

REVISED February 22, 2024



Agenda Item No. (6)(A)

**REPORT OF THE GENERAL MANAGER
BOARD OF DIRECTORS
MEETING OF FEBRUARY 23, 2024**

The Honorable Board of Directors
Golden Gate Bridge, Highway and Transportation District

Honorable Members:

UPDATE ON DISTRICT OPERATIONS POST-PANDEMIC

Overall travel in the Golden Gate Corridor - by Bridge, Bus and Ferry - remains well below pre-pandemic levels, especially commute travel. That having been said, travel in the Golden Gate Corridor continues to trend upward.

In January 2024, southbound Bridge traffic was 7 percent above January 2023 traffic, while Bus ridership was 16 percent above January 2023, and Ferry ridership was 48 percent above January 2023 ridership.

The District continues to add back bus and ferry service incrementally as we see a return of our customers travelling in the Golden Gate Corridor.

RESEARCH EFFORTS CONTINUE TO COLLECT WORKPLACE REOPENING DATA

The Metropolitan Transportation Commission (MTC) has partnered with the Bay Area Council to conduct research with employers regarding their plans for reopening workplaces and bringing non-essential workers back. They have been surveying these employers for over two years now to monitor developments in workplace reopening plans. The survey results reflect information on Bay Area employers' return to work plans to assist transit agencies in planning for the future. The January 2024 Employer Survey Results on Return to Work can be found at <https://public.flourish.studio/story/2156146/>. The Bay Area Council will continue surveying the Employer Network every other month and we will continue to share their findings.

UPDATE ON THE EFFORT TO IMPROVE THE FINANCIAL CONDITION OF THE GOLDEN GATE TRANSIT AMALGAMATED RETIREMENT PLAN (GGTARP)

Current and retired District bus operators are participants in the Golden Gate Transit Amalgamated Retirement Plan (GGTARP). At this juncture, GGTARP continues to not follow the standard practices of virtually all other pension plans. While GGTARP is severely underfunded, it continues to give away money and act in a fiscally irresponsible manner.

UPDATE ON THE EFFORT TO IMPROVE THE FINANCIAL CONDITION OF THE GOLDEN GATE TRANSIT AMALGAMATED RETIREMENT PLAN (GGTARP) (continued)

For over a decade GGTARP has ignored the District's requests to take action to reduce its unfunded liability by following the same standard practices and norms adhered to by other pension plans.

A fiscally sound approach to pensions necessitates that a retiree's ultimate pension payments (including any spousal payments) are reasonably correlated to the contributions made on behalf of the participant taking into account the accompanying investment returns. Not surprisingly considering GGTARP's woefully underfunded status, GGTARP continues to not follow this approach. It is an outlier among pension plans.

For example, the trustees of other pension plans have established a strong correlation between the age at retirement and the monthly pension payment paid to a retiree. In other pension plans, a participant who retires early receives a lower monthly amount than they would receive with a regular pension. The monthly amount is reduced to account for the fact that the early retiree's payments begin earlier and are expected to be paid for a longer period. This is a fiscally sound approach. Please note, GGTARP does not do this.

Similarly, the trustees of other pension plans reduce a participant's monthly pension if the retiree elects to have their spouse receive their pension after their death. The amount of the reduction in the monthly pension payment is based on the age of the spouse. This is a fiscally prudent approach to insure the solvency of a pension plan. Unfortunately, for decades GGTARP has not reduced retirees' monthly pension to account for the cost of the benefit to be paid to the retiree's survivor. This is fiscally irresponsible.

GGTARP has the legal authority and fiduciary obligation to make changes to stop giving away money to early retirees (early retiree subsidy) and retirees who elect to have their spouse receive their pension after their demise (spousal subsidy). Nonetheless, after over a decade of cajoling by the District, GGTARP has not taken such actions.

Recognizing the importance of these changes, the District has attempted to have Amalgamated Transit Union Local 1575 (ATU) agree to such changes at the bargaining table.

