

March 24, 2022



**MINUTES OF THE RULES, POLICY AND INDUSTRIAL RELATIONS COMMITTEE/
COMMITTEE OF THE WHOLE**

Assembly Bill 361, signed by the Governor of the State of California on September 16, 2021, amends the Ralph M. Brown Act to allow Board members, staff and the public to participate remotely in meetings, without complying with traditional teleconference meeting rules.

**These minutes are supplemented by the audio recording that is posted online at:
<https://www.goldengate.org/district/board-of-directors/meeting-documents/>**

Honorable Board of Directors
Golden Gate Bridge, Highway
and Transportation District

Honorable Members:

A meeting of the Rules, Policy and Industrial Relations Committee/Committee of the Whole (Committee) of the Golden Gate Bridge, Highway and Transportation District (District) was held via audio conference, on Thursday, March 24, 2022, at 9:50 a.m., Chair Hernández presiding.

- (1) **Call to Order:** 9:50 a.m.
- (2) **Roll Call:** Secretary of the District Amorette M. Ko-Wong.

Committee Members Present (6): Chair Hernández; Directors Cochran, Garbarino, Grosboll and Hill; President Theriault.

Committee Members Absent (2): Vice Chair Arnold; Director Conroy.

Other Directors Present (5): Directors Mastin, Pahre, Rabbitt, Rodoni and Thier.

Committee of the Whole Members Present (11): Directors Garbarino, Grosboll, Hernández, Mastin, Pahre, Rabbitt, Rodoni and Thier; Second Vice President Hill; First Vice President Cochran; President Theriault.

Committee of the Whole Members Absent (6): Directors Arnold, Conroy, Giudice, Melgar, Snyder and Stefani.

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

Staff Present: General Manager Denis Mulligan; Auditor-Controller Joseph Wire; District Engineer Ewa Bauer-Furbush; Secretary of the District Amorette Ko-Wong;

RULES, POLICY AND INDUSTRIAL RELATIONS COMMITTEE/COMMITTEE OF THE WHOLE
MARCH 24, 2022/PAGE 2

Attorney Kimon Manolius; Deputy General Manager/Bridge Division David Rivera; Deputy General Manager/Bus Transit Division Mona Babauta; Deputy General Manager/Ferry Division James Swindler; Deputy General Manager/Administration and Development Kellee Hopper; Director of Risk Management and Safety Kelli Vitale; Executive Administrator to the General Manager Justine Bock; Senior Board Analyst Elizabeth Eells.

Copies of all reports are available on the District's web site at <https://www.goldengate.org/district/board-of-directors/meeting-documents/> or upon request from the Office of the District Secretary.

[Director Grosboll arrived.]

(3) Approve Actions Relative to the Implementation of an Employment Recruitment Program [02:38 Minutes Mark on the Audio Recording]

Deputy General Manager/Administration and Development Kellee Hopper presented the staff report. She provided statistics about how application figures have decreased since the beginning of the pandemic.

The following individual spoke under public comment: [09:59 Minutes Mark on the Audio Recording]

- David Pilpel, San Francisco Resident

Chair Hernández expressed appreciation for staff's creative ideas and recommendation, and also stated the importance of taking care of existing District employees.

(a) Action by Committee

Staff recommended and the Committee concurred by motion made and seconded by **Directors PAHRE/COCHRAN** to forward the following recommendation to the Board of Directors for its consideration:

RECOMMENDATION

The Rules, Policy and Industrial Relations Committee/Committee of the Whole recommends that the Board of Directors approve the following actions, effective through September 30, 2023, relative to a pilot employment recruitment program to assist the District in filling vacant positions:

- (i) Approve a signing bonus for all regular, full-time positions;
- (ii) Approve the implementation of a signing bonus program for Bus Operator Apprentices;
- (iii) Approve an employee referral program; and,
- (iv) Update applicable District policies accordingly; with the understanding that the cost of the positions authorized as part of this item will be funded with salary savings and that, should staff recommend continuance of these programs beyond September

RULES, POLICY AND INDUSTRIAL RELATIONS COMMITTEE/COMMITTEE OF THE WHOLE
MARCH 24, 2022/PAGE 3

30, 2023, the matter will be brought before the Board of Directors again for consideration and possible action.

