



Agenda Item No. (4)

To: Rules, Policy and Industrial Relations Committee/Committee of the Whole Meeting of May 20, 2022

From: Kellee Hopper, Deputy General Manager, Administration and Development
David Rivera, Deputy General Manager, Bridge Division
Denis J. Mulligan, General Manager

Subject: **AUTHORIZE SALARY ADJUSTMENT FOR BRIDGE PATROL OFFICER CLASSIFICATION**

Recommendation

The Rules, Policy and Industrial Relations Committee recommends that the Board of Directors authorize a 12% salary adjustment for the Bridge Patrol Officer classification.

This matter will be presented to the Board of Directors at its May 20, 2022, meeting for appropriate action.

Background

The District has ongoing challenges recruiting and retaining Bridge Patrol Officers (BPO). The BPO position at the Golden Gate Bridge, Highway and Transportation District (District) is a unique role. There are currently twenty-two (22) approved positions in this classification. The District has stringent qualification requirements for these positions classification as part of the selection process, which helps to ensure that potential candidates are suited for the unique requirements of the position.

The BPO position was created after the events of September 11, 2001 (9/11). The District reviewed several local law enforcement agencies' job descriptions and policies and procedures to create the BPO position. Since the inception of the BPO position, job duties have expanded to include suicide prevention and intervention and responses to critical incidents. Moreover, there has been further expansion given the increase in tourism and the necessary interaction with visitors to the Bridge and surrounding areas while out on patrol.

While BPOs are not peace officers and perform a more limited range of duties than a peace officer, they do carry firearms and have special training to enable them to engage in suicide intervention. Because there are many people who come to the Bridge to harm themselves, the BPO engage in more suicide prevention efforts than peace officers at other agencies. This is a specially trained skill set that is unique to those that patrol the Bridge and surrounding areas.

Coupled with challenge of attracting candidates who wish to perform the unique duties of this position, the District has faced losing both employees and candidates to police departments or other similar agencies in the area. A consistent piece of feedback we have received is that the District's compensation package is not competitive.

For that reason, the District recently conducted a salary review for this position classification. The District's compensation consultant noted that finding matches for this classification was a challenge, as most of the cities and districts employ full peace officers. Thus, the consultant and staff determined that Park Rangers and Public Safety groups are the closest comparable positions to this BPO class. When compared to these groups, the District Bridge Patrol Officer classification is 15% below market in salary, and approximately 10-12% below market, in terms of total compensation.

Given the department's stringent candidate selection process coupled with staff retention challenges, staff is recommending a salary adjustment of 12% for this classification, in order to attract high caliber talent and align this position's salary to make it more competitive for qualified candidates in this tight labor market and to retain existing staff. This recommendation has been discussed with Operating Engineers Local 3 who represents the BPOs.

Fiscal Impact

It is recommended that the Bridge Patrol Officer classification hourly wage be increased by step, as follows:

Step 1	SALARY (AS OF MAY 20, 2022)		RECOMMENDED SALARY	
	Hourly	Annually	Hourly	Annually
1	\$32.88	\$68,390.40	\$36.82	\$76,585.60
2	\$34.70	\$72,176.00	\$38.86	\$80,828.80
3	\$36.53	\$75,982.40	\$40.91	\$85,092.80

The net estimated annual salary cost for this recommendation is an estimated \$280,000, assuming all staff are at the top step in the compensation table. This fiscal year's increase will be funding with salary savings. Subsequent years will be funded through the annual budget process.