting. Single day slots may be canceled by 8:00 AM the day prior to the vacation day.

Accrued vacation leave hours may not be used to supplement sick leave unless the sick related time-off extends beyond seven (7) consecutive calendar days. If the sick related time-off extends beyond seven (7) consecutive days, on the eighth (8^{th}) day the employee will be required to use accrued vacation leave hours to supplement sick leave retroactively from the first day of the medical leave not covered by accrued sick leave. Accrued leaves shall be used until the employee returns to work or until all accrued leaves are exhausted. The requirement to use all available accrued leaves is in accordance with Section J. Leaves of Absence Without Pay, Item 3.b.

Depending upon the length of the employee's sick related time-off, it is understood that vacation slots previously bid may need to be canceled. The twenty-one (21) day cancellation period requirement may be waived based upon the medical circumstances involved or at the discretion of the Employer. Employees will not be required to cancel a previously bid vacation if the employee then exhausts the vacation leave due to a medical absence. Instead, the employee may elect to take the vacation as leave without pay.

Dial-A-Lift Dispatch Specialist:

Vacation bidding will be on the same schedule as the shift bid. On-going vacation requests will be awarded as they are received. In the case of two bids received at the same time rotating seniority will prevail.

A vacation must be cancelled by 5 p.m. on Tuesday of the previous week.

Customer Service Representative:

- 1. The Employer will hold a general vacation bid at least once each calendar year.
- 2. Vacations may be bid in blocks of two (2) or more days. A holiday will not break up a block of two or more days. Partial day vacation requests will be considered as full days for awarding purposes. Remaining single days will be available for bid after the vacation bid is complete.

- 3. The vacation sign-up sheet will be posted in the Customer Service Office seven (7) days prior to the bid. Bids may be submitted in writing on the Bid Time-Off Request form or in person on the vacation sign-up sheet.
- 4. Vacation weeks must be canceled by fourteen (14) calendar days prior to the scheduled start time of the vacation. Single day slots must be canceled by 3:00 p.m. on Tuesday of the week prior.
- 5. Canceled weeks will be posted and will be available on a seniority basis. If the canceled vacation days are not bid, it will be converted to single day availability.
- 6. If a person does not bid at his/her scheduled bid time, it will be assumed that he/she does not wish to bid at this time and will be passed over.
- 7. After the bid is complete, open vacation and single days will be available on a first come, first serve seniority basis. Paid leave requests after the vacation bid may be submitted in writing on the standard Time-Off Request form for any open vacation slots during the bid period. The requests will be subject to availability and approval by the Customer Service Supervisor.
- 8. If a problem arises under this section, the Employer and the Union agree to meet and attempt to resolve the problem to the mutual benefit of the parties involved.

F. WASHINGTON PAID SICK LEAVE (WPSL)

Effective January 1, 2018, to facilitate compliance with Washington's new paid sick leave law, Intercity Transit and ATU agree to maintain two separate sick leave banks for eligible employees: (1) a Washington Paid Sick Leave (WPSL) bank, that complies with the terms of the new law; and (2) a standard sick leave bank, based on existing language from this Agreement.

Current accrual rates will not change, but sick leave accruals will be divided into the two banks in a manner ensuring each employee will accrue WPSL at the minimum rate required by law, which is 1 hour of WPSL per 40 hours worked. Full-time employees will continue to accrue a total of 8 hours per month. If a full-time employee worked 160 hours in a month, 4 hours of paid sick leave would go into his/her WPSL bank (160 hours divided by 40 hours = 4 hours WPSL). The remaining 4 hours would go into the standard sick leave bank. Where the employee worked 120 hours during a month, 3 hours of paid sick leave would be placed in his/her WPSL bank (120 hours divided by 40 hours = 3 hours WPSL) and 5 hours would be placed in his/her standard sick leave bank. Proceeding in this manner ensures employees continue to accrue leave at the same historical rate.

 The Employer and Union intend to comply with the minimum requirements of Washington's Paid Sick Leave Law, RCW 49.46.210 and WAC 296-128-600 through WAC 296-128-770. During the term of this Agreement, should any section of this Agreement related to WPSL be deemed unlawful, the Agreement shall be reopened solely for purposes of bargaining that section.

- Accrual Employees earn 1 hour of WPSL for every 40 hours worked. "Hours worked" means actual working time, not paid or unpaid leave. There is no limit on the number of WPSL hours that may be earned. Newly-hired employees begin accruing WPSL immediately upon hire, without any waiting period imposed on using the leave. WPSL applies to all employees, including all full-time and part-time employees.
- 3. Usage WPSL may be used in increments of fifteen (15) minutes for any of the following purposes permitted by law:
 - a. The employee's own illness, injury, or health condition; to accommodate the employee's need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or an employee's need for preventive medical care.
 - b. The employee's care for a family member with an illness, injury, or health condition; care of a family member who needs medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or care for a family member who needs preventive medical care. Family members include an employee's child (biological, adopted, foster, step, or a child for whom the employee stands in loco parentis or as a legal guardian), parent, spouse, registered domestic partner, grandparent, grandchild, or sibling.
 - c. When the Employer's place of business, or a school attended by the employee's child, is closed by public health officials for health-related reasons.
 - d. Any absence covered by the Domestic Violence Leave Act, RCW 49.76.
- 4. **Notification** For planned absences, employees shall provide the Employer with ten (10) days' notice of the need for leave. Should this not be possible, an employee shall provide the Employer notice consistent with current call-in procedures, or as soon as possible before the start of the regular work shift, or as soon as possible thereafter in the event of an emergency.
- 5. Verification For absences exceeding three (3) working days, the Employer may require an employee to provide medical verification establishing the WPSL was used for an authorized purpose. On a case-by-case basis, an employee may be excused from this requirement if providing verification is determined to be an unreasonable burden or expense.
- 6. **Information to Employees** On a monthly basis, employees will be provided notice of the following: (1) the amount of WPSL accrued since the last notice; (2) the amount of WPSL used since the last notice; and (3) the available WPSL balance.

7. **Carryover** – Employees may carryover a maximum of 40 hours of unused WPSL to the following calendar year. At the end of each year, any hours beyond 40 will be converted and transferred to the employee's sick leave bank (as provided in Article (G) below), provided the employee qualifies for standard sick leave and is below the 960 hour sick leave accrual cap.

Example: On December 31, 2018, an employee ends the year with 60 hours of unused WPSL and 100 hours of sick leave. The employee is permitted to carryover 40 hours of unused WPSL. The excess 20 hours of unused WPSL is converted and transferred to the employee's sick leave bank. On January 1, 2019 the employee starts the year with 40 hours of unused WPSL and 120 hours of sick leave.

- 8. Cash-Out Unused WPSL may be cashed out based on the terms stated in Article 14(G)(7).
- 9. Unauthorized Usage Employees proven to have used WPSL for a purpose unauthorized by Washington law shall be denied pay for the leave and may be subject to discipline, if supported by just cause established by the Employer. The list of authorized purposes is stated in Article 14(F)(3)(a)-(d).
- 10. Leave Usage Priority An employee needing sick leave shall first draw from the employee's accrued WPSL bank, unless otherwise required by law. Once an employee exhausts accrued WPSL, the employee will then draw from his/her accrued sick leave bank (as provided in Article 14(G) below). Once an employee exhausts both WPSL and sick leave banks, the employee will draw from accrued vacation, and then finally move to unpaid leave status (subject to the terms of this Agreement discussing unpaid leave).

With prior approval from the Employer, an employee with a scheduled medical appointment who the Employer does not return to work after the medical appointment may elect to use WPSL, standard sick leave, or vacation leave for the remainder of the shift.

G. SICK LEAVE

1. Effective January 1, 2018, existing sick leave balances shall be maintained in their banks and covered by this section of the Agreement. Operators will accumulate sick leave at a rate ensuring their total leave accrual (both WPSL and sick leave) is equivalent to eight (8) hours for each full month of service.

Example: A full-time employee works 160 hours during the month. The employee would receive 4 hours of WPSL (1 hour per 40 hours worked). An additional 4 hours of leave would be deposited into the employee's sick leave bank. The total leave accrual for that month equals 8 hours.

Dial-A-Lift Dispatch Specialists and Customer Service Representatives will only accrue leave benefits per their position classification as defined as full-time at 100%, ³/₄ time at 75%, and ¹/₂ time at 50%. For example, full-time employees will accumulate sick leave at a rate equivalent to eight (8) hours for each full month of service.

Example: A part-time employee works 75% of a full-time schedule, and is therefore entitled to a total monthly sick leave accrual of 6 hours (75% of 8 hours). During a month, the employee works 120 hours and would therefore accrue 3 hours of WPSL. An additional 3 hours of leave would be deposited into the employee's sick leave bank. The total leave accrual for that month equals 6 hours.

Sick leave hours will be credited on a pay period basis. Sick leave accumulated in one (1) year may be carried over to succeeding years to a maximum of nine-hundred sixty (960) hours. Any WPSL that is converted and transferred to an employee's sick leave bank under the terms of Article 14(F)(7) counts toward the 960 hour maximum.

- 2. Sick leave shall not accrue during leaves of absences without pay or layoffs.
- 3. Sick leave shall be granted for the following reasons:
 - a. Personal injury, illness, or forced quarantine of the employee.
 - b. Inpatient or outpatient medical care, dental care, and medical/dental appointments of the employee.
 - c. Pregnancy, childbirth, or pregnancy-related condition of an employee which prevents the employee from performing her normal job duties.
 - d. To care for an employee's spouse or designated other with a health condition that requires treatment or supervision.

"Designated other" shall be defined as an individual whom the employee has designated at the beginning of each calendar year; the designation must be received by the Employer by January 15 of each year. Designation shall be made by completing an "Employee Designated Other" Form as furnished by the Employer. Employees shall be limited to naming only one (1) designated other.

- e. To care for an employee's child nineteen (19) years of age or under, mother or father, or mother-in-law or father-in-law, with a health condition that requires treatment or supervision. The family member term applies equally to natural, step, or adoptive or custodial family relationships.
- f. In the event of the death of an employee's lawful spouse or designated other (as defined above), or the employee or spouse's father, mother, brother, sister, child, grandparent, grandchild, aunt, or uncle, the employee may be granted sick leave with pay for a maximum of three (3) working days; provided the employee has sufficient sick leave accrued. Additional leave (vacation leave or leave without pay) may be granted where

circumstances warrant. Family member terms apply equally to natural, step, or foster family relationships. Verification of death may be required by the Employer. Such verification shall be in the form of a published funeral notice, obituary, or copy of death certificate.

- g. Family Leave State or Federal Law: In addition to the above, an employee is eligible to request unpaid time-off under Washington State's Family Leave Law (child related care) or the Federal Medical Leave Act (FMLA) (employee, child or family member related care). Written notice of the intent to take family leave must be provided to the Employer thirty (30) days before the anticipated first day of the leave, unless an emergency exists. The employee is required to submit doctor certification, on approved Employer provided forms, for all time off associated with Family Leave.
- h. In addition, an employee is eligible to request paid leave under the Washington Family Care Act.
- 4. When an employee is absent due to illness or disability, they must notify the Employer immediately, failure do so may result in denial of sick leave pay.

The employee may be required to submit to the Employer medical evidence of their illness or disability from a licensed medical doctor or any other satisfactory evidence, if requested by the Employer, in order to receive sick leave pay.

The Employer will not be liable for any expenses incurred resulting from the verification of illness or disability by a physician or any other satisfactory source of evidence.

- 5. Absence for part of a day for reasons in accordance with the sick leave provisions shall be charged against accrued sick leave in an amount not less than fifteen (15) minutes. Holidays and other regular days off shall not be charged against sick leave.
- 6. Probationary employees shall be eligible to accrue and use paid sick leave.
- 7. WPSL and Sick Leave Cash Out/Trade Policy
 - a. Cash Out at Separation of Employment or Retirement:

This subsection 7(a) of the Agreement applies to both WPSL and sick leave. Upon separation of employment or retirement, under non-disciplinary circumstances <u>and</u> with completion of at least five (5) years of employment with the Employer, each employee shall be paid for all accumulated WPSL and sick leave, combined together, at the following rate:

Hours of Accrued WPSL and Sick Leave	Cash Out Rate
1 to 400	1 to 5 for hours 1 to 400
401 to 600	1 to 4 for hours 1 to 600
601 to 1,000	1 to 3 for hours 1 to 1,000

The requirement for the completion of five (5) years of employment with the Employer will be waived if the employee is laid off.

Example: An employee with at least five (5) years of employment separates from the Employer under non-disciplinary circumstances. Assume the employee has 60 hours of accumulated WPSL and 100 hours of accumulated sick leave, for a combined total of 160 hours. All of these hours will be cashed-out on a 1 to 5 basis in accordance with the payout schedule listed above.

b. Sick Leave Trade:

Employees who have accrued in excess of four hundred (400) hours of sick leave may annually in June exercise one of the following options for hours in excess of four hundred (400) hours:

- 1. Trade four (4) hour increments of sick leave for one (1) hour of vacation.
- 2. Continue to accrue sick leave.
- 3. Trade four (4) hour increments of sick leave for one (1) hour of pay.

Employees will be allowed to trade up to ninety-six (96) hours of sick leave each year.

c. All pay for sick leave cash out or trade shall be at the employee's regular, straight-time rate of pay at the time of the cash out or trade.

WPSL may not be traded.

8. On-The-Job-Injury (Worker's Compensation)

Intercity Transit will provide Workers Compensation Insurance in accordance with State statutory requirements. If an employee is absent due to illness or injury for which they are receiving payment from the State Industrial Insurance, the employee may elect to also use accrued WPSL/sick leave hours together with payment from the State.

The employee is required to notify the Employer if the employee elects to use accrued WPSL/sick leave to supplement their earnings and elect the percentage of hours to be used. Should the employee elect to use such leave, WPSL shall be drawn from first until exhausted, followed by sick leave. Use of any WPSL/sick leave for an on the job injury will be calculated on a retroactive basis back to the first day in which the employee was off work due to the injury or illness. The employee's available WPSL/sick leave hours will be used until exhausted unless the employee opts to stop the WPSL/sick leave usage. After the initial designation the employee may request such compensation be started or terminated at any time, but such request shall only be made once per injury.

Upon exhaustion of accrued WPSL/sick leave, the employee may elect to use, in the same manner as defined above, other accrued leave hours (vacation leave) retroactive to date of exhaustion of WPSL/sick leave; provided however, the employee may not elect to use other paid leave hours unless the sick related time off extends beyond seven (7) consecutive days

in accordance with Section E. 5. Such available leave hours will be used until exhausted. The employee may request such compensation to be started or terminated at any time, but such request shall only be made once per injury. Vacation leave hours are not subject to buyback.

Upon return to work from a worker's compensation leave period, an employee may buy back WPSL/sick leave hours. The employee may elect to purchase back all or a portion of the WPSL/sick leave hours used and paid to the employee during the employee's disability period. The employee must notify the Employer of their intent to buy back WPSL/sick leave hours; such notification must be made to the Employer within forty-five (45) days from the date upon which the employee returns to work from the disability. The employee shall make payment to the Employer in the manner prescribed by the Employer for such leave hours. Once the employee has made payment to the Employer for the total amount due based on the number of hours the employee has elected to buy back, the employee's leave hours will be added back to the employee's accrual records.

The Employer will notify the employee of the WPSL/sick leave buyback policy when applicable.

9. Shared Leave Policy

Employees may participate in the Shared Leave Policy adopted by the Employer per POHR 3501. This policy allows eligible employees to donate a portion of their accrued vacation leave to other eligible employees who are in need of assistance owing to serious illness or injury. Neither WPSL or sick leave may be donated.

H. TRANSITIONAL WORK ASSIGNMENTS (previously Article 13, F)

1. Transitional work assignments will be operated in accordance with the Transitional Work Assignment Guidelines developed by the Employer and the Union.

Employees who experience an on-the-job injury or illness which results in their temporary inability to return to the full range of duties of their regular position classification will accept transitional work assignments if offered by the Employer. Employees who experience an off-the-job injury or illness which results in their inability to return to the full range of duties of their regular position classification may be eligible for transitional work assignments if offered by the Employer.

- 2. Transitional work assignments will consist of work which is within the restrictions outlined by the employee's health care provider. Such assignments may be:
 - a. part-time or full-time, with a temporary waiver of certain regular duties (reasonable accommodation), in an employee's regular position classification; or
 - b. part-time or full-time in another capacity.

- 3. Employees assigned to transitional work assignments will receive their regular hourly rate of pay for their regular job classification for the number of hours worked in the transitional work assignment. Operators are not eligible for premium pay, unless actually worked in accordance with Article 13.C.
- 4. Assignment to transitional work depends upon the availability of such work and of work suitable to the employee's medical restrictions. A transitional work assignment may be terminated at any time by the Employer.
- 5. For employees with non-job-related injuries/illnesses, assignment to transitional work may be ended in order to provide transitional work assignment to an employee injured on-the-job.
- 6. Employees refusing to work transitional work assignments will not be eligible for worker's compensation benefits or paid leave benefits.
- 7. The Union and the Employer will meet to resolve any issues that may arise in the implementation of transitional work assignments.

I. MODIFIED WORK ASSIGNMENTS

Employees who experience an injury may return to their regular position at less than full time as long as the injury does not limit their full range of duties. This Modified Work Assignment (modified hours only) is allowed with the following stipulations;

- 1. Employees must provide a doctor's release specifically for Modified Work Assignments identifying maximum initial work hours and a plan to increase hours to full time.
- 2. Modified Work Assignments are designed to be of limited duration. The timeline will be determined on a case-by-case basis not to exceed 60 calendar days.
- 3. The Employee must make reasonable progress to full time status;
- 4. Employees must be able to work at least 4 continuous hours (drive/seat time hours);
- 5. Employees assigned to Modified Work Assignments will receive their regular hourly rate of pay.

J. MILITARY LEAVE

1. Military leave shall be provided in accordance with the Uniformed Services and Reemployment Rights Act (USERRA), RCW 38.40.060 and other applicable laws. Written verification supporting the request for Military Leave shall be submitted by the employee in a timely manner.

K. JURY SERVICE LEAVE

An employee shall continue to receive their regular wages for any period of required service as a juror. A copy of the court notification for required jury service must be provided to the Employer. Employees will report for work when less than a normal work day is required by such duties. An employee will not be required to report to work prior to reporting to jury service.

