

GOLDEN GATE BRIDGE, HIGHWAY AND TRANSPORTATION DISTRICT

RESOLUTION NO. 2012-070

**APPROVE ACTIONS RELATIVE TO
A REORGANIZATION IN THE HUMAN RESOURCES DEPARTMENT
OF THE ADMINISTRATION AND DEVELOPMENT DIVISION**

October 12, 2012

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

WHEREAS, to adequately respond to the increasing workload, the Deputy General Manager of Administration and Development, who has recently been promoted to serve in this capacity, has evaluated the Human Resources Department staffing levels and structure and developed a reorganization proposal to streamline the Department's operations 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 of the Golden Gate Bridge, Highway and Transportation District (Board) hereby approves a reorganization in the Human Resources Department of the Administration and Development Division, as follows:

1. New Department within the Administration and Development Division
 - a. Establishes an Employee Relations/Program Compliance Department (Program Compliance Department) in the Administration and Development Division.
2. Position Additions
 - a. One Employee Relations/Program Compliance Manager, with an annual salary range of \$89,466.00 to \$108,147.00,
 - b. One Human Resources Coordinator, with an annual salary range of \$51,188.00 to \$61,874.00, and
 - c. One Human Resources Technician position, with an annual salary range of \$55,244.00 to \$66,768.00.

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3. Position Reclassifications
 - a. One Disadvantaged Business Enterprise Administrator position, with an annual salary range of \$78,702.00 to \$95,140.50 to Disadvantaged Business Enterprise Analyst, with an annual salary range of \$70,415.00 to \$85,137.00, to be transferred from the Human Resources Department to the Program Compliance Department, and
 - b. One Human Resources Analyst position, with an annual salary range of \$66,319.50 to \$80,145.00 to Leaves Analyst, with an annual salary range of \$70,415.00 to \$85,137.00, from the Human Resources Department to the Program Compliance Department.
4. Position Deletions
 - a. One Administrator of Employee Relations and Diversity Programs position, with an annual salary range of \$78,702.00 to \$95,140.50,
 - b. One full-time Office Specialist position, with an annual salary range of \$48,633.00 to \$58,753.50, and
 - c. One part-time Office Specialist position, with an annual salary range of \$48,633.00 to \$58,753.50.
5. Position Re-titles
 - a. One part-time Human Resources Management Analyst position (30.0 hours per week) to one full-time Human Resources Administrator position (37.5 hours per week), with no change in the annual salary range, and
 - b. One Benefits Administrator position to Human Resources Administrator position, with no change in the annual salary range.
6. Position Transfer
 - a. Transfer the supervision of the Organizational Development and Training Manager position from the Deputy General Manager for Administration and Development to the Human Resources Director; and, be it further

RESOLVED that the Board hereby above-stated Human Resources Department changes in the Administration and Development Division, 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 a position transfer; and, be it further

RESOLVED that the Board hereby approves the above-stated Human Resources Department changes in the Administration and Development Division to the District's Table of Organization, attached hereto; and, be it further

RESOLVED that the costs associated with the above-stated Human Resources Department changes in the Administration and Development Division will be funded with salary savings in the FY 12/13 Budget; and, be it further

RESOLVED that future years will be budgeted accordingly.

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


AYES (16): Directors Arnold, Chu, Cochran, Fredericks, Moylan, Pahre, Rabbitt, Renée, Sears, Snyder, Sobel, Stroeh and Theriault; Second Vice President Grosboll; First Vice President Eddie; President Reilly

NOES (0): None

ABSENT (3): Directors Campos, Elsbernd and Mar



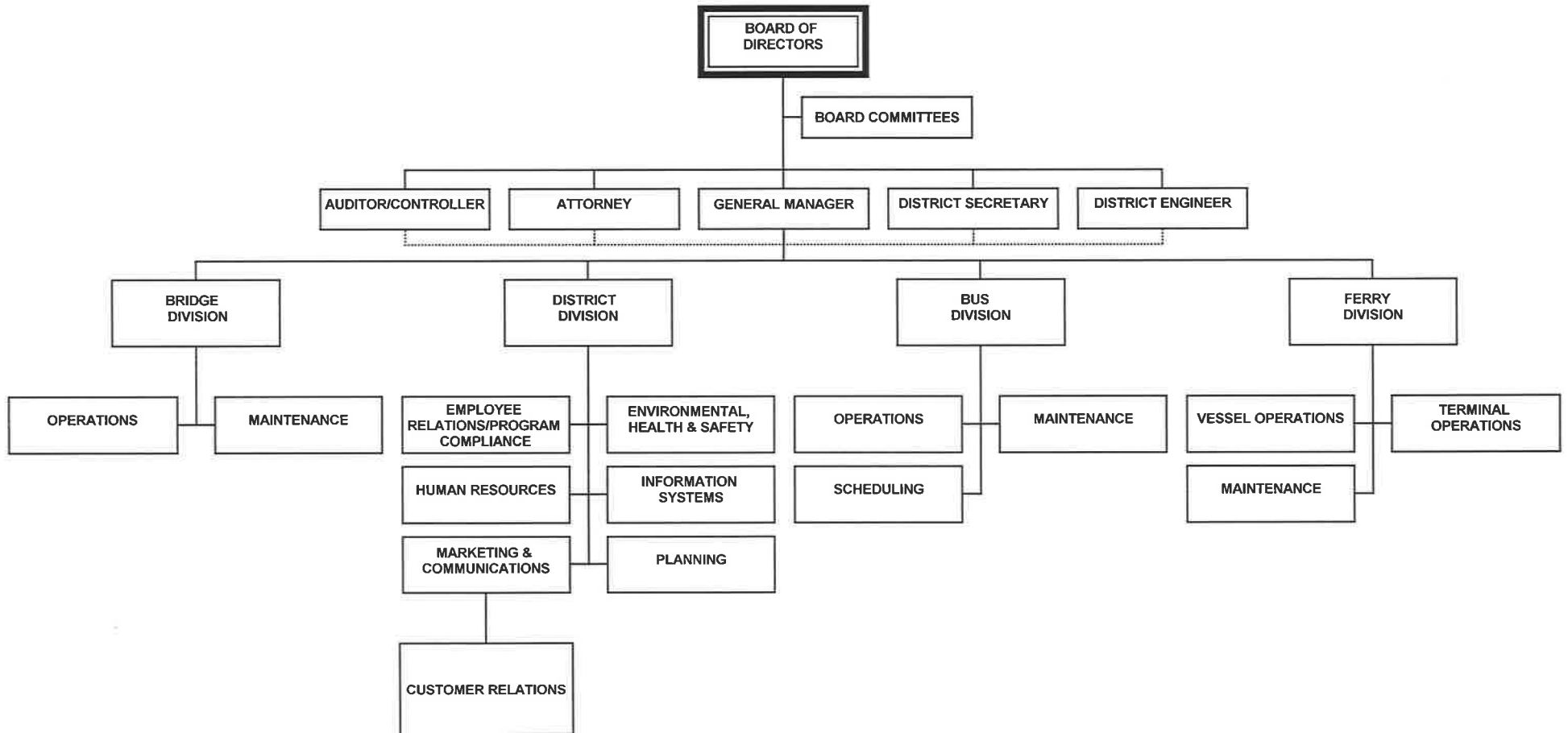
Janet Reilly
President of the Board of Directors

