



**EXECUTIVE MANAGEMENT AND AUDIT COMMITTEE
JANUARY 17, 2008**

SUBJECT: APPROVE SALARIES

ACTION: APPROVE SALARIES FOR TWO POSITIONS

RECOMMENDATION

Approve salaries for the following new hires:

- A. \$147,554 for the Director of Construction Management
- B. \$158,000 for the Deputy Executive Officer, Operations (Service Planning & Development)

ISSUES

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

RATIONALE

Metro conducted competitive recruitment processes to fill two vacant positions. Qualified candidate pools were established, and two individuals were selected for the positions. Both salaries and a benefit for one candidate require Board approval.


The Director of Construction Management position (salary grade Q) requires expertise for the design and construction of underground structures and tunneling, to maintain continuity of on-going Metro activities as well as for those projects that are in planning, for reviews of submittals made by designers as well as construction contractors, for preparing contract documents and to oversee approved design-build capital projects such as the Gold Line Shop Expansion at Division 22 and the I-405 HOV project, and for engineering input for construction contract closeout. The annual salary recommended for the position is \$147,554.

A lengthy recruitment and selection process was required to fill the position of Deputy Executive Officer, Operations (Services Planning and Development - salary grade T). Duties of the position include developing system-wide transit service policies and plans. The position will play a major role in further developing Metro Rapid and Metro Connections service, and in ensuring continued compliance with federal service requirements. The salary recommended for this position is \$158,000, plus an additional 10 days time off with pay (TOWP) annually.


FINANCIAL IMPACT

The salaries for these positions are included in the FY08 adopted budget.

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