

Lois presenting at the APA WA Annual Conference - Oct. 12









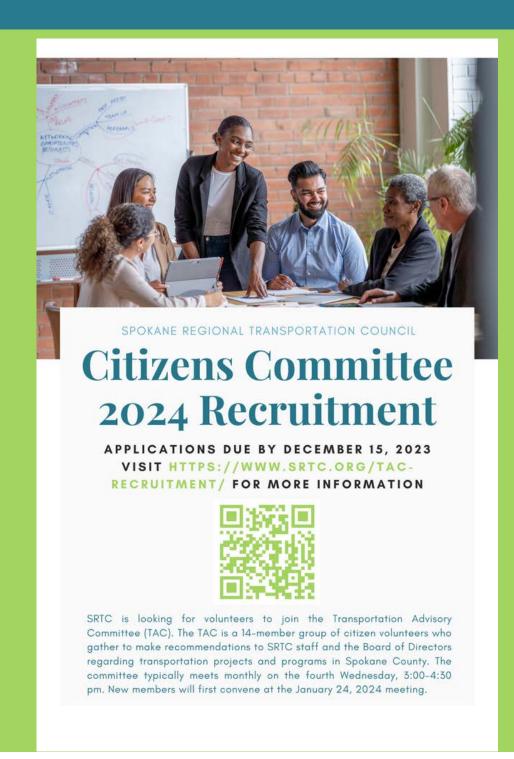








We are currently recruiting participants for the Equity Working Group!







We are currently recruiting members for the TAC!





2024 Unified List of Regional Transportation Priorities (Federal Version)

SRTC Board of Directors
Agenda Item 4 | Page 11

November 9, 2023

Requested Action

Approval of Resolution R-23-29, adopting the 2024 Unified List of Regional Transportation Priorities (Federal Version).



Unified List & Policy Statements

A strategic tool used to communicate current regional transportation priorities to legislators for potential funding opportunities.





State & Federal Delegation Feedback

- Prepare Unified List earlier (September)
- Develop separate products for state and federal use
 - > Focused policy statements (state vs. federal audience)
 - Specific funding request amounts differ
 - Included projects remain the same



Legislative Priority Statements

Priority A

Continue funding critical programs that provide needed resources to improve transportation <u>SAFETY</u>

Priority B

Continue funding transportation system
MAINTENANCE AND PRESERVATION

Priority C

Modernize the <u>FEDERAL FUNDING FORMULA</u> to ensure funding equitably supports population centers

2024 LEGISLATIVE PRIORITY STATEMENTS

APPROVED BY THE SRTC BOARD OF DIRECTORS ON [APPROVAL DATE]

Priority A Continue funding critical programs that provide needed resources to improve transportation SAFETY



Nearly 95% of people who die using our Nation's transportation networks are killed on our streets, roads, and highways. Roadway fatalities and the fatality rate declined consistently for 30 years, but progress has stalled over the past decade and went in the wrong direction in 2020 and 2021. There were 42,939 lives lost on U.S. roads in 2021—the largest number of fatalities since 2005 (Source: USDOT). The Bipartisan Infrastructure Law (BIL) bolstered the Highway Safety Improvement Program (HSIP) with an infusion of additional funds and created a new grant program, Safe Streets for All (SS4A). These programs are critical in supporting a reduction in fatalities and serious injuries.

SRTC encourages our federal partners to continue funding for these programs into the next transportation authorization. Some local agencies are just getting underway with developing SS4A planning "action" grants and will need time to plan and prepare implementation grants to fully release the benefit of the program.

Priority B Continue funding transportation system MAINTENANCE & PRESERVATION

Every day people, communities and businesses throughout our Nation rely on the existing network of highways, roads and bridges. Our transportation system gets goods to market, people to work, students to school, and so much more. Recently FHWA estimated a \$1 trillion backlog in repairs and maintenance needed to improve the condition of more than 619,000 bridges and 4 million miles of public roads. SRTC is appreciative of the BIL in providing a level of funding that addresses the need to repair and replace aging infrastructure. However, there will continue to be a need for investment in maintenance and preservation beyond the life of the current BIL.

SRTC supports a long-term balanced approach to funding will allow states and local agencies to plan and program needed system preservation and maintain appropriate workforce levels to properly address and deliver roadway maintenance and preservation projects.



Priority C Modernize the FEDERAL FUNDING FORMULA to ensure funding equitably supports population centers



The BIL provided \$303.5 billion in contract authority from the Highway Trust Fund. Of this amount, 90% was apportioned to the states by formula. Another \$47.3 billion in funding from the General Fund was provided for the Highway Infrastructure Program. Roughly 72% of that was distributed to the states by formula. Unfortunately, the formula used to allocate highway funding relies on 2000 census data. Utilizing outdated data in any calculation undermines the program it's intended to serve. Furthermore, higher growth states, like Washington, are not receiving the share of funding needed to address the mobility demands of a growing population. Since 2000, the population in Washington increased just over 30% (from 5,910,912 in 2000 to 7,724,031 in 2020) while the US overall grew by just under 19%.

SRTC urges law makers to support proposed legislation to modernize the data used in transportation apportionments so that funding continues to be distributed equitably among population centers around the nation. The cumulative impacts of this disparity disadvantage states that are experiencing the most significant increases in demand.



Additional Priority Areas

Priority D: Ensure access to transportation in support of <u>AFFORDABLE</u> HOUSING STRATEGIES

Priority E: Fund regionally critical projects on the **SRTC UNIFIED LIST**

Priority F: Encourage diversity in the development of <u>CLEAN FUEL</u> <u>TECHNOLOGIES</u>

Priority G: Address funding gaps that are anticipated due to the loss of **GAS TAX REVENUE**

Priority H: Enhance transportation investments that support FAIRCHILD AIR FORCE BASE (FAFB) as the significant military installation in Spokane County

2024 ADDITIONAL PRIORITY AREAS

APPROVED BY THE SRTC BOARD OF DIRECTORS ON [APPROVAL DATE]



Ensure access to transportation in support of <u>AFFORDABLE HOUSING STRATEGIES</u>

- Ensure access to affordable, reliable, and equitable transportation options which are an integral component of affordable housing strategies.
- ▶ Provide additional resources to local jurisdictions to plan for and accommodate affordable housing.

