



# Final Report of the Total Compensation Study El Dorado County Transit Authority

August 2014

## Koff & Associates

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## Final Report – Total Compensation Study

El Dorado County Transit Authority

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August 18, 2014

Ms. Mindy Jackson  
Executive Director  
El Dorado County Transit Authority  
6692 Merchandise Way Suite A  
Diamond Springs, CA 95619

Dear Ms. Jackson:

Koff & Associates is pleased to present the final total compensation report for the study of all positions at El Dorado County Transit Authority. This report documents the compensation study process, findings, and recommendations.

We would like to thank you and Maria Harris for your assistance and cooperation without which this study could not have been brought to its successful completion. We have created a compensation plan that, when finally implemented, will bring the Authority's compensation program into an externally competitive and internally equitable status.

We will be glad to answer any questions or clarify any points as you are implementing the findings and recommendations. It was a pleasure working with you and we look forward to future opportunities to provide you with professional assistance.

Very truly yours,

A handwritten signature in blue ink that reads "Georg S. Krammer".

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Georg Krammer  
Chief Executive Officer



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### **BACKGROUND**

In May of 2014, El Dorado County Transit Authority (Authority) contracted with Koff & Associates to conduct a comprehensive total compensation study for all classifications. All compensation findings, recommendations, and options for implementation are in this report.

This compensation review process was precipitated by:

- The concern of management and the Board of Directors that employees should be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows the Authority to recruit and retain a high-quality staff;
- The desire to have a compensation plan that can meet the needs of the Authority; and
- The desire to ensure that internal relationships of salaries are based upon objective, non-quantitative evaluation factors, resulting in equity across the Authority.

### **STUDY PROCESS**

#### **Benchmarking Classifications**

The study included seventeen (17) classifications and salary and benefits data (total compensation study) were collected for all 17 classifications. The classifications are:

1. Accounting Technician
2. Custodian
3. Equipment Mechanic I
4. Equipment Mechanic II
5. Executive Director
6. Fiscal Administration Manager
7. Human Resources/Administrative Services Manager
8. Information Technology Analyst
9. Maintenance Technician
10. Office Assistant II
11. Operations Manager
12. Planning and Marketing Manager
13. Senior Equipment Mechanic
14. Transit Dispatcher
15. Transit Driver
16. Transit Scheduler
17. Transportation Supervisor

When we contact the comparator agencies to identify possible matches for each of the benchmarked classifications, there is an assumption that we will not be able to find comparators that are 100% equivalent to the classifications at the Authority. Therefore, we do not just go by job titles, which can often be misleading, but we analyze each class description before we



consider it as a comparator. Our methodology is to analyze each class description according to the factors listed on page 6 and we require that a position's "likeness" be at approximately 70% of the matched position to be included.

When we do not find an appropriate match with one class, we often use "brackets" which can be functional or represent a span in scope of responsibility. A functional bracket means that the job of one classification at the Authority is performed by two classifications at a comparator agency. A "bracket" representing a span in scope means that the comparator agency has one class that is "bigger" in scope and responsibility and one position that is "smaller," where the Authority's class falls in the middle.

In all, of the seventeen (17) classifications included in the study, we were able to collect sufficient data from the comparator agencies for sixteen (16) classifications.

### **Benchmarking Comparator Agencies**

The second, most important step in conducting a market salary study is the determination of appropriate agencies for comparison. In developing the list of potential comparator agencies, we first started with agencies that the Authority identified as desirable comparator agencies as well as additional agencies for consideration.

In considering the selection of valid agencies for salary comparator purposes, a number of factors are normally taken into consideration:

1. **Organizational type and structure** – We generally recommend that agencies of a similar size, providing similar services to that of the Authority be used as comparators.

When it comes to the more technical types of classes, such as those specializing in bus operations or equipment/fleet maintenance, the size of an organization is not as critical, as these classes perform fairly similar work due to its technical nature regardless of the size of the organization.

The difference in size of organization becomes more important when comparing classes at the management level. The scope of work and responsibility for management becomes much larger as an organization grows. Factors such as management of a large staff, consequence of error, the political nature of the job, and its visibility all grow with larger organizations. When it is difficult to find agencies that are similarly sized, it is important to get a good balance of smaller and larger agencies.

2. **Similarity of population, staff, and operational budgets** – These elements provide guidelines in relation to resources required (staff and funding) and available for the provision of services.
3. **Scope of services provided and geographic location** – Organizations providing the same services are ideal for comparators and most comparator agencies recommended provide similar services to the Authority. We tracked all services provided. However we placed



emphasis on specific services including in-house bus-operations, fixed route, and para-transit services.

Since some of these services are specialized, there are a limited number of agencies providing similar services within the local geographic area. Thus, it was necessary to look at agencies that were outside of the immediate labor market related to the services provided by the Authority. For example, we included agencies such as City of Norwalk (Norwalk Transit System), Riverside Transit Agency, and Santa Cruz Metropolitan Transit District.

4. **Labor market** – In the reality that is today’s labor market, many agencies are in competition for the same pool of qualified employees. No longer do individuals necessarily live in the communities they serve. The geographic labor market area, where the Authority may be recruiting from or losing employees to, should be taken into consideration when selecting comparator organizations. Furthermore, by selecting employers within a geographic proximity to the Authority, the resulting labor market will be generally reflective of the region’s cost of living, housing costs, growth rate, and other demographic characteristics.
5. **Compensation Philosophy** – Does the organization regularly conduct a market survey, and, once completed, how is this information applied? Many agencies pay to the median, some pay to the average, others may pay to a higher percentile. In addition, salary ranges may be set strictly upon market base salary values or may include the total value of salary and benefits when developing a compensation policy.

All of the above elements are considered in selecting the group of comparator agencies. The Authority agreed on a list of comparator agencies and the following twelve (12) agencies were used as comparators for the purpose of this market study:

1. Amador Regional Transit
2. Central Contra Costa Transit Authority
3. City of Folsom
4. City of Norwalk (Norwalk Transit System)
5. Gold Coast Transit
6. Golden Empire Transit
7. Mendocino Transit Authority
8. Placer County
9. Riverside Transit Agency
10. Sacramento Regional Transit District
11. San Joaquin Regional Transit District
12. Santa Cruz Metropolitan Transit District

### **Benchmarking Benefit Data Collection**

The last element requiring discussion prior to beginning a market survey is the specific benefit data that will be collected and analyzed. The following information was collected for each of the benchmarked classifications:



- 1. Monthly Base Salary:** The top of the salary range and/or control point. All figures are presented on a monthly basis.
- 2. Employee Retirement** – This includes several figures, 1) the amount of the employee's State retirement (PERS) contribution that is contributed by each agency and 2) any alternative retirement plan, either private or public where the employee's contribution is made by the agency on behalf of the employee.

In addition to the amount of the employer paid member contribution of PERS, we collected information on enhanced PERS benefits. The value for each enhanced benefit is based on the midpoint of the impact on total employer contribution rate. For example, the impact on total employer contribution rate for the enhanced benefit of final compensation based on single highest year (Section 20042) ranges from 0.9% to 1.8% for Miscellaneous employees. We report the value of single highest year as 1.35%.

Below is a complete listing of the enhanced benefits and values reflected in the total compensation spreadsheets:

- Formulas (base formula is 2% at age 60):
  - 2% at age 55 (Section 21354): this formula provides to local miscellaneous members 2% of pay at age 55 for each year of eligible service credited with that employer; midpoint of range = 3.05%
  - 2.5% at age 55 (Section 21354.4): this formula provides to local miscellaneous members 2.5% of pay at age 55 for each year of eligible service credited with that employer; midpoint of range = 4.95%
  - 2.7% at age 55 (Section 21354.5): this formula provides to local miscellaneous members 2.7% of pay at age 55 for each year of eligible service credited with that employer; midpoint of range = 8.05%
  - 3% at age 60 (Section 21354.3): this formula provides to local miscellaneous members 3% of pay at age 60 for each year of eligible service credited with that employer; midpoint of range = 9.80%.
- Additional Optional Enhanced Benefit Provisions
  - One-Year Final Compensation (Section 20042): the period determining the average monthly pay rate when calculating retirement benefits; base period is thirty-six (36) highest paid consecutive months; one-year final compensation is based on twelve (12) months highest paid consecutive months; midpoint of range for miscellaneous = 1.35%.
  - Employer Paid Member Contribution (Section 20636(c)(4)): the reporting of the value of the employer paid member contribution to CalPERS as special compensation; average value = employer paid member contribution multiplied by employer paid member contribution.
  - Employer Paid Member Contribution Converted to Payrate During Final Compensation Period (Section 20692): Increase in payrate of the members by the amount of the employer paid member contributions; midpoint of range for miscellaneous = 2.70%.



3. **Insurance** – This is the maximum amount paid by the agency for employees and dependents for a cafeteria or flexible benefit plan and/or health, dental, vision, life, and long-term disability insurance.
4. **Leave** – Other than sick leave, which is usage-based, the number of days off for which the agency is obligated. All days have been translated into direct salary costs.
  - **Vacation** – The number of vacation days available to all employees after five years of employment.
  - **Holidays** – The number of holidays (including floating) available to employees on an annual basis.
  - **Administrative/Personal Leave** – Administrative leave is normally the number of days available to management to reward for extraordinary effort (in lieu of overtime). Personal leave may be available to other groups of employees to augment vacation or other time off.
5. **Automobile** – This category includes either the provision of an auto allowance or the provision of an auto for personal use. If a car is provided to any classification for commuting and other personal use, the average monthly rate is estimated at \$450.
6. **Uniform Allowance** – This category includes either the provision of uniform allowance.
7. **Deferred Compensation** – We captured deferred compensation provided to all members of a classification with or without the requirement for an employee to provide a matching or minimum contribution.
8. **Other** – This category includes any additional benefits available to all in the class.

Please note that all of the above benefit elements are negotiated benefits provided to all members of each comparator class. As such, they represent an on-going cost for which an agency must budget. Other benefit costs, such as sick leave, tuition reimbursement, and reimbursable mileage are usage-based and cannot be quantified on an individual employee basis.

In addition to the benefits listed above, we also collected information on additional benefits including:

- Retiree Health Benefits – benefits provided to retirees and costs paid for by the agency
- Longevity Benefits – benefits provided to employees based on years of service
- Education and Certification Incentive Pay – pay provided to employees who obtain certification and/or degrees not required by the current classification
- Bilingual Pay – pay provided to employees for performing bilingual duties
- On-Call and Call-Out Pay – pay provided to employees performing on-call duty and to employees who are called back to work outside of normally scheduled work hours
- Shift Differential Pay – pay provided to employees working swing, night, and/or graveyard shift

The additional benefits information can be found in Appendix V.





### Data Collection

Data was mostly collected in July and August 2014 through websites, planned telephone conversations with human resources, accounting, and/or finance personnel at each comparator agency, and careful review of agency documentation of classification descriptions, memoranda of understanding, organization charts, and other documents.

We believe that the salary data collection step is the most critical for maintaining the overall credibility of any study. We rely very heavily on the Authority's classification descriptions as they are the foundation for our comparison. Personnel staff of the comparator agencies were interviewed by telephone, whenever possible, to understand their organizational structure and possible classification matches.

In identifying appropriate comparisons for the Authority's classifications, we use the following factors:

- Education and experience requirements;
- Knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- The authority delegated to make decisions and take action;
- The responsibility for the work of others, program administration, and for budget dollars;
- Problem solving/ingenuity;
- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.

A summary of the results can be found in Appendix I. Total compensation (salary and benefits) information can be found in Appendix II. For each surveyed class in the total compensation study, there are three (3) information pages:

- Market Base Salary Data
- Benefit Detail (Monthly Equivalent Values)
- Monthly Total Compensation Data

Our analysis includes the mean (average) and median (midpoint) for each benchmarked classification (assuming we were able to identify at least four (4) matches). Our firm usually recommends reviewing the median, rather than the average, when evaluating the data. The median is the exact midpoint of all the market data we collected, with 50% of market data below and 50% of market data above. Typically, we recommend using the median methodology because it is not skewed by extremely high or low salary values (unlike the mean).

### **MARKET COMPENSATION FINDINGS**

As mentioned above, all of the compensation data can be found in Appendix II of this report. The market base and total compensation findings for each class surveyed are listed below,



using the median base salaries and median total compensation results, arranged in descending order from the most positive percentile (above market) to the most negative (below market). The percentile represents the difference between the Authority’s current top monthly base salary/total compensation for each classification and the median base salary/total compensation of the comparator agencies.

