

June 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 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, June 24, 2022, at 9:01 a.m., Acting Chair Arnold presiding.

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

Committee Members Present (6): Vice Chair Arnold; Directors Cochran, Conroy, Garbarino and Hill; President Theriault.

Committee Members Absent (2): Chair Hernández; Director Grosboll.

Other Directors Present (7): Directors Giudice, Mastin, Pahre, Rabbitt, Rodoni, Snyder and Thier.

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

Committee of the Whole Members Absent (3): Directors Grosboll, Hernández and Stefani.

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

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Staff Present: General Manager Denis Mulligan; Acting Auditor-Controller Jennifer Mennucci; District Engineer Ewa Bauer-Furbush; 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; 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 Rabbitt arrived.]

(3) Adopt Master Ordinance 2022, and Related Actions [03:57 Minutes Mark on the Video Recording]

Secretary of the District Amorette Ko-Wong presented the staff report. She spoke about the process involved in updating the Master Ordinance, and provided some background about changes that were made.

[08:00 Minutes Mark on the Video Recording]

President Theriault commented about the District's Agreement with San Francisco Municipal Transportation Agency (SFMTA) to pick up passengers within San Francisco that is reflected in the Master Ordinance. He said that he understands that the SFMTA bus operators are represented by Transport Workers Union Local 250A (TWU Local 250A), and someone had asked him if TWU Local 250A had provided any input regarding the District's agreement with SFMTA.

Director Hill suggested the District use the bicycle class definitions in the California Vehicle Code in Section II.G.12.c of the Master Ordinance (page 62 of the agenda packet, and page 49 of the Master Ordinance).

The following individual spoke under public comment: **[11:59 Minutes Mark on the Video Recording]**

- David Pilpel, San Francisco Resident

[13:37 Minutes Mark on the Video Recording]

Director Mastin inquired about the operation of motorized bicycles under Section II.G.12.c of the Master Ordinance (page 62 of the agenda packet, and page 49 of Master Ordinance).

Director Hill suggested again that Section II.G.12.c of the Master Ordinance reference the bicycle class definitions in the California Vehicle Code.

Mr. Mulligan and Ms. Ko-Wong responded to the inquires and comments. Mr. Mulligan stated that staff and the attorneys would review and revise Section II.G.12.c to ensure that

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it is consistent with prior Board action allowing Class 1, 2 and 3 bicycles on the Bridge. Ms. Ko-Wong pointed to Section II.F.4.f of the redline version of the Master Ordinance (page 100 of the agenda packet and page 47 of the redline Master Ordinance), which states: "For purposes of this Section II.G.5, the term 'Bicycles' includes class 1, 2, and 3 electric bicycles as defined in Section 312.5 of the California Vehicle Code." Ms. Ko-Wong also pointed out the bicycle speed limits in Section II.F.4.g of the redline version of the Master Ordinance (page 100 of the agenda packet and page 47 of the redline Master Ordinance).

Vice Chair Arnold requested clarification that the Committee could vote on the recommendation with the understanding that Section II.G.12.c in the final Master Ordinance would include the change reflected in the redline version of the Master Ordinance highlighted by Ms. Ko-Wong.

Ms. Ko-Wong and Mr. Mulligan confirmed that the Committee could vote on the recommendation with the understanding that staff and the attorneys would ensure that Section II.G.12.c in the final version of the Master Ordinance is consistent with the revisions to Sections II.F.4.f-g in the redline version of the Master Ordinance.

(a) Action by Committee

Staff recommended and the Committee concurred by motion made and seconded by **Directors GARBARINO/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 adopt Master Ordinance 2022, and repeal Master Ordinance 2017, to incorporate ordinances adopted by the Board since the adoption of Master Ordinance 2017, and to approve related actions as follows:

- (i) Approve the new parking fine schedule as detailed in Section I, GENERAL PROVISIONS, Subsection I. PARKING PRIVILEGES AND RESTRICTIONS, item 6, and authorize future changes to the parking fine schedule to correspond to the parking fine schedules established by the San Francisco Municipal Transportation Agency and Marin Parking Authority;
- (ii) Under Section III, GOLDEN GATE TRANSIT - BUS AND FERRY SYSTEMS, Subsection A. GENERAL RULES, delete item 9, to allow the District to transport local passengers within the City and County of San Francisco;
- (iii) Replace reference to the Department of Homeland Security's color-coded advisory system with the National Terrorism Advisory System (NTAS), used to effectively communicate "Elevated" or "Imminent" terrorism threats to the American public in Section I, GENERAL PROVISIONS, Subsection F. PROVISIONS PERTAINING TO USE OF DISTRICT PROPERTIES FOR EXPRESSIVE ACTIVITIES, item 8.d.;
- (iv) Update toll collection terminology throughout Section I, GENERAL

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- PROVISIONS and Section II. GOLDEN GATE BRIDGE AND APPROACHES;
- (v) Update transit zone descriptions, fare tables, and fare collection terminology throughout Section III, GOLDEN GATE TRANSIT - BUS AND FERRY SYSTEMS; and,
 - (vi) Approve minor corrections in formatting, grammar, updates to terminology, and other non-substantive clarifying edits.

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

NOES (0): None.

ABSENT (4): Directors Giudice, Grosboll, Hernández and Stefani.

(4) Approve an Enhanced Vacation Accrual Policy for Certain Engineering Department Classifications [18:44 Minutes Mark on the Video Recording]

District Engineer Ewa Bauer-Furbush presented the staff report.

The following individual spoke under public comment: [23:01 Minutes Mark on the Video Recording]

- David Pilpel, San Francisco Resident

[26:03 Minutes Mark on the Video Recording]

Mr. Mulligan responded to the public comment. He stated that Congress passed the Infrastructure Investment and Jobs Act (IIJA), and he anticipates that construction projects will continue even if there was an economic recession. He highlighted that the District has experienced difficulties recruiting certain positions, has a large infrastructure project in the future, and is taking steps to make the vacation policy more attractive to existing and prospective Engineering staff.

[27:56 Minutes Mark on the Video Recording]

Director Thier commented that many organizations are having difficulties recruiting qualified Engineers, and she stated she anticipates these difficulties will increase. She observed that the higher amount of vacation is necessary for the District to attract skilled Engineers.

(a) Action by Committee

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

RECOMMENDATION

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The Rules, Policy and Industrial Relations Committee/Committee of the Whole recommends that the Board of Directors approve implementation of an enhanced Vacation Accrual Policy in the Engineering Department, as follows:

“Employees in the Engineering Department, within the Engineer classifications shall accrue paid vacation up to a maximum of 30 days at the following accrual rates, based on certified relevant years of work experience in the industry either at the District or in positions prior to District employment:

First through fourth year of certified experience in the industry - 10 days;
Fifth through tenth year - 15 days;
Eleventh through twentieth year - 20 days;
Twenty-first through twenty-ninth years - 25 days;
Twenty-nine years thereafter - 30 days.”

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

NOES (0): None.

ABSENT (4): Directors Giudice, Grosboll, Hernández, and Stefani.

(5) Approve Actions Relative to Engineering Department Reorganization [31:57 Minutes Mark on the Video Recording]

District Engineer Ewa Bauer-Furbush presented the staff report. She spoke about the numerous and large scale projects that Engineering staff currently oversees and additional projects the Engineering Department will oversee in the future, such as the Golden Gate Bridge Suicide Deterrent System and Seismic Retrofit and San Rafael Transit Center and Ferry terminal improvements. All of these projects will require a high level of Engineering staff resources, experience and expertise. She also referenced a study that noted loss of skilled Engineering staff was identified as one of the top risks in state asset management plans.

General Manager Denis Mulligan added that the reorganization has been discussed with Local 21 (International Federation of Professional and Technical Engineers, Local 21, AFL-CIO), which is the union that represents most of the Engineering Department, and found that they concur with the recommendation.

[48:47 Minutes Mark on the Video Recording]

Director Cochran inquired about salary surveys and potential adjustments for other District positions.

Director Thier inquired about the retention of current staff. She commented about the difficulty of recruiting and hiring skilled Inspectors. She verified the recommendation

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includes an increase for Inspectors and commented about the difficulties of recruiting Inspectors. She expressed her support for the recommendation.