The MOU language below as it appears in the signed Tentative Agreement dated February 29, 2022, is an agreement between the District and the ATU for the elimination of spousal subsidy benefits:

“For employees retiring on or after ratification, pension benefit amounts under all options that pay a survivor benefit to the member's spouse or domestic partner will be reduced to take into account the survivor benefit payments, rather than subsidized (i.e., it will be paid according to the actuarial equivalent).”

Please note that the above language was agreed to almost two years ago, and to date it has not been implemented.

UPDATE ON THE EFFORT TO IMPROVE THE FINANCIAL CONDITION OF THE GOLDEN GATE TRANSIT AMALGAMATED RETIREMENT PLAN (GGTARP) (continued)

Additional MOU language from the same signed Tentative Agreement dated May 11, 2023, which outlined the Rehabilitation Plan, also stipulated that the GGTARP Board update the Joint & Survivor Factor Benefit tables in the Plan Agreement, which would have the effect of eliminating the spousal subsidy:

“Advise Pension Plan Board Trustees to update Joint and Survivor Factor Benefits table with Cheiron's analysis which was presented to Pension Board Trustees on May 23, 2022. Board Trustees will advise plan counsel to update plan language accordingly.”

During August 2022, the District also proposed that the factor tables relative to early retirees benefits be updated or removed to eliminate the early retiree subsidy.

In spite of ATU agreeing to make these changes, these changes have still not been made. Recently, on October 26, 2023, I sent the below message to all the GGTARP Trustees via email:

“GGTARP Trustees,

Please request your plan professionals to add this to the agenda for the November GGTARP meeting. These changes were negotiated and agreed to by the ATU and the District in our MOU over six months ago. A pension plan that's at “DEFCON 1 or 2” should not be giving away money. Thanks.

*Denis Mulligan
General Manager
Golden Gate Bridge, Highway and Transportation District”*

The agenda to the November 16, 2023, GGTARP meeting did not include this item. Under public comment, I again, reminded the Plan Trustees of their fiduciary responsibilities and urged the Plan Trustees to hold a Special Meeting to take action to update the factor benefit tables to eliminate the spousal and early retiree subsidies. On December 4, 2023, I followed up with the below email:

“Chairperson Herrera,

I respectfully request that as the Chairperson of the Golden Gate Transit-Amalgamated Retirement Plan (GGTARP) Board you direct the GGTARP professionals to call a special meeting of the GGTARP Board with the following agenda item.

- *Adopt an amendment to GGTARP Plan to update Tables A, B, D, D-1 and D-2, as prepared by the Plan's Actuary, to remove current subsidies.*

Please let me know if you have any questions or need any additional information. Thanks.

*Denis Mulligan
General Manager
Golden Gate Bridge, Highway and Transportation District”*

UPDATE ON THE EFFORT TO IMPROVE THE FINANCIAL CONDITION OF THE GOLDEN GATE TRANSIT AMALGAMATED RETIREMENT PLAN (GGTARP) (continued)

I will keep the Board abreast of if, and when, these agreed to changes are implemented by GGTARP. In that regard, the next meeting of the GGTARP Board of Trustees will be held on Thursday, February 15, 2024, at 2:00 p.m. in the Muir Woods Conference Room located at 185 North Redwood Drive, San Rafael, CA 94903. On February 15, 2024, the GGTARP Trust Board met. The agenda included an item (agenda item #8) to remove the spousal subsidy, and the item passed. Please note that the removal of this subsidy was agreed to by the ATU when they signed a Tentative Agreement two years ago.

The unfunded early retiree subsidy continues.

The mismanagement of the pension plan for so long has led to its dire fiscal straits, and it necessitates changes beyond just the removal the early retiree and spousal subsidies. It will require additional contributions and more changes in benefits.