L. LEAVES OF ABSENCE WITHOUT PAY

- 1. Non-Medical Related Leave (10 Days Maximum):
 - a. An employee may be granted one, or more, non-medical related leave of absences without pay of up to ten (10) days per calendar year, at the discretion of the Employer.
 - b. The employee shall not be required to use all earned vacation leave prior to the above defined non-medical related leave of absence without pay.
 - c. Personnel benefits shall not be prorated during the above defined non-medical related leave of absence without pay.
- 2. Non-Medical Related Leave (11 Days to 1 Year):
 - a. An employee may be granted a leave of absence without pay for non-medical related reasons for a period not to exceed one (1) year, at the discretion of the Employer.
 - b. A non-medical related leave of absence without pay shall only be granted to the employee if the employee has used all earned vacation leave.
 - c. Applicable personnel benefits shall be prorated during the non-medical related leave of absence without pay.
- 3. Medical Related Leave Without Pay (1 Day to 9 Months):
 - a. An employee may be granted a medical leave of absence without pay for medical related reasons for a period not to exceed nine (9) months.
 - b. A medical related leave of absence without pay shall only be granted to the employee if the employee has used all accrued leave benefits, to include accrued WPSL and sick leave hours and accrued vacation leave hours (includes any hours previously bid for vacation slots). The medical leave of absence would be effective from the date of exhaustion of all accrued leave benefits. However, in cases where the employee was eligible for and used State or Federal family leave, the medical leave without pay would be effective from the date of exhaustion of the family leave, yet shall not exceed one year from the date of incapacity and may not be extended by modified, light duty, or reduced hours unless extended at the discretion of the employer.

- c. If the employee is on a medical related leave of absence and is receiving worker's compensation from the State, the effective date of the nine (9) month medical leave of absence would be figured in the same way as if the employee was not receiving worker's compensation. This would apply whether or not the employee had elected to use paid leave hours to supplement the disability payments the employee was receiving from the State. The employee's available leave hours to include WPSL and sick leave, vacation leave, and pre-bid vacation hours would be calculated at full rate (in the same manner as if the employee was not receiving worker's compensation) retroactive to the first day in which the employee was off work due to injury or illness; said calculation would continue until exhaustion of all accrued leave benefits. The medical leave of absence would be effective from the date of exhaustion of all accrued leave benefits, shall not exceed one year from the date of incapacity, and may not be extended by hours worked in TWA, modified, light duty or reduced hours, unless extended at the discretion of the employer. However, in cases where the employee was eligible for and used State or Federal family leave, the medical leave without pay would be effective from the date of exhaustion of the family leave.
- d. Applicable personnel benefits shall be prorated during the medical related leave of absence without pay.

ARTICLE 15 - OTHER WORKING CONDITIONS

A. STATE PENSION

All eligible employees shall be covered by the Washington State Public Employees' Retirement System.

B. DEFERRED COMPENSATION PLAN

The Employer will contribute 7.65 percent (0.0765) of total wages, for those employees hired on or before March 31, 1986, and 6.20 percent (0.0620) of total wages for those employees hired on or after April 1, 1986, to a deferred compensation plan, as established by the Employer under Section 457 or 401(k) of the Internal Revenue Code, for each participating employee on a per pay period basis.

The employees shall be covered by this deferred compensation plan unless the Employer is required to contribute additional FICA (Federal Insurance Contributions Act) employee contribution matches. It is agreed that these amounts will offset the Employer's contributions as defined above.

The provisions of this section shall only apply to an employee electing to make contributions to the same deferred compensation plan in an amount equal to, or more than, the Employer's contribution as defined above. The Employer shall have no obligation to contribute to the deferred compensation plan for employees who fail to contribute to the plan, or for those employees who choose to contribute less than the established Employer contribution amount as defined above.

Once each calendar year, employees will have the opportunity to change which of the deferred compensation plans, established by the Employer, they participate in.

C. TUITION REIMBURSEMENT

The Employer shall establish an account from which employees will be eligible to be reimbursed for educational training courses under the following conditions:

- 1. The employee has made application for, and received written approval from their department director, or the director's designee, for each course prior to the taking of the course.
- 2. The employee submits satisfactory completion of the course. In terms of an academic grade a "C" or better shall meet this requirement.
- 3. Funds for the course are available in the current budget.
- 4. The course is related either directly or indirectly to the employee's position.

- 5. All books and other materials purchased by or reimbursed by the Employer shall become the property of the Employer at the completion of the course. Such books will be placed in the Employer's library or other location as appropriate for use by other employees.
- 6. This account shall be funded by the Employer in the amount of \$5,000 per year.

D. MEDICAL EXAMINATIONS

For purposes of this section, "medical examination" shall include an employee's physical or mental condition; and "physician" shall be defined as an individual who is licensed in the State of Washington to perform the required examination.

Required drug and/or alcohol testing will fall under the Employer's drug and alcohol policies. Any policy regarding physical agility or fitness tests is separate from these provisions.

1. Medical Examination - Ability to Work Examination

The Employer may require an employee to undergo a medical examination by an Employer selected physician to determine an employee's qualifications to adequately perform their work assignments, in accordance with applicable federal regulations. The Employer will compensate the employee for lost work hours, up to two (2) hours maximum, and the cost of the physical examination.

Refusal to submit for a medical examination when requested by the Employer may constitute just cause for termination of employment.

2. DOT CDL Re-certification Physical Examination

All Commercial Driver License (CDL) holders are required to undergo and successfully pass a Department of Transportation and State of Washington Department of Licensing physical examination every two (2) years (or deemed necessary by the medical provider) throughout their employment. Drivers are required to obtain medical examinations from a certified medical examiner listed on the National Registry.

The employee may choose to use either an Employer selected physician or a personal physician for the required examination. A copy or the original of the medical examiner's certificate, signed by the Employer or employee selected physician, must be provided to the Employer's Human Resources Office at the completion of the examination. The employee must carry the valid medical examiner's certificate on his/her person at all times while driving a commercial vehicle. Employees not in compliance are not allowed to drive.

Employer Physician: If the employee chooses the Employer selected physician, the cost of the exam will be billed directly to and paid by the Employer. The Employer selected physician will retain a copy of the physical examination on file.

<u>Employee Physician</u>: If the employee chooses to use a personal physician, the employee is eligible to receive reimbursement for the cost of the exam (to include any required co-pay

for the office visit). Employees will submit satisfactory evidence of the costs he/she incurred and the completed medical verification. The maximum allowed reimbursement will be up to that amount Intercity Transit would have paid for use of our physicians (lowest billing cost).

3. Return to Work Examination

An employee who wishes to return to work from a sick leave, or a leave of absence, due to a physical disability which prevented the employee from performing their assigned work, may be required to provide the Employer with a medical release from a physician of the employee's choosing, at the employee's expense, which indicates the employee is fully able to perform all of the essential functions of the position in which the employee is employed. Should the Employer refuse to accept the employee's medical release, the Employer shall schedule an appointment with the Employer selected physician as soon as possible. The employee will be required to cooperate in completing the medical examination.

4. Examination Review

Should any Employer required medical examination reveal the employee is not able to perform the essential functions of their assigned work, they may, at their option, have a review of their case in the following manner:

- a. Within fifteen (15) calendar days from the date of the employer's notification to the employee that they are unable to perform the essential functions of their assigned work, the employee may employ a physician of their choosing, at their own expense, for the purpose of conducting a further examination for the same purpose as the physical examination made by the Employer selected physician. A copy of the findings of the physician chosen by the employee involved shall be furnished to the Employer. In the event that such findings verify the findings of the Employer selected physician, no further medical review of the case shall be afforded.
- b. In the event there is a difference of opinion relative to the diagnosis between the Employer's examining physician and the physician chosen by the employee, a physician shall be mutually designated by the Employer's physician and the employee's physician. The mutually designated physician's decision relative to the diagnosis shall be final and binding as to the physical and mental fitness of the employee to perform the work of the position which the employee is employed in. Should the mutually designated physician rule in favor of the employee, the employee shall be allowed to return to work and made whole.

The costs incurred for the mutually designated physician's examination shall be borne equally by the Employer and the Union.

E. EMPLOYEE UNIFORMS

- 1. The Employer shall furnish each new Operator and Dial-A-Lift Dispatch Specialist with a complete set of uniforms, at no cost to the Operator, to include the following uniform garments: (1) 3-1 Jacket, (1) Lightweight Jacket, (5) shirts or polo shirts, (5) pairs of trousers, (1) Backpack, (1) Vest, (1) Cap and Knit cap.
- 2. Uniforms are to be worn only while on duty or while traveling to and from work and shall not be used for purposes deemed inappropriate by the Employer. Employees will be required to be in the appropriate uniform dress during their working hours to include Sign-In.
- 3. The Employer will determine and replace or repair any item of the uniform that has normal wear and tear.
- 4. All uniforms furnished by the Employer shall remain the property of the Employer.
- 5. The change to a Quarter-Master system will be effective upon ratification. All unutilized Employee balances as of the date of ratification will be returned to the agency's Uniform Budget.
- 6. The Employer reserves the right to implement a uniform dress code for Customer Service Representatives at a future date.

F. EMPLOYER SPONSORED EVENTS OR PROGRAMS

Employees participating in Employer sponsored events or programs shall be entitled to receive such prizes, awards, incentives, and compensation as the Employer may deem appropriate.

G. TRANSPORTATION PASSES

Free transportation passes shall be provided to all active employees, and their dependents. For purposes of this section, dependents shall be defined as the employee's spouse or the employee's registered domestic partner or children (child must be nineteen [19] years of age or under or up to age twenty-three (23) if they have a current, local student identification card). The term child applies equally to natural, step, or adoptive or custodial family relationships. Transportation passes will also be provided to all retired employees and their spouses or registered domestic partners who leave Intercity Transit with twenty (20) years of service or have reached the age of sixty-two (62) with at least five (5) years of service. The passes will be honored on all of the Employer's regularly scheduled buses and vans.

H. EXACT FARE

The exact fare system which was instituted January 1, 1975 shall be continued for the life of this Agreement.

ARTICLE 16 - EMPLOYER RULES AND REGULATIONS

The Employer agrees to notify the Union of any changes in the Employer's rules and regulations. The Employer further agrees to make a copy of the Employer's rules and regulations available to all employees.

ARTICLE 17 – WAGES

Employees covered by this Agreement shall be compensated in accordance with the applicable wage schedules specified in Appendix A and Appendix B of this Agreement. The wage schedules shall be considered a part of this Agreement.

Wage Increases Include:

January 1, 2018: 3.00% + \$200.00 signing bonus

January 1, 2019: 3.00%

January 1, 2020: 2.50%

Eliminate entry-level steps for the following classifications in the Wage Schedule:

- Operator I, Coach Operator
- Probation, Dial-A-Lift Dispatch Specialist
- Probation, Customer Service Representative

Effective January 1, 2020, add \$1.00/hour to Dial-A-Lift Operators, then apply 2020 wage increase of 2.50%.

ARTICLE 18 - SAVINGS CLAUSE

Should any provision of this Agreement or the application of such provision be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation, the remaining portions of this Agreement shall remain in full force and effect. Both parties agree to immediately attempt to renegotiate such provision to a valid form acceptable to both parties.

ARTICLE 19 - ENTIRE AGREEMENT

The Agreement expressed herein in writing constitutes the entire agreement between the parties and no express or implied statement or previously written oral statements shall add to or supersede any of its provisions. Collective bargaining on any subject, whether included in this Agreement or not, is closed for the term of this Agreement unless the parties agree by mutual decision to amend the Agreement or enter into a memorandum of understanding on a particular subject during the term of this Agreement.

ARTICLE 20 – TERM

This Agreement shall become effective January 1, 2018. It shall remain in full force and effect until December 31, 2020.

Dated and signed this _____ day of January 2018.

FOR INTERCITY TRANSIT

DEBBIE SULLIVAN Authority Chairperson

ANN FREEMAN-MANZANAR'S General Manager

JIM MERRILL Operations Director

HEMME

HEATHER STAFFORD SMITH Administrative Services Director

ey MARK SANDBERG

Operations Manager

EMILY BERGKAM

EMILY BERGKAMP Dial-A-Lift Manager

JOY GERCHAK Customer Service Manager

FOR THE AMALGAMATED TRANSIT

ART DELANC

President/Business Agent

RICK SMART Contract Committeeperson

DOPENNE elena K

DEBRA SOLOMON Contract Committeeperson

LORI JOHNSON Contract Committeeperson

APPENDIX A and B WAGE SCHEDULE (wage rates to be effective January 1 of each year)

	2018	2019	2020
Coach Operators	3.00%	3.00%	2.50%
Operator I			
Operator II	\$ 19.60	\$ 20.19	\$ 20.69
Operator III	\$ 21.00	\$ 21.63	\$ 22.17
Operator IV	\$ 22.53	\$ 23.21	\$ 23.79
Operator V	\$ 24.03	\$ 24.75	\$ 25.37
Operator VI	\$ 25.76	\$ 26.53	\$ 27.19
Operator VII	\$ 27.77	\$ 28.60	\$ 29.32
Van Operators	3.00%	3.00%	+\$1.00 + 2.50%
Operator I	\$ 17.25	\$ 17.77	\$ 19.24
Operator II	\$ 19.07	\$ 19.64	\$ 21.16
Operator III	\$ 20.88	\$ 21.51	\$ 23.07
Operator IV	\$ 22.70	\$ 23.38	\$ 24.99
Operator V	\$ 24.50	\$ 25.24	\$ 26.90
Dial-A-Lift Dispatch Specialists	3.00%	3.00%	2.50%
Probation			
DAL Dispatch Specialist I	\$ 26.23	\$ 27.02	\$ 27.70
DAL Dispatch Specialist II	\$ 27.58	\$ 28.41	\$ 29.12
DAL Dispatch Specialist III	\$ 28.89	\$ 29.76	\$ 30.50
DAL Dispatch Specialist IV	\$ 30.18	\$ 31.09	\$ 31.87
DAL Dispatch Specialist V	\$ 31.54	\$ 32.49	\$ 33.30
DAL Dispatch Specialist VI	\$ 33.49	\$ 34.49	\$ 35.35
Customer Service Representatives	3.00%	3.00%	2.50%
Probation			
C.S. Representative I	\$ 18.97	\$ 19.54	\$ 20.03
C.S. Representative II	\$ 19.93	\$ 20.53	\$ 21.04
C.S. Representative III	\$ 20.92	\$ 21.55	\$ 22.09
C.S. Representative IV	\$ 22.01	\$ 22.67	\$ 23.24
C.S. Representative V	\$ 23.10	\$ 23.79	\$ 24.38
C.S. Representative VI	\$ 24.27	\$ 25.00	\$ 25.63
Lead C.S. Rep. I	\$ 24.53	\$ 25.27	\$ 25.90
Lead C.S. Rep. II	\$ 25.77	\$ 26.54	\$ 27.20
Lead C.S. Rep. III	\$ 27.04	\$ 27.85	\$ 28.55

APPENDIX C ACCIDENT REVIEW COMMITTEE

In the event a dispute arises over the determination of Preventability of an accident, an Operator has fourteen (14) calendar days from the date notified to submit a written request for review of the Fixed Route Manager's determination. A Committee consisting of one (1) employer member, one (1) union member, and an impartial person from the outside will meet within thirty (30) days from the date of the Operator's written request. The impartial person from the outside will be chosen jointly by the Employer and the Union. This accident shall remain "under investigation" with regard to discipline until a determination has been made by the Accident Review Board (Article 9, B. does not apply to this situation). Any costs for an outside party shall be borne equally by both parties.

This section supercedes language regarding the Accident Review Panel process found in the Operators Manual.

APPENDIX D DISCIPLINE GUIDE

Intercity Transit requires good performance as a condition of continued employment.

This Guide has been prepared to inform employees of actions that may be taken for unacceptable performance, inappropriate behavior, or violations of rules and regulations. It is a guide to employees involved in disciplinary issues and should <u>not</u> be construed as a hard and fast limitation upon Supervisors in dealing with such matters.

This Discipline Guide is based on the principle of uniformity and progression, and is designed to be instructive and corrective, rather than strictly punitive. This is achieved by using levels of discipline (A, B, C, or Late Reports); along three separate lines of progression, (Traffic/Safety, Late Reports and all others). The numbers of steps in any line of progression depends on the seriousness of any single violation as well as a consideration of the employee's overall job performance, including active disciplines.

All disciplinary actions are subject to the terms of the Labor Agreement.

Definitions: Active for Work

For purposes of this Article "active for work" is defined as: All paid time being credited towards the specified period of time with the following exceptions:

1. Sick leave used to supplement a medical leave without pay beyond **ten (10)** consecutive calendar days will **<u>not</u>** be considered active for work.

2. Sick leave used to supplement an on-the-job injury beyond **ten (10)** consecutive calendar days will **<u>not</u>** be considered active for work.

3. Leave of absence without pay beyond **ten (10)** consecutive calendar days will <u>not</u> be considered active for work.

4. Time off from work due to an on the job injury will **not** be considered active for work.

Definitions: Active Disciplines

For purposes of this Article "active disciplines" are defined as: All disciplines that have not expired.

Categories "A" & "B"

Most performance problems in the workplace will fall under progressive discipline as a means of correcting the problem. However, there are some infractions which, by their severity or seriousness, would warrant more immediate and decisive action and therefore are categorized as A or B offenses.

Category "A"

Category A infractions are major infractions having the potential of dismissal on a first (or any) occurrence. Category A discipline that does not result in immediate dismissal shall remain active for thirty-six (36) months. Certain Category A violations will remain active for an unlimited duration. These include:

- Prohibited harassment
- Prohibited discrimination
- Fighting or violence in the workplace
- Theft
- Gross insubordination

In the event a previous Category A violation is considered by the employer in determining a subsequent disciplinary sanction and the subsequent discipline is subject to a Step 3 (arbitration) review in the grievance procedure, the impact of the previous Category A discipline on the subsequent discipline may be considered by the arbitrator in the arbitrator's application of the just cause standard.

Last Chance Agreement

In lieu of termination, the parties may agree to the terms of a Last Chance Agreement (LCA). The terms of an LCA are subject to the mutual agreement of the parties and unless otherwise agreed set no precedent for other disciplines.