Classification	Base Top Monthly Salary % above or below Median	Total Compensation % above or below Median
Equipment Mechanic I	2.5%	7.1%
Equipment Mechanic II	2.5%	6.9%
Senior Equipment Mechanic	0.9%	6.6%
Custodian	-6.3%	0.1%
Transit Dispatcher	-8.2%	11.1%
Accounting Technician	-22.6%	-9.2%
Office Assistant II	-25.0%	-10.9%
Executive Director	-30.1%	-24.0%
Operations Manager	-30.3%	-20.4%
Transportation Supervisor	-30.3%	-21.8%
Transit Driver	-30.8%	-11.6%
Maintenance Technician	-39.7%	-23.3%
Fiscal Administration Manager	-57.3%	-42.2%
Information Technology Analyst	-57.8%	-39.5%
Human Resources/Administrative Services Manager	-66.1%	-36.7%
Planning and Marketing Manager	-72.4%	-35.2%
Transit Scheduler	Insufficient Data	Insufficient Data

**Base Salaries**

Market *base salary* results show that three (3) classifications are paid above the market median by less than 5%.

Market *base salary* results show that thirteen (13) classifications are paid below the market median. Two (2) classifications are paid below the market median by more than 5% and less than 10%, two (2) classifications are paid below the market median by more than 20% and less than 30%, five (5) classifications are paid below the market median by more than 30% and less than 40%, two (2) classifications are paid below the market median by more than 50% and less than 60%, one (1) classification is paid below the market median by more than 60% and less than 70%, and one (1) classification is paid below the market median by more than 70%.



Generally, we consider a classification falling within 5% of the median to be competitive in the labor market for compensation survey purposes because of the differences in compensation policy and actual scope of work and position requirements. However, the Authority can adopt a closer standard.

There was one (1) classification for which we did not find an adequate number of matches (at least four) to do an analysis.

### **Total Compensation**

Market *total compensation* results show that five (5) classifications are paid above the market median. One (1) classification is paid above the market median by less than 5%, three (3) classifications are paid above the market median by more than 5% and less than 10%, and one (1) classification is paid above the market median by more than 10% and less than 15%.

Market *total compensation* results show that eleven (11) classifications are paid below the market median. One (1) classification is paid below the market median by more than 5% and less than 10%, two (2) classifications are paid below the market median by more than 10% and less than 20%, four (4) classifications are paid below the market median by more than 20% and less than 30%, three (3) classifications are paid below the market median by more than 30% and less than 40%, and one (1) classification is paid below the market median by more than 40%.

### **Benefits**

Overall, the resulting differences between base salaries and total compensation suggest that the Authority's benefits package is significantly richer than that of the market. Further analysis indicates that, on average, classifications are 29.4% below market for base salaries while that figure changes to 15.2% below market for total compensation which is a 14.2% difference.

In analyzing benefits in more detail, we found that the Authority's benefits package is richer than the market in the following areas:

- The Authority offers the enhanced benefit of final compensation based on single highest year. Nine (9) agencies do not offer this enhanced benefit.
- Depending on the benchmark classification, the Authority contributes a greater \$ amount for health insurances premiums (including medical, dental, vision, life, employee assistance program, and long-term disability insurances) compared to at least nine (9) of the agencies.

Since the benefits package offered by Authority is a contributor to market competitiveness, we will make our salary recommendations based on the total compensation median market data and not on base salary results.

### **INTERNAL SALARY RELATIONSHIPS**



Building from the salary levels established from the market data, internal salary relationships were developed and consistently applied in order to develop specific salary recommendations for all classes. Appendix IV presents the salary recommendations developed for the Authority including the internal salary relationship guidelines used.

While analyzing internal relationships, the same factors were considered that we used in comparing the Authority's current classifications to the labor market during the compensation study (listed on page 6).

In addition, when considering an appropriate salary range level, there are certain standard human resources practices that are normally applied, as follows:

- As mentioned above, a salary within 5% of the market average or median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of the position and its requirements. However, a closer standard can be adopted by an agency.
- Certain internal percentages are often applied. Those that are the most common are:
  - ❖ The differential between a trainee and experienced class in a series (I/II or Trainee/Experienced) is generally 10% to 15%;
  - ❖ A lead or advanced journey-level (III or Senior-level) position is generally placed 10% to 15% above the lower experienced level; and
  - ❖ A full supervisory position is normally placed at least 10% to 25% above the highest level supervised, depending upon the breadth and scope of supervision.
- When a market or internal equity adjustment is granted to one class in a series, the other classes in the series are also adjusted accordingly to maintain internal equity.

Internal equity between certain levels of classification is a fundamental factor to be considered when making salary decisions. When conducting a market compensation survey, results can often show that certain classifications that are aligned with each other are not the same in the outside labor market. However, as an organization, careful consideration needs to be given to these alignments because they represent internal value of classifications across the organization.

For all classifications where we did not find an adequate number of matches, internal alignments with other classifications will need to be considered with classifications that have similar scope of work, level of responsibility, and "worth" to the Authority. Where it is difficult to ascertain internal relationships due to unique qualifications and responsibilities, reliance can be placed on past internal relationships. It is important for Authority management to carefully review these internal relationships and determine if they are still appropriate given the current market data.

The Authority may want to make other internal equity adjustments as it implements a compensation strategy. This market survey is only a tool to be used by the Authority to determine market indexing and salary determination.



**RECOMMENDATIONS**

**Pay Philosophy**

The Authority has many options regarding what type of compensation plan it wants to implement. This decision will be based on what the Authority's pay philosophy is, at which level it desires to pay its employees compared to the market, whether it is going to consider additional alternative compensation programs, and how great the competition is with other agencies over recruitment of a highly-qualified workforce.

Another consideration will be the cost of Authority's pay philosophy. Bringing all employees to the market median would denote a significant increase to the Authority's payroll expenses and may not be feasible to accomplish with one immediate adjustment.

**Options for Implementation**

While the Authority may be interested in bringing all salaries to the market median, in most cases this goal may not be reached with a single adjustment. In this case, one option is to use a phased implementation approach. Normally, if the compensation implementation program must be carried over months or years, the classes that are farthest from the market median should receive the greatest equity increase (separate from any cost of living increase). If a class falls within five percent (5%) of the market median, it would be logical to make no equity adjustment in the first round of changes. However, if a class is more than 5% (or in this case, more than 10%) below the market median, a higher percentage change may be initially warranted to begin minimizing the disparity.

Another option is to move employees into the newly proposed compensation structure, i.e., within the salary range that is recommended for each class based on this market study and to the step within the new range that is closest to their current compensation. If employees' current salaries are so far below market that their current compensation falls below even the bottom of the newly recommended range, then larger adjustments may need to be considered to move those employees at least to the bottom of the new salary range.

The Authority may spend additional time to go through a process of deliberation and decision-making as to what compensation philosophy it should implement to attract, motivate, and retain a high-quality workforce. However, it may want to consider adjusting those classifications' salaries that are currently below the market median as soon as possible, assuming that incumbents' performance meets the Authority's level of expectation.

**Proposed Monthly Salary Plan**

Currently, the Authority utilizes a compensation structure that consists of ranges each with seven (7) steps that are 5% apart. There is no relationship between ranges.



Our recommendation is for the Authority to develop a salary structure with 55 ranges each 2.5% differential between ranges and maintaining the 7 steps within each range (with each step 5% apart).

Appendix III contains the recommended new salary structure.

### **Proposed Salary Range Placements**

Appendix IV illustrates the proposed salary range placement for each classification based on the market data and an internal relationship analysis. The spreadsheet also includes our rationale for each recommended placement and the projected percentage change. The total compensation median-based results were used to calculate the recommendations. We applied the following approach: we used the percentage difference between the market total compensation median findings and the Authority's total compensation for each surveyed classification; we then multiplied the Authority's current salaries with those percentages; and placed classifications into the range whose maximum is closest to the resulting number. In addition, we modified that placement in certain instances where it seemed warranted based on internal relationships and/or compaction issues.

For all classifications, this primary implementation procedure must be completed only at the initial time of implementation. In the future, if the Authority decides to implement annual across-the-board COLA increases, only the salary schedule that we developed needs to be increased by the appropriate percentage and each individual salary range will move up with this adjustment. This will ensure that the internal salary relationships are preserved and the salary schedule remains structured and easily administered.

It is also recommended that the Authority Y-rate all employees that are at a salary above their current market salary range until the market numbers "catch up" with their current salary. This will result in no immediate loss of income, but will delay any future increases until the incumbent's salary is within the salary range.

Other options to "freezing" a class' salary in place until the market catches up are:

- "Grandfathering" of salary ranges: this means that the salary range for the classification is adjusted down to what the market numbers are. However, current incumbents would continue being paid at the current rate of pay (which would put them outside of the new and adjusted salary range for the class) until they leave the Authority or retire. Any new-hires would be paid within the newly established salary range.
- Single-incumbent classes: if a class only has one incumbent, an option would be to wait until the person leaves or retires from the Authority and then adjust the salary range for the class according to the market.

### **USING MARKET DATA AND THIS REPORT AS A TOOL**

We wish to reiterate that this report and our findings are meant to be a tool for the Authority to create and implement an equitable compensation plan. Compensation strategies are designed



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to attract and retain excellent staff. However, financial realities and the Authority's expectations may also come into play when determining appropriate compensation philosophies and strategies. The collected data represents a market survey that will give the Authority an instrument to make future compensation decisions.

It has been a pleasure working with El Dorado County Transit Authority on this critical project. Please do not hesitate to contact us if we can provide any additional information or clarification regarding this report.

Respectfully Submitted,  
Koff & Associates

A handwritten signature in blue ink that reads "Georg S. Krammer".

Georg Krammer  
Chief Executive Officer



# Final Report – Total Compensation Study

El Dorado County Transit Authority

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## Appendix I Results Summary



**Appendix I**  
**EI Dorado County Transit Authority**  
**Total Compensation Study Results Summary**  
**August 2014**

Job Title	# of Matches	Top Monthly Salary Data					Total Monthly Compensation Data					
		EDCTA Top Monthly Salary	Average	% above or below	Median	% above or below	EDCTA Total Monthly Compensation	Average	% above or below	Median	% above or below	
Accounting Technician	9	\$3,522	\$4,205	-19.4%	\$4,316	-22.6%	\$6,242	\$6,753	-8.2%	\$6,814	-9.2%	
Custodian	9	\$2,804	\$3,129	-11.6%	\$2,981	-6.3%	\$5,415	\$5,418	-0.1%	\$5,410	0.1%	
Equipment Mechanic I	7	\$4,284	\$4,208	1.8%	\$4,176	2.5%	\$7,120	\$6,853	3.8%	\$6,618	7.1%	
Equipment Mechanic II	11	\$5,115	\$5,050	1.3%	\$4,989	2.5%	\$8,079	\$7,677	5.0%	\$7,525	6.9%	
Executive Director	10	\$9,854	\$12,265	-24.5%	\$12,819	-30.1%	\$14,621	\$16,658	-13.9%	\$18,128	-24.0%	
Fiscal Administration Manager	11	\$5,016	\$7,845	-56.4%	\$7,887	-57.3%	\$8,690	\$11,415	-31.4%	\$12,357	-42.2%	
Human Resources/Administrative Services Manager	11	\$5,320	\$8,636	-62.3%	\$8,835	-66.1%	\$9,053	\$12,540	-38.5%	\$12,373	-36.7%	
Information Technology Analyst	8	\$4,590	\$7,028	-53.1%	\$7,242	-57.8%	\$7,474	\$10,283	-37.6%	\$10,425	-39.5%	
Maintenance Technician	9	\$3,025	\$4,121	-36.2%	\$4,225	-39.7%	\$5,669	\$6,802	-20.0%	\$6,988	-23.3%	
Office Assistant II	10	\$3,044	\$3,681	-21.0%	\$3,803	-25.0%	\$5,714	\$6,148	-7.6%	\$6,336	-10.9%	
Operations Manager	11	\$6,755	\$8,804	-30.3%	\$8,799	-30.3%	\$10,763	\$12,608	-17.1%	\$12,955	-20.4%	
Planning and Marketing Manager	8	\$4,502	\$7,687	-70.7%	\$7,762	-72.4%	\$8,078	\$10,915	-35.1%	\$10,920	-35.2%	
Senior Equipment Mechanic	7	\$5,866	\$5,580	4.9%	\$5,811	0.9%	\$8,944	\$8,463	5.4%	\$8,358	6.6%	
Transit Dispatcher	5	\$3,577	\$3,894	-8.8%	\$3,872	-8.2%	\$6,306	\$6,029	4.4%	\$5,605	11.1%	
Transit Driver	11	\$3,127	\$4,062	-29.9%	\$4,091	-30.8%	\$6,024	\$6,476	-7.5%	\$6,723	-11.6%	
Transit Scheduler	2	\$3,759	Insufficient Data to do Analysis				\$6,515	Insufficient Data to do Analysis				
Transportation Supervisor	11	\$4,477	\$6,017	-34.4%	\$5,833	-30.3%	\$7,343	\$8,879	-20.9%	\$8,944	-21.8%	
		<b>AVG:</b>		<b>-28.2%</b>	<b>AVG:</b>		<b>-29.4%</b>	<b>AVG:</b>		<b>-13.7%</b>	<b>AVG:</b>	<b>-15.2%</b>