Fortunately, the ATU and the District have agreed to prepare a “Rehabilitation Plan”. Below is the relevant language from the MOU regarding this vital task, including the underlining as it appears in the signed Tentative Agreement:

“A pension working group composed of equal number of District GGTARP Trustees, Union GGTARP Trustees and attorneys for both sides will begin meeting immediately to discuss a rehabilitation plan to address future underfunding, akin to those required of jointly-trusted defined benefit pension plans in "endangered or critical funding status" under the Pension Protection Act. Experts will be brought in as needed for consultation and calculations of scenarios intended to bring longer term stability to the GGTARP. The District will cover the costs of any experts or consultants, and it will have the final authority to determine which expert/consultant is selected.”

The first step toward the development of the Rehabilitation Plan is to hire an actuary to advise the pension working group in the development of the Rehabilitation Plan. Request for Proposals No. 2023-D-106 for Actuary on ATU Pension Rehabilitation Plan (“RFP”) was issued on November 16, 2023. Proposals were received December 15, 2023. The Actuary firm will be on board for the first Rehabilitation Plan Working Group meeting scheduled for February 22nd.

UPDATE ON REPAIRS TO THE LARKSPUR FERRY TERMINAL BERTH 2 BOARDING RAMP HYDRAULIC CYLINDERS

Background

On November 20, 2023, the General Manager approved an emergency procurement, Contract No. 2023-F-111, with Valentine Corporation, in the amount of \$180,000, for repairs to the Larkspur Ferry Terminal Berth 2 boarding ramp hydraulic cylinders.

UPDATE ON REPAIRS TO THE LARKSPUR FERRY TERMINAL BERTH 2 BOARDING RAMP HYDRAULIC CYLINDERS (continued)

On October 9, 2023, Ferry Division staff discovered a crack at the base of one of the hydraulic cylinders at the Larkspur Ferry Terminal Berth 2 boarding ramp. There are two hydraulic cylinders at Berth 2 that support one end of the boarding ramp and also raise and lower the ramp to align with the different ferry vessel loading deck elevations. Detailed inspections were performed on October 9, 2023, by Engineering staff and Ferry Division staff on all the hydraulic cylinders at both Berths 1 & 2. The inspections revealed a crack at the Berth 2 western cylinder just above the support pile cap clevis attachments. It was determined that due to the size and location of the crack, the Berth 2 boarding ramp be taken out of operation until repairs could be made. Taking Berth 2 out of service has impacted Ferry Operations at Larkspur and has caused

interruptions to Ferry service. Service from Berth 2 has been diverted to Berth 1 or Berth 3, which is less efficient than service from Berth 2.

In accordance with Public Contract Code Section 22050 and the District’s Procurement Policy, the General Manager, on November 20, 2023, authorized an emergency procurement, Contract No. 2023-F-111, with Valentine Corporation to make repairs to the Berth 2 boarding ramp. The repairs include removing the two existing hydraulic cylinders, removing, furnishing and installing new base support brackets for the cylinders, and installing two District provided refurbished hydraulic cylinders. Engineering staff negotiated a price of \$180,000 for the repairs. On January 29, 2024, Valentine Corporation mobilized equipment and materials to the site and on January 30 and 31, 2024, completed the repairs. On February 5, 2024, Berth 2 was put back into service.

Fiscal Impact

Estimated cost for the repairs at Berth 2 hydraulic cylinders is \$195,000. The General Manager will continue to provide the Board with regular updates on the status and costs of this work.

DESCRIPTION OF ITEMS	COSTS
Berth 2 Repairs (Valentine Corporation)	\$180,000
District Staff Costs (estimated)	\$15,000
TOTAL COSTS	\$195,000

UPDATE ON SAN FRANCISCO FERRY TERMINAL RAMP REPAIR

On June 30, 2021, during a facility inspection at the San Francisco Ferry Terminal, a crack was discovered in one of the outer berth structural steel framing elements. Detailed inspections of both the inner and outer berth steel ramps were performed on July 6th and 7th, 2021 by District certified steel inspectors. The inspections revealed additional cracks in both the inner and outer berths after which both berths were red tagged and the terminal shut down.