Category "B"

A category B infraction is a serious infraction having the potential of a written warning, a suspension or causing an employee to be placed on decision-making leave. Discipline in this category will be issued in a line of progression, when appropriate. Examples of category B infractions include, but are not limited to:

- Insubordination
- Responsibility for a serious incident
- Failure to follow accident procedures
- Falsification of or failure to file a report
- Falsification of any employment record
- Reckless driving

Category B violations will remain in effect for twenty-four (24) months when the employee is "active for work." The period of effect may be shortened to eighteen (18) months or extended up to thirty (30) months, commensurate with the seriousness of the violation and/or number of previous violations (category B and category C).

If an Operator is currently at a Written Warning or above level of discipline a Category B infraction may result in termination of their employment at Intercity Transit.

Last Chance Agreement

In lieu of termination, the parties may agree to the terms of a Last Chance Agreement (LCA). The terms of an LCA are subject to the mutual agreement of the parties and unless otherwise agreed set no precedent for other disciplines.

Category "C"

A Category C infraction is a less serious infraction, nevertheless, warranting discipline up to and including a written warning. This category of discipline follows a line of progression consisting of six steps.

A Category C violation will remain in effect for twelve (12) months when the employee is "active for work."

If the employee commits another violation, the employee will be placed in the next level of discipline.

The employee will remain in a category of discipline until an earlier active discipline expires or they commit another violation. If an earlier violation expires, the employee will be moved to the previous discipline level. If a violation occurs, the employee will be moved to the next level of discipline.

However, in the event an employee is subject to Step 4 (Decision-Making Leave) or above discipline, said discipline will remain active for twelve (12) months when the employee is "active for work" following the date of said discipline.

Disciplinary Steps for Class C violations are:

Step 1-Counseling Session:

Although it is the first step in the disciplinary process, it is considered non-disciplinary in nature and is the written record of a verbal reprimand.

Step 2-Notice of Discipline: This is given for minor violations if an Operator has an active Counseling Document.

Step 3-Written Warning:

This is given when an Operator already has two active C Violations.

Step 4-Decision Making Leave:

If the employee commits another violation during the Written Warning period, the employee will be placed in the next level of discipline (Decision-Making Leave). The employee will remain in that category of discipline for a period of twelve (12) months, when the employee is active for work.

Step 5-Suspension:

Any violation while an employee is in Decision-Making Leave period that does not result in termination will cause the employee to be suspended without pay. The employee will remain in that category of discipline for a period of twelve (12) months, when the employee is active for work

Step 6-Termination:

If the employee commits another violation during the Suspension period their employment at Intercity Transit will be terminated.

Last Chance Agreement

In lieu of termination, the parties may agree to the terms of a Last Chance Agreement (LCA). The terms of an LCA are subject to the mutual agreement of the parties and unless otherwise agreed set no precedent for other disciplines.

Late Reports (Does not apply to use of WPSL)

A late report remains active for a period of 12 months. At the end of twelve (12) months, the late report expires and the employee is moved to the lower discipline level unless they have reached the Decision-Making Leave discipline level.

Initial Occurrence – Operations Log Entry

In the instance of a late report when the employee has no active late reports, Operations shall make a log entry of the late report. A copy of the log will be placed in the employee's Operations file.

Disciplinary Steps for Late Report violations include the following:

Step 1 - Counseling Session:

An employee is placed at this step when they have one active late report (Operations Log Entry) at the time of the violation.

Step 2 - Notice of Discipline: This is given for a late report if an employee has two active late reports.

Step 3 - Written Warning: This is given for a late report when an employee has three active late reports.

Step 4 - Decision Making Leave:

If the employee has a late report while having an active Written Warning, the employee will be placed in Decision-Making Leave. The employee will remain in that category of discipline for a period of twelve (12) months, when the employee is "active for work."

Step 5-Suspension:

Any violation during the Decision-Making Leave period of twelve (12) months that does not result in termination will cause the employee to be suspended without pay. The employee will remain in that category of discipline for a period of twelve (12) months, when the employee is "active for work."

Step 6-Termination:

If the employee commits another violation during the Suspension period of twelve (12) months, their employment at Intercity Transit will be terminated.

Last Chance Agreement

In lieu of termination, the parties may agree to the terms of a Last Chance Agreement (LCA). The terms of an LCA are subject to the mutual agreement of the parties and unless otherwise agreed set no precedent for other disciplines.

Discipline Related to Traffic/Safety Violations

For Steps 1 and 2, discipline for an employee's traffic safety record will remain active for twelve (12) months when the employee is "active for work". For Steps 3-6, discipline for an employee's traffic safety record will remain active for thirty-six (36) months when the employee is "active for work."

Disciplinary Steps for Traffic/Safety Discipline in this category will be issued in a line of progression, when appropriate. The following are the typical steps:

Step 1-Counseling Session:

Although it is the first step in the disciplinary process, it is considered non-disciplinary in nature and is the written record of a verbal reprimand.

Step 2-Notice of Discipline:

This is given for minor violations if an Operator has an active Counseling Document.

Step 3-Written Warning:

This is given when an Operator already has two active Traffic/Safety Violations.

Step 4-Decision Making Leave:

If the employee commits another violation during the Written Warning period, the employee will be placed in the next level of discipline (Decision-Making Leave).

Step 5-Suspension:

Any violation while an employee is in Decision-Making Leave period that does not result in termination will cause the employee to be suspended without pay.

Step 6-Termination:

If the employee commits another violation during the Suspension period their employment at Intercity Transit will be terminated.

Last Chance Agreement

In lieu of termination, the parties may agree to the terms of a Last Chance Agreement (LCA). The terms of an LCA are subject to the mutual agreement of the parties and unless otherwise agreed set no precedent for other disciplines.

AGREEMENT

Between

INTERCITY TRANSIT

of

OLYMPIA, WASHINGTON

and

INTERNATIONAL ASSOCIATION

of

MACHINISTS AND AEROSPACE WORKERS

DISTRICT LODGE 160

for the period

January 1, 2017 through December 31, 2019

ORIGINAL

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AGREEMENT

This Agreement is made by and between Intercity Transit of Olympia, Washington, or any successors or assignees thereof, and the International Association of Machinists and Aerospace Workers, AFL-CIO, District Lodge No. 160, representing employees of the Employer as described in Article I of this Agreement.

The Employer and the Union agree that they will administer this Agreement in accordance with the true intent of its terms and provisions and will give each other fullest cooperation to the end that harmonious relations may be maintained in the interest of both the Employer and the Union.

The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent for any further waiver of such breach or condition.

It is understood that the term "employee" as used in this Agreement includes both male and female employees covered by this Agreement. In addition, the term "days" as used in this Agreement shall be defined as calendar days.

ARTICLE 1 - RECOGNITION OF BARGAINING UNIT

Intercity Transit of Olympia, Washington (hereinafter referred to as the "Employer") recognizes the International Association of Machinists and Aerospace Workers, AFL-CIO, District Lodge No. 160 (hereinafter referred to as the "Union") as the exclusive collective bargaining agent for all full-time and regular part-time Technicians, Service Workers, Support Specialists, Vehicle Cleaners, and Cleaners.

ARTICLE 2 - RIGHTS OF MANAGEMENT

The management and the direction of the working force, including the right to hire, classify, assign, promote, demote, suspend or discharge for proper cause; to transfer; to relieve employees from duty because of lack of work, or for other legitimate reasons, is vested exclusively in the Employer subject to all the provisions of this Agreement.

All matters not specifically and expressly covered or treated by the language of this Agreement may be administered by the Employer in accordance with such policies or procedures as the Employer from time to time may determine.

The Employer shall have the right to establish rules and regulations as may be deemed necessary by the Employer for the management of the affairs of the Employer, and the Union agrees that the employees shall be bound by and obey such rules and regulations insofar as the same does not conflict with the terms of this Agreement.

Rules and regulations shall be made available in writing to all employees.

ARTICLE 3 - JOINT LABOR-MANAGEMENT COMMITTEE

A labor-management committee shall be established, which shall meet on a monthly basis to communicate and resolve issues of mutual interest in areas including, but not necessarily limited to: general operational issues as raised by either party, health and welfare concerns, apprenticeship program, and safety.

The committee shall consist of the Business Representative, the shop steward from each shift, one Union member-at-large, a Maintenance Supervisor, the Maintenance Manager, Maintenance Director, the Human Resources Director, and the General Manager. By mutual agreement, other persons may be invited to participate from time to time in order to provide input on specific issues.

ARTICLE 4 - NON-BARGAINING UNIT EMPLOYEES

Non-bargaining unit employees shall not take the place of a bargaining unit employee, and it is agreed that these employees will not use tools of the trade except:

- (1) when used for purposes of instruction or training with a bargaining unit member and/or preparing training aids,
- (2) in cases of emergency which are beyond the control of the Employer, or
- (3) if a bargaining unit employee is on a authorized leave of absence (i.e. medical, military, jury duty) for longer than fourteen (14) days.

To fulfill the need listed in 3 above, the Employer will review internal bargaining unit employee availability prior to requesting assistance from non-bargaining unit employees or from an outside temporary agency. Such non-bargaining unit employees shall not substitute for a worker in the event it deprives an individual of a job. This applies to the regular shift and overtime conditions.

(4) In the event any opening occurs which will last more than thirty (30) days but less than ninety (90) days the Employer may bring in temporary workers provided: there are no bargaining unit members willing and qualified to do the work; any bargaining unit member within classification will have the ability to take the more preferential shift; overtime will be offered to bargaining unit members first, prior to the beginning of each thirty day block. Should the need extend beyond ninety (90) days the Employer and Union shall meet to determine the possible continuation of the situation.

ARTICLE 5 - EMPLOYEE EVALUATIONS

Intercity Transit reserves the right to evaluate employees' work performance. Employees shall be presented a copy of their evaluation at a private conference with their immediate Supervisor. If an employee is dissatisfied with their evaluation, the employee may request and shall be granted an evaluation review with the Maintenance Manager, Department Director, the evaluation supervisor and the Union Steward present. The Evaluation Review will allow an employee to present their disagreement with the evaluation. The employee may attach a written response to the evaluation within seven (7) days of the evaluation. The Department Director shall render a decision of determination of the review and the decision shall be final.

ARTICLE 6 - STRIKES OR LOCKOUT

During the term of this Agreement, neither the Union nor any employee shall cause, engage in, sanction, encourage, direct, request or assist in a slowdown, work stoppage, interruption of work, strike of any kind, including a sympathy strike, against the Employer. The Union and its representatives will undertake every reasonable measure to prevent and/or terminate all such strikes, slowdowns or stoppage of work. The Employer may discipline or discharge any employee who violates this Article. Discipline or discharge for violation of this Article may be processed through the grievance and arbitration procedure. This remedy shall not be exclusive of any other remedy available to the Employer. During the term of this Agreement, the Employer shall not cause, permit or engage in any lockout of its employees.

ARTICLE 7 - UNION MEMBERSHIP AND DUES

Section 7.1 It shall be a condition of employment that all employees of the Employer covered by this Agreement and those employees hired on or after its execution date shall, on the first day of beginning of such employment, become and remain members of the Union, provided that objections to joining the Union which are based on bona fide religious tenets or teachings of a church or religious body of which such employee is a member will be observed. Any such employee shall pay a service charge equivalent to regular Union dues and initiation fees to a non-religious charity or to another charitable organization mutually agreed upon by the employee affected and the bargaining representative for which such employee shall furnish written proof to the Union that such payment has been made. If the employee and the bargaining representative do not reach agreement on such matter, the Public Employment Relations Commission shall designate the charitable organization.

Section 7.2 The Union agrees that membership in the Union will not be denied or terminated for any reason other than the failure of an employee covered by this Agreement to tender the periodic dues and initiation fees uniformly required as a condition of acquiring membership in the Union. The parties also agree that when an employee fails to fulfill the above obligation, the Union shall provide the employee and the Employer with thirty (30) days notification of the Union's intent to initiate discharge action. During this period, the employee may make restitution in the amount which is overdue.

Section 7.3 The Union agrees that the Employer shall not terminate the employment of any employee under the provisions of this Article until written notification is received from the Union that an employee has failed to pay the required dues or service charge or provide proof of an alternative payment based on religious tenets as provided herein above.

Section 7.4 The Employer agrees to deduct from the paycheck of each employee who has so authorized it, the regular monthly dues. The amounts deducted shall be transmitted monthly to the Union on behalf of the employees involved. Authorization by the employee shall be on a standard form approved by the Employer and may be revoked by the employee upon request and the Union so notified.

Section 7.5 The Union shall indemnify and hold the Employer harmless against any and all claims, suits, orders or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer under the provisions of this Article.

ARTICLE 8 - BUSINESS REPRESENTATIVES AND UNION ACTIVITY

Section 8.1 <u>Business Representative Access to Work Site and/or Employees</u>. The Business Representative or other full-time representatives of the Union shall be admitted to the facility by the Employer or allowed to talk to employees during working hours, provided advance notification is provided to the Employer and such visitation does not interfere with normal operations. All such representatives shall comply with the security regulations as required of all other visitors.

Section 8.2 <u>Union Steward</u>. The Union shall designate one employee per shift as Union Steward and one alternate per shift to investigate complaints or claims of grievance on the part of the employees or the Union. Investigations will not interfere with the normal business of the Employer. Stewards will strive to minimize normal work time spent on complaints or grievances and will inform the Employer if these activities require leaving their work area. If these activities require more than 30 minutes in a day, the Union Steward will meet with the Employer and seek mutual agreement as to the time necessary for these activities.

The Union will inform the Employer in writing when a change in Union Steward or alternates takes place.

Section 8.3 <u>Union Bulletin Boards</u>. The Employer shall provide one bulletin board for the Union's exclusive use. The bulletin board is for the posting of rules, regulations, notices of meetings and other business affairs of the Union. It shall be the responsibility of the Union and its representatives to assure that information posted on such board is "Union Business".

Section 8.4 <u>Union Activity</u>. No employee shall be discharged or discriminated against in any way because of their membership or participation in sanctioned activities in behalf of the Union.

Section 8.5 <u>Union Leave</u>. Employees accepting full-time positions as elected or appointed representatives shall be granted leaves of absence without pay for the term of office or any renewal thereof without loss of seniority rights and with the privilege of returning to their former classification.

Employees may also be granted short-term leaves of absence without pay for the purpose of attending Union conventions, meetings, contract negotiations and any other bona fide Union business. Requests for time off must be in writing, signed by the Business Representative, seven (7) days in advance of the time off and addressed to the Maintenance Manager except in emergency situations, in which event such advance notice shall be given no less than forty-eight (48) hours in advance.

ARTICLE 9 - INFORMATION TO BE FURNISHED TO THE UNION

Section 9.1 <u>Memo Posting</u>. Copies of all memos posted will be provided to the designated shop steward at his/her request.

Section 9.2 <u>Employment/Classification</u>. The Employer agrees to make available to the Union with the following information:

- a. A list of members and any new members.
- b. Classification of employees.
- c. Rate of pay of employees.
- d. Seniority date.
- e. Employees loss of seniority for any reason.
- f. Job descriptions (if new or revised).
- g. Human Resources Rules and agency policies.

Section 9.3 <u>Reduction in Work Force</u>. In case of a reduction in work force, the Employer agrees to provide the Union with the following information:

- a. A copy of the list of employees used by the Employer in applying such layoff.
- b. The names of employees on file for recall.
- c. The names and dates employees accept or decline recall offers.

ARTICLE 10 - NON-DISCRIMINATION

It is mutually agreed that there shall be no discrimination because of race, color, religion, sex, age, marital status, national origin or physical, mental or sensory disabilities, Vietnam era or special disabled veteran status, discrimination pursuant to the Americans with Disabilities Act or other basis prohibited by State or Federal law. The Union and Employer representatives shall work cooperatively to assure the achievement of equal employment opportunity. Furthermore, employees who feel they have been discriminated against shall be encouraged to use the grievance procedure set up under this Agreement prior to seeking relief through other channels.

ARTICLE 11 - DISCHARGE AND DISCIPLINE

Section 11.1 No employee shall be discharged, suspended or otherwise disciplined without just and sufficient cause.

Section 11.2 <u>Oral Warning</u>. When an oral warning occurs a record of the warning will be made and a copy given to the employee. No record of the oral warning will be placed in the employee's personnel file and will not be considered for disciplinary action beyond one (1) year from the date of the Oral Warning.

Section 11.3 Written Warning. Written warnings may be given to the employee for infraction of the rules and regulations. The employee shall sign the written warning only to acknowledge receipt, not admit guilt, and state any objections to such warning in writing on the form provided. A copy of the written warning shall be placed within the employee's personnel file and will not be considered for disciplinary action beyond one (1) year from date of the warning, provided there is not additional disciplinary action within the year. If the employee is absent from work for a period greater than thirty (30) days, the one (1) year period shall be extended in proportion to the amount of time the employee remained absent from work.

Section 11.4 <u>Decision-Making Leave</u>. In lieu of Suspension Without Pay, an employee may choose Paid Decision-Making Leave. During this one day of paid leave, an employee will be required to prepare a written document outlining what changes they are going to make to insure the current or similar situation will not be repeated. Decision-Making Leave is considered a formal and documented step in the progressive discipline track.

Section 11.5 In all cases of discharge, demotion or other discipline, the employee involved shall be notified, in writing, of the action and the reason for such action. Whenever possible, such notification shall be in advance of the discharge, demotion or other disciplinary action.

An employee shall have the right to have a Union Steward present at formal disciplinary action.

Section 11.6 Should there be any dispute between the Employer and the Union concerning the existence of just and sufficient cause for discharge, suspension, demotion or discipline resulting in loss of compensation or benefits, such dispute shall be adjusted in accordance with Grievance and Arbitration provisions in this Agreement. Oral warnings may be appealed through the first (1) step of the Grievance Procedure only. Written warnings and Decision-Making Leave may be appealed through the first two (2) steps of the Grievance Procedure only. The findings of the decision-maker at each step (Step 1: Director, Step 2: General Manager) shall be attached to the written warning or Decision-Making Leave notice. If the parties fail to agree, the written warning or Decision-Making Leave will stand. The Union may attach a statement of their position to the written warning or Decision-Making Leave will stand.

Section 11.7 In the event it is found that an employee has been discharged without just and sufficient cause, such employee shall be reinstated to the employee's former position. In no way shall the period of unjust discharge affect the employee's seniority rights or the employee's rights to the other benefits agreed to herein.

