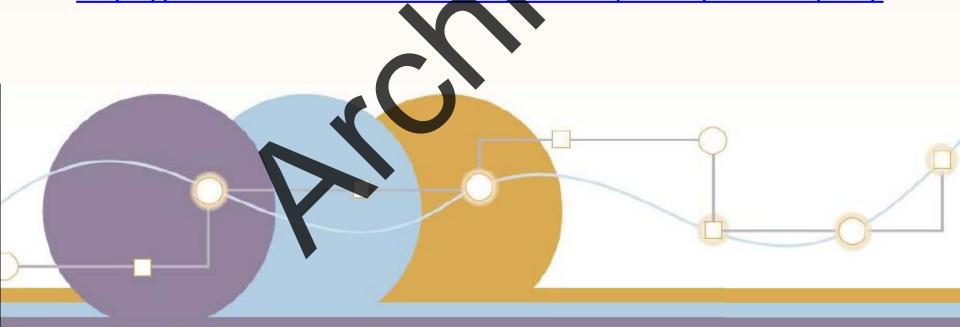
Noteworthy Practices in Performance-based Planning and Programming (PbPP) and Transportation Performance Management (TPM)

September 30, 2013

2:00-4:00 PM EDT

https://connectdot.connectsolutions.com/sr500perfbaseplan/



Noteworthy Practices in Performance-based Planning and Programming (PbPP) and Transportation Performance Management (TPM)

Welcome, Michael Nesbitt, FHWA

Performance Management Elements: An Overview of Requirements and Implementation Status,
Pete Stephanos, FHWA

TPM PbPP Regional Workshop Update (Raleigh and Portland), Michael Nesbitt, FHWA
TPM Community of Practice, Michael Kay, U.S. DOT Volpe Center

Nevada DOT Performance Management, Alauddin Khan, Nevada DOT
COMPASS and Performance Measures, Carl Miller, COMPASS
Performance Measures That Actually Improve Performance, Jerry Benson, Utah Transit Authority



MAP-21

Moving Ahead for Progress in the 21st Century



MAP-21

Moving Ahead for Progress in the 21st Century

Performance Management Elements

An Overview of Requirements and Implementation Status



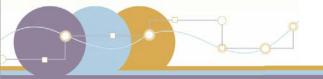
Pete Stephanos Federal Highway Administration



U.S. Department of Transportation

Federal Transit Administration



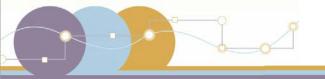


MAP-21 Background-Performance Requirements

- National Goals
- Measures
- Targets
- Plans
- Reports
- Accountability and Transparency





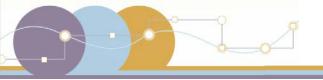


9 Inter-related Rules

- Highway Safety Programs (NHTSA)
- Highway Safety Improvement Program (FHWA)
- Metro and Statewide Planning (FHWA-FTA)
- Safety Performance Measures (FHWA)
- Infrastructure Performance Measures (FHWA)
- System Performance Measures (FHWA)
- Highway Asset Management (FHWA)
- Transit Asset Management (FTA)
- Transit Safety Plan (FTA)







FTA Advance Notice of Proposed Rule Making

Transit Asset Management system (TAM)

- Definition of state of good repair (SGR)
- Establish SGR performance measures
- Implementation of TAM plans by recipients
- Target setting by recipients to be incorporated into planning process

Transit Safety

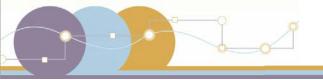
- Safety performance criteria for all modes
- Vehicle safety performance standards
- Public transportation safety certificate training program
- Public transportation safety plans



Transportation Performance Management

Measure Groupings

PROGRAM	MEASURE CATEGORY
STATUS I Q4 CY2013	Serious Injuries per VMT
	Fatalities per VMT
	Number of Serious Injuries
	Number of Fatalities
STATUS II Q1 CY2014	Pavement Condition on the Interstates
	 Payement Condition on the Non-Interstate NHS
	Bridge Condition on NHS
STATUS III	Traffic Congestion
Q1 CY2014	On-road mobile source emissions
	Freight Movement
	Performance of Interstate System
	Performance of Non-Interstate NHS



Coordinating Implementation – 9 Rulemakings

Measure Rules

- Define Measure
 - Data Elements
 - Data Source
- Interstate Pavement Condition
- Target Setting Requirements
- Define Significant Progress
- State Performance Reporting
- Establish Timing

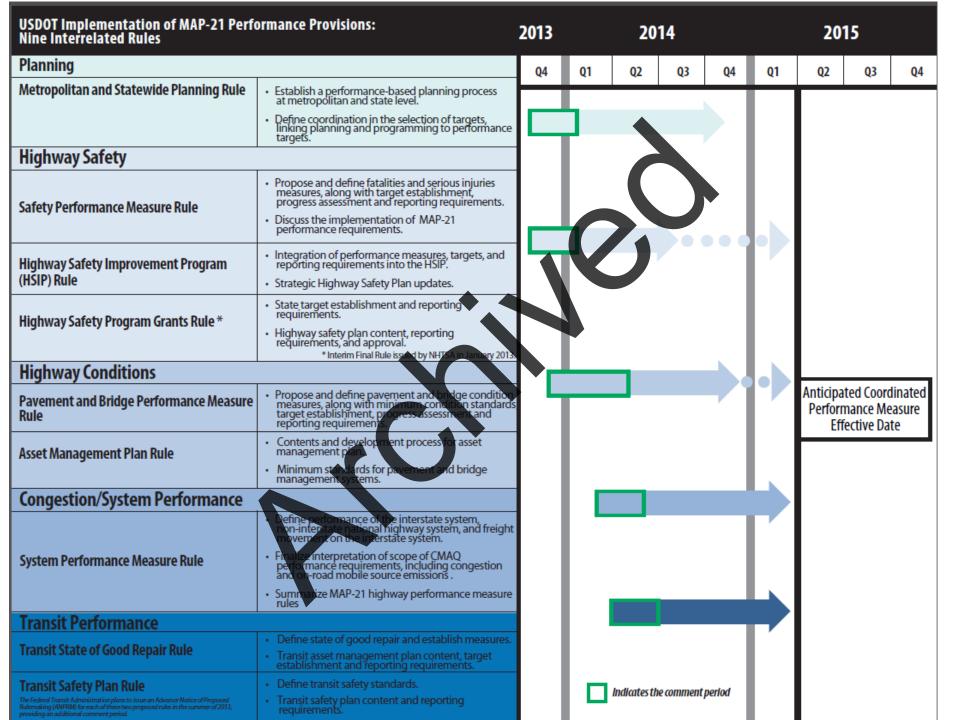
Planning Rule

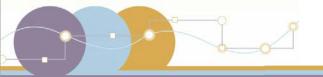
- Performance-based Planning Process
- Target Setting
 Coordination
- MPO Performance Reporting
- STIP/TIP Discussion
 - **Transition Period**

