



**BOARD OF DIRECTORS
OCTOBER 25, 2007**

SUBJECT: APPROVE SALARIES

ACTION: APPROVE SALARIES FOR TWO POSITIONS

RECOMMENDATION

Approve salaries for the following promotions:

- A. \$147,835 for the Deputy Executive Officer, Operations (Metro Support Services Center)
- B. \$126,500 for the Director, Countywide Planning & Development

ISSUES

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

RATIONALE

Metro conducted a competitive recruitment process to fill two vacant positions. Two individuals were selected for the positions and their salaries require Board approval.

A selection was made to fill the position of Deputy Executive Officer, Operations (salary grade T), which was vacated by a retirement. This position directs all activities of Metro's Support Services Center (formerly Regional Rebuild Center), and is also responsible for acquiring, maintaining and managing Metro's non-revenue vehicles and equipment. The annual salary recommended for the position is \$147,835. Metro compensation policy states that the pay for an employee promoted to a higher grade position will receive an increase of at least 5% or the pay range minimum, the greater of the two. This salary reflects a 5% increase for the internal candidate selected and is below the midpoint of the salary grade. The selected employee assumed his new responsibilities on an acting basis (without additional pay) on August 26, 2007. The proposed salary would be effective retroactive to that date.

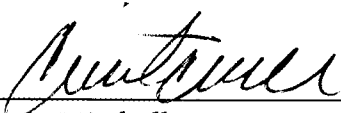
A selection was made to fill the position of Director, Countywide Planning & Development (salary grade Q), which was vacated by a retirement. This position will direct the activities of the San Fernando Valley/North County Area Team. The annual salary recommended for the position is \$126,500. The employee was promoted three pay grades. This salary reflects a 15.77% increase for the internal candidate selected, maintains equity among peers in the

same classification within the Countywide Planning and Development, and is below the midpoint of the salary grade. The effective date of the salary is September 27, 2007.

FINANCIAL IMPACT

The salaries for these positions are included in the FY08 adopted budget.

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