



EXPOSITION METRO LINE CONSTRUCTION AUTHORITY

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DATE: OCTOBER 12, 2005

TO: BOARD OF DIRECTORS

FROM: RICHARD D. THORPE 
INTERIM CHIEF EXECUTIVE OFFICER

ACTION: APPROVE EXPOSITION METRO LINE CONSTRUCTION
AUTHORITY PROPOSED STAFF SALARY STRUCTURE

RECOMMENDATION

Approve the attached Exposition Metro Line Construction Authority (Authority) Salary Structure.

SUMMARY

In order for the Authority to successfully complete and deliver the Expo Project, the recruitment of a talented executive management team is required. A key element to acquiring the best expertise available is establishing a competitive Staff Salary Structure.

DISCUSSION

On August 4, 2005, the Board approved a Project Organization and Staffing Plan that described an executive management team led by the CEO. The proposed Staff Salary Structure (Attachment A) is required prior to hiring and mobilizing this Authority executive management team and other senior staff positions. The proposed salary levels are at or below the salary levels of other similar transit agencies and are within the approved Project Funding Plan.

A comparison of the salaries of both the Gold Line Construction Authority and Metro were used in developing the proposed salary structure since they are the most similar agencies in providing the services Expo needs and therefore, offer the best overall comparison of salary ranges. As seen in Attachment A, both of the agencies used in this comparison offer similar salaries for comparable positions. Since the Gold Line Construction Authority more closely mimics the talent that Expo is trying to attract, that salary structure has been recommended, with the exception of the CEO, which is being shared with Metro. In that particular case, Metro's salary range has been proposed.

There may be a need to provide further ranges depending on the final staffing needs of the agency. In that case, staff will return to the Board for approval of any new proposed positions and associated salary ranges.

In addition to the CEO and the Executive Officer positions approved at the August 2005 Board Meeting, it is anticipated that other key staff members will need to be mobilized during FY2006 to support core project functions required to direct the day-to-day activities of the Project. The staff members will provide support with engineering, planning, urban design, community relations, cost and schedule, financial management, and real estate activities.

As the CEO and executive management team assess the most effective means of acquiring staff expertise, the total salary cost will be factored into the decision to utilize direct hire, consultants, or seconded Metro staff.

FINANCIAL IMPACT

This proposed Staff Salary Structure is consistent with the Project Cost as shown in the Metro approved Full Funding Plan.

ATTACHMENTS

- A. Proposed Salary Structure

PROPOSED SALARY STRUCTURE

POSITION TITLE	GOLD LINE CONSTRUCTION AUTHORITY	METRO	PROPOSED EXPO
CEO/Chief Capital Management Officer	\$175,207 - \$233,608	\$201,520 - \$290,188	\$201,520 - \$290,188
Chief Officer(s)	\$121,827 - \$182,749	\$120,477 - \$180,715	\$121,827 - \$182,749
Director(s)	\$109,644 - \$158,376	\$102,656 - \$153,982	\$109,644 - \$158,376
Manager(s)	\$60,914 - \$109,644	\$72,411 - \$108,619	\$60,914 - \$109,644
Board Secretary	\$60,914 - \$109,644	\$72,411 - \$108,619	\$60,914 - \$109,644
Executive Assistant	\$36,548 - \$73,095	\$36,653 - \$64,994	\$36,548 - \$73,095
Receptionist	\$23,362 - \$46,721	\$27,944 - \$41,919	\$23,362 - \$46,721