Program Rules

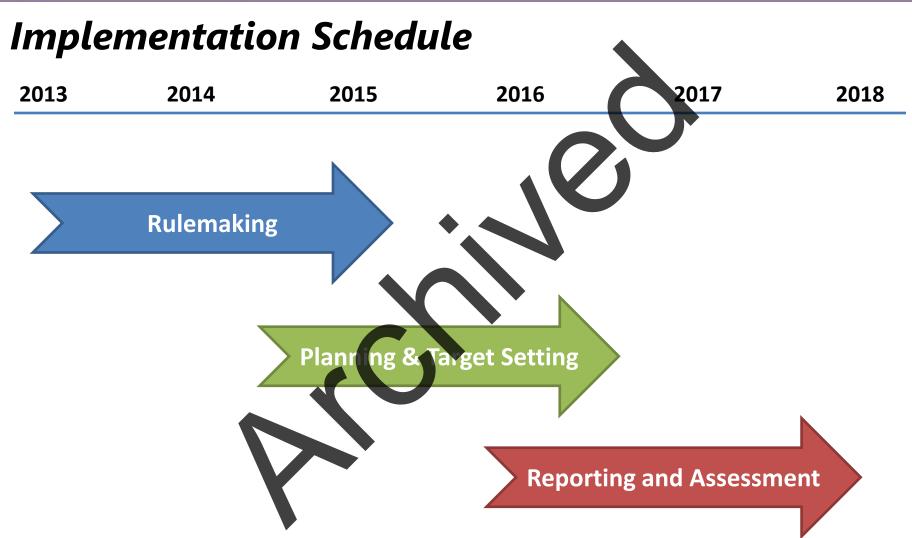
- Plan Requirements
- Special Rules
- Integrating Performance
- Transition Period



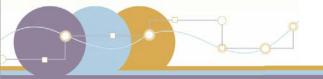




Transportation Performance Management







TPM Initiatives

- Performance Monitoring
- Training
- Reporting
- Guidebooks
- Workshops
- Pilot Programs
- Assessment and Evaluation Tools



TPM and MAP-21

Engagement

Resources

Events

Transportation Performance Management

FHWA > Transportation Performance Management



NC Refining a Performance Management System

NCDOT recognized they needed to refine their performance manager process. (.pdf, 0.6 mb)

nd therefore began a transformation



What is TPM?



NC Refining a Performance Management System



WSDOT's Effective Communication of Performance Drives Results



Transportation Data Palooza

TPM and MAP-21

- What is TPM?
- National Goals
- MAP-21 Performance Requirements Summary
- Implementation Schedule

Engagement

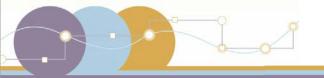
- emaking Stakeholder ngagen
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Resources

- Tools
- Noteworthy Practices
- Presentations

News and Events

- FHWA Webinar Series: Asset Management Book Club Webinar March 27, 2013, 2:00 PM EST
- View all TPM Events
- Subscribe to email updates



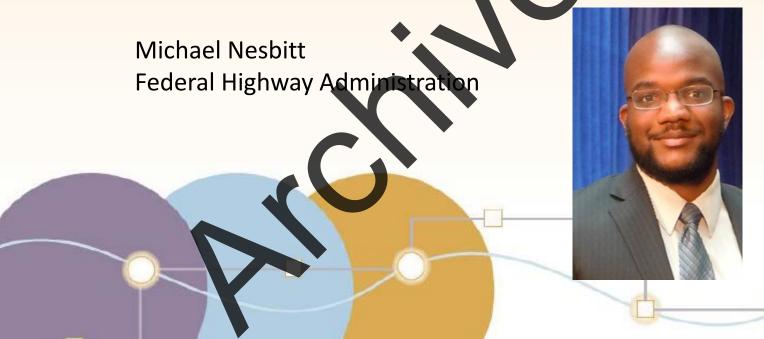
Additional Resources

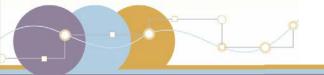
- MAP-21 Web Sitewww.fhwa.dot.gov/map21
- Transportation Performance Management Web Site www.fhwa.dot.gov/tpm
- Performance Measure Rulemaking Direct Contact to FHWA
 PerformanceMeasuresRulemaking@dot.gov
- Performance based Planning and Programming
 http://www.fhwa.dot.gov/planning/performance_based_planning/



Noteworthy Practices in Performance-based Planning and Programming (PbPP) and Transportation Performance Management (TPM)

TPM PbPP Regional Workshop Update (Raleigh and Portland)



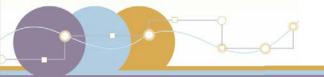


Transportation Performance Management

Agenda

- Day 1
- Workshop objectives
- Performance-based planning and programming (PBPP) and Performance Management
- Panel of peers
- Facilitated Group Discussion
- Key themes & instructions for breakouts
- Breakout Sessions
- Report from Breakout Sessions
- Day 2 (Half Day)
- MAP-21 Performance Provision Requirements
 - Performance Measures, Plan Requirements, Target Setting, Reporting
- Facilitated Group Discussion
- Breakout Sessions
- Workshop Wrap up





Highlights from Workshops

Coordination, Collaboration, and Capacity Building

- Participants stated that while channels for coordination among DOTS and MPOs were well established, coordination within an agency's institutional structure was siloed.
- Implementation training should be tailored to meet the needs of both large and small MPOs.

Reporting

- Everyone is doing some level of reporting
- Link transportation in context of broader objectives

Target Setting

- It was important to document assumptions.
- Some agencies described struggling with assessing their performance management programs.





Transportation Performance Management

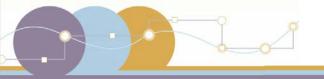
Highlights from Workshops (continued)

Trade-offs & making funding/ investment decisions

- Most agencies focusing on looking for opportunities to enhance project benefits relative to other system performance areas
- Participants expressed it is easier to do trade-off analysis for pavement and bridge projects because data is more reliable
- When it comes to projects that focus on maintenance and increasing capacity, the trade-off analysis becomes more politically driven

Data Collection

- In some cases, the data an agency needs for planning is owned and collected by another agency
- Participants also expressed concerns about variability in data collection methodologies across states
- Participants were anxious about any requirements to change their data collection methods.



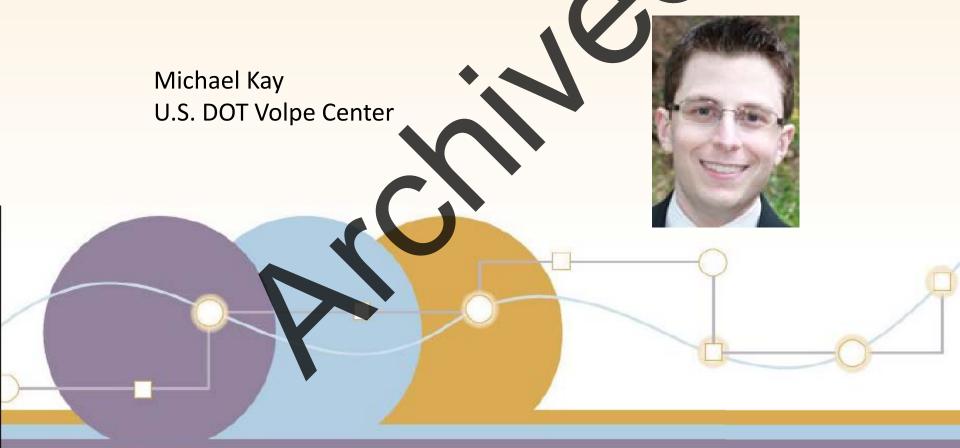
How is this information being used

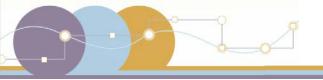
- Developing Collaboration Toolkit
- Developing content and subject matter specific trainings
- Identifying resources to help with trade-off analysis
- State specific Workshops on PbPP and TPM



Noteworthy Practices in Performance-based Planning and Programming (PbPP) and Transportation Performance Management (TPM)

TPM Community of Practice





What is the TPM Community of Practice?

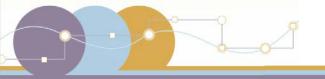
- Virtual workspace for collaboration on activities related to performance management
- "Open" community for practitioners

Why the TPM Community of Practice?

- Promotion of best practices
- Insight into emerging questions and issues







How to Access the TPM Community of Practice?

- Community of Practice (CoP) now accessible: http://www.fhwa.dot.gov/tpm/cop
- Registration required via TransportationResearch.gov in order to contribute.

