

GOLDEN GATE BRIDGE, HIGHWAY AND TRANSPORTATION DISTRICT

RESOLUTION NO. 2012-069

**APPROVE ACTIONS RELATIVE TO A REORGANIZATION
IN THE ENGINEERING DEPARTMENT**

October 12, 2012

WHEREAS, the needs of the Golden Gate Bridge, Highway and Transportation District (District) and the role and responsibilities of its Engineering Department (Department) have changed and increased through the years, requiring the Department to adapt by making changes to its structure; and,

WHEREAS, to adequately respond to the increasing workload, the District Engineer, who has recently been appointed by the Board of Directors to serve as one of its Officers, has evaluated the Department staffing levels and structure and developed a reorganization proposal that will streamline the Department's operations and that will better align the position qualifications and responsibilities with the increased level of knowledge, skills and experience required for various facets of the Department's work; and,

WHEREAS, implementation of the recommended changes will effect a more operationally efficient Department structure within the present budget constraints and with the least operational disruption, while drawing on the knowledge, experience, skills and talents of the current Department staff; and,

WHEREAS, the Rules, Policy and Industrial Relations Committee/Committee of the Whole, at its meeting of October 12, 2012, has so recommended; now, therefore, be it

RESOLVED that the Board of Directors (Board) of the Golden Gate Bridge, Highway and Transportation District (Board) hereby approves a reorganization in the Engineering Department, as follows:

1. Position Additions
 - a. One Supervising Civil Engineer position, with an annual salary range of \$121,763.00 to \$147,139.00,
 - b. Three Associate Engineering Inspector positions, with an annual salary range of \$73,652.00 to \$89,024.00,
 - c. One Administrative Assistant/Engineering position, with an annual salary range of \$55,243.00 to \$66,768.00,
 - d. One Engineering Contracts Assistant position, with an annual salary range of \$55,243.00 to \$66,768.00, and
 - e. One Engineering Document Control Assistant, with an annual salary range of \$55,243.00 to \$66,768.00 annually.

RESOLUTION NO. 2012-069

BOARD OF DIRECTORS MEETING OF OCTOBER 12, 2012

PAGE 2

2. Position Reclassifications

- a. Associate Civil Engineer position, with an annual salary range of \$92,040.00 to \$111,238.40 to Senior Facilities Engineer, with an annual salary range of \$102,772.00 to \$124,176.00, subject to meet and confer sessions with the affected bargaining unit,
- b. Engineering Contracts Administrator position, with an annual salary range of \$73,652.80 to \$89,864.00 to Engineering Contracts Officer, with an annual salary range of \$90,646.00 to \$109,533.00, subject to meet and confer sessions with the affected bargaining unit,
- c. Office Coordinator/Engineering position, with an annual salary range of \$51,187.50 to \$61,873.50 to Engineering Contracts Assistant, with an annual salary range of \$55,243.00 to \$66,768.00, subject to meet and confer sessions with the affected bargaining unit, and
- d. Engineering Office Manager position, with an annual salary range of \$60,801.00 to \$73,456.50 to Engineering Document Control Assistant, with an annual salary range of \$55,243.00 to \$66,768.00.

3. Position Deletions

- a. One vacant Senior Civil Engineer position, with an annual salary range of \$102,773.00 to \$118,435.00, subject to meet and confer sessions with the affected bargaining unit,
- b. One vacant Associate Steel Inspector position, with an annual salary range of \$73,653.00 to \$89,024.00, subject to meet and confer sessions with the affected bargaining unit,
- c. One vacant Engineering Technician, with an annual salary range of \$73,653.00 to \$89,024.00, subject to meet and confer sessions with the affected bargaining unit,
- d. One vacant Associate Paint Inspector position, with an annual salary range of \$73,653.00 to \$89,024.00, subject to meet and confer sessions with the affected bargaining unit, and
- e. Four Office Specialist positions, with an annual salary range of \$48,633.00 to \$58,754.00, subject to meet and confer sessions with the affected bargaining unit and with the understanding that the effective date of this change will occur no earlier than February 2013.

4. Position Salary Range Adjustment

- a. Salary range adjustment for the Deputy District Engineer position from an annual salary range of \$133,411.20 to \$161,262.40 to an annual salary range of \$140,025.00 to \$169,208.00;

RESOLVED that the Board hereby approves the above-stated changes in the Engineering Department, with the understanding that fringe benefit costs are not included in the salary ranges stated above for the position additions, position reclassifications, position deletions and position salary range adjustment; and, be it further

RESOLVED that the Board hereby approves the above-stated Engineering Department changes to the District's Table of Organization, attached hereto; and, be it further

RESOLVED that the costs associated with the above-stated Engineering Department changes will be permanently offset through the future annual budget processes.


RESOLUTION NO. 2012-069
BOARD OF DIRECTORS MEETING OF OCTOBER 12, 2012
PAGE 3

ADOPTED this 12th day of October 2012, by the following vote of the Board of Directors:

AYES (15): Directors Arnold, Chu, Cochran, Fredericks, Moylan, Pahre, Rabbitt, Renée, Sears, Snyder, Sobel, Stroeh and Theriault; First Vice President Eddie; President Reilly
NOES (1): Second Vice President Grosboll
ABSENT (3): Directors Campos, Elsbernd and Mar



