



NOTICE OF COMMISSION MEETING AND AGENDA

DES MOINES AREA REGIONAL TRANSIT AUTHORITY

DART MULTIMODAL ROOM, 620 CHERRY STREET/[ZOOM](#)

Dial In - +1-312-626-6799/Access Code – 841 4748 5578/Passcode - 251441

JANUARY 4, 2022 – 12:00 PM

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1. CALL TO ORDER	
2. ROLL CALL AND ESTABLISHMENT OF QUORUM	
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A. FY22 Budget Workshop – Friday, January 28, 2022– 11:00 A.M.	
14. NEXT MEETING: Regular DART Meeting - Tuesday, February 1, 2022 – 12:00 P.M	
15. ADJOURN	

Language, visual, hearing and transportation services are available at meetings upon request. For requests, please call DART at 515.283.8100 at least 48 hours in advance of the meeting.



ACTION ITEM



5: DART Commission Officer Election
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Staff Resource: *Vicky Barr, DART Executive Coordinator and Commission Clerk*

Rules Governing Commission Officer Elections:

- Based on the Substituted and Restated DART 28E agreement that commenced on October 1, 2017 and the *proposed* Restated Bylaws the officer elections should be conducted based on the following:
 - The Nominating Committee should nominate for the Chair, Vice Chair, Secretary/Treasurer and two At-Large positions.
 - Each officer must be from a different member community.
 - Each officer is elected to serve until the next annual meeting (January 2023).
 - Each office shall be elected for a one (1) year term, with a possible second term available.
 - Commission alternates are not eligible to serve as officers.
 - The Nominating Committee shall offer nominations for each office at the meeting.
 - Nominations for each office shall also be accepted from any Commissioner present at the meeting.
 - All nominees, including those offered by the Nominating Committee, must receive a second in order to be considered a candidate and voted on for office.

Nominations Received and Seconded:

- The Nominating Committee, which consisted of Commissioner Dierenfeld, Commissioner Connolly and Commissioner Altringer, will share the proposed executive committee slate at the January 2022 meeting.
- Nominations shall also be accepted from the Commissioners present at the meeting.
- Once all nominations have been received, the Commission Chair will ask for the nominations to be seconded.

Vote:

- The Commissioners present shall vote on each officer position.
- The newly elected officers will assume their roles upon being elected.



PRESENTATION



7A: PolicyWorks State Legislative Update

Staff Resource: Erin Hockman, Chief External Affairs Officer

- Christopher Rants and John Cacciatore from PolicyWorks, who serve as DART's State Lobbyists, will be providing an update to the DART Commission on the 2022 Legislative session.



**DES MOINES AREA REGIONAL TRANSIT AUTHORITY
COMMISSION MEETING MINUTES
MEETING HOSTED IN-PERSON AND VIRTUALLY
620 CHERRY STREET – DES MOINES, IOWA 50309
DECEMBER 7, 2021**



[The above Commission Meeting was held in a hybrid format].

ROLL CALL

Commissioners/Alternates Present and Voting:

Vern Willey, Kelly Whiting, Doug Elrod (participated via zoom), Michael McCoy (participated via zoom), Jill Altringer, Josh Mandelbaum (participated via zoom), Paula Dierenfeld, Ross Grooters, Angela Connolly, Bridget Montgomery, Russ Trimble and Joseph Jones (participated via zoom)

Other Commissioners/Alternates Present:

John Edwards (participated via zoom) and Jake Anderson (participated via zoom)

CALL TO ORDER

Chair, Russ Trimble called the meeting to order at 12:03 p.m. Roll call was taken, and a quorum was present.

Notice of the meeting was duly published.

APPROVAL OF AGENDA

Chair, Russ Trimble requested a motion to approve the agenda as presented.

It was moved by Ross Grooters and seconded by Vern Willey to approve the December 7, 2021 agenda. The motion carried unanimously.

PUBLIC COMMENT

None

6. TRANSIT RIDERS ADVISORY COMMITTEE (TRAC)

Chair, Russ Trimble, referred the Commission to the packet to review the Transit Riders Advisory Committee update.

7. RECOGNITION OF OUTGOING COMMISSIONERS

Elizabeth Presutti, Chief Executive Officer, recognized the outgoing Commissioners Angela Connolly from Polk County (served 2 terms on the DART Commission for a total of 17 years) and Jill Altringer from Grimes (served on the DART Commission for 2 years) and Russ Trimble of West Des Moines for serving as the Chair of the DART Commission for the last 2 years.

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COMMISSION MEETING MINUTES – DECEMBER 7, 2021**



CONSENT ITEMS

8A – Commission Meeting Minutes – November 2, 2021

8B – Des Moines Area MPO and CIRTPA Staff Representation for DART

8C – Des Moines Area Metropolitan Planning Organization (MPO) Project List

8D – Brick Gentry Legal Services Contract Amendment

8E – October 2021 Financials

It was moved by Vern Willey and seconded by Kelly Whiting to approve the consent items. The motion carried unanimously.

ACTION ITEMS

9A – FY2022 Legislative Priorities

Erin Hockman, Chief External Affairs Officer, provided an update on the proposed 2022 legislative agenda for DART and outlined the three main priorities – Funding Diversification, Medicaid and Monitoring Other Legislative Proposals, Providing Feedback on Bills of Impact.

It was moved by Bridget Montgomery and seconded by Michael McCoy to approve the 2022 State Legislative Priorities as presented. The motion carried unanimously.

9B – DART Radio System Replacement Project

Shane Galligan, IT Director provided a background to DART's current radio system and due to the current and future issues the system would potentially give, it was recommended that an assessment of the system was done which was completed this summer. The assessment identified several issues with the DART radio system therefore needing it to be replaced. An evaluation of existing radio system options focused on the coverage area, the compatibility with CAD/AVL system, maintenance requirements, the cost of ownership, and compatibility with regional first responders. Based on these factors it is recommended that DART replace its current radio system with the ISICS, State of Iowa P25 radio system and utilizing on-vehicle cellular service for data transmission. The proposed timeline of the radio replacement, procurements and the proposed budget were outlined.

It was moved by Vern Willey and seconded by Angela Connolly to approve the Radio Replacement project in an amount not to exceed \$1,089,000 and execute contracts/task orders with Motorola Solutions Inc., Electronic Engineering, Vontas and Ross & Baruzzini. The motion carried with Paula Dierenfeld abstaining from voting.

9C – 1100 DART Way Easements and Sale of Small Property Remnants

Kent Farver, Chief Financial Officer, shared that DART have received letters from the City of Des Moines presenting offers for two different projects related to 1100 DART Way. The first project is a permanent and a temporary easement on the south side of 1100 DART Way for the Des Moines

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COMMISSION MEETING MINUTES – DECEMBER 7, 2021**



River Levy Alterations Phase B project. Both the appraisal and the review of the appraisal confirmed the value of this property at \$207,300. The second project involved a temporary easement and a small piece of property sale for the Gray's Parkway Paving project (SW 11th Street to SW 12th Street). Both the appraisal and the review of the appraisal verified that the value of the temporary easement and the property being sold equals \$6,900. Due to the federal interest in the property, DART is required to obtain an independent appraisal and an independent review of the appraisal for the easement and property acquisition. The Federal Transit Authority (FTA) has concurred with the review and the documentation and has granted permission for us to proceed with these agreements.

It was moved by Angela Connolly and seconded by Bridget Montgomery to approve the City of Des Moines offers as presented. The motion carried with Josh Mandelbaum abstaining from the vote.

9D – Bus Shelter Manufacturer Contract

Luis Montoya, Chief Planning Officer, shared with the Commission that DART is seeking a qualified firm for the complete modular construction and delivery of transit bus shelters and the associated amenities and identified the reasons for this partnership. The procurement process was outlined, and this determined that Tolar Manufacturing Group was the preferred vendor upon completing the evaluation.

It was moved by Kelly Whiting and seconded by Vern Willey to approve a 5-year contract with Tolar Manufacturing to provide transit bus shelters with an amount Not to Exceed \$2,500.00. The motion carried unanimously.

DISCUSSION ITEMS

10A – Transit Optimization Study Update

Luis Montoya, Chief Planning Officer, provided an overview of the proposed revisions to the draft Transit Optimization Study recommendations as a result of public feedback and further analysis.

10B – February Service Change

Tony Filippini, Senior Transit Planner, provided an overview of the proposed minor modifications to fixed-route schedules planned for the February Service Change

10C – FY2023 DART Budget Update

Amanda Wanke, Chief Operations Officer and Zach Ashmore, Facilities Manager provided an update on snow removal at bus stops.

DEPARTMENTAL MONTHLY REPORTS (BY EXCEPTION)

10A - Operations

None

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COMMISSION MEETING MINUTES – DECEMBER 7, 2021**



10B – Planning

None

10C - External Affairs

None

10D – Finance/IT/Procurement

None

10E – Human Resources

Todd Sadler, Chief Human Resources Officer provided an update on the current status of new hires and training specifically in our Paratransit and Fixed Route areas, stating that we are seeing some positive results the past few weeks based on the incentives, advertising and other methods we have done and have been offering.

10F – Chief Executive Officer

Elizabeth Presutti, Chief Executive Officer, shared that DART and the ATU (Fixed Route and Maintenance personnel) exchanged contract proposals on the morning of November 30. Negotiations continued the evening of December 1, 2021. DART and the ATU reached a tentative agreement and the ATU membership have voted and approved this tentative agreement. This will be brought forth to the DART Commission for approval at the January 2022 meeting.

FUTURE AGENDA ITEMS

None

COMMISSIONER ITEMS

Chair, Russ Trimble, shared that Paula Dierenfeld, Chair of the DART Nominating Committee will be presenting the slate of new DART Officers at the January 4, 2022 meeting.

ADJOURN

Chair, Russ Trimble, adjourned the meeting at 1:43 p.m.

*****OFFICIAL NOTICE OF THE NEXT DART COMMISSION MEETING DATE IS HEREBY PUBLISHED:
The next regular DART monthly Commission Meeting is scheduled for Tuesday, January 4, 2022 at 12:00 p.m. in the DART Multimodal Room at 620 Cherry Street, Des Moines, Iowa. Pursuant to Iowa Code section 21.8, the DART Commission has determined that it is still impractical or impossible to require all Commission members, staff, and the public to be physically present for this Commission meeting. Accordingly, both in-person and virtual options for attendance of the January 4, 2022 Commission meeting will be offered as follows: (1) Commission members, staff, and the public will be allowed to attend this Commission meeting in person in the DART**

**DES MOINES AREA REGIONAL TRANSIT AUTHORITY
COMMISSION MEETING MINUTES – DECEMBER 7, 2021**



Multimodal Room at 620 Cherry Street, Des Moines, Iowa; and (2) Commission members, staff, and the public will be allowed to attend this Commission meeting via a virtual platform such as Zoom. Participation directions for such virtual meeting option are as follows:

<https://ridedart.zoom.us/j/84147485578?pwd=MjRibXg0SW1leitOWUFsRkNjcFhkdz09>

Meeting ID: 841 4748 5578 /Passcode: 251441

Chair

Clerk

Date



CONSENT ITEM



8B:	Updated FY2026 Surface Transportation Block Grant (STBG) Request
Action:	Authorize submission of an application to the DMAMPO for federal STBG funds in the amount of \$1,427,000

Staff Resource: *Luis Montoya, Chief Planning Officer*

Background:

- Applications for the FY2026 Federal Surface Transportation Block Grant program (STBG) are due to the DMAMPO on January 7, 2022.
- The total STBG funding available for FY2026 is approximately \$12.7 million with MPO policy dictating the minimum distribution to transit at 10%, up to a maximum of 70%. If the MPO estimates are understated, the 2026 unallocated portion is distributed to projects that were either partially funded or unfunded, but only up to the original application amount.
- DART requested \$1,510,000 in FY2025 funding to replace three heavy-duty buses and was awarded slightly less at \$1,300,000
- In November 2021 the DART Commission approved for DART staff to apply for \$1,397,000 in FY2026 funds (11% of the total), to purchase three heavy-duty buses specified in the capital plan

Modification to Initial Proposal:

- DART staff propose a modification to the initial request to include an additional \$30,000 for bike share station replacements and enhancements.
- The funding would support the replacement of one bike share station that is beyond its useful life, as well as replace battery systems at additional stations to extend their viability and ensure the reliability of the bike share system.

Updated Request:

- DART will request \$1,427,000 in FY2026 funds (11.2% of the total), to purchase three heavy-duty buses specified in the capital plan as well as support the state of good repair of the Des Moines B-Cycle bike share system.

Recommendation:

- Approve the submission of the grant as presented to the DMAMPO.



ACTION ITEM



8C: November FY2022 Consolidated Financial Report

Action: Approve the November 2021 Consolidated Financial Report

Staff Resource: Amber Dakan, Finance Manager

Year-to-Date Budget Highlights:

Revenue:

- Fixed Route Operating revenue year to date is 13.1% ahead of budget projections. Other Contracted Services, Unlimited Access, and Cash Fares account for the accelerated revenues.
- Fixed Route Non-Operating revenue is ahead of budget by 8.7% year to date. State Operating Assistance, State Backfill funding, and CMAQ Grant funding and CARES funding are tracking ahead of budget.
- Paratransit Operating revenue is trending above budget by 66.9%. Cash Fares, Mobile Ticketing Passes, and Polk Counting Funding are all exceeding budget.
- Paratransit Non-Operating revenue is 27% under budget year to date resulting from grant fund timing.
- Rideshare revenues are 14.8% above budget year to date. December concludes the TPI partnership and as such revenue is expected to decline in January.

Operating Expense:

- Fixed Route Budget Summary – Operating expenses are seeing a 7.5% savings year to date in comparison to budget projections. Salaries, Wages & Fringes, Fuel & Lubricants, and Equipment Repair Parts are the categories that continue seeing the most savings year to date.
- Paratransit Budget Summary – Operating expenses are 7% under budget. Fuel & Lubricants, and Salaries, Wages & Fringes are the two categories seeing the most savings year to date.
- Rideshare Budget Summary – Rideshare has a budget savings of 10.6% year to date. Services and Salaries, Wages, & Fringes continue to see the highest savings.

Recommendation:

- Approve the November FY2022 Consolidated Financial Report.

**** TOTAL Un-Audited Performance of November FY2022 Year to Date as Compared to Budget:**

Fixed Route	\$	2,359,795	Reserve for Accidents (See Balance Sheet):
Paratransit	\$	(159,037)	\$188,645.38
Rideshare	\$	<u>(40,059)</u>	
Total	\$	2,160,699	

FY2022 Financials:

November 2021

FIXED ROUTE	November 2021			Year-To-Date-(5) Months Ending 11/30/2021		
	Actual	Budgeted	Variance	Actual	Budgeted	Variance
Operating Revenue	272,909	346,217	(73,308)	1,958,503	1,731,083	227,420
Non-Operating Revenue	1,996,888	2,472,240	(475,353)	13,436,052	12,361,201	1,074,851
Subtotal	2,269,797	2,818,457	(548,660)	15,394,555	14,092,285	1,302,270
Operating Expenses	2,559,278	2,818,457	259,179	13,034,760	14,092,285	1,057,525
Gain/(Loss)	(289,482)	-	(289,482)	2,359,795	-	2,359,795

PARATRANSIT	November 2021			Year-To-Date-(5) Months Ending 11/30/2021		
	Actual	Budgeted	Variance	Actual	Budgeted	Variance
Operating Revenue	40,039	29,075	10,964	242,672	145,375	97,297
Non-Operating Revenue	190,542	261,022	(70,480)	947,532	1,305,110	(357,577)
Subtotal	230,580	290,097	(59,517)	1,190,204	1,450,485	(260,280)
Operating Expenses	289,599	290,097	498	1,349,242	1,450,485	101,243
Gain/(Loss)	(59,019)	-	(59,019)	(159,037)	-	(159,037)

RIDESHARE	November 2021			Year-To-Date-(5) Months Ending 11/30/2021		
	Actual	Budgeted	Variance	Actual	Budgeted	Variance
Operating Revenue	32,010	30,000	2,010	172,247	150,000	22,247
Non-Operating Revenue	-	17,508	(17,508)	-	87,541	(87,541)
Subtotal	32,010	47,508	(15,498)	172,247	237,541	(65,294)
Operating Expenses	40,329	47,508	7,179	212,306	237,541	25,235
Gain/(Loss)	(8,318)	-	(8,318)	(40,059)	-	(40,059)

SUMMARY	November 2021			Year-To-Date-(5) Months Ending 11/30/2021		
	Actual	Budgeted	Variance	Actual	Budgeted	Variance
Operating Revenue	344,958	405,292	(60,334)	2,373,422	2,026,458	346,964
Non-Operating Revenue	2,187,429	2,750,770	(563,341)	14,383,584	13,753,852	629,732
Subtotal	2,532,387	3,156,062	(623,675)	16,757,006	15,780,310	976,696
Operating Expenses	2,889,207	3,156,062	266,855	14,596,307	15,780,310	1,184,003
Gain/(Loss)	(356,819)	-	(356,819)	2,160,699	-	2,160,699



ACTION ITEM



9A:	Amalgamated Transit Union (ATU) Local 441 Labor Contract Agreement and Memorandum of Understanding
Action:	Grant approval for the DART Chief Executive Officer to sign a three (3)-year labor agreement and the memorandum of understanding with the Amalgamated Transit Union Local 441

Staff Resource: *Todd A. Sadler, Chief Human Resources Officer*
Matt Brick, Brick Gentry, PC

Background:

- The duration of the current DART and the Amalgamated Transit Union Local 441 (ATU) labor agreement extends until June 30, 2021.
- On November 30, 2021, DART and the ATU met in a public meeting to exchange proposals for requested changes to the labor agreement.
- DART and the ATU began negotiations later in the day of November 30, 2021 and we came to a tentative agreement the evening of December 1, 2021.
- The new agreement, if approved by the Commission, will be for three years, extending until June 30, 2025.
- As part of the negotiations, there were a few provisions that DART and ATU would like to take effect upon the Commission approval of the tentative agreement. The MOU will provide employees an additional floating holiday and allow additional time to use the new floating holiday; will allow DART to implement work rules for, and to possibly hire, flexible part-time operators; allow student worker pay increases to go into effect six months early; and the ability for the buildings and grounds lead to serve in an on-call capacity.

New Tentative Agreement:

The new tentative agreement includes the following changes to the existing labor agreement:

A. Economic Changes

Wages: The wage table that follows outlines the hourly wage for each bargained for position under the agreement. Market adjustments for hourly base wages of approximately \$0.50 for most classifications and higher adjustments for 3 classifications (student wage, regular part-time operator and master technician)

- **Effective July 1, 2022:** Across-the-board increase of 3.0%
- **Effective July 1, 2023:** Across the board increase of 3.0%
- **Effective July 1, 2024:** Across the board increase of 3.0%

Other fiscal impacts:

- Slight wage increases of \$0.25 when operators serving as instructors and when technicians are serving in a lead role
- Added a lead role for facilities group
- Added vacation category at 16 years of service to calendar year of service five weeks of vacation
- One additional floating holiday



ACTION ITEM

9A: Amalgamated Transit Union Local 441 Labor Contract Agreement and Memorandum of Understanding

- Added deferred compensation benefit of matching 50% of employee's contribution up to 6% maximum

HOURLY WAGE RATES

Employee Classification	Current Rate	Adjusted Base Contract Wage Rate	3% Increase		
			7/1/2022	7/1/2023	7/1/2024
Operators in Training					
Student Pay		\$18.00	\$18.54	\$19.10	\$19.67
Full Time Operators					
Student Pay	\$15.74	-	-	-	-
First 6 Months	\$25.03	\$25.25	\$26.01	\$26.79	\$27.59
Second 6 Months	\$25.37	\$25.75	\$26.52	\$27.32	\$28.14
Regular	\$25.49	\$26.00	\$26.78	\$27.58	\$28.41
Part Time Operators					
Student Pay	\$13.29	-	-	-	-
Probation (First 3 Months) First 6 Months	\$17.91	\$18.38	\$18.93	\$19.50	\$20.08
Probation (Second 3 Months) Second 6 Months	\$18.85	\$19.41	\$19.99	\$20.59	\$21.21
Regular (after 6 months)	\$19.98	\$21.00	\$21.63	\$22.28	\$22.95
Technician Group					
Full Time - Technician					
Probationary Pay	\$22.73	\$23.23	\$23.93	\$24.65	\$25.39
I	\$24.46	\$24.96	\$25.70	\$26.48	\$27.27
II	\$25.49	\$25.99	\$26.77	\$27.57	\$28.40
III	\$26.53	\$27.03	\$27.84	\$28.68	\$29.54
IV	\$27.55	\$28.05	\$28.89	\$29.75	\$30.65
Journey Level	\$29.18	\$29.68	\$30.57	\$31.49	\$32.44
Master Technician	\$29.99	\$31.87	\$32.83	\$33.81	\$34.83
Body Shop					
Probationary Pay	\$27.55	\$28.05	\$28.89	\$29.75	\$30.65
Regular	\$29.18	\$29.68	\$30.57	\$31.49	\$32.44
Full Time Service Group					
Service Person					
Probationary Pay	\$17.68	\$18.18	\$18.73	\$19.29	\$19.87
First 6 Months	\$18.27	\$18.77	\$19.34	\$19.92	\$20.52
Second 6 Months	\$18.81	\$19.31	\$19.89	\$20.49	\$21.10
Regular	\$19.39	\$19.89	\$20.49	\$21.11	\$21.74
Utility Person					
Probationary Pay	\$17.37	\$17.87	\$18.41	\$18.96	\$19.53
First 6 Months	\$18.31	\$18.81	\$19.37	\$19.95	\$20.55
Second 6 Months	\$19.20	\$19.70	\$20.29	\$20.90	\$21.53
Regular	\$19.65	\$20.15	\$20.76	\$21.38	\$22.02



ACTION ITEM

9A: Amalgamated Transit Union Local 441 Labor Contract Agreement and Memorandum of Understanding

Interior Cleaner					
Probationary Pay	\$15.26	\$15.76	\$16.23	\$16.72	\$17.22
First 6 Months	\$17.09	\$17.59	\$18.12	\$18.66	\$19.22
Second 6 Months	\$17.65	\$18.15	\$18.69	\$19.26	\$19.83
Regular	\$18.29	\$18.79	\$19.35	\$19.93	\$20.53
Storeroom Group					
Partsperson					
Probationary Pay	\$20.88	\$21.38	\$22.02	\$22.68	\$23.36
First 6 Months	\$23.96	\$24.46	\$25.19	\$25.95	\$26.73
Second 6 Months	\$24.04	\$24.54	\$25.27	\$26.03	\$26.81
Regular	\$24.13	\$24.63	\$25.37	\$26.13	\$26.92
Tireperson					
Probationary Pay	\$20.99	\$21.49	\$22.13	\$22.80	\$23.48
First 6 Months	\$24.04	\$24.54	\$25.27	\$26.03	\$26.81
Second 6 Months	\$24.13	\$24.63	\$25.37	\$26.13	\$26.92
Regular	\$25.25	\$25.75	\$26.53	\$27.32	\$28.14
Buildings and Grounds Group					
Buildings and Grounds Person					
Probationary Pay	\$16.34	\$16.84	\$17.34	\$17.86	\$18.40
First 6 Months	\$18.59	\$19.09	\$19.66	\$20.25	\$20.86
Second 6 Months	\$18.66	\$19.16	\$19.74	\$20.33	\$20.94
Regular	\$19.13	\$19.63	\$20.21	\$20.82	\$21.44
Part Time Service Group					
Service Person					
0-90 Days	\$14.47	\$14.97	\$15.42	\$15.88	\$16.36
91+ Days	\$16.01	\$16.51	\$17.01	\$17.52	\$18.04
Interior Cleaner					
0-90 Days	\$12.22	\$12.72	\$13.10	\$13.50	\$13.90
91+ Days	\$13.60	\$14.10	\$14.52	\$14.96	\$15.41
Part Time Storeroom Group					
Partsperson					
0-90 Days	\$14.23	\$14.73	\$15.17	\$15.62	\$16.09
91+ Days	\$16.21	\$16.71	\$17.21	\$17.72	\$18.26
Part Time Buildings and Grounds					
Buildings and Grounds					
0-90 Days	\$14.11	\$14.61	\$15.05	\$15.50	\$15.96
91+ Days	\$15.59	\$16.09	\$16.58	\$17.07	\$17.59



ACTION ITEM

9A: Amalgamated Transit Union Local 441 Labor Contract Agreement and Memorandum of Understanding

B. CONTRACT LANGUAGE CHANGES

- **ARTICLE 4: DISCIPLINE, GRIEVANCE AND ARBITRATION**

4.1 Discipline of the current agreement reads:

The Company has the right to discipline employees for just cause, including violations of reasonable Company rules and regulations or any act of conduct, which is contrary to the provision of this Agreement. Employees being disciplined for violations shall have the right to a hearing prior to discipline.

All written warnings and complaints, which are twenty-four (24) months old or older, will not be used by the Company in disciplinary actions against employees. This time limit does not apply to safety violations and accidents.

Will be revised to read:

The Company has the right to discipline employees for just cause, including violations of reasonable Company rules and regulations or any act of conduct, which is contrary to the provision of this Agreement. **An employee will be notified within 10 days of the alleged safety violation.** Employees being disciplined for violations shall have the right to a hearing prior to discipline.

All written warnings and complaints, which are twenty-four (24) months old or older, will not be used by the Company in disciplinary actions against employees. **All safety and accident violations which are seventy-two (72) months or older will not be used by the Company in disciplinary actions against the employee.**

- **ARTICLE 5: INSURANCE PROVISIONS**

5.2 Health and Accident Insurance a new paragraph will be added that reads:

Any employee off on H&A may use up to four (4) hours of Vacation time in addition to the 4 hours of H&A to equal an eight (8) hour day. Employees must furnish the Company with a doctor's statement from a licensed physician to receive vacation pay for accident or sickness.

- **ARTICLE 7: VACATION**

7.1 (b) Vacation Qualifications of the current agreement reads:

In order to qualify for a full vacation an employee must work forty (40) weeks during the calendar year involved.

Will be revised to read:

In order to qualify for a full vacation an employee must work **1,540 hours** during the calendar year involved.

7.1 (d) Vacation Qualifications of the current agreement reads:

Beginning January 1, 2022, date of hire will be used to calculate the amount of vacation an employee earned in the previous calendar year.



