

**MOTION BY DIRECTOR YAROSLAVSKY
EXECUTIVE MANAGEMENT AND AUDIT COMMITTEE
OCTOBER 16, 2003**

The City and County of Los Angeles, as well as most government entities, have very well defined salary structures and job descriptions as well as specific policies governing compensation and benefits. Furthermore, in most of these government organizations, departments must seek permission from their governing board to create new positions and set new salary levels.

The MTA has been struggling with these issues since the merger over 10 years ago. However, the issues of salary structure, pay equity among employees, and even the creation and budgeting of new positions, has never been adequately addressed.

In light of diminishing federal and state resources, it is appropriate to re-examine our salary structure to ensure that our salaries are in-line with other government agencies, institute new policies that require budget authorization for positions and Board approval for the creation of new positions. This will ensure greater accountability by the departments and equalize salaries among staff.

I therefore move that the CEO work with Human Resources and County Counsel to prepare a salary structure that provides equity among positions, to develop a policy that would require budget authorization for positions and Board approval for the creation of new positions.

I further move that the CEO develop comprehensive job descriptions for all non-represented positions in the agency, salary scales commensurate with those positions, and a policy governing other benefits such as housing and car allowances. The CEO should report back to the Board with this information within 60 days.