

# Supplemental Agenda

One Gateway Plaza  
3<sup>rd</sup> Floor Boardroom

## FINANCE AND BUDGET COMMITTEE

Wednesday, November 15, 2006 – 2:30 p.m.

45. CONSIDER:

- A. receiving and filing analysis of the June 2006 Board motion to improve Metro's fiscal policies; and
- B. approving the **Financial Stability Policy**.

(ALSO ON EXECUTIVE MANAGEMENT AND AUDIT COMMITTEE)

## EXECUTIVE MANAGEMENT AND AUDIT COMMITTEE

Thursday, November 16, 2006 – 9:00 a.m.

45. CONSIDER:

- A. receiving and filing analysis of the June 2006 Board motion to improve Metro's fiscal policies; and
- B. approving the **Financial Stability Policy**.

(ALSO ON FINANCE AND BUDGET COMMITTEE)

46. ADOPT proposed **2007 Advocacy Plan for Federal and State Legislative Affairs**.



Los Angeles County  
Metropolitan Transportation Authority

**Metro**

47. **APPROVE creation of new classifications, reclassification upgrades and annual salaries above \$125,000:**
- A. the creation of the non-represented classification of Assistant Ethics Officer (Grade H);
  - B. the creation of the non-represented classification of Principal Ethics Officer (Grade L);
  - C. the creation of the classification of Assistant Workers Compensation Analyst (Grade G);
  - D. the creation of the classification of Senior Network Administrator (Grade K);
  - E. the creation of the classification of Principal Workers Compensation Analyst (Grade L);
  - F. the reclassification upgrade of the Equipment Maintenance Supervisor (AFSCME Grade C04) in the Regional Rebuild Center to Assistant Manager, Equipment Maintenance (Grade L);
  - G. the creation of the classification of Assistant Public Communications Officer (Grade G) and the reclassification upgrade of the position of Communications Coordinator in Communications (Grade D) to Assistant Public Communications Officer (Grade G);
  - H. the reclassification upgrade of the position of Administrative Aide in Information Technology Services (Grade F) to Assistant Administrative Analyst (Grade G);
  - I. the reclassification upgrade of the position of Departmental Systems Assistant in Fleet Management & Support Services (Grade F) to Departmental Systems Analyst (Grade H);
  - J. the creation of the classification of Network Support Supervisor (Grade I) and the reclassification upgrade of the position of Office Supervisor in Information Technology Services (Grade H) to Network Support Supervisor (Grade I);
  - K. the reclassification upgrade of the position of Departmental Systems Analyst in Fleet Management & Support Services (Grade H) to Senior Departmental Systems Analyst (Grade K);

- L. the reclassification upgrade of the non-represented position of Ethics Officer (Grade I) to Senior Ethics Officer (Grade K);
- M. the reclassification upgrade of the position of Buyer in Procurement (Grade I) to Contract Administrator (Grade K);
- N. the creation of the classification of Network Support Manager (Grade M) and the reclassification upgrade of the position of Computer Operations Supervisor in Information Technology Services (Grade I) to Network Support Manager (Grade M);
- O. the creation of the classification of Motorist Services Program Administrator (Grade J);
- P. the creation of the classification of Customer Programs & Services Supervisor (Grade L) and the reclassification of the position of Senior Customer Program & Services Officer (Grade J) to Customer Programs & Services Supervisor (Grade L);
- Q. the reclassification upgrade of the position of Customer Relations Manager in Communications (Grade K) to Communications Manager (Grade M);
- R. the creation of the classification of Spatial Analysis Project Leader (Grade M);
- S. the creation of the classification of Principal Industrial Hygienist (Grade M) and the reclassification upgrade of the position of Senior Industrial Hygienist in Corporate Safety (Grade L) to Principal Industrial Hygienist (Grade M);
- T. the reclassification upgrade of the position of ADA Compliance Administrator from Grade L to Grade M;
- U. the reclassification upgrade of two Assistant Community Relations Manager positions in Community Relations (Grade K) to Community Relations Manager (Grade M);
- V. the reclassification upgrade of two Government Relations Manager positions in Government Relations (Grade M) to Government Relations Manager (Grade N);

