



February 17, 2012

AGENDA 8.1

TO: Regional Transportation Commission

FROM: Steve Burlie
Administrative Services Director



Lee G. Gibson, AICP
Executive Director

SUBJECT: Pay-For-Performance Pool

RECOMMENDATION

Approve a three percent (3%) pay-for-performance *pool* for the RTC Executive Director to distribute to non-Bargaining Unit (BU)/non-Director level staff.

SUMMARY

There are currently twenty-three (23) non-BU (non-director level) staff employed at the RTC. All other employees are represented by the American Federation of State, County and Municipal Employees, AFL-CIO, Local 4041 (“AFSCME” or “Local”). RTC management is currently engaged in negotiations with AFSCME. The RTC is required to meet and confer in good faith concerning compensation, benefits and other terms and conditions of employment with the Local. Therefore, this Agenda Item addresses only the non-BU employees.

It is recommended that the Board direct the E.D. to implement pay-for-performance criteria and distribute a three percent (3%) pay-for-performance pool, effective January 1, 2012, in a fair and equitable manner, for the twenty-three non-BU employees of the RTC. This pool excludes RTC directors.

FISCAL IMPACT

The CY 2012 annualized fiscal impact for this agenda item is \$45,279. It is not currently included in the FY 2012 budget but will be paid for with savings from vacant positions.

PREVIOUS ACTIONS BY BOARD

The RTC Board of Commissioners approved a two percent (2%) salary increase (equivalent to one-half of the then four percent (4%) Western States Consumer Price Index) in May 2008. That increase was frozen in January 2009.

ADDITIONAL BACKGROUND

\$8.1 million cumulative agency savings since the RTC Cost Reduction Plan was first presented to the Board in May 2007.

Since it began, the Cost Reduction Plan has resulted in a 32% staff reduction.

Director pay reductions (3.5%) began in January 2009; the reductions remain in full force and affect today.

All compensation increases were frozen in 2009; the freeze remains in full force and affect today.

The number of RTC staff-to-budget in 2008 versus 2012 is shown below:

Budget 2008: \$192,500,000
Budget 2012: \$236,300,000

Number of staff 2008: 105 employees
Number of staff 2012: 70 employees

Other Alternatives Considered

The Board may elect to approve this Item as submitted, change the recommended amount, deny the suggested pay-for-performance increase pool, or take other action it deems appropriate.