

LYNX Board Agenda

Board Date: 1/19/2006

Time: 1:00 PM

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LYNX Offices
455 N. Garland Ave.
Orlando, FL 32801

As a courtesy to others, please silence all electronic devices during the meeting.

1. Call to Order & Pledge of Allegiance

2. Approval of Minutes


-  December Board Minutes (pg. 4 - 9)




3. Public Comments




- Citizens who would like to speak under Public Comments shall submit a request form to the Assistant Secretary prior to the meeting. Forms are available at the door.



4. Chief Executive Officer's Report

5. Consent Agenda







- A.  Adoption of Resolution #06-009 amending the Deferred Compensation Plan document to allow for compliance with regulations and guidance issued by the Internal Revenue Service (IRS) in Revenue Procedure 2004-56 (pg. 10-13)

- Attachment 
- B.  Authorization to enter into a multi-year utility service agreement with BellSouth for Fiber Access Ring services (pg. 14 - 15)
- C.  Authorization for the Chief Executive Officer to execute a "Memorandum of Understanding" with Seminole County and Workforce Central Florida for FY2006 Lake Mary Boulevard contract services (pg. 16-22)

- Attachment 
- D.  Authorization for the Chief Executive Officer to execute a contract amendment with FDOT for LYNX' Road Ranger Program. (pg. 23-24)
- E.  Authorization to release a Request For Proposal (RFP) for paratransit services (pg. 25-26)

- F.  Authorization to issue a Request for Proposals (RFP) for the procurement of ten (10) hybrid electric buses (pg. 27-28)
- G.  Authorization to issue Request for Proposal (RFP) to seek a manufacturer for new shelter design (pg. 29)

6. Action Agenda

- A.  Authorization to implement recommendations made as a result of the Classification and Compensation Study (pg. 30-88)
 - Attachment    
- B.  Approval and Adoption of revisions made to the following Administrative Rules:
Administrative Rule 1: Definitions and Adoption
Administrative Rule 2: Board Governance
Administrative Rule 3: Employment Practices
Administrative Rule 4: Procurement
Administrative Rule 5: Ethics Policy
Administrative Rule 7: Travel Policy
Administrative Rule 8: Operation Planning Matters and Community Bus Service Policy (pg. 89-90)

7. Work Session







- A.  Downtown Plaza Development Update (pg. 91)





8. Other Business

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9. Information Items

(For Review Purposes Only - No action required)

- I.  January Employee Travel Report (pg. 92-93)
- II.  Ridership Report (pg. 94-97)
 - Attachment 
- III.  Monthly Financial Reports (pg. 98-100)
 - Attachment  
- IV.  Procurement Activities (pg. 101-102)
- V.  Marketing Department Report (pg. 103-106)

- VI.  Planning Report (pg. 107-108)
- VII.  LYNX Operation Center Update (pg. 109-110)
- VIII.  Rail Project Updates (pg. 111-113)
- IX.  Federal Lobbyist's Activity Report (pg. 114-118)

Section 286.0105, Florida Statutes states that if a person decides to appeal any decision made by a board, agency, or commission with respect to any matter considered at a meeting or hearing, he will need a record of the proceedings, and that, for such purposes, he may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.

In accordance with the Americans With Disabilities Act of 1990, persons needing a special accommodation at this meeting because of a disability or physical impairment should contact Sarah Tirado at 455 N. Garland Ave, Orlando, FL 32801 (407) 841-2279, extension 3012, not later than three business days prior to the meeting. If hearing impaired, contact LYNX at (407) 423-0787(TDD).

LYNX
Central Florida Regional Transportation Authority
Board of Directors Monthly Meeting

DATE: December 8, 2005

PLACE: LYNX Central Station
455 North Garland Avenue
2nd Floor Board Room
Orlando, FL 32801

TIME: 1:00 p.m.

MEMBERS IN ATTENDANCE:

Osceola County Commissioner, Atlee Mercer, Chair
Seminole County Chairman, Carlton Henley
Orange County Commissioner, Homer Hartage
FDOT District 5 Secretary, George Gilhooley

MEMBERS ABSENT:

City of Orlando Mayor, Buddy Dyer

1. Call to Order and Pledge of Allegiance

LYNX Chairman, Atlee Mercer, called the meeting to order at 1:15 p.m., and Commissioner Homer Hartage led the Pledge of Allegiance.

2. Approval of Minutes

Seminole County Chairman Carlton Henley moved to approve the minutes of the October 27, 2005 Board meeting, Chairman Atlee Mercer seconded and the motion passed unanimously.

3. Recognition

Jennifer Clements, Deputy Director of Planning, introduced the recipients of the 2005 Eagle Award of Excellence in Construction and Design for the LYNX Central Station from the Associated Builders and Contractors, Inc. The recipients in attendance today are:

Brian Walsh, Collage Co.
Mike Chatham, HHCP
Dave Gorden, EarthTech

4. Public Comments

Chuck Graham, LYNX rider, stated that he and others would boycott LYNX if there were an increase in fare. Mr. Graham commented that advertising on the ACCESS LYNX vans should be initiated to help raise money for Paratransit service.

Chairman Mercer, for the record, stated that fare increases are scheduled to go into effect in April. LYNX will look into the advertising to see if that could subsidize some of the Paratransit costs. We are currently losing tens of thousands of dollars with Paratransit even with the funding currently in place.

5. Chief Executive Officer Report

Linda Watson, CEO of LYNX, reported on the following items:

- Item H. The Procurement of sixteen vanpool vehicles. In the approval document provided, staff had identified funding to procure four of these vehicles, but not all 16. Since then, additional Federal Funds have been identified to procure all sixteen vehicles. The approval of this item, as it states in the document, will include the authorization to move forward with all sixteen vehicles.
- Item F. Amending the project budget for the LYNX Operation Center. Per Commissioner Hartage, Linda Watson responded to Orange County about the details of the proposal to do a swap in their budget allocation this year. LYNX will be using approximately \$1.5 million of the money provided by Orange County and will double that by matching it with State funds that are available in a State Grant that is only eligible for use in this LOC project. In exchange, LYNX will be able to use some of the Federal Funds received through the new reauthorization legislation to cover the portion in the operating budget that has been moved.
- A photo was shown of an Access LYNX vehicle with a mock-up of how visible the advertising will be.
- Governor Jeb Bush has appointed Mr. Dwight Sayer to a three-year term on the Florida Rehabilitation Council for the Blind.
- Mr. Glenn McNally and Mike Liebler, LYNX Road Rangers, were recognized for being first responders during the birth of a baby on I-4.
- Chris Sparks, Road Ranger, was recognized for assisting the OPD in capturing the “tow truck thief”.
- LYNX will be introducing the trilogy bike rack by Sports Work. Two are on their way and will be installed on buses in a few weeks, and fifteen more with the next bus order.
- A LYNX Employee Advisory Panel (LEAP) has been established. Their focus is to solve problems in major functional areas of the organization.
- LYNX’ Information Technology Division has made strides to make LYNX more efficient in its administrative business practices. Many of the routine paper documents have been automated. Linda Watson’s goal is to get the agency completely paperless. An electronic training environment for Operators has also been created.
- LYNX will hold its Holiday luncheon on December 20, 2005 from 10:30 a.m. to 4:00 p.m. All Board members are invited to attend.
- For the first time, LYNX was invited to a meeting of some of Orlando’s largest employers, whose purpose is to establish their common legislative agenda. And, for the first time, one of their four agenda items/top priority Legislative items is to assist LYNX to get more funding through the State Legislative process.
- Final payment has been received from FEMA for the 2005 hurricanes.
- LYNX has submitted the SIB loan request to FDOT. This would be the match for TRIP funding for additional buses.
- Proportionate share ordinances are being developed throughout the service area. There was a huge emphasis on growth Legislation to deal with growth and transportation issues within the State. LYNX can be part of the solution. Costs that developers pay to improve the transportation infrastructure that is impacted by their projects can include buying

buses for LYNX, paying for service for LYNX to operate new service, road turnouts, etc. Preliminary discussions with Orange County staff have occurred.

Commissioner Homer Hartage approves going fully paperless. Chairman Mercer reported that in Osceola County, the Commissioners all have their agendas on a Notepad. The agendas are downloaded onto the Notepad, notes are taken on it, the agenda reviews are done on it and meetings are posted on the Notepads. All documents are in the electronic Notebook.

Commissioner Hartage commented on the letter from Mr. Ajit Lalchandani concerning the LYNX operations center. Commissioner Hartage sent a letter to each board member to get an explanation on the budget transfer. Commissioner Hartage wants to make sure he understands thoroughly the process used to make budget transfers of that size.

Chairman Mercer explained that LYNX moved federal money that can be used for operations into the Operations budget and then moved Orange County's operations money into the capital side. Linda Watson reported that the letter explaining this was hand delivered to the County on 12/7/05.

Chairman Mercer requested an update on the IT objectives from last year. Sylvia Mendez, Chief Administrative Officer, reported that the FASuite program went live in October, and a consultant has been hired to assist in the implementation of the Great Plains Finance Modules Integration. Chairman Mercer requested an update on the progress of the Great Plain integration at the January Board meeting.

6. Consent Agenda

- A. Authorization to File a Grant Application to FTA for FY 2006 Capital Investment Program for Bus Acquisition**
- B. Confirmation of the Appointment of Ellisa Darnall as Chief Operating Officer**
- C. Authorization to Award and Negotiate a Contract with Akerman-Senterfitt for Federal Lobbying Services**
- D. Authorization to Appoint Pamela Durkin as Assistant Secretary to the Board of Directors**
- E. Authorization to File a Grant Application with FDOT for FY 2007 Rural Transportation Services**
- F. Authorization to Amend the Project Budget for the LYNX Operation Center (LOC) and Amend the FY 2006 Capital Budget, Accordingly**
- G. Authorization to Issue a Request for Proposals (RFP) for an Advanced Traveler Information System and to Execute a Joint Participation Agreement with FDOT**
- H. Authorization to Purchase Sixteen Vanpool Vehicles for Expansion of the Vanpool Program – Found funding for all 16**
- I. LYNX Central Station – Amendment to Contract #02-032 for Construction Services**
- J. Amendment to the Medicaid Non-Emergency Transportation Agreement between LYNX and the Florida Commission for the Transportation Disadvantaged**
- K. Authorization to Purchase up to Thirty-Five (35) New Replacement Buses**
- L. Authorization for LYNX to enter into a FY 2005/2006 Funding Agreement with the City of Orlando**

Motion: Commissioner Homer Hartage moved to approve all consent items, Chairman Carlton Henley seconded and the motion passed unanimously.

7. Action Agenda

M. Authorization to Implement Recommendations Made as a Result of the Classification and Compensation Study – Ms. Watson requested this item be pulled and brought back next month.

Chairman Carlton Henley made a motion to move this item to the January Board meeting. Commissioner Homer Hartage seconded and the motion passed unanimously.

Commissioner Henley requested that the updated information be sent to the Board one week prior to the meeting in January.

N. Authorization to Provide Additional Expense Relief to MV Transportation, Authorization to Execute a Partial Optional Year Extension, and Authorization to Release a Request for Proposal (RFP) for Paratransit and Stretcher Services

MV Transportation has requested an additional \$50,000 per month accommodation beginning in January 2005 due to LYNX requesting dialysis patient services outside of the MV contract and increased fuel expenses. MV is also requesting \$6,700 per month for each 5% reduction in Medicaid trips due to Medicaid HMO NET services; as well as \$16,000 per month for each 5% reduction in trip volume due to fare increases which will begin in April '06.

MV's Paratransit and Stretcher contracts expire in spring '06, which does not allow time for LYNX to procure a new provider. Due to continued losses, MV will not accept an extension of their current contract without additional funding. Also, limited funding is available to cover the MV request, dependent upon the New Freedom Initiative Act funding, continuing to get fuel tax credits based on MV's current rate of fuel purchase from the LYNX fuel contract, and ADA and TD fare increases in April '06.

Staff recommendations:

Provide MV an additional expense relief of \$50,000 per month (\$450,000 for the remainder of fiscal year 2006); extend MV's contract for a portion of the additional option year, through September 30, 2006, and immediately release a RFP for Paratransit and Stretcher services; and, reconsider the special services that are being provided outside of MV's contract to accommodate for that loss.

Request:

Authorization to provide additional expense relief to MV; Authorization to execute a partial year extension of both the Paratransit and Stretcher contracts; and, authorization to release an RFP for Paratransit Services and an RFP for Stretcher Services.

Chairman Atlee Mercer gave a brief history of the Paratransit service for the benefit of new Board member, Commissioner Homer Hartage.

In response to a question about whether LYNX has the funds to increase payments to MV, Linda Watson reported that LYNX will get the New Freedom Initiative Act funding (approximately \$200,000 annually for the next four years), the fuel tax credits which is approximately \$160,000 based on current levels of fuel purchase; additional funds from the ADA and TD fare increase which will take place in April '06.

Sylvia Mendez, Chief Administrative Officer, reported that the current contract for fuel expires in January '06 and we are currently bidding for fuel. Chairman Mercer commented that fuel prices have hit bottom and will start to increase in anticipation for the spring. Chairman Mercer also wanted a note added that stated we would be able to recapture the cost of the fuel if gas prices return to normal.

Motion: Osceola Chairman Carlton Henley moved to approve Action Agenda Item 7.N., Commissioner Homer Hartley seconded, and the motion carried.

8. Work Session

O. Comprehensive Operations Analysis Project Update

Ms. Jennifer Clements, Deputy Director of Planning, introduced Tim Crobons of Manuel Padron and Associates. Mr. Crobons provided an update on the Comprehensive Operations Analysis Project.

Linda Watson reported that this presentation was given to Orange County Commissioners on December 6. The County Commissioners have requested that LYNX come back to them in March with an update on the final report.

Mr. Crobons reported that to improve the quality of service, improve on-time performance, and to continue the level of service currently in place, LYNX must add 5 to 7 buses a year (2.5%). Last year only 3 buses were added so LYNX is already falling behind.

In addition, both staff and the public noted transit amenities such as shelters and transit centers as an issue needing improvement. In order to effectively provide the transit service, there will have to be some significant levels of investment in transit facilities. LYNX currently use capital dollars to offset operating costs, and what has happened over a period of time is LYNX has sacrificed capital programs to pay for operating. The service levels were one of the top items that were mentioned by both the public and current users. Frequency is the top item, closely followed by on-time performance.

Other data discovered: 75% of our customers are using it for work purposes; 60% of those trips required a transfer (mostly at the LCS).

The recommendations will be to change the structure of the system quite significantly. This will help bring mobility to the region to a much larger degree. The shift will be to

have more transit centers throughout the community, more direct services between areas of the community, so that travel times will be much quicker, as well as frequency levels.

The recommendations will be presented to the Board in March.

P. Presentation of the LYNX Cost Allocation Model (Funding Formula) and Potential Dedicated Funding Sources

Mr. Alan Wulkan, Sr. Vice President, Parsons, Brinckerhof, reviewed the purpose of the study and presented the following recommendations:

- Initiate regional discussion.
- Initiate negotiation of a regionally acceptable approach
- Consider phasing the transition from current method to any new allocation method
- Adjust or weigh variables to best address unique characteristics of the service and service area

They also performed a comparison of LYNX and its peers. They found that LYNX is more dependent on Federal and State revenue sources; LYNX has a lower fare box recovery rate than its peers (based on 2003 date); and, LYNX is more reliant on local funding support than its peers.

Future actions that Mr. Wulkan is recommending is to evaluate what was discussed in Phase I and then consider a potential revenue source for supplemental funding for LYNX for the long term. To do this, LYNX must define a vision for future levels of service and then decide what is a feasible funding source to make sure that vision becomes a reality. By doing this you can determine the revenues needed to fund the vision, define the selection criteria for the potential additional funding source and evaluate and identify which of those potential funding sources could become a reality in the future. Finally, LYNX must determine which State legislative changes are going to be required.

9. Other Business

None

Meeting adjourned at 3:05 p.m.

Consent Agenda Item #5.A

To: LYNX Board Of Directors

From: Sylvia Mendez
CHIEF ADMINISTRATIVE OFFICER
Desna Hunte
(Technical Contact)

Phone: 407.841.2279 ext: 3129

Item Name: Board Consent Agenda Item: Adoption of Resolution #06-009 amending the Deferred Compensation Plan document to allow for compliance with regulations and guidance issued by the Internal Revenue Service (IRS) in Revenue Procedure 2004-56

Date: 1/19/2006

ACTION REQUESTED:

Adoption of Resolution #06-009 amending the Deferred Compensation Plan Document to allow for Compliance with regulations and guidance issued by the Internal Revenue Service (IRS) in Revenue Procedure 2004-56.

BACKGROUND:

The LYNX deferred compensation plan for all employees except individuals classified as interns, temporary, contract, or casual employees, or independent contractors is through Nationwide Financial and ICMA. Together there are approximately 255 employees participating with \$4,580,366 in assets, of which, the employer does not contribute. Employees defer amounts from their pay and remain fully vested in such amounts. Distributions are permitted upon retirement, termination of employment or for an unforeseeable emergency. Participants self direct their investments into separate accounts, which are mutual funds.

The adoption of this resolution will allow for incorporation of the statutory provisions of the Economic Growth and Tax Relief and Reconciliation Act of 2001 and 2002. The statutory provisions include limitations on the amount-deferred contributions; domestic relation orders, distribution of benefits and general definitions. The IRS issued guidance for incorporation of these statutory provisions through Revenue Procedure 2004-56. The guidance issued indicates that all Plans are required to adopt the amendments for 2006.

**RESOLUTION OF THE BOARD OF DIRECTORS
OF CENTRAL FLORIDA REGIONAL
TRANSPORTATION AUTHORITY AUTHORIZING
ADOPTION OF THE
AMENDED DEFERRED COMPENSATION PLAN**

WHEREAS, Central Florida Regional Transportation Authority (the "Employer") adopted a deferred compensation plan qualifying under section 457 of the Internal Revenue Code of 1986, as amended, effective as of March 17, 1994 with the National Associations of Counties (NACo Services) and PEBSCO and a second 457 plan, effective as of February 1, 2003, with ICMA Retirement corporation (collectively, the "Plan"); and

WHEREAS, each existing contract authorizes the Employer to amend the provisions thereof; and

WHEREAS, the Employer wishes to amend the Plan to incorporate the statutory provisions of the Economic Growth and Tax Relief and Reconciliation Act of 2001, commonly known as EGTRRA, and other recent statutory changes effective as of January 1, 2002, and

WHEREAS, the Employer wishes Vantage Trust Company to continue as trustee of the Plan for the assets held by it pursuant to the ICMA Retirement Services agreement; and

WHEREAS, the Employer wishes ICMA Retirement Corporation to continue to administer the Plan for the assets held by it pursuant to the ICMA Retirement Services agreement; and

WHEREAS, the Employer wishes NACo Services to continue in its capacity of the Plan for the assets held by it pursuant to the NACo Services agreement and continue the custodial and annuity contracts associated therewith; and

WHEREAS, the Employer wishes PEBSCO to continue to administer the Plan for the assets held by it pursuant to the NACo Services agreement. **NOW THEREFORE
BE IT**

{OR560641;1}

RESOLVED, that the Board of Directors hereby approves the amended LYNX Deferred Compensation Plan adopted by the Central Florida Regional Transportation Authority (a copy of which is attached hereto), effective as of January 1, 2006; and

FURTHER RESOLVED, that the Board of Directors hereby approves Vantage Trust Company to continue as trustee of the Plan for the assets held by it pursuant to the ICMA Retirement Services agreement; and it is

FURTHER RESOLVED, that the Board of Directors hereby approves ICMA Retirement Corporation to continue to administer the Plan for the assets held by it pursuant to the ICMA Retirement Services agreement; and it is

FURTHER RESOLVED, that the Board of Directors hereby approves NACo Services to continue in its capacity of the Plan for the assets held by it pursuant to the NACo Services agreement and related custodial and annuity contracts; and

FURTHER RESOLVED, that the Board of Directors hereby approves PEBSCO to continue to administer the Plan for the assets held by it pursuant to the NACo Services agreement; and it is

FURTHER RESOLVED, that an authorized individual of the Employer be hereby authorized and directed to execute the Plan, and perform any other acts necessary to implement the Plan, including, but not limited to providing a copy of these Resolutions to the Trustee.

CENTRAL FLORIDA REGIONAL TRANSPORTATION AUTHORITY

**CERTIFICATION OF THE ADOPTION OF THE
AMENDED DEFERRED COMPENSATION PLAN**

APPROVED AND ADOPTED this ____ day of _____, 2006, by the
Governing Board of Directors of the Central Florida Regional Transportation Authority.

CENTRAL FLORIDA REGIONAL
TRANSPORTATION AUTHORITY

By: Governing Board

Chairman

ATTEST:

Assistant Secretary

Consent Agenda Item #5.B

To: LYNX Board Of Directors

From: Sylvia Mendez
CHIEF ADMINISTRATIVE OFFICER
Tori Iffland
(Technical Contact)

Phone: 407.841.2279 ext: 3129

Item Name: Authorization to enter into a multi-year utility service agreement with BellSouth for Fiber Access Ring services

Date: 1/19/2006

ACTION REQUESTED:

Staff requests authorization to enter into a multi-year utility service agreement with BellSouth for Fiber Access Ring services.

BACKGROUND:

Voice and data network utility services are necessary for LYNX to establish and maintain a network for all three LYNX facilities. The network provides LYNX with connectivity for daily business operations. The network enables telephone services, data network services, and radio communications.

LYNX began utilizing BellSouth's Fiber Access Ring services in March 2005 to establish a more efficient and reliable network. Since the utility service is based on a fiber ring, each facility has two (2) distinct fiber access points so that the LYNX network always has a network route to each facility instead of a single facility-to-facility network. Telephone services provided on the same access ring, assures LYNX of un-interrupted service. Prior utility services were based on frame relay services and facility-to-facility telecommunication circuits. These presented more challenges with network down time and higher costs when compared to those incurred since LYNX changed to the Fiber Access Ring in March 2005.

LYNX staff recommends continuing the use of BellSouth's Fiber Access Ring services, and has identified a means to further reduce operating expenses related to the LYNX voice and data network. Currently, LYNX utilizes the service on an annual service agreement basis and would benefit from establishing a multi-year agreement for such services. LYNX would like to establish a forty-nine (49) month utility service agreement with BellSouth for Fiber Access Ring services.

FISCAL IMPACT:

LYNX Board Agenda

The total cost for this agreement is \$73,308 annually and \$299,341 over a forty-nine (49) month period. Monies are budgeted annually within the Information Technology Division budget. Entering into a forty-nine (49) month service agreement will result in an annual savings of \$18,036 or \$73,647 over the term of the contract.

Consent Agenda Item #5.C

To: LYNX Board Of Directors

From: Bert Francis II
Chief Financial Officer
Blanche Sherman, Manager of Finance
(Technical Contact)

Phone: 407.841.2279 ext: 3047

Item Name: Authorization for the Chief Executive Officer to execute a "Memorandum of Understanding" with Seminole County and Workforce Central Florida for FY2006 Lake Mary Boulevard contract services

Date: 1/19/2006

ACTION REQUESTED:

Staff is requesting authorization for the Chief Executive Officer (CEO) or designee to execute a "Memorandum of Understanding" with Seminole County and Workforce Central Florida for FY2006 contract services in the amount of \$200,000.

BACKGROUND:

On July 25, 2003, Workforce Central Florida committed to Seminole County Board of County Commissioners to participate as a funding partner in providing transit services to its location on Lake Mary Boulevard. As such, on December 4, 2003, LYNX, Seminole County and Workforce Central Force were authorized by the LYNX Board of Directors to execute a "Memorandum of Understanding" for transit services on Lake Mary Boulevard for FY2004 and FY2005. However, Seminole County bears no financial responsibility to LYNX or to Workforce Central Florida for the services provided on Lake Mary Boulevard.