ACTION ITEM

9A: Amalgamated Transit Union Local 441 Labor Contract Agreement and Memorandum of Understanding

Will be revised to read:

Beginning December 26, 2021, date of hire will be used to calculate the amount of vacation an employee earned in the previous calendar year.

7.2 Vacation Allowances of the current agreement reads:

Vacations for full-time employees hired after June 1, 1986, shall be provided as follows:

- 1st calendar year of service you earn: One week (40)
- 3rd calendar year of service you earn: Two weeks (80)
- 7th calendar year of service you earn: Three weeks (120)
- 12th calendar year of service you earn: Four weeks (160)

7.2 Vacation Allowances will be revised to read:

Vacations for full-time employees hired after June 1, 1986, shall be provided as follows:

- 1st calendar year of service you earn: One week (40)
- 3rd calendar year of service you earn: Two weeks (80)
- 7th calendar year of service you earn: Three weeks (120)
- 12th calendar year of service you earn: Four weeks (160)
- 16th calendar year of service you earn: Five weeks (200)*

7.2 (e) Vacation Allowances of the current agreement reads:

Employees who have worked at least forty weeks during any year and who voluntarily or involuntarily leave the service, or pass away, shall be paid the full vacation allowance provided for in this section. Employees who complete less than forty weeks of service during any year (after completing an initial twelve (12) months as a new employee) and leave the service voluntarily, involuntarily, or pass away, shall receive a pro-rata amount of vacation allowance based upon the amount of service during the year in question as follows:

- 1) One-twelfth (1/12th) of the vacation allowance for each month of employment.
- 2) One-twenty-fourth (1/24th) of vacation allowance for each half month of employment.
- 3) Any employee, working beyond the eighth (8th) day and through the twentieth (20th) day of the month will be counted as working one-half (1/2) month.
- 4) Any employee working beyond the twentieth (20th) day of the month will be counted as working a full month.

7.2 (e) Vacation Allowances will be revised to read:

Employees who have worked at least **1,540 hours** during any year and who voluntarily or involuntarily leave the service, or pass away, shall be paid the full vacation allowance provided for in this section. Employees who complete less than **1,540 hours** of service during any year (after completing an initial twelve (12) months as a new employee) and leave the service voluntarily, involuntarily, or pass away, shall receive a pro-rata amount of vacation allowance based upon the amount of service during the year in question as follows:

- 1) One-twelfth (1/12th) of the vacation allowance for each month of employment.



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- 2) One-twenty-fourth (1/24th) of vacation allowance for each half month of employment.
- 3) Any employee, working beyond the eighth (8th) day and through the twentieth (20th) day of the month will be counted as working one-half (1/2) month.
- 4) Any employee working beyond the twentieth (20th) day of the month will be counted as working a full month.

7.3 Vacation Allowance for Employees Who Lost Time Due to Personal Sickness, Accidents or Retirement of the current agreement reads:

- a) Forty (40) weeks of work shall qualify an employee for a full vacation according to continuous years of service.
- b) Scheduling days off shall be considered days worked for purposes of computing weeks of service
- c) Vacation time shall be considered time worked for purposes of computing vacations, except that not employee shall be entitled to vacation consideration under this unless having actually been in his regular employment for not less than one (1) calendar week or major par thereof during the previous calendar year.
- d) Employees who have sufficient service to qualify for a vacation but work less than 40 weeks during the calendar year, shall receive one-fortieth (1/40th) of their vacation allowance for each week worked.

Will be revised to read:

- a) **1,540 hours** of work shall qualify an employee for a full vacation according to continuous years of service. **1,540 hours worked is defined as hours of either work or scheduled paid absence, including union business, for employees to meet 1,540 hours/year.**
- b) Employees who have sufficient service to qualify for a vacation but work less than **1,540 hours** during the calendar year shall receive **a prorated vacation allowance based on hours worked.**

7.4 Vacation in Lieu of Health and Accident a new paragraph will be added that reads:

Employees off work due to an accident or sickness may choose to use vacation time to receive a maximum of eight (8) hours of pay per day. Any employee off sick can take vacation time in lieu of Health and Accident coverage. Employees must furnish the Company with a doctor's statement from a licensed physician to receive vacation pay for accident or sickness.

• ARTICLE 9: REPORTS, LICENSE, AND HOLIDAYS

9.3 Holidays of the current agreement reads:

The following holidays will be observed on the days as observed in Iowa: New Year's Day; Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. In addition, each employee shall be granted two floating holidays floating holidays per year of the Agreement.

Will be revised to read:

The following holidays will be observed on the days as observed in Iowa: New Year's Day; Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. In



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addition, each employee shall be granted **three** floating holidays per **calendar** year of the Agreement.

9.3 (c)(3) Holidays of the current agreement reads:

No more than five (5%) percent of employees may be allowed the holiday at one time.

Will be revised to read:

No more than **six (6%)** percent of employees may be allowed the holiday at one time.

9.3 (c)(5) Holidays of the current agreement reads:

The Company will pay employees for unused floating holidays at the end of each calendar year, provided the employee has made a minimum of three (3) requests to use floating that have been denied. Such requests must be made at a time other than dates in conjunction with regularly scheduled holidays for an employee to receive pay for unused floating holidays.

Will be revised to read:

The Company will pay employees for unused floating holidays at the end of each **calendar** year, provided the employee has made a minimum of **two (2)** requests to use floating that have been denied. Such requests must be made at a time other than dates in conjunction with regularly scheduled holidays for an employee to receive pay for unused floating holidays.

- **ARTICLE 10: PART-TIME EMPLOYEES**

10.2 Number of Part-time Employees of the current agreement reads:

No more than sixty (60) employees may be employed by the Company as part-time operators at any one time.

Will be revised to read:

No more than **fifty-two (52)** employees may be employed by the Company as part-time operators at any one time.

10.5 Seniority a new paragraph will be added that reads:

Part-time maintenance employees will accrue seniority only within their group while so employed. They will not accrue Company seniority.

10.7 Uniforms of the current agreement reads:

Part-time operators' will be eligible for \$225 annual uniform allowance their first year. Maximum uniform allowance will be no more than \$325 annually regardless of employment status changes. Part-time operators upon their second subsequent uniform allowance will be eligible for \$325 annual uniform allowance. Part-time employees will be required to reimburse the Company for any used portion of the uniform allowance who have not completed their probationary period.



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Will be revised to read:

Part-time **employees** will be eligible for \$225 annual uniform **and shoe** allowance their first year. Maximum uniform allowance will be no more than \$325 annually regardless of employment status changes. Part-time **employees** upon their second subsequent uniform **and shoe** allowance will be eligible for \$325 annual uniform allowance. Part-time employees will be required to reimburse the Company for any used portion of the uniform allowance who have not completed their probationary period.

10.10 (a) Part-time Holiday Pay of the current agreement reads:

The following holidays will be observed on the days as observed in Iowa: New Year’s Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. In addition, each part-time operator shall be granted one (1) floating holiday per year of the agreement.

Will be revised to read:

The following holidays will be observed on the days as observed in Iowa: New Year’s Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. In addition, each part-time operator shall be granted **two (2)** floating holidays per year of the agreement.

10.12 Flexible Part-Time Operator is added to create a new section:

DART may hire up to eight (8) flexible part-time operators with the purpose of recruiting employees who want to work a truly part-time operator position of no more than 25 hours/week (i.e., weekday mornings, weekday afternoons, weekends).

Work rules for this position would include:

- ***Planning will create a specific number of runs that fit this classification, and the bid for these runs will only be open to employees who are part of this classification. If there are not enough employees to bid on this classification of work, it would go on the available work list for OT/extra board/etc.***
- ***This position would not be subject to mandatory unless under emergency operations (i.e., community emergency situations not due to labor issues).***
- ***This position would not have a weekly guaranteed minimum.***
- ***This position would not be allowed extra work except during the state fair or emergency operations (i.e., community emergency situations not due to labor issues).***

• **ARTICLE 11: HOURLY WAGE RATES**

See Hourly Wage Rate table provided earlier.

Article 11 “Notes:” of the current agreement reads:

1. Operators who serve as instructors for students shall receive an additional one dollar and twenty-five cents (\$1.25) per hour.
2. Building/Maintenance employees will receive an additional twenty-five cents (.25¢) per hour for each city fireman and city engineer license.
3. Journey Level Technicians and Master Technicians who serve as instructors at the direction of the Company shall receive an additional one dollar (\$1.00) per hour.



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4. Lead persons and fill in Lead persons in the Technician and Service Groups shall receive an additional one dollar and twenty-five cents (\$1.25) per hour above their normal rate of pay. Fill in lead persons will receive this dollar when the designated lead is absent.
5. All Maintenance Department Technicians and Parts Person(s) who bid other than a day shift will receive sixty cents (.60¢) per hour shift differential premium pay. Day shift is defined as scheduled work beginning between 4:00 a.m. and Noon. Part-time or temporary employees are not eligible for shift differential.
6. All pay rates go into effect at the beginning of the first pay period after the dates shown.
7. Operators who are used as part-time supervisors or dispatchers shall receive an additional one dollar (\$1.00) per hour for all hours worked as a part-time supervisor or dispatcher.
8. The positions of Serviceperson, Interior Cleaner and Buildings and Grounds will receive a \$1.00 per hour increase in year one of the contract. This increase will be added to the existing wage rates for those positions before the three percent (3.0%) across-the-board wage increase effective July 1, 2019

Will be revised to read:

1. Operators who serve as instructors for students shall receive an additional **\$1.50** per hour.
 2. Building/Maintenance employees will receive an additional twenty-five cents (.25¢) per hour for each city fireman and city engineer license.
 3. Journey Level Technicians and Master Technicians who serve as instructors at the direction of the Company shall receive an additional one dollar (\$1.00) per hour.
 4. Lead persons and fill in Lead persons in the Technician and Service Groups shall receive **one dollar and fifty cents (\$1.50)** per hour above their normal rate of pay. The Buildings and Grounds Lead position also includes on-call rotations of 7 days as assigned. The lead will be paid a one-hour minimum for any call when contacted during off hours and a minimum 2-hour pay when they have to report to DART facilities during off hours on their day of work. If called in on regular day off, pay will follow call-in pay per Articles 25.5-25.8.
 5. All Maintenance Department Technicians and Parts Person(s) who bid other than a day shift will receive sixty cents (.60¢) per hour shift differential premium pay. Day shift is defined as scheduled work beginning between 4:00 a.m. and Noon. Part-time or temporary employees are not eligible for shift differential.
 6. All pay rates go into effect at the beginning of the first pay period after the dates shown.
 7. Operators who are used as part-time supervisors or dispatchers shall receive an additional one dollar (\$1.00) per hour for all hours worked as a part-time supervisor or dispatcher.
 8. **No more than five part-time employees of the Technician Group will be paid at the hourly wage rate of the Technician Level they are classified in.**
 9. **All high-voltage maintenance employees shall receive an additional two dollars and fifty cents (\$2.50) per hour when doing high-voltage work.**
- **ARTICLE 13: UNIFORMS AND TOOL ALLOWANCE**

13.3 Tool Allowance of the current agreement reads:

Technicians who have completed their probationary period will receive a tool allowance of up to \$600 per year.



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Will be revised to read:

Technicians who have completed their probationary period, **both full-time and part-time**, will receive a tool allowance of up to \$600 per year.

- **ARTICLE 17: RUNS**

17.1 Hours of the current agreement reads:

With the exception of night service, any AM and PM trippers, when combined to total more than seven (7) hours and 42 minutes platform time, must be coupled to form a run. The Company shall maintain a minimum split of two (2) hours on eighty percent (80%) of the split runs from the ending time of the first half and the starting time on the second half of a split run. No split shall report or relieve more than twice in any one day. Any tripper not connected with a school run consisting of five (5) or more hours of platform time shall not pay less than seven hours and 42 minutes unless it is coupled with another tripper and worked as a run.

Will be revised to read:

With the exception of night service, any AM and PM trippers, when combined to total more than seven (7) hours and 42 minutes platform time, must be coupled to form a run. No split shall report or relieve more than twice in any one day. Any tripper not connected with a school run consisting of five (5) or more hours of platform time shall not pay less than seven hours and 42 minutes unless it is coupled with another tripper and worked as a run.

17.2 Guarantee of the current agreement reads:

All regular full-time operators shall be guaranteed thirty-eight and one half (38 ½) hours of work or pay per week, except in the case of a natural disaster and paid holidays, which fall on weekends. Any bid work not performed will be deducted from the guarantee. When extra work is attached to the front of or back of any assignment and the pay is continuous, the employee will be paid actual time worked.

Will be revised to read:

All regular full-time operators (**including Extra Board**) shall be guaranteed thirty-eight and one half (38 ½) hours of work or pay per week, except in the case of a natural disaster and paid holidays, which fall on weekends. Any bid work not performed will be deducted from the guarantee. When extra work is attached to the front of or back of any assignment and the pay is continuous, the employee will be paid actual time worked

17.7 Sign-Up and Turn-In of the current agreement reads:

All operators will be allowed ten (10) minutes sign-up time and five (5) minutes turn-in time. A second pull out on split runs will receive nine (9) minutes restarting time in addition to sign-up and turn-in time per day. Sign-up, turn in, and restarting time will be considered time worked.

Will be revised to read:

All operators will be allowed ten (10) minutes sign-up time and five (5) minutes turn-in time. A second pull out on split runs will receive **ten (10)** minutes restarting time in addition to sign-up and turn-in time per day. Sign-up, turn in, and restarting time will be considered time worked.



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- **ARTICLE 27: BIDDING OF JOBS AND VACATIONS**

27.1 General Bids of the current agreement reads:

The general shift bid of all the Technician, Body Shop, Service, Storeroom, and Building/Grounds Groups will be at least once each year. The posting of the shifts of the various classifications shall be November 1 to November 16 of each year, and the bid shall be effective the first Sunday of the following year.

Will be revised to read:

The general shift bid of all the Technician, Body Shop, Service, Storeroom, and Building/Grounds Groups will be at least once each year. The posting of the shifts of the various classifications shall be November 1 to November 16 of each year, and the bid shall be effective **the first pay period of the calendar year as determined by the DART Finance Department.**

27.2 Vacations of the current agreement reads:

Vacation bidding in the Technician/Body Shop, Service, Storeroom, and Building/Grounds Groups shall be completed between December 1 to December 16 of each year, and vacation shall be effective the first Sunday of the following year. Employees who split vacations will bid first split in the order of seniority, and then wait until all other employees have completed bidding. Then, seniority shall again prevail for bidding second part of split. The Company will set the number of vacations to be taken during any one week, with a minimum of one (1) bid per week.

Will be revised to read:

Vacation bidding in the Technician/Body Shop, Service, Storeroom, and Building/Grounds Groups shall be completed between **November 1 and November 16 of each year, and vacations shall be effective the first pay period of the calendar year as determined by the DART Finance Department.** Employees who split vacations will bid first split in the order of seniority, and then wait until all other employees have completed bidding. Then, seniority shall again prevail for bidding second part of split. The Company will set the number of vacations to be taken during any one week, with a minimum of one (1) bid per week.

- **ARTICLE 29: DURATION OF AGREEMENT**

Article 29 of the current agreement reads:

This agreement shall be effective July 1, 2019 and remain in effect through June 30, 2022. Either party wishing to terminate or modify this Agreement effective from and after July 1, 2022, shall notify the other party in writing no later than October 1, 2021, so that effective bargaining can take place prior to the budget certification dates of the community members of the Authority as provided in Chapter 20, 1975 Code of Iowa.

Will be revised to read:

This agreement shall be effective July 1, **2022** and remain in effect through June 30, **2025**. Either party wishing to terminate or modify this Agreement effective from and after July 1, **2025**, shall notify the other party in writing no later than October 1, **2024**, so that effective



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bargaining can take place prior to the budget certification dates of the community members of the Authority as provided in Chapter 20, 1975 Code of Iowa.

- **NEW ARTICLE: DEFERRED COMPENSATION**

DART will match 50% of an employee's contribution to the DART 457 Plan up to a maximum of 6% (i.e., the maximum DART will pay is 3%).

- **DOCUMENT CLEAN-UP**

Change all references in the contract from "he" to "he/she, they, or the employee"

Change references of "H.S.A. plan" to HDHP plan" on page 18 of the agreement.

Memorandum of Understanding:

- DART proposes the following memorandum of understanding ("MOU") in conjunction with the 2022-2025 collective bargaining agreement. The purpose of this MOU is to immediately implement several changes agreed upon in the new contract.
- The provisions of the MOU are as follows:
 1. Articles 9 and 10 - all contract references to "fiscal" year are changed to "calendar" year effective January 1, 2022.
 2. Sections 9.3 & 10.10(a) - all employees are allowed to carry over one floating holiday, to be used no later than December 31, 2023. In addition, an additional floating holiday will take effect on the pay date of January 14, 2022, for the pay period beginning December 26, 2021, through January 8, 2022.
 3. Section 10.2 – DART may begin hiring "flexible part-time operators" effective January 1, 2022.
 4. Article 11 - the student classifications will be consolidated into one classification for both part-time and full-time operators, and student pay will increase to \$18.00 per hour. This shall be effective the pay date of January 14, 2022, for the pay period beginning December 26, 2021, through January 8, 2022.
 5. Article 11, Note 4 - the buildings and grounds lead "position also includes on-call rotations of 7 days as assigned. The lead will be paid a one-hour minimum for any call when contacted during off hours and a minimum 2-hour pay when they have to report to DART facilities during off hours on their day of work. If called in on regular day off, pay will follow call-in pay per Articles 25.5-25.8. This shall be effective the pay date of January 14, 2022, for the pay period beginning December 26, 2021, through January 8, 2022.

Recommendation:

- Grant approval for the DART Chief Executive Officer to sign the three (3)-year labor agreement and the memorandum of understanding with the Amalgamated Transit Union Local 441 that includes the outlined provisions provided above as part of this action item.
- Copies of the tentative agreement and MOU are available upon request.



ACTION ITEM



9B:	Public Transportation Agency Safety Plan
Action:	Approve the FY 2022 Review of DART's the Public Transportation Agency Safety Plan.

Staff Resource: *Pat Daly, DART Safety Manager*

Background:

- On December 1, 2020, the DART Commission approved its Public Transportation Agency Safety Plan (PTASP), as required by the FTA
- A requirement of the PTASP is an annual review and update and governing body approval.

Changes and Additions to the PTASP:

- The changes and additions to the PTASP are:
 - Updated month for when annual update of the PTASP will be completed
 - Updated safety performance metrics for FY 2022 and included results of safety performance metrics for FY 2021
 - Updated with current organizational chart
 - Other minor wording changes throughout the document

Recommendation:

- Approve DART's FY 2022 Public Transportation Agency Safety Plan review and changes.



PUBLIC TRANSPORTATION AGENCY SAFETY PLAN



Submitted by:

**Des Moines
Area Regional
Transit Authority**

Recipient ID: 1831

Submitted to:

**Federal Transit Administration
Region 7**

**January 4, 2022
Version 2**



Plan Development, Approval, and Updates

Name of Entity or Individual that Drafted This Plan

Patrick Daly, DART Safety Manager

Signature of Accountable Executive

Elizabeth Presutti, DART Chief Executive Officer:

DART Commission Approval

Commission Meeting Date of Approval:

January 4, 2022



Version Number and Updates			
<i>Record the complete history of successive versions of this plan.</i>			
Version Number	Section/Pages Affected	Reason for Change	Date Issued
1		Original	December 2020
2	5	Updated month for when annual update of the PTASP will be completed	January 2022
	6-7	Updated safety performance metrics for FY 2022 and included results of safety performance metrics for FY 2021	
	52	Updated with current organizational chart Other minor wording changes throughout the document	



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Abbreviations

AARs	After Action Reports
ADA	Americans with Disabilities Act
APTA	American Public Transportation Association
ASP	Agency Safety Plan – shortened version of PTASP
CAP	Corrective Action Plan
CEO	Chief Executive Officer
CFR	Code of Federal Regulations
CHRO	Chief Human Resources Officer
COO	Chief Operations Officer
DART	Des Moines Area Regional Transit Authority
DMPS	Des Moines Public Schools
DR DO	Demand Response – Directly Operated
DT PT	Demand Response Taxi – Purchased Transportation
EAP	Employee Assistance Program
EOC	Emergency Operations Center
EOP	Emergency Operations Plan
ERP	Emergency Response Plan
ERT	Emergency Response Team
FEMA	Federal Emergency Management Agency
FMLA	Family and Medical Leave Act
FTA	Federal Transit Authority
HESSP	Homeland Security Exercise and Evaluation Program
HSPDs	Homeland Security Presidential Directives
IC	Incident Command
ICS	Incident Command System
IHR	Initial Hazard Rating
IOWA DOT	Iowa Department of Transportation
JHA	Job Hazard Analysis
MB DO	Motor Bus – Directly Operated
MPO	Metropolitan Planning Organization
NACTO	National Association of City Transportation Officials
NIMS	National Incident Management System
NIPP	National Infrastructure Protection Plan
NTD	National Transit Database
NTSB	National Transportation Safety Board
OSHA	Occupational Safety and Health Administration
POC	Point of Contact
PTASP	Public Transportation Agency Safe Plan
SDS	Safety Data Sheets
SMS	Safety Management System
SOP	Standard Operating Procedure
VP DO	Van Pool – Directly Operated



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Definitions

Accident - An event that involves any of the following: a loss of life; a report of a serious injury to a person; a collision of public transportation vehicles; an evacuation for life safety reasons.

Accountable Executive - A single, identifiable person who has ultimate responsibility for carryout of the Public Transportation Agency Safety Plan of a public transportation agency; responsibility for carrying out the agency's Transit Asset Management Plan; and control or direction over the human and capital resources needed to develop and maintain both the agency's Public Transportation Agency Safety Plan, in accordance with 49 U.S.C. 5329(d), and the agency's Transit Asset Management Plan in accordance with 49 U.S.C. 5326.

Equivalent Authority - An entity that carries out duties similar to that of a Board of Directors, for a recipient or subrecipient of FTA funds under 49 U.S.C. Chapter 53, including sufficient authority to review and approve a recipient or subrecipient's Public Transportation Safety Plan.

Event - Any Accident, Incident, or Occurrence.

FTA - The Federal Transit Administration, and operating administration within the United States Department of Transportation.

Hazard - Any real or potential condition that can cause injury, illness, or death; damage to or loss of the facilities, equipment, rolling stock, or infrastructure of a public transportation system; or damage to the environment.

Incident - An event that involves any of the following: A personal injury that is not a serious injury; one or more injuries requiring medical transport; or damage to facilities, equipment, rolling stock, or infrastructure that disrupts the operations of a transit agency.

Investigation - The process of determining the causal and contributing factors of an accident, incident, or hazard, for the purpose of preventing recurrence and mitigating risk.

National Public Transportation Safety Plan - The plan to improve the safety of all public transportation systems that receive Federal financial assistance under 49 U.S.C. Chapter 53.

Occurrence - An Event without any personal injury in which any damage to facilities, equipment, rolling stock, or infrastructure does not disrupt the operations of a transit agency.

Operator of a public transportation system - A provider of transportation as defined under 49 U.S.C. 5302(14).

Performance measure - An expression based on a quantifiable indicator of performance or condition that is used to establish targets and to assess progress towards meeting the established targets.

Performance target - A quantifiable level of performance or condition, expressed as a value for the measure, to be achieved within a time period required by the Federal Transit Administration (FTA).

Public Transportation Agency Safety Plan - The documented comprehensive agency safety plan for a transit agency that is required by 49 U.S.C. 5329 and this part (673.5).

Public Transportation Safety Certification Training Program - Either the certification training program for Federal and State employees, or other designated personnel, who conduct safety audits and examinations of public transportation systems, and employees of public transportation agencies directly responsible for safety oversight, established through interim provisions in accordance with 49 U.S.C. 5329(c) (2), or the program authorized by 49 U.S.C. 5339 (c)(1).



Risk - The composite of predicted severity and likelihood of the potential effect of a hazard.

Risk mitigation - A method or methods to eliminate or reduce the effects of hazards.

Safety Assurance - Processes within a transit agency's Safety Management System that functions to ensure the implementation and effectiveness of safety risk mitigation, and to ensure that the transit agency meets or exceeds its safety objectives through the collection, analysis, and assessment of information.

Safety Management Policy - A transit agency's documented commitment to safety, which defines the transit agency's safety objectives and the accountabilities and responsibilities of its employees in regard to safety.

Safety Management System (SMS) - The formal, top-down, organization-wide approach to managing safety risk and assuring the effectiveness of a transit agency's safety risk mitigation. SMS includes systemic procedures, practices, and policies for managing risks and hazards.

Safety Management System (SMS) Executive - the Chief Safety Officer or an equivalent.

Safety Performance Target - A Performance Target related to safety management activities.

Safety Promotion - A combination of training and communication of safety information to support SMS as applied to the transit agency's public transportation system.

Safety Risk Assessment - The formal activity whereby a transit agency determines Safety Risk Management priorities by establishing the significance or value of its safety risks.

Safety Risk Management - A process within a transit agency's Public Transportation Agency Safety Plan for identifying hazards and analyzing, assessing, and mitigating safety risk.

Serious injury - Any injury which: (1) requires hospitalization for more than 48 hours, commencing within 7 days from the date the injury was received; (2) Results in a fracture of any bone (except simple fractures of fingers, toes, or noses); (3) Causes severe hemorrhage, nerve, muscle, or tendon damage; (4) Involves any internal organ; or (5) Involves second- or third-degree burns, or any burns affecting more than 5 percent of the body surface.

Small Public Transportation Provider - A recipient or subrecipient of Federal financial assistance under 49 U.S.C. 5307 that has one hundred (100) or fewer vehicles in peak revenue service and does not operate a railed fixed guideway public transportation system.

State - A State of the United States, the District of Columbia, Puerto Rico, the Northern Mariana Islands, Guam, American Samoa, and the Virgin Islands.

State of Good Repair - The condition in which a capital asset is able to operate at a full level of performance.

State Safety Oversight Agency - An agency established by a State that meets the requirements and performs the functions specified by 49 U.S.C. 5329€ and the regulations set forth in 49 CFR Part 674.

Transit Agency - An operator of a public transportation system.

