

MINUTES

MEETING OF THE SAN DIEGO METROPOLITAN TRANSIT SYSTEM

EXECUTIVE COMMITTEE

April 11, 2024

[Clerk's note: Except where noted, public, staff and board member comments are paraphrased. The full comments can be heard by reviewing the recording at the [MTS website](#).]

1. **Roll Call**

Chair Whitburn called the Executive Committee meeting to order at 9:02 a.m. A roll call sheet listing Executive Committee member attendance is attached.

2. **Public Comment**

The Original DRA – Provided a verbal statement to the Board during the meeting. The Original DRA complained about activities at the Iris Ave Trolley Station.

3. **Approval of Minutes**

Vice Chair Goble moved to approve the minutes of the March 7, 2024, MTS Executive Committee meeting. Board Member Moreno seconded the motion, and the vote was 5 to 0 in favor with Board Member Frank and Board Member Bush absent.

Public Comment

The Original DRA – Provided a verbal statement to the Board during the meeting. The Original DRA expressed dissatisfaction with the paraphrased version of the minutes.

DISCUSSION ITEMS

4. **Independent Salary Study Results – Implementation of Recommended Pay Grades and Ranges**

Jeff Stumbo, MTS Chief Human Resources Officer, Brendan Shannon, MTS Director of Human Resources, and TL Cox, with the Segal Group, Inc. (Segal), presented on independent salary study results and implementation of recommended pay grades and ranges. They outlined: the Segal company background, California and industry presence, project introduction and methodology, market survey process, key deliverables, criteria for peer agency selection, peer agencies, geographic adjustments, published survey sources, external comparisons, survey responses summarized, competitiveness varied by job title, base pay, base pay by peer organization, salary structure development, compression and equity adjustment variables, cost breakout, distribution of implementation costs, compensation ratio, pay increase distribution by org. level, and relevant statistics.

Committee Comment

Vice Chair Goble asked staff to clarify that today's meeting would only address employee's salary portion of compensation. Mr. Cox confirmed that the scope of the analysis was limited to base salary. Vice Chair Goble asked if similar industry and regional agency salaries were used in the survey. Mr. Cox confirmed that both regional and similar industry types were taken into consideration. He noted that published data allowed Segal to pull data across all industries for a job type. Vice Chair Goble recommended that non-transit specific jobs reflect local market conditions, as he believed that many management jobs moved to other regional agencies rather than those out of state. Sharon Cooney, MTS Chief Executive Officer, acknowledged that employees leave for local and out of state positions, and mentioned competitive housing

markets that create additional obstacles for prospective candidates. Vice Chair Goble also noted that historically, public sector jobs traditionally have lower compensation due to pension benefits. He asked how the agency factors in benefit compensation vs salary. Ms. Cooney added that the Public Employees' Pension Reform Act (PEPRA) limited the amount of pension pay that can be offered for new special district employees. These limitations do not apply to some counties and cities. This lowers the overall amount of future pensions and requires the employee to pay a set amount toward their pension. Mr. Stumbo replied that MTS employee contribution is slightly over 9% and added that pensions today are not similar to what they were traditionally. Mr. Stumbo noted that upon hire, some ask to opt out of paying into the pension system; however, employees are not allowed to opt out. Mr. Cox added that policy decisions were made to limit the influence of published data because government ranges are not consistent with those published for the private sector.

Board Member Moreno expressed support for staff's recommendation. She asked if MTS has conducted a similar pay analysis for the agency's front-line positions compared to other transit agencies. Mr. Stumbo replied that the agency receives a DASH report, which is a comprehensive survey of all bus operation pay averages throughout the United States, listing out various pay rates of many represented employees for comparison. He reminded the Board that during Closed Session, the agency asked for significant authority to improve wages for the bargaining units. Board Member Moreno encouraged staff to create a salary survey for unionized employees. Board Member Moreno cautioned that due to the uniqueness of the region, she believes it was difficult to find a comparable city to the San Diego region. Chair Whitburn asked staff to clarify if the service could be done within the existing Segal contract. Karen Landers, MTS General Counsel, replied that the agency would review the terms of the contract to make that determination.