Priority E

Fund regionally critical projects on the SRTC UNIFIED LIST

▶ Invest in projects collaboratively identified by the SRTC Board of Directors in the Unified List.



Priority F Encourage diversity in the development of CLEAN FUEL TECHNOLOGIES

- Assess the need for and continue to develop electric charging infrastructure capacity.
- Support the emergence of alternative fuels in support of low or no emission transportation across the spectrum of vehicle types through pilot projects or other means.

Priority G

Address funding gaps that are anticipated due to the loss of GAS TAX REVENUE

- ► Create a strategy to address the loss of gas tax revenue that includes increasing the public's awareness and understating of the issue.
- ► Support pilot projects that will assist in identifying transportation revenue strategies.





Priority H

Enhance transportation investments that support <u>FAIRCHILD AIR FORCE BASE</u> (FAFB) as the significant military installation in Spokane County

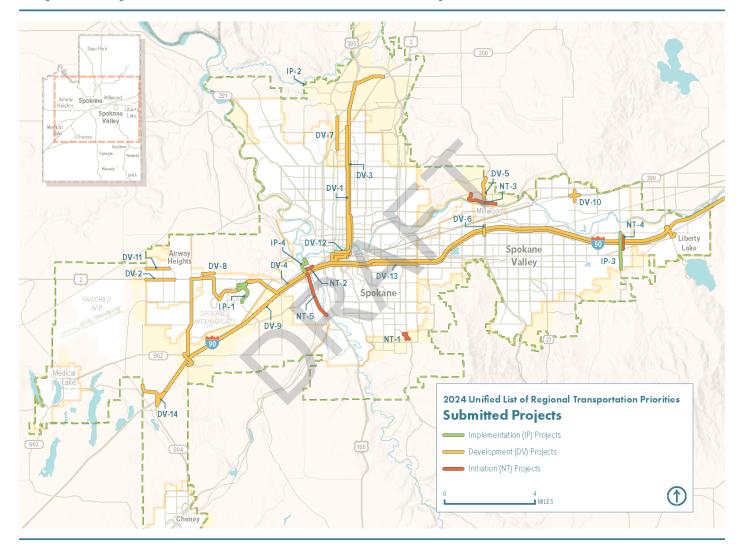
➤ Support transportation safety and mobility strategies that ensure air force personnel's ability to access FAFB and ensure adequate military response times.



2024 UNIFIED LIST OF REGIONAL TRANSPORTATION PRIORITIES

APPROVED BY THE SRTC BOARD OF DIRECTORS ON [APPROVAL DATE]

The SRTC Unified List of Regional Transportation Priorities outlines critical investments to improve the performance of the regional transportation system. The Unified List includes a variety of project types supported collectively by members of SRTC with consideration for equity, economic vitality, and safety among other screening criteria that indicate beneficial outcomes to both the state and the region.



Project Status Categories

IMPLEMENTATION

- ➤ Design ≥ 60% complete, significant progress has been made towards right-of-way, and environmental approvals are underway
- ► Project is identified in a local, regional, and/or state plan

DEVELOPMENT

- ➤ Design ≥ 30% complete, right-ofway needs identified, environmental has been initiated and/or substantial percentage of funding has been secured
- ► Project is identified in a local, regional, and/or state plan

INITIATION

- ▶ Design is < 30% complete
- ▶ Project is in the early stage of development and has, at a minimum, been identified in a planning study

IMPLEMENTATION PROJECTS TOTAL PROJECT FED FUNDING PROJECT TITLE AGENCY MAPID DESCRIPTION From Interstates to Airways: IP-1 Construct a grade-separated interchange at Spotted Rd over Airport Dr and \$37,217,324 No Federal Spotted Rd & Airport Dr Safety relocating Spotted Rd outside of the Runway Protection Zone for the Airport's Request & Multimodal Improvements primary instrument runway. STA Fleet Electrification IP-2 Purchase of battery-electric buses (BEB) and required infrastructure to reach \$38,800,000 STA No Federal the 40 vehicle capacity at the Boone NW Garage and the required infrastructure. Request Widen & reconstruct Barker Rd to a 5-lane urban arterial (Mission to Appleway), a \$28,620,000 South Barker Rd Corridor \$15,338,700 Valley 3-lane urban arterial (Appleway to city limits) and add roundabouts at Sprague, 4th, and 8th aves. Spokane IP-4 Construct a shared-use path connecting the existing Fish Lake Trail to Centennial Fish Lake Trail Connection \$19,474,569 Phases 1-3 **DEVELOPMENT PROJECTS** TOTAL PROJECT FED FUNDIN PROJECT TITLE AGENCY MAP ID DESCRIPTION Spokane DV-1 Install parallel and connecting active transportation improvements along the **Division St Active** \$25,800,000 \$25,800,000 Division Corridor to support safe first/last mile bike/ped connections to BRT **Transportation Access Improvements** Airway DV-2 Add pathways and sidewalk, improved pedestrian crossings, traffic calming, \$24,480,200 \$21,467,200 US Hwy 2 transit stations, and roundabout traffic control. **Multimodal Improvements** Heights DV-3 Enhances transit along corridor w/more frequent service, transit signal priority, \$202,000,000 **Division Bus Rapid Transit** STA No Federal all-door boarding, and dedicated business access and transit lanes (BAT) for Request more than half the corridor. DV-4 Revise to a HPT corridor, from West Plains/SIA to Spokane Valley and Liberty \$2,450,000 I-90 / Valley \$36,000,000 High Performance Transit Lake. Construct two new park & rides (Appleway Station and Argonne Station) and modify Mirabeau Point Park & Ride. Spokane DV-5 Reconstruct Argonne Rd/Upriver Dr Intersection, upgrade bike/ped and ADA Argonne Rd Safety \$7,280,000 \$6,680,000 County connections, and add safety improvements at Wellesley Ave intersection. Improvements Argonne Bridge at I-90 Spokane DV-6 Widen or replace existing Argonne Rd bridge over I-90, including the addition of \$24,000,000 \$22,500,000 Valley a third travel lane and shared use path. DV-7 Project includes pavement restoration, stormwater infrastructure, new sewer \$15,490,000 \$7,490,000 Safety & Capital Improvements County force main, and pedestrian crossing and intersection improvements at Country West Plains Connection -Spokane DV-8 Extend existing roadway as a two-lane boulevard or three-lane urban collector \$4,877,622 \$4,877,622 Spokane Phase for a total of 3.65 miles, adding bicycle lanes, separated sidewalks, multi-use paths, and transit stops. I-90 TSMO Improvements WSDOT DV-9 Various TSMO improvements from SR 904 to Idaho state line, such as variable \$24,000,000 \$20,760,000 message signs, ramp meters, variable speed limits, queue warning detection, and wrong way detection. Sullivan / Trent Interchange Spokane DV-10 Reconstruct Sullivan Rd/SR 290 interchange, including on/off ramps, to restore \$42,774,021 \$35,179,224 long-term capacity and satisfy projected traffic growth from 2022 Bigelow Gulch-Forker Road connection.