Section 11.8 No camera video or audio recording shall be used by any manager against any IAM member for the purpose of finding misconduct or issuing discipline (fishing or targeted surveillance), except when there is an initiating event such as a compliant, accident, incident, or the Employer is made aware of an infraction. If discipline is issued, management and the Union Business Representative, or designee, may jointly review and discuss the recording.

ARTICLE 12 - GRIEVANCE PROCEDURE

Section 12.1 The purpose of this procedure is to provide an orderly, effective, and expeditious method for resolving grievances. A determined effort shall be made to settle any such differences at the lowest possible level in the grievance procedure. However, it is understood that failure of the parties to come to an agreement shall not be looked at disparagingly nor should it have a negative impact on the effectiveness of this procedure. It is further understood that there shall be no suspension of work, slowdown or curtailment of services while any grievance is in the process of adjustment or arbitration pursuant to the terms of this Agreement.

Section 12.2 A "grievance", as used in this Agreement, shall be defined as a claim by an employee that the terms of this Agreement have been violated, or that a dispute exists concerning proper application or interpretation of this Agreement. Grievances shall be processed in accordance with the following procedures within the stated time limits.

Section 12.3 Prior to filing a grievance an attempt should be made to settle the dispute by discussing the matter with the immediate supervisor or other appropriate management personnel.

Section 12.4 Steps in the grievance procedure for disputes involving contract interpretation or disciplinary action shall be handled in the following manner:

Step 1: Formal Grievance - Department Director

Grievances must be filed within fifteen (15) days of the occurrence of the event which gives rise to the grievance, or within fifteen (15) days of when the employee is informed of the event, by the individual affected or through their Shop Steward, to the employee's department director, or the director's designee.

The employee's department director, or the director's designee, shall attempt to satisfactorily settle the grievance within ten (10) days from the date of receipt of the employee's Step 1 grievance. Step 1 will include the following:

- a. A statement of the grievance and the facts upon which it is based, including the date of the occurrence and any relevant witnesses.
- b. The Articles or Section in this Agreement claimed to have been violated.
- c. Remedy sought.
- d. The signature of the aggrieved employee(s) and the Union representative (if presenting the grievance).
- e. Date of signatures/presentation.

Step 2: General Manager

In the event the grievance cannot be settled at the Step 1 level as defined above, it shall be submitted in writing within ten (10) days from the date of the department director's, or the director's designee's, Step 1 reply, by the Shop Steward to the Employer's General Manager and the Business Representative of the Union.

The written submission of a Step 2 grievance shall include the reasons for dissatisfaction with the department director's, or the director's designee's, solution.

The Employer's General Manager shall meet with the grievant, the Shop Steward, and the Business Representative of the Union within fifteen (15) days from the date of receipt of the Step 2 grievance, to attempt to satisfactorily settle the grievance. The General Manager will give a written response within seven (7) days of the meeting. If the Union is not in agreement with the written decision of the General Manager, the General Manager and the Business Representative of the Union will decide whether to submit the grievance to mediation or normal arbitration.

In the event the grievance is submitted to mediation and the recommendations of the mediator are not acceptable to either party, either party may request arbitration in accordance with Step 3 as defined below.

Step 3: Arbitration

Within seven (7) days of the Step 2 response or the mediation decision, the Union may on behalf of the grievant serve a demand for arbitration upon the other party. Within seven (7) days of the demand, the parties shall jointly submit a request to the Federal Mediation and Conciliation Service for a list of seven (7) names from which the parties shall select their arbitrator. Within seven (7) days after receiving such list, the parties shall each alternately strike one name from the list, with the first strike being determined by the toss of a coin, until one name remains. The person thereafter remaining on the list shall be and become the arbitrator.

The parties will strive to schedule the earliest available dates for the arbitration hearing. Prior to commencement of the hearing, both parties shall stipulate to the issue(s) that will be presented for the arbitrator's consideration.

The arbitrator shall not add to, subtract from or in any way modify or change any of the terms or provisions of this Agreement nor shall the arbitrator have jurisdiction or authority to consider or decide matters concerning or involving a new or different agreement or requested changes in this Agreement.

The decision of the arbitrator shall become final and binding on both parties when delivered to them in writing.

The costs of the arbitrator and any other joint expenses shall be borne by the party whose position is not upheld by the arbitrator's decision. In the case of a compromise decision, the arbitrator shall decide on the distribution of fees.

Section 12.5 The time limits may be extended by mutual agreement of the parties. In the absence of an agreed upon extension of the time limits the following sanctions shall apply:

- a. If the moving party fails to follow the time frame in progressing to the next step, the issue is forfeited.
- b. If the responding party fails to follow the time frame in responding to the moving party, the moving party has the option to move to the next step. "No response" shall be the same as "denying the grievance". Thus, the moving party must so notify the responding party of this action when taken and said notification must conform within the time limits set forth for progressing to the next step.

Section 12.6 The aggrieved employee and/or the shop steward shall be given full opportunity to investigate the grievance. Should the grievance proceed to Step 3 (Arbitration), each party will bear the salary costs of their own witnesses as follows:

- a. Employees participating in the preparation and conduct of an arbitration at the request of the Union will be paid through IT's regular payroll process for such attendance; IAM will reimburse IT for wages and 401(k) Employer contributions related to such attendance.
- b. IT will submit a monthly billing to IAM for reimbursements due to IT; billing to be itemized based on hours in attendance, wages, deferred contributions.
- c. The billing rate will be based on an employee's straight time wage rate.
- d. Employer contributions will be included in the billing rate; all other benefits such as accrual of vacation and sick leave, health, PERS, Medicare, and so on shall not be billed/reimbursed by the Union.

Section 12.7 <u>Access to the Grievance Procedure.</u> Notwithstanding the above terminology, either an employee or management shall have the opportunity to access this grievance procedure.

Section 12.8 In all cases, the grievant shall receive notification of the outcome of the employee's grievance. Should it become necessary for a broader publication of the resolution outcome, the parties agree to jointly release such publication, as appropriate.

Section 12.9 It is understood by the parties that confidentiality as to the specific facts and its processing must be maintained, and that any breach of confidentiality may jeopardize the effectiveness of this grievance procedure.

ARTICLE 13 - ALTERATION OF AGREEMENT

No agreement, alteration, understanding, variation, waiver or modification of any of the terms, conditions or covenants contained herein shall be made by any employee or group of employees with the Employer, and in no case shall it be binding upon the parties hereto unless such agreement is made and executed in writing between the parties hereto.

The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all the terms and conditions herein.

ARTICLE 14 - SAFETY

Section 14.1 <u>Mutual Objective</u>. It is the mutual objective of both parties of this Agreement to maintain high standards of safety in order to eliminate as far as possible industrial accidents, illness and injuries. All employees are required to report observed safety hazards and concerns immediately to their supervisor.

Section 14.2 <u>Safety Committee</u>. A member of the bargaining unit will be elected to the Employer's Safety Committee. The Safety Committee shall meet once every month and Safety Committee meetings shall be conducted on Employer's paid time. The duties of the Safety Committee will be to advise on matters relating to employee safety, review applicable safety laws and regulations, and make recommendations for maintenance of proper safety standards. Minutes of the meetings will be taken. Copies of the minutes will be posted on the Safety Board and on the shared directory. Maintenance Department will be notified as soon as possible in order to allow one bargaining unit member to accompany OSHA and WISHA on any walk-around inspection.

Section 14.3 <u>Safety Training and Equipment</u>. The Employer will provide safety training to all employees and furnish safety and personal protective equipment for all employees. It shall be mandatory for all employees to participate in any required safety training provided by the Employer and use safety and personal protective equipment when the Employer determines they are necessary.

Section 14.4 <u>First Aid</u>. The Employer shall establish and maintain an ongoing employee emergency first aid training program. At least one (1) employee per shift shall be required to maintain a valid first aid and CPR certificate.

ARTICLE 15 - REQUIREMENT OF MEDICAL EXAMINATION

It is understood by the Employer and the Union that physical examinations or tests conducted by the physician of the Employer's choice shall be required during the term of this Agreement. Safety and health of the employees and customers of Intercity Transit necessitate these requirements.

Section 15.1 <u>Cost of Exams</u>. The Employer shall pay the full cost for these medical or eye examinations if required. The Employer shall pay for any lost time associated with undergoing such medical examination. Employees shall receive copies of all medical reports from such required examinations.

Section 15.2 <u>Employer Required Exams.</u> Employer-required exams include drug and alcohol testing (random, post-accident, reasonable suspicion, and return to work agreements) and medical exams required by the Employer to determine if an employee can safely fulfill their job duties. Examinations which are *not* considered to be Employer-required include any physician report that is required as a condition of returning to work after a medical leave.

Section 15.3 <u>Return to Work Exam.</u> An employee returning to work following an injury that reduces their mobility when they return to work must provide a doctor's certification to return to work. The Employer may require a further examination to determine if the employee can safely fulfill their job duties. The Employer will pay any lost time and the cost of this required exam.

Section 15.4 <u>Commercial Driver's License Examination</u>. All Commercial Driver License (CDL) holders are required to undergo and successfully pass a DOT Medical Examination (for Commercial Driver Medical Certification) physical examination every two (2) years (or as deemed necessary by a certified medical examiner and DOT regulations) throughout employment. Employees are required to obtain medical examinations from a certified medical examiner listed on the National Registry.

The employee may choose to use either an Employer selected medical examiner or a personal medical examiner for the required examination. Examinations are scheduled on the employee's own time. A copy of the medical examiner's certificate, signed by the examiner, must be provided to Human Resources. The employee must carry the medical examiner's certificate on his/her person at all times while driving a commercial vehicle. Employees not in compliance are not allowed to drive.

Employer Physician: If the employee chooses the Employer selected medical examiner the cost of the examination will be billed directly to and paid by the Employer. The Employer selected medical examiner will retain a copy of the physical exam on file.

Employee Physician: Employees using their own medical examiner are eligible to receive reimbursement for the cost of the exam (to include required co-pay for the office visit) provided the employee submits satisfactory evidence of the costs he/she incurred. The maximum allowed reimbursement will be up to the same amount the Employer would have paid if the employee chose to use the Employer'smedical examiner (lowest billing cost).

ARTICLE 16- HOURS OF WORK

Section 16.1 The parties recognize that under normal working conditions forty (40) hours equals a normal workweek. It may, however, be necessary to allow, by mutual consent, variations to the hours of work to allow for flexible scheduling.

<u>Hours of Work</u>. The normal work hours for Maintenance employees will be as scheduling dictates. Due to the nature of their work, certain Maintenance employees will have different schedules. Those schedules shall be determined by the Maintenance Manager and Maintenance Director or designee. The Employer retains the right to establish and alter work schedules in accordance with the public transportation needs, demand, Employer policies, and all regulations and requirements specified in the United States Fair Labor Standards Act. The Employer's determination in such matters shall be conclusive.

Section 16.2 An employee shall be deemed to be working in the following shift if the employee starts their shift within the following designated times. See Section 17.5 Shift Differential for rates of pay.

4:00 a.m.	to	11:59 a.m.	Days
12:00 p.m.	to	7:59 p.m.	Swing
8:00 p.m.	to	3:59 a.m.	Graveyard

Each shift shall include an unpaid thirty (30) minute lunch period. Upon approval of the Employer, variations of the shift to accommodate longer lunch periods may be permitted. Each employee shall be given a paid fifteen (15) minute rest period in each half of the shift to which the employee is assigned; the time of starting each such rest period to be designated by the Employer. Each employee who is assigned to work two (2) hours or more either before or after their scheduled shift shall be granted a fifteen (15) minute paid rest period at either the start or conclusion of their normal shift respectively.

ARTICLE 17 - RATES OF PAY AND CLASSIFICATIONS

Section 17.1 The classification and rates of pay of employees are set forth in Appendix A, attached hereto and made part of this Agreement.

Employees will receive their regular rate of pay for attendance at Employer required meetings and for attendance at Employer required or approved training sessions; provided however, no payment shall be made for "homework assignments" resulting from said training sessions.

The Employer will pay up-front registration and testing costs associated with ASE certification. The employee is required to submit a copy of the certification of completion to the Employer within thirty (30) days of receiving said notification. If the employee does not submit the required certificate, or if the employee fails any of the tests or does not take the tests, the employee will reimburse the Employer for the costs of the ASE tests including registration costs. Reimbursement will be made in the form of a personal check or will be deducted from the employee's paycheck, whichever the employee chooses. Payment must be made within 30 days of the employee's notification of his/her status. No employee will "lose time" while attending ASE tests. Testing outside the employee's regular scheduled shift will be done on the employee's own time.

Section 17.2 <u>Overtime</u>. All hours worked in excess of forty (40) in the work week shall be compensated at a rate of one and one-half (1-1/2) times the straight time hourly rate, plus any differential. The-employee may elect to receive their entitlement as pay or as compensatory time (comp time) subject to paragraph "m" below.

For purposes of this Section, the use of any paid leave when an employee is off duty relating to vacation, comp time, observed holidays (except on an employee's regularly scheduled day off), military duty, or jury duty will be counted as hours worked for overtime computation. The use of any paid leave relating to sick leave will not be counted as hours worked for overtime purposes; the payment of an observed holiday, if it falls on an employee's regularly scheduled day off, shall not be counted as hours worked for overtime purposes. If an employee is on paid leave status and chooses to work or attend a meeting, they will not be paid for more than their normal scheduled work day. Paid leave will be adjusted to complement time spent working or in attendance at the meeting to equal their normal work day.

The Employer solely will determine the need for overtime and offer overtime accordingly. It is understood when the Employer determines a need for overtime exists a roster will be used to balance the offering of overtime within each classification and shift within 24 hours of each other. If an employee's overtime hours exceed a 24 hour difference from the next closest person, the person with the lowest hours will be offered the overtime first.

Employees not wanting to be asked for voluntary overtime may sign an overtime release form. Employees signing such a form will not be asked for voluntary overtime. This does not preclude any employee from mandatory overtime as described below:

- a. If all employees within the classification that overtime is offered decline the opportunity to work overtime, the Employer reserves the option to offer the overtime to any qualified employee(s) in the classification of their choice.
- b. Should no employee accept the offered overtime, it shall be assigned to qualified employee(s) in the inverse order of seniority within classification and shift on their day off or scheduled work day and that employee will be required to work unless the employee is not reasonably available. An employee is not reasonably available during a scheduled leave period or while in a sick status. New probationary employees will not be assigned mandatory overtime in inverse order of seniority for their first thirty (30) days.
- c. Distribution of overtime on observed holidays will occur as follows:
 - 1. A holiday overtime roster will be posted at least thirty (30) days prior to the observed holiday. Each employee will indicate on the holiday overtime roster whether they desire to work the observed holiday. Employees must sign up for the fourteen (14) days prior to the holiday to be considered for the overtime.
 - 2. For observed holidays, the Employer will determine the level of personnel shift coverage and times of the shifts and post this information on the holiday overtime roster. Employees will be offered a shift the length of their normal workday. Any variation in shifts will be made by mutual consent between the employee and the Employer.
- d. Overtime can be offered to an employee(s) for the purpose of working on "special assignments" regardless of total overtime hours earned. Special assignments are defined as jobs requiring special skills or knowledge to complete the task and will not be awarded to avoid offering overtime following the overtime roster.
- e. This method shall run on a calendar year basis (January 1 December 31). At the end of each year, all balances will be "zeroed out."
- f. When mutually agreed upon between a supervisor and an employee, a shift can be flexed to cover a shift or partial shift. It will be the employee's option if they choose to flex the shift and work only the amount of hours in their normal shift or work the amount of hours of their normal shift and time flexed for overtime.
- g. Compensatory Time Off: Employees may take comp time hours off in lieu of overtime hours worked under the following conditions:
 - 1. Accrued comp time hours can be taken by the employee only upon supervisory approval as per Section 18.5 of this Agreement. Probationary employees are not eligible to accrue or use comp time during their six (6) month probationary period.
 - Employees may earn comp time for overtime hours worked up to a maximum accrual of eighty (80) hours per calendar year. Employees may use up to a maximum of forty (40) hours comp time per calendar year.

- 3. Accrued comp time hours up to a maximum of eighty (80) hours may be carried over by the employee from year to year.
- 4. Employees, working in a lead or higher paid classification, electing compensatory time for extra hours worked will receive the additional ninety cents (\$0.90) per hour earned at the time of the accrual. Comp time hours banked will be paid at the employee's straight-time hourly rate of pay when the comp time is taken by the employee. Comp time hours may be taken in fifteen (15) minute increments. Upon separation of employment, any accrued comp time hours will be paid to the employee at the employee's straight-time hourly rate of pay.
- 5. Earned overtime hours to be taken as comp time must be reported by the employee on their pay sheet or pay record and verified by the supervisor.
- 6. Accrued comp time hours may be cashed out in eight (8) hour increments during the first full pay period in May and during the first full pay period in November of each year. The employee must make such request in writing on or before the last day of the pay period.

Section 17.3 <u>Report Time</u>. Except in cases of shutdown, other interference with operations beyond the control of the Employer or disciplinary suspensions of affected employees, all employees reporting to their work schedule as instructed on their regular shift shall be entitled to their full shift pay.

Employees are to be on time and ready to start work, including being in their work clothing prior to the start of their work shift.

Section 17.4 <u>Call Back to Work Pay</u>. Call back is defined as anytime the Employer requires employees to return to work on an unscheduled basis to perform work after they have completed their regular shift and left the facility. Call in is defined as anytime the Employer requires an employee to work when an employee has not yet started their regular scheduled shift on the call in day and the work is not connected to the employee's regular work shift.

- a. If called back or called in to work, employees are required to come in to work. Mandatory attendance at a meeting is considered a call back or call in; whereas voluntary regularly scheduled shop and/or committee meetings are not. Employees working prior to a start or continuation of a shift will receive pay for the actual time worked.
- b. An employee called back or called in to work shall be guaranteed two (2) hours work, during which time the Employer may provide and require two (2) hours work of the employee. The employee will receive at a minimum two (2) hours pay at a rate of one and one-half (1 and 1/2) times their straight time hourly rate starting at the time the employee arrives at the work place or a minimum of three (3) hours straight time pay for each incident shall be paid.
- c. The same conditions listed above apply for call back or call in on an observed holiday.
- d. No one shall be required to be placed on standby for the life of this Agreement.

