



**EXECUTIVE MANAGEMENT AND AUDIT COMMITTEE
JULY 20, 2006**

SUBJECT: SALARY FOR POSITION

**ACTION: APPROVE SALARY FOR DEPUTY EXECUTIVE OFFICER RAIL
OPERATIONS**

RECOMMENDATION

Approve the Deputy Executive Officer (DEO) Rail Operations salary.

ISSUES

The Board's Position Authorization and Compensation policy requires that the Board approve salaries in excess of \$125,000.

RATIONALE

The DEO Rail Operations is responsible for rail capital program management, rail supervisory control and data acquisitions systems engineering, rail facilities maintenance and implementation of the bus advanced transit management system. The position was vacated on June 2, 2006.

Given the duties of the position and after completion of an analysis for internal equity as well as a comparison to market, the annual salary recommended for this position is \$141,200, which is within mid-point plus 10% in the pay range for the position.

FINANCIAL IMPACT

The funding for this salary is included in the FY07 budget in Rail Operations, cost center 3920, under projects 300022, 300033, 300044 and 300055, task 6.1 for all projects. The proposed annual salary is within the Board authorized amount of mid-point plus 10% of the pay range.

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