



ITEM ID: 2026-120-0

TRANSMITTAL DATE: January 16, 2026

MEETING DATE: January 23, 2026

TO: Board of Directors

FROM: Alberto Lara, Chief People Officer

SUBJECT: Quarterly Compensation Report - 2nd Quarter of Fiscal Year 2026 - October 1, 2025, through December 31, 2025

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 20 compensation transactions that occurred during the second quarter of fiscal year 2026, October 1, 2025 through December 31, 2025. The compensation transactions are summarized below and in Attachment A, and described in detail in Attachment B:

New Hires	7
Promotions	3
Additional Pay Temporary	2
ATU Salary Increase	4
Job Reclassification	1
Return from Acting Pay	3
Total	20

In addition, there were 5 Separations (attrition rate - 1.8%), and the position vacancy rate was 5.3%.

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.

Next Steps

Human Resources will continue reporting compensation transactions on a quarterly basis. The next quarterly compensation report for the third quarter of the fiscal year 2026 will be presented at the April 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 Q2 FY26

Attachment B - Board Compensation Report Q2 FY26

Presentation - Quarterly Compensation Report Q2 FY26