



Board Report

File #: 2015-1091, **File Type:** Policy

Agenda Number: 74.

**EXECUTIVE MANAGEMENT COMMITTEE
JULY 16, 2015**

SUBJECT: PERSONNEL MATTER

ACTION: AUTHORIZE CHIEF EXECUTIVE OFFICER TO NEGOTIATE SALARIES

RECOMMENDATION

EXECUTIVE MANAGEMENT COMMITTEE RECOMMENDED (5-0) authorizing the Chief Executive Officer to negotiate salaries within the pay range for the following positions:

- A. **Executive Director, Program Management**, pay grade CC (\$222,476 - \$273,894 - \$325,353)
- B. **Executive Director, Transit Project Delivery**, pay grade BB (\$166,462 - \$208,083 - \$249,704)
- C. **Executive Officer, System Security and Law Enforcement**, pay grade AA (\$156,832 - \$196,060 - \$235,227)
- D. **Deputy Chief Executive Officer**, pay grade DD (\$278,470 - \$339,747 - \$401,003)

ISSUE

Executive-level recruiting is extremely sensitive and sometimes difficult if the potential candidate is considering leaving current employment. Delegating authority for salary negotiation to the CEO for these positions will speed up the process and ameliorate any concerns the potential candidates may have regarding confidentiality.

DISCUSSION

These key executive positions are responsible for major functional areas of the agency and need to be filled with personnel whose salaries are competitive and reflect the level of their responsibilities and qualifications.

Executive Director, Program Management

The Executive Director, Program Management position is responsible for the engineering and

construction of transit projects, as well as Highway Programs and Program Control. With Metro's ambitious multi-billion dollar capital programs, this position is critical for delivery of projects on time and on budget.

Executive Director, Transit Project Delivery

The Executive Director, Transit Project Delivery is responsible for executive management of all rail projects under construction. These include the Crenshaw Line, the Purple Line extension, the Regional Connector and the Foothill/Exposition lines.

Executive Officer, System Security and Law Enforcement

The Executive Officer, System Security and Law Enforcement, provides executive direction to Metro's system security and ensures law enforcement contract compliance and strategic plan, while supporting a community oriented policing philosophy.

Deputy Chief Executive Officer

The DCEO position is responsible for Management Audit Services, Labor and Employee Relations, Vendor/Contract Management, Los Angeles Metro Protective Services and Congestion Reduction, as well as the day-to-day operation of the organization. The position also provides counsel to the CEO on major issues and formulates policy recommendations for the Board of Directors, attends Board meetings, and represents the CEO as designated in meetings and before community and business groups.

FINANCIAL IMPACT

No additional FTEs are being added to the FY16 Budget.

Funds for the Executive Director, Program Management position are included in the FY16 budget in cost center 8010, Executive Office, Construction, projects 100055, Admin - Measure R, and 100800, Construction Admin.

Funds for the Executive Director, Transit Project Delivery are included in the FY16 budget in cost center 8010, Executive Office, Construction, project number 100800, Construction Admin.

Funds for the Executive Officer, System Security and Law Enforcement are included in the FY16 budget in cost center 2610, System Security and Law Enforcement, project number 100001, General Overhead.

Funds for the Deputy Chief Executive Officer are included in the FY16 budget in cost center 2010, Chief Executive Office, project number 100002, Governmental and Oversight Activities.

Impact to Budget

FY16 funding for the Executive Director, Program Management will use projects 100055, Admin -

Measure R, and 100800, Construction Admin., which are not eligible for bus or rail operating projects.

FY16 funding for the Executive Director, Transit Project Delivery will use project 100800, Construction Admin., which is not eligible for bus or rail operating projects.

FY16 funding for the Executive Officer, System Security and Law Enforcement will use project 100001 General Overhead, which is allocated through General Overhead funding which is based on MTA's federally approved indirect-cost-allocation plan which distributes costs agency-wide including eligible bus and rail operating projects.

FY16 funding for the Deputy Chief Executive Officer will use 100002, Governmental and Oversight Activities, which is not eligible for bus and rail operations.

ALTERNATIVES CONSIDERED

An alternative would be not to authorize the CEO to negotiate salaries within the pay range for the positions and come back to the Board of Directors for approval. Staff does not recommend this alternative as Executive-level recruiting is extremely sensitive and sometimes difficult if the potential candidate is considering leaving current employment. Delegating the authority for salary negotiation to the CEO for these positions will expedite the process and ameliorate any concerns the potential candidates may have regarding confidentiality.

NEXT STEPS

Staff will continue to recruit for these positions with negotiations being conducted within the CEO's authorization

ATTACHMENTS

Job specifications for:

- A. Executive Director, Program Management
- B. Executive Director, Transit Project Delivery
- C. Executive Officer, System Security and Law Enforcement
- D. Deputy Chief Executive Officer

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