

May 23, 2025



**MINUTES OF THE RULES, POLICY AND INDUSTRIAL RELATIONS COMMITTEE/
COMMITTEE OF THE WHOLE**

**These minutes are supplemented by the audio recording that is posted online at:
<https://www.goldengate.org/district/board-of-directors/meeting-documents>.**

Honorable Board of Directors
Golden Gate Bridge, Highway
and Transportation District

Honorable Members:

The Rules, Policy, and Industrial Relations Committee/Committee of the Whole (Committee) of the Golden Gate Bridge, Highway and Transportation District (District) met in regular session in the Board Room, Administration Building, Golden Gate Bridge Toll Plaza, San Francisco, CA, on Friday, May 23, 2025, at 9:01 a.m., with Chair Hernández presiding. A remote audio option for public participation was available.

- (1) **Call to Order:** 9:01 a.m.
- (2) **Roll Call:** Secretary of the District Amorette Ko-Wong. **[00:13 Minute Mark on the Audio Recording]**

Committee Members Present (9): Chair Hernández; Vice Chair Moulton-Peters; Directors Devlin, Hardeman, Garbarino, Hill, Pahre and Thier; President Cochran.

Committee Members Absent (0): None.

Other Directors Present (4): Directors Giudice, Mastin, Rabbitt and Rodoni.

Committee of the Whole Members Present (13): Directors Devlin, Garbarino, Giudice, Hardeman, Hernández, Mastin, Moulton-Peters, Pahre, Rodoni and Thier; Second Vice President Rabbitt; First Vice President Hill; President Cochran.

Committee of the Whole Members Absent (4): Directors Engardio, Parrish, Sauter and Snyder.

[Note: On this date, there were two vacancies on the Board of Directors.]

Staff Present: General Manager Denis Mulligan; Auditor Controller Jennifer Mennucci; District Engineer John Eberle; Secretary of the District Amorette Ko-Wong; Attorney Julie Sherman; Deputy General Manager/Bridge Division David Rivera; Deputy General Manager/Bus Division Les Belton; Deputy General Manager/Ferry Division Michael Hoffman; Deputy General Manager/Administration and Development Kellee Hopper; SBE Compliance Programs Manager Artemisé Davenport; Executive Administrator to the General Manager Justine Bock.

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<https://www.goldengate.org/district/board-of-directors/meeting-documents/> or upon request from the Office of the District Secretary.

[Director Giudice arrived.]

(3) Approve Federal Fiscal Years 2025/2026 Through 2027/2028 Overall Disadvantaged Business Enterprise Goal on Federal Transit Administration Assisted Projects [00:52 Minutes Mark on the Audio Recording]

SBE Compliance Programs Manager Artemisé Davenport presented the staff report.

Director Mastin inquired if the District anticipates changes due to changes in federal law. Ms. Davenport and Mr. Mulligan responded.

Director Thier complimented Ms. Davenport for her efforts on achieving the Disadvantaged Business Enterprise goals and commented that this overall effort allows for money towards small businesses which in turn creates local jobs. Ms. Davenport responded.

Chair Hernández thanked Ms. Davenport and staff for their efforts on preparing the report and commented on the limited availability for small businesses in ship building and repairs.

Director Hill commended Ms. Davenport for her work.

(a) Action by Committee

Staff recommended and the Committee concurred by motion made and seconded by **Directors PAHRE/THIER** to forward the following recommendation to the Board of Directors for its consideration:

RECOMMENDATION

The Rules, Policy and Industrial Relations Committee recommends that the Board of Directors approve the following actions relative to the Federal Transit Administration (FTA) Federal Fiscal Year (FFY) 2025/2026 through 2027/2028 Overall Triennial Disadvantaged Business Enterprise (DBE) goal:

- (i) Establish an overall proposed 1.1% Race-Neutral DBE goal applicable to \$27,520,000 in anticipated contracts assisted by FTA for the three forthcoming FFYs;
- (ii) Authorize the General Manager to publish a Notice of the proposed goal on the Golden Gate Bridge, Highway and Transportation District's (District) official website, in accordance with federal regulations governing the establishment of overall DBE goals;
- (iii) Authorize the General Manager to adopt the overall DBE goal if no further consideration or modifications to the proposed goal are warranted; and,

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- (iv) Authorize staff to submit the District's overall DBE Goal Methodology to FTA by August 1, 2025.

Action by the Board at its meeting of May 23, 2024 – Resolution

AYES (12): Directors Devlin, Garbarino, Giudice, Hardeman, Hernández, Mastin, Pahre, Rodoni and Thier; Second Vice President Rabbitt; First Vice President Hill; President Cochran.

NOES (0): None.

ABSENT (5): Directors Engardio, Moulton-Peters, Parrish, Sauter and Snyder.

(4) Approve Actions Relative to the Table of Organization in the Engineering Department [23:24 Minutes Mark on the Audio Recording]

District Engineer John Eberle presented the staff report.

Director Pahre commented on the changes to the Engineering Department Table of Organization over the years and inquired if there are any generic titles to handle the majority of changes. Mr. Eberle responded.

(a) Action by Committee

Staff recommended and the Committee concurred by motion made and seconded by **Directors MASTIN/GIUDICE** to forward the following recommendation to the Board of Directors for its consideration:

RECOMMENDATION

The Rules, Policy, and Industrial Relations Committee recommends that the Board of Directors approve the following actions relative to the Engineering Department reorganization:

- (1) Eliminate one vacant position in the Table of Organization:
 - (a) Deputy District Engineer at an annual salary range of \$209,331.20 to \$254,446.40, not including benefits;
- (2) Establish four new positions on the Table of Organization, as follows:
 - (a) One new Directing Civil Engineer (for a total of six positions), with an annual compensation range of \$185,660.80 to \$225,638.40, not including benefits, reporting to the District Engineer;
 - (b) Two new Senior Civil Engineer positions (for a total of 16 positions), with an annual compensation range of \$156,707.20 to \$190,465.60, not including benefits, reporting to a Directing Civil Engineer;
 - (c) One new Associate Engineering Inspector position (for a total of 4 positions), with an annual compensation range of \$112,320.00 to \$136,510.40, not including benefits, reporting to the Directing Civil Engineer; and,

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- (3) Amend the Table of Organization accordingly.

With the understanding that these actions will be funded through salary savings in the current fiscal year, and then will be budgeted accordingly in future years.

Action by the Board at its meeting of May 23, 2024 – Resolution

AYES (12): Directors Devlin, Garbarino, Giudice, Hardeman, Hernández, Mastin, Pahre, Rodoni and Thier; Second Vice President Rabbitt; First Vice President Hill; President Cochran.

NOES (0): None.

ABSENT (5): Directors Engardio, Moulton-Peters, Parrish, Sauter and Snyder.

[Director Moulton-Peters arrived.]

(5) Public Comment

There were no public comments.

(6) Adjournment [30:30 Minutes Mark on the Audio Recording]

All business having been concluded, **Directors GIUDICE/HILL** moved and seconded that the meeting be adjourned at 9:32 a.m.

Carried

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Sabrina Hernández', with a stylized flourish at the end.

Sabrina Hernández, Chair
Rules, Policy and Industrial Relations Committee

SH:AMK:tnm