



# **BOARD OF DIRECTORS OF THE EASTERN SIERRA TRANSIT AUTHORITY**

Regular Meeting  
Friday July 15, 2016  
Town of Mammoth Lakes Council Chambers  
Minaret Village Shopping Center, Suite Z  
Mammoth Lakes, California  
10:00 a.m.

Note: In compliance with the Americans with Disabilities Act, if an individual requires special assistance to participate in this meeting, please contact Eastern Sierra Transit at (760) 872-1901 or 800-922-1930. Notification 48 hours prior to the meeting will enable the Authority to make reasonable arrangements to ensure accessibility to this meeting. (28 CFR 13.102-35.104 ADA Title II)

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|--|----------------------------|
| <b>1. CALL TO ORDER</b>  | <b><u>DISPOSITION</u></b>  |
| <b>2. PLEDGE OF ALLEGIANCE</b>   |                            |
| <b>3. ROLL CALL</b>  |                            |
| <b>4. WELCOME OF NEW ESTA DIRECTORS</b>  | INFORMATION                |
| The two newly appointed Directors to the ESTA Board from the Town of Mammoth Lakes will be welcomed by the Board.  |                            |
| <b>5. PUBLIC COMMENT</b>   | INFORMATION                |
| <b>6. APPROVAL OF MINUTES</b>  | ACTION                     |
| Approval of minutes of the regular meeting of June 20, 2016  |                            |
| <b>7. CLOSED SESSION</b>   | DISCUSSION/POSSIBLE ACTION |
| Conference with Labor Negotiators. (Pursuant to Government Code Section 54957.6) – Authority designated representatives; John Helm, John Vallejo, Jim Tatum. Bargaining Group; ESTA-EEA. |                            |
| <b>8. REPORT ON CLOSED SESSION AS REQUIRED BY LAW</b>  |                            |

**9. APPROVAL OF MOU AND PERSONNEL RULES WITH EEA** ACTION

Staff recommendation: The Board is requested to adopt and approve the Memorandum of Understanding and the Personnel Rules between ESTA and the Eastern Sierra Transit Authority Employees Association (EEA), and to authorize such action by resolution.

**10. UPDATE OF ESTA'S CONTRIBUTION TO CALPERS HEALTH** ACTION

Staff recommendation: The Board is requested to adopt and approve by resolution an action fixing the Authority's contribution for 2017 to the CalPERS Health program under the Public Employees' Medical and Hospital Care Act (PEMHCA) for all members of the Eastern Sierra Transit Employees Association (EEA) and unrepresented employees.

**11. REDS MEADOW ROAD REHABILITATION FUNDING UPDATE**

DISCUSSION/ POSSIBLE ACTION

Staff recommendation: Information will be provided regarding further developments concerning a cooperative arrangement between the U.S. Forest Service, the Town of Mammoth Lakes, and ESTA to address needed improvements to the Reds Meadow Road.

**12. FINANCIAL REPORT**

RECEIVE AND FILE

Preliminary FY 2015/16 report for the period ending June 30, 2016

**13. OPERATIONS REPORT**

RECEIVE AND FILE

June 2015

**14. EMPLOYEE OF THE QUARTER PRESENTATION:**

INFORMATION

(2<sup>nd</sup> Quarter 2016)

**15. REPORTS**

INFORMATION

- a. Board Members
- b. Executive Director

**16. FUTURE AGENDA ITEMS**

DISCUSSION/POSSIBLE ACTION

The Board is requested to consider cancelling the August 2016 Board meeting due to anticipated lack of agenda items.

**17. ADJOURNMENT**

ACTION

The next regular meeting is scheduled for August 19, 2016 at 10:00a.m. in the City of Bishop

# EASTERN SIERRA TRANSIT AUTHORITY

## Minutes of Wednesday June 29, 2016 Regular Meeting

The Board of Directors of the Eastern Sierra Transit Authority met at 2:00p.m. on Wednesday June 29, 2016 at the City of Bishop Council Chambers Bishop, California. The following members were present: Jo Bacon, Jeff Griffiths, Joe Pecs, Karen Schwartz, Tim Alpers and Kirk Stapp. Directors Michael Raimondo and Mark Tillemans were absent. Executive Director, John Helm led the pledge of allegiance.

Public Comment	The Chairperson opened the public comment period at 10:05a.m. There was no one from the public wishing to address the Board. Public comment was closed.
Approval of Minutes	Moved by Director Pecs and seconded by Director Stapp to approve the minutes of the regular meeting of May 20, 2016. Motion carried 3-0, with Directors Alpers and Schwartz abstaining and with Directors Raimondo, Griffiths and Tillemans absent.
Operations Report	Mr. Helm presented the Operations Report for the month of May 2016.  Director Griffiths arrived at 2:07p.m.
Financial Report	Mr. Helm presented the Financial Report for the period ending 06/24/2016.
Mammoth Express Rare Reduction	Moved by Director Alpers and seconded by Director Pecs to approve the fare reduction on the multi-ride 10-ride punch pass on the Mammoth Express route during the 2016/17 fiscal year. Motion carried 6-0, with Directors Raimondo and Tillemans absent.
Fiscal Year 2016/17 Budget	Mr. Helm presented the Fiscal Year 2016/17 Budget. Moved by Director Schwartz and seconded by Director Alpers to approve the 2016/17 Operating and Capital budget. Motion carried 6-0, with Directors Raimondo and Tillemans absent.
Lower Main Street Sidewalk Project- Town of Mammoth Lakes	Moved by Director Stapp and seconded by Director Alpers to approve a letter of support for the Town's Lower Main Street Sidewalk Project. Motion carried 6-0, with Directors Raimondo and Tillemans absent.

Town of Mammoth Lakes- Service Parterres (NGO) Strategic Alignment Project Final Report	Mr. Helm presented the Town of Mammoth Lakes- Service Partners (NGO) Strategic Alignment Project Final Report for information.
Board Member Reports	Director Alpers gave an update on the Marina Fire.  Chairperson Bacon reported this was her last meeting as an ESTA Board Member. Chairperson Bacon thanked John for asking to use to trolley for the Mule Days service. Chairperson Bacon thanked the ESTA Board and Staff for all their work.
Executive Director Report	Mr. Helm thanked Chairperson Bacon for her service and wished her best in the future. Mr. Helm thanked the Board for being flexible in rescheduling the June meeting. The Reds Meadow service began for the summer on June 18 <sup>th</sup> and ESTA provided transportation for approximately 1,500 runners in the Mammoth Half-Marathon on June 19 <sup>th</sup> .
Future Agenda Items	Update on possible service into the Bishop Creek and Mount Whitney areas.
Closed Session	Open session was recessed at 2:59p.m. to convene in closed session with all Board Members present except Directors Raimondo and Tillemans to consider Agenda Item #14 Conference with Labor Negotiators. (Pursuant to Government Code Section 54957.6) – Authority designated representative; John Helm. Bargaining Group; ESTA-EEA.
Report on Closed Session	Closed session was recessed at 3:22p.m. to reconvene in open session with all Board Members present except Directors Raimondo and Tillemans. There were no items discussed in closed session, which were required by law to be reported on in open session.
Adjournment	The Chairperson adjourned the meeting at 3:22p.m. The next regular meeting of the Eastern Sierra Transit Authority Board of Directors is scheduled for July 15, 2016 in the Town of Mammoth Lakes.

Recorded & Prepared by:

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Susan Distel  
Board Clerk  
Eastern Sierra Transit Authority

## STAFF REPORT

Subject: Approval of MOU with ESTA Employees Association (EEA)  
and Modification of Personnel Rules

Initiated by: John Helm, Executive Director

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### **BACKGROUND:**

ESTA entered into a Memorandum of Understanding (MOU) with the Eastern Sierra Transit Employees Association (EEA) on May 1, 2013. That Agreement expired on May 1, 2016.

### **ANALYSIS/DISCUSSION:**

Representatives of the EEA and ESTA met and conferred earlier this spring in order to develop a Memorandum of Understanding to govern wages, hours, and other terms and conditions of employment following the expiration of the previous MOU. Concurrently, the representatives negotiated changes to the Personnel Rules to more accurately reflect working conditions and terms. A tentative agreement was reached in late June which is currently in the process of being ratified by the EEA membership. The EEA representatives have indicated that the final language included in the MOU and Personnel Rules accurately depicts the tentative agreements reached through the negotiations. The substantive changes to the terms and conditions of employment from the previous EEA MOU include:

ARTICLE	CHANGE
I	Delete the position of Account Clerk II(was transferred to MCEA) and add the position of Transportation Operations Assistant (transferred from MCEA)
IV.H.2	Delete listing of representatives' names, and add language stating that EEA will inform ESTA of names and email address of representatives
VII.C.1.c	Add "Business Necessity" to criteria for determination of work assignments
VII.C.2	Delete the word "charter". ESTA is precluded from operating charter service except under limited circumstances
VIII.A.1	Insert two new wage tables. One to apply to current employees and one for employees hired after the ratification of the MOU. Table for current employees is based on a 2% across the board increase plus addition of four steps (F – I), each of which is a 2% increase

VIII.G.3	Modify Late Night Premium Pay language to provide a \$2.00 per hour premium for all shifts scheduled to work beyond 10:00pm. The premium would be paid for all hours of the shift.
VIII.I	Add a section to provide for Incentive Pay to be based on the Authority's financial performance for each fiscal year, beginning with the FY 2015/16 year. Incentive Pay to be paid out at a rate of 30% of the Authority's Net Income greater than budget, up to a maximum of \$50,000 per year.
VIII.J	Add a provision for a Training Wage of \$12.50 per hour to new driver candidates while in training.
IX.A.1	Define the term "Continuous Employment" with regard to Seniority
Benefits Matrix	Health Insurance: Indicate that, as of December 1, 2016, ESTA shall pay 80% of the health insurance premium and the employee will pay the balance. ESTA's portion of the health insurance premium shall be pro-rated for 75% and 50% employment category employees.
Benefits Matrix	Cash Payment in Lieu of Health Insurance: Stipulates that ESTA will pay a fixed monthly amount of \$408 for 100% employees, \$306 for 75% employees, and \$204 for 50% employees who elect not to participate in the CalPERS Health Insurance program
XXI.A	Add 1 jacket to the listing of uniform items to be provided to Mammoth Dispatchers
XXI.C	States that ESTA shall provide 20 cold/wet coveralls to be used by drivers and dispatchers on inclement weather days.
XXV	Changes reference to the Personnel Rules to the Rules revised effective July 1, 2016
XXVI	Specifies a three-year term for the Agreement from July 1, 2016 through June 30, 2019

The changes to the Personnel Rules include:

<b>ARTICLE</b>	<b>CHANGE</b>
2.43	Correction of listed Management Employee positions (delete Transportation Operations Assistant, add Account Clerk II)
3.15	Add e-cigarettes to the Smoking Policy
5.4.d	Specifies that for other than involuntary termination, final pay will be processed with the next regularly scheduled payroll cycle.
6.1	Added the word "stakeholders" to the provision regarding employment goals and policies
10.4.G	Corrected wording for this section to have a header and body
10.11	Clarified that employees on Family Medical Leave must use accrued comprehensive leave while off of work. Use of accrued leave can be balanced with state provided benefits to meet the employment category minimum. Deleted redundant provisions in this section.

A copy of the MOU and the provisions of the Personnel Rules that have been modified are included on the following pages

### **FINANCIAL CONSIDERATIONS**

The financial impact of the terms and conditions of the Memorandum of Understanding with EEA will be analyzed through the first half of the fiscal year in relation to any employee turnover that occurs, and will be addressed in the FY2016/17 budget through a budget amendment at mid-year.

### **RECOMMENDATION**

The Board is requested to pass and approve Resolution 2016-03, adopting and approving a Memorandum of Understanding between ESTA and the Eastern Sierra Transit Authority Employees Association (EEA), and Resolutions 2016-04 and 2016-05 approving modification of the Authority's Personnel Rules.

**Memorandum of Understanding  
Between  
Eastern Sierra Transit Authority  
And  
Eastern Sierra Transit Authority Employees Association**

**Preamble**

This Memorandum of Understanding is entered into by and between the Eastern Sierra Transit Authority, a California Joint Powers Agency, acting by and through the Board of Directors of the Eastern Sierra Transit Authority (“ESTA”), and the Eastern Sierra Transit Authority Employees Association (“EEA”). This Memorandum of Understanding (“MOU”) represents the mutual agreement of ESTA and the EEA on those wages, hours, and other terms and conditions of employment which are to be in effect during the term of this Memorandum of Understanding.

**Article I. Recognition**

The Eastern Sierra Transit Authority (ESTA) recognizes the Eastern Sierra Transit Authority Employees Association, as the “Exclusively Recognized Employee Organization” for employees of ESTA in the following position classifications:

- Transit Driver
- Lead Transit Driver
- Transit Trainer
- Transportation Dispatcher
- Transportation Operations Assistant
- Utility Worker

Newly established position classifications shall be administered in accordance with ESTA Resolution 2007-02.

**Article II. Non-Discrimination**

ESTA shall not discriminate against any employee because of membership in the EEA or because of any legal activities on behalf of the EEA.

**Article III. Management Rights**

A. ESTA reserves, retains and is vested with, solely and exclusively, all rights of management which are not expressly abridged by law, or by this Agreement, to manage the Authority. ESTA may exercise its management rights unilaterally without the obligation to meet and confer on the decision to exercise such rights. However, ESTA shall meet and confer on the impact thereof pursuant to the following Section (Impact of Exercise of Management Rights).



The sole and exclusive rights of management shall include, but not be limited to, the following:

- 1) To manage the Authority generally and to determine all issues of policy.
- 2) To determine the existence or nonexistence of facts which are the basis of management decisions.
- 3) To determine the necessity of organization of any services or activity conducted by the Authority and expand or diminish such services.
- 4) To determine the nature, manner, means and technology and extent of services to be provided to the public.
- 5) To determine the methods of financing.
- 6) To select types of equipment or technology to be used.
- 7) To determine and/or change the facility, methods, technological means, and size of work force by which Authority operations are to be conducted.
- 8) To determine and change of locations, relocations and type of operations, processes and materials to be used in carrying out all Authority functions including, but not limited to, the right to contract or subcontract any work or operation of the Authority.
- 9) To assign and schedule work to employees and to establish and change work schedules and assignments upon reasonable notice.
- 10) To relieve employees from duties for lack of work, funds.
- 11) To determine and modify productivity and performance programs and standards.
- 12) To discharge, suspend, demote or otherwise discipline employees for reasonable cause.
- 13) To determine job classifications and to reclassify employees.
- 14) To hire, transfer, promote and demote employees for non-disciplinary reasons.
- 15) To determine and administer policies, procedures and standards for selection, training and promotion of employees.