FISCAL IMPACT:

LYNX included \$201,666 in the FY2006 budget for the FY2006 Lake Mary Boulevard transit services. Workforce Central Florida will reimburse LYNX for the cost of service up to \$200,000. LYNX will absorb any additional service costs.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
SEMINOLE COUNTY, WORKFORCE CENTRAL FLORIDA
AND
CENTRAL FLORIDA REGIONAL TRANSPORTATION AUTHORITY
FOR
LAKE MARY BOULEVARD SERVICE**

THIS MEMORANDUM OF UNDERSTANDING ("Memorandum") is made and entered into this _____ day of _____, 2006, by and between **Seminole County** ("County"); **Workforce Central Florida**, a Florida 501(c)(3) corporation ("Workforce"); and **Central Florida Regional Transportation Authority d/b/a LYNX**, a body politic and corporate, created by Part II, Chapter 343, Florida Statutes, whose address is 455 N. Garland Avenue, Orlando, Florida 32801 ("Authority").

WITNESSETH:

WHEREAS, Authority performs functions necessary for the achievement of an integrated, efficient and well-balanced transit system for Orange, Osceola and Seminole counties, and takes all steps and actions necessary or convenient for the conduct of its business in order to carry out its powers in accordance with Chapter 343, Florida Statutes;

WHEREAS, Workforce is a publicly sponsored community partnership providing no-cost recruitment, employment, job training and labor market information to businesses and job seekers in Central Florida;

WHEREAS, County, Workforce and Authority are each respectively authorized to enter into this Memorandum;

WHEREAS, County prepared the Seminole County Transit Study ("Study") dated September 2001 that identified transit needs within Seminole County;

WHEREAS, the Study specifically identified Lake Mary Boulevard as the highest priority for fixed-route transit; and

WHEREAS, on July 25, 2003, Workforce committed to the Seminole County Board of County Commissioners to be a funding partner in providing transit to its location on Lake Mary Boulevard.

NOW, THEREFORE, in consideration of the promises contained herein and for good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the County, Workforce and Authority agree as follows:

1. **Authority's Obligations.**

A. Authority shall provide service with hourly headways along Lake Mary Boulevard between Lake Emma Road to the west and US 17-92 to the east, more accurately depicted in **Attachment "A"** ("Lake Mary Boulevard Service").

B. On a monthly basis, Authority will invoice Workforce, with a copy to the County, for the Lake Mary Boulevard Service ("Monthly Invoice").

C. Authority shall provide reports on quarterly basis to County and Workforce regarding the performance of the Lake Mary Boulevard Service.

D. Authority will provide a standard wheel-chair lift equipped transit coach to serve the route.

2. **Workforce's Obligations.** Upon receipt of the Monthly Invoice, Workforce shall pay Authority for the cost of the Lake Mary Boulevard Service in accordance with the schedule of payments included as **Attachment "B"**, hereof.

3. **Annualized Cost.** The parties hereto acknowledge that the annualized cost for providing the Lake Mary Boulevard Service is \$200,000 for FY2006. County and Workforce acknowledge that the hourly rate may increase during term of this Memorandum. Workforce shall pay any hourly rate increase that may occur during term of this Memorandum. The parties acknowledge that the County bears no financial responsibility to the Authority or to Workforce on account of the services covered by this Memorandum.

4. **No Third Party Beneficiary.** It is specifically agreed between County, Workforce and Authority that this Memorandum is not intended by any of the provisions of any part to establish in favor of any other party, the public or any member thereof, the rights of a third-party beneficiary hereunder, or to create or authorize any private right of action by any person or entity not a signatory to this Memorandum, to enforce this Memorandum or otherwise arising out of the terms of this Memorandum. The duties, obligations and responsibility of the County and Authority with respect to third parties shall remain as imposed by law.

5. **Assignment.** This Memorandum is intended for the exclusive privilege and benefit of the undersigned; any assignment to another agency, department, entity, or person, is strictly prohibited and shall vest in the non-assigning party the immediate right to termination, unless approved, in advance, by written instrument executed by both parties.

6. **Termination.** Authority may terminate this Memorandum and the Lake Mary Boulevard Service, in whole or in part, upon written notice by the Authority and in accordance with applicable administrative procedures in the event Workforce fails to make payment in accordance with this Memorandum, provided that Authority follow any applicable FTA procedures regarding route and service modifications.

7. **Sovereign Immunity.** Each party hereto agrees that it shall be solely responsible for the wrongful acts of its employees, contractors and agents. However, nothing contained herein shall constitute a waiver by any party of its sovereign immunity under Section 768.28, Florida Statutes.

8. **Term.** This Memorandum shall exist for a term of one (1) year and may be extended for additional terms of two (2) years each, upon the mutual agreement of Authority, Workforce and County.

9. **Amendment.** Any revision to this Memorandum shall require the written approval of all parties.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be duly executed the day and year first above written.

AUTHORITY:

**Central Florida Regional Transportation Authority
d/b/a LYNX**

By: _____
Print Name: Linda S. Watson
Title: Chief Executive Officer

COUNTY:

Seminole County Board of County Commissioners

By: _____
Print Name: Carlton Henley
Title: Chairman

Attest:

By: _____
Print Name: _____
Title: Clerk

WORKFORCE:

Workforce Central Florida

By: _____

Print Name: Gary Earl

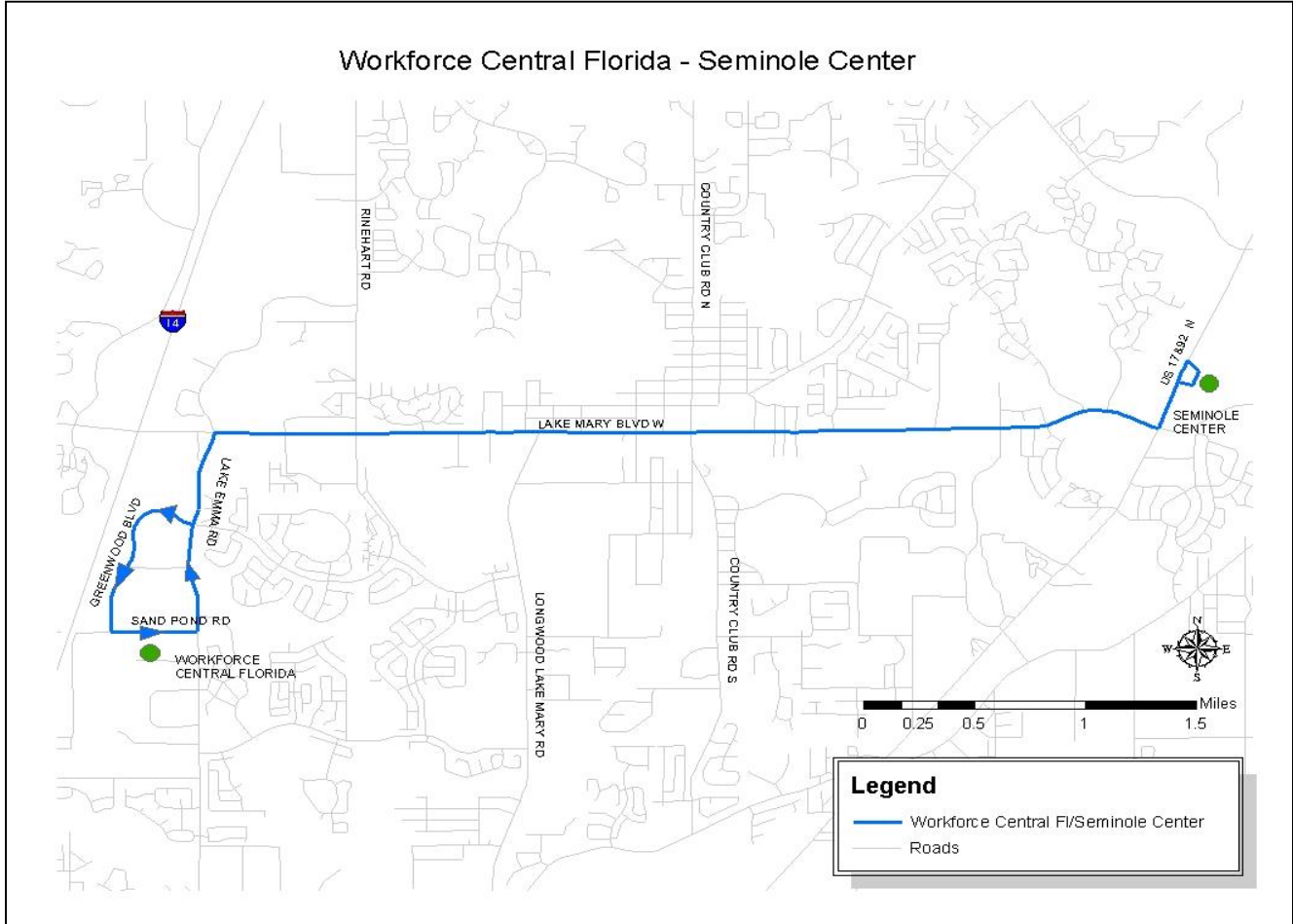
Title: President and Chief Executive Officer

Approved as to form:

This Contract is of satisfactory form for execution by LYNX. This representation is being made solely for the benefit of LYNX and Contractor should in no way rely on this representation.

Alberto S. Bustamante, III, General Counsel, LYNX

Attachment A



Attachment B
Schedule of Payments

FY 2006	Amount
October 2005	\$16,667.67
November 2005	\$16,666.67
December 2005	\$16,666.67
January 2006	\$16,666.67
February 2006	\$16,666.67
March 2006	\$16,666.67
April 2006	\$16,666.67
May 2006	\$16,666.67
June 2005	\$16,666.67
July 2006	\$16,666.67
August 2006	\$16,666.67
September 2006	\$16,666.63

The annual estimated operating cost for the new Lake Mary service is approximately \$200,000. This cost is calculated by multiplying the daily hours of service, including deadhead between the garage and route terminus (16.25 hours) times the number of days in annual service (309 weekdays/Saturdays per year). The product is then multiplied by the LYNX FY 2004 hourly rate (\$47.25). Finally, an estimated farebox return (15.702%) is deducted from the overall cost.

$$\begin{aligned}
 &16.25 \text{ hours} \times 309 \text{ days} \times \$47.25 = \$237,254 \\
 &\underline{- \$237,254 \text{ Gross Route Cost} \times 15.702\% \text{ Farebox Revenue} = \$37,254} \\
 &\text{Annual Operating and Maintenance} = \mathbf{\$200,000}
 \end{aligned}$$

Consent Agenda Item #5.D

To: LYNX Board Of Directors

From: Bert Francis II
Chief Financial Officer
Blanche Sherman, Manager of Finance
(Technical Contact)

Phone: 407.841.2279 ext: 3047

Item Name: Authorization for the Chief Executive Officer to execute a contract amendment with FDOT for LYNX' Road Ranger Program.

Date: 1/19/2006

ACTION REQUESTED:

LYNX' staff is requesting Board authorization for the Chief Executive Officer to execute a contract amendment with FDOT in the amount of \$190,520 for the Road Rangers Program to increase the funding for the contract period July 2005 through June 2006.

BACKGROUND:

The LYNX Road Ranger fleet patrols a 52-mile stretch of I-4 from Volusia County to Osceola County, to help stranded motorists and minimize traffic congestion caused by breakdowns. The trucks are equipped to make minor car repairs, assist with non-injury accidents and communicate with law enforcement and emergency services. The average number of stops for motorist assistance is more than 3,000 per month, and all 13 trucks combined travel approximately 100,000 miles per month on patrol.

The services provided by the Road Rangers include:

-
- Minor vehicle repairs (tire changes, fuel/fluid replacement, belt and hose replacement, etc.)
 - Removal of vehicles from travel lanes.
 - Securing minor, non-injury accident scenes.
 - Debris removal from the roadway.
 - Free use of a cell phone to contract assistance.

The service operates 24-hours-a-day, seven-days-a-week. The Road Rangers program is a partnership between LYNX and the Florida Department of Transportation.

The Road Ranger operations are funded by FDOT through an annual contract with equal payments to LYNX being made quarterly. The program is designed to operate as ‘cost neutral’ to LYNX. The agreement with FDOT may be renewed for a period that may not exceed three (3) years or the term of the original agreement, whichever period is longer. The Contract states that FDOT has retained the vendor (LYNX) to furnish certain services in connection with “funding for continuation and expansion of the Road Ranger Motorist Assistance Program for the I-4 corridor”. Renewals shall be contingent upon satisfactory performance evaluations by FDOT, and subject to the availability of funds.

The total amounts awarded for the last three FDOT Fiscal-Years (July 1st to June 30th) is as follows:

FY 2005-2006	\$1,562,000
FY 2004-2005	\$1,495,014
FY 2003-2004	\$ 984,105

In each of the years listed, the amount requested by LYNX to fund the full-year’s Road Ranger operations was granted in full, with the exception of the FY2005 LYNX fiscal year when funding for salary increases and an increase in the request for the renewal of vehicle leases was not included in the year’s initial funding award. Approximately two-thirds of Road Ranger overhead consist of salary and benefits.

FISCAL IMPACT:

The contract amendment will provide an additional \$190,520 in revenue for FY2005. FDOT has authorized LYNX to apply the additional funding in the first quarter of the contract period, July – September 2005.

Consent Agenda Item #5.E

To: LYNX Board Of Directors

From: **Lisa Darnall**
Chief Operating Officer
Sylvia Mendez
(Technical Contact)
William Hearndon
(Technical Contact)
Randolph Cantor
(Technical Contact)
Richard Solimano
(Technical Contact)

Phone: 407.841.2279 ext: 3036

Item Name: Board Consent Item: Authorization to release a Request For Proposal (RFP) for paratransit services

Date: 1/19/2006

ACTION REQUESTED:

Staff seeks authorization by the LYNX Board of Directors to have the Chief Executive Officer or designee release a request for proposal (RFP) for paratransit services.

BACKGROUND:

LYNX contracted with MV Transportation, Inc., to provide paratransit services under Contract #01-022R in Spring 2002 and to provide stretcher services under Contract #03-002 in Spring 2003. Also, in Spring 2003, LYNX elected to exercise an option in the original paratransit services contract allowing MV Transportation to provide reservations, scheduling, and dispatching services.

The first option year for MV's paratransit services contract will expire on April 30, 2006, and the original term of MV's stretcher services contract will expire on February 28, 2006. At the December 2005 Board of Directors meeting, a partial option year extension through September 30, 2006 was approved for both contracts.

Consultants have been retained to conduct a comparative analysis of like paratransit programs (peer comparison), develop a scope of work for this request for proposal, assist with technical reviews of the RFP responses and prepare a final summary document to be used as the board agenda item requesting authorization to award a contract. The scope of work will be delivered to LYNX on February 1, 2006.

The proposed timeline and dates for the request for proposal process are:

02/01/2006	Draft RFP Complete
02/15/2006	RFP to Senior Staff for Final Review
02/18/2006	Authorization from Senior Staff to Release the RFP
02/21/2006	Release RFP
03/07/2006	Pre-Proposal Meeting
03/15/2006	Questions and Answers Due
04/01/2006	Proposals Due / Proposal Opening (SEC I)
04/15/2006	Source Evaluation Committee II
04/30/2006	Source Evaluation Committee III (Oral Presentations)
05/25/2006	Board Authorization to Award
09/30/2006	Current Contracts End
10/01/2006	New Contracts Begin as a result of the RFP Award

The request for proposal will merge both the paratransit services contract and the stretcher services contract. The scope of work will include considerations of lessons learned, best practices, program goals, policies and procedures, input from paratransit customers and advocates, and other items to increase program efficiencies and maximize cost savings to LYNX.

The Source Evaluation Committee will include LYNX staff, paratransit customers, and/or advocates for paratransit customers.

FISCAL IMPACT:

Due to the timing of the authorization to award, we will include the cost with the request for authorization to award and be able to include this amount in our Fiscal Year 2007 budget requests.

Consent Agenda Item #5.F

To: LYNX Board Of Directors

From: Lisa Darnall
Chief Operating Officer
Sylvia Mendez
(Technical Contact)
Joe Cheney
(Technical Contact)
Richard Solimano
(Technical Contact)

Phone: 407.841.2279 ext: 3036

Item Name: Authorization to issue a Request for Proposals (RFP) for the procurement of ten (10) hybrid electric buses

Date: 1/19/2006

ACTION REQUESTED:

Staff seeks authorization by the LYNX Board of Directors to have the Chief Executive Officer or designee release a Request for Proposals (RFP) for the procurement of ten (10) hybrid electric buses.

BACKGROUND:

LYNX has challenged itself to be on the cutting edge of proven technology and fuel-efficient means of transportation, to lower fuel costs, reduce our dependency on fossil fuels and control the need to continually ask our funding partners for additional money for fuel. The hybrid electric bus offers these advantages.

The hybrid electric bus has been successfully tested in transit revenue service and offers not only a modern, innovative bus design for the 21st century but also passes the EPA 2007 emission standards. Some hybrid electric buses will also pass the EPA 2010 emission standards and some may have emissions that are low enough to be classified EPA exempt. It has been a long-standing agreement between LYNX, the City of Orlando and the Downtown Development Board that vehicles on LYMMO service would be “green.” It is anticipated that fuel-efficient vehicles used on services like LYMMO would serve as the prototype for the eventual replacement of vehicles on fixed route service.

Governor Bush has issued Executive Order Number 05-241, which has directed State and executive agencies to reduce the demand for energy in Florida and has strongly encouraged

LYNX Board Agenda

agencies by making funds available to develop and deploy innovative conservation initiatives to serve as a model for all Floridians.

Additional discretionary funding for bus replacement that has been made available would allow LYNX to procure several vehicles. The significant savings in fuel and anticipated operating costs for these vehicles will provide a cost savings matrix for the future transportation of LYNX as the Central Florida Regional Transportation Authority.

FISCAL IMPACT:

LYNX funding will be made available through grant funds within LYNX' FY2007 budget for the purchase of replacement transit buses. The total bus acquisition will be funded 100% from FTA funds. The capital funds are programmed for bus acquisition and will be included in the FY2007 LYNX Capital Improvement Budget.

Consent Agenda Item #5.G

To: LYNX Board Of Directors

From: **Lisa Darnall**
Chief Operating Officer
Sylvia Mendez
(Technical Contact)
Doug Jamison
(Technical Contact)
Richard Solimano
(Technical Contact)

Phone: 407.841.2279 ext: 3036

Item Name: Authorization to issue Request for Proposal (RFP) to seek a manufacturer for new shelter design

Date: 1/19/2006

ACTION REQUESTED:

Staff seeks authorization by the Board of Directors to have the Chief Executive Officer or designee issue a request for proposal (RFP) to seek a manufacturer for new shelter design.

BACKGROUND:

LYNX is interested in adding new shelter designs to the overall bus shelter program. Currently, there is a need for a smaller, simpler and less expensive type shelter to add to the program. Shelters at these stops provide an enhanced experience for customers by providing a safe haven from the elements. Additionally, these stops are highly visible to the community.

PROPOSED NEW EXPANSION:

Once a manufacturer is selected, the new shelters can be placed in areas where a smaller, simpler type shelter better meets the needs of the community. An RFP will allow LYNX to review proposals from manufacturers to meet the needs of customers. LYNX has added only sixty-six (66) shelters over the last five years and the goal for FY06 is to add forty (40) shelters.

FISCAL IMPACT:

Funding has been approved and is available within LYNX' FY 2005-2006 capital budget from annually appropriated federal grant funded sources. No local funds are being utilized for this program.

Action Agenda Item #6.A

To: LYNX Board Of Directors

From: Sylvia Mendez
CHIEF ADMINISTRATIVE OFFICER
Desna Hunte
(Technical Contact)

Phone: 407.841.2279 ext: 3129

Item Name: Authorization to implement recommendations made as a result of the Classification and Compensation Study

Date: 1/19/2006

ACTION REQUESTED:

Staff seeks Board authorization to implement recommendations to the Pay Plan made during the classification and compensation study (Study), effective January 2006. The estimated cost for FY06 is \$166,090.

BACKGROUND:

In 2002 LYNX formulated a committee composed of funding partners (Orange, Osceola and Seminole Counties and FDOT) as well as the City of Winter Springs Human Resource staff to review LYNX' compensation system. The committee at that time recommended that a complete review of the Pay Plan be conducted, as it had been 1998 since a complete review had occurred. A decision was made at that time to not proceed with the study but rather to make adjustments to the pay bands. Since then no adjustments to the pay bands have been made.

Since 1998 LYNX has grown from approximately 776 employees to 935 budgeted positions in 2006. During this eight (8) year time span LYNX has undergone five leadership changes and several re-organizations, which included the elimination of positions and re-distribution of functions. Functions and levels of responsibility changed with each organizational adjustment. LYNX did not, until 2005, conduct a thorough review of all positions. The review ensures that positions are properly classified, competitive and appropriately reflect the functions and scopes of responsibility.

In May 2005 the Board authorized LYNX staff to issue a request for proposals for the completion of a classification and compensation study. The results of the study were initially presented to the Board of Directors at the December meeting. Staff was asked to provide the Board with additional information related to the study to include detailed salary market data and changes in position titles.

By conducting this study it is LYNX' objective to establish a compensation plan that is competitive and allows for internal and external equity. The revised compensation plan will be used internally to recognize employee performance and externally to attract and/or retain quality, qualified employees.

Project Methodology:

The project methodology included the following phases that were reviewed by the consultant, Carolyn Long of Management Advisory Group (MAG), in her presentation to the Board in December 2005:

- 1) Meetings with HR staff to discuss background study objectives
- 2) Interviews and meetings with employees
- 3) Position analysis via job analysis questionnaire
- 4) Development and distribution of salary survey data
- 5) Collection and analysis of data for benchmark positions
- 6) Development of report and salary structure recommendations
- 7) Presentation of report to board

Following is an overview of key tools utilized in the compensation plan analysis and formulation.

Internal Equity: This process involved MAG reviewing the relative difficulty of duties and responsibilities of each position. The compensable factors reviewed in the evaluation included areas such as:

- 1) Responsibility for data and information
- 2) Responsibility for people
- 3) Responsibility for assets
- 4) Required experience
- 5) Required education
- 6) Mathematical requirements of the position
- 7) Communication requirement of the position
- 8) Judgment requirement of the position
- 9) Complexity of the work
- 10) Impact of errors
- 11) Physical demands of the work
- 12) Equipment usage required of the position
- 13) Unavoidable hazards and exposure
- 14) Safety of others

A job analysis questionnaire was utilized with each position. MAG, comparing the responses for each of the job classes for each of the compensable factors then ranked the job, as a composite of responses by incumbents. For each job class, it is important to note that the *job* and not the

person was considered. This review process resulted in MAG developing an internal hierarchy of positions, ranking each according to the responsibility, complexity and difficulty, as evidenced by the compensable factors of the work being performed.

External Competitiveness: In establishing the pay plan, LYNX has to balance internal equity with the establishment of an overall externally competitive pay plan that will attract and retain quality employees. LYNX turnover rate was 20% during the FY05, as compared to 4.1% for the City of Orlando; 10% for Orange County and 17.02% for Seminole County. (Seminole County BOCC is currently initiating a comprehensive compensation study.) The national average for turnover rates (all jobs, all sectors), as reported by the Bureau of Labor Statistics for January through October 2005 is approximately 3.4%. In the Human Resources industry a turnover rate above 8% is generally considered reason for concern and a turnover rate above 13% is viewed as sufficient to take immediate action.

A means utilized to achieve external competitiveness is generally through a salary survey to measure what other employers are paying for similar jobs. Two components comprise the market survey, benchmark positions and peer and competitive employers.