Section 17.5 <u>Shift Differential</u>. An employee assigned to swing shift shall receive a shift differential of sixty-five cents (\$.65) per hour while assigned. An employee assigned to graveyard shall receive a shift differential of eighty-five cents (\$.85) per hour while assigned. Shift differential will be applied to all paid leaves with the exception of paid leaves used due to personal injury or illness of the employee or the employee's eligible dependents.

Section 17.6 <u>Temporary Assignments</u>. It is solely a management right to determine when and if an employee shall be assigned to work as a lead or in a higher classification; this Section creates no obligation for any such designations to be made. However, in the event an employee is temporarily assigned by Management or a designee to work as a lead, in a higher paid classification, or to train other employees, the following conditions shall apply:

- a. Employees assigned to temporarily work as a lead for a minimum of two (2) consecutive hours or more per incident shall receive their mechanic straight time hourly wage rate plus an additional ninety cents (\$0.90) per hour.
- b. Employees, assigned to temporarily work in a higher paid classification other than a lead position, shall receive their straight time hourly wage rate plus an additional ninety cents (\$0.90) per hour.
- c. Employees, other than leads, assigned to provide training to other employees in a classroom like setting shall be compensated at the rate of pay of fifty cents (\$0.50) per hour for all hours assigned to train. This Section does not apply to any side-by-side training that occurs on the shop floor within the context of sharing knowledge and techniques with each other or instructing apprentices.
- d. In no event shall an employee, while working in a lower paid classification, receive less than his/her straight time hourly rate of pay.
- h. Employees, working as a lead or in a higher paid classification, electing compensatory time for extra hours worked will be paid the additional ninety cents (\$0.90) per hour during the pay period in which the hours were worked.

Section 17.7 <u>Apprentice Rates</u>. Rates of pay for apprentices shall be as set forth in Appendix A.

Section 17.8 <u>New Classifications</u>. In the event that a new job classification is established or there is a substantial change in the duties or requirements of established job, the Employer shall develop an appropriate classification and rate of pay to apply to such job. The Employer shall furnish the Union with the new classification and the rate of pay to apply to such job. If the Union disagrees with the assigned rate of pay within ten (10) days from the date of such submission or within such additional time as may be mutually agreed upon, the Employer may place the new job classifications and rate in effect subject to continued negotiation for rate of pay. Any change in the established rate of a new job classification resulting from negotiations shall be retroactive to the date the rate was placed in effect by the Employer. **Section 17.9** <u>ASE Premium Pay</u>. Technicians who successfully pass the required ASE certification tests will receive an additional \$1.00 per hour pay, and will provide shop leadership coverage (serve as Lead Technician) with no additional pay.

Employees are responsible to keep certification current. Employees will lose the premium pay if certifications are not current. Probationary employees are not eligible for the ASE premium pay until probation period is completed.

Coach Technicians must pass:

- H2 Diesel Engines
- H3 Drive Train
- H4 Brakes
- H5 Suspension and Steering
- H6 Electrical/Electronic Systems
- H7 Heating Ventilation and Air Conditioning
- H8 Preventative Maintenance and Inspection

Auto Technicians must pass:

- A1 Engine Repair
- A2 Automatic Transmission/Transaxle
- A3 Manual Drive Train and Axles
- A4 Suspension and Steering
- A5 Brakes
- A6 Electrical/Electronic Systems
- A7 Heating and Air Conditioning
- A8 Engine Performance
- A9 Light Vehicle Diesel Engines

ARTICLE 18-PAID AND UNPAID LEAVES

Section 18.1 Leave Accruals. Employees are eligible to accrue paid leave benefits if they work (or in paid leave status) one half (1/2) or more of a pay period. Employees who work (or in paid leave status) less than one half (1/2) of a pay period shall receive prorated leave benefits; the proration will be based on the number of hours paid. Leave benefits accrued from the current pay period are available to the employee at the start of the following pay period (applies to all accrued leaves). An employee who exhausts their paid leave will be credited with any newly accumulated leave time upon their return to work, or at their separation of employment if the employee does not return to work. Leave benefits shall not accrue during full calendar month leaves of absences without pay.

Section 18.2 <u>Weather Conditions</u>. Employees are expected to be at their jobs regardless of weather conditions. During extreme weather conditions, employees who are unavoidably absent due to weather conditions may request the use of paid vacation leave or comp time. Paid leave requests are subject to approval of the employee's supervisor, manager, or department director. In such event, an employee is expected to make contact with their supervisor as soon as reasonably possible, ordinarily in accordance with the department's established call-in/reporting procedures.

Section 18.3 <u>Observed Holidays</u>. All eligible employees shall be granted six (6) observed holidays. The following holidays shall be observed by Intercity Transit the Employer: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

- a. <u>Dates of Holidays</u>: Whenever possible, dates of these holidays will be so designated as proclaimed and celebrated by the State of Washington. However, management reserves the right to designate the date of observance of these holidays on an annual basis based on required level of service. Employees working a graveyard shift will observe the holiday on the day their shift ends.
- b. <u>Eligibility for Pay</u>: Eligible employees will receive holiday pay for their normally scheduled work hours on observed holidays, up to a maximum of eight (8) hours per holiday. To be eligible for observed holiday pay, employees must be in a full paid status on the employee's regularly scheduled workday both prior to and following the holiday. An employee may supplement two (2) hours of accrued paid leave (vacation, or comp time) in cases of ten (10) hour work shifts. Requests to supplement leave must be made prior to the holiday.

Probationary employees are eligible for observed holiday pay. Temporary employees are not eligible for observed holiday pay.

c. <u>Required to Work:</u> If an employee is required to work on the observed holiday, the employee shall receive eight (8) hours holiday pay plus one and one-half (1 1/2) their straight time hourly rate for each hour worked on such holiday.

- d. <u>Scheduled Day Off</u>: When an observed holiday falls on an employee's regularly scheduled day off, the employee may opt to receive eight (8) hours vacation time or to receive eight (8) hours holiday pay in addition to their regular pay for that week. Probationary employees are only eligible to receive paid holiday pay; they are not eligible for vacation time while still on probation.
- e. <u>Observance of Religious Holidays</u>: If an employee's religious beliefs require observance of a holiday not included in the observed holiday schedule, the employee may request the day off using paid leave (vacation leave, or comp time). Requests require supervisory approval.

Section 18.4 <u>Floating Holidays.</u> Intercity Transit employees work many traditional holidays. In lieu of these holidays, each "eligible employee" will receive five floating holidays each year. These will be awarded by adding up to forty vacation hours to each employee's accumulated vacation hours on January 1 of each year.

Employees, who are not active for duty on January 1 and who return to work after January 15 and remain in paid status, shall receive accrued floating holidays in the form of vacation hours on their date of return to work based on the following schedule:

Returning to work January 16-April 1	32 hours
Returning to work April 2-July 1	24 hours
Returning to work July 2-October 1	16 hours

Employees hired after January 1 shall receive one floating holiday (8 hours vacation time) at the start of his/her introductory period and will accrue vacation hours in lieu of floating holiday time according to the following schedule:

April 1	24 hours
July 1	16 hours
October 1	8 hours

Section 18.5 <u>Annual Vacations</u>. Employees accrue vacation credit on a biweekly basis for each full bi-week (fourteen (14) continuous calendar days) of service in which the employee is in a paid status. Vacation credit will be prorated for any bi-week in which the employee is on an unpaid leave of absence or disciplinary suspension, based on the number of paid hours received.

Employees who are assigned to work forty (40) hours or more per week will accrue paid vacation credit in accordance with the vacation accrual schedule listed below. Employees scheduled to work three-quarter time (equates to 30-39 hours per week) will accrue paid vacation credits at a rate equivalent to three-fourths the full-time rate per month. Employees scheduled to work half-time (20-29 hours per week) will accrue vacation leave credit at the rate equivalent to one-half the full-time rate per month. Employees scheduled to work less than twenty (20) hours per week are not entitled to accrue vacation leave credit.

VACATION ACCRUAL HOURS AND DAYS SCHEDULE

START OF SERVICE YEAR	PREVIOUS (effective 1/1/15)	PREVIOUS (effective 1/1/15)	EFFECTIVE 1/1/17	EFFECTIVE 1/1/17
	ANNUAL HOURS	ANNUAL DAYS	ANNUAL HOURS	ANNUAL DAYS
1	96	12	112	14
2	104	13	120	<u>15</u>
3, 4	112	14	128	<u>16</u>
5	120	15	136	17
6, 7	128	16	144	18
8, 9	136	17	152	<u>19</u>
10	144	18	<u>152</u>	<u>19</u>
11, 12	152	19	160	20
13, 14, 15, 16	160	20	168	21
17, 18	168	21	176	22
19	176	22	184	23
20, 21, 22, 23, 24, 25	184	23	192	24
26 or more	192	24	200	25

a. <u>Eligibility:</u> Vacation accrued during an employee's probationary period shall not be credited until the employee has completed their probationary period. Probationary employees are not eligible to take vacation leave during their introductory period (exception see Article 23). Temporary employees are not eligible to accrue vacation leave.

- b. <u>Requests for Vacation</u>: An employee may request and use vacation with pay at the rate in effect for each day of vacation period, including shift differential, subject to the following conditions:
 - 1. The Employer shall have the right to establish a vacation schedule determining the number of employees allowed vacation on given dates.
 - 2. The vacation year shall be defined as a twelve (12) month period beginning April 1st and ending the following March 31st.
 - 3. Seniority within class shall prevail for any requests received prior to March 15th for dates in the following vacation year.
 - 4. For requests received after March 15th, first come, first serve shall prevail. In the event two or more requests are received on the same day for the same available dates, seniority as defined in 3. above shall then prevail.
 - 5. Requests made within seven (7) days of the requested day off will be covered with voluntary overtime or the request will be denied.
 - 6. When possible, every effort shall be made to accommodate vacation requests beyond those parameters. When not possible, reasoning will be provided to the employee.
- c. <u>Carryover of Unused Vacation</u>: Vacation leave may accrue from year to year with a maximum accrual limit of three hundred and sixty (360) hours on the employee's vacation accrual anniversary date. Effective on the employee's vacation accrual anniversary date, the employee shall forfeit any vacation leave in excess of the three hundred and sixty (360) hour maximum accrual limit allowed. Payment for vacation time in excess of the three hundred and sixty (360) hour maximum accrual limit allowed and sixty (360) hour maximum accrual limit will be permitted only in those cases where the Employer has canceled an already approved request to use such vacation leave; said payment is subject to the approval of the Director of Maintenance.
- d. The Employer and the employees shall cooperate to the fullest extent possible to allow all employees the opportunity to schedule their vacations.
- e. <u>Pay Upon Termination</u>: Upon termination of employment for any reason, an employee will be paid at the employee's straight time hourly rate of pay, exclusive of shift differential, for accrued but unused vacation credits.
- f. <u>Vacation Week:</u> An employee who takes off 5 consecutive days will not be subject to mandatory call-in for duty on their regular days off that are immediately prior to or after the five days of vacation leave.

Section 18.6 Sick Leave.

a. <u>Accrual of Sick Leave</u>: Employees covered by this Agreement shall accrue sick leave up to twelve (12) days per year, credited on a pay period basis. Employees must be in a full paid status in order to earn sick leave credits. Sick leave credits will be prorated for any pay period in which the employee is on an unpaid leave of absence or disciplinary suspension, based on the number of regularly scheduled paid hours received by the

employee for the pay period. Sick leave shall accumulate from year to year not to exceed a cap of nine hundred sixty (960) hours. In accordance with Section 18.8, employees may be eligible to cash out a portion of their accrued sick leave at the time of employment separation.

Employees scheduled to work less than twenty (20) hours per week are not entitled to accrue paid sick leave credits. Temporary employees are not eligible to accrue paid sick leave.

- b. <u>Rate of Pay</u>: Sick leave shall be paid at the employee's straight time hourly rate of pay, exclusive of shift differential. An employee shall not be entitled to more sick leave hours per day than the regularly scheduled hours of work. In all cases, accrued sick leave will be paid only for the period of actual disability. After all accrued sick leave is exhausted, vacation leave and compensatory time, in that order and exclusive of shift differential, will be used for absences due to illness. Once all paid leave is exhausted, the employee will be placed on a medical leave of absence without pay.
- c. <u>Sick Leave Eligibility</u>: Each employee shall be eligible to use earned sick leave credits only in the event the employee is wholly or partially incapacitated by actual disability or illness on days taken as sick leave (or as otherwise provided in Section 18.6.d. below) and the employee notifies their supervisor at least one hour before the start of their shift so as to allow for scheduling for replacement personnel.

Sick leave is provided to protect an employee in case of illness or disability. Use of sick leave for other purposes and/or abuse of sick leave shall be the basis for disciplinary action up to and including termination. Employees are expected to be at work on a regular basis.

- d. Sick Leave Use:
 - 1. Sick leave with pay shall be granted for the following reasons:
 - a) Personal illness or physical incapacity,
 - b) Enforced quarantine of the employee by a physician,
 - c) Illnesses within the immediate family (father, mother, spouse, children (19 years of age or younger or of any age who is incapable of self-support), mother-in-law, father-in-law, grandparents, domestic partner, domestic partner's children, domestic partner's parents, Designated Other, or any person considered in loco parentis),
 - d) Medical or dental treatment for the employee or within the immediate family of the employee, as defined above, requiring the employee's presence,
 - e) Leave for self or qualifying family members in accordance with RCW 49.76 for victims of domestic violence, sexual assault, or stalking.

If leave is taken for the purposes defined in paragraph c, the employee may charge this time to vacation, compensatory time, or sick leave. For all other authorized use of leave as defined above, the employee's sick leave accruals will be charged.

2. In the event of the death of an employee's lawful spouse or designated other (as defined above), or the employee or spouse's father, mother, brother, sister, child, grandparent, grandchild, aunt, or uncle, the employee shall be granted bereavement

leave with pay for a maximum of three (3) workdays; provided the employee has sufficient accrued sick leave, vacation leave, or comp time to cover the employee's absence. Such leave will be charged against the employee's accrued leave hours as the employee elects. Additional time may be requested by the employee, but is subject to the approval of the supervisor. Family member terms apply equally to natural, step, foster or adoptive family relationships. Verification of death may be required by the Employer. Such verification may be in the form of a published funeral notice, obituary, or death certificate.

For payroll purposes, the use of paid sick leave hours for bereavement leave reasons will not be counted as hours worked for overtime base calculation. The use of paid vacation leave for bereavement leave reasons will be counted as hours worked for overtime base calculation. The use of paid leave hours for bereavement purposes will not require a doctor's certification as referenced in Section e. below, nor will the hours count towards discipline as referenced in Section f. below.

- 3. In addition to the above, an employee is eligible to request time-off under Washington State's family leave laws or the Federal Family Medical Leave Act (FMLA) for employee, child or family member related care purposes. Written notice of intent to take family leave must be provided to the Employer thirty (30) days before the anticipated first day of the leave, unless an emergency exists.
- e. Employees will avoid the use of sick leave that creates a pattern of extending weekends, holidays, vacation, or comp time.

<u>Approval of Sick Leave Usage</u>: Sick leave shall be granted and approved by the Maintenance Manager or his designee for any disability or illness. A doctor's certificate of disability or illness shall be required prior to being able to return to work whenever one of the following occurs. A doctor's certificate must verify the employee was absent because of illness, list the inclusive dates the employee was unable to work because of said illness, and the employee is physically able to return to work. Failure to supply the Employer with the verification including the information listed above will result in discipline and disapproval of the leave pay.

- 1. An employee is absent three (3) or more consecutive days. A day absent, for the purpose of this application only, is defined as an employee working less than one half their assigned shift.
- 2. An employee uses time off for illness in conjunction with an observed holiday, vacation, or compensatory time. The exception is if an observed holiday falls on the employee's day off.
- 3. The employee has used more than ninety-six (96) hours of sick leave during the twelve (12) month period. If an employee supplies a verification of illness as described in Section e. above, the hours absent because of said illness will not count toward the ninety-six (96) hours for this requirement only; provided however, the hours absent because of said illness will count for Section f. below.

Employees with a sick leave balance greater than 300 hours shall not be subject to Section e. above or Section f. below.

An employee may use up to sixteen (16) hours of sick leave per twelve (12) month period for pre-scheduled medical appointments. This sixteen (16) hours will not be counted toward the ninety-six (96) hours in Section e.3. above. Time off for a pre-scheduled medical appointment must be requested in accordance with the procedure for requesting vacation, or compensatory time. A doctor's verification of the appointment must be provided.

- f. <u>Discipline</u>: Each time an employee has exhausted their sick leave the following discipline will occur:
 - 1. The first occurrence in a twelve (12) month period, where an employee has exhausted their sick leave balance, the employee will receive an oral warning.
 - 2. On the second occurrence in a twelve (12) month period, where an employee has exhausted their sick leave balance, the employee will receive a written warning.
 - 3. On the third occurrence in a twelve (12) month period, where an employee has exhausted their sick leave balance, the employee will be suspended without pay for a period of three (3) workdays.
 - 4. On the fourth occurrence in a twelve (12) month period, where an employee has exhausted their sick leave balance, the employee will be terminated.
- g. <u>Serious Health Condition</u>: An exception to Section f. above is when an employee has unusual circumstances that create the need for high usage of sick related paid leave in a twelve (12) month period. These circumstances must be defined as a serious health condition under federal or state family leave laws. If the employee submits proper doctor certification of the condition, the sick related hours used for those days will not be counted toward their sick usage in that twelve (12) month period.
- h. <u>L & I</u>: An exception to Section f. above, is when an employee is absent due to an approved Department of Labor and Industries (L & I) injury/illness. The leave time used for the L & I time loss will not be counted toward sick leave used in that twelve (12) month period. A doctor's verification, as described in Section e. above, of the employee's illness and time loss period is required.
- i. <u>Industrial Injury</u>: Employees injured on the job shall report such injury immediately to their immediate supervisor, or as soon as reasonably possible, upon discovery. An employee who leaves work and seeks medical care because of incapacity due to industrial injury will be paid their full shift pay at their straight time hourly rate of pay for the day on which the injury occurs only. A doctor's certificate as referenced in Section e. above and in Article 15 is required.

