

August 24, 2023



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

**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 Whole (Committee) of the Golden Gate Bridge, Highway and Transportation District (District) met in regular session at the Four Points by Sheraton, Marin Ballroom, 1010 Northgate Drive, San Rafael, CA, on Thursday, August 24, 2023, at 10:56 a.m., with Chair Hernández presiding. A remote audio option for public participation was available.

- (1) **Call to Order:** 10:56 a.m.
- (2) **Roll Call:** Secretary of the District Amorette M. Ko-Wong. **[00:11 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 (5):** Directors Cochran, Rabbitt, Rodoni, Snyder and Thier.

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

**Committee of the Whole Members Absent (8):** Directors Conroy, Dorsey, Engardio, Giudice, Moulton-Peters, Safaí and Stefani; Second Vice President Hill.

**Staff Present:** General Manager Denis Mulligan; Auditor-Controller Joseph Wire; District Engineer Ewa Bauer-Furbush; Secretary of the District Amorette Ko-Wong; Attorneys Kimon Manolius and Madeline Chun; Deputy General Manager/Bridge Division David Rivera; Deputy General Manager/Ferry Division Michael Hoffman; Deputy General Manager/Administration and Development Kellee Hopper; Executive Administrator to the General Manager Justine Bock; Senior Board Analyst Elizabeth Eells.

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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 an Enhanced Vacation Accrual Policy for Engineering Inspector Classifications [01:16 Minutes Mark on the Audio Recording]**

Deputy General Manager/Administration and Development Kellee Hopper presented the staff report and explained the updated vacation policy. General Manager Denis Mulligan spoke about the possibility of bringing forward additional classifications for the same vacation accrual policy in the future.

**[03:51 Minutes Mark on the Audio Recording]**

Director Mastin inquired about how the District's vacation accrual policy compares to other agencies. He also inquired about the union's (International Federation of Professional and Technical Engineers or IFPTE) response to the policy.

Director Thier spoke in support of the item and emphasized the challenges of recruiting inspectors and the importance of being competitive.

Director Pahre expressed support for the item and asked about the number of District collective bargaining units and unions. She said that the District may want to consider offering an enhanced vacation accrual policy to other employee classifications.

Director Cochran stated that he believes the policy is a commonsense solution.

Ms. Hopper and Mr. Mulligan responded to the inquiries. Ms. Hopper stated that other agencies have different paid time off structures and the policies are not readily compared. However, the total paid time off is roughly similar. Mr. Mulligan responded that the District has 25 bargaining units and 14 unions, and staff is considering whether the enhanced vacation accrual policy would be appropriate for other classifications.

**[08:17 Minutes Mark on the Audio Recording]**

The following individual spoke under public comment:

- David Pilpel, San Francisco Resident (remotely)

Chair Hernández expressed appreciation for staff's presentation and responses.

**(a) Action by Committee**

Staff recommended and the Committee concurred by motion made and seconded by **Directors GARBARINO/THIER** 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 Inspector 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 Golden Gate Bridge, Highway and Transportation District (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.”

**Action by the Board at its meeting of August 25, 2023 – Resolution**

**AYES (11):** Directors Garbarino, Grosboll, Hernández, Mastin, Pahre, Rabbitt, Rodoni, Snyder and Thier; First Vice President Cochran; President Thériault.

**NOES (0):** None.

**ABSENT (8):** Directors Conroy, Dorsey, Engardio, Giudice, Moulton-Peters, Safaí and Stefani; Second Vice President Hill.

**(4) Public Comment**

There were no public comments.

**(5) Adjournment [10:45 Minutes Mark on the Audio Recording]**

All business having been concluded, **Directors PAHRE/MASTIN** moved and seconded that the meeting be adjourned at 11:07 a.m.

**Carried**

Respectfully submitted,



Sabrina Hernández, Chair  
Rules, Policy and Industrial Relations Committee