**Appendix II**

**Market Base Salary, Benefits Detail, and Total  
Compensation Findings**

**Appendix II  
El Dorado County Transit Authority  
Top Monthly Salary Data  
August 2014**

<b>Accounting Technician</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>	<b>Total Budget</b>	<b>Total FTE</b>
1	Mendocino Transit Authority	Finance & Personnel Assistant	\$4,626	7/1/2014	7/1/2015	2%	\$7,158,911	55
2	City of Folsom	Accounting Technician II / Disbursement Technician / Revenue Technician II <sup>1</sup>	\$4,597	7/1/2012	Unknown	Unknown	\$3,773,001	14
3	San Joaquin Regional Transit District	Accounting Technician	\$4,572	10/22/2013	Unknown	Unknown	\$29,227,739	202
4	Santa Cruz Metropolitan Transit District	Accounting Technician	\$4,365	6/19/2014	Unknown	Unknown	\$42,531,351	381
5	City of Norwalk (Norwalk Transit System)	Account Clerk II	\$4,316	7/1/2014	7/1/2015	Unknown	\$13,708,872	64
6	Riverside Transit Agency	Accounts Payable Clerk / Accounts Receivable Clerk <sup>1</sup>	\$4,098	7/1/2014	Unknown	Unknown	\$61,181,842	367
7	Sacramento Regional Transit District	Accounting Technician	\$4,098	7/1/2014	Unknown	Unknown	\$168,564,000	995
8	Placer County	Account Clerk - Journey	\$3,837	12/14/2013	12/12/2014	2%	\$14,274,300	61
<b>9</b>	<b>El Dorado County Transit Authority</b>	<b>Accounting Technician</b>	<b>\$3,522</b>	<b>5/1/2014</b>			<b>\$5,368,174</b>	<b>59</b>
10	Golden Empire Transit	Account Clerk II	\$3,337	7/1/2011	Unknown	Unknown	\$28,300,000	326
	Amador Regional Transit	N/C						
	Central Contra Costa Transit Authority	N/C						
	Gold Coast Transit	N/C						
		<b>Average of Comparators</b>	<b>\$4,205</b>					
		<b>% EDCTA Above/Below</b>	<b>-19.4%</b>					
		<b>Median of Comparators</b>	<b>\$4,316</b>					
		<b>% EDCTA Above/Below</b>	<b>-22.6%</b>					
		<b>Number of Matches</b>	<b>9</b>					

NOTE: All calculations exclude El Dorado Transit Authority

N/C - Non Comparator

1- El Dorado County Transit Authority's class is bracketed by two or more comparators.

**Appendix II  
El Dorado County Transit Authority  
Top Monthly Salary Data  
August 2014**

<b>Custodian</b>									
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>	<b>Total Budget</b>	<b>Total FTE</b>	
1	Santa Cruz Metropolitan Transit District	Custodial Services Worker II / Vehicle Service Worker II <sup>1</sup>	\$4,022	6/19/2014	Unknown	Unknown	\$42,531,351	381	
2	Placer County	Custodian II	\$3,401	12/14/2013	12/12/2014	2%	\$14,274,300	61	
3	Central Contra Costa Transit Authority	Custodian	\$3,391	7/1/2014	Unknown	Unknown	\$58,197,729	263	
4	Gold Coast Transit	Service Worker	\$3,130	7/1/2014	7/1/2015	2%	\$20,616,700	141	
5	Sacramento Regional Transit District	Facilities Service Worker	\$2,981	7/1/2014	Unknown	Unknown	\$168,564,000	995	
6	Amador Regional Transit	Facilities - Vehicle Maintenance Technician	\$2,903	7/1/2013	Unknown	Unknown	\$1,611,897	20	
7	Riverside Transit Agency	Groundskeeper	\$2,850	9/1/2013	9/1/2014	2.5%	\$61,181,842	367	
8	Mendocino Transit Authority	Cleaner / Shelter Maintenance Cleaner <sup>1</sup>	\$2,816	7/1/2014	7/1/2015	2%	\$7,158,911	55	
<b>9</b>	<b>El Dorado County Transit Authority</b>	<b>Custodian</b>	<b>\$2,804</b>	<b>5/1/2014</b>			<b>\$5,368,174</b>	<b>59</b>	
10	San Joaquin Regional Transit District	Custodian / Utility Worker <sup>1</sup>	\$2,669	10/22/2013	Unknown	Unknown	\$29,227,739	202	
	City of Folsom	N/C							
	City of Norwalk (Norwalk Transit System)	N/C							
	Golden Empire Transit	N/C							
		<b>Average of Comparators</b>	<b>\$3,129</b>						
		<b>% EDCTA Above/Below</b>	<b>-11.6%</b>						
		<b>Median of Comparators</b>	<b>\$2,981</b>						
		<b>% EDCTA Above/Below</b>	<b>-6.3%</b>						
		<b>Number of Matches</b>	<b>9</b>						

NOTE: All calculations exclude El Dorado Transit Authority

N/C - Non Comparator

1- El Dorado County Transit Authority's class is bracketed by two or more comparators.

**Appendix II  
El Dorado County Transit Authority  
Top Monthly Salary Data  
August 2014**

<b>Equipment Mechanic I</b>			<b>Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>	<b>Total Budget</b>	<b>Total FTE</b>
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>						
1	Santa Cruz Metropolitan Transit District	Mechanic I	\$5,228	6/19/2014	Unknown	Unknown	\$42,531,351	381
2	Placer County	Automotive Mechanic <sup>1</sup>	\$4,785	12/14/2013	12/12/2014	2%	\$14,274,300	61
3	Central Contra Costa Transit Authority	Mechanic I	\$4,493	7/21/2014	Unknown	Unknown	\$58,197,729	263
<b>4</b>	<b>El Dorado County Transit Authority</b>	<b>Equipment Mechanic I</b>	<b>\$4,284</b>	<b>5/1/2014</b>			<b>\$5,368,174</b>	<b>59</b>
5	Golden Empire Transit	Mechanic C	\$4,176	7/1/2011	Unknown	Unknown	\$28,300,000	326
6	Sacramento Regional Transit District	Mechanic C <sup>2</sup>	\$3,767	7/1/2014	Unknown	Unknown	\$168,564,000	995
7	San Joaquin Regional Transit District	Mechanic C <sup>2</sup>	\$3,645	1/1/2013	Unknown	Unknown	\$29,227,739	202
8	Riverside Transit Agency	C Mechanic <sup>1</sup>	\$3,363	9/1/2013	9/1/2014	2.5%	\$61,181,842	367
	Amador Regional Transit	N/C						
	City of Folsom	N/C						
	City of Norwalk (Norwalk Transit System)	N/C						
	Gold Coast Transit	Non-Responsive						
	Mendocino Transit Authority	N/C						
		<b>Average of Comparators</b>	<b>\$4,208</b>					
		<b>% EDCTA Above/Below</b>	<b>1.8%</b>					
		<b>Median of Comparators</b>	<b>\$4,176</b>					
		<b>% EDCTA Above/Below</b>	<b>2.5%</b>					
		<b>Number of Matches</b>	<b>7</b>					

NOTE: All calculations exclude El Dorado Transit Authority

N/C - Non Comparator

1- Class B driver's license only; other certifications are not required.

2- Mechanic C requires forklift certification; does not require EPA Class II Air Conditioning license.

**Appendix II  
El Dorado County Transit Authority  
Top Monthly Salary Data  
August 2014**

<b>Equipment Mechanic II</b>									
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>	<b>Total Budget</b>	<b>Total FTE</b>	
1	Santa Cruz Metropolitan Transit District	Mechanic II / Mechanic III <sup>7</sup>	\$5,626	6/19/2014	Unknown	Unknown	\$42,531,351	381	
2	City of Folsom	Mechanic II <sup>1</sup>	\$5,534	7/1/2012	Unknown	Unknown	\$3,773,001	14	
3	City of Norwalk (Norwalk Transit System)	Mechanic <sup>2</sup>	\$5,459	7/1/2014	7/1/2015	Unknown	\$13,708,872	64	
4	Placer County	Master Automotive Mechanic <sup>4</sup>	\$5,276	12/14/2013	12/12/2014	2%	\$14,274,300	61	
5	Central Contra Costa Transit Authority	Mechanic IV	\$5,236	7/21/2014	Unknown	Unknown	\$58,197,729	263	
<b>6</b>	<b>El Dorado County Transit Authority</b>	<b>Equipment Mechanic II</b>	<b>\$5,115</b>	<b>5/1/2014</b>			<b>\$5,368,174</b>	<b>59</b>	
7	Golden Empire Transit	Mechanic A <sup>3</sup>	\$4,989	7/1/2011	Unknown	Unknown	\$28,300,000	326	
8	Amador Regional Transit	Mechanic	\$4,839	7/1/2013	Unknown	Unknown	\$1,611,897	20	
9	Sacramento Regional Transit District	Mechanic A <sup>6</sup>	\$4,713	7/1/2014	Unknown	Unknown	\$168,564,000	995	
10	San Joaquin Regional Transit District	Mechanic A	\$4,657	1/1/2013	Unknown	Unknown	\$29,227,739	202	
11	Mendocino Transit Authority	Mechanic	\$4,616	7/1/2014	7/1/2015	2%	\$7,158,911	55	
12	Riverside Transit Agency Gold Coast Transit	A Mechanic <sup>5</sup> Non-Responsive	\$4,607	9/1/2013	9/1/2014	2.5%	\$61,181,842	367	
<b>Average of Comparators</b>			<b>\$5,050</b>						
<b>% EDCTA Above/Below</b>			<b>1.3%</b>						
<b>Median of Comparators</b>			<b>\$4,989</b>						
<b>% EDCTA Above/Below</b>			<b>2.5%</b>						
<b>Number of Matches</b>			<b>11</b>						

NOTE: All calculations exclude El Dorado Transit Authority

N/C - Non Comparator

- 1- Mechanic II also requires forklift certification.
- 2- Mechanic does not require EPA Class II Air Conditioning license.
- 3- Mechanic requires TIA Tire Certification, CNG Tank Certification, ASE H-4 Transit Bus Air Brake Certification, ASE H-8 Preventive Maintenance and Inspection Certification, Type II Refrigeration License, and Forklift Operators Permit.
- 4- Master Automotive Mechanic requires Class B driver's license, smog check, lamp adjuster, and brake licenses, and freon handling and use certificate.
- 5- A Mechanic does not require any certifications and licenses other than Class B driver's license.
- 6- Mechanic A requires Mechanic A rating and/or Regional Transit Certificate, Class A driver's license, and forklift certification.
- 7- El Dorado County Transit Authority's class is bracketed by two or more comparators.

**Appendix II  
El Dorado County Transit Authority  
Top Monthly Salary Data  
August 2014**

<b>Executive Director</b>									
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>	<b>Total Budget</b>	<b>Total FTE</b>	
1	Riverside Transit Agency	Chief Executive Officer / Chief Operations Officer <sup>1</sup>	\$17,450	7/1/2014	Unknown	Unknown	\$61,181,842	367	
2	San Joaquin Regional Transit District	General Manager/CEO / Director <sup>1</sup>	\$14,731	10/22/2013	Unknown	Unknown	\$29,227,739	202	
3	Sacramento Regional Transit District	General Manager/Chief Executive Officer / Director, Transportation <sup>1</sup>	\$14,481	7/1/2014	Unknown	Unknown	\$168,564,000	995	
4	Central Contra Costa Transit Authority	General Manager / Director, Transportation <sup>1</sup>	\$13,625	7/1/2014	Unknown	Unknown	\$58,197,729	263	
5	Santa Cruz Metropolitan Transit District	General Manager / Operations Manager <sup>1</sup>	\$13,438	6/19/2014	Unknown	Unknown	\$42,531,351	381	
6	Gold Coast Transit	General Manager / Director, Transit Operations <sup>1</sup>	\$12,200	7/1/2014	7/1/2015	2%	\$20,616,700	141	
7	City of Norwalk (Norwalk Transit System)	Director of Transportation / Manager of Transit Operations <sup>1</sup>	\$10,367	7/1/2014	7/1/2015	Unknown	\$13,708,872	64	
8	Golden Empire Transit	Chief Executive Officer / Deputy Chief Executive Officer <sup>1</sup>	\$10,052	7/1/2011	Unknown	Unknown	\$28,300,000	326	
<b>9</b>	<b>El Dorado County Transit Authority</b>	<b>Executive Director</b>	<b>\$9,854</b>	<b>12/5/2013</b>			<b>\$5,368,174</b>	<b>59</b>	
10	Mendocino Transit Authority	General Manager	\$8,809	7/1/2014	7/1/2015	2%	\$7,158,911	55	
11	Amador Regional Transit	General Manager	\$7,500	7/1/2013	Unknown	Unknown	\$1,611,897	20	
	City of Folsom	N/C							
	Placer County	N/C							
		<b>Average of Comparators</b>	<b>\$12,265</b>						
		<b>% EDCTA Above/Below</b>	<b>-24.5%</b>						
		<b>Median of Comparators</b>	<b>\$12,819</b>						
		<b>% EDCTA Above/Below</b>	<b>-30.1%</b>						
		<b>Number of Matches</b>	<b>10</b>						

NOTE: All calculations exclude El Dorado Transit Authority

N/C - Non Comparator

1- El Dorado County Transit Authority's class is bracketed by two or more comparators.

