



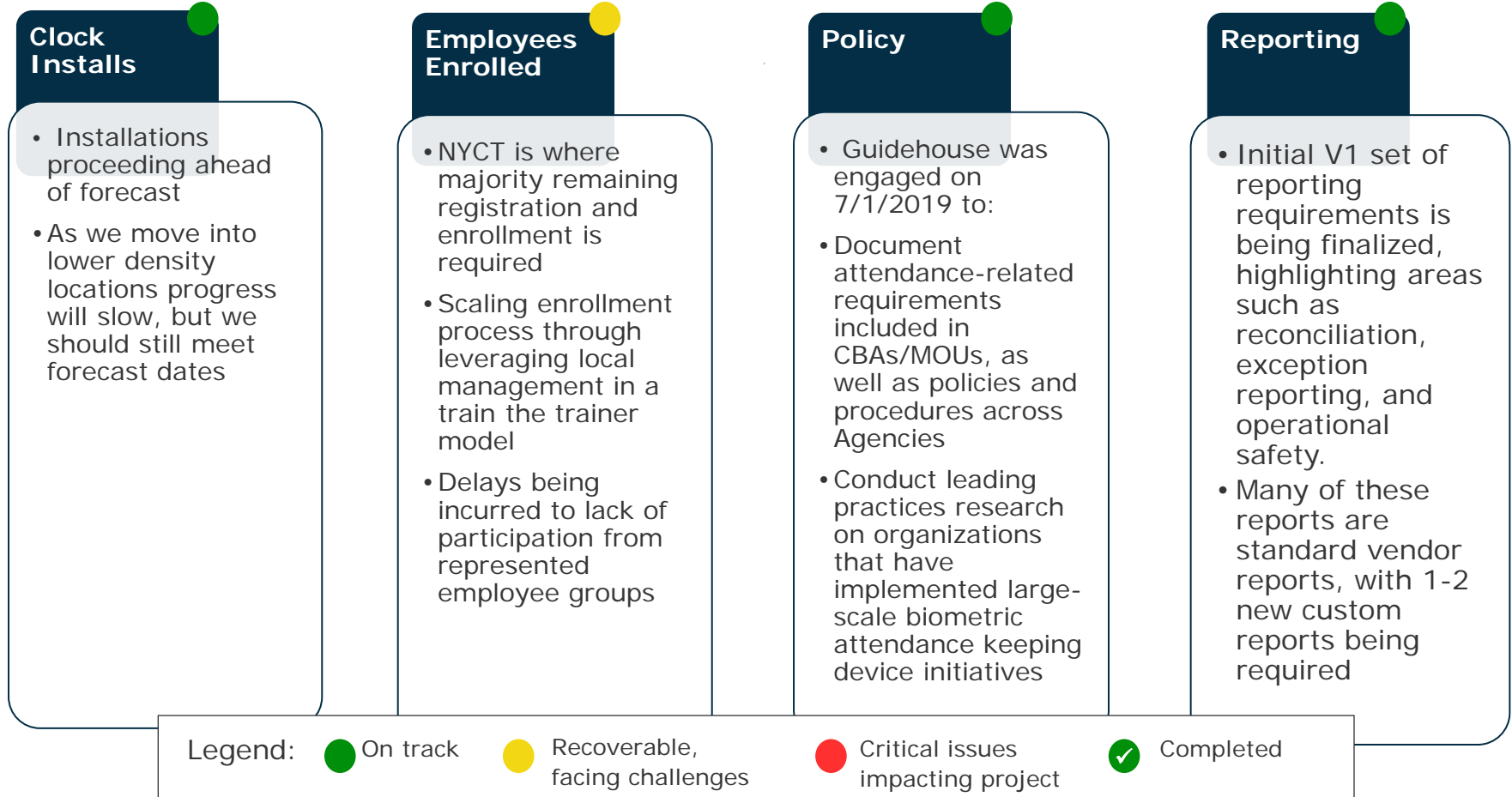
AlixPartners

MTA Time and Attendance

Board Briefing

July 24, 2019

The project has four parallel workstreams with clock installations providing the critical path timeline for the program

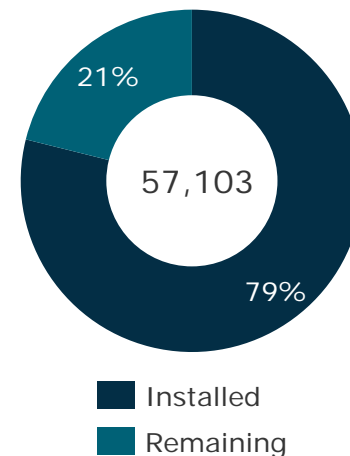


Clock installation outpacing expectations, delays being incurred with enrollment, policy and reporting close to being turned to a green status