ATTEST: 

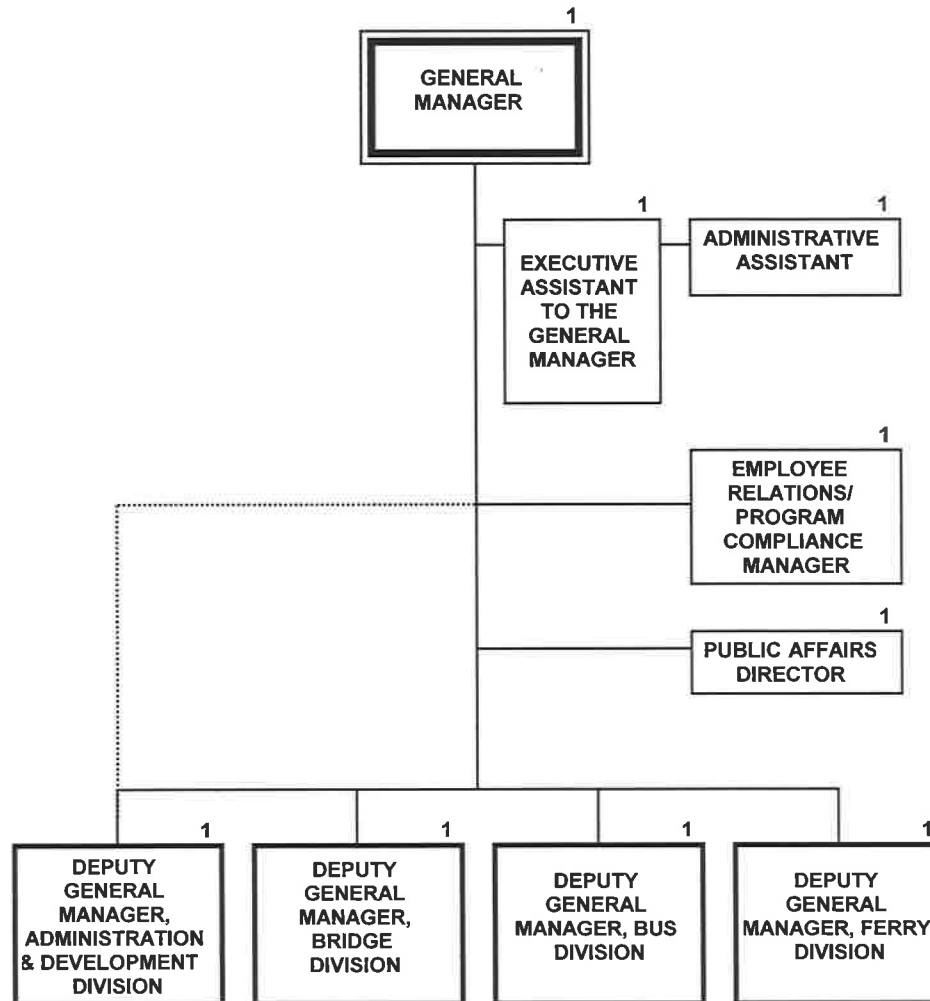
Janet S. Tarantino
Secretary of the District