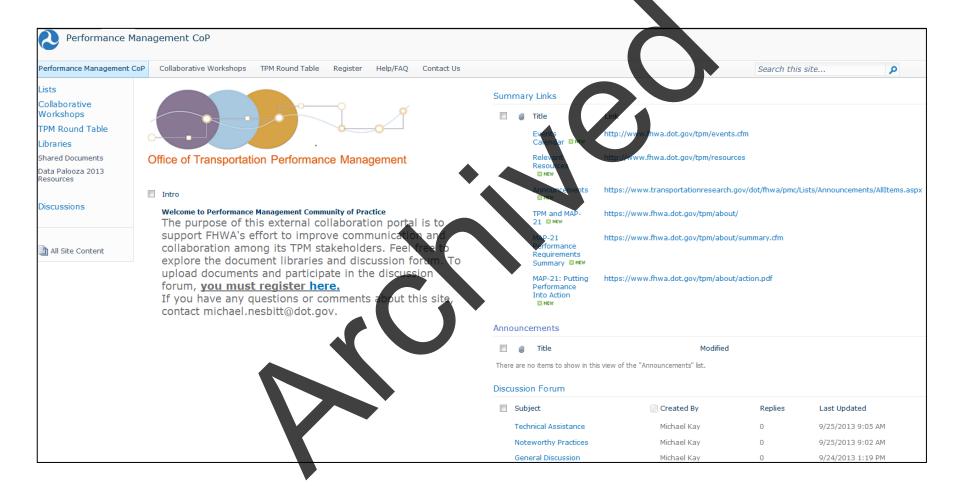
https://www.transportationresearch.gov/dot/fhwa/SitePages/register.aspx







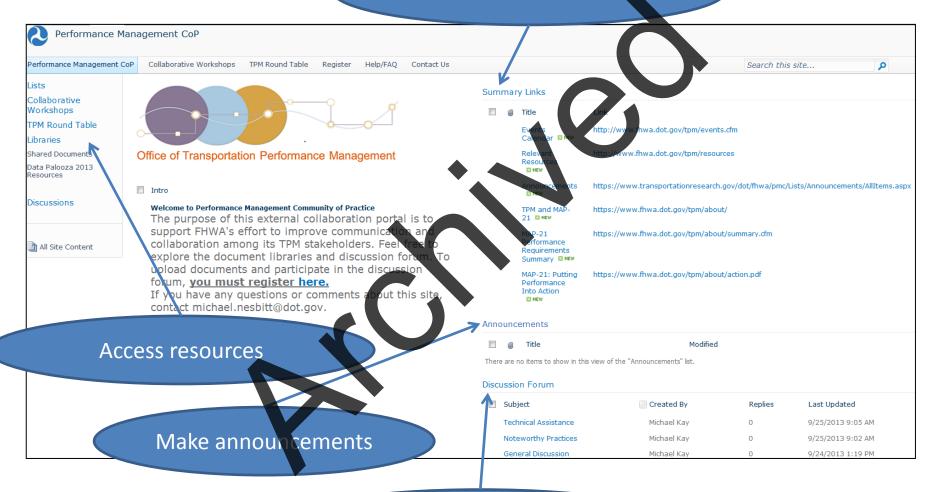
Transportation Performance Management





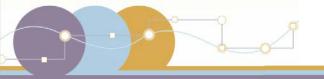
Transportation Performance Management

Browse and share links





Contribute to discussions



Future Developments

- Calendar of events
- Posting of additional resources
- Integration with related websites (FHWA TPM, TRB ABC30)
- Email alerts
- Enhanced user profile settings



Noteworthy Practices in Performance-based Planning and Programming (PbPP) and Transportation Performance Management (TPM)

Nevada DOT Performance Management

Alauddin Khan, PE, PTOE
Chief Performance Management Engineer
Nevada DOT



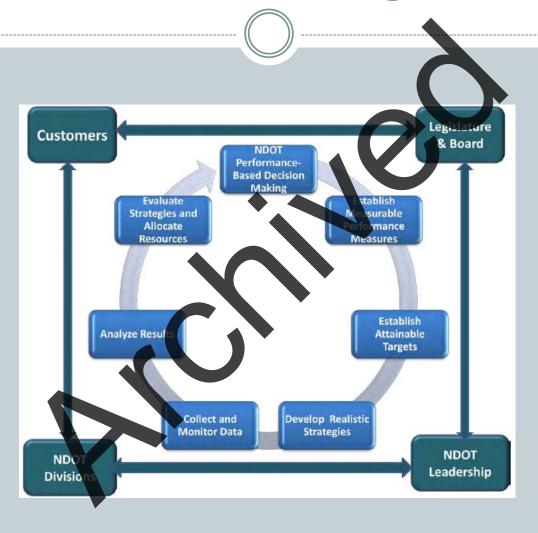
The Process

Started before MAP-21, in 2007

Mandated by Nevada State Legislature

15 Performance Measures

Performance Management



Iterative Dynamic Process

- Major Project Delivery
 - Revised 3 times to continuously improve
- Reduce Congestion
 - Revised Twice
- Pavement Condition
 - Revised Twice
- Maintain State Bridges
- Revised Twice



- Quarterly on Major Projects
- Annual Report
 - Progress, Milestones
 - Budget
 - Issues

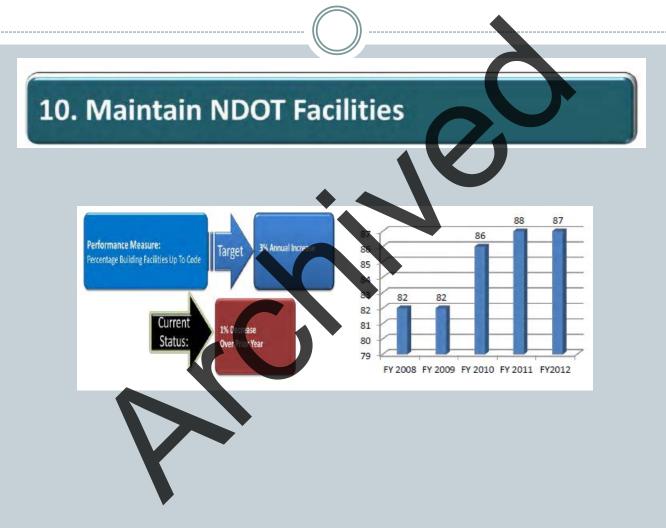
Governor's Performance Based Budgeting

- Work closely with Governor's cabinet members
- Established statewide performance measures
- Integrated PMs keeping in mind Map-21

Beyond Map 21 -15 Performance Measures

- 1. Reduce Work-Place Accidents
- 2. Provide Employee Training
- 3. Improve Employee Satisfaction
- 4. Streamline Agreement Execution Process
- 5. Improve Customer Outreach/Satisfaction
- 6. Reduce and Maintain Congestion on the State System
- 7. Streamline Project Delivery: Bid Opening to Construction Completion
- 8. Maintain State Roadways
- 9. Maintain State Fleet
- 10. Maintain State Facilities
- 11. Emergency Management, Security, and Continuity of Operations
- 12. Reduce Fatal Crashes
- 13. Streamline Project Delivery: Schedule And Estimate- Initiation To Bidding
- 14. Maintain State Bridges
- 15. Streamline Permitting Process

