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**EXECUTIVE MANAGEMENT AND AUDIT COMMITTEE
OCTOBER 20, 2005**

SUBJECT: NON-CONTRACT POSITION SALARY INCREASE

**ACTION: APPROVE SALARY INCREASE FOR SAN FERNANDO SERVICE SECTOR
GENERAL MANAGER**

RECOMMENDATION

Approve a pay increase for the San Fernando Valley Service Sector General Manager, effective upon Board approval.

RATIONALE

On September 27, 2004, an employee was promoted to General Manager, Service Sector for the San Fernando Valley Sector. His current bi-weekly salary is \$6,010. This salary is less than the salaries of three of the other four General Managers, despite the employee's 26 years of service with LACMTA, 10 of which were at the Deputy Executive Officer level and above. A commitment was made to the employee that we would seek Board approval for an annual salary that was commensurate with the employee's qualifications and experience, and that would be more equitable across all bus Service Sector General Manager positions.

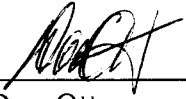
In order to recognize this employee's qualifications and experience, and to ensure equity among the bus Service Sector General Managers, Human Resources recommends that the San Fernando Valley General Manager's bi-weekly salary be increased from \$6,010 to \$6,566.

In May 2005, the Board approved the revised Position Authorization and Compensation Policy. Under the Policy, Board approval is required for all salaries in excess of \$125,000 or more than 10% above midpoint.

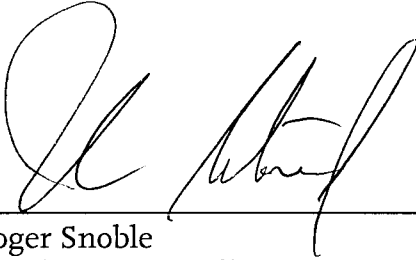
FINANCIAL IMPACT

The cost of the increase for the San Fernando Valley General Manager will be offset by non-contract vacancy savings within the sector budget in FY06. The position would be budgeted at the full salary in subsequent fiscal years.

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