Attachment: *Table of Organization*

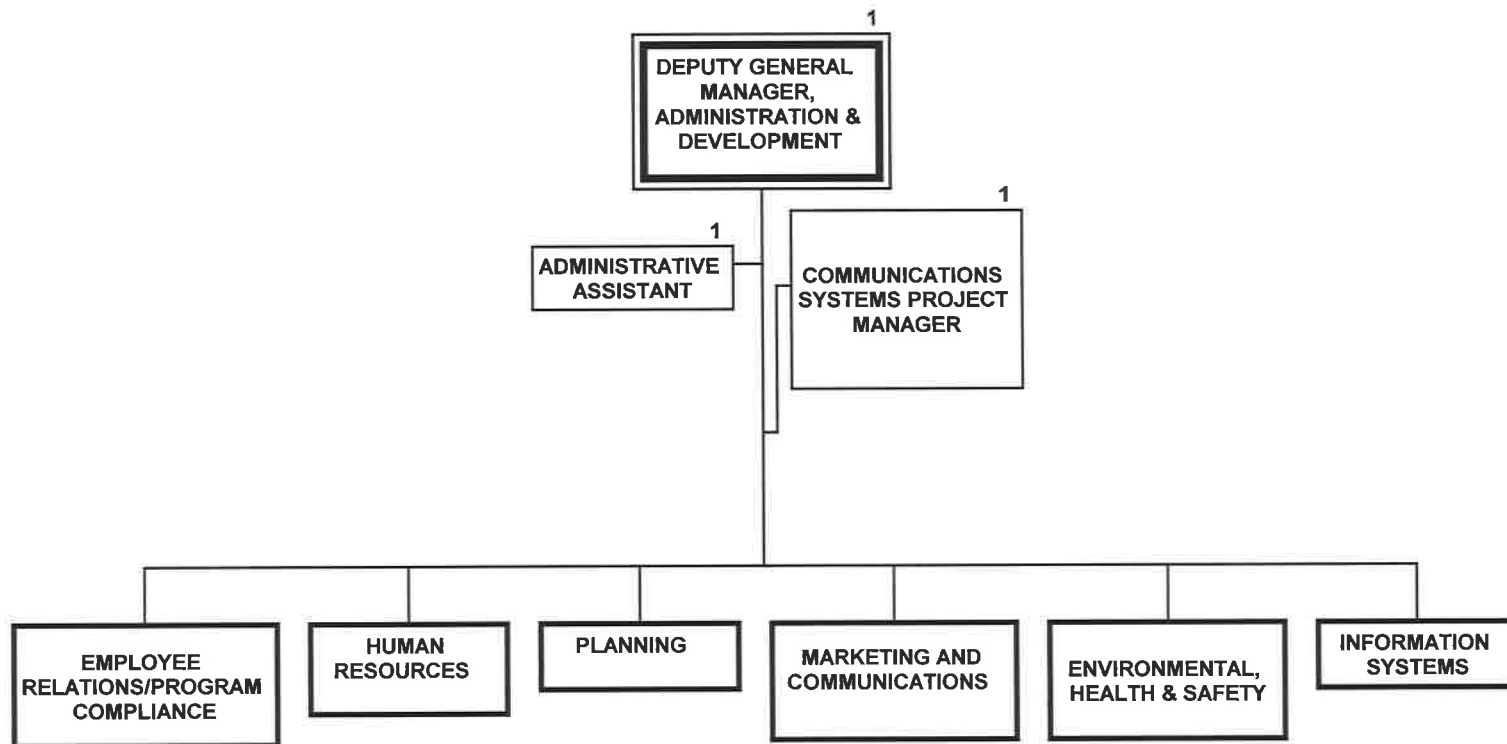
GOLDEN GATE BRIDGE BRIDGE, HIGHWAY AND TRANSPORTATION DISTRICT ORGANIZATION CHART