Intercity Transit will provide Workers Compensation Insurance in accordance with State statutory requirements. If an employee is absent due to illness or injury for which they are receiving payment from a Worker Compensation Insurance, the employee may elect to also use accrued sick leave hours together with payment from the State.

The employee is required to notify the Employer if the employee elects to use accrued sick leave to supplement their earnings and elect the percentage of sick leave hours to be

used. Use of any paid sick leave for an on the job injury will be calculated on a retroactive basis back to the first day in which the employee was off work due to the injury or illness. The employee's available sick leave hours will be used until exhausted unless the employee opts to stop the sick leave usage. After the initial designation the employee may request such compensation be started or terminated at any time, but such request shall only be made once per injury.

Upon exhaustion of accrued sick leave, the employee may elect to use, in the same manner as defined above, other accrued leave hours (vacation leave) retroactive to date of exhaustion of paid sick leave. Such available leave hours will be used until exhausted. The employee may request such compensation to be started or terminated at any time, but such request shall only be made once per injury. Vacation leave hours are not subject to buyback.

Upon return to work from a worker's compensation leave period, an employee may buy back sick leave hours. The employee may elect to purchase back all or a portion of the sick leave hours used and paid to the employee during the employee's disability period. The employee must notify the Employer of their intent to buy back paid sick leave hours; such notification must be made to the Employer within forty-five (45) days from the date upon which the employee returns to work from the disability. The employee shall make payment to the Employer in the manner prescribed by the Employer for such leave hours. Once the employee has made payment to the Employee for the total amount due based on the number of hours the employee has elected to buy back, the employee's leave hours will be added back to the employee's accrual records.

- j. <u>Transitional Work Assignment</u>: Employees who experience an on-the-job injury or illness which results in their temporary inability to return to the full range of duties of their regular position classification will accept transitional work assignments if offered by the Employer. Employees who experience an off-the-job injury or illness which results in their inability to return to the full range of duties of their regular position classification may be eligible for transitional work assignments if offered by the Employer.
 - Transitional work assignments will consist of work which is within the restrictions outlined by the employee's health care provider. Such assignments may be: part-time or full-time, with a temporary waiver of certain regular duties (reasonable accommodation), in an employee's regular position classification; or part-time or fulltime in another capacity.
 - 2. Employees assigned to transitional work assignments will receive their straight time hourly rate of pay for their regular job classification for the number of hours worked in the transitional work assignment.
 - 3. Assignment to transitional work depends upon the availability of such work and of work suitable to the employee's medical restrictions. Due to conditions associated with the operation of the Agency, a transitional work assignment may be terminated at any time by the Employer.
 - 4. For employees with non-job-related injuries/illnesses, assignment to transitional work may be ended in order to provide transitional work assignment to an employee injured on-the-job.

- 5. If an employee has received clearance from their medical provider to work a transitional work assignment and then refuses to work the transitional work assignment, the employee will not be eligible for worker's compensation benefits or paid leave benefits.
- 6. The Union and the Employer will meet to resolve any issues that may arise in the implementation of transitional work assignments.

Section 18.7 <u>Medical Leave</u>. An employee unable to work due to a disability shall be granted a medical leave of absence effective the first day of absence from work, provided the employee makes written claim of such illness or injury on forms provided by the Employer. The form shall contain the first date of disability, the nature of the disability, anticipated date of return to work and the signature of the attending physician.

When an employee is off due to extended illness or injury other than job-related, the employee shall first utilize accrued sick leave, vacation leave, and comp time. During this time, while on paid leave, the employee shall continue to earn paid leaves and receive benefits under this Agreement. Upon exhaustion of paid leave, the employee shall be placed on a Leave Without Pay status. Whether on paid or unpaid status, the employee's leave period shall not exceed twelve (12) months from the first day off due to such non-on-the-job illness or injury. For on-the-job injury situations, the employee shall be entitled to have an eighteen (18) month leave period from the first day off due to the on-the-job illness or injury. Upon completion of the twelve (12) months or the eighteen (18) months, the employee's rights, benefits and employment shall cease.

An employee shall notify the Maintenance Manager or designee as far in advance as possible. In cases of planned absence such as those resulting from scheduled surgery or childbirth, the employee will provide a certificate from the employee's physician indicating the employee is physically capable of performing the employee's normal assigned tasks prior to returning to work from the absence.

An employee on medical leave for longer than thirty (30) days shall provide the Maintenance Manager with a monthly written status report from the employee's attending physician.

<u>Return from Medical Leave</u>. An employee on Medical Leave less than thirty-one (31) days but more than fourteen (14) days shall return to work by notifying the Manager or designee of the employee's intention one (1) full workday prior to returning to work. An employee on Medical Leave for more than thirty (30) days shall return to work within seven (7) days of notifying the Maintenance Manager of their intention to return to work. Upon return to work, the Employer shall require the employee to provide a written statement from the attending physician certifying the fitness of the employee.

Section 18.8 Sick Leave Cash Out/Trade Policy.

a. <u>Cash Out at Separation of Employment Retirement</u>: Upon separation of employment or retirement, under non-disciplinary circumstances and with completion of at least five (5) years of employment with the Employer, each employee shall be paid for all accumulated sick leave at the following rate:

Hours of Accrued Sick Leave	Cash out Rate
0 to 400	1 to 5 for hours 1 to 400
401 to 600	1 to 4 for hours 1 to 600
601 to 960	1 to 3 for hours 1 to 960

The parties agree that employees who work up to their lay off date and who then are officially laid off will be eligible to cash out their accrued/available sick leave. If the employee is recalled to their job during their 18 month recall period, the employee may buy back all of the accrued sick leave hours they had available at the time of their layoff, provided the employee pays back the money they received for the cashed out hours. Employees may not buy back just a portion of their sick leave hours. In a recall scenario, the employee must buy back all of the hours cashed out within the first sixty (60) days of their reemployment.

b. <u>Sick Leave Trade</u>: Employees who have accrued in excess of four hundred (400) hours of sick leave may annually in June exercise one of the following options for hours in excess of four hundred (400):

Trade four (4) hour increments of sick leave for one (1) hour of vacation; Continue to accrue sick leave; or Trade four (4) hour increments of sick leave for one (1) hour of pay.

Employees will be allowed to trade up to ninety-six (96) hours of sick leave each year.

c. All pay for sick leave cash out or trade shall be at the employee's regular straight-time hourly rate of pay at the time of the cash out or trade. Payment for sick leave hours cashed out will be included in the employee's final paycheck.

Section 18.9 <u>Jury Duty Leave.</u> An employee shall continue to receive their regular wages for any period of required service as a juror. A copy of the court notification for required jury duty must be provided to the employee's supervisor fourteen (14) days prior to the commencement of the jury duty.

If an employee is scheduled to perform jury duty outside their normally scheduled shift the employee may make arrangements to flex their shift if approved by the supervisor.

If an employee is not required to perform jury duty that consists of the employee's regularly scheduled work hours, he/she will be required to work the remaining hours on their assigned shift. An employee may make arrangements to take vacation, personal holiday, or comp time in lieu of working in accordance with Section 18.5. Travel time to and from jury duty is not paid time. Any funds received by the employee from the court for jury duty may be kept by the employee.

Section 18.10 <u>Military Leave</u>. Military Leave shall be provided in accordance with the Uniformed Services Employment and Reemployment rights Act (USERRA), RCW 38.40.060 and other applicable laws. Written verification supporting the request for Military Leave shall be submitted by the employee in a timely manner.

Section 18.11 <u>Other Non-Medical Leaves</u>. The Employer may, at its discretion, also grant leaves of absence with or without pay for other reasons the Employer considers valid such as for education purposes or personal non-medical related problems. Staffing and work requirements will be a consideration prior to the granting of any such leaves. Requests for leaves must be made in writing to the Maintenance Manager and Director of Maintenance. Non-medical leaves shall not exceed a period of twelve (12) months from the first day of the approved leave. Unpaid time off shall not be granted unless the employee has used all available and accrued paid leaves (vacation leave and comp time).

At termination of any leave of absence, the employee shall, upon application to the Manager and Director of Maintenance, be returned to their former classification or previously held classifications to which the employee's seniority entitles the employee to hold. In the event the former classification has been abolished, then the employee will be assigned to an equivalent or lower related classification, if available and seniority permitting. In each case, the employee will receive the prevailing rate of pay for the classification to which the employee has been assigned. If the employee's seniority is insufficient to be returned, the employee shall be considered laid off per the provisions of Article 22.

Section 18.12 <u>Shared Leave Policy</u>. Employees may participate in the Shared Leave Policy adopted by the Employer per POHR 3501. This policy allows eligible employees to donate a portion of their accrued vacation leave to other eligible employees who are in need of assistance owing to serious illness or injury.

ARTICLE 19 PERSONNEL BENEFITS

Section 19.1 <u>Health Care Insurance</u>.

<u>Plan and Contribution Rates:</u> The Employer provides health care insurance to all eligible employees. Employer and employee monthly contribution rates are determined by the Employer based on the guidelines established for State employees by the Washington State Health Care Authority. Employees are required to pay, through payroll deduction, the employee share of the monthly contribution premium.

<u>Type of Coverage</u>: Coverage begins on the first day of the month following start of employment. Benefits consist of routine medical care, hospitalization, drugs, major medical expenses, dental care, basic life insurance and basic long-term disability insurance as long as available as an employer option to Intercity Transit through the Washington State Health Care Authority. Specific types of coverage, employee/dependent eligibility definitions and benefit payment schedules are described in Intercity Transit's health care plan booklets available to eligible employees through Human Resources.

<u>Self-Pay Due to Leave of Absence:</u> Health care coverage is available to an employee on unpaid leave of absence provided the employee continues to pay for the coverage on a self-pay basis.

<u>COBRA Due to Separation of Service:</u> Upon separation from Intercity Transit employment or other qualifying event, an employee and/or the employee's eligible dependents may elect to continue health benefits at their own expense to the extent provided by law.

Legislation: In the event Federal and/or State legislation is enacted which affects the existing health care provisions, the parties shall meet to bargain over the impact of such legislation.

Section 19.2 <u>State Pension (PERS)</u>. The employee and Employer shall be participants of the Washington Public Employees Retirement System (PERS) and subject to the rules and regulations of Washington State Law. Retirement information shall be provided by the Employer at the request of the employees.

Section 19.3 Deferred Compensation Plan. The Employer will contribute 7.65 percent (0.0765) of total wages for those employees hired on or before March 31, 1986, and for those employees hired on or after April 1, 1986, the Employer will contribute 6.20 percent (0.0620) of total wages to a deferred compensation plan of the member's choice, as established by the Employer under Section 457 or 401(k) of the Internal Revenue Code, for each participating employee on a per pay period basis.

The employees shall be covered by this deferred compensation plan unless the Employer is required to contribute additional FICA (Federal Insurance Contributions Act) employee contribution matches. It is agreed that these amounts will offset the Employer's contributions as defined above.

The provisions of this section shall only apply to an employee electing to make contributions to the same deferred compensation plan in an amount equal to, or more than, the Employer's

contribution as defined above. The Employer shall have no obligation to contribute to the deferred compensation plan for employees who fail to contribute to the plan, or for those employees who choose to contribute less than the established Employer contribution amount as defined above.

A member of the bargaining unit may be nominated by the Union to serve on the Employer's Pension Committee.

Section 19.4 <u>Tuition Reimbursement.</u> The Employer shall establish an account from which employees will be eligible to be reimbursed for educational courses and course-related fees under the following conditions:

- a. The employee has made application for, and received written approval from the Maintenance Director for each course prior to the taking of the course. Employees who have been suspended within the past twelve (12) months are not eligible to apply for tuition benefits.
- b. The employee submits satisfactory completion of the course. In terms of an academic grade a "C" or better shall meet this requirement.
- c. Funds for the course are available in the tuition account.
- d. The course is related either directly or indirectly to the employee's position.
- e. This account shall be funded by the Employer in the amount of \$2,000.00 per year.

Section 19.5 <u>Employee Assistance Program</u>. All employees will be eligible to participate in the Employer sponsored Employee Assistance Program.

Section 19.6 <u>Transportation Passes</u>. Free transportation passes shall be provided to all active employees and their dependents. For purposes of this section, dependents shall be defined as the employee's spouse or children (child must be nineteen [19] years of age or under). The term child applies equally to natural, step, adoptive or custodial family relationships. Transportation passes will also be provided to all retired employees and their spouses who leave Intercity Transit and have reached the age of 62 and have at least 5 years of service OR any age and at least 20 years of service, with no requirement to "retire." The passes will be honored on all of the Employer's regularly scheduled buses and vans.

Section 19.7 <u>Employer Sponsored Events or Programs.</u> Employees are eligible to receive prizes, awards, incentives and compensation as the Employer may deem appropriate for their participation in Employer sponsored events or programs.

Section 19.8 <u>Human Resources Rules.</u> Contract language shall supersede whenever in conflict with any provisions of the Human Resources Rules. Notwithstanding the above, however, the Union agrees that the Employer shall maintain the right to make changes to any provision in the Human Resources Rules at any time without negotiating said change with the Union provided that said change applies across-the-board to all Intercity Transit employees.

ARTICLE 20 - PERSONAL TOOLS AND WORK CLOTHES

Section 20.1 <u>Personal Tool Allowance</u>. The Employer will provide an annual tool allowance to all Mechanics required to provide personal tools as part of their duties of employment in the amount of \$500.00 per year, payable semiannually (\$250.00 paid the last full pay period in June and \$250.00 paid the last full pay period in December). The Employer will provide an annual tool allowance to all Support Specialists required to provide personal tools as part of their duties of employment in the amount of \$250.00 paid the last full pay period in December). The Employer semiannually (\$125.00 paid the last full pay period in June and \$125.00 paid the last full pay period in June and \$125.00 paid the last full pay period in June and \$125.00 paid the last full pay period in December).

- a. <u>Eligibility</u>: In order to be eligible for the full tool allowance, employees must be full-time employees who have successfully completed their probationary period and are in an active paid status for each full six month period. If an employee is not in an active paid status for the entire six month period, benefits shall be prorated for that portion of the six months actually spent in an active paid status; if the employee is on an unpaid status at the time the tool allowance is due, he shall be paid such prorated benefits upon return to active paid status. New employees shall be considered eligible for a tool allowance after completion of their probationary period; tool allowance benefits shall be prorated from the date of initial eligibility. The allowance will be paid through the payroll process. The amount will be considered part of gross earnings and is subject to all withholdings and required deductions.
- b. <u>Tool Inventory/Insurance</u>: The Employer will provide insurance coverage based on replacement value for job related tools in the event of loss or damage due to fire, theft or other catastrophic loss. As a condition of this insurance, each employee is required to provide and maintain an accurate inventory of all tools kept on Intercity Transit property. It is solely each employee's responsibility to provide the Employer with an accurate tool inventory. Each individual is responsible for updating their inventory whenever additional tools are acquired. This list will be reviewed and signed by the employee's supervisor. If a loss occurs, only those tools listed on a signed tool inventory will be replaced.
- c. <u>Repair of Tools</u>: Employees are responsible for all costs associated with the repair or replacement of their own tools.
- d. <u>Special Tools</u>: All special and heavy-duty tools, power tools and tools larger than one-half inch (1/2") drive shall be furnished and maintained by the Employer.

Section 20.2 <u>Safety Shoes</u>. Employees, as required by classification and work shift, will receive \$150.00 per year for the purchase of protective-toed safety shoes or protective oil resistant soled safety shoes. Employees will receive a Safety Shoe Allowance in the first full pay period of each year of the current labor agreement in the amount of \$150.00. New employees will receive an amount pro-rated based on the remaining portion of the calendar year on the first full pay period following their first day of employment.

Section 20.3 <u>Work Clothes</u>. The Employer shall continue to provide work clothing and foul weather gear as currently provided.

ARTICLE 21 - SENIORITY

Section 21.1 Definition of Seniority. For purpose of this Article, seniority shall be used for determining retention of position (after completion of probation period), selection of shift assignments and vacation scheduling. Seniority shall be defined as the length of continuous time of service with the Employer within classifications covered by this Agreement plus the provisions of Section 21.2 and 21.3 listed below. If two or more employees are hired on the same day, seniority preference will first be given to the bargaining unit member and then assigned by date of application.

Seniority as calculated herein shall not be used in determining benefit eligibility/accrual and step adjustments (see applicable articles).

Section 21.2 Effect of Probation on Seniority. If an employee is laid off during his probationary period and subsequently rehired, any seniority accumulated during the twelve (12) months immediately preceding his rehire date shall be counted toward his probationary period.

Section 21.3 <u>Additional Accumulation</u>. Seniority shall include in addition to length of continuous time of service defined in Section 21.1 above:

- a. The time lost by reason of industrial injury, industrial illness or jury duty.
- b. The time spent on authorized medical leave of absences, parental and family leaves.
- c. The time spent on leave of absence granted for the purpose of serving in the Armed Services of the United States.
- d. The time spent on authorized Union business or on leave of absence for Union business,
- e. The first thirty (30) days of any other authorized leave of absence.
- f. The time on layoff from the bargaining unit not to exceed in each instance a period of eighteen (18) months.

Section 21.4 Loss of Seniority. An individual shall lose seniority rights for the following reasons:

- a. Voluntary resignation.
- b. Discharge for just cause.
- c. Retirement.
- d. Layoff for a period of eighteen (18) months.
- e. Declining recall from layoff subject to the terms of Article 22.

- f. Prolonged disability other than those covered by Industrial Insurance claims for longer than one (1) year.
- g. Prolonged disability due to an industrial injury longer than eighteen (18) months.

Section 21.5 <u>Apprenticeship Program</u>. An Apprentice shall gain seniority in the mechanic classification from their first day of work in the Apprenticeship Program. For the purpose of shift selection, Article 27 Shift Bidding shall apply.

ARTICLE 22 - LAYOFF, RECLASSIFICATION, DOWNGRADES & RECALL

Section 22.1 <u>Definitions</u>. The meanings of certain terms used in this Article 22 and elsewhere in this Agreement are stated below:

- a. Reduction in Force (RIF) refers to reduction of the number of employees within a classification as listed in Appendix A of this Agreement.
- b. Reclassification refers to placement into a classification of equal pay when a RIF occurs.
- c. Downgrade refers to placement into a classification of lower pay when a RIF occurs.
- d. Recall refers to the process of reinstatement of employees to former jobs held which were lost by reason of a RIF.
- e. Layoff refers to the severance of employment of an employee due to a RIF.