Targets Achieved



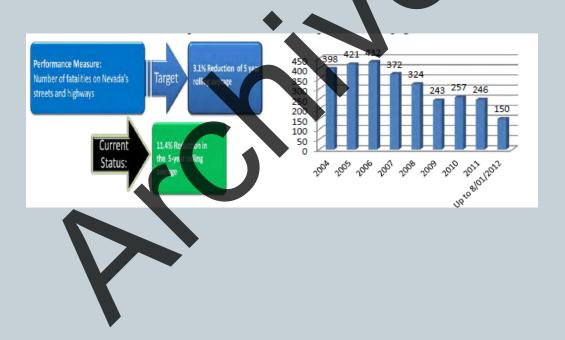
Targets Achieved

11. Emergency Management, Security, and Continuity of Operations

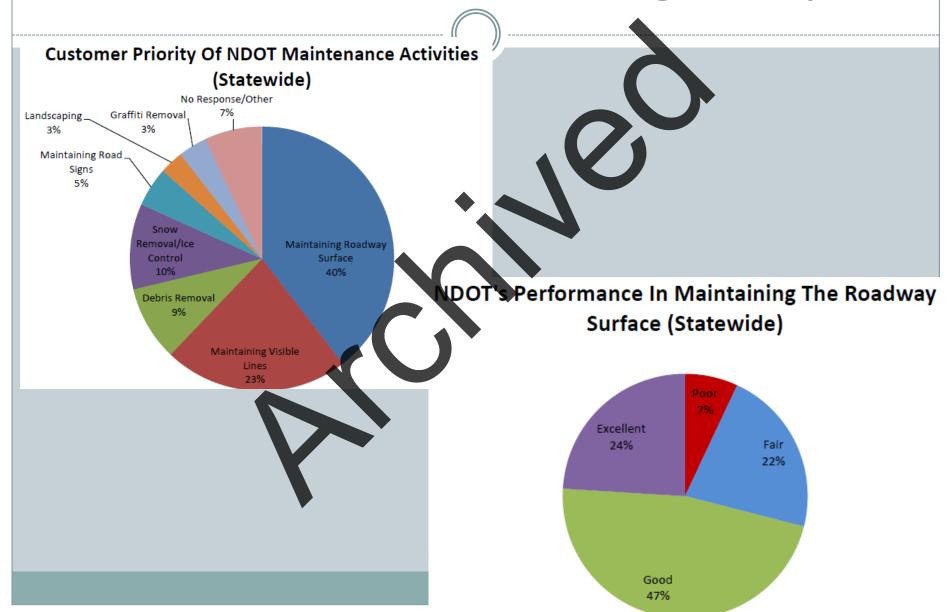


Targets Achieved -Safety

12. Reduce Fatal Accidents



Customers Focus Performance Management System



Highways

8. MAINTAIN STATE HIGHWAY PAVEMENT

Performance Measure:

Percentage of state maintained roadways receiving annual preservation in accordance with the Department's pro-active pavement preservation program.

Annual Target:

Category 1: 10.0% \$99 million

Category 2: 8.3% \$79 million

Category 3: 8.3% \$71 million

Category 4: 6.7% \$26 million

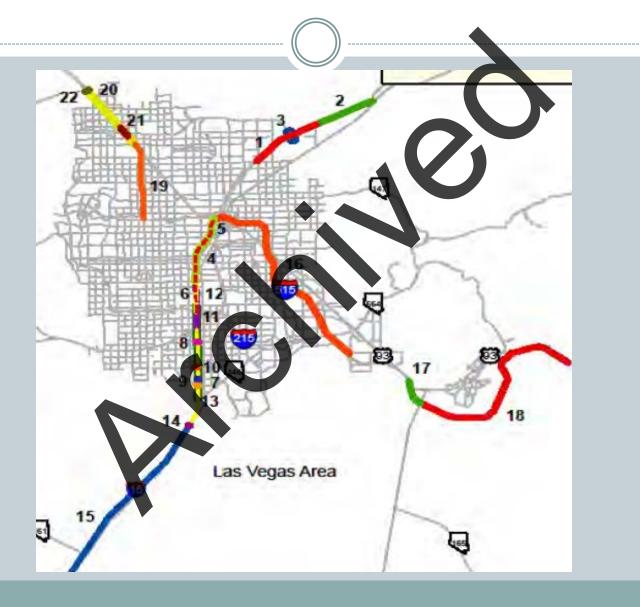
Category 5: 5.0% \$20 million

\$295 million annually

Ultimate Target:

Perform annual rehabilitation as necessary to maintain the existing condition of the roadway network and perform rehabilitation necessary to eliminate the accumulated backlog.

For Decision-Makers and the Public



Benefit Cost

- Conduct and report BCs
- Help towards a Performance Management System

FHWA Support

- Nat Coley and Iyad Alattar
- Helped refine Benefit Cost Analysis policy
- Provide training to staff

Business-Focus Process

15. STREAMLINE PERMITTING PROCESS

Summary of Status	District 1	District 2	District 3	HQ	Summary
Total Permits Accepted:	434	264	124	0	822
Total Permits Processed more then 45 days:	28	12	0	0	40
Total Permits Processed less than or equal to 45 days:	311	160	57	0	528
Total Permits Processed:	339	172	57	0	568
Total Permits Processed with Re-Reviews:	30	17	0	0	47
Total Permits Processed through FHWA:	21	18	3	0	42
Percentage of Permits Processed more than 45 days:	8.26%	6.98%	0.00%	0.00%	7.04%
Percentage of Permits Processed less than or equal to 45 days:	91.74%	93.02%	100.00%	0.00%	92.96%

Next Generation Performance Measures

 Tasked researchers to come up with next generation performance measures

Mostly operations performance measures

Internal Performance Measures

Assessing other divisions to develop internal performance measures

Not be reported to the legislature/feds

Internal staff and department

New Framework and System

 Will be launching a new framework and system in the next few months

 Meeting with our federal partners in October to streamline the process

Coordinating with Partners

- Planning to coordinate with
 - o RTC SNV (LV)
 - o RTC Reno
 - Other MPOs
 - Neighboring DOTs
 - State Agencies

 No Specific Planning Performance Measure in Map-21

Questions

Alauddin Khan, PE, PTOE Chief Performance Management Engineer

akhan@state.dot.nv.us

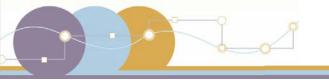
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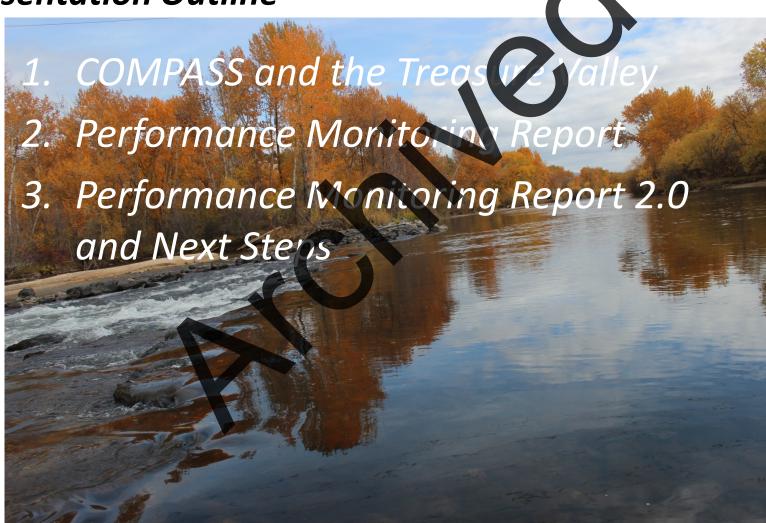
Noteworthy Practices in Performance-based Planning and Programming (PbPP) and Transportation Performance Management (TPM)