Transit Asset Management Plan - The strategic and systematic practice of procuring, operating, inspecting, maintaining, rehabilitating, and replacing transit capital assets to manage their performance, risks, and costs over their life cycles, for the purpose of providing safe, cost-effective, and reliable public transportation, as required by 49 U.S.C. 5326 and 49 CFR part 625.



1. Organizational Overview

The Des Moines Area Regional Transit Authority (DART) is the transportation resource for the Greater Des Moines region, offering the largest network of buses in the State of Iowa as well as resources for those who vanpool, walk or bike. The Greater Des Moines region has changed dramatically in recent decades with a growing reputation and vision for competing on a global level. A significant part of our community's ability to compete is tied to the workforce, infrastructure, and economic vitality.

Transportation is a critical component of a region's competitiveness - vibrant, growing communities have strong public transit systems at the heart of their infrastructure to connect citizens with jobs, education, shopping and more. The DART Commission and staff have worked diligently to improve the regional transit system since it was formed in 2006. In October 2017, DART's governance structure was reconstituted to establish a Board of Commissioners with one representative for each of its member governments.

DART's current member governments include Altoona, Ankeny, Bondurant, Clive, Des Moines, Grimes, Johnston, Pleasant Hill, unincorporated Polk County, Urbandale, West Des Moines, and Windsor Heights.

Approximately 4.5 million rides per year are provided on DART's fixed route, paratransit, and vanpool services. DART has a fleet of 150 fixed route, on-call, and paratransit vehicles and 112 rideshare vans. DART provides its services from one transit hub, one operations and maintenance facility, 1,780 bus stops, more than 20 Park and Ride locations, and 33 bus stop shelters.

DART's administrative offices and transit hub are located at 620 Cherry St, Des Moines, Iowa 50309, and its operations and maintenance facility is located at 1100 Dart Way, Des Moines, Iowa 50309.

DART is funded by a combination of local property taxes, public-private partnerships, fares, a variety of grants, and FTA programs, including 5307, 5310, 5311, and 5339.

DART partners with the Des Moines Public School (DMPS) system to assist with transportation needs of middle and high school students. Service consists of additional morning and afternoon trippers that are open to the public and serve DMPS middle and high schools. In addition to transporting students to and from school, DART contracts with the district to provide free rides to all DMPS middle and high school students, with a valid student ID, after 4:30 p.m. on school days and all-day during weekends, holidays, and whenever school is not in session.



2. Agency Safety Plan Goals and Objectives

The DART Public Transportation Agency Safety Plan (ASP) establishes formal structure and processes to be used by DART to identify, assess, track, control, minimize, and resolve hazards associated with DART bus service delivery. The ASP will be used as a means of preventing injuries, incidents, system disruption, accidents, environmental damage, and other losses.

The ASP also demonstrates DART's commitment to safety and compliance through loss prevention programs. Furthermore, the ASP applies to the planning, design, procurement, construction, operations, and maintenance functions of the DART bus system. The ASP is approved by the DART Commission and implemented by the Safety Manager under the Chief Executive Officer.

DART's ASP addresses all applicable requirements and standards as set forth in FTA's Public Transportation Safety Program and the National Public Transportation Safety Plan. In addition, DART embraces and participates with the Iowa Department of Transportation in achieving the statewide goal of zero traffic fatalities.

The focus in the development of the DART ASP is to provide safe and reliable movement of passengers throughout the transit system. The passengers and the general public must be confident that the DART transit system is a safe system. To achieve this, it is necessary to design, construct and maintain a system that is free from recognized hazards with the safety of passengers and the general public in mind. DART's objectives will be met by drawing information from system observation, local and state codes, federal guidelines, and specific DART requirements into a unified document to ensure a safe transportation system.

The goal of DART's ASP is to utilize and achieve the highest practical level of safety in order to protect passengers, employees, emergency responders, contractors, invitees, and property. At a minimum, the ASP ensures the following processes are incorporated into DART's system safety programs, plans, processes, and practices to achieve its goals to:

- ▶ Identify hazards or undesired events by examining historical data, causes, and contributing factors.
- ▶ Provide a level of safety that is consistent with transit bus standards.
- ▶ Assess risks by balancing the potential frequency of a hazard occurring against the severity of the event and quantify the event into acceptable or unacceptable categories.
- ▶ Eliminate, mitigate, or control unacceptable or undesirable hazards to acceptable levels.
- ▶ Determine if DART's goals and objectives were achieved.
- ▶ Monitor hazard resolution effectiveness and determine if there are unexpected hazards.
- ▶ Comply with federal, state, and local rules and regulations.
- ▶ Continually improve and evaluate system safety design.
- ▶ Ensure that all customers perceive the system is safe and secure by maintaining a high level of safety comparable to other transit systems as measured by maintaining a good safety record, and by maintaining the system in a state of good repair.



The Chief Executive Officer along with the Safety Manager, the Chief Human Resources Officer and Chief Operating Officer are responsible for the development of goals for the ASP. The Safety Manager is responsible to report directly to the CEO on compliance with the ASP.

The ASP's intent is to:

- ▶ Establish a clearly defined safety structure with lines of authority and responsibility to implement the program, processes, and policies that integrates safety into all aspects of DART functions.
- ▶ Provide means of measuring and achieving DART safety goals and initiatives, and compliance with rules and regulations.
- ▶ Provide multiple pathways for employees to report safety concerns, hazard, near misses and security concerns.
- ▶ Set procedures for review, approval, and documentation of system modifications to existing systems, vehicles, facilities, and equipment.
- ▶ Set processes to address safety issues for activation of new systems and modifications to existing systems, facilities, and vehicles prior to initiation of service.
- ▶ Establish standards for emergency preparedness and management.
- ▶ Ensure compliance to safety rules and regulations that impact operations or maintenance.
- ▶ Conduct an ongoing maintenance inspections program of vehicles, equipment, facilities, and maintenance cycles, with documentation and the integration of identified safety concerns into the hazard management process.
- ▶ Set safety training standards for employees and contractors.
- ▶ Establish a configuration management control process for modifications during operations.
- ▶ Establish standards for and compliance with the hazardous materials program, drug and alcohol program as well as procurement processes.
- ▶ Conduct continual internal reviews, and inspections to evaluate ASP compliance.

Integrating Safety into all Aspects of DART

The objective of safety at DART is the continual improvement of our processes and operations to maximize safety to the highest practicable level. This effort is undertaken by providing continual opportunities for employees to be reminded of safety, incorporate safe practices into their operations and multiple means for each employee to identify potential hazards.

The DART safety team accomplishes this through monthly safety meetings for bus operators and the maintenance department, safety committee meetings, weekly safety messages, safety poster campaigns, identification and mitigation of hazards, proactive reviews and inspections to identify potential hazards.

Within the different departments, multiple means of incorporating safety are presented. As examples:

- ▶ The planning department consults with Safety when implementing new bus routes, adding or moving service stops, adding or moving shelters, etc.



Des Moines Area Regional Transit Authority
Public Transportation Agency Safety Plan



- ▶ Safety works with the External Affairs department on bus wraps, on-board signage, and on-board PSAs
- ▶ Safety works with the Procurement department to review safety related language in contracts and safety related features of vehicles being considered for purchase.



3. Annual Review and Update

The DART Public Transportation Agency Safety Plan is reviewed at least annually, and updated to reflect organizational, process, and other safety program changes. The PTASP is also updated on an as-required, event-driven basis, all of which is intended to promote continuous improvement within the plan.

The responsibility to review the Plan annually, assess its effectiveness, develop and propose changes, solicit internal and external reviews, implement and control the revisions and distribute the changes rests with the Safety Manager. Throughout the year, the Safety Manager in consultation with the Transportation Manager, Maintenance Manager, HR Manager, and the Safety and Training Specialist will keep a record of PTASP performance and make notes regarding any omissions, corrections, additions, and clarifications that should be addressed in the annual review.

The review and necessary revisions include, but are not limited to the following:

- ▶ Accident investigations
- ▶ Changing trends in accident/incident data
- ▶ New, extended, or upgraded service or routes
- ▶ New or retrofitted rolling stock or non-revenue vehicles and equipment
- ▶ New or rehabilitated facilities
- ▶ New or revised emergency operating procedures
- ▶ Change in management or organizational change and reassignment of functional responsibilities which affect operations and/or safety
- ▶ Change in safety policies, goals or objectives
- ▶ Change in regulatory requirements; or reporting requirements
- ▶ At the request of DART Leadership
- ▶ As a result of internal or external audit findings
- ▶ Iowa DOT on-site reviews or upon written notification of the Iowa DOT

DART intends to achieve continuous improvement within the performance targets as well as in improving processes and procedures that reduce safety risk, training programs that improve skills, knowledge and abilities, and engineering and administrative controls that mitigate or eliminate hazards. This will be accomplished, for example, through lessons learned, in addition to risk-based internal safety reviews.

The Safety Manager coordinates proposed revisions to the PTASP with appropriate department managers and executive team members. The DART CEO approves all updates to the plan. The PTASP is maintained in electronic format and available to personnel on the intranet located under the Safety Management Systems tab along with other Minimum Standards for Safety documents.

Annual revision of the PTASP will be completed by October 30 of each year and submitted to the DART Commission for approval no later than the December Commission meeting of that year.



4. Safety Performance Targets

The following Performance Targets are aligned with the National Public Transportation Safety Plan supporting the 4 measures: Fatalities, Injuries, Safety Events & System Reliability.

4.1. FY 2022 Safety Performance Targets

Safety Performance Targets (FY 2022)							
Mode of Transit Service	Fatalities	Fatalities per 100/K miles	Injuries	Injuries per 100/K miles	Safety Events	Safety Events per 100/k miles	System Reliability
Fixed Route Bus (MB DO)	0	0	10.0	1.25	12.0	.52	10,500
Paratransit Bus (DR DO)	0	0	2.0	1.0	2.0	0.4	400,000
Rideshare (VP DO)	0	0	1.0	1.0	1.0	.17	138,000
Taxi (DT PT)	0	0	1.0	1.0	1.0	.17	7,400

The FY 2022 Safety Performance Targets were set based on all of the FY 21 Safety Performance Targets having been met.

The FY 22 Safety Performance Targets, shown in the table above, were determined based on the actual numbers for FY 2021 actual numbers and were nine of the targets were adjusted lower than what was set in FY 2021 while taking into account the uniqueness of service and external factors in FY 2021 due to the pandemic.

The FY 2022 Safety Performance Targets were approved by the DART Commission at their meeting on August 3, 2021. The approved Safety Performance Targets were transmitted to the Metropolitan Planning Organization (MPO) and the Iowa Department of Transportation – Office of Public Transit after their approval.

The MPO approved DART's Safety Performance Targets on November 18, 2021.

4.2. FY 2021 Safety Performance Targets Results

DART's Public Transit Agency Safety Plan is required to set and track safety performance targets. There are seven safety performance areas for each mode of service DART delivers that are tracked. As the following table illustrates, DART met or exceeded our Safety Performance Targets in every category for FY 2021.



FY 2021 Safety Performance Targets							
Mode of Transit Service	Fatalities	Fatalities per 100/K miles	Injuries	Injuries per 100/K miles	Safety Events	Safety Events per 100/k miles	System Reliability
Fixed Route							
FY 21 Target	0	0	13.0	2.0	15.0	3.0	8,500
FY 21 Actual	0	0	2.0	0.10	10.0	0.52	16,984
Paratransit							
FY 21 Target	0	0	2.0	1.0	3.00	1.0	21,000
FY 21 Actual	0	0	0.0	0.0	0.0	0.0	0.00
Rideshare							
FY 21 Target	0	0	1.0	1.0	1.0	1.0	138,000
FY 21 Actual	0	0	0.0	0.0	1.0	0.15	0.00
Taxi							
FY 21 Target	0	0	1.0	1.0	1.0	1.0	7,400
FY 21 Actual	0	0	0.0	0.0	0.0	0.0	0.00

With the exception of System Reliability, FY 21 was the first year DART tracked these targets per 100,000 miles of revenue service. We anticipate that it will take several cycles to narrow the targets down.

Additionally, FY 21 was the first year that Fixed Route and Paratransit System Reliability was tracked separately. For FY 21, Paratransit, Rideshare, and Taxi had no major mechanical breakdowns that effected their System Reliability.

The FY 21 goal for preventable accidents was 1.00 per 100/k miles of revenue service. DART performed better than the goal of 0.69 preventable accidents per 100/k miles.

There was a spike in preventable accidents during the month of December, January, and February. Five (5) of the fourteen (14) accidents were weather related and none of those accidents were due to operators compensating for snow narrowed streets. This suggests that our mitigation efforts to address those types of accidents during the winter of FY 21 were successful.



In FY 21, operators with less than two years of experience made up 8.71% of the workforce and were responsible for 41.68% of all preventable events. The disproportionate number of preventable events for operators with less than two years of experience as compared to their percentage makeup of the workforce continues to be an area of focus for both the operations road supervisor and training.

To address these trends our behind the wheel trainers continually reinforce behaviors and mindsets to help operators stay accident free. Operation road supervisor are increasing the number of operator evaluations conducted with a concentration on evaluating operators with less than two years of experience.



5. Safety Performance Target Coordination

DART works in accordance with its local Metropolitan Planning Organization (MPO), the Des Moines Area Metropolitan Planning Organization (MPO). DART's Planning Department communicates all performance targets to the MPO.

DART will select safety performance targets on an annual basis and makes this information available to the MPO, as required under the Mobilizing Tomorrow 2050 long-range plan and the most recent Transportation Improvement Program (TIP). DART will also submit this to the Iowa Department of Transportation under the requirements of State Safety Oversight. The MPO strategically utilizes this information in order to make investment and policy decisions to achieve national performance goals. It establishes safety performance measure requirements for the purpose of carrying out the State's Highway Safety Improvement Plan and to assess fatalities and serious injuries on all public roads.

Safety Performance Target Coordination with local Metropolitan Planning Organizations (MPO) and State Agencies		
Safety Performance Targets Transmitted	MPO or State Agency Name	Date Targets Transmitted
	Des Moines Area MPO	August 31 of each year
	Iowa Department of Transportation – Office of Public Transit	August 31 of each year



6. Safety Management Policy

6.1. Safety Management Policy Statement

The Des Moines Area Transit Authority (DART) mission is to enrich lives, connect communities and expand opportunities for those we serve. As we work to fulfill our mission, safety is a key component to our overall strategy and decision-making process. Safety affects all aspects of the DART organization including operations, maintenance, planning, design, procurement, and training. Therefore, all DART staff members are charged with the responsibility of promoting the safety and security of customers, fellow employees, and the general public who interact with the DART system.

The safety and security of our customers and our employees are DART's greatest responsibilities. In addition, all DART employees and contractors are expected to conduct their duties in a safe manner that will prevent collisions, reduce injuries, and avoid property damage.

Each employee must operate safely by using equipment, tools, and materials properly, and be familiar with work rules and procedures for their areas of responsibility. Each employee shall take an active role in the identification and reporting of hazards. Supervisors shall actively participate in the assessment and resolution of hazards and cooperate with DART safety staff to eliminate or control hazards throughout the DART system.

DART management will provide leadership in promoting safety throughout the organization. The CEO and the executive leadership team will be continually and directly involved in formulating, reviewing, and revising the Safety Management Policies and safety goals and objectives. DART management will provide the authority and support to establish and maintain high safety standards in operations, maintenance, and training.

Every DART employee and contractor shall comply with the provisions of the Agency Safety Plan and shall fully cooperate with Safety staff in achieving DART's safety goals and objectives.

As part of its commitment to safety, DART will:

- ▶ Instill a just safety culture that fosters safe practices, encourages effective employee safety reporting and communication, and actively manages safety with the same attention as those applied to the other management systems of the organization.
- ▶ Integrate the management of safety as a prime responsibility of all managers and employees.
- ▶ Support safety efforts with the appropriate financial resources.
- ▶ Establish a culture whereby management leads by example.
- ▶ Clearly define for all staff, managers, employees and contractors alike, their accountabilities and responsibilities for the delivery of the organization's safety performance and the performance of our safety management system.
- ▶ Establish and operate hazard identification and analysis, and safety risk evaluation activities, including an employee safety reporting program as a fundamental source for safety concerns and hazard identification, in order to eliminate or mitigate the safety risks of the consequences of hazards resulting from our operations or activities to a point which is consistent with our acceptable level of safety performance.



- ▶ Ensure that no retaliatory action is taken against any employee who discloses a safety concern through the employee safety reporting program.
- ▶ Comply with, and whenever possible exceed, legislative and regulatory requirements and standards.
- ▶ Ensure that skilled and trained staff are available to implement safety management processes.
- ▶ Ensure that all staff are provided with adequate and appropriate safety-related information and training, are competent in safety management matters, and are allocated tasks commensurate with their skills.
- ▶ Establish and measure safety performance against realistic and data-driven safety performance indicators and safety performance targets.
- ▶ Continually improve safety performance through management processes that ensure appropriate safety management action is taken and is effective.
- ▶ Ensure externally supplied systems and services to support operations are provided to meet internal safety performance standards, regulatory requirements and industry best practices.

January 20222

Elizabeth Presutti, Chief Executive Officer
Accountable Executive

DATE



6.2. Safety Management Policy Communication

The safety management policy is communicated throughout the organization via new employee on-boarding, yearly review at Bus Operator and Maintenance Department monthly safety meetings, administrative employee quarterly meeting, and is posted in visible locations throughout DART facilities.

The ability to communicate safety information in a timely and professional manner is important for DART's Public Transportation Agency Safety Plan to function as intended. The Safety Management Policy Statement and this Public Transportation Agency Safety Plan will be printed in manual form and distributed across the organization to be referenced by management, union leadership and others.

Documents that set forth the DART Public Transportation Agency Safety Plan and the implementation of the Safety Management System (SMS) will be stored on the shared drive accessed only by members of the Safety Department and backed up according to information systems procedures.

The DART Public Transportation Agency Safety Plan will be communicated throughout the organization in the following ways:

- ▶ DART employee communication platforms
 - ▷ Bulletin board postings
 - ▷ Greenshades, a human resources management system
 - ▷ SharePoint, a file-sharing system that provides regular organizational updates
- ▶ New employee onboarding
- ▶ Bus Operator and Maintenance safety meetings
- ▶ Maintenance Toolbox meetings
- ▶ Administrative quarterly meetings
- ▶ DART Committee meetings
 - ▷ Labor Management
 - ▷ Accident review
 - ▷ Safety Committee



6.3. Authorities, Accountabilities and Responsibilities

6.3.1. Overview of DART Organizational Structure

The Organizational chart shown in **Appendix A** shows the management structure for DART including the DART Commission, Chief Executive Officer, Executive Leadership Team, Safety Manager and department, as well as Chief Operations Officer and operations department.

6.3.2. Accountable Executive, Chief Executive Officer (CEO)

The Chief Executive Officer is the designated Accountable Executive for SMS. The Accountable Executive for the Safety Management System is responsible for ensuring the following:

- ▶ Champions the Public Transportation Agency Safety Plan, SMS, and the promotion of safety culture and requires that all relevant safety-related information be communicated and used in decision-making processes.
- ▶ Reviews and accepts DART's Public Transportation Agency Safety Plan.
- ▶ Ensures the implementation of DART's Safety Management Policy Statement in Section 1.0. as well as DART's Safety Management Systems (SMS) throughout the DART transit system.
- ▶ Ensures action is taken to address substandard performance in DART's SMS.
- ▶ Allocates staff time and resources to carry out the provisions of this plan.
- ▶ Provides the DART Commission with an accurate and ongoing assessment of safety performance and culture at DART.

6.3.3. Chief Human Resources Officer (CHRO)

The Chief Human Resources Officer has direct oversight over DART's safety program and holds a direct line of reporting to the Accountable Executive. The Chief Human Resources Officer oversees the strategic plan initiatives related to safety culture and safety performance. This individual also provides guidance to the Safety Manager and the Safety Department, champions SMS and PTASP, and promotes a positive safety culture.

6.3.4. Deputy CEO and Chief Operations Officer (COO)

The Deputy CEO and Chief Operations Officer (COO) is responsible for the safety of all DART operations and implementing the SMS within the Transportation and Maintenance Departments. The COO is responsible for:

- ▶ Promoting the safety culture.
- ▶ Allocating staff time and resources necessary to carry out the provisions of this plan.
- ▶ Providing operations and maintenance input for system safety activities.
- ▶ Collaborating with the safety team to develop and implement corrective action plans for safety issues and ongoing changes/modifications to the system.
- ▶ Reviewing and staying current with all safety rules and procedures governing operation and maintenance transit bus systems.



- ▶ Ensuring maintenance of Standard Operating Procedures and Emergency Operating Procedures.
- ▶ Requiring the Transportation and Maintenance Managers to establish and maintain clear and unambiguous lines of authority and responsibility for ensuring safety measures and procedures are in place for meeting safety performance targets.
- ▶ Ensuring that all relevant safety-related information be communicated and used in decision-making.
- ▶ Reporting safety concerns/hazards via any and all means available, to include the Safety Committee, Safety suggestion boxes, email to the Safety Manager or Safety and Training Specialist, contacting Dispatch or a Supervisor to initiate a Hazard Report through the creation of a TransitMaster CAD/AVL Incident Report.

6.3.5. Safety Manager

In order to maintain DART's reporting hierarchy and satisfy the PSTAP requirement that the Safety Department be independent of Operations, DART's Safety Department reports to the Chief Human Resources Officer (CHRO). The Safety Manager provides oversight of the safety team, directs the investigation of accidents and evaluates DART facilities for compliance with federal, state and local safety standards. The Safety Manager oversees the utilization of the Safety Management System and implementation of the PTASP. The Safety Manager promotes safety campaigns and safety award/incentive programs to reduce passenger, employee and vehicle accidents, injuries and illnesses. The Safety Manager facilitates the activities of the Safety Committee and other committees such as the accident review committee. The Safety Manager is expected to address serious safety concerns and all other safety issues requiring the involvement of the CEO.

The Safety Manager meets the requirements set forth in U.S.C. 49 and the is the designated SMS Executive and is responsible for:

- ▶ Advocating for a safety culture.
- ▶ Managing and updating SMS & ASP policies, processes and procedures based on experiences and lessons learned.
- ▶ Reviewing and updating this SMS and Implementation Plan at least annually.
- ▶ Providing additional guidance material (as required) to further strengthen and clarify the SMS processes.
- ▶ Managing the Safety Risk Management and Safety Assurance processes and outputs.
- ▶ Facilitating coordination of Safety Risk Management, evaluations and investigations, and controls with special attention to cross-organizational impacts.
- ▶ Monitoring the safety performance of DART operations and activities through formal data collection and analysis.
- ▶ Establishing and maintaining safety risk register and safety event log to monitor and analyze trends in hazards, occurrences, incidents and accidents.
- ▶ Tracking safety-critical issues and corrective actions to conclusion, using appropriate tracking systems.
- ▶ Federal Transit Authority and Occupational Health and Safety Administrative issues.



- ▶ Investigating, analyzing and identifying the cause or probable cause of all hazards, incidents or accidents at DART.
- ▶ Administration and continuing improvement of the company Safety Program.
- ▶ Administration and coordination of continuing improvement of DART's Emergency Operations Plan.
- ▶ Coordinating DART's activities and support capabilities with local emergency response agencies.
- ▶ Reporting safety concerns/hazards via all means available, to include the Safety Committee, Safety suggestion boxes, email to the Safety Manager or Safety and Training Specialist, contacting Dispatch or a Supervisor to initiate a Hazard Report through the creation of a TransitMaster Incident Report.

6.3.6. Safety and Training Specialist

The Safety and Training Specialist is responsible for system safety functions including, but not limited to:

- ▶ Design reviews and incorporation of safety requirements into contract documents.
- ▶ Implementation and administration of the PTASP with other DART departments.
- ▶ Occupational safety and health and fire safety inspections and audits.
- ▶ Life safety evacuation drills.
- ▶ Review of operations and maintenance reports for safety impact and hazard identification.
- ▶ Incorporation of safety requirements into operating plans, procedures, and training programs.
- ▶ Participation on safety committees and boards on behalf of the Safety Manager.
- ▶ Defining and proposing required safety policies, plans, rules and procedures.
- ▶ Maintenance of the PTASP.
- ▶ Safety inspections and audits throughout DART departments related to facilities, equipment, personnel and procedures.
- ▶ Routing safety data and identified hazards for review and analysis.
- ▶ Investigation of accidents.
- ▶ Performing DART safety audits, ride checks and field observations.
- ▶ Serving as an advisor to local safety committees and supporting executive safety committee meetings with safety information updates.
- ▶ Tracking, analyzing and interpreting statistical data concerning occupational illnesses, injuries and accidents to identify trends and recommending appropriate corrective actions.
- ▶ Facilitating the tracking status of safety critical open items and corrective actions to closure and performing assurance audits throughout DART as directed.
- ▶ Coordinating hazard reporting, performance measures, job hazard analysis, and Toolbox Talk Sessions.



- ▶ Providing guidance and input on training matters of occupational safety, health and fire protection to all DART departments.
- ▶ Overseeing that safety precautions are taken when working with and disposing of hazardous substances and waste.

6.3.7. DART Management

All DART managers are accountable and responsible for:

- ▶ Implementing the safety risk management, safety assurance, and safety training and communication protocols of their department.
- ▶ Ensuring safety performance within their functional areas.
- ▶ Ensuring procedures are consistent with the SMS.
- ▶ Determining and implementing countermeasures required to counteract safety risks and manage issues that negatively impact DART safety performance.
- ▶ Supporting and requiring employees within their department to participate in safety training activities.
- ▶ Integrating Safety Risk Management (SRM) into existing processes.
- ▶ Reporting safety concerns/hazards via any and all means available, to include the Safety Committee, safety suggestion boxes, email to the Safety Manager or Safety and Training Specialist, contacting Dispatch or a Supervisor to initiate a Hazard Report through the creation of a TransitMaster Incident Report.

6.3.8. DART Operations and Maintenance Supervisors

DART Operations and Maintenance Supervisors are accountable and responsible for:

- ▶ The safety performance of all personnel and equipment under their supervision.
- ▶ Implementing and maintaining safety-related control measures/mitigations.
- ▶ Familiarizing employees with the safety requirements and hazards associated with the work to be performed.
- ▶ Documenting and Responding to identified hazards that may impact safety performance.
- ▶ Sharing lessons learned from incidents.
- ▶ Implementing and adhering to SMS procedures and processes within their span of control.
- ▶ Reporting safety concerns/hazards via any and all means available, to include the Safety Committee, safety suggestion boxes, email to the Safety Manager or Safety and Training Specialist, contacting Dispatch or a Supervisor to initiate a Hazard Report through the creation of a TransitMaster CAD/AVL Incident Report.

