



Agenda Item No. (3)

To: Rules, Policy and Industrial Relations Committee/Committee of the Whole Meeting of October 21, 2021

From: Kellee J. Hopper, Deputy General Manager, Administration and Development
Joseph M. Wire, Auditor-Controller
Denis J. Mulligan, General Manager

Subject: **APPROVE A WAGE ADJUSTMENT FOR NON-REPRESENTED EMPLOYEES, AND DEPUTY GENERAL MANAGERS, AND RELATED ACTIONS**

Recommendation

The Rules, Policy and Industrial Relations Committee recommends that the Board of Directors approve a 2.5% wage increase and a \$500 stipend per employee for non-represented employees and Deputy General Managers, effective on the first day of the pay period in which the Board of Directors approves the recommendation.

This matter will be presented to the Board of Directors at its October 22, 2021 meeting for appropriate action.

Background

At their special meeting of October 1, 2021, the Board of Directors (Board) approved a short-term settlement agreement with the Union Coalition. That agreement included a 2.5% wage increase and a one-time lump sum non-pensionable payment of \$500, among other agreed-upon items.

Similar to the Union Coalition, the Golden Gate Bridge, Highway and Transportation District's (District) non-represented employees have not received an annual cost of living adjustment since July of 2019. There are currently 148 non-represented positions at the District. In acknowledgement of the suspension of wage increases for the past two years for these positions, staff recommends that the Rules Committee approve a financial package similar to the Union Coalition settlement, specifically providing a 2.5% wage increase and a one-time lump sum non-pensionable payment of \$500 to all full-time regular non-represented employees and Deputy General Managers. Part-time non-represented employees working less than 30 hours per week, would receive the same wage increase, however, their lump-sum payment would be prorated based on the hours worked. This proposed action does not apply to District Officers.

Fiscal Impact

The proposed recommendation would increase the District's expense in two ways. First, there would be a one-time expense of approximately \$75,000 for the one-time payment and second, there would be an ongoing yearly expense of approximately \$600,000 for salaries, related benefits and other provisions in the recommendation. The District's FY 21/22 Budget contains sufficient resources to cover these additional expenses.