COMPASS and Performance Measures





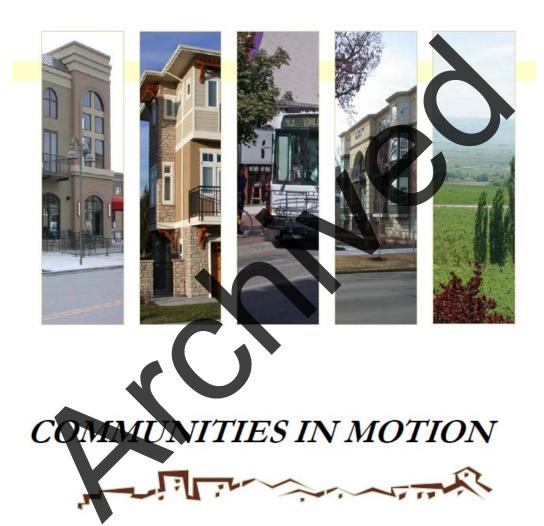
Presentation Outline



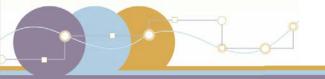








ANNUAL PERFORMANCE MONITORING REPORT

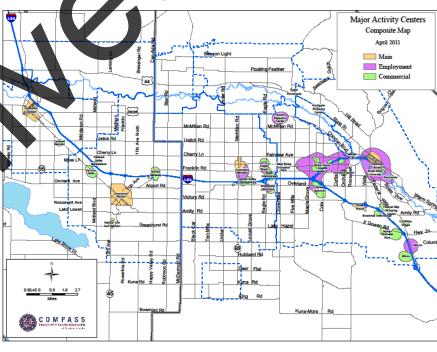




Balance Between Jobs and Housing

- •Jobs Housing Balance
- Land Use Diversity
- Major Activity Centers



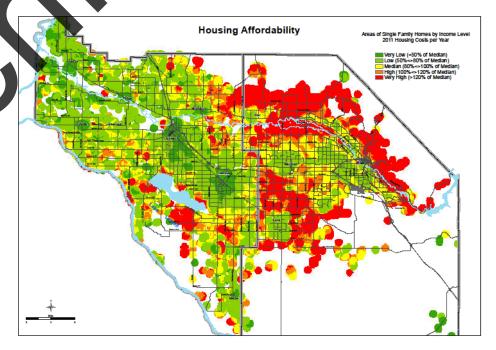






Choices in Housing

- Housing Prices
- Housing Affordability
- Housing + Transportation Affordability
- Transit Supportive Housing

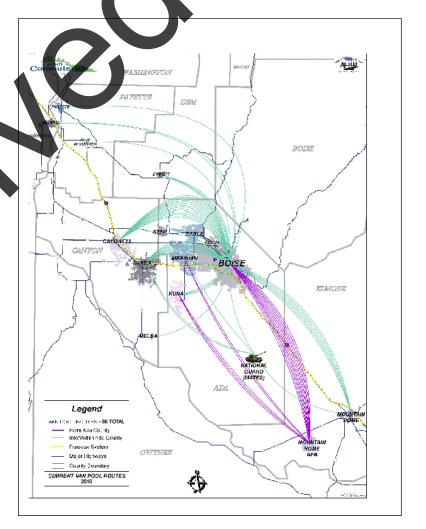






Choices in Transportation

- Peak Hour Travel Time
- •Transit Revenue Minutes
- Park and Ride Map
- Vanpool Map
- Sidewalks and Bikeways

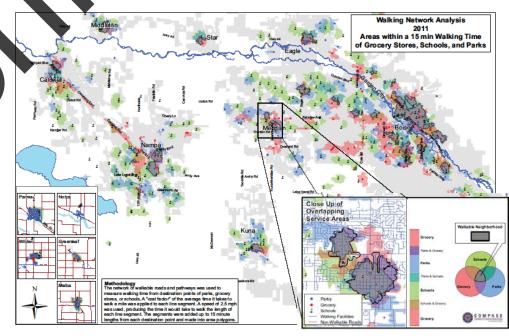






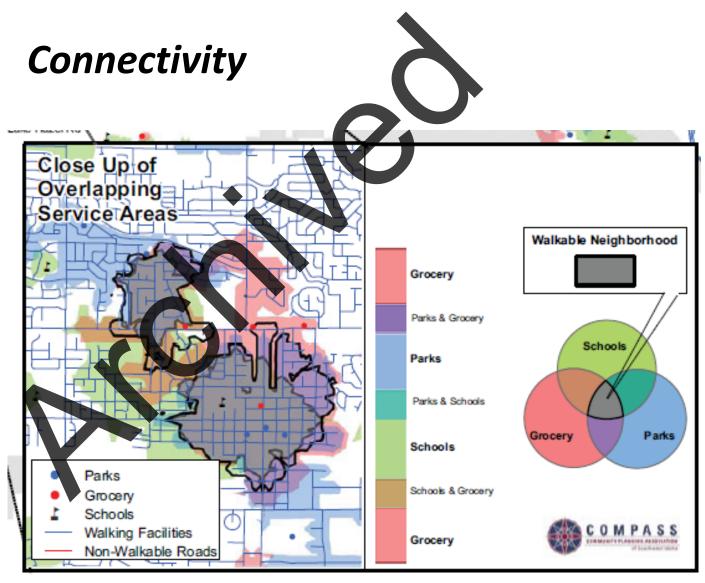
Connectivity

- Household Connectivity
- •Population Near Transit
- •Employment Near Transit
- Social Services Near Transit













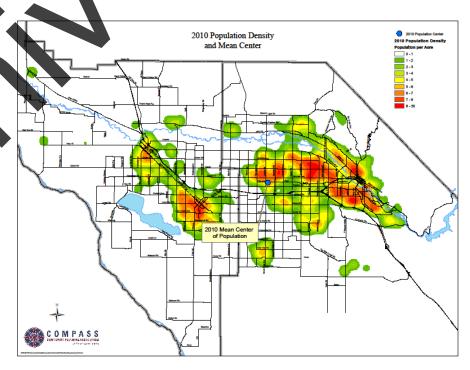
Preservation of Open Space and Agricultural Land

•Area of Impact and City Limits

Population Density

Open Space Density

Employment Density





City of Garden City



Balance between Jobs and Housing

Jobs to Housing Ratios: 2010: 1.3 2009: 1.4

New Jobs to New Housing Ratio: 2010: -164.5 2009: -530

Land Use Mix: 2010: 66% 2009: n/a

Major Activity Centers 2010: 34% 2009: n/a



Choices in Housing

Median Housing Price (000's): 2010: \$173 2009: \$160

Housing Affordability: 2010: 59% 2009: 54%

Transit Supportive Housing: 2010: 35.4% 2009: n/a



Balance between Jobs an Housing

Garden City's the between seein equally distributed between seein tial and commo dial uses. As additional is not and in marks in the additional is not and in the content plant and some distributed in 101. Goden City has cut est plant and communes in political to outside plant and communes in political to outside plant and outside plan



Choices in Housing

No

Adopted CIM 2010?

Garden City has not implemented or adopted any new plans or ordinances that foster choices in housing since the adoption of the 2008 Development Code. However, Garden City offers a wide variety of housing choices. The median residential tax assessed property value in Garden City is \$154,650 with one quarter of the homes valued between \$0-\$114,000 and one quarter of the homes valued between \$262,900-\$1,334,900.



Choices in Transportation

Peak Hour Travel Time:
2010: 24.2 minutes 2009: n/a
Transit Revenue Minutes per Capita:
2010: 4.2 2009: n/a
Park & Ride spaces per Capita (1,000):
2010: 0 2009: n/a
Vanpools per Capita (1,000):
2010: 0.9 2009: n/a
Sidewalks per roadway mile:
2010: 54.2% 2009: n/a
Bikeways per roadway mile:
2010: 14.2% 2009: n/a



Choices in Transportation

Garden City continues to participate in the Boise lead State Street Transit planning process for bus rapid transit on State Street. Additionally Garden City has put considerable effort and resources into completing and connecting greenbelt system over the past five years.