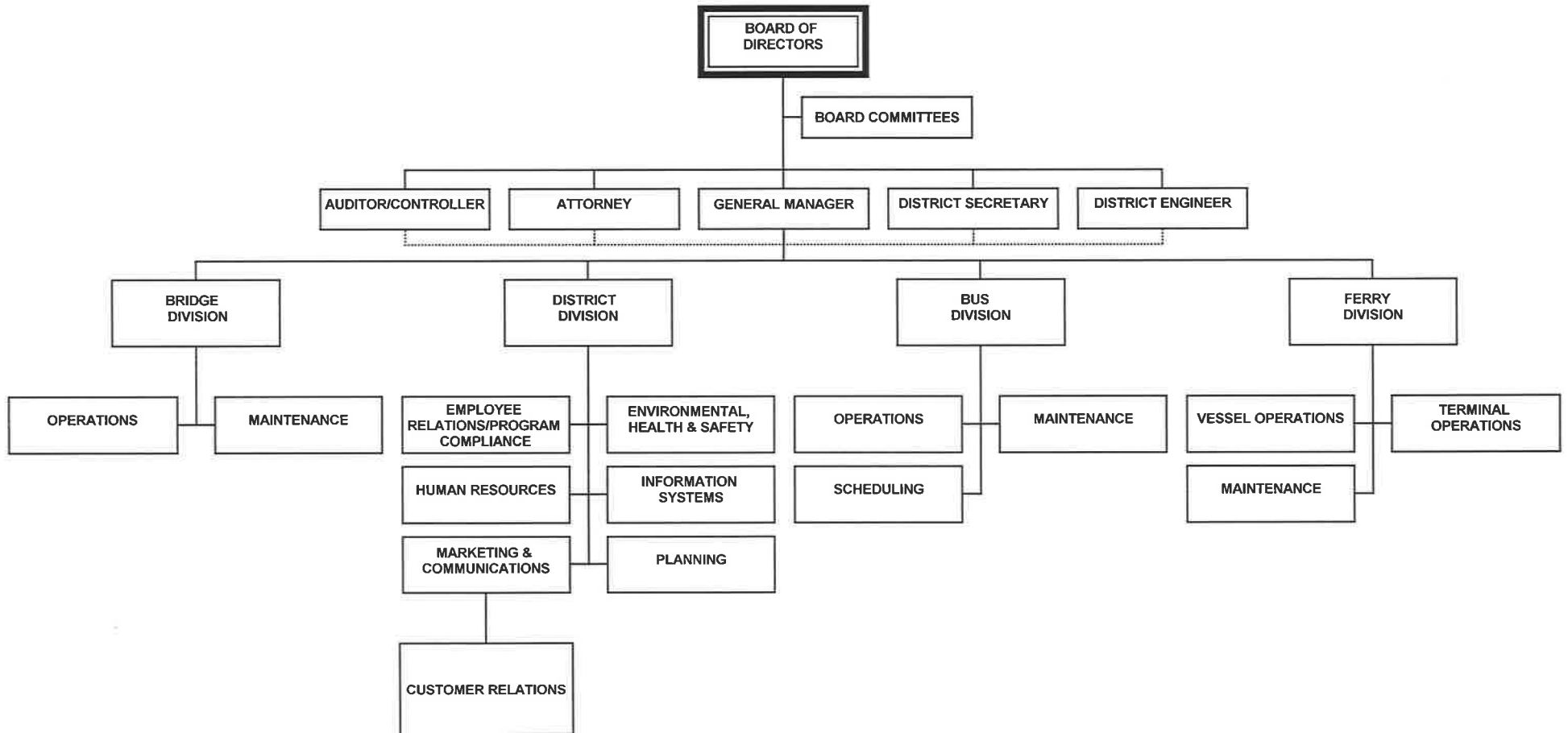
Janet Reilly
President of the Board of Directors

ATTEST: 

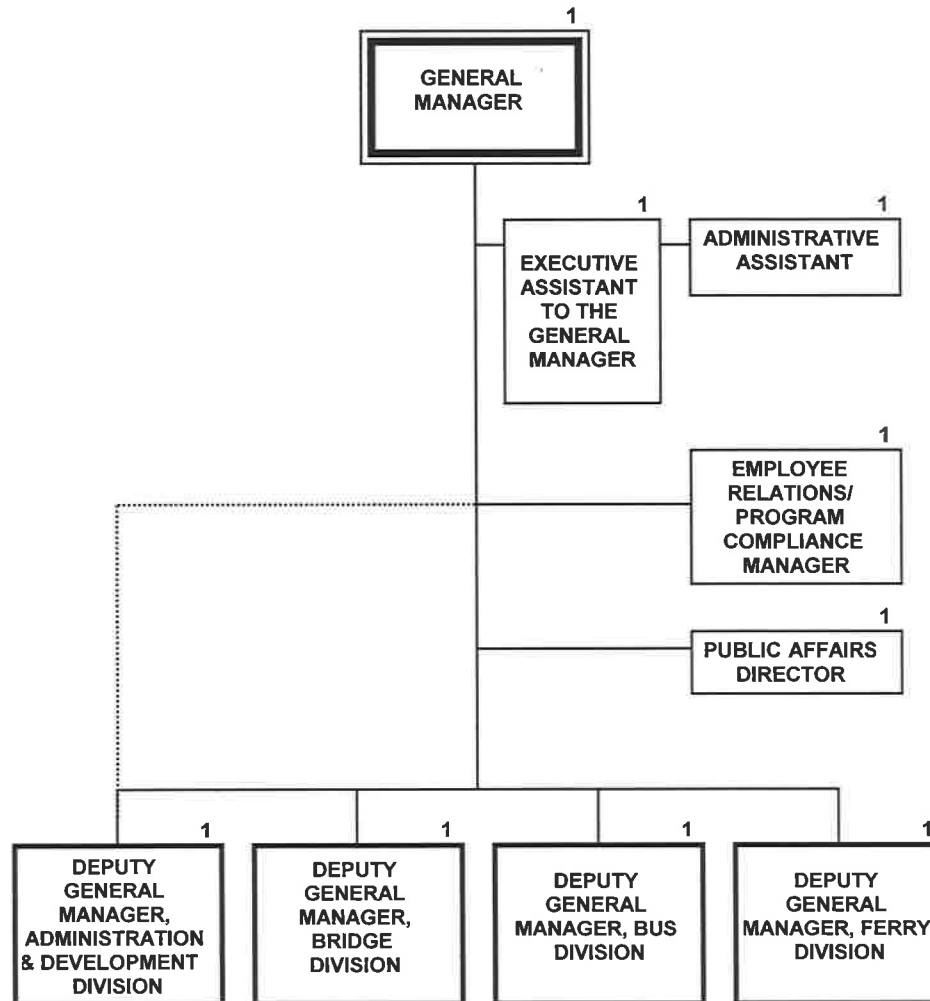
Janet S. Tarantino
Secretary of the District