Board Member Elo-Rivera asked staff to clarify decreases in range and asked what the potential repercussions may be when understanding that employees may not be able to earn more. Ms. Cooney clarified that the ranges would be evaluated and increased over time to meet traditional growth standards. Mr. Cox added that the intention was to monitor changes in the market and adjust the ranges accordingly so that the survey assessment is not outdated. He noted that while the maximum ranges may be a concern to some employees, many of them were not at the top of their range to begin with. Board Member Elo-Rivera supported a salary survey being conducted for frontline employees. Through experience with recent City pension reform, he stressed the importance of providing pension benefits and adequate salaries to employees for retention. Board Member Elo-Rivera clarified that pensions are a mechanism for employees to defer their compensation for retirement.

Action Taken

Board Member Moreno moved to forward a recommendation to the Board of Directors to: (1) adopt the pay ranges recommended by independent compensation consultant The Segal Company effective May 1, 2024, and (2) authorize the Chief Executive Officer (CEO) to implement the results of the independent compensation study. Chair Whitburn seconded the motion, and the vote was 5 to 0 in favor with Board Member Frank and Board Member Bush absent.

OTHER ITEMS

5. Review of Draft April 25, 2024 Board Agenda

Recommended Consent Items

3. Approval of Minutes

Action would approve the March 14, 2024 Board of Directors meeting minutes.

4. Mobile Security Trailers – Sole Source Contract Amendment

Action would 1) Ratify MTS Doc. No. G2755.0-23 with Monmouth Solutions, Inc., a Service-Disabled Veteran Owned Small Business (SDVOSB) (Monmouth Solutions), in the amount of \$107,945.00 related to mobile security trailers; and 2) Authorize Chief Executive Officer (CEO) to execute MTS Doc. No. G2755.1-23 with Monmouth Solutions in the amount of \$98,055.00 to change the contract from leasing to purchasing the mobile security trailers.

5. Siemens: Orange Line Improvement Project – Sole Source Contract Award

Action would authorize the Chief Executive Officer (CEO) to execute MTS Doc. No. L1670.0-24, a sole source award to Siemens Mobility, Inc. (Siemens), in the amount of \$427,222.03 for the purchase of Siemens signal instrument components for the Orange Line Improvement Project.

6. Light Rail Vehicle (LRV) Accident and Vandalism Repair Services – Contract Amendment

Agenda item will be provided prior to Board Meeting.

7. Increased Authorization for Legal Services Contract to Pay Projected Expenses in Fiscal Year 2025 – Contract Amendment

Action would: 1) Ratify Amendment 9 to MTS Doc. No. G2202.0-19, with Meyers Nave, in the amount of \$150,000.00; and 2) Authorize the Chief Executive Officer (CEO) to execute Amendment 10 to MTS Doc. No. G2202.0-19, with Meyers, in the amount of \$600,000.00.

8. Imperial Avenue Division (IAD) Overhead Charging System – Contract Award

Action would authorize the Chief Executive Officer (CEO) to execute MTS Doc. No. B0761.0-24, with Heliox Technology North America, LLC (Heliox), for the provision of the IAD overhead charging system, for a term of five (5) years, for a total of \$3,358,171.90.

9. Railroad Ties – Contract Award

Action would authorize the Chief Executive Officer (CEO) to execute MTS Doc. No. L1663.0-24, with Balfour Beatty Infrastructure, Inc. (Balfour), in the amount of \$167,475.00 for the purchase of railroad ties.