Preservation of Open Space & Agricultural Land

In April of 2010 Garden City adopted a Master Parks Plan.



Connectivity

Household Connectivity: 2010: 3.6% 2009: 4%

Housing near Transit: 2010: 58 2% 2009: 49%

Employment near Transit: 2010:85.9% 2009: 84%

Social Services near Transit: 2010: 81.2% 2009: 95%

Route Directness Index: 2010: n/a 2009: n/a



reservation of Open Space & Agricultural Land

Acres outside Area of Impact: 2010: 0 2009: 0 Unincorporated Acres within Area of Impact: 2010: 685 2009: 653 Population Density: 2010: 3.2 2009: 3.2 Acres of Open Space per Capita: 2010: 59.9 2009: 21.6 Employment Density: 2010: 1.8 2009: 2.1



Connectivity

- Participated in the 3.2 mile greenbelt extension from Eagle Road to Garden City limits to link the greenbelt from City of Eagle to Lucky Peak.
- In conjunction with the City of Boise has nearly completed the 36th Street pedestrian bridge to link the greenbelt at the east end of the city.
- Applied for a grant for a pedestrian bridge to link the greenbelt from the north to south side of the river.
- Adopted Original Town Circulation Network Plan, identifying local street connectivity and a futures map.

Opportunities

Due to the constraints of transportation funding structures, Garden City is reliant on land use policies or park systems to implement healthy transportation solutions within the City.

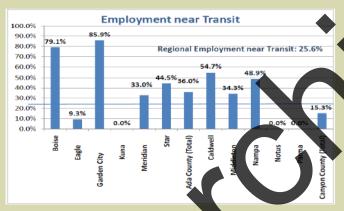


Employment near Transit

Snapshot

To increase the amount of commuters who use public transit, both the household (origin) and employment site (destination) must be located nearby a transit route. This indicator looks at the percentage of jobs in a community that are within a walkable distance of a transit station. This concept also measures "smart growth" — the degree to which firms are located near public transportation nodes, thus reducing the need for car travel and increasing opportunities for physical exercise. It also shows the responsiveness of a transportation system to the needs of transit-dependent populations.

Results



Empl

nt near Transit

Chart/Trend:

The amount of employment within 1/4 mile transit stops has declined since 2008.

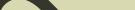
Data Definition

This indicator measures the percentage of ear ployment within a one quarter mile pedestran shed "of a transit route, based on network ton-nectivity not as as straight-line distance (i.e., as the crow flies").

Data Source:

Employment data: Idaho Department of Labor. Transit routes: Valley Regional Transit.





n Housing Prices

Snapshot:

Housing prices reflect the ability of communities to provide for affordable housing in areas of choice. Changes in housing values also reflect the equity in ownership and the ability of households to enter the housing ownership market. The average, regional median housing sales price for 2010 was \$133,787.

Results:



Trend/Chart

No trend is available as this year is the first for tracking median housing prices by using Intermountain Multiple Listing Service sales data. For previous data MLS listings by MLS Area were used.

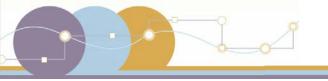
Data Definition

For the Performance Monitoring Report, median housing prices reflect the multiple listing service median sales price over the previous year.

Data Source:

Intermountain multiple listing service.

Map: Page 104



Performance Monitoring Report

- 1. Measures but No Targets
- 2. Changing Measures
- 3. Not Directly Influencing Decisions
- 4. Various Audiences
- 5. Before MAP-21

Performance Monitoring Report 2.0

- 1. Scenario Planning
 - a. Establish Targets based on shared vision
- 2. Meaningful Measures
 - a Board Approved
 - b. Stakeholder Coordination and Buy-in
 - c. Qualitative Review of Results
- 3. Directly Influencing Decisions
 - a. Implementation Grant Proposal
 - b. Scorecard
- 4. Something for Everyone
 - 1. Report
 - 2. Dashboard
 - 3. Scorecard
- 5. MAP-21 Compliance



1. Scenario Planning





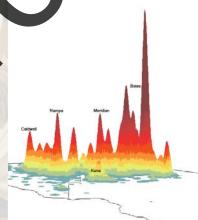


Workshop Invitees/Interests

- Agriculture
- Bankers/Lenders
- Bike/Ped Advocates
- **Business Community**
- Community Groups
- Developers/Builders
- Disabled Advocates
- Economic Development
- **Elderly Advocates**
- Environmental Interests
- Faith-based organizations
- First Responders
- Government "watchdogs"
- Health Interests
- Healthy/Local foods
- **Housing Agencies**

- Leadership Team
- Local Emergency Management
- Low Income Groups
- Major Employers
- Military
- Minority Groups
- Neighborhood/Homeowner
- Associations News Media
- Non-member cities/highway
- districts
- Member Agencies
- Other Elected Officials
- Property Managers
- Real Estate Agents
- ...plus entire COMPASS Board

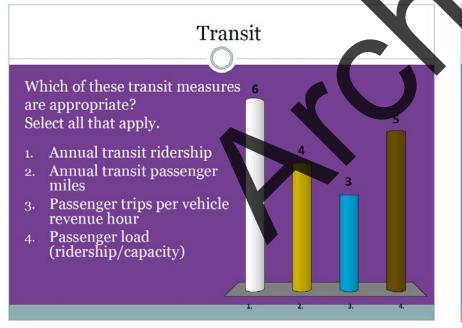
- Refugees/
- School District
- Schools
- Districts
- sit Groups
- ransportation/Land Use rofessionals
- versities/Trade Schools
- rsity Students Utilities
- Vanpool Users
- Youth
- Public at large



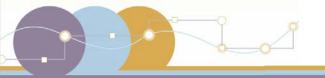


2. Meaningful Measurement

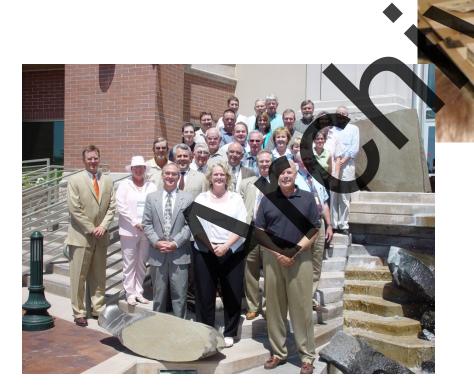
- Board Approved
- 2. Stakeholder Buy-in
- 3. Qualitative Review of Results



Households and employment near transit are based on proximity to transit routes. Should the 2040 target be based on: 1. Existing routes 2. VRT's Valleyconnect plan 3. Something else



3. Implementation Grant





3. Development Review Scorecard/Checklist



A center for exactly employment related brainess. Freight and redshity world typically be prioritized in these areas.

Features: Light industrial/manufacturing aligned along freight routing energyofficient buildings: permeter office buildings serve as noise buffers to nearly neighborhoods: toroit connections: extensive thin walking distance; pooled parks

Heating 0-30% Julie 80-100% Other 1-15%



Haritantal mix of fand mas, including huming and employment, aprend ext in relatively lise threaty. Complete streets for all more would be a princity.

Features: Mix of residential and employment areas only demands work, sevices, and retail wallship within a with critical mass to proved a transit services; multiple and pedestrian briendly design; road design and traffic sigcongestion; frostage or service road when appropriate.

Heating: 20-50% Julie: 50-70% Other: 10-20%



es, with different apportunities for resse If thus is future developments. Privarily housing but with a few services, notes, schools, and small-make shopping to expect the neighborhood. Thoraxing styles, ages, and costs: infill potential: retail and services unity gardens: transit options: sidewalks and life-

grangs Julicans Other to 25%



Future Neighborhood

Neighborhoods projected to be listly, with different apportunities for planned development than is stricting developments. Privarily bossing last with a few nervices, including parks, athorois, and small-crale obopping to capport the

Features: Range of housing types: services within walking distance; pedestrian sathreay is parks and reconstions neighborhood gardenic road note sak with narrow atresta, bordwards, and alloye clear to ociding infrastructure and presswed

Housing: 75-55% Julie 5-15% Other 10-25%



Transit Oriented Development

Vertical rox of land uses, including busing and employment spread out in relatively higher densities, evaluling transit newlood.