Attachment: *Table of Organization*

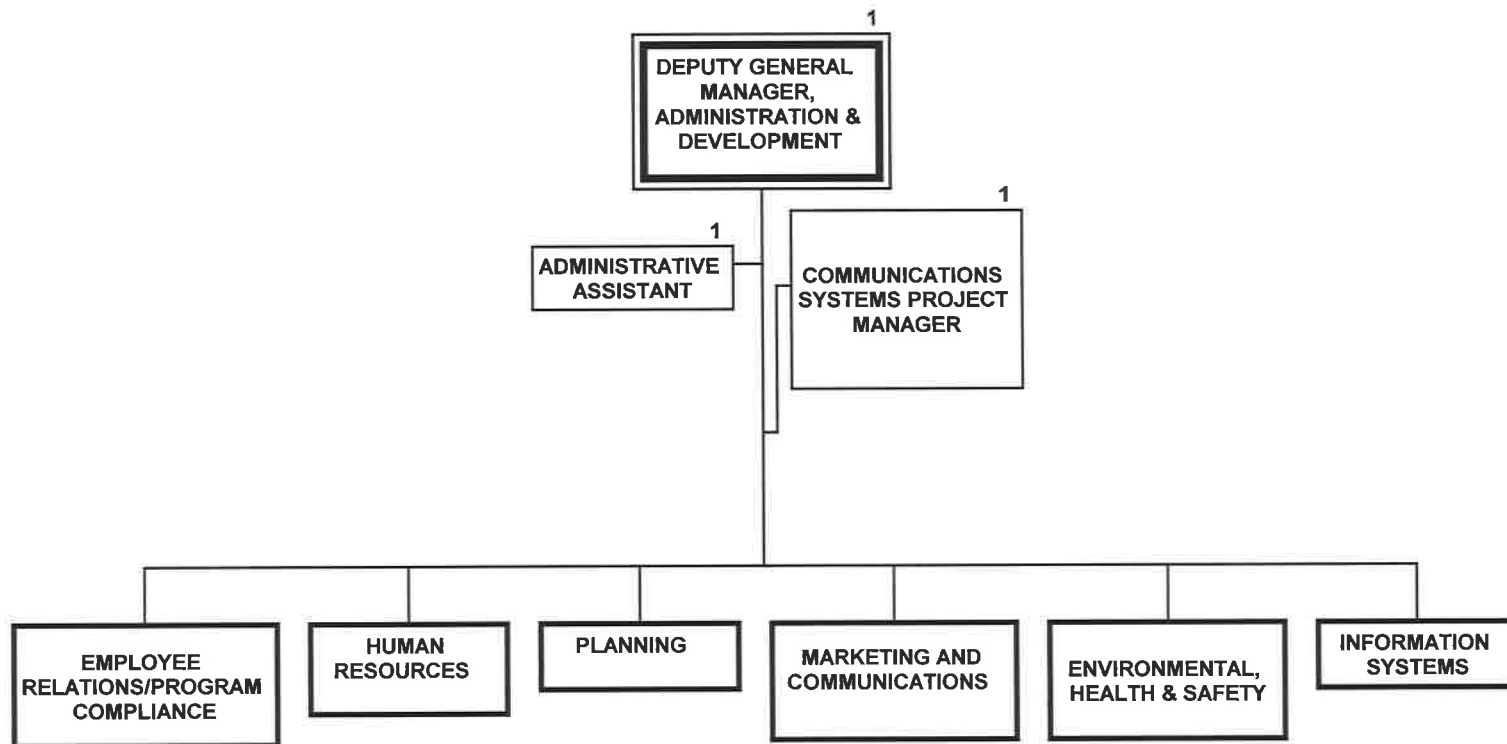
GOLDEN GATE BRIDGE BRIDGE, HIGHWAY AND TRANSPORTATION DISTRICT ORGANIZATION CHART