MAG identified 35 benchmark positions. Three top-level positions were included at the request of staff. The senior executive positions requested by staff had, at the time of the survey, been part of an unsuccessful active recruitment for over 5 months. LYNX appeared to lack the ability to compete with other employers for quality applicants. In addition, because LYNX was undergoing a reorganization, staff requested the inclusion of an additional three positions that would be impacted by the changes in the work. The final list of job titles included in the survey was 41.

MAG identified a total of 35 employers to target for survey participation. Because not all employers will choose to participate or have comparable positions, the target list was extensive to insure that the final number of participants would be sufficient to adequately reflect overall market direction.

A total of 21 employers responded to the survey inquiry. These entity names were presented by MAG during the December meeting. LYNX funding partners participated at various levels. It is not unusual for employers to not respond to all position inquiries as often the respondent may determine that it does not have a good match within its organization for certain positions. In addition to the market survey MAG appropriately reviewed APTA data for executive level positions for which there appeared to be no good local market comparables or minimal responses. The detailed salary survey report reflects information as submitted by the survey participant.

The detailed data from the survey is found in the attached report. The data showed that on average the midpoint for LYNX pay grades lagged 7.06% behind the market midpoint and 52% of the entry level salaries for surveyed jobs were below market. In formulating the proposed compensation plan the data was advanced by 4% since there is a lag between the time the data is collected and the plan is formulated for implementation. The data collection period reflected the 2005-2006 market place while the implementation time frame spans the 2006-2007 market place.

MAG utilized the Economic Cost Indicator (ECI), an indicator of changes in the labor market to advance the data.

Integration of Internal Job Ranking with External Market Values

With the information gathered from the market survey, the internal position review and ranking, and in consideration of other compensation concerns such as recruitment and retention, a plan was developed, using regression analysis, to determine appropriate placement and appropriate job pricing.

The plan recognizes positions whose scope has changed since the last study in 1998 through new titles and recommended pay grade/range placement. The proposed spread of 50%, is consistent with the peer and competitive market place and provides for a minimum, a midpoint and a maximum. No new positions are included in the pay structure.

Discussion:

- The current compensation plan does not support LYNX' recruitment and retaining of qualified individuals to meet the operational needs of the organization.
- LYNX has 216 administrative positions budgeted with a turnover rate of 20% in 2005, or 14.7% when adjusted for layoffs and 12.9% in 2004.
- The average length to fill an administrative position was 68-days in FY2005. This has been even higher for accountant related positions and executive level positions with an average of 94-days.
- It is not unusual for applicants to remove themselves from further consideration at the interview phase upon further inquiry regarding salary.

Recommendation:

- The pay plan recommended to the Board by MAG during the December meeting will provide for greater competitiveness with the market.
- The pay bands have all been reformulated and allow for external competitiveness and internal performance recognition.
- A total of 47 individuals will receive adjustments, based on lag behind market, internal position relationships and where applicable, salary compression adjustments.
- Equity/compression adjustments have been identified by MAG utilizing an arithmetic formula applied to all positions within the proposed pay plans to remove subjectivity and allow for consistency within the compensation plan.
- Upon approval of the compensation plan, LYNX staff will be trained by MAG in the utilization of the software. This will allow staff to continue to apply the same principals on an ongoing basis and minimize the need for external reviews.

Conclusion:

The study completed by MAG finalizes the recommendations made by the funding partner's HR Committee and provides an internally equitable and externally competitive compensation

LYNX Board Agenda

structure for LYNX to utilize for the immediate and foreseeable future. The plan is supported by software provided by MAG as well as by training for LYNX staff in the administration and future management of the plan.

Fiscal Impact:

The estimated implementation cost for FY2006 is \$166,090. If approved and implemented, the new pay plan would be effective the first pay period of January resulting in retroactive pay for those positions affected by the new pay plan.

Proposed Pay Plans

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**Proposed Pay Plans
LYNX**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Min</i>	<i>Mkt</i>	<i>Max</i>
Unified				
102		\$18,966	\$22,759	\$28,449
328	CASH CONTROL RECEIVER			
509	RECEPTIONIST			
104		\$20,910	\$25,092	\$31,365
502	ADMINISTRATIVE CLERK			
415	CUSTOMER RELATIONS REPRESENTATIVE			
967	DATA ENTRY CLERK			
989	DOCUMENT CONTROL CLERK			
1023	ELIG. & TRAVEL TRAINING REP			
428	EMPLOYMENT COORDINATOR			
338	FARE COLLECTION CLERK			
1037	INVENTORY CONTROL TECHNICIAN I			
926	MARKETING ASSISTANT			
921	WAGES PROGRAM ASSISTANT			
908	WELLNESS COORDINATOR			
105		\$21,956	\$26,347	\$32,934
959	CUSTOMER SERVICE REPRESENTATIVE II			
108		\$25,417	\$30,500	\$38,125
412	ADMINISTRATIVE SPECIALIST			
1050	CUSTOMER RELATIONS COORDINATOR			
990	DATA ENTRY COORDINATOR			
1038	INVENTORY CONTROL TECHNICIAN II			
915	RISK MANAGEMENT ASSISTANT			
985	SECRETARY			
909	VAULT & DELIVERY LEAD			
111		\$29,423	\$35,307	\$44,134
406	ADMINISTRATIVE ASSISTANT			
112		\$30,894	\$37,073	\$46,341
523	ACCOUNTING TECHNICIAN			
902	BUYER			
931	CUSTOMER RELATIONS COUNSELOR			
903	HUMAN RESOURCE ASSISTANT			
971	RECRUITER II			
113		\$32,439	\$38,926	\$48,658
984	HUMAN RESOURCES ANALYST			
1010	PROGRAM ACCOUNT EXECUTIVE			
1028	PROGRAM COORDINATOR			
1022	TRANSIT SCHEDULER			
114		\$34,061	\$40,873	\$51,091
949	ACCOUNTANT			
1039	INVENTORY CONTROL TECHNICIAN III			
1058	MAINTENANCE FLEET ANALYST			
115		\$35,764	\$42,916	\$53,645
1001	ART DIRECTOR			
513	CUSTOMER SERVICE REPRESENTATIVE SUPERVISOR			
983	LABOR RELATIONS SPECIALIST			

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**Proposed Pay Plans
LYNX**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Min</i>	<i>Mkt</i>	<i>Max</i>
Unified				
115		\$35,764	\$42,916	\$53,645
916	LEAD SCHEDULER			
345	NETWORK SUPPORT SPECIALIST			
112233	ORGANIZATIONAL DEVELOPMENT & TRAINING SPECIALIST			
1025	PARATRANSIT SUPERVISOR			
935	PROJECT MANAGER COMMUNICATIONS			
397	PROJECT MANAGER STRATEGIC PLANNING			
951	PROPERTY OFFICER			
1035	SAFETY/SECURITY OFFICER			
965	SAFETY/TRAINING COORDINATOR			
518	SUPERVISOR OF INVENTORY CONTROL MATERIALS MANAGEMENT			
525	SUPERVISOR OF REVENUE CONTROL			
2028	SUPERVISOR OF PAYROLL (vacant on hold)			
1004	TELECOMMUNICATIONS TECHNICIAN/ANALYST			
116		\$37,552	\$45,062	\$56,328
318	CONTRACTS ADMINISTRATOR			
977	PASSENGER SERVICE PLANNER			
925	SENIOR ACCOUNTANT 925			
330	SUPERVISOR OF TRAINING			
117		\$39,429	\$47,315	\$59,144
1044	APPLICATION ANALYST			
407	EXECUTIVE ASSISTANT			
986	NETWORK ENGINEER			
974	PROGRAMMER			
995	RISK MANAGEMENT SUPERVISOR			
961	SUPERVISOR OF FINANCIAL REPORTING			
119		\$43,471	\$52,165	\$65,206
979	FLEET MANAGEMENT ANALYST			
973	GIS ANALYST			
1068	INTERNAL AUDITOR			
936	PUBLIC COMMUNICATIONS OFFICER			
516	SENIOR CONTRACT ADMINISTRATOR			
120		\$45,644	\$54,773	\$68,467
1002	ASSISTANT SUPERINTENDENT OF TRANSPORTATION			
331	CREATIVE DIRECTOR			
423	GRANTS COMPLIANCE ADMINISTRATOR			
1020	MANAGER OF BUSINESS RELATIONS			
993	MANAGER OF CUSTOMER INFORMATION			
209	MANAGER OF FINICIAL PLANNING AND BUDGET			
121		\$47,927	\$57,512	\$71,890
1043	MANAGER OF MEDIA RELATIONS			
1036	MANAGER OF SERVICE PLANNING			
335	MANAGER OF STRATEGIC PLANNING			
955	SUPERINTENDENT OF TRANSPORTATION			
122		\$50,323	\$60,388	\$75,485
1046	MANAGER OF RISK			

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**Proposed Pay Plans
LYNX**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Min</i>	<i>Mkt</i>	<i>Max</i>
Unified				
123		\$52,839	\$63,407	\$79,259
1012	DBE AND EEO OFFICER			
203	MANAGER OF GRANTS			
344	MANAGER OF INFORMATION TECHNOLOGY			
342	MANAGER OF MAINTENANCE			
304	MANAGER OF PROCUREMENT AND CONTRACTS			
907	MANAGER OF TRANSPORTATION			
124		\$55,481	\$66,577	\$83,222
945	MANAGER OF PARATRANSIT			
125		\$58,255	\$69,906	\$87,383
917	MANAGER OF FINANCE			
126		\$61,168	\$73,402	\$91,752
1049	MANAGER OF HUMAN RESOURCES			
129		\$70,810	\$84,971	\$106,214
1017	DEPUTY CHIEF OF OPERATIONS - MAINTENANCE			
1018	DEPUTY CHIEF OF OPERATIONS - TRANSPORTATION			
1013	DEPUTY CHIEF OF PLANNING & TECHNOLOGY			
130		\$74,350	\$89,220	\$111,525
1063	CHIEF MARKETING OFFICER			
1067	CHIEF OF STAFF			
3971	PROJECT MANAGER (ENGINEERING & CONSTRUCTION)			
132		\$81,971	\$98,365	\$122,956
1066	CHIEF GOVERNMENT RELATIONS OFFICER			
134		\$90,373	\$108,448	\$135,559
1069	CHIEF ADMINISTRATIVE OFFICER			
135		\$94,892	\$113,870	\$142,337
2029	CHIEF FINANCIAL OFFICER			
136		\$99,636	\$119,563	\$149,454
1070	CHIEF OPERATING OFFICER			

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**Proposed Pay Plans
LYNX**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Min</i>	<i>Mkt</i>	<i>Max</i>
Union				
214		\$32,751	\$39,301	\$49,126
968	SUPERVISOR - OPERATIONS			
991	SUPERVISOR - OPERATIONS			
992	SUPERVISOR - OPERATIONS			
215		\$34,388	\$41,266	\$51,582
999	SUPERVISOR - MAINTENANCE			
314	SUPERVISOR - MAINTENANCE			
997	SUPERVISOR - MAINTENANCE			
998	SUPERVISOR - MAINTENANCE			

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Class Comparison List by Proposed Pay Grade

Proposed Title	Current Title	Current Range			New Range			Survey Range		
		Min	Mkt	Max	Min	Mkt	Max	Min	Mkt	Max
Cash Control Receiver	Cash Control Receiver	16,660	20,841	25,001	18,966	22,759	28,449			
Receptionist	Receptionist	16,660	20,841	25,001	18,966	22,759	28,449	17,717	22,931	28,145
Administrative Clerk	Administrative Clerk	20,009	25,022	30,014	20,910	25,092	31,365	20,289	25,082	29,877
Customer Relations Rep	Customer Relations Rep	20,009	25,022	30,014	20,910	25,092	31,365			
Data Entry Clerk	Data Entry Clerk	20,009	25,022	30,014	20,910	25,092	31,365			
Document Control Clerk	Document Control Clerk	20,009	25,022	30,014	20,910	25,092	31,365			
Elig. & Travel Training Rep	Elig. & Travel Training Rep	20,009	25,022	30,014	20,910	25,092	31,365			
Employment Coordinator	Employment Coordinator	20,009	25,022	30,014	20,910	25,092	31,365			
Fare Collection Clerk	Fare Collection Clerk	20,009	25,022	30,014	20,910	25,092	31,365			
Inventory Control Tech I	Inventory Control Tech I	20,009	25,022	30,014	20,910	25,092	31,365			
Marketing Assistance	Marketing Assistance	20,009	25,022	30,014	20,910	25,092	31,365			
Wages Program Assistance	Wages Program Assistance	20,009	25,022	30,014	20,910	25,092	31,365			
Wellness Coordinator	Wellness Coordinator	20,009	25,022	30,014	20,910	25,092	31,365			
Customer Service Rep II	Customer Service Rep II	20,009	25,022	30,014	21,956	26,347	32,934	27,116	32,081	37,045
Administrative Specialist	Administrative Specialist	24,044	30,056	36,046	25,417	30,500	38,125	24,263	30,404	36,546
Customer Relations Coordinator	Customer Service Coordinator	24,044	30,056	36,046	25,417	30,500	38,125			
Data Entry Coordinator	Data Entry Coordinator	24,044	30,056	36,046	25,417	30,500	38,125			
Inventory Control Tech II	Material Control Tech II	24,044	30,056	36,046	25,417	30,500	38,125			
Risk Management Assistant	Risk Management Assistant	24,044	30,056	36,046	25,417	30,500	38,125			
Secretary	Secretary	24,044	30,056	36,046	25,417	30,500	38,125			
Vault & Delivery Lead	Vault & Delivery Lead	24,044	30,056	36,046	25,417	30,500	38,125			
Administrative Assistant	Administrative Assistance	28,828	36,046	43,284	29,423	35,307	44,134	28,214	35,753	43,292
Accounting Technician	Acct Tech II A/P	28,828	36,046	43,284	30,894	37,073	46,341	28,308	34,603	40,898
Accounting Technician	Acct Tech II/ Rev Ctrl	28,828	36,046	43,284	30,894	37,073	46,341	28,308	34,603	40,898
Accounting Technician	Acct Tech III	28,828	36,046	43,284	30,894	37,073	46,341	28,308	34,603	40,898
Buyer	Buyer	28,828	36,046	43,284	30,894	37,073	46,341	32,963	41,831	50,699
Customer Rel. Counselor	Customer Rel. Counselor	28,828	36,046	43,284	30,894	37,073	46,341			

Class Comparison List by Proposed Pay Grade

Proposed Title	Current Title	Current Range			New Range			Survey Range		
		Min	Mkt	Max	Min	Mkt	Max	Min	Mkt	Max
Human Resources Assistant	HR Assistance	24,044	30,056	36,046	30,894	37,073	46,341	29,843	38,473	47,103
Human Resources Assistant	HR Specialist	24,044	30,056	36,046	30,894	37,073	46,341	25,168	32,594	40,019
Recruiter	Recruiter II	28,828	36,046	43,284	30,894	37,073	46,341			
Supervisor-Operations 968	Supervisor- Operations 968	31,886	39,874	47,840	31,191	37,429	49,781			
Supervisor-Operations 991	Supervisor- Operations 991	31,886	39,874	47,840	31,191	37,429	49,781			
Supervisor-Operations 992	Supervisor- Operations 992	31,886	39,874	47,840	31,191	37,429	49,781			
Human Resources Analyst	HR Generalist	28,828	36,046	43,284	32,439	38,926	48,658	25,168	32,594	40,019
Program Account Executive	Program Account Executive	28,828	36,046	43,284	32,439	38,926	48,658			
Program Coordinator	Program Coordinator	28,828	36,046	43,284	32,439	38,926	48,658			
Transit Scheduler	Transit Scheduler	28,828	36,046	43,284	32,439	38,926	48,658			
Supervisor Maintenance	Maintenance Superintendent	36,771	45,963	55,156	32,751	39,301	52,270			
Supervisor Maintenance	Supervisor Maintenance 997	33,280	42,640	52,000	32,751	39,301	52,270			
Supervisor Maintenance	Supervisor Maintenance 998	33,280	42,640	52,000	32,751	39,301	52,270			
Supervisor Maintenance	Supervisor Maintenance 314	33,280	42,640	52,000	32,751	39,301	52,270			
Supervisor Maintenance	Supervisor Maintenance 999	33,280	42,640	52,000	32,751	39,301	52,270			
Accountant	Accountant	28,828	36,046	43,284	34,061	40,873	51,091	34,025	42,535	51,046
Inventory Control Tech III	Material Control Tech III	28,828	36,046	43,284	34,061	40,873	51,091			
Maintenance Fleet Analyst	Maintenance Fleet Analyst	28,828	36,046	43,284	34,061	40,873	51,091			
Organizational Development & Training Specialist	HR Generalist	28,828	36,046	43,284	34,061	40,873	51,091			
Art Director	Art Director	34,611	43,284	51,937	35,764	42,916	53,645			
Customer Service Representative Supervisor	CSR Supervisor	28,828	36,046	43,284	35,764	42,916	53,645	35,026	45,072	55,118
Labor Relations Specialist	Labor Relations Specialist	34,611	43,284	51,937	35,764	42,916	53,645			
Lead Scheduler	Lead Scheduler	34,611	43,284	51,937	35,764	42,916	53,645			
Network Support Specialist	Network Support Specialist	28,828	36,046	43,284	35,764	42,916	53,645	37,745	44,741	51,737
Paratransit Supervisor	Paratransit Supervisor	34,611	43,284	51,937	35,764	42,916	53,645			
Project Manager Comm.	Project Manager Comm.	34,611	43,284	51,937	35,764	42,916	53,645			

Class Comparison List by Proposed Pay Grade

Proposed Title	Current Title	Current Range			New Range			Survey Range		
		Min	Mkt	Max	Min	Mkt	Max	Min	Mkt	Max
Project Manager Strategic Planning	Project Manager Strategic Planning	34,611	43,284	51,937	35,764	42,916	53,645			
Property Officer	Property Officer	34,611	43,284	51,937	35,764	42,916	53,645			
Safety/ Security Officer	Safety/Security Officer	34,611	43,284	51,937	35,764	42,916	53,645	32,885	42,271	51,657
Safety/Training Coordinator	Safety/Training Coordinator	24,044	30,056	36,046	35,764	42,916	53,645			
Supervisor of Inventory Control Materials Management	Sup. Inv Control Mat Mgt	28,828	36,046	43,284	35,764	42,916	53,645			
Supervisor of Revenue Control	Supervisor of Revenue Control	34,611	43,284	51,937	35,764	42,916	53,645			
Supervisor of Payroll	Supervisor of Payroll	34,611	43,284	51,937	35,764	42,916	53,645			
Telecommunication Technician Analyst	Telecommunication Technician Analyst	34,611	43,284	51,937	35,764	42,916	53,645	32,663	39,968	47,272
Contract Administrator	Contract Administrator	41,537	51,937	62,316	37,552	45,062	56,328			
Passenger Service Planner	Associate Service Planner	34,611	43,284	51,937	37,552	45,062	56,328	33,742	41,557	49,372
Senior Accountant	Sr. Accountant	34,611	43,284	51,937	37,552	45,062	56,328			
Supervisor of Training	Supervisor of Training	34,611	43,284	51,937	37,552	45,062	56,328	38,877	48,910	58,943
Application Analyst	Application Analyst	34,611	43,284	51,937	39,429	47,315	59,144	36,147	44,201	52,254
Executive Assistant	Executive Assistant	34,611	43,284	51,937	39,429	47,315	59,144	36,849	46,409	55,970
Network Engineer	Network Engineer	34,611	43,284	51,937	39,429	47,315	59,144			
Programmer	Programmer	28,828	36,046	43,284	39,429	47,315	59,144			
Risk Management Supervisor	Risk Management Supervisor	28,828	36,046	43,284	39,429	47,315	59,144	39,819	50,866	61,913
Supervisor of Financial Reporting	Supervisor of Financial Reporting	36,771	45,963	55,156	39,429	47,315	59,144			
Fleet Management Analyst	Program Specialist	41,537	51,937	62,316	43,471	52,165	65,206			
GIS Analyst	GIS Analyst	41,537	51,937	62,316	43,471	52,165	65,206	41,348	49,708	58,068
Internal Auditor	Internal Auditor	36,771	45,963	55,156	43,471	52,165	65,206			

Class Comparison List by Proposed Pay Grade

Proposed Title	Current Title	Current Range			New Range			Survey Range		
		Min	Mkt	Max	Min	Mkt	Max	Min	Mkt	Max
Public Communication Officer	Project Manager of Communications	34,611	43,284	51,937	43,471	52,165	65,206			
Senior Contract Administrator	SR Contract Administrator	36,771	45,963	55,156	43,471	52,165	65,206			
Assistant Superintendent of Transportation	Assistant Chief Supervisor-Transportation	41,537	51,937	62,316	45,644	54,773	68,467			
Creative Director	SR Art Director	44,125	55,156	66,187	45,644	54,773	68,467			
Grants Compliance Administrator	Grants Compliance Admin	44,125	55,156	66,187	45,644	54,773	68,467	41,858	52,616	63,375
Manager of Business Relations	Manager of Business Relations	44,125	55,156	66,187	45,644	54,773	68,467			
Manager of Customer Information	MGR of Customer Information	44,125	55,156	66,187	45,644	54,773	68,467			
Manager of Financial Planning and Budget	Mgr of Financial Planning and Budget	44,125	55,156	66,187	45,644	54,773	68,467			
Manager of Media Relation	Mgr Media Relations	44,125	55,156	66,187	47,927	57,512	71,890			
Manager of Service Planning	Mgr of Service Planning	44,125	55,156	66,187	47,927	57,512	71,890			
Manager of Strategic Planning	Manager of Strategic Planning	44,125	55,156	66,187	47,927	57,512	71,890	48,213	60,051	71,888
Superintendent of Transportation	Chief Supervisor	49,857	62,316	74,796	47,927	57,512	71,890			
Manager of Risk Management	Mgr of Risk	44,125	55,156	66,187	50,323	60,388	75,485	46,795	61,435	76,076
DBE & EEO Officer	Manager HR Administration	44,125	55,156	66,187	52,839	63,407	79,259			
Manager of Grants	Mgr of Grants	52,950	66,187	79,425	52,839	63,407	79,259	46,200	59,060	71,920
Manager of Information Technology	Mgr of IT	52,950	66,187	79,425	52,839	63,407	79,259	50,047	62,912	75,777
Manager of Maintenance	Maintenance Superintendent	36,771	45,963	55,156	52,839	63,407	79,259			

Class Comparison List by Proposed Pay Grade

Proposed Title	Current Title	Current Range			New Range			Survey Range		
		Min	Mkt	Max	Min	Mkt	Max	Min	Mkt	Max
Manager of Maintenance	Maintenance Superintendent	36,771	45,963	55,156	52,839	63,407	79,259			
Manager of Procurement & Contracts	Mgr of Procurement and Contracts	52,950	66,187	79,425	52,839	63,407	79,259	48,052	61,880	75,707
Manager of Transportation	Transportation Superintendent	36,771	45,963	55,156	52,839	63,407	79,259	42,598	52,983	63,367
Manager of Paratransit	Mgr of Paratransit	44,125	55,156	66,187	55,481	66,577	83,222			
Manager of Finance	Manager of Finance	52,950	66,187	79,425	58,255	69,906	87,383	54,073	69,361	84,648
Manager of Human Resources	HR Admin of Comp & Benefits	36,771	45,963	55,156	61,168	73,402	91,752			
Deputy Chief of Operations-Maintenance	Deputy Dir Ops Maintenance	66,190	82,738	99,286	70,810	84,971	106,214			
Deputy Chief of Operations-Transportation	Deputy Dir Ops Transportation	66,190	82,738	99,286	70,810	84,971	106,214			
Deputy Chief of Planning & Technology	Deputy Dir Plan & Technology	66,190	82,738	99,286	70,810	84,971	106,214			
Chief Marketing Officer								64,826	82,819	100,812
Chief Marketing Officer	Interim Dir of Gov Affairs	78,795	98,493	118,192	74,350	89,220	111,525			
Chief of Staff	Chief of Staff	66,190	82,738	99,286	74,350	89,220	111,525			
Project Manager (Engineering & Construction)	Project Manager (Engineering & Construction)	0			0					
Chief Government Relations Officer	Officer of Government Relations	66,190	82,738	99,286	81,971	98,365	122,956	57,304	83,055	108,805
Chief Administrative Officer	Chief Administrative Officer	78,795	98,493	118,192	90,373	108,448	135,559			
Chief Financial Officer	Chief Financial Officer	78,795	98,493	118,192	94,892	113,870	142,337	73,738	97,902	122,065
Chief Operating Officer	Chief Operating Officer	94,554	118,192	141,831	99,636	119,563	149,454			