In accordance with Public Contract Code Section 22050 and the District’s Procurement Policy, the General Manager, on July 14, 2021, authorized an emergency procurement, Contract No. 2021-F-049, with Moffatt & Nichol to perform a thorough damage assessment and structural analysis of the inner and outer berths in order to determine the cause of the cracks and the structural condition

UPDATE ON SAN FRANCISCO FERRY TERMINAL RAMP REPAIR (continued)

of the berths. On August 17, 2021, Moffatt & Nichol submitted a draft damage assessment report that identified deficiencies in the existing hydraulic lift system and possible vessel surge as contributing factors to the damage. On November 19, 2021, Staff executed the first amendment to Contract No. 2021-F-049 with Moffatt & Nichol to provide engineering design services and to prepare construction drawings and technical specifications associated with repairs to the inner berth. The District received the design documents on March 10, 2022 and applied for a permit with the Port of San Francisco on March 11, 2022. The District received the Port of San Francisco permit for construction on April 18, 2022.

In accordance with Public Contract Code Section 22050 and the District's Procurement Policy, the General Manager, on April 22, 2022, authorized an emergency procurement, Contract No. 2022-F-035, with Power Engineering Construction ("Power"), located in Alameda, CA, in the not to exceed amount of \$612,600 to perform repairs to the inner berth. On April 25, 2022, the District executed the second amendment to Contract No. 2021-F-049 with Moffatt & Nichol, in the amount of \$84,040 to provide construction engineering support services associated with construction Contract No. 2022-F-035.

Power completed the repairs to the inner berth concrete support beam. While performing the repairs, additional concrete spalls and deterioration in the concrete beam and the adjacent concrete deck slab were discovered. Power was directed to repair these areas and has completed all concrete repairs. Engineering requested and Power provided a price to perform the work. A change order in the amount of \$299,000 was executed for this extra work. Power completed fabrication and implementation of the ramp lifting system, blast cleaning and painting of the steel surfaces, and the steel crack repairs. During the repair work, additional steel cracks were discovered, and Power was directed to repair the cracks. Engineering requested and Power provided a price to perform the work. A change order in the amount of \$155,150 was executed for this extra work. All steel repairs have been completed. The ramp has been lowered back into place, hinge pins reinstalled, and the temporary lift system removed. All of the structural repairs to the San Francisco Ferry Terminal inner berth have been completed. The Port of San Francisco permit final inspection was signed on April 7, 2023. Final project documentation has been provided and this portion of the project is complete.

Moffatt & Nichol's damage assessment included recommendations for repairs and rehabilitation to the existing hydraulic lift system. Deficiencies in the hydraulic lift system were determined to be a contributing factor in causing the damage to the ramp. Ferry Operating staff determined that they are unable to perform the repairs. Engineering requested Moffatt & Nichol develop a scope of work and cost proposal for designing and preparing plans and specifications for rehabilitating the hydraulic system. The District executed the third amendment with Moffatt & Nichol in the amount of \$269,873, for the inner berth hydraulic system rehabilitation design. During field investigations of the berth hydraulic lift systems, it was determined that the hydraulic system for the gangplanks that extend from the boarding ramp to the vessels was also in poor condition. The investigation determined that the condition of the inner berth hydraulic gangplank system was similar to that of the hydraulic lift system and requires replacement. Engineering staff requested and Moffatt & Nichol prepared a scope of work and cost proposal for the design of the repairs. A fourth contract amendment, which includes a task in the amount of \$19,766, was executed with Moffatt & Nichol, for the replacement of the inner berth gangplank hydraulic system. On

UPDATE ON SAN FRANCISCO FERRY TERMINAL RAMP REPAIR (continued)

December 12, 2023, Moffatt & Nichol submitted the 100% design package for the inner berth hydraulic system repairs. District Engineering staff are reviewing the package.