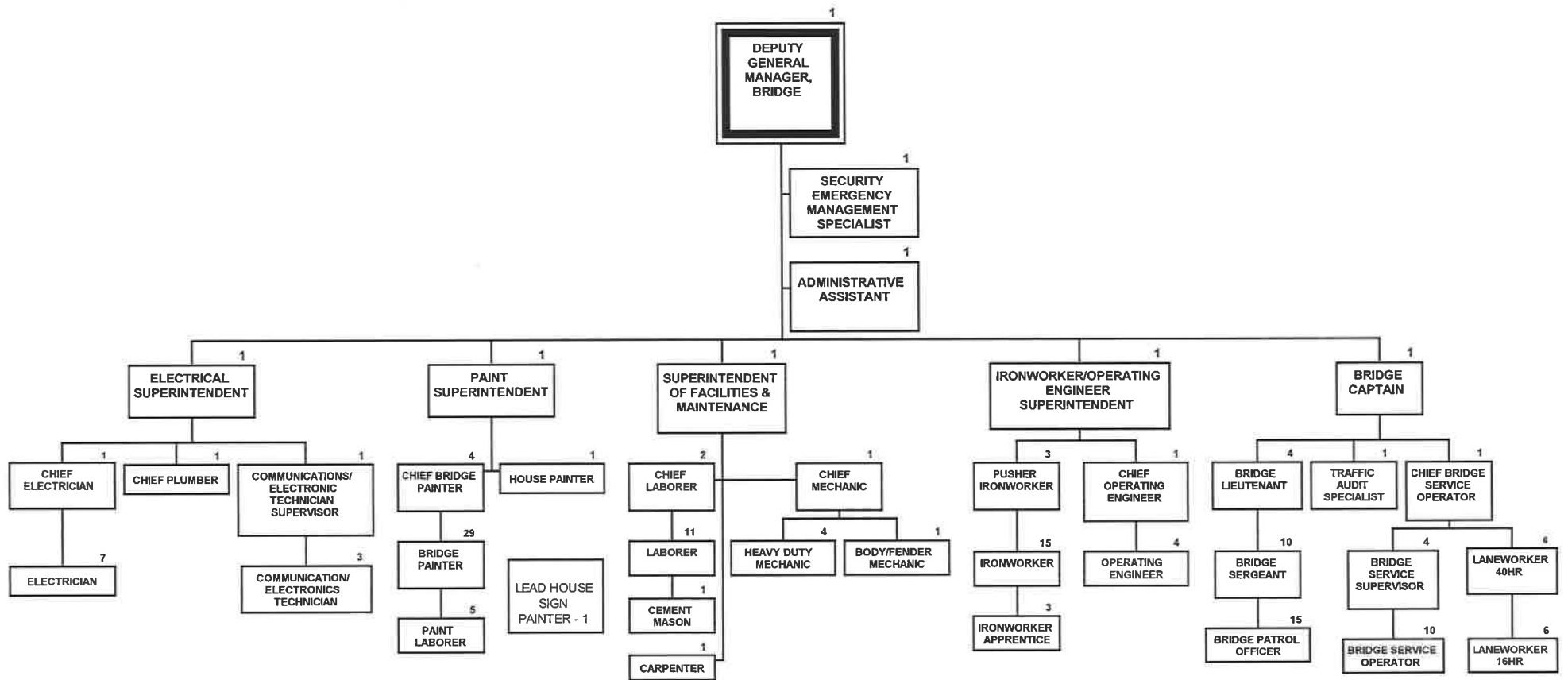
GENERAL MANAGER'S OFFICE



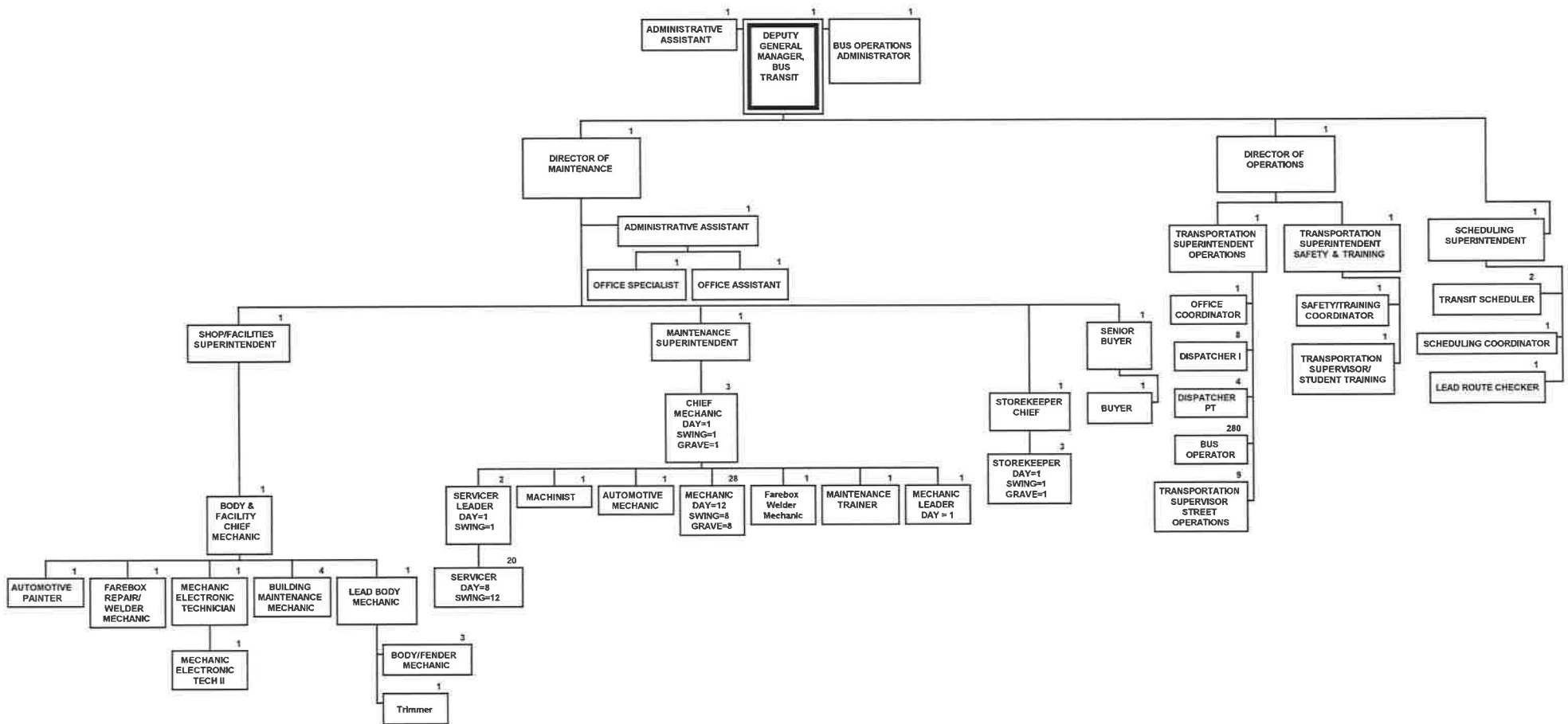
ADMINISTRATION AND DEVELOPMENT



