



Metro

Metropolitan Transportation Authority

One Gateway Plaza
Los Angeles, CA 90012-2952

213.922.2000 Tel
metro.net

19

**EXECUTIVE MANAGEMENT AND AUDIT COMMITTEE
MAY 21, 2009**

SUBJECT: EXEMPTION FROM HIRING FREEZE

**ACTION: APPROVE EXEMPTION FROM HIRING FREEZE TO APPOINT
ACTING DEPUTY EXECUTIVE OFFICER GENERAL SERVICES**

RECOMMENDATION

Approve an exemption to the hiring freeze to temporarily fill the vacant Deputy Executive Officer General Services position.

ISSUE

The Board of Directors approved a motion at its December 4, 2008 meeting to freeze hiring, promotions and any other form of compensation increase for all employees, and to ban new consulting contracts, unless specifically exempted by the Board.

The approved motion allows for the following exemptions:

- Hiring of employees required for the operation, maintenance and safety of LACMTA's transit systems (not including indirect costs)
- Hiring of employees required for the safety of other facilities and property owned or controlled by LACMTA
- Promotions and any other form of compensation increase as required by LACMTA Board-ratified memoranda of understanding
- Hiring of employees (not including indirect costs) or execution of new consulting contracts related to safety, Measure R implementation, Proposition 1B funding, congestion pricing, homeland security or legal support necessary and appropriate to minimize LACMTA's potential liabilities and protect its legal interests

Filling any vacant positions that do not meet the Board's criteria for exemptions to the hiring freeze require Board approval.

RATIONALE

The Deputy Executive Officer General Services position became vacant when the former incumbent passed away on March 29, 2009. The position is responsible for managing the General Services Department, which provides all maintenance services for the Gateway Headquarters Building, records and mail service, copy services and business travel services.

Within the Gateway Building, the position is responsible for maintaining, testing and certifying all Gateway fire/life/safety systems, planning and coordinating emergency responses and drills, and for administrative services necessary to conduct our day-to-day business. It is therefore important to fill the position temporarily to manage these functions until recruitment and selection can be completed.

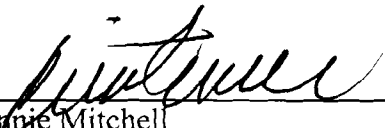
FINANCIAL IMPACT

Funding for this position is included in the FY09 and in the proposed FY10 budget in cost center 6410 in Projects 100030, Bus Operations, 100040, Rail Operations, 100050, Special Revenue Planning, 100060, General Planning, 100070, Bus and Rail Capital and 100080, Major Construction. The source of funds is a combination of Enterprise Fund traditional revenues and non-enterprise fund revenues.

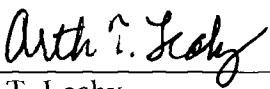
ALTERNATIVES CONSIDERED

The alternative of not filling the position temporarily pending a recruitment and selection process is not recommended because we would not have leadership and direction for fire/life/safety and other essential business services.

Prepared by: Don Ott, Executive Officer of Administration



Lonnie Mitchell
Chief Administrative Services Officer



Arthur T. Leahy
Chief Executive Officer

