



Expo

Exposition Metro Line
Construction Authority

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DATE: JULY 5, 2007

TO: BOARD OF DIRECTORS

**FROM: RICHARD D. THORPE
CHIEF EXECUTIVE OFFICER**

ACTION: ADOPT THE UPDATED STAFF SALARY STRUCTURE

RECOMMENDATION

That the Board adopt the updated Staff Salary Structure (Attachment A) for the Exposition Metro Line Construction Authority (Authority).

SUMMARY

In October 2005, the Board approved a salary structure for Authority employees which was based on a comparison of salaries at both the Gold Line Construction Authority and Metro. In April 2007, the Board approved a 3.5% cost of living adjustment for all Authority employees. As a result, the salary matrix has been updated to reflect this 3.5% CPI increase. The salary range for the Chief Executive Officer/Chief Capital Management Officer has also been updated to mirror the salary range authorized for this position at Metro. Lastly, in closed session discussions held by the Authority Board last fall, the Board approved an increase to the salary range for the Chief Project Officer position. The attached updated salary structure reflects the change to this salary range as well.

Starting this year, the Authority will conduct a salary survey to ensure that staff salaries are comparable and competitive with other government agencies. These surveys will be conducted on a regular basis to ensure that Authority salaries are in line with other public agencies in the region.

DISCUSSION

When the Expo Board approved the Staff Salary Structure in October 2005, the matrix was based on the proposed staffing plan approved by the Board at that

time. The salary ranges approved by the Board were comparable to salary levels of other similar transit agencies and were within the overall project budget for Authority staff.

In April 2007, the Board approved the FY08 budget which contained a 3.5% cost of living adjustment for all Authority staff. In order to ensure that all employees receive this CPI increase, the Authority has updated the salary ranges to incorporate this change. The salary ranges depicted in the attached updated salary structure reflect the 3.5% cost of living adjustment. The salary range for the Chief Executive Officer/Chief Capital Management Officer has also been updated to mirror the salary range for this position authorized by Metro. Lastly, in closed session discussions last fall, the Board approved an increase to the salary range for the Chief Project Officer position. The updated salary matrix reflects this change to the salary range for this position as well.

FINANCIAL IMPACT

The FY08 budget and the overall project budget contain sufficient funding for Authority staff that is consistent with the updated staff salary structure.

NEXT STEPS

None

Attachment

- A. Updated Staff Salary Structure

ATTACHMENET A

UPDATED STAFF SALARY STRUCTURE

| POSITION TITLE | ADOPTED SALARY STRUCTURE | UPDATED SALARY STRUCTURE |
|---|---------------------------------|---------------------------------|
| CEO/Chief Capital Management Officer | \$201,520--\$290,188 | \$221,665-\$319,217 |
| Chief Project Officer | \$121,827--\$182,749 | \$182,000-\$250,000 |
| Chief Operating Officer | \$121,827--\$182,749 | \$126,090-\$189,145 |
| Director (s) | \$109,644--\$158,376 | \$113,481-\$163,919 |
| Manager (s) | \$60,914--\$109,644 | \$63,045-\$113,481 |
| Board Secretary | \$60,914--\$109,644 | \$63,045-\$113,481 |
| Executive Assistant | \$36,548--\$73,095 | \$37,827-\$75,653 |
| Receptionist | \$23,362--\$46,721 | \$24,179-\$48,356 |