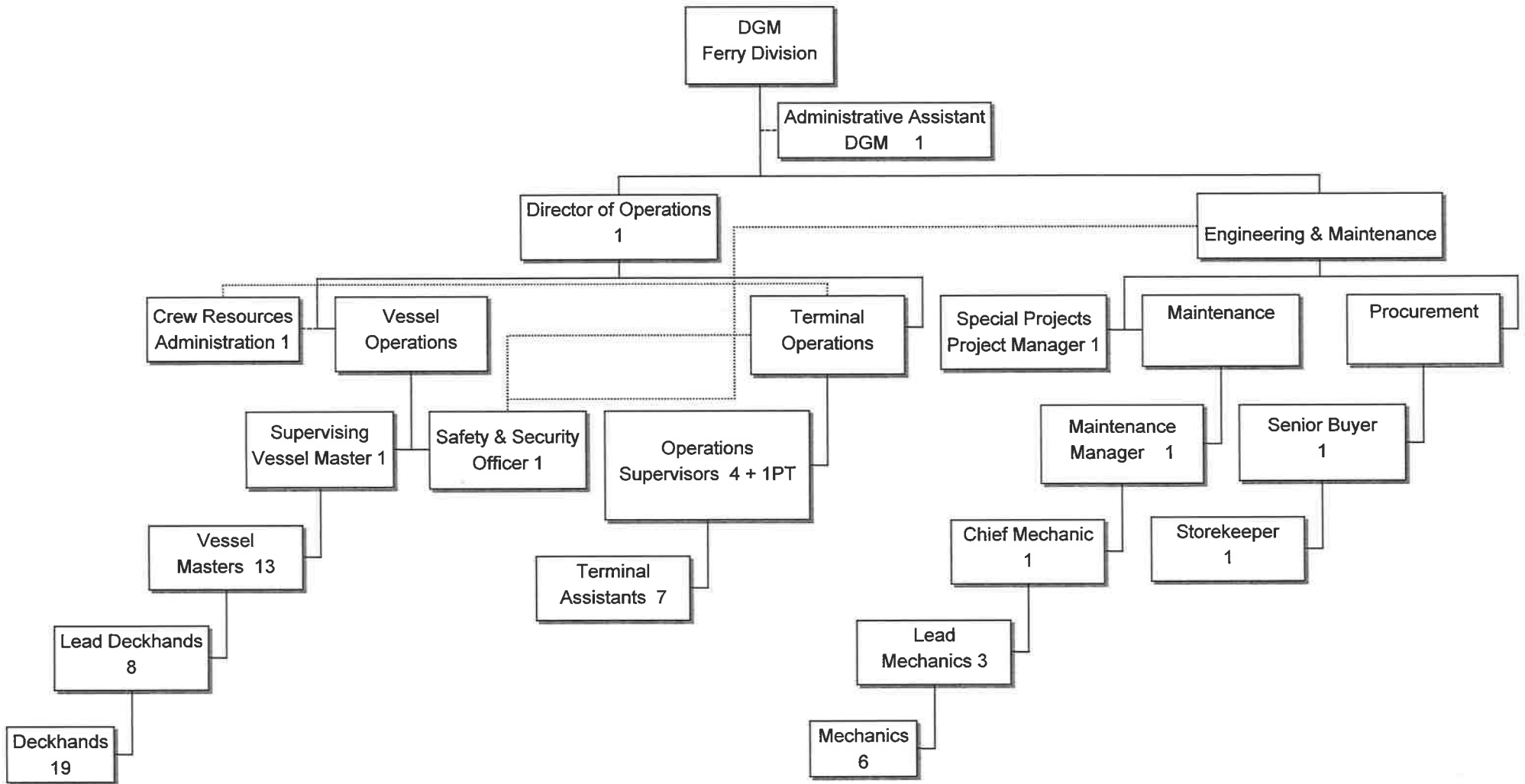
BRIDGE DIVISION



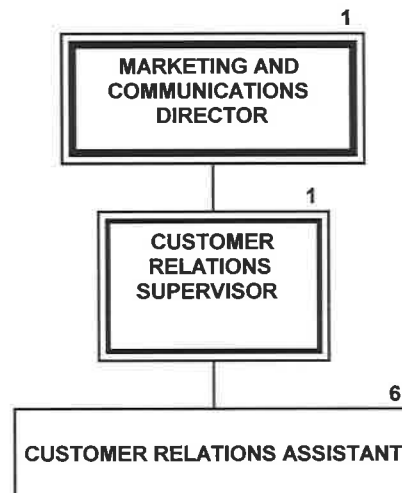
BUS DIVISION



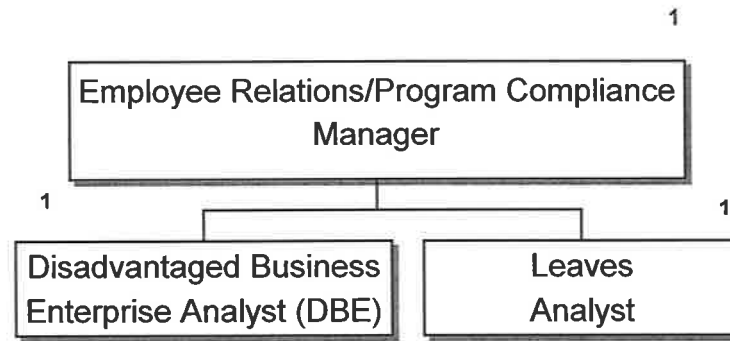
Ferry Division Organization Chart



