

**Proposed Guiding Principles
for Establishing the RTC as an Autonomous Governmental Entity
June 2005**

Introduction

Many decisions will be required over the next 13 months in the process of establishing the RTC as an autonomous public agency. Establishing a set of guiding principles at the outset of the process can provide us with a useful framework for decision-making.

PRINCIPLE 1: Assure a sound, complete legal framework for an autonomous organization.

PRINCIPLE 2: Review and rework operating systems that provide for direct control by the RTC and are cost-effective, efficient and accountable.

- A. Develop new policies and procedures as needed.
- B. Rework fiscal management systems and procedures to improve integration and efficiency.

PRINCIPLE 3: Employees will have no loss of compensation, benefits or conditions from those in effect at the date of separation from the County.

- A. Carry over all employees to the new organization.
- B. Provide for the smooth transition of personnel from County employment with no loss of compensation, benefits or conditions; Provide comparable benefits that are cost-neutral to employees; Consider alternative compensation or employee benefits that are cost-neutral to the RTC and desired by the RTC employees.
- C. Consult employees as appropriate through SEIU, in coordination with County Personnel while RTC employees are represented by the County's employee bargaining units.
- D. The RTC will assume CalPERS assets or liabilities accrued during the time Commission employees were considered County employees.

PRINCIPLE 4: Provide appropriate staffing and consultant assistance to assure that transition tasks are accomplished efficiently and without negatively impacting the effective implementation of the Commission's goals, priorities and responsibilities.

PRINCIPLE 5: Don't reinvent the wheel.

- A. Build upon the RTC's previous research and analysis efforts regarding autonomy.
- C. Draw upon the advice of the Auditor-Controller, County Treasurer, County Counsel, County CAO, and County departments and the advice and experiences of other agencies that have undergone similar processes to become autonomous, both locally as well as other Regional Transportation Planning Agencies throughout California.

PRINCIPLE 6: Pursue only the critical autonomy tasks and set aside operational improvements that are discretionary until a later date.

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