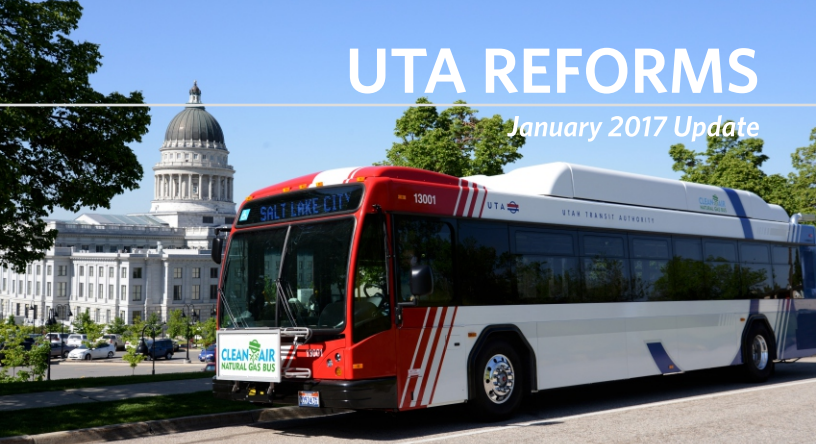


# UTA REFORMS

*January 2017 Update*



## MESSAGE FROM THE BOARD

The UTA Board of Trustees recognizes residents of the Wasatch Front deserve responsible stewardship of their investment in the regional transit system. During the past three years, the board has implemented meaningful, foundational reforms designed to establish a culture of integrity and accountability, all while focusing on delivering excellent transit service.

Reforms have been brought about in key areas including transit-oriented development (TOD), travel and employee compensation. These changes have resulted in reduced executive pay and enhanced policies for all travel. The board has also implemented stringent check-and-balance systems for the agency's TOD projects, with agreements now requiring independent review and full-board approval.

Additionally, the UTA Board of Trustees is also dedicated to openness, transparency and increasing opportunities for public engagement. The board has pledged to open all committee and full board meetings to the public and has expanded the number of committees that focus on the customer experience. UTA staff has been charged to develop a strategic plan to increase outreach and make public participation easier, ensuring residents have ample opportunity to participate in the agency's decision-making process and learn more about the role UTA plays in the larger community.

We understand trust is earned, and the UTA Board of Trustees is committed to the ongoing implementation of agency reforms and the highest standards of integrity and accountability. We are confident about the future. The board and staff are highly engaged in responsible stewardship of the public's resources in an effort to demonstrate that you can depend on UTA.



**Robert McKinley**  
UTA Board Chair



**Jeff Hawker**  
UTA Board  
Co-vice Chair



**Sherrie Hall Everett**  
UTA Board  
Co-vice Chair



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## TRANSIT ORIENTED DEVELOPMENT

- Implemented a new project screening process that requires full board approval, an independent financial audit and legal review for all TOD agreements
- Conducted a review of active TOD projects and identified and removed investors who had previously served on the UTA Board of Trustees
- Working to complete a formal agency TOD policy

## COMPENSATION

- Conducted a comprehensive review of total compensation and reset market-based pay comparisons to focus on transit, government and non-profit organizations
- Eliminated executive bonuses
- Discontinued new executive employment contracts and voided contracts with past executives
- Reduced benefit and retirement programs and overall compensation for newly-hired executives

## TRAVEL

- Updated agency travel policies and the travel approval process for all employees
- Full-board approval in an open board meeting required for all international travel, resulting in only two trips in the last two years

## PUBLIC ENGAGEMENT & TRANSPARENCY

- Began Prop 1 transit implementation in Weber, Davis and Tooele counties with a robust outreach program that included public open houses, meetings with elected officials and community surveys
- Established an extensive research effort measuring public trust among voters, riders, opinion leaders and policymakers
- Revised UTA's public comment process during board meetings by posting information on board matters at rideuta.com and by encouraging and collecting public comment on all board decisions prior to each board meeting
- Established a public comment period before each action item during board meetings

## MOVING FORWARD

- Reorganizing staff and agency departments to be more responsive to riders and to UTA employees who directly serve transit customers
- Implementing live streaming of all UTA board meetings at rideuta.com
- Establishing a set of minimum service standards designed to guide agency planners when making changes to bus and rail service
- Overhauling and simplifying UTA's fare structure based on public input and Title VI impacts

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