Salary Survey Results Summary

Salary Survey Results for LYNX

Job Class Title	Averages For Each Job Class					LYNX								
	Min	Mid	Max	Start	Avg	Actual	Range Width	Min	Mid	Max	Range Width			
RECEPTIONIST	\$17,717	\$22,931	\$28,145				58.9%	\$16,661	-6.3%	\$20,842	-10.0%	\$25,002	-12.6%	50.1%
ADMINISTRATIVE CLERK	\$20,289	\$25,082	\$29,877				47.3%	\$20,010	-1.4%	\$25,022	-0.2%	\$30,014	0.5%	50.0%
ADMINISTRATIVE SPECIALIST	\$24,263	\$30,404	\$36,546				50.6%	\$24,044	-0.9%	\$30,045	-1.2%	\$36,046	-1.4%	49.9%
CUSTOMER SERVICE REPRESENTATIVE II	\$27,116	\$32,081	\$37,045				36.6%	\$20,010	-35.5%	\$25,022	-28.2%	\$30,014	-23.4%	50.0%
HUMAN RESOURCES SPECIALIST	\$25,168	\$32,594	\$40,019				59.0%	\$24,045	-4.7%	\$30,056	-8.4%	\$36,046	-11.0%	49.9%
LABOR RELATIONS SPECIALIST	\$26,291	\$32,854	\$39,416				49.9%	\$34,611	24.0%	\$43,285	24.1%	\$51,938	24.1%	50.1%
ADMINISTRATIVE ASSISTANT	\$28,214	\$35,753	\$43,292				53.4%	\$28,829	2.1%	\$36,057	0.8%	\$43,285	0.0%	50.1%
HUMAN RESOURCES ASSISTANT	\$29,843	\$38,473	\$47,103				57.8%	\$24,045	-24.1%	\$30,056	-28.0%	\$36,046	-30.7%	49.9%
PROGRAM SPECIALIST	\$30,436	\$39,354	\$48,272				58.6%	\$41,538	26.7%	\$51,938	24.2%	\$62,317	22.5%	50.0%
MAINTENANCE SUPERVISOR-OPERATIONS	\$31,953	\$39,910	\$47,866				49.8%	\$36,771	13.1%	\$45,964	13.2%	\$55,157	13.2%	50.0%
TELECOMMUNICATIONS TECHNICIAN/ANALYST	\$32,663	\$39,968	\$47,272				44.7%	\$34,611	5.6%	\$43,285	7.7%	\$51,938	9.0%	50.1%
MATERIAL CONTROL TECHNICIAN II	\$33,732	\$40,329	\$46,926				39.1%	\$24,045	-40.3%	\$30,056	-34.2%	\$36,046	-30.2%	49.9%
ASSOCIATE SERVICE PLANNER	\$33,742	\$41,557	\$49,372				46.3%	\$34,611	2.5%	\$43,285	4.0%	\$51,938	4.9%	50.1%
BUYER	\$32,963	\$41,831	\$50,699				53.8%	\$28,829	-14.3%	\$36,046	-16.0%	\$43,285	-17.1%	50.1%
SAFETY/SECURITY OFFICER	\$32,885	\$42,271	\$51,657				57.1%	\$34,611	5.0%	\$43,285	2.3%	\$51,938	0.5%	50.1%
ACCOUNTANT	\$34,025	\$42,535	\$51,046				50.0%	\$28,829	-18.0%	\$36,046	-18.0%	\$43,285	-17.9%	50.1%
SUPERVISOR OF MAINTENANCE	\$35,117	\$44,045	\$52,973				50.8%	\$33,280	-5.5%	\$41,600	-5.9%	\$49,920	-6.1%	50.0%
APPLICATION ANALYST	\$36,147	\$44,201	\$52,254				44.6%	\$34,611	-4.4%	\$43,285	-2.1%	\$51,938	-0.6%	50.1%
NETWORK SUPPORT SPECIALIST	\$37,745	\$44,741	\$51,737				37.1%	\$28,829	-30.9%	\$36,046	-24.1%	\$43,285	-19.5%	50.1%
CUSTOMER SERVICE SUPERVISOR	\$35,026	\$45,072	\$55,118				57.4%	\$28,829	-21.5%	\$36,046	-25.0%	\$43,285	-27.3%	50.1%
ACCOUNTING TECHNICIAN II	\$36,217	\$45,112	\$54,007				49.1%	\$28,829	-25.6%	\$36,046	-25.1%	\$43,285	-24.8%	50.1%
EXECUTIVE ASSISTANT	\$36,849	\$46,409	\$55,970				51.9%	\$34,611	-6.5%	\$43,285	-7.2%	\$51,938	-7.8%	50.1%
SUPERVISOR OF TRAINING	\$38,877	\$48,910	\$58,943				51.6%	\$34,611	-12.3%	\$43,285	-13.0%	\$51,938	-13.5%	50.1%
GIS ANALYST	\$41,348	\$49,708	\$58,068				40.4%	\$41,538	0.5%	\$51,938	4.3%	\$62,317	6.8%	50.0%
RISK MANAGEMENT SUPERVISOR	\$39,819	\$50,866	\$61,913				55.5%	\$28,829	-38.1%	\$36,046	-41.1%	\$43,285	-43.0%	50.1%
SUPERVISOR OF INVENTORY CONTROL MATERIALS MANAGEMENT	\$42,016	\$51,470	\$60,923				45.0%	\$28,829	-45.7%	\$36,046	-42.8%	\$43,285	-40.7%	50.1%
GRANTS COMPLIANCE ADMINISTRATOR	\$41,858	\$52,616	\$63,375				51.4%	\$44,125	5.1%	\$55,157	4.6%	\$66,188	4.3%	50.0%
SUPERINTENDENT OF TRANSPORTATION	\$49,656	\$59,932	\$70,208				41.4%	\$36,771	-35.0%	\$45,964	-30.4%	\$55,157	-27.3%	50.0%
MANAGER OF STRATEGIC PLANNING	\$48,213	\$60,051	\$71,888				49.1%	\$66,191	27.2%	\$82,739	27.4%	\$99,286	27.6%	50.0%
MANAGER OF RISK	\$46,795	\$61,435	\$76,076				62.6%	\$44,125	-6.1%	\$55,157	-11.4%	\$66,188	-14.9%	50.0%
NETWORK ENGINEER	\$48,089	\$61,473	\$74,856				55.7%	\$34,611	-38.9%	\$43,285	-42.0%	\$51,938	-44.1%	50.1%
MANAGER OF GRANTS	\$51,512	\$63,682	\$75,851				47.3%	\$52,950	2.7%	\$66,188	3.8%	\$79,425	4.5%	50.0%
MANAGER OF PROCUREMENT AND CONTRACTS	\$50,476	\$63,838	\$77,200				52.9%	\$52,950	4.7%	\$66,188	3.6%	\$79,425	2.8%	50.0%
MANAGER OF INFORMATION TECHNOLOGY	\$56,013	\$68,971	\$81,928				46.3%	\$52,950	-5.8%	\$66,188	-4.2%	\$79,425	-3.2%	50.0%

Salary Survey Results for LYNX

Job Class Title	Averages For Each Job Class					LYNX								
	Min	Mid	Max	Start	Avg	Actual	Range Width	Min	Mid	Max	Range Width			
MANAGER OF FINANCE	\$58,967	\$73,471	\$87,975				49.2%	\$52,950	-11.4%	\$66,188	-11.0%	\$79,425	-10.8%	50.0%
MANAGER OF HUMAN RESOURCES ADMINISTRATION	\$57,801	\$73,887	\$89,974				55.7%	\$36,771	-57.2%	\$45,964	-60.8%	\$55,157	-63.1%	50.0%
CHIEF MARKETING OFFICER	\$64,826	\$82,819	\$100,812				55.5%							
CHIEF FINANCIAL OFFICER	\$81,752	\$104,446	\$127,140				55.5%	\$78,795	-3.8%	\$98,494	-6.0%	\$118,193	-7.6%	50.0%
CHIEF GOVERNMENT RELATIONS OFFICER	\$81,000	\$117,500	\$154,000				90.1%							
CHIEF OPERATING OFFICER	\$108,380	\$125,179	\$141,978				31.0%	\$94,554	-14.6%	\$118,193	-5.9%	\$141,831	-0.1%	50.0%
Survey Averages	\$42,145	\$52,944	\$63,743				51.00%	\$37,306	-12.97%	\$46,641	-13.51%	\$55,971	-13.89%	50.03%

Salary Survey Detail Results

Salary Survey Results for LYNX

ACCOUNTANT

Descrip Under limited supervision, this position performs professional accounting duties in the creation and maintenance of accounting records, the analysis of financial transactions, the verification of accounting records and financial data and the asserting of compliance with established laws, procedures and policies as related to the area of assignment.

Quals An Associate's Degree in Accounting or related field and a minimum of three (3) years of responsible experience in accounting, preferably with a governmental entity or industry in a highly computerized environment; or an equivalent combination of education, training and experience. A Bachelor's Degree in Accounting or related field, preferably with a governmental entity or industry in a highly computerized environment is desired.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF ORLANDO	Accountant I	Good	\$26,811	\$34,653	\$42,494	58.5%	<input type="checkbox"/>		
HARTLINE (HILLSBOROUGH COUNTY)	Accountant I	Good	\$27,394	\$34,892	\$42,390	54.7%	<input type="checkbox"/>		
ORLANDO UTILITIES COMMISSION	Accountant	Good	\$37,400	\$46,700	\$56,000	49.7%	<input type="checkbox"/>		
KISSIMMEE UTILITIES AUTHORITY	Accountant	Good	\$37,939	\$45,708	\$53,477	41.0%	<input type="checkbox"/>		
OSCEOLA COUNTY BOCC	Accountant	Good	\$40,579	\$50,724	\$60,869	50.0%	<input type="checkbox"/>		

Average **\$34,025** **\$42,535** **\$51,046** **50.0%**

LYNX	ACCOUNTANT		\$28,829	\$36,046	\$43,285	50.1%
		\$ Difference	(\$5,196)	(\$6,489)	(\$7,761)	
		% Difference	-18.0%	-18.0%	-17.9%	

Salary Survey Results for LYNX

ACCOUNTING TECHNICIAN II

Descrip Performs accounting duties as it relates to the areas of accounts payable, revenue and fare media collections. Work involves standardized accounting procedures, maintenance and verification of data and generation of reports.

Quals A (2) year degree in accounting or related field with (3) three years of work experience in clerical accounting or bookkeeping; or a high school diploma with (5) years work experience in clerical accounting or bookkeeping.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
HARTLINE (HILLSBOROUGH COUNTY)	Finance Assistant	Good	\$24,856	\$31,627	\$38,397	54.5%	<input type="checkbox"/>		
ORLANDO UTILITIES COMMISSION	Accounting Specialist II	Good	\$24,960	\$31,200	\$37,440	50.0%	<input type="checkbox"/>		
OSCEOLA COUNTY BOCC	Accounting Technician II	Good	\$26,160	\$32,700	\$39,239	50.0%	<input type="checkbox"/>		
CITY OF ORLANDO	Accounting Specialist	Good	\$26,291	\$32,854	\$39,416	49.9%	<input type="checkbox"/>		
KISSIMMEE UTILITIES AUTHORITY	Accounting Technician II	Good	\$32,032	\$33,790	\$35,547	11.0%	<input type="checkbox"/>		
ORANGE COUNTY BOCC	Fiscal Analyst	Good	\$35,547	\$45,448	\$55,349	55.7%	<input type="checkbox"/>		

Average	\$28,308	\$34,603	\$40,898	44.5%
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LYNX	ACCT TECH II A/P		\$28,829	\$36,046	\$43,285	50.1%
		\$ Difference	\$521	\$1,444	\$2,387	
		% Difference	1.8%	4.0%	5.5%	

Salary Survey Results for LYNX

ADMINISTRATIVE ASSISTANT

Descrip Is responsible for initiating and coordinating, and may when appropriate supervise the clerical and secretarial functions required in effective implementation of administrative policies of assigned department. Duties may include completion of specific projects as assigned, some facility and program planning; and may have line responsibilities for certain assigned functions or departments. Assists Department Director with departmental functions and administrative duties.

Quals

- High school graduate or equivalent and 5 years experience in progressively more responsible clerical support position(s).
- Supervisory experience and an Associate's degree are desired where the supervision of subordinate personnel is included in the position.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
SEMINOLE COUNTY BOCC	Administrative Assistant	Good	\$21,528	\$30,680	\$39,832	85.0%	<input type="checkbox"/>		
CITY OF ORLANDO	Administrative Assistant	Good	\$24,565	\$30,712	\$36,858	50.0%	<input type="checkbox"/>		
ORANGE COUNTY BOCC	Administrative Assistant	Good	\$25,043	\$31,751	\$38,459	53.6%	<input type="checkbox"/>		
HARTLINE (HILLSBOROUGH COUNTY)	Administrative Assistant I	Good	\$26,124	\$33,280	\$40,435	54.8%	<input type="checkbox"/>		
KISSIMMEE UTILITIES AUTHORITY	Administrative Assistant	Good	\$29,307	\$35,308	\$41,309	41.0%	<input type="checkbox"/>		
OSCEOLA COUNTY BOCC	Administrative Assistant	Good	\$35,050	\$43,820	\$52,589	50.0%	<input type="checkbox"/>		
ORLANDO UTILITIES COMMISSION	Administrative Assistant	Good	\$35,880	\$44,720	\$53,560	49.3%	<input type="checkbox"/>		

Average			\$28,214	\$35,753	\$43,292	53.4%
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LYNX			ADMINISTRATIVE ASSISTANT				
				\$28,829	\$36,057	\$43,285	
				\$ Difference	\$615	\$304	(\$7)
				% Difference	2.1%	0.8%	0.0%

Salary Survey Results for LYNX

ADMINISTRATIVE CLERK

Descrip Provides clerical support and assistance to a LYNX department or division. Collection of data and creation of spreadsheets for special projects. Develops and maintains spreadsheets and maintains database records.
 Develops and maintains effective and efficient office procedures. Prepares various reports. Produces correspondence using the computer, word processing and spreadsheet software. Creates and maintains filing. Provides support for various departmental programs. May provide riders with service information.

Quals High School diploma/GED and two (2) years of experience in a clerical support position is required, or an equivalent combination of experience, education and training.
 An Associate's degree and specialized knowledge in department field are helpful.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
SEMINOLE COUNTY BOCC	Staff Assistant - Operations	Good	\$16,266	\$23,171	\$30,077	84.9%	<input type="checkbox"/>		
ORANGE COUNTY BOCC	Administrative Support Clerk	Good	\$16,931	\$20,977	\$25,022	47.8%	<input type="checkbox"/>		
OSCEOLA COUNTY BOCC	Clerk	Good	\$19,533	\$24,418	\$29,303	50.0%	<input type="checkbox"/>		
ORLANDO UTILITIES COMMISSION	Administrative Specialist IV	Good	\$20,800	\$26,000	\$31,200	50.0%	<input type="checkbox"/>		
CITY OF ORLANDO	Office Assistant	Good	\$21,445	\$26,812	\$32,178	50.0%	<input type="checkbox"/>		
HARTLINE (HILLSBOROUGH COUNTY)	Secretary II	Good	\$21,507	\$27,248	\$33,010	53.5%	<input type="checkbox"/>		
KISSIMMEE UTILITIES AUTHORITY	Clerical Assistant II	Good	\$25,542	\$26,946	\$28,350	11.0%	<input type="checkbox"/>		

Average			\$20,289	\$25,082	\$29,877	47.3%
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LYNX	ADMINISTRATIVE CLERK		\$20,010	\$25,022	\$30,014	50.0%
		\$ Difference	(\$280)	(\$59)	\$137	
		% Difference	-1.4%	-0.2%	0.5%	

Salary Survey Results for LYNX

ADMINISTRATIVE SPECIALIST

Descrip Under general supervision, performs administrative duties in the review, verification and editing of appropriate data, the preparation of forms and the development, typing, and filing of correspondence. Prepares purchasing requisitions and other form for processing. Investigated irregularities and implements proper procedures.

Quals High school diploma or equivalent and three (3) years experience in the clerical field.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
HARTLINE (HILLSBOROUGH COUNTY)	Administrative Aide	Good	\$20,467	\$25,896	\$31,325	53.1%	<input type="checkbox"/>		
ORANGE COUNTY BOCC	Administrative Specialist	Good	\$21,008	\$26,354	\$31,699	50.9%	<input type="checkbox"/>		
ORLANDO UTILITIES COMMISSION	Administrative Specialist III	Good	\$23,400	\$29,120	\$34,840	48.9%	<input type="checkbox"/>		
CITY OF ORLANDO	Administrative Specialist	Good	\$32,178	\$40,248	\$48,318	50.2%	<input type="checkbox"/>		
Average			\$24,263	\$30,404	\$36,546	50.6%			

LYNX	ADMIN SPECIALIST		\$24,044	\$30,045	\$36,046	49.9%			
		\$ Difference	(\$219)	(\$359)	(\$500)				
		% Difference	-0.9%	-1.2%	-1.4%				

Salary Survey Results for LYNX

APPLICATION ANALYST

Descrip Technical management of all LYNX software applications utilized for business functions. Under general supervision, this position will interface with user departments to provide technical support, business analysis for requirements gathering and application development and enhancement. Is responsible for administration of application users with regard to access and security functions, and provides technical direction for application operations.

Quals BS degree in Computer Science or related field. Minimum of five (5) years of experience in software application technical management and operations

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF ORLANDO	Programmer / Analyst	Good	\$32,178	\$40,248	\$48,318	50.2%	<input type="checkbox"/>		
ORANGE COUNTY BOCC	Application Systems Analyst	Good	\$32,677	\$41,725	\$50,773	55.4%	<input type="checkbox"/>		
ORLANDO UTILITIES COMMISSION	Associate Systems Programmer	Good	\$35,880	\$44,720	\$53,560	49.3%	<input type="checkbox"/>		
KISSIMMEE UTILITIES AUTHORITY	Information Management Specialist II	Good	\$37,003	\$39,031	\$41,059	11.0%	<input type="checkbox"/>		
HARTLINE (HILLSBOROUGH COUNTY)	Special Services & Buisness Development Specialist	Good	\$38,563	\$48,755	\$58,947	52.9%	<input type="checkbox"/>		
OSCEOLA COUNTY BOCC	Comnputer Specialist V	Good	\$40,579	\$50,724	\$60,869	50.0%	<input type="checkbox"/>		

Average			\$36,147	\$44,201	\$52,254	44.6%			
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LYNX	APPLICATION ANALYST		\$34,611	\$43,285	\$51,938	50.1%			
		\$ Difference	(\$1,536)	(\$916)	(\$317)				
		% Difference	-4.4%	-2.1%	-0.6%				

Salary Survey Results for LYNX

ASSOCIATE SERVICE PLANNER

Descrip Performs technical, professional, and analytical work as well as day-to-day activities related to service planning and scheduling. Assists the Manager of Service Planning and Scheduling with the Customer Relations Response program, implementing service initiatives, analyzing existing fixed route service, improving departmental programs, policies and procedures. Responsible for the reporting of passenger trips and passenger miles for annual National Transportation Database (NTD) reports.

Quals Associates degree or a related field and two (2) years of related transportation experience, or an equivalent combination of experience, education and training. Experience in transit service planning, transit scheduling and/or related labor/contract issues is helpful.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
ORLANDO UTILITIES COMMISSION	Service Planner	Good	\$28,080	\$35,360	\$42,640	51.9%	<input type="checkbox"/>		
JACKSONVILLE TA	SCHEDULING COORDINATOR	Good	\$39,403	\$47,753	\$56,103	42.4%	<input type="checkbox"/>		

Average			\$33,742	\$41,557	\$49,372	46.3%			
LYNX	ASSOCIATE SVC PLANNER		\$34,611	\$43,285	\$51,938	50.1%			
		\$ Difference	\$870	\$1,728	\$2,566				
		% Difference	2.5%	4.0%	4.9%				

Salary Survey Results for LYNX

BUYER

Descrip This position is responsible for the small item purchasing and expediting activities for goods and services for the organization.

Quals

- High School diploma and two (2) years of buying or purchasing experience or an equivalent combination of experience, education and training.
- Associates degree in business or applicable field and/or National Association of Purchasing Management membership desired.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
HARTLINE (HILLSBOROUGH COUNTY)	Purchasing Agent I	Good	\$26,125	\$33,280	\$40,435	54.8%	<input type="checkbox"/>		
SEMINOLE COUNTY BOCC	Buyer	Good	\$26,270	\$37,419	\$48,568	84.9%	<input type="checkbox"/>		
OSCEOLA COUNTY BOCC	Procurement Analyst	Good	\$30,276	\$37,852	\$45,427	50.0%	<input type="checkbox"/>		
KISSIMMEE UTILITIES AUTHORITY	Buyer	Good	\$31,262	\$37,669	\$44,075	41.0%	<input type="checkbox"/>		
CITY OF ORLANDO	Purchase Agent I	Good	\$34,445	\$43,067	\$51,688	50.1%	<input type="checkbox"/>		
ORLANDO UTILITIES COMMISSION	Buyer / Planner	Good	\$49,400	\$61,700	\$74,000	49.8%	<input type="checkbox"/>		

Average	\$32,963	\$41,831	\$50,699	53.8%
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LYNX	BUYER	\$28,829	\$36,046	\$43,285	50.1%
		\$ Difference	(\$4,134)	(\$5,785)	(\$7,414)
		% Difference	-14.3%	-16.0%	-17.1%

Salary Survey Results for LYNX

CHIEF FINANCIAL OFFICER

Descrip Directs, manages, and implements operational strategies and objectives to ensure the achievement of LYNX Financial goals. Responsible for payroll, accounts payable, accounts receivable, revenue control, financial reporting and our fiscal center. This is a highly responsible executive management position reporting directly to the Chief Executive Officer. Develops, reviews, evaluates and interprets a wide variety of financial, business, contractual and legal instruments, documents and reports; and communicates findings to the governing board, officers, senior staff and employees as necessary.