- 16) To establish employee performance standards including, but not limited to, qualification and quantity standards and to require compliance therewith.
- 17) To take any and all necessary action to carry out the functions of the Authority in emergencies.

B. Impact of Exercise of Management Rights. Except in emergencies, whenever the exercise of management rights shall impact on employees within a designated bargaining unit, ESTA shall offer to and thereafter on request meet and confer with any employee organization, which has been recognized by ESTA as representing such bargaining unit regarding the impact of the exercise of such rights. By agreeing to meet and confer as to the impact of the exercise of management rights, ESTA's discretion in the exercise of such rights and the implementation thereof shall not be diminished, held in abeyance or prohibited.

#### **Article IV EEA Rights**

- A. Information Provided. Upon request, ESTA shall provide to EEA the name, address, phone number, position, e-mail address, and date of hire for each EEA represented member.
- B. Reasonable Access. ESTA shall allow EEA Officers and Representatives reasonable access to ESTA work locations, facilities, equipment and other ESTA resources.
- C. Contracting Out. ESTA agrees to meet and confer with the EEA over the terms and conditions of any proposed contracting out of current bargaining unit work.
- D. Advance Notice. ESTA shall provide reasonable advance notice to the EEA of any and all changes that affect the wages, hours, terms and conditions of employment of employees covered by this Agreement. Said notice shall be sent to the EEA as to allow for the EEA's response and to meet and confer, if necessary. Said notice shall be sent to the EEA representatives designated in paragraph 8 of this Article.
- E. Board of Directors' Meeting Agenda. Agendas including the entire package for ESTA Board of Directors meetings are available for review by EEA members on ESTA's website. Meeting agendas shall be posted at ESTA's facilities in Bishop and Mammoth Lakes at least 72 hours prior to the meeting.
- F. Dues Deductions. Upon the approval of the majority of the eligible voting bargaining unit employees, the following Agency Shop provision shall become effective the first payroll period after said approval:

- 1) All employees in the classifications set forth in Article I of this Agreement shall as a condition of employment, either join EEA or pay to EEA a service fee in an amount not to exceed the periodic dues, standard fees, and general assessments of EEA. Any employee who is a member of a bona fide religion, body, or sect that has historically held conscientious objections to joining or financially supporting public employee organizations shall not be required to join or financially support any public employee organization as a condition of employment. The employee shall be required, in lieu of said dues and fees, to pay the sum of said dues and fees to one of the listed nonreligious, non-labor charitable funds exempt from taxation under Section 501 (c) (3) on the IRS code.
- 2) ESTA shall deduct and transmit the monthly dues and fees of EEA to EEA once per month.
- 3) ESTA will not be responsible or liable for any claims, causes of action, or lawsuits arising out of the deductions or transmittal of such funds to the EEA, except that intentional failure of ESTA to transmit to the EEA monies deducted from the employees pursuant to this Article.

G. Release Time. ESTA will release with no loss of compensation EEA Board of Directors or other EEA members (maximum four (4) employees at any one time) assigned to established EEA committees from their normal duties to conduct labor agreement negotiations with ESTA and/or ESTA labor agreement enforcement including participation in grievances, discipline or ESTA Board Meetings. An employee must request, in advance, release time which may be denied due to the operational needs of ESTA.

H. Authorized Agents. Authorized agents for the purpose of administering the terms and provisions of the Agreement shall be:

1. Eastern Sierra Transit Authority  
Executive Director  
P.O. Box 1357  
Bishop, CA 93515
2. Eastern Sierra Transit Authority Employees Association  
Representatives:  
EEA shall inform and provide updates to ESTA of the name and email address for all EEA representatives

## **Article V. Probationary Period**

As addressed in Article VII of Personnel Rules.

## Article VI. Grievance Procedure

As addressed in Articles XII and XIII of Personnel Rules.

## Article VII. Work Schedules, Assignments, Special Events, Charters & Extra Work

- A. Hours of Work and Work Schedules. The work week begins at 0001 hours each Monday and ends at 2400 hours the following Sunday (one minute after 12 midnight Monday through 12 midnight on Sunday).
- B. Employees' days off will be determined by the work assignments schedule. Work days and work week will be as defined in Article II and Article V of the Personnel Rules.
- C. Work Assignments. Work assignments shall be made according to the following procedures:
  1. REGULAR WORK
    - a. Routes/Shifts will be posted twice per year
    - b. Twice per year, drivers will submit their requested work shifts
      - i. Drivers should submit a 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> choice
      - ii. Drivers should submit any absolutes (e.g. cannot work on Tuesdays, cannot drive at night, etc.)
    - c. Management will determine work assignments based on the following:
      - i. Licensing/Qualifications (e.g. GPPV, air brake certification, etc.)
      - ii. Personal limitations (e.g. no night driving)
      - iii. Employment category (100%, 75%, 50%, non-benefitted)
      - iv. Proximity to domicile/base of operations of the route
      - v. Classification Seniority
      - vi. Business Necessity
    - d. Between the twice-annual route assignment periods, drivers may submit a request regarding a shift (work assignment) at any time:
      - i. Request will be submitted in writing on a form to be developed
      - ii. Form will include a space for management to respond in writing to the request (e.g. request is noted but no opening exists at this time, or additional certification (e.g. air brakes, etc.) is required for that route. Form will include the dates the request is submitted and management response.
    - e. ESTA shall endeavor to post the weekly work assignments at least five days in advance.

### 2. SPECIAL EVENTS/EXTRA WORK

- a. List will be maintained of all drivers who would like to work special events, and extra work.
- b. The original list will be compiled in seniority order. Additions shall be added to the bottom of the list.
- c. Work will be offered based on the following
  - i. Qualifications/certifications/personal limitations (e.g. night driving)
  - ii. Availability (e.g. not scheduled for regular work during period of special event/charter/extra work)
  - iii. Hours of service limits
  - iv. Overtime considerations (i.e. would assignment result in overtime)
- d. A driver offered an extra work assignment will move to the bottom of the list whether the driver accepts or declines the offered work. If a driver is unable to accept due to extenuating circumstances, the driver will retain position on the list.
- e. Assignments and the updated list shall remain posted.

**Article VIII. Wages**

**A. Salaries:**

- 1. Through the term of this Agreement, salaries for the classifications listed in Article I of this Agreement shall be as set forth below:

Employees with an original date of hire of Continuous Employment prior to the ratification date of this MOU:

Position	A	B	C	D	E	F	G	H	I
PSA / Utility Worker / Acct Clerk I	\$12.74	\$13.38	\$14.06	\$14.75	\$15.49	\$15.80	\$16.12	\$16.44	\$16.77
Driver	\$13.94	\$14.64	\$15.37	\$16.14	\$16.94	\$17.28	\$17.63	\$17.98	\$18.34
Lead Driver	\$14.94	\$15.69	\$16.47	\$17.30	\$18.17	\$18.53	\$18.90	\$19.28	\$19.67
Dispatcher	\$15.71	\$16.49	\$17.32	\$18.19	\$19.09	\$19.47	\$19.86	\$20.26	\$20.67
Trainer	\$15.56	\$16.33	\$17.15	\$18.00	\$18.90	\$19.28	\$19.67	\$20.06	\$20.46

Employees Hired after ratification of this MOU

Position	A	B	C	D	E	F	G	H	I
PSA / Utility Worker / Acct Clerk I	\$13.00	\$13.50	\$14.00	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00
Driver	\$14.00	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00
Lead Driver	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00
Dispatcher	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00
Trainer	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50

- B. Longevity Pay: ESTA will provide the following longevity increases after ten (10) years of continuous service:
- 10 years – 2%
  - 15 years – 2%
  - 20 years – 2%
  - 25 years – 2%
- Continuous service is as defined in Article IX of this Agreement. The increase will begin the first of the following month. Employees hired on or after December 1, 2011 will not be eligible to receive longevity compensation at any future date.
- C. Fortnightly Paydays: An employee covered by this Agreement shall be paid every fourteen (14) days.
- D. Standby Compensation: An employee requested by the Executive Director, or designee, to serve in an after-hours response capacity shall be paid \$35.00 per day for being on standby.
- E. Call-Out Compensation: An employee who has ended his/her workday and has left their place of employment and subsequently, performs duties after his/her regular work assignment, shall be compensated a minimum of two (2) hours for such work. Participation in mandatory quarterly safety meetings does not qualify for Call-Out Compensation. All such time worked shall be subject to the overtime provisions of the Personnel Rules.
- F. Mileage Reimbursement: An employee who uses his/her own vehicle in the course of assigned work, he/she shall be reimbursed for said use at the current Internal Revenue Service rate for this area.
- G. Pay Differentials:
1. Overtime – Article 5, section 5.14 of Personnel Rules:
    - a. Compensatory Time  
Employees may request that approved hours worked in excess of forty (40) in the work week be compensated through compensatory time rather than being paid overtime. ESTA will allow non-exempt employees to carry a maximum of forty (40) hours of compensatory time on the books. Compensatory time will be placed on the books at the rate of one-and-one-half hours for each hour of approved overtime worked. When an employee leaves employment, any compensatory time remaining on the books will be paid at the employee's hourly rate. Use of compensatory time will be in accordance with the time off approval provisions as defined for the use of Comprehensive Leave in the Personnel Rules.

2. Work Out of Class – Article 4, section 4.8 of Personnel Rules:
  3. Late Night Premium Pay: Shifts that are scheduled to work beyond 10:00 pm shall be paid a \$2.00 premium for all hours worked for the shift. For example, a Mammoth Night Trolley route that is scheduled to work from 5:10 pm until 2:20 am will be paid an additional \$2.00 for all of the shift hours (8.5 hours assuming a 40 minute meal break).
- H. Holiday Premium Pay. Any benefitted or non-benefitted employee who performs work on a designated ESTA holiday shall be paid at the rate of time and one-half the employee's hourly wage for all hours worked on the holiday.
- I. Incentive Pay. Beginning with the 2015/2016 fiscal year, annual off-salary-schedule compensation will be paid to eligible employees based on the financial performance of the Authority for the preceding fiscal year. Incentive Pay will be based upon the following factors:
1. The Authority's Net Revenues minus Expenses and Transfers is greater than the adopted annual budget after all revenues, expenses, and transfers have been accounted for as evidenced by ESTA's acceptance of the Audited Financial Statements. For these purposes, this amount shall be referred to as Net Income. Net Income must be positive.
  2. 30% of the Net Income that is greater than budgeted Net Income amount will be paid out to Eligible EEA employees, up to a total of \$50,000 per fiscal year. This amount shall be referred to as the Incentive Pay Pool.
  3. For purposes of this Incentive Pay, Eligible EEA employees shall be all employees who were at the "C" step or higher for the entire fiscal year and are on payroll at the time the Incentive Pay is calculated following acceptance of the Audited Financial Statements.
  4. The payout formula for Eligible EEA employees shall be that proportion of each Eligible EEA employee's payroll hours worked divided by the total payroll hours for all eligible employees. For example, an employee who worked 1,500 hours in the fiscal year in which the total payroll hours for all eligible employees was 60,000 hours would receive 2.5% of the Incentive Pay Pool (1,500/60,000).
  5. The Incentive Pay will be paid out within 30-days of the acceptance of the Audited Financial Statements for each fiscal year.
- J. Training Wage. A training wage of \$12.50 per hour shall be paid for all hours worked from hire date through completion of commercial driver

licensing, route training and assignment to route. Following completion of commercial driver licensing, route training and assignment to route, new drivers shall be paid the applicable Driver or Lead Driver wage.

## **Article IX. Seniority**

### **A. Defined –**

1. Continuous Employment – employment by the County of Inyo prior to the formation of ESTA, and/or ESTA with service breaks no longer than one (1) year.
2. Seniority - the original date of hire of continuous employment by the County of Inyo and/or the original hire date of continuous employment by ESTA, whichever occurred first.
3. Classification Seniority – the original date of continuous employment in the current classification by the County of Inyo and/or by ESTA whichever occurred first.
4. Category Seniority - the original date of continuous employment in the current employment category by the County of Inyo and/or by ESTA whichever occurred first.

B. Application – Seniority and Classification Seniority as defined shall be applied to all Articles and/or Sections of this Agreement where seniority is identified as a qualifying and/or eligibility factor.

## **Article X. Layoff and Recall**

As addressed in Article II and Article XI of the Personnel Rules.

## **Article XI. Filling of Vacancies**

As addressed in Article IV and Article VI of the Personnel Rules.

## **Article XII. Discipline and Discharge**

Letter of Reprimand, Warning or Counseling: Any employee who receives a letter of reprimand, warning, or counseling shall be entitled to submit a written response thereto, which shall be placed in such employee's personnel file, along with the written reprimand. While the employee may discuss a reprimand with the Executive Director, who shall have the authority to remove the letter, there shall be no right to grieve or appeal any reprimand, warning or counseling nor shall there be any formal hearings or review procedures concerning any reprimand, warning, or counseling. An employee shall not be prohibited from arguing and presenting evidence to the validity of the letter of reprimand, warning or counseling if said action(s) are used to justify a subsequent greater disciplinary action.



### **Article XIII. Personnel Records**

As addressed in Article III of the Personnel Rules.

### **Article XIV. Performance Evaluation**

As addressed in Article VIII of the Personnel Rules.

### **Article XV. Holidays**

As addressed in Article X of the Personnel Rules.

### **Article XVI. Leaves**

- A. EEA Leave – EEA members shall be allowed to use comprehensive leave for the purpose of attending EEA trainings, workshops, conferences and/or conventions.
- B. As addressed in Article X of the ESTA Personnel Rules.

