

July 27, 2023



MINUTES OF THE RULES, POLICY AND INDUSTRIAL RELATIONS COMMITTEE

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:

The Rules, Policy, and Industrial Relations Committee (Committee) of the Golden Gate Bridge, Highway and Transportation District (District) met in regular session at the United Irish Cultural Center, Saint Francis Room, 2700 45th Avenue, San Francisco, CA, on Thursday, July 27, 2023, at 9:00 a.m., with Chair Hernández presiding. A remote audio option for public participation was available.

(1) **Call to Order:** 9:00 a.m.

(2) **Roll Call:** Secretary of the District Amorette M. Ko-Wong. **[00:15 Minutes Mark on the Audio Recording]**

Committee Members Present (6): Chair Hernández; Vice Chair Garbarino; Director Grosboll, Mastin and Pahre; President Thériault.

Committee Members Absent (2): Directors Conroy and Hill.

Other Directors Present (3): Directors Giudice, Rabbitt and Rodoni.

Staff Present: General Manager Denis Mulligan; Acting Auditor-Controller Amy Frye; Secretary of the District Amorette Ko-Wong; Attorney Kimon Manolius; Deputy General Manager/Bridge Division David Rivera; Deputy General Manager/Ferry Division Michael Hoffman; Deputy General Manager/Administration and Development Kellee Hopper; Deputy District Engineer John Eberle; 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.

(3) Approve Actions Relative to the District's Employment Recruitment Program [01:23 Minutes Mark on the Audio Recording]

Deputy General Manager/Administration and Development Kellee Hopper presented the staff report. General Manager Denis Mulligan added information about the challenges of hiring employees, the effectiveness of the Recruitment Program and staff's goal to continue the program for another year.

[04:32 Minutes Mark on the Audio Recording]

Director Grosboll expressed support for the Recruitment Program item. He inquired about the position classifications that are the hardest to fill and asked if staff has considered increased compensation.

Director Pahre asked how the District's Recruitment Program compares to other public agencies. She also asked about the possibility of further increasing wages to help recruit new staff. In addition, she asked about four-day work weeks, how the District compares to other public agencies in this regard and commented about how flexible work time could possibly help recruit new employees.

Ms. Hopper and Mr. Mulligan responded to the inquiries. Ms. Hopper stated that the District has the most difficulty recruiting for Bus Operator and Engineering positions. Mr. Mulligan noted the Engineering positions include Inspectors and staff may bring an item forward for the classification in the future. Ms. Hopper confirmed the District's Recruitment Program is competitive with other agencies and added that benefit incentives are also compelling to candidates. She stated that increasing wages could possibly be helpful. They both provided information about recruitment tools that motivate applicants. Mr. Mulligan spoke about a New York Times article (*Jobs Sit Empty in the Public Sector, So Unions Pitch In to Recruit*) about the challenges of hiring new employees.

Chair Hernández expressed appreciation for Ms. Hopper and her team's hard work.

(a) Action by Committee

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

RECOMMENDATION

The Rules, Policy and Industrial Relations Committee recommends that the Board of Directors approve the following actions, effective through September 2024, relative to the District's Employment Recruitment Program:

- (i) Approve continuation of an enhanced employment recruitment program for all regular, full-time positions;
- (ii) Approve continuation of the incentive payment for the Bus Operator Pre-

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- Apprenticeship and Student Bus Operators (Apprenticeship) Programs;
- (iii) Approve continuation of the 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.

Action by the Board at its meeting of July 28, 2023 – Resolution

AYES (6): Chair Hernández; Vice Chair Garbarino; Director Grosboll, Mastin and Pahre; President Thériault.

NOES (0): None.

ABSENT (2): Directors Conroy and Hill.

(4) Public Comment

There were no public comments.

(5) Adjournment [12:24 Minutes Mark on the Audio Recording]

All business having been concluded, **Directors GARBARINO/PAHRE** moved and seconded that the meeting be adjourned at 9:13 a.m.

Carried

Respectfully submitted,



Sabrina Hernández, Chair
Rules, Policy and Industrial Relations Committee

SH:AMK:EIE:tnm