**Appendix II  
El Dorado County Transit Authority  
Top Monthly Salary Data  
August 2014**

<b>Fiscal Administration Manager</b>									
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>	<b>Total Budget</b>	<b>Total FTE</b>	
1	Riverside Transit Agency	Controller / Accounting Supervisor <sup>1,2</sup>	\$9,782	7/1/2014	Unknown	Unknown	\$61,181,842	367	
2	Santa Cruz Metropolitan Transit District	Finance Manager / Senior Financial Analyst <sup>1,3</sup>	\$9,241	6/19/2014	Unknown	Unknown	\$42,531,351	381	
3	San Joaquin Regional Transit District	Accounting Manager <sup>4</sup>	\$9,005	10/22/2013	Unknown	Unknown	\$29,227,739	202	
4	City of Folsom	Revenue/Disbursements Supervisor <sup>5</sup>	\$8,742	7/1/2012	Unknown	Unknown	\$3,773,001	14	
5	Sacramento Regional Transit District	Manager, Accounting / Senior Accountant <sup>1,6</sup>	\$8,706	7/1/2014	Unknown	Unknown	\$168,564,000	995	
6	City of Norwalk (Norwalk Transit System)	Senior Accountant / Controller/Deputy Treasurer <sup>1,7</sup>	\$7,887	7/1/2014	7/1/2015	Unknown	\$13,708,872	64	
7	Central Contra Costa Transit Authority	Manager of Accounting Services <sup>8</sup>	\$7,560	7/1/2014	Unknown	Unknown	\$58,197,729	263	
8	Gold Coast Transit	Accounting Manager <sup>8</sup>	\$7,392	7/1/2014	7/1/2015	2%	\$20,616,700	141	
9	Placer County	Accountant-Auditor Senior <sup>9</sup>	\$6,734	12/14/2013	12/12/2014	2%	\$14,274,300	61	
10	Amador Regional Transit	Assistant Manager <sup>8</sup>	\$6,250	7/1/2013	Unknown	Unknown	\$1,611,897	20	
<b>11</b>	<b>El Dorado County Transit Authority</b>	<b>Fiscal Administration Manager</b>	<b>\$5,016</b>	<b>5/1/2014</b>			<b>\$5,368,174</b>	<b>59</b>	
12	Golden Empire Transit Mendocino Transit Authority	Accounting Supervisor <sup>10</sup> N/C	\$5,001	7/1/2011	Unknown	Unknown	\$28,300,000	326	
		<b>Average of Comparators</b>	<b>\$7,845</b>						
		<b>% EDCTA Above/Below</b>	<b>-56.4%</b>						
		<b>Median of Comparators</b>	<b>\$7,887</b>						
		<b>% EDCTA Above/Below</b>	<b>-57.3%</b>						
		<b>Number of Matches</b>	<b>11</b>						

NOTE: All calculations exclude El Dorado Transit Authority

N/C - Non Comparator

- 1- El Dorado County Transit Authority's class is bracketed by two or more comparators.
- 2- Controller requires any combination of education and experience equivalent to a Bachelor's degree and 5 years of senior level accounting experience and CPA license; Accounting Supervisor requires any combination of education and experience equivalent to a Bachelor's degree and 2 years of senior level accounting experience.
- 3- Finance Manager requires a Bachelor's degree and 5 years of experience (experience which demonstrates substantial knowledge and abilities pertinent to specific job functions may be substituted for education requirement); Senior Financial Analyst requires graduation from a four-year college or university and 5 years of experience.
- 4- Accounting Manager requires any combination of training and experience equivalent to graduation from a four-year college or university and 7 years of experience.
- 5- Revenue/Disbursements Supervisor requires a Bachelor's degree and 3 years of experience.
- 6- Manager, Accounting requires a Bachelor's degree and 5 years of experience; Senior Accountant requires a Bachelor's degree and 4 years of experience.
- 7- Senior Accountant requires any combination of education and/or experience equivalent to a Bachelor's degree and 3 years of experience; Controller/Deputy Treasurer requires any combination of education and/or experience equivalent to a Bachelor's degree and 3 years of experience.
- 8- Class description was not provided; match verified with HR representative.
- 9- Accountant-Auditor Senior requires any combination of experience and training equivalent to a Bachelor's degree and 2 years of experience (depending on area of assignment, experience may be substituted for required education on a year-for-year basis).
- 10- Accounting Supervisor requires a Bachelor's degree and 4 years of experience.



**Appendix II  
El Dorado County Transit Authority  
Top Monthly Salary Data  
August 2014**

<b>Human Resources/Administrative Services Manager</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>	<b>Total Budget</b>	<b>Total FTE</b>
1	City of Folsom	Human Resources Director / Senior Management Analyst <sup>1</sup>	\$10,784	7/1/2012	Unknown	Unknown	\$3,773,001	14
2	Santa Cruz Metropolitan Transit District	Human Resources Manager <sup>2</sup>	\$10,204	6/19/2014	Unknown	Unknown	\$42,531,351	381
3	Riverside Transit Agency	Human Resources Manager	\$10,064	7/1/2014	Unknown	Unknown	\$61,181,842	367
4	City of Norwalk (Norwalk Transit System)	Senior Human Resources Analyst / Director of Human Resources/Risk Manager <sup>1,2</sup>	\$9,286	7/1/2014	7/1/2015	Unknown	\$13,708,872	64
5	San Joaquin Regional Transit District	Human Resources Manager <sup>3</sup>	\$9,005	10/22/2013	Unknown	Unknown	\$29,227,739	202
6	Placer County	Personnel Services Manager <sup>2</sup>	\$8,835	12/14/2013	Unknown	Unknown	\$14,274,300	61
7	Sacramento Regional Transit District	Human Resources Administrator / Senior Human Resources Analyst <sup>1</sup>	\$8,706	7/1/2014	Unknown	Unknown	\$168,564,000	995
8	Gold Coast Transit	Human Resources & Risk Manager	\$7,575	7/1/2014	7/1/2015	2%	\$20,616,700	141
9	Golden Empire Transit	Human Resources Manager <sup>3</sup>	\$7,530	7/1/2011	Unknown	Unknown	\$28,300,000	326
10	Central Contra Costa Transit Authority	Assistant Manager of Human Resources	\$6,760	7/1/2014	Unknown	Unknown	\$58,197,729	263
11	Mendocino Transit Authority	Finance & Personnel Manager <sup>2</sup>	\$6,247	7/1/2014	7/1/2015	2%	\$7,158,911	55
12	<b>El Dorado County Transit Authority</b> Amador Regional Transit	<b>Human Resources/Administrative Services Manager</b> N/C	<b>\$5,320</b>	<b>5/1/2014</b>			<b>\$5,368,174</b>	<b>59</b>
<b>Average of Comparators</b>			<b>\$8,636</b>					
<b>% EDCTA Above/Below</b>			<b>-62.3%</b>					
<b>Median of Comparators</b>			<b>\$8,835</b>					
<b>% EDCTA Above/Below</b>			<b>-66.1%</b>					
<b>Number of Matches</b>			<b>11</b>					

NOTE: All calculations exclude El Dorado Transit Authority

N/C - Non Comparator

1- El Dorado County Transit Authority's class is bracketed by two or more comparators.

2- PHR certificate is not required.

3- PHR and SPHR certifications are desirable.

**Appendix II  
El Dorado County Transit Authority  
Top Monthly Salary Data  
August 2014**

<b>Information Technology Analyst</b>									
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>	<b>Total Budget</b>	<b>Total FTE</b>	
1	Placer County	Information Technology Analyst II / Information Technology Analyst - Senior <sup>2</sup>	\$7,987	12/14/2013	12/12/2014	2%	\$14,274,300	61	
2	San Joaquin Regional Transit District	Senior Information Technology Specialist	\$7,417	10/22/2013	Unknown	Unknown	\$29,227,739	202	
3	Sacramento Regional Transit District	Network Operations Engineer / Programmer Analyst II <sup>2</sup>	\$7,301	7/1/2014	Unknown	Unknown	\$168,564,000	995	
4	City of Norwalk (Norwalk Transit System)	Information Systems Coordinator <sup>1</sup>	\$7,293	7/1/2014	7/1/2015	Unknown	\$13,708,872	64	
5	Santa Cruz Metropolitan Transit District	Systems Administrator	\$7,192	6/19/2014	Unknown	Unknown	\$42,531,351	381	
6	Riverside Transit Agency	Intelligent Transportation Systems Administrator	\$7,014	7/1/2014	Unknown	Unknown	\$61,181,842	367	
7	Central Contra Costa Transit Authority	Information Systems Administrator	\$6,023	7/1/2014	Unknown	Unknown	\$58,197,729	263	
8	Golden Empire Transit	Information Technology Business Systems Analyst	\$5,994	7/1/2011	Unknown	Unknown	\$28,300,000	326	
<b>9</b>	<b>El Dorado County Transit Authority</b>	<b>Information Technology Analyst</b>	<b>\$4,590</b>	<b>5/1/2014</b>			<b>\$5,368,174</b>	<b>59</b>	
	Amador Regional Transit	N/C							
	City of Folsom	N/C							
	Gold Coast Transit	Non-Responsive							
	Mendocino Transit Authority	N/C							
		<b>Average of Comparators</b>	<b>\$7,028</b>						
		<b>% EDCTA Above/Below</b>	<b>-53.1%</b>						
		<b>Median of Comparators</b>	<b>\$7,242</b>						
		<b>% EDCTA Above/Below</b>	<b>-57.8%</b>						
		<b>Number of Matches</b>	<b>8</b>						

NOTE: All calculations exclude El Dorado Transit Authority

N/C - Non Comparator

- 1- Information Systems Coordinator requires equivalent to a 2 year college degree or completion of a certificate program or technical school and 2 years of experience.
- 2- El Dorado County Transit Authority's class is bracketed by two or more comparators.

**Appendix II  
El Dorado County Transit Authority  
Top Monthly Salary Data  
August 2014**

<b>Maintenance Technician</b>									
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>	<b>Total Budget</b>	<b>Total FTE</b>	
1	Santa Cruz Metropolitan Transit District	Facilities Maintenance Worker II	\$4,805	6/19/2014	Unknown	Unknown	\$42,531,351	381	
2	City of Norwalk (Norwalk Transit System)	Store Keeper I / Facility Maintenance II <sup>1</sup>	\$4,689	7/1/2014	7/1/2015	Unknown	\$13,708,872	64	
3	Central Contra Costa Transit Authority	Senior Facility Worker	\$4,520	7/1/2014	Unknown	Unknown	\$58,197,729	263	
4	Placer County	Equipment Service Worker II	\$4,442	12/14/2013	12/12/2014	2%	\$14,274,300	61	
5	San Joaquin Regional Transit District	Facilities Maintenance Technician B	\$4,225	1/1/2013	Unknown	Unknown	\$29,227,739	202	
6	City of Folsom	Maintenance Worker I	\$4,129	7/1/2012	Unknown	Unknown	\$3,773,001	14	
7	Sacramento Regional Transit District	Facilities & Grounds Worker II / Procurement Clerk <sup>1</sup>	\$3,614	7/1/2014	Unknown	Unknown	\$168,564,000	995	
8	Golden Empire Transit	Utility Worker - Facilities <sup>2</sup>	\$3,559	7/1/2011	Unknown	Unknown	\$28,300,000	326	
9	Riverside Transit Agency	Property Maintainer / Parks Clerk <sup>1,3</sup>	\$3,106	9/1/2013	9/1/2014	2.5%	\$61,181,842	367	
<b>10</b>	<b>El Dorado County Transit Authority</b>	<b>Maintenance Technician</b>	<b>\$3,025</b>	<b>5/1/2014</b>			<b>\$5,368,174</b>	<b>59</b>	
	Amador Regional Transit	N/C							
	Gold Coast Transit	Non-Responsive							
	Mendocino Transit Authority	N/C							
		<b>Average of Comparators</b>	<b>\$4,121</b>						
		<b>% EDCTA Above/Below</b>	<b>-36.2%</b>						
		<b>Median of Comparators</b>	<b>\$4,225</b>						
		<b>% EDCTA Above/Below</b>	<b>-39.7%</b>						
		<b>Number of Matches</b>	<b>9</b>						

NOTE: All calculations exclude El Dorado Transit Authority

N/C - Non Comparator

1- El Dorado County Transit Authority's class is bracketed by two or more comparators.