Quals Bachelor's degree in Accounting, Finance, Business Administration or a related field.
 • Certified Public Accountant (CPA).
 • Ten (10) years in finance; including five (5) years of which must have been at an independent decision making level.
 • MBA or MPA is helpful.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
SEMINOLE COUNTY BOCC	Director - Fiscal Services	Good	\$59,030	\$84,126	\$109,221	85.0%	<input type="checkbox"/>		
OSCEOLA COUNTY BOCC	Chief Financial Officer	Good	\$72,850	\$91,057	\$109,264	50.0%	<input type="checkbox"/>		
SNOHOMISH CO. PTC	Chief Financial Officer	Good	\$79,553	\$101,483	\$123,412	55.1%	<input type="checkbox"/>		
KISSIMMEE UTILITIES AUTHORITY	Vice President of Finance & Risk Management	Good	\$81,474	\$98,166	\$114,858	41.0%	<input type="checkbox"/>		
CITY OF ORLANDO	Chief Financial Officer	Good	\$81,598	\$118,258	\$154,918	89.9%	<input type="checkbox"/>		
ORANGE COUNTY BOCC	Chief Financial Officer	Good	\$83,000	\$108,500	\$134,000	61.4%	<input type="checkbox"/>		
VIA METRO TRANSIT (San Antonio)	VP Fiscal Management	Good	\$88,128	\$108,798	\$129,468	46.9%	<input type="checkbox"/>		
ORANGE COUNTY PUBLIC SCHOOLS	CHIEF FINANCIAL OFFICER	Good	\$108,380	\$125,179	\$141,978	31.0%	<input type="checkbox"/>		

Average			\$81,752	\$104,446	\$127,140	55.5%			
LYNX	CHIEF FINANCIAL OFFICER		\$78,795	\$98,494	\$118,193	50.0%			
		\$ Difference	(\$2,957)	(\$5,952)	(\$8,947)				
		% Difference	-3.8%	-6.0%	-7.6%				

Salary Survey Results for LYNX

CHIEF OPERATING OFFICER

Descrip Directs, manages, and implements operational strategies and objectives to ensure the achievement of department's goals for fixed-route bus service, paratransit transportation, vehicle/facility maintenance, safety and security, construction/property management. Responsible executive management position that will act as the agencies second in command reporting directly to the Chief Executive Officer. Oversees the Transportation divisions to ensure full compliance with LYNX policies, as well as, all Federal, State and local laws and regulations. Oversees the Maintenance divisions including two vehicle maintenance facilities for a 236-vehicle fleet and facility maintenance for three properties and numerous customer amenities.

Quals Bachelor's degree from an accredited college or university in public administration or business; and 10+ years governmental experience, including 2 years as a Chief Operating Officer or comparable position.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
ORANGE COUNTY PUBLIC SCHOOLS	CHIEF OPERATING OFFICER	Good	\$108,380	\$125,179	\$141,978	31.0%	<input type="checkbox"/>		

Average **\$108,380** **\$125,179** **\$141,978** **31.0%**

LYNX	CHIEF OPERATING OFFICER		\$94,554	\$118,193	\$141,831	50.0%
		\$ Difference	(\$13,826)	(\$6,987)	(\$147)	
		% Difference	-14.6%	-5.9%	-0.1%	

Salary Survey Results for LYNX

CUSTOMER SERVICE SUPERVISOR

Descrip Under limited supervision, this position is responsible for assisting in the supervision of staff and customer service operations of the customer service division. This position is required to work varied shift and to be on-call. Develops and prepares training material for Customer Service Representatives (CSR). Designs and maintains all Customer Service department statistics, including performance records.

Quals High School Diploma or equivalent or equivalent and four (4) years related experience including two (2) years of customer service supervisory experience; or an AA degree and two (2) years of customer service supervisory experience; or an equivalent combination of education, experience and training. Strong training experience is desired. Experience in Para transit and fixed-route bus service is desired.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
SEMINOLE COUNTY BOCC	Team Leader	Good	\$26,270	\$37,419	\$48,568	84.9%	<input type="checkbox"/>		
CITY OF ORLANDO	Marketing / Customer Service Supervisor	Good	\$32,178	\$40,248	\$48,318	50.2%	<input type="checkbox"/>		
HARTLINE (HILLSBOROUGH COUNTY)	Customer Service Coordinator	Good	\$36,754	\$46,520	\$56,285	53.1%	<input type="checkbox"/>		
ORLANDO UTILITIES COMMISSION	Customer Service Administrator	Good	\$44,900	\$56,100	\$67,300	49.9%	<input type="checkbox"/>		

Average			\$35,026	\$45,072	\$55,118	57.4%			
LYNX	CSR SUPERVISOR		\$28,829	\$36,046	\$43,285	50.1%			
		\$ Difference	(\$6,197)	(\$9,025)	(\$11,833)				
		% Difference	-21.5%	-25.0%	-27.3%				

Salary Survey Results for LYNX

CUSTOMER SERVICE REPRESENTATIVE II

Descrip This position's primary responsibility will be serving customers in one of the following areas: Call Center, at the Terminal, with customer concerns or in Lost and Found. CSR IIs will also assist in the other areas when requested.

- Quals**
- High school graduate or equivalent and three (3) years of customer service experience.
 - One (1) year of cash handling experience is required depending on area of assignment.
 - Multi-lingual is helpful.
 - Must be bondable.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
ORLANDO UTILITIES COMMISSION	Customer Service Representative II	Good	\$23,400	\$29,120	\$34,840	48.9%	<input type="checkbox"/>		
HARTLINE (HILLSBOROUGH COUNTY)	Marketing/Customer Service Representative	Good	\$27,394	\$34,892	\$42,390	54.7%	<input type="checkbox"/>		
KISSIMMEE UTILITIES AUTHORITY	Customer Service Rep II	Good	\$30,555	\$32,230	\$33,904	11.0%	<input type="checkbox"/>		

Average **\$27,116** **\$32,081** **\$37,045** **36.6%**

LYNX	CSR II		\$20,010	\$25,022	\$30,014	50.0%			
		\$ Difference	(\$7,107)	(\$7,058)	(\$7,030)				
		% Difference	-35.5%	-28.2%	-23.4%				

Salary Survey Results for LYNX

EXECUTIVE ASSISTANT

Descrip This position reports directly to the Chief Executive Officer (CEO) and performs highly responsible secretarial and administrative work of a confidential nature for the CEO and the LYNX Board of Directors.

Quals High School diploma and five (5) years experience in an Executive or Administrative Assistant position with comparable relationships and responsibilities. College preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
SEMINOLE COUNTY BOCC	Executive Assistant	Good	\$26,270	\$37,419	\$48,568	84.9%	<input type="checkbox"/>		
CITY OF ORLANDO	Executive Assistant	Good	\$28,142	\$35,162	\$42,182	49.9%	<input type="checkbox"/>		
HARTLINE (HILLSBOROUGH COUNTY)	Executive Administrative Assistant III	Good	\$34,986	\$44,419	\$53,851	53.9%	<input type="checkbox"/>		
OSCEOLA COUNTY BOCC	Executive Secretary	Good	\$35,050	\$43,820	\$52,589	50.0%	<input type="checkbox"/>		
ORANGE COUNTY BOCC	Assistant to the Mayor	Good	\$39,562	\$48,693	\$57,824	46.2%	<input type="checkbox"/>		
KISSIMMEE UTILITIES AUTHORITY	Executive Assistant	Good	\$44,533	\$53,654	\$62,774	41.0%	<input type="checkbox"/>		
ORLANDO UTILITIES COMMISSION	Special Assistant to General Manager	Good	\$49,400	\$61,700	\$74,000	49.8%	<input type="checkbox"/>		

Average **\$36,849** **\$46,409** **\$55,970** **51.9%**

LYNX	EXECUTIVE ASSISTANT		\$34,611	\$43,285	\$51,938	50.1%
		\$ Difference	(\$2,238)	(\$3,125)	(\$4,032)	
		% Difference	-6.5%	-7.2%	-7.8%	

Salary Survey Results for LYNX

GIS ANALYST

Descrip Administers the development and implementation of an organization-wide GIS program including, but not limited, to obtaining and maintaining the best possible map base product to support various LYNX GIS needs. Research, document, obtain, and maintain the best possible map base hardware and software products(s).

Quals Bachelors degree in Geography, GIS, Urban Planning, Computer Science, or a related area and three (3) years experience with ArcView GIS software.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF ORLANDO	GIS Analyst	Good	\$39,437	\$49,307	\$59,176	50.1%	<input type="checkbox"/>		
KISSIMMEE UTILITIES AUTHORITY	GIS Software Technician	Good	\$40,477	\$42,702	\$44,928	11.0%	<input type="checkbox"/>		
OSCEOLA COUNTY BOCC	GIS Analyst	Good	\$40,579	\$50,724	\$60,869	50.0%	<input type="checkbox"/>		
HARTLINE (HILLSBOROUGH COUNTY)	Systems Analyst	Good	\$44,900	\$56,100	\$67,300	49.9%	<input type="checkbox"/>		
Average			\$41,348	\$49,708	\$58,068	40.4%			

LYNX	GIS ANALYST		\$41,538	\$51,938	\$62,317	50.0%			
		\$ Difference	\$189	\$2,229	\$4,249				
		% Difference	0.5%	4.3%	6.8%				

Salary Survey Results for LYNX

GRANTS COMPLIANCE ADMINISTRATOR

Descrip The Grants Compliance Administrator is responsible for providing overall support for all grant funded activities. Under general supervision, this position requires independent judgment and discretion by a professional, highly skilled in integrating programmatic objectives, financial analysis and grant requirements. Support activities for planning, scheduling, monitoring and coordinating pre and post award grant requirements.

Quals

- Bachelor's degree in Business Administration, Finance, Urban Planning, Economics or Statistics or directly related field and five (5) years of experience in public transportation, grant preparation and administration are required.
- Previous supervisory experience helpful.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
HARTLINE (HILLSBOROUGH COUNTY)	Senior Accountant - Grants	Good	\$36,754	\$46,520	\$56,285	53.1%	<input type="checkbox"/>		
OSCEOLA COUNTY BOCC	Grants Development & Compliance Director	Good	\$46,962	\$58,713	\$70,464	50.0%	<input type="checkbox"/>		
Average			\$41,858	\$52,616	\$63,375	51.4%			

LYNX	GRANTS COMPLIANCE ADMIN		\$44,125	\$55,157	\$66,188	50.0%			
		\$ Difference	\$2,267	\$2,540	\$2,813				
		% Difference	5.1%	4.6%	4.3%				

Salary Survey Results for LYNX

HUMAN RESOURCES SPECIALIST

Descrip Provides support and backup for Human Resources. Assists in the administration of employee benefit programs, HRIS database management, Workers' Compensation working with TPA in updating and researching information necessary to process claims.

Quals High School Diploma or GED and two (2) years of equivalent experience or a Bachelors Degree in a related field

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
SEMINOLE COUNTY BOCC	Senior Staff Assistant - Human Resources	Good	\$18,720	\$26,666	\$34,611	84.9%	<input type="checkbox"/>		
CITY OF ORLANDO	Human Resources Specialist	Good	\$26,291	\$32,854	\$39,416	49.9%	<input type="checkbox"/>		
ORANGE COUNTY BOCC	Human Resources Specialist	Good	\$27,581	\$35,496	\$43,410	57.4%	<input type="checkbox"/>		
ORLANDO UTILITIES COMMISSION	Human Resources Assistant	Good	\$28,080	\$35,360	\$42,640	51.9%	<input type="checkbox"/>		
Average			\$25,168	\$32,594	\$40,019	59.0%			
LYNX	HR SPECIALIST 930		\$24,045	\$30,056	\$36,046	49.9%			
		\$ Difference	(\$1,123)	(\$2,538)	(\$3,973)				
		% Difference	-4.7%	-8.4%	-11.0%				

Salary Survey Results for LYNX

HUMAN RESOURCES ASSISTANT

Descrip Provides support and backup, for the Human Resources areas of Benefit Administration, HRIS database management and Equal Employment Opportunity functions. Assist in maintenance and promotions of employee programs.

Quals High School Diploma or GED and two (2) years of clerical experience including use of varied computer programs for one (1) year, or an equivalent combination of education, experience and training.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF ORLANDO	Human Resources Assistant	Good	\$22,963	\$28,694	\$34,424	49.9%	<input type="checkbox"/>		
ORLANDO UTILITIES COMMISSION	Human Resources Assistant	Good	\$23,400	\$29,120	\$34,840	48.9%	<input type="checkbox"/>		
HARTLINE (HILLSBOROUGH COUNTY)	HR Administrative Assistant	Good	\$30,243	\$38,262	\$46,280	53.0%	<input type="checkbox"/>		
SEMINOLE COUNTY BOCC	Senior Analyst - Human Resources	Good	\$32,032	\$45,656	\$59,280	85.1%	<input type="checkbox"/>		
OSCEOLA COUNTY BOCC	Human Resources Assistant	Good	\$40,579	\$50,634	\$60,689	49.6%	<input type="checkbox"/>		

Average			\$29,843	\$38,473	\$47,103	57.8%
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LYNX	HR ASSISTANT		\$24,045	\$30,056	\$36,046	49.9%
		\$ Difference	(\$5,799)	(\$8,417)	(\$11,056)	
		% Difference	-24.1%	-28.0%	-30.7%	

Salary Survey Results for LYNX

LABOR RELATIONS SPECIALIST

Descrip Interacts with unionized employees in all aspects of contract interpretations. Meets with union representatives as management representative when necessary. Acts as a resource person in the resolution of complex union related problems. Directs drug and alcohol testing program. Investigates union grievances and compiles information in preparation for proper procedural handling of the same. Writes reports, synopses of grievance hearings when required. Directs the work, grades and evaluates personnel assigned as subordinates.

Quals Bachelors Degree in Business Administration and one (1) year current related experience; or High School graduate or equivalent and four (4) years current related experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF ORLANDO	Labor Relations Specialist	Good	\$26,291	\$32,854	\$39,416	49.9%	<input type="checkbox"/>		
Average			\$26,291	\$32,854	\$39,416	49.9%			

LYNX	LABOR RELATIONS SPECIALIST		\$34,611	\$43,285	\$51,938	50.1%			
		\$ Difference	\$8,320	\$10,431	\$12,522				
		% Difference	24.0%	24.1%	24.1%				

Salary Survey Results for LYNX

MANAGER OF FINANCE

Descrip Under limited supervision, performs administrative and fiscal management duties in supervising a complex financial and managerial accounting system. Manages the overall planning and management of the general accounting system, supervises the installation and maintenance of accounting and fare collection operations; establishes and implements internal accounting controls.

Quals A Bachelors Degree in Accounting and five (5) years experience as a professional accountant or auditor. Qualifying experience must include at least three (3) years of supervising professional accounting employees, developing and interpreting accounting procedures and preparing management level financial reports requiring in-depth research and analysis of accounting records of financial systems. CPA Required

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
HARTLINE (HILLSBOROUGH COUNTY)	Accounting Manager	Good	\$44,637	\$56,431	\$68,224	52.8%	<input type="checkbox"/>		
SEMINOLE COUNTY BOCC	Manager, Fiscal Services	Good	\$47,674	\$67,943	\$88,213	85.0%	<input type="checkbox"/>		
ORLANDO UTILITIES COMMISSION	Treasury Coordinator	Good	\$54,400	\$68,000	\$81,600	50.0%	<input type="checkbox"/>		
KISSIMMEE UTILITIES AUTHORITY	Manager of Treasury	Good	\$59,114	\$71,230	\$83,346	41.0%	<input type="checkbox"/>		
ORANGE COUNTY BOCC	Manager, Fiscal & Administrative Support	Good	\$64,542	\$83,200	\$101,858	57.8%	<input type="checkbox"/>		
ORANGE COUNTY PUBLIC SCHOOLS	DIRECTOR - FINANCE	Good	\$67,448	\$77,547	\$87,645	29.9%	<input type="checkbox"/>		
VIA METRO TRANSIT (San Antonio)	Director of Finance	Good	\$74,958	\$89,950	\$104,941	40.0%	<input type="checkbox"/>		
Average			\$58,967	\$73,471	\$87,975	49.2%			

LYNX	MANAGER OF FINANCE		\$52,950	\$66,188	\$79,425	50.0%			
		\$ Difference	(\$6,017)	(\$7,284)	(\$8,550)				
		% Difference	-11.4%	-11.0%	-10.8%				

Salary Survey Results for LYNX

MANAGER OF GRANTS

Descrip The Manager of Grants is responsible for the development, implementation, monitoring, reporting and compliance oversight of all grants, grant funded activities and policy/legislative issues impacting grant programs. Provides grantsmanship requiring superior analytical skills, financial creativity and proficiency in financial management, which are necessary to implement diverse funding programs

Quals Degree(s) in Business Administration, Finance, Planning, Economics or Statistics. Higher educational level preferred. Eight years (8) of experience in the areas of federal/state legislative activities and policy development, grants management, financial analysis and internal controls. Previous supervisory experience required.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF ORLANDO	Grants Development Specialist	Good	\$39,562	\$52,749	\$65,936	66.7%	<input type="checkbox"/>		
HARTLINE (HILLSBOROUGH COUNTY)	Planning Manager - Grants & Documentation	Good	\$44,637	\$56,431	\$68,224	52.8%	<input type="checkbox"/>		
ORLANDO UTILITIES COMMISSION	Manager of Grants	Good	\$54,400	\$68,000	\$81,600	50.0%	<input type="checkbox"/>		
ORANGE COUNTY PUBLIC SCHOOLS	Director-Grants	Good	\$67,448	\$77,547	\$87,645	29.9%	<input type="checkbox"/>		

Average **\$51,512** **\$63,682** **\$75,851** **47.3%**

LYNX	MANAGER OF GRANTS		\$52,950	\$66,188	\$79,425	50.0%			
		\$ Difference	\$1,438	\$2,506	\$3,574				
		% Difference	2.7%	3.8%	4.5%				

Salary Survey Results for LYNX

MANAGER OF HUMAN RESOURCES ADMINISTRATION

Descrip Responsible for management of all human resource functions including labor relations, staffing, benefits, performance management, federal substance abuse programs and compensation. Responsible for the development, implementation, administration and interpretation of LYNX employment policies and programs. Ensures compliance with government statutes and federal or state rules and regulations regarding the operations of LYNX.

Quals Requires Bachelors degree and 7 years of responsible experience in Human Resources.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
SEMINOLE COUNTY BOCC	Program Manager - Human Resources	Good	\$39,083	\$55,702	\$72,322	85.0%	<input type="checkbox"/>		
HARTLINE (HILLSBOROUGH COUNTY)	Human Resources Manager	Good	\$44,637	\$56,431	\$68,224	52.8%	<input type="checkbox"/>		
CITY OF ORLANDO	Human Resources Division Manager	Good	\$57,304	\$83,055	\$108,805	89.9%	<input type="checkbox"/>		
ORLANDO UTILITIES COMMISSION	Human Resources Administrator	Good	\$60,200	\$75,200	\$90,200	49.8%	<input type="checkbox"/>		
OSCEOLA COUNTY BOCC	Human Resources Department Director	Good	\$62,939	\$78,662	\$94,384	50.0%	<input type="checkbox"/>		
ORANGE COUNTY PUBLIC SCHOOLS	SENIOR ADMIN - HR	Good	\$63,770	\$73,831	\$83,891	31.6%	<input type="checkbox"/>		
KISSIMMEE UTILITIES AUTHORITY	Vice President of Human Resources	Good	\$65,104	\$78,437	\$91,770	41.0%	<input type="checkbox"/>		
ORANGE COUNTY BOCC	Manager of Human Resources	Good	\$69,368	\$89,783	\$110,198	58.9%	<input type="checkbox"/>		
Average			\$57,801	\$73,887	\$89,974	55.7%			

LYNX	MANAGER OF HUMAN RESOURCES		\$36,771	\$45,964	\$55,157	50.0%			
		\$ Difference	(\$21,030)	(\$27,923)	(\$34,817)				
		% Difference	-57.2%	-60.8%	-63.1%				

Salary Survey Results for LYNX

MANAGER OF INFORMATION TECHNOLOGY

Descrip Responsible for organizational strategic planning as related to Information Technology and Communication systems. Acts as consultant to all functional areas regarding needs and use of technology. Develops, implements and manages technology programs and policies related to use of equipment and services.

Quals Bachelors Degree in Management Information Systems or Computer Science with a minimum of three (3) years experience in IT or a related field. Experience in Public Transportation computer applications or system is highly desired.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
KISSIMMEE UTILITIES AUTHORITY	Information Management Specialist II	Good	\$37,003	\$39,031	\$41,059	11.0%	<input type="checkbox"/>		
HARTLINE (HILLSBOROUGH COUNTY)	Information Systems Manager	Good	\$44,637	\$56,431	\$68,224	52.8%	<input type="checkbox"/>		
SEMINOLE COUNTY BOCC	Manager, Information Services	Good	\$47,674	\$67,943	\$88,213	85.0%	<input type="checkbox"/>		
OSCEOLA COUNTY BOCC	Manager of Systems and Technology	Good	\$54,363	\$67,956	\$81,548	50.0%	<input type="checkbox"/>		
ORLANDO UTILITIES COMMISSION	Chief of Systems Operator	Good	\$66,560	\$83,200	\$99,840	50.0%	<input type="checkbox"/>		
ORANGE COUNTY PUBLIC SCHOOLS	SENIOR EXECUTIVE DIRECTOR - IT	Good	\$85,843	\$99,265	\$112,686	31.3%	<input type="checkbox"/>		

Average **\$56,013** **\$68,971** **\$81,928** 46.3%

LYNX	MANAGER OF INFORMATION TECHNOLOGY		\$52,950	\$66,188	\$79,425	50.0%
	\$ Difference		(\$3,063)	(\$2,783)	(\$2,503)	
	% Difference		-5.8%	-4.2%	-3.2%	

Salary Survey Results for LYNX

MANAGER OF PROCUREMENT AND CONTRACTS

Descrip This position is responsible for the day-to-day management and operation of the Contracts division of the department. Duties include planning, scheduling, monitoring and quality assurance of all purchasing and contract activities; obtaining Federal Transit Administration (FTA) and Florida Department of Transportation (FDOT) procurement authorization as required, as well as maintaining the Agency's procurement issues; the integration of the LYNX operations, capital improvement and planning priorities into the procurement program; the resolution of division complaints and grievances; and other duties as assigned to assist the Director of the department.

- Quals**
- Bachelor's degree in business, accounting, contract management or a related field.
 - Five (5) years experience in the contracts and procurement field with at least three (3) years of staff supervision experience or an equivalent combination of training, education and experience.
 - Federal procurement experience is strongly desired. State procurement and transit experience is helpful.
 - Certified Professional Contracts Manager (CPCM), Certified Public Purchasing Officer (CPPO) or Certified Public Manager (CPM) is strongly desired.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
OSCEOLA COUNTY BOCC	Purchasing Manager	Good	\$40,579	\$50,724	\$60,869	50.0%	<input type="checkbox"/>		
CITY OF ORLANDO	Procurement Manager	Good	\$43,326	\$57,762	\$72,197	66.6%	<input type="checkbox"/>		
KISSIMMEE UTILITIES AUTHORITY	Manager of Customer Accounts	Good	\$44,533	\$53,654	\$62,774	41.0%	<input type="checkbox"/>		
HARTLINE (HILLSBOROUGH COUNTY)	Procurement Manager	Good	\$44,636	\$56,430	\$68,224	52.8%	<input type="checkbox"/>		
SEMINOLE COUNTY BOCC	Manager, Purchasing	Good	\$47,674	\$67,943	\$88,213	85.0%	<input type="checkbox"/>		
ORLANDO UTILITIES COMMISSION	Senior Contract Coordinator	Good	\$54,400	\$68,000	\$81,600	50.0%	<input type="checkbox"/>		
ORANGE COUNTY BOCC	Manager, Purchasing and Contracts	Good	\$61,214	\$78,645	\$96,075	56.9%	<input type="checkbox"/>		
ORANGE COUNTY PUBLIC SCHOOLS	DIRECTOR OF PROCUREMENT	Good	\$67,448	\$77,547	\$87,645	29.9%	<input type="checkbox"/>		

Average			\$50,476	\$63,838	\$77,200	52.9%			
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LYNX	MANAGER OF PROCUREMENT AND CONTRACTS		\$52,950	\$66,188	\$79,425	50.0%			
		\$ Difference	\$2,474	\$2,350	\$2,226				
		% Difference	4.7%	3.6%	2.8%				

Salary Survey Results for LYNX

MANAGER OF RISK

Descrip Responsible for development and maintenance of agency risk management program. Ensures compliance with local, state and federal regulations; represents agency in depositions, mediations and litigation issues; Responsible for agency property and casualty insurance programs; workers compensation programs.