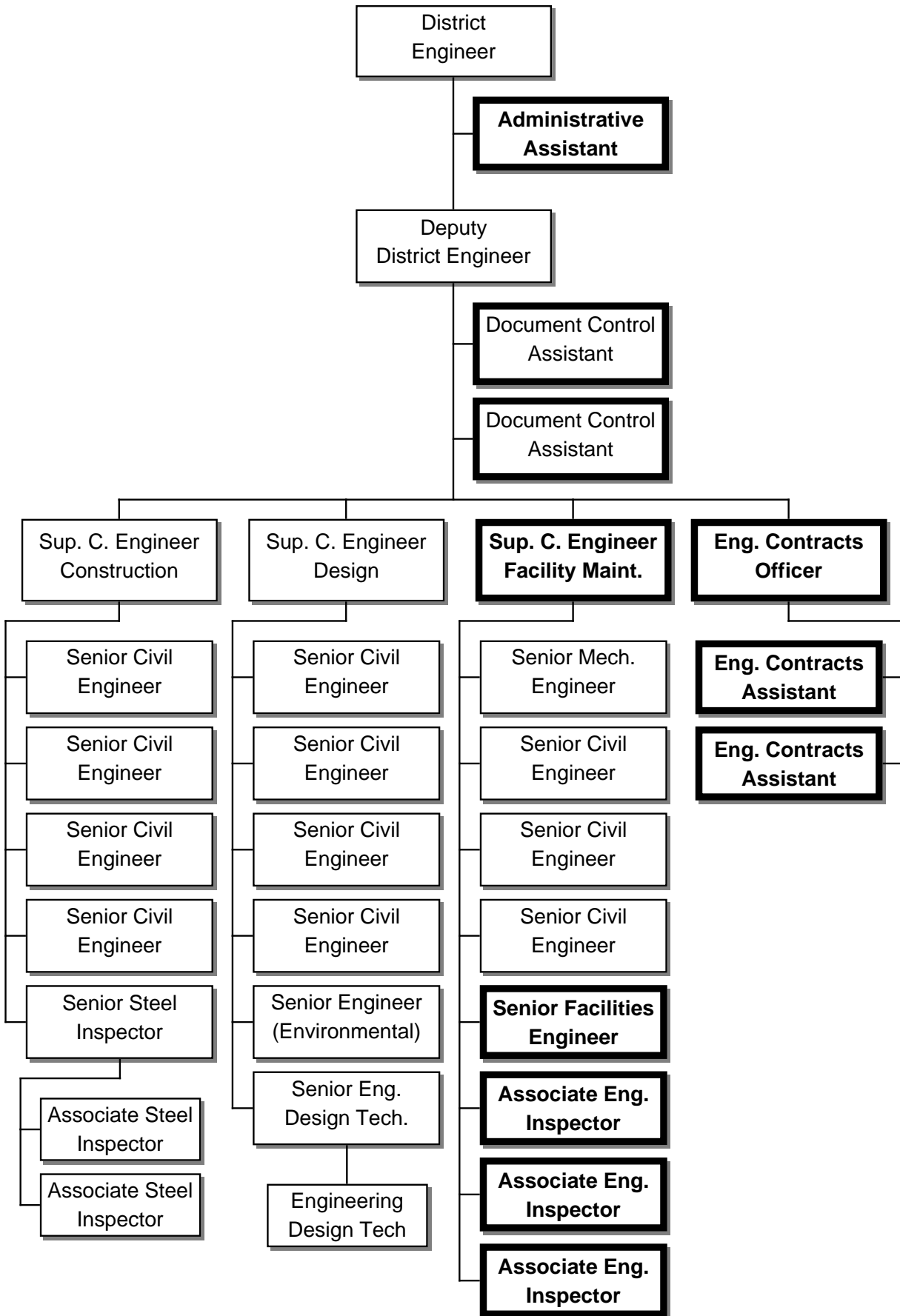
CUSTOMER RELATIONS



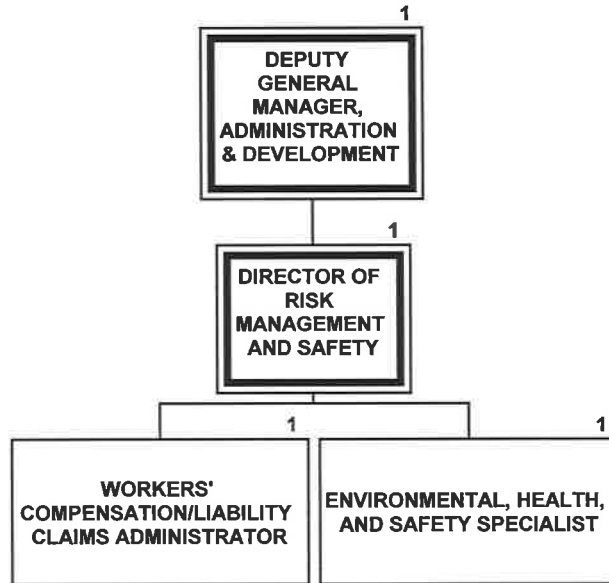
EMPLOYEE RELATIONS/PROGRAM COMPLIANCE DEPARTMENT