2- Utility Worker – Facilities requires Forklift Operations certificate.

3- Property Maintainer does not require Class B driver's license.

**Appendix II  
El Dorado County Transit Authority  
Top Monthly Salary Data  
August 2014**

<b>Office Assistant II</b>									
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>	<b>Total Budget</b>	<b>Total FTE</b>	
1	City of Folsom	Office Assistant II	\$4,553	7/1/2012	Unknown	Unknown	\$3,773,001	14	
2	Central Contra Costa Transit Authority	Customer Service Representative	\$4,520	7/1/2014	Unknown	Unknown	\$58,197,729	263	
3	San Joaquin Regional Transit District	Office Assistant II	\$4,161	10/22/2013	Unknown	Unknown	\$29,227,739	202	
4	City of Norwalk (Norwalk Transit System)	Office Assistant II	\$4,147	7/1/2014	7/1/2015	Unknown	\$13,708,872	64	
5	Santa Cruz Metropolitan Transit District	Customer Services Representative	\$4,018	6/19/2014	Unknown	Unknown	\$42,531,351	381	
6	Riverside Transit Agency	Receptionist / Customer Information Clerk <sup>1</sup>	\$3,589	7/1/2014	Unknown	Unknown	\$61,181,842	367	
7	Placer County	Administrative Clerk - Journey	\$3,401	12/14/2013	12/12/2014	2%	\$14,274,300	61	
8	Sacramento Regional Transit District	Customer Service Representative	\$3,082	7/1/2014	Unknown	Unknown	\$168,564,000	995	
<b>9</b>	<b>El Dorado County Transit Authority</b>	<b>Office Assistant II</b>	<b>\$3,044</b>	<b>5/1/2014</b>			<b>\$5,368,174</b>	<b>59</b>	
10	Mendocino Transit Authority	Bilingual Receptionist	\$2,851	7/1/2014	7/1/2015	2%	\$7,158,911	55	
11	Golden Empire Transit	Customer Service Representative / Receptionist <sup>1</sup>	\$2,491	7/1/2011	Unknown	Unknown	\$28,300,000	326	
	Amador Regional Transit	N/C							
	Gold Coast Transit	Non-Responsive							
		<b>Average of Comparators</b>	<b>\$3,681</b>						
		<b>% EDCTA Above/Below</b>	<b>-21.0%</b>						
		<b>Median of Comparators</b>	<b>\$3,803</b>						
		<b>% EDCTA Above/Below</b>	<b>-25.0%</b>						
		<b>Number of Matches</b>	<b>10</b>						

NOTE: All calculations exclude El Dorado Transit Authority

N/C - Non Comparator

1- El Dorado County Transit Authority's class is bracketed by two or more comparators.

**Appendix II  
El Dorado County Transit Authority  
Top Monthly Salary Data  
August 2014**

<b>Operations Manager</b>			<b>Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>	<b>Total Budget</b>	<b>Total FTE</b>
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>						
1	Santa Cruz Metropolitan Transit District	Operations Manager <sup>1</sup>	\$11,331	6/19/2014	Unknown	Unknown	\$42,531,351	381
2	City of Folsom	Public Works/Utilities Section Manager <sup>2</sup>	\$10,468	7/1/2012	Unknown	Unknown	\$3,773,001	14
3	Riverside Transit Agency	Operations Manager <sup>3</sup>	\$10,064	7/1/2014	Unknown	Unknown	\$61,181,842	367
4	Sacramento Regional Transit District	Transportation Superintendent - Bus <sup>4</sup>	\$9,159	7/1/2014	Unknown	Unknown	\$168,564,000	995
5	San Joaquin Regional Transit District	Transportation Superintendent <sup>5</sup>	\$9,005	10/22/2013	Unknown	Unknown	\$29,227,739	202
6	City of Norwalk (Norwalk Transit System)	Manager of Transit Operations <sup>6</sup>	\$8,799	7/1/2014	7/1/2015	Unknown	\$13,708,872	64
7	Placer County	Public Works Manager / Transportation Systems Supervisor - Senior <sup>7,8</sup>	\$8,590	12/14/2013	Unknown	Unknown	\$14,274,300	61
8	Gold Coast Transit	Director, Transit Operations / Transit Supervisor <sup>7,9</sup>	\$7,850	7/1/2014	7/1/2015	2%	\$20,616,700	141
9	Central Contra Costa Transit Authority	Manager of Transportation <sup>2</sup>	\$7,560	7/1/2014	Unknown	Unknown	\$58,197,729	263
10	Mendocino Transit Authority	Operations Manager <sup>10</sup>	\$7,081	7/1/2014	7/1/2015	2%	\$7,158,911	55
11	Golden Empire Transit	Operations Manager <sup>11</sup>	\$6,939	7/1/2011	Unknown	Unknown	\$28,300,000	326
<b>12</b>	<b>El Dorado County Transit Authority</b> Amador Regional Transit	<b>Operations Manager</b> N/C	<b>\$6,755</b>	<b>5/1/2014</b>			<b>\$5,368,174</b>	<b>59</b>
<b>Average of Comparators</b>			<b>\$8,804</b>					
<b>% EDCTA Above/Below</b>			<b>-30.3%</b>					
<b>Median of Comparators</b>			<b>\$8,799</b>					
<b>% EDCTA Above/Below</b>			<b>-30.3%</b>					
<b>Number of Matches</b>			<b>11</b>					

NOTE: All calculations exclude El Dorado Transit Authority

N/C - Non Comparator

- 1- Operations Manager requires a Bachelor's degree and 5 years of experience.
- 2- Class description is not available; match verified with HR representative.
- 3- Operations Manager requires any combination of education and experience equivalent to a Bachelor's degree and 4 years of experience.
- 4- Transportation Superintendent - Bus requires an Associate's degree and 5 years of experience (additional directly related experience may substitute for education based on ratio of 1.5 years of experience for each year of education).
- 5- Transportation Superintendent requires any combination of training and experience equivalent to graduation from a four-year college or university and 7 years of experience.
- 6- Manager of Transit Operations requires any combination of education and/or experience equivalent to a Bachelor's degree and 5 years of experience (relevant experience may be substituted for required education on year-to-year basis).
- 7- El Dorado County Transit Authority's class is bracketed by two or more comparators.
- 8- Public Works Manager requires any combination of experience and training equivalent to a Bachelor's degree and 5 years of experience; Transportation Systems Supervisor - Senior requires any combination of experience and training equivalent to a Bachelor's degree and 5 years of experience.
- 9- Director, Transit Operations description is not available; Transit Supervisor requires high school diploma and 3 years of experience.
- 10- Bachelor's degree is desirable; number of years of experience required is not specified in description.
- 11- Operations Manager requires a Bachelor's degree and 2 years of experience.

**Appendix II  
El Dorado County Transit Authority  
Top Monthly Salary Data  
August 2014**

<b>Planning &amp; Marketing Manager</b>									
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>	<b>Total Budget</b>	<b>Total FTE</b>	
1	Sacramento Regional Transit District	Principal Planner / Manager, Marketing & Communications / Marketing & Communications Specialist <sup>1,2</sup>	\$8,559	7/1/2014	Unknown	Unknown	\$168,564,000	995	
2	Santa Cruz Metropolitan Transit District	Planning & Marketing Manager / Transportation Planner <sup>1,3</sup>	\$8,397	6/19/2014	Unknown	Unknown	\$42,531,351	381	
3	Riverside Transit Agency	Planning & Scheduling Manager / Planning Analyst / Marketing Manager <sup>1,4</sup>	\$8,347	7/1/2014	Unknown	Unknown	\$61,181,842	367	
4	Central Contra Costa Transit Authority	Manager of Planning / Senior Planner / Senior Manager of Marketing / Community Relations Specialist <sup>1,5</sup>	\$7,818	7/1/2014	Unknown	Unknown	\$58,197,729	263	
5	San Joaquin Regional Transit District	Planning Manager / Transit Planner / Marketing Manager / Marketing Specialist <sup>1,6</sup>	\$7,707	10/22/2013	Unknown	Unknown	\$29,227,739	202	
6	Golden Empire Transit	Manager of Marketing & Service Development <sup>7</sup>	\$7,285	7/1/2011	Unknown	Unknown	\$28,300,000	326	
7	Gold Coast Transit	Transit Planning Manager / Communications & Marketing Manager <sup>1,8</sup>	\$7,133	7/1/2014	7/1/2015	2%	\$20,616,700	141	
8	Mendocino Transit Authority	Marketing & Planning Manager <sup>9</sup>	\$6,247	7/1/2014	7/1/2015	2%	\$7,158,911	55	
9	<b>El Dorado County Transit Authority</b>	<b>Planning &amp; Marketing Manager</b>	<b>\$4,502</b>	<b>5/1/2014</b>			<b>\$5,368,174</b>	<b>59</b>	
	Amador Regional Transit	N/C							
	City of Folsom	N/C							
	City of Norwalk (Norwalk Transit System)	N/C							
	Placer County	N/C							
		<b>Average of Comparators</b>	<b>\$7,687</b>						
		<b>% EDCTA Above/Below</b>	<b>-70.7%</b>						
		<b>Median of Comparators</b>	<b>\$7,762</b>						
		<b>% EDCTA Above/Below</b>	<b>-72.4%</b>						
		<b>Number of Matches</b>	<b>8</b>						

NOTE: All calculations exclude El Dorado Transit Authority

N/C - Non Comparator

- 1- El Dorado County Transit Authority's class is bracketed by two or more comparators.
- 2- Principal Planner requires a Bachelor's degree and 5 years of experience; Manager, Marketing & Communications requires a Bachelor's degree and 5 years of experience; Marketing & Communications Specialist requires a Bachelor's degree and 3 years of experience; for all classes, additional directly related experience may substitute for education based on ratio of 1.5 years of experience for each year of education.
- 3- Planning & Marketing Manager description was not available; Transportation Planner requires a Bachelor's degree and 2 years of experience.
- 4- Planning & Scheduling Manager description was not available; Planning Analyst requires any combination of education and experience equivalent to a Bachelor's degree and 3 years of experience; Marketing Manager requires any combination of education or experience equivalent to a Bachelor's degree and 3-5 years of experience.
- 5- Class description is not available; match verified with HR representative.
- 6- Planning Manager requires any combination of training and experience equivalent to graduation from a four-year college or university and 10 years of experience; Transit Planner requires a Bachelor's degree and 1 year of experience OR 8 years of experience; Marketing Manager requires any combination of training and experience equivalent to graduation from a four-year college or university and 7 years of experience; Marketing Specialist requires any combination of training and experience equivalent to graduation from a four-year college or university and 5 years of experience.
- 7- Manager of Marketing & Service Development requires a Bachelor's degree and 5 years of experience.
- 8- Transit Planning Manager requires a Bachelor's degree and 4 years of experience; Communications & Marketing Manager description was not available.
- 9- Education and years of experience required is not specified in class description.

