



EXECUTIVE MANAGEMENT AND AUDIT COMMITTEE
AUGUST 17, 2006

SUBJECT: SALARY FOR POSITION

ACTION: APPROVE SALARY FOR SERVICE SECTOR GENERAL MANAGER

RECOMMENDATION

Approve the Service Sector General Manager salary.

ISSUE

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

RATIONALE

The Service Sector General Manager is the executive responsible for overseeing and directing all aspects of bus service delivery within the sector. The position was vacated on June 28, 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 \$153,534, inclusive of the 3% non-contract wage increase. This salary is below the mid-point of the pay range for the position.

To ensure stable leadership within the sector and with the Sector Governance Council, it is important to fill Service Sector General Manager positions quickly when they become vacant.

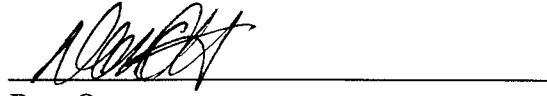
FINANCIAL IMPACT

The funding for this salary is included in the FY07 budget, in cost center 3305, under project 305001, task 05.001. The proposed annual salary is within the Board authorized amount of mid-point plus 10% of the pay range.

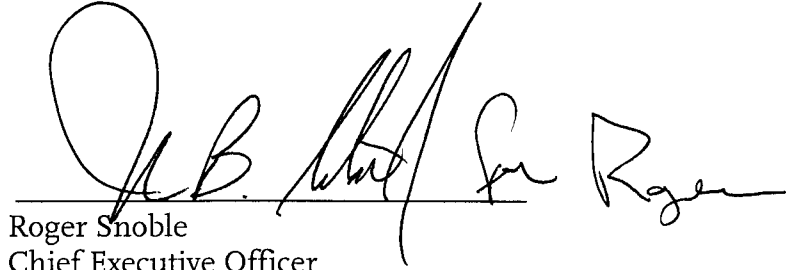
NEXT STEPS

Since this is a vital position, staff will initiate a recruitment process for Service Sector General Manager to establish a qualified candidate pool. This will enable expeditious selection of a new Service Sector General Manager, should a position become vacant in the future.

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