

Date Issued: November 16, 2020



SUMMARY OF ACTIONS
BOARD OF DIRECTORS MEETING OF NOVEMBER 13, 2020

Resolution No. 2020-084 (November 13, 2020 meeting of the Board of Directors)

Authorizes the elimination of 205 positions (59 vacant and 146 filled as of October 23, 2020) from the Table of Organization, effective January 4, 2021, and authorizes the General Manager to take necessary steps to implement the reduction-in-force; and delegates authority to the General Manager to recall positions to meet operational demand; with the understanding that the General Manager will report such actions taken each month to the Board of Directors, as detailed in the staff report.

Resolution No. 2020-085 (November 13, 2020 meeting of the Board of Directors)

Approves a Separation Package for any employees laid off during the next 90 days, as detailed in the staff report.

Resolution No. 2020-086 (November 13, 2020 meeting of the Board of Directors)

Approves a temporary furlough program equal to a ten percent reduction in pay for Mid-Managers, Deputy General Managers, District Officers and members of the Board of Directors for a period of six months, effective November 16, 2020 and continuing through May 15, 2021, as detailed in the staff report.

A handwritten signature in blue ink, appearing to read "Amorette M. Ko-Wong". The signature is written in a cursive style and is positioned above a horizontal line.

Amorette M. Ko-Wong, Secretary of the District

AMK:EIE:plw

GOLDEN GATE BRIDGE, HIGHWAY AND TRANSPORTATION DISTRICT

RESOLUTION NO. 2020-084

**AUTHORIZE ELIMINATION OF 205 POSITIONS EFFECTIVE JANUARY 4, 2021,
AND RELATED ACTIONS, TO REDUCE COSTS IN RESPONSE TO COVID-19
FINANCIAL IMPACTS**

November 13, 2020

WHEREAS, since the onset of the COVID-19 pandemic there has been a precipitous drop in travel in the Golden Gate Corridor with a corresponding drop in the Golden Gate Bridge, Highway and Transportation District's (District) revenues;

WHEREAS, the District now faces a \$48 million budget deficit (expenses exceeding revenues) for the current fiscal year;

WHEREAS, the District has greatly reduced bus and ferry service in response to the drop in passenger demand;

WHEREAS, Federal Coronavirus Aid, Relief, and Economic Security (CARES) Act grant funding that the District has been using to pay its employees is projected to run out at the end of November;

WHEREAS, on September 11, 2020 the Board of Directors (Board) adopted Resolution No. 2020-072, authorizing the issuance of federal Worker Adjustment and Retraining Notification (WARN) Act Notices to potentially-affected employees and union representatives, as a procedural step to reduce staffing levels in response to COVID-19 service impacts and the depletion of CARES funding;

WHEREAS, based on the uncertainty of any additional infusion of federal monies, staff has prepared several options for the Board's consideration to reduce costs or raise revenues due to COVID-19 financial impacts, including possible layoffs, furloughs and tolls surcharges, as detailed in the staff report;

WHEREAS, the Board has carefully evaluated the options outlined by the General Manager and has taken into account the extensive public comments provided in written and oral communications to the District; now, therefore, be it

RESOLVED that the Board of Directors (Board) of the Golden Gate Bridge, Highway and Transportation District hereby authorizes the elimination of 205 positions (59 vacant and 146 filled as of October 23, 2020) from the Table of Organization as described in the staff report, effective January 4, 2021; and be it further


RESOLVED that the Board authorizes the General Manager to take necessary steps to implement the reduction-in-force and delegates authority to the General Manager to recall positions to meet operational demand, with the understanding that the General Manager will report such actions taken each month to the Board of Directors.

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BOARD OF DIRECTORS SPECIAL MEETING OF NOVEMBER 13, 2020
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ADOPTED this 13th day of November 2020, by the following vote of the Board of Directors:

AYES (11): Directors Arnold, Belforte, Fredericks, Garbarino, Mastin, Moylan, Rabbitt, Sears and Sobel; Second Vice President Cochran; President Pahre.
NOES (5) Directors Grosboll, Hernández, Hill and Yee; First Vice President Theriault;
ABSENT (0): None.

[Note: On this date, there were three vacancies on the Board of Directors.]


Barbara L. Pahre
President, Board of Directors

ATTEST:


Amorette M. Ko-Wong
Secretary of the District

Reference: November 13, 2020, Board of Directors, Agenda Item No. (5.A)
https://www.goldengate.org/assets/1/25/2020-1113-specialbodmtg-no5a-authactionsreducecostsorraiserevenues_attachment-new.pdf?6290

GOLDEN GATE BRIDGE, HIGHWAY AND TRANSPORTATION DISTRICT

RESOLUTION NO. 2020-085

**APPROVE A SEPARATION PACKAGE FOR EMPLOYEES
LAID OFF DUE TO COVID-19 FINANCIAL IMPACTS**

November 13, 2020

WHEREAS, since the onset of the COVID-19 pandemic there has been a precipitous drop in travel in the Golden Gate Corridor with a corresponding drop in the Golden Gate Bridge, Highway and Transportation District's (District) revenues;

WHEREAS, the District has greatly reduced bus and ferry service in response to the drop in passenger demand;