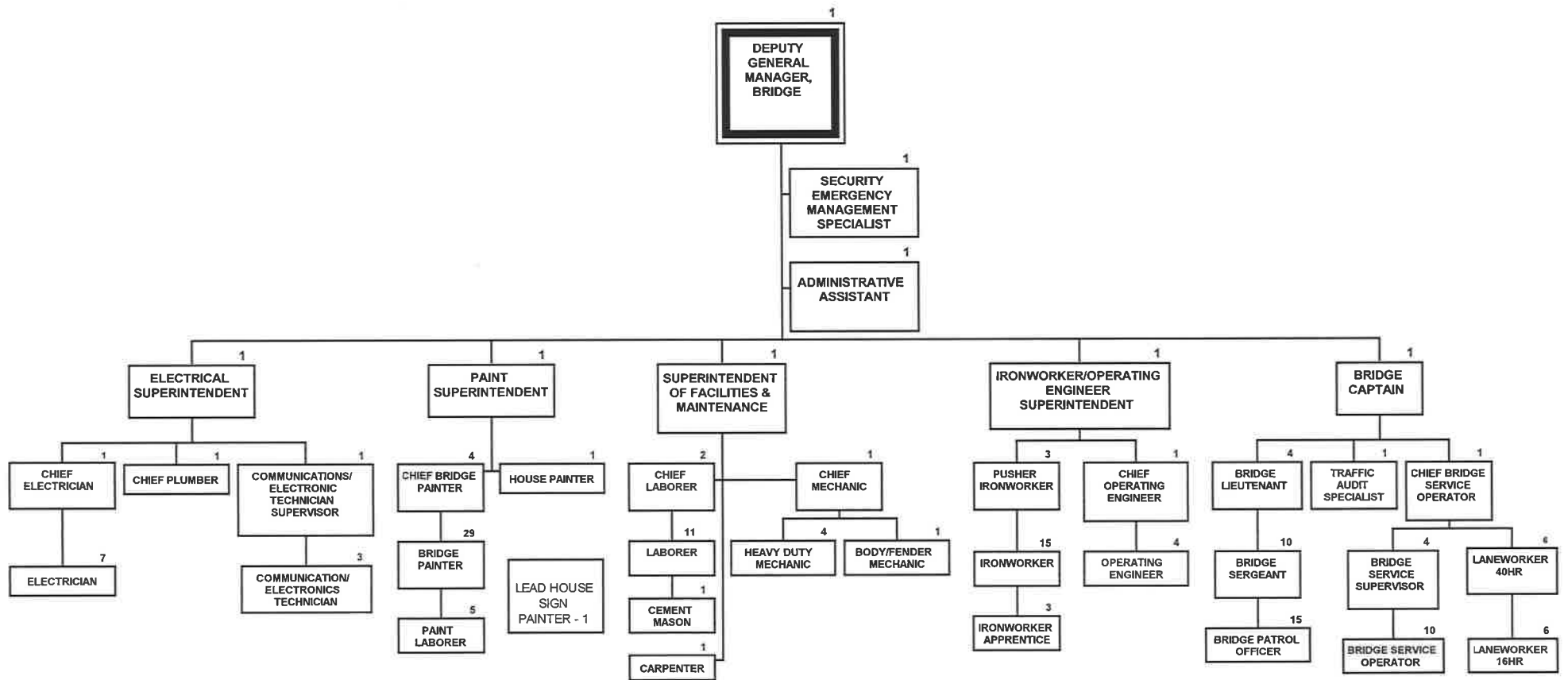
GENERAL MANAGER'S OFFICE



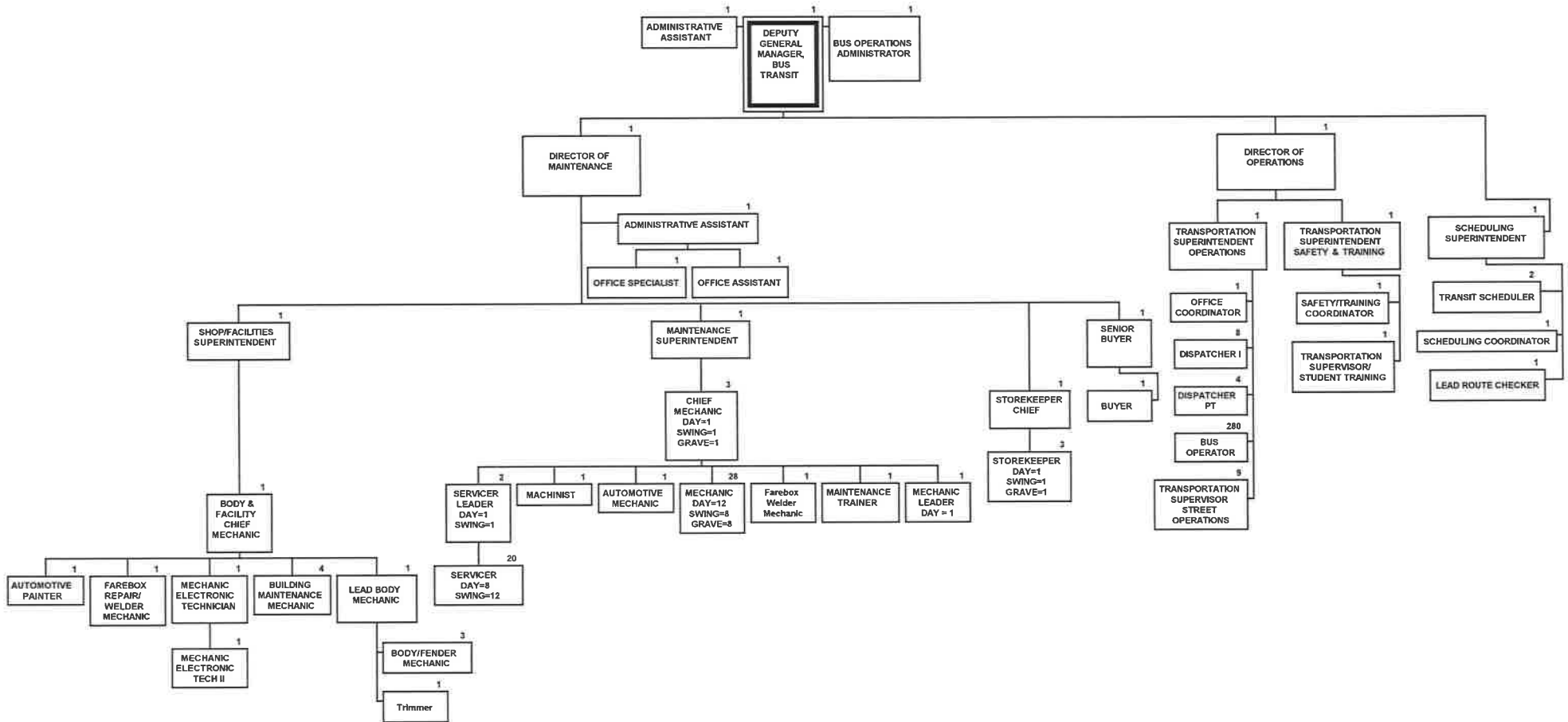
ADMINISTRATION AND DEVELOPMENT



