



Agenda Item No. (4)

To: Rules, Policy and Industrial Relations Committee/Committee of the Whole
Meeting of May 23, 2025

From: John R. Eberle, District Engineer
Denis J. Mulligan, General Manager

Subject: **APPROVE ACTIONS RELATIVE TO THE TABLE OF ORGANIZATION
IN THE ENGINEERING DEPARTMENT**

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,
3. Amend the Table of Organization accordingly.

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

This matter will be presented to the Board of Directors at its May 23, 2025, meeting for appropriate action.

Background

The office of the District Engineer is responsible for developing and implementing capital improvement projects for the Golden Gate Bridge and all other Golden Gate Bridge, Highway and Transportation District (District) facilities, as well as providing ongoing engineering support to the District's maintenance operations.

As an agency with mature infrastructure, there are numerous capital improvement projects planned to maintain a state of good repair and ensure continuity of operations at the District. Engineering staff are involved in all aspects of these projects, including project scoping, environmental evaluation, permitting, construction bid preparation and solicitation, contract award, the monitoring of the construction contract, and numerous other management support services, for all such major projects. Due to the age of the District's facilities, there is an increased focus on needed improvements and modernization upgrades. Additionally, technology advancements are requiring the completion of critical infrastructure projects, such as adaptation of facilities to accommodate Zero Emission Bus operations within the Bus Division and modernization of the Ferry ramps and gangways to maintain continued service at the Ferry Division, to name a few. Furthermore, there are several large-scale projects currently underway that are vital to the District, which involve significant Engineering resources. Most prominently are the ongoing Suspension Bridge Seismic Retrofit Project, management of the Golden Gate Bridge Physical Suicide Deterrent System construction until its 2026 completion, and the design and construction of the San Rafael Bus Transit Center Project and Ferry Terminal improvement projects.

Engineering Department staff is also tasked with conducting Bridge inspections and providing support to the Bridge maintenance operations, including development of work access designs to accommodate maintenance operations at different locations along the Bridge. The increased demands placed on this department necessitates the addition of staff in key areas.

Proposed Changes to the Engineering Department Table of Organization

It is proposed that the Engineering Department be restructured to provide the framework needed to meet the District's needs in providing essential facility capital improvement and maintenance programs over the coming decade. To accomplish effective project delivery, it is proposed that the following actions be approved:

1. Eliminate the vacant Deputy District Engineer position: In view of providing additional options with regard to succession planning, it is recommended that this vacant position be eliminated and that the Directing Civil Engineer classification be increased by one position.
2. Add two Senior Civil Engineer positions: These positions assist the new Directing Civil Engineer position and will provide resources to implement the District facilities modernizations and upgrades and to support other capital improvement projects at the District.
3. Add one Associate Engineering Inspector position to provide much needed support to assist with performing condition assessments of the District's existing facilities and in implementing the facility inspection program, including bridge inspections, and for the engineering support of the Bridge Section maintenance operations.

The District Engineer, with the assistance of the Directing Civil Engineers, will provide direction to the Engineering Department staff regarding project priorities and technical standards, contract management and administration requirements, implementation of the employee development program, and collaboration among the Engineering Department Sections to assure the most effective and efficient use of staff's experience and expertise, and the collaboration with other District's departments and outside agencies.

Proposed Engineering Department Budgeted Positions for FY 25/26:

ENGINEERING DEPARTMENT CLASSIFICATIONS AND CHANGES				
POSITION	FY24/25 BUDGET	PROPOSED ENG. BUDGET	DIFFERENCE	COMMENTS
Junior Civil Engineer (R)*	0	0	0	No Change - Classification for Professional Development Program
Assistant Civil Engineer (R)*	0	0	0	No Change - Classification for Professional Development Program
Associate Civil Engineer (R)*	0	0	0	No Change - Classification for Professional Development Program
<i>Senior Civil Engineer (R)*</i>	14	16	2	<i>Add Two New Positions to Classification</i>
Facilities Engineer (R)	1	1	0	No change
Senior Electrical Engineer (R)	1	1	0	No change
Senior Engineer, Environmental (R)	1	1	0	No change
Senior Mechanical Engineer (R)	1	1	0	No change
<i>Directing Civil Engineer (NR)</i>	5	6	1	<i>Add One New Position to Classification</i>
District Engineer (NR)	1	1	0	No change
<i>Deputy District Engineer (NR)</i>	1	0	-1	<i>Eliminate Position</i>