80% of MTA employees now have access to Biometric clocks with 95% planned by end of August

Clock Installations Completed by Agency (as of July 17)

	NYCT	LIRR	MNR	B&T	HQ	MTA
Agency Employee Count	53,953	7,619	6,578	1,365	2,867	72,383
# employees at access to biometric scanners at inception	-	2,052 (27%)	-	995 (73%)	-	3,047 (4.2%)
# employees currently with access to biometric readers	41,330 (77%)	6,585 (86%)	6,129 (93%)	1,365 (100%)	1,694 (59%)	57,103 (79%)
# clocks installed	925	402	164	63	55	1,609



Clock Installations

	NYCT	LIRR	MNR	B&T	HQ	MTA
Forecast % Employees with Access to a Clock	25%	✓	✓	✓	✓	✓
	50%	✓	✓	✓	✓	✓
	75%	✓	✓	✓	✓	✓
	95%	▶ Aug 29	▶ Aug 29	▶ Aug 29	▶ Aug 29	▶ Aug 29

Legend:

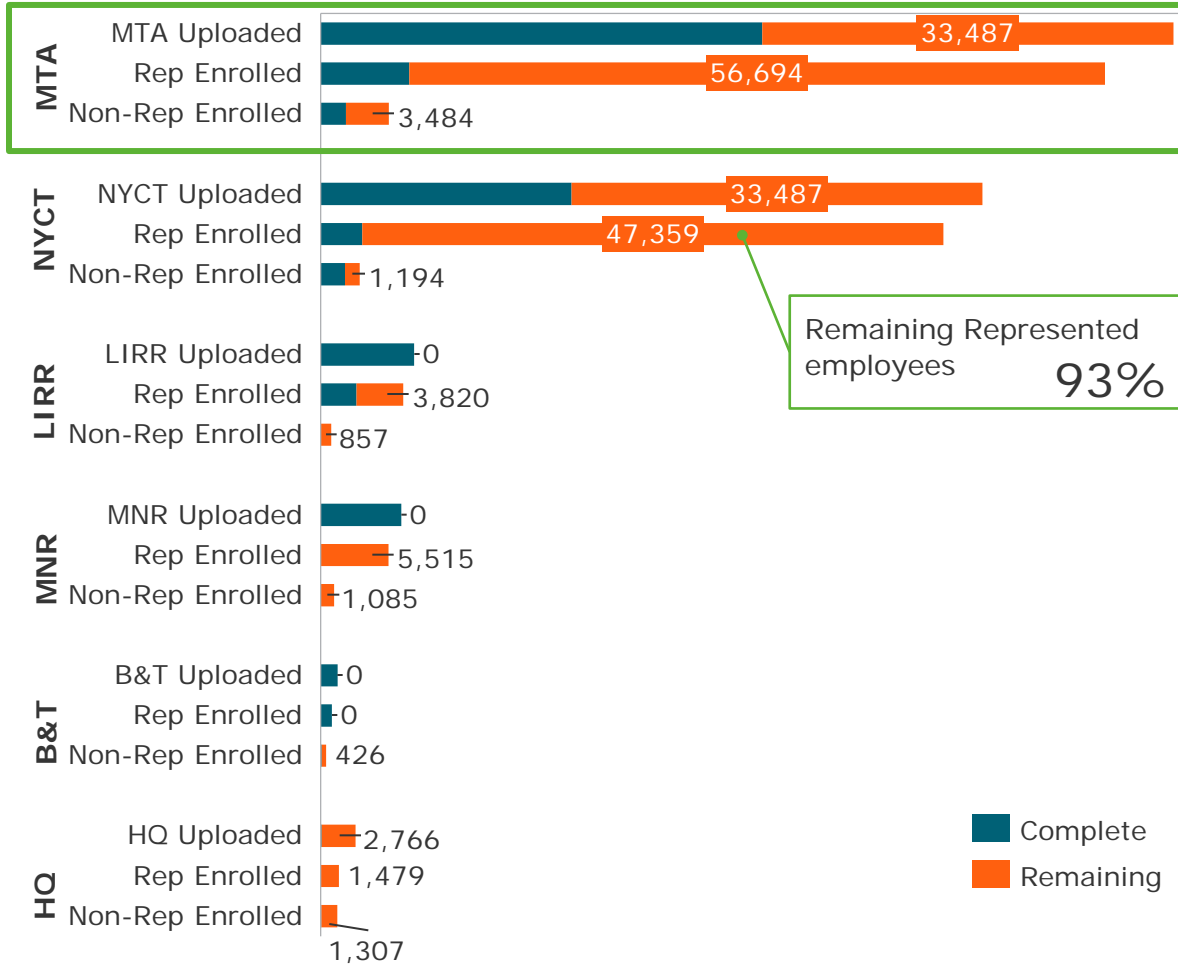
cell value: original forecast date for population with access to biometric clock