As previously reported, the outer berth condition was determined to be worse than the inner berth and requires more extensive repairs. After the inner berth structural repairs were completed, Engineering staff and Moffatt & Nichol developed options for the outer berth repairs. Engineering staff requested and Moffatt & Nichol prepared a scope of work and cost proposal for the design of the outer berth repairs. The fourth contract amendment, which includes a task in the amount of \$336,374, was executed with Moffatt & Nichol for the outer berth structural and hydraulic systems repair final design and construction documents. On December 8, 2023, Moffatt & Nichol

submitted the outer berth 65% structural repair design package. On February 6, 2024, Moffatt & Nichol submitted the 100% design package for Port of San Francisco permit application. Staff is reviewing the submittal and preparing the permit application. Upon completion of the design, a construction contract will be issued for bids to implement the outer berth repairs. The fourth amendment total, including design of the inner berth gangplank hydraulics repairs and all outer berth repairs, is \$356,140.

Fiscal Impact

Current estimated costs to date for all activities related to the inner berth concrete and structural steel repairs are \$1,606,746. Estimated costs for the repairs to both the inner and outer berths are \$4,412,886. The General Manager will continue to provide the Board with regular updates on the status and costs of this work.

DESCRIPTION OF ITEMS	COSTS
Structural Analysis and Damage Assessment (Moffatt & Nichol)	\$43,634
Inner Berth Repair Design (Moffatt & Nichol)	\$98,610
Inner Berth Permitting Fees (Port of San Francisco)	\$13,570
Inner Berth Construction Repairs (Power Engineering)	\$612,600
Inner Berth Construction Change Order No. 2 – Additional Temporary Support and Concrete Repairs (Power Engineering)	\$299,000
Inner Berth Construction Change Order No. 3 –Additional Steel Repair (Power Engineering)	\$155,150
Inner Berth Engineering Construction Support (Moffatt & Nichol))	\$84,040
Inner Berth Quality Assurance Inspections (ISI)	\$30,269
Inner Berth Hydraulic Lift System Repair Design (Moffatt & Nichol)	\$269,873
Inner Berth Hydraulic Gangplank System Repair Design (Moffatt & Nichol)	\$19,766
Outer Berth Repair Design	\$336,374
Outer Berth Permitting Fees (estimated)	\$50,000
Outer Berth Construction Repairs (estimated)	\$2,000,000
Outer Berth Engineering Construction Support (estimated)	\$200,000
Outer Berth QA Inspections (estimated)	\$100,000
District Staff Costs (estimated)	\$100,000
TOTAL COSTS	\$4,412,886

PRESENTATIONS BY DISTRICT STAFF FOR THE MONTH OF JANUARY

District staff made the following speeches and/or presentations:

PRESENTATION TO:	DATE:	PRESENTED BY:
CTW-Conference-HRTP Challenges	January 27, 2024	Director of Transportation, Krystalyn O’Leary, Bus Division
CTW-Conference Work-Life Balance	January 27, 2024	Bus Operator and Apprenticeship Coordinator, Richard Diaz, Bus Division
Passenger Vessel Association	January 30, 2024	Ferry Program Manager, Jennifer Doherty, Ferry Division

SPECIAL EVENT/EXPRESSIVE ACTIVITY REQUESTS

Below are the dates and sponsoring agencies of special events and expressive activities for which permits have been sought. The following applications were received since last reported to the Board in the January 26, 2024, Report of the General Manager:

Event Date	Event Title	Location	Type*	Expected No. Participants
May 19, 2024	National Eucharistic Congress Pilgrimage	East Sidewalk	EX	1,000 – 2,000

*Permit Types: EX – Expressive Activity and SE – Special Event

VEHICLE TRAFFIC INCIDENTS FOR THE MONTH OF JANUARY

For the month of January, there were the following vehicle traffic incidents to report:

Vehicle Traffic Incident	Vehicles	Injuries	Fatalities	Location
SS - Side Swipe	2	3	0	Plaza
HB - Hit Barrier	1	0	0	Waldo
HB - Hit Barrier	1	0	0	Bridge
HB - Hit Barrier	1	0	0	Plaza
HB - Hit Barrier	1	0	0	Bridge
C - Collision	1	1	0	Waldo
HB - Hit Barrier	1	0	0	Plaza
HB - Hit Barrier	1	1	0	Bridge
HB - Hit Barrier	1	0	0	Bridge
HB - Hit Barrier	1	1	0	Doyle
HB - Hit Barrier	1	0	0	Waldo
HB - Hit Barrier	1	0	0	Waldo
TOTAL	13	6	0	

BICYCLE INCIDENTS FOR THE MONTH OF JANUARY

For the month of January, there were the following bicycle incidents to report:

Bicycle Incidents	Bicycles	Injuries	Fatalities	Location
BB – Bicycle/Bicycle	2	1	0	Bridge
SO - Solo	1	1	0	Bridge
TOTAL	3	2	0	

FERRY BICYCLE COUNTS THROUGH THE MONTH OF JANUARY

Ferry Bicycle Counts through the month of January are as follows:

Larkspur Southbound Bicycle Counts	
2019 Annual Total	29,828
2020 Annual Total	7,422
2021 Annual Total	4,716
2022 Annual Total	13,312
2023 Annual Total	15,453
January 2024	994

*The Larkspur January bicycle count was 994

Sausalito Southbound Bicycle Counts	
2019 Annual Total	95,590
2020 Annual Total	9,415
2021 Annual Total	8,845
2022 Annual Total	64,952
2023 Annual Total	64,852
January 2024	2,218

*The Sausalito January bicycle count was 2,218

Tiburon Southbound Bicycle Counts	
2022 Annual Total	9,204
2023 Annual Total	9,481
January 2024	371

*The Tiburon January bicycle count was 371

Angel Island Northbound Ferry Bicycle Counts	
2021 (December service start) Annual Total	39
2022 Annual Total	4,807
2023 Annual Total	4,556
January 2024	113

*The Angel Island January bicycle count was 113

RETIREMENT OF WILLIE B. GIBSON, FACILITIES AND EQUIPMENT SUPERINTENDENT, BRIDGE DIVISION

It is my privilege to announce that Facilities and Equipment Superintendent Willie Gibson retired on February 6, 2024, after 32 years, 4 months and 24 days of service with the District.

Mr. Gibson joined the District on September 13, 1991, as a Temporary Part-Time Laneworker and was promoted to Facilities and Equipment Superintendent on November 17, 2015. Mr. Gibson has held the following positions: Laborer, Chief Laborer and Carpenter prior to being promoted to his current position.

During his career with the District, Mr. Gibson was Employee of the Month in September 1995 and in August 2010. He also graduated from the Dominican University leadership program in 2015. Prior to working for the District, Mr. Gibson worked for CCB Roofing in Oakland, CA and as a framing contractor in Fremont, CA.

We wish Mr. Gibson a long and happy retirement.

RETIREMENT OF KEITH NUNN, DIRECTOR OF FLEET AND FACILITIES, BUS DIVISION

It is my privilege to announce that the Director of Fleet and Facilities Keith Nunn retired on February 5, 2024, after twenty-eight years, 5 months and 29 days of service with the district.

Mr. Nunn joined the District as a Bus Mechanic in August 1995. During his career Mr. Nunn was promoted to Chief Mechanic, Superintendent of Fleet & Facilities and to his current position of Director of Maintenance for the Bus Division.

Mr. Nunn has represented the district several times at the Annual APTA International Bus Roadeo with several competitive finishes including a distinguished 2nd in the nation. He was selected Employee of the Month for February 2003. Mr. Nunn has been instrumental in the implementation of the District's Enterprise Asset Management System (Maximo), and he has been an alternate member of the joint labor/management safety committee. Developing a working knowledge of fuel cell technology since 2010, Mr. Nunn represented the district in a joint Bay Area Zero Emission Bus demonstration project.

