



Meeting Date: December 11, 2019

Agenda Item: #14

## AGENDA SUMMARY REPORT

### **SUBJECT:**

Discussion and Possible Adoption of Resolution No. 2019-17 General Manager Employment Agreement Amendment: Potential Action to Approve an Amendment to the General Manager's Compensation and Title

### **SUMMARY:**

In accordance with the Employment Agreement MTA entered with MTA's General Manager on May 23, 2016, the General Manager shall receive annual performance evaluations and is entitled to "all other benefits approved by the MTA Board of Directors for all full-time employees of MTA..."

On September 25, 2019 the MTA Board approved the Collective Bargaining Agreement (CBA) which provided for a wage increase of 3.5% for MTA employees retroactive to July 1, 2019.

The attached Resolution No. 2019-17 authorizes an amendment to the General Manager Employment Contract which will provide a 3.5% COLA increase effective July 1, 2019 in accordance with Board action on July 31, 2019 at which time the General Manager received a satisfactory evaluation.

Additionally, the attached Resolution No. 2019-17 effectively changes the title of the General Manager position to Executive Director to better reflect the General Manager's duties overseeing a California Public Transportation Agency. If approved, the title change will be effective January 1, 2020.

### **STAFF RECOMMENDATION:**

Staff is requesting the Board adopt Resolution 2019-17 Approving a COLA increase of 3.5% and approving the title change from General Manager to Executive Director.

### **ATTACHMENTS:**

**Resolution No. 2019-17**



**Mendocino Transit Authority  
Resolution No. 2019-17**

**Whereas** the Mendocino Transit Authority Board of Directors is empowered to and responsible for establishing wage and salary levels, position titles, and contract amendments, and

**Whereas** the staff title of "Executive Director" more clearly communicates the scope of Mendocino Transit Authority's General Manager duties than the title of "General Manager"; and

**Whereas** the Mendocino Transit Authority Board of Directors, at their September 25, 2019 meeting, approved a 3.5% wage increase for employees; and

**Whereas** the Mendocino Transit Authority Board of Directors, at their July 31, 2019 meeting, completed the General Manager's annual performance evaluation as satisfactory.

**Now, therefore, be it Resolved** that Mendocino Transit Authority Board of Directors hereby:

Effective January 1, 2020 the General Manager's title shall be changed to "Executive Director" and the Board of Directors authorize all documents, policies, communications, and agency business to reflect the title change.

Authorize the Chair to amend the General Manager's Contract in order to reflect a COLA increase of 3.5% on the amount of \$123,718 to equal \$128,048 as amended, effective July 1, 2019.

Adoption of the Resolution was MOVED by Director \_\_\_\_\_ and SECONDED by Director \_\_\_\_\_ at a regular meeting of the Board of Directors on December 11, 2019 by the following roll call vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

\_\_\_\_\_  
Saprina Rodriguez, Chair

\_\_\_\_\_  
Attest: Heather Lindsteadt