6.3.9. All DART Employees

All DART employees are responsible for:

- ▶ Becoming familiar with the safety procedures for their assigned work activity.



- ▶ Performing their work safely.
- ▶ Following procedures and rules.
- ▶ Reporting mishaps and incidents to their supervisor and DART Safety department in accordance with established requirements for the protection of themselves, co-workers, customers, facilities, and equipment.
- ▶ Reporting safety concerns/hazards via any and all means available, to include the Safety Committee, safety suggestion boxes, email to the Safety Manager or Safety and Training Specialist, contacting Dispatch or a Supervisor to initiate a Hazard Report through the creation of a TransitMaster CAD/AVL Incident Report.



6.3.10. Responsibilities Summary

Roles at the Executive, Director, Manager, and Safety Department Levels

RESPONSIBILITIES	ROLES													
	CEO	Deputy CEO, COO	CFO	CHRO	Safety Manager	Training Manager	Maintenance Manager	Transportation Manager	Human Resources Manager	Procurement Manager	IT Director	Chief Planning Officer	Safety and Training Specialist	Business Analyst Manager
Goals and Objectives	P	S	S	S	S	S	S	S	S	S	S	S	S	S
SMS Control and Update	S	S	S	S	P								P	
Hazard Management Process	S	S	S	S	P	S	S	S	S	S	S	S	S	
Safety Data and Acquisition	S	S	S	S	P	S	S	S	S		P	S	P	P
Accident Investigation and Reporting	S	S	S	S	P	S	S	P	S		S		P	
Accident Retraining/Skills Development	S	S	S	S	S	P		P					P	
Emergency Management	P	P	S	P	P	S	S	S	S	S	S	S	S	S
Security	S	S	S	S	P	S	P	S	S	S	S	S	S	S
Cybersecurity	S	S	S	S	S	S	S	S	S	S	P	S	S	S
Internal Review/Audit	S	P	S	P	P	S	S	S	S	S	S	S	P	S
Rules Compliance	S	S		S	P	P	P	P	P	S	S		S	
Facilities Inspection and Maintenance	S	P			S		P						S	
Equipment Inspection and Maintenance	S	P			S		P						S	
Training Program	S	S	S	P	S	P	P	S	S				S	
Asset Management	S	P	S		P		P							
Local, State, and Federal Requirements	S	P	S	S	P	P	P	S	S	S	S	S	P	
Procurement	S	S	P		S		S	S		P	S			
Hours of Service	P	S	S	S	S		S	S		S		S		S

Legend:

“P” Denotes primary responsibility for an aspect the topic of the line

“S” Denotes support responsibility



6.4. Employee Safe Reporting Program

In order to encourage employees to assume a proactive role in hazard identification and reporting and fostering a safety culture in which employees feel safe from punitive actions when reporting safety concerns, DART has, as a part of the PTASP and SMS, adopted an Employee Safe Reporting System. While employees may submit their safety concerns, suggestions, and recommendations anonymously – they are encouraged to provide their contact information so that, in the event further details are required, they can be contacted.

Employees should feel secure from punitive action for reporting a safety violation provided the safety violation was not the result of:

- ▶ Intentional reckless actions that caused physical injury and/or damage to property.
- ▶ Criminally illegal action.
- ▶ Gross negligence.
- ▶ A demonstrated inability to learn from past events and act to prevent reoccurrence.

Employees from all departments are encouraged to report safety concerns via the following methods:

- ▶ Safety Suggestion boxes located in the operators' lounge at the bus garage and in the operators' breakroom at DART Central Station.
- ▶ Email, telephone call, or speaking directly to the Safety and Training Specialist, the Safety Manager, an on-duty dispatcher, or an on-duty supervisor.

6.5. Emergency Management and Local Coordination

6.5.1. Emergency Management

DART has developed this Emergency Response Plan (ERP) plan with the goal of providing safe transportation service to our customers, the citizens of our service area, and the employees of our company.

The DART Emergency Response Plan (ERP) provides a structured guide during periods of an emergency, whether natural or manmade disasters, as well as when disasters are forecasted or imminent. DART has adopted the protocols defined in the National Incident Management System and has formed an Emergency Response Team.

The Emergency Response Team (ERT) will be the key to the success of our emergency response actions. The ERT team will provide overall direction of the emergency response activities. With the decision-makers at one location, key personnel and resources can be utilized more efficiently. The coordination of emergency response activities will ensure that all tasks are accomplished with little or no duplication of effort.

The ERP will help us to:

- ▶ Provide a superior level of safety in our transit operations.
- ▶ Identify the succession plan and responsibilities for DART.
- ▶ Maximize our resources during an emergency or crisis.



- ▶ Continue our continuity of operations during emergencies.
- ▶ Comply with all agencies at the local, state and federal levels to minimize the impact during emergencies and to meet applicable requirements of regulatory agencies.
- ▶ Reinforce a culture that promotes safety as being the responsibility of every employee.

During many different types of emergencies, the role of DART is to support the efforts of police, fire and rescue workers. Transit equipment and personnel may be used for evacuations, to transport emergency workers or for warming/cooling areas at the scene of an incident. Normal transit services may need to be modified during such emergencies, but DART remains committed to providing transportation to the public to the greatest extent possible.

DART's emergency planning process includes the following categories:

- ▶ Transit Related Accidents
- ▶ Severe Weather
- ▶ High velocity winds and tornadoes
- ▶ Flooding
- ▶ Fire
- ▶ Pandemics
- ▶ Grade crossing accidents
- ▶ Derailments and collisions (mass casualties)
- ▶ Medical Emergency
- ▶ Hazardous Material Spill
- ▶ Acts of Violence
- ▶ Civil Unrest
- ▶ Acts of Terrorism
- ▶ Hazardous Materials
- ▶ Earthquakes
- ▶ Hijacking or hostage situation
- ▶ Terrorist attacks
- ▶ Chemical/Biological - Inside vehicle
- ▶ Chemical/Biological - Outside vehicle
- ▶ Bomb threats or explosives (includes weapons of mass destruction (WMD))

6.5.2. Coordination with External Agencies

DART staff attends first responder meetings throughout the year and other emergency response meetings as required to coordinate and plan emergency response and proactive processes. Agencies represented at these meetings including local police, state police, FBI, Attorney General's office, fire departments, emergency medical service, county emergency management and public utilities.



DART also coordinates with the emergency responders in the municipalities in our service area as well as with other supporting agencies for planning, training and exercises to ensure comprehensive response to any adverse event on the system.

DART and the Polk County Emergency Management Agency (PCEMA) have a Memo of Understanding (MOU) whereby any municipality and /or emergency response agency may contact PCEMA to request DART resources to help prepare for an emergency, provide aid during an emergency, and assist with recovery from a natural disaster. Services that DART may provide include but are not limited to:

- ▶ Provide shelter at the scene of a building evacuation.
- ▶ Provide a heated or cooled space for first responders.
- ▶ Provide transportation for large numbers of people from uninhabitable dwellings.
- ▶ Provide transportation for people stranded due to accidents, weather events, or other such incidents.
- ▶ Provide the use of DART buses for responder training scenarios.
- ▶ Provide local first responders with training and familiarization opportunities for any new DART equipment and facilities.

6.5.3. Emergency Preparedness Planning

DART's emergency management planning and preparation is consistent with the objectives outlined in the Homeland Security Presidential Directives (HSPDs) requiring implementation of the National Response Plan (NRP), the National Incident Management System (NIMS), the National Infrastructure Protection Plan (NIPP), and the National Preparedness Goal. The System Security Plan (SSP) provides additional details about DART's response to terrorist events.

6.5.4. Emergency Drills

Emergency preparedness drills are planned and conducted with police, fire and emergency response personnel from Des Moines. On new extensions, extra tabletop exercises and drills are held to familiarize the departments with DART operations, its equipment and facilities, and procedures. In addition, facility emergency preparedness drills are conducted semi-annually. Emergency preparedness drills can include evacuation and severe weather sheltering. DART follows the Homeland Security Exercise and Evaluation Program (HSEEP) protocol.

6.5.5. Implementation of Findings

After Action Reports (AARs) are developed following the completion of emergency drills and exercise scenarios. The ESSC reviews the After Action Reports and develops and implements appropriate actions to respond to the After Action Report recommendations. Discrepancies found as a result of corrective training or drills are corrected in the procedures developed by the appropriate department with the assistance of the Safety Department.



6.5.6. Emergency Familiarization

Fire Departments

Familiarization training is offered to local fire departments. Training is conducted and coordinated with DART Facilities and Safety departments. Included in the training is:

- ▶ Procedures for notification, control, and degree of responsibility on-site.
- ▶ Levels of service (equipment, personnel, etc.) to be delivered in response to various types of transit emergencies.
- ▶ Appropriate methods for communication and transfers of command.
- ▶ Familiarization with DART's equipment and facilities.
- ▶ Use of tools, equipment, and DART personnel to assist as necessary.
- ▶ Procedures to remove and restore power.
- ▶ Scheduled drills and exercises annually.

Police Departments

Familiarization training is offered to local and regional police and law enforcement organizations including those law enforcement personnel specifically assigned off-duty officers employed by DART. Law enforcement training is conducted and coordinated with DART Facilities and Safety departments. Included in the training is:

- ▶ Procedures for notification, control, and degree of responsibility on-site.
- ▶ Familiarization with DART equipment and facilities.
- ▶ Scheduled drills and exercises annually.

6.5.7. Emergency Preparedness Training

DART incorporates emergency management training through various safety, public safety, and operations training programs in order to achieve the following objectives:

- ▶ Applicable management, operations, and maintenance rules, procedures, and plans are effectively documented and conveyed to those responsible for their implementation.
- ▶ Oversight to ensure DART personnel responsible for dispatching and controlling assets to administer, operate, and maintain the system's safety and security equipment and facilities.
- ▶ Safety-related rules and procedures for management, operations, and maintenance personnel are documented and effectively implemented by all employees as required.
- ▶ Emergency procedures have been developed, documented and are successfully implemented by all personnel as required, including public safety personnel (if appropriate).
- ▶ Transportation personnel and local emergency responders understand the hazards of the transportation environment.
- ▶ An adequate level of preparation is maintained for a possible emergency.



Additional training typically addresses rules, policies, and procedures, as well as many of the hazards in the transportation environment (e.g., high voltage power, roadway safety, hazardous materials and alternate fuels, medical emergencies or blood-borne pathogen awareness, personal safety, and injury prevention). NIMS and Incident Command System (ICS) orientation and training activities are ongoing. All employees participate in the DART Emergency Response Plan training.

6.5.8. Emergency Preparedness Exercises

At a minimum, one emergency tabletop or field exercise is planned and conducted annually to ensure the adequacy of emergency plans and procedures and the ability of DART personnel to respond under emergency conditions. These exercises are evaluated through the use of an after-action debriefing. The results of the debriefing will be analyzed to document the lessons learned and what actions are needed to improve DART emergency operations capabilities.

6.5.9. Emergency Response Training

All front-line DART transportation and maintenance personnel will be trained in emergency response to ensure they have a complete understanding of what their roles and responsibilities are during an emergency incident. The extent of the training will be based on their anticipated role during the incident. The minimum training that will be provided on the emergency plans and procedures will be to the level that the employee can reasonably be expected to respond to. Training to familiarize with fire, rescue and other emergency service personnel with special transit system requirements is coordinated through the Safety Department.



7. Safety Risk Management

The second pillar of the Agency Safety Plan is Safety Risk Management, describing how DART identifies, evaluates, tracks and mitigates hazards and risk in the organization and on the transit system.

7.1. Safety Risk Management Process

The Safety Department collaborates with all DART departments to ensure adequate safety control measures are incorporated into daily and special operations, and that efforts are taken to resolve significant safety issues.

7.1.1. Safety Department Activities

The Safety Department is responsible for conducting comprehensive investigations of collisions, passenger and employee injuries/illnesses and fatalities, major fires, and other serious incidents that may occur. In addition, Safety conducts formalized hazard assessments of systems, facilities and equipment. The DART Safety Committee assists the Safety Department in safety reviews and audits, processing Hazard Reporting Forms and hazard identification throughout the DART system.

The Safety Department is responsible for the development and implementation of a health and safety program to protect DART employees in the work environment and passengers in the transit system's environment. This function is focused primarily on facilities, construction, maintenance, operating procedures, and the avoidance of hazards through compliance with instruction and the use of prescribed safety devices. Therefore, it conducts activities that concentrate on passenger and employee protection efforts, personal safety attitudes, and accident/incident data collection and analysis.

Another responsibility is minimizing hazards in the design and operation of the DART system. The Safety Department activities are focused on the identification and resolution of system safety hazards and on the inclusion of system safety requirements in the design and development of system elements such as facilities, buses, systems, equipment, procedures and training.

The following summarizes the general responsibilities of the DART Safety Department:

- ▶ Defines system safety requirements.
- ▶ Identifies and assists in investigating and resolving hazards with the system, including those related to maintenance, operation, and accident/incident investigation.
- ▶ Evaluates identified hazards and design action to eliminate or minimize and control the hazards.
- ▶ Incorporates safety into operation and maintenance procedures.
- ▶ Develops safety design criteria for incorporation into service design.
- ▶ Conducts hazard analyses of plans and specifications for new equipment and construction.
- ▶ Maintains system safety records in accordance with the Records Retention Schedule.
- ▶ Manages and implements the Public Transportation Agency Safety Plan.



- ▶ Performs or participates in accident and/or incident investigations, in accordance with DART procedures. These could include: collisions, non-revenue vehicle collisions, passenger or employee injuries or fatalities, fires, major equipment damage, and other major incidents and accidents that occur.
- ▶ Conducts safety assurance audits.
- ▶ Assures awareness of and monitors compliance with pertinent federal, state, and local safety codes and regulations, legislations and inspection requirements.
- ▶ Promotes employee motor vehicle safety and accident prevention.
- ▶ Recommends and monitors uses of equipment, tools and personal protective equipment.
- ▶ Supports fire prevention and control and emergency preparedness.
- ▶ Monitors for adequate lighting and noise levels in the facilities.
- ▶ Inspects facility cleanliness and housekeeping practices.
- ▶ Maintains a system to monitor the license status for all employees.
- ▶ Compiles and analyzes occupational accident information; design and implement programs to reduce incidence and severity of occupational injuries.
- ▶ Maintains electronic files of Safety Data Sheets (SDS).
- ▶ Coordinates safety-related activities to ensure that safety information is passed to all sections of the organization. Examples of information include collision and passenger accident data, occupational injury and illness loss data, safety committee meeting minutes, and safety inspection reports.
- ▶ Represents DART at professional safety meetings and seminars and ensures that the information gained at these outside events is shared with other divisions of DART as appropriate.
- ▶ Exchanges safety data with other transit systems.
- ▶ Reviews maintenance records to ensure that proper documentation is being recorded.
- ▶ Develops corrective actions and recommendations related to accidents, unacceptable hazardous conditions, and other safety issues uncovered through analyses and failure report data.
- ▶ Participates in training activities to ensure that safety elements are part of the curriculum, and that safety information is disseminated to all affected employees.
- ▶ Provides liaison with outside emergency response organizations and assists in such activities as familiarization training and emergency preparedness drills.
- ▶ Develops/updates safety rules/ procedures and emergency preparedness plans in cooperation with other departments and outside agencies as appropriate.
- ▶ Evaluates new projects and proposed system modifications from a safety perspective.
- ▶ Develops and manages incentive and safety award programs for DART employees.



7.1.2. General Safety Related Activities

The general safety-related tasks of DART Departments other than the Safety Department are outlined below. The listing of safety-related tasks recognizes the fact that the functional responsibilities at DART are not always vertically assigned but are distributed across departmental and divisional boundaries.

The development of specifications and design related responsibilities are spread amongst DART departments based on function:

- ▶ Rolling stock design, engineering and specifications for DART vehicles, including safety characteristics (flammability, smoke emission, braking, crash worthiness, doors) is the responsibility of the Maintenance and Procurement Departments.
- ▶ Facilities design (egress, construction, fire prevention and protection) is the combined responsibility of Maintenance and Safety department depending upon the project.
- ▶ Communication systems (radio) design and administration is the responsibility of the IT Director. Maintenance of the radio system is the responsibility of the Maintenance Department.
- ▶ Specifications for the procurement of materials, including safety characteristics, are the responsibility of the department user, in coordination with the Procurement Department. The Safety Department is consulted on the procurement of all hazardous substances. The Procurement Department reports to the Chief Financial Officer.

The following are functions of the Dispatch Center at DART:

- ▶ The Transportation Department Dispatchers are responsible for the control of all bus movements (Fixed Route and Paratransit) responding to radio calls for assistance and monitoring service performance throughout the service day. Service alerts, detour instructions, weather updates, and safety information is communicated between Dispatch Center and Bus Operators via the TransitMaster CAD/AVL text messaging system and radio-telephone interface.
- ▶ The Operations Road Supervisors are responsible for proficiency checks, field supervision; assistance in bus collision and personal injury incident investigations; schedule adherence; responding to customer service issues, equipment breakdown, or passenger issues; and determining detour needs.

7.1.3. Planning Department Activities

The Planning Department is responsible for service scheduling and service planning

Furthermore, employees in the Planning Department are also empowered to identify hazards in their work area and report them to the Safety department

7.1.4. IT Department Activities

The IT department was established to meet the increasing need for software management. The Department goal is to standardize software management, enhance training, create uniform job descriptions and establish a department that would acquire future/non-managed systems.



Additional tasks include:

- ▶ Maintaining the radio system (towers, portables, base stations, consoles) used in Dispatch.
- ▶ Maintaining the Trapeze software responsible for tracking Operator attendance and performance.
- ▶ Maintaining the TransitMaster System used to interface text messaging with Operators as well as the Incident Reporter platform used to log all incidents.
- ▶ Setting up new technology platforms, upgrading and updating software and license agreements with external providers, and providing training to users of the systems.

7.1.5. External Affairs Department Activities

The External Affairs Department is responsible for marketing, passenger communications, community outreach, business partnerships, media relations and public records requests. The safety responsibilities for the External Affairs Department include, but are not limited to:

- ▶ Coordinating and disseminating DART's safety messages to local, state, and federal governments and the general public.
- ▶ Interfacing with DART's Safety Manager in developing safety campaign ideas and identifying marketing budget resources for safety messages as needed.
- ▶ Creating, modifying and otherwise amending a Crisis Communications Management Plan.
- ▶ Ensuring data or statistics published by DART are vetted prior to release to the media or in other materials.
- ▶ Being aware of upcoming drills, exercises, other scheduled activities in which there may be public involvement or public perception of a crisis, or other media worthy activity.
- ▶ Ensuring that safety information is up to date and available on vehicles, the DART website, and at DART Central Station.
- ▶ Ensuring that safety information provided through social media (i.e. Twitter and Facebook) and alerts are also posted to DART alert subscribers.

7.1.6. Human Resources Department Activities

The Human Resources Department is responsible for reviewing and updating hiring standards to assure that safety critical skills and qualifications are included in the selection process. Additionally, the Human Resources Department:

- ▶ Coordinates with DART staff to develop formal standards and procedures for the evaluation and certification of probationary employees.
- ▶ Verifies previous employment record.
- ▶ Verifies required licenses and certifications prior to hiring.
- ▶ Ensures new hires receive safety training during orientation.
- ▶ Maintains training records and ensures on-going and refresher training is conducted based on job descriptions, the outcome of gap analyses, and recommendations from audits and investigations.



- ▶ Establishes a regular system of employee performance evaluation that includes evaluation of compliance with safety rules and procedures.
- ▶ Monitors the evaluation process to assure timeliness and inclusion of safety items.
- ▶ Reviews and modifies position descriptions to reflect safety responsibilities and new functions as they occur.
- ▶ Establishes a system for prioritizing the filling of vacant positions that, if not timely, may impact the safety of the DART system.
- ▶ Establishes formal pass/fail standards for each employee classification.
- ▶ Coordinates medical evaluations in relation to CDL license renewal.
- ▶ Administers DART's Drug and Alcohol Programs and other health/medical related policies (i.e. FMLA, Employee Immunizations, Independent Medical Exams, Medical Questionnaires, EAP and Hearing Exams).

7.1.7. Procurement Department Activities

The Procurement Department ensures that materials, equipment, construction and services are obtained in a timely, efficient and economical fashion, adhering to principles of good administrative practices, sound business judgment within the parameters of federal, state, and DART requirements. All purchases shall be conducted in a manner that provides maximum open and free competition and not unduly restrict or eliminate competition. The Procurement Department shall include the Safety Department for all RFP panels that include the purchases of chemicals and rolling stock and shall forward Safety Data Sheets (SDS), for chemicals not previously approved, to the Safety Department for review and approval prior to award.

Purchasing goods and services for DART must be a cooperative effort, and it shall be the responsibility of all DART staff involved in the purchasing process to employ sound judgment and appropriate standards of ethics and fairness in carrying out their individual responsibilities and tasks.

Procurement reviews each proposed contract for safety implications, including whether safety performance standards should be specified. It assigns responsibility for monitoring the safety provisions of each contract to the contract administrator who, in turn, coordinates with the Safety Department. Procurement verifies that contracts include provisions for federal, state and local regulatory compliance.

For construction related procurements and projects the procurement department will:

- ▶ Maintain as-built drawings and configuration management for systems, equipment, and facilities.
- ▶ Review contracts to assure inclusion of safety design criteria.
- ▶ Establish procedures for verification of system safety and construction safety requirements in contracts.
- ▶ Establish procedures for construction/contract monitoring to assure compliance with safety requirements.
- ▶ Conduct construction inspections.



7.1.8. Executive Leadership Team Activities

Members of the Executive Leadership Team are responsible for establishing policies and procedures for conducting accident investigations and documenting findings and results. The Executive Leadership Team establishes formal policies for the usage of vehicles, accident reporting, responsibility for safe operation and compliance with operating procedures and preventive maintenance program. Furthermore, Executive Leadership establishes policy for an employee safety program, and assigns responsibility for program management to include:

- ▶ Safety awareness information.
- ▶ Safety incentives with joint labor management design (Awards & Recognition Committee).
- ▶ Periodic evaluation.

The Executive Leadership Team establishes and assigns responsibility for managing a loss prevention program for DART by:

- ▶ Establishing policy for hazard identification, assigning responsibility and establishing procedures for program implementation.
- ▶ Assigning responsibilities to conduct safety analyses on new construction, engineering change proposals, and hazard analyses.
- ▶ Establishing safety goals and objectives for each department.

7.1.9. Transportation Operations Activities

Transportation Operations tasks include but are not limited to the following:

- ▶ Develop, evaluate and update operating procedures.
- ▶ Develop procedures for abnormal and failure recovery conditions, including Continuity of Operations Plans.
- ▶ Familiarize personnel with safety equipment, use and location.
- ▶ Identify unsafe practices and procedures throughout the transit system.
- ▶ Investigate unsafe practices and procedures as well as accidents and injuries.
- ▶ Conduct analyses of operational data to identify trends and determine if additional procedures should be developed to mitigate operational problems.
- ▶ Help establish disciplinary actions for unsafe acts, practices and rule violations (incorporated as part of the union contract).
- ▶ Supervise all operations in accordance with applicable safety rules and procedures.
- ▶ Oversee the post-accident testing program and vehicle procedures.
- ▶ Finalize incident report forms and recording any additional information needed for a thorough investigation.
- ▶ Help establish safety-training requirements for various positions.
- ▶ Participate in drills and simulations to validate procedures and training.
- ▶ Establish requisite tests and inspections.



- ▶ Ensure that safety performance is a part of employee evaluation and promote a positive safety culture.

7.1.10. Facility Maintenance Activities

DART Facility Maintenance tasks include:

- ▶ Establish policies and procedures for daily/shift inspection of safety critical items.
- ▶ Establish preventive maintenance program for key equipment and facility components to assure employee safety and loss prevention.
- ▶ Establish policies and procedures for tagging defective equipment, and work-around procedures where appropriate.
- ▶ Help define support equipment, personnel and procedures for responding to an emergency and facility alarm situation.
- ▶ Help define safety-training requirements related to maintenance of facilities and mechanical equipment (HVAC, emergency ventilation, pumps, fire suppression, etc.).
- ▶ Identify and investigate unsafe practices and procedures throughout facilities.
- ▶ Establish disciplinary actions for unsafe acts, practices, or rule violations (part of union contract).
- ▶ Define safety critical elements and establish maintenance priorities for them.
- ▶ Perform monthly inspections of all Underground Storage Tanks (USTs) and maintain a current environmental compliance evidence binder containing CITME records of monthly UST inspections, monthly Veeder Root compliance reports, annual UST inspection reports, UST permits & insurance certificates, and EPA required training documentation to operate and maintain the USTs.
- ▶ Acquire and maintain current hazardous substances permits for such items as propane, acetylene, used oil and the underground storage of fuels.
- ▶ Complete recommendations submitted by the fire insurance carrier.
- ▶ Perform inspections of hazardous waste storage and correct any deficiencies. Also ensure proper labeling on hazardous, universal and nonhazardous waste.

7.1.11. Vehicle Maintenance Department Activities

DART Vehicle Maintenance Department tasks include:

- ▶ Ensure required equipment is available on vehicles and establishes a checklist procedure to assure compliance.
- ▶ Adhere to preventive maintenance inspection guidelines for each vehicle type, monitors and controls compliance to assure timely completion.
- ▶ Maintain the maintenance records for all DART vehicles, monitoring vehicle condition and maintaining preventive maintenance program.
- ▶ Monitors and leads vehicle maintenance activities, which includes supervising vehicle inspection processes performed by employees and external contractors and monitoring compliance with applicable FTA regulations.
- ▶ Oversees new vehicle acceptance and in-service inspection processes.



