



Exposition Metro Line
Construction Authority

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DIRECTOR PARKS

MOTION

WHEREAS, in order to support the vision, mission, core values and strategic goals stated by the Exposition Metro Line Construction Authority, the Authority must attract and retain high quality employees with appropriate experience, knowledge and skills. To be effective, the Authority must have a total compensation program of both pay and benefits that is internally equitable, externally competitive, in alignment with organizational values, flexible to adapt to a changing work environment, legally compliant and fiscally responsible to the public it serves.

WHEREAS, on August 4, 2005, the Board approved a Project Organization and Staffing Plan that described an executive management team led by the CEO. A proposed staff salary structure was approved in order to proceed with hiring and mobilizing the Authority's executive management team and other senior staff positions. The CEO has selected his team comprised of the Chief Project Officer and Chief Operations Officer, as well as appointed staff and retained consultants to carry out the duties of the Authority.

WHEREAS, the Board of Directors is ultimately responsible for the control and oversight of annual salary and benefit costs, the creation of new positions, reclassification upgrades of existing positions and special benefit arrangements. To ensure that this is accomplished, executive staff positions must be subjected to Board approval.

I, THEREFORE MOVE that the Board approve all salary offers in excess of \$125,000 and/or any special benefit arrangements for hires that deviate from existing policy.