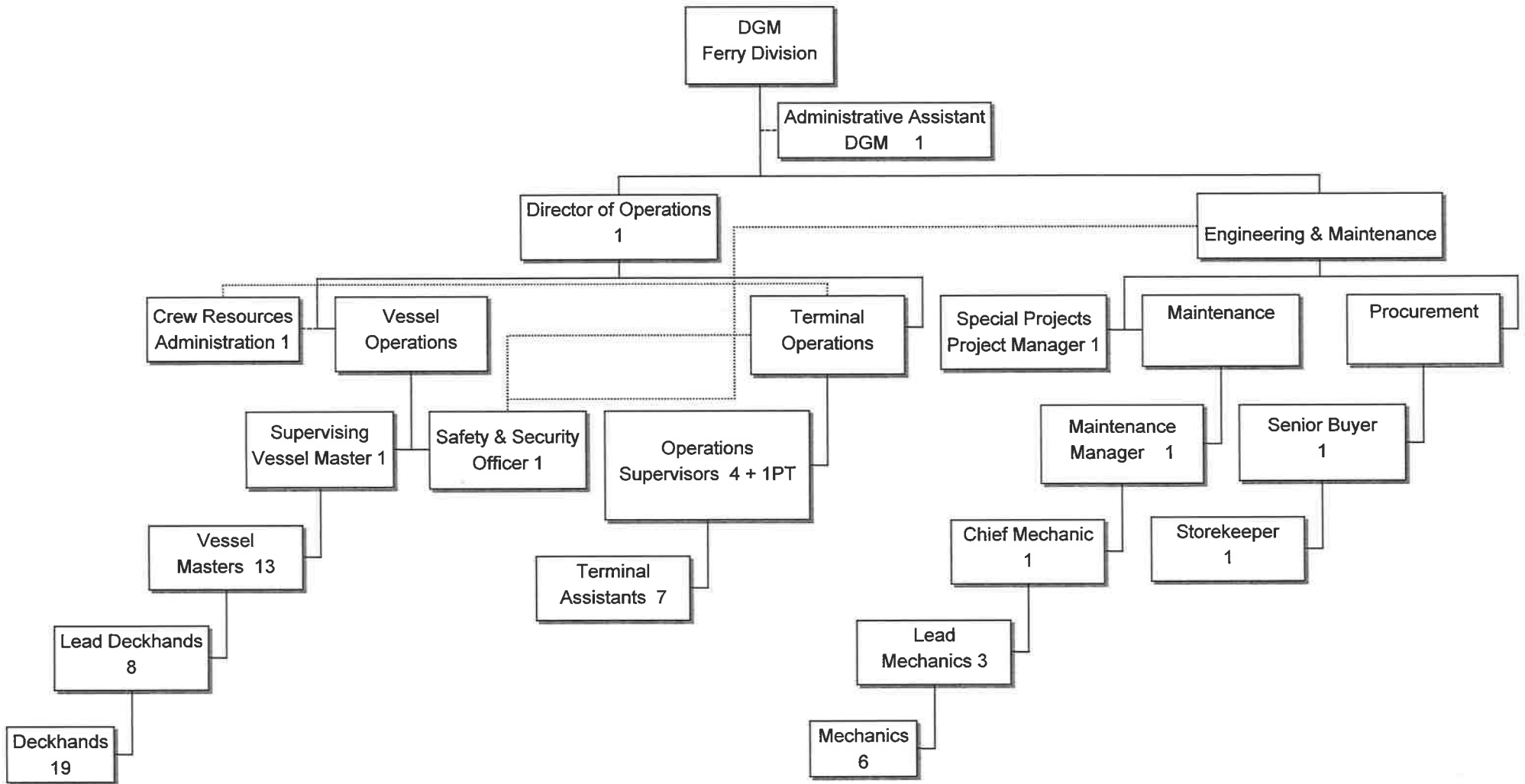
BRIDGE DIVISION



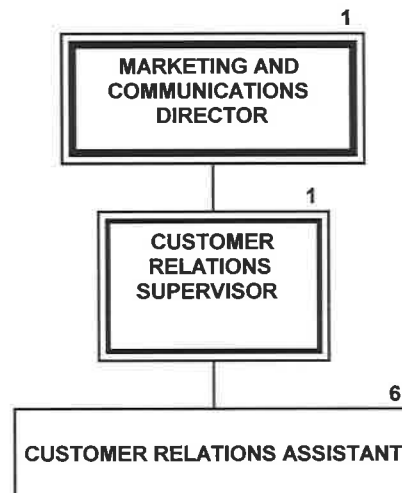
BUS DIVISION



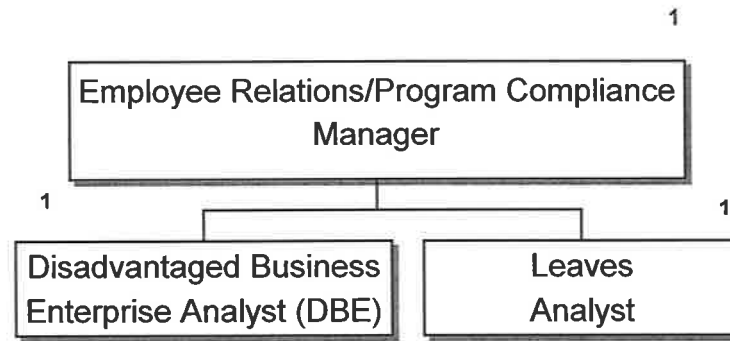
Ferry Division Organization Chart