- ▶ Monitors and participates in the evaluation of components for vehicles and specialty equipment; determines operational needs for new vehicle specifications.
- ▶ Defines support equipment, personnel and procedures for responding to emergencies as well as abnormal or failure recovery conditions.
- ▶ Identifies and investigates unsafe practices and procedures throughout the systems.
- ▶ Helps investigate accidents and incidents.
- ▶ Establishes disciplinary actions for unsafe acts, practices, or rule violations (part of union contract).
- ▶ Defines safety critical elements and establishes maintenance priorities for them.
- ▶ Helps establish safety-training requirements for critical maintenance activities including but not limited to the following:
 - ▷ Participates in drills and simulations to validate procedures and training.
 - ▷ Develops and verifies that maintenance procedures are in place for vehicle maintenance activities.
 - ▷ Ensures adequate tracking of all chemicals used in respective paint booths to demonstrate de minimus emissions status during potential air quality inspections.

7.1.12. Risk Management Activities

The Safety Department in coordination with the Finance Department is responsible for risk management activities that:

- ▶ Compile and maintain records of claims and related costs.
- ▶ Prepare and distribute regular management reports.
- ▶ Coordinate the accident data compilation process providing DART-wide statistics and data used by management and the safety committee to develop plans of action for continual improvement in the experience of preventable collisions, employee injuries, passenger accidents and asset protection.

7.1.13. Security Activities

The Safety Department and Maintenance departments are responsible for security tasks that include:

- ▶ Establish reporting systems for security issues.
- ▶ Establish, maintain, and implement the System Security Program Plan.
- ▶ Establish, maintain, and implement the Emergency Operations Plan in partnership with the Safety Department.
- ▶ In concert with affected departments establish, maintain and practice emergency procedures for accidents, intentional incidents and acts of nature that impact the safety and security of DART.



7.1.14. Labor & Employee Relations Activities

The Human Resources Department and the Operations Department are responsible for negotiating labor contracts that:

- ▶ Identify management rights for assigning work, establish work rules of acceptable performance standards, and provide a performance management system for recognizing, coaching, and formally disciplining employees.
- ▶ Establish a process for developing management strategies for labor contract changes that address bus operations and employee safety issues and provide support for front-line staff in effectively enforcing safety rules and procedures.
- ▶ Provide assistance with conflict resolution techniques to resolve labor/management conflicts in a way that does not disrupt safe operating procedures.

7.2. Safety Hazard Identification, Assessment, and Mitigation

The management of identified hazards is a vital component of the DART Safety Management System. A hazard is defined as a condition or set of conditions, internal or external to DART, which when activated could cause injury or death or damage or loss of equipment or property. An unacceptable hazard is a condition that may endanger human life or property or result in system loss. This includes harm to passengers, employees, contractors, equipment and to the general public. These hazardous conditions must be mitigated. Hazards are identified in several different internal and external sources. Hazards may be observed in the operating environment, through procedures, during system modifications and capital projects, accidents, extensions or operational changes.

DART has implemented the guidance as outlined in FTA's Clarification Letter September 6, 2007 on the hazard management requirements. The Hazard Management Program applies to all DART employees and obligates everyone to constantly observe hazards in their work areas and report them to their Safety Committee, the Safety Department, or to their supervisor or manager. The overall hazard management program incorporates a system-wide hazard identification process, including activities for:

- ▶ Identification
- ▶ Investigation
- ▶ Evaluation and analysis
- ▶ Control and elimination
- ▶ Tracking
- ▶ Ongoing communication to DART Leadership relating to hazard management activities and status

The following Hazard Management Program overview lays out an overall description of how hazards are identified, evaluated, analyzed, controlled or eliminated, tracked and reported to the DART Leadership team.

- ▶ The Safety Department is the primary point of contact (POC) for the Hazard Management Program.
- ▶ The Safety Department will enter identified hazards into the electronic hazard reporting system. The Safety Department, in conjunction with the applicable department



manager, will develop a Corrective Action Plan (CAP) for each unacceptable and undesirable hazard entry and identify a point of contact or owner of the hazard and places this information within the hazard reporting system for tracking purposes.

- ▶ CAPs may also be identified as a result of an incident and investigation.
- ▶ Safety Committee members also participate in the evaluation and control or elimination of the hazard.
- ▶ Hazards must be mitigated at the lowest level possible. However, when a hazard is identified as having a mitigation that involves multiple departments or requires cost or changes beyond the safety committee or department abilities or budgets, the hazard will be elevated to the CEO.
- ▶ Recommendations from the review, testing, industrial or environmental sampling results requiring corrective actions will be placed in the hazard log for follow up and possible need for retesting for compliance with safety or environmental requirements.
- ▶ If mitigation or control of a hazard is not achieved the hazard mitigation process may be elevated to the CEO for final resolution.

7.2.1. Hazard Identification and Analysis

Hazard or Risk Assessments

DART has adopted a system for assessing the level of risk for each identified hazard to determine what action(s) must be taken to correct or document the hazard risk. This assessment system has been incorporated into the formal system safety analysis which enable the Safety Department and/or Safety Committees to understand the amount of risk involved in accepting the hazard in relation to the cost (schedule, cost, operations) to reduce the hazard to an acceptable level.

Identification of hazards is the responsibility of all DART employees and contractors. The continuous identification, monitoring, and elimination of hazards is key to an effective hazard management program. Hazard identification methods include, but are not limited to the following:

- ▶ Observation, inspection, and interaction of all DART employees and contractors
- ▶ Reports from safety committee members, passengers, customer service, and field personnel
- ▶ Evaluation of accidents, incidents, near misses, to include data trends and projections
- ▶ Preliminary Hazard Analysis (PHA) of a design or new construction
- ▶ Safety certification, system integration testing, pre-revenue testing, system modification, configuration management verification, and inspection processes
- ▶ Internal and external safety reviews, inspections, observations, defects, findings, observations, violations, and reviews
- ▶ Training feedback and "lessons learned" inputs
- ▶ Review of applicable regulatory codes and standards
- ▶ NTSB, FTA, OSHA, safety recommendations, guidance, initiatives, and alerts

Examples of observed hazards may include:

- ▶ An uneven garage floor joint that could cause a trip and fall



- ▶ Opening in a section of fencing which allows access of a trespasser
- ▶ A forklift that has an oil or hydraulic leak
- ▶ Ice formation on stairway
- ▶ Missing fire extinguisher in a maintenance shop
- ▶ A large pothole
- ▶ New construction that impedes access to or from a bus stop or shelter

The DART Hazard Log is managed by the Safety Department. Hazards identified by an employee to his/her supervisor may be resolved by the employee and supervisor. For example, a discharged fire extinguisher may be identified by an employee and brought to the attention of his/her supervisor and the supervisor gives the employee authorization to order a newly charged extinguisher from the supply room for a replacement. If the supervisor is unable to solve the identified hazard, he/she will forward the hazard to the Safety Department to be brought to the Safety Department for resolution. The Safety Department will review the hazard and assign an Initial Hazard Rating (IHR) and place the hazard into the hazard reporting system to be tracked. All reported hazards that are not closed will be reviewed by the Safety Department and the Safety Committee.

Hazard Investigation, Evaluation, and Analysis

Safety concerns should be identified and corrected at the lowest level (employee/department) as soon as practicable. Safety concerns that are not eliminated at this level are reported to the Safety Department. Reported concerns will be assessed by the Safety Department and or Safety Committee to determine if a safety hazard exists and assign an IHR.

Accident Evaluation and Root Cause Analysis

Hazards are investigated as they are identified through evaluating accidents, incidents, and near misses. Hazards originating from accidents are reviewed by the Safety Department, respective department involved, and the Safety Committee; though the Safety Committee focus is on trends as opposed to single incidents. As part of evaluating accidents and incidents, root cause analysis using the "FIVE Why?" methodology is used to help focus on the bottom-line fundamental cause and determine the most effective solutions to mitigating hazards.

The primary purpose of the accident evaluation process is to determine root causes of potential hazards that may have contributed to an incident. A third-party expert may be used to assist with an investigation if deemed necessary. This will be determined based upon DART hazard assessments that are determined to be frequent and high.

Hazard Analysis Matrix

The DART Hazard Analysis Matrix is shown below. The hazard ratings are labeled as HIGH, SERIOUS, MEDIUM, LOW, and ELIMINATED.

Hazard severity is a subjective measure of the worst credible mishap resulting from personnel error, environmental conditions, design inadequacies and/or system, subsystem, or component failure or malfunction.



The likelihood of a particular event or a specific hazard occurring may be defined as a non-dimensional ratio of the number of times that a specific event occurs to the total number of trials in which this event will occur during the planned life expectancy of a system.

DART Risk Assessment Matrix		SEVERITY			
		1. Catastrophic	2. Critical	3. Marginal	4. Negligible
PROBABILITY	A. Frequent	High	High	Serious	Medium
	B. Probable	High	High	Serious	Medium
	C. Occasional	High	Serious	Medium	Low
	D. Remote	Serious	Medium	Medium	Low
	E. Improbable	Medium	Medium	Medium	Low
	F. Eliminated	Eliminated			

Resolution Requirements		
High *	Unacceptable	Correction required
Serious	Undesirable	Correction may be required, management decision
Medium	Acceptable w/review	With review and documentation by management
Low	Acceptable	Without review
Eliminated	Acceptable	No action required

The risks that fall into the Medium spectrum as are those risks that become acceptable after mitigation strategies are put in place and the risks become **As Low As Reasonably Practicable**.

Hazard Severity

Hazard severity is a subjective determination of the worst case that could be anticipated to result from human error, design inadequacies, component failure or malfunction. The categories of hazards based on the modified MIL-STD-882 are as follows:

- ▶ Category 1 Catastrophic - Operating conditions are such that human error, design deficiencies, element, subsystem or component failure or procedural deficiencies may cause death or major system loss and require immediate termination of the unsafe activity or operation.
- ▶ Category 2 Critical - Operating conditions are such that human error, subsystem or component failure or procedural deficiencies may cause severe injury, severe occupational illness or major system damage and require immediate corrective action.
- ▶ Category 3 Marginal - Operating conditions are such that they may result in minor injury, occupational illness or system damage and are such that human error, subsystem or component failures can be counteracted or controlled.
- ▶ Category 4 Negligible - Operating conditions are such that human error, subsystem or component failure or procedural deficiencies will result in less than minor injury, occupational illness or system damage.

The hazard categories are consistent with risk-based criteria for severity; it reflects the principle that not all hazards pose an equal amount of risk to personal safety.



RISK SEVERITY					
Severity Level		Injury or Occupational Illness	Other than death or injury		
			Property Damage (PD)	System Disruptions (SD)	Evacuation
1	Catastrophic	Death (does not include suicides, or death by natural causes)	> \$250,000	> 24 hrs.	Fire/Life Evacuation
2	Critical	Fracture, Severe Bleeding, Paralysis, Brain injury, Dismemberment	\$250,000 - \$100,000	12 - 24 hrs.	
3	Marginal	Bruising, Abrasions, Bleeding, Sprains/Strains (Ambulance Transport)	\$100,000 - \$25,000	4 - 12 hrs.	
4	Negligible	Bruising, Abrasions, Bleeding, Sprains/Strains (No Ambulance Transport)	> \$25,000	<4 hrs.	

Hazard Likelihood

The likelihood of a particular event or a specific hazard occurring may be defined as a non-dimensional ratio of the number of times that a specific event occurs to the total number of trials in which this event will occur during the planned life expectancy of a system. Generally, hazard likelihood is described qualitatively in potential occurrences per units of time, miles, trips/runs or passengers carried.

A hazard likelihood may be derived from the analysis of transit system operating experience, evaluation of DART safety data, the analysis of reliability and failure data, or from historical safety data from other bus systems.

LIKELIHOOD of OCCURANCE					
Probability Level		Likely hood of event in life of a specific item	MTBE* in Operating Hours	Occurrence within Fleet or Inventory	MTBE in days
A	Frequent	Will occur frequently	< 1,000 OH	Continuously experienced	1 / month
B	Probable	Will occur several times	1,000 – 100,000 oh	Will occur frequently	1 / year
C	Occasional	Likely to occur sometimes	100,000 – 1,000,000 oh	Will occur several times	1 / 2 years
D	Remote	Unlikely but possible to occur	1,000,000 – 100,000,000 oh	Unlikely, but can be expected to occur	1 / 5 years
E	Improbable	So unlikely, assumed occurrence may not be experienced	>100,000,000 oh	Unlikely to occur, but possible	1 / 10 years
F	Eliminated	Actions taken to remove the hazard/conflict	Never	Will not occur	N/A



***Mean Time Between Events:** The likelihood that hazards will be experienced during the planned life expectancy of the system can be estimated in potential occurrences per unit of time, events, population, items, or activity. The probability may be derived from research analysis, and evaluation of historical safety data.

Hazard Control, Elimination, and Tracking

Safety critical hazards that have been identified must be controlled or eliminated so that the hazard does not continue to pose a danger. This may be done in a temporary manner as long as the hazard is controlled. The process of controlling, tracking, and eliminating hazards is recorded in the hazard log.

All hazard log entries may require a Corrective Action Plan (CAP), a tracking number, a brief description, a projected completion date, and an initial hazard rating (IHR) using the DART Hazard Analysis Matrix. A CAP may be marked as N/A if the hazard was resolved in the course of regular operations.

Corrective Action Plan (CAP)

Corrective Action Plans are utilized within DART for hazards that meet certain criteria. The following hazards require the usage of a Corrective Action Plan:

- ▶ Unacceptable hazards with a Risk Assessment Code of 1A, 2A, 1B, 2B, or 1C (High Hazards)
- ▶ Review findings from regulatory agencies resulting in non-conformance (DNR, FTA, OSHA)
- ▶ Corrective action resulting from accident investigations
- ▶ When warranted by the Safety Department

CAPs are assigned a specific tracking number by the Electronic Hazard Reporting System and are linked with its associated hazard. CAPs must contain at a minimum:

- ▶ A person responsible for the corrective action and for developing the Plan of Action for the correction
- ▶ A proposed completion date
- ▶ Plan approval when applicable

Corrective Action Plan Development

Corrective Action Plans are developed by department managers/designee in conjunction with the Safety Department. The Safety Department will ensure that the CAP process is followed and properly tracked until it is closed.

Risk Mitigation

Risk mitigation is defined as the analysis and subsequent actions taken to reduce to the lowest level practical, the risk associated with an identified hazard. Risk mitigation is not synonymous with hazard elimination. In a transit environment, there are some hazards that are impossible to eliminate and others that are highly impractical to eliminate. Reduction of risk to the lowest practical level can be accomplished in a variety of ways from protective and warning devices to special procedures.

- ▶ To the extent permitted by cost and practicality, identified hazards will be eliminated or controlled by the design of equipment, systems and facilities.



- ▶ Hazards that cannot reasonably be eliminated or controlled through design will be controlled to the extent practicable to an acceptable level through the use of fixed, automatic, or other protective safety design features or devices. Provisions will be made for periodic functional checks of safety devices and training for employees to ensure that system safety objectives are met.
- ▶ When design and safety devices cannot reasonably nor effectively eliminate or control an identified hazard, safety warning devices will be used (to the extent practicable) to alert persons to the hazards.
- ▶ Where it is impossible to reasonably eliminate or adequately control a hazard through design or the use of safety warning devices, procedures and training will be used to control the hazard.

Job Safety Briefing

Hazards that are identified in the work area will be recorded on the hazard log, which is maintained by the Safety Department. All employees are encouraged to identify and control or resolve hazards at the lowest management level possible. Employees that perform job tasks are required to discuss job tasks and identified hazards that are associated with those tasks or job steps during job safety briefings. Identified hazards that cannot be controlled with personal protective equipment (PPE) or procedures must be resolved or mitigated through the hazard management program.

System Safety Inspections and Reviews

The Safety Department will conduct periodic inspections and safety reviews. Maintenance and Administrative facilities are inspected monthly to ensure compliance with occupational safety regulations and local fire codes. Any deviations from required activities or identified safety hazards are resolved through a formal reporting process.

Collection and Analysis and Reporting of System Safety Data, and Maintenance of Records

System safety data is collected through a variety of sources including near miss information, accident investigation reports, internal safety reviews, employee hazard reporting system, safety committee meetings, occupational injury reports, incident reports, use of an accident matrix, system monitoring including testing and inspection records, and the hazard management program.

The information collected from these sources is analyzed for potential safety impacts. Identified areas of concern are reported to appropriate personnel in the form of specific project reports, memos, and recommendations from the Safety Committee and/or Safety Department. Records of system safety data are maintained by the Safety Department.

The types and severity of accidents will be tracked and monthly the Safety Department will issue a report as to the previous month's accidents by mode, type, preventability, operator tenure, and location. Throughout the month, when the Safety, Transportation, or Maintenance Managers notice a trend in accidents, they may take immediate steps to investigate the reason(s) behind the trend and take appropriate corrective action.

Management of Change

Management of Change is a key component of a successful ASP. Changes in service or equipment being considered by DART must be subjected to a review using the Risk



Management process to determine whether those changes would result in introducing new hazards or have a negative impact on safety performance. The change may be permanent, temporary long term, or short term. Examples of the types of changes subjected to review include but are not limited to:

- ▶ A different style bus, i.e. electric versus diesel
- ▶ The installation or moving of a bus stop location
- ▶ The installation of a bus shelter at a new location
- ▶ The implementation of a new bus route
- ▶ The addition of service hours
- ▶ The addition or removal of safety features on a bus
- ▶ Long term route detour (generally not initially reviewed)
- ▶ Short term route detour (generally not reviewed)

Occasionally, change is introduced by outside forces. These types of changes generally are the result of municipal projects such as the addition of bike lanes, streetscape projects that reduce street travel lanes, street calming projects, etc. When these changes are introduced, the Safety and Planning departments work together to implement a migration that balances service to our customers with safety.

Additionally, management of change in the Maintenance department is crucial to keeping employees safe and equipment in serviceable condition. When new equipment is introduced to the Maintenance department, the Maintenance Manager will work with the Safety department to ensure that supervisors, maintenance technicians and service personnel are thoroughly instructed in the safety procedures to follow when working with the new equipment. The new or amended procedures will be documented in the Maintenance Standard Operating Procedures.

Continuous Improvement

As defined by the FTA, continuous improvement is defined as a process by which a transit agency examines safety performance to identify safety deficiencies and carry out a plan to address the identified safety deficiencies.

The system safety data will be analyzed for trends and opportunities to improve DART's system safety performance. When a trend that negatively effects safety is defined, the Safety Department, Maintenance and/or Transportation Manager, and Safety Committee will investigate the trend and determine various methods to reverse the trend.

Likewise, when a positive trend is identified, it will be analyzed for the underlying factors supporting the trend and staff in the respective departments will be encouraged to adopt any behaviors responsible for the trend.



8. Safety Assurance

The third pillar of the Public Transportation Agency Safety Plan is Safety Assurance which describes how DART will measure and review its processes to ensure that it remains in compliance with established standards. These processes and reports will allow DART leadership to know whether the organization and system is functioning to an acceptable level of safety. The reviews, inspections, rules, checks and compliance verification procedures are described, required schedules set and acceptable measures established.

8.1. Rules and Procedures Review

8.1.1. Safety Related Operations and Maintenance Documents

The DART Bus Operator Handbook, Paratransit Operator Handbook, Standard Operating Procedures, Dispatch Procedures, Emergency Operating Procedures all govern bus operating procedures during normal and abnormal conditions and are considered minimum standards for safety. Additionally, the DART Maintenance Standard Operating Procedures govern maintenance practices.

8.1.2. Rule Books

The Bus Operator Handbook and the Paratransit Operator Handbook are both a procedures manual and a rule book. Both are designed to be an instructive guide to promote safety and efficiency in day-to-day operations. The subjects covered do not address all possible situations or circumstances that are encountered but attempt to cover those encountered often.

8.1.3. Proficiency Testing – Operators

The Operational Safety Checks Program serves as the foundation for observing, correcting, and documenting safety related behaviors and activities. It is also used to re-enforce positive safety behaviors. Operations Supervisors, Training Instructors and the Safety and Training Specialist are responsible for conducting periodic field and on-board bus and rail operations safety checks. Operations Supervisors and Training Instructors board buses to observe and evaluate adherence to rules, policies and procedures, verbal or written instructions, reroutes, and speed limit compliance. Safety checks are recorded on “In-Service Evaluation Sheets/Bus Safety Ride Check” forms. Operations Supervisors and Training Instructors are authorized to take appropriate and immediate actions if indicated by the situation.

The results of the safety ride checks are forwarded to the appropriate Transportation Manager and Training Manager for review and follow-up to correct any identified deficiencies.

8.1.4. Proficiency Testing Test Records and Trend Analysis

Records of Bus Operator proficiency tests are kept by the Training Department. The results of Proficiency Testing serve as a data source in the Hazard Management Process. Trend analyses of all operational safety ride check activities and proficiency tests are performed in order to determine revisions needed to the training and safety program activities and other areas requiring improvement. The analyses are reviewed at Safety Committee meetings.



8.1.5. Transit Asset Management

Consistent with its mission of “enriching lives, connecting communities, expanding opportunities,” DART offers a wide array of mobility options for the central Iowa region. To fulfill the agency's mission and address safety objectives and strategic priorities, DART must effectively manage and maintain assets in a State of Good Repair (SGR). As part of MAP-21 and the subsequent Fixing America's Surface Transportation (FAST) Act, the Federal Transit Authority (FTA) enacted regulations that require transit service providers to establish asset management performance measures, performance targets, and to develop a Transit Asset Management (TAM) plan.

The final TAM Rule was published on July 26, 2016 and went into effect on October 1, 2016. The rule itself amended the United States (U.S.) Code of Federal Regulations (CFR) Title 49 Parts 625 and 630, which relate to TAM and the National Transit Database (NTD) respectively. FTA requires transit providers to update TAM Plans in their entirety at least once every four years. DART's asset management approach is consistent with current FTA's regulations and provides a direction for compliance given the level of available funding.

DART's Transit Asset Management Plan was adopted on October 2, 2018 and can be viewed at: <https://www.ridedart.com/sites/default/files/about-dart/about-dart/DART%20-%20TAM%20Plan.pdf>

8.2. Notification Thresholds

8.2.1. State and Federal Notification

Notification requirements are provided in federal regulations, and additional guidance has been provided by FTA:

- ▶ Federal Regulation – 49 CFR Part 674.7 and 674.33
- ▶ FTA Guidance – Two-Hour Accident Notification Guide, <https://www.transit.dot.gov/regulations-and-guidance/safety/two-hour-accident-notification-guide-0>
- ▶ NTD Safety & Security (S&S) Reporting Manual, <https://www.transit.dot.gov/sites/fta.dot.gov/files/docs/ntd/69096/2018-safety-and-security-policy-manual.pdf> The Safety Department will immediately, (within 2 hours) notify Iowa DOT by telephone, followed by a fax report, of any incident resulting in the following:

DART Reportable Event Notification Process: If the safety event is reportable to the FTA (49 CFR Part 674), DART will notify FTA with initial information, as required by FTA.

Notification Topics	FTA
Fatalities	One or more fatalities within 30 days of safety event
Injuries	One or more serious injuries
Property Damage	Substantial damage only for collisions with a person, object, or at a grade crossing



8.2.2. Safety Department Notifications

DART Dispatch notifies the Safety Department of all injury and collision accidents as soon as reasonably possible. Events that meet the following thresholds are reported immediately:

- ▶ Any accident or injury event that is NTD reportable
- ▶ Any pedestrian contact, no matter the severity
- ▶ Any violent assault involving a weapon or causing physical harm
- ▶ Any incident that attracts media attention
- ▶ Any incident or issue causing significant delays or disruptions of service

The Safety Department will then initiate the DART Major Incident Phone Tree and notify Executive leadership.

8.2.3. Accident Investigation, Notification, Reporting and Corrective Action Plans

Formal investigations shall be conducted for all bus accidents. All accidents are investigated by either Operations Supervisor, Maintenance Supervisor, Transportation Manager, Maintenance Supervisor, or Safety Manager. If the bus accident damage is minor, personnel are unavailable or certain weather conditions exist, operators may be instructed by Dispatch or law enforcement personnel to complete an accident report and an Operations Supervisor will be assigned to complete the accident investigation. Accident investigations are to be completed in accordance with DART Standard Operating Procedures – Accident Investigation.

Serious bus accidents will be investigated by the Accident Investigation Team consisting of the following members: Lead Supervisor, Lead Dispatcher/Assistant Transportation Manager, Finance Manager, Training Manager, Transportation Manager, Maintenance Manager, Safety and Training Specialist, and the Safety Manager.

Lessons learned and information gathered from accident investigations is compared against DART Standard Operating Procedures, Bus Operator Training Manuals (Fixed Route and Paratransit) and the Behind the Wheel training program guidelines to determine if there was deviation from DART training and guidance or whether the accident was the result of some other cause either controllable or not controllable by the bus operators. Should it be determined that a change in procedure or training is required to prevent a similar accident from reoccurring, a Corrective Action Plan will be issued.

8.3. Internal Safety Audit Program

DART will establish procedures to audit all aspects of the ASP.

8.4. Procurement and System Modifications

Modifications to the system may be proposed by any user or department within DART, or may be initiated by DART Management, including Safety. A coordinated process of safety review (design, plan and procedure review) is required prior to any changes and modifications to the DART transportation system. This applies to all modifications, including but not limited to the following:



- ▶ New, extended, or upgraded service or routes.
- ▶ New or retrofitted rolling stock, or non-revenue vehicles and equipment.
- ▶ New or refurbished facilities.
- ▶ New or revised emergency operating procedures.
- ▶ Safety-related policies and procedures.

DART does not have its own engineering or design department. All safety reviews of system modifications, which involve design of new systems, facilities, and facilities equipment or major changes to existing systems, facilities, and facilities equipment are coordinated with external subject matter experts and procured through the procurement department. Safety reviews of minor system modifications for projects or equipment are coordinated by the Maintenance and Procurement Departments with the Safety Department.

Safety assurance of new systems and equipment begin with the basic designs, and in the development of specifications to ensure that safety requirements and standards are incorporated. Safety reviews are held to ensure that proposed designs meet safety requirements. Consideration is given to such items as system interfaces, human factors, environmental conditions, isolation of energy sources, materials compatibility, use and long-term storage of critical material, emergency response capability, including emergency egress and rescue paths, fire sources and measures for protection, equipment layout, lighting requirements, and maintenance requirements. In these reviews maximum use is made of existing data, reliability analyses, and other applicable design analyses and information.

Testing is performed on critical components and assemblies as indicated in safety reviews to identify and eliminate potential hazards. The inherent safety of equipment and its impact on DART systems are demonstrated during system test and demonstration efforts. A formal process of hazard identification, analysis and resolution is conducted during the safety review.