Always striving to learn, Mr. Nunn also has received certifications from the Project Leadership Program at Dominican College, the Managers Academy at the District and holds various certificates of technical training. Beyond his work at Golden Gate Transit, Mr. Nunn also serves as the Chairman of the Bay Area Regional Transit Association (RTA), a member of the Zero Emission Bus Resource Alliance (ZEBRA), and a member of the California Transit Association's (CTA) Maintenance Committee.

Prior to joining the District, Mr. Nunn served as an apprenticeship mechanic at Greyhound Bus Lines in San Francisco. In his free time, Mr. Nunn enjoys UTV and motorcycle off-road riding, camping and outdoor activities.

We wish Mr. Nunn a long and happy retirement.

PRESENTATION OF TWENTY-FIVE YEAR SERVICE AWARD TO WILSON WING SHU LAU, DIRECTING CIVIL ENGINEER, DISTRICT DIVISION

We are pleased to announce that Directing Civil Engineer Wilson Wing Shu Lau celebrated twenty-five years of service with the District on February 1, 2024.

Mr. Lau joined the District on February 1, 1999.

EMPLOYEE OF THE MONTH – FEBRUARY 2024

After reviewing nominations submitted by District employees, the Employee of the Month Committee selected Human Resources Analyst Avninder Khaira in the District Division as the Employee of the Month for February 2024.

Ms. Khaira is recognized for consistently demonstrating exceptional professionalism, a positive attitude and a genuine willingness to help others. In particular, she is a vital resource to the Bus Division, working closely with department managers to fill critical position vacancies with qualified candidates. Ms. Khaira always makes herself available to answer questions, provides timely updates on recruitments, and attends meetings and job fairs to support recruiting activities.

Ms. Khaira also plays an integral and active role in the Golden Gate Bus Coach Operator Apprenticeship Program (GGAP) and the Sonoma-Marin Bus Operator Pre-Apprenticeship Program. These innovative programs are essential to recruiting, training, and retaining a talented workforce of bus operator apprentices to meet the growing demand for transit services as we continue to transition out of the pandemic. In her role, she collaborates with the Bus Division's Operations and Safety & Training Departments, as well as with the full-time Bus Operator Apprenticeship Coordinator, to facilitate activities supporting workforce development of new and existing staff in the Bus Division. Which includes, assisting candidates needing support with their applications and promptly answering questions. She participates in coordination meetings with Local Educational Agency (LEA) partners, such as the College of Marin (COM) and Santa Rosa Junior College (SRJC), offering information, support, and guidance on Human Resources related issues. Ms. Khaira also aids in all other recruitments within the Bus Division, assisting managers with reviewing and editing updated job descriptions for upcoming recruitments. She also takes time to guide newer managers unfamiliar with NeoGov on the software program's abilities pertinent to their recruitment needs.

Of special note, Ms. Khaira's colleagues share that she epitomizes the essence of a team-player, always eager to support the Bus Division. And that she possesses an exemplary genuinely kind attitude in her work, always striving to meet the needs of others, even if it demands extra effort or an innovative approach to problem solving. Having this level of collaboration with the Human Resources department and receiving tremendous support from both Ms. Khaira and Ms. Michelle Purugganan, means Bus Division staff can focus on the tasks at hand. The Bus Division mentors, apprenticeship coordinator, training, maintenance, and operations staff consistently praise Ms. Khaira for her contributions. She truly exemplifies District Values.

Ms. Khaira joined the District on May 16, 2022, as a Human Resources Analyst. Prior to joining the District, she was a Temporary Human Resources Analyst at Wollborg Michelson (working with the District as a client), and prior to that was the Human Resources Coordinator/Manager at

EMPLOYEE OF THE MONTH – FEBRUARY 2024 (continued)

Senior Helpers, Clovis, CA.