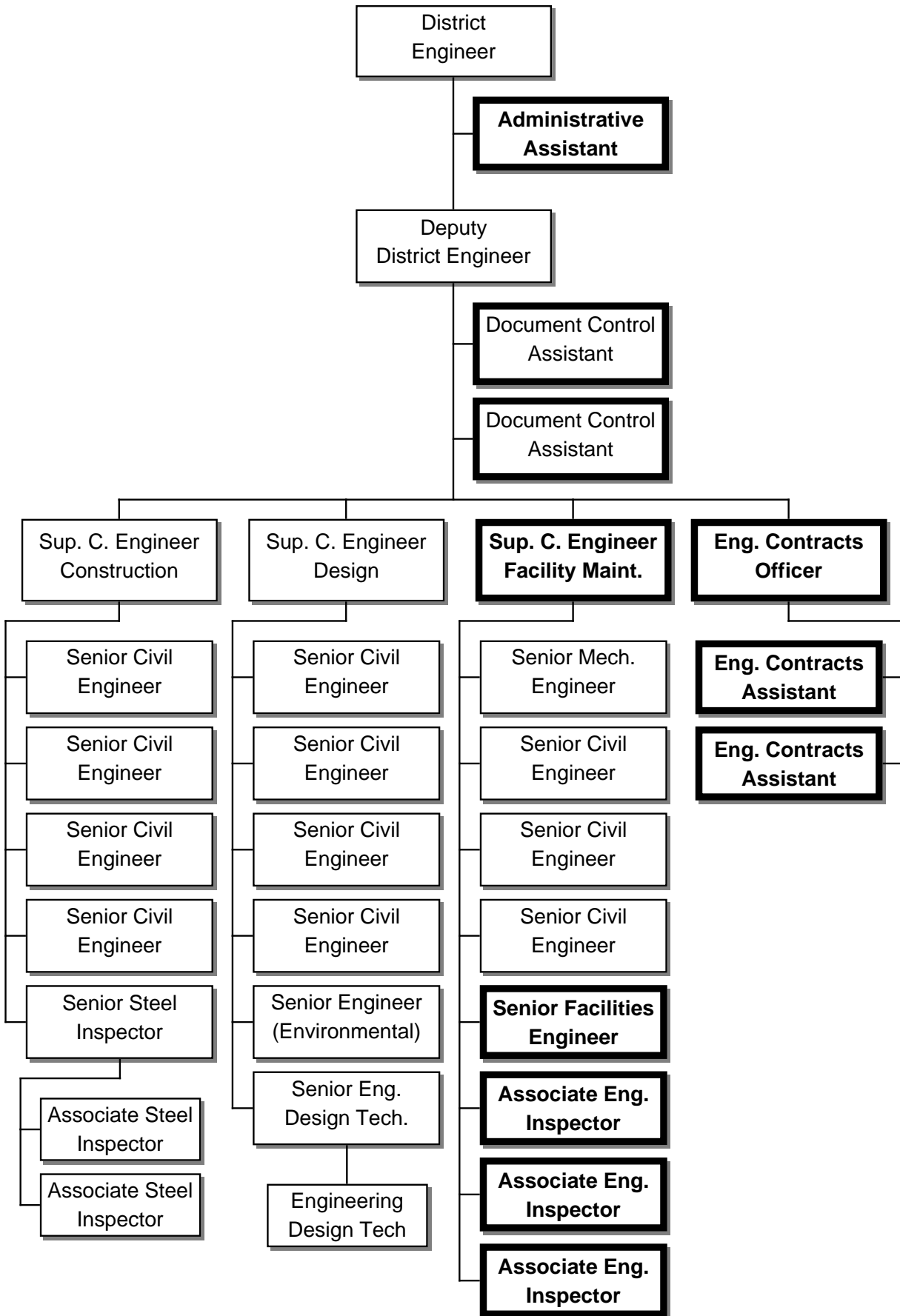
CUSTOMER RELATIONS



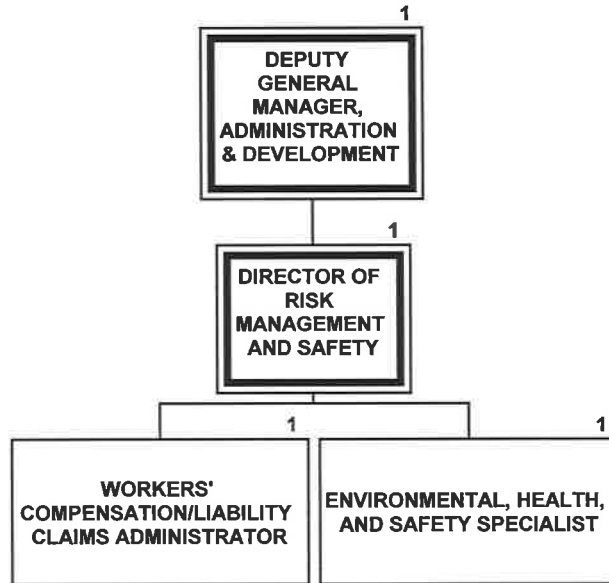
EMPLOYEE RELATIONS/PROGRAM COMPLIANCE DEPARTMENT