The review cycle shall include but not be limited to the members of DART's Safety Committee, as applicable to their areas of responsibility, the scope and nature of proposed change, and the affected system elements (facilities, equipment, etc.). In all cases the review cycle for system modification includes, at a minimum, the appropriate representative from the:

- ▶ Safety Department
- ▶ Maintenance Department
- ▶ Facilities Department
- ▶ Planning Department
- ▶ Procurement Department
- ▶ Training Department

External review of system modifications by outside agencies such as FTA, APTA, and Iowa DOT, are coordinated by the Safety Manager, as required.

Comments from the internal and external review process are implemented or resolved prior to system modification and kept on file with disposition and supporting rationale. Unresolved comments and exceptions to proposed modifications of the system offered by the reviewers, are addressed by the Safety Manager, Maintenance Manager, Chief Planning Officer, or the



Procurement Manager, as applicable. Additionally, all major modifications to DART systems require approval and sign-off by the Chief Executive Officer.

8.4.1. Contractor Safety Coordination

DART expects all contractors to perform their work in a safe manner, comply with all environmental safety and health requirements of the contract documents as issued by DART, and comply with all applicable laws, codes, ordinances, rules, regulations, and lawful orders of all public authorities.



9. Safety Promotion

The fourth pillar of the Public Transportation Agency Safety plan is Safety Promotion. Training is a major area of concentration for DART and DART has developed a number of programs and/or opportunities to address the need for safety training.

9.1. Training

Training tasks include but are not limited to the following:

- ▶ Integrate safety requirements into training programs.
- ▶ Provide feedback to various departments on procedures, rules, designs, and operating conditions as a result of training experiences.
- ▶ Help validate safety training effectiveness to assure that training objectives have been met.
- ▶ Identify training objectives and participate in safety drills and simulations.
- ▶ Design and conduct new operator training/qualification training to ensure that all operators are aware of hazards in the system, are familiar with emergency procedures, and meet operating performance standards.
- ▶ Review and update training materials at least every three years to comply with operating policies and procedures and results of safety analysis.
- ▶ Contribute to information in operating and maintenance manuals and Emergency Operations Procedures (EOPs).
- ▶ Establish selection standards for instructors that include safety performance and knowledge of safety policies and procedures.
- ▶ Establish formal procedures for evaluating student understanding of safety rules and procedures as well as actual demonstration of correct techniques at an acceptable level of performance.
- ▶ Develop and maintain a short-range and long-range training plan that identifies what programs will be provided and to how many personnel.
- ▶ Design and conduct new and continuing staff training to ensure that all maintenance staff are familiar with shop safety rules and procedures, oriented to the location of safety equipment in their assigned facility, and aware of preventive maintenance and repair procedures.
- ▶ Facilitate training on DART's safety program to all new employees.
- ▶ Assist with providing safety training for outside agencies and contractors.
- ▶ Includes special training for responding to the needs of elderly and disabled riders as part of training programs for all operating and support personnel.
- ▶ Design and implement a basic defensive driving program required for all DART employees who may be assigned to operate non-revenue equipment.
- ▶ Establish procedures for safety certifications that include identifying who is authorized to do training and set proficiency standards.



Training and certifications required for mechanics is controlled during the hiring process, with minimum requirements, background checks, and testing verifying employee training and competence. All entry-level mechanics undergo DART mechanical training to ensure competence for DART maintenance tasks. Testing is required to demonstrate proficiency for advanced mechanics positions such as HVAC or electrical mechanics.

A Facility Maintenance training program is currently being implemented to improve the skills and knowledge of the facilities staff and ensure that all employees are provided the training and resources required to complete their jobs efficiently and effectively. Currently, Facility Maintenance personnel are only provided DART safety training.

The Human Resources Department monitors employee driver's license status. The Human Resources Department is required to verify that each employee has a valid driver's license. The Human Resources Department checks licenses for all employees on a regular basis.

9.1.1. Bus Operator Training

Bus operators must complete a five- to seven-week training program. The program includes segments on DART rules and general operating guidelines, the Smith System defensive driving course, familiarization with the various models of buses and related equipment and all bus routes before entering service. During the classroom portion of training, a series of written tests are given to judge the candidates progress. If needed, DART provides training for the candidate in order for them to obtain the required CDL.

The keystone in any program for safe bus operations is the training of bus operators. Several of the bus operations training practices are described here in some detail.

Bus Operator training consists of in-class instruction with DART's Training Manager along with assistance from behind-the-wheel trainers. Their responsibilities are to train all new and current bus operators. Safety-related issues and procedures are covered throughout training. The instructors regularly develop training materials and routinely obtain and review information from other bus transit systems.

Refresher training is done for Operators on a biennial basis. This is a two-day class that is changed every 2 years. The bus instructors also provide training for certain non-operator bus employees. Classes are given for initial job training, new equipment/procedures, or refresher training. Training for supervisors varies according to need. CDL training is provided for Mechanics, Service Personnel and Facilities Maintenance personnel.

9.1.2. Bus Maintenance Technician Training

The Bus Maintenance Technician Program is described in the DART Vehicle Maintenance Technician Program document.

9.1.3. All Employee Training

All DART personnel will receive training to become familiar with Safety Management Systems. The training will include:

- ▶ Safety Management Systems Overview
- ▶ Safety Reporting



- ▶ Risk Management
- ▶ Safety Assurance Practices
- ▶ Employee Roles and Responsibilities

DART employees and contractor personnel, whether construction or service contractors, are required to be in compliance with applicable DART rules and standard operating procedures as well as local, state, and federal safety regulations. Service contractors who perform specific jobs under contract are required to be in compliance with specific safety or environmental laws that are or may be affected by their work.

To comply with OSHA regulations, the Safety Department develops safety policies and procedures for occupational safety in compliance with OSHA guidelines. Regular training sessions are conducted with affected employees based on job hazard analysis.

Annual refresher training is conducted for high hazard areas such as confined spaces and lockout/tagout (LOTO). Safety staff conducts the training.

The Safety Department also develops policies for environmental compliance. Contractors are responsible to train their employees on OSHA-required training prior to performing DART projects. Other related training that contract and DART employees will be current on include the following:

- ▶ Hazard communication
- ▶ Blood-borne pathogen awareness
- ▶ Hazardous energy control (LOTO) general safety awareness
- ▶ Work-required training for safety sensitive employees and contractors

9.1.4. Training Records

The Safety Department will maintain paper and/or electronic training records for the following items:

- ▶ Blood borne pathogens
- ▶ Hazardous communications
- ▶ Lockout tag out
- ▶ Forklift certification

Records of all training, except as noted above, conducted by DART are maintained by the Training Department.

Safety specific training is tracked by the Training Department to ensure all employees receive the safety training required for their job classification.

The Human Resources Department tracks the status of Operator medical cards and CDL status as required by the U.S. DOT.



9.1.5. Compliance with Training and Certification Requirements

The Safety Department conducts audits of training and certification requirements.

The following employee job classifications perform work that requires safety training and/or certification:

- ▶ Bus Operator
- ▶ Vehicle Maintenance
- ▶ Vehicle Service
- ▶ Facility Maintenance
- ▶ Operations Supervisor
- ▶ Dispatchers

DART recognizes the FTA Transportation Safety Institute (TSI) to administer Transit Safety and Security Program (TSSP) certification for all safety department staff at DART. All safety staff will complete the TSSP within the first two years of their safety assignment. This certification involves the successful completion of the Transit Safety and Security Program Certificate as outlined by TSI training manual. Courses required are:

- ▶ Transit Bus System Safety
- ▶ Bus Incident Investigation
- ▶ Transit System Security
- ▶ Effectively Managing Transit Emergencies

9.1.6. Compliance with Local, State, and Federal Safety Requirements

Safety Program for Employees and Contractors

DART is committed to the safety and health of its employees and contractors who work within the DART system. DART has developed an Occupational Safety and Health Program and Construction Safety Program in conformance with applicable local, state, and federal regulations. The programs emphasize the recognition, evaluation, and control of hazards arising from the occupational and construction project environments.

Occupational Safety and Health Program

The Occupational Safety and Health Program is directed toward achieving a safe working environment for employees and minimizing the likelihood of occupational related injuries and illnesses. The program is based on, and complies with applicable Federal, State, and Local safety codes and regulations, including OSHA. Procedures have been established for the control of operating hazards, including but not limited to electrical, chemicals, noise, falls from heights, cut and abrasion injuries, and strain and sprain injuries. On-the-job training of DART employees is emphasized to recognize hazards and to promote occupational safety and health practices.

Attention is given to the need for, and proper use of, PPE and clothing as required by the work being performed as well as adherence to standard operating procedures, routine comprehensive industrial hygiene surveys and industrial safety inspections are conducted by the



Safety Department to ensure that health and safety hazards in the workplace are identified and controlled.

Construction Safety Program

Construction Safety is administered in accordance with contract specifications, and applicable Federal (OSHA), state and local safety requirements. DART does not have a dedicated engineering or construction department. Dependent on the scope of the project, DART may employ a third-party as a subject matter expert (SME) for construction project safety management. DART Rules and Procedures are included in each construction contract. Compliance with these rules and procedures is required of all contractors performing work on the operating system. Contractors are required to comply with all local, state, and applicable OSHA construction standards for the safety of their own employees as well as to safeguard DART employees, contractors, passengers and the public.

Procurement and Buildings and Grounds Departments approve the contractor's safety program plan and supporting documentation, with the concurrence of the Safety Department. Emphasis is placed on work that may affect DART operations, passengers, facilities, and personnel audits of the contractors are conducted to assure compliance with federal and state law, and DART requirements.

Fire Protection

Fire protection testing is coordinated by the Maintenance Manager. Life safety requirements for DART facilities are coordinated by the Safety and Maintenance Departments. Fire protection testing results and conformance with the life safety requirements are reviewed by the Safety Department. Compliance with fire protection requirements is audited through emergency drills, inspections, incident investigations and periodic testing of fire protection and fire suppression systems. Training activities are monitored for content and accomplishment and the fire insurance carrier also conducts tests of water supplies for fire protection and monitors physical conditions and compliance with related procedures to minimize both the probability and severity of potential fire.

Hazardous Substances Program

DART's objective is to provide the safest product available and minimize the risks associated with hazardous substances. Accordingly, DART has established a comprehensive program for the control of hazardous substances used, including the disposal of waste, in accordance with IOWA DNR and environmental requirements. The DART Hazard Communication Program details the process for purchasing, receiving, and using hazardous substances at DART.

Such information is provided in the Safety Department's Hazard Communication Standard Operating Procedures, Hazard Communication Compliance Assessment, and Safety Data Sheets. The Safety Department approves Safety Data Sheets for all chemicals and other potentially hazardous substances that are being considered for purchase and use.

Follow-up is conducted on the field use of approved products to ensure safe/proper handling methods are utilized. Additionally, all employees who may use hazardous substances receive training and toolbox talks on the safe use and disposal of the products. Follow-up is conducted on the field use of approved products to ensure safe/proper handling methods are utilized. An electronic database of SDSs is maintained on-line for all affected personnel and for compliance to the OSHA Standard. Some hazardous substances require permits on a 3-year cycle by the City of Des Moines. Facility Maintenance management ensure these permits are kept current.



9.2. Safety Communication

Information about hazards and safety risks that arise after an employees' initial training is conveyed in multiple ways, using a variety of media. Among those methods are:

- ▶ Bus Operator Safety Meetings
- ▶ Maintenance, Service, and Buildings and Grounds Safety Meetings
- ▶ Maintenance Toolbox Talks
- ▶ Texts to Buses
- ▶ Safety Campaigns
- ▶ Flyers
- ▶ Video Monitors in Lounges and Breakrooms

Safety performance reports are submitted by the Safety Manager, on request by the CEO or Commission, as well as being an agenda item at Bus Operators Safety Meetings, Maintenance Department Safety meetings, Operations Department staff meetings, Human Resources Department staff meetings, and quarterly Administrative Staff meetings.

9.2.1. Marketing and Media Relations Tasks

The External Affairs Department coordinates news releases regarding safety, including accidents and incidents, with the Safety Department. Additional tasks include:

- ▶ Coordinating user education programs for regular and special need riders on how to use the transit system and safety features with the Safety Department and Bus operations staff.
- ▶ Establishing standard public notification procedures about temporary service changes, new boarding locations, etc.
- ▶ Providing press releases and human-interest stories about positive safety events and incentive program recipients.

9.2.2. Maintenance Toolbox Talks

Maintenance Toolbox Talks are safety-driven information sessions that are provided on at least a monthly basis to front-line personnel. The purpose of these sessions is to educate employees on important safety topics, such as PPE requirements, wellness incentives, workplace illnesses, and hazard awareness, among others. District supervisors utilize monthly subjects distributed by the Safety Department as well as their own subjects relevant to the specifics of the work.

9.2.3. Safety Bulletins

Safety Bulletins are short newsletters drafted by the Safety Department that detail safety particulars of immediate concern. Examples of safety bulletins include hazards, product safety recalls, procedures, emergency information and more. Safety bulletins are created on an as-needed basis and are distributed internally.



9.2.4. Break Room Monitors

Both the DART Way and DART Central Station break rooms are equipped with large computer monitors. These monitors act as mechanisms for DART management to communicate important safety information to their personnel. The monitors can display safety-related videos, safety bulletins, safety data, safety meeting summaries, and other general news. Statistics on preventable collisions, on-the-job injuries, and other pertinent statistics are updated on a monthly basis.

9.2.5. Safety Posters

The Safety Department provides safety posters on a rotating basis to address seasonal and annual safety and emergency response information. Also displayed may be poster relating to new safety GOGs, initiatives, equipment, and or procedures.

9.2.6. Work Assignment Job Safety Briefings

Work Assignment Job Safety Briefings are used to ensure that all employees assigned to perform a specific task understand the hazards associated with the work to be performed. These are critical to conducting work in a safe manner. These briefings may be conducted in the field or other designated areas prior to commencing any work, regardless if the work is considered routine or if it is considered complicated. Supervisory staff are responsible for conducting these briefings, and employees are responsible for ensuring that the work plans are carried out as described in the briefings. The Safety Department provides the Work Assignment Job Safety Briefing Standard Operating Procedure.

9.2.7. Safety Awareness

All employees are responsible for system security through general awareness and accountability. Employees are encouraged to report all suspicious activities at passenger and operations facilities, and to be cognizant of individuals trailing them into restricted areas. Terrorist Awareness Recognition and Reaction Training and Active Shooter Training are part of the general safety training provided to all employees.

9.2.8. Safety Performance Awards

Individual bus operator, maintenance technician, and service personnel safe driving is recognized in two ways:

- ▶ At the annual safety banquet:
 - ▷ Measured on the fiscal year, staff that had no preventable accidents for the fiscal year are recognized.
 - ▷ Staff that have had no preventable accident for 10 consecutive years or more are recognized.
- ▶ At monthly safety meetings
 - ▷ Bus Operators are recognized for accumulated years of safe driving with no preventable accidents. This is based on a rolling 12-month period beginning on their hire date. The date resets to the date of any preventable accident.



9.2.9. Hazard, Employee Safe Reporting, and Safety Suggestion Box Feedback

The status and disposition of hazard reports, employee safety reporting, and safety suggestions submitted will be updated monthly and will be available for employees to view in the following methods:

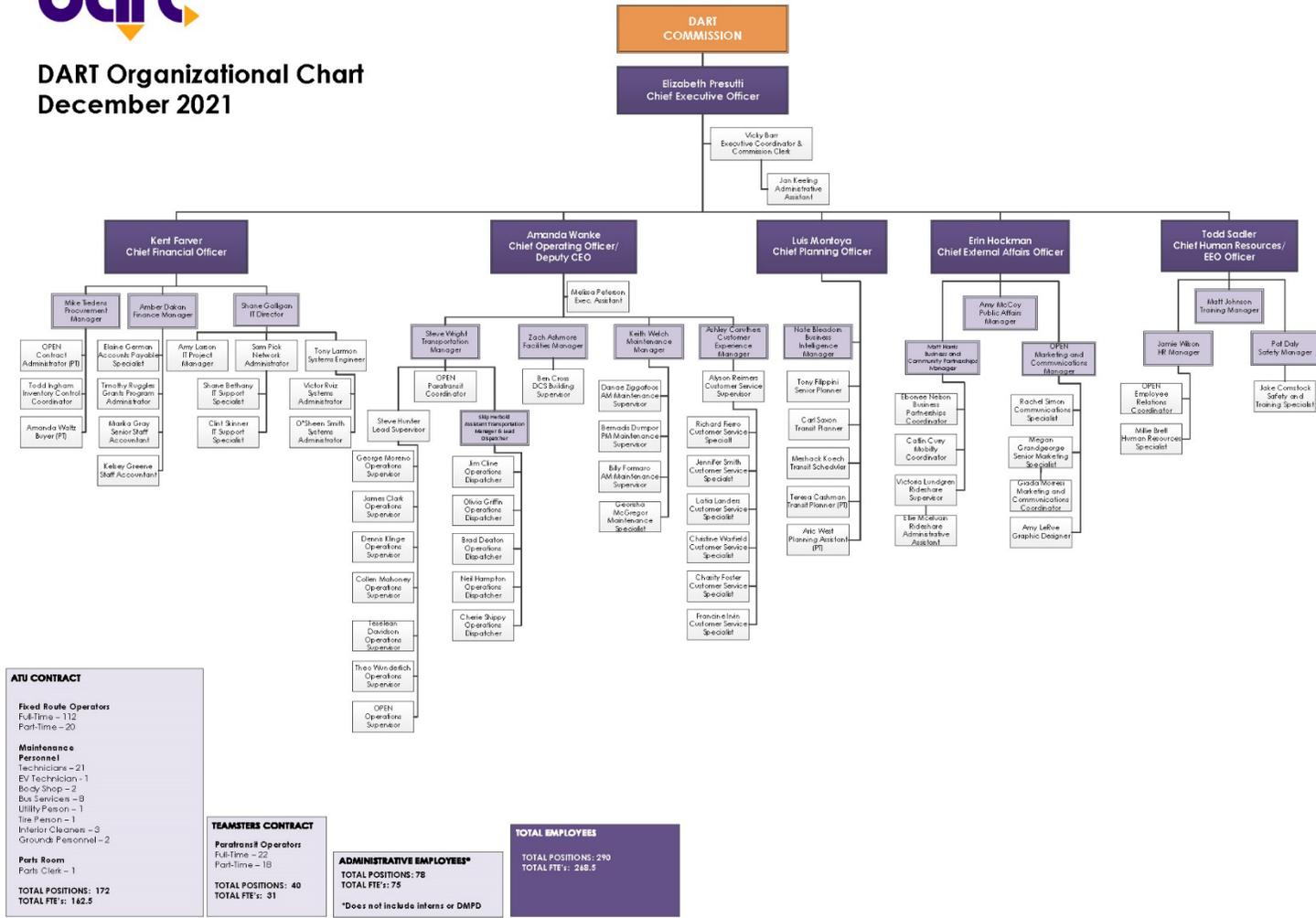
- ▶ Hazard Reports
 - ▷ An electronic status file will be placed on the computers available in the DART Way operators lounge.
 - ▷ A printout of status will be placed on the shelf above the run sheets at DART Way
 - ▷ A .pdf copy will be emailed to all administrative employees
- ▶ Employee Safety Reporting
 - ▷ The outcome and findings will be discussed with the individual employee. If appropriate, lessons learned, guidelines and/or policy changes resulting from the report will be communicated via the methods outlined at the beginning of this section.
- ▶ Safety Suggestions
 - ▷ Once the safety committee picks the monthly safety suggestion winner, all the safety suggestion received for the month, along with a picture of the employee that submitted the winning suggestion will be posted on the Safety Board at DART Way.



Appendix A – DART Organization Chart



DART Organizational Chart December 2021





ACTION ITEM



9C:	Light-Duty Bus Purchase
Action:	Approve purchase of seven (7) New England Wheels Front Runner Light Duty Buses from Hognlund Bus Co., Inc. at a cost Not to Exceed \$1.575 million.

Staff Resource: *Keith Welch, Fleet Manager*
Amanda Wanke, Chief Operations Officer and Deputy CEO

Background:

- The seven (7) buses being recommend for purchase are replacements for DART medium-duty high-floor vehicles that have met their useful life. These vehicles will be used to support DART's paratransit, microtransit and shuttle services.
- Over the course of the last year staff has been evaluating vehicle options for the replacement of these vehicles based on the following criteria: seat capacity, ride comfort, mobility device ease of access and capacity, fuel type, ease of maintenance, and ground clearance.
- Based on these criteria, staff is recommending the purchase of the New England Wheels Front Runner buses. These vehicles provide the most flexibility and allow for a transition to a ramp for mobility devices rather than a lift which should improve access for customers and reduce maintenance issues.
- Useful life of the vehicles is five (5) years per the Federal Transit Administration (FTA).
- Staff will continue to analyze the changing needs of the fleet and vehicle options on an annual basis.

Procurement:

- DART will be utilizing the State of Iowa, Department of Transportation contract for the purchase of the buses.
 - Base bus price = \$142,000
 - Estimated price after adding in DART options with contingency = \$225,000
- DART has reviewed the state's purchasing documentation and determined that the solicitation meets DART's procurement policies and Hognlund Bus Co. is a responsive and responsible bidder.

Funding:

- Funding will come from DART's capital improvement budget and the corresponding local match.

Recommendation:

- Approve purchase of seven (7) New England Wheels Front Runner Light Duty Buses from Hognlund Bus Co., Inc. at a cost Not to Exceed \$1.575 million.



ACTION ITEM



9D:	February 2022 Service Change
Action:	Approve service changes to select fixed routes effective February 20, 2022

Staff Resource: *Tony Filippini, Senior Transit Planner*

Background:

- DART regularly evaluates its services and implements any necessary route and/or schedule changes to improve the efficiency and effectiveness of the fixed-route bus service.
- Typically, the regularly scheduled winter service change includes only minor adjustments in order to minimize behavior change for customers that might lead to mobility impacts during inclement weather.

Proposed Changes:

- The February service change will adjust the schedules for the following routes:
 - Route 10—East University Ave. to improve on-time performance.
 - Route 4 - E 14th St. to better serve the Hy-Vee Commissary shift times and access to jobs for Bridges of Iowa residents. In particular, transportation for Bridges of Iowa residents to work at the Hy-Vee Fresh Commissary by 6am and to shifts at other jobs by 7am or 8am.
- The February service change will also be an opportunity to design operator shifts to account for staffing levels.

Title VI:

- Since no route will be changed by 25% or more this is considered a minor service change and a detailed analysis of the potential impact that the proposed changes would have on minority and low-income individuals is not required.

Recommendation:

- Approve the above listed service changes to select fixed routes effective February 20, 2022.



DISCUSSION ITEM



10A: FY 2023 DART Budget Development Update

Staff Resources: Kent Farver, Chief Financial Officer

- Staff will provide an update on the development of the FY 2023 DART budget.



MONTHLY REPORT



10B: Monthly Performance Report - November 2021

Staff Resource: *Nate Bleadorn, Business Intelligence Manager*

Summary of November 2021 Monthly Performance:

- Ridership was down in November compared to the previous month due to the Thanksgiving Holiday and other non-school days, but it was up significantly compared to this same time last year. Total November ridership was up 35.3% compared to November 2020. Fixed route was up 40.2% and Paratransit was up 71.5%. RideShare saw a 5% decrease in ridership from October, but is still sitting above last year's level. The month-to-month change from October to November was a smaller decrease than last year.
- In total for the fiscal year, preventable accidents occurred at a rate of 1.06 per 100,000 miles, which is up compared to last year and slightly above our target of 1 per 100,000 miles. Non-preventable accidents occurred at a rate of 0.68 per 100,000 miles, which is an improvement over last year.
- On-Time Performance has stayed relatively flat at 85.81% for the month and 84.6% for the year, which is near our benchmark of 85%.
- Fixed Route operating costs per revenue hour are \$128.63 this fiscal year to date which meets our goal of \$150. These costs are up 1% compared to November of last year.
- Road calls per 100,000 miles, where our buses need service while in operation, are down 21.63% this fiscal year compared to last year, although November saw our highest number of Calls/100K miles so far this FY.



