



REVISION 2

**EXECUTIVE MANAGEMENT AND AUDIT COMMITTEE  
JULY 19, 2007**

**SUBJECT: APPROVE SALARY**

**ACTION: APPROVE SALARY FOR CHIEF OPERATIONS OFFICER**

**RECOMMENDATION**

Approve the salary for the Chief Operations Officer (COO), pay range CC (~~\$171,091–\$218,046~~–~~\$259,001~~\$183,289 - \$225,680 - \$268,028), plus a 3% increase in salary upon a successful performance review after six months.

**ISSUES**

Board approval is required for salaries in excess of \$125,000.

**RATIONALE**

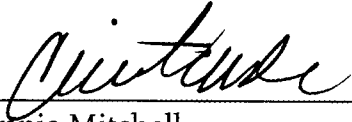
The COO is responsible for all aspects of Metro bus system service. The classification was created to assume the bus operations responsibilities of the Deputy Chief Executive Officer/COO position, which was vacated on January 5, 2007. The COO position has been filled on an acting basis since the former DCEO/COO resigned.

After review of the duties of the position, internal equity and market, the salary recommended for the COO is ~~\$220,000~~ \$230,000, retroactive to May 7, 2007, plus a 3% increase upon a successful performance review after six months.

**FINANCIAL IMPACT**

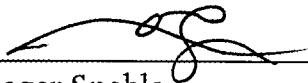
The funding for the COO salary is included in the FY08 budget in cost center 3010, project 100030, task 01.01 and 100070, task 01.01.

Prepared by: Don Ott, Executive Officer, Administration



---

Lonnie Mitchell  
Chief of Administrative Services



---

Roger Snoble  
Chief Executive Officer