


Date: December 9, 2015
To: TriMet Board of Directors
From: Neil McFarlane, General Manager 
Subject: *General Manager Personnel Action Report
August 16, 2015 to November 15, 2015*

The duties of TriMet's General Manager are specified in ORS 267.140. It states the General Manager has "full charge of the administration of the business affairs of the district." Those duties include ensuring appropriate staffing levels and acknowledging promotions.

TriMet is pleased to recognize the following individual salary actions and to report on other personnel actions taken during the quarter.

I. PERSONNEL ACTIONS (Grade 15 and over)¹

- All actions are within the current budget appropriation.
- Actions listed in alphabetical order.

a. Promotions

Robert Bartels – Manager, Powell/Division; Capital Projects. Grade 17.
Previous Position: Engineer III; Capital Projects. Grade 15.
12.12% Annual Salary Increase to \$95,000; Effective 9/28/15.

Josh Brennan – Engineer III; Capital Projects. Grade 15.
Previous Position: Engineer II; Capital Projects. Grade 13.
10.62% Annual Salary Increase to \$71,000; Effective 9/28/15.

Neil Cohn – Engineer III; Capital Projects. Grade 15.
Previous Position: Engineer II; Capital Projects. Grade 13.
3.01% Annual Salary Increase to \$83,000; Effective 9/28/15.

Jebediah Doran - Engineer IV - Resident; Capital Projects. Grade 17.
Previous Position: Engineer III; Capital Projects. Grade 15.
8.02% Annual Salary Increase to \$87,000; Effective 9/28/15.

Sarah Espinosa – Engineer III; Capital Projects. Grade 15.
Previous Position: Engineer II; Capital Projects. Grade 13.
2.37% Annual Salary Increase to \$73,000; Effective 9/28/15.

Amy Fandrich – Design Manager, Southwest Corridor; Capital Projects. Grade 19.
Previous Position: Engineer IV; Capital Projects. Grade 17.
9.42% Annual Salary Increase to \$108,000; Effective 9/28/15.

Dion Graham – Administrator, ADA Compliance; Transportation. Grade 15.
Previous Position: Assistant Manager, Transportation Training; Transportation. Grade 14.
5.16% Annual Salary Increase to \$88,000; Effective 9/14/15.

Michael Kiser – Engineer III; Capital Projects. Grade 15.
Previous Position: Engineer III; Capital Projects. Grade 14.
4.04% Annual Salary Increase to \$75,000; Effective 9/28/15.

Karl MacNair – Manager, Guideway; Capital Projects. Grade 16.
Previous Position: Engineer III; Capital Projects. Grade 15.
2.21% Annual Salary Increase to \$88,000; Effective 9/28/15.

¹ Grade 15 has a midpoint of \$90,344 and is generally considered a department manager level.

Scott Robertson – Manager, Stations; Capital Projects. Grade 17.
Previous Position: Engineer III; Capital Projects. Grade 15.
11.79% Annual Salary Increase to \$95,000; Effective 9/28/15.

Amy Rudisill – Engineer III; Capital Projects. Grade 15
Previous Position: Engineer II; Capital Projects. Grade 13.
11.52% Annual Salary Increase to \$72,000; Effective 9/28/15.

Daniel Sosnovske – Director, Building Projects; Capital Projects. Grade 19.
Previous Position: Engineer IV; Capital Projects. Grade 17.
5.96% Annual Salary Increase to \$110,000. Effective 9/28/15.

Kurt Wilkinson – Director, Safety Mgmt Systems & Environmental Services; Safety & Security. Grade 19.
Previous Position: Manager, Construction Safety & Risk Assessment; Safety & Security. Grade 16.
23.85% Annual Salary Increase to \$122,000. Effective 9/27/15.

b. Market Adjustments

Jason Anderson – Engineer III; Capital Projects. Grade 15.
2.75% Annual Salary Increase to \$74,725; Effective 9/28/15.

Jason Grohs – Engineer IV-Rail Vehicle Engineer; Capital Projects. Grade 18.
3.51% Annual Salary Increase to \$105,000; Effective 9/28/15.

Liz Higgins – Engineer III; Capital Projects. Grade 15.
4.95% Annual Salary Increase to \$84,859; Effective 9/28/15.

Kai Looijenga – Engineer IV; Capital Projects. Grade 18.
4.18% Annual Salary Increase to \$105,000; Effective 9/28/15.

Leah Robbins – Director, Southwest Corridor; Capital Projects. Grade 21
7.13% Annual Salary Increase to \$150,000; Effective 9/28/15

Paige Schlupp – Engineer III; Capital Projects. Grade 15.
5.02% Annual Salary Increase to \$83,697; Effective 9/28/15.

Randy Stedman – Executive Director, Labor Relations & Human Resources. Grade 25.
6.12% Annual Salary Increase to \$203,000; Effective 11/15/15.

Gene Wallis – Engineer III; Capital Projects. Grade 16.
5.04% Annual Salary Increase to \$82,000; Effective 9/28/15.

c. New Hires

Jeffrey Brock – Software Engineer, Web Applications; Information Technology.
Grade 16. Starting Annual Salary: \$102,000. Start Date 9/21/15.

Andrew Dompier – Systems Engineer III, Server; Information Technology.
Grade 15. Starting Annual Salary: \$80,000. Start Date: 10/19/15.

Corey Edmonds – Sr Representative, Labor Relations; Labor Relations & Human Resources.
Grade 15. Starting Annual Salary: \$80,000. Start Date: 9/8/15.

Lester Spittler – Manager, Contracts; Finance & Administration.
Grade 17. Starting Annual Salary: \$90,000. Start Date 9/14/15.

d. Separations

Brett Baylor – Manager, Oracle Technology; Information Technology.

Grade 19. Ending Annual Salary: \$139,064. Last Day 9/17/15; Retired. Length of Service: 26 yrs.

Johnell Bell – Director, Diversity & Transit Equity; Office of General Manager.

Grade 17. Ending Annual Salary: \$102,215. Last Day: 8/20/15; Resigned. Length of Service: 4 yrs.

Gary Hopkins – Manager, Senior Inspector; Capital Projects.

Grade 17. Ending Annual Salary: \$92,627. Last Day: 9/30/15; End of Project. Length of Service: 3 yrs.

Karl MacNair – Manager, Guideway; Capital Projects.

Grade 16. Ending Annual Salary: \$88,000. Last Day: 11/6/15; Resigned. Length of Service: 8 yrs.

Irina Rowland – Oracle Applications DBA; Information Technology.

Grade 17. Ending Annual Salary: \$120,000. Last Day 10/16/15; Separation. Length of Service: 2.5 mths.

Steve Yates – Engineer III, Structural; Capital Projects.

Grade 15. Ending Annual Salary: \$84,912. Last Day: 9/30/15; End of Project. Length of Service: 3 yrs.

II. OTHER PERSONNEL ACTIONS

- All actions are within the current budget appropriation.

a. Total Union Employee Salary Step Increases: 406

b. Total Union Positions Filled: 50

1) Part-time Operators: 47

2) Full-time Operators: 0

3) Union - Other: 3

c. Total Non-Union Positions Filled: 7 Full-time, 1 Part-time

All actions are conducted in accordance with ORS 267.140. Any actions anticipated to exceed the budget appropriation will be brought before the Board in a Budget Transfer Resolution.