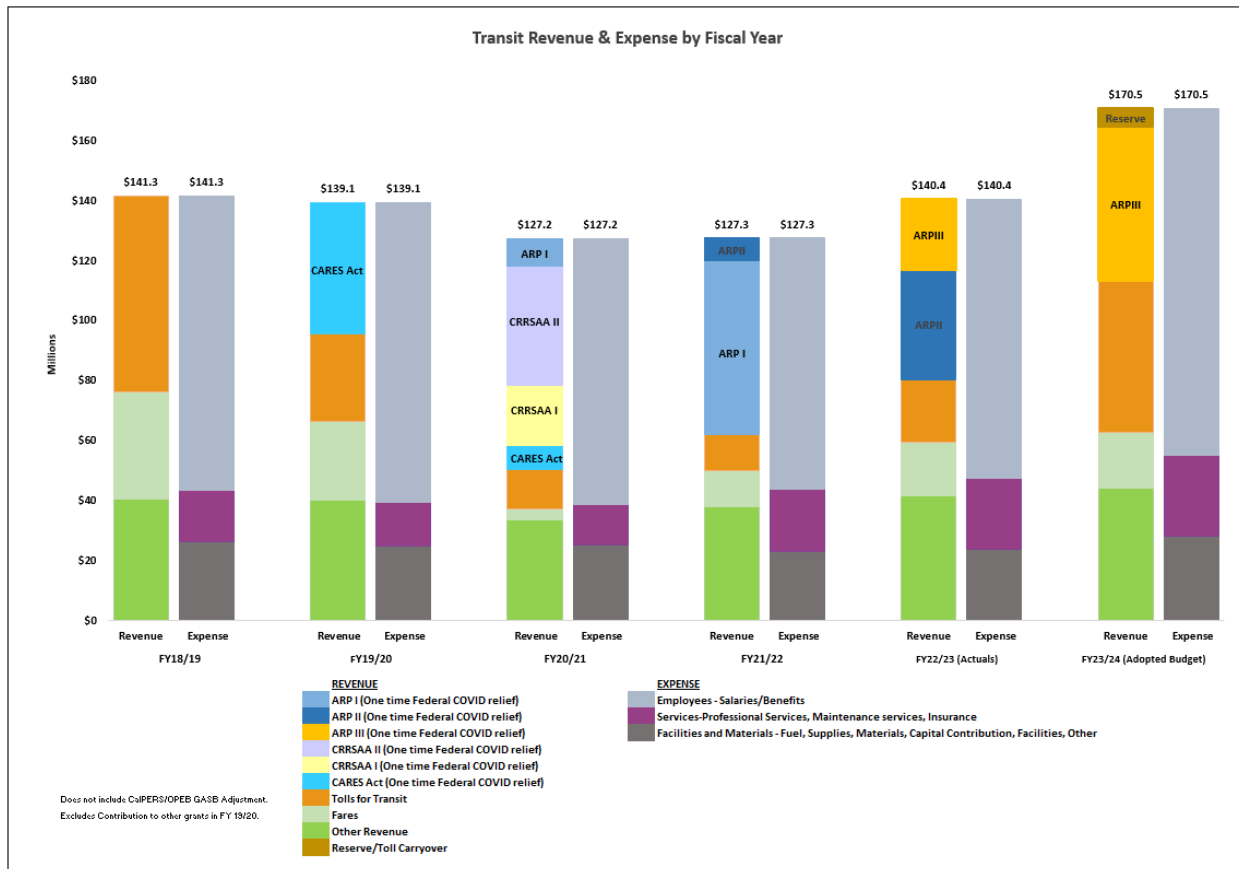
Ms. Kharia was born in Woodland Hills, CA and has a B.A. in Psychology from the University of California, Davis. Ms. Khaira also has a Human Resource Management and Human Relations Certificate from Fresno City College. She is a resident of Fairfield, CA where she lives with her husband Sourav Kumar. In her spare time, she enjoys road trips, traveling, spending time with family and her cat.

Denis J. Mulligan
General Manager

DJM:jb

Attachment: 2024-0222-FinanceComm-No7-Attachment C – Transit Funding & Expense Comparison

2024-0222-FinanceComm-No7-Attachment C – Transit Funding & Expense Comparison



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