▶ % of employees at biometric clocks locations

- 79% of MTA employees are at locations with biometric clocks installed
- Remote, low density locations are currently having installs by LIRR, with Transit quickly approaching this point. Buses have completed all installs
- Bridges and Tunnels have no additional clocks to install for the Time and Attendance project.

The enrollment process is behind but recoverable

Progress of Agency Registration and Enrollment (as of July 16)



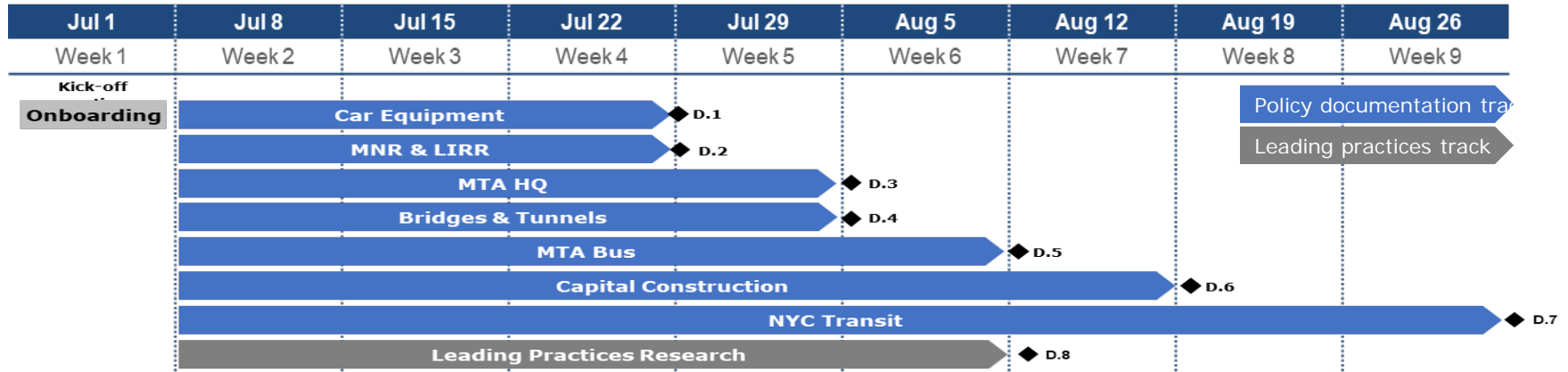
Observations

- The railroads, bridges and tunnels have all employees in Kronos, and only need to register employees on clocks to have them ready for activation
- Transit is currently defining the device groups they will use and moving accountability to local level with a train the trainer approach
- Metro-North has not started, but is planning to use a train the trainer approach to complete within a couple of weeks
- Long Island Railroad have a scheduled two month enrollment period that we are looking to compress
- A significant barrier to maintaining the projected timeline has been the lack of timely participation from the represented employees

NYCT includes MTA budget allocations of NCYTA, MTA Bus, Staten Island Railroad

HQ included MTA HQ, and MTA Capital Construction

Policy and Business Rules (Guidehouse)



Policy documentation track:

Document attendance-related requirements included in CBAs/MOUs, as well as policies and procedures across Agencies; components:

- Hours
- Lunch/break
- Rounding
- Grace period

Progress snapshot:

- # of CBAs/MOUs reviewed: 130
 - Car Equipment: 55, MNR: 44, LIRR: 31
- # of policies & procedures reviewed: 74
 - Car Equipment: 31, MNR: 11, LIRR: 32

Leading practices track:

Conduct research on organizations that have implemented large-scale biometric attendance keeping device initiatives; components:

- Planning, implementation, and roll-out
- Policy development
- Operational challenges
- Training and communications

Progress snapshot:

- Completed interviews: 7
 - City: 5 (4 pending)
 - Kronos customers: 2 (2 pending)
- Desk research completed on:
 - Information/identity theft concerns
 - Legal challenges
 - Employees relations