- W. the creation of the classification of Director, Real Property Management and Development (Grade P) and the reclassification upgrade of the position of New Business Development Manager (Grade M) to Director, Real Property Management and Development (Grade P);
- X. the creation of the classification of Motorist Services Program Manager (Grade N);
- Y. the creation of the classification of Safety Certification & Operations Manager (Grade O) and the reclassification upgrade of the position of Corporate Health & Safety Manager (Grade N) to Safety Certification & Operations Manager (Grade O);
- Z. the creation of the classification of Database Administration Manager (Grade O) and the reclassification upgrade of the position of Systems Project Manager in Information Technology Services (Grade N) to Database Administration Manager (Grade O);
- AA. the reclassification upgrade of the position of Executive Administration Manager (Grade O) to Director, Customer Programs and Services (Grade P);
- BB. the reclassification upgrade of the position of Director, Transportation Program Development in Communications from Grade O to Grade P;
- CC. the reclassification upgrade of the position of Director, Metro Commute Services in Communications from Grade O to Grade P;
- DD. the reclassification upgrade of the position of Director, Customer Relations in Communications from Grade O to Grade P;
- EE. the creation of the classification of Director, Schedules, Staffing & Instruction (Grade Q) and the reclassification upgrade of the position of Schedules Manager in Rail (Grade O) to Director, Schedules, Staffing & Instruction (Grade Q);
- FF. the creation of the classification of Director of Capital Projects, Facilities Operations (Grade Q) and the reclassification upgrade of the position of Project Manager, Facilities Operations (Grade O) to Director of Capital Projects, Facilities Operations (Grade Q);
- GG. the reclassification upgrade of the position of Director of Corporate Safety from Grade P to Grade Q;

- HH. the reclassification upgrade of the position of Director of Operations Support in Operations – Manpower from Grade P to Grade Q;
- II. the creation of the classification of Deputy Executive Officer, General Services (Grade S) and the reclassification upgrade of the position of Director of General Services (Grade P) to Deputy Executive Officer, General Services (Grade S);
- JJ. the creation of the classification of Deputy Executive Officer, Human Resources (Grade S) and the reclassification upgrade of the position of Director of Human Resources (Grade P) to Deputy Executive Officer, Human Resources (Grade S);
- KK. the reclassification upgrade of the position of Deputy Inspector General, Audits from Grade P to Grade Q;
- LL. the reclassification upgrade of the position of Deputy Inspector General, Investigations from Grade P to Grade Q;
- MM. the reclassification upgrade of the position of Controller from Grade P to Grade AA, and the proposed annual salary for the incumbent of \$139,522;
- NN. the creation of the classification of Deputy Executive Officer, Real Estate, the reclassification upgrade of the position of Director of Real Estate (Grade P) to Deputy Executive Officer, Real Estate (Grade S), and the proposed annual salary for the incumbent of \$136,985;
- OO. the creation of the classification of Chief Auditor (Grade T), the reclassification upgrade of the position of Managing Director, Management Audit (Grade S) to Chief Auditor (Grade T), and the proposed annual salary for the incumbent of \$133,374;
- PP. the creation of the classification of Executive Officer, Budget (Grade AA), the reclassification upgrade of the position of Deputy Executive Officer, Finance (Grade S) to Executive Officer, Budget (Grade AA), and the proposed annual salary of the incumbent of \$139,995;
- QQ. the reclassification upgrade of the position of Chief Information Officer from Grade T to Grade AA, and the proposed annual salary for the incumbent of \$149,075.47;

- RR. the creation of the new classification of Chief, Real Property Management and Development (Grade BB), the reclassification upgrade of the position of Executive Officer, Real Property Management and Development (Grade AA) to Chief, Real Property Management and Development (Grade BB) and the proposed annual salary for the incumbent of \$161,762;
  - SS. the creation of the new classification of Chief of Administrative Services (Grade BB), the reclassification upgrade of the position of Executive Officer, Procurement (Grade AA) to Chief of Administrative Services (Grade BB) and the proposed annual salary for the incumbent of \$173,261; and
  - TT. the creation of the new classification of Chief of Financial Services (Grade BB), the reclassification upgrade of the position of Executive Officer, Finance (Grade AA) to Chief of Administrative Services (Grade BB) and the proposed annual salary for the incumbent of \$178,960.
48. MOLINA MOTION that the Board amend the **Position Authorization and Compensation Policy** to authorize the Chief Executive Officer to approve the following:
- A. all non-contract position reclassifications that result in a higher level position and a salary under \$125,000;
  - B. creation of new non-contract classifications within the adopted fiscal year budget and FTE's with a salary under \$125,000;
  - C. salary adjustments that result in salaries that are within the salary range for the position classification and under \$125,000; and
  - D. salary adjustments that result in a salary in excess of the salary range for the position classification if necessary to allow an employee to receive the full benefit of a Board approved LACMTA-wide non-contract salary adjustment such as a cost of living increase.

The Board will continue to approve all non-contract salaries in excess of \$125,000 per year, and all salary adjustments that will result in a salary in excess of \$125,000.