### **Article XVII. Benefits**

The benefits are defined in the following matrix:

**EASTERN SIERRA TRANSIT AUTHORITY – Benefits Matrix**

<b>EMPLOYMENT CATEGORY →</b>	<b>100%</b>	<b>75%</b>	<b>50%</b>	<b>Non-Benefitted</b>
<p><b>PARS Retirement:</b></p> <ul style="list-style-type: none"> <li>• ESTA shall contribute 2% into the PARS program for non-benefitted members</li> <li>• Non-benefitted employees shall pay the balance of the PARS contribution (6%). This payment is a substitute for the Social Security 6.2% contribution.</li> <li>• Employer shall pay the employer required tax for Medicare as required by the IRS.</li> </ul>				▲
<p><b>PERS Retirement:</b></p> <ul style="list-style-type: none"> <li>• ESTA provides 2.5% at 55 formula PERS retirement for miscellaneous members hired and promoted to a benefitted position prior to December 1, 2011. Employees hired into a benefitted position, or promoted from a non-benefitted position to a benefitted position on or after December 1, 2011 shall be eligible for a 2% at 55 formula retirement. Employees hired into a benefitted position, or promoted from a non-benefitted position to a benefitted position on or after January 1, 2013 shall be eligible for a 2% at 62 formula retirement.</li> <li>• ESTA agrees to pay the members contribution for PERS retirement (8%) for employees hired into a benefitted position, or promoted from a non-benefitted position to a benefitted position on or before December 31, 2012.</li> <li>• Employer shall pay the employer required tax for Medicare as required by the IRS</li> <li>• Unless countermanded by the Public Employees’ Pension Reform Act of 2013 (PEPRS), PERS Benefit to consist of:               <ul style="list-style-type: none"> <li>○ Final compensation based on average monthly pay rate during the last (or highest) consecutive 36 months of employment</li> <li>○ Post retirement survivor benefit of \$500 (one time)</li> <li>○ Sick leave carryover from Inyo County will be converted to service credit upon retirement</li> <li>○ ESTA shall report the value of Employer Paid Member Contributions as additional compensation upon retirement</li> </ul> </li> </ul>	▲	▲	▲	
<p><b>Holiday Pay:</b> Straight time pay for official Authority holidays.</p>	8 hours	6 hours	4 hours	
<p><b>Holiday Premium Pay:</b> Wages for an official Authority holiday to be paid to benefitted and non-benefitted employees at the rate of time and one-half the employee’s current hourly wage for all hours worked on the holiday.</p>	▲	▲	▲	▲

EMPLOYMENT CATEGORY →	100%	75%	50%	Non-Benefitted
<b>Short Term Disability Protection:</b> Provided through State SDI Program. Employee pays the premium (currently 0.8%)	▲	▲	▲	▲
<b>Flexible Benefit Program:</b> ESTA shall provide a Section 125 plan, which provides a pre-tax benefit to employees for qualifying medical and/or dependent care expenses. ESTA shall pay the administration fee for each employee who participates in the flexible benefits program	▲	▲	▲	
<b>Deferred Compensation:</b> ESTA will provide a deferred compensation program 457(b) for benefitted employees.	▲	▲	▲	▲
<b>Health Insurance:</b> ESTA will contract with the California Public Employees Retirement System (PERS) for medical benefits during the term of this Agreement. An Employee will receive a benefit stipend, prorated for employment category by the percentages at right that may be used to pay for the PERS medical premium. From the commencement of this Agreement through November 30, 2016, the medical premium benefits in place in June of 2016 shall continue unchanged. Beginning December 1, 2016 and continuing for the term of the Agreement the benefit stipend will be equal to 80% of the PERS 'Other Southern California Counties' for PERS Choice or Select monthly premium for 100% employment category employees, 60% for 75% employment category employees, and 40% for 50% employment category employees. The benefit stipend will also be equal to the 'Employee Only', 'Employee & 1 Dependent', or 'Employee & 2 or more Dependents' based on the number of dependents claimed by the employee (PERS defined dependents). Employees who select the health insurance will be responsible to pay the resultant balance (20%, 40% or 60%) of the monthly premium.  Benefitted employees who elect not to participate in the CalPERS health insurance program shall receive as cash payment a monthly amount based upon the employee's employment category as indicated in the columns to the right.	▲ 80%  \$408.00	▲ 60%  \$306.00	▲ 40%  \$204.00	
<b>Health Insurance Deductible Reimbursement:</b> ESTA will reimburse 50% of one family member CalPERS health insurance annual deductible following attainment of the annual deductible by the employee or employee's family member, and following submission of a medical explanation of benefits statement evidencing the payment of the deductible. The annual deductible period shall be the calendar year.	▲	▲	▲	

EMPLOYMENT CATEGORY →	100%	75%	50%	Non-Benefitted
<p><b>Vision/Dental Reimbursement:</b>  ESTA shall reimburse employees for professional services and prescription eye products and/or frames, and for dental care and vision correction according to dollar amounts identified to the right. Reimbursement amounts are per fiscal year. Reimbursement will be made following submittal of receipt(s) evidencing the service and the payment of the professional service and/or qualified products. Reimbursement for professional services and qualified products shall be made pre-tax.  Maximum amounts available to employees through the Vision/Dental Reimbursement program shall be prorated for employees hired (or promoted to 50%, 75% or 100% status) during the fiscal year.  The Vision/Dental Reimbursement program runs from July 1 through June 30. Reimbursement receipts must be submitted by July 25 following the end of the program year on June 30.</p>	▲ \$1,000 plus \$400 for one or more dependents	▲ \$750 plus \$300 for one or more dependents	▲ \$500 plus \$200 for one or more dependents	
<p><b>Comprehensive Leave:</b>  Benefitted employees shall accrue hours of comprehensive leave according to the following monthly accrual rates based upon number of years of continuous employment:</p> <p style="text-align: right;">Through the first 3 years      14.6667  After 3 years and through the 10<sup>th</sup> year      18.6667  After 10 years and through the 15th year      20.6667  After the 15th year      22.6667</p>	▲    14.6667 18.6667 20.6667 22.6667	▲    11.0000 14.0000 15.5000 17.0000	▲    7.3334 9.3334 10.3334 11.3334	
<p><b>Life Insurance:</b>  ESTA shall provide a \$50,000 life insurance policy for benefitted employees. ESTA shall pay the percentage of the premium identified at right based upon employment category level. Employees over the age of 65 shall have a reduced life insurance policy amount, based upon the requirements of the insurer.</p>	▲ 100%	▲ 75%	▲ 50%	
<p><b>Employee Assistance Plan:</b>  ESTA shall offer an Employee Assistance Plan (EAP) to help employees deal with personal problems that might adversely impact their work performance, health and well-being. ESTA shall authorize and pay for a maximum of six (6) visits with the psychologist/counselor of the employee's choice. Employees may contact the Transit Analyst in order to avail themselves of the EAP.</p>	▲	▲	▲	▲

**Article XVIII. Health and Safety**

- A. ESTA shall comply with all applicable Federal and State safety laws.
- B. ESTA and EEA shall establish a Joint Health and Safety Committee to be comprised of two (2) management employees chosen by ESTA and two (2) employees chosen by the represented employees. The Committee shall address health and safety issues related to the operation.

C. Service Cancellation:

- 1) Prior to the beginning of a start time, management may from time to time, due to road closures, hazardous weather and/or road conditions, determine that in the interest of safety it is necessary to suspend or cancel service. If management does not have any other work for the employee to perform in this instance and the employee is released from duty, the employee may use comprehensive leave time to make up any hours lost due to the service cancellation.
- 2) If after the beginning of an employee's start time, management for said above reasons suspends and/or cancels service, the employee shall be paid a minimum of two (2) hours for the day.

D. Emergency Travel and Lodging Expenses: ESTA shall pay motel and meal reimbursement for expenses incurred by employees when forced to stay away from home due to road or weather conditions.

**Article XIX. Drug and Alcohol Testing**

ESTA shall enforce the Eastern Sierra Transit Authority Drug and Alcohol Policy as adopted by the Authority's Board of Directors.

**Article XX. Employee Assistance Program**

ESTA will offer an Employee Assistance Program (EAP) to help employees deal with personal problems that might adversely impact their work performance, health, and well-being. The EAP counseling sessions are completely confidential and free of charge to the employee. An employee desiring assistance should either contact the Transit Analyst directly, or request a EEA representative to request a confidential referral on the employee's behalf in order to arrange for EAP counseling. ESTA will authorize and pay for a maximum of six (6) visits with the psychologist/counselor of the employee's choice.

**Article XXI. Uniforms**

A. ESTA shall provide uniforms to employees according to the following schedule:

OTHER THAN MAMMOTH LAKES EMPLOYEES

Transit Trainer –	5 shirts and 1 jacket
100% Driver –	5 shirts and 1 jacket
75% Driver –	4 shirts and 1 jacket
50% Driver –	3 shirts and 1 jacket
Non-benefitted Driver –	2 shirts and 1 jacket
100% Dispatcher –	5 shirts

## MAMMOTH LAKES EMPLOYEES

### **Winter:**

Drivers and Dispatcher – 1 jacket, 1 down vest, 1 baseball cap, 1 beanie

### **Summer:**

100% Driver –	5 shirts and 1 jacket
75% Driver –	4 shirts and 1 jacket
50% Driver –	3 shirts and 1 jacket
Non-benefitted Driver –	2 shirts and 1 jacket
100% Dispatcher –	5 shirts and 1 jacket

- B. Employees are responsible for the cleaning of their uniforms. Upon termination of employment, employees must return uniform shirts and jackets to ESTA. ESTA shall replace uniform shirts and jackets as necessary through normal and appropriate wear and tear.
- C. Cold/Wet Coveralls  
ESTA shall provide a total of twenty (20) Cold/Wet Coveralls to be used by drivers and dispatchers on inclement weather days. The coveralls will not be issued to individual employees but, rather, will be available for drivers or dispatchers to use for the day on inclement weather days. A variety of sizes will be available. ESTA will be responsible for the cleaning of coveralls.

## **Article XXII. Mistaken Overpayments**

Should any employee be overpaid due to any mistake or inadvertence, ESTA may recover the amount of overpayment by subsequent deductions after the employee has been given notice and five (5) days to meet with ESTA. The employee shall be provided a copy of all of the supporting documents. Not more than twenty-five percent (25%) of any such employee's net pay shall be deducted from any one (1) paycheck for this purpose.

## **Article XXIII. No Strike / No Lockout**

- A. The EEA, its officers, agents, representatives, and/or members agree that during the term of this MOU, they will not cause or condone any strike, walkout, slowdown, sickout, or any other job action by withholding or refusing to perform services.
- B. ESTA agrees that it shall not lockout its employees during the term of this MOU. The term "lockout" is hereby defined so as not to include the discharge, suspension, termination, layoff, failure to recall or failure to return to work of ESTA employees in the exercise of its rights as set forth in any of the provision of the MOU or applicable ordinance or law.

**Article XXIV. Severability of Provisions**

Should any provision of this MOU be found to be inoperative, void, or invalid by a court of competent jurisdiction, all other provisions of this MOU shall remain in full force and effect. In the event of such invalidation, the parties agree to meet and confer concerning substitute provisions.

**Article XXV. Total Agreement**

Sole and Entire Memorandum of Understanding: It is the intent of the parties hereto that the provisions of this Memorandum of Understanding, which has been negotiated in conjunction with the ESTA Personnel Rules (dated July 1, 2016, shall supersede all prior agreements, oral or written, expressed or implied, between the parties. Unless specifically modified by this MOU or the Personnel Rules (dated July 1, 2016), all policies, procedures, resolutions, and ordinances adopted by ESTA relating to all matters of wages, benefits, hours and other terms and conditions of employment shall be incorporated herein by this reference into this Agreement and shall remain in full force and effect during the term of this Agreement. This Memorandum of Understanding is not intended to conflict with Federal or State law. The parties acknowledge that ESTA’s Board of Directors will adopt this Agreement by Resolution and that said Resolution shall remain in full force and effect during the life of this Memorandum of Understanding

**Article XXVI. Term of Agreement**

The terms and conditions of this Agreement shall be effective on July 1, 2016 and remain in full force and effect until and including June 30, 2019.

For ESTA:

For EEA:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

# PERSONNEL RULES MODIFICATIONS

2.43

<p>2.43 <u>Management Employee</u>. An employee who is engaged in developing, implementing or recommending policy, or who has authority to administer discipline to subordinates, including but not limited to ESTA Executive Director, Transit Analyst, Transit Operation Supervisor, Administrative <del>Assistant</del><u>Analyst</u>/Board Clerk, <u>Account</u></p> <p style="text-align: center;">7</p> <p>ESTA Personnel Rules <span style="float: right;">Revised 07/01/16</span></p>	
<p><del>Clerk II</del><u>Transportation Operations Assistant</u>, and others who recommend or otherwise significantly affect ESTA policy as defined in the Employer/Employee Resolution.</p>	

3.15

<p>3.15 <u>Smoking Policy</u>. Smoking and chewing tobacco is prohibited in all ESTA facilities and ESTA vehicles. Smoking means inhaling, exhaling, burning or carrying a lighted cigar, pipe, cigarette, <u>e-cigarette</u>, or other plant.</p>	
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5.4.d

<p>(d) <u>Separation</u>. When an employee <del>leaves-is involuntarily terminated from</del> ESTA employment <del>for any reason (dismissed)</del>, his or her supervisor should immediately prepare a special payroll, certify it as provided in this section and submit it to the <del>Auditor</del><u>Administrative Analyst</u>, who shall <del>issue a warrant</del><u>process the employee's final pay</u>. Such <del>warrant</del><u>final pay</u> shall include all compensation due to the employee up to and including the employee's final workday, including all accrued but unused leave time and any other amounts due to the employee. <u>Employees who leave ESTA employment for all other reasons shall receive their final pay with the next regularly scheduled payroll cycle.</u></p>	
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6.1

<p>6.1 <u>Employment Goals and Policies</u>. In adopting these rules, it is the goal of ESTA to employ the most qualified individuals and to achieve excellence in serving the needs of ESTA <u>stakeholders</u>. Employment and promotions in <del>the</del> ESTA shall be based upon merit and shall be free from political influence and discrimination based upon religious creed, age, sex, marital status, race, color, national origin, ancestry, medical condition, physical or mental disability, sexual orientation and political affiliation.</p>	
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10.4.G

<p>G. <u>No Accrual of Comprehensive Leave</u>. <u>Comprehensive Leave</u> and other paid leaves will not be earned during an unpaid leave of absence. Holidays with pay will not be given. Contributions to monthly premium costs for medical insurance will be suspended after one (1) calendar month. After one (1) month the employee must make arrangements to continue to pay his/her normal monthly premium costs for insurance under COBRA provisions or lose coverage.</p>	<p>Formatted: No underline</p>
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10.11

<p>10.121 <del>Family or Medical Care Leave</del> Leave under this rule shall only be available to persons employed by ESTA for at least one year who have worked at least 1,250 hours within the twelve (12) months immediately preceding the commencement of the leave time. Employees who qualify shall be entitled to family or medical care leave as provided by state and federal law. <u>When receiving State government-provided cash benefits for FMLA leave, employees required use of Comprehensive and/or Sick Leave, if any is available, shall be limited to that amount</u></p> <p style="text-align: center;">45</p> <p>ESTA Personnel Rules <span style="float: right;">Revised 07/01/16</span></p>	
<p><u>required may utilize their Comprehensive Leave to make their paycheck whole. Employee is responsible for providing ESTA with official documentation to show what amount of Comprehensive and/or Sick Leave will be utilized for each pay period so that, in conjunction with any State government-provided cash benefits, the employee attains their employment category minimum compensation.</u></p>	

10.11.d

<p>(d) <del>Status While on Leave/Pay and benefits</del>. Such leave shall be without pay, subject to the following:</p> <ol style="list-style-type: none"><li>1. The employee <del>may</del><u>must, at his/her option,</u> use accrued leave during the period of family or medical leave. All ESTA benefits will continue during the use of accrued leave.</li><li>2. <del>Where the leave is taken pursuant to subsection (a)(4), the employee shall use both accrued vacation leave and accrued sick leave.</del></li></ol>	
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**RESOLUTION 2016 - 03**

**A RESOLUTION OF THE BOARD OF DIRECTORS, EASTERN SIERRA TRANSIT AUTHORITY (ESTA), ADOPTING AND APPROVING A MEMORANDUM OF UNDERSTANDING BETWEEN ESTA AND EASTERN SIERRA TRANSIT AUTHORITY EMPLOYEES ASSOCIATION (EEA)**

**WHEREAS**, the Authority is required by the Meyers-Milias-Brown Act (Section 3500 et seq. of the Government Code) to meet and confer with recognized employee organizations before changing the terms and conditions of employment applicable to the employee classifications represented by those organizations; and

**WHEREAS**, Authority representatives and EEA, who is the representative of the ESTA employees bargaining unit including drivers, dispatchers, trainers, transportation operations assistants, and utility workers, met, conferred, and reached mutually-acceptable terms for a proposed Memorandum of Understanding (“MOU”), a copy of which is attached hereto as an exhibit and incorporated herein by this reference.