Director Garbarino expressed appreciation for the staff report. She commented about the importance of a salary survey and the difficulties of trying to retain staff while conducting a survey.

President Theriault pointed out the time, and suggested the Committee seek public comment and vote.

Mr. Mulligan and Ms. Bauer-Furbush responded to the comments and inquiries. Mr. Mulligan confirmed that a consultant is conducting a salary survey for the whole District and has results for some positions including the Engineering positions. He spoke about the difference between the District's compensation and other organizations' compensation for Engineering positions. He highlighted the importance of having a full Engineering department staff that is ready to undertake projects when the District is the recipient of grant funds for key projects like the Seismic Retrofit. He said that staff would present the full salary survey in the future. Ms. Bauer-Furbush spoke about the importance of retaining current staff who are skilled, experienced and have institutional knowledge.

The following individual spoke under public comment: **[55:41 Minutes Mark on the Video Recording]**

- David Pilpel, San Francisco Resident
- Shane Weinstein, Amalgamated Transit Union, Local 1575

[Director Giudice arrived.]

(b) Action by Committee

Staff recommended and the Committee concurred by motion made and seconded by **Directors GARBARINO/PAHRE** 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 Engineering Department reorganization:

- (i) Amend the Table of Organization to establish seven Sections within the Department:
1. Bridge Design Section
 2. Bus and Ferry Design Section
 3. Bridge Construction Section
 4. Bus and Ferry Construction Section
 5. Inspection and Maintenance Support Section

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6. Engineering Contracts Section
 7. Engineering Document Controls Section
- (ii) Establish three new job classifications for the positions that will lead the seven Sections:
1. Directing Civil Engineer, five positions, (to lead five Sections of the Bridge Design, Bus and Ferry Design, Bridge Construction, Bus and Ferry Construction and Inspection and Maintenance Support Sections), with an annual compensation range of \$161,787 to \$196,653, not including benefits, by reclassifying three existing Supervising Civil Engineer positions and adding two new Directing Civil Engineer positions;
 2. Director of Engineering Contracts Section, one position, with an annual compensation range of \$121,888 to \$147,308, not including benefits, by reclassifying the existing Engineering Contracts Officer position;
 3. Engineering Document Controls Manager with an annual compensation range of \$114,275 to \$138,091, not including benefits;
- (iii) Expand the Engineering Department's professional development program to provide defined career paths for the Engineering Contract Assistant and Engineering Document Control Assistant positions by establishing the following two new job classifications:
1. Senior Engineering Contracts Assistant, with an annual compensation range of \$89,190 to \$107,786, not including benefits;
 2. Senior Engineering Document Control Assistant with an annual compensation range of \$82,930 to \$100,235, not including benefits;
- (iv) Approve changes to the remaining Engineering Department's Engineer and Inspector position compensations to make it competitive with other employers, consistent with the position classifications and increased staff responsibilities, and reflective of the proposed Engineering Department Table of Organization (as outlined in the table beginning on page 7 of this report); and,
- (v) Increase the FY 2022/FY2023 Engineering Department's Budget by \$668,520 and Adjust Table of Organization accordingly. The changes recommended in this staff report be implemented the first day of the pay period in which the Board's approval falls.

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- AYES (12):** Directors Arnold, Conroy, Garbarino, Mastin, Pahre, Rabbitt, Rodoni, Snyder and Thier; Second Vice President Hill; First Vice President Cochran*; President Theriault.
- NOES (0):** None.
- ABSTENTION (1):** Director Giudice.
- ABSENT (3):** Directors Grosboll, Hernández and Stefani.

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*First Vice President Cochran cast an Aye vote with the understanding that staff would have a salary survey for compensation adjustments in the future.

(6) Public Comment

There were no public comments.

(7) Adjournment [1:00:21 Hour Mark on the Video Recording]

All business having been concluded, Directors RABBITT/MASTIN moved and seconded that the meeting be adjourned at 10:01 a.m.

Carried

Respectfully submitted,



Judy Arnold, Vice Chair
Rules, Policy and Industrial Relations Committee

JA:AMK:EIE:tnm