

(For Board Meeting of May 24, 2024)



SUMMARY OF RECOMMENDATIONS
MEETING OF THE RULES, POLICY AND INDUSTRIAL RELATIONS
COMMITTEE/COMMITTEE OF THE WHOLE
THURSDAY, MAY 23, 2024
(CHAIR SABRINA HERNÁNDEZ)

Board Agenda Item No. (8)(C)(1)

Consider approval of a compensation policy for all Non-Represented District classifications, as follows:

“The Golden Gate Bridge, Highway and Transportation District (District) is committed to providing a fair, flexible and competitive compensation program that will attract and retain employees at all levels. The compensation program’s policies and procedures will be consistent with the District’s Equal Employment Opportunity-Affirmative Action Program.

The District strives to provide total compensation for each position that is about the average of the total compensation for the same position at other Bay Area agencies. Using salary survey findings, if a position’s total compensation is more than five percent below market from the average of all of the comparator agencies, then as part of the District’s next budget adoption process that position’s salary will be considered for reassignment to the closest District pay band that brings the total compensation to about the median from comparator agencies. This may be done by reassigning the position to a higher pay band that most closely aligns to the target salary or may require individual adjustment of the salary band to remedy the situation.

If any adjustment creates a compression issue with an adjoining position or a professional development plan, those positions will be identified for discussion and consideration for adjustments. The recommended comprehensive package of all positions proposed to be adjusted will be submitted as part of the budget process for Board approval.”

Action by the Board –Resolution

SUMMARY OF RECOMMENDATIONS

MAY 24, 2024/PAGE 2

**MEETING OF THE RULES, POLICY AND INDUSTRIAL RELATIONS
COMMITTEE/COMMITTEE OF THE WHOLE/THURSDAY, MAY 23, 2024**

Board Agenda Item No. (8)(C)(2)

Approve amendments to the District's Bus Division Table of Organization, as detailed in the staff report and as follows:

- 1) Eliminate three vacant positions consisting of one Senior Director of Transit Operations, one Senior Director of Business Operations and one Supervising Schedules & Data Analyst
- 2) Establish four new positions consisting of one Administrative Analyst, one Manager of Fleet and Facilities, one Bus Operations Program Manager and, one Apprenticeship Coordinator; and,
- 3) Reclassify the Director of Schedules and Service Development to Principal Scheduling and Data Analyst, and reclassify on the Office Specialist to Office Coordinator;

with the understanding that these actions will be funded through salary savings in the current fiscal year, and will be budgeted accordingly in future years.

Action by the Board –Resolution