**NOW, THEREFORE, BE IT RESOLVED** by the Eastern Sierra Transit Authority Board of Directors that the proposed MOU between the Eastern Sierra Transit Authority and EEA, representative of ESTA drivers, dispatchers, trainers, transportation operations assistants and utility workers, a copy of which is attached hereto as an exhibit – effective for the period of July 1, 2016, through June 30, 2019 – is hereby ratified, adopted, and approved, and the terms and conditions of employment set forth in the MOU are hereby prescribed for the employees whose classifications are included in the bargaining unit. The Chair of the Board of Directors shall execute said MOU on behalf of the Authority.

**PASSED AND ADOPTED** this 15th day of July 2016, by the following vote of the Eastern Sierra Transit Authority Board of Directors:

AYES:  
NOES:  
ABSTAIN:  
ABSENT:

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**Karen Schwartz, Chairperson**  
**Eastern Sierra Transit Authority Board of Directors**

Attest: Susan Distel  
Secretary of the Board

By: \_\_\_\_\_  
Susan Distel

## RESOLUTION 2016 - 04

### **A RESOLUTION OF THE BOARD OF DIRECTORS, EASTERN SIERRA TRANSIT AUTHORITY (ESTA), ADOPTING AND APPROVING THE REVISED PERSONNEL RULES GOVERNING AN EQUITABLE SYSTEM OF PERSONNEL MANAGEMENT BY ESTA**

**WHEREAS**, the Authority is authorized to establish such rules and procedures as appropriate to implement and administer the provisions of Resolution 2007-02 governing Employer-Employee organization relations after meeting and conferring with the recognized employee organizations; and

**WHEREAS**, the Authority is required by the Meyers-Milias-Brown Act (Section 3500 et seq. of the Government Code) to meet and confer with recognized employee organizations before changing the terms and conditions of employment applicable to the employee classifications represented by those organizations; and

**WHEREAS**, representatives of the Authority and of the ESTA Employees Association (EEA), met, conferred, and reached mutually-acceptable terms for revision to the Personnel Rules, a copy of which is attached hereto as an exhibit and incorporated herein by this reference.

**NOW, THEREFORE, BE IT RESOLVED** by the Eastern Sierra Transit Authority Board of Directors that the proposed Personnel Rules (revised 07.01.16) defining an equitable system of personnel management by ESTA including administration of the merit system, classification of positions, compensation of employees, recruitment and qualifications of applicants, appointment of employees, evaluation of performance, promotion, discipline and separation of employees, standards for attendance and leaves, and policies for services and records, a copy of which is attached hereto as an exhibit, is hereby adopted, and approved, and the provisions set forth in the Personnel Rules are hereby prescribed for the employees represented by the ESTA Employees Association. The Eastern Sierra Transit Authority Board of Directors may, by subsequent resolution, approve and adopt the revised Personnel Rules for other bargaining groups following negotiation with such groups.

**PASSED AND ADOPTED** this 15th day of July 2016, by the following vote of the Eastern Sierra Transit Authority Board of Directors:

AYES:  
NOES:  
ABSTAIN:  
ABSENT:

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**Karen Schwartz, Chairperson**  
**Eastern Sierra Transit Authority Board of Directors**

Attest: Susan Distel  
Secretary of the Board

By: \_\_\_\_\_  
Susan Distel

## RESOLUTION 2016 - 05

### **A RESOLUTION OF THE BOARD OF DIRECTORS, EASTERN SIERRA TRANSIT AUTHORITY (ESTA), ADOPTING AND APPROVING THE REVISED PERSONNEL RULES GOVERNING AN EQUITABLE SYSTEM OF PERSONNEL MANAGEMENT BY ESTA**

**WHEREAS**, the Authority is authorized to establish such rules and procedures as appropriate to implement and administer the provisions of Resolution 2007-02 governing Employer-Employee organization relations after meeting and conferring with the recognized employee organizations; and

**WHEREAS**, the Authority is required by the Meyers-Milias-Brown Act (Section 3500 et seq. of the Government Code) to meet and confer with recognized employee organizations before changing the terms and conditions of employment applicable to the employee classifications represented by those organizations; and

**WHEREAS**, a representative of the Authority offered to meet and confer with the Management and Confidential Employees Association (MCEA) and, following such meeting the MCEA indicated acceptance of the revisions to the Personnel Rules, a copy of which is attached hereto as an exhibit and incorporated herein by this reference.

**NOW, THEREFORE, BE IT RESOLVED** by the Eastern Sierra Transit Authority Board of Directors that the proposed Personnel Rules (revised 07.01.16) defining an equitable system of personnel management by ESTA including administration of the merit system, classification of positions, compensation of employees, recruitment and qualifications of applicants, appointment of employees, evaluation of performance, promotion, discipline and separation of employees, standards for attendance and leaves, and policies for services and records, a copy of which is attached hereto as an exhibit, is hereby adopted, and approved, and the provisions set forth in the Personnel Rules are hereby prescribed for the employees represented by the ESTA Employees Association, and the Management and Confidential Employees Association.

**PASSED AND ADOPTED** this 15th day of July, 2016, by the following vote of the Eastern Sierra Transit Authority Board of Directors:

AYES:  
NOES:  
ABSTAIN:  
ABSENT:

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**Karen Schwartz, Chairperson**  
**Eastern Sierra Transit Authority Board of Directors**

Attest: Susan Distel  
Secretary of the Board

By: \_\_\_\_\_  
Susan Distel

## **STAFF REPORT**

Subject: Approval of Calendar Year 2017 CalPERS Medical  
Contribution Rates for Eastern Sierra Transit Employees  
Association (EEA)

Initiated by: John Helm, Executive Director

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### **BACKGROUND:**

The Public Employees Medical and Hospital Care Act (PEMHCA) directs the administration of the CalPERS health program. The Authority has contracted with CalPERS for employee health benefits

### **ANALYSIS/DISCUSSION:**

PEMHCA regulations require that a resolution, adopted by the governing body of a contracting agency, be filed with CalPERS establishing new contribution rates as they may change each year. CalPERS health program premiums for 2017 were recently released and the accompanying resolution contains the Authority's contribution rates consistent with PEMHCA as applicable to EEA and unrepresented employees.

The Authority provides medical benefits through the CalPERS health system as a result of agreement with CalPERS, and collective bargaining. The Authority's contribution to active employees medical premiums is determined through negotiations with the employees' exclusive representatives (Cal Gov't Code §22892(b)). Earlier this year, during the course of negotiations with the ESTA Employees Association (EEA), the parties agreed to adjust the Authority's employer contribution for PERS Choice and PERS Select medical plan premiums to 80% for 100% employment category employees, 60% for 75% employment category employees, and 40% for 50% employment category employees.

### **FINANCIAL CONSIDERATIONS**

The financial impact of the new employer contribution rates, if any, will be determined through the course of the fiscal year and, if necessary, be addressed through a subsequent budget amendment to the FY2016/17 budget at mid year.

## **RECOMMENDATION**

The Board is requested to adopt and approve Resolution 2016-06 fixing the Authority's 2017 contribution rates to the CalPERS Health program under the Public Employees' Medical and Hospital Care Act (PEMHCA) for all eligible members of the Eastern Sierra Transit Employees Association (EEA) and unrepresented employees.

## **RESOLUTION 2016 - 06**

### **A RESOLUTION OF THE BOARD OF DIRECTORS, EASTERN SIERRA TRANSIT AUTHORITY (ESTA), FIXING THE EMPLOYER'S CONTRIBUTION UNDER THE PUBLIC EMPLOYEE'S MEDICAL AND HOSPITAL CARE ACT FOR EASTERN SIERRA TRANSIT AUTHORITY EMPLOYEES ASSOCIATION (EEA)**

**WHEREAS**, Government Code Section 22922(a) provides the benefits of the Public Employees' Medical and Hospital Care Act to employees and annuitants of local agencies contracting with the Public Employees' Retirement System on proper application by a local agency; and

**WHEREAS**, Section 22892(a) of the Act provides that a local contracting agency shall fix the amount of the employer's contribution; and

**WHEREAS**, Eastern Sierra Transit Authority is a local agency contracting with the Public Employees' Retirement System; and

**WHEREAS**, the Authority desires to obtain for its employees the benefit of the Act and to accept the liabilities and obligations of an employer under the Act and Regulations;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Directors of the Eastern Sierra Transit Authority, that it does hereby elect to be subject to the provisions of the Act; and

**BE IT FURTHER RESOLVED**, that the employer's contribution for each employee shall be the amount detailed in Attachment A to this resolution, which is the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, minus the employee's contribution; and

**BE IT FURTHER RESOLVED**, that Eastern Sierra Transit Authority has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and

**BE IT FURTHER RESOLVED**, that the Board of Directors does hereby appoint and direct the Executive Director to file with the Board of Administration of the Public Employees' Retirement System a verified copy of this Resolution, and to perform on behalf of the Authority all functions required of it under the Act and Regulations of the Board of Administration; and

**BE IT FURTHER RESOLVED** that the fixed rates defined in this Resolution be effective on December 1, 2016 for the 2017 plan year.

**PASSED AND ADOPTED** this 15th day of July 2016, by the following vote of the Eastern Sierra Transit Authority Board of Directors:

AYES:

NOES:

ABSTAIN:

ABSENT:

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**Karen Schwartz, Chairperson**  
**Eastern Sierra Transit Authority Board of Directors**

Attest: Susan Distel  
Secretary of the Board

By: \_\_\_\_\_  
Susan Distel



# ATTACHMENT A

to Resolution 2016-06

## Fixed Employer Contributions for CalPERS Health Plans – 2017

<b>Employment Category</b>	<b>50%</b>	<b>75%</b>	<b>100%</b>
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<b>PERS Choice</b>	<b>Employer Contribution/Mo.</b>		
employee only	<b>\$285.77</b>	<b>\$428.66</b>	<b>\$571.54</b>
employee + 1	<b>\$571.54</b>	<b>\$857.32</b>	<b>\$1,143.09</b>
family	<b>\$743.01</b>	<b>\$1,114.51</b>	<b>\$1,486.02</b>

<b>PERS Select</b>	<b>Employer Contribution/Mo.</b>		
employee only	<b>\$253.38</b>	<b>\$380.08</b>	<b>\$506.77</b>
employee + 1	<b>\$506.77</b>	<b>\$760.15</b>	<b>\$1,013.54</b>
family	<b>\$658.80</b>	<b>\$988.20</b>	<b>\$1,317.60</b>

## **STAFF REPORT**

Subject: Reds Meadow Road Rehabilitation Funding Update

Initiated by: John Helm, Executive Director

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### **BACKGROUND:**

As presented to the ESTA Board in May of this year, in conjunction with a planning study currently underway by the U.S. Highway Administration and the Forest Service, ESTA and the Town of Mammoth Lakes have been in discussion with the Forest Service regarding options to bring about the rehabilitation of the Reds Meadow Road. The options discussed require an arrangement for ongoing maintenance of the rehabilitated roadway. Subsequent to these preliminary discussions, a presentation was made by Town staff to the Mammoth Lakes Town Council regarding the concept. Information regarding that presentation will be provided to the ESTA Board.

## **STAFF REPORT**

Subject: Financial Report – FY 2015/16

Initiated by: John Helm, Executive Director

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Financial reports for the year-end FY 2015/16 were prepared on July 13, 2016. The report is not final for the fiscal year, as both revenues and expenses are still being recorded. It is anticipated that the final report will be prepared at the end of August. Total operating revenues are at 89% of the annual budget amount, and total expenses are at 80% of the year's budget. It is still predicted that revenues will end the year approximately \$300,000 below budget due to lower than budgeted expenditures for federal reimbursement contracts (primarily fuel and maintenance), reduction in STA payments from the state, and due to reduction from budgeted service levels for the MMSA contracted routes.

May and June's invoices for fuel and maintenance from the Town of Mammoth Lakes are not reflected on the financial report and continue to contribute to the low year-to-date percentage of expenditure compared to budget. As reported last month, due to low fuel prices throughout the fiscal year, and relatively few major vehicle maintenance expenses, these combined line items continue to be projected to end the fiscal year \$350k below budget. The financial reports include all of the pay periods for the fiscal year, however not all of the benefit expenses (comprehensive leave, medical) have been recorded. Also as reported last month, as a result of lower than budgeted service on the MMSA contract routes and due to overstated budgeted amounts in several of the budget units, total employee compensation (wages, salaries, benefits) is projected to end the year approximately \$100k below budget. Net financial performance for the year projects total operating revenues minus expenditures for the fiscal year to be approximately \$270k better than budget.

