

### **Motion by Director Molina**

WHEREAS, in order to support the vision, mission, core values and strategic goals stated by the Los Angeles County Metropolitan Transportation Authority (LACMTA), LACMTA must retain high quality employees with appropriate experience, knowledge and skills.

WHEREAS the Board of Directors Position Authorization and Compensation Policy, amended in May 2005 requires Board of Directors' approval for all non-contract position reclassifications that result in a higher level position and salary increase, creation of new non-contract classifications, and non-contract employee salaries in excess of \$125,000 per year.

WHEREAS changes in LACMTA's business environment during the past three years have lead to departmental reorganizations, work reassignments and consolidation of duties and responsibilities with reduced numbers of non-contract staff.

WHEREAS the CEO has requested few reclassifications for Board approval during the past three years while the current organizational structure has become established.

WHEREAS this policy has restricted the ability of the CEO to reorganize and recognize increases in work assignments through classification and salary adjustments. This restriction could affect LACMTA's ability to retain key talent into the future, especially given a tightening labor market.

I, THEREFORE MOVE 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.