Action by the Board at its meeting of March 25, 2022 – Resolution

AYES (11): Directors Garbarino, Grosboll, Hernández, Mastin, Pahre, Rabbitt, Rodoni and Thier; Second Vice President Hill; First Vice President Cochran; President Theriault.

NOES (0): None.

ABSENT (6): Directors Arnold, Conroy, Giudice, Melgar, Snyder and Stefani.

[Director Thier Departed]

- (4) **Approve Codification of the Medical Benefits Policy in the *Human Resources Guide for Represented and Administrative Retirees (Excluding Bus Operators), Their Spouses, Dependents, and Survivors* [13:37 Minutes Mark on the Audio Recording]**

Deputy General Manager/Administration and Development Kellee Hopper presented the staff report.

- (a) **Action by Committee**

Staff recommended and the Committee concurred by motion made and seconded by **Directors COCHRAN/HILL** to forward the following recommendation to the Board of Directors for its consideration:

RECOMMENDATION

The Rules, Policy and Industrial Relations Committee/Committee of the Whole recommends that the Board of Directors approve an updated codification of the Medical Benefits policy for represented and administrative retirees (excluding Bus Operators), their spouses, dependents and survivors, and survivors of active employees, as defined in the attached Resolution which reflects the recently implemented transition to medical benefits administered through CalPERS; and, amend the *Human Resources Guide* accordingly.

Action by the Board at its meeting of March 25, 2022 – Resolution

AYES (10): Directors Garbarino, Grosboll, Hernández, Mastin, Pahre, Rabbitt and Rodoni; Second Vice President Hill; First Vice President Cochran; President Theriault.

NOES (0): None.

ABSENT (7): Directors Arnold, Conroy, Giudice, Melgar, Snyder, Stefani and Thier.

[Director Thier Returned]

- (5) **Annual Progress/Status Report and Update on Disadvantaged Business Enterprise (DBE) Program [18:03 Minutes Mark on the Audio Recording]**

RULES, POLICY AND INDUSTRIAL RELATIONS COMMITTEE/COMMITTEE OF THE WHOLE
MARCH 24, 2022/PAGE 4

DBE Program Administrator Artemisé Davenport presented the staff report.

[32:09 Minutes Mark on the Audio Recording]

Directors Thier, Pahre and Hill, President Theriault and Chair Hernández commented and inquired about the staff report.

Director Thier expressed appreciation for Ms. Davenport's DBE/Small Business Enterprise (SBE) outreach efforts and commented on the events she attended.

Director Hill also expressed appreciation for Ms. Davenport's work and inquired about ensuring non-minority, women-owned businesses are recognized appropriately.

Director Pahre commented on her attendance at outreach events, and also expressed appreciation for Ms. Davenport's efforts to promote DBE/SBE participation in the District's contracting opportunities.

President Theriault expressed appreciation for Ms. Davenport's presentation and performance, and he encouraged her to continue her efforts.

Chair Hernández expressed appreciation for Ms. Davenport's report, and thanked her for her efforts with the DBE/SBE program, her leadership in the industry and participation in the Equity and Diversity Issues Advisory Committee.

Ms. Davenport responded to the Directors' comments and inquiry.

The following individual spoke under public comment: **[40:09 Minutes Mark on the Audio Recording]**

- David Pilpel, San Francisco Resident

(6) Public Comment

There was no Public Comment.

(7) Adjournment [43:32 Minutes Mark on the Audio Recording]

All business having been concluded, **Directors PAHRE/HILL** moved and seconded that the meeting be adjourn at 10:34 a.m.

Carried

Respectfully submitted,



Sabrina Hernández, Chair

Rules, Policy and Industrial Relations Committee