PROJECT TITLE	AGENCY	MAP ID	DESCRIPTION	TOTAL PROJECT COST	FED FUNDING REQUEST
6th Ave Multimodal Improvements	Airway Heights	DV-11	Various multimodal improvements on 6th Ave, from Craig Rd to Russell St.	\$7,280,000	\$2,860,800
Spokane Falls Blvd	Spokane	DV-12	Construct full depth roadway, repair sidewalk, lighting, communication conduit and cable, signal and utility updates, and accessible Pedestrian Signals (APS) updates as appropriate.	\$8,149,426	\$7,397,546
3rd Ave: Perry to Havana Improvements	Spokane	DV-13	Full depth reconstruction aligning with NSC work, including elements not in WSDOT scope—sidewalk, curb ramp, addressing drainage, water/sewer, and streetscaping improvements.	\$8,000,000	\$8,000,000
Craig Rd & I-90 Four Lakes Connection	Spokane County	DV-14	Modify I-90 Four Lakes interchange and complete a link to the existing Craig Rd.	\$25,241,000	\$19,032,500

INITIATION PROJECTS					
PROJECT TITLE	AGENCY	MAP ID	DESCRIPTION	TOTAL PROJECT COST	FED FUNDING REQUEST
Freya St / Palouse Hwy Roundabout	Spokane	NT-1	Construct a roundabout and improve sidewalk or pathway connections in all four directions, including extending the Palouse Hwy shared-use pathway through Freya St.	\$4,988,000	\$4,900,000
Latah Bridge Rehabilitation	Spokane	NT-2	Replace and widen bridge deck, railing, sidewalks, and rehabilitate select structural elements. Project includes improved pedestrian and transit facilities (shared-use path, bike lanes, and space for future light rail transit line).	\$55,966,000	\$55,966,000
Centennial Trail / Argonne Gap Project	Spokane County	NT-3	Improve connectivity at the Argonne Rd crossing adjacent to Centennial Trail, including improved crossings to reduce bike/ped vs vehicular incidents and reduce stress at Argonne Rd/Upriver Dr intersection.	\$8,470,000	\$8,470,000
Barker Rd & I-90 Interchange	Spokane Valley	NT-4	Replace single-lane roundabout and 2-lane bridge with new 2-lane roundabout and 4-lane bridge to accommodate existing traffic and growth.	\$40,000,000	\$40,000,000
US 195 Corridor Projects	Spokane	NT-5	Connect Lindeke St to Thorpe Rd and create a two-way Inland Empire Way and Cheney-Spokane Rd connection. Streetscape improvements include sidewalks, lighting, landscape buffers, and bike lanes.	\$18,394,333	\$18,394,333

2024 Unified List of Regional Transportation Priorities Summary by Project Status Category

PROJECT STATUS CATEGORY	# OF PROJECTS	TOTAL COST OF PROJECTS	TOTAL FEDERAL FUNDING REQUEST	% OF TOTAL COST REQUESTED
IMPLEMENTATION	4	\$121,111,893	\$29,937,513	24.7%
DEVELOPMENT	14	\$455,372,269	\$184,794,892	40.6%
INITIATION	5	\$136,552,333	\$127,730,333	93.5%
TOTAL	23	\$71 3,036,495	\$342,462,738	48.0%



REGIONAL SAFETY PROJECTS

As a pilot project, SRTC and WSDOT—Eastern Region worked together to achieve consensus and identify strategic safety investments for the Spokane region. To accomplish this, the agencies collaboratively conducted a vulnerable road users safety analysis and identified two high-priority projects found in the Safety Projects section of the 2024 SRTC Unified List.

Moving forward SRTC will develop a regional safety action plan with funding from the Safe Streets and Roads for All program to further prioritize safety projects and reduce serious injuries and fatalities.

2024 Unified List of Regional Transportation Priorities Safety Projects

Identified in WSDOT Eastern Region/SRTC Safety Collaboration Pilot Project

- ► Regal St & 44th Ave
- Total Project Cost: \$598,679
- ► From Interstates to Airways: Spotted Rd & Airport Dr Safety & Multimodal Improvements

 See Project IP-1 under Implementation Projects for details







Based on a regional crash data analysis, both the Regal Street/44th Avenue (above left) and Spotted Road/Airport Drive (above right) intersections were identified as locations for strategic safety investments in the WSDOT Eastern Region/SRTC Safety Collaboration Pilot Project.