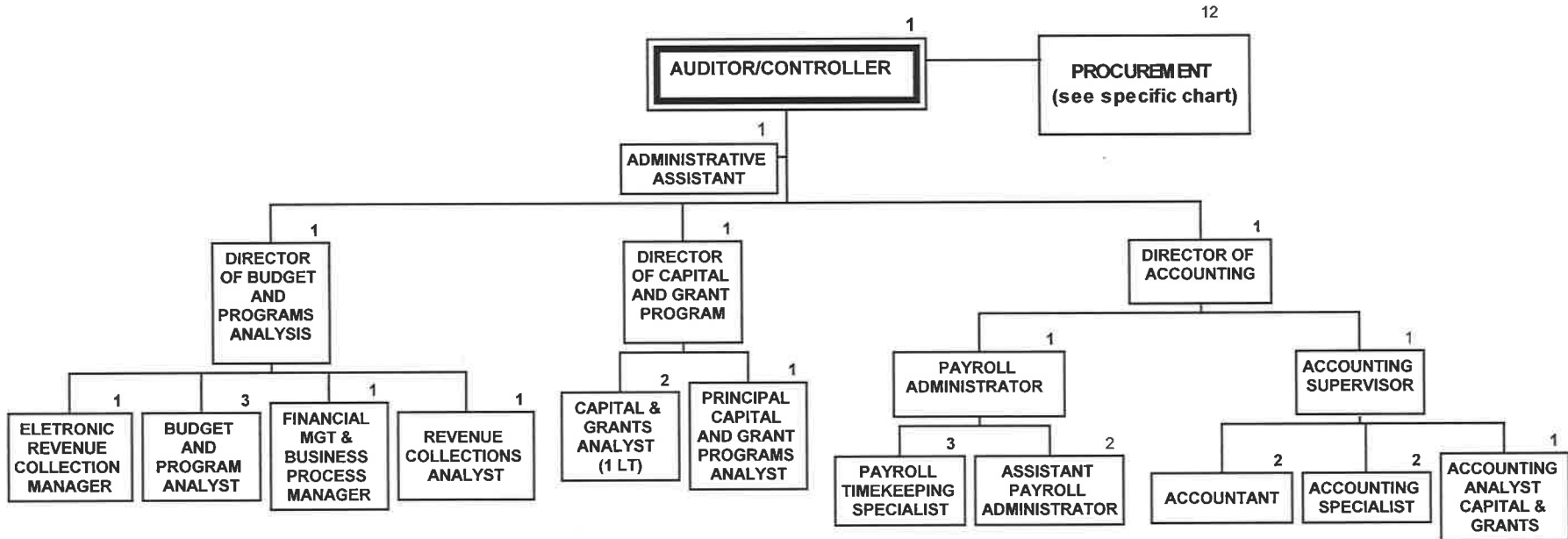
ENGINEERING DEPARTMENT



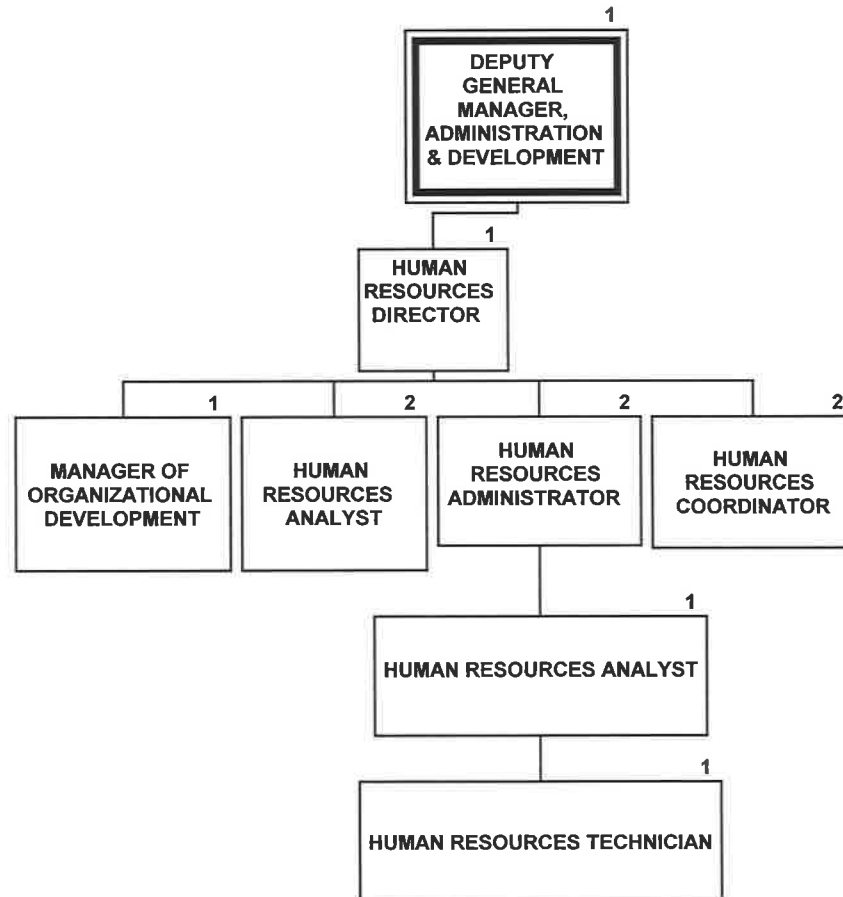
ENVIRONMENTAL HEALTH AND SAFETY DEPARTMENT