10. Hewlett Packard Enterprise (HPE) Synergy for Operations Control Center (OCC) Data Center – Contract Award

Action would authorize the Chief Executive Officer (CEO) to execute MTS Doc. No. G2833.0-24, with Nth Generation Computing, Inc. (Nth), effective for five (5) years, for the purchase of HPE Synergy equipment, software, and support/services in the amount of \$283,820.08.

- 11. Occupational Health Services – Contract Award**
Action would: 1) Authorize the Chief Executive Officer (CEO) to execute MTS Doc. No. G2887.0-24, with Concentra Medical Centers (Concentra), to provide occupational health services for a five (5) year base period with five (5) 1-year options, a total of ten (10) years, for a total contract cost of \$1,114,128.00; 2) Authorize the CEO to execute MTS Doc. No. G2888.0-24, with Kaiser On-the-Job (Kaiser), to provide occupational health services for a five (5) year base period with five (5) 1-year options, a total of ten (10) years, for a total contract cost of \$1,351,200; and 3) Exercise options years at the CEO's discretion.
- 12. Variable Messaging Sign (VMS) Media Converter & Cradlepoint Hardware – Contract Award**
Action would authorize the Chief Executive Officer (CEO) to execute MTS Doc. No. G2839.0-24, with Datel Systems Incorporated (Datel), effective for five (5) years, for the purchase of network equipment, in the amount of \$402,481.00.
- 13. Iris Rapid Transit Center East and Bus Stops Construction – Contract Award**
Action would authorize the Chief Executive Officer (CEO) to: 1) Execute MTS Doc. No. PWB380.0-24, with Hazard Construction Engineering LLC (Hazard Construction), for the Iris Rapid Transit Center East and Bus Stops Construction in the amount of \$4,410,884.00; and 2) Authorize the CEO to execute amendments or change orders up to a 15% contingency or \$661,632.60 for this construction contract, bringing total expenditure authority to \$5,072,516.60.
- 14. Design Services for Iris Rapid Route and Station Infrastructure Improvements – Work Order Amendment**
Action would: 1) Ratify Work Order WOA353-AE-19, under MTS Doc No. PWL353.0-22, with Dokken Engineering (Dokken), in the amount of \$111,611.05 to provide additional project management, new bid package development and support services, additional design support during construction, and prepare as-built drawings; 2) Ratify Work Order WOA353-AE-19.01, under MTS Doc No. PWL353.0-22, with Dokken, in the amount of \$16,813.67 to provide temporary construction easement extensions; and 3) Authorize the Chief Executive Officer (CEO) to approve Amendment WOA353-AE-19.02, under MTS Doc No. PWL353.0-22, with Dokken, in the amount of \$117,746.82 to provide additional project management, local agency processing, fiber optic design and San Diego Gas & Electric (SDG&E) coordination, bid package preparation and bid support, design support during construction, and as-built drawings.
- 15. Iris Rapid Transit Center East and Bus Stops Construction Management (CM) Services – Award Work Order Agreement**
Action would authorize the Chief Executive Officer (CEO) to execute Work Order No. WOA2498-CM19 under MTS Doc. No. G2498.0-21, with Kleinfelder Construction Services, Inc. (KCS), totaling \$900,510.13 for CM services for the Iris Rapid Project.
- 16. Building B Office Improvements – Work Order Agreement**
Action would authorize the Chief Executive Officer (CEO) to execute Work Order No. MTSJOC324-48 under Job Order Contract (JOC) to MTS Doc. No. PWG324.0-21, with

ABC General Contractor, Inc. (ABCGC), in the amount of \$220,792.67 for the improvements of Revenue Area, Pay Station Service Room, Facility Offices and Break Room areas at Building B.

17. El Cajon Third Track Construction Management (CM) Services – Work Order Amendment

Action would authorize the Chief Executive Officer (CEO) to execute Work Order Amendment No. WOA2498-CM02.02 under MTS Doc. No. G2498.0-21, with Kleinfelder Construction Services, Inc. (KCS), for the El Cajon Third Track and El Cajon Third Track – Interlocking E26 CM services in the amount of \$411,792.40.