Requested Action

Approval of Resolution R-23-29, adopting the 2024 Unified List of Regional Transportation Priorities (Federal Version).





CY 2024 Transportation Improvement Program (TIP) Guidebook

SRTC Board – For Action
Ryan Stewart, Principal Transportation Planner

Agenda Item 5, Page 23

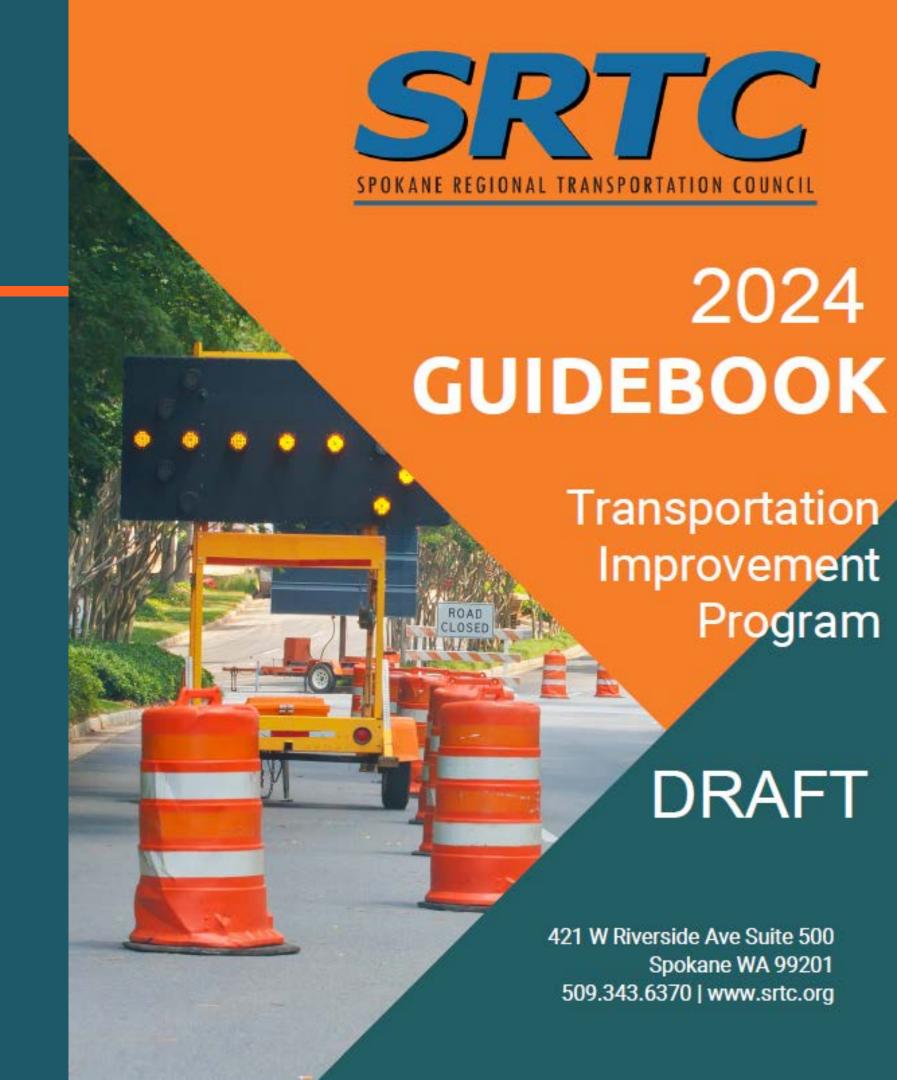
11/09/23

Requested Action

Approve Resolution R-23-30 adopting the CY 2024 TIP Guidebook.

TIP Guidebook

- Outlines goals & objectives of the TIP
- Identifies polices & procedures
- Important timelines
- Updated annually



2024 Updates

- Added language about the Carbon Reduction Program (CRP)
- Minor updates to Policies 1.4, 2.1, 2.3, 3.1
- Developed new Policy 3.6 for time-sensitive amendments
- Added language to Policy 4.8 and Policy 6.8
- Updated amendments and administrative modification schedules

Policy 3.6

Special Amendment Circumstances

In the case when a TIP Amendment is time-sensitive and the SRTC Board does not have a regularly scheduled meeting, or a Board meeting is cancelled due to unforeseen events, SRTC will process the TIP Amendment and retroactively request Board approval at the next available Board meeting. SRTC staff will coordinate with the Board Chair in these circumstances.

Policy 4.8

SRTC will consider the following strategies to meet an obligation target when shortfalls are anticipated:

- Advancing projects or project phases from future years.
- Exchange federal funds for local funds between phases or stages of a single project or between projects in the same agency.
- Advancing contingency list projects if funding is available.
- Increase the federal share of awarded projects (no more than maximum federal share can be awarded)
- Swap different types of federal funding between eligible projects or project phases for fiscal constraint or to help meet annual obligation target. (Example: Replace HIP funding with STBG, so STBG funds will count toward annual obligation target)
- Reassign deobligated funding.

Policy 6.8 – Contingency Funding Process

Contingency funds become available if previously selected projects from that fund source are removed from the TIP by Board action, funds are voluntarily returned by the sponsoring agency, or additional funds become available for some other reason (for example: annual allocations higher than anticipated). The SRTC is responsible to reassign those funds.