Quals A Bachelors Degree in Business, Public Administration and five (5) years experience in Risk Management, or an equivalent combination of education, experience and training. Qualifying experience must include at least three (3) years of workers' compensation and general liability claims settlement examination or adjustment, loss prevention and control. Supervisory experience is desired.
Association of Risk Managers (ARM) Certification desired.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
HARTLINE (HILLSBOROUGH COUNTY)	Risk Specialist III	Good	\$40,477	\$51,189	\$61,901	52.9%	<input type="checkbox"/>		
KISSIMMEE UTILITIES AUTHORITY	Benefits and Insurance Administrator	Good	\$42,120	\$50,752	\$59,384	41.0%	<input type="checkbox"/>		
SEMINOLE COUNTY BOCC	Manager - Risk Management	Good	\$47,674	\$67,943	\$88,213	85.0%	<input type="checkbox"/>		
CITY OF ORLANDO	Manager of Risk	Good	\$56,909	\$75,858	\$94,806	66.6%	<input type="checkbox"/>		

Average **\$46,795** **\$61,435** **\$76,076** **62.6%**

LYNX	MANAGER OF RISK		\$44,125	\$55,157	\$66,188	50.0%
		\$ Difference	(\$2,670)	(\$6,279)	(\$9,888)	
		% Difference	-6.1%	-11.4%	-14.9%	

Salary Survey Results for LYNX

MANAGER OF STRATEGIC PLANNING

Descrip This position performs technical, professional and analytical work as well as assists in the day-to-day activities related to Planning. Assists the Deputy Director of Planning in primarily the following two areas: Strategic Planning/Project Management. Work is performed under general supervision and performance is reviewed through observation, discussion and review of work products and program advancement.

Quals Requires Bachelor's degree or education and training equivalent to four years of college education in business, liberal arts, or any field other than engineering or the hard sciences

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
KISSIMMEE UTILITIES AUTHORITY	Utility Planner	Good	\$39,853	\$48,017	\$56,181	41.0%	<input type="checkbox"/>		
HARTLINE (HILLSBOROUGH COUNTY)	Planning Manager - Land Use & Performance Monitoring	Good	\$44,637	\$56,431	\$68,224	52.8%	<input type="checkbox"/>		
ORLANDO UTILITIES COMMISSION	Planning Analyst	Good	\$54,000	\$67,800	\$81,600	51.1%	<input type="checkbox"/>		
OSCEOLA COUNTY BOCC	Deputy Director of Planning	Good	\$54,363	\$67,956	\$81,548	50.0%	<input type="checkbox"/>		

Average **\$48,213** **\$60,051** **\$71,888** **49.1%**

LYNX	MANAGER OF STRATEGIC PLANNING		\$44,125	\$55,157	\$66,188	50.0%
		\$ Difference	(\$4,088)	(\$4,894)	(\$5,700)	
		% Difference	-9.3%	-8.9%	-8.6%	

Salary Survey Results for LYNX

MATERIAL CONTROL TECHNICIAN II

Descrip This position is responsible for the receipt, storage and issue of materials and supplies in a high-density storage facility with limited aisle clearance, shelving and pallet racks. This position reports to the Supervisor of Material Control and will take direction from higher-grade Material Control Technicians.

Quals A High School diploma or GED and one (1) year prior inventory control plus six (6) months receiving experience is required. Forklift Industrial Operator's license and experience is helpful.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
KISSIMMEE UTILITIES AUTHORITY	Inventory Control Technician	Good	\$32,011	\$33,769	\$35,526	11.0%	<input type="checkbox"/>		
ORLANDO UTILITIES COMMISSION	Inventory Control Analyst	Good	\$34,200	\$42,800	\$51,400	50.3%	<input type="checkbox"/>		
HARTLINE (HILLSBOROUGH COUNTY)	Purchasing Agent III	Good	\$34,986	\$44,419	\$53,851	53.9%	<input type="checkbox"/>		
Average			\$33,732	\$40,329	\$46,926	39.1%			

LYNX	MATERIAL CONTROL TECH II		\$24,045	\$30,056	\$36,046	49.9%			
		\$ Difference	(\$9,688)	(\$10,273)	(\$10,879)				
		% Difference	-40.3%	-34.2%	-30.2%				

Salary Survey Results for LYNX

NETWORK ENGINEER

Descrip This position, under minimal supervision is responsible for network application analysis, design, development, testing, implementation, diagnostics on all of LYNX's data network.

Quals Bachelors degree in Computer Science or related field plus a minimum of three (3) years of experience as a Network Engineer or an equivalent combination of education, training and experience.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
HARTLINE (HILLSBOROUGH COUNTY)	Engineer	Good	\$38,563	\$48,755	\$58,947	52.9%	<input type="checkbox"/>		
OSCEOLA COUNTY BOCC	Network Engineer	Good	\$40,579	\$50,724	\$60,869	50.0%	<input type="checkbox"/>		
CITY OF ORLANDO	System / Network Engineer	Good	\$47,445	\$63,264	\$79,082	66.7%	<input type="checkbox"/>		
ORANGE COUNTY BOCC	Software Engineering System Supervisor	Good	\$65,770	\$83,148	\$100,526	52.8%	<input type="checkbox"/>		
Average			\$48,089	\$61,473	\$74,856	55.7%			

LYNX	NETWORK ENGINEER		\$34,611	\$43,285	\$51,938	50.1%			
		\$ Difference	(\$13,478)	(\$18,188)	(\$22,918)				
		% Difference	-38.9%	-42.0%	-44.1%				

Salary Survey Results for LYNX

NETWORK SUPPORT SPECIALIST

Descrip Installs/Configures network stations; Resolves trouble tickets as issued by helpdesk; Provides instruction to users on network functions and access; performs hardware and diagnostics on workstations

Quals High School diploma or equivalent and a minimum of five (5) years of responsible experience in a network support field or an equivalent combination of training or experience.
Possession of both Novell CNA and Microsoft MCP certifications helpful. Some college level training helpful.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
ORANGE COUNTY BOCC	Network Services Technician	Good	\$32,677	\$41,725	\$50,773	55.4%	<input type="checkbox"/>		
HARTLINE (HILLSBOROUGH COUNTY)	Network Systems Specialist	Good	\$34,986	\$44,419	\$53,851	53.9%	<input type="checkbox"/>		
KISSIMMEE UTILITIES AUTHORITY	IT System Specialist II	Good	\$45,573	\$48,079	\$50,586	11.0%	<input type="checkbox"/>		
Average			\$37,745	\$44,741	\$51,737	37.1%			

LYNX	NETWORK SUPPORT SPECIALIST		\$28,829	\$36,046	\$43,285	50.1%			
		\$ Difference	(\$8,916)	(\$8,695)	(\$8,452)				
		% Difference	-30.9%	-24.1%	-19.5%				

Salary Survey Results for LYNX

PROGRAM SPECIALIST

Descrip Responsible for the researching, assembly and implementation of Maintenance Department special programs. Drafts specifications for tools; equipment and support vehicles; drafts bus specifications and assists in all maintenance related procurements.

Quals High School diploma or equivalent, AS degree in related field desirable, or any equivalent combination of training and experience. Extensive experience in maintenance repairs and overhaul of heavy-duty diesel and alternate powered vehicles. Preferable in a mass transit or vehicle transportation environment.
 Knowledge and experience in the construction field a plus.
 Two (2) years experience in a maintenance environment, and one (1) year of which should be at the supervisory level.
 Knowledge of occupational hazards and safety precautions of the trade.
 Must possess a current Florida CDL license or permits, Class B with a "p" endorsement.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
SEMINOLE COUNTY BOCC	Program Specialist - Maintenance	Good	\$21,528	\$30,680	\$39,832	85.0%	<input type="checkbox"/>		
ORANGE COUNTY BOCC	Program Specialist	Good	\$27,581	\$35,496	\$43,410	57.4%	<input type="checkbox"/>		
ORLANDO UTILITIES COMMISSION	Service Planning Specialist	Good	\$35,880	\$44,720	\$53,560	49.3%	<input type="checkbox"/>		
HARTLINE (HILLSBOROUGH COUNTY)	Facilities Maintenance Coordinator	Good	\$36,754	\$46,520	\$56,285	53.1%	<input type="checkbox"/>		

Average			\$30,436	\$39,354	\$48,272	58.6%			
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LYNX	PROGRAM SPECIALIST		\$41,538	\$51,938	\$62,317	50.0%			
		\$ Difference	\$11,102	\$12,584	\$14,045				
		% Difference	26.7%	24.2%	22.5%				

Salary Survey Results for LYNX

RECEPTIONIST

Descrip Provides customer service to callers, employees and visitors of LYNX, including but not limited to, providing detailed information, transferring calls and front desk support. This position will also provide clerical support to the Human Resources department.

Quals High School Diploma or GED and one (1) year of related experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
ORLANDO UTILITIES COMMISSION	Clerical Assistant	Good	\$15,600	\$19,240	\$22,880	46.7%	<input type="checkbox"/>		
SEMINOLE COUNTY BOCC	Staff Assistant	Good	\$16,266	\$23,171	\$30,077	84.9%	<input type="checkbox"/>		
HARTLINE (HILLSBOROUGH COUNTY)	Secretary I	Good	\$19,469	\$24,896	\$30,322	55.7%	<input type="checkbox"/>		
OSCEOLA COUNTY BOCC	Receptionist	Good	\$19,533	\$24,418	\$29,303	50.0%	<input type="checkbox"/>		
Average			\$17,717	\$22,931	\$28,145	58.9%			

LYNX	RECEPTIONIST		\$16,661	\$20,842	\$25,002	50.1%			
		\$ Difference	(\$1,056)	(\$2,090)	(\$3,144)				
		% Difference	-6.3%	-10.0%	-12.6%				

Salary Survey Results for LYNX

RISK MANAGEMENT SUPERVISOR

Descrip This position implements and administers the risk management program. Under limited supervision, this position is responsible for the supervision of the support staff, customer and employee services, budget, reports, invoices and handling of all claims in the realm of the Risk Management Section.

Quals High School diploma or GED.
 Minimum of four (4) years experience in insurance coverage analysis for claims processing, or any equivalent combination of related training and experience and two (2) years supervisory experience.
 Bachelors Degree, Adjuster's or Agent licenses are preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
ORLANDO UTILITIES COMMISSION	Risk Management / Secretary Specialist	Good	\$30,160	\$37,960	\$45,760	51.7%	<input type="checkbox"/>		
SEMINOLE COUNTY BOCC	Senior Technician - Risk Management	Good	\$32,032	\$45,656	\$59,280	85.1%	<input type="checkbox"/>		
HARTLINE (HILLSBOROUGH COUNTY)	Risk Specialist III	Good	\$40,476	\$51,188	\$61,900	52.9%	<input type="checkbox"/>		
KISSIMMEE UTILITIES AUTHORITY	Risk Management Administrator	Good	\$42,120	\$50,752	\$59,384	41.0%	<input type="checkbox"/>		
ORANGE COUNTY BOCC	Assistant Manager Risk Management	Good	\$54,309	\$68,776	\$83,242	53.3%	<input type="checkbox"/>		

Average **\$39,819** **\$50,866** **\$61,913** **55.5%**

LYNX	RISK MANAGEMENT SUPERVISOR		\$28,829	\$36,046	\$43,285	50.1%			
		\$ Difference	(\$10,991)	(\$14,820)	(\$18,628)				
		% Difference	-38.1%	-41.1%	-43.0%				

Salary Survey Results for LYNX

SAFETY/SECURITY OFFICER

Descrip Develops and administers safety/security program for the organization, including programs such as emergency preparedness and safety and security programs; Conducts accident/incident investigations and reconstruction; Conducts safety-security seminars and agency drills

Quals Bachelor's degree in Criminal Justice/Law Enforcement, Transportation, or a related field
 Industrial- Four (4) years of progressively responsible experience in industrial safety/security if assigned to Maintenance.
 Transportation- Four (4) years of progressively responsible experience in transportation safety/security or transportation operations.
 Or an equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF ORLANDO	Safety / Security Officer	Good	\$23,254	\$30,004	\$36,754	58.1%	<input type="checkbox"/>		
HARTLINE (HILLSBOROUGH COUNTY)	Safety and Security Officer	Good	\$42,515	\$54,538	\$66,560	56.6%	<input type="checkbox"/>		

Average **\$32,885** **\$42,271** **\$51,657** 57.1%

LYNX	SAFETY/SECURITY OFFICER		\$34,611	\$43,285	\$51,938	50.1%			
		\$ Difference	\$1,727	\$1,014	\$281				
		% Difference	5.0%	2.3%	0.5%				

Salary Survey Results for LYNX

SUPERINTENDENT OF MAINTENANCE

Descrip Plans, directs and coordinates workload and establishes priorities in the maintenance, repair, overhaul and cleaning of mass transit vehicles. Oversees subordinate supervisory personnel engaged in vehicle maintenance. Assists in the drafting of specifications for shop equipment and vehicle modification. Participates in activities relative to labor relations such as grievance hearings. Reviews daily reports and logs to ensure that maintenance activities are carried out effectively and efficiently. Performs related work as required.

Quals High School diploma or equivalent.
 Extensive experience in the maintenance, repair and overhaul of heavy duty diesel vehicles, preferably in a mass transit or vehicle transportation operation; or any equivalent combination of training and experience.
 Supervisory experience in a maintenance environment.
 Must possess a current Florida CDL license or permit, Class B with a P endorsement

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
SEMINOLE COUNTY BOCC	TEAM LEADER, MAINTENANCE	Good	\$26,270	\$37,419	\$48,568	84.9%	<input type="checkbox"/>		
MANATEE COUNTY BOCC	MAINTENANCE SUPERVISOR	Good	\$27,955	\$35,225	\$42,494	52.0%	<input type="checkbox"/>		
PUNTA GORDA	MAINTENANCE SUPERVISOR	Good	\$28,912	\$35,701	\$42,489	47.0%	<input type="checkbox"/>		
ST.AUGUSTINE	MAINTENANCE SUPERVISOR	Good	\$31,684	\$37,229	\$42,774	35.0%	<input type="checkbox"/>		
CITY OF OCALA	MAINTENANCE SUPERVISOR	Good	\$33,972	\$43,207	\$52,442	54.4%	<input type="checkbox"/>		
CITY OF CLEARWATER	MAINTENANCE SUPERVISOR	Good	\$34,333	\$42,865	\$51,396	49.7%	<input type="checkbox"/>		
CITRUS COUNTY BOCC	MAINTENANCE SUPERVISOR	Good	\$34,360	\$42,435	\$50,510	47.0%	<input type="checkbox"/>		
CITY OF DUNEDIN	MAINTENANCE SUPERVISOR	Good	\$34,955	\$42,820	\$50,684	45.0%	<input type="checkbox"/>		
CITY OF LAKELAND	MAINTENANCE SUPERVISOR	Good	\$35,133	\$42,287	\$49,441	40.7%	<input type="checkbox"/>		
Average			\$31,953	\$39,910	\$47,866	49.8%			

LYNX	SUPERVISOR-OPERATIONS		\$36,771	\$45,964	\$55,157	50.0%			
		\$ Difference	\$4,818	\$6,054	\$7,291				
		% Difference	13.1%	13.2%	13.2%				

Salary Survey Results for LYNX

SUPERINTENDENT OF TRANSPORTATION

Descrip Position supervises the day-to-day operational activities of respective Divisions and assigned operators. Participates in the development of Division short and long range goals and objectives. Ensures that all Transportation Department policy and procedures are followed at the Division level. Is involved with the Union on daily basis and conducts first level disciplinary hearings. Work is performed under general supervision of the Deputy Director of Operations for Transportation

Quals High School diploma and four (4) years related experience including two (2) years supervisory experience preferably in the Transportation Industry. Bachelors degree preferred. Experience should include two (2) years of handling difficult situations in a supervisory capacity.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
HARTLINE (HILLSBOROUGH COUNTY)	Superintendent of Transportation	Good	\$42,515	\$54,538	\$66,560	56.6%	<input type="checkbox"/>		
KISSIMMEE UTILITIES AUTHORITY	Manager of Fleet Operations	Good	\$42,682	\$51,428	\$60,174	41.0%	<input type="checkbox"/>		
ORANGE COUNTY PUBLIC SCHOOLS	SENIOR ADMINISTRATOR	Good	\$63,770	\$73,831	\$83,891	31.6%	<input type="checkbox"/>		

Average			\$49,656	\$59,932	\$70,208	41.4%			
LYNX	SUPERINTENDENT OF TRANSPORTATION		\$36,771	\$45,964	\$55,157	50.0%			
		\$ Difference	(\$12,885)	(\$13,968)	(\$15,052)				
		% Difference	-35.0%	-30.4%	-27.3%				

Salary Survey Results for LYNX

SUPERVISOR OF INVENTORY CONTROL MATERIALS MANAGEMENT

Descrip Oversees a 24 hour / 7 day per week operations. Controls approximately \$1M in on hand inventory, including Inventory and non-inventory sundry stores and capital items. Insures proper accountability is maintained on delivery of \$100K+ of material/month. Controls operations and inventory at 1 main facility and coordinates activity and parts availability with other facilities. Provide material related service to all LYNX organizations. Interface with Accounting, MIS, Maintenance. To resolve operations and financial issues. Interface with Federal and external auditors reviewing the inventory database integrity. Interface with and provide logistical support to the agency Property Officer in controlling capital assets.

Quals Bachelors degree in business administration or a related degree, and three (3) years experience in inventory management with at least one (1) year of experience in a supervisory capacity or an equivalent combination of experience, education and training.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
KISSIMMEE UTILITIES AUTHORITY	Inventory Coordinator	Good	\$35,922	\$37,887	\$39,853	10.9%	<input type="checkbox"/>		
CITY OF ORLANDO	Materials Management Manager	Good	\$43,326	\$57,762	\$72,197	66.6%	<input type="checkbox"/>		
ORLANDO UTILITIES COMMISSION	Supervisor of Stores	Good	\$46,800	\$58,760	\$70,720	51.1%	<input type="checkbox"/>		

Average **\$42,016** **\$51,470** **\$60,923** **45.0%**

LYNX	SUPERVISOR OF INVENTORY CONTROL MATERIALS		\$28,829	\$36,046	\$43,285	50.1%			
		\$ Difference	(\$13,187)	(\$15,423)	(\$17,638)				
		% Difference	-45.7%	-42.8%	-40.7%				

Salary Survey Results for LYNX

SUPERVISOR OF MAINTENANCE

Descrip Independently supervises maintenance employees engaged in the maintenance, repair and overhaul of mass transit vehicles on assigned shift; Inspects work in progress; Provides technical assistance as necessary; prepares vehicle performance reports

Quals High School diploma/GED
 Six (6) years experience in the maintenance, repair and overhaul of heavy-duty vehicles and two (2) years of technical school/Associate's degree; or any equivalent combination of training, education and experience.
 Working knowledge of US Federal Motor Carrier Safety Regulations, CFR 49, 1490.
 Experience in a supervisor or lead capacity.
 Must possess a current Florida "B" Commercial Driver License with a Passenger and Air Brake endorsement.
 Must be able to pass a DOT physical examination and drug screen.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
OSCEOLA COUNTY BOCC	Supervisor of Maintenance	Good	\$30,276	\$37,852	\$45,427	50.0%	<input type="checkbox"/>		
JACKSONVILLE TRANSIT AUTHORITY	MAINTENANCE SUPERVISOR	Good	\$34,002	\$42,503	\$51,003	50.0%	<input type="checkbox"/>		
HARTLINE (HILLSBOROUGH COUNTY)	Maintenance Coordinator	Good	\$36,754	\$46,520	\$56,285	53.1%	<input type="checkbox"/>		
CITY OF ORLANDO	Maintenance and Support Program Manager	Good	\$39,437	\$49,307	\$59,176	50.1%	<input type="checkbox"/>		

Average			\$35,117	\$44,045	\$52,973	50.8%			
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LYNX	SUPERVISOR OF MAINTENANCE		\$33,280	\$41,600	\$49,920	50.0%			
		\$ Difference	(\$1,837)	(\$2,445)	(\$3,053)				
		% Difference	-5.5%	-5.9%	-6.1%				

Salary Survey Results for LYNX

SUPERVISOR OF TRAINING

Descrip This position is responsible for developing , implementing and evaluating Transportation related training programs. Conducts training needs assessments; develops, implements and modifies training curriculums; Develops measurements of training effectiveness

Quals Associates degree in applicable field and four (4) years experience analyzing, developing, and conducting training programs or an equivalent combination of education and experience.
Experience in public transit training highly desired.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
HARTLINE (HILLSBOROUGH COUNTY)	Training Coordinator	Good	\$36,754	\$46,520	\$56,285	53.1%	<input type="checkbox"/>		
ORLANDO UTILITIES COMMISSION	Training / Certification Coordinator	Good	\$41,000	\$51,300	\$61,600	50.2%	<input type="checkbox"/>		
Average			\$38,877	\$48,910	\$58,943	51.6%			

LYNX	SUPERVISOR OF TRAINING		\$34,611	\$43,285	\$51,938	50.1%			
		\$ Difference	(\$4,266)	(\$5,625)	(\$7,005)				
		% Difference	-12.3%	-13.0%	-13.5%				

Salary Survey Results for LYNX

TELECOMMUNICATIONS TECHNICIAN/ANALYST

Descrip Under the direction of the Manger of Information Technology is responsible for application analysis, design development, implementation, testing and administration of all LYNX telecommunications applications and systems. Configures and manages KEY/PBX operations; voice mail operations; voice recording operations.

Quals Bachelor's of Science degree in a related field plus a minimum of three (3) years of experience in telecommunications or an equivalent combination of education, training and experience

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
SEMINOLE COUNTY BOCC	Technician - IT/Telecommunications	Good	\$21,528	\$30,680	\$39,832	85.0%	<input type="checkbox"/>		
OSCEOLA COUNTY BOCC	Communication Service Worker	Good	\$26,160	\$32,700	\$39,239	50.0%	<input type="checkbox"/>		
CITY OF ORLANDO	Telecommunications Specialist	Good	\$32,178	\$40,248	\$48,318	50.2%	<input type="checkbox"/>		
HARTLINE (HILLSBOROUGH COUNTY)	Network Technical Analyst	Good	\$34,986	\$44,419	\$53,851	53.9%	<input type="checkbox"/>		
ORLANDO UTILITIES COMMISSION	Communications Technician II	Good	\$48,464	\$51,792	\$55,120	13.7%	<input type="checkbox"/>		

Average			\$32,663	\$39,968	\$47,272	44.7%			
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LYNX	Telecommunications Tech/Analyst		\$34,611	\$43,285	\$51,938	50.1%			
		\$ Difference	\$1,948	\$3,317	\$4,666				
		% Difference	5.6%	7.7%	9.0%				

Action Agenda Item #6.B

To: LYNX Board Of Directors

From: Sylvia Mendez
CHIEF ADMINISTRATIVE OFFICER

Phone: 407.841.2279 ext: 3129

Item Name: Board Action Agenda Item: Approval and Adoption of revisions made to the following Administrative Rules: Administrative Rule 1: Definitions and Adoption; Administrative Rule 2: Board Governance; Administrative Rule 3: Employment Practices; Administrative Rule 4: Procurement; Administrative Rule 5: Ethics Policy; Administrative Rule 7: Travel Policy; Administrative Rule 8: Operation Planning Matters and Community Bus Service Policy

Date: 1/19/2006

ACTION REQUESTED:

Staff is seeking the Board of Directors' approval and adoption of revisions made to the following administrative rules: Administrative Rule 1: Definitions and Adoption; Administrative Rule 2: Board Governance; Administrative Rule 3: Employment Practices; Administrative Rule 4: Procurement; Administrative Rule 5: Ethics Policy; Administrative Rule 7: Travel Policy Administrative; Rule 8: Operation Planning Matters and Community Bus Service Policy.