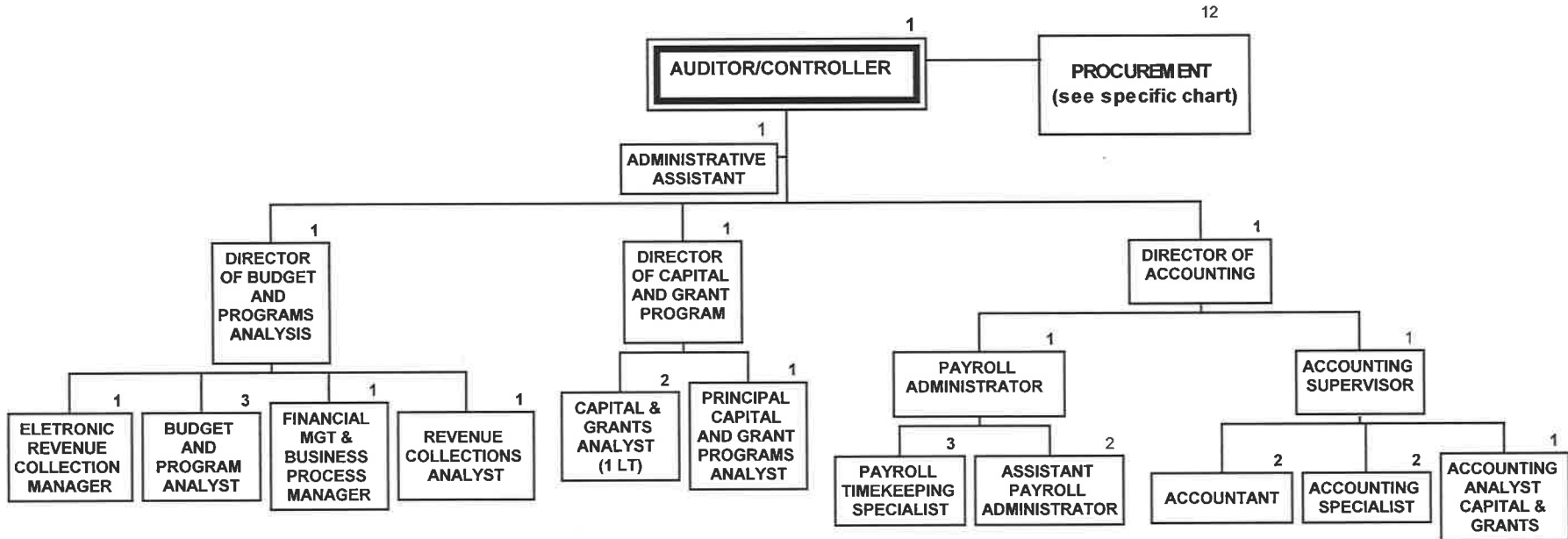
ENGINEERING DEPARTMENT



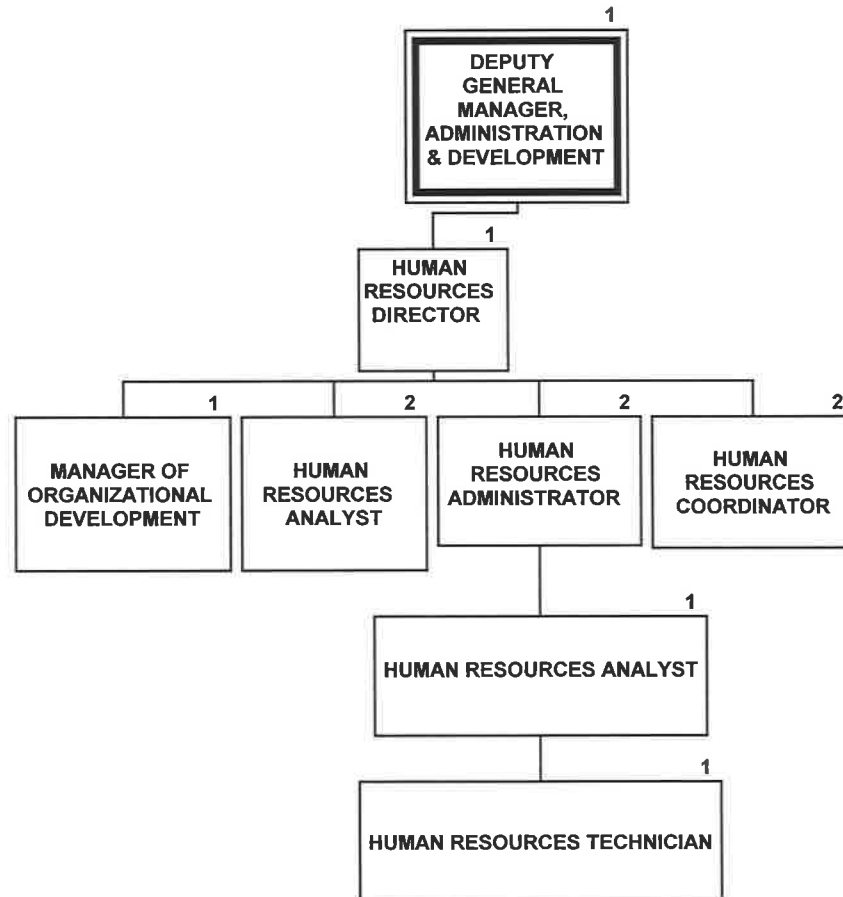
ENVIRONMENTAL HEALTH AND SAFETY DEPARTMENT