Features: Variety of Insilding heights: readers to high densities: extend-use buildings with ground-flow retail: adaptive resum/redevelopment potential: poolet parks and platas: right-sized parking areas: appropriately sized reads; bits larea-

Hosping 20-80% Julie 20-80% Other 10-25%



or na with apportunities for assistantially growth while maintaining Primarily socialectial but with local services and mostly reliant on a for employment and regional amenities.

Feature: Main street basinesses serve local medic apportanties for agri-touriers: park and ride later larger back youls with gardens provide local produce: "third places" for correspondy gatebookings: proximity to highway.

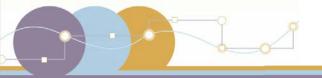
Housing: 75-95% John 5-15% Other to-25%



This area supports the highest densities and land-use role, including locating, office, and retail jobs. Downtowns typically are centers for staffure and activity. Complete streets for all more would be a priority.

Feature: Mixed-too buildings, typically with ground floor retail: restaurants and natoriou with puttic countings peachet purks and plastus; variety in hadding beight and musings makinde transportation options; right-sized parking areas; mix of highdensity hotaing, ireholing affordable, workforce, market rate, and knowyt and redevelopment potential

Housing: 20-40% John Go-Bolk Other: 17-15%



3. Development Review Scorecard/Checklist

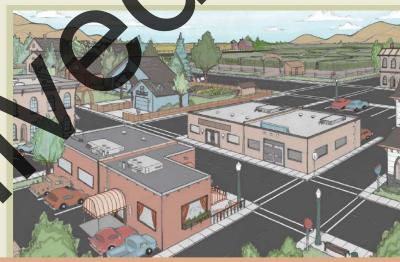


Employment Center

A center for mostly employment-related business. Freight and mobility would typically be prioritized in these areas.

Features: Light industrial/manufacturing aligned along freight routes, energy-efficient buildings; perimeter office buildings serve as noise buffers to nearby neighborhoods; transit connections; eateries within walking distance; pocket parks.

Housing: 0-20% Jobs: 80-100% Other: 5-15%



Small Town

Smaller and rural towns with opportunities for sustainable growth while maintaining a small-town feel. Primarily residential but with local servcies and mostly reliant on the urban area for employment and regional amenities.

Features: Main street businesses serve local needs; opportunties for agri-tourism; park and ride lots; larger back yards with gardens provide local produce; "third places" for community gateherings; proximity to highway.

Housing: 75-95% Jobs: 5-15% Other: 10-25%



4. Something for Everyone

- 1. Elected Officials
- 2. Transportation Stakeholders
- 3. Land Use Stakeholders
- 4. Other Stakeholders
- 5. Public



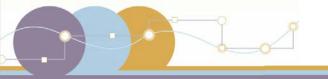


COMMUNITIES IN MOTION



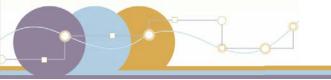
ANNUAL PERFORMANCE MONITORING REPORT





5. MAP-21





Carl Miller, AICP Community Planning Association of Southwest Idaho 208-475-2239 www.compassidaho.org

cmiller@compassidaho.org

When performance is measured, performance improves. When performance is measured and reported back, the rate of improvement accelerates. —Thomas Monson

Noteworthy Practices in Performance-based Planning and Programming (PbPP) and Transportation Performance Management (TPM)

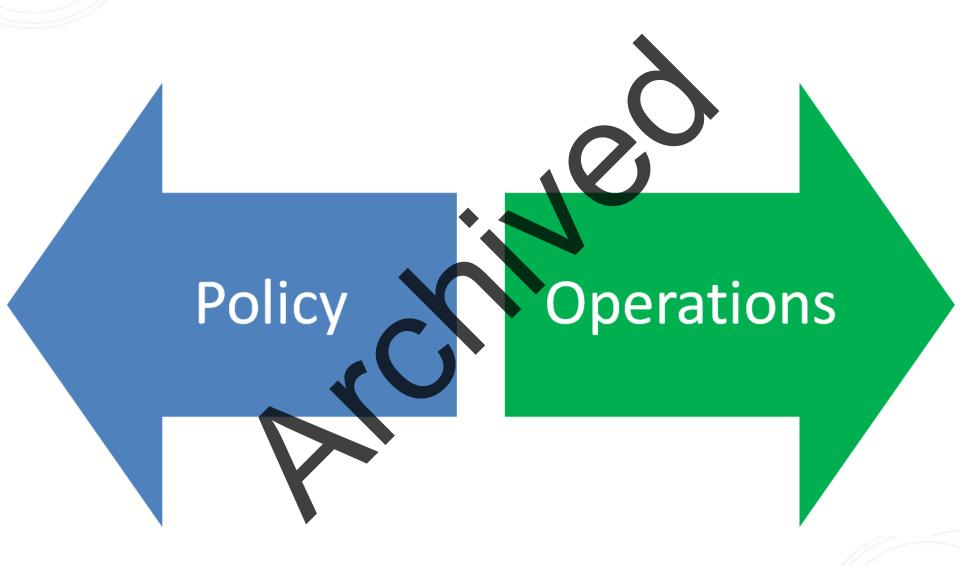
Performance Measures That Actually Improve Performance



Jerry Benson
Chief Operating Officer
Utah Transit Authority



Performance Measures - for What?



DOT, MPO, Transit Coordination

- Safety
- State of Good Repair
- Project Performance



Performance Improves Through Continuous Process Improvement



"Check" = Measure, monitor, report

Aligned measurement at all levels

 Reporting relevant to the decisions and actions of the audience (worker)

 Accountability for meeting performance targets

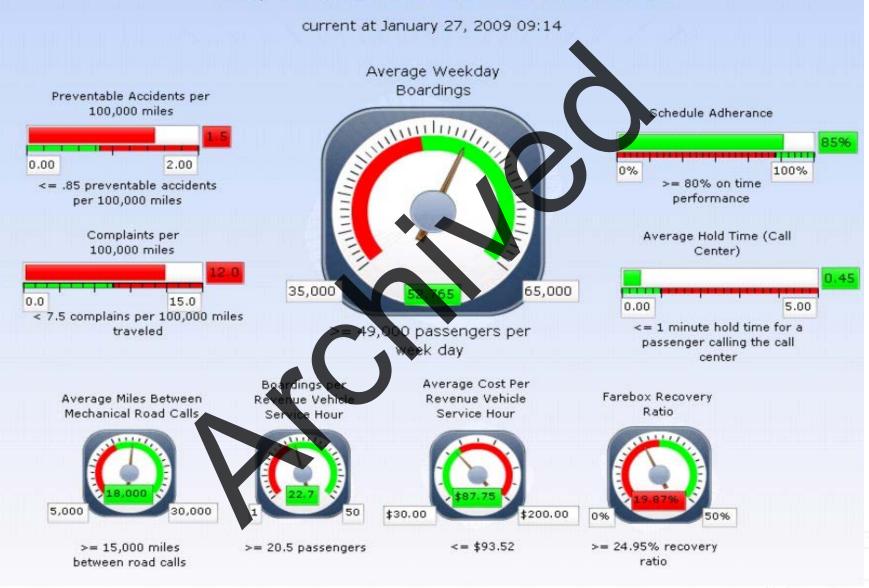


Aligned Performance Measures

Level	Measure	Target
State/MPO	Transportation System Safety	< 300 Fatalities
Transit System	Transit major accidents	< 1 major accident per 100,000 miles
Bus operating division	Avoidable vehicle accidents	< 1 avoidable accident per 100,000 miles
Driver team	Avoidable vehicle accidents by team members	< 2 avoidable accidents per year