BACKGROUND:

In 2001 the Board of Directors adopted eight (8) administrative rules, which are legally binding upon LYNX, the Governing Board, Chief Executive Officer (CEO), and staff. The rules regulate the business of the organization and conduct of the Board, management and staff. The Board must authorize any changes.

Efforts to conduct a comprehensive review of the rules have been ongoing. In 2005 staff worked with legal to finalize this review. In October, Albert Bustamante, general counsel to the Board, provided to the Audit Committee an overview of the proposed adjustments. Mr. Bustamante and staff have subsequently met with individual Board members. The Board provided further direction to Mr. Bustamante in December. Mr. Bustamante has incorporated the requests made by the Board in December into the final proposed rules being presented for adoption.

The final rules provide the framework for the governance of LYNX, while providing leeway to the Chief Executive Officer to allow for efficient operation of the agency.

The following sets of documents are included for review:

LYNX Bard Agenda

- 1) Redline comparison of current rules to proposed changes
- 2) Redline version of changes incorporated since the Board meeting of December 8 2006.

Mr. Bustamante will discuss the changes incorporated since the Board meeting during the Audit Committee meeting.

Work Session Item #7.A

To: LYNX Board Of Directors

From: Linda Watson
CHIEF EXECUTIVE OFFICER
Edward Johnson
(Technical Contact)

Phone: 407.841.2279 ext: 3017

Item Name: Downtown Plaza Development Update

Date: 1/19/2006

Pat Christiansen, General Counsel, will provide an update to the development of the property directly behind the LYNX Central Station (LCS). The property henceforth referred as the “Downtown Plaza” will be a mixed-use facility offering commercial office space, residential/hotel provision and a civic/public benefit area. The Downtown Plaza owner has requested LYNX participate in a joint development relationship by incorporating the 60 foot strip of land owned by LYNX currently used for staff and support vehicle parking.

Information Item I: Employee Travel Report

To: LYNX Board Of Directors

From: **Linda Watson**
 CHIEF EXECUTIVE OFFICER
Blanche Sherman
 (Technical Contact)
Pamela Durkin
 (Technical Contact)

Phone: 407.841.2279 ext: 3017

Item Name: January Employee Travel Report

Date: 1/19/2006

EMPLOYEE/ DEPARTMENT	DESTINATION	PURPOSE	DATE Departure and Return	COMPANY COST
Belinda Balleras Grants	Cambridge, Mass	FTA Sponsored Orientation	12/13-12/15/05	Grant Funded
Jason Todeschini Operations	Jacksonville, FL	Air Brakes and ABS Training	1/08-1/11/06	CUTR Paid
Rafael Pagan Operations	Jacksonville, FL	Air Brakes and ABS Training	1/08-1/11/06	CUTR Paid
Ismail Filali Operations	Jacksonville, FL	Air Brakes and ABS Training	1/08-1/11/06	CUTR Paid
Joe Cheney Operations	Tampa, FL	Florida Transit Workshop	1/10-1/10/06	6.00
Randall Killgore Operations	Tampa, FL	State Rodeo Planning Committee Meeting	1/11-1/11/06	-
Lisa Darnall, Operations	Tampa, FL	Florida Operations Network meeting	1/11-1/11/06	-
Gail Stewart Operations	Tampa, FL	State Rodeo Planning Committee Meeting	1/11-1/11/06	9.00
Robert Stratton Operations	Tampa, FL	Fatigue Awareness Certification	1/17-1/19/06	CUTR Paid
Robert Doane Operations	Tampa, FL	Fatigue Awareness Certification	1/17-1/19/06	CUTR Paid
John Serrano Operations	Tampa, FL	Fatigue Awareness Certification	1/17-1/19/06	CUTR Paid

LYNX Board Agenda

Linda Watson Executive	Orlando, FL	2006 Orlando Regional Chamber Board Retreat	1/20-1/22/06	1,200.00
TOTAL				1,215.00

Information Item II: Ridership Report

To: LYNX Board Of Directors

From: Lisa Darnall
 Chief Operating Officer
Glen Waters
 (Technical Contact)
Terry Jordan
 (Technical Contact)

Phone: 407.841.2279 ext: 3036

Item Name: Ridership Report

Date: 1/26/2006

October 2005 – Final

All Services (Fixed Route, Special Shuttles, Paratransit and VanPool) – Comparison to Prior Year

	October 2004	October 2005	Percentage +/-
Total Monthly Boardings	2,186,332	2,093,836	-4.2%
Average Weekday Boardings	84,061	79,896	-5.0%
Annual Ridership to Date	2,186,332	2,093,836	-4.2%

The combination of October 2004’s record-setting ridership and the threat of Hurricane Wilma on October 24, 2005 created a 4.2% decrease when compared to the 2,186,332 boardings recorded in October 2004.

Fixed Route – Comparison to Prior Year

	October 2004	October 2005	Percentage +/-
Total Monthly Boardings	2,117,242	2,036,671	-3.8%
Average Weekday Boardings	81,218	77,475	-4.6%
Annual Ridership to Date	2,117,242	2,036,671	-3.8%

Even though Hurricane Wilma’s sustained winds in Central Florida did not reach tropical storm force, many employers did not open for business while LYNX buses continued to operate on a regular weekday schedule. Again, the loss of passenger trips due to Hurricane Wilma, without the reduction in service to offset those losses, have impacted this service comparison.

Fixed Route – Comparison to Prior Month

	September 2005	October 2005	Percentage +/-
Total Monthly Boardings	2,077,239	2,036,671	-2.0%
Average Weekday Boardings	81,137	77,475	-4.5%
Number of Weekdays	21	23	+9.5%

Individual Fixed Route Comparison to Prior Year

Comparisons of individual route ridership during October 2005 show fifteen routes to have experienced declines in ridership greater than 10%. Many of these routes are atypical for ridership declines, which may be due to Hurricane Wilma. They are expected to show improvement in November 2005. Service Planning staff will continue to monitor these Links for continued weakening and opportunities for improvements.

Route Decreases Greater Than 10%

- Link 1 – North Orange Avenue/Altamonte Mall (-29.0%)
- Link 2 – Colonialtown (-43.8%)
- Link 3 – Lake Margaret (-13.9%)
- Link 5 – Lake George/Fort Gatlin (-17.8%)
- Link 6 – Dixie Belle (-16.6%)
- Link 12 – Buenaventura Lakes/Boggy Creek (-18.1%)
- Link 13 – University of Central Florida (-10.5%)
- Link 14 – Princeton Street/Plymouth Apartments (-40.2%)
- Link 16 – College Park/The Meadows (-32.7%)
- Link 17 – North U.S. 441/Apopka (-11.3%)
- Link 22 – Richmond Estates (-13.4%)
- Link 34 – Sanford/Goldsboro (-14.8%)
- Link 36 – Lake Richmond (-13.9%)
- Link 49 – West Colonial Drive/Pine Hills (-14.0%)
- Link 52 – Pine Castle/Tradeport (-13.0%)

In contrast, October 2005 produced 11 routes with increases of 10% or greater when compared to October 2004.

Route Increases Greater Than 10%

- Link 10 – East U.S. 192/St. Cloud (+15.2%)
- Link 33 – Midway/Sanford Airport (+23.9%)
- Link 43 – Central Florida Parkway (+22.7%)
- Link 46 – West S.R. 46/Seminole Towne Center (+14.3%)
- Link 47 – Oviedo (+15.3%)
- Link 300-304 – Downtown Disney Direct (+18.2%)

- LYMMO – Downtown Orlando Circulator (+11.2%)

Paratransit

There were 48,373 trips booked in December 2005. Of the 48,373 trips scheduled to operate, 10,264 (21.22%) were cancelled and 1,630 (3.36%) were classified as “no-shows.” The number of billable trips provided by Paratransit Operations in October 2005 was 36,479 (75.41% of the total trips booked), with an additional 2,775 trips provided to personal care attendants/escorts/companions.

The total number of billable trips provided by the coordinated system for the fiscal year-to-date is 120,237 with an additional 7,947 trips provided to personal care attendants/escorts/companions. These trips were provided to customers who are elderly, transportation disadvantaged, or disabled.

In Fiscal Year 2006, we have budgeted 49,983 billable trips per month. We are under our budgeted billable trip level by approximately 4.3% in December 2005. Year-to-date, we are under our budgeted billable trip level by approximately 19.80%.

ROUTE RIDERSHIP REPORT

Link No	Route	F'06 Average Monthly Ridership	Aug-05	% Change August 05 to September 05	Sep-05	% Change September 05 to October 05	Oct-05	% Change October 04 to October 05	October 05 Change as Compared to F'06 Avg. Monthly Ridership
1	N Orange Ave/Altamonte Mall	17,758	17,455	3.6%	18,091	-7.3%	16,765	-29.0%	-5.59%
2	Colomallow	3,963	3,605	-11.0%	3,528	-10.1%	3,170	-43.8%	-12.07%
3	Lake Margaret	17,630	18,988	4.1%	18,224	-3.4%	17,599	-13.9%	-0.18%
4	South U.S. 441/Kissimmee	141,116	151,505	5.7%	142,826	2.1%	145,765	5.7%	2.93%
5	Lake George/Fort Gatlin	5,013	5,368	4.7%	5,115	-0.2%	5,108	-17.8%	1.86%
6	Dixie Belle	19,003	18,251	-3.8%	18,513	-2.0%	18,140	-16.6%	-4.54%
7	S. Orange Ave./Florida Mall	25,426	27,427	7.6%	25,350	2.7%	26,029	2.7%	2.37%
8	W. Oak Ridge Rd./Int'l Dr.	163,188	161,041	-1.3%	159,731	-0.8%	159,081	-2.5%	2.85%
9	N. Orange Ave./Rosemont	28,726	28,789	0.6%	29,925	2.8%	21,409	-15.2%	6.27%
10	East U.S. 192/St. Cloud	20,147	22,350	10.1%	21,087	6.6%	21,409	15.2%	6.27%
11	S. Orange Ave./OIA	35,133	36,463	11.2%	35,476	-0.8%	35,198	-6.9%	0.18%
12	Buenaventura Lvs/Baggy Ck	8,124	7,283	-10.3%	8,041	5.3%	7,811	-18.1%	-6.31%
13	University of Central Florida	35,077	36,730	3.3%	36,897	5.6%	34,813	-10.5%	-0.75%
14	Princeton Street/Plymouth Apts	6,564	6,269	-4.6%	6,581	5.1%	5,756	-12.6%	-12.30%
15	Cunry Ford Rd/W. C.C. East	47,552	49,480	4.1%	51,510	3.2%	49,647	-5.5%	-4.88%
16	College Park/The Meadows	11,004	10,870	-1.2%	10,295	-4.9%	9,795	-37.7%	-10.98%
17	North U.S. 441/Apopka	51,588	54,049	4.6%	53,830	-2.1%	52,693	-11.3%	2.14%
18	S. Orange Ave./Kissimmee	35,515	36,751	3.5%	35,552	-2.0%	34,858	-5.8%	-1.85%
19	Richmond Heights	28,605	31,185	9.0%	31,309	2.1%	30,649	-3.6%	7.15%
20	Maibuy/Pine Hills	64,130	66,235	3.3%	67,152	1.4%	68,107	1.2%	6.20%
21	Volusia Express	316	344	8.1%	372	13.4%	322	-2.1%	1.84%
22	Carver Shores/Tangelo Park	81,009	89,840	10.9%	84,507	-5.7%	79,688	-1.0%	-1.62%
23	Richmond Estates	27,498	29,641	7.8%	29,900	6.5%	27,950	-13.4%	1.84%
24	Winter Park/Forest City	26,793	28,854	7.7%	27,960	-3.1%	26,378	-8.7%	-1.51%
25	Millenia	9,006	10,142	13.2%	9,389	-3.5%	9,063	6.8%	0.64%
26	Silver Star Rd.	73,985	79,348	7.2%	77,133	-3.2%	74,687	-2.9%	0.84%
27	Pleasant Hill Rd./Poinciana	14,778	16,289	10.2%	16,062	-0.6%	15,969	3.9%	0.96%
28	Plant St./Oakland	7,585	7,884	3.9%	7,149	-9.3%	7,866	2.8%	5.02%
29	E. Colonial Dr./Azalea Park	43,223	47,502	10.9%	44,895	-1.0%	44,447	-4.8%	2.83%
30	Colonial Dr./Goldenrod	42,028	44,386	5.6%	42,540	0.8%	42,879	-5.8%	2.02%
31	Colonial Dr./Crosstown	51,192	50,422	-1.5%	52,026	3.2%	51,510	-8.2%	0.62%
32	Lynnmo	15,924	17,126	7.6%	15,795	-1.0%	18,059	18.2%	13.40%
33	Union Park/Bibho	88,820	110,466	24.7%	104,413	-5.4%	98,726	-11.2%	-0.10%
34	Midway/Sanford Airport	4,362	5,092	16.0%	4,740	-6.5%	4,432	-2.8%	1.59%
35	Sanford/Goldsboro	2,146	2,427	13.1%	2,219	-7.2%	2,483	39.9%	15.71%
36	Lake Richmond	7,297	8,089	10.8%	7,695	-4.8%	7,660	-14.8%	4.96%
37	Park Promenade Plaza/Florida Mall	24,681	24,928	1.0%	25,138	3.8%	24,181	-13.9%	-2.03%
38	Downtown Orlando/Int'l Dr.	59,510	65,237	10.8%	63,111	-4.7%	60,172	2.6%	1.11%
39	U.S. 17-92/Sanford	14,846	14,981	0.9%	14,315	-2.2%	14,623	-4.2%	-1.50%
40	American/Universal Orlando	61,948	65,181	5.2%	64,398	-3.3%	62,283	-2.0%	0.54%
41	S.R. 436/Crosstown	35,394	39,082	10.7%	36,998	-3.6%	35,669	-7.5%	0.81%
42	International Dr./OIA	124,688	129,710	4.0%	123,814	-2.4%	126,758	-2.5%	1.88%
43	Central Florida Pkwy.	77,359	87,597	12.5%	85,385	-2.5%	80,620	-9.8%	4.22%
44	Clarcona/Zellwood	13,859	17,342	24.4%	14,731	-6.0%	13,846	-23.7%	-0.10%
45	Lake Mary	18,176	18,890	4.5%	17,990	-4.8%	18,126	-9.4%	-0.27%
46	W. S.R. 48/Seminole Towne Ctr.	3,811	4,374	14.8%	4,063	-5.3%	3,647	-9.5%	0.90%
47	Oviedo	11,761	12,587	7.1%	12,738	3.0%	12,357	14.3%	5.07%
48	W. Colonial Dr./Park Promenade	3,823	3,937	2.9%	4,148	0.7%	4,178	15.3%	9.31%
49	Downtown Orlando/Magic Kingdom	46,929	51,654	10.1%	49,579	-5.1%	47,075	-3.7%	0.31%
50	W. Colonial Dr./Fine Hills	47,845	49,676	1.7%	50,517	5.7%	47,618	-14.0%	-0.68%
51	Conway/OIA	37,170	44,364	18.8%	41,166	-4.2%	42,915	5.7%	15.46%
52	Pine Castle/Tradeport	34,533	36,895	7.0%	35,048	-4.4%	35,782	-1.0%	3.62%
53	Story Rd./Hildenville	6,010	5,820	-3.2%	5,928	2.1%	6,082	-13.0%	1.20%
54	Old Winter Garden Rd.	8,923	9,688	8.6%	9,081	-2.7%	8,933	-8.3%	-1.01%
55	West U.S. 192/Orange Lake	15,223	16,414	7.8%	15,440	2.4%	15,812	-5.5%	3.87%
56	West U.S. 192/Magic Kingdom	29,090	32,666	12.3%	29,181	-6.2%	27,376	-5.8%	-5.89%
57	John Young Pkwy.	30,715	36,244	18.3%	31,040	1.4%	31,473	8.7%	2.47%
Unknown	Farbox-Errors	14,760	16,290	11.0%	15,476	-1.7%	15,208	-5.9%	2.88%
Total		2,002,513	2,147,864	3.3%	2,077,239	-2.0%	2,036,670	-3.8%	1.7%

Information Item III: Financial Reports

To: LYNX Board Of Directors

From: Bert Francis II
CHIEF FINANCIAL OFFICER
Blanche Sherman
(Technical Contact)

Phone: 407.841.2279 ext: 3047

Item Name: Monthly Financial Reports

Date: 1/19/2006

For your review, please find attached the Monthly Financial Report for the one month ending October 31, 2005. The Monthly Financial Report for the two months ending November 30, 2005 will be provided as a handout at the January 19, 2006 Board meeting.

EXECUTIVE SUMMARY REPORT

For the One Month ending October 31, 2005

LYNX' Operating Statement for the one month ending October 31, 2005 indicates total revenue earned in the amount of \$7,431,610 and total expenses incurred in the amount of \$6,760,238 resulting in an operating profit in the amount of \$671,372. In addition:

- Fixed route and mobility services resulted in an operating profit in the amount of \$515,506 for one month of operations.

- Paratransit services operations resulted in an operating profit in the amount \$155,866 for one month of operations.

The fixed route positive results relate to lower than anticipated cost for LYNX' fixed route Services due to *cyclical* trends. In addition, expenses relating to professional services are not accrued on a monthly basis. Therefore, the amounts reported are expenses paid year-to-date. Overall, operating expenses will begin to smooth out as the year progresses and the positive results will likely decrease.

In regard to the paratransit operations, trips will be closely monitored to ensure consistency with planned expenses. In addition, LYNX staff continues to review this program daily to ensure compliance related to service performance and contract administration is meeting expected objectives.

C.F.R.T.A. (LYNX)
STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET ASSETS
FOR THE MONTH OF OCTOBER 2005
(UNAUDITED)

	Year to Date:			Month of October:		
	<u>Budget</u>	<u>Actual</u>	<u>%</u>	<u>Budget</u>	<u>Actual</u>	<u>%</u>
OPERATING REVENUES						
Customer Fares	\$ 1,497,239	\$ 1,497,899	100.0%	\$ 1,497,239	\$ 1,497,899	100.0%
Contract Services:	-	-		-	-	
Local Financial Assistance	645,077	634,456	98.4%	645,077	634,456	98.4%
Other Contractual Services	666,680	666,680	100.0%	666,680	666,680	100.0%
Advertising	125,833	125,929	100.1%	125,833	125,929	100.1%
Other Operating Income	<u>46,362</u>	<u>41,454</u>	<u>89.4%</u>	<u>46,362</u>	<u>41,454</u>	<u>89.4%</u>
Total Operating Revenues	<u>2,981,191</u>	<u>2,966,418</u>	<u>99.5%</u>	<u>2,981,191</u>	<u>2,966,418</u>	<u>99.5%</u>
NONOPERATING REVENUES:						
Operating assistance grants:						
Federal	58,333	58,333	100.0%	58,333	58,333	100.0%
State of Florida	662,641	662,641	100.0%	662,641	662,641	100.0%
Local	2,782,452	2,782,452	100.0%	2,782,452	2,782,452	100.0%
Planning and other assistance grants:						
Federal - Commuter Rail Project	-	-	0.0%	-	-	0.0%
Federal - Other	766,125	766,125	100.0%	766,125	766,125	100.0%
State of Florida - Commuter Rail Project	-	-	0.0%	-	-	0.0%
State of Florida - BRT Circulator Project	-	-	0.0%	-	-	0.0%
State of Florida - Other	152,733	160,478	105.1%	152,733	160,478	105.1%
Local Matching - BRT Circulator Project	-	-	0.0%	-	-	0.0%
Local Matching - Other	-	-	0.0%	-	-	0.0%
Interest Income	22,009	35,163	159.8%	22,009	35,163	159.8%
Gain / (Loss) on Sale of Assets	<u>-</u>	<u>-</u>	<u>0.0%</u>	<u>-</u>	<u>-</u>	<u>0.0%</u>
Total Nonoperating Revenues	<u>4,444,293</u>	<u>4,465,192</u>	<u>100.5%</u>	<u>4,444,293</u>	<u>4,465,192</u>	<u>100.5%</u>
Fund Balance	<u>-</u>	<u>-</u>	<u>0.0%</u>	<u>-</u>	<u>-</u>	<u>0.0%</u>
Total Revenues	<u>7,425,485</u>	<u>7,431,610</u>	<u>100.1%</u>	<u>7,425,485</u>	<u>7,431,610</u>	<u>100.1%</u>
OPERATING EXPENSES:						
Salaries and Wages	2,847,697	2,847,697	100.0%	2,847,697	2,847,697	100.0%
Fringe Benefits	1,539,363	1,392,364	90.5%	1,539,363	1,392,364	90.5%
Purchased Transportation Services	969,908	969,908	100.0%	969,908	969,908	100.0%
Fuel	617,404	861,025	139.5%	617,404	861,025	139.5%
Other Materials and Supplies	304,645	304,645	100.0%	304,645	304,645	100.0%
Professional Services	5,628	5,628	100.0%	5,628	5,628	100.0%
Other Services	135,878	135,878	100.0%	135,878	135,878	100.0%
Lease and Miscellaneous Expenses	91,141	91,141	100.0%	91,141	91,141	100.0%
Casualty and Liability Insurance	53,676	53,676	100.0%	53,676	53,676	100.0%
Utilities	53,958	61,067	113.2%	53,958	61,067	113.2%
Taxes and Licenses	32,158	36,859	114.6%	32,158	36,859	114.6%
Interest Expense	<u>1,333</u>	<u>351</u>	<u>26.3%</u>	<u>1,333</u>	<u>351</u>	<u>26.3%</u>
Total Operating Expenses Before Depreciation	<u>6,652,789</u>	<u>6,760,238</u>	<u>101.6%</u>	<u>6,652,789</u>	<u>6,760,238</u>	<u>101.6%</u>
OPERATING GAIN / (LOSS)	<u>\$ 772,695</u>	<u>\$ 671,372</u>	<u>86.9%</u>	<u>\$ 772,695</u>	<u>\$ 671,372</u>	<u>86.9%</u>

Information Item IV: Finance and Administrative Support Report

To: LYNX Board Of Directors

From: **Sylvia Mendez**
 CHIEF ADMINISTRATIVE OFFICER
Karen Kenning
 (Technical Contact)
Richard Solimano
 (Technical Contact)

Phone: 407.841.2279 ext: 3129

Item Name: Procurement Activities

Date: 1/19/2006

A. PROCUREMENT ACTIVITIES

The Administrative Support Department's responsibilities include procurement of goods and services through a competitive process. The report below lists all current Bids and RFPs with their release date and opening date for end of FY 2005 and FY2006.

