

October 24, 2025



**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 Thursday, October 24, 2025, 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 Ko-Wong. **[00:09 Minute Mark on the Audio Recording]**

**Committee Members Present (7):** Chair Hernández; Directors Devlin, Garbarino, Hardeman, Hill, and Pahre; President Cochran.

**Committee Members Absent (2):** Vice Chair Moulton-Peters; Director Thier.

**Other Directors Present (4):** Directors Giudice, Mastin, Parrish, and Rodoni.

**Committee of the Whole Members Present (11):** Directors Devlin, Garbarino, Giudice, Hardeman, Hernández, Mastin, Pahre, Parrish, and Rodoni; First Vice President Hill; President Cochran.

**Committee of the Whole Members Absent (4):** Directors Moulton-Peters, Snyder, and Thier; Second Vice President Rabbitt;

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

**Staff Present:** General Manager Denis Mulligan; Auditor Controller Jennifer Mennucci; District Engineer John Eberle; Secretary of the District Amorette Ko-Wong; Attorney Kimon Manolius; Deputy General Manager/Bridge Division David Rivera; Deputy General Manager/Administration and Development Kellee Hopper; Human Resources

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

**OCTOBER 24, 2025 /PAGE 2**

Manager Michelle Purugganan; Executive Administrator to the General Manager Justine Bock; Senior Board Analyst Leticia Rosas.

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 Pahre arrived.]**

**(3) Approve Action Relative to District Contributions to the Golden Gate Transit-Amalgamated Retirement Plan [00:15 Minutes Mark on the Audio Recording]**

Auditor-Controller Jennifer Mennucci presented the staff report.

President Cochran said the Committee is working closely with the trustee to meet commitments made five years ago.

**(a) Action by Committee**

Staff recommended and the Committee concurred by motion made and seconded by **Directors MASTIN/GIUDICE** 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 a one-time lump sum Golden Gate Bridge, Highway and Transportation District (District) contribution to the Golden Gate Transit-Amalgamated Retirement Plan (GGTARP), equal to the remaining assets of the Golden Gate Transit-Amalgamated Health and Welfare Trust, subject to the receipt of the funds.

**Action by the Board at its meeting of October 24, 2025 – Resolution**

**AYES (10):** Directors Devlin, Garbarino, Giudice, Hardeman, Hernández, Mastin, Parrish, and Rodoni; First Vice President Hill; President Cochran.

**NOES (0):** None.

**ABSENT (5):** Directors Moulton-Peters, Pahre, Snyder, and Thier; Second Vice President Rabbitt.

**(4) Presentation on Recruitment Outreach Strategies [05:20 Minutes Mark on the Audio Recording]**

Human Resources Manager Michelle Purugganan provided a PowerPoint presentation.

General Manager Denis Mulligan stated that the District created two in-house apprentice programs.

**RULES, POLICY AND INDUSTRIAL RELATIONS COMMITTEE/COMMITTEE OF  
THE WHOLE  
OCTOBER 24, 2025 /PAGE 3**

Director Garbarino stated that the apprentice programs have been very successful.

Director Giudice asked if the District brings in lateral Bus hires.

Director Mastin asked for clarification of the Employee Referral Program.

General Manager Denis Mulligan responded to Directors Giudice and Mastin comments.

**(5) Public Comment**

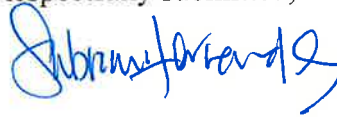
There were no public comments.

**(6) Adjournment [31:00 Minutes Mark on the Audio Recording]**

All business having been concluded, Directors GUIDICE/DEVLIN moved and seconded that the meeting be adjourned at 9:31 a.m.

**Carried**

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Sabrina Hernández', is written over a light blue circular stamp.

Sabrina Hernández, Chair  
Rules, Policy and Industrial Relations Committee

SH:AMK:lr