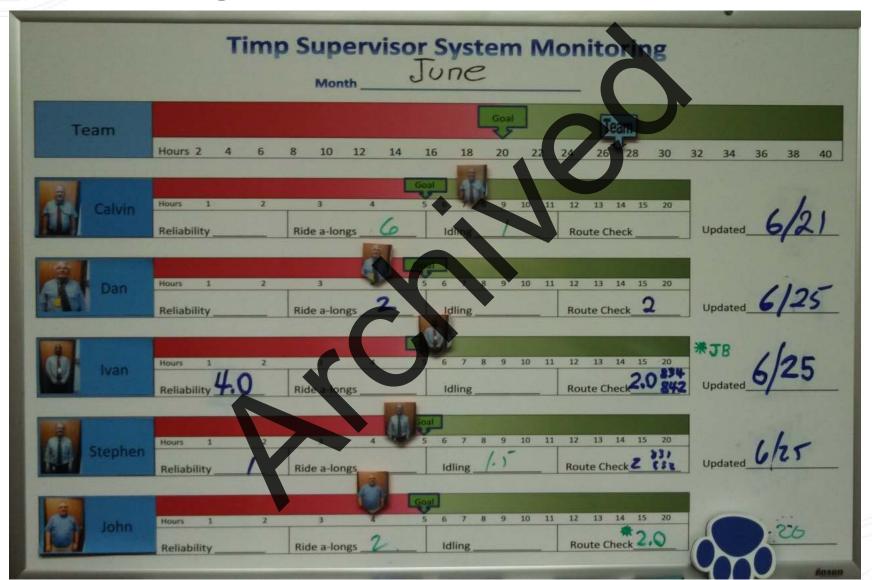
Key Performance Indicator Dashboard



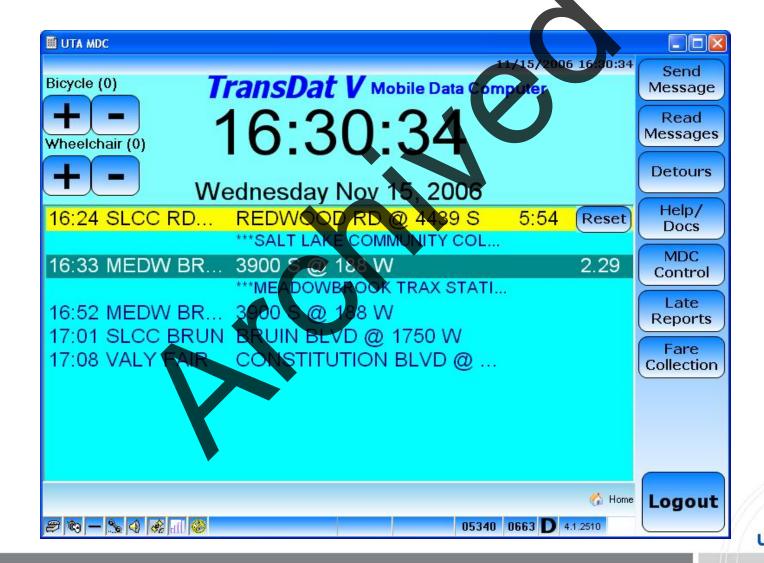
Reporting Relevant to Actions and Decisions

Position	Action/Decision	Timefranie
Executive	Set policy, determine budget, develop strategy, give direction	One quarter to five years
Department Manager	Set department goals and budget, root cause analysis	One week to one year
Supervisor	Oversee daily work, direct workers, incident response	One minute to one week
Worker	Perform assigned task	One second to one day

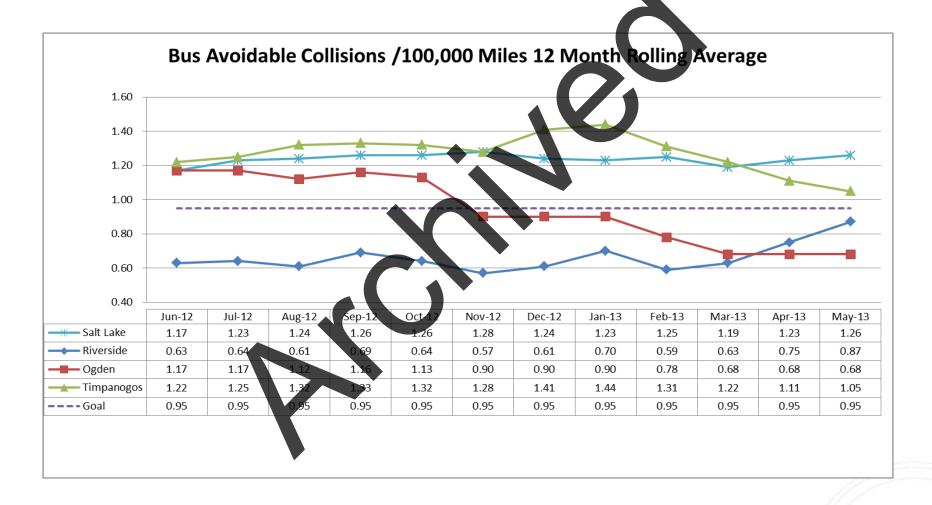






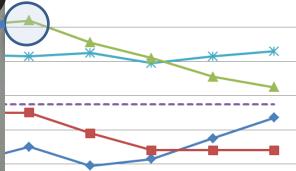








onth Rolling Average

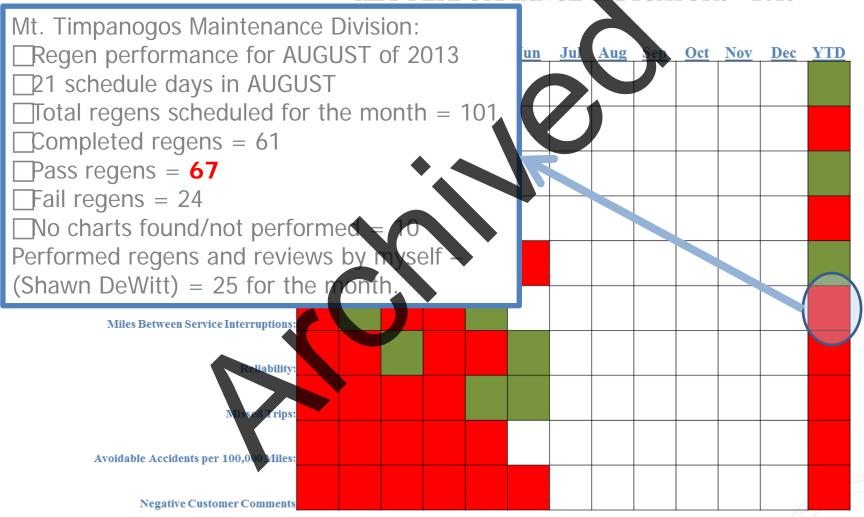


Jan-13	Feb-13	Mar-13	Apr-13	May-13
1.23	1.25	1.19	1.23	1.26
0.70	0.59	0.63	0.75	0.87
0.90	0.78	0.68	0.68	0.68
1.44	1.31	1.22	1.11	1.05
0.95	0.95	0.95	0.95	0.95

KEY PERFORMANCE NDICATORS - 2013



KEY PERFORMANCE NDICATORS - 2013



Accountability

Build accountability into reporting

 public, peer reporting, photos,
 etc.

 Use existing accountability tools performance reviews, merit pay

 Celebrate and publically recognize achievers

