



February 14, 2024

To: Finance and Administration Committee

From: Darrell E. Johnson, Chief Executive Officer

Subject: Change in Classification of Salary Grade Assignment

Overview

The evolving landscape of project management and delivery methods necessitates a dedicated leadership role to oversee and implement alternative project delivery approaches. Staff proposes to change the salary grade assignment of the Senior Program Manager, Project Management position in the Capital Programs division to allow for the creation of a new executive-level position to oversee and implement alternative project delivery approaches in the Capital Programs division. This change will help ensure retention and better align organizational needs. Board of Directors' approval is required to make this change.

Recommendation

Direct staff to create a new executive-level, grade X position, titled Director, Alternative Project Delivery and Construction, from one of the existing Senior Program Manager positions within the Capital Programs Division.

Background

The Orange County Transportation Authority's (OCTA's) Position Control Policy, Section V. C., states that any position changes resulting in an X salary grade assignment will be approved by the Board of Directors (Board). The Senior Program Manager, Project Management positions in the Capital Programs Division are currently classified at a salary grade W. Staff proposes to change the salary grade assignment of one of the positions, to a salary grade X, to allow for the creation of a new executive-level position, entitled Alternative Project Delivery and Construction, to help OCTA to address the growing needs and strategic initiatives within our organization.

Discussion

Staff is requesting the Board authorize the change of the salary grade assignment of one of the Senior Program Manager, Project Management positions, in the Capital Programs Division from salary grade W to salary grade X to allow for the creation of a new executive-level position, entitled Director, Alternative Project Delivery and Construction.

The evolving landscape of project management and delivery methods necessitates a dedicated leadership role to oversee and implement alternative project delivery approaches. The Director of Alternative Project Delivery and Construction will lead, plan, manage, and oversee the planning, development, design, and construction implementation of complex capital projects in the areas of highways, rail, transit systems and facilities, and other transportation projects as assigned. This position will play a crucial role in enhancing efficiency, reducing costs, and ensuring the successful execution of projects through innovative methods. Alternative project delivery methods, such as variations of Design-Build and Construction Manager at Risk, where applicable, require a unique set of skills and expertise. Having a dedicated director will ensure that OCTA capitalizes on these methods effectively. This position will be instrumental in identifying opportunities for cost optimization and it will be responsible for evaluating and mitigating risks associated with alternative project delivery, ensuring that OCTA remains resilient in the face of challenges.

The financial impact of this request can be accommodated within the current year's budget.

Summary

The proposed change in the salary grade assignment of one of the Senior Program Manager, Project Management positions, in the Capital Programs Division, from salary grade W to salary grade X, will allow OCTA to address the growing needs and strategic initiatives within our organization. The financial impact of this request can be accommodated within the current year's budget.

Attachment

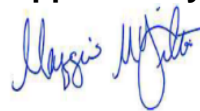
None.

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