Section 22.2 <u>Notification of Layoff</u>. The Employer shall inform the Union Steward and the employees affected of date of layoff thirty (30) days or more in advance of such scheduled layoff.

Section 22.3 <u>Reduction in Force Procedures</u>. Reverse order of seniority within classification, shall determine which employee is affected by the RIF.

Section 22.4 <u>Reclassification and Downgrade Rights</u>. An employee affected by a RIF shall be granted rights of reclassification or downgrade to any previously held classifications if their seniority is greater than the seniority of another employee in such classification. The Employer shall offer the classification with highest rate of pay first to an employee with these rights, then if refused, shall offer the next lower paid classification held and so forth until all classifications previously held are exhausted. An employee may choose layoff rather than exercise these rights.</u>

Section 22.5 <u>Recall Rights</u>. If an opening occurs, employees laid off or downgraded shall be recalled to previously held classifications based on the reverse order of the RIF subject only to the terms listed hereafter in this Agreement:

- a. Employees shall retain recall rights for a period of eighteen (18) months from date of the reduction in work force.
- b. Notice of Recall shall be sent to a laid off employee at the employee's last known address by certified/registered mail. It shall be the responsibility of the employee to keep the Employer informed of their current address. Any employee who fails to report for work within ten (10) days from the date of mailing notice of recall shall be considered resigned and shall have their name removed from the Recall List, unless such laid off employee is temporarily incapacitated preventing the employee from reporting or is employed elsewhere, in which case the employee must notify the Employer in writing within five (5) days after the receipt of the notice to return for work as quickly as the employee's health will permit or to give adequate termination notice to the employee's present employer.

- c. An employee on layoff or downgrade who rejects a recall offer to a classification previously held shall lose recall rights to such classification only.
- d. Intercity Transit employees with recall rights shall be notified in writing of recall seven (7) days in advance of such recall. The employee shall be allowed twenty-four (24) hours to accept or decline.

ARTICLE 23- PROBATION

<u>New Employees</u>. All new employees shall serve a probationary period of six (6) months commencing on their date of employment with the Employer. Upon the completion of the probationary period, the employee shall be considered as having satisfactorily demonstrated qualifications for the position and shall gain regular employee status. The employee shall be verbally notified of successful completion by their supervisor. Upon mutual agreement of the parties, an employee's probationary period may be extended.

The retention of such employees shall be strictly within the discretion of the Employer. Such employees shall not have recourse through the grievance procedure with regard to disciplinary actions, including discharge. Rejected employees shall be notified of such action in writing by the Department Director or designee at any time during their probationary period.

On other contractual matters, except as noted below, the probationary employee shall be entitled to the same rights as other employees subject to the terms of this Agreement.

- 1. Probationary employees are eligible to use vacation leave credited in lieu of floating holiday time during their probationary period.
- 2. Probationary employees are not eligible to receive vacation leave during their probationary period. Upon satisfactorily completing their probationary period, the employee will receive vacation leave retroactive to their date of hire into the bargaining unit.
- 3. Probationary employees are not eligible to accrue or use compensatory time during their probationary period.

ARTICLE 24- PROMOTIONS AND TRANSFERS

Section 24.1 Job Openings and Posting. Promotion and transfer within the bargaining unit shall be made pursuant to the following procedures:

- a. The Employer shall post all vacancies, job openings and new classifications and it shall remain posted for five (5) days. The notice shall state the number of jobs to be filled, the work schedule, the shift, the rate of pay for each job to be filled and a description of the work required and minimum qualifications.
- b. The notice shall be posted and applications received from employees prior to initiating public recruiting efforts, unless the vacant position is at the lowest classification level or, on the approval of the General Manager, it is in the best interests of the Employer to concurrently recruit internally and externally where, for example, there is a need to fill the position without delay or the position requires license or certificates, specialized qualifications not known to be possessed by employees.
- c. Human Resources shall be responsible for the initial screening of all employee applications for vacant positions for the purpose of determining which applicants possess the minimum qualifications. Human Resources shall refer the most qualified candidate(s) to the Maintenance Manager or designee, for interviews and/or testing. If the Maintenance Manager is not satisfied with the candidate(s), additional recruiting may be requested.
- d. An employee who is not selected for the test and/or interview may request a meeting with the Maintenance Manager to learn the reasons why the employee was not selected.
- e. In the selection of an employee to fill a vacancy, in addition to experience, training and education, the following factors may be considered:

Qualifications, skill, ability and past performance; Efficiency; Disciplinary record; Attendance record; and Length of service.

- f. If any employee/applicant demonstrates that they have the qualifications necessary to perform the position at a level of necessary competence, then the employee/applicant with the highest such qualifications as determined by the Employer shall be hired for the vacant position.
- g. In cases of promotion within the bargaining unit, the employee will receive, at a minimum, a five percent (5%) wage increase above their current wage.

Section 24.2 <u>Right to Return to Former Position.</u> Bargaining unit employees who transfer or are promoted to a position with Intercity Transit shall have the right to return to their former position for a period not to exceed six (6) months.

Any employee exercising their right to return to their former position shall have the same seniority as of the time they transferred out, but in no case will they accumulate seniority while working outside of the Bargaining Unit.

ARTICLE 25- APPRENTICESHIP

When the need arises, the Employer and the Union agree to develop a joint Apprenticeship Program. In establishment of an Apprenticeship program, no rules will be adopted which conflict with the terms of this Collective Bargaining Agreement.

In no event should an employee selected for the apprentice program be paid less than their wage rate of their classification from which they were selected.

Apprentice wage rates for each employee will be adjusted to be effective in the first full pay period after completion of each six (6) months of service; six (6) months of service shall be defined as completion of the requisite 1000 hours of participation in the requirements of the apprenticeship program and does not necessarily relate to the passage of calendar months, except that adjustments in the wage rate shall not be made more frequently than every six (6) calendar months.

ARTICLE 26- SUBCONTRACTING

The Employer shall not contract out work performed as of the date of this contract by members of this bargaining unit if the contracting of such work eliminates or reduces the normal workload of the bargaining unit. If a condition arises that necessitates contracting of work normally performed by the bargaining unit, the Union shall be offered an opportunity to be involved in the planning process; provided, however, the Employer shall have the right to make the final decision regarding subcontracting.

If, in order to secure funding for a specific project, the Employer is required to contract all or part of the work to be performed due to the limitations imposed by the funding agreement, such contracting shall not be considered a violation of the Agreement.

In the case of a circumstance which is beyond the control of the Employer at the time action is required and which could not reasonably have been foreseen, or the Employer is not reasonably able to provide the necessary tools, personnel or equipment to timely perform the work, the Employer shall be allowed to enter into subcontracting for this project and not be in violation of the Agreement.

ARTICLE 27- SHIFT BIDDING

The Union shall be offered the opportunity to be involved in creating shifts through their natural work groups. Proposed shifts will be offered to the Maintenance Manager and Director of Maintenance for approval. The Director shall have the final decision regarding shifts.

An apprentice will be assigned their work shift at the conclusion of the shift bid process. This is to ensure proper training with a journeyman as defined in Section 14 of the Standards of Apprenticeship (Supervision of Apprentice). Upon mutual agreement of the Employer and the Union, an apprentice may be able to bid a shift in the mechanic classification.

The Employer agrees to twice a year shift bidding. The change is to be effective on the first day of the first full pay periods in April and October. The Employer has the right to establish the number of positions by classification per shift. For purposes of shift bidding, seniority will be determined on the basis of length of employment within classification.

New employees may have their shift assigned for up to three (3) months for the purposes of skill building and training, to include but not limited to familiarization of equipment, policies, procedures, and staff. This training period will be reviewed every 30 days with the Union, supervisor, and floor staff.

Newly created positions will be bid at the time of opening or as soon as possible.

The exceptions to shift bid will be "normal" training or special scheduling.

The Employer has the right to control the work force in its entirety; however, any alteration from the shift bid will be submitted to the Union for review.

ARTICLE 28- WAGES

Employees covered by this Agreement shall be compensated in accordance with the applicable wage scheduled specified in the Appendix of this Agreement. The wage scheduled shall be considered part of this Agreement.

Wage Increases Include:

2017: 2.75% General Wage Adjustment

2018: 3.00% General Wage Adjustment

2019: 3.00% General Wage Adjustment

ARTICLE 29- SAVINGS CLAUSE

It is the intention of the parties hereto to comply with all applicable provisions of the state and federal law, and they believe that each and every part of this Agreement is lawful. All provisions of this Agreement shall be complied with unless any of such provisions shall be declared invalid or inoperative by a court of final jurisdiction. Should any provision of this Agreement or the application of such provision be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation, the remaining portions of this Agreement shall remain in full force and effect. Either party may request renegotiation of invalid provisions for the purpose of adequate and lawful replacement thereof.

ARTICLE 30- DURATION OF AGREEMENT

This Agreement, when adopted by the Transit Authority of Intercity Transit and approved by the Union, shall become effective as of January 1, 2017 and shall remain in effect until December 31, 2019 subject to the following provisions:

Letters of Understanding. In recognition of the possibility that changes may be necessary for the mutual benefit of the parties during the life of the Agreement, either party may initiate discussion of modifications by written communication to the other. The party receiving such communication shall arrange to meet with the other party within thirty (30) days of receipt. Should agreement be reached, the modification shall be attached as supplemental letter of understanding to this contract and shall remain in effect for the life of this Agreement.

AGREED TO THIS 20TH DAY OF OUTO ber 2016.

INTERCITY TRANSIT

Jeff Gadman

Authority Chair

Ann Freeman-Manzanares General Manager

Jim Merrill Maintenance Director

Paul Koleber Maintenance Manager

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Dan McMillan Maintenance Supervisor

William Snyder Maintenance Supervisor

Hmin

Heather Stafford Smith Human Resources Director

INTERNATIONAL ASSOCIATION OF MACHINISTS & AEROSPACE WORKERS, AFL-CIO, DISTRICT LODGE 160

1 nal Bobby Jøe Murray

Business Representative

Tom Burke Negotiating Committee Member

Marfy Smathers Negotiating Committee Member

Zack Sykes Negotiating Committee Member

Dan Rhodes Negotiating Committee Member

APPENDIX A - WAGE SCHEDULES

July Wage Increases:

Employees who are not at their top wage step as of July 1 of the applicable Contract year, shall receive a one step increase effective the first full pay period after July 1 of said year.

Lead Pay and Temporary Out-of-Class Pay:

Employees shall receive ninety cents (\$0.90) per hour above their straight time hourly rate of pay when working as a lead or when working out of class.

Apprentice Wage Schedule:

Apprentice wage rates shall be in accordance with the following schedule (all rates are calculated as a percentage of the third step from the top of the Mechanic wage schedule, above):

1st 6 months - 60% of Journeyman Scale
2nd 6 months - 65% of Journeyman Scale
3rd 6 months - 70% of Journeyman Scale
4th 6 months - 75% of Journeyman Scale
5th 6 months - 80% of Journeyman Scale
6th 6 months - 85% of Journeyman Scale
7th 6 months - 90% of Journeyman Scale
8th 6 months - 95% of Journeyman Scale
Thereafter, Mechanic wage schedule beginning at third step from the top

Apprentice wage rates for each employee will be adjusted to be effective in the first full pay period after completion of each six months of service.

Technician 1 Wage Schedule:

A Technician 1 shall be hired at a starting wage rate which is ninety percent (90%) of the current Step A of the Technician wage. One year thereafter, the Technician 1 employee shall advance to a wage rate which is nine-five percent (95%) of the current Step A of the Technician wage. On the second anniversary of the Technician 1 employee's hire date, the employee shall advance to a wage rate which is equal to the current Step A of the Technician wage and thereafter progress through wage schedule as any other employee in the Technician.

WAGE TABLE

		2017	2	2018	2	2019
Technician		2.75%		3.00%		3.00%
A	\$	27.80	\$	28.63	\$	29.49
B	\$	29.18	\$	30.06	\$	30.96
C	\$	30.63	\$	31.55	\$	32.50
D	\$	32.23	\$	33.20	\$	34.20
Support Specialist		2.75%		3.00%		3.00%
A	\$	22.83	\$	23.51	\$	24.22
В	\$	23.97	\$	24.69	\$	25.43
С	\$	25.13	\$	25.88	\$	26.66
D	\$	26.41	\$	27.20	\$	28.02
Service Worker	1	2.75%	1	3.00%		3.00%
A	\$	20.26	\$	20.87	\$	21.50
В	\$	21.23	\$	21.87	\$	22.53
С	\$	22.30	\$	22.97	\$	23.66
D	\$	23.43	\$	24.13	\$	24.85
Vehicle Cleaner Detailer	1	2.75%	1	3.00%	-	3.00%
A	\$	18.22	\$	18.77	\$	19.33
B	\$	19.12	\$	19.69	\$	20.28
C	\$	20.08	\$	20.68	\$	21.30
D	\$	21.03	\$	21.66	\$	22.31
Cleaner		2.75%		3.00%		3.00%
A	\$	17.31	\$	17.83	\$	18.36
B	\$	18.16	\$	18.70	\$	19.26
C	\$	19.06	\$	19.63	\$	20.22
D	\$	19.97	\$	20.57	\$	21.19

APPENDIX B – INTERNAL STAFF DEVELOPMENT PROGRAM

Internal Staff Development Program Plan for Technicians Vehicle Maintenance Intercity Transit Original: September 2015 Edited/Incorporated into CBA: January 1, 2017

Introduction

The Intercity Transit Internal Staff Development Program for Technicians is an innovative approach to train, assist, encourage, and provide employees with resources for continuous improvement within the agency. At completion of the program, Intercity Transit will have an entry level skilled technician trained specifically on transit vehicles.

Program goals are to provide:

- A career path for Intercity Transit's employees.
- A way for Intercity Transit to promote from within existing Vehicle Maintenance (VM) Department classifications. This program may be expanded to include all qualified Intercity Transit staff in the future.
- A program custom tailored to meet the needs of Intercity Transit.
- Intercity Transit with an entry level technician upon completion of the program.

Currently, the program will be offered only to Intercity Transit VM staff. The program is two years long. Education will be provided through college level heavy-duty diesel technician program courses, in-house training, and hands-on experience. The chosen applicant will work with the management team to determine both their work and class schedule during the program.

The following status will deem an employee *ineligible* for consideration:

- Currently serving initial probationary period.
- Employed in a temporary position within Vehicle Maintenance.
- Employed in a journey level position in the technician classification.
- Previous involuntary removal from the trainee program.

Application and Selection Process

A posting will include a job description and identify the minimum requirements for acceptance into the program. Candidates responding within the announced application period will be screened and interviewed.

This position is classified as safety-sensitive under Intercity Transit's Drug and Alcohol Policy and is included in the random drug and alcohol testing program

Screening will be based on the eligibility outlined above, the applicant's full time work history, and on the following criteria:

- Have not received anything above a written discipline within the last one year.
- Have worked at least 2,000 hours in the last twelve months (applicants will not be screened out if they do not meet the 2,000 hours threshold due to FMLA protected leave).

The selection process shall be conducted in accordance with VM hiring guidelines.

- HR will apply established screening criteria to all applications.
- Applicants passing the initial screening criteria may be given a mechanical aptitude qualification test. Selected candidates will be invited to interview. The chosen candidate(s) will be placed in the trainee program.

Education, In-house Training, and Hands-on Experience

Once selected, trainees will have both classroom and related hands-on training. The maintenance Manager will outline the program and classes after acceptance into the program. Trainees must adhere to standing safety policies and procedures.

A trainee will be required to satisfactorily complete college level heavy-duty diesel classes as determined by VM management. Participants will attend scheduled classes. Intercity Transit may choose not to send a technician trainee (TT) through some classes.

Some training will be conducted in-house

Additional training will be required (examples include but are not limited to ESMS, First Aid, AED, safety, etc.).

An applicant already having a current (within the prior three years) associate's degree in diesel technology may be given credit toward the education requirement. The Maintenance Director will review previous education and determine if education requirements have been satisfied. Documentation of previous education will be reviewed on a case-by-case basis.

Work assignments and shift hours for trainees will not be subject to the usual "shift pick" process but shall be assigned by the VM Manager.

The trainee will be required to work or train eight hours per day, or a combination thereof, five days per week. The trainee schedule will be set and monitored by the VM Manager.

Class times may vary. Intercity Transit reserves the right to assign classes during non-traditional work hours.

If VM is working under what is deemed an emergency situation (snow schedule or similar), the trainee shall contact a VM Manager to discuss any schedule changes.

Trainees may work overtime in either training or their regular position after consulting with VM Manager.

Trainee Responsibilities

Trainees must possess or obtain a basic set of tools by the start of their traineeship (list attached).

The program participant shall receive a personal tool allowance equal to the Mechanic level per the language in the IAMAW Contract, Article 20, Section 20.1, Personal Tool Allowance, for the coarse duration.

A trainee must obtain and maintain those additional tools necessary to perform the work corresponding to the level of his/her training, at his/her own cost. During the course of the training program, trainees are eligible to receive the tool allowance outlined in the current IAM contract.

Each trainee shall be responsible for entering labor spent and parts used into Fleet-Net.

It shall be the responsibility of the trainee to maintain a quarterly grade point average (GPA) of 2.0 or above to remain in the program. Trainees who are having trouble maintaining the minimum GPA are encouraged to contact the VM Manager for help before their GPA falls below the minimum requirement.

If the GPA falls below 2.0 for any quarter, the Maintenance Manager will meet with the trainee. The trainee will be given a chance to explain the circumstances and/or reasons. The VM Manager will assess the need for any help or action that may be appropriate.

The Maintenance Director reserves the right to remove a trainee from the program at any time for falling below the GPA requirements.

The VM Manager will select the courses of study. Intercity Transit will pay for books, tuition, lab fees, and mileage from school to Intercity Transit for the trainee attending college as part of this program.

Trainees must follow current procedures for reporting sick days. Trainees are strongly encouraged to plan time off around class days.

Each trainee will be required to attend and satisfactorily complete classroom assignments, safety training, and related state and/or federal certification classes as assigned by the VM Manager.

The VM Manager will verify college or other class attendance.

Each trainee is responsible to ensure that copies of certificates, transcripts, and other training records are supplied to the VM Manager for verification of training.