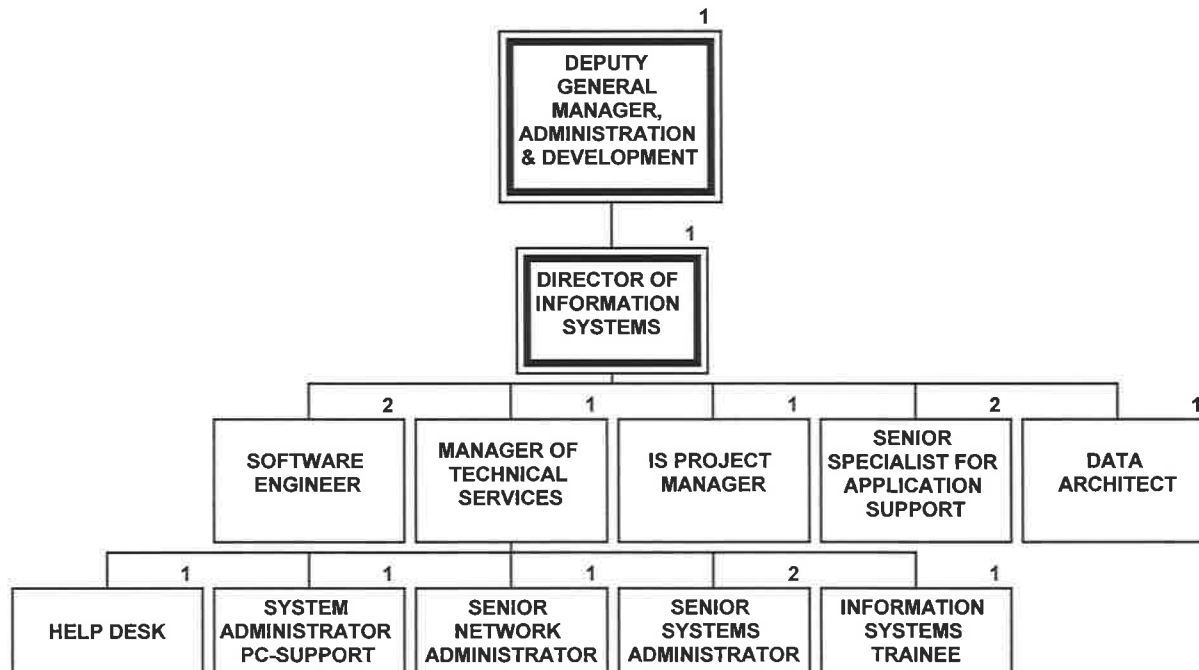
FINANCE DEPARTMENT



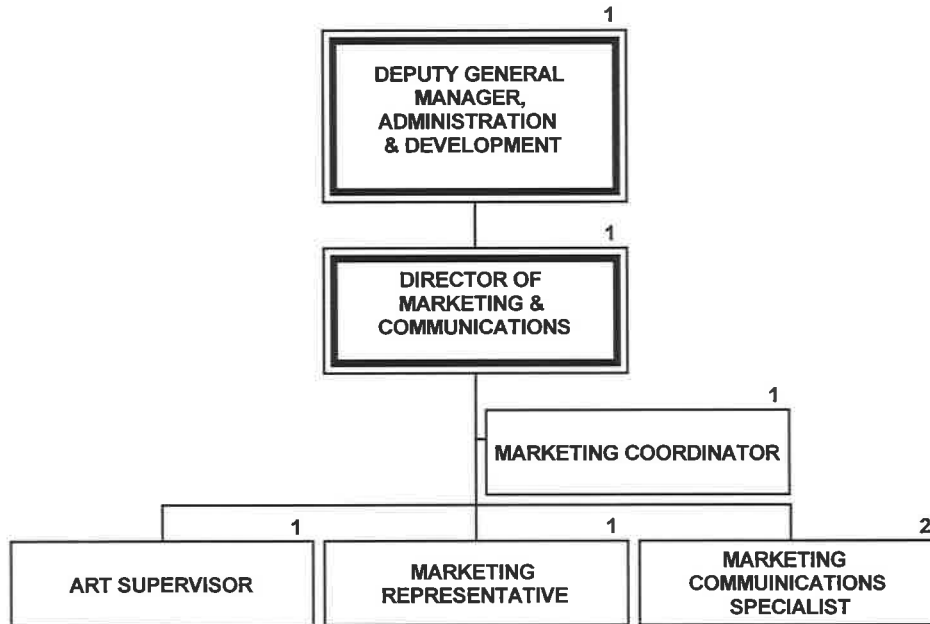
HUMAN RESOURCES DEPARTMENT



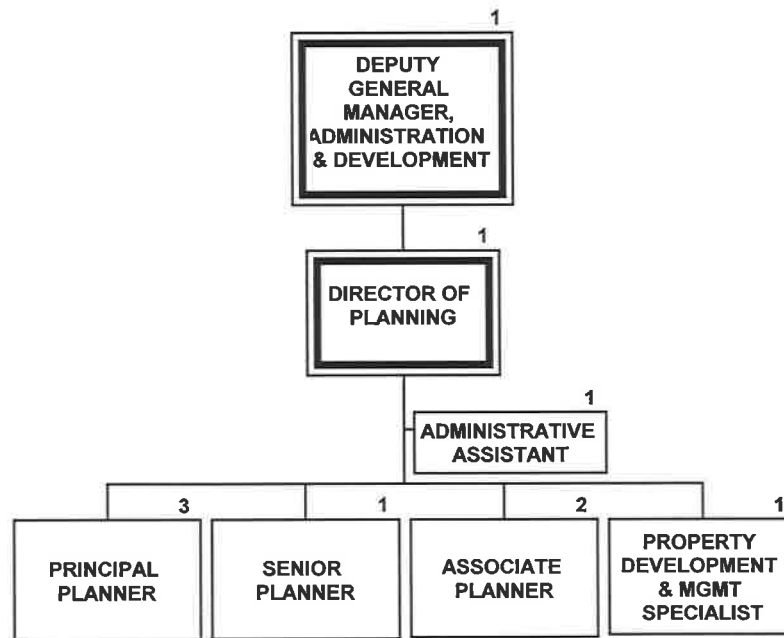
INFORMATION SYSTEMS DEPARTMENT



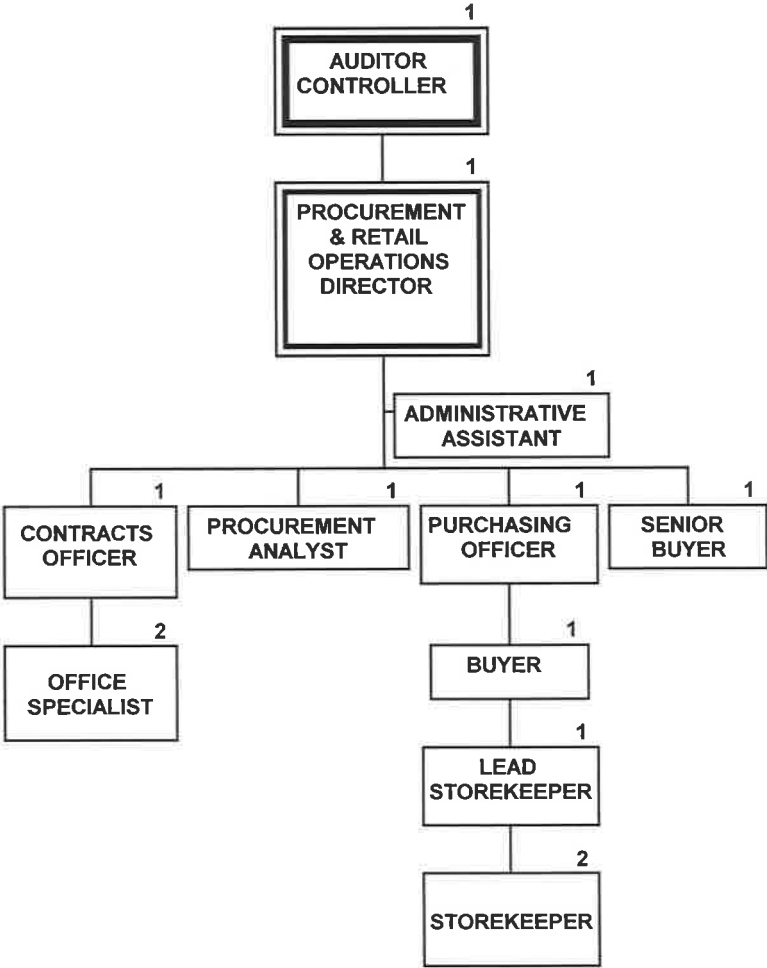
MARKETING & COMMUNICATIONS DEPARTMENT



PLANNING DEPARTMENT



PROCUREMENT



SECRETARY OF THE DISTRICT