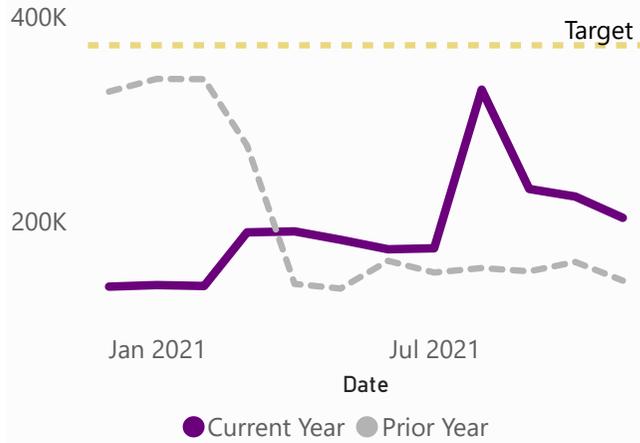
Performance Summary - November 2021

12/1/2020

11/30/2021

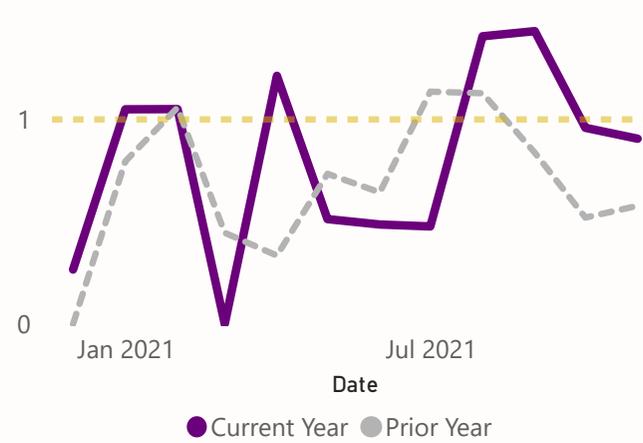
Ridership

Monthly **203,768** YTD **1,163,446**
 FY21: 142,377 (+43.12%) FY21: 759,439 (+53.2%)



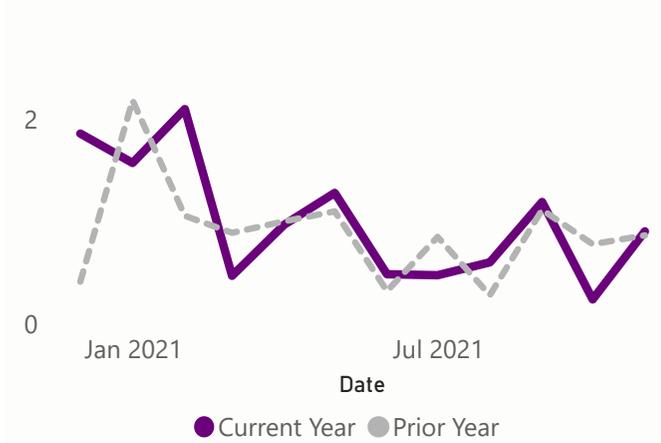
Preventable Accidents/100k Miles

Monthly **0.91** YTD **1.06**
 FY21: 0.58 (-56.79%) FY21: 0.84 (-26.35%)



Non-Preventable Accidents/100k

Monthly **0.91** YTD **0.67**
 FY21: 0.87 (-4.53%) FY21: 0.78 (+13.85%)



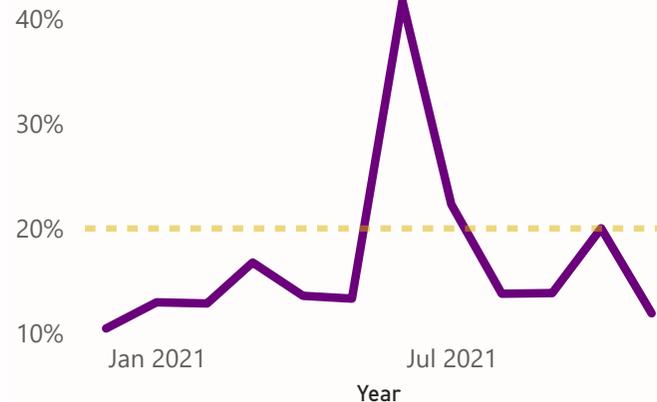
On-Time Performance

Monthly **85.81%** YTD **84.67%**
 FY21: 87.81% (-2.27%) FY21: 88.04% (-3.83%)



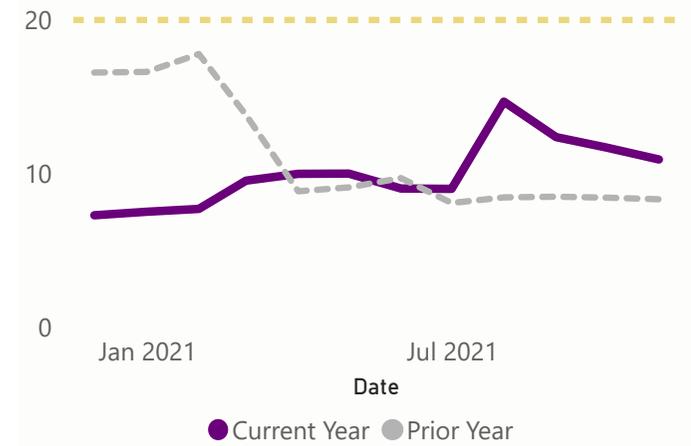
Farebox Recovery Ratio

Monthly **11.89%** YTD **16.41%**
 FY21: 11.49% (+3.43%) FY21: 12.30% (+33.41%)



FR Passengers / Revenue Hour

Monthly **10.91** YTD **11.84**
 FY21: 8.31 (+31.22%) FY21: 8.34 (+41.97%)





Fixed Route Performance

5/1/2021 11/30/2021

Ridership

Monthly

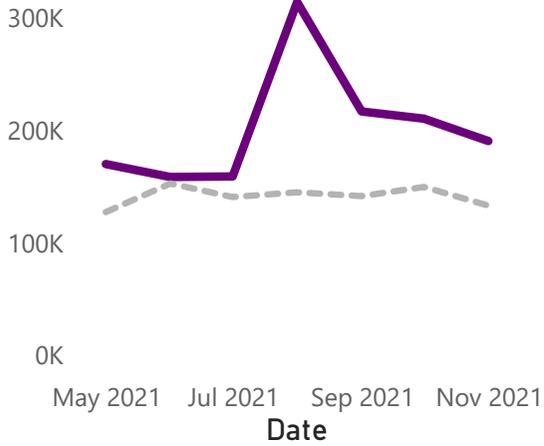
190,594

FY21: 133,158 (+43.13%)

YTD

1,091,322

FY21: 710,344 (+53.63%)



On-Time Performance

Monthly

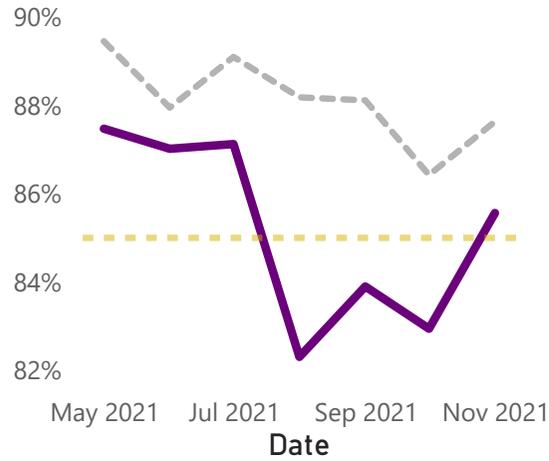
85.56%

FY21: 87.63% (-2.36%)

YTD

84.33%

FY21: 87.88% (-4.03%)



Operating Cost/Rev. Hour

Monthly

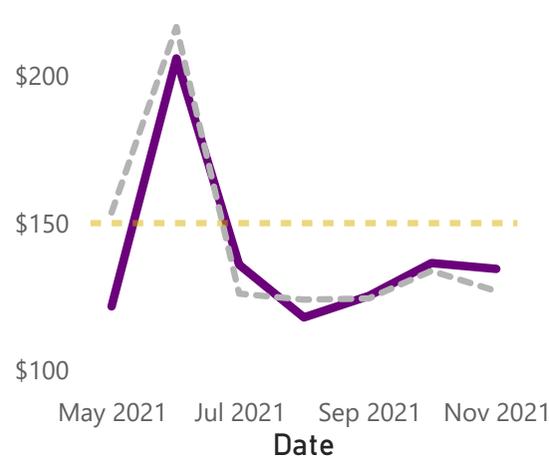
\$134.46

FY21: \$126.92 (-5.94%)

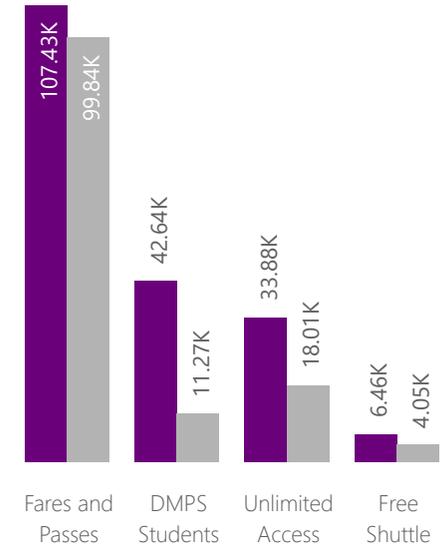
YTD

\$129.54

FY21: \$127.10 (-1.92%)



Monthly Ridership by Fare Group



Preventable Acc./100k

Monthly

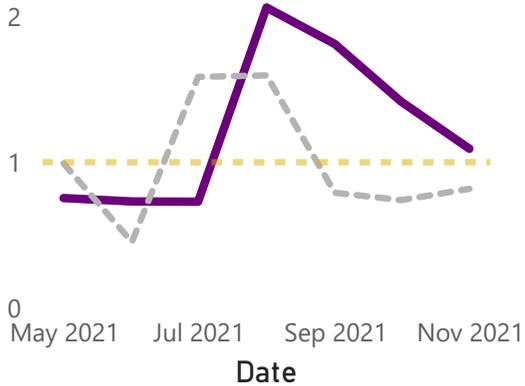
1.09

FY21: 0.82 (-33.7%)

YTD

1.45

FY21: 1.10 (-31.78%)



Non-Preventable Acc./100k

Monthly

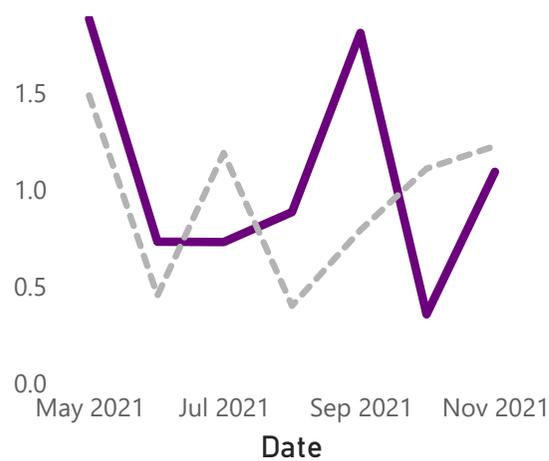
1.09

FY21: 1.23 (+10.86%)

YTD

0.97

FY21: 0.94 (-2.49%)



Road Calls/100k Miles

Monthly

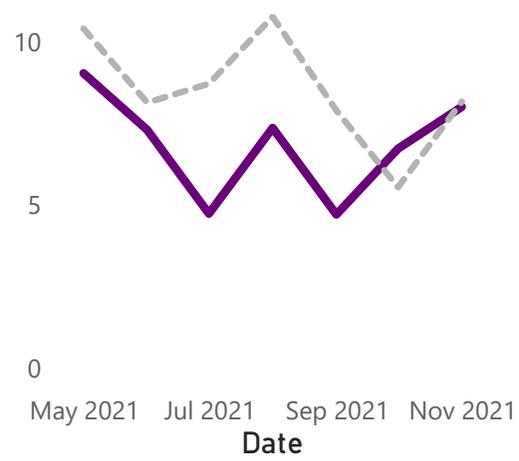
8.01

FY21: 8.17 (+1.95%)

YTD

6.36

FY21: 8.19 (+22.28%)



Complaints/100k Passengers

Monthly

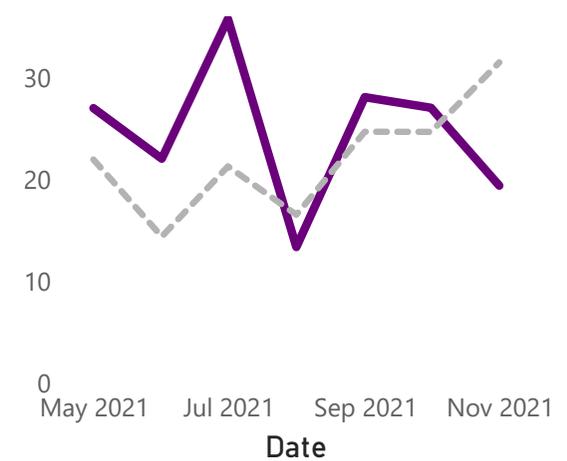
19.41

FY21: 31.54 (+38.45%)

YTD

23.27

FY21: 23.65 (+1.59%)





Paratransit Performance

5/1/2021

11/30/2021

Ridership

Monthly

6,048

FY21: 3,457 (+74.95%)

YTD

32,230

FY21: 18,132 (+77.75%)



● Current Year ● Prior Year

On-Time Performance

Monthly

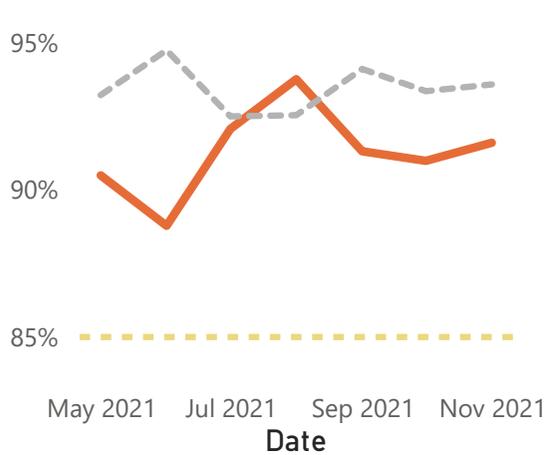
91.60%

FY21: 93.58% (-2.12%)

YTD

91.98%

FY21: 93.23% (-1.35%)



● Current Year ● Prior Year

Operating Cost/Passenger

Monthly

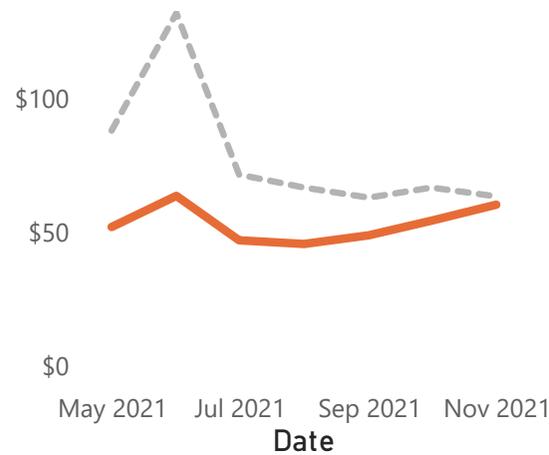
\$60.34

FY21: \$63.43 (+4.87%)

YTD

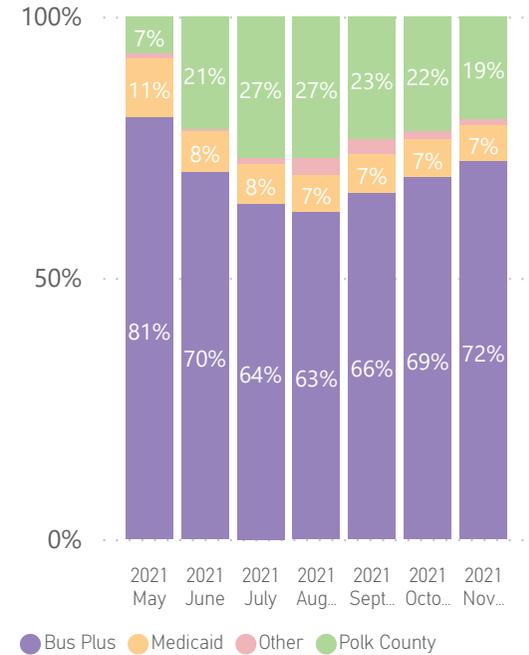
\$51.12

FY21: \$66.18 (+22.76%)



● Current Year ● Prior Year

Paratransit Customer Type Breakdown



● Bus Plus ● Medicaid ● Other ● Polk County

Preventable Acc./100k

Monthly

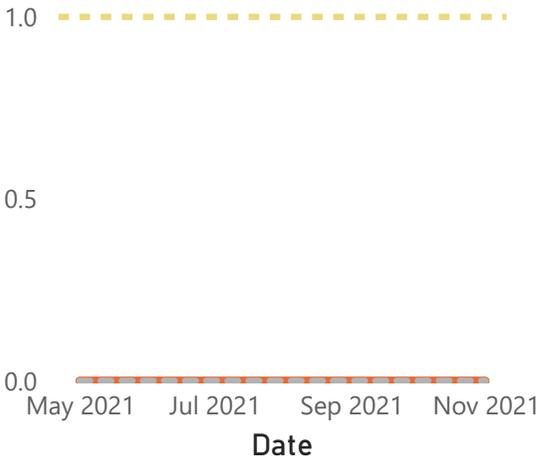
0.00

FY21: 0.00

YTD

0.00

FY21: 0.00



● Current Year ● Prior Year

Non-Preventable Acc./100k

Monthly

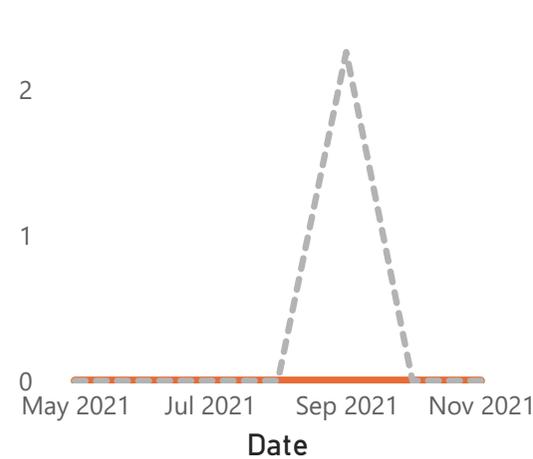
0.00

FY21: 0.00

YTD

0.00

FY21: 0.47 (+100%)



● Current Year ● Prior Year

RideShare - Ridership

Monthly

7,126

FY21: 5,762 (+23.67%)

YTD

39,894

FY21: 30,963 (+28.84%)



● Current Year ● Prior Year

RideShare - Op. Cost/Passenger*

Monthly

\$12.46

FY21: \$9.87 (-26.15%)

YTD

\$10.84

FY21: \$10.34 (-4.8%)



● Current Year ● Prior Year



Route Details

Month

November 2021

Program	Route	Month Ridership	Month Last Year	YTD Ridership	Last Year YTD Ridership	YTD Change	YTD Change %	YTD Passengers/Revenue Hour	YTD On-Time Performance
1. Local	#1 - Fairgrounds	9,549	6,055	189,987	28,272	161,715	572.0%	24.73	66.84%
	#3 - University	18,769	17,376	99,747	96,481	3,266	3.4%	13.17	86.71%
	#4 - E. 14th	8,395	6,501	45,330	32,613	12,717	39.0%	10.60	90.34%
	#5 - Franklin Ave/Johnston	6,753	3,270	31,563	18,159	13,404	73.8%	8.23	86.93%
	#6 - Indianola	16,155	9,005	76,334	48,684	27,650	56.8%	14.63	87.65%
	#7 - SW 9th St.	20,727	15,118	106,509	79,804	26,705	33.5%	21.68	90.29%
	#8 - Fleur Dr.	2,442	881	9,966	4,213	5,753	136.6%	12.71	76.95%
	#10 - East University	951	450	4,424	2,749	1,675	60.9%	6.18	86.58%
	#11 - Ingersoll/Valley Junction	1,189	772	5,718	4,434	1,284	29.0%	7.14	64.49%
	#13 - Evergreen	3,582	455	12,942	917	12,025	1311.3%	26.94	83.51%
	#14 - Beaver Ave.	10,881	6,976	53,429	35,035	18,394	52.5%	12.40	86.02%
	#15 - 6th Ave.	13,138	8,510	63,687	44,318	19,369	43.7%	14.83	77.42%
	#16 - Douglas Ave.	19,931	15,761	99,740	82,618	17,122	20.7%	13.40	83.24%
	#17 - Hubbell Ave.	13,708	11,026	71,385	60,240	11,145	18.5%	10.74	86.29%
	#50 - Euclid	3,977	3,013	18,566	17,530	1,036	5.9%	5.61	93.68%
	#52 - Valley West/Jordan Creek	7,539	6,151	37,700	30,867	6,833	22.1%	7.01	86.93%
	#60 - Ingersoll/University	19,069	13,081	95,189	72,528	22,661	31.2%	13.02	81.99%
	#72 - West Des Moines Loop	2,588	2,675	14,729	14,407	322	2.2%	3.56	79.59%
	#74 - NW Urbandale	304	175	1,563	1,010	553	54.8%	2.38	85.64%
2. Shuttle	Link Shuttle	556	132	3,000	603	2,397	397.5%	2.16	96.26%
	Downtown Shuttle	5,606	3,744	27,951	23,136	4,815	20.8%	7.42	90.05%
3. Express	#92 - Hickman	469	262	2,206	1,365	841	61.6%	2.10	77.90%
	#93 - NW 86th	503	214	2,797	1,385	1,412	101.9%	2.54	85.60%
	#94 - Westown	485	153	2,108	1,343	765	57.0%	4.97	88.09%
	#95 - Vista	157	134	757	717	40	5.6%	2.07	78.52%
	#96 - E.P. True	613	244	2,658	1,352	1,306	96.6%	3.81	80.78%
	#98 - Ankeny	1,943	706	8,356	3,597	4,759	132.3%	4.60	81.07%
	#99 - Altoona	375	263	1,898	1,502	396	26.4%	2.36	83.41%
5. On Call	Ankeny	95	55	582	434	148	34.1%	3.50	79.49%
	NW Johnston / Grimes								
	Regional			46	31	15	48.4%	2.92	99.47%
Cab	Paratransit: Taxi	580	184	2,850	967	1,883	194.7%	4.97	
Paratransit	Paratransit: Bus/Van	5,350	3,273	29,299	17,165	12,134	70.7%	1.86	91.98%
RideShare	RideShare		5,762	32,768	30,963	1,805	5.8%	4.26	
Total		196,379	142,377	1,155,784	759,439	396,345	52.2%	10.02	84.67%



MONTHLY REPORT



11A: Operations Team Report

Staff Resources: Amanda Wanke, Chief Operations Officer and Deputy CEO

Maintenance – Keith Welch, Fleet Manager

- **Gillig Bus Order:** DART has received the most recent order of five 30' buses, and they are now in service.
- **New Flyer Bus Order:** DART has received all 10 buses of its most recent order of 40' buses, and staff are in the process of prepping and commissioning the buses for service. The buses should be in service by Mid-January.
- **Supply chain impacts:** DART's fleet maintenance department continues to be impacted by parts shortages due to supply chain challenges that have resulted from the COVID-19 pandemic. Staff are monitoring inventory closely, adjusting ordering as needed, and scenario planning to do everything possible so that this shortage doesn't have an impact on regularly scheduled service.
- **Supply cost:** DART has seen an increase in cost in parts (20%), tires (7-10%), and petroleum oil lubricants, such as grease and transmission fluid (40%). Staff continues to monitor and adjust ordering as needed.

Transportation – Steve Wright, Transportation Manager

- **Staffing shortages:** Thanks to the changes made by the Commission as well as the creative and hard work from the Human Resources team, staff are excited to see the progress on hiring operators. In an effort to curb attrition during training, the Transportation Manager and Assistant Transportation Manager are actively participating in classroom training to build relationships with operators and discuss expectations with a positive approach. Operators and operations staff are looking forward to
- **Paratransit project update:** As staff continue to work with consultants to improve the efficiency and effectiveness of DART's paratransit service, one of several areas of focus is the relationship with our contracted taxi service and their on-time performance. Our consultant will be working with us and Translowa to come up with solutions that will increase on-time performance and decrease customer complaints.
- **10 Year Service Award –** Jeff Madsen, Fixed Route Operator, celebrated his 10 years of service with DART on December 19th. Jeff has a great attendance record, has been quite resilient during the pandemic, and has been a pivotal contributor with the ATU family.



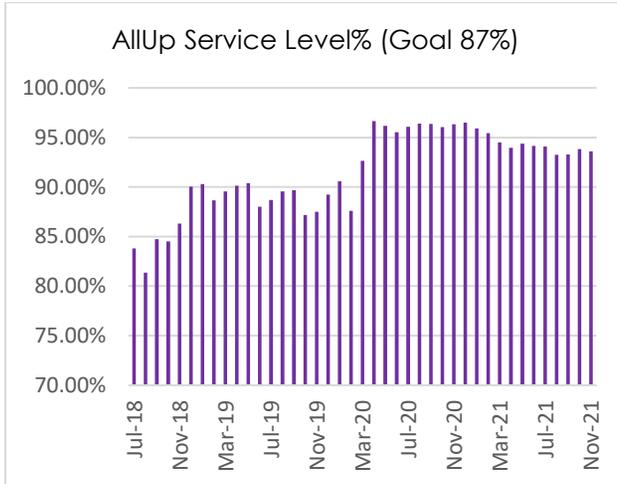
Facilities – Zach Ashmore, Facilities Manager

- **Stop and Shelter Snow Removal:** Staff continue to work both internally and with external partners to prepare for the snow season and ensure clarity of plans for snow removal at stops and shelters.
- **Shelter Installation:** Staff and contractors are currently installing Art Shelters along the 6th Avenue Corridor.

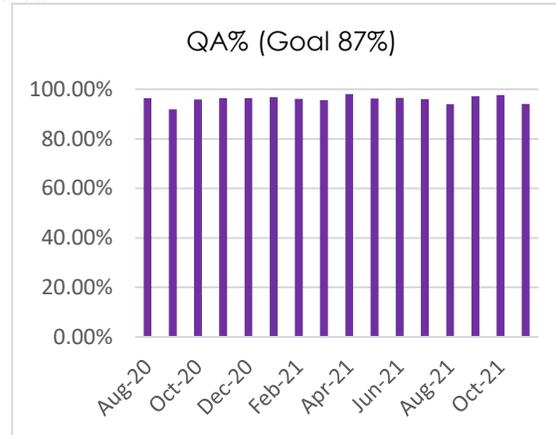
MONTHLY REPORT
11A: Operations Team Report



Customer Experience – Ashley Caruthers, Customer Experience Manager



Service Level: The percentage of calls answered within 60 seconds.



Quality Assurance: Measures Customer Service representatives average scores for the month. Scoring includes accuracy of information and appropriate soft skills used with customers.



MONTHLY REPORT



11B: Planning Team Report

Staff Resources: Luis Montoya, Chief Planning Officer

- **Transit Optimization Study:** The project team updated some of the study recommendations based on the public feedback and additional analysis. An update was provided to the Commission in December, with a final report expected to be shared in February.
- **DART on Demand (Microtransit) Pilot:** Service launched in Ankeny on November 15th, a table below shows key performance metrics for the first three weeks of December. Average ridership was roughly three times higher than with the previous On-Call service. Ridership data also shows that 7-8 new people are trying the service each week. Average wait times are range between 15-27 minutes, but in the early afternoons on some days rider demand is exceeding our ability to provide trips, which we will continue to monitor.