As stated in Policy 4.7 SRTC maintains a Contingency List which will be used as the basis for this contingency funding process for available STBG, STBG-SA, CMAQ or other SRTC-awarded funds. The following criteria guides the contingency funding process:

- . Evaluate the eligibility of Contingency List projects that meet the technical requirements of the available funding sources;
- Review project readiness from the above identified projects to maximize project delivery;
- . Review the capability of available funding to complete a project or phase;
- . Analyze obligation authority targets and schedules to ensure the programming of SRTC- managed federal funds meet project obligations targets;
- . Evaluate the distribution of available funds across all agencies and agency designations;
- Provide a recommendation for the use of continency funds.

Schedule updates

Amendment & Admin. Mod.

- No July TAC & TTC Meeting
- No Aug Board Meeting

January Amendment	
Amendment Request Due Date	12/01/23
SRTC Staff Review & Air Quality	12/04 - 12/08/23
Public Comment Period (10 day)	12/11 - 12/20/23
TTC & TAC Recommendation	12/20/23
SRTC Board Approval	1/11/24
WSDOT STIP Amendment Due Date	1/19/24
FHWA/FTA STIP Approval	~2/16/24

February Amendment	
Amendment Request Due Date	1/5/24
SRTC Staff Review & Air Quality	1/8 - 1/12/24
Public Comment Period (10 day)	1/15 – 1/24/24
TTC & TAC Recommendation	1/24/24
SRTC Board Approval	2/8/24
WSDOT STIP Amendment Due Date	2/16/24
FHWA/FTA STIP Approval	~3/15/24

March Amendment	
Amendment Request Due Date	2/2/24
SRTC Staff Review & Air Quality	2/5 - 2/9/24
Public Comment Period (10 day)	2/12 - 2/21/24
TTC & TAC Recommendation	2/21/24
SRTC Board Approval	3/14/24
WSDOT STIP Amendment Due Date	3/16/24
FHWA/FTA STIP Approval	~4/19/24

April Amendment	
Amendment Request Due Date	3/1/24
SRTC Staff Review & Air Quality	3/4 - 3/8/24
Public Comment Period (10 day)	3/11 - 3/20/24
TTC & TAC Recommendation	3/20/24
SRTC Board Approval	4/11/24
WSDOT STIP Amendment Due Date	4/15/24
FHWA/FTA STIP Approval	~5/17/24

May Amendment	
Amendment Request Due Date	4/5/24
SRTC Staff Review & Air Quality	4/8 - 4/12/24
Public Comment Period (10 day)	4/15 - 4/24/24
TTC & TAC Recommendation	4/24/24
SRTC Board Approval	5/9/24
WSDOT STIP Amendment Due Date	5/17/24
FHWA/FTA STIP Approval	~6/21/24

June Amendment	
Amendment Request Due Date	5/3/24
SRTC Staff Review & Air Quality	5/6 - 5/10/24
Public Comment Period (10 day)	5/13 - 5/22/24

1 1	
July Amendment	
Amendment Request Due Date	6/7/24
SRTC Staff Review & Air Quality	6/10 - 6/14/24
Public Comment Period (10 day)	6/17 - 6/26/24
TTC & TAC Recommendation	6/26/24
SRTC Board Approval	7/11/24
WSDOT STIP Amendment Due Date	7/19/24
FHWA/FTA STIP Approval	~8/16/24

August Amendment	
Amendment Request Due Date	No Amendment
SRTC Staff Review & Air Quality	No Amendment
Public Comment Period (10 day)	No Amendment
TTC & TAC Recommendation	No Amendment
SRTC Board Approval	No Amendment
WSDOT STIP Amendment Due Date	No Amendment
FHWA/FTA STIP Approval	No Amendment

September Amendment	
Amendment Request Due Date	8/2/24
SRTC Staff Review & Air Quality	8/5 - 8/9/24
Public Comment Period (10 day)	8/12 - 8/21/24
TTC & TAC Recommendation	8/28/24
SRTC Board Approval	9/12/24
WSDOT STIP Amendment Due Date	9/20/24
FHWA/FTA STIP Approval	~10/18/24

October Amendment	
Amendment Request Due Date	9/6/24
SRTC Staff Review & Air Quality	9/9 - 9/13/24
Public Comment Period (10 day)	9/16 - 9/25/24
TTC & TAC Recommendation	9/25/24
SRTC Board Approval*	10/10/24
WSDOT STIP Amendment Due Date	10/18/24
FHWA/FTA STIP Approval	~11/15/24

*The SRTC Board will also be approving 2025-2028 TIP at this meeting.

No amendments will be processed by WSDOT in November or December; the amendment process for the 2024 TIP is closed after the October cycle.

Requested Action

Approve Resolution R-23-30 adopting the CY 2024 TIP Guidebook.



Questions?