WHEREAS, on September 11, 2020, the Board of Directors (Board) adopted Resolution No. 2020-072, approving the issuance of federal Worker Adjustment and Retraining Notification (WARN) Act Notices to potentially-affected employees and union representatives as a procedural step to reduce staffing levels in response to COVID-19 service impacts and the depletion of the Coronavirus Aid, Relief, and Economic Security (CARES) Act federal grant funding;

WHEREAS, on November 13, 2020, the Board adopted Resolution No. 2020-084, approving the elimination of 205 positions (59 vacant and 146 filled as of October 23, 2020) from the Table of Organization, effective January 4, 2021;

WHEREAS, as directed by the Labor Advisory Committee, staff has prepared a proposed separation package taking into account severance packages typically offered by the District for non-represented and represented employees;

WHEREAS, the Board has carefully evaluated the proposed separation package in light of the impacts on the employees to be laid off; now, therefore, be it

RESOLVED that the Board of Directors of the Golden Gate Bridge, Highway and Transportation District hereby approves a Separation Package, to be funded from District Emergency and Operating Reserves, for any employees laid off during the next 90 days as follows:

- Laid off employees will receive four months of District-paid medical benefits; and,
- Laid off employees can choose either four weeks of severance pay, or a \$600 per week stipend for ten weeks.

ADOPTED this 13th day of November 2020, by the following vote of the Board of Directors:

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BOARD OF DIRECTORS SPECIAL MEETING OF NOVEMBER 13, 2020
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AYES (15): Directors Arnold, Belforte, Fredericks, Garbarino, Grosboll, Hernández, Hill, Mastin, Moylan, Rabbitt, Sobel and Yee; Second Vice President Cochran; First Vice President Theriault; President Pahre.

NOES (0) None.


ABSENT (1): Director Sears.

[Note: On this date, there were three vacancies on the Board of Directors.]



Barbara L. Pahre
President, Board of Directors

ATTEST:


Amorette M. Ko-Wong
Secretary of the District

Reference: November 13, 2020, Board of Directors, Agenda Item No. (5.B)
<https://www.goldengate.org/assets/1/25/2020-1113-specialbodmtg-no5b-appreppackagesforemployees-with-attachment.pdf?6295>

GOLDEN GATE BRIDGE, HIGHWAY AND TRANSPORTATION DISTRICT

RESOLUTION NO. 2020-086

AUTHORIZE A TEMPORARY FURLOUGH PROGRAM EQUAL TO A TEN PERCENT REDUCTION IN PAY FOR MID-MANAGERS, DEPUTY GENERAL MANAGERS, DISTRICT OFFICERS AND BOARD OF DIRECTORS

November 13, 2020

WHEREAS, the Golden Gate Bridge, Highway and Transportation District (District) faces an unprecedented situation as a result of the COVID-19 pandemic, both in terms of a drop in ridership demand and its financial position;

WHEREAS, the District now faces a \$48 million budget deficit (expenses exceeding revenues) for the current fiscal year;

WHEREAS, on November 13, 2020, the District's Board of Directors adopted Resolution 2020-084 approving the elimination of 205 positions (59 vacant and 146 filled as of October 23, 2020) from the Table of Organization, effective January 4, 2021;

WHEREAS, on November 13, 2020, the Board adopted Resolution 2020-085, approving a Severance Package for affected employees;

WHEREAS, in order to further reduce District expenses, staff recommends a temporary furlough program be implemented for management staff;

WHEREAS, the Board has carefully considered the staff recommendation and other alternatives for the Board and management staff to share in the burden of lowering the District's deficit; now, therefore, be it

RESOLVED that the Board of Directors of the Golden Gate Bridge, Highway and Transportation District hereby approves a temporary furlough program, as detailed in the staff report, equal to a ten percent reduction in pay for Mid-Managers, Deputy General Managers, Officers and members of the Board of Directors for a period of six months, effective November 15, 2020 and continuing through May 15, 2021.

ADOPTED this 13th day of November 2020, by the following vote of the Board of Directors:

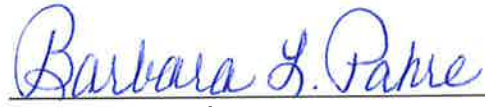
AYES (14): Directors Arnold, Belforte, Fredericks, Garbarino, Grosboll, Hernández, Hill, Moylan, Rabbitt, Sobel, and Yee; First Vice President Theriault, Second Vice President Cochran; President Pahre.

NOES (1) Director Mastin.

ABSENT (1): Director Sears.

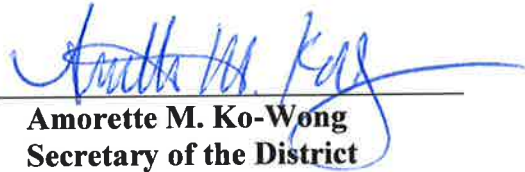
[Note: On this date, there were three vacancies on the Board of Directors.]

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BOARD OF DIRECTORS SPECIAL MEETING OF NOVEMBER 13, 2020
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Barbara L. Pahre
President, Board of Directors

ATTEST:


Amorette M. Ko-Wong
Secretary of the District

Reference: November 13, 2020, Board of Directors, Agenda Item No. (5.C)
<https://www.goldengate.org/assets/1/25/2020-1113-specialbodmtg-no5c-authtempfurloughprogram1.pdf?6296>