The table on the following page summarizes the year-to-date revenue and the expenses by major expense category.

<b>ESTA Operating Expenses FY15/16</b>			
	<b>Percent of the fiscal year</b>		<b>100.0%</b>
<b>Category</b>	<b>Budget</b>	<b>Actual as of 07.13.16</b>	<b>% of Budget</b>
<b>Total Revenue</b>	<b>4,947,722</b>	<b>4,409,950</b>	<b>89.1%</b>
<b>EXPENSES</b>			
Total Salaries	1,728,564	1,589,435	92.0%
Total Benefits	750,636	650,851	86.7%
Total Insurance	302,890	280,356	92.6%
Total Maintenance	585,160	424,575	72.6%
Facilities	229,570	169,507	73.8%
Total Services	240,830	222,100	92.2%
Fuel	707,140	331,638	46.9%
Other	163,578	94,888	58.0%
<b>Total Expenses</b>	<b>4,708,368</b>	<b>3,763,350</b>	<b>79.9%</b>

The roll-up, the budget unit summary, and the fund balance report for FY 2015/16 as prepared on July 13, 2016, are included on the following pages.

**COUNTY OF INYO**  
**Budget to Actuals with Encumbrances by Key/Obj**

Ledger: GL

As of 6/30/2016

Object	Description	Budget	Actual	Encumbrance	Balance	%
<b>Key: 153299 - EASTERN SIERRA TRANSIT</b>						
<b>OPERATING</b>						
<b>Revenue</b>						
4061	LOCAL TRANSPORTATION TAX	1,232,955.00	1,174,778.88	0.00	58,176.12	95.28
4065	STATE TRANSIT ASST	322,876.00	103,790.00	0.00	219,086.00	32.14
4301	INTEREST FROM TREASURY	2,600.00	9,054.80	0.00	(6,454.80)	348.26
4499	STATE OTHER	111,620.00	112,494.61	0.00	(874.61)	100.78
4555	FEDERAL GRANTS	594,951.00	404,415.42	0.00	190,535.58	67.97
4599	OTHER AGENCIES	849,814.00	686,964.91	0.00	162,849.09	80.83
4819	SERVICES & FEES	1,827,906.00	1,913,868.74	0.00	(85,962.74)	104.70
4959	MISCELLANEOUS REVENUE	5,000.00	4,582.16	0.00	417.84	91.64
	<b>Revenue Total:</b>	<u>4,947,722.00</u>	<u>4,409,949.52</u>	<u>0.00</u>	<u>537,772.48</u>	<u>89.13</u>
<b>Expenditure</b>						
5001	SALARIED EMPLOYEES	1,163,600.00	1,083,832.95	0.00	79,767.05	93.14
5003	OVERTIME	32,230.00	37,071.24	0.00	(4,841.24)	115.02
5005	HOLIDAY OVERTIME	101,606.00	94,722.51	0.00	6,883.49	93.22
5012	PART TIME EMPLOYEES	431,128.00	373,808.14	0.00	57,319.86	86.70
5021	RETIREMENT & SOCIAL SECURITY	40,306.00	37,724.88	0.00	2,581.12	93.59
5022	PERS RETIREMENT	229,100.00	196,500.29	0.00	32,599.71	85.77
5031	MEDICAL INSURANCE	298,940.00	272,157.96	0.00	26,782.04	91.04
5043	OTHER BENEFITS	32,290.00	28,725.81	0.00	3,564.19	88.96
5045	COMPENSATED ABSENCE EXPENSE	143,500.00	113,261.66	0.00	30,238.34	78.92
5047	EMPLOYEE INCENTIVES	6,500.00	2,480.05	0.00	4,019.95	38.15
5111	CLOTHING	8,400.00	3,285.98	0.00	5,114.02	39.11
5152	WORKERS COMPENSATION	90,890.00	90,353.00	0.00	537.00	99.40
5154	UNEMPLOYMENT INSURANCE	45,000.00	22,302.00	0.00	22,698.00	49.56
5158	INSURANCE PREMIUM	167,000.00	167,701.00	0.00	(701.00)	100.41
5171	MAINTENANCE OF EQUIPMENT	544,860.00	407,644.75	21,600.00	115,615.25	78.78
5173	MAINTENANCE OF	22,300.00	13,342.54	0.00	8,957.46	59.83
5191	MAINTENANCE OF STRUCTURES	18,000.00	3,588.00	0.00	14,412.00	19.93
5211	MEMBERSHIPS	2,142.00	610.00	0.00	1,532.00	28.47
5232	OFFICE & OTHER EQUIP < \$5,000	11,100.00	4,764.58	0.00	6,335.42	42.92
5238	OFFICE SUPPLIES	9,186.00	7,017.21	0.00	2,168.79	76.39
5253	ACCOUNTING & AUDITING SERVICE	40,550.00	38,350.00	0.00	2,200.00	94.57
5254	AUDITING SERVICE	8,360.00	0.00	0.00	8,360.00	0.00
5260	HEALTH - EMPLOYEE PHYSICALS	6,400.00	6,035.52	0.00	364.48	94.30
5263	ADVERTISING	36,600.00	35,663.09	0.00	936.91	97.44
5265	PROFESSIONAL & SPECIAL SERVICE	148,920.00	142,051.33	6,900.02	(31.35)	100.02
5291	OFFICE, SPACE & SITE RENTAL	180,070.00	145,028.73	0.00	35,041.27	80.54
5311	GENERAL OPERATING EXPENSE	44,630.00	53,638.79	0.00	(9,008.79)	120.18
5331	TRAVEL EXPENSE	9,300.00	9,572.23	0.00	(272.23)	102.92
5332	MILEAGE REIMBURSEMENT	21,020.00	15,999.42	0.00	5,020.58	76.11
5351	UTILITIES	49,500.00	24,478.45	0.00	25,021.55	49.45
5352	FUEL & OIL	707,140.00	331,637.50	0.00	375,502.50	46.89
5901	CONTINGENCIES	57,800.00	0.00	0.00	57,800.00	0.00
	<b>Expenditure Total:</b>	<u>4,708,368.00</u>	<u>3,763,349.61</u>	<u>28,500.02</u>	<u>916,518.37</u>	<u>80.53</u>
<b>NET OPERATING</b>		<u>239,354.00</u>	<u>646,599.91</u>	<u>(28,500.02)</u>	<u>(378,745.89)</u>	
<b>CAPITAL ACCOUNT</b>						
<b>Revenue</b>						

**COUNTY OF INYO**  
**Budget to Actuals with Encumbrances by Key/Obj**

Ledger: GL

As of 6/30/2016

Object	Description	Budget	Actual	Encumbrance	Balance	%
4066	PTMISEA	460,000.00	467,636.24	0.00	(7,636.24)	101.66
4495	STATE GRANTS - CAPITAL	222,000.00	9,832.46	0.00	212,167.54	4.42
4911	SALES OF FIXED ASSETS	0.00	9,900.00	0.00	(9,900.00)	0.00
<b>Revenue Total:</b>		682,000.00	487,368.70	0.00	194,631.30	71.46
<b>Expenditure</b>						
5640	STRUCTURES & IMPROVEMENTS	532,000.00	499,046.31	10,975.00	21,978.69	95.86
5655	VEHICLES	200,000.00	0.00	0.00	200,000.00	0.00
<b>Expenditure Total:</b>		732,000.00	499,046.31	10,975.00	221,978.69	69.67
<b>NET CAPITAL ACCOUNT</b>		(50,000.00)	(11,677.61)	(10,975.00)	(27,347.39)	
<b>TRANSFERS</b>						
<b>Revenue</b>						
4798	CAPITAL REPLACEMENT	0.00	186,300.00	0.00	(186,300.00)	0.00
<b>Revenue Total:</b>		0.00	186,300.00	0.00	(186,300.00)	0.00
<b>Expenditure</b>						
5798	CAPITAL REPLACEMENT	186,300.00	186,300.00	0.00	0.00	100.00
<b>Expenditure Total:</b>		186,300.00	186,300.00	0.00	0.00	100.00
<b>NET TRANSFERS</b>		0.00	186,300.00	0.00	(186,300.00)	
<b>153299 Total:</b>		3,054.00	634,922.30	(39,475.02)	(592,393.28)	

**COUNTY OF INYO**

**Budget to Actuals with Encumbrances by Key/Income Grouping**

Ledger: GL

As Of 6/30/2016

Object	Description	Budget	Actual	Encumbrance	Balance
<b>Key: 153200 - EASTERN SIERRA TRANSIT FUND</b>					
<b>Revenue</b>					
4600	CHARGES FOR CURRENT SERVICES	0.00	0.00	0.00	0.00
4900	OTHER REVENUE	0.00	40.00	0.00	(40.00)
<b>Revenue Total:</b>		0.00	40.00	0.00	(40.00)
<b>Expenditure</b>					
5000	SALARIES & BENEFITS	0.00	0.00	0.00	0.00
5800	OTHER FINANCING USES	0.00	0.00	0.00	0.00
<b>Expenditure Total:</b>		0.00	0.00	0.00	0.00
<b>Key Total:</b>		0.00	40.00	0.00	(40.00)
<b>Key: 153201 - ESTA ADMINISTRATION</b>					
<b>Revenue</b>					
4060	TAXES - SALES	0.00	0.00	0.00	0.00
4350	REV USE OF MONEY & PROPERTY	0.00	5,630.35	0.00	(5,630.35)
4400	AID FROM OTHER GOVT AGENCIES	0.00	0.00	0.00	0.00
4600	CHARGES FOR CURRENT SERVICES	0.00	0.00	0.00	0.00
4900	OTHER REVENUE	0.00	0.00	0.00	0.00
<b>Revenue Total:</b>		0.00	5,630.35	0.00	(5,630.35)
<b>Expenditure</b>					
5000	SALARIES & BENEFITS	0.00	(11.35)	0.00	11.35
5100	SERVICES & SUPPLIES	0.00	0.00	0.00	0.00
5200	INTERNAL CHARGES	0.00	0.00	0.00	0.00
5560	DEBT SERVICE INTEREST	0.00	0.00	0.00	0.00
5600	FIXED ASSETS	0.00	0.00	0.00	0.00
5700	DEPRECIATION	0.00	0.00	0.00	0.00
<b>Expenditure Total:</b>		0.00	(11.35)	0.00	11.35
<b>Key Total:</b>		0.00	5,641.70	0.00	(5,641.70)
<b>Key: 153202 - INYO TRANSIT SERVICE</b>					
<b>Revenue</b>					
4060	TAXES - SALES	311,866.00	268,007.01	0.00	43,858.99
4350	REV USE OF MONEY & PROPERTY	650.00	0.00	0.00	650.00
4400	AID FROM OTHER GOVT AGENCIES	81,440.00	89,722.75	0.00	(8,282.75)
4600	CHARGES FOR CURRENT SERVICES	51,401.00	55,973.21	0.00	(4,572.21)
4900	OTHER REVENUE	1,500.00	669.72	0.00	830.28
<b>Revenue Total:</b>		446,857.00	414,372.69	0.00	32,484.31
<b>Expenditure</b>					
5000	SALARIES & BENEFITS	310,260.00	279,600.69	0.00	30,659.31
5100	SERVICES & SUPPLIES	122,800.00	83,436.65	0.00	39,363.35
5200	INTERNAL CHARGES	10,300.00	10,842.00	0.00	(542.00)
5560	DEBT SERVICE INTEREST	0.00	0.00	0.00	0.00
5600	FIXED ASSETS	0.00	0.00	0.00	0.00
5800	OTHER FINANCING USES	12,440.00	12,440.00	0.00	0.00
5900	RESERVES	5,000.00	0.00	0.00	5,000.00
<b>Expenditure Total:</b>		460,800.00	386,319.34	0.00	74,480.66
<b>Key Total:</b>		(13,943.00)	28,053.35	0.00	(41,996.35)
<b>Key: 153203 - MONO TRANSIT SERVICE</b>					
<b>Revenue</b>					
4060	TAXES - SALES	249,613.00	206,971.81	0.00	42,641.19
4350	REV USE OF MONEY & PROPERTY	650.00	0.00	0.00	650.00
4400	AID FROM OTHER GOVT AGENCIES	33,571.00	33,965.52	0.00	(394.52)
4600	CHARGES FOR CURRENT SERVICES	13,494.00	30,784.86	0.00	(17,290.86)