RFP/IFB Number	Description	Date Issued	Opening Date	SEC Meeting Date
IFB 06-018	Security System for LOC	November	December	None
IFB 06-019	Cabling for LOC	December	January	None
IFB 06-020	Signage for LOC	January	February	None
IFB 06-015	Armored Car Service	December	January	January
IFB 06-014	Employee Assistance Program	January	February	February
IFB 06-005	Shelter Maintenance	December	January	None
IFB 06-006	Trash Removal at Bus Stops/Shelters	December	January	None
IFB 06-007	Steam Cleaning of Bus Stops/Shelters	December	January	None
RFP 06-025	Trip Planning	January	February	February
RFP/IFB Number	Description	Date Issued	Opening Date	SEC Meeting Date

LYNX Board Agenda

RFP 06-026	Banking Services	February	March	March
IFB 06-022	Unleaded Gasoline	December	January	None
IFB 06-023	#2 Diesel Fuel	December	January	None

Information Item V: Government Affairs and Communications Report

To: LYNX Board Of Directors

From: **Peggy Gies**
CHIEF MARKETING OFFICER
Deborah King
(Technical Contact)

Phone: 407.841.2279 ext: 3020

Item Name: Marketing Department Report

Date: 1/19/2006

**Monthly Activity Report –
BUS ADVERTISING / SALES**

Advertising Sales Revenue December	\$136,829
Net Revenue to LYNX Fiscal Year to Date	\$368,599

The LYNX advertising and marketing program teamed with Walt Disney Parks and Recreation to provide a promotion that sent 80 lucky winners to enjoy the Walt Disney Company “Holidays” throughout the four Orlando theme parks. Along with promoting this with two painted buses, LYNX provided airtime throughout Orlando and driving LYNX customers to the web site to enter. In addition to the 80 winners, one lucky winner won a Three-day/Two night VIP stay with park hopper passes for four.

BUSINESS RELATIONS

Monthly Activity Report – November & December 2005

Activity	CCP Performance	
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LYNX Board Agenda

Carpool/Vanpool Inquires	Phone: 211 Internet: 89	
Carpool/Vanpool Transit Letters & Matches	Letters: 144 Matches: 46	
Number of Commuter Choice Vanpool Participants	574	<u>Total Revenue Miles</u> 140,959
Vanpools	New: 2 Returned: HBI (1)	<u>Current Vans In Service</u> 44
Pending Vanpool Interest	FCC Coleman (8) NAVAIR (1) Swan & Dolphin (1) TSA (1)	
Number of Employers Contacted	35	
Number of Employees Contacted	250	
Employer Program Presentations	Disney Delta Academy Seminole Community College LYNX Sheraton Studios Double Tree Orange County Government	
Employee Vanpool Presentations	Disney	TOTAL PARTICIPANTS 250
Other Business Presentations/Meetings		<u>Total Participants</u>

Vanpools

LYNX added the following Vanpools:

- Jennifer Merkle (Coleman Federal Prison)
- Ed Santiago (Coleman Federal Prison)
- Harrington (Coleman Federal Prison)

Business Relations Events

LYNX Employee Survey

Partnered with LYNX Human Resources to survey LYNX employees on alternative commuting options. 265 surveys were returned and are currently undergoing data entry for analysis.

Central Florida Employment Council (CFEC) Luncheon

This event was sponsored by LYNX and was held at the Orlando Culinary Academy. As a part of the sponsorship LYNX received five minutes of time to speak to those in attendance. We were

able to hand out information to the attendees as they arrived and departed the event. The event was attended by approximately 100 people, and has led to several promising leads.

Orlando Business Journal (OBJ) Downtown Update

LYNX was a corporate sponsor at the Orlando Business Journal (OBJ) Downtown Update Luncheon. Linda Watson provided a five-minute presentation to political leaders and members of the downtown business community. This sponsorship provided LYNX with the opportunity to network with local officials and potential business partners.

Kissimmee Chamber Fall EXPO

LYNX exhibited at the two-day EXPO in Kissimmee. We were able to discuss our commuter choice programs with chamber members and local residents. This EXPO provides us with the opportunity to network with individuals in Kissimmee and the surrounding communities.

MARKETING

Website Usage

Average Hits per Day	56,129
Average Users per Day	2,265
Average Hits per User	24.78
Average Time Spent on Site	9 min 47 sec
Approximate Visits per User	2.67

Total Page Hits	402,173
Total User Visits	70,222
Total Unique IP (visits)	26,303

Marketing Activities

One of our LYNX mascots made stops at the LCS terminal and the International Drive Visitor's Center spreading holiday cheer during the month of December. Linkn Claws posed with quite a few guests from England and Japan bringing smiles to all.

This month's Fun Friday also took on a bit of the holiday spirit with caroling for customers and LYNX employees provided by The Holly Sisters.

CUSTOMER SERVICES

Customer Service is provided through the call center (providing travel information), fare media sales and information, eligibility/certification section, customer relations, lost & found, LYNX customer ID program and "How To Ride" presentations.

The **Call Center** received 25,419 calls with an average call-wait time of time of :24 (twenty-four seconds).

LYNX Board Agenda

The **Sales & Information** section serviced 29,375 customers through fixed route inquiries and sales. LYNX fare media sales at the LYNX Central Station ticket window were \$158,121 for the month of December.

Customer Services responded to 476 Internet inquiries and assisted 130 riders and non-riders through “How To Ride” presentations.

The **Customer Relations** section assisted 3,135 customers by telephone, fax and one-on-one. Customer Relations documented:

487 concerns/suggestions for fixed route

29 compliments for fixed route

192 concerns/suggestions for paratransit

7 compliments for paratransit

The **Lost & Found** section recovered 560 items.

28.75% of recovered items were returned to owners.

97 Advantage ID's were issued.

7 Kids In School ID's were issued

The **Eligibility** section received 790 Paratransit applications.

Information Item VI: Planning Division Report

To: LYNX Board Of Directors

From: **Lisa Darnall**
Chief Operating Officer
Jennifer Clements
(Technical Contact)
Lachant Barnett
(Technical Contact)
Glen Waters
(Technical Contact)

Phone: 407.841.2279 ext: 3036

Item Name: Planning Report

Date: 1/26/2006

Comprehensive Operations Analysis (COA)

In March of 2005, the LYNX Board approved a contract award to Manuel Padron & Associates, Inc. for the COA Study. The COA will ultimately provide fixed route bus service recommendations for the near-term (1-3 years), short-term (4-5 years), and long-term (10-15 years).

Staff has reviewed Draft Technical Memorandum #4 “On-Board Survey Results” from the consultant, which has subsequently been finalized. Technical Memorandum #3 “Ridecheck Methodology & Results Report” is still under review; while the methodology has been finalized, the results are comprised of four large volumes of detailed route level analysis for Weekdays (100% sample), Saturdays (71% sample), and Sundays (63% sample), which are undergoing detailed staff analysis.

The consultant has presented mid-project results to the Executive Staff and LYNX Board, including On-Board Survey Results and preliminary GIS information.

STRATEGIC PLANNING

Shelters

Staff has completed site reviews for four (4) new shelters on Conroy Road in the City of Orlando. The sites are in the permitting phase with installation to begin in January 2006. There will be eastbound and westbound shelters serving in close proximity to the following businesses: Shoppes of Millenia, The Sony Store, Super Target, AmSouth Bank and Home Depot. The other two shelters will provide eastbound and westbound amenities for LYNX residential customers

accessing the stops near SouthGate and Caribbean Key Apartments. Link 24 (Millenia) and Link 40 (Americana Boulevard /Universal Orlando) currently serve these shelter locations.

Staff has met with the City of Lake Mary to discuss four potential shelter locations to serve customers utilizing Link 45. The four potential locations are as follows: Lake Mary Boulevard and 4th Street serving City Hall, Lake Mary Boulevard and S. Sun Drive, Lake Emma Road and Flagg Lane, and near Greenwood Boulevard and Sand Pond Road serving Workforce Central Florida.

LYNX staff met with Seminole County Planning and Engineering staff to discuss potential sites for a new Superstop to replace the current Fernwood transfer stops. Staff will continue to coordinate with Seminole County to determine the best location for LYNX' customers, the capital investment, Seminole County residents and future land uses.

Geographic Information Systems (GIS)

GIS staff has revamped the Geographic Network utilized internally at LYNX, which assists with trip planning, routing, bus stops, shelters, Superstops, Park and Ride Lots, service areas, Census data and ridership information. The overhauled system has been upgraded with new software that offers additional mapping and data capturing capabilities for staff. The Geographic Network now offers information on LYNX total shelters, bus stops, and Automated Passenger Counter (APC) ridership data at the click of a mouse. Training will be offered to staff during the month of February on the revised system and expanded capabilities.

SERVICE PLANNING AND SCHEDULING

Ridership Report Format

Based on input from the LYNX Board and senior leadership, the Monthly Ridership Report will be taking on a new look for FY 2006. A tabular format will be provided on the opening page of each Ridership Report. These tables will emphasize comparisons of ridership to the prior year as well as the prior month at a quick glance. The new Ridership Report format is also being rolled-out concurrent with a new Ridership Link on InLYNX – LYNX's employee intranet service. With one easy-to-find link, staff will now be able to locate the most recently reported ridership data available. This will ensure staff is providing consistent and accurate ridership information in response to inquiries received by local officials, media outlets and your constituents. Service Planning is pleased to offer the Board this new format and welcome any additional comments.

Trapeze FX Software Upgrade

The upgrade to Trapeze FX for Windows, the software LYNX uses for Operator scheduling and public timetable development, is now complete. Over the past several months, staff from the Service Planning and Transportation areas have been operating parallel with the old DOS-based system and the new Windows-based system. This has ensured that all data is calculating accurately, and interfacing with LYNX' dispatching and payroll systems. With the software upgrade complete, staff now has the capability of interfacing detailed scheduling data with additional software systems such as passenger trip itinerary planning and specialized GIS-based planning applications.

Information Item VII: LYNX Operating Center Report

To: LYNX Board Of Directors

From: **Lisa Darnall**
Chief Operating Officer
Allan Lemaux
(Technical Contact)
Jennifer Clements
(Technical Contact)
Sherry Zielonka
(Technical Contact)

Phone: 407.841.2279 ext: 3036

Item Name: LYNX Operation Center Update

Date: 1/19/2006

Project Update

Summary:

This project includes an operations base and a maintenance facility on 24.1 acres located at the corner of John Young Parkway and Princeton. The site is divided by LYNX Lane, a roadway project that is complete.

Maintenance Building (Building “A”) – The “L” shaped building is a pre-engineered structural steel structure with an exterior wall system consisting of a ten-foot high textured masonry wall and insulating metal panels above the masonry.

The construction of this building is approximately 50% complete. The following are the major activities for last month:

- Three vaults for the Rotary lifts have been installed
- Electricians continue to install underground conduit for the west wing
- Installation of overhead piping for the air conditioning units is being completed
- The Mechanical Contractor has completed the installation of underground plumbing for the west wing
- Installation of the interior wall framing is being completed
- Layout and preparation work continues for the fuel and oil in the lube room and equipment reels
- Installation of the overhead sprinkler system continues
- Framing and hanging sheet rock is continuing

Administration Building (Building “B”) – This building consists of structural steel interior framing and tilt-up exterior wall panels.

The construction of this building is approximately 60% complete. The following are the major activities for last month:

- Electricians are roughing-in for the electrical items
- The second floor and the concrete roof over the vaulting area have been poured
- Installation of the HVAC ductwork is being completed
- Installation of the interior wall framing is being completed
- Exterior primer coat of paint is complete

Pre-wash/Fueling/Wash Facilities (Building “C”) – The building consists of structural steel framing and tilt-up exterior wall panels.

The construction of this building is approximately 80% complete. The following are the major activities for last month:

- The exterior primer coat of paint has been completed
- Window frames are being installed

Fuel Storage Facility (Building “D”) – The building consists of structural steel framing and tilt-up exterior wall panels.

The construction of this building is approximately 75% complete. There were no new activities

Canopy Building (Building “E”) – Pre-engineered metal building.

The construction of this building is approximately 85% complete. There were no new activities.

LOC Schedule:

Issue IFB	September 15,2003
Due Date for Bids	November 19, 2003
LYNX Board Approval-Construction	January 22, 2004
Construction Start	May 2004
Receipt of Building permit	August 2004
Construction Completion	August 2006
Facility Start-up	September 2006
Grand Opening	October 2006

Information Item VIII: Rail Update

To: LYNX Board Of Directors

From: **Lisa Darnall**
Chief Operating Officer
Jennifer Clements
(Technical Contact)
Sherry Zielonka
(Technical Contact)

Phone: 407.841.2279 ext: 3036

Item Name: Rail Project Updates

Date: 1/19/2006

The progress reports submitted by the Florida Department of Transportation for the month of November 2005 are attached for review. All of the studies have been completed except for FlexBus, Commuter Rail, and the OIA Intermodal Center.



Production Meeting Summary

November 2005

Project ID Number: 412994
Description: North/South Commuter Corridor Environmental Assessment

Project Manager: Olore
Project Consultant: Earth Tech

Current Activities:

- Preparing materials for Public Hearing.
- Draft Wetlands Evaluation Report TRT comments to Consultant.
- Draft Endangered Species Biological Assessment Report TRT comments to Consultant.
- Draft Contamination Screening Evaluation Assessment Report TRT comments to Consultant.
- Submitted Chapter 1 of EA to TRT for review and comment.
- Submitted Chapter 2 of EA to TRT for review and comment.
- Analyzing Build traffic forecasts to determine impacts on traffic.
- Simulation of commuter and freight activities is being developed.
- Analyzing transit impacts with Build forecasts.
- Continued model refinement associated with Florida Hospital and ORHS stations.
- Continued to calculate volume-to-capacity ratios for 2025 No-Build condition.
- Continued evaluation of potential grade closures.
- Adjusted station layouts as necessary to accommodate results of drainage and pond siting analysis.
- Progressed VSMF technical memorandum.
- Submitted draft Central Control Facility Technical Memorandum.

Upcoming Activities:

- Continue preparing Environmental Assessment.
- Preparing Engineering Documentation

Schedule Status:

- EA to be finalized in Winter 2005/2006.

Project Issues:

None



Production Meeting Summary

November 2005

Project ID Number: 415349-1-22-01
Description: OIA Intermodal Center
Project Manager: Percival
Project Consultant: HNTB

Current Activities:

- Public Hearing held November 3, 2005.
- Final Environmental Assessment/FONSI and Public Hearing Summary submitted to FTA for review and comment.
- Comments on 30% Plans provided to study team.

Upcoming Activities:

- Public Hearing for PD&E scheduled for November 3, 2005.

Financial Status:

- Monies for project encumbered.

Schedule Status:

- Completion of PD&E study is anticipated in December 2005.

Project Issues:

None

Information Item IX: Federal Lobbyist's Activity Report

To: LYNX Board Of Directors

From: Linda Watson
CHIEF EXECUTIVE OFFICER
Pamela Durkin
(Technical Contact)

Phone: 407.841.2279 ext: 3017

Item Name: Federal Lobbyist's Activity Report

Date: 1/19/2006

WASHINGTON UPDATE – DECEMBER 23, 2005

In December Congress completed action on all the Fiscal Year 2006 Appropriations bills and adjourned for the year. The Transportation, Treasury, HUD Appropriations bill passed in late November and was signed into law on November 30, 2005. That law included an earmark of \$1,350,000 for LYNX for bus fleet expansion. That amount was in addition to the \$9,096,400 that LYNX received in the form of three earmarks in the multiyear surface transportation bill, SAFETEA-LU.

With the passage of the bill, we contacted the Orlando Congressional delegation to thank them on behalf of LYNX.

At the end of the month, a question arose regarding the wording of three of the LYNX earmarks. Specifically, two of the earmarks in the SAFETEA-LU bill and the appropriations earmark designate that the monies LYNX will receive should go for fleet expansion. Of course, LYNX is in the process of simultaneously replacing aging buses and expanding both its fleet and its service. If the Federal Transit Administration takes a hard line as to how LYNX can spend its bus purchase monies, it could greatly inhibit LYNX.

There were a number of conversations with FTA. At this point we hope that LYNX can prepare a long range fleet expansion plan that will meet the agency's requirements. If not, we will go to Congress and will request a legislative amendment to change the purpose of the funds. While getting such an amendment through Congress is not technically difficult, it may be many months before transportation legislation is considered.

As 2006 begins, LYNX needs to prepare its legislative agenda for FY 2007.

Congress adjourned late on Thursday, December 22, one of the latest adjournments in years. While a number of key bills were completed in the final days and hours of the session, a number

of others didn't make it and will have to be taken up next year. However, Congress isn't scheduled to get off to a very quick start in 2006 – the Senate doesn't reconvene until January 18 and the House, not until January 31.

Among the bills completed were all 13 federal agency FY06 appropriations bills. The last two bills – Labor/HHS and DOD were finalized on the last day of the session. The DOD funding bill became the annual legislative “Christmas tree”, meaning it was loaded down with all sorts of unrelated provisions as Members scrambled to include their pet issues in this “must do” bill. In some good news, the DOD bill includes \$29B in redirected funds for hurricane recovery efforts, including \$2.75B for FHWA Emergency Relief (ER) efforts to restore highway and bridge infrastructure in Louisiana and Mississippi. In some disappointing, but not unexpected news, the bill includes a 1% across the board cut on all domestic discretionary programs, except for some veterans' affairs programs.

This means that funds previously approved for transportation programs and projects in the FY06 DOT Appropriations bill passed in November will be reduced. The highway program initially funded at \$36B for FY06 will now receive \$35.67B, transit funded at \$8.6B will now receive \$8.5B and the FAA's AIP program funded at \$3.55B will now receive \$3.51B. These reduced amounts are all still higher than the FY05 levels.

A number of others bills did not survive the last minute rush to wrap up the session. A large tax cut bill and a \$40B budget reconciliation/reduction bill were not completed in time. Both bills are major priorities of the Republican leadership. The budget reconciliation bill no longer includes the Amtrak re-authorization language which the Senate had included in its version of the bill. The Senate hopes to introduce a stand-alone Amtrak bill early next year.

FTA: As previously reported, FTA issued a notice in the Federal Register on November 30 outlining program changes mandated by the transit title of the bill. Comments on the notice are due December 30. FTA held five listening sessions around the country during December, primarily on rural, JARC, New Freedom and Bus programs. Listening sessions on the New Starts and Small Starts programs will be held in February in San Francisco and in March in Texas and DC. FTA officials have confirmed that bus earmarks included in the FY'06 DOT Appropriations bill are in addition to any earmark a bus project may have received in the SAFETEA-LU bill for FY'06. In some disturbing news, it has been reported that OMB is proposing to cut the new SAFETEA-LU Small Starts program by 50% in its FY'07 budget request. SAFETEA-LU authorized the creation of the Small Starts program and funded it at \$200M per year beginning in FY'07. The final decision on a funding level rests with Congress and efforts are underway to contact key members of Congress in strong opposition to any cuts to this program.

Commissions: US DOT has submitted to Congress a plan to merge two separate Commissions that were authorized by SAFETEA-LU. The original legislation established both a National Surface Transportation Policy and Revenue Study Commission and a National Surface Transportation Infrastructure Financing Commission. Both commissions are set up to study the way highway and transit programs are funded and recommend potential alternative sources and methods of future funding. There has been a great deal of confusion about the overlapping goals

of the two panels and many industry groups have urged that they be combined in order to avoid duplication and conflicts. At this writing it appears that Congress adjourned without approving the merger plan.

Other News:

- Unofficial word is that Ms. Sandy Bushue, currently a Vice President in the Washington DC office of Siemens, will shortly be named FTA Deputy Administrator. Sandy previously served at US DOT as a Special Assistant to former Secretary Sam Skinner. No announcement yet on a candidate for the Administrator position, but it is widely rumored that Jim Simpson, a former NY MTA board member, is being vetted by the White House for the position.

LYNX LEGISLATIVE UPDATE

December 2005

The Legislature held a Special Session focusing on Medicaid Reform and Slots Implementation and Regulation during the week of December 5th. We attempted to include the legislation to reform the Commission on the Transportation Disadvantaged in the call for the special session, but it was unfortunately ruled outside the call. Senator Lee Constantine and Representative Julio Robaina (R-Miami), who were last year's bill sponsors, introduced SB 36B and HB 19B respectively. Both of these bills died on the calendar because they were not added to the call.

The Senate and House completed the special session at 4:50 p.m. on December 8th, accomplishing the following: enacted two pilot programs in Broward and Duval counties as part of the Medicaid reform; developed regulations for slot machines in four Broward County parimutuel facilities; banned all gifts from lobbyists to legislators, executive officials and employees; increased the state minimum wage effective January 1st; modified the guidelines for in-kind contributions to state or county political parties; added judgeships for Collier County; and offered property tax discount extensions to counties affected by the hurricanes.

During this same week, the House and Senate also held committee meetings. The House Transportation Committee heard a presentation on December 6th of proposed transportation legislation for the 2006 Legislative Session. Those items include: raising the turnpike bond cap; clarifying several administrative issues, membership issues, powers and duties definitions, reporting requirements and voting requirements for metropolitan planning organizations; specifying penalties for toll plaza violations and obscuring license plates; expanding uses for the SunPass transponders; providing stricter definitions for the placement of license plates; clarifying laws governing blood/breath alcohol levels; requiring those seeking a motorcycle endorsement on their license to attend a safety education course; lowering the age of those seeking a State of Florida identification card; make definitional changes to the REAL ID Act to reflect the newly enacted federal legislation; and eliminate the \$10 address change fee for driver's licenses.

Lena met with a number of legislators this month to discuss various legislative issues of interest to LYNX, requesting their support for LYNX' budget requests and key priorities. The Community Budget Information Request forms were made available during the third week of the month, with a due date of January 14th. LYNX will be seeking sponsorships for funding of bus shelters and replacement buses.

Representative Julio Robaina filed the companion bill to SB 634 by Senator Lee Constantine regarding the reform of the Commission on the Transportation Disadvantaged. HB 487 was filed on December 6th and was referred to the Fiscal Council and State Infrastructure Council on December 23rd. The Senate bill, SB 634, received its committee references on December 14th. They are Transportation, Governmental Oversight and Productivity and Transportation and Economic Development Appropriations.

The Commission on the Transportation Disadvantaged held its quarterly meeting in Miami on December 8th-9th. Commissioner Peter Gianino was re-elected Chair for the one term by a vote of 11-9 and Commissioner J.R. Harding was elected Vice-Chair. The CTD postponed its legislative committee meeting until January. Their 2006 Legislative Platform includes efforts to maintain and increase the Transportation Disadvantaged Trust Fund and Medicaid Non-Emergency Transportation accounts, educating the Legislature on the rate structure model standardization and protecting certain provisions related to Chapter 427, F.S.. This last item refers to the CTD reform legislation, with the CTD supporting most of the changes outlined in Constantine and Robaina's bills. The CTD prefers the agency representatives to have a vote on the Commission, whereas Constantine and Robaina's bills recommend the agency representatives to be members but not have a vote. Other CTD recommended changes include replacing one handicapped user with an elderly user and for the CTD to lobby to remove the allocation language in the bills.

LYNX's Legislative Luncheon scheduled for December 15th was cancelled due to schedule conflicts on the part of the members of the legislative delegation. Several business partners such as Disney, Universal Studios, TECO Energy and the city and county were co-hosting the event and inviting legislators to participate in a round-table forum on Central Florida transportation issues.

Other transportation bills of interest to LYNX filed this month include SB 1072 by Senator Steve Geller (D-Hallandale Beach) related to High Occupancy Vehicle Lanes; SB 868 by Senator Skip Campbell (D-Tamarac) and HB 277 by Representative Ron Greenstein (D-Coconut Creek) related to motor vehicle fuel efficiency incentives; and SB 950 and SB 954 by Senator Jim Sebesta (R-St. Petersburg), which are shell bills for transportation issues. The previously filed SB 210 by Senator Baker regarding transit fares still has no companion bill in the House.

LYNX received a State Infrastructure Bank loan for \$7.6 million for its area-wide service expansion program. This funding will be used to secure sixteen (16) additional buses for development of new service routes. An additional \$100 million in SIB loans is available this year from non-recurring revenue thanks to the growth management legislation.

Robert Miller met with Belinda Balleras to discuss funding options and strategies related to the approved 2006 LYNX Legislative Priorities. Among the items discussed were the New Starts Transit program, funding for hybrid electric and hydrogen powered vehicles, current and future SIB loans and potential pilot/test programs.

Lastly, Lena met with J. Marsh on December 20th to discuss legislative strategy, the Community Budget Information Requests, and general LYNX updates.