



**ITEM ID:** 2026-190-0

**TRANSMITTAL DATE:** April 17, 2026

**MEETING DATE:** April 24, 2026

**TO:** Board of Directors

**FROM:** Alberto Lara, Chief People Officer

**SUBJECT:** Quarterly Compensation Report - 3rd Quarter of Fiscal Year 2026 - January 1, 2026 through March 31, 2026

**Issue**

In compliance with HR Policy No. 2.1, Wage and Salary Administration – Salary Program Administration, staff is required to make quarterly and annual reports to the Board on compensation matters.

**Recommendation**

Receive and file.

**Strategic Commitment**

This report aligns with the Strategic Business Plan commitment of:

- **Modernizing Business Practices:** We will improve our operational efficiency through transparency, objective metrics and streamlined governance, reducing over-reliance on subsidy while bringing our system into a state of good repair and investing in the development of our employees. As required by the HR Policy No. 2.1, Wage and Salary Administration – Salary Program Administration, staff is required to make quarterly reports to the Board on all compensation matters to maintain transparency.

**Background**

In accordance with the HR Policy No. 2.1, Wage and Salary Administration – Salary Program Administration, the Board requires the Chief People Officer to report all salary placements for

new hires, promotions, demotions, reclassifications, and other changes in employee compensation to the Board on a quarterly basis.

### **Discussion**

There were 16 compensation transactions that occurred during the second quarter of fiscal year 2026, January 1, 2026, through March 31, 2026. The compensation transactions are summarized below and in Attachment A, and described in detail in Attachment B:

New Hires	7
Promotions	4
Additional Pay Temp.	1
ATU Salary Increase	1
Return from Acting Pay	3
<b>TOTAL</b>	<b>16</b>

In addition, there were 3 Separations (attrition rate - 1.1%), and the position vacancy rate was 4.6%.

### **Promotions**

In accordance with the HR Policy No. 2.1, Section 1.5 – Promotions:

A promotion is awarded when an employee moves from his/her current job classification to another when the new job classification is at least one salary grade higher than the previous job classification. The following factors may be taken into consideration in determining a promotional increase:

The employee's new salary shall not be less than the minimum of the new salary range. The salaries and qualifications of employees in the same or similar positions and/or the same grade shall be taken into consideration to ensure internal equity. Demonstrated past performance and strength of experience and qualifications shall be considered in relation to the salary placement.

An internal promotion to the position of Director, Communications was affected. The selected candidate had been acting in this capacity previously. A 45.08% increase in compensation was authorized by the CEO to maintain internal equity within the salary grade for the position. The minimum qualification for this position is a Bachelor's degree and eight (8) years of related experience. The employee possesses a Master's degree and over ten (10) years of related experience. Additionally, the average salary for employees in a similar classification is \$206,178; hence the annual salary offered of \$195,000 reflects a reasonable and appropriate increase for the employee.

Please see the table below for salary details.

Effective February 15, 2026:

Type of Change	Current Information	Promotion Information
Job Title:	Manager II	Director, Communications
Salary Grade / Range:	Grade 10 / \$102,793 - \$159,329	Grade 12 / \$140,369 - \$217,571
Annual Salary:	\$134,404	\$195,000

### **Next Steps**

Human Resources will continue reporting compensation transactions on a quarterly basis. The next quarterly compensation report for the fourth quarter of the fiscal year 2026 will be presented at the July Board Meeting.

Prepared by:                      Agavni Bagdasarian, Senior Human Resources Analyst  
Alberto Lara, Chief People Officer

Approved by:                      Alberto Lara, Chief People Officer

### **Attachment(s)**

[Attachment A - Board Compensation Summary Q3 FY26](#)

[Attachment B - Board Compensation Report Q3 FY26](#)

[Presentation - Compensation Report Q3 FY26](#)