Ryan Stewart

Principal Transportation Planner

Spokane Regional Transportation Council

421 W Riverside Ave Suite 500 | Spokane WA 99201

(509) 343-6370 | rstewart@srtc.org | www.srtc.org

City of Spokane Transportation Priorities

Kevin Picanco Principal Engineer October - 2023





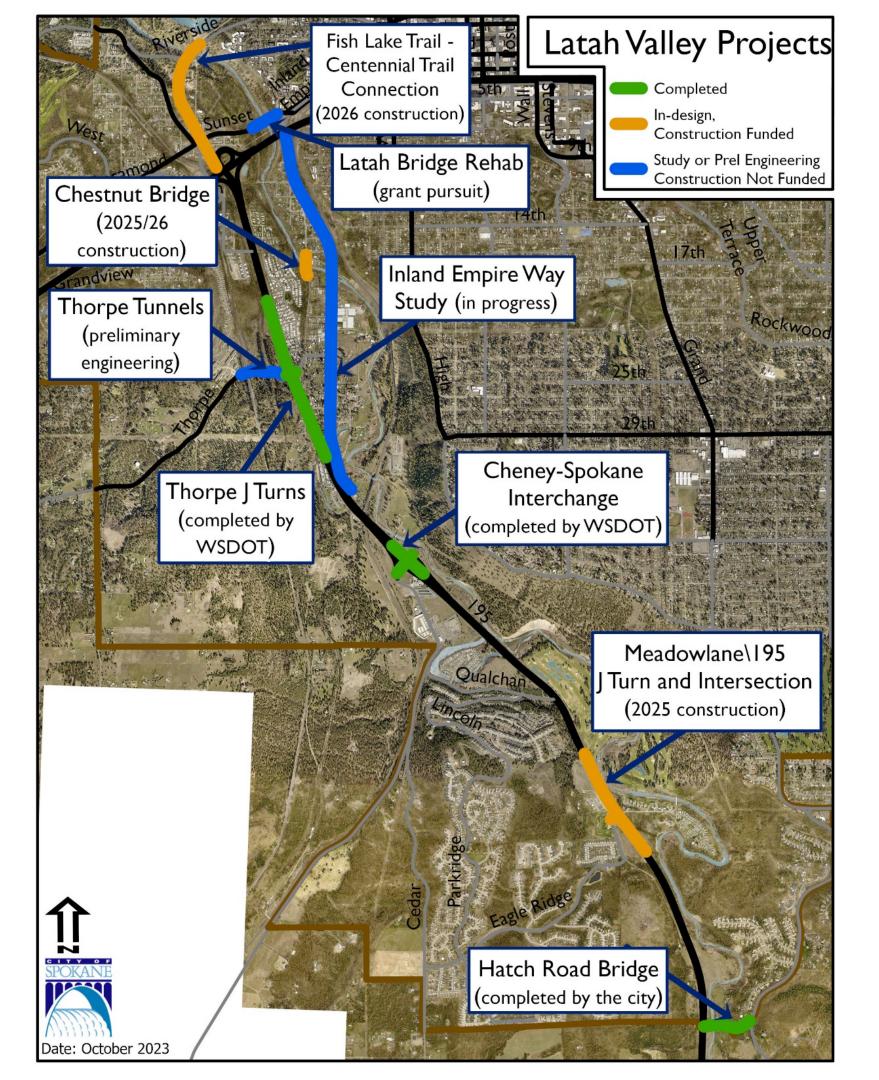
<u>Challenges</u>

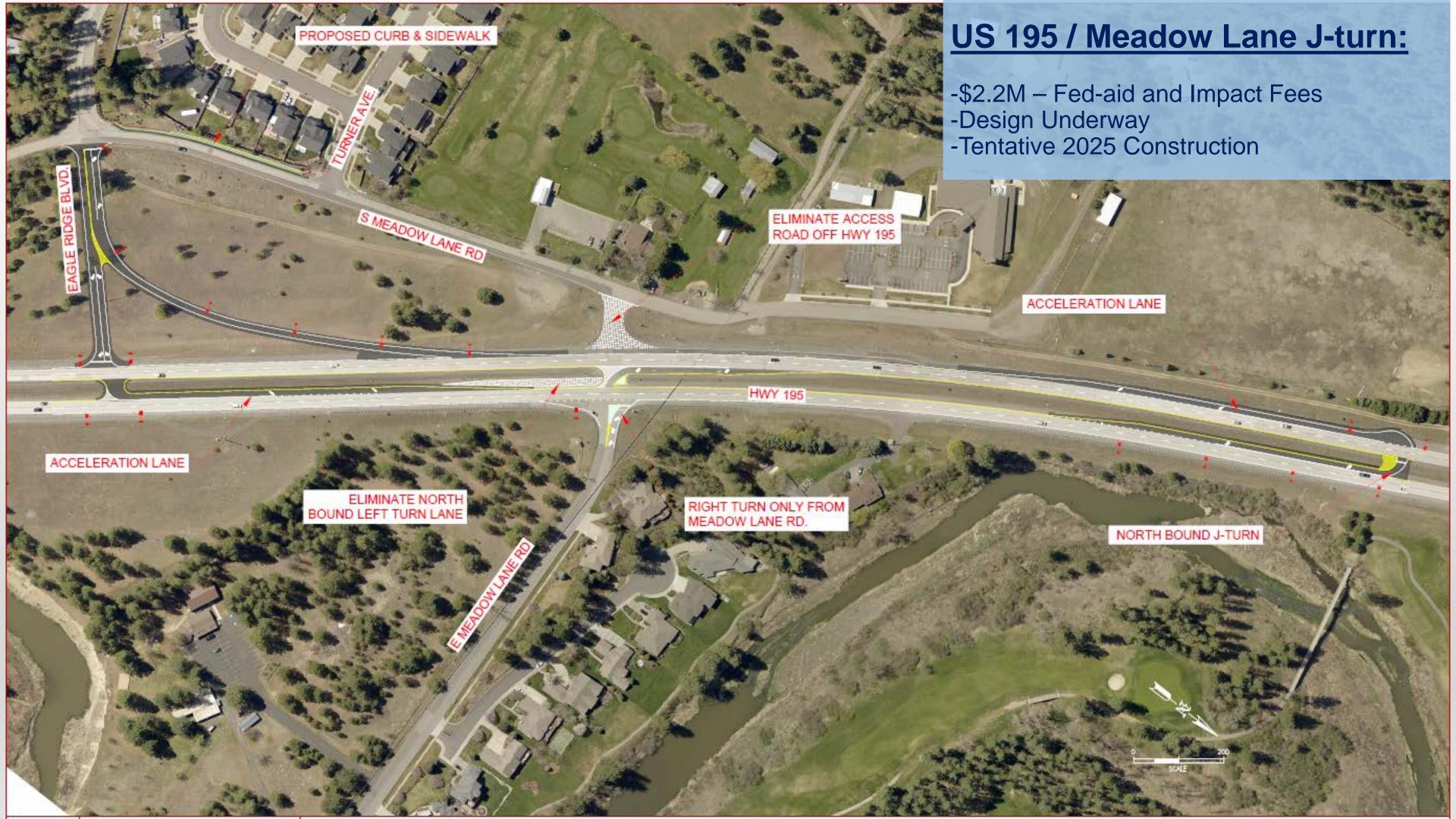
- Aging Infrastructure
- Ongoing growth / development
- Cost Escalation
- Project Delivery / Workload

