



# Foothill Gold Line

Metro Gold Line Foothill Extension Construction Authority

406 East Huntington Drive, Suite 202  
Monrovia, CA 91016-3640

p 626.471.9050 f 626.471.9049  
www.foothillgoldline.org

**Board Members:**

**Doug Tessitor**  
Chair  
Appointee,  
City of Pasadena

**Sam Pedroza**  
Vice Chair  
Council Member,  
City of Claremont  
Appointee, SGVCOG

**Marisol Rodriguez**  
Member  
Alternate Appointee,  
City of Los Angeles

**Paul S. Leon**  
Member  
Mayor,  
City of Ontario  
Appointee, City of  
South Pasadena

**John Fasana**  
Member  
Mayor Pro Tem,  
City of Duarte  
Appointee, LACMTA

**Gene Masuda**  
Member, Non-Voting  
Council Member,  
City of Pasadena  
Appointee, City of  
Pasadena

**Carrie Bowen**  
Member, Non-Voting  
District 7 Director,  
Caltrans  
Gubernatorial  
Appointee

**Daniel M. Evans**  
Member, Non-Voting  
Appointee, City of  
South Pasadena

**Alan D. Wapner**  
Member, Non-Voting  
Mayor Pro Tem  
City of Ontario  
Appointee, SBCTA

**Executive Officer:**

**Habib F. Balian**  
Chief Executive Officer

## Agenda Item: 4

**TO:** Chair and Members of the Construction Committee  
**FROM:** Habib F. Balian, Chief Executive Officer  
**DATE:** October 20, 2017  
**SUBJECT:** Receive and File Update of Compensation and Benchmarking Assessment Report

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### RECOMMENDATION:

That the Construction Committee receive and file the Status of the Compensation and Benchmarking Assessment Report.

### SUMMARY:

Per the Metro Gold Line Foothill Extension Construction Authority Personnel Policy & Procedure Manual's Salary Administration Guidelines, employee salary ranges will be established and reviewed for adjustment as needed based on the following:

- The Board of Directors establishes all staff positions and ranges;
- The ranges are recommended based on comparable positions at other public agencies similar in nature to the Authority; and
- Salary ranges can be adjusted with approval of the Board of Directors based on changes in Authority job responsibilities or changes in the salaries for comparable jobs at other agencies.

Salary ranges will be updated as needed following a compensation review by an independent third-party consultant who specializes in employee compensation and provided the dollar amount of change(s) are contained within the approved fiscal year operating budget approved by the Board of Directors.

The Compensation and Benchmarking Assessment Report is the third-party compensation review of the Authority's salary ranges.

The Authority's Compensation and Benchmarking Assessment Report was last updated in 2016. The Report indicated that the Authority's executive positions are positioned in the median percentile.

Below are the current salary ranges by grade level.

<b>Grade</b>	<b>Current Minimum</b>	<b>Current Maximum</b>
Grade 9	\$253,456	\$405,734
Grade 8	\$185,597	\$324,846
Grade 7	\$137,557	\$240,725
Grade 6	\$101,899	\$178,296
Grade 5	\$75,445	\$132,055
Grade 4	\$57,033	\$96,924
Grade 2	\$35,024	\$56,081

Since inception, it has been the Authority's Board intention to hire and maintain the best employees available due to the short-term nature of the project which requires higher compensation and benefits for these employees. Employee retention throughout a short-term project is critical to the success of the project.

**BUDGET IMPLICATIONS:**

None at this time.



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**Habib F. Balian**  
Chief Executive Officer

## Agenda Item: 5

**TO:** Chair and Members of the Construction Committee

**FROM:** Habib F. Balian, Chief Executive Officer

**DATE:** October 20, 2017

**SUBJECT:** Authorization of the Chief Executive Officer to Issue Request for Qualifications (RFQ) C2002 Phase 2B Alignment Design-Build Project

### RECOMMENDATION:

That the Construction Committee recommend to the Board of Directors that the Chief Executive Officer be authorized to issue Request for Qualifications (RFQ) C2002 Phase 2B Alignment Design-Build Project.

### SUMMARY:

On May 31, 2017, the Construction Authority held an industry workshop to discuss the scope of work and contracting opportunities associated with the Glendora to Montclair extension of the Foothill Gold Line, including information regarding the procurement and scope of the C2002 Phase 2B Alignment Design-Build Project. The next step in the process to procure a design-build team who will design and construct all elements of the project to extend the Foothill Gold Line light rail project from Glendora to Montclair, except for certain utility work under separate contract, is to create a shortlist of design-builders who ultimately will be able to submit proposals to perform the work.

The purpose of this RFQ document is to solicit information, in the form of a Statement of Qualifications (SOQ) from each prospective bidder. These SOQs will be evaluated by an evaluation committee using an adjectival rating method to determine which teams have demonstrated the highest qualifications to successfully deliver the Project in accordance with Authority's standards and expectations.

The evaluation committee will evaluate the SOQs using the following four evaluation criteria:

- Related Project Experience;
- Staffing and Organization;
- Legal Qualifications; and
- Financial Qualifications.

While many teams may be well-qualified to perform the work, only a limited number of teams demonstrating the highest qualifications will be included on the shortlist and be eligible to submit proposals in response to the subsequent Request for Proposal (RFP), if any, to be issued by the Authority.

**BUDGET IMPLICATIONS:**

None at this time.