**COUNTY OF INYO**

**Budget to Actuals with Encumbrances by Key/Income Grouping**

Ledger: GL

As Of 6/30/2016

<b>Object</b>	<b>Description</b>	<b>Budget</b>	<b>Actual</b>	<b>Encumbrance</b>	<b>Balance</b>
4900	OTHER REVENUE	0.00	10,016.35	0.00	(10,016.35)
<b>Revenue Total:</b>		297,328.00	281,738.54	0.00	15,589.46
<b>Expenditure</b>					
5000	SALARIES & BENEFITS	157,360.00	98,273.98	0.00	59,086.02
5100	SERVICES & SUPPLIES	85,499.00	29,195.11	0.00	56,303.89
5200	INTERNAL CHARGES	6,420.00	5,963.00	0.00	457.00
5600	FIXED ASSETS	0.00	0.00	0.00	0.00
5800	OTHER FINANCING USES	5,200.00	5,200.00	0.00	0.00
5900	RESERVES	2,800.00	0.00	0.00	2,800.00
<b>Expenditure Total:</b>		257,279.00	138,632.09	0.00	118,646.91
<b>Key Total:</b>		40,049.00	143,106.45	0.00	(103,057.45)
<b>Key: 153204 - BISHOP TRANSIT SERVICE</b>					
<b>Revenue</b>					
4060	TAXES - SALES	311,866.00	268,007.12	0.00	43,858.88
4350	REV USE OF MONEY & PROPERTY	650.00	0.00	0.00	650.00
4400	AID FROM OTHER GOVT AGENCIES	81,440.00	101,422.75	0.00	(19,982.75)
4600	CHARGES FOR CURRENT SERVICES	59,783.00	68,613.23	0.00	(8,830.23)
4900	OTHER REVENUE	1,500.00	819.43	0.00	680.57
<b>Revenue Total:</b>		455,239.00	438,862.53	0.00	16,376.47
<b>Expenditure</b>					
5000	SALARIES & BENEFITS	337,610.00	279,175.63	0.00	58,434.37
5100	SERVICES & SUPPLIES	119,730.00	99,993.19	0.01	19,736.80
5200	INTERNAL CHARGES	11,200.00	10,842.00	0.00	358.00
5560	DEBT SERVICE INTEREST	0.00	0.00	0.00	0.00
5600	FIXED ASSETS	0.00	0.00	0.00	0.00
5800	OTHER FINANCING USES	12,440.00	12,440.00	0.00	0.00
5900	RESERVES	5,000.00	0.00	0.00	5,000.00
<b>Expenditure Total:</b>		485,980.00	402,450.82	0.01	83,529.17
<b>Key Total:</b>		(30,741.00)	36,411.71	(0.01)	(67,152.70)
<b>Key: 153205 - MAMMOTH TRANSIT SERVICE</b>					
<b>Revenue</b>					
4060	TAXES - SALES	348,795.00	275,982.94	0.00	72,812.06
4350	REV USE OF MONEY & PROPERTY	650.00	0.00	0.00	650.00
4400	AID FROM OTHER GOVT AGENCIES	1,035,674.00	653,901.19	0.00	381,772.81
4600	CHARGES FOR CURRENT SERVICES	11,335.00	23,429.49	0.00	(12,094.49)
4900	OTHER REVENUE	1,500.00	1,532.28	0.00	(32.28)
<b>Revenue Total:</b>		1,397,954.00	954,845.90	0.00	443,108.10
<b>Expenditure</b>					
5000	SALARIES & BENEFITS	607,000.00	627,679.48	0.00	(20,679.48)
5100	SERVICES & SUPPLIES	500,869.00	345,238.84	0.01	155,630.15
5200	INTERNAL CHARGES	22,680.00	22,589.00	0.00	91.00
5600	FIXED ASSETS	222,000.00	5,598.67	0.00	216,401.33
5800	OTHER FINANCING USES	31,220.00	31,220.00	0.00	0.00
5900	RESERVES	12,000.00	0.00	0.00	12,000.00
<b>Expenditure Total:</b>		1,395,769.00	1,032,325.99	0.01	363,443.00
<b>Key Total:</b>		2,185.00	(77,480.09)	(0.01)	79,665.10
<b>Key: 153206 - 395 ROUTE</b>					
<b>Revenue</b>					
4060	TAXES - SALES	175,454.00	160,600.00	0.00	14,854.00
4400	AID FROM OTHER GOVT AGENCIES	271,051.00	152,112.74	0.00	118,938.26
4600	CHARGES FOR CURRENT SERVICES	170,235.00	203,455.70	0.00	(33,220.70)



**COUNTY OF INYO**

**Budget to Actuals with Encumbrances by Key/Income Grouping**

Ledger: GL

As Of 6/30/2016

<b>Object</b>	<b>Description</b>	<b>Budget</b>	<b>Actual</b>	<b>Encumbrance</b>	<b>Balance</b>
4900	OTHER REVENUE	0.00	621.16	0.00	(621.16)
<b>Revenue Total:</b>		616,740.00	516,789.60	0.00	99,950.40
<b>Expenditure</b>					
5000	SALARIES & BENEFITS	322,690.00	276,512.97	0.00	46,177.03
5100	SERVICES & SUPPLIES	273,030.00	159,038.26	0.00	113,991.74
5200	INTERNAL CHARGES	11,020.00	11,294.00	0.00	(274.00)
5600	FIXED ASSETS	0.00	0.00	0.00	0.00
5700	DEPRECIATION	0.00	0.00	0.00	0.00
5900	RESERVES	10,000.00	0.00	0.00	10,000.00
<b>Expenditure Total:</b>		616,740.00	446,845.23	0.00	169,894.77
<b>Key Total:</b>		0.00	69,944.37	0.00	(69,944.37)
<b>Key: 153207 - SPECIALS</b>					
<b>Revenue</b>					
4400	AID FROM OTHER GOVT AGENCIES	0.00	0.00	0.00	0.00
4600	CHARGES FOR CURRENT SERVICES	8,000.00	6,224.35	0.00	1,775.65
<b>Revenue Total:</b>		8,000.00	6,224.35	0.00	1,775.65
<b>Expenditure</b>					
5000	SALARIES & BENEFITS	2,570.00	4,457.61	0.00	(1,887.61)
5100	SERVICES & SUPPLIES	3,500.00	244.00	0.00	3,256.00
5200	INTERNAL CHARGES	200.00	181.00	0.00	19.00
5900	RESERVES	0.00	0.00	0.00	0.00
<b>Expenditure Total:</b>		6,270.00	4,882.61	0.00	1,387.39
<b>Key Total:</b>		1,730.00	1,341.74	0.00	388.26
<b>Key: 153208 - COMMUTER VANPOOL</b>					
<b>Revenue</b>					
4600	CHARGES FOR CURRENT SERVICES	0.00	0.00	0.00	0.00
<b>Revenue Total:</b>		0.00	0.00	0.00	0.00
<b>Expenditure</b>					
5000	SALARIES & BENEFITS	0.00	0.00	0.00	0.00
5100	SERVICES & SUPPLIES	0.00	0.00	0.00	0.00
5200	INTERNAL CHARGES	0.00	0.00	0.00	0.00
<b>Expenditure Total:</b>		0.00	0.00	0.00	0.00
<b>Key Total:</b>		0.00	0.00	0.00	0.00
<b>Key: 153209 - REDS MEADOW</b>					
<b>Revenue</b>					
4400	AID FROM OTHER GOVT AGENCIES	0.00	0.00	0.00	0.00
4600	CHARGES FOR CURRENT SERVICES	375,624.00	466,079.67	0.00	(90,455.67)
4900	OTHER REVENUE	500.00	0.00	0.00	500.00
<b>Revenue Total:</b>		376,124.00	466,079.67	0.00	(89,955.67)
<b>Expenditure</b>					
5000	SALARIES & BENEFITS	162,530.00	173,413.07	0.00	(10,883.07)
5100	SERVICES & SUPPLIES	179,190.00	207,732.00	0.00	(28,542.00)
5200	INTERNAL CHARGES	6,230.00	7,228.00	0.00	(998.00)
5600	FIXED ASSETS	0.00	0.00	0.00	0.00
5700	DEPRECIATION	0.00	0.00	0.00	0.00
5800	OTHER FINANCING USES	25,000.00	25,000.00	0.00	0.00
5900	RESERVES	3,000.00	0.00	0.00	3,000.00
<b>Expenditure Total:</b>		375,950.00	413,373.07	0.00	(37,423.07)
<b>Key Total:</b>		174.00	52,706.60	0.00	(52,532.60)
<b>Key: 153210 - MMSA-MAMMOTH MT SKI AREA</b>					

**COUNTY OF INYO**

**Budget to Actuals with Encumbrances by Key/Income Grouping**

Ledger: GL

As Of 6/30/2016

Object	Description	Budget	Actual	Encumbrance	Balance
<b>Revenue</b>					
4400	AID FROM OTHER GOVT AGENCIES	0.00	0.00	0.00	0.00
4600	CHARGES FOR CURRENT SERVICES	1,085,430.00	1,011,246.53	0.00	74,183.47
4900	OTHER REVENUE	0.00	229.27	0.00	(229.27)
<b>Revenue Total:</b>		1,085,430.00	1,011,475.80	0.00	73,954.20
<b>Expenditure</b>					
5000	SALARIES & BENEFITS	427,610.00	375,285.87	0.00	52,324.13
5100	SERVICES & SUPPLIES	516,800.00	355,408.24	21,600.00	139,791.76
5200	INTERNAL CHARGES	17,420.00	16,715.00	0.00	705.00
5600	FIXED ASSETS	0.00	0.00	0.00	0.00
5700	DEPRECIATION	0.00	0.00	0.00	0.00
5800	OTHER FINANCING USES	100,000.00	100,000.00	0.00	0.00
5900	RESERVES	20,000.00	0.00	0.00	20,000.00
<b>Expenditure Total:</b>		1,081,830.00	847,409.11	21,600.00	212,820.89
<b>Key Total:</b>		3,600.00	164,066.69	(21,600.00)	(138,866.69)
<b>Key: 153299 - EASTERN SIERRA TRANSIT</b>					
<b>Revenue</b>					
4060	TAXES - SALES	1,555,831.00	1,278,568.88	0.00	277,262.12
4350	REV USE OF MONEY & PROPERTY	2,600.00	9,054.80	0.00	(6,454.80)
4400	AID FROM OTHER GOVT AGENCIES	2,238,385.00	1,681,343.64	0.00	557,041.36
4600	CHARGES FOR CURRENT SERVICES	1,827,906.00	1,913,868.74	0.00	(85,962.74)
4800	OTHER FINANCING SOURCES	0.00	186,300.00	0.00	(186,300.00)
4900	OTHER REVENUE	5,000.00	14,482.16	0.00	(9,482.16)
<b>Revenue Total:</b>		5,629,722.00	5,083,618.22	0.00	546,103.78
<b>Expenditure</b>					
5000	SALARIES & BENEFITS	2,487,600.00	2,243,571.47	0.00	244,028.53
5100	SERVICES & SUPPLIES	2,072,078.00	1,429,425.14	28,500.02	614,152.84
5200	INTERNAL CHARGES	90,890.00	90,353.00	0.00	537.00
5560	DEBT SERVICE INTEREST	0.00	0.00	0.00	0.00
5600	FIXED ASSETS	732,000.00	499,046.31	10,975.00	221,978.69
5700	DEPRECIATION	0.00	0.00	0.00	0.00
5800	OTHER FINANCING USES	186,300.00	186,300.00	0.00	0.00
5900	RESERVES	57,800.00	0.00	0.00	57,800.00
<b>Expenditure Total:</b>		5,626,668.00	4,448,695.92	39,475.02	1,138,497.06
<b>Key Total:</b>		3,054.00	634,922.30	(39,475.02)	(592,393.28)
<b>Key: 153211 - ESTA ACCUMULATED CAPITAL OUT</b>					
<b>Revenue</b>					
4350	REV USE OF MONEY & PROPERTY	0.00	1,405.07	0.00	(1,405.07)
4600	CHARGES FOR CURRENT SERVICES	0.00	0.00	0.00	0.00
4800	OTHER FINANCING SOURCES	0.00	186,300.00	0.00	(186,300.00)
<b>Revenue Total:</b>		0.00	187,705.07	0.00	(187,705.07)
<b>Key Total:</b>		0.00	187,705.07	0.00	(187,705.07)
<b>Key: 153212 - ESTA GENERAL RESERVE</b>					
<b>Revenue</b>					
4350	REV USE OF MONEY & PROPERTY	0.00	1,531.15	0.00	(1,531.15)
4800	OTHER FINANCING SOURCES	0.00	0.00	0.00	0.00
<b>Revenue Total:</b>		0.00	1,531.15	0.00	(1,531.15)
<b>Key Total:</b>		0.00	1,531.15	0.00	(1,531.15)
<b>Key: 153213 - ESTA-BUDGET STABILIZATION RESER</b>					
<b>Revenue</b>					

**COUNTY OF INYO**

**Budget to Actuals with Encumbrances by Key/Income Grouping**

Ledger: GL

As Of 6/30/2016

<u>Object</u>	<u>Description</u>	<u>Budget</u>	<u>Actual</u>	<u>Encumbrance</u>	<u>Balance</u>
4350	REV USE OF MONEY & PROPERTY	0.00	612.16	0.00	(612.16)
4800	OTHER FINANCING SOURCES	0.00	0.00	0.00	0.00
<b>Revenue Total:</b>		<u>0.00</u>	<u>612.16</u>	<u>0.00</u>	<u>(612.16)</u>
<b>Key Total:</b>		<u>0.00</u>	<u>612.16</u>	<u>0.00</u>	<u>(612.16)</u>
<b>Key: 612502 - SRTP TRANSPORT PLAN</b>					
<b>Revenue</b>					
4400	AID FROM OTHER GOVT AGENCIES	94,620.00	76,521.61	0.00	18,098.39
<b>Revenue Total:</b>		<u>94,620.00</u>	<u>76,521.61</u>	<u>0.00</u>	<u>18,098.39</u>
<b>Expenditure</b>					
5100	SERVICES & SUPPLIES	94,620.00	77,124.88	0.00	17,495.12
<b>Expenditure Total:</b>		<u>94,620.00</u>	<u>77,124.88</u>	<u>0.00</u>	<u>17,495.12</u>
<b>Key Total:</b>		<u>0.00</u>	<u>(603.27)</u>	<u>0.00</u>	<u>603.27</u>
<b>Key: 612490 - ACIS-AUTOMATED CUSTOMER IS</b>					
<b>Expenditure</b>					
5000	SALARIES & BENEFITS	0.00	0.00	0.00	0.00
<b>Expenditure Total:</b>		<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
<b>Key Total:</b>		<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
<b>Key: 612491 - NIGHT RIDER</b>					
<b>Revenue</b>					
4600	CHARGES FOR CURRENT SERVICES	0.00	0.00	0.00	0.00
<b>Revenue Total:</b>		<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
<b>Expenditure</b>					
5000	SALARIES & BENEFITS	0.00	0.00	0.00	0.00
<b>Expenditure Total:</b>		<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
<b>Key Total:</b>		<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
<b>Key: 612493 - JARC-LONE PINE/BISHOP</b>					
<b>Revenue</b>					
4060	TAXES - SALES	65,263.00	59,400.00	0.00	5,863.00
4400	AID FROM OTHER GOVT AGENCIES	65,264.00	34,267.84	0.00	30,996.16
4600	CHARGES FOR CURRENT SERVICES	24,503.00	27,111.53	0.00	(2,608.53)
4900	OTHER REVENUE	0.00	553.95	0.00	(553.95)
<b>Revenue Total:</b>		<u>155,030.00</u>	<u>121,333.32</u>	<u>0.00</u>	<u>33,696.68</u>
<b>Expenditure</b>					
5000	SALARIES & BENEFITS	80,780.00	71,023.33	0.00	9,756.67
5100	SERVICES & SUPPLIES	71,540.00	24,372.64	0.00	47,167.36
5200	INTERNAL CHARGES	2,710.00	2,711.00	0.00	(1.00)
<b>Expenditure Total:</b>		<u>155,030.00</u>	<u>98,106.97</u>	<u>0.00</u>	<u>56,923.03</u>
<b>Key Total:</b>		<u>0.00</u>	<u>23,226.35</u>	<u>0.00</u>	<u>(23,226.35)</u>
<b>Key: 612494 - JARC-MAMMOTH EXPRESS</b>					
<b>Revenue</b>					
4060	TAXES - SALES	42,974.00	39,600.00	0.00	3,374.00
4400	AID FROM OTHER GOVT AGENCIES	76,975.00	37,643.69	0.00	39,331.31
4600	CHARGES FOR CURRENT SERVICES	28,101.00	20,950.17	0.00	7,150.83
<b>Revenue Total:</b>		<u>148,050.00</u>	<u>98,193.86</u>	<u>0.00</u>	<u>49,856.14</u>
<b>Expenditure</b>					
5000	SALARIES & BENEFITS	73,410.00	52,798.58	0.00	20,611.42
5100	SERVICES & SUPPLIES	71,930.00	19,090.26	0.00	52,839.74
5200	INTERNAL CHARGES	2,710.00	1,988.00	0.00	722.00
<b>Expenditure Total:</b>		<u>148,050.00</u>	<u>73,876.84</u>	<u>0.00</u>	<u>74,173.16</u>