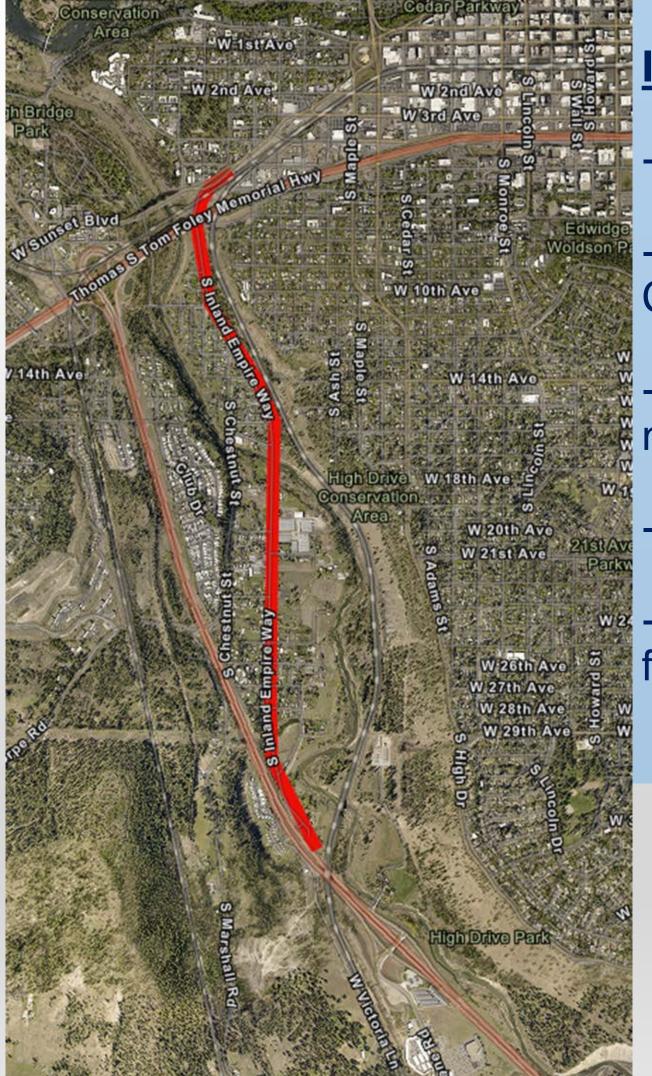
Priorities

- Latah Valley / 195 Corridor
- Maintenance / Preservation
 - Streets & Bridges
- Bike and Pedestrian
 - Safety
 - System Expansion
- Major Rebuilds
 - Right size and multimodal focus

