

10965. RESOLUTION 15-14 – PERSONNEL SELECTIONS REQUIRING BOARD OF COMMISSIONERS REVIEW AND APPROVAL

WHEREAS, the Delaware River and Bay Authority (the “Authority”) is committed to excellence in public employment; and

WHEREAS, the Authority is committed to recruiting, employing and retaining high quality individuals, possessing required knowledge, skills, and abilities for their respective job duties; and

WHEREAS, the Authority has adopted a Personnel Manual providing general descriptions and guidelines concerning the Authority’s personnel policies and practices; and

WHEREAS, the Authority reviews and amends the Personnel Manual from time to time; and

WHEREAS, the Authority has determined that it is in the Authority’s best interest to amend its Personnel Manual by requiring a vote of the full Board authorizing the hiring, transfer, or promotion into certain policy making positions; and

WHEREAS, the hiring, transfer, or promotion of the senior leadership positions of Executive Director, Deputy Executive Director, Chief Financial Officer, Chief Human Resources Officer, Chief Information Officer, and Chief Operations Officer will follow the guidelines set forth in the Authority’s Bylaws; and

WHEREAS, the Authority’s Personnel Committee has reviewed the proposed amendment and recommends its consideration to the Board; and

NOW, THEREFORE, BE IT RESOLVED, that Resolution 01-85 is hereby rescinded; and

NOW, THEREFORE BE IT FURTHER RESOLVED that Section I entitled Employment Procedure on Page 2 of the Authority’s Personnel Manual, is hereby amended by removing paragraphs 3 and 4 and inserting the following paragraph:

Notwithstanding the forgoing, no person shall be hired, transferred, or promoted into the following positions unless the Authority’s Personnel Committee, along with the Board of Commissioners, have been briefed on the recruitment process, list of qualified candidates, and the final candidate selection of the hire, transfer or promotion of any individual with respect to these positions (or any facsimile of title that holds the functionality of such positions):

Director of Airport Operations
Director of Ferry Operations
Director of Maintenance Operations
Chief Engineer
Police Administrator
Director of Finance

The entire Board of Commissioners shall be given timely notice of any such selection, after such selection is made as described above.

A motion to approve Resolution 15-14 was made by Commissioner Smith and seconded by Commissioner Downes. Resolution 15-14 was approved by a roll call vote of 8-0.

Resolution 15-14 – Executive Summary Sheet

Resolution:	PERSONNEL SELECTIONS REQUIRING BOARD OF COMMISSIONERS REVIEW AND APPROVAL
Committee:	Personnel Committee
Committee Date:	May 19, 2015
Board Date:	May 19, 2015
Purpose of	To update senior leadership positions outside of the Authority's Bylaws that require Board of Commissioner review and approval prior to hiring, promoting, or transferring of candidate(s).
Background for	<p>Resolution 01-85 amended the Personnel Manual in Section I entitled Employment Procedure on Page 2 of the Authority's Personnel Manual and lists the positions that must have the approval of the Personnel Committee along with the Board of Commissioners' Chairperson and Vice Chairperson before any person could be hired, transferred, or promoted into several positions, including the Sr. Leadership positions.</p> <p>This amendment removes the Sr. Leadership positions of Executive Director, Chief Operating Officer, Chief Financial Officer, Director of Human Resources (title changed to Chief Human Resources Officer) as these positions are dictated by the Authority's Bylaws.</p> <p>This amendment corrects the current position titles of the policy and decision making positions for which the Personnel Committee and the Board of Commissioners will be briefed regarding the selections for hire, promotion, or transfer prior to such employment actions occurring.</p> <p>This amendment removes the positions of Port Captain, Port Engineer, Director of Marine Operations, and Director of Bridge Operations.</p>