**COUNTY OF INYO**

**Budget to Actuals with Encumbrances by Key/Income Grouping**

Ledger: GL

As Of 6/30/2016

Object	Description	Budget	Actual	Encumbrance	Balance
<b>Key Total:</b>		0.00	24,317.02	0.00	(24,317.02)
<b>Key: 612496 - MONO COUNTY BUS SHELTERS</b>					
<b>Revenue</b>					
4400	AID FROM OTHER GOVT AGENCIES	0.00	0.00	0.00	0.00
<b>Revenue Total:</b>		0.00	0.00	0.00	0.00
<b>Expenditure</b>					
5000	SALARIES & BENEFITS	0.00	0.00	0.00	0.00
5100	SERVICES & SUPPLIES	0.00	0.00	0.00	0.00
<b>Expenditure Total:</b>		0.00	0.00	0.00	0.00
<b>Key Total:</b>		0.00	0.00	0.00	0.00
<b>Key: 612497 - GOOGLE TRANSIT PHASE 2</b>					
<b>Revenue</b>					
4400	AID FROM OTHER GOVT AGENCIES	12,500.00	13,630.87	0.00	(1,130.87)
4600	CHARGES FOR CURRENT SERVICES	0.00	0.00	0.00	0.00
<b>Revenue Total:</b>		12,500.00	13,630.87	0.00	(1,130.87)
<b>Expenditure</b>					
5000	SALARIES & BENEFITS	1,570.00	1,082.46	0.00	487.54
5100	SERVICES & SUPPLIES	10,930.00	12,700.00	6,900.00	(8,670.00)
<b>Expenditure Total:</b>		12,500.00	13,782.46	6,900.00	(8,182.46)
<b>Key Total:</b>		0.00	(151.59)	(6,900.00)	7,051.59
<b>Key: 612498 - CAPP-CLEAN AIR PROJECT PROGRAM</b>					
<b>Revenue</b>					
4400	AID FROM OTHER GOVT AGENCIES	0.00	0.00	0.00	0.00
<b>Revenue Total:</b>		0.00	0.00	0.00	0.00
<b>Expenditure</b>					
5000	SALARIES & BENEFITS	0.00	0.00	0.00	0.00
5100	SERVICES & SUPPLIES	0.00	0.00	0.00	0.00
<b>Expenditure Total:</b>		0.00	0.00	0.00	0.00
<b>Key Total:</b>		0.00	0.00	0.00	0.00
<b>Key: 612499 - MOBILITY MANAGEMENT 14</b>					
<b>Revenue</b>					
4400	AID FROM OTHER GOVT AGENCIES	0.00	0.00	0.00	0.00
<b>Revenue Total:</b>		0.00	0.00	0.00	0.00
<b>Expenditure</b>					
5100	SERVICES & SUPPLIES	0.00	0.00	0.00	0.00
<b>Expenditure Total:</b>		0.00	0.00	0.00	0.00
<b>Key Total:</b>		0.00	0.00	0.00	0.00
<b>Key: 612489 - NON-EMERGENCY TRAN REIM</b>					
<b>Revenue</b>					
4400	AID FROM OTHER GOVT AGENCIES	25,850.00	15,707.28	0.00	10,142.72
<b>Revenue Total:</b>		25,850.00	15,707.28	0.00	10,142.72
<b>Expenditure</b>					
5000	SALARIES & BENEFITS	4,210.00	4,279.15	0.00	(69.15)
5100	SERVICES & SUPPLIES	21,640.00	15,851.07	0.00	5,788.93
<b>Expenditure Total:</b>		25,850.00	20,130.22	0.00	5,719.78
<b>Key Total:</b>		0.00	(4,422.94)	0.00	4,422.94
<b>Key: 612503 - BISHOP YARD-ESTA</b>					
<b>Revenue</b>					
4060	TAXES - SALES	50,000.00	0.00	0.00	50,000.00

**COUNTY OF INYO**

**Budget to Actuals with Encumbrances by Key/Income Grouping**

Ledger: GL

As Of 6/30/2016

<b>Object</b>	<b>Description</b>	<b>Budget</b>	<b>Actual</b>	<b>Encumbrance</b>	<b>Balance</b>
4350	REV USE OF MONEY & PROPERTY	0.00	(123.93)	0.00	123.93
4400	AID FROM OTHER GOVT AGENCIES	460,000.00	472,447.40	0.00	(12,447.40)
4900	OTHER REVENUE	0.00	0.00	0.00	0.00
<b>Revenue Total:</b>		510,000.00	472,323.47	0.00	37,676.53
<b>Expenditure</b>					
5100	SERVICES & SUPPLIES	0.00	0.00	0.00	0.00
5600	FIXED ASSETS	510,000.00	493,447.64	10,975.00	5,577.36
<b>Expenditure Total:</b>		510,000.00	493,447.64	10,975.00	5,577.36
<b>Key Total:</b>		0.00	(21,124.17)	(10,975.00)	32,099.17

## UNDESIGNATED FUND BALANCES

as of 06.30.2016

		Claim on Cash	Accouts Receivable	Loans Receivable	Prepaid Expenses	Accounts Payable	Loans Payable	Deferred Revenue	Computed Fund Balance	Encumbrances	Fund Balance Undesignated
		1000	1100,1105,1160	1140	1200	2000	2140	2200			
ESTA	-										
	1532 EASTERN SIERRA TRANSIT	2,381,455	21,984	86,074		241,486			2,248,027	21,600	2,226,427
	1533 ESTA ACCUMULATED CAPITAL OUTLAY	646,422							646,422		646,422
	1534 ESTA GENERAL RESERVE	501,603							501,603		501,603
	1535 ESTA BUDGET STAB RESERVE	200,641							200,641		200,641
	6809 SRTP TRANSPORT PLAN	24,397					25,000		-603		-603
	6813 JARC-LONE PINE/BISHOP	37,969	0			7,353	27,000		3,616		3,616
	6814 JARC-MAMMOTH EXPRESS	35,747	0			687	13,666		21,394		21,394
	6817 GOOGLE TRANSIT PHASE 2	16,119					17,000		-881	6,900	-7,781
	6818 CAPP-CLEAN AIR PROJECT PROGRAM	2,923							2,923		2,923
	6819 MOBILITY MANAGEMENT 14	2,227							2,227		2,227
	6820 NON-EMERGENCY TRAN REIM	2,942				0	7,500		-4,558		-4,558
	6821 BISHOP YARD-ESTA	1,832					2,574		-742	10,975	-11,717
<b>ESTA</b>	<b>Totals</b>	<b>3,854,277</b>	<b>21,984</b>	<b>86,074</b>		<b>105,812</b>	<b>236,454</b>		<b>3,620,069</b>	<b>39,475</b>	<b>3,569,619</b>

# MONTHLY REPORT

JUNE 2016

	Jun-16	May-16	Percent Change	Jun-15	Percent Change
<b>PASSENGERS</b>					
Adult	55,514	20,212	174.7%	55,976	-0.8%
Senior	1,845	2,005	-8.0%	1,550	19.0%
Disabled	1,313	978	34.3%	987	33.0%
Wheelchair	440	427	3.0%	426	3.3%
Child	13,359	6,089	119.4%	14,522	-8.0%
Child under 5	718	392	83.2%	882	-18.6%
<b>Total Passengers</b>	<b>73,189</b>	<b>30,103</b>	<b>143.1%</b>	<b>74,343</b>	<b>-1.6%</b>
<b>FARES</b>	<b>\$117,471.56</b>	<b>\$31,647.50</b>	<b>271.2%</b>	<b>\$129,252.70</b>	<b>-9.1%</b>
<b>SERVICE MILES</b>	<b>73,877</b>	<b>58,322</b>	<b>26.7%</b>	<b>72,637</b>	<b>1.7%</b>
<b>SERVICE HOURS</b>	<b>4,523</b>	<b>3,239</b>	<b>39.6%</b>	<b>4,517</b>	<b>0.1%</b>
<b>PASSENGERS PER HOUR</b>	<b>16.18</b>	<b>9.29</b>	<b>74.1%</b>	<b>16.46</b>	<b>-1.7%</b>

## RIDERSHIP COMPARISON

Route	REPORT MONTH - THIS YEAR/LAST YEAR				FISCAL YEAR TO DATE		
	Jun-16	Jun-15	Variance	% Change	FY 15/16	FY 14/15	% Change
Mammoth Express	446	283	163	57.6%	4,106	2,963	38.6%
Lone Pine to Bishop	673	559	114	20.4%	4,399	4,546	-3.2%
Lone Pine DAR	284	291	-7	-2.4%	3,225	3,588	-10.1%
Tecopa	2	12	-10	-83.3%	122	155	-21.3%
Walker DAR	232	227	5	2.2%	2,493	2,001	24.6%
Bridgeport to G'Ville	48	30	18	60.0%	472	525	-10.1%
Benton to Bishop	18	82	-64	-78.0%	333	1,053	-68.4%
Bishop DAR	3,377	3,248	129	4.0%	41,415	39,466	4.9%
Nite Rider	287	219	68	31.1%	4,048	4,048	0.0%
Mammoth FR	40,022	38,115	1,907	5.0%	396,397	366,949	8.0%
Mammoth DAR	245	233	12	5.2%	3,056	2,818	8.4%
Reno	618	742	-124	-16.7%	6,043	5,451	10.9%
Lancaster	596	511	85	16.6%	4,751	4,943	-3.9%
Reds Meadow	26,035	29,600	-3,565	-12.0%	167,927	165,617	1.4%
June Lake Shuttle	28	0	28		2,444	2,804	-12.8%
<b>TOTALS</b>	<b>73,189</b>	<b>74,343</b>	<b>-1,154</b>	<b>-1.6%</b>	<b>1,130,348</b>	<b>962,536</b>	<b>17.4%</b>

## PASSENGERS PER SERVICE HOUR

Route	REPORT MONTH - THIS YEAR/LAST YEAR			PAX MILES/ SVC HOUR	FISCAL YEAR TO DATE		
	Jun-16	Jun-15	% Change		FY 15/16	FY 14/15	% Change
Mammoth Express	3.30	3.49	-5.6%		2.90	3.47	-16.5%
Lone Pine to Bishop	5.39	4.76	13.1%		3.22	3.36	-4.1%
Lone Pine DAR	1.84	1.89	-2.4%		1.83	2.05	-10.6%
Tecopa	0.53	1.09	-51.1%		1.03	1.32	-22.1%
Walker DAR	1.72	1.68	2.5%		1.65	1.33	24.1%
Bridgeport to G'Ville	1.40	1.46	-4.0%		1.47	1.66	-11.6%
Benton to Bishop	1.33	4.95	-73.2%		2.12	4.77	-55.5%
Bishop DAR	3.74	3.76	-0.3%		3.98	3.93	1.1%
Nite Rider	4.70	3.78	24.6%		4.98	5.00	-0.5%
Mammoth FR	23.96	23.85	0.5%		24.57	23.19	5.9%
Mammoth DAR	1.36	1.26	8.1%		1.35	1.30	3.5%
Reno	2.67	3.18	-16.1%	287.53	2.26	2.10	7.5%
Lancaster	4.29	3.62	18.7%	421.02	2.97	3.01	-1.3%
Reds Meadow	38.73	33.37	3.04		34.85	33.26	4.8%
June Lake Shuttle	0.59	N/A	N/A		4.89	9.00	-45.7%
<b>Total</b>	<b>16.18</b>	<b>16.46</b>	<b>-1.7%</b>		<b>20.05</b>	<b>18.23</b>	<b>9.9%</b>



