

Compensation and Benefits

The salary range for the Director of Human Resources is \$140,000 - \$165,000 annually, DOQ. In addition, SCRRA offers a comprehensive executive management compensation package that includes:

- ◆ Public Employees Retirement System (PERS) 2% @ 60, for qualified "classic" employees as defined by CalPERS. 2% at 62 (highest three years) for others.
- ◆ SCRRA does not participate in Social Security with the exception of Medicare.
- ◆ Opportunity to select from six health insurance plans that are administered by PERS with SCRRA paying up to 90% of family premium.
- ◆ Dental & vision insurance paid by SCRRA.
- ◆ Employee Assistance Program.
- ◆ Paid Time Off (PTO) program is 25 days per year and begins accruing upon start date. This time can be used for vacation, illness, injury, religious holidays, personal business and emergencies.
- ◆ Nine paid holidays per year.
- ◆ Deferred compensation program.
- ◆ Life Insurance, AD&D and Long-Term Disability Insurance.
- ◆ Education and Professional Development Reimbursement.
- ◆ Retiree Medical Insurance Coverage paid by SCRRA in the same amount as active employees.
- ◆ SCRRA provides a no cost Metrolink ticket or subsidy equal to the cost of the highest Metrolink monthly pass.



For additional information regarding the SCRRA, please visit their website at www.metrolinktrains.com.

The Process

To be considered for this exciting career opportunity, please forward (email preferred) a letter of interest and your resume with salary history and five work-related references (who will not be called until mutual interest is established) to:

Bill Avery
Avery Associates
3½ N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net

This position is open until filled.

If you have any questions regarding this position, please feel free to contact Bill Avery at 408.399.4424.



Southern California Regional Rail Authority "Metrolink"



*invites your interest
for the position of*

Director of Human Resources

The Agency

The Southern California Regional Rail Authority (SCRRA) is seeking a Director of Human Resources. The SCRRA was formed in 1991 to plan, design, construct and administer the operation of regional passenger rail lines serving the counties of Los Angeles, Orange, Riverside, San Bernardino and Ventura. The SCRRA named the regional commuter rail system "Metrolink."



Metrolink has grown tremendously during the 20+ years in service. Originally a system with three service lines, 11 stations and approximately 2300 daily passengers, it now has seven service lines, 55 stations, and 44,000 daily passengers, travelling over a 512 route-mile network. Today, an estimated 8.5 million weekday automobile trips are removed from the road each year because of the service Metrolink provides.

Amtrak is one of Metrolink's major contractors and supplies the train and engine crews who operate the trains. BNSF and UP also operate on the 216-mile publicly owned portion of Metrolink's network. Metrolink will be the first commuter rail in the nation to implement Positive Train Control (PTC), a lifesaving innovation that will make travel by rail even safer. Metrolink has taken the HOT (human, operational, technology) approach to PTC implementation. Not only focusing on the technology but also on the human element, Metrolink has been engaging employees and contractor co-workers and working in partnership with the Metrolink Board, federal, state and local regulators, Amtrak and Class I freight railroads to ensure successful implementation.

The SCRRA Metrolink main office is located at One Gateway Plaza, in Los Angeles Union Station. Also known as the MTA Building, a high-rise office tower, it was completed in 1995 and also serves as the main headquarters for the Los Angeles County Metropolitan Transportation Authority. The \$300 million building is the main fixture of the Patsaouras Transit Plaza and features exquisite artwork throughout the exterior facades and the interior lobby. The building's design features a blend of contextual influences having 1930's Hispanic-Deco and post-modern architecture.



Southern California, known for its outstanding weather, world-renowned attractions and vibrant and active lifestyles, is a wonderful place to live and work. With an efficient, high quality and safe commuter rail system, housing options for workers in the downtown core are wide and varied. Metrolink employees can choose from the beach, foothills, or the Valley with neighborhoods and regional amenities that are favorable to families and single individuals alike.

SCRRA Governance

Metrolink is governed by the SCRRA, a joint powers authority comprised of five member agencies which

are the Los Angeles County Metropolitan Authority (Metro), Orange County Transportation Authority, Riverside County Transportation Commission, San Bernardino Association Governments and Ventura County Transportation Commission. Metrolink's task is to reduce highway congestion and improve mobility throughout the five Southern California member counties. Representatives from each of these agencies form the governing board of 11 voting members and three ex-officio. For the 2013 fiscal year, Metrolink has an operating budget of \$196.1 million and revenues of \$105.4, with member subsidies of \$90.7 million.

SCRRA has organized the agency into cost centers under business unit offices to support core functionalities, institute best practices and increase overall efficiency. These include the Executive Office, Office of the General Counsel, Operations Office, Strategy Office, Administration Office, Human Resources Office and Finance Office. Under the leadership of the Chief Executive Officer, General Counsel, Chief Operations Officer, Chief Administrative Officer, Human Resources Director, and Chief Financial Officer, SCRRA manages 246 full time employees. Key executive branches within SCRRA support all operational and administrative safety initiatives across the agency and manage a wide and diverse group of departments performing various functions for the agency.

The Position

The Director of Human Resources reports to the Chief Executive Officer and oversees a staff of six. The department is responsible for employee orientation, employee handbook, training, employee development, job



descriptions, harassment and discrimination, workers compensation, employee benefits, regulatory compliance, compensation, and recruitment and retention. The Director will develop strategic human resources plans for the Agency that are reflective of current trends in the public transportation industry and responsive to the goals and objectives of the governing board. Additionally, the Director will continually evaluate agency practices and identify ways to increase efficiencies and cost effectiveness. The HR Director will have a critical role in hiring PTC related staff as the system is implemented. The requirements for the Director of Human Resources are: (1) A minimum of five years experience as a human resource executive in a

public agency preferred and (2) a BA in human resources or related field. The preferred requirements are (1) an MBA with an emphasis in Human Resources or Management or related field; and (2) any relevant HR certifications.

Ideal Candidate

First and foremost, the new Director must be a consummate professional who understands the importance of working collaboratively with other agency partners and coworkers in furthering the goals of the organization. A solid generalist with expertise in all facets of public sector human resources administration including recruitment and selection, labor relations, compensation and training. While a comprehensive knowledge of the technical aspects of HR is important, equally valued is knowing when to rely on outside experts, particularly with legally complex or potentially controversial matters. Familiarity with succession planning and employee development will be valuable as the organization continues to grow and transform. An open communication style and interpersonal skills that lead to positive and productive working relationships will enable the ideal candidate to be particularly effective in this role.