Associate Steel Inspector (R)	3	3	0	No Change
<i>Associate Engineering Inspector (R)</i>	3	4	<i>1</i>	<i>Add One Position to Classification</i>
Senior Steel Inspector (R)	1	1	0	No Change
Senior Engineering Design Technician (R)	1	1	0	No Change
Senior Engineering Contracts Assistant (R)	4	4	0	No Change
Director of Engineering Contracts (NR)	1	1	0	No Change
Senior Engineering Document Control Assistant (R)	4	4	0	No Change
Executive Assistant to the District Engineer (NR)	1	1	0	No Change
Engineering Document Controls Manager (NR)	1	1	0	No Change
TOTAL	44	47	3	(R) – Represented Position (NR) – Non-represented Position

** The General Manager has authority to offer an employment at the Civil Engineer classification commensurate with the qualifications of a job candidate.*

The proposed approach to staffing Engineering projects is to fill the long-term staffing needs with the Engineering Department employees and to augment Engineering staff with consultants who would provide specific expertise for the project specific assignments.

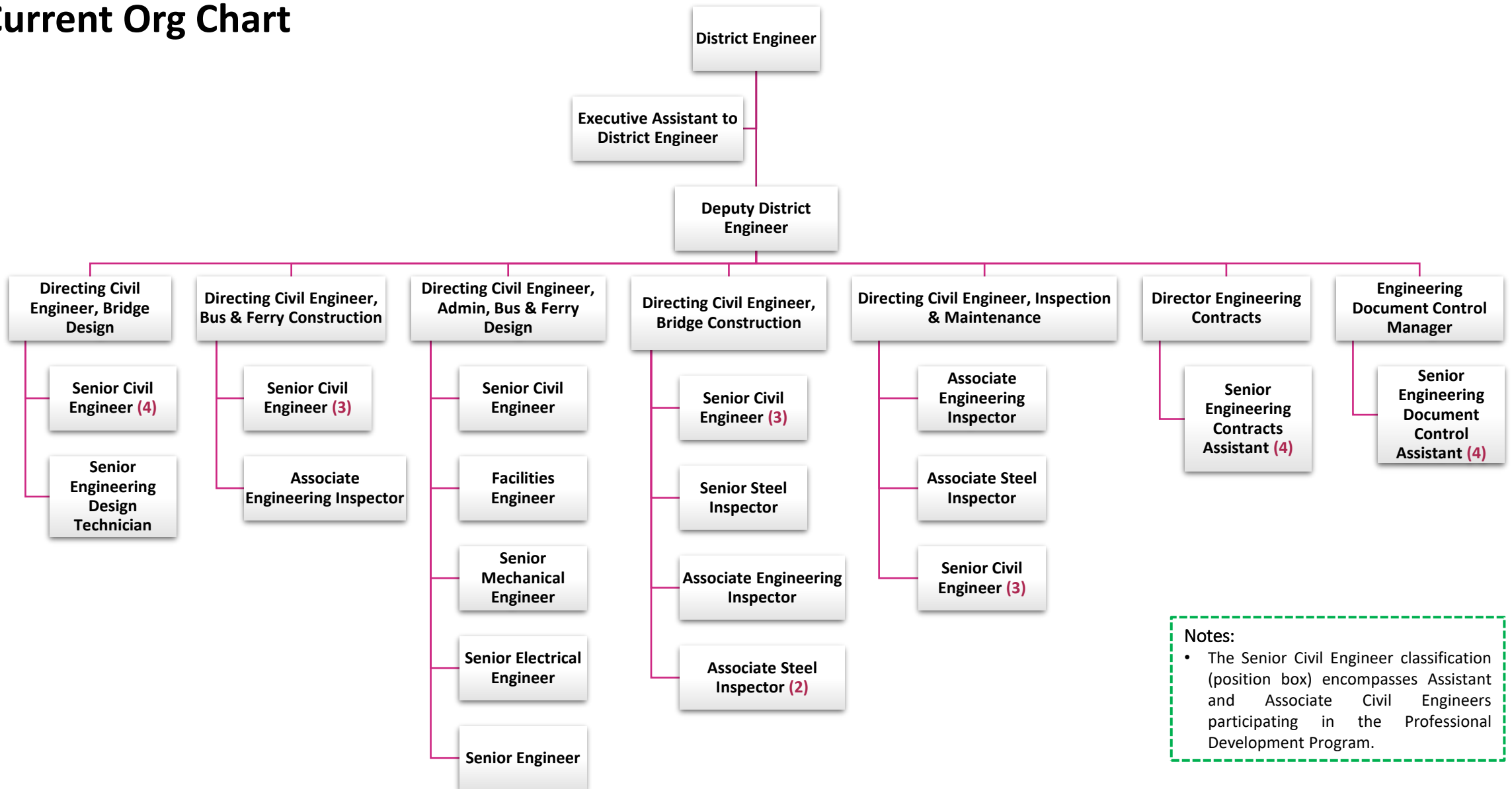
Fiscal Impact