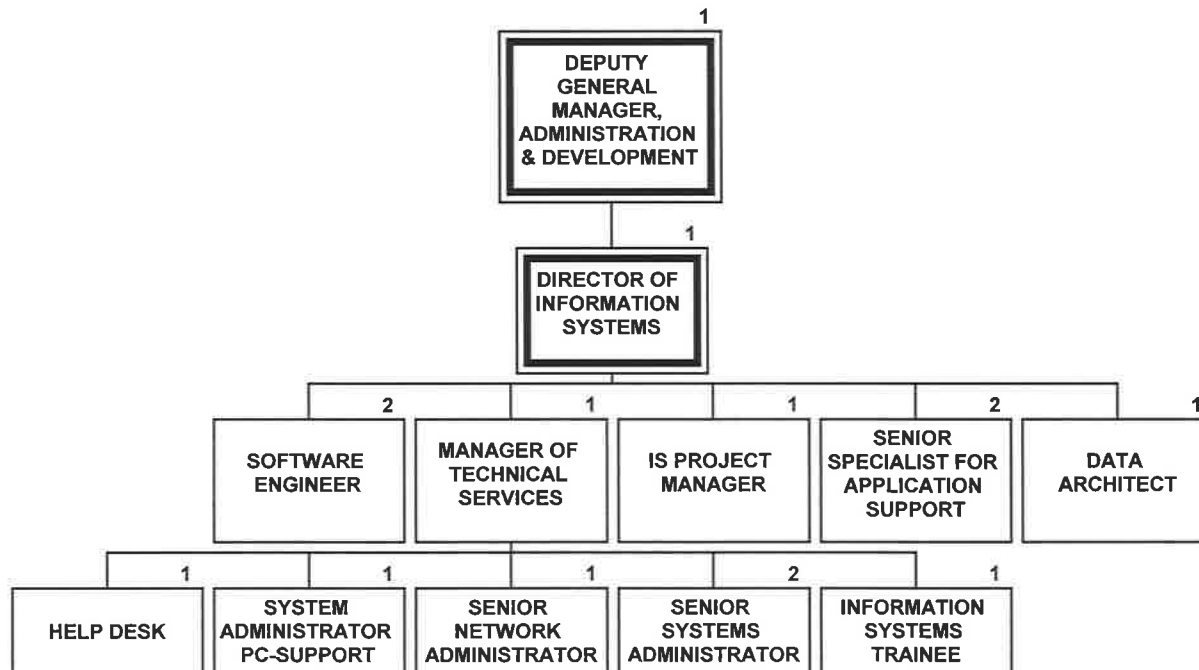
FINANCE DEPARTMENT



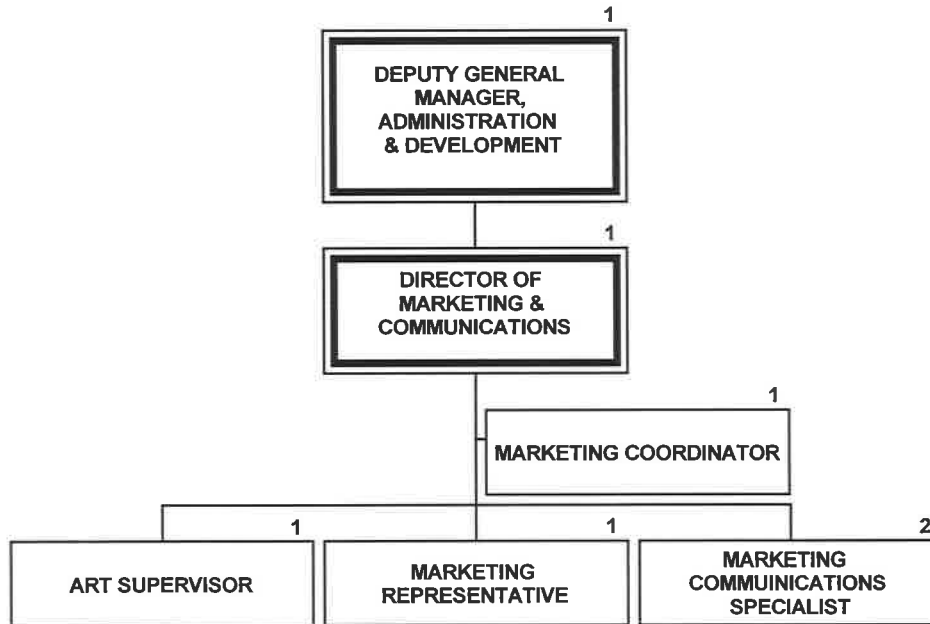
HUMAN RESOURCES DEPARTMENT



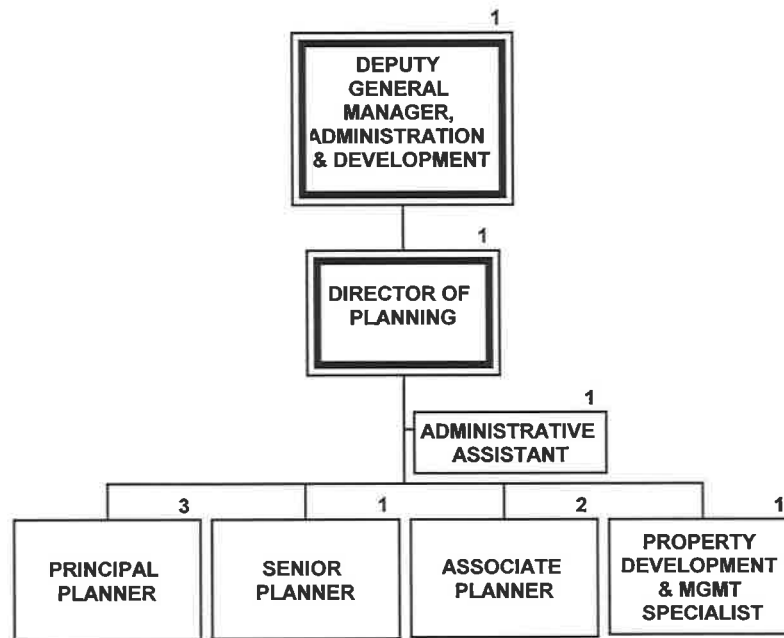
INFORMATION SYSTEMS DEPARTMENT



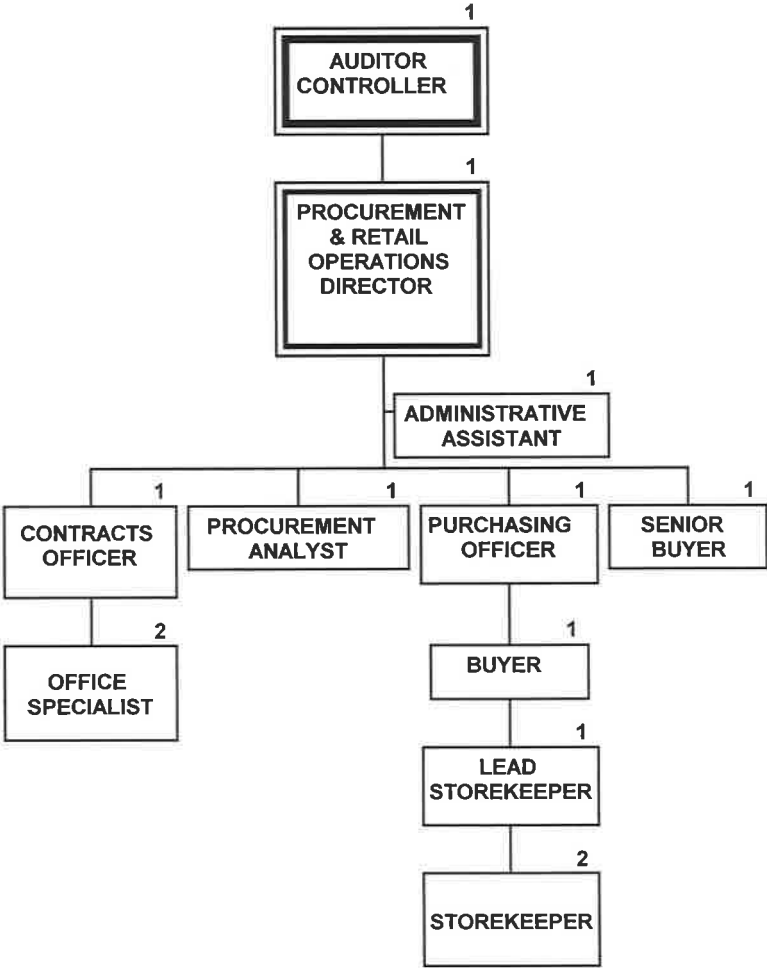
MARKETING & COMMUNICATIONS DEPARTMENT



PLANNING DEPARTMENT



PROCUREMENT



SECRETARY OF THE DISTRICT