Route	Fares	Adults	Snr	Dis	W/C	Child	Free	Total Pax	Yd Hrs	Svc Hours	Yd Mi	SVC MILES	AVG FARE	REV/SVC MILE	PAX / SVC HR	MI / SVC HR	PAX / SVC MI
Jun-16																	
Mammoth Express	\$2,429.70	330	56	13	2	25	20	446	168	135	5,797	5,632	5.45	.43	3.30	42.9	0.08
Lone Pine to Bishop	\$3,717.91	519	80	49	5	14	6	673	144	125	5,342	5,177	5.52	.72	5.39	42.8	0.13
Lone Pine DAR	\$732.80	43	138	35	15	47	6	284	161	154	1,388	1,388	2.58	.53	1.84	9.0	0.20
Tecopa	\$10.00	0	2	0	0	0	0	2	4	4	88	84	5.00	.12	.53	23.5	0.02
Walker DAR	\$707.40	0	27	195	0	10	0	232	144	135	1,133	987	3.05	.72	1.72	8.4	0.24
Bridgeport to G'Ville	\$363.25	9	37	0	0	1	1	48	40	34	1,073	766	7.57	.47	1.40	31.4	0.06
Benton to Bishop	\$99.50	4	3	11	0	0	0	18	29	14	1,176	588	5.53	.17	1.33	86.6	0.03
Specials	\$0.00	60	0	200	0	18	0	278	23	19	360	260	.00	.00	14.44	18.7	1.07
Bishop DAR	\$7,362.00	895	1,240	551	379	116	196	3,377	974	902	10,001	9,058	2.18	.81	3.74	11.1	0.37
Nite Rider	\$1,120.20	187	20	43	27	2	8	287	62	61	906	888	3.90	1.26	4.70	14.9	0.32
Mammoth FR	\$0.00	31,695	0	141	0	8,186	0	40,022	1,737	1,670	23,873	23,039	N/A	N/A	23.96	14.3	1.74
Mammoth DAR	\$490.80	106	31	18	2	19	69	245	182	180	599	513	2.00	.96	1.36	3.3	0.48
Reno	\$14,192.25	444	129	21	7	15	2	618	257	232	9,887	9,518	22.96	1.49	2.67	42.7	0.06
Lancaster	\$8,959.75	449	82	36	3	14	12	596	154	139	6,587	6,508	15.03	1.38	4.29	47.4	0.09
Reds Meadow	\$77,226.00	20,757	0	0	0	4,880	398	26,035	769	672	9,514	8,558	2.97	9.02	38.73	14.2	3.04
June Lake Shuttle	\$60.00	16	0	0	0	12	0	28	49	47	1,004	913	2.14	.07	.59	21.2	0.03
Total	\$117,471.56	55,514	1,845	1,313	440	13,359	718	73,189	4,898	4,523	78,728	73,877	1.61	1.59	16.18	17.4	0.99
Jun-15																	
Mammoth Express	\$1,568.05	199	41	8	0	23	12	283	105	81	3,600	3,510	5.54	.45	3.49	44.5	0.08
Lone Pine to Bishop	\$3,076.70	438	53	39	8	17	4	559	137	117	5,173	5,029	5.50	.61	4.76	44.1	0.11
Lone Pine DAR	\$702.80	43	89	45	61	48	5	291	161	154	986	918	2.42	.77	1.89	6.4	0.32
Tecopa	\$58.00	0	12	0	0	0	0	12	11	11	175	175	4.83	.33	1.09	15.9	0.07
Walker DAR	\$627.30	8	34	173	0	12	0	227	144	135	1,166	1,026	2.76	.61	1.68	8.6	0.22
Bridgeport to G'Ville	\$220.20	0	30	0	0	0	0	30	24	21	661	484	7.34	.45	1.46	32.2	0.06
Benton to Bishop	\$471.40	45	2	17	0	17	1	82	34	17	1,405	706	5.75	.67	4.95	84.8	0.12
Specials	\$0.00	141	0	14	0	36	0	191	16	14	264	177	.00	.00	14.06	19.4	1.08
Bishop DAR	\$6,952.40	981	1,060	547	337	95	228	3,248	932	865	9,546	8,646	2.14	.80	3.76	11.0	0.38
Nite Rider	\$896.40	164	17	27	8	0	3	219	60	58	790	777	4.09	1.15	3.78	13.6	0.28
Mammoth FR	\$0.00	29,572	0	17	0	8,526	0	38,115	1,657	1,598	23,443	22,636	N/A	N/A	23.85	14.7	1.68
Mammoth DAR	\$571.20	100	28	50	2	18	35	233	188	185	832	750	2.45	.76	1.26	4.5	0.31
Reno	\$17,173.75	604	100	20	4	14	0	742	255	233	10,160	9,890	23.15	1.74	3.18	43.5	0.08
Lancaster	\$6,958.50	353	84	30	6	15	23	511	160	141	6,616	6,497	13.62	1.07	3.62	46.8	0.08
Reds Meadow	\$89,976.00	23,328	0	0	0	5,701	571	29,600	1,002	887	12,671	11,416	3.04	7.88	33.37	14.3	2.59
June Lake Shuttle	\$0.00	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	N/A
Total	\$129,252.70	55,976	1,550	987	426	14,522	882	74,343	4,888	4,517	77,488	72,637	1.74	1.78	16.46	17.2	1.02

VARIANCE BY ROUTE (RAW NUMBERS) – June 2016 to June 2015																	
ROUTES	FARES	ADULTS	SNR	DIS	W/C	CHILD	FREE	TOTAL PAX	YD HOURS	SVC HOURS	YD MILES	SVC MILES	AVG FARE	REV/SVC MILE	PAX / SVC HR	MI / SVC HR	PAX / SVC MI
Mammoth Express	\$861.65	131	15	5	2	2	8	163	63	54	2197	2122	-0.09	-0.02	-0.20	-1.59	0.00
Lone Pine to Bishop	\$641.21	81	27	10	-3	-3	2	114	7	8	169	148	0.02	0.11	0.62	-1.31	0.02
Lone Pine DAR	\$30.00	0	49	-10	-46	-1	1	-7	0	0	402	470	0.17	-0.24	-0.05	2.61	-0.11
Tecopa	-\$48.00	0	-10	0	0	0	0	-10	-7	-7	-87	-91	0.17	-0.21	-0.56	7.56	-0.04
Walker DAR	\$80.10	-8	-7	22	0	-2	0	5	0	0	-33	-39	0.29	0.11	0.04	-0.22	0.01
Bridgeport to G'Ville	\$143.05	9	7	0	0	1	1	18	16	14	412	282	0.23	0.02	-0.06	-0.84	0.00
Benton to Bishop	-\$371.90	-41	1	-6	0	-17	-1	-64	-5	-3	-229	-118	-0.22	-0.50	-3.62	1.77	-0.09
Bishop DAR	\$409.60	-86	180	4	42	21	-32	129	41	37	455	412	0.04	0.01	-0.01	0.05	0.00
Nite Rider	\$223.80	23	3	16	19	2	5	68	2	3	116	111	-0.19	0.11	0.93	1.23	0.04
Mammoth FR	\$0.00	2123	0	124	0	-340	0	1907	80	72	430	403	N/A	N/A	0.11	-0.38	0.05
Mammoth DAR	-\$80.40	6	3	-32	0	1	34	12	-5	-5	-233	-237	-0.45	0.20	0.10	-1.17	0.17
Reno	-\$2,981.50	-160	29	1	3	1	2	-124	2	-2	-273	-372	-0.18	-0.25	-0.51	-0.88	-0.01
Lancaster	\$2,001.25	96	-2	6	-3	-1	-11	85	-7	-2	-29	11	1.42	0.31	0.68	0.61	0.01
Reds Meadow	-\$12,750.00	-2571	0	0	0	-821	-173	-3565	-233	-215	-3157	-2858	N/A	N/A	N/A	N/A	N/A
June Lake Shuttle	\$60.00	16	0	0	0	12	0	28	49	47	1004	913	N/A	N/A	N/A	N/A	N/A

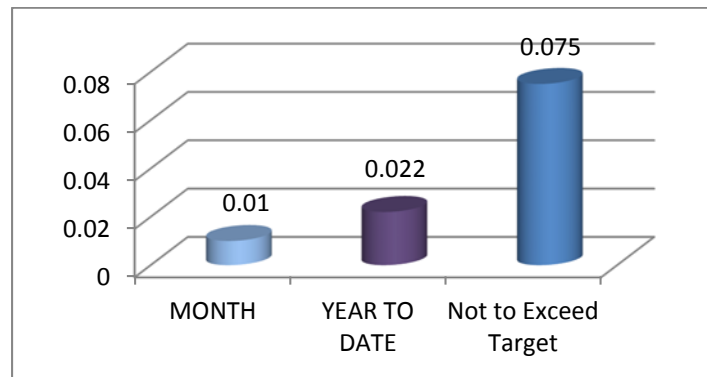
VARIANCE BY ROUTE (PERCENTAGE) – June 2016 to June 2015																	
Route	Fares	Adults	Snr	Dis	W/C	Child	Free	Total Pax	Yd Hrs	Total Svc Hours	Yd Mi	TOT SVC MILES	AVG FARE	REV/SVC MILE	PAX / SVC HR	MI / SVC HR	PAX / SVC MI
Mammoth Express	55%	66%	37%	63%		9%	67%	58%	60%	67%	61%	60%	-2%	-3%	-6%	-4%	-2%
Lone Pine to Bishop	21%	18%	51%	26%	-38%	-18%	50%	20%	5%	6%	3%	3%	0%	17%	13%	-3%	17%
Lone Pine DAR	4%	0%	55%	-22%	-75%	-2%	20%	-2%	0%	0%	41%	51%	7%	-31%	-2%	41%	-35%
Tecopa	-82.8%		83.3%					-83.3%	-63.2%	-65.9%	-49.7%	-52.0%	3.4%	-64.1%	-51.1%	47.5%	-65.3%
Walker DAR	13%	-100%	-21%	13%		-17%		2%	0%	0%	-3%	-4%	10%	17%	2%	-3%	6%
Bridgeport to G'Ville	65%		23%					60%	67%	67%	62%	58%	3%	4%	-4%	-3%	1%
Benton to Bishop	-79%	-91%	50%	-35%		-100%	100%	-78%	-15%	-18%	-16%	-17%	-4%	-75%	-73%	2%	-74%
Bishop DAR	5.9%	-8.8%	17.0%	0.7%	12.5%	22.1%	14.0%	4.0%	4.4%	4.3%	4.8%	4.8%	1.8%	1.1%	-0.3%	0.5%	-0.8%
Nite Rider	25%	14%	18%	59%	238%		167%	31%	4%	5%	15%	14%	-5%	9%	25%	9%	15%
Mammoth FR		7%		729%		-4%		5%	5%	5%	2%	2%	N/A	N/A	0%	-3%	3%
Mammoth DAR	-14%	6%	11%	-64%	0%	6%	97%	5%	-3%	-3%	-28%	-32%	-18%	26%	8%	-26%	54%
Reno	-17%	-26%	29%	5%	75%	7%		-17%	1%	-1%	-3%	-4%	-1%	-14%	-16%	-2%	-13%
Lancaster	29%	27%	-2%	20%	-50%	-7%	-48%	17%	-4%	-2%	0%	0%	10%	29%	19%	1%	16%
Reds Meadow	-14%	-11%				-14%	-30%	-12%	-23%	-24%	-25%	-25%	N/A	N/A	N/A	N/A	N/A
June Lake Shuttle													N/A	N/A	N/A	N/A	N/A

## Comments

There were two comments received during the month of June 2016.

- June 22<sup>nd</sup> – The organizer of the Mammoth Half-Marathon race wrote to compliment ESTA on the transportation provided for the event. In particular, he wanted to pass along compliments he had heard from a number of the runners about the courtesy and professionalism of the drivers
- June 29<sup>th</sup> – Caller reported the Bus #802 was driving erratically and going too fast. Driver was counseled about observing speed limits.

### COMPLAINTS PER 1,000 PASSENGERS

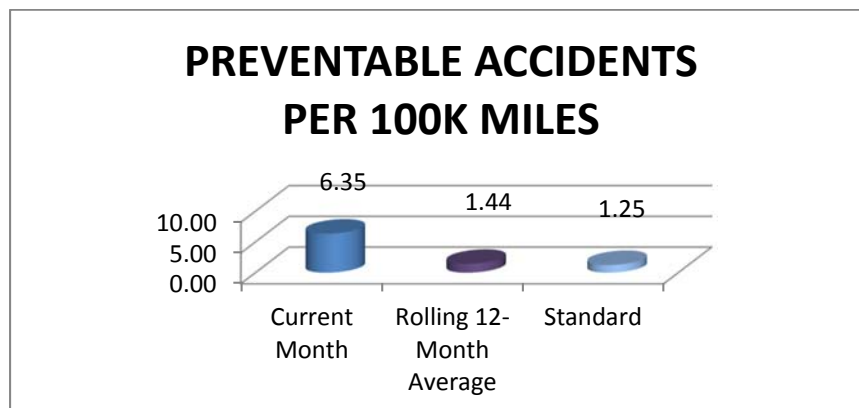


## Accident/Incidents

There were five preventable accidents in June 2016.

- June 3<sup>rd</sup> - Driver moved trolley to right edge of roadway to make room for approaching RV, failed to close door which impacted a rock
- June 9<sup>th</sup> - Passenger tripped while exiting bus steps and fell to the ground.
- June 10<sup>th</sup> - ESTA driver struck dumpster by the roadway.
- June 17<sup>th</sup> - ESTA driver drove away from the Town's fueling pumps with the nozzle in the bus. Emergency disconnect worked.
- June 26<sup>th</sup> – ESTA drive pulled bus too far to the right side of the Reds Meadow road to let another bus by and struck a rock.

### PREVENTABLE ACCIDENTS PER 100K MILES



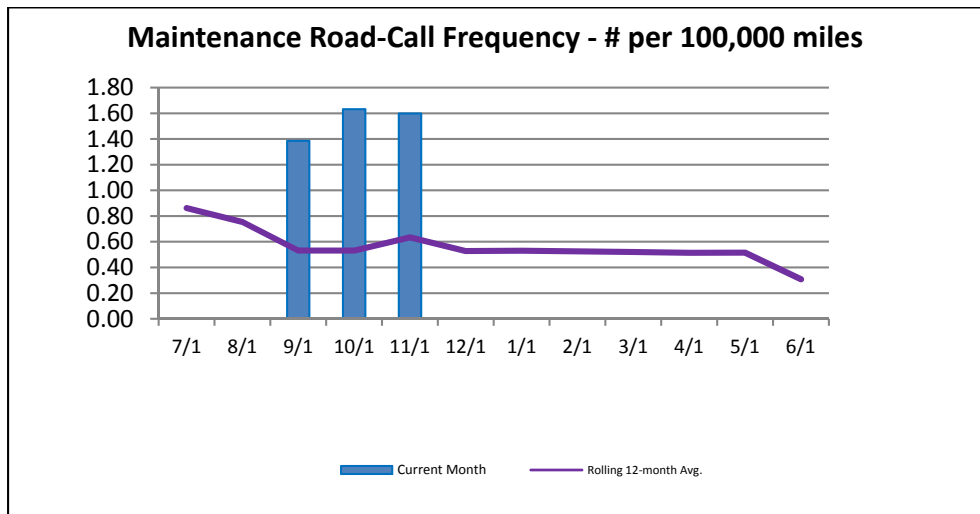
## Missed Runs

There were three missed run in June 2016.

- June 9<sup>th</sup> – No Tecopa to Pahrump run due to driver issue
- June 19<sup>th</sup> – Missed 7:00am run of the Gray Line Due to Mammoth half Marathon
- June 19<sup>th</sup> – Missed 7:00am & 7:30am runs of the Purple Line Due to Mammoth half Marathon

## Road Call Frequency

There were no Road Calls during the month of June 2016. The rolling 12-month road call frequency is 0.31 per 100,000 miles traveled.



## Bishop Area Dial-A-Ride Wait Times

Wait times for the Bishop Area Dial-A-Ride (Mon. through Fri., 7:00 a.m. – 6:00 p.m.)

JUNE 2016

		Percent	Goal
<b>IMMEDIATE RESPONSE TRIPS</b>			
Total Trips:	1,829	71% of trips	
Average Wait Time (min.):	13		< 20 minutes
# > 30 minute wait:	113	6.2%	< 5%
<b>ADVANCE RESERVATION TRIPS</b>			
Total Trips:	760	29% of trips	
On Time Trips (± 10 min.)	670	88%	
<b>TOTAL SCHEDULED TRIPS</b>			
No-Shows	197 / 69	7.1% / 2.5%	Incl / Excl Ckpts
Cancellations	85	3.1%	

