

GOLDEN GATE BRIDGE, HIGHWAY AND TRANSPORTATION DISTRICT

RESOLUTION NO. 2013-024

APPROVE A CHANGE TO THE TUITION REIMBURSEMENT POLICY

March 8, 2013

WHEREAS, the Golden Gate Bridge, Highway and Transportation District's (District) Tuition Reimbursement Policy has provided tuition reimbursement for eligible employees up to \$500.00 annually, including books and other required course materials for more than 20 years; and,

WHEREAS, a survey of local public sector tuition reimbursement policies has revealed that tuition reimbursement amounts have increased in recent years to between \$750.00 and unlimited reimbursement annually, determined by approval of the employee's academic or certification program, with transportation organizations typically ranging from \$1,000.00 to \$4,000.00 annually; and,

WHEREAS, since 2005, only 55 employees have taken advantage of the District's Tuition Reimbursement Program (Program), with several employees having completed their college degree programs and others having used tuition funds to improve computer skills or to attain certification in various fields; and,

WHEREAS, given that an average of approximately ten employees participate in the Program annually, the fiscal impact of an increase in the maximum tuition reimbursement amount of \$1,500.00 annually is expected to be approximately \$10,000.00; and,

WHEREAS, the Rules, Policy and Industrial Relations Committee/Committee of the Whole, at its meeting of March 8, 2013, has so recommended; now, therefore be it

RESOLVED that the Board of Directors of the Golden Gate Bridge, Highway and Transportation District (Board) hereby approves a change in the reimbursement policy for the Tuition Reimbursement Program from a maximum of \$500.00 annually to \$1,500.00 annually; and, be it further

RESOLVED that requisite funds are available in the District Division Operating Budget and that future years will be budgeted accordingly.

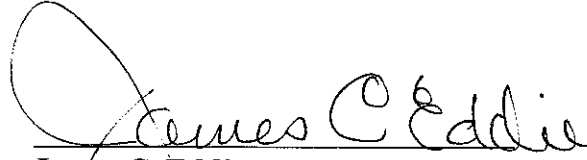
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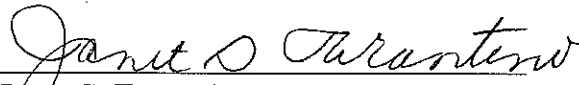
ADOPTED this 8th day of March 2013, by the following vote of the Board of Directors:

AYES (14): Directors Arnold, Campos, Cochran, Fredericks, Pahre, Rabbitt, Reilly, Sears, Snyder, Sobel, Theriault and Wiener; First Vice President Grosboll; President Eddie

NOES (0): None

ABSENT (2): Director Moylan; Second Vice President Stroeh


James C. Eddie
President, Board of Directors

ATTEST: 
Janet S. Tarantino
Secretary of the District