18. Commercial Tenant Relocation and Property Management Services - Clean Transit Advancement Campus (CTAC) – Work Order Agreement

Action would authorize the Chief Executive Officer (CEO) to execute Work Order WOA357-AE-39 under MTS Doc. No. PWL357.0-22, with Chen Ryan Associates, Inc. (CRA), a Disadvantaged Business Enterprise (DBE), in the amount of \$533,448.30 to provide tenant relocation and property management services for the CTAC project.

19. State of California Office of Emergency Services – Designation of Applicant Agent Resolution

Action would: 1) Authorize the Chief Executive Officer (CEO) and designee(s) to serve as MTS’s agent to engage with the Federal Emergency Management Agency and the Governor’s Office of Emergency Services regarding all matters pertaining to Federal financial assistance and/or State financial assistance under the California Disaster Assistance Act; and 2) Authorize the Chair of the Board of Directors to sign the Designation of Applicant’s Agent Resolution for Non-State Agencies Form (CalOES Form 130).

20. Improving Restroom Availability at San Diego State University Transit Center - Memorandum of Understanding Amendment

Agenda item will be provided prior to Board Meeting.

21. Fiscal Year (FY) 2025 Capital Improvement Program (CIP) Amendment

Agenda item will be provided prior to Board Meeting.

22. ChargePoint ViriCiti Bus Telematics License Renewal-Sole Source Contract Award

Agenda item will be provided prior to Board Meeting.

6. Other Staff Communications and Business

There was no Other Staff Communications and Business discussion.

7. Committee Member Communications and Other Business

There was no Committee Member Communications and Other Business discussion.

8. Next Meeting Date

The next Executive Committee meeting is scheduled for May 9, 2024, at 9:00 a.m.

9. Adjournment

The meeting was adjourned at 10:07 a.m.

/S/ Stephen Whitburn
Chairperson
San Diego Metropolitan Transit System

/S/ Dalia Gonzalez
Clerk of the Board
San Diego Metropolitan Transit System

Attachment: Roll Call Sheet

SAN DIEGO METROPOLITAN TRANSIT SYSTEM
EXECUTIVE COMMITTEE

ROLL CALL

MEETING OF (DATE): April 11, 2024 CALL TO ORDER (TIME): 9:02 a.m.
 RECESS: _____ RECONVENE: _____
 CLOSED SESSION: _____ RECONVENE: _____
 PUBLIC HEARING: _____ RECONVENE: _____
 ORDINANCES ADOPTED: _____ ADJOURN: 10:07 a.m.

REPRESENTING	BOARD MEMBER	ALTERNATE	PRESENT (TIME ARRIVED)	ABSENT (TIME LEFT)
Chair	Whitburn <input checked="" type="checkbox"/>	No Alternate <input type="checkbox"/>	9:02 a.m.	10:07 a.m.
City of San Diego	Elo-Rivera <input checked="" type="checkbox"/>	Joe LaCava <input type="checkbox"/>	9:02 a.m.	10:07 a.m.
County of San Diego	Montgomery Steppe <input checked="" type="checkbox"/>	Vargas <input type="checkbox"/>	9:02 a.m.	10:07 a.m.
East County	Frank <input type="checkbox"/>	Hall <input type="checkbox"/>	ABSENT	ABSENT
SANDAG Transportation Committee	Moreno <input checked="" type="checkbox"/>	Bush <input type="checkbox"/>	9:02 a.m.	10:07 a.m.
South Bay	Bush <input type="checkbox"/>	Leyba- Gonzalez <input type="checkbox"/>	ABSENT	ABSENT
Vice Chair	Goble <input checked="" type="checkbox"/>	No Alternate <input type="checkbox"/>	9:02 a.m.	10:07 a.m.

SIGNED BY THE CLERK OF THE BOARD: /S/ Dalia Gonzalez