

May 20, 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 video recording that is posted online at:  
<https://www.youtube.com/user/goldengatedistrict>.**

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 virtually/remotely on Thursday, May 20, 2022, at 9:01 a.m., Chair Hernández presiding.

- (1) **Call to Order:** 9:01 a.m.
- (2) **Roll Call:** Secretary of the District Amorette M. Ko-Wong.

**Committee Members Present (8):** Chair Hernández; Vice Chair Arnold; Directors Cochran, Conroy, Garbarino, Grosboll and Hill; President Theriault.

**Committee Members Absent (0):** None.

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

**Committee of the Whole Members Present (13):** Directors Arnold, Conroy, Garbarino, Grosboll, Hernández, Mastin, Pahre, Rodoni, Snyder and Thier; Second Vice President Hill; First Vice President Cochran; President Theriault.

**Committee of the Whole Members Absent (4):** Directors Giudice, Melgar, Rabbitt and Stefani.

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

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**Staff Present:** General Manager Denis Mulligan; Auditor-Controller Joseph Wire; Secretary of the District Amorette Ko-Wong; 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; Deputy District Engineer John Eberle; DBE Program Administrator Artemisé Davenport; 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.

**[Directors Arnold, Snyder and Thier arrived.]**

**(3) Approve Federal Fiscal Years 2022/2023 Through 2024/2025 Overall Disadvantaged Business Enterprise Goal on Federal Transit Administration Assisted Projects [03:34 Minutes Mark on the Video Recording]**

DBE Program Administrator Artemisé Davenport presented the staff report. She reviewed how the goal was developed, and staff's efforts to engage Disadvantaged Business Enterprise (DBE) and Small Business Enterprise (SBE) firms to participate in the District's contracting opportunities.

**[19:38 Minutes Mark on the Video Recording]**

Chair Hernández and Director Grosboll expressed appreciation for the staff report.

Chair Hernández, Director Thier and President Theriault expressed appreciation for Ms. Davenport's efforts including the work she does to keep the District eligible for federal funds, promote DBE and SBE participation in District contracting opportunities, and contribute to other matters at the District.

Director Grosboll inquired about how the District's DBE goals compare to the DBE goals of the Water Emergency Transportation Authority (WETA).

Ms. Davenport responded to the comments and inquiry.

**(a) Action by Committee**

Staff recommended and the Committee concurred by motion made and seconded by **Directors PAHRE/MASTIN** 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 relative to the Federal Transit Administration (FTA) Federal Fiscal Year (FFY) 2022/2023 through

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2024/2025 Overall Triennial Disadvantaged Business Enterprise (DBE) goal:

- (i) Establish an overall proposed 1.4% Race-Neutral DBE goal applicable to \$21,320,000 in anticipated contracts assisted by FTA for the three forthcoming FFY;
- (ii) Authorize the General Manager to publish a Notice of the proposed goal on the Golden Gate Bridge, Highway and Transportation District's official website, in accordance with federal regulations governing the establishment of overall DBE goals;
- (iii) Authorize the General Manager to adopt the overall DBE goal if no further consideration or modifications to the proposed goal are warranted; and,
- (iv) Authorize staff to submit the District's overall DBE goal for FTA-assisted contracting opportunities to FTA by August 1, 2022.

**Action by the Board at its meeting of May 20, 2022 – Resolution**

**AYES (13):** Directors Arnold, Conroy, Garbarino, Grosboll, Hernández, Mastin, Pahre, Rodoni, Snyder and Thier; Second Vice President Hill; First Vice President Cochran; President Theriault.

**NOES (0):** None.

**ABSENT (4):** Directors Giudice, Melgar, Rabbitt and Stefani.

**[Director Snyder recused himself and departed.]**

**(4) Authorize Salary Adjustment for Bridge Patrol Officer Classification [28:50 Minutes Mark on the Video Recording]**

Deputy General Manager/Bridge Division David Rivera presented the staff report. He pointed out that other agencies approach the District, and ask District staff to provide training in suicide prevention.

**[34:36 Minutes Mark on the Video Recording]**

Chair Hernández expressed appreciation for the staff report, and acknowledged Mr. Rivera's expertise in the area.

Directors Grosboll, Arnold and Pahre expressed support for the pay increase.

Director Grosboll inquired about the number of current vacancies, how many have left to work for other agencies, and whether or not a 12% increase is sufficient. He commented about the rate of suicides in the current year, and inquired about the hiring process and length of training. He asked Mr. Rivera to return to the Board for more of an increase should recruitment remain challenging.

Chair Hernández requested staff make a regular report about the Bridge Patrol Officers. She expressed appreciation for Director Grosboll's comments and inquiries.

Director Mastin expressed appreciation for the Bridge Patrol Officers and acknowledged

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the difficulties of recruiting and training. He commented that other employee groups have hiring challenges and wondered about the precedent being set by raising compensation for one employee group.

Director Hill inquired about the diversity of the Bridge Patrol Officers.

Director Arnold inquired about the racial makeup of the Bridge Patrol Officers and noted the Patrol Officers encounter significant challenges.

Director Pahre commented that she understands that many agencies have difficulties recruiting candidates for positions including law enforcement and bus operators.

Mr. Rivera and Mr. Mulligan responded to the Directors' comments and inquiries. Mr. Mulligan stated he could provide an update about Bridge Patrol Officer vacancies and training in his General Manager Report.

The following individual spoke under public comment: **[46:34 Minutes Mark on the Video Recording]**

- David Pilpel, San Francisco Resident

**(a) Action by Committee**

Staff recommended and the Committee concurred by motion made and seconded by **Directors HILL/GARBARINO** 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 authorize a 12% salary adjustment for the Bridge Patrol Officer classification.

**Action by the Board at its meeting of May 20, 2022 – Resolution**

**AYES (12):** Directors Arnold, Conroy, Garbarino, Grosboll, Hernández, Mastin, Pahre, Rodoni and Thier; Second Vice President Hill; First Vice President Cochran; President Theriault.

**NOES (0):** None.

**ABSENT (5):** Directors Giudice, Melgar, Rabbitt, Snyder and Stefani.

**(5) Public Comment**

There were no public comments.

**(6) Adjournment [51:04 Minutes Mark on the Video Recording]**

All business having been concluded, **Directors ARNOLD/MASTIN** moved and seconded

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that the meeting be adjourned at 9:52 a.m.

**Carried**

Respectfully submitted,



Sabrina Hernández, Chair  
Rules, Policy and Industrial Relations Committee

SH:AMK:EIE:tnm