Latah Valley Transportation Projects

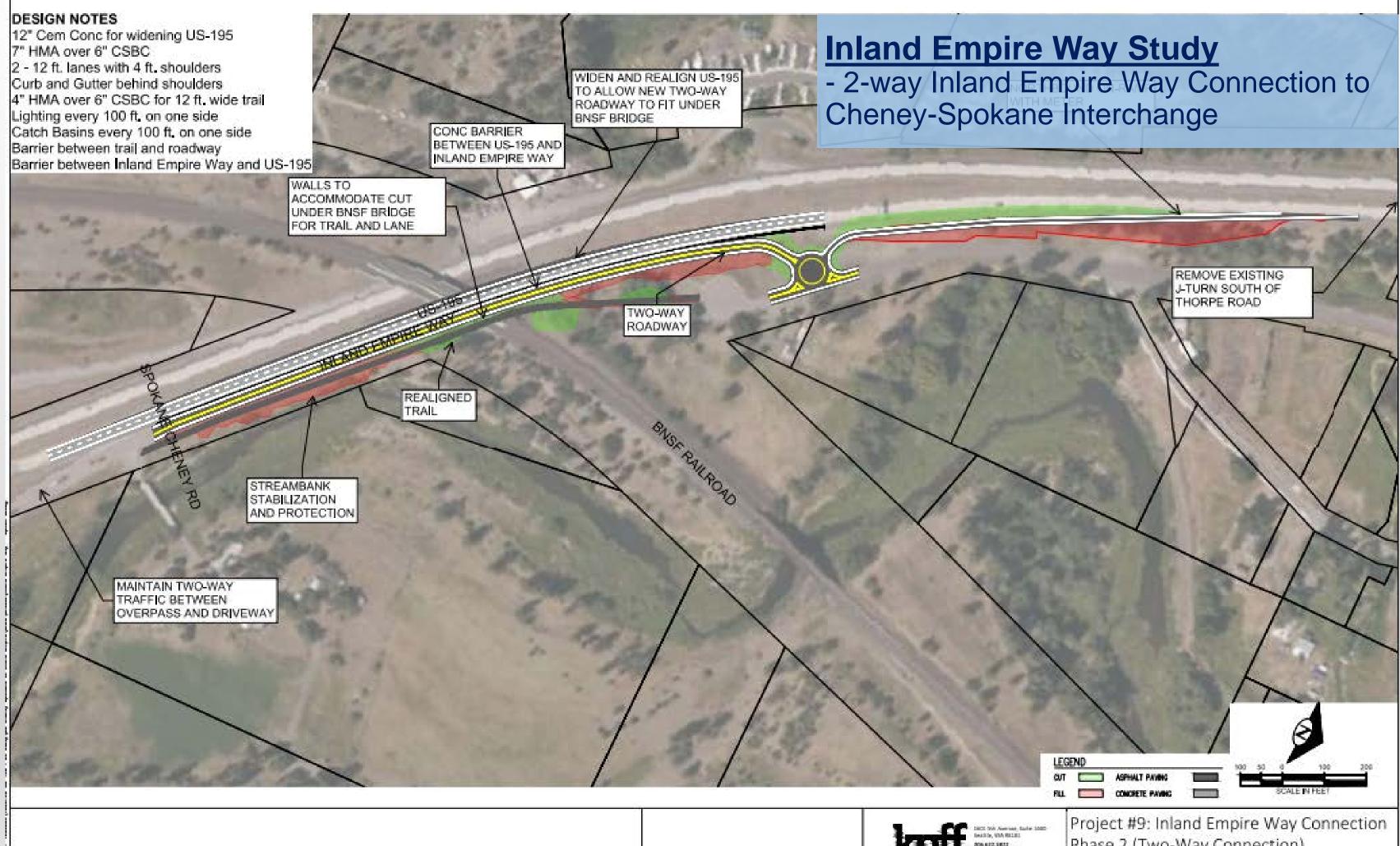






Inland Empire Way Study

- -In-process, continue through 2024
- -Focused on 2-way Inland Empire Way Connection to Cheney-Spokane Interchange
- -Examine impacts and any improvement needs for Inland Empire Way
- -SRTC Unified List
- -Outcome part of future grant package pursuit for US 195 Corridor





Phase 2 (Two-Way Connection)

Latah Bridge Rehab:

- -Constructed 1913
- -Pursue FHWA Bridge Investment Program (BIP) Grant- early 2024
- -Updated inspection and load rating in process
- -\$65M (2027 \$) anticipated total project cost
- -Construction pending funding; 2027 at earliest
- -SRTC Unified List





Thank You

Contact: Kevin Picanco

Email Address: kpicanco@spokanecity.org





2024 SRTC Handbook - Draft

SRTC Board – For Information & Discussion Greg Griffin, Administrative Services Manager Agenda Item 7, Page 32

11/09/23

Page – i - Disclaimer

"Employment between SRTC and each employee is at-will, which means either SRTC or the employee may terminate the employment relationship with or without cause at any time. Nothing in this handbook (1) is intended to create, and shall not be construed as, a contractual arrangement or agreement between SRTC and the employee; (2) shall be construed to affect or modify the employee's at-will employment; or (3) shall be construed as a guarantee or promise of specific treatment in specific situations or as a guarantee of continued employment."

Page – 8 – Conflicts of Interest (Summary of additions)

- SRTC's Executive Director may authorize acceptance of a Speaking/Presenting honorarium and/or travel expense reimbursement...
- It is understood that SRTC is the primary employer for full time employees of SRTC. Should any employee wish to engage in any outside employment, work for hire, contract work, speaking or presenting, or any other work...
 - the employee shall notify the Executive Director;
 - the employment shall not create a conflict of interest for SRTC; and
 - it shall not otherwise interfere with the employee's responsibilities.
- If the employee is being compensated independently, they are acting independently and are not acting as an employee.
- The provision does not apply to a part-time or intern employee.
- 2 CFR 200.430 reference added regarding compensation

Page – 15 – Defined 'Paid Status'

- "Paid Status" is defined as being paid for time while:
 - At work in office or remotely per SRTC policy
 - On paid-time-off (PTO) or other hours, including, but not limited to, holidays (regular & floating)
 - On State Disability Leave or State Paid Family & Medical Leave (WA PFML) and integrating with available leave balances
 - On Workers Compensation leave and integrating with available leave balance
 - On jury duty
 - On bereavement leave
- All other hours during which the employee is authorized or required by SRTC to perform work

Page – 23 – Expanded Americans with Disabilities Act

An employee should notify his/her supervisor the Executive Director immediately if the employee believes the employee has a disability requiring a reasonable accommodation to perform the essential job functions of the employee's position. Upon notice that If an employee suffers from a cognizable disability as defined under state or federal law, SRTC will will initiate an interactive process with the employee to determine whether there is a reasonable accommodation that will allow the employee to perform the essential job functions of the employee's position. If so such a reasonable accommodation exists, SRTC will attempt in good faith to provide such reasonable accommodation as needed. provide the employee, if an undue hardship does not result, with a reasonable accommodation. Such accommodation can come in the form of time off, light duty or other modifications to the employee's position. An employee should notify his/her supervisor immediately if he/she has a disability physical or mental health issue which requires a reasonable accommodation for his/her position.

Page – 18 – Change Holiday paid hours

The observed day of the holiday will be paid at the regular schedule hours for that day eight hours for all full-time staff. Staff working flex or compressed schedules will be paid for eight hours of holiday pay the same as staff working a regular eight hour 5 days/week schedule. The difference between the eight-hour holiday and regularly scheduled flex or compress schedule hours will be accounted for by working and reporting the additional hours or utilizing accrued vacation or available floating holiday hours.

Page – 28 – Expanded SRTC Merit Based Wage Structure

Annual Performance Appraisal/Reviews will be utilized to determine how much, if any, wage increase for the subsequent budget year is merited. Each position's salary range is divided into ten (10) equal increments. Ten percent (10%) of each position's salary range spread is used for calculating potential annual performance/tenure dollar amount. The potential to earn one (1) increment of the current range up to 10% of the position salary range is based on the results of the annual performance review. The Performance/Merit portion = 90% of potential increase, and employees' number of years working at SRTC (Tenure) is equal to 10% of potential increase. Seven (7) years is equal to full (100%) tenure. Tenure time is measured from the employee's date of initial employment to the end of calendar year preceding new calendar year budget. See Merit/Tenure example below Budget for the overall merit pool for total staff wages is approved by the SRTC Board's annual operations budget.

2024 SRTC Employee Handbook - Draft

Next Step: This item will be presented to the SRTC Board of Directors for approval in January

Any questions or comments?