



Board Report

File #: 2015-1342, File Type: Policy

Agenda Number: 61.

EXECUTIVE MANAGEMENT COMMITTEE SEPTEMBER 17, 2015

SUBJECT: PERSONNEL MATTER

**ACTION: APPROVE CREATION OF NEW CLASSIFICATION AND AUTHORIZE CHIEF
EXECUTIVE OFFICER TO NEGOTIATE SALARY**

RECOMMENDATION

- A. APPROVING the **upgrade of a vacant position to Chief Innovation Officer**, pay grade CC (\$222,476 - \$273,894 - \$325,353); and
- B. AUTHORIZING the Chief Executive Officer to negotiate a salary within the pay grade for the position.

ISSUE

The Chief Innovation Officer is needed to lead a small staff and some fellows in the Office of Extraordinary Innovation.

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 this position will shorten the process and ameliorate any concerns the potential candidates may have regarding confidentiality.

DISCUSSION

This position will be responsible for improving mobility and accessibility in Los Angeles County through partnerships with innovative people, the international private sector community, organizations, and industries; support Metro departments in piloting new and experimental ideas and policies including an effective performance-based capital investment strategy for Metro; initiate a comprehensive strategic planning process that guides the authority for next 5-10 years; and direct and oversee the Public Private Partnership (P3) Program that will improve and accelerate mobility projects in Los Angeles County. This office and position will pay for itself with the anticipated level and degree of innovation and revenue generation that will be implemented at LA Metro and throughout the county.

FINANCIAL IMPACT

No additional FTEs are being added to the FY16 Budget.

Funds for the Chief Innovation Officer are included in the FY16 budget in cost center 2010, Chief Executive Office, projects 100002 (Governmental Oversight) and 100055 (Measure R Admin) .

Impact to Budget

FY16 funding for the Chief Innovation Officer will be funded from Prop A, C, TDA and Measure R Admin funds. These funds are not eligible for bus or rail operating projects and have been identified for this position.

ALTERNATIVES CONSIDERED

An alternative would be not to approve the new classification and not authorize the CEO to negotiate a salary within the pay range for the position. Staff does not recommend this alternative as Metro will miss opportunities for innovation that would bring world-class innovation to Metro. In addition, 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

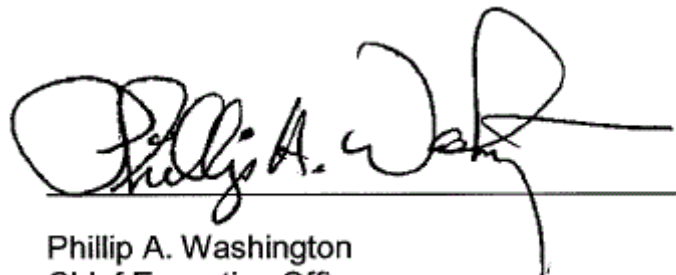
The CEO will select and hire the best candidate for the job.

ATTACHMENTS

Attachment A - Job Specification for Chief Innovation Officer

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