**Appendix II  
El Dorado County Transit Authority  
Top Monthly Salary Data  
August 2014**

<b>Senior Equipment Mechanic</b>									
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>	<b>Total Budget</b>	<b>Total FTE</b>	
1	City of Norwalk (Norwalk Transit System)	Lead Equipment Mechanic <sup>2</sup>	\$6,588	7/1/2014	7/1/2015	Unknown	\$13,708,872	64	
2	Santa Cruz Metropolitan Transit District	Lead Mechanic <sup>4</sup>	\$6,051	6/19/2014	Unknown	Unknown	\$42,531,351	381	
3	Central Contra Costa Transit Authority	Mechanic VI	\$5,963	7/21/2014	Unknown	Unknown	\$58,197,729	263	
<b>4</b>	<b>El Dorado County Transit Authority</b>	<b>Senior Equipment Mechanic</b>	<b>\$5,866</b>	<b>5/1/2014</b>			<b>\$5,368,174</b>	<b>59</b>	
5	City of Folsom	Senior Equipment Mechanic <sup>1</sup>	\$5,811	7/1/2012	Unknown	Unknown	\$3,773,001	14	
6	Sacramento Regional Transit District	Senior Mechanic <sup>3</sup>	\$4,945	7/1/2014	Unknown	Unknown	\$168,564,000	995	
7	San Joaquin Regional Transit District	Mechanic A Lead	\$4,866	1/1/2013	Unknown	Unknown	\$29,227,739	202	
8	Riverside Transit Agency	Lead Mechanic	\$4,838	9/1/2013	9/1/2014	2.5%	\$61,181,842	367	
	Amador Regional Transit	N/C							
	Gold Coast Transit	Non-Responsive							
	Golden Empire Transit	N/C							
	Mendocino Transit Authority	N/C							
	Placer County	N/C							
		<b>Average of Comparators</b>	<b>\$5,580</b>						
		<b>% EDCTA Above/Below</b>	<b>4.9%</b>						
		<b>Median of Comparators</b>	<b>\$5,811</b>						
		<b>% EDCTA Above/Below</b>	<b>0.9%</b>						
		<b>Number of Matches</b>	<b>7</b>						

NOTE: All calculations exclude El Dorado Transit Authority

N/C - Non Comparator

- 1- Senior Mechanic also requires a forklift certification.
- 2- Licenses and certification requirements are not stated in class description.
- 3- Senior Mechanic requires Mechanic A rating and/or Regional Transit Certificate, Class A driver's license, and forklift certification.
- 4- Certifications are not required.

Appendix II  
 El Dorado County Transit Authority  
 Top Monthly Salary Data  
 August 2014

Transit Dispatcher									
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget	Total FTE	
1	City of Norwalk (Norwalk Transit System)	Dispatcher	\$4,740	7/1/2014	7/1/2015	Unknown	\$13,708,872	64	
2	Placer County	Administrative Dispatcher	\$4,134	12/14/2013	12/12/2014	2%	\$14,274,300	61	
3	Amador Regional Transit	Dispatcher	\$3,872	7/1/2013	Unknown	Unknown	\$1,611,897	20	
<b>4</b>	<b>El Dorado County Transit Authority</b>	<b>Transit Dispatcher</b>	<b>\$3,577</b>	<b>5/1/2014</b>			<b>\$5,368,174</b>	<b>59</b>	
5	Mendocino Transit Authority	Dispatcher	\$3,387	7/1/2014	7/1/2015	2%	\$7,158,911	55	
6	Golden Empire Transit	Dispatcher	\$3,337	7/1/2011	Unknown	Unknown	\$28,300,000	326	
	Central Contra Costa Transit Authority	N/C							
	City of Folsom	N/C							
	Gold Coast Transit	Non-Responsive							
	Riverside Transit Agency	N/C							
	Sacramento Regional Transit District	N/C							
	San Joaquin Regional Transit District	N/C							
	Santa Cruz Metropolitan Transit District	N/C							
		<b>Average of Comparators</b>	<b>\$3,894</b>						
		<b>% EDCTA Above/Below</b>	<b>-8.8%</b>						
		<b>Median of Comparators</b>	<b>\$3,872</b>						
		<b>% EDCTA Above/Below</b>	<b>-8.2%</b>						
		<b>Number of Matches</b>	<b>5</b>						

NOTE: All calculations exclude El Dorado Transit Authority

N/C - Non Comparator



**Appendix II  
El Dorado County Transit Authority  
Top Monthly Salary Data  
August 2014**

<b>Transit Driver</b>									
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>	<b>Total Budget</b>	<b>Total FTE</b>	
1	Santa Cruz Metropolitan Transit District	Bus Operator	\$5,186	6/19/2014	Unknown	Unknown	\$42,531,351	381	
2	City of Norwalk (Norwalk Transit System)	Coach Operator <sup>2</sup>	\$4,740	7/1/2014	7/1/2015	Unknown	\$13,708,872	64	
3	Sacramento Regional Transit District	Bus Operator	\$4,344	7/1/2014	Unknown	Unknown	\$168,564,000	995	
4	San Joaquin Regional Transit District	Coach Operator	\$4,160	10/22/2013	Unknown	Unknown	\$29,227,739	202	
5	City of Folsom	Transit Bus Driver <sup>1</sup>	\$4,129	7/1/2012	Unknown	Unknown	\$3,773,001	14	
6	Central Contra Costa Transit Authority	Bus Operator	\$4,091	1/19/2014	1/18/2015	2%	\$58,197,729	263	
7	Golden Empire Transit	Coach Operator	\$3,853	7/1/2011	Unknown	Unknown	\$28,300,000	326	
8	Riverside Transit Agency	Coach Operator	\$3,793	9/1/2013	9/1/2014	2.5%	\$61,181,842	367	
9	Placer County	Bus Driver II <sup>3</sup>	\$3,749	12/14/2013	12/12/2014	2%	\$14,274,300	61	
10	Amador Regional Transit	Driver	\$3,409	7/1/2013	Unknown	Unknown	\$1,611,897	20	
11	Mendocino Transit Authority	Transit Vehicle Operator	\$3,226	7/1/2014	7/1/2015	2%	\$7,158,911	55	
<b>12</b>	<b>El Dorado County Transit Authority</b>	<b>Transit Driver</b>	<b>\$3,127</b>	<b>5/1/2014</b>			<b>\$5,368,174</b>	<b>59</b>	
	Gold Coast Transit	Non-Responsive							
		<b>Average of Comparators</b>	<b>\$4,062</b>						
		<b>% EDCTA Above/Below</b>	<b>-29.9%</b>						
		<b>Median of Comparators</b>	<b>\$4,091</b>						
		<b>% EDCTA Above/Below</b>	<b>-30.8%</b>						
		<b>Number of Matches</b>	<b>11</b>						

NOTE: All calculations exclude El Dorado Transit Authority

N/C - Non Comparator

1- Transit Bus Driver requires Vehicle Transportation Training certificate.

2- Coach Operator requires VTT certification, School Bus Driver's certificate or SPAB certificate.

3- Bus Driver II requires Class A or B driver's license with passenger endorsements and no air brake restrictions and Verification of Transit Training (VTT) certificate.

**Appendix II  
 El Dorado County Transit Authority  
 Top Monthly Salary Data  
 August 2014**

<b>Transit Scheduler</b>									
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>	<b>Total Budget</b>	<b>Total FTE</b>	
1	Central Contra Costa Transit Authority	Service Scheduler	\$5,464	7/1/2014	Unknown	Unknown	\$58,197,729	263	
2	City of Folsom	Transit Scheduler <sup>1</sup>	\$4,553	7/1/2012	Unknown	Unknown	\$3,773,001	14	
<b>3</b>	<b>El Dorado County Transit Authority</b>	<b>Transit Scheduler</b>	<b>\$3,759</b>	<b>5/1/2014</b>			<b>\$5,368,174</b>	<b>59</b>	
	Amador Regional Transit	N/C							
	City of Norwalk (Norwalk Transit System)	N/C							
	Gold Coast Transit	N/C							
	Golden Empire Transit	N/C							
	Mendocino Transit Authority	N/C							
	Placer County	N/C							
	Riverside Transit Agency	N/C							
	Sacramento Regional Transit District	N/C							
	San Joaquin Regional Transit District	N/C							
	Santa Cruz Metropolitan Transit District	N/C							
		<b>Average of Comparators % EDCTA Above/Below</b>			<b>Insufficient Data to do Analysis</b>				<b>Insufficient Data to do Analysis</b>
		<b>Median of Comparators % EDCTA Above/Below</b>			<b>Insufficient Data to do Analysis</b>				<b>Insufficient Data to do Analysis</b>
		<b>Number of Matches</b>			<b>2</b>				

NOTE: All calculations exclude El Dorado Transit Authority

N/C - Non Comparator

1- Transit Scheduler does not require VTT certificate.

**Appendix II  
El Dorado County Transit Authority  
Top Monthly Salary Data  
August 2014**

<b>Transportation Supervisor</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>	<b>Total Budget</b>	<b>Total FTE</b>
1	Santa Cruz Metropolitan Transit District	Fixed Route Superintendent / Safety & Training Coordinator <sup>1,2</sup>	\$7,709	6/19/2014	Unknown	Unknown	\$42,531,351	381
2	Riverside Transit Agency	Operations Supervisor <sup>3</sup>	\$7,480	7/1/2014	Unknown	Unknown	\$61,181,842	367
3	San Joaquin Regional Transit District	Transportation Supervisor <sup>4</sup>	\$7,417	10/22/2013	Unknown	Unknown	\$29,227,739	202
4	Sacramento Regional Transit District	Transportation Supervisor	\$6,940	7/1/2014	Unknown	Unknown	\$168,564,000	995
5	City of Norwalk (Norwalk Transit System)	Senior Transit Operations Supervisor / Transit Operations Supervisor / Transit Safety & Training Coordinator <sup>1</sup>	\$6,203	7/1/2014	7/1/2015	Unknown	\$13,708,872	64
6	Gold Coast Transit	Transit Operations Supervisor / Operations & Safety Training Officer <sup>1</sup>	\$5,833	7/1/2014	7/1/2015	2%	\$20,616,700	141
7	Central Contra Costa Transit Authority	Transportation Supervisor	\$5,769	10/1/2013	10/1/2014	1%	\$58,197,729	263
8	Mendocino Transit Authority	Transportation Superintendent	\$5,306	7/1/2014	7/1/2015	2%	\$7,158,911	55
9	Placer County	Transportation Supervisor	\$4,898	12/14/2013	12/12/2014	2%	\$14,274,300	61
<b>10</b>	<b>El Dorado County Transit Authority</b>	<b>Transportation Supervisor</b>	<b>\$4,477</b>	<b>5/1/2014</b>			<b>\$5,368,174</b>	<b>59</b>
11	Golden Empire Transit	Transportation Supervisor	\$4,472	7/1/2011	Unknown	Unknown	\$28,300,000	326
12	Amador Regional Transit City of Folsom	Operations Supervisor N/C	\$4,167	7/1/2013	Unknown	Unknown	\$1,611,897	20
<b>Average of Comparators</b>			<b>\$6,017</b>					
<b>% EDCTA Above/Below</b>			<b>-34.4%</b>					
<b>Median of Comparators</b>			<b>\$5,833</b>					
<b>% EDCTA Above/Below</b>			<b>-30.3%</b>					
<b>Number of Matches</b>			<b>11</b>					

NOTE: All calculations exclude El Dorado Transit Authority

N/C - Non Comparator

1- El Dorado County Transit Authority's class is bracketed by two or more comparators.

2- Fixed Route Superintendent requires any combination of training and experience equivalent to 2 years of college level coursework and 4 years of experience; Safety and Training Coordinator requires any combination of training and experience equivalent to a Bachelor's degree and 2 years of experience OR 5 years of experience as a transit supervisor (additional experience may be substituted for required education on a year-for-year basis).

3- Operations Supervisor requires any combination of education and experience equivalent to an Associate's degree and 5 years of experience.

4- Transportation Supervisor graduation from a four-year college or university and 6 years of experience.

1- Operations Supervisor does not require VTT, First Aid, and CPR certificates.



