

October 25, 2024



**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 in the Board Room, Administration Building, Golden Gate Bridge Toll Plaza, San Francisco, CA, on Friday, October 25, 2024, at 9:30 a.m., with Vice Chair Moulton-Peters presiding. A remote audio option for public participation was available.

(1) **Call to Order:** 9:30 a.m.

(2) **Roll Call:** Secretary of the District Amorette Ko-Wong. **[0:37 Minute Mark on the Audio Recording]**

Committee Members Present (7): Vice Chair Moulton-Peters; Directors Garbarino, Grosboll, Hill, Pahre and Thier; President Cochran.

Committee Members Absent (1): Chair Hernández; Director Conroy.

Other Directors Present (5): Directors Giudice, Mastin, Rabbitt, Rodoni and Thériault.

Committee of the Whole Members Present (12): Directors Garbarino, Giudice, Grosboll, Mastin, Moulton-Peters, Pahre, Rodoni, Thériault and Thier; Second Vice President Rabbitt, First Vice President Hill; President Cochran.

Committee of the Whole Members Absent (7): Directors Conroy, Dorsey, Engardio, Hernández, Safaí, Snyder and Stefani.

Staff Present: General Manager Denis Mulligan; Auditor Controller Joseph Wire; District Engineer John Eberle; Secretary of the District Amorette Ko-Wong; Attorney Kimon Manolius; Deputy General Manager/Bridge Division David Rivera; Deputy General Manager/Bus Transit Les Belton; Deputy General Manager/Ferry Division Michael Hoffman; Human Resources Manager Michelle Purugganan; 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 Actions Relative to the Employment Recruitment Program [01:17 Minutes Mark on the Audio Recording]

Human Resources Manager Michelle Purugganan presented the staff report.

[04:14 Minutes Mark on the Audio Recording]

Director Thier expressed appreciation for the report and staff's efforts. She inquired about the incentive amount and spoke about the importance of the incentives. Ms. Purugganan responded.

Director Grosboll inquired about employee vacancies, incentive programs at other agencies and satisfaction with the program. Mr. Mulligan and Ms. Purugganan responded.

Director Mastin requested a list of vacancies by department. Mr. Mulligan responded.

Director Pahre inquired about the incentive program term and an annual report to the Board. Mr. Mulligan responded.

Director Rodoni expressed appreciation for the report and program. He requested clarity about the program cost. Ms. Purugganan responded.

(a) Action by Committee

Staff recommended and the Committee concurred by motion made and seconded by **Directors THIER/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 approve the following actions relative to the Administrative and Development Division for a three-year term through September 30, 2027:

- (1) Approve continuation of an enhanced employment recruitment program for all regular, full-time positions,
- (2) Approve continuation of the employee referral program; and,
- (3) Update applicable District policies accordingly;

with the understanding that the cost authorized as part of this item will be funded with salary savings.

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AYES (12): Directors Garbarino, Giudice, Grosboll, Mastin, Moulton-Peters, Pahre, Rodoni, Thériault and Thier; Second Vice President Rabbitt, First Vice President Hill; President Cochran.

NOES (0): None.

ABSENT (7): Directors Conroy, Dorsey, Engardio, Hernández, Safaí, Snyder and Stefani.

(4) Public Comment

There were no public comments.

(5) Adjournment [11:26 Minutes Mark on the Audio Recording]

All business having been concluded, **Directors PAHRE/THÉRIAULT** moved and seconded that the meeting be adjourned at 9:42 a.m.

Carried

Respectfully submitted,



Stephanie Moulton-Peters, Vice Chair
Rules, Policy and Industrial Relations Committee

SMP:AMK:EIE:tnm