

# s2d

## Rail Section to Division (s2d) Overview and FAQs

*Learn what's happening and join in.*

In September 2017, Executive Constantine announced his proposal to make Metro its own department within King County government – no longer a division of the Department of Transportation.

Metro began the process of reorganizing from a Division to a Department (d2D) last year, and Rail is now beginning the process of reorganizing our transition from a Section to a Division (s2d) with the goal of reaching this status in January 2019.

### **Why is Rail becoming a division?**

- Recognition of the important role Rail plays as a regional mobility partner with ST and City of Seattle
- Improves organizational and reporting structure alignment with Metro, ST, and City of Seattle
- Supports current and future system growth

### **What does this mean for us?**

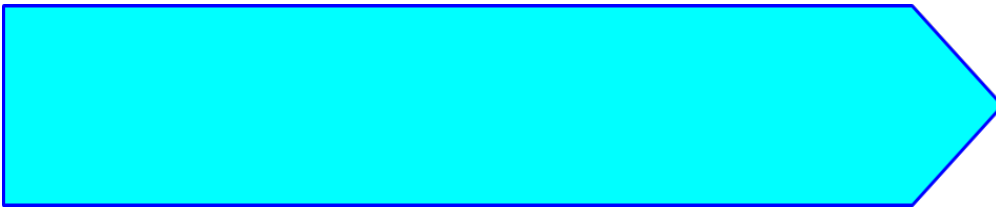
- There will be changes to organizational structure and reporting relationships. The proposed changes have been approved by the Executive's Office, King County Council, Metro, and are awaiting ST budget approval.
- The s2d transition also provides us with a unique opportunity to review all aspects of our operation and identify areas that would benefit from change. The s2d Transition Team will undertake this work.

### **What will the changes to organizational structure and reporting relationships include?**

- These proposed changes include:
  - Deputy Director
  - Four Rail Sections – Rail Operations, Rail Maintenance, Business and Administrative Services, and Streetcar. There is also a possibility of a fifth Rail Section - Rail Facilities.
  - Track/Signal Com Superintendent AND Power Superintendent
  - Operations Technology (SCADA) reporting to Rail Operations
  - Inventory & Materials Management (MSC) reporting to Business and Administrative Services
  - At this time we do not anticipate any other changes to work groups other than reporting structure and employees will remain with their current Unions.

### **Are these changes final?**

- No, it is dependent on organizational structure/budget approval from KC Council, Metro, and ST. We are still awaiting final budget approval from ST anticipated for December 2018.



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## **If the proposed organizational structure and reporting relationships changes are approved, then what?**

- If approved, these changes are anticipated to go into effect in early 2019. Once the new Rail Division leaders are in place they will make determinations regarding the logistics of the reporting structure. These decisions will be informed by input from their teams and Division leadership.

## **What about the Rail Division budget and staffing levels?**

- The budget and associated staffing levels for the next biennium (2019/2020) were developed and submitted for approval by current Superintendents. If you have any questions regarding these topics please discuss this directly with your current leadership.

## **Is s2d just about changes to our org chart?**

- No! We will leverage the transition from section (current state) to division (future state) to ensure an organizational culture and operational systems that are aligned to provide an optimal foundation for our employees and system growth.
- We are convening the s2d Transition Team to support this process. The team is made up of Rail employees, that reflect Rail's diverse functions and workforce, and is facilitated by Rail Superintendent Amanda Nightingale.
- The s2d Transition Team will develop future state goals and recommend actions to get us there as we become a division. This team will also consider how we can use this opportunity to further our goals of safety, diversity and inclusion, workforce development, and continuous improvement.

## **Is all this work happening in 2018?**

- While the initial groundwork will be happening in 2018 we will not be able to complete "s2d" in 2018. The s2d transition team will create a work plan and with input from rail leadership will prioritize work plan action items. Some changes may occur in 2018, while some will be scheduled for 2019 or beyond.

## **How can I learn more and share my thoughts?**

- Talking with your superintendent, chief, s2d transition team members, Michael, or Amanda
- Join a Town Hall Meeting in December 2018
- Request an appointment during Michael's Office Hours
- Visit the Rail website: [www.kcmetrorailoperations.com](http://www.kcmetrorailoperations.com) ; Password: link2news
- Watch for routine communications via email and posted to keep you updated on s2d progress
- Leave a comment or a questions: Call 206-903-7693 or email [AskMichael@soundtransit.org](mailto:AskMichael@soundtransit.org)

***Please note that this is a living document and the  
FAQs will be updated  
as we hear from you so please check the website for updates!***

**This is an exciting time for Metro and Rail to grow, think creatively, to do things we haven't done before. You are encouraged to join in this transformation at Rail!**