If approved, the proposed changes would result in an annual increase in expenses for the Engineering Department of approximately \$796,025, consisting of \$488,634 in salaries and \$307,391 in payroll and fringe benefits, before any agreed-upon salary adjustments. The Engineering Department traditionally is budgeted 50% in the District Division Operating Budget and 50% in Capital Projects because Engineering Department work hours are chargeable to the capital project budgets. Subsequent years will be included in the annual budget process. If approved, the FY 25/26 Adopted Budget will also include the proposed changes to the Table of Organization.

Attachment - Current and Proposed Engineering Department's Table of Organization

Engineering Department

Current Org Chart

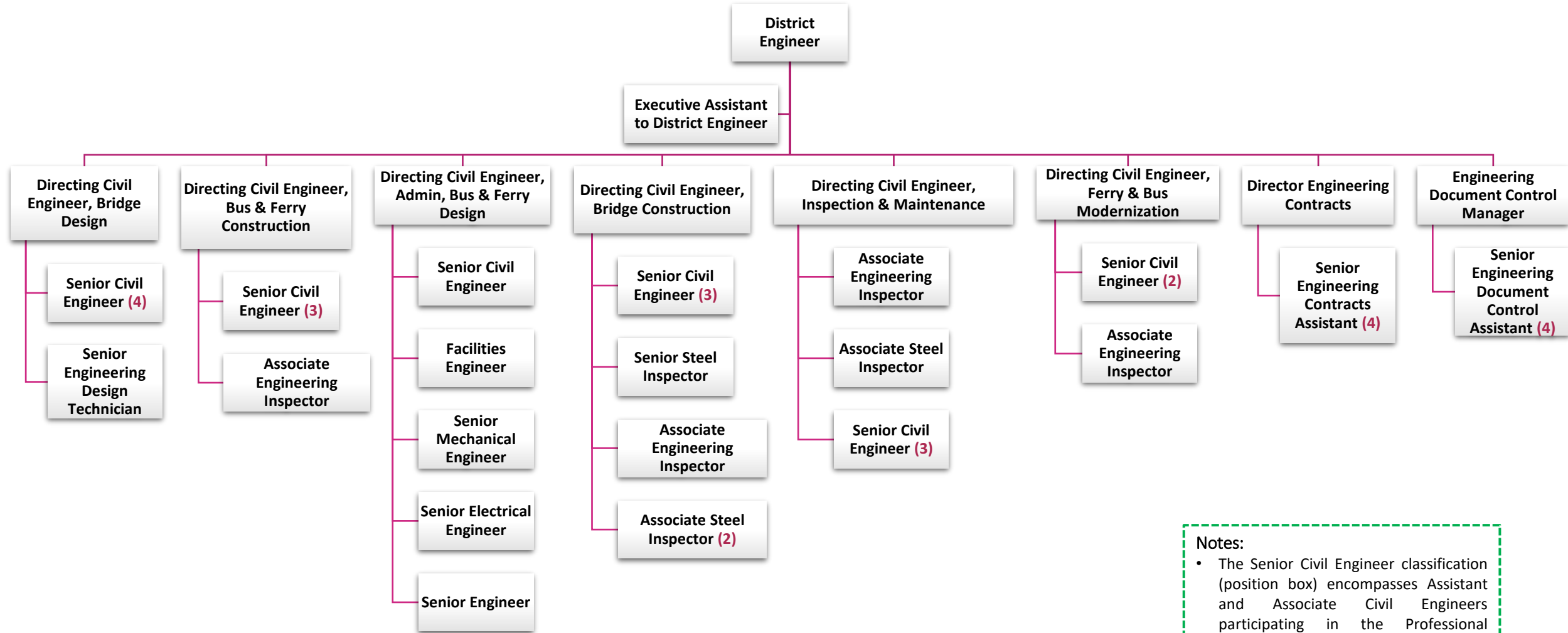


Notes:

- The Senior Civil Engineer classification (position box) encompasses Assistant and Associate Civil Engineers participating in the Professional Development Program.

Engineering Department

Proposed Org Chart



Notes:

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