

Quick compensation comparison RTD to CDOT for high rank positions. This needs more analysis and I ran out of time to research before this committee hearing. Applies to apples on blank cells needs deeper review on job functions.

Regional Transportation District directly serving @2-5% of the population in ridership	Salary	Colorado Department of Transportation serving population %	Salary
RTD Interim General Manager (2020) Former General Manager (2020)	<b>\$350,000</b> \$305,000	CDOT Executive Director (2019)	\$175,104
RTD Chief Financial Officer (2019)	\$226,315	CDOT Chief Financial Officer (2019)	\$148,776
RTD Asst. General Manager Communications	\$205,000	CDOT Public Information Officer	\$138,432
RTD Asst. General Manager Planning	\$209,702	Comparable needs analysis	
RTD Asst. General Manager Bus	\$208,991	Comparable needs analysis	
RTD Asst. General Manager Rail	\$205,773	Comparable needs analysis	
RTD Asst. General Manager Capital Programs	\$222,724	Comparable needs analysis	
RTD Asst. General Manager Security	\$216,840	Comparable needs analysis	

## Major features of Senate Bill 151

### Mixed bag

Feature	Questions	Position
ADA ability to sue at state level.	The "why" and specific shortfalls haven't been clearly expressed. Personally, I want more information.	I want to correct deficiencies but I am not clearly understanding where those shortcomings are present.  I suggested that we require update from both ADA committees at our April and October Civil Rights meeting. Chair of this meeting concurs.
Eliminate farebox recovery requirement	Where do taxpayers get their representation? The farebox recovery ratio of 30% is faulty. In reality, it's closer to 15-20%. By removing this cost-effectiveness feature, likely result is push for higher sales tax -- both regressive taxation and hits non-riders.	<b>Oppose elimination of farebox recovery ratio.</b> Definitions in CRS 32-9-119.7 should be clarified and tightened.
Financial Oversight/In-depth Audit	No question. Taxpayers deserve more accountability and cost efficiencies. <b>Oversight should be increased.</b> RTD's internal auditor has raised red flags.  Agency size especially management vs "rubber/rail hitting the road" needs evaluation.	<b>Support specific tactics not found in SB151</b> <ul style="list-style-type: none"> <li>- Freeze salaries above \$100-150K at RTD.</li> <li>- Require employee contribution to defined-contribution pension.</li> <li>- Increase statutory audits to 3-yrs.</li> <li>- Require Citizen Audit Committee with full access.</li> </ul>
Whistle Blower protection	No questions.	100% support
Increased transparency, especially financial	No questions.	100% support