ALAMEDA COUNTY
CONGESTION MANAGEMENT AGENCY

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MEMORANDUM

July 13, 2009
Agenda Item 4.2

DATE: June 30, 2009

TO: Administration & Legislation Committee

FROM: Mark Green, Chair
Beverly Johnson, Vice Chair
Scott Haggerty, Past Chair

SUBJECT: Executive Director's Salary & Benefits for 2009-10

Action Requested

We have reviewed the Executive Director's performance and find that it has been excellent. We recommend the Board allow the Executive Director to convert two and one half weeks accrued vacation to salary payable in twenty-four equal payments beginning July 1, 2009.

Discussion

The CMA's employment agreement with the Executive Director calls for an annual performance evaluation by the Administration & Legislation Committee, which will then report to the full CMA Board. The evaluation is to be based on previously agreed upon objectives. The CMA Board and the Executive Director agreed on objectives for FY 2008-9 in September 2008.

The employment agreement also states that the CMA will consider annual adjustments to salary and benefits, and the annual performance evaluation will provide a basis for these annual adjustments.

The employment agreement also calls for the Executive Director to provide the Committee with a self-evaluation as a first step. Attachment 1 contains this self-evaluation.

We are recommending the Board allow the Executive Director to convert two and one half weeks accrued vacation to salary payable in twenty-four equal payments beginning July 1, 2009. This will not be a permanent increase in the Executive Director's base salary. Compensation will again be evaluated next year at this time. Existing CMA policy allows employees to cash out up to ½ of their annual vacation accrual each year. Since the Executive Director could avail himself of this policy, the proposed conversion is cost neutral with the exception of the PERS contribution on this amount. The conversion is roughly equal to 5% of salary. Because the CMA is pooled with all employers under 100 using the same retirement formula, there should be no long-term financial impact.

Attachment 1
Executive Director's Self Evaluation
June 2009
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This has been another successful but challenging year for the CMA. Project development associated with bond projects has presented a whole new set of challenges, and the concept of a regional HOT lane system has emerged. The following lists some key accomplishments over the last year:

- The CMA has completed engineering on several of the projects funded by the Prop 1B Corridor Mobility program. Projects in the I-580 and I-680 corridors are under construction. Other projects in the I-80, I-580 and I-880 corridors are in various stages of project development. Alameda County received approximately $400 million for projects in the I-80, I-880 and I-580 corridors, representing about 25% of the available funding for northern California.
- The CMA was also instrumental in securing funding for improvements on I-880 at 23rd/29th. The CMA is managing the ongoing environmental clearance and engineering for this project.
- The CMA is working in partnership with Caltrans to expedite improvements in the I-580 corridor. The CMA is taking an aggressive role in the delivery of projects by using consultants to design various components of the corridor project, by providing Caltrans with consultant assistance and by other project delivery assistance. The eastbound HOV lane is in construction. Environmental documentation and engineering for the westbound I-580 HOV lane is continuing.
- The CMA held a retreat in December 2008, focusing on climate change. A series of actions were suggested. Implementation of these actions will be a feature of the 2009 Congestion Management Program, now in development.
- The CMA was active in trying to shape the federal stimulus legislation. Supervisor Haggerty and I met in December 2008 with the transition team to discuss the needs of transportation. The CMA has received stimulus funding for projects and has programmed stimulus funding to local street projects.
- The CMA is a leader in the region in SMART corridor planning, development and deployment. SMART corridor improvements in the San Pablo Ave and I-880 corridors are complete. The CMA has assisted AC Transit with rapid bus developments in the Telegraph/Int'l corridor and other corridors. AC Transit has relied heavily on the CMA to deliver bus priority and other functions in support of its Rapids program. The I-80 Integrated Corridor Mobility project, funded in part by Prop 1B, is a continuation of this program.
- The CMA is now partnering with the cities and AC Transit on the development of a plan to better integrate land development with the emerging Bus Rapid Transit project on Telegraph/Int'l.
- The CMA is taking a lead regionally in pursuing HOT lanes (Express Lanes). The southbound I-680 Express Lane is in construction; opening is planned for fall 2010. The eastbound I-580 HOV lanes are in construction, with Express Lane project development underway. A marketing plan has been developed in advance of the opening of the region's first Express Lane on I-680. While we prepare for opening the I-680 Express Lane under the CMA's existing authority, we are working with MTC on legislation to permit a regional Express Lane system.
- The CMA continues to implement its Exchange Program that will provide over $42 million in local funds for projects that would be unduly delayed by the use of State or federal funds; new exchanges are in progress.
- The CMA has completed Community Based Transportation Plans for central Alameda County, West and East Oakland, Berkeley and Alameda.

The attached status report provides more specifics on the status of individual objectives. I am proud of staff's work on the bond projects, which exceed $700 million in value. Continued work on these projects is especially important to assist in generating jobs during the recession. I am convinced that the CMA's advocacy has helped move the Warm Springs BART extension and the Oakland Airport Connector projects to construction. I have been personally involved in the development of the regional Express Lane concept and legislation.

Executive Director's Objectives for the 2008-09 Fiscal Year -- Status
June 2009

Objective	Status
1. Implement the adopted fiscal year 2008-2009 work plan	Products were completed substantially on schedule
2. Begin the 2009 update of the congestion management program	Update in progress.
3. Work with MTC on the regional transportation plan update, T 2035, to include Alameda County's priorities, including the CMA's HOT lane principles	Complete. Alameda County projects included in adopted T 2035.
4. Manage the development of an implementation/operational plan for authorized HOT lanes in the I-680 and I-580 corridors	I-680 HOT lane in construction; marketing plan developed; operation to begin fall 2010. Eastbound I-580 HOV in construction; HOT lane project development proceeding. Project development for westbound I-580 underway.
5. Oversee the development of projects funded through the State Infrastructure Bond - the I-80 integrated corridor management project, I-880 southbound HOV lane, the east and westbound HOV lanes on I-580 in the Livermore Valley, and the 23rd/29th improvement project on I-880 in Oakland	Construction of eastbound I-580 and southbound I-680 projects underway. Environmental clearance and engineering underway for the I-80 ICM, I-880 southbound HOV lane, westbound I-580 HOV lane, and 23rd/29th projects.
6. Assure that staff is: (1) managing the East Bay SMART Corridors program; (2) monitoring and tracking the projects included in State and federal transportation funding programs; (3) managing the CMA exchange program; and (4) implementing the MTC funded T-Plus program in Alameda County	O&M agreements and funding plan for the East Bay SMART corridors program in development. Project monitoring and tracking continues with quarterly reports to the Board. Staff continues to seek new exchanges. T-Plus program ongoing.
7. Develop and implement a legislative strategy to help guide the CMA's advocacy in Sacramento and Washington, DC	Complete. Approved by Board at the January 2009 meeting. Briefing books for DC visits prepared. DC trip in March 2009. Follow up visit planned for July 2009.
8. Provide staff support to the CMA Board, its committees and individual members as appropriate to carry out the mission of the CMA.	Ongoing
9. Advocate new or enhanced transportation revenues in regional and statewide forums	Federal stimulus funds secured for local roads and for key projects. Efforts to secure federal earmarks ongoing.
10. Participate in and take an active role in statewide forums and discussions that may have a potential impact on the functions of the CMA	Helped develop California Consensus principles for federal reauthorization and regional HOT lane principles and legislation.
11. Manage the preparation of the work plan and budget for fiscal year 2009-2010	Work plan and budget scheduled for Board action in June 2009.
12. Organize an agency retreat to be held during the fiscal year	Retreat held December 18, 2008.

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