**Appendix III**

**Proposed Monthly Salary Plan**

**Appendix III**  
**El Dorado County Transit Authority**  
**Proposed Salary Schedule**  
**August 2014**

Range #	Monthly Salary Range						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	\$1,804	\$1,895	\$1,989	\$2,089	\$2,193	\$2,303	\$2,418
2	\$1,849	\$1,942	\$2,039	\$2,141	\$2,248	\$2,360	\$2,478
3	\$1,896	\$1,991	\$2,090	\$2,195	\$2,304	\$2,419	\$2,540
4	\$1,943	\$2,040	\$2,142	\$2,249	\$2,362	\$2,480	\$2,604
5	\$1,992	\$2,091	\$2,196	\$2,306	\$2,421	\$2,542	\$2,669
6	\$2,041	\$2,144	\$2,251	\$2,363	\$2,481	\$2,606	\$2,736
7	\$2,093	\$2,197	\$2,307	\$2,422	\$2,543	\$2,671	\$2,804
8	\$2,145	\$2,252	\$2,365	\$2,483	\$2,607	\$2,737	\$2,874
9	\$2,198	\$2,308	\$2,424	\$2,545	\$2,672	\$2,806	\$2,946
10	\$2,253	\$2,366	\$2,484	\$2,609	\$2,739	\$2,876	\$3,020
11	\$2,310	\$2,425	\$2,547	\$2,674	\$2,808	\$2,948	\$3,095
12	\$2,368	\$2,486	\$2,610	\$2,741	\$2,878	\$3,022	\$3,173
13	\$2,427	\$2,548	\$2,675	\$2,809	\$2,950	\$3,097	\$3,252
14	\$2,487	\$2,612	\$2,742	\$2,879	\$3,023	\$3,175	\$3,333
15	\$2,550	\$2,677	\$2,811	\$2,951	\$3,099	\$3,254	\$3,417
16	\$2,613	\$2,744	\$2,881	\$3,025	\$3,176	\$3,335	\$3,502
17	\$2,679	\$2,813	\$2,953	\$3,101	\$3,256	\$3,419	\$3,590
18	\$2,746	\$2,883	\$3,027	\$3,178	\$3,337	\$3,504	\$3,679
19	\$2,814	\$2,955	\$3,103	\$3,258	\$3,421	\$3,592	\$3,771
20	\$2,885	\$3,029	\$3,180	\$3,339	\$3,506	\$3,682	\$3,866
21	\$2,957	\$3,105	\$3,260	\$3,423	\$3,594	\$3,774	\$3,962
22	\$3,031	\$3,182	\$3,341	\$3,508	\$3,684	\$3,868	\$4,061
23	\$3,106	\$3,262	\$3,425	\$3,596	\$3,776	\$3,965	\$4,163
24	\$3,184	\$3,343	\$3,510	\$3,686	\$3,870	\$4,064	\$4,267
25	\$3,264	\$3,427	\$3,598	\$3,778	\$3,967	\$4,165	\$4,374
26	\$3,345	\$3,512	\$3,688	\$3,873	\$4,066	\$4,269	\$4,483
27	\$3,429	\$3,600	\$3,780	\$3,969	\$4,168	\$4,376	\$4,595
28	\$3,515	\$3,690	\$3,875	\$4,069	\$4,272	\$4,486	\$4,710
29	\$3,602	\$3,783	\$3,972	\$4,170	\$4,379	\$4,598	\$4,828
30	\$3,693	\$3,877	\$4,071	\$4,275	\$4,488	\$4,713	\$4,948
31	\$3,785	\$3,974	\$4,173	\$4,381	\$4,600	\$4,831	\$5,072
32	\$3,879	\$4,073	\$4,277	\$4,491	\$4,715	\$4,951	\$5,199
33	\$3,976	\$4,175	\$4,384	\$4,603	\$4,833	\$5,075	\$5,329
34	\$4,076	\$4,280	\$4,494	\$4,718	\$4,954	\$5,202	\$5,462
35	\$4,178	\$4,387	\$4,606	\$4,836	\$5,078	\$5,332	\$5,599
36	\$4,282	\$4,496	\$4,721	\$4,957	\$5,205	\$5,465	\$5,739
37	\$4,389	\$4,609	\$4,839	\$5,081	\$5,335	\$5,602	\$5,882
38	\$4,499	\$4,724	\$4,960	\$5,208	\$5,469	\$5,742	\$6,029
39	\$4,611	\$4,842	\$5,084	\$5,338	\$5,605	\$5,885	\$6,180
40	\$4,727	\$4,963	\$5,211	\$5,472	\$5,745	\$6,033	\$6,334
41	\$4,845	\$5,087	\$5,342	\$5,609	\$5,889	\$6,183	\$6,493
42	\$4,966	\$5,214	\$5,475	\$5,749	\$6,036	\$6,338	\$6,655
43	\$5,090	\$5,345	\$5,612	\$5,893	\$6,187	\$6,496	\$6,821
44	\$5,217	\$5,478	\$5,752	\$6,040	\$6,342	\$6,659	\$6,992
45	\$5,348	\$5,615	\$5,896	\$6,191	\$6,500	\$6,825	\$7,167
46	\$5,482	\$5,756	\$6,043	\$6,346	\$6,663	\$6,996	\$7,346
47	\$5,619	\$5,900	\$6,195	\$6,504	\$6,829	\$7,171	\$7,529
48	\$5,759	\$6,047	\$6,349	\$6,667	\$7,000	\$7,350	\$7,718
49	\$5,903	\$6,198	\$6,508	\$6,834	\$7,175	\$7,534	\$7,911
50	\$6,051	\$6,353	\$6,671	\$7,004	\$7,355	\$7,722	\$8,108
51	\$6,202	\$6,512	\$6,838	\$7,179	\$7,538	\$7,915	\$8,311
52	\$6,357	\$6,675	\$7,009	\$7,359	\$7,727	\$8,113	\$8,519
53	\$6,516	\$6,842	\$7,184	\$7,543	\$7,920	\$8,316	\$8,732
54	\$6,679	\$7,013	\$7,363	\$7,731	\$8,118	\$8,524	\$8,950
55	\$6,846	\$7,188	\$7,547	\$7,925	\$8,321	\$8,737	\$9,174



**Appendix IV**

**Proposed Salary Range Placement**

**Appendix IV**  
**EI Dorado County Transit Authority**  
**Range Placement Recommendations**  
**August 2014**

<b>Class Title</b>	<b>Current Maximum Monthly Salary</b>	<b>% from Total Comp Median</b>	<b>Market Placement</b>	<b>Proposed Salary Range</b>	<b>Proposed Top Monthly Salary</b>	<b>% Difference From Proposed Maximum</b>	<b>Rationale</b>
Executive Director	\$9,854	-24.0%	\$12,218	Contract	\$12,218	23.99%	Salary set by contract approved by Board of Directors.
Operations Manager	\$6,755	-20.4%	\$8,131	50	\$8,108	20.03%	Market and range placement.
Human Resources/Administrative Services Manager	\$5,320	-36.7%	\$7,271	46	\$7,346	38.09%	Market and range placement.
Fiscal Administration Manager	\$5,016	-42.2%	\$7,132	45	\$7,167	42.89%	Market and range placement.
Information Technology Analyst	\$4,590	-39.5%	\$6,403	40	\$6,334	37.99%	Market and range placement.
Planning and Marketing Manager	\$4,502	-35.2%	\$6,086	38	\$6,029	33.92%	Market and range placement.
Senior Equipment Mechanic	\$5,866	6.6%	\$5,481	34	\$5,462	-6.88%	Market and range placement.
Transportation Supervisor	\$4,477	-21.8%	\$5,453	34	\$5,462	22.01%	Market and range placement.
Equipment Mechanic II	\$5,115	6.9%	\$4,764	28	\$4,710	-7.93%	Market and range placement.
Equipment Mechanic I	\$4,284	7.1%	\$3,982	22	\$4,061	-5.19%	Market and internal alignment: 15% below Mechanic II.
Transit Scheduler	\$3,759	Insufficient Data	N/A	21	\$3,962	5.41%	Internal alignment: 15% above Transit Dispatcher.
Accounting Technician	\$3,522	-9.2%	\$3,845	20	\$3,866	9.76%	Market and range placement.
Maintenance Technician	\$3,025	-23.3%	\$3,728	16	\$3,502	15.78%	Internal alignment: 15% below Equipment Mechanic I.
Transit Driver	\$3,127	-11.6%	\$3,490	16	\$3,502	11.99%	Market and range placement.
Office Assistant II	\$3,044	-10.9%	\$3,375	15	\$3,417	12.26%	Market and range placement.
Transit Dispatcher	\$3,577	11.1%	\$3,180	15	\$3,417	-4.49%	Market and internal alignment: anchor to Office Assistant II.
Custodian	\$2,804	0.1%	\$2,802	7	\$2,804	0.00%	Market and range placement.



# Final Report – Total Compensation Study

El Dorado County Transit Authority

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## Appendix V

### Additional Benefits



**Appendix V  
El Dorado County Transit Authority  
Additional Benefits  
August 2014**

Agency	Retiree Health Benefits
El Dorado County Transit Authority	<b>Unrepresented:</b> Retiree, at own expense, may continue in Authority sponsored health plan.
Amador Regional Transit	None
Central Contra Costa Transit Authority	The Agency contributes the same amount for Retirees as for Active employees.
City of Folsom	<b>IUOE and Mid-Management:</b> EE hired on/prior to 5/8/07 who retire from City may participate in City health insurance plans. The amount the City contributes shall be determined as follows: EE who retire with <5 years of service shall not eligible to receive any City contribution; EE who retire with 5 years of service shall qualify for monthly City retiree health insurance contribution: retiree only = City's contribution toward active EE only coverage, retiree + 1 dependent = City's contribution toward EE+1 coverage, retiree + 2+ dependents = City's contribution toward active EE+2+ coverage until retiree reaches age 55 (thereafter City contribution shall be amount equal to EE+1 + \$100). Effective 1/1/12, City's monthly contribution toward cost of retiree health insurance shall not exceed max monthly contribution paid by City to active EE health insurance at 2012 rates; the 1/1/12 cap for each category shall be adjusted each January thereafter by amount not to exceed 3%, depending on % increase in CPI. The City shall establish a tax exempt Voluntary Employee Benefit Association (VEBA) or Retiree Health Savings Account (RHSA) for all EE in unit; City shall contribute \$25 per pay period into account for each EE hired after 5/8/07.
City of Norwalk (Norwalk Transit System)	Effective 11/1/11, City implemented longevity stipend for EE and retirees. Tier I (EE hired before 11/1/11): City will pay PEMHCA minimum contribution required; in addition, City will provide longevity stipend to each participant based upon difference between PEMHCA contribution and actual cost of monthly medical insurance premium up to max of PERSCare rate for Mid-Management and Management EE and \$800 per year for General EE. Tier II (EE hired on/after 11/1/11): City will pay PEMHCA minimum contribution; in addition City will provide longevity stipend to each participant as follows: 10-14 years = 50%, 15-19 years = 75%, 20+ years = 100%; City will deposit longevity stipend into a healthcare trust on a monthly basis. Tier III (EE hired before 11/1/11 who do not retire until after 6/30/14): City will pay PEMHCA contribution; in addition City will provide longevity stipend to each participant based on years of service as follows: 5-9 years = 50% and 10+ years = 100%; City will deposit longevity stipend into healthcare trust on a monthly basis.
Gold Coast Transit	None
Golden Empire Transit	None
Mendocino Transit Authority	None
Placer County	<b>General, Professional, Management:</b> EE hired prior to 1/1/05 with 5 years of PERS service credit receive same County contribution as active EE. EE hired after 1/1/05, EE must have 10 years of PERS service credit including 5 years with the County to receive 50% of the County contribution paid medical with additional 5% per year of service. General and Professional EE retiring on or after 1/1/02, County will contribute EE only premium for retirees and retiree will be responsible for dependent premiums. General and Professional EE who retire prior to 1/1/02 are not eligible. General and Professional EE hired on/after 10/14/10 are also not eligible. Management EE are eligible for participation in retiree dental plan.
Riverside Transit Agency	Retiree medical benefits are offered. Retiree benefits are offered to EE + family. EE hired prior to 6/22/06 must retire from PERS at the time of separation to be eligible; EE hired after 6/22/06 must have 10 years continuous employment with the Agency and must retire from PERS at the time of separation to be eligible. Monthly contribution is based on the lowest PERS HMO rate for EE only in Riverside County.
Sacramento Regional Transit District	<b>AEA:</b> EE hired prior to 1/1/94 and retired on/after 6/16/09, retiree shall pay 10% of monthly medical premium costs incurred by District; if retiree elects dependent coverage, District shall pay portion of costs based on years of service: 10 years = 50%, 11 years = 55%, 12 years = 60% increasing 10% per year of service until 15 years = 100%. EE hired on/after 1/1/94 and retire on/after 6/16/09, retiree shall pay 10% of monthly medical premium costs incurred by District; retiree shall pay full cost of dependent coverage. <b>AFSCME:</b> EE hired prior to 1/1/94 and retired on/after 8/1/94, retiree shall pay 10% of monthly medical premium costs incurred by District; if retiree elects dependent coverage, District shall pay portion of costs based on years of service: 10 years = 40%, 11 years = 45%, 12 years = 50% increasing 10% per year of service until 15 years = 90%. EE hired on/after 1/1/94 and retire on/after 6/16/09, retiree shall pay 10% of monthly medical premium costs incurred by District; retiree shall pay full cost of dependent coverage. <b>ATU:</b> Effective 3/1/11, retirees are eligible to enroll in coverage and RT's contribution rate shall begin at PERS minimum rate of \$1.00 per month per employee. Effective 2/28/13, 50% of the 10% EE contribution to costs of monthly medical insurance premium will be sent to ATU Retiree Medical Trust. District currently contributes \$0.26 per hour worked by all EE to Retiree Medical Benefit Trust. <b>IBEW:</b> RT contributes \$17.86 per month for retiree health insurance.

**Appendix V  
 El Dorado County Transit Authority  
 Additional Benefits  
 August 2014**

Agency	Retiree Health Benefits
San Joaquin Regional Transit District	EE with 25 years of service and is 55 years old, medical, dental, and vision are offered for retiree and spouse. Each retirees' medical premium is different due to the percentage calculated using the retirees' age and years of service upon retirement. RTD pays the difference between the calculated retiree percentage and the premium amount.
Santa Cruz Metropolitan Transit District	District pays 95% of HMO-level monthly medical insurance premium. District's share of dental, vision, and life insurance plan coverage shall continue to be provided by the District for a qualifying retired employee and dependent(s) and terminate upon any of the following conditions: (a) death of the retiree; (b) retiree attains the age of 65; or (c) retiree becomes employed with another employer and accepts dental, vision, and/or life insurance coverage with that employer. Retiree shall meet all of the following conditions: is at least 50 at time of separation and has completed at least 20,800 hours of continuous regular service with the District at time of separation (re-employment after layoff shall not constitute a break in continuous service).

**Appendix V  
 El Dorado County Transit Authority  
 Additional Benefits  
 August 2014**

Agency	Education and Certification Incentive Pay
El Dorado County Transit Authority	None
Amador Regional Transit	None
Central Contra Costa Transit Authority	None
City of Folsom	<u>IUOE and Mid-Management</u> : Education Incentive Pay – EE must complete college level semester units from accredited, recognized college or university and attain a minimum grade of satisfactory on all coursework: 30-59 undergraduate units above job class MQ's = 2% of base salary, 60-119 undergraduate units above MQ's = 3%, 120+ undergraduate units above MQ's or BA/BS degree = 5%; for EE hired prior to 7/1/10, 15 graduate units above MQ's or MA/MS degree = additional 5% of base salary (EE hired on/after 7/1/10 shall qualify for additional 5%); with the exception of EE hired prior to 7/1/10 who possess MA/MS degree, education incentive pay shall not exceed 5% of base salary. Expect EE hired prior to 7/1/10, EE who possess MA/MS degree, no EE who qualifies for both special skill certification/license pay and/or education incentive pay shall receive additional salary of more than 5%. <u>IUOE</u> : Mechanics: ASE certificates = 1%; cumulative total max of 5% for following certifications: ASE Master (5%), 1% each for Engine Repair (gas and diesel), Automatic Transmission, Manual Transmission, Suspension & Steering, Brakes (air and hydraulic), Electrical Systems, Heating & Air Conditioning, Engineer Performance, Welding, Smog Certificate, and Refrigerant. Maintenance Worker I, II, or Lead: Class A driver's license = 2.5%.
City of Norwalk (Norwalk Transit System)	<u>General</u> : If City determines the need for EE to perform certain operational functions that require special certification then EE will receive special certification bonus of \$25 per payroll period.
Gold Coast Transit	Non-Responsive
Golden Empire Transit	Maintenance department employees shall receive \$100 upon successful completion of any ASE transit certification or recertification, \$400 upon completion of Master Technician.
Mendocino Transit Authority	None
Placer County	<u>Professional</u> : CPA certificate = 5%. <u>General, Management</u> : None applicable to this study.
Riverside Transit Agency	None
Sacramento Regional Transit District	None
San Joaquin Regional Transit District	None
Santa Cruz Metropolitan Transit District	None

**Appendix V  
El Dorado County Transit Authority  
Additional Benefits  
August 2014**

Agency	Bilingual Pay	On-Call and Call-Out Pay	Shift Differential Pay
El Dorado County Transit Authority	Bilingual Differential = \$1.00 per hour.	On-Call Pay = \$3.60 per hour for each hour on call. Call Back Pay = 2 hours of work plus any hours in excess of 2 hours during which EE was engaged in work for which EE was called back; this 2 hour minimum only applies when EE is required to physically return to work. EE on on-call duty shall be entitled to call back pay only once during single on-call period or twice during weekend on-call period. Call back time is over time. Call back provisions shall not apply if EE is called back to work within 1 hour of normal starting time.	Transit Driver: Any EE whose work schedule is such that 75%+ of regular work hours fall between 1:30 PM and 7:00 AM shall receive additional \$50 per hour over regular rate of pay for all hours actually worked during that shift.
Amador Regional Transit	None	None	None
Central Contra Costa Transit Authority	None	None	Swing Shift = \$1.00 per hour and Graveyard Shift = \$1.05 per hour.
City of Folsom	None included in this study (only offered to POA)	IUOE: Standby Pay – EE are assigned to 12 hours standby duty per week (except when one Christmas Day, New Year's Day, or July 4th occurs during the period of standby, then 15 hours standby); standby shall be 1.5x hourly rate of pay. Monitoring Pay – When EE is assigned to monitor a City operation from EE's residence during non-work hours, EE will receive 1.5 hours of OT for each 8-hour assignment period. Call Back Pay – Minimum 3 hours of call-back pay at 1.5x EE's base hourly rate of pay.	None included in this study (only offered to POA)
City of Norwalk (Norwalk Transit System)	<u>General</u> : \$25 per pay period if EE passes oral exam for second language.	<u>General</u> : Call Back Pay = EE receives regular pay plus 50% premium for hours actually worked; EE will receive minimum 2 hours call back time from time normal work day is completed until midnight and 3 hours call back time for call back after midnight until 5:00 AM. Standby Pay = EE who is released from active duty and is not required to remain at work site but is required to leave word at home or with department where may be reached or is available by pager shall receive max of \$120 per each week assigned. Transportation Operations Supervisors and Equipment Maintenance staff required on holidays to leave work at home or with department where EE may be reached shall receive \$33 standby pay for each holiday.	<u>General</u> : EE whose regularly assigned shift includes 50%+ of scheduled work hours between hours of 6:00 PM and 6:00 AM shall receive 5% greater compensation.
Gold Coast Transit	Non-Responsive	Non-Responsive	Non-Responsive
Golden Empire Transit	None	None	All EE of the maintenance department who work between the hours of 10:00 p.m. and 6:00 a.m. shall receive an additional \$1.50 per hour for such work.
Mendocino Transit Authority	None	Transit Vehicle Operators: Standby Pay = regular rates. Call Back Pay = minimum of 2 hours. On-Call Supervisor: \$20 per night.	None

**Appendix V  
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Agency	Bilingual Pay	On-Call and Call-Out Pay	Shift Differential Pay
Placer County	General, Professional, Management: 5% bilingual pay when requested by DH and approved by Personnel Director (or designated EE) for use of second language in normal course and scope of work.	General, Professional: Call back pay = minimum 2 hours at 1.5x hourly rate when EE physically returns to work or up to 1 hour at 1.5x hourly rate when authorized work is performed but EE is not required to physically return to work. Standby pay = EE shall receive \$21 for weekdays and \$24 for weekends and holidays for 8 hours of standby duty. Management: Standby pay = \$21 for weekdays and \$24 for weekends and holidays for 8 hours of standby duty.	General, Professional: Night Shift = 7.5% if EE is assigned to work 50%+ of hours between the hours of 5:00 PM and 6:00 AM.
Riverside Transit Agency	None	If called back, EE are paid OT rate.	Represented: Swing Shift = 1.59% x base pay or \$0.40 per hour. Grave Shift = 2.38% x base pay or \$0.60 per hour.
Sacramento Regional Transit District	None	ATU: Call Back Pay = minimum 2 hours of pay or pay for actual hour worked, whichever is greater. When EE is required to report to work on regularly scheduled day off, EE shall receive minimum 5 hours and 20 minutes at time and one half. IBEW: EE who are called from homes for OT work on non-workdays, on holidays, or outside regular work hours on workdays shall be paid OT compensation for 2 hours or actual work time and travel time, whichever is greater, in connection therewith not to exceed ½ hour.	IBEW: Shift differential for Saturday and/or Sunday work shall be paid at rate of 5% of EE's hourly wage rate for all hour worked.
San Joaquin Regional Transit District	5% pay differential for speaking and writing in Spanish.	Four (4) hour minimum if EE is called back on their day off and two (2) hour minimum if EE is assigned work to someone after their normal shift.	5% = second shift and 7% = third shift.
Santa Cruz Metropolitan Transit District	SEIU: \$0.75 per hour for all hours worked; periodic proficiency test may be conducted; when District determines that written in addition to oral Spanish/English skills are necessary, EE shall receive total of \$0.95 per hour for all hours worked. UTU: \$44 premium; must pass Spanish Competency test.	SEIU: VMU: On Call = \$115 per week. SEA: On Call = \$1.15 per hour for every hour; when EE in customer service class is placed on 90 consecutive minute period of on call duty status, EE will receive \$7.00 per hour. Call Back: Compensation begins at time worker arrives at work site; minimum 2 hours at 1.5x hourly rate.	SEIU: VMU: Weekend Day = \$0.35 per hour, Swing Week Day = \$0.75 per hour and Swing Weekend = \$0.90 per hour; Graveyard Week Day = \$1.50 per hour and Graveyard Weekend = \$1.60 per hour. SEA: EE who works ½+ of shift between 6:00 PM and 6:00 AM = \$1.00 differential.

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 El Dorado County Transit Authority  
 Additional Benefits  
 August 2014**

Agency	Longevity Program	Other Benefits
El Dorado County Transit Authority	<u>Non-Management</u> : After 10 years = 2.5% of base salary; after 15 years = 5% of base salary; after 20 years = 7% of base salary. <u>Management, Executive Director</u> : After 10 years = 5% of base salary; after 15 years = 7.5% of base salary; after 20 years = 10% of base salary.	<u>Pager Pay</u> : \$6.00 per day up to \$84 per pay period. <u>Skill Pay</u> : Transit Driver who is assigned by appointing authority and operates a transit vehicle equipped with air brakes or drive time in the trolley on a designated route shall be entitled to receive additional \$1.00 per hour; those drivers "deadheading" on a vehicle shall be entitled to receive additional \$0.50 per hour above the base hourly rate. <u>Trainer Pay</u> : \$0.50 per hour for actual time spent training.
Amador Regional Transit	Bus Operator: \$0.25 per hour 10th, 15th, 20th, & 25th year.	None
Central Contra Costa Transit Authority	None	None
City of Folsom	10+ years of service = 2.5%, after 15 years of service = additional 2.5% (total 5%), and after 20 years of service = additional 2.5% (total 7.5%); EE hired after 7/1/10 shall not be eligible to receive longevity pay. All EE are eligible except contract EE.	<u>IUOE</u> : All EE will receive one time payment of \$500 on 8/5/14. Effective 6/30/16, an additional new 2.5% top step will be added to salary ranges A and B. <u>IUOE and Mid-Management</u> : Cell Phone Stipend = \$50 per month if EE uses personal cell phone.
City of Norwalk (Norwalk Transit System)	None	None
Gold Coast Transit	EE shall receive additional sum equal to 1% for each 5 years of service.	Non-Responsive
Golden Empire Transit	Service awards at 5 year increments.	None
Mendocino Transit Authority	None	None
Placer County	<u>General, Professional, Management</u> : 5% after 5 years at Step 5.	<u>Tahoe Subsidy</u> : \$675 per month; health subsidy of \$2,000 per year for single coverage and \$3,000 per year for family coverage.
Riverside Transit Agency	None	<u>Certified Coach Operator Instructor (CCOI) Program</u> : while performing duties as a CCOI, the Coach Operator will earn an additional \$2.00 per hour. <u>Split Runs</u> : Time and one-half will be paid after 8 hours with premium of 50% of top operator rate of pay after 11th hour and 100% after 14th hour.
Sacramento Regional Transit District	None	<u>ATU</u> : Instruction Pay = 1 hour pay per day in addition to regular rate of pay for at least 4 hours with assigned student; if less than 4 hours, EE shall receive 0.5 hours pay in addition to regular rate. <u>IBEW</u> : Training Premium = 5% and shall be paid for minimum 2 hours or duration of assignment, whichever is greater. Lead Premium = 5% and shall be paid for minimum 2 hours or duration of assignment, whichever is greater.
San Joaquin Regional Transit District	5 year increments. EE receives a lapel pin with one cubic zirconia for each 5 year increment.	None
Santa Cruz Metropolitan Transit District	<u>SEIU</u> : After 10 years = 5%, after 15 years = 5%, and after 20 years = 5%. <u>Management, UTU</u> : After 10 years = 5%, after 15 years = 5%.	<u>SEIU</u> : Effective 7/1/13: District makes the following additional payment based on years of service: 0-5 years = \$2,000, 6-10 years = \$2,500, 11-15 years = \$3,000, 16-20 years = \$3,500, 21+25 years = \$4,000, 26-30 years = \$4,500, and 31+ years = \$5,000. <u>UTU</u> : Line Instructor Pay = \$50 for each shift.