



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

**SUBJECT: APPROVE SALARIES AND SPECIAL BENEFITS**

**ACTION: APPROVE SALARY AND SPECIAL BENEFITS FOR THE RAIL GENERAL  
MANAGER AND SALARY FOR THE ACTING RAIL GENERAL MANAGER**

**RECOMMENDATION**

- A. Approve the salary and special benefits for the Rail General Manager, pay grade CC (\$183,289 - \$225,680 - \$268,028), plus a 3% increase in salary upon a successful performance review after six months, and
- B. Approve the salary for the acting Rail General Manager, pay grade CC (\$183,289 - \$225,680 - \$268,028).

**ISSUE**

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

**RATIONALE**

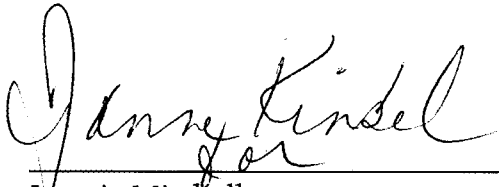
The Rail General Manager position is responsible for all aspects of rail service delivery. Staff is recommending an annual salary of \$225,000 for the Rail General Manager (GM), effective August 6, 2007, a 3% increase upon a successful performance review after six months, a car allowance of \$1,000 per month and an additional 10 days time off with pay (TOWP), added to the employee's TOWP bank upon hire.

The Rail GM position was vacated on March 7, 2007. The position has been filled on an acting basis by an internal employee since April 2, 2007. Staff recommends annualized pay of \$183,289 for the acting Rail GM, retroactive to April 2, 2007, through August 5, 2007.

**FINANCIAL IMPACT**

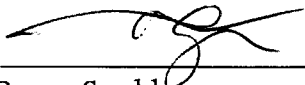
The funding for the Rail GM salaries is included in the FY08 budget in cost center 3910, projects 300022, task 01.001; 300055, task 55.8.01; 300044, task 01.001; and 300033, task 01.001.

Prepared by: Don Ott, Executive Officer, Administration

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Lonnie Mitchell  
Chief of Administrative Services

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Roger Snoble  
Chief Executive Officer