



REVISION 2

**EXECUTIVE MANAGEMENT AND AUDIT COMMITTEE
JULY 19, 2007**

SUBJECT: APPROVE SALARY

ACTION: APPROVE SALARY FOR CHIEF OPERATIONS OFFICER

RECOMMENDATION

Approve the salary for the Chief Operations Officer (COO), pay range CC (~~\$171,091–\$218,046~~–~~\$259,001~~\$183,289 - \$225,680 - \$268,028), plus a 3% increase in salary upon a successful performance review after six months.

ISSUES

Board approval is required for salaries in excess of \$125,000.

RATIONALE

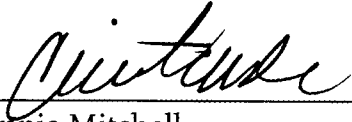
The COO is responsible for all aspects of Metro bus system service. The classification was created to assume the bus operations responsibilities of the Deputy Chief Executive Officer/COO position, which was vacated on January 5, 2007. The COO position has been filled on an acting basis since the former DCEO/COO resigned.

After review of the duties of the position, internal equity and market, the salary recommended for the COO is ~~\$220,000~~ \$230,000, retroactive to May 7, 2007, plus a 3% increase upon a successful performance review after six months.

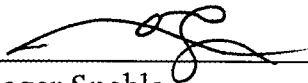
FINANCIAL IMPACT

The funding for the COO salary is included in the FY08 budget in cost center 3010, project 100030, task 01.01 and 100070, task 01.01.

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