While attending college, the trainee will provide current copies of grades to the Manager.

Each trainee is required to have and maintain a Class B Commercial Driver's License (CDL) with a passenger endorsement and air brake restriction removed. If applicant does not have a license at the beginning of the training IT will provide training and testing. Trainee is required to obtain a CDL with passenger endorsement and air brake restriction removed within the first six-months in the program.

The VM Manager may at any time request progress updates by the trainee or the college instructors.

Any failure to comply with the above requirements will be provided to the Maintenance Director.

Agency Responsibilities

The VM Manager will be responsible for assigning and coordinating the hands-on work at the shop. They will work with the trainee to keep the trainee on track and learning the needed skills.

The VM Manager will review labor inputs to ensure trainees are performing work as closely related as possible to the current or already completed courses of study.

VM Manager will assure each trainee keeps track of his/her task hours in Fleet-Net.

The VM Manager will be responsible for completing performance evaluations using the established QA program.

The VM Manager is responsible to ensure the trainee's attendance at scheduled classes.

The VM Manager will monitor any change in the trainee's work status (OJI, leave of absence, long term illness, etc.).

Training Records

All training records will be maintained in the agency's training database. All training will be documented and recorded. The Department Assistant will help coordinate enrollment in classes.

The following records will be retained for each trainee, according to training record retention policy:

- College courses.
- College course grade point average.
- In house training classes.

Program Management

The Maintenance Director is responsible for overall program management.

The Maintenance Director will be responsible for the budget in the following areas:

- Tuition for community colleges
- Books
- Mileage between work sites
- Lab fees

At periodic JLMC meetings, the members will discuss the program, discuss any issues, and provide input to the Maintenance Director with requests for changes.

Wages

Step placement, upon entrance into the trainee program, will be calculated using an employee's current pay plus 3%. The term "current pay" is defined as the pay the trainee received in the permanent classification he/she held before becoming a trainee. Current pay will include shift differential.

A trainee attending school will attend day classes and will finish his/her work day on Day Shift. If it is necessary for the trainee to attend night classes, s/he will finish the day on Swing Shift. The trainee will work his/her regular job and shift during gaps in assigned classes.

Seniority

The trainee will continue to accrue seniority in the classification they were in (or are still in) prior to entering into the training program. Seniority in the Technician classification will begin upon successful completion of the ISDP program and placement into a Technician position.

Layoff

Intercity Transit and the Union agree the Internal Staff Development Program is an important program to promote and train qualified employees. However, if Intercity Transit determines that layoffs will occur, trainees will be considered for layoff as part of the trainee's regular job classification.

If a trainee in the Internal Staff Development Program ends involuntarily by the agency for budget reasons (and not due to above performance criteria), the trainee shall be eligible for reinstatement to the Internal Staff Development Program by seniority for thirty-six (36) months following layoff from the program. A trainee who is reinstated in the Internal Staff Development Program will be credited for all classes and training which he/she has completed.

TECHNICIAN TRAINEE Job Description

REPORTS TO

Director of Maintenance Maintenance Manager Vehicle Maintenance Supervisor

BASIC FUNCTION

Serve as a trainee performing and assisting in the maintenance of all Intercity Transit buses and associated equipment. Perform increasingly more responsible bus and component repair duties under the close supervision of experienced technicians. Install bus accessories and auxiliary parts. Perform routine adjustments on bus equipment. Participate in training classes related to this trade. Complete related work as required.

DUTIES AND RESPONSIBILITIES

The trainee will assist technicians in the diagnosis, disassembly, repair, and reassembly of engines, transmissions, differentials, brakes, heads, blowers, injectors, multi-plex systems, hybrid drive components, and other technical equipment.

The trainee will learn to operate a variety of power hand tools, as well as operate gas, diesel, and electrically powered vehicles.

The trainee will complete and pass all related supplemental training classes, seminars, courses, and other tests as determined by the Maintenance Director and VM Manager.

The trainee will input and extract data using a computer terminal as required. Perform other related duties as assigned.

Minimum Qualifications

EDUCATION AND KNOWLEDGE

Applicants must be at least 18 years of age at the time of hire. The ability to read, write, and understand English and math is required. The ability to learn to operate a variety of power and hand tools is required.

OTHER REQUIREMENTS

Must be able to pass the required physical examination prior to employment. Must have a Washington State driver's license, Class B CDL with passenger endorsement and air brake restriction removed.

PHYSICAL

The job requires considerable physical skill and sustained periods of physical effort. Physical ability to lift in excess of 50 pounds. Physical ability to perform the essential functions of the job.

INTERPERSONAL

The job requires ordinary conversational skills and courtesy and the ability to exchange or provide routine information. Contacts are primarily with other Intercity Transit personnel. Intercity Transit values communication that is respectful, courteous, and considerate.

ENVIRONMENT

Work is performed in a shop environment with exposure to high noise levels, oil, grease, bus fumes, various temperatures and weather conditions, and other hazards. Work is often performed in cramped or awkward positions.

RESPONSIBILITY

The technician trainee is responsible for progressively developing skills for the safe and proper care and maintenance of assigned Intercity Transit equipment. The trainee is also responsible for the timely completion of supplemental courses and classes assigned during training.

Required Freshman Tool List

- Flashlight
- Combination Wrench Set SAE 3/8"-3/4"
- Combination Wrench Set Metric 10mm-19mm
- 1/4" Socket Set SAE and Metric
- 3/8" Socket Set SAE and Metric
- 1/2" Socket Set SAE and Metric
- 3/8" Extension Set
- 1/2" Extension Set
- 1/4", 3/8", and 1/2" Ratchets
- Screwdriver Set (6 Piece)
- Side-Cut Pliers
- Arc-Joint Pliers
- Locking Pliers
- Snap-Ring Pliers
- Slip-joint Pliers
- Wire Stripper / Crimper Pliers
- 8oz and 16oz Ball Peen Hammer
- 3-5 lb. Dead-Blow Hammer
- Feeler Gauge Set
- 1/4", 1/2", and 3/4" Cold Chisels
- Center Punch
- Pry Bar Set
- Rubber-Tipped Air Nozzle
- Cotter Key Puller
- Hacksaw with Blades
- Measuring Tape
- Gasket Scraper
- Hex Key Set SAE and Metric
- Digital Volt/Ohm/Amp Meter (DC Amps 10 or more, Auto-Ranging, Clamp-on Optional)
- Tool Storage Box

Required Sophomore Tool List

- 12-piece Imp Socket Set
- Extension Bar: 10"x3/8" drive
- Extension Bar: 10"x1/2" drive
- Pliers Kit
- 12" Pry Bar
- 18" Pry Bar
- Drift Punch: 8"x3/8"
- Drift Punch: 7"x1/2"
- Inspection Mirror
- Hook/Pick set

- Torque Wrench: ½" drive, 25-250 ft. lbs.
- Torque Wrench: 3/8" drive, 25-100 ft. lbs.
- Hydraulic Wrench Set 14-piece
- ½" drive Impact Wrench
- 1-3/8" Combination Wrench
- 1-7/16" Combination Wrench
- 1-1/2" Combination Wrench
- 16" Arc-Joint Pliers
- 3 lb. Hammer
- 9" Rolling Head Pry bar
- 18" Rolling Head Pry Bar
- 22" Rolling Head Pry Bar
- 4-piece Flare Nut Wrench Set
- Crowfoot Set Metric and Standard

Memorandum of Understanding Between IAM, District Lodge #160 and Intercity Transit Concerning the Internal Staff Development Plan

The Union and Intercity Transit mutually agree to the terms and conditions in the attached Internal Staff Development Plan (ISDP) dated September 22, 2015.

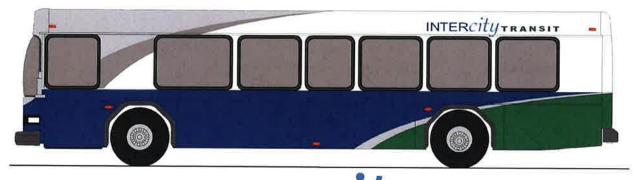
Additionally, the first candidate for the ISDP will be selected in time for the Fall 2015 school registration process.

The decision to select additional candidates in the following years will be evaluated on an annual basis.

Signed this day and of October, 2015.

For the Union:

For Intercity Transit:





EMPLOYEE RECOGNITION PROGRAM Effective: January 1, 2005 Last Revision: February 2018

Purpose

Celebrate and support employees through recognition for exceptional service contributing to the agency's goals.

Why?

Recognition fosters job satisfaction, builds self-esteem, and reinforces desired performance. It supports quality, strengthens trust and loyalty, and helps shape a culture that attracts and keeps the very best people. Recognition is about acknowledging good results and reinforcing positive performance; it's about shaping an environment in which contributions are noticed and appreciated. And this is a responsibility shared by **EVERYONE!**

Objective

To recognize employees for the important role they have in fulfilling the mission and objectives of the agency.

Program Oversight

The Senior Management Team, to include the General Manager, is accountable for the program, budget, and points awarded.

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Award Categories:

- *Community-minded:* highly motivated, customer-focused, community-minded acts committed to enhancing the quality of life for citizens, the general public, and other agency employees.
- *Outstanding Achievement:* performs a "Community-Minded" act that goes way above and beyond.
- *Efficiency:* initiates a program or work process that saves the agency money.
- *Excellence in Transit:* (annual award) individuals and teams who exemplify the agency's mission, vision, and values.

Employees will also be recognized for:

- Attendance: being at work every day (other than for vacation or comp time). *Eliminated per WPSL, January* 1, 2018.
- *Safety:* being committed to the safety of our employees, passengers, and the general public.
- *Longevity:* celebrating years of service with the agency.

Community-Minded

Definition: Highly motivated, customer-focused, community-minded acts committed to enhancing the quality of life for citizens, the general public, and other agency employees.

For examples: Acts of kindness; goes the extra mile; always volunteers to help; extends self for value-added service; adds quality to the work progress and process; demonstrates consistent "can do" attitude, participates in volunteer activities.

Performance Measure: % of satisfaction of internal and external customers. (Baseline: ridership surveys from DAL and FR).

- 1. <u>Points</u>: Letter, 5, 15, or 25 points determined by the Review Team upon review of the nomination form.
- 2. <u>Letters to employee and personnel file</u>: A letter signed by the General Manager will accompany each award. The Department Head, or designee, will personally distribute awards and/or letters. A copy of the letter will be placed in the employee's personnel file.
- 3. <u>Nominations</u>: May be received in multiple formats, including recognition form available throughout the facilities; customer comment card; phone calls; letter or email.

Outstanding Achievement

Definition: Performs a "Community-Minded" act that goes way above and beyond, such as a heroic or courageous act.

Elements:

- 1. <u>Points</u>: 30, 40 or 50 *points*. Review Team will evaluate each situation separately then decide based on impact to agency.
- 2. <u>Letters to employee and personnel file</u>: A letter signed by the General Manager will accompany each award. The Department Head, or designee, will personally distribute awards and letters. A copy of the letter will be placed in the employee's personnel file.
- 3. <u>Nominations:</u> May be received in multiple formats, including recognition form available throughout the facilities; customer comment card; phone calls; letter or email.

Efficiency

Definition: Initiates a program or work process that saves the agency money.

Performance Measure: *amount of agency funds/resources saved.* (Baseline: department performance measurements).

- 1. <u>Points</u>: 5, 15, or 25 points determined by the Review Team upon review of the nomination form.
- 2. <u>Letters to employee and personnel file</u>: A letter signed by the General Manager will accompany each award. The Department Head, or designee, will personally distribute awards and letters. A copy of the letter will be placed in the employee's personnel file.
- 3. <u>Nominations</u>: May be received in multiple formats, including recognition form available throughout the facilities; customer comment card; phone calls; letter or email.

Excellence in Transit

Definition: Individuals and teams will receive this annual award for exemplifying the agency's mission, vision, and values. These individuals are highly motivated, customer-focused, and community-minded individuals committed to enhancing the quality of life for citizens, the general public, and other agency employees.

Elements:

- 1. <u>Eligibility</u>: Nominations in all Recognition categories from June 1 to May 31 of each year will be considered for this award. All currently active employees who have been nominated are eligible for this award. Selection decisions will be made prior to June 30 of each year.
- 2. Awards: Honorees will receive:
 - \$100 each for individual awards; \$50 for each team member up to 8; if the team consists of more than 8 members, each member receives \$25;
 - A jacket, plaque, back pack, or clock with the "Excellence in Transit" award logo along with the Intercity Transit Logo.
 - A certificate signed by the General Manager and Board Chair;
 - A photo will be provided to local media and a news release to other outlets such as WSTA, blogs, etc. along with the acknowledgement of the award they've received;
 - Employees will be recognized at the annual Transit Appreciation Day event; and
 - If WSDOT holds a Wall of Fame banquet, the recipients will be included, as long as the budget allows.

Safety	
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Definition: The safety of our employees, passengers, and the general public is of highest importance. Employees who operate safely will be recognized.

- 1. <u>Eligibility</u>: Those who drive or move equipment 165 days/year without a preventable accident/incident are eligible. All persons responsible for moving/driving an Intercity Transit vehicle are eligible including supervisory personnel. (Maintenance Supervisors opted out.)
- 2. <u>Awards</u>: Employees shall be recognized for achieving safe driving milestones for cumulative years and consecutive years. Cumulative points are given based on the number of years without a preventable accident/incident there may be breaks in years of safe driving. Consecutive points are given for multiple years in a row of safe driving. The consecutive count will start over (reset to zero) if an employee is involved in a preventable accident/incident.

- 3. <u>Assessment Period</u>: Awards are calculated on a year-to-year basis based on the anniversary month of hire.
- 4. <u>Points</u>: 20 points will be awarded each year an employee has a year of safe driving without a preventable accident/incident. Additionally:

Consecutive Years		Cumulative Years			
Years	Points	Years	Points		
5	50	5	25		
10	100	10	50		
15	150	15	75		
20	200	20	100		
25	375	25	200		
30	450	30	225		
35*	550	35*	325		

*added level in 2016

- 5. <u>Distribution</u>: Awards for safe driving are given during the person's anniversary month. The Department Head, or designee, will personally distribute awards, certificates, pins and points.
- 4. <u>Safe Driving Reports</u>: Reports will be generated by Human Resources and the Operations Assistant.

Agency Safety Recognition:

Intercity Transit will recognize major milestones that are safety related.

Attendance This portion of the Recognition program was eliminated on January 1, 2018, consistent with WPSL

Definition: Regular attendance is essential to the efficient operation of the agency. Employees who demonstrate a level of dedication by choosing to be present each day at work will be recognized.

- 1. <u>Eligibility:</u> Employees who are not absent from work, other than for vacation or comp-time are eligible. Employees absent from work due to sick leave or LWOP are not eligible. The use of LWOP is considered on an individual basis. LWOP will not be counted against an employee if used for:
 - Late report
 - Union business
 - Military leave
 - Reducing service holiday such as Christmas Eve
 - Leaving DAL run early (prior to 15-minute grace period)
 - Time off requested same day for reasons not covered under sick leave

- 2. <u>Awards</u>: Employees shall be recognized for achieving perfect attendance for each payroll quarter and annually. Annual awards are not based on a calendar year; an employee who has four quarters of perfect attendance in a row will receive recognition for one year of perfect attendance.
- 3. <u>Assessment Period</u>: Awards are calculated on a payroll quarterly basis; awarded quarterly and annually.
- 4. <u>Points:</u> 10 points will be awarded for each complete payroll quarter with no absenteeism. Additionally when a person achieves four quarters of perfect attendance, they will receive bonus points as follows:

Years	Points		
1-4	50		
5.9	100		
10-14	150		
15-19	200		
20-24	250		
25 or more	300		

- 5. <u>Distribution</u>: Awards for perfect attendance are given each quarter. The Department Head, or designee, will personally distribute awards, certificates, and points.
- 6. Perfect Attendance Reports: Reports will be generated by Human Resources.

Longevity

Definition: There is tremendous value in recognizing employees' commitment to the agency. Employees who stay with the agency will be recognized for having a deeper understanding of the agency's mission and vision and how their work contributes.

- 1. <u>Eligibility</u>: All active employees are eligible.
- 2. <u>Awards</u>: Employees shall be recognized for achieving anniversary milestones.
- 3. Points:

Years	Points	Additional Items
5	25	n/a
10	50	n/a
15	75	n/a
20	100	Jacket, Plaque, or Clock
25	150	Jacket, Plaque, or Clock
30	200	Jacket, Plaque, or Clock
35	250	Jacket, Plaque, or Clock
40	300	Jacket, Plaque, or Clock

4. <u>Distribution</u>: Awards for longevity will be given during the person's anniversary month. The Department Head, or designee, will personally distribute awards, certificates, and points. Employees with 20 or more years of longevity will receive a special recognition by the General Manager and the Board Chair at TAD and at the Annual Banquet

Other Recognition Pieces Included in the Program

- Annual Banquet December
- Transit Appreciation Day August
- Annual Service Anniversary Cards
- Intercity Transit will recognize anniversary milestones.
- Names of those recognized each month will be included on the agency monitors.
- An employee leaving Intercity Transit has up to 30-days to cash in their recognition points. If they do not submit them within the 30-days, the points will defer back to the general fund of the agency.
- The General Manager can approve awards above program allowances with appropriate justification and documentation.

Other

- 1. The Senior Management Team will review all nominations and determine the amount of points awarded for each nomination submitted. The Senior Management Team will also determine the Excellence in Transit awards.
- 2. **Point Value:** Points awarded are worth 1 point = \$1.00.
- 3. Expiration: Points will expire 5 years after award. All points are recorded as to date of award and number of points on the certificate. At the end of each year, those points not redeemed that have expired will be written off and no longer have value. Points are NOT TRANSFERABLE.
- 4. **Certificates:** Points may be redeemed for a Visa gift card. Employees are asked to complete a redemption form and submit it to the HR Department. Intercity Transit will absorb any fees charged for the purchase of Visa gift cards. An employee separating from employment will be paid for all points on the books, as of the date of their separation.
- 5. **Reports:** Program Administrator will provide employees with a report at the end of each calendar year showing total number of points remaining on the books, point value and a reminder of when their earliest points are due for expiration.

6. Dollar value will be reported for tax purposes when bonus bucks are cashed out. Reporting periods are June and December, unless an employee separates from service then will be reported on their last check.