

Briefing on FY 2020 Voluntary Retirement Incentive Program (VRIP)

Administration Committee
November 10, 2020

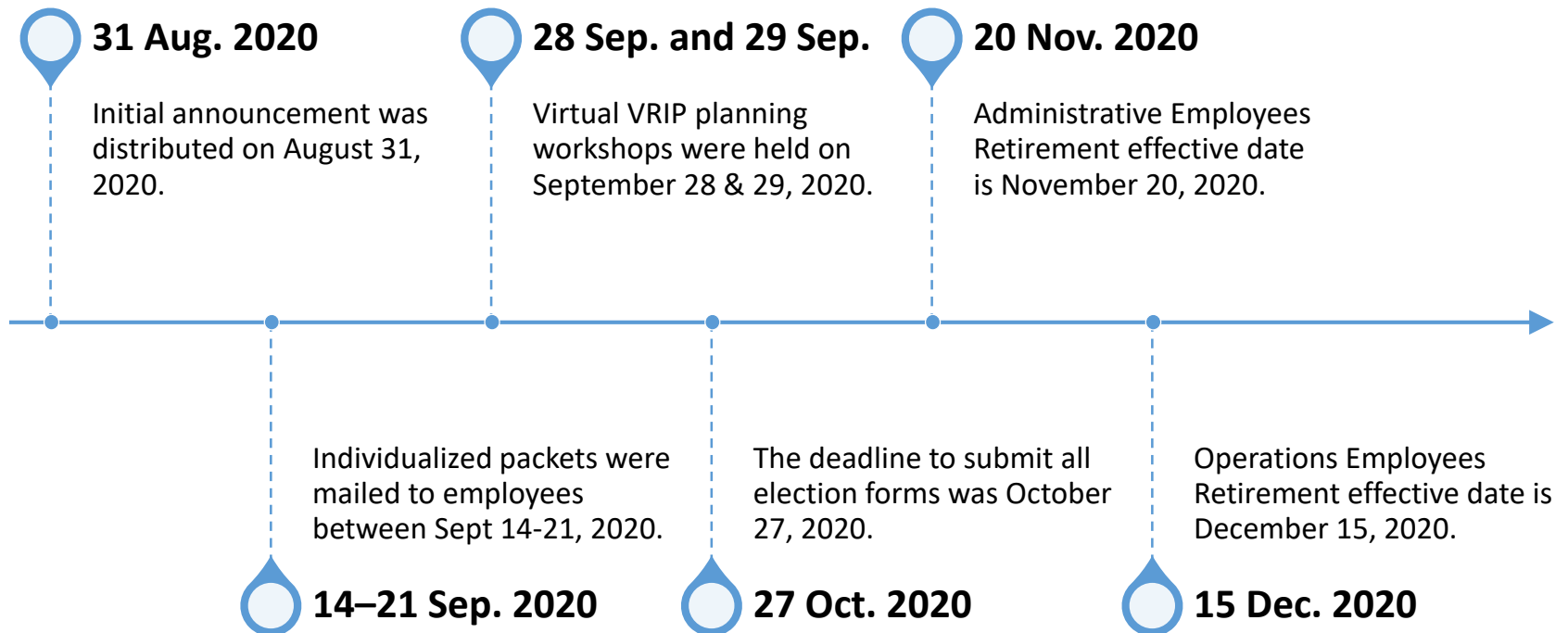
Rosa Medina-Cristobal
Vice President, Human Resources



Background

- VRIP was offered to employees at least 55 years of age with at least 10 years of continuous full-time service by September 30, 2020.
- For the Defined Benefit Plan, up to three years of additional service was added to the employee's pension calculation, and all early retirement penalties were waived.
- For the Defined Contribution Plan, a sum of 6 months wages was given with both pre & post-tax options.
- Both participant plans were given a severance payment and made eligible for DART's Retiree Medical Plans.

Timeline



VRIP Statistics

- As of Monday, November 2, 2020, there have been 739 submissions, 370 acceptances, and 369 rejections
- Of the 370 acceptances, 55 are Administrative employees, 315 are Operations employees

Acceptances By Department

| | | | |
|-----------------------|-----|-------------------|----|
| Bus Operations | 219 | Engineering | 9 |
| Rail Operations | 49 | Mobility Mgmt | 9 |
| Police | 17 | Materials Mgmt | 12 |
| GRD/RPD | 10 | Human Resources | 4 |
| Marketing | 5 | Diversity | 3 |
| Technology | 5 | Finance | 14 |
| Procurement | 4 | Executive Office | 3 |
| Govt & Comm Relations | 4 | Operations Safety | 1 |
| Internal Audit | 1 | Legal | 1 |

VRIP Statistics

Acceptances By Job Title

| | | | |
|-----------------------------|-----|--------------------------------|----|
| Bus Operators | 135 | Mechanics | 45 |
| Police Officer | 10 | Station Concierge | 10 |
| Supervisors | 42 | Materials Mgt Tech | 6 |
| Rail Operators | 10 | Servicers | 7 |
| Dispatcher/Comm Techs | 8 | Manager/Sr. Mgr/Asst. Mgr | 31 |
| President/EVP/VP/AVP | 14 | Admin Asst/Exec Asst/Secretary | 4 |
| Specialist II | 2 | Coordinators | 3 |
| Police Lt | 4 | Sr Asst General Counsel | 1 |
| Director | 1 | Electronic Tech | 1 |
| Fare Enforcement Officer | 1 | Inventory Control Asst | 1 |
| Engineering Specialist | 3 | Logistics Planner | 1 |
| Machinist | 1 | Maintainer | 4 |
| Specialist I | 3 | Representative | 4 |
| Program Manager I,II,III,IV | 2 | Sales Agent | 1 |
| Analyst | 2 | Administrator | 2 |
| Asst. Treasurer | 1 | Head of ITS | 1 |
| Project Manager I,II,III,IV | 5 | Sr Claims Adjusters | 2 |
| Ambassador | 1 | Field Inspector | 1 |