Week		Ridership				Customer Experience			Service Adoption		
		Number of Trips	Number of Passengers	Total Unique Riders (who booked)	First Time Users (who booked)	No Proposed Trip Available (percent of requests)	Average Wait Time: on-demand only	Average Ride Duration	Booking Method	Unique Mobile On-Demand Customers	Accounts Created (total)
Dec. 06-10	Week	49	85	19	7	25	18.4 minutes	10.1 Minutes	Call-In: 55%	7	35 New
	Cumulative	235	332		52	12%			Mobile: 45%		
								Web: 0%			
Dec. 13-17	Week	77	81	27	8	37	27.0 minutes	10.7 Minutes	Call-In: 62%	7	20 New
	Cumulative	312	413		60	20%			Mobile: 35%		
								Web: 3%			
Dec. 20-24	Week	71	73	24	8	19	14.8 minutes	11.3 Minutes	Call-In: 62%	10	12 New
	Cumulative	383	486		68	16%			Mobile: 38%		
								Web: 0%			

- **Climate Action Strategy:** In response to the FTA's Healthy Climate Challenge, staff are developing a Climate Action Strategy for DART that will catalogue DART's existing greenhouse gas (GHG) emissions, document past and current efforts to reduce GHG emissions, set a GHG reduction goal for DART, and identify potential strategies. Staff will update the Commission on progress and seek feedback on GHG emissions reductions over the winter before bringing the strategy for Commission approval in the spring.
- **Bus Stop Improvements:** Staff are preparing a list of bus stop improvements planned for 2022 which will include shelters, shelters with public art, benches and other ADA accessibility improvements.



MONTHLY REPORT



11C: External Affairs Team Report

Staff Resources: Erin Hockman, Chief External Affairs Officer

Marketing and Communications

- **Holiday communications:** Staff continued efforts to communicate to riders that DART will not have service on New Year's Day, Saturday, Jan. 1, 2022.
- **Triennial Review:** Marketing staff is preparing documents for the upcoming FTA Triennial Review. Information being gathered includes documentation of public input and communications regarding service changes from 2018-2022.
- **Bus Stop Snow Removal Communications:** Staff has prepared communications to inform riders of how DART is working with property owners to improve snow removal from bus stops. In addition, DART staff is working with city communications staff to include information about bus stop snow removal in information cities share with their residents.
- **DART On Demand:** Staff continues to support the rollout of DART On Demand in Ankeny. Work is underway to produce a testimonial video and to support rider adoption of the DART On Demand app.
- **Operator recruitment:** The marketing and communications team continues to work closely with human resources to help promote current openings and develop a targeted advertising plan to assist with recruitment in the short- and long-term.

Marketing Analytics Report

Metric	June 2021	July 2021	Aug 2021	Sept 2021	Oct 2021	Nov 2021	Nov 2020	Year Prior
MyDART App Accounts	26,541	27,104	29,353	32,290	32,955	33,524	23,514	30%
Website Unique Visitors	16,345	17,020	27,500	21,414	20,827	19,238	12,279	36%
Facebook Likes	4,991	5,056	5,110	5,138	5,179	5,205	4,782	8%
Twitter Followers	2,446	2,451	2,462	2,462	2,466	2,470	2,390	3%
Instagram Followers	1,425	1,441	1,453	1,458	1,462	1,474	1,363	8%
LinkedIn Followers	565	572	580	586	600	645	519	20%
Email Subscribers	13,130	13,131	13,121	13,121	13,403	13,335	14,435	-8%
Trip Plans	21,315	14,587	10,189	32,384	30,022	25,089	17,883	29%
Real-time Map	18,023	18,646	13,330	26,157	24,854	20,802	11,269	46%
Next DART Bus	136,369	142,272	184,349	214,985	189,754	173,743	98,127	44%
SMS Text Messaging	107,720	110,631	115,472	132,265	120,902	122,839	109,660	11%
IVR Phone Calls	5,844	6,195	6,899	6,511	6,321	5,948	4,174	30%

MONTHLY REPORT
11C: External Affairs Team Report



YTD MyDART App Report

Metric	June 2021	July 2021	Aug 2021	Sept 2021	Oct 2021	Nov 2021	TOTAL FY 2022
Downloads	800	852	2,056	885	950	834	5,577
iOS	224	224	889	280	291	236	1,920
Android	576	628	1,167	605	659	598	3,657
Accounts Created	577	563	2,249	688	665	569	4,734
Orders Placed	2,197	2,900	5,040	3,097	3,349	2,910	17,296
Passes Purchased	3,922	3,890	9,380	3,872	4,756	4,247	26,145
Revenue	\$18,415	\$17,889	\$25,407	\$19,185	\$21,384	\$18,679	\$102,544

DART in the NEWS

Top Stories:

[Ditching diesel: The future of Iowa school buses](#)

[Broadlawns Medical Center to open new Community Clinic](#)

[A new senior center in Ankeny offers fitness equipment, basketball courts, an indoor track and more](#)

Reach

Broadcast	67,126,460
Online	80,620
Total Reach	67,207,080

RideShare – Victoria Lundgren, RideShare Supervisor

- **New technology systems RFP:** DART will issue a Request for Proposals to seek a new technology platform to manage RideShare customer and fleet information more efficiently and to position the program as a turnkey, attractive solution for future partners and riders.
- **Statewide vanpooling partnerships:** RideShare staff are responding to interest from manufacturing employers in rural Iowa, with new vanpools forming in partnership with Pella Corporation between Carroll and Denison.
- **Fleet management update:** Staff are updating fleet management plans to absorb inventory from paused or discontinued vanpools and to accommodate supply chain challenges impacting production of new full-size vans.

Business & Community Partnerships – Matt Harris, Business & Community Partnerships Manager

- **Unlimited Access Program:** Unlimited Access partnership renewals recently completed or in progress include EMC Insurance, Nationwide Insurance, Wellmark Blue Cross Blue Shield, UnityPoint and the Hy-Vee Commissary in Ankeny. Ridership by Unlimited Access partners reached its highest pandemic level in October 2021.

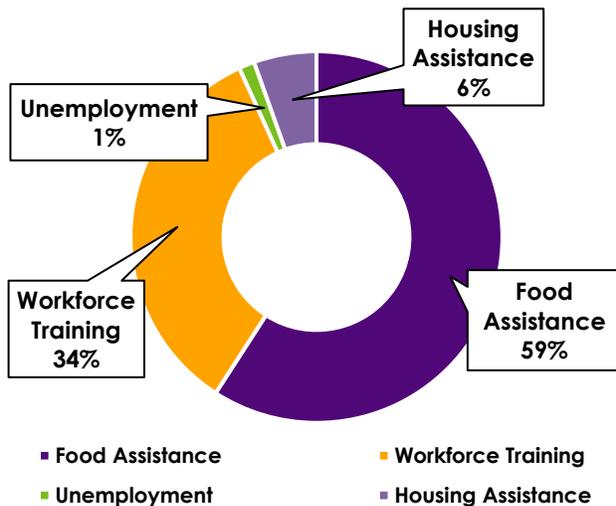
MONTHLY REPORT
11C: External Affairs Team Report



- **Residential Partnerships:** Staff are responding to multiple developers within Des Moines and West Des Moines who are interested in prospective residential Unlimited Access partnerships modeled after successful partnerships launched to date with Newbury Living and Conlin Properties.
- **Art Shelters:** The first three art shelters along the 6th Avenue Corridor in Des Moines have been installed. Artist selection is underway for art shelter locations along The Avenues of Ingersoll and Grand in Des Moines and the University Avenue streetscape in Windsor Heights. Art processes have also been initiated for locations in Altoona, Ankeny, Urbandale, and West Des Moines. Art shelter designs are being finalized for fabrication for locations in Johnston and the Roosevelt Cultural District in Des Moines.
- **Half Fare Pilot:** An evaluation of the half fare pilot program is in progress to prepare for a forthcoming recommendation to the DART Commission that will inform a future update to DART's fare policy. Half Fare Pilot enrollment through December 21, 2021, is shown below.
- **Mobility Coordination:** Mobility outreach participation YTD through December 21, 2021, is shown below.

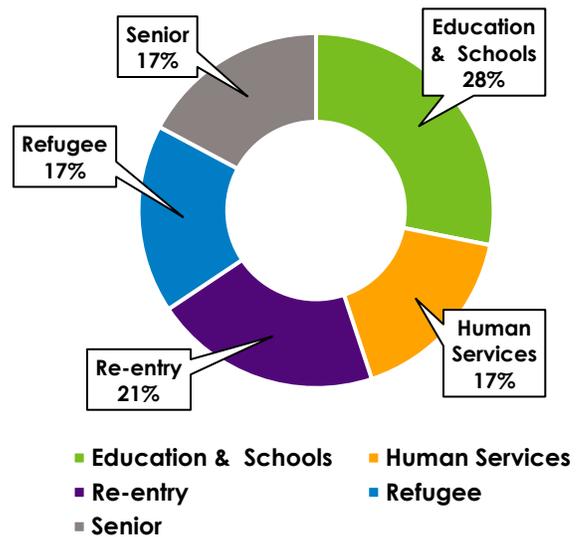
Half Fare Pilot Enrollment by Eligibility

367 Total Participants Enrolled YTD



Mobility Outreach Participants FY2021

512 Total Participants YTD



Public Affairs – Amy McCoy, Public Affairs Manager

- **Federal Initiatives:**
 - DART staff continue to monitor the impacts of the federal infrastructure package and the surface transportation reauthorization bill passed by Congress in November. Formula updates may not be known for several months. Staff will begin attending federal webinars outlining the details of the legislation beginning in January 2022 and will share updates with the Commission. More information is included in the Cardinal Infrastructure report.

MONTHLY REPORT
11C: External Affairs Team Report



• **State Initiatives:**

- DART staff continued coordination with PolicyWorks, DART's contracted lobbyists, to meet with legislators before the 2022 legislative session. Discussions are focusing on funding diversification, including the benefits of a proposed local option transit hotel-motel tax. More details can be found in the PolicyWorks report.
- Staff prepared supporting legislative materials including one-pagers on the transit hotel/motel tax proposal and Medicaid reimbursement as well as an introductory presentation for meetings with legislators.
- Coordination continued with the Iowa Public Transit Association (IPTA) to better understand impacts of a proposed transit hotel/motel tax to other transit systems statewide. Staff also continue to coordinate with IPTA regarding follow up with Iowa Medicaid on reimbursement for paratransit services.

• **Regional Initiatives:**

- DART staff shared a presentation and facilitated a panel discussion with DART Commissioners for the Community Leadership Program (CLP), which met in early December at the Des Moines International Airport. Students in the program participated in a transit exercise to further understand the value of DART's service to the region.
- A planning session with Greater Des Moines Partnership staff was held to discuss ongoing efforts with the hotel/motel tax and other needs for the 2022 calendar year, including DART's ongoing participation with the Transit Future Workgroup.

• **Other Initiatives:**

- Budget preparation continued in anticipation of the January Commission budget workshop.
- An electronic newsletter was provided to stakeholder mailing lists. This issue featured a letter from outgoing DART Commission Chairman Russ Trimble as well as articles on DART on Demand, the Transit Optimization Study and a link to a podcast featuring DART leadership speaking to the importance of transit in getting people to work.



Outgoing Chair Reflects on DART Commission's accomplishments, goals



Russ Trimble is the outgoing chairman of the DART Board of Commissioners and the Mayor-elect of West Des Moines.

He will remain a representative on the DART Commission.

It has been such an honor and a pleasure to serve as chair of DART. I am in awe of the expertise, professionalism, hard work, compassion, pride and care that DART staff put into this organization every day.

They're always working to be more efficient and effective in everything they do, to maximize resources and provide the best experience possible for our riders. Not only do they keep the buses running on time and running efficiently, but they also work hard to address the needs and wants of the people in 12 different metro communities. That is no easy feat, but they continue to do an amazing job, day after day.

In addition to thanking DART staff, I want to extend a heartfelt "thank you" to my fellow commissioners. They dedicate their time and talent to ensuring the public resources we are entrusted with do the greatest good for the greatest number of people when it comes to providing access to safe, affordable and reliable transportation throughout central Iowa. These commissioners have been dedicated, kind, caring, compassionate and selfless in their mission and I cannot thank them enough for all they have done and continue to do.

[Click Here to Continue Reading](#)



**State Legislative Update for Des Moines Area Regional Transit Authority
Prepared by PolicyWorks on December 20, 2021**

- Coordinated with DART staff to arrange meetings to brief DART area legislators on 2022 legislative priorities. Meetings were held December 15th and 20th, with additional meetings scheduled in January.
- Briefed House Ways and Means Chair Lee Hein and staff on the hotel-motel tax proposal.
- Reached out to House Speaker Pat Grassley's office to arrange time to brief the Speaker on the hotel-motel tax proposal.
- Along with DART staff, discussed the hotel-motel tax proposal with Rep. Siegrist, a member of the House Ways and Means and Transportation Committees, at the Greater Des Moines Partnership legislative breakfast.
- Reached out to AARP and briefed them on the hotel-motel tax proposal to seek their support.
- Reached out to the lobbyists for the Area Agencies on Aging regarding the hotel-motel tax proposal to seek their support.
- Coordinated with DART staff and Iowa Public Transit Association (IPTA) on follow up to Iowa Department of Human Services (DHS) Director Kelly Garcia regarding Iowa Medicaid transportation reimbursement issues and proposed solutions.
- Updated Sen. Edler, chairman of the Senate Human Resources Committee, on DART/IPTA's communication with DHS Director Garcia on Medicaid transportation.
- Attended area meetings regarding the upcoming legislative session to understand topics and bill proposals that may impact DART.

Federal Legislative Update for Des Moines Area Regional Transit Authority Prepared by Cardinal Infrastructure on December 27, 2021

Activities Conducted by Cardinal Infrastructure

Cardinal Infrastructure is continuing to meet with DART leadership to discuss the Infrastructure Investment and Jobs Act ("bipartisan infrastructure deal") and the resulting opportunities for DART.

We continue to engage alongside APTA and the Bus Coalition on advocating for transit funding and favorable policy language in the form of the Build Back Better Act budget reconciliation and annual appropriations.

We will continue to engage with DART and correspond with the delegation as necessary to communicate DART's policy priorities.

Appropriations

The current continuing resolution (CR) for government funding expires February 18, 2022. Once the Senate returns from recess, members will turn their attention to passage of the FY 2022 appropriations bill. The Senate's passage of the Build Back Better Act could delay quick focus on appropriations. While Democrats want to pass an omnibus appropriations bill that includes congressionally directed spending, challenges continue which many result in another continuing resolution.

Budget Reconciliation

The Build Back Better Act is being considered by the Senate following passage in the House with a vote of 220-213. While Senate Majority Leader Schumer aimed to have the Senate vote on the reconciliation bill and send it back to the House before the holiday recess, Senator Manchin (D-WV) and other Senate Democrats presented obstacles to that timeline. The Senate is anticipated to take-up the bill in January.

In its current form, the House bill provides, among other funding provisions, \$9.75 billion for the newly created Affordable Housing Access Program Competitive grants program, to be issued jointly by the Federal Transit Administration and the Department of Housing and Urban Development to support access to affordable housing and the enhancement of mobility for residents in disadvantaged communities or neighborhoods, in persistent poverty communities, or for low-income riders generally.

Property Disposition for Affordable Housing

Congress passed and the President signed the FY 2022 National Defense Authorization Act (NDAA). While the NDAA authorizes nearly \$770 billion in Department of Defense spending, it includes a provision on property disposition for affordable housing. The provision allows for transfer of assets, following authorization from the Secretary of Transportation to a local government authority, nonprofit, or other third party to create a transit-oriented development if:

- The asset is necessary to the proposed transit-oriented development project;
- The project will increase transit ridership;
- At least 40 percent of the housing units offered are affordable to tenants or owners with incomes below 60 percent of the area median income;
- The asset will remain in this use for at least 30 years after the asset is transferred; and
- For third parties, the local government or nonprofit must be unable to receive the asset, the benefit of transferring to a third party is greater than that of liquidation, and the third party has a successful history of construction or operating affordable housing.

Mask Order

On December 2nd, the Department of Homeland Security Transportation Security Administration (TSA) announced it has extended the face mask requirement for all transportation networks, including public transportation agencies, through March 18, 2022.



MONTHLY REPORT



11D: Finance, IT & Procurement Team Report

Staff Resources: Kent Farver, Chief Financial Officer

Operations and Maintenance Facility Update – Kent Farver, CFO

- Staff are moving forward on researching site options. We continue to work with the City of Des Moines to explore different locations and retrieve information necessary to assist in the site selection analysis project. A Commission Committee will be formed to advise staff on this project and a committee charter and preliminary schedule will be assembled for 2022.

Finance Department – Amber Dakan, Finance Manager

- **FY2023 Budget Process** – The Finance Team continues to work on a proposed FY2023 Budget. Property tax valuations are expected in early January which will better inform the Non-Operating funding levels. The Commission Budget Workshop this year is scheduled for January 28th.
- **Triennial Review-** The Finance Team is working through our respective portions of DART's Triennial Review request and updating documentation that will be provided to FTA.
- **Comprehensive Leave Manager Update-** In partnership with Human Resources and IT, the Finance Team is working to update our ERP system with a Comprehensive Leave Manager program to better manage the multiple accrual schedules of each employee class (Vacation, Sick Leave, FMLA, etc.). This update will go live on our first payroll cycle of January.

Procurement Department – Mike Tiedens, Procurement Manager

Upcoming Projects and Procurements:

- **Banking Services** – DART will be seeking a certified bank to provide full banking services to the organization. Services will include, but not be limited to: general banking, ACH and wire services, disaster control, conversion, reporting, analysis, fare coin/currency/token processing, custodial and trust services, repurchase agreements, credit card services and others.
 - Request for Proposals published in December 2021.
- **Vanpool Management System** – DART is seeking proposals from qualified firms to provide a base software system to assist in managing DART's vanpool program (RideShare). Functionality will include, but not be limited to: fleet management, reporting, maintenance management, customer management.
 - Request for Proposals to be published in January 2022.
- **Printer/Copier Services** – DART is seeking a contractor to provide complete printer, copier, scanner and fax machine package (including full functional capabilities) for all DART locations. DART anticipates utilizing the federal GSA Schedule 70 as the contracting mechanism for the services.



MONTHLY REPORT

11D: Finance/IT/Procurement

- Contract award anticipated in January 2022
- **On-Site COVID Testing** – DART will be soliciting bids for a contractor to provide on-site COVID testing and testing kits to DART employees in response to federal OSHA ETS requirements.
 - Request for quotes published in December 2021.

Contracts and Task Orders Approved Recently:

- **Facemasks (PPE)** – DART solicited bids for 200,000 masks for DART customers to use at any facility or on a bus.
 - The winning proposer was Social Glass, Inc. and the winning bid was \$4,000.

Future Procurements:

- Copier/Printing Services
- Light Duty Buses
- Vanpool Management System
- Executive Consulting Services
- Barriers (Bus Operator Area)
- Construction Management Services (hold)
- Outdoor Signage Displays (hold)
- Bond/Financing Counsel Services (hold)

IT Department – Shane Galligan, IT Director

- **Radio Replacement Project** – The radio system evaluation has been completed and we provided our recommendations to the Commission during the November meeting. The action item to approve the project at a not to exceed amount of \$1.089 was approved at the December 7th Commission meeting.
 - DART submitted the ISICS application to join the system on 12/08/2021.
 - We are currently working with Vontas to approve a scope of work and quote to begin the transition of vehicle data from radio to cellular which we expect to be able to begin working on in January 2022.
- **Technology Plan (Health Assessment) Development:** We are in the planning stages of creating a detailed schedule and project plan to develop a comprehensive evaluation of our current state of technology which includes:
 - Analyzing the existing conditions and adequacy
 - Documenting issues and challenges facing the business
 - Benchmarking/industry scan and documentation of industry best practices
 - Compare processes and technology in use at DART against best practices and recommended technology across transit
 - Evaluate and score the overall technology systems and processes at DART and highlight systems/infrastructure that requires attention
 - Our current target is to begin on-site interviews with our technology consultant the week of 01/17/2022.

MONTHLY REPORT
11D: Finance/IT/Procurement



- Confirmed travel dates with vendor for this week
- We have provided the following documents to our consultant for review prior to the scheduled interviews.
 - System Topology Map and network diagram
 - Listing of all non-web-based software platforms w/ current version numbers
 - Listing of all customized systems with detailed use cases
 - A breakdown of our current fare collection systems
 - Vehicle equipment listing of all electronics and supporting software
- **Phone System Transition** – DART is transitioning from Skype for Business to Zoom phone. The Zoom phone platform has been activated and we have finalized the connectivity to our active directory so we can connect existing accounts and enable single sign on (SSO). We also have the Zoom phone profile built in our KACE platform so that we can remotely deploy and manage the software on end user computers. We are currently working with RSM to evaluate and develop a clean and efficient call queue process with Customer Service and Dispatch to ensure that we are creating an environment that is easy to use from an internal perspective and for all of our riders.
- **GP Year End Update for 2021** – The Year End Update for GP (our accounting software platform) was completed on Wednesday, 12/15/2021
 - Additionally, the year end tax update for GP is currently scheduled to take place on Tuesday (01/04/2022).
 - The Comprehensive Leave Manager add-on has been installed and testing of the codes for deductions and accruals are taking place the week of 12/20/2021.
- **New Bus deployments** – IT is finalizing the installation and programming of the new Gillig and New Flyer buses that have been delivered which includes installation and programming of the following items, as well as updating licensing for vendor accounts.
 - CAD/AVL system (TransitMaster and IVLU)
 - Cellular modems for public Wi-Fi
 - Farebox for fare collection
 - MDT (Mobile Data Terminal) for communication to back-end systems and dispatch
 - Camera system (cameras and DVR) set-up for recording



MONTHLY REPORT



11E: Human Resources, Training & Safety Team Report
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Staff Resource: *Todd Sadler, Chief Human Resources Officer*

Human Resources – Jamie Wilson, HR Manager

- **Recruitment Update: Current Openings:**
 - Bus Service Person
 - Part-time Fixed Route Operator
 - Part-time Paratransit Operator
 - Marketing & Communications Manager
 - Customer Service Specialist (1 Full time or 2 part time)
 - Transit Mechanic
 - Operations Supervisor
- **Upcoming Openings:**
 - Paratransit Coordinator
 - Employee Relations Coordinator
- **Recent Hires:**
 - Full Time Operations Dispatcher
 - Temporary Operations Dispatcher
 - 2 Fixed Route Operators to start 12/20
 - 3 Paratransit Operators to start 12/20
- **COVID-19 Update: COVID-19 Update:** Since the beginning of 2021 we have had 32 positive tests. Notable statistics include that our total vaccination rate is 68.25%. We are continuing to showcase the benefit of getting vaccinated to our employees. We have updated our COVID FAQ's, documentation process as well as created a vaccination form to be filled out by all new employees.

Training – Matt Johnson, Training Manager

- **Fixed Route Trainees:** Training continues for nine Fixed Route Operators in training. Four are now fully licensed, while three are training to obtain their CDL, and two are working to complete their CDL permit.
- **Paratransit Trainees:** Training continues for thirteen Paratransit Operators in training. Two are now fully licensed, while eight are training to obtain their CDL, and three are working to complete their CDL permit.
- **Paratransit New Operator:** One paratransit operator completed all training requirements and graduated to a full-time position in paratransit.



MONTHLY REPORT

11E: Human Resources, Training and Safety Team Report

- **Fixed Route New Operators:** Three fixed route operators completed all training requirements and graduated to fixed route operators.
- **New CDL Training Requirements:** DART is registered as a CDL training provider under the new Entry Level Driver Training requirements. This requirement is set to go live on February 7th, 2022. DART is following the requirements of this guideline.

Safety – Pat Daly, Safety Manager

- **COVID-19 Vaccination Booster Clinics:**
 - Organized two COVID-19 vaccination booster enabling DART staff to receive the Pfizer vaccine booster or first vaccination shot on-site at DART Way.
- **Investigation:**
 - Investigated a bus operator injury incident
- **November Safety Meeting:**
 - Assisted in organizing the first in-person bus operator and maintenance department safety meetings since March 2020.
- **DART Safety Plan:**
 - Conducted annual review of DART's Safety Plan and made recommendations for changes and additions



MONTHLY REPORT



11F: Chief Executive Officer

Staff Resource: Elizabeth Presutti, Chief Executive Officer

- **DART Executive Committee** - The DART Executive Committee met on Friday, December 17, 2021. The discussion items presented during the meeting included:
 - Audited FY2021 Financials
 - Operations and Maintenance Facility Commission Committee
 - ATU Agreement Update
 - Ankeny Transit Study Update

- **Operations and Maintenance Facility Commission Committee** - As a follow up from our Facilities Project Commission Workshop, which was held on December 9, 2021, it was proposed and determined that an Operations and Maintenance Facility Commission Committee would be good to establish as we work to move forward with the planning of a new Operations and Maintenance facility. This was discussed at the December Executive Committee meeting and determined that the following Commissioners will be asked to serve on this Committee:
 - Commissioner Josh Mandelbaum (Des Moines) - Chair
 - Commissioner Paula Dierenfeld (Johnston)
 - Commissioner Michael McCoy (Clive)
 - Commissioner Russ Trimble (West Des Moines)
 - Commissioner Vern Willey (Altoona)

- **Legislative Meetings Update:** To continue our educational efforts with State Legislatures regarding DART's 2022 State Legislative Priorities and funding diversification planning, we have had virtual and in person meetings with the following Senators and Representatives since our last Commission Meeting on December 7, 2021.

<ul style="list-style-type: none"> ○ Senator Bisignano ○ Senator Boulton ○ Senator Celsi ○ Senator Peterson ○ Senator Garriott ○ Representative Anderson 	<ul style="list-style-type: none"> ○ Representative Forbes ○ Representative Hunter ○ Representative Meyer ○ Representative Oldson ○ Representative Sunde
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FUTURE DART COMMISSION ITEMS



Future Agenda Items:

February 1, 2022 – 12:00 P.M.	
Action Items	Information Items
<ul style="list-style-type: none"> Transit Optimization Study Approval FY 2023 Budget Public Hearing Date Banking Services Contract 	<ul style="list-style-type: none"> Transit Riders Advisory Committee Update Quarterly Investment Report Quarterly Financial Update Quarterly Safety Report
March 1, 2022 – 12:00 P.M.	
Action Items	Information Items
<ul style="list-style-type: none"> FY 2023 Budget Rideshare Fleet and Customer Management Software Contract New TRAC Members 	<ul style="list-style-type: none"> FTA Triennial Review Update Rideshare Update
April 5, 2022 – 12:00 P.M.	
Action Items	Information Items
<ul style="list-style-type: none"> June Service Change 	<ul style="list-style-type: none"> Transit Riders Advisory Committee Update

Upcoming DART Meetings:

MEETING	DATE	TIME	LOCATION
DART Executive Committee	TBD	TBD	TBD
DART FY 2023 Budget Workshop	Friday, January 28, 2022	11:00 a.m.	Hybrid Meeting