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ITEM ID:	**2026-338-0**
TRANSMITTAL DATE:	**October 16, 2026**
MEETING DATE:	**October 23, 2026**
TO:	**Board of Directors**
FROM:	**Alberto Lara, Chief People Officer**
SUBJECT:	**Quarterly Compensation Report - FY 2027 Q1**

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 58 compensation transactions that occurred during the first quarter of fiscal year 2027, July 1, 2026, through September 30, 2026. The compensation transactions are summarized below and in Attachment A, and described in detail in Attachment B:

New Hires - 5
Additional Pay Temporary - 4
ATU Salary Increases - 47
Return from Acting Pay - 2
Total - 58

In addition, there were 4 Separations (attrition rate 1.4%), and the position vacancy rate was 5.3%.

Next Steps

Human Resources will continue reporting compensation transactions on a quarterly basis. The next quarterly compensation report for the second quarter of the fiscal year 2027 will be presented at the January Board Meeting.

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

Attachment(s)

Attachment A - Compensation Summary FY27 Q1
Attachment B - Compensation Report FY27 Q1
Presentation - Compensation Report Q1 FY27