

AGENDA ITEM 1 H  
Consent Item

**MEMORANDUM**

**DATE:** February 1, 2018

**TO:** El Dorado County Transit Authority

**FROM:** Mindy Jackson, Executive Director

**SUBJECT:** Agency Salary Structure; Salary Schedules and Implementation of Revised Salary Schedule

**REQUESTED ACTION:**  
**MOTION,**

**Adopt Resolution No. 18-01 Approving a Revised Salary Structure and Salary Schedule, Implementing Salary Adjustments for the Unrepresented and Management Personnel and Providing Corresponding Budget Adjustments**

**BACKGROUND**

November 2, 2017      The El Dorado County Transit Authority (El Dorado Transit) Board received and filed the Final Report of the Total Compensation Study, El Dorado County Transit Authority, October 24, 2017 prepared by Koff & Associates

March 2, 2017      The El Dorado County Transit Authority (El Dorado Transit) Board approved HR Services Procurement Sub-Agreement between El Dorado County Transit Authority and Koff & Associates for a Classification and Compensation Study

**DISCUSSION**

El Dorado Transit contracted Koff & Associates to develop a compensation and benefit study for the agency and the first classification study. Some classifications had not been updated since 1994 and others had been updated on a case by case basis. The most significant objective of the Classification and Compensation Study was obtaining accurate and descriptive information about the work in the classified positions. The goal in updating all job classifications is to ensure they are current and relevant which is an essential ingredient prior to completing a comprehensive compensation study. Job descriptions provide a basis for job comparison to market data collected for that job.

The objective of the report Final Report of the Total Compensation Study, El Dorado County Transit Authority, October 24 2017 (Study) was to develop a comprehensive compensation and benefit study that analyzes market based wages and benefits to compare wages and the value of employee benefits relative to the agency's current pay ranges and benefit offerings. The Study included:

- Evaluation of all sixteen (16) agency job classifications for comparison purposes (not just job descriptions, actual job duties)
- Development of comparative agency list for market-parity review
- Report on the total compensation by classification relating to median of comparative agencies
- Recommendations for implementing proposed salary structure

As noted in the Study:

**MARKET COMPENSATION FINDINGS**

*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 alphabetical order. 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.*

<b>Classification</b>	<b>Base Top Monthly Salary % above or below Median</b>	<b>Total Compensation % above or below Median</b>
Administrative Coordinator	-2.8%	-2.5%
Custodian	-25.2%	-5.9%
Equipment Technician II	-14.0%	2.7%
Executive Director	-29.0%	-23.3%
Finance Manager	-25.5%	-18.9%
Fiscal Technician II	-27.5%	-14.0%
Human Resources Manager	-15.6%	-12.4%
Maintenance and Facilities Supervisor	-27.1%	-19.3%
Maintenance Technician	-33.3%	-18.5%
Office Assistant II	-12.3%	-2.0%
Operations Manager	-20.8%	-10.9%
Planning and Marketing Manager	-33.9%	-12.6%

Classification	Base Top Monthly Salary	Total Compensation
	% above or below Median	% above or below Median
Safety Coordinator	-33.1%	-20.2%
Transit Dispatcher	-16.2%	11.7%
Transit Operations Supervisor	-4.1%	-2.4%
Transit Operator	-7.4%	7.9%

The Study states that overall the differences between market base salaries and total compensation indicate that the agency's benefit package put El Dorado Transit at a more competitive advantage. Additional analysis reveals that, on average, classifications are 20.5% below the market median for base salaries however; that figure changes to 8.8% below the market median for total compensation. This information indicates that El Dorado Transit gains an 11.7% competitive advantage when taking benefits into consideration. The market benefit data shows the key contributing factors that give El Dorado Transit a competitive advantage is its contribution to health and dental insurance and its use of a single highest year formula for its retirement system

Staff supports the Study recommendation to revise the salary schedule structure to the market median; move employees into the newly proposed compensation structure within the salary range for each class as recommended and to the step within the new classification range that is closest, but not less than their current compensation. This will provide salary classifications that are closer to the market to recognize a fair and competitive compensation plan while maintaining an objective equitable internal salary structure.

The Study recommended placement for each job classification in the following table:

Class Title	Current Maximum Monthly Salary	% from Total Comp Median	Market Placement	Proposed Salary Range	Proposed Top Monthly Salary	% Difference From Proposed Maximum
Executive Director	\$10,346	-23.3%	\$12,757	Contract	\$12,888	24.6%
Operations Manager	\$8,217	-10.9%	\$9,113	53	\$9,121	11.0%
Finance Manager	\$7,264	-18.9%	\$8,637	51	\$8,682	19.5%
Human Resources Manager	\$7,445	-12.4%	\$8,368	49	\$8,263	11.0%
Planning and Marketing Manager	\$6,111	-12.6%	\$6,881	42	\$6,952	13.8%

Class Title	Current Maximum Monthly Salary	% from Total Comp Median	Market Placement	Proposed Salary Range	Proposed Top Monthly Salary	% Difference From Proposed Maximum
Transit Dispatcher	\$3,463	11.7%	\$3,058	16	\$3,658	5.6%
Transit Operator	\$3,979	7.9%	\$3,665	16	\$3,658	-8.1%
Maintenance and Facilities Supervisor	\$5,866	-19.3%	\$6,998	37	\$6,144	4.7%
Equipment Technician II	\$4,774	2.7%	\$4,645	27	\$4,800	0.5%
Equipment Technician I	\$4,116	No Benchmark		23	\$4,348	5.6%
Maintenance Technician	\$3,550	-18.5%	\$4,207	22	\$4,242	19.5%
Custodian	\$2,843	-5.9%	\$3,011	8	\$3,002	5.6%
Safety Coordinator	\$5,269	-20.2%	\$6,333	38	\$6,298	19.5%
Administrative Coordinator	\$4,894	-2.5%	\$5,016	29	\$5,043	3.0%
Fiscal Technician II (re-title)	\$3,919	-14.0%	\$4,468	24	\$4,457	13.7%
Fiscal Technician I (New Class)		No Benchmark		20	\$4,038	
Office Assistant II	\$3,464	-2.0%	\$3,533	15	\$3,569	3.0%
Office Assistant II (no current salary level)		No Benchmark		11	\$3,233	

Source: *Final Report of the Total Compensation Study El Dorado County Transit Authority, October 24, 2017, Appendix IV*

Resolution No. 18-01 will result in the following Board action effective February 2, 2018:

- Adopt Revised Salary Structure
- Adopt Salary Schedule by Job Classification (except for Executive Director and Transit Operator job classifications)
- Move incumbents into the salary range as recommended in the Study
- Y-rate employees that are at a salary above the current market range for their classification. Those employees in classifications that are paid above the median will remain in the current range until the market numbers catch-up with their current salary. This results with no immediate loss of compensation, but delays future increases until the incumbent's salary is within the salary range. New employees will be paid under the new salary structure.
  - Equipment Technician II

The full report is available for review at [http://eldoradotransit.com/wp-content/uploads/2017/10/2017-11-02\\_TotalCompensationStudyFinalReport.pdf](http://eldoradotransit.com/wp-content/uploads/2017/10/2017-11-02_TotalCompensationStudyFinalReport.pdf).

## **FISCAL IMPACT**

Total cost of increase will not require a budget adjustment for the Fiscal Year 2017/18 Budget

Projected *additional* payroll expense includes increased wages, payroll taxes, and employer contribution for retirement and workers compensation premiums will be as follows:

- Fiscal Year 2017/18 \$21,507 (five (5) months)
- Fiscal Year 2018/19 \$67,146
- Fiscal Year 2019/20 \$76,425
- Fiscal Year 2020/21 \$58,217
- Fiscal Year 2021/22 \$41,392

**EL DORADO COUNTY TRANSIT AUTHORITY  
RESOLUTION NO. 18-01**

**RESOLUTION OF THE BOARD OF DIRECTORS OF THE  
EL DORADO COUNTY TRANSIT AUTHORITY APPROVING A REVISED SALARY  
STRUCTURE AND SALARY SCHEDULE, IMPLEMENTING SALARY ADJUSTMENTS  
FOR THE UNREPRESENTED AND MANAGEMENT PERSONNEL AND PROVIDING  
CORRESPONDING BUDGET ADJUSTMENTS**

**WHEREAS**, Article 3.1 of the El Dorado County Transit Authority Personnel Policies and Procedures Manual (Manual) provides that a salary schedule shall be established by Resolution of the Board of Directors (Board) of El Dorado County Transit Authority (Authority) ; and

**WHEREAS**, the Manual further states “The monthly salary rates are also listed for the purpose of convenience in quotation of monthly salaries and computations for purposes of paying employees shall be on the basis of hourly rates”; and

**WHEREAS**, the Board retained Koff & Associates to prepare a comprehensive compensation and benefit study that analyzes and compares market based wages and the value of employee benefits relative to the Authority’s current pay ranges and benefit offerings; and

**WHEREAS**, the Board reviewed the study in open session at the November 2, 2017 meeting of the Authority; and

**WHEREAS**, it is appropriate to make certain adjustments in the salary structure and schedule for the unrepresented and management personnel of the Authority.

**NOW, THEREFORE BE IT RESOLVED AS FOLLOWS:**

1. The salary structure attached as Exhibit A is hereby approved and shall be effective the first full pay period following the adoption of this resolution.

2. The salary schedule by classification attached hereto as Exhibit B for the unrepresented and management employees of the Authority is hereby approved and be effective the first full pay period following adoption of this resolution. The schedule by classification for the Transit Operators shall be separately addressed in the Memorandum of Understanding between the Authority and the Transit Operators Bargaining Unit.

3. Incumbents shall be moved into the recommended salary schedule at a step closest to, but not less than, current compensation level and shall be effective the first full pay period following adoption of this resolution.

4. The Authority will Y-rate employees in a salary above the top step of the new job classification and such employees will remain in the current range until the market catches up with their current salary.

5. The one (1) job classification salary range with an incumbent paid above the new salary schedule but below top step – the Equipment Mechanic II shall be frozen or “Y” rated. Employees for such positions hired after adoption of this resolution will be paid under the new Salary Structure and Schedule.

7. The Board reserves the right to suspend, modify or freeze all or any part of this resolution, the salary schedule, or anticipated advances or step increases on the salary schedule in the event of economic hardship or a financial shortfall in the El Dorado County Transit Authority budget.

**PASSED AND ADOPTED BY THE GOVERNING BOARD OF THE EL DORADO COUNTY TRANSIT AUTHORITY** at a regular meeting of said Board held on the 1<sup>st</sup> day of February 2018, by the following vote of said Board.

AYES:

NOES:

ABSTAIN:

ABSENT:

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El Dorado County Transit Authority Chairperson

APPROVED AS TO FORM:

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Megan Wilcher, Secretary to the Board

**El Dorado County Transit Authority**  
**Proposed Salary Structure**  
**February 2018**

**EXHIBIT A**

Range #	Monthly Salary Range						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	\$10.87 \$1,884.83	\$11.42 \$1,979.12	\$11.99 \$2,078.09	\$12.59 \$2,182.09	\$13.22 \$2,291.29	\$13.88 \$2,405.87	\$14.57 \$2,526.16
2	\$11.15 \$1,931.95	\$11.70 \$2,028.69	\$12.29 \$2,130.27	\$12.91 \$2,236.87	\$13.55 \$2,348.84	\$14.23 \$2,466.36	\$14.94 \$2,589.77
3	\$11.42 \$1,980.25	\$12.00 \$2,079.31	\$12.60 \$2,183.31	\$13.23 \$2,292.51	\$13.89 \$2,407.25	\$14.58 \$2,527.72	\$15.31 \$2,654.25
4	\$11.71 \$2,029.75	\$12.30 \$2,131.31	\$12.91 \$2,237.91	\$13.56 \$2,349.88	\$14.24 \$2,467.40	\$14.95 \$2,590.81	\$15.70 \$2,720.47
5	\$12.00 \$2,080.50	\$12.60 \$2,184.69	\$13.24 \$2,294.07	\$13.90 \$2,408.81	\$14.59 \$2,529.28	\$15.32 \$2,655.81	\$16.09 \$2,788.76
6	\$12.30 \$2,132.51	\$12.92 \$2,239.29	\$13.57 \$2,351.27	\$14.24 \$2,468.96	\$14.96 \$2,592.55	\$15.71 \$2,722.20	\$16.49 \$2,858.44
7	\$12.61 \$2,185.82	\$13.24 \$2,295.28	\$13.91 \$2,410.20	\$14.60 \$2,530.84	\$15.33 \$2,657.55	\$16.10 \$2,790.49	\$16.90 \$2,930.03
8	\$12.93 \$2,240.47	\$13.57 \$2,352.65	\$14.25 \$2,470.35	\$14.97 \$2,593.93	\$15.71 \$2,723.76	\$16.50 \$2,860.00	\$17.33 \$3,003.00
9	\$13.25 \$2,296.48	\$13.91 \$2,411.41	\$14.61 \$2,532.05	\$15.34 \$2,658.76	\$16.11 \$2,791.71	\$16.91 \$2,931.41	\$17.76 \$3,078.05
10	\$13.58 \$2,353.89	\$14.26 \$2,471.73	\$14.97 \$2,595.32	\$15.72 \$2,725.15	\$16.51 \$2,861.56	\$17.34 \$3,004.73	\$18.20 \$3,155.01
11	\$13.92 \$2,412.74	\$14.62 \$2,533.44	\$15.35 \$2,660.15	\$16.12 \$2,793.27	\$16.92 \$2,932.97	\$17.77 \$3,079.79	\$18.66 \$3,233.88
12	\$14.27 \$2,473.06	\$14.98 \$2,596.88	\$15.73 \$2,726.88	\$16.52 \$2,863.29	\$17.35 \$3,006.47	\$18.21 \$3,156.92	\$19.12 \$3,314.83
13	\$14.62 \$2,534.88	\$15.36 \$2,661.71	\$16.12 \$2,794.83	\$16.93 \$2,934.71	\$17.78 \$3,081.52	\$18.67 \$3,235.61	\$19.60 \$3,397.51
14	\$14.99 \$2,598.26	\$15.74 \$2,728.27	\$16.53 \$2,864.68	\$17.35 \$3,008.03	\$18.22 \$3,158.48	\$19.13 \$3,316.56	\$20.09 \$3,482.44
15	\$15.36 \$2,663.21	\$16.13 \$2,796.39	\$16.94 \$2,936.27	\$17.79 \$3,083.08	\$18.68 \$3,237.35	\$19.61 \$3,399.24	\$20.59 \$3,569.28
16	\$15.75 \$2,729.79	\$16.54 \$2,866.41	\$17.36 \$3,009.76	\$18.23 \$3,160.39	\$19.15 \$3,318.47	\$20.10 \$3,484.52	\$21.11 \$3,658.89
17	\$16.14 \$2,798.04	\$16.95 \$2,938.00	\$17.80 \$3,084.99	\$18.69 \$3,239.25	\$19.62 \$3,401.32	\$20.61 \$3,571.53	\$21.64 \$3,750.24
18	\$16.55 \$2,867.99	\$17.37 \$3,011.49	\$18.24 \$3,162.12	\$19.16 \$3,320.37	\$20.11 \$3,486.43	\$21.12 \$3,660.80	\$22.18 \$3,843.84
19	\$16.96 \$2,939.69	\$17.81 \$3,086.72	\$18.70 \$3,241.16	\$19.63 \$3,403.23	\$20.62 \$3,573.44	\$21.65 \$3,752.15	\$22.73 \$3,939.87
20	\$17.38 \$3,013.18	\$18.25 \$3,163.85	\$19.17 \$3,322.11	\$20.13 \$3,488.33	\$21.13 \$3,662.88	\$22.19 \$3,846.09	\$23.30 \$4,038.49
21	\$17.82 \$3,088.51	\$18.71 \$3,243.07	\$19.65 \$3,405.31	\$20.63 \$3,575.69	\$21.66 \$3,754.57	\$22.75 \$3,942.47	\$23.88 \$4,139.72
22	\$18.26 \$3,165.72	\$19.18 \$3,324.01	\$20.14 \$3,490.24	\$21.14 \$3,664.79	\$22.20 \$3,848.17	\$23.31 \$4,040.75	\$24.48 \$4,242.85



**El Dorado County Transit Authority**  
**Proposed Salary Structure**  
**February 2018**

**EXHIBIT A**

Range #	Monthly Salary Range						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
23	\$18.72 \$3,244.86	\$19.66 \$3,407.21	\$20.64 \$3,577.60	\$21.67 \$3,756.48	\$22.76 \$3,944.37	\$23.89 \$4,141.63	\$25.09 \$4,348.76
24	\$19.19 \$3,325.99	\$20.15 \$3,492.32	\$21.16 \$3,667.04	\$22.21 \$3,850.43	\$23.33 \$4,043.00	\$24.49 \$4,245.28	\$25.72 \$4,457.61
25	\$19.67 \$3,409.14	\$20.65 \$3,579.68	\$21.69 \$3,758.73	\$22.77 \$3,946.80	\$23.91 \$4,144.23	\$25.11 \$4,351.53	\$26.36 \$4,569.24
26	\$20.16 \$3,494.36	\$21.17 \$3,669.12	\$22.23 \$3,852.68	\$23.34 \$4,045.43	\$24.51 \$4,247.71	\$25.73 \$4,460.21	\$27.02 \$4,683.29
27	\$20.66 \$3,581.72	\$21.70 \$3,760.81	\$22.78 \$3,948.88	\$23.92 \$4,146.48	\$25.12 \$4,353.96	\$26.38 \$4,571.67	\$27.69 \$4,800.29
28	\$21.18 \$3,671.27	\$22.24 \$3,854.93	\$23.35 \$4,047.68	\$24.52 \$4,250.13	\$25.75 \$4,462.64	\$27.03 \$4,685.89	\$28.39 \$4,920.24
29	\$21.71 \$3,763.05	\$22.80 \$3,951.31	\$23.94 \$4,148.91	\$25.13 \$4,356.39	\$26.39 \$4,574.27	\$27.71 \$4,803.07	\$29.10 \$5,043.31
30	\$22.25 \$3,857.12	\$23.37 \$4,050.11	\$24.54 \$4,252.73	\$25.76 \$4,465.41	\$27.05 \$4,688.84	\$28.40 \$4,923.36	\$29.83 \$5,169.67
31	\$22.81 \$3,953.55	\$23.95 \$4,151.33	\$25.15 \$4,358.99	\$26.41 \$4,577.04	\$27.73 \$4,806.01	\$29.11 \$5,046.43	\$30.57 \$5,298.80
32	\$23.38 \$4,052.39	\$24.55 \$4,255.16	\$25.78 \$4,468.01	\$27.07 \$4,691.44	\$28.42 \$4,926.13	\$29.84 \$5,172.44	\$31.33 \$5,431.23
33	\$23.96 \$4,153.70	\$25.16 \$4,361.41	\$26.42 \$4,579.64	\$27.74 \$4,808.79	\$29.13 \$5,049.37	\$30.59 \$5,301.92	\$32.12 \$5,567.12
34	\$24.56 \$4,257.54	\$25.79 \$4,470.44	\$27.08 \$4,694.04	\$28.44 \$4,928.91	\$29.86 \$5,175.39	\$31.35 \$5,434.17	\$32.92 \$5,705.96
35	\$25.18 \$4,363.98	\$26.44 \$4,582.24	\$27.76 \$4,811.39	\$29.15 \$5,051.97	\$30.60 \$5,304.69	\$32.14 \$5,570.07	\$33.74 \$5,848.61
36	\$25.81 \$4,473.08	\$27.10 \$4,696.81	\$28.45 \$4,931.68	\$29.88 \$5,178.33	\$31.37 \$5,437.29	\$32.94 \$5,709.25	\$34.59 \$5,994.73
37	\$26.45 \$4,584.91	\$27.77 \$4,814.16	\$29.16 \$5,054.92	\$30.62 \$5,307.81	\$32.15 \$5,573.36	\$33.76 \$5,852.08	\$35.45 \$6,144.84
38	\$27.11 \$4,699.53	\$28.47 \$4,934.63	\$29.89 \$5,181.45	\$31.39 \$5,440.59	\$32.96 \$5,712.72	\$34.61 \$5,998.37	\$36.34 \$6,298.41
39	\$27.79 \$4,817.02	\$29.18 \$5,058.04	\$30.64 \$5,311.11	\$32.17 \$5,576.83	\$33.78 \$5,855.72	\$35.47 \$6,148.65	\$37.25 \$6,456.15
40	\$28.49 \$4,937.44	\$29.91 \$5,184.40	\$31.41 \$5,443.71	\$32.98 \$5,716.01	\$34.63 \$6,001.84	\$36.36 \$6,302.05	\$38.18 \$6,617.17
41	\$29.20 \$5,060.88	\$30.66 \$5,314.05	\$32.19 \$5,579.77	\$33.80 \$5,858.84	\$35.49 \$6,151.95	\$37.27 \$6,459.61	\$39.13 \$6,782.71
42	\$29.93 \$5,187.40	\$31.42 \$5,446.83	\$33.00 \$5,719.31	\$34.65 \$6,005.31	\$36.38 \$6,305.69	\$38.20 \$6,620.99	\$40.11 \$6,952.05
43	\$30.68 \$5,317.09	\$32.21 \$5,583.07	\$33.82 \$5,862.31	\$35.51 \$6,155.59	\$37.29 \$6,463.43	\$39.15 \$6,786.69	\$41.11 \$7,126.08
44	\$31.44 \$5,450.02	\$33.02 \$5,722.60	\$34.67 \$6,008.77	\$36.40 \$6,309.33	\$38.22 \$6,624.80	\$40.13 \$6,956.04	\$42.14 \$7,303.92

**El Dorado County Transit Authority  
Proposed Salary Structure  
February 2018**

**EXHIBIT A**

Range #	Monthly Salary Range						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
<b>45</b>	\$32.23 \$5,586.27	\$33.84 \$5,865.60	\$35.53 \$6,158.88	\$37.31 \$6,466.89	\$39.18 \$6,790.33	\$41.13 \$7,129.89	\$43.19 \$7,486.44
<b>46</b>	\$33.03 \$5,725.92	\$34.69 \$6,012.24	\$36.42 \$6,312.97	\$38.24 \$6,628.79	\$40.16 \$6,960.37	\$42.16 \$7,308.43	\$44.27 \$7,673.99
<b>47</b>	\$33.86 \$5,869.07	\$35.55 \$6,162.69	\$37.33 \$6,470.88	\$39.20 \$6,794.49	\$41.16 \$7,134.23	\$43.22 \$7,490.95	\$45.38 \$7,865.52
<b>48</b>	\$34.71 \$6,015.80	\$36.44 \$6,316.61	\$38.27 \$6,632.60	\$40.18 \$6,964.36	\$42.19 \$7,312.59	\$44.30 \$7,678.32	\$46.51 \$8,062.25
<b>49</b>	\$35.57 \$6,166.19	\$37.35 \$6,474.52	\$39.22 \$6,798.31	\$41.18 \$7,138.39	\$43.24 \$7,495.45	\$45.41 \$7,870.37	\$47.68 \$8,264.01
<b>50</b>	\$36.46 \$6,320.35	\$38.29 \$6,636.41	\$40.20 \$6,968.35	\$42.21 \$7,316.92	\$44.32 \$7,682.83	\$46.54 \$8,067.11	\$48.87 \$8,470.63
<b>51</b>	\$37.38 \$6,478.51	\$39.25 \$6,802.47	\$41.21 \$7,142.72	\$43.27 \$7,499.96	\$45.43 \$7,875.05	\$47.71 \$8,268.87	\$50.09 \$8,682.44
<b>52</b>	\$38.31 \$6,640.47	\$40.23 \$6,972.51	\$42.24 \$7,321.25	\$44.35 \$7,687.33	\$46.57 \$8,071.79	\$48.90 \$8,475.48	\$51.34 \$8,899.28
<b>53</b>	\$39.27 \$6,806.48	\$41.23 \$7,146.88	\$43.29 \$7,504.29	\$45.46 \$7,879.56	\$47.73 \$8,273.55	\$50.12 \$8,687.29	\$52.63 \$9,121.67
<b>54</b>	\$40.25 \$6,976.64	\$42.26 \$7,325.59	\$44.38 \$7,692.01	\$46.60 \$8,076.64	\$48.93 \$8,480.51	\$51.37 \$8,904.65	\$53.94 \$9,349.95
<b>55</b>	\$41.26 \$7,151.06	\$43.32 \$7,508.63	\$45.49 \$7,884.07	\$47.76 \$8,278.40	\$50.15 \$8,692.32	\$52.66 \$9,127.04	\$55.29 \$9,583.43

**EI Dorado County Transit Authority**  
**PROPOSED SALARY SCHEDULE FOR FISCAL YEAR 2017/18**

**EXHIBIT B**

JOB CLASSIFICATION	SALARY STEPS						
	1	2	3	4	5	6	7
ACCOUNTING TECHNICIAN - UR	16.87 2,924.13	17.71 3,070.43	18.60 3,224.00	19.53 3,385.20	20.51 3,554.55	21.53 3,732.39	22.61 3,910.07
FISCAL TECHNICIAN I - UR	17.38 3,012.53	18.25 3,163.16	19.16 3,321.41	20.12 3,487.64	21.13 3,662.19	22.19 3,845.40	23.30 4,037.80
FISCAL TECHNICIAN II - UR	19.19 3,326.27	20.15 3,492.67	21.16 3,667.39	22.22 3,850.77	23.33 4,043.35	24.49 4,245.63	25.72 4,457.96
ADMINISTRATIVE ANALYST - UR	21.06 3,650.40	22.12 3,834.13	23.23 4,025.84	24.39 4,227.25	25.61 4,438.72	26.89 4,660.76	28.23 4,893.89
ADMINISTRATIVE COORDINATOR - UR	21.71 3,763.07	22.80 3,951.31	23.94 4,148.91	25.13 4,356.39	26.39 4,574.27	27.71 4,803.07	29.10 5,043.31
EQUIPMENT MECHANIC I - UR	17.72 3,071.47	18.61 3,225.04	19.54 3,386.41	20.51 3,555.76	21.54 3,733.60	22.62 3,920.28	23.75 4,116.32
EQUIPMENT TECHNICIAN I - UR	18.72 3,244.80	19.66 3,407.04	20.64 3,577.43	21.67 3,756.31	22.76 3,944.20	23.89 4,141.45	25.09 4,348.59
EQUIPMENT MECHANIC II - UR	20.55 3,562.00	21.58 3,740.19	22.66 3,927.21	23.79 4,123.60	24.98 4,329.87	26.23 4,546.36	27.54 4,773.77
EQUIPMENT TECHNICIAN II - UR	20.66 3,581.07	21.69 3,760.12	22.78 3,948.19	23.92 4,145.61	25.11 4,352.92	26.37 4,570.63	27.69 4,799.25
EQUIPMENT MECHANIC II - UR - Y Rated							29.51 5,115.07
EQUIPMENT TECHNICIAN II - UR - Y Rated							29.51 5,115.07
FISCAL ADMINISTRATION MANAGER - UR / C / M	31.27 5,420.13	32.83 5,691.23	34.48 5,975.84	36.20 6,274.67	38.01 6,588.40	39.91 6,917.91	41.91 7,264.40
FINANCE MANAGER - UR / C / M	37.38 6,479.20	39.25 6,803.16	41.21 7,143.41	43.27 7,500.65	45.43 7,874.53	47.71 8,269.73	50.09 8,682.27
HUMAN RESOURCES / ADMINISTRATIVE SERVICES MANAGER - UR / C / M	32.05 5,555.33	33.65 5,833.19	35.34 6,124.91	37.10 6,431.19	38.96 6,752.89	40.91 7,090.55	42.95 7,445.19
HUMAN RESOURCES MANAGER - UR / C / M	35.57 6,165.47	37.35 6,473.83	39.22 6,797.61	41.18 7,137.52	43.24 7,494.41	45.40 7,869.16	47.67 8,262.63
MAINTENANCE CUSTODIAN - UR	12.23 2,119.87	12.85 2,227.33	13.49 2,338.79	14.17 2,455.79	14.88 2,578.68	15.62 2,707.64	16.40 2,843.19
CUSTODIAN - UR	12.93 2,241.20	13.58 2,353.35	14.26 2,471.04	14.97 2,594.63	15.72 2,724.45	16.50 2,860.69	17.33 3,003.87
MAINTENANCE TECHNICIAN - UR	18.26 3,165.07	19.17 3,323.32	20.13 3,489.55	21.14 3,664.09	22.20 3,847.31	23.31 4,039.71	24.47 4,241.81
OFFICE ASSISTANT I - UR / C	13.92 2,412.80	14.62 2,533.44	15.35 2,660.15	16.12 2,793.27	16.92 2,932.97	17.77 3,079.79	18.66 3,233.88
OFFICE ASSISTANT II - UR / C	15.36	16.13	16.94	17.78	18.67	19.61	20.59

**EI Dorado County Transit Authority**  
**PROPOSED SALARY SCHEDULE FOR FISCAL YEAR 2017/18**

**EXHIBIT B**

	2,662.40	2,795.52	2,935.40	3,082.21	3,236.48	3,398.37	3,568.41
OFFICE ASSISTANT II BILINGUAL - UR / C	16.36 2,835.73	17.13 2,968.85	17.94 3,108.73	18.78 3,255.55	19.67 3,409.81	20.61 3,571.71	21.59 3,741.75
OPERATIONS MANAGER - UR / C / M	39.27 6,806.80	41.23 7,147.23	43.30 7,504.64	45.46 7,879.91	47.74 8,274.07	50.12 8,687.81	52.63 9,122.36
OPERATIONS SUPERVISOR - UR	<del>23.83</del> <del>4,130.53</del>	<del>25.02</del> <del>4,337.15</del>	<del>26.27</del> <del>4,554.16</del>	<del>27.59</del> <del>4,781.92</del>	<del>28.97</del> <del>5,021.12</del>	<del>30.42</del> <del>5,272.28</del>	<del>31.94</del> <del>5,535.92</del>
TRANSIT OPERATIONS SUPERVISOR - UR	24.56 4,257.07	25.79 4,469.92	27.08 4,693.52	28.43 4,928.21	29.85 5,174.69	31.35 5,433.48	32.92 5,705.27
PLANNING & MARKETING MANAGER - UR / C / M	29.93 5,187.87	31.43 5,447.35	33.00 5,719.83	34.65 6,005.83	36.38 6,306.21	38.20 6,621.68	40.11 6,952.92
SAFETY COORDINATOR - UR	27.11 4,699.07	28.47 4,934.11	29.89 5,180.93	31.39 5,440.07	32.96 5,712.20	34.60 5,997.85	36.33 6,297.89
SR EQUIPMENT MECHANIC - UR	<del>23.83</del> <del>4,130.53</del>	<del>25.02</del> <del>4,337.15</del>	<del>26.27</del> <del>4,554.16</del>	<del>27.59</del> <del>4,781.92</del>	<del>28.97</del> <del>5,021.12</del>	<del>30.42</del> <del>5,272.28</del>	<del>31.94</del> <del>5,535.92</del>
MAINTENANCE AND FACILITIES SUPERVISOR - UR	26.45 4,584.67	27.77 4,813.99	29.16 5,054.75	30.62 5,307.64	32.15 5,573.19	33.76 5,851.91	35.45 6,144.67
TRANSIT DISPATCHER - UR	<del>14.91</del> <del>2,584.40</del>	<del>15.65</del> <del>2,712.67</del>	<del>16.43</del> <del>2,848.39</del>	<del>17.26</del> <del>2,990.87</del>	<del>18.12</del> <del>3,140.45</del>	<del>19.02</del> <del>3,297.48</del>	<del>19.98</del> <del>3,462.51</del>
TRANSIT DISPATCHER - UR	15.75 2,730.00	16.54 2,866.59	17.37 3,009.93	18.23 3,160.56	19.15 3,318.64	20.10 3,484.69	21.11 3,659.07
EXTRA HELP TRANSIT DISPATCHER - UR	15.75 2,730.00	16.54 2,866.59	17.37 3,009.93				

UR = Unrepresented  
R = Represented  
C = Confidential  
M = Management

Unrepresented and Management; Adopted: